

10 Point Plan to improve resident doctors' working lives

National overview: Resident Doctor Peer Leads'
pulse survey – June 2026

Introduction

The 10 Point Plan is **delivering practical improvements** to resident doctors' working lives.

To support delivery, **every NHS trust has a Resident Doctor Peer Lead (RDPL)** – a working doctor speaking up for their peers and engaging directly with the board about the 10 Point Plan.

This survey shows **progress** to date and asks what **more** needs to be done.

The areas of **greater improvement** are:

- reimbursing **course expenses**
- **board** engagement and visibility
- **exception** reporting
- improving the **working environment**

Over 100 RDPLs responded from 96 trusts and the key findings are:

- 74%** the plan has improved resident doctors' working lives at their trust, and only 2% disagree with this
- 82%** the RDPL has been supported by their trust to deliver the plan
- 100%** resident doctors have influenced local delivery of the plan

Next steps should include:

- **empowering RDPLs** more
- **minimum standards** for facilities
- greater **accountability** for delivery
- more work schedule and annual leave improvement

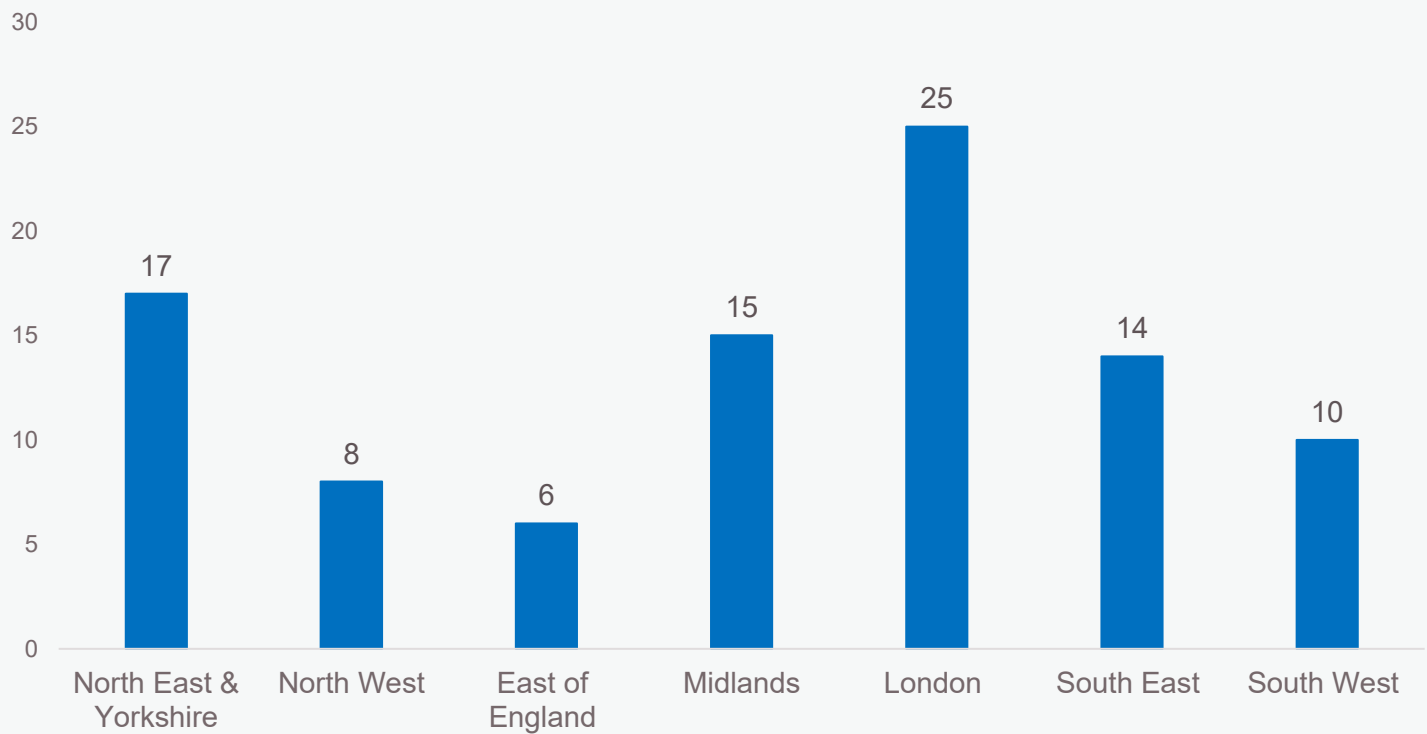
RDPL pulse survey results – June 2026



The survey was shared on 5 June with the 253 RDPLs in 191 providers. At closure, **103 responses** were received, representing **96 providers**.

