

To: Trust:

- Chief people officers
- Chief medical officers

NHS England  
Wellington House  
133-155 Waterloo Road  
London  
SE1 8UG

21 January 2026

Dear colleague

#### **4 February: go live for resident doctors' exception reporting**

The Secretary of State for Health and Social Care has asked for the new exception reporting process for resident doctors to be fully implemented by Wednesday 4 February 2026.

The new reporting process is simpler for resident doctors. It will ensure they are fairly compensated for the additional hours they are required to work and will support the safety of their working hours. This process is part of the reforms agreed by the Secretary of State and British Medical Association (BMA) Resident Doctor Committee following the 2024 Resident Doctor Deal. It is one of the most important elements of the [10 Point Plan to improve resident doctors' working lives](#).

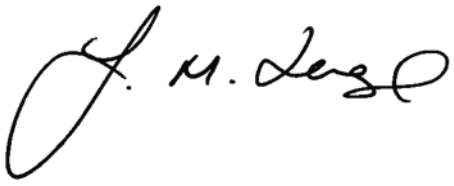
There is a recognition from both the Department of Health and Social Care and NHS England that the system for approving additional hours worked differs from existing practice. To be ready to fully implement this new process by 4 February, you may need to amend your financial and governance arrangements.

We expect trusts to work with their resident doctors to implement the exception reporting process by the go-live date. Where this is not done, access and completion fines should be levied internally as part of the new terms and conditions. The money raised through fines must be used to benefit education, training and working environment of trainees. Disbursement of fines should be flexible, with a focus on initiatives that enhance doctors' wellbeing.

[Please use the new resources on the NHS Employers' website](#) to support you with implementation. These resources include guidance on [the guardian of safe working hours' role, which has been strengthened to monitor exception reporting](#).

Thank you for your support in delivering this important reform for our resident doctors.

Best wishes

A handwritten signature in black ink, appearing to read 'J. M. Lenaghan', with a large, stylized initial 'J'.

**Jo Lenaghan**  
Director General for People

A handwritten signature in black ink, appearing to read 'Meghana Pandit', with a stylized 'P'.

**Professor Meghana Pandit**  
National Medical Director