

# NHS Lothian Medical Directors Group: Legislative Consent Memorandum (LCM) Medical Training (Prioritisation) Bill (UK)

Scottish Parliament Health, Social Care and Sport Committee is lead for scrutiny of the LCM for the UK **Medical Training (Prioritisation) Bill**. Written views requested by **midday Wednesday 4 February 2026**. [ [Medical Training \(Prioritisation\) Bill](#) | [Scottish Parliament Website](#)]

## NHS Lothian commentary

Sent on behalf of NHS Lothian Medical Director's Group.

**1) Support the principle and intent of protecting UK graduate progression provided there is:**

- transparent Scotland-specific impact modelling,
- a clear, fair definition of “significant NHS experience” for 2027 regulations,
- a plan to maintain training capacity (posts and educational infrastructure),
- and an EDI monitoring and mitigation plan to protect benefits of workforce diversity.

**2) Questions for consideration:**

- What Scotland-specific modelling has been undertaken to assess impacts by specialty, geography, and workforce group (including fellows and SAS doctors seeking entry to training)?
- How will “significant NHS experience” be defined for 2027 onwards (minimum time in NHS, type of roles, evidence standards) and how will fairness and consistency be ensured across the UK nations?
- Will the power, set out in regulations, to allow ministers to override the Bill for training programmes if they are struggling to recruit, be devolved to the Scottish Government for use in a local context if required?
- What is the parallel Scottish plan to increase training capacity (funded specialty posts, educational supervisors, clinical capacity, infrastructure), recognising the Bill does not itself create capacity but that 1000 extra training posts have been promised alongside the announcement of the Bill?
- How will success be defined beyond UK graduate access: service sustainability, educational quality, retention, EDI impact; and what would trigger policy review/recalibration?

- What equality monitoring will be undertaken to detect adverse consequences for IMG colleagues and widening access groups, and what mitigations will be considered?
- What are the plans from NES/Scottish Government post implementation for communications to minimise workforce impact during live recruitment cycles?