



Llywodraeth Cymru  
Welsh Government

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## **WRITTEN STATEMENT BY THE WELSH GOVERNMENT**

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**TITLE**            **Resident Doctor and Dentist Contract Reform**

**DATE**            **17 December 2025**

**BY**                **Jeremy Miles MS, Cabinet Secretary for Health and Social Care**

Following a decision to re-enter contract negotiations for resident doctors and dentists in Wales, which was part of the 2023-24 agreement to end industrial action, BMA Cymru Wales and NHS Wales Employers have taken part in formal negotiations on joint proposals for revised terms and conditions.

I am grateful to BMA Cymru Wales and to NHS Wales Employers for their collective approach. I am very pleased that, following the results of a referendum among BMA Cymru Wales resident doctor members, the proposed contract has been accepted.

This agreement marks a significant milestone in our ongoing commitment to invest and modernise terms and conditions for medical and dental professionals and to ensure NHS Wales continues to be an attractive and supportive place to train and work for resident doctors and dentists.

This agreement aims to:

- Deliver an equitable and progressive pay structure, aligned with skills and experience.
- Improve recruitment, retention, motivation and engagement of resident doctors and dentists to make Wales the preferred destination for medical and dental training.
- Ensure high-quality care by enabling employers and residents to meet shared responsibilities to patients, while maintaining competitiveness with other UK and international training programmes.
- Provide a clear entitlement to protected study time, modernise terms and conditions to support well-being and patient safety, and a return on investment in line with A Healthier Wales and the Workforce Strategy for Health and Social Care.

I want to thank all parties involved for their collaborative approach in reaching this agreement. This demonstrates the strength of social partnership in Wales and our shared commitment to delivering high-quality care.