Dear Professor Dame Sue Bailey,

**Review of junior doctors’ morale and wellbeing**

Members of the Academy of Medical Royal Colleges Trainee Doctors' Group (ATDG) met last week on 25th February to discuss the proposed review of junior doctor morale and wellbeing recently announced by the Secretary of State for Health.

The initial Terms of Reference [1] of the review were considered along with a broader discussion on the timing, scope and governance structure of such an important piece of work.

Trainee morale is desperately low with high levels of anxiety, stress and burnout amongst junior doctors. We entirely agree that there are issues within the junior doctor workforce that extend beyond the on-going contractual dispute but this single issue currently dominates the concerns expressed to us by the trainees we represent.

At present, the majority of the members of the ATDG cannot support the review in its current form on the grounds of:

1. **Scope**
   
   This review should not exclude any factor affecting junior doctors morale and must be all-encompassing. This should include pay, the working environment, and conditions of service and should cover England and the devolved nations.

2. **Timing**
   
   An internet based poll conducted 24 hours prior to our meeting garnered over 1000 responses from junior doctors and the majority of
respondents felt this is not the right time to undertake a review of morale. Active industrial action may limit trainee engagement, whilst transitioning between contracts. Undertaking any part of the review in the current climate will undermine the results, and lack the confidence of the profession needed to take the results forward. This lack of confidence could also represent a reputational risk to the wider Academy.

3. Governance
Confidence in the review is paramount. We would like assurance on the independence and impartiality of the review and a robust and transparent structure which we can communicate to the trainees we represent.

4. Costing
Whilst we understand the need for the NHS and wider government to maintain control of cost, it is not possible to conduct a review precluding any measure that may involve investment. All options should be considered and decisions made based on the best available evidence and long-term value for money.

We appreciate your consideration and hope to have the opportunity to work with you. The review has the potential to become a crucial piece of work in improving the working lives of junior doctors, and could build on the ATDG’s existing work around Creating Supportive Environments.

Yours sincerely

Dr Jon Bailey
Chair of the Academy Trainee Doctors’ Group
President of the Emergency Medicine Trainees Association

Mr. Mustafa Rashid
Vice Chair of the Academy Trainee Doctors’ Group
President of the British Orthopaedic Trainees Association
Dr Laura Armitage  
Chair of the Royal College of General Practice Associates in Training Committee

Dr Chloe Fairbairns  
Trainee Committee member of the Royal College of Anaesthetists

Dr Jonathan Frost  
Royal College of Obstetricians and Gynaecologists Trainees’ Executive Lead

Miss Rhiannon L Harries  
President of the Association of Surgeons in Training

Dr Judith Harrison  
Immediate Past Vice Chair of the ATDG and Creating Supportive Environments Lead

Dr David James  
Chair of the Royal College of Paediatrics and Child Health Trainee Committee

Dr Ian Kerslake  
Trainee Representative, Faculty of Intensive Care Medicine

Dr Michael Kosmin  
Chair of the Royal College of Radiologists’ Oncology Registrars’ Forum

Dr David Little  
Chair of the Royal College of Radiologists Junior Radiologists’ Forum

Dr JP Lomas  
Trainee Committee & Council member of the Royal College of Anaesthetists

Dr Victoria Mason  
Deputy Trainee Representative for the Faculty of Occupational Medicine

Mr Mark McGivern  
Chair of the Faculty of Public Health Specialty Registrars Committee

Dr Samantha Mills  
National Foundation Doctor Representative for the ATDG

Dr Carol Postlethwaite  
Chair of the Royal College of Physicians London Trainees Committee

Dr Matthew Prior  
Chair of the Royal College of Obstetricians and Gynaecologists’ Trainees’ Committee

Dr Faye Robertson  
Vice Chair of the Scottish Academy Trainee Doctors' Group

Dr Paul Stewart  
ATDG Representative of the Emergency Medicine Trainees’ Association

Dr Matt Tovey  
Chair of the Psychiatric Trainees’ Committee

Dr Katherine Walesby  
Chair of the Royal College of Physicians Edinburgh Trainees and Members’ Committee
Dr Rebecca Weerakoon
Chair of the Scottish Academy Trainee Doctors' Group

Dr Alice Wort
Chair of the Trainee Advisory Committee at the Royal College of Pathologists