



Medical and Dental Business Group 07 October 2025 Meeting

Recognition Agreement

All Wales model Recognition agreement ratified by MDBG at 07 October 2025 meeting. NHSWE to issue to all organisations confirming that it is the national model for organisations to take through their LNCs to adopt.

Consultants

Medical and Dental Handbook Review – Updating the handbook to reflect the latest agreements to produce an up-to-date document with all T&Cs for consultants. A draft document up to December 2023 has been provisionally agreed. A date is to be agreed between BMA and NHSWE to complete the work by end of December 2025. Agreement once completed can be ratified via email. WG will issue in a pay circular once finalised.

Consultant and SAS All Wales Job Planning Policy

Initial draft policies are with the BMA with work due to resume following the resident doctor roadshows. BMA confirmed they are in the process of putting together an internal review before coming back formally with initial feedback.

Consultant recruitment and job description

In line with the Pay agreement in 2024, we have agreed to develop and agree an All-Wales consultant recruitment and policy and template. The BMA have provided comments on a draft all-Wales job description and NHSWE are currently reviewing.

UPSW Review

Agreement of first step to undertake a stocktake on how UPSW is applied across NHS Wales. BMA to discuss internally and provide colleagues to join a T&F group that NHSWE will establish to initially design a stocktake template. It was also noted that UPSW applies to all doctors not only to consultants.

Extra contractual rates

As part of the 2024 pay deal, we will explore the possibility of agreeing All-Wales extra contractual rates with the BMA.

SAS

All Wales Job Planning Policy and Additional Sessions Rate Card – Work will link in with the progress on the Consultants work stream



The SAS Career Progression (Regrading) Policy

Discussion of the initial teething issues and adaptations that have been implemented since launch in May 2025. BMA raised the benefits of getting feedback from all candidates to ascertain their views on the process. BMA to draft a follow up questionnaire and share with NHSWE who will implement to collation of responses and feedback to MDBG along with the SAS in post report.

SAS Week

NHSWE shared several Welsh events being held for national SAS week. NHSWE and BMA Cymru were to take part in the national SAS webinar later that week.

UK JNC SAS

BMA advised that UK SAS Committee has been looking at winding up the JNC SAS and replacing it with an England only forum. If this happens MDBG will look to continue to support this within Wales.

Resident Doctors

Welsh Resident Doctor Contract Reform

BMA published the framework on 06 October 2025 and will have undertaken 17 roadshows (plus additional on line webinars) prior to referendum. Discussion around the T&F groups which will be MDBG led and to start to consider which colleagues will be best placed to join the various groups. This will ensure there is no delay in commencing work if there is a successful referendum outcome.

NHSWE advised that employers are in the process of establishing the implementation board and that implementation planning would be added to the next MDBG agenda.

Resident Doctor Study Leave

BMA raised a matter in regard to a member who applied for overseas course which was initially declined though permission was later granted. BMA suggested it would be helpful to consider this as part of the study budget/leave contract reform group.

Statement of terms and conditions – template for SLE

Ratified at MDBG meeting and NHSWE to confirm with SLE that they can now implement the changes.

Develop and Implement National Terms and Conditions of Service for GPs working in Secondary Care - Phase 1 GP Out of Hours and reach a without prejudice settlement/collective agreement for backdating.

Talks are continuing without prejudice basis. Further scoping work will be undertaken between BMA and NHSWE.



MAPS – Physician Associates

WG advised the CMO/DCMO have confirmed the formation of an implementation group to be chaired by the DCMO and WG colleague. Work on the ToR is currently being undertaken and identifying the membership of the group. BMA raised the issue of terminology as the term “Associate” should not be used as per the recommendations in the Leng report. Following discussion, it was agreed that future agenda items at MDBG will instead refer to The Leng Implementation Group.

Managing Attendance at Work Policy

Comments submitted by BMA are currently being reviewed and a revised policy will be recirculated in due course. A request for the MDBG to agree via chairs action was agreed.

Disciplinary Policy (Agenda for Change)

NHSWE flagged awareness that the non-medical worker Disciplinary Policy has been reviewed and due to go to the Welsh Partnership Forum for approval in November 2025. NHSWE indicated it might be useful to use the revised policy as a reference point when we begin stocktake on the review of the implementation of UPSW, to take on board language, focus and direction. BMA shared experience in handling UPSWs comes down to implementation and pragmatism at the initial assessment phase and welcomes a review in partnership to improve the implementation of the UPSW policy

Medical Examiners contract

A national medical examiners contract was agreed by all parties and ratified by MDBG on 13 May 2025

Accommodation standards guidance

It has been agreed that a subgroup will be set up to update the terminology in the extant guidance. However, this work is on hold due to the resident doctor contract work.

Fatigue and Facilities charter

Health boards and Trusts provided their completed F&F reports. As a result of this, NHSWE are flagging issues with employers.