

Medical and Dental Business Group June 2026

Consultants

Medical and Dental Handbook Review

- The updated handbook was approved to reflect the latest agreements and ensure a comprehensive, up-to-date document for consultants.
- Welsh Government will issue the updated handbook in a circular.

Consultant Contract Reform Scoping

- Initial work has commenced to identify key priorities and themes but it was acknowledged that proposals were not yet sufficiently developed for formal conversations.
- Further work should be undertaken jointly so an informal meeting will be set up for September 2026 between BMA Cymru, Welsh Government and NHS Wales Employers with the intention of bringing a more detailed proposition to a future MDBG meeting.

Consultant Job Planning Appeals Policy

- The policy is significantly outdated and requires revision in legislation, governance and training of panel members.
- Work to begin offline to update accordingly although noting that any substantive changes to the policy would require approval from the Welsh Consultants Committee.

SAS

The SAS Career Progression (Regrading) Policy and Transfer Process

- Report following changes to the internal process since February MDBG has seen an improvement in the processing of applications.
- Common factors contributing to delays included incomplete documentation, missing job plans (regrading) and panel availability.
- NHSWE will continue to monitor and report at the next MDBG.

SAS Charter

- Noted some progress has been made by some organisations.
- All in agreement further work will be required to strengthen reporting arrangements, enhance consistency and support organisations in achieving full compliance.
- WLI payments; Concerns were expressed that autonomous senior SAS doctors working at a commensurate level to a consultant were not receiving WLI payments when undertaking WLI work. A separate discussion will be had around this.

Resident Doctors

Welsh Resident Doctor Contract Reform

Implementation

- Readiness assessments that each organisation had submitted to the implementation board were shared and discussed. Overall position remains predominantly amber with a number of organisations reporting significant risks and challenges. The importance of continued engagement recognising the role of local implementation groups supporting successful delivery was acknowledged.

Contractual Documentation

- Three documents approved at meeting; Study Leave Policy, Code of Practice and Offer Letter.
- Delegated authority for remaining contractual documentation.
- Aim to publish new TCs on 10 July 2026.

Fatigue and Facilities Charter (including Accommodation Standards)

- Members noted encouraging progress across NHS Wales, with increasing levels of compliance, strengthened governance arrangements and improved assurance processes. Several organisations were reported to be providing strong levels of assurance; however, variation in delivery and compliance remained evident across Wales.
- MDBG to ask Medical Directors Peer Group to review the 2024 and 2026 reports from organisations with a view to bringing further progress report and improvement proposals to MDBG in September.

Other Workstreams

Develop and Implement National Terms and Conditions of Service for GPs working in Secondary Care - Phase 1 GP Out of Hours and reach a without prejudice settlement/collective agreement for backdating.

- Significant progress has been made in developing both the Framework agreement and associated contractual documentation. The Framework agreement and the draft GP Out of Hours worker contract has been shared with GPC Wales Executive for consideration and be shared with Employers along the same timescale. Those leading on the national negotiations will meet again in early August once feedback has been received from both sides. Once Employers and GPC Wales can agree, it can be submitted to MDBG for approval.

Leng Review Implementation

- The DCMO advised that there is a near-complete draft of the operational guidance supporting implementation of the Leng recommendations. It has been developed and is expected to be released for consultation within the coming weeks.

Community Dental Business Group

- A copy of the minutes of the meeting held on 06 May was shared with MDBG for information.

Mental Health Assessment (MHA) fees

The BMA have made a formal request for MHA fees to be reviewed on a national basis and this will be considered by WG and NHSWE. In the meantime, employers are permitted to reach local agreements where circumstances require that.