Minutes of the Derby Medical Society, Wednesday 8th October 2025
Derby Medical School Lecture Theatre

Presidential Address: The Changing Face of Medical Training
Professor Owen Judd
FRCP FRCS DCH
Consultant ENT Surgeon
Medical Director Medical Education UHDB

Apologies: None Received

Dr Sally Archer, President for the 2024-2025 season, welcomed everyone to this, the first meeting of the 2025-2026 season. She introduced Prof Owen Judd, the incoming President for the new season and formally handed over the Presidential Medal.

Prof Judd gave an outline of the upcoming programme with a series of lectures that includes a range of exciting guest speakers, an Open Meeting and a Poster and Presentation evening in which students and trainees are invited to submit their work and winners receiving a prize.

Prof Judd was a student at the University of Nottingham in the 1990s. He related how significantly medical training has changed in the last 30 years or so. A doctor who graduated in the 1990s was guaranteed a house job and often had the ability to choose the house job; there was free accommodation and food; pay was about £12k; hours were long (usually in excess of 80 hours) and 'additional duty hours' was a third of the standard salary; on call bedrooms were provided; there was flexibility in training jobs. By comparison in 2025 there is a risk of an unemployment for junior doctors and F1jobs are allocated; pay is £38,000 and unsociable attracts supplements; it is not usual to have on call bedrooms and the pattern for work is more restrictive.

Prof Judd gave an outline of a typical training in the 1990s using as an example his time training: House Officer, Senior House Officer (often 3 years or more) then moving into Registrar, then Senior Registrar or fellowship posts before becoming a consultant (or an associate specialist/staff grade). He estimated his hours in training to be 37,968. Now in 2025 a newly qualified doctor (resident doctor) can expect to spend two years in foundation training before moving into specialist training for eight years and then look to be a consultant. When a 'fastest possible route' to consultant (10 years) is compared, in the 90's time in training would be 29,820 hrs compared with 23,520 hrs currently ie it would now be 6,300hrs less equivalent to 3 years (at 56hrs/wk).

So what might the future of training look like? The Government has published recent documents: 2023 NHS Workforce Plan; 2025-10 Year Health Plan.

The workforce plan envisages: double the number of undergraduates (15,000 by 2031); introduce apprenticeships (2,000 by 2031); increase PA training (1,500 by 2031); increase number of GP training posts by 50% (6,000 by 2031); each Foundation trainee to have a GP placement; more time in "Generalist training"; increase the number of Foundation and training posts. However there is a lack of details as to how this can be implemented.

The direction of the 10 Year Health Plan is: Hospital to Community; Analogue to Digital; Sickness to Prevention. It is hoped that staff will be better treated, more motivated and have

better training. In September 2025 a 10-point plan was announced with an expectation that Trusts and HEE will improve working environment (eg rest areas, food, wellbeing) and improve rotations – timely rotas, leave, payroll, mandatory training. Prof Judd raised the question was this reinventing the wheel?

He concluded that there is hope for a brighter future. There is a need for more students and trainees but we need to be prepared to train them. Good generalist training could include OOP approved to extend their own training. Better wellbeing is possible with more LTFT and a retained workforce. Other developments include AI to boost diagnostic accuracy and treatment. It will be possible to increase doctor to patient ratio by 2031 and have better digital connectivity (*will we all be treated in our homes*?).

52 members and guests signed the register.