

To: • Resident Doctors

NHS England  
Wellington House  
133-155 Waterloo Road  
London  
SE1 8UG

11 December 2025

Dear Colleague,

## **Re: offer to resident doctors**

You will by now hopefully have seen details of the Government's latest offer to the BMA Resident Doctor's Committee. With such a short window of time for you to have your say on the offer, I wanted to take this opportunity to share our commitment on next steps.

I fully understand that the current system does not work when it comes to training places. To have worked so hard to get to this point and then find your opportunities to progress are limited is incredibly frustrating. That is why we are so determined to fix this— and this offer is a major step in the right direction.

The Government's offer is aimed at tackling bottlenecks in training by:

- introducing emergency legislation in the New Year to rapidly prioritise UK graduates and other doctors with significant experience working in the NHS for foundation and specialty training posts;
- significantly increasing additional specialty training posts over the next 3 years, from the 1,000 previously announced under the 10 Year Health Plan to 4,000;
- delivering 1,000 of these training posts to start in 2026 via a new and improved application process; and
- introducing an Alternative Core Training programme, with 650 posts also starting in 2026, which would enable current locally employed doctors to apply successfully for higher specialty training.

This combination of prioritisation and expansion would make a quick and significant impact. It will transform the competition ratio for training places from nearly four applicants for every post as it currently stands, to less than two applicants per post in 2026. This will be a real boost for those of you going through the application process right now.

Following the 28.9% pay rise, this offer does also put more money back in your pocket, including through the funding of mandatory Royal College exam and membership fees.

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This offer is designed to improve some of the immediate challenges you face. However, I am also aware that there are more deep-rooted issues with our post-graduate medical training system. If we are able to get past the hurdle that is in front of us right now, you have my personal commitment to sitting down and discussing an approach to radically reforming our medical training programme, alongside Professor Chris Whitty and others, so that we can collectively create a long term and sustainable solution that meets the needs of our modern medical workforce.

While I genuinely believe this offer is a good one, I accept that there will be a range of views on it. It is however, now clear that the next strike would be harmful to patients and colleagues. You will all be experiencing for yourselves the very real pressures we are facing at the moment, including the impact of the early arrival of a flu wave across the country.

We currently have the highest ever number of flu hospitalisations for this time of year, and rates are still increasing. Should the strikes go ahead in this context, it is going to take a monumental effort from colleagues across the NHS, including many of you, to keep our services running and our patients safe.

I would urge you to carefully consider your decision. There is a way to avert further strikes and enable us all to focus on continuing to make the improvements to your working lives that we are committed to, and which you deserve.

Yours sincerely,

A handwritten signature in black ink that reads "Meghana Pandit". The signature is written in a cursive, flowing style with a horizontal line underlining the name.

**Meghana Pandit**

National Medical Director