



## **Joint Position on Consultant Contract Reform Scoping**

As part of the [agreement](#) reached to resolve the industrial dispute over pay in 2023/2024, Welsh Government, the BMA Welsh Consultant Committee and NHS Wales Employers agreed that scoping work would be undertaken during 2024/25 regarding consultant contract reform talks.

The agreement stated that “any reformed contract will need to be fully modernised against current and future requirements of the NHS in Wales for the benefit of patients and the wellbeing of consultants. This scoping work will consider the need for reform, timetable, and level of investment required for Welsh Government to consider implications with a view to developing a future mandate”

Due to capacity pressures associated with the resident doctor contract reform, there has been limited progress to date on the scoping of consultant contract reform. Significant work remains for both NHS Wales employers and the BMA over the next several months to support the transition and implementation of the new resident doctor contract from August 2026.

Alongside this, we are in the final stages of completing an update to the Medical and Dental Handbook. This will provide an up-to-date and consolidated reference for consultant terms and conditions

In recognition of current pressures, and to ensure momentum is not lost, we propose a phased and pragmatic approach to scoping consultant contract reform. As a first step, following the update to the Handbook both the BMA and NHS Wales Employers will endeavour to bring to the May 2026 Medical and Dental Business Group (MDBG) meeting a scoped list of priorities that each party would like to see considered as part of any future consultant contract reform.

This initial scoping exercise would not constitute formal negotiations but would provide a constructive foundation to consider the potential for future work on consultant contract reform.

**10<sup>th</sup> February 2026**