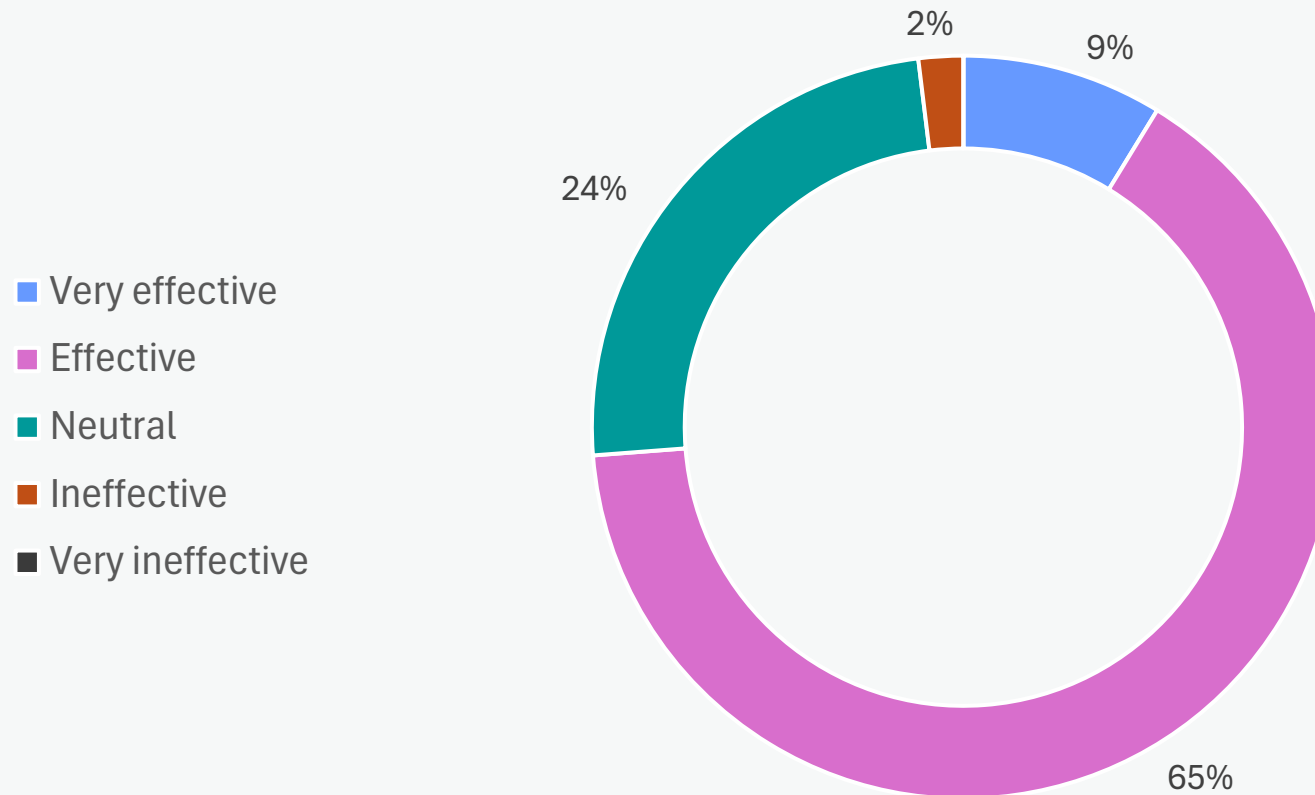
Provider representation by region

Responses from every part of England



RDPL pulse survey results – June 2026

Overall, how effective do you feel the Improving Resident Doctors' Working Lives Programme has been in your organisation to date?

