

Rt Hon Wes Streeting MP

Secretary of State
Department of Health and Social Care

Sent via email

22 December 2025

Dear Secretary of State,

I am writing following the conclusion of the latest round of resident doctors' strike action in England. The strength of turnout on the picket lines across the country was unmistakable, alongside our members' clear and overwhelming rejection of the Government's offer last week.

I truly hope the Government has taken note of this strength of feeling. We have heard your assurances that you genuinely want to work with us to use the coming weeks to find a resolution. Any resolution must properly fix the jobs crisis facing resident doctors, and it must also address the pay erosion resident doctors have faced and continue the journey towards restoring lost value of pay.

The constructive conversations that took place at the eleventh hour prior to the strikes showed that progress is possible when there is meaningful engagement on the substance of our members' concerns. It is unfortunate that these talks were offered far too late to change the offer, to be able to avert strike action.

However, it is in that same constructive spirit that we wish to continue, with the aim of finding a lasting solution that *could* take strike action off the table for years to come.

Resident doctors want to deliver safe, high-quality care for patients, and they want to do so within a system that values their contribution and offers a viable long-term career. Strike action is not an end in itself, but it will remain a measure of last resort unless progress is made on these core issues.

As you know, we are currently re-balloting resident doctors in England on extending our mandate for strike action over both jobs and pay. In line with the strength of feeling we have seen from doctors in recent weeks, we expect this to return a clear yes vote.

The coming weeks present a critical opportunity to hold constructive conversations and reach a resolution to these disputes. A negotiated settlement that properly fixes this jobs crisis and continues the journey towards full pay restoration, and that is accepted by members, would mean that any renewed mandate for industrial action would not need to be used. For our members, tangible progress is essential, particularly at a time when so many are considering their future as a doctor in the NHS.

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Resident doctors, alongside many other dedicated healthcare professionals will be keeping the show on the road in the NHS right across the festive period. No doctor deserves to face joblessness in the new year, at a time when patients desperately need more medics. No doctor deserves to have the value of their pay eroded by historical or future sub-inflationary pay awards.

We stand ready to negotiate constructively, at pace, in the interests of doctors and patients in the new year.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'JF' followed by a stylized flourish.

Dr Jack Fletcher

BMA Resident Doctors Committee Chair