Resident Doctor Contract – FAQs
August 2026

1. Transition to the 2026 Contract

What is the transition timetable?

- **August 2026:**
  - The 2002 Terms and Conditions of Service (TCS) close to new starters.
  - All new appointments at all levels begin on the 2026 TCS.
  - Existing medical residents at foundation level and residents on unbanded rotas transfer.
- **September 2026:**
  - Dental core residents in year 1 transfer.
  - Paediatric foundation residents and all new paediatric appointments at all levels transfer.
- **August 2027:**
  - Remaining residents at core training level transfer.
  - Transition opens to higher training levels.
- **September 2027:**
  - Remaining dental core residents transfer.
  - Remaining paediatric residents within core training transfer.
- **August 2028:**
  - All remaining medical residents, excluding dental and paediatric residents, with more than 12 months to CCT transfer, together with residents who meet the exception criteria.
- **September 2028:**
  - All remaining dental or paediatric residents with more than 12 months to CCT transfer, together with residents who meet the exception criteria. *

* Please refer to Schedule 13 (Transitional Arrangements) of the Wales Resident Doctor Terms & Conditions of Service 2026, and the Welsh Government implementation circulars for 2026–2028, which set out the transfer rules and exception criteria - Terms and Conditions of Service - Wales August 2026

2. Pay, Salary Calculations & Total Remuneration

Will pay be backdated if I transfer after August 2026?

No. Pay uplifts from contract transition are not treated as pay awards and are not backdated.

Who calculates my pay?

- SLE assesses basic salary.
- Host organisations calculate rota-based payments (enhancements, additional hours, on-call).

Why is my projected pay different from my contract salary?

Projected pay includes rota-based elements that are not shown on the contract front sheet. These are confirmed once rota data is processed by the host organisation.

Resident Doctors (Wales) New Payslip guide

Payslip guide can be found via the Resident Hub - Single Lead Employer - Resident Hub

3. Pay Protection During Transition

Who is eligible?

Transitional pay protection applies to residents who:

- Have worked in Wales on the 2002 TCS (or LED terms mirroring it) within the two years prior to transition.
- Are transferring from NI, Scotland or England in certain circumstances.

How does pay protection work?

A cash floor is set at the resident's pay level the day before transfer, including banding. If new-contract pay is lower, pay protection tops up to the cash floor.

Do I need to apply?

No. Pay protection is applied automatically where eligibility is met.

4. Annual Leave Entitlement

What is my leave entitlement?

- **28 days** on first appointment.
- **33 days** after five years NHS service (including overseas or LED equivalent experience)

.5. Rotas, Rota Changes & Compliance

Will rotas comply with the new contract from August 2026?

Employers intend all rotas to be compliant, supported by an agreed rota-change process requiring meaningful consultation.

What if my rota was provided late?

Fines for late provision of job plans and rosters were suspended for initial implementation. Full compliance resumes for posts starting from 1 February 2027.

6. Overtime, Additional Duty Hours & Locum Work

Is TOIL still available?

Under the 2026 contract, there is no provision for TOIL for overtime. If however, working overtime or additional hours has resulted in a breach of your rest break under Working Time Regulations, this will be subject to time off in lieu, which must be within 24 hours

Can I undertake locum work?

Yes, but Residents are encouraged to offer additional hours to the NHS first. Locum work is paid separately under the relevant pay circular.

How are additional hours and overtime paid?

Authorised overtime is paid retrospectively via the rostering system. Additional hours are rostered within the personalised job plan and form part of prospective pay.

What is the definition of overtime?

Authorised hours worked beyond those detailed in the personalised job plan. Residents should not work additional time voluntarily and then assume it will be paid as overtime without following the relevant approval and reporting process.

What are ‘additional hours?

Hours within the personalised job plan that exceed the contracted core 40 hours.

How do I claim overtime?

Submit extra hours worked as overtime via the Loop app. Claims are reviewed and finalised by the roster manager in line with organisational financial controls. If by working overtime this has resulted in a breach, you must also submit an exception report. See section 7.

7. Exception Reporting & Guardian of Safe and Flexible Working (GOSFW)

What is exception reporting?

A system for reporting when actual working conditions differ from the personalised job plan, including missed training, unsafe hours, redeployment, or workload concerns.

How Do I report an exception?

Via loop. Overtime can be added with explanatory notes; roster managers review and finalise

What happens after I submit a report?

- Your local Guardian of Safe & Flexible Working determines the response.
- Educational supervisors and relevant leads are copied in.
- Missed training results in educational development time or, exceptionally, additional pay.

Can exception reporting be turned off for certain grades?

No. Access is controlled via user roles, not contract type.

Which breaches incur financial penalties?

The contractual safe-working breaches that attract financial penalties are listed below. For each breach hour, the resident receives a penalty payment at twice the applicable hourly rate, and the department is fined at the same rate:

- 48-hour average working week

- 13-hour maximum shift
- 72 hours in 168 hours
- Rest requirements: 11 hours' daily rest; 5 hours' continuous overnight rest; or 8 hours' total rest for non-resident on-call working.

* Please refer to Schedule 13 (Transitional Arrangements) of the Wales Resident Doctor Terms & Conditions of Service 2026, and the Welsh Government implementation circulars for 2026–2028, which set out the transfer rules and exception criteria - Terms and Conditions of Service - Wales August 2026

Who receives breach reports?

Breaches are reported to the Guardian of Safe & Flexible Working within Health Boards. Velindre, Powys and PHW report to the Lead Guardian.

8. Employer Fines & Penalties

When are fines levied?

Fines apply when:

- Job plans or rosters are not provided within contractual time limits.
- Access to rostering or exception reporting systems is delayed. Fine: £500 per resident per week until resolved.

How are fines used?

Funds are ringfenced for initiatives benefiting resident education, training and working environment.

9. e-Rota, E-Rostering & Loop

Can rotas include staff on different contracts?

Yes.

How do I use Loop?

How to guides can be found on the Resident Hub page (within the Apply/Report/Contact section) Single Lead Employer - Resident Hub

10. Flexible (Part-Time) Residents

How is pay calculated?

Basic pay is pro-rata based on average weekly hours across the rota cycle, capped at 40 hours average.

How does weekend frequency work?

Weekend frequency limits are set pro-rata based on average weekly hours.

How is annual leave calculated?

Annual leave is calculated pro rata based on average weekly hours across the rota cycle.

11. Non-Resident On-Call (NROC)

What rest must be achieved?

Residents must receive:

- 8 hours rest per 24 hours, including
- 5 hours continuous rest between 22:00–07:00.

Breaches result in penalty payments and may require the resident to declare themselves unsafe to work the next day, with no detriment to pay.

12. Locally Employed Doctors (LEDs)

How does the new contract affect LEDs?

From August 2026, all new in-scope LED appointments use the new model contract aligned with the resident doctor TCS, excluding provisions that apply only to training programmes.

In-scope existing LEDs should transfer alongside their equivalent training groups in accordance with the national transition timetable.