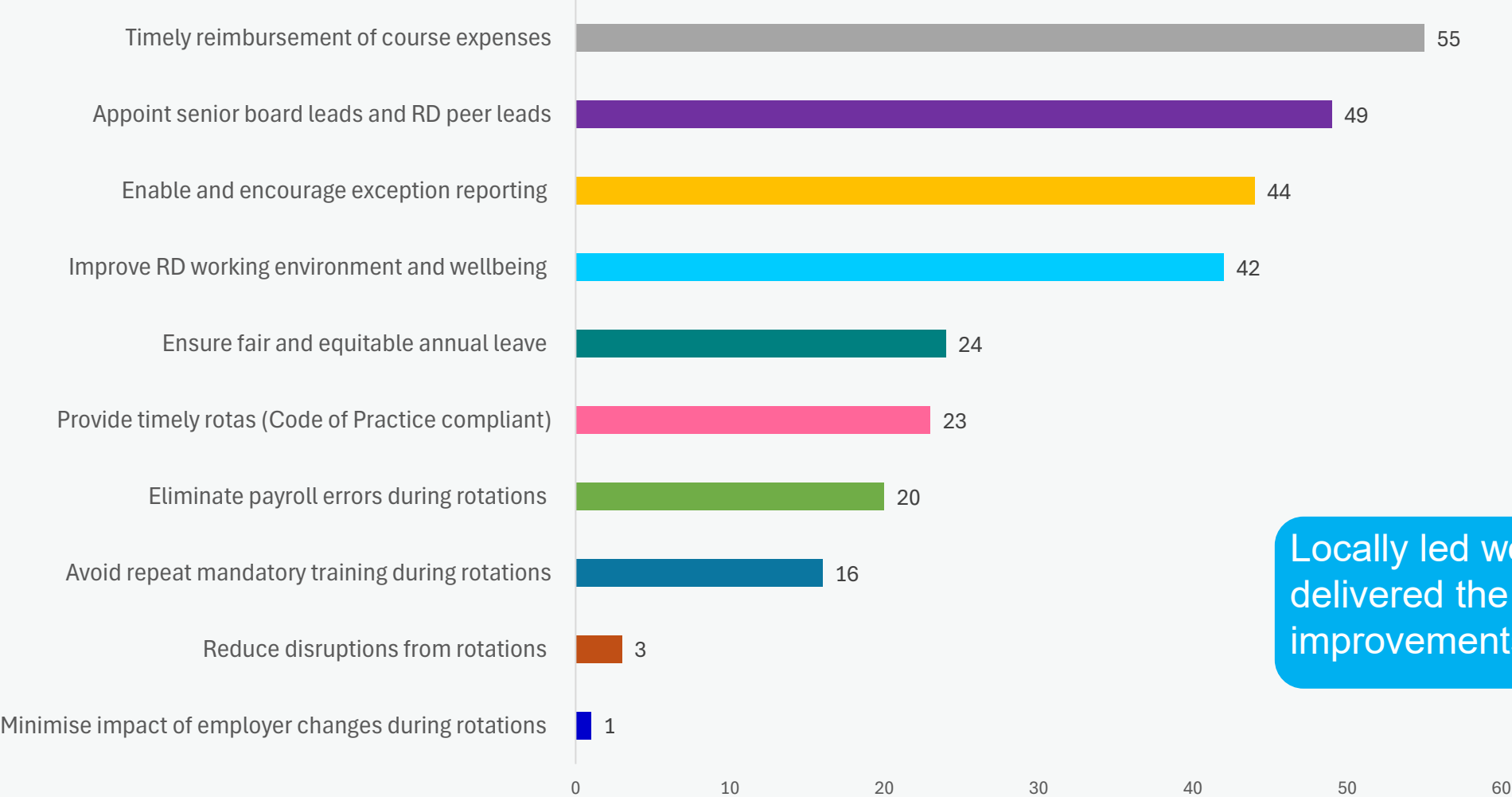


74% say the plan has made a difference locally, with only 2% disagreeing

RDPL Pulse Survey Results – June 2026



Which of the 10 programme commitments have had the most positive impact for resident doctors in your organisation?

