Directorate for Health Workforce
Medical Education and Training Unit

Scottish Government
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Dear Colleague

HUMAN RESOURCE ASPECTS OF FOUNDATION AND SPECIALTY TRAINING PROGRAMMES: CHANGEOVER DATES FOR 2025-2026

1. Scottish Government hereby advise of the start and rotation dates for Foundation and Specialty Training Programmes for 2025-2026.

2. The correct start and rotation dates which Boards should follow for Foundation Year doctors 1 and 2 and Specialty Training doctors 1, 2, 3 and 4 are as follows (unless otherwise advised):

- F1 doctors will commence their mandatory Induction / Shadowing Programme in the week beginning 28 July 2025, with the start date advised by individual Health Boards, (Please see paragraph 4 below).
- F1 doctors will commence their Foundation Year 1 programme on 6 August 2025.
- ST1, ST2, ST3 and ST4 posts will begin on 6 August 2025.
- F2 and ST2 will rotate on 6 August 2025.
- F1, F2, ST1 and ST2 on 3 month placements will rotate on 5 November 2025, 4 February 2026 and 6 May 2026.
- F1, F2, ST1 and ST2 on 4 month placements will rotate on 3 December 2025 and 1 April 2026.
- F1, F2, ST1 and ST2 on 6 month placements will rotate on 4 February 2026.
- F1, F2 on 8 month placements (8 month pilot) will rotate on 1st April 2026, 2nd December 2026 and 7th April 2027.The F2 training year will commence 5th August 2026.

3. For ST3, ST4 and above posts, that involve rotations specific to the individual specialty and out with the common rotation dates mentioned above, then the changeover date will always be the first Wednesday of the month.

4. F1s will participate in a local, Induction / Shadowing programme. Remuneration for this will commence when the mandatory induction/shadowing begins. The Induction/shadowing for F1s is expected to start in the week beginning 28 July 2025, depending on Health Board. See separate guidance in **DL (2025) 12**.
Any F1s and F2s whose start is delayed will require induction and shadowing equivalent to those starting on the standard date. Delayed

DL (2025) 11

28 May 2025

Addresses

For action
Chief Executives,
Directors of Finance,
Directors of Human Resources of
NHS Boards, Special Health Boards

For information
Members, Scottish Terms and Conditions Committee (STAC),
Members, Scottish Partnership Forum (SPF),
Members, Scottish Workforce and Governance Committee (SWAG)
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starts are approved for statutory reasons as detailed in the gold guide including health, delayed visas, maternity, paternity and adoption leave.

5. International Medical graduates (IMGs) should be supported through the Softer Landing, Safer Care framework and should attend NES delivered IMG specific induction- WINS 'Welcoming IMGs New to Working in Scotland' https://www.scotlanddeanery.nhs.scot/international-medical-graduates/trainer-resources-softer-landing-safer-care/

6. Where mandatory shadowing and induction takes place over more than four days, NHS Boards will make appropriate local arrangements to ensure that F1s are remunerated in full for all the mandatory attendance days.

Yours sincerely



GILLIAN RUSSELL
Director of Health Workforce