



Following a mandate issued by the Cabinet Secretary for Health and Social Care on 4th March 2025, the consultative referendum on whether to accept the proposed contract reform for Resident Doctors in Wales, conducted by the British Medical Association Cymru Wales (BMA), closed on 15 December 2025.

The referendum resulted in 83% of voters approving the proposed contract.

Following the outcome, the BMA Welsh resident doctors committee formally accepted the proposed contract and informed the Welsh Government Cabinet Secretary on 16 December.

We are pleased to confirm that the Cabinet Secretary has accepted the proposal and the referendum result.

NHS Wales Shared Services, NHS Wales Employers, and BMA Cymru Wales will now work jointly on the implementation arrangements. The new contract will be introduced from August 2026, in a staggered three-year transition period.

We would also like to acknowledge the successful partnership working between BMA Cymru Wales, NHS Wales Employers and Welsh Government, which has been instrumental in achieving this outcome for current and future Resident Doctors in NHS Wales.