



Department  
of Health &  
Social Care

*From Karin Smyth MP  
Minister of State for Health*

*39 Victoria Street  
London  
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Ms Tracy Nicholls OBE  
Chief Executive  
College of Paramedics  
By email to: [helen.lumber@collegeofparamedics.co.uk](mailto:helen.lumber@collegeofparamedics.co.uk)

14 October 2025

Dear Ms Nicholls,

Thank you for your correspondence of 11 August to the Secretary of State on behalf of the College of Paramedics about 'Graduate Guarantee' and the impact on the wider NHS workforce. I apologise for the delay in replying.

We recognise the significant challenges newly qualified paramedics face and remain fully committed to strengthening this workforce. The Graduate Guarantee is aimed at ensuring that this year's cohort of newly qualified nurses and midwives have opportunities to apply for roles across the health and care sector, ensuring that students who qualify in September 25 and January 26 will directly benefit.

Decisions about recruitment remain a matter for individual NHS employers, who manage this at a local level to ensure they have the staff they need to deliver safe and effective care. While a new data set is being developed by NHS England to support monitoring within data sources available to the organisation, local Trusts are responsible for their workforce and for maintaining safety, quality, patient flow, productivity and access to their services.

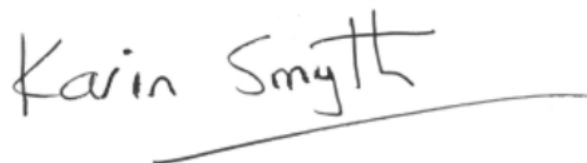
There are currently no plans to expand the Graduate Guarantee scheme to other professional workforces. National and regional Allied Health Professionals (AHPs) leads continue to work with service and reform programmes to try and maximise employment of graduate AHPs and are working to secure the supply pipelines

The new ten-year workforce plan will ensure the NHS has the right people in the right places, with the right skills to care for patients, when they need it. We have now launched a formal call for evidence which can be found at [www.gov.uk/government/calls-for-evidence/10-year-workforce-plan/10-year-workforce-plan-call-for-evidence-document](http://www.gov.uk/government/calls-for-evidence/10-year-workforce-plan/10-year-workforce-plan-call-for-evidence-document). This will provide stakeholders the opportunity to contribute directly to the plan's development. The Government wants to hear from anyone with relevant evidence, including trade unions, royal colleges, employers, charities, and those with expertise by experience.

I hope this response is helpful in clarifying the Department's position. I am afraid that, due to diary constraints, I will not be able to arrange a meeting at this time. However, please do continue to keep me updated on the College's work.

I hope this reply is helpful.

Yours sincerely,

A handwritten signature in black ink that reads "Karin Smyth". The signature is written in a cursive style and is positioned above a single horizontal line that underlines the text.

**KARIN SMYTH**