

Y Grŵp Iechyd, Gofal ac Atal
Health, Care and Prevention Group



Llywodraeth Cymru
Welsh Government

Chief Executives – NHS Health Boards/Trusts
Directors, Workforce & Organisational Development – NHS Health Boards/Trusts
Directors of Finance – NHS Health Boards/Trusts
Director of NHS Wales Employers

Our Ref: M&D(W) 04/2026 – Resident Doctors
and Dentists T&C's

20 August 2026

Dear Colleagues

Summary

This circular informs employers of the introduction of the new Terms and Conditions of Service (2026) to apply to Resident Doctors and Dentists in Wales from 1 August 2026.

Action

1. Employers are asked to note the introduction of the new Terms and Conditions of service for Resident Doctors and Dentists Wales 2026 and ensure these are applied to all Resident Doctors and dentists as defined by these Terms and Conditions and in accordance with Schedule 13 Transitional Arrangements from 1st August 2026.

Information

1. The new Terms and Conditions of Service to apply to Resident Doctors and Dentists in Wales in accordance with the Transition Timetable as set out in the attached Annex.
2. The 2002 Terms and Conditions of service – Resident Doctors and Dentists (Wales) will be closed to new appointments from 1st August 2026 but will remain in place for existing doctors until at least 2028, subject to the timetable for transition to the "2026" Contract and any agreed exceptional criteria as set out below.
3. For further information regarding the Terms and Conditions of service, please visit the following link: [Terms and Conditions of Service – Resident Doctors and Dentists \(Wales\) 2026](#)

Yours sincerely,

Emma Coles
Deputy Director Workforce and Organisational Development
Dirprwy Gyfarwyddwr ar gyfer Gweithlu a Datblygiad Sefydliadol
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Annex

Transition Timetable

August 2026	2002 contract closed to new starters
	New appointments at all levels on these Terms and Conditions
	Existing medical residents at foundation level transfer
	Residents in unbanded rotas transfer
September 2026	Dental core residents' year 1
	Paediatrics – foundation and all new appointments at all levels
August 2027	Remaining residents within core training level transfer
	Transition opens to residents in higher training level
September 2027	Remaining Dental residents within core training level
	Remaining Paediatric residents within core training level
August 2028	All remaining residents (excluding dental and paediatric residents) with more than 12 months to CCT or for residents meeting exception criteria transfer
September 2028	All remaining dental or paediatric residents with more than 12 months to CCT or for residents meeting exception criteria transfer

***NB – In scope locally employed doctors (LEDs) should be transferred to the new contract alongside their equivalent training groups. However, employers/hosts may prioritise residents in formal training programmes over locally employed doctors on a temporary basis where justified.**

All LEDs in scope must be transferred to the new contract by August 2028, and no new LED should be employed on terms mirroring the 2002 TCS from 1st August 2026 onwards.