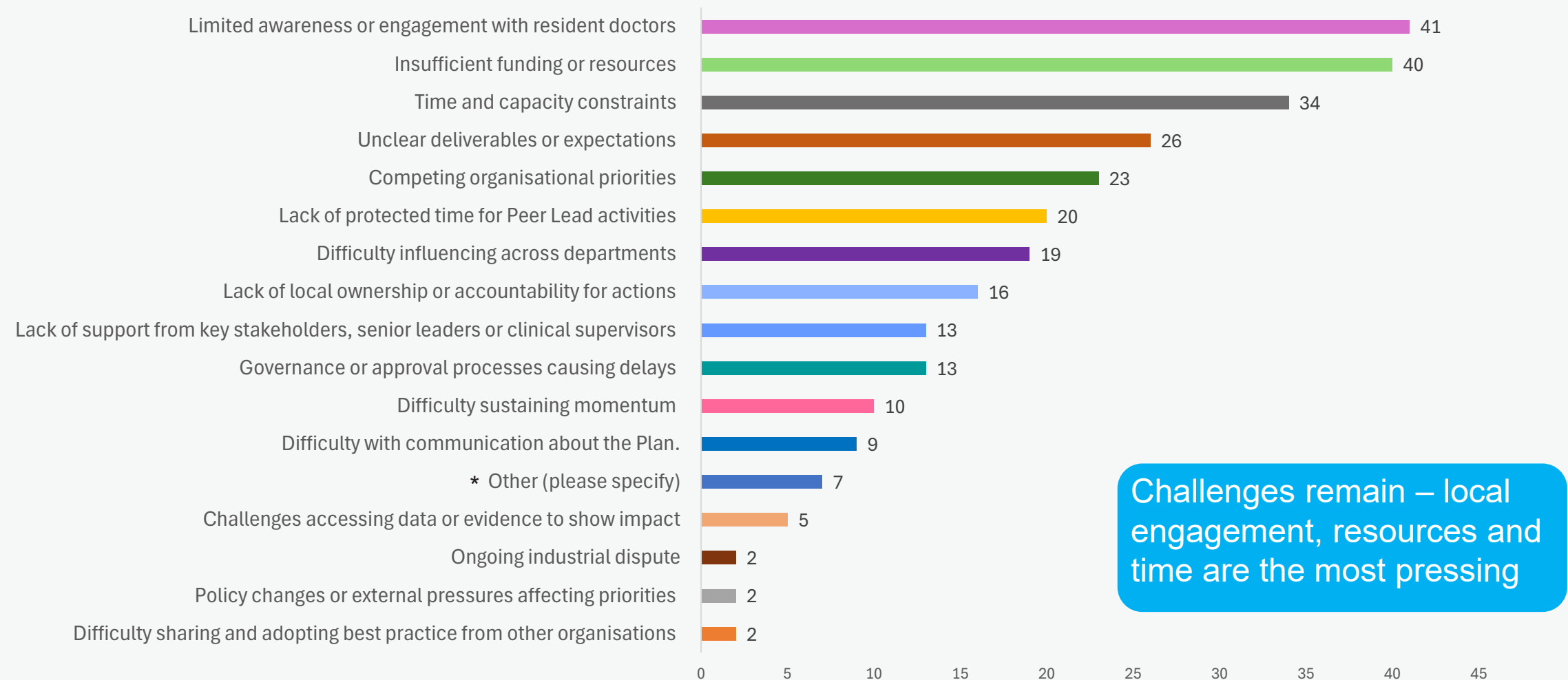


Locally led work has delivered the greatest improvements

N.B. Respondents could select up to three options.

RDPL pulse survey results – June 2026

What barriers or challenges have limited progress in delivering the programme or improvements in your trust?

