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E. CEO@hee.nhs.uk

10 May 2022

Dear Mrs McNally,

Thank you for your email of 5 April regarding your report "What should we call Junior Doctors?" and support for sharing the messages it contains. I understand Sheona MacLeod has been in contact with you to briefly outline some of the steps taken by HEE. I would like to further assure you of the actions we have taken within HEE regarding your report.

We have published a news story for all HEE staff on our intranet ("HEE Connect"), which includes a link to your report and a summary of the actions that we are asking all HEE staff to take to help us meet our commitments:

- We will not use the term 'junior doctor'
- When talking about this group of professionals, we will call them doctor, postgraduate doctor, or doctor in postgraduate training
- This change should be adopted immediately in all internal and external communications and engagement
- As we update web pages, we should ensure we use the new terminology.

We have also specifically shared your report and summary blog with our Postgraduate Deans, and made sure that they are aware of HEE's commitment to move to new terminology in light of your report. Further, we have ensured your report has been shared with colleagues supporting HEE's Enhancing Junior Doctor Working Lives programme, and intend that it should be referenced in the next report.

I can also confirm that I am content that you publish HEE's letter on your website and that you should feel able to share it with whomever you see fit.

I hope this reply is helpful. HEE is committed to improving the experience of doctors in postgraduate training, and I am grateful for the work you have done to grow the understanding of the importance of how HEE, and the wider system, refers to this vital cohort of our current and future workforce.

Yours sincerely



Dr Navina Evans CBE
Chief Executive