



Ein cyf/Our ref: MA-P-VG-0283-18

Assembly Members  
National Assembly for Wales  
Cardiff Bay  
Cardiff  
CF99 1NA

30 January 2018

Dear Assembly Members,

On 9 January during business questions a number of issues were raised about the funding of junior doctor training places in Wales. The Leader of the House confirmed my willingness to provide clarity on the arrangements for funding these places.

The education and training of medical doctors is complex. Medical undergraduate students undertake education programmes lasting between 4 and 6 years depending on whether they have applied for a standard programme or a graduate entry programme. Following graduation the main route for training is a two year foundation programme followed by speciality training, the duration of which will depend on the specialty. This period of training can last between 3 and 8 years.

The arrangements set out below relate to funding post graduation and does not include funding for medical undergraduate students for which there are separate arrangements. The latest figures provided by the Wales Deanery confirm there are currently 2509 doctors in training across Wales.

The current funding model reflects the balance between service provision and training progression elements of Junior Doctors in Wales. The basic salary costs are shared equally between NHS Wales (funded from the core discretionary allocation) and Wales Deanery (via the Welsh Government Training Grade Salary allocation). This reflects that both employer organisations and the Deanery have joint ownership and responsibility to ensure that the trainees make the progression expected in the posts in the acquisition of experience, skills and competence.

Some new posts are either funded directly by the Deanery at 100% of base salary cost, or 100% by the employing organisation. However, these represent a small element of the overall number of posts for doctors in training. Alongside basic salary costs, each training post in Wales (including those funded 100% via the employing organisation) receives a £600 study leave contribution.

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

In addition to the above, funding is held within the Wales Deanery's central budget to cover the cost of any:

- supernumerary posts that are required for the purposes of hosting trainees with additional requirements who cannot be placed within the existing establishment of posts.
- additional costs incurred by Health Boards in relation to hosting Less than full time trainees.

### **Additional training places**

Historically the process adopted in terms of consideration of additional training places was ad hoc, lacked a strategic approach and was considered in isolation of the non medical commissioning process. The approach taken during the past two years has brought a more strategic focus and has more closely aligned the timescales for decisions made about medical, dental training places and non medical training places.

In relation to medical and dental training posts the All Wales Strategic Medical Workforce Group - made up of NHS and Wales Deanery representatives and jointly chaired by an NHS Medical Director and NHS Workforce Director - put forward a set of recommendations which is considered by NHS Chief Executives alongside the recommendations for non medical training places. The recommendations along with the views of the NHS Chief Executives are then considered by the NHS Wales Executive Board with a full set of recommendations provided to Ministers.

This has resulted in additional funding being made available to support new training posts across Wales these include posts in clinical radiology, ophthalmology, histopathology and geriatric medicine. This process ensures the views of the NHS and other key stakeholders are involved in framing the recommendations so it is not solely the views of the Wales Deanery that are taken into account.

### **Quality of Training**

The Wales Deanery has an important role in ensuring the training programmes meet the GMC requirements in terms of quality and standards, but also in terms of exposure to the required level of procedures. Where these standards are not being met, the Deanery can withdraw training posts from a health board. If difficulties are identified with training posts these are dealt with through discussion between the Wales Deanery and the NHS organisation concerned to identify whether the problems identified can be resolved prior to any steps taken to move trainees.

I hope the above provides a greater understanding of the system in place.

Yours sincerely,



**Vaughan Gething AC/AM**

Ysgrifennydd y Cabinet dros Iechyd a Gwasanaethau Cymdeithasol  
Cabinet Secretary for Health and Social Services