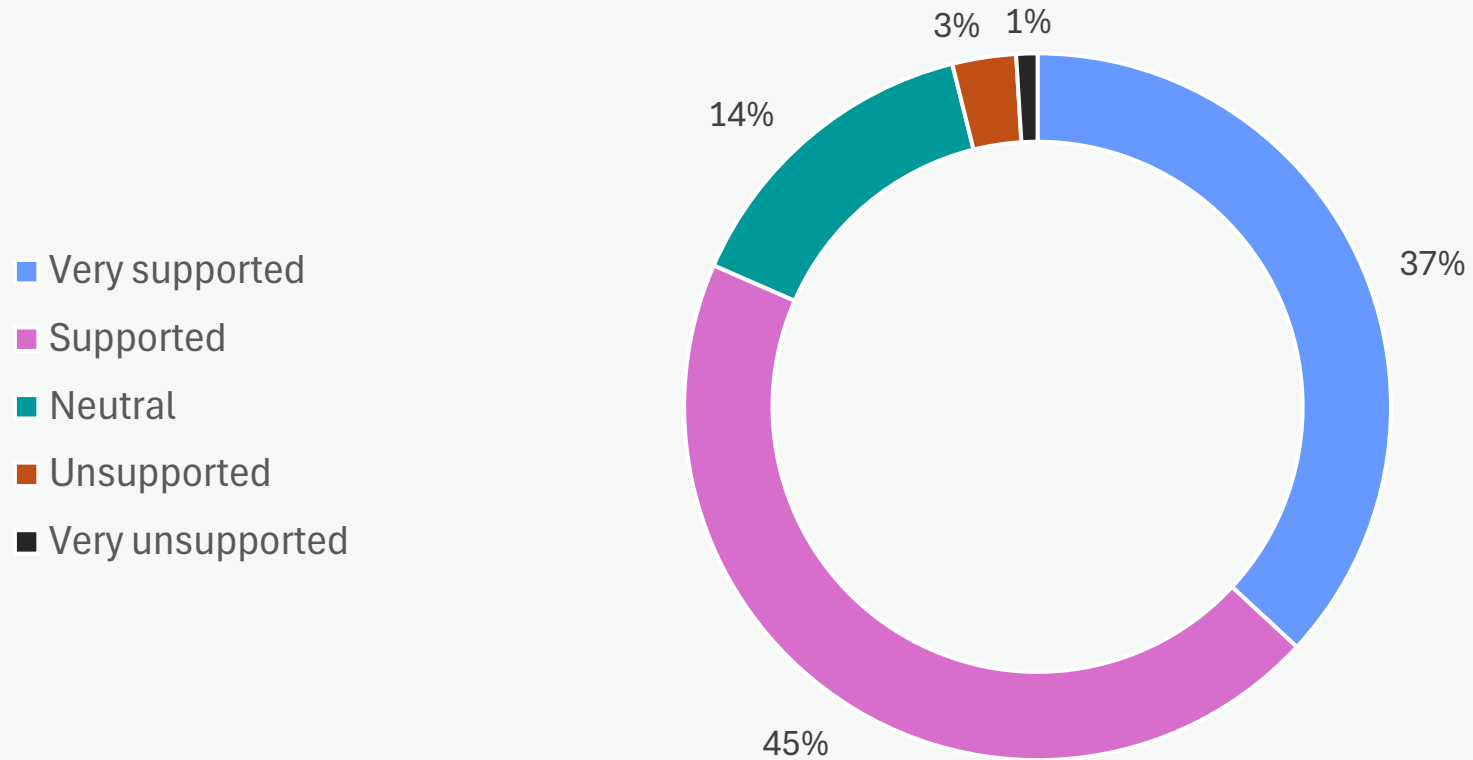


N.B. Respondents could select up to three options.

* Analysed as part of the wider priority data

RDPL pulse survey results – June 2026

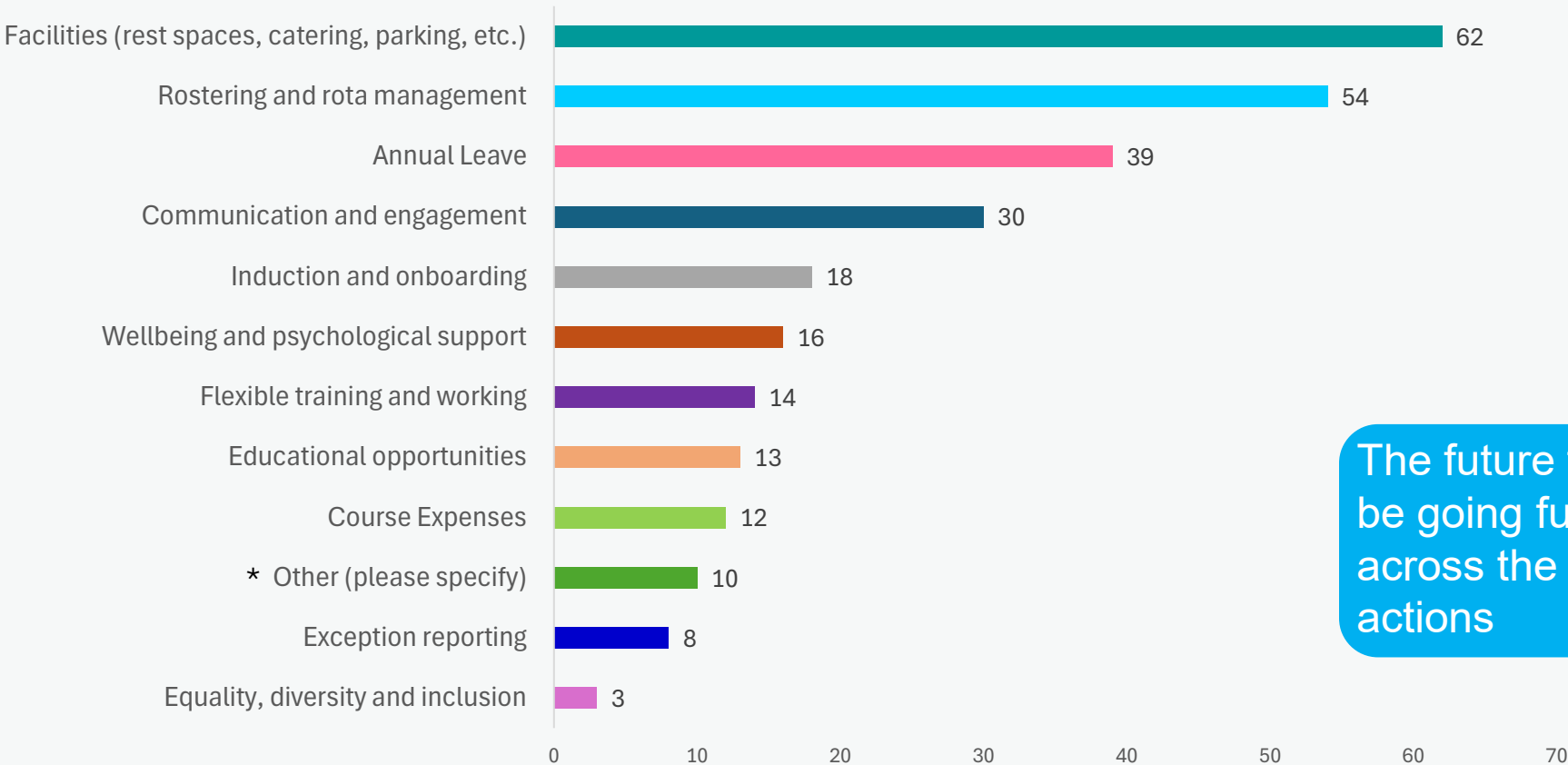
How supported do you feel in your role as a Resident Doctor Peer Lead?



We can learn from each other on how to support our RDPLs more

RDPL pulse survey results – June 2026

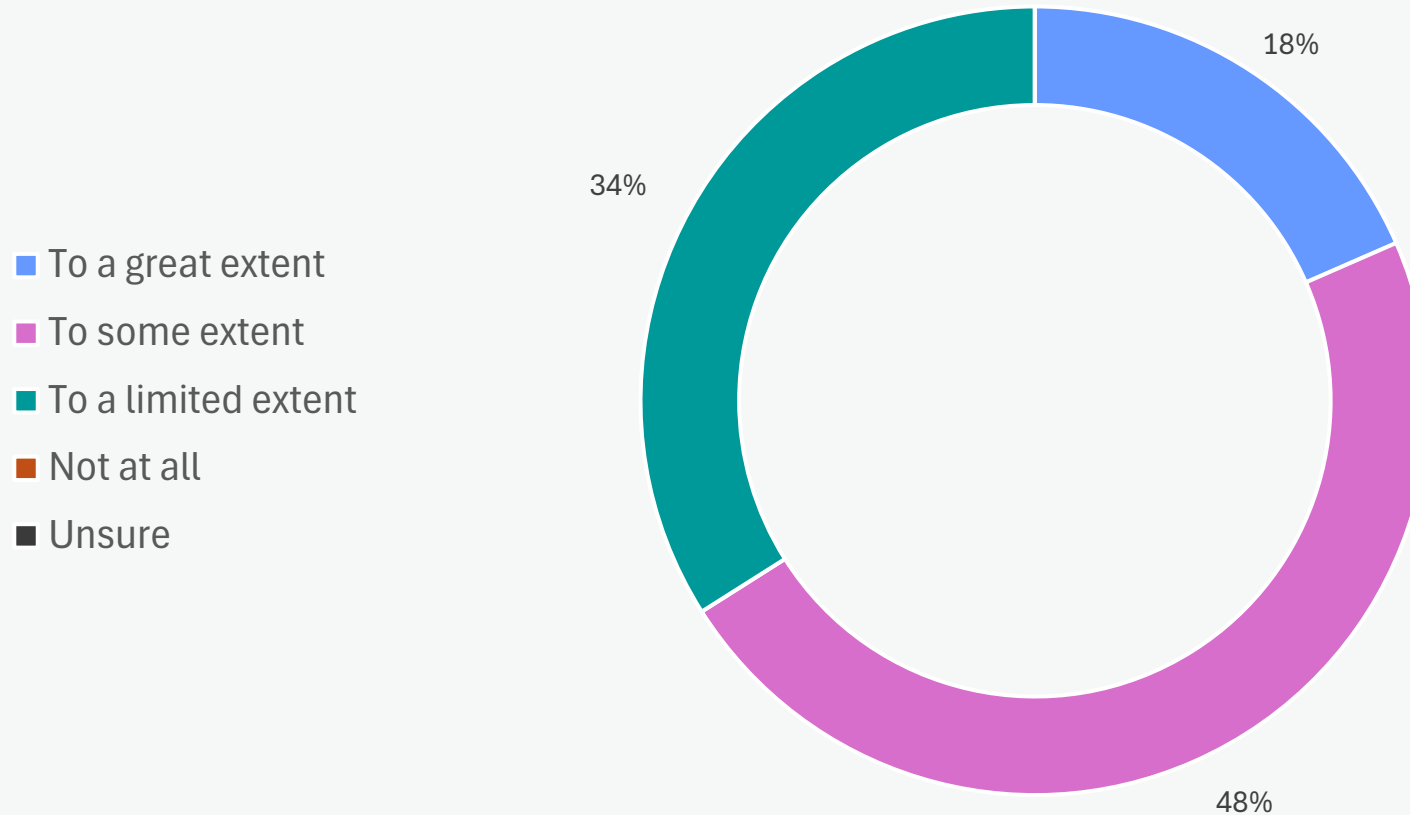
Which areas of resident doctors' working lives do you believe still require the greatest improvement within your trust?



The future focus needs to be going further faster across the 10 Point Plan actions

RDPL pulse survey results – June 2026

To what extent has the resident doctors' community in your organisation been engaged in shaping and influencing local improvements?



In every trust, resident doctors have been involved, but there is room for improvement



Priority 1: Facilities, wellbeing and working environment

Respondents seek further improvement in rest facilities, office space, parking, lockers, IT equipment, catering, and overall and psychological wellbeing.

They suggest clearer national expectations and minimum standards to deal with variation and a lack of clarity about what is acceptable.

They recognised that funding would be a challenge.

Priority 2: Rostering, annual leave and workforce management

Respondents highlighted the importance of timely work schedules, fair access to annual leave, self-rostering, flexibility, workload, and staffing levels.

Improvements in rostering would have one of the greatest impacts on their working lives.

Improved administration and adherence to guidance on annual leave and payroll errors is required.



Priority 3: Accountability, Training and Reducing the Impact of Rotational Training

Greater accountability for delivery is key to further improvement, and the implementation of national, NHS-wide initiatives such as improving education opportunities, rotation reform, and job security.

Respondents want stronger oversight, clearer guidance, enhanced engagement and transparency about trust performance on delivery of the plan.

Enabling priority: Resident Doctor Peer Lead (RDPL) empowerment and resident doctor engagement

Key to delivering this year's new priorities, and embedding improvements already made, is strengthening and improving understanding of the RDPL role.

Respondents request protected time, enforced role definition, leadership development, improved access to senior leaders, data and evidence, and more help to engage resident doctors.