

## Information for dental professionals who are subject to conditions or have agreed undertakings

### 1. Introduction

The GDC will investigate concerns about the health, practice or behaviour of registered UK dental professionals, which may suggest that they have or could:

- Cause significant harm to patients.
- Cause significant harm to colleagues or the public.
- Impact public confidence in the dental profession.

Our fitness to practise investigations will sometimes result in a sanction, such as a warning, reprimand, or having conditions on dental practice imposed. There are several points in the fitness to practise process where conditions can be imposed or undertakings agreed, to restrict a dental professional's practice. These are:

- The Interim Orders Committee may consider it necessary to make an order affecting GDC registration for the purpose of:
  - the protection of the public, or otherwise in the public interest
  - in the interest of the individual concerned pending the GDC's investigation, and, if necessary
  - the outcome of any inquiry by a practice committee.
- A practice committee may impose conditions when, after a full or review hearing, they find that a dental professional's fitness to practise is currently impaired, and their practice needs to be restricted to protect the public or in the public interest.
- A case examiner offers undertakings, and these are agreed by the dental professional.

If you have agreed to undertakings, or had conditions imposed by a committee, you will need to find a suitable dental professional to support you, and monitor and report on your progress, as you remediate the issues identified. You will need to fund this support.

We do provide you with some flexibility in selecting who supports and guides you, but we will need to approve the person you nominate. You will find guidance on how to find a suitably trained and skilled dental professional to fulfil this role for you below.

### 2. Support and supervision

There are varying types of support and supervision needs for those with conditions or undertakings. These are explained below.

#### 2.1. Workplace supervisor

A workplace supervisor will oversee the registrant's day-to-day clinical work. Workplace supervisors review the clinical practice of the registrant throughout the period of supervision and provide feedback to the GDC. Postgraduate dental deans or their nominated deputies do not appoint, identify, or manage workplace supervisors.

The workplace supervisor must agree to provide reports to the GDC at the intervals specified in the registrant's conditions or undertakings. The reports should include information about:

- The registrant's clinical performance.
- One-to-one meetings and case-based discussions.
- The registrant's progress towards remediation.
- Any concerns regarding the registrant, their practice, or their progress towards remediation (where applicable).
- Any specific areas of concern listed in the conditions or undertakings.

## **2.2. Mentor<sup>1</sup>**

A mentor is usually a more senior and experienced colleague who can offer guidance to a dental professional. Mentors have wide-ranging roles that can cover clinical work, professional relationships, and career plans. Mentors can be useful if you feel you have become professionally isolated, particularly because the relationship you have with them remains confidential.

The GDC does not request or expect reports from mentors. However, you can request that your mentor does so.

## **2.3. Development adviser (England only)**

A development adviser supports a registrant with conditions or undertakings to develop and update a Personal Professional Development Plan (PPDP). They also support, guide, and monitor the registrant to meet the areas of concern identified in conditions or undertakings.

The development adviser will help the registrant to draw up their PPDP, monitor progress against the PPDP, and review any written evidence specified in the PPDP. They will provide the GDC, or other relevant bodies, with reports on the registrant's progress at times specified under the conditions/undertakings or upon request. Development advisers do not supervise the registrant's clinical practice.

Registrants must nominate a development adviser for approval by the GDC. Persons agreeing to undertake this role are likely to charge the registrant a fee.

Further details can be found the [Development advisers: person specification](#).

*This service must be funded by the individual.*

## **2.4. Educational supervisor (Scotland, Wales, and Northern Ireland)**

An educational supervisor is appointed by a postgraduate dental dean to address the issues identified in the conditions/undertakings. If the condition/undertaking allows it, the registrant may be able to nominate their own educational supervisor.

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<sup>11</sup> The definition of 'mentors' is not currently included in the [Fitness to Practise Glossary of Terms](#) (December 2023). The practice committees' conditions bank is currently under review. The definition for 'mentors' will be added at the conclusion of that review.

Educational supervisors are responsible for the overall supervision of the registrant's learning and educational progress during a specified period. The educational supervisor will help the registrant to draw up their Personal Professional Development Plan (PPDP) to address the issues identified. They will support and guide the registrant, monitor the progress against the PPDP, and review the evidence specified in the PPDP.

The educational supervisor will provide the GDC, or other relevant bodies, with reports on this process at times specified under the conditions/undertakings or upon request. Educational supervisors do not supervise the registrant's clinical practice.

*This service must be funded by the individual.*

### **3. Levels of support required**

The conditions or undertakings might also set out the level of support required. These are supervised, closely supervised, or direct observation and are detailed below.

#### **3.1. Supervised**

The workplace supervisor must supervise the registrant's day-to-day work in a way prescribed in the relevant condition or undertaking. The workplace supervisor does not need to work at the same practice as the registrant, but they must be available to provide advice or assistance if the registrant needs it. Where the workplace supervisor is unavailable through illness or planned absence, the registrant must not work, unless an approved alternative workplace supervisor is in place.

The workplace supervisor must review the registrant's work at least once a fortnight in one-to-one meetings and case-based discussions. These meetings must focus on all areas of concern identified by the conditions or undertakings. These meetings should usually be in person. If this is not possible, at least one of every two fortnightly meetings must be in person.

#### **3.2. Closely supervised**

The workplace supervisor must supervise the registrant's day-to-day work in a way prescribed in the relevant condition or undertaking. The workplace supervisor must always be on site and available when the registrant is working. Where the workplace supervisor is unavailable through illness or planned absence, the registrant must not work unless an approved alternative workplace supervisor is in place.

The workplace supervisor must review the registrant's work at least twice a week in one-to-one meetings using case-based discussions. These meetings must focus on all areas of concern identified by the conditions or undertakings. These meetings can be in person or via video conferencing.

#### **3.3. Directly supervised**

The workplace supervisor must observe the registrant's day-to-day work, or the particular element(s) of the registrant's work, as prescribed in the relevant condition or undertaking. The workplace supervisor must always be on site and available to directly observe the

specified element(s) when the registrant is working. Where the workplace supervisor is unavailable through illness or planned absence, the registrant must not carry out the specified element(s) of their work unless an approved alternative workplace supervisor is in place. Conditions or undertakings will specify which element(s) of a registrant's practice to observe.

#### **4. Reviewing progress**

Conditions and undertakings are reviewed regularly by a committee or case examiners, as appropriate. We will provide an evidence bundle to the committee or case examiners to inform these reviews; it will include reports from advisers or supervisors.

#### **5. Finding your adviser or supervisor**

We cannot identify individual development advisers, mentors, or supervisors for you. You will now need to work with others to find the support you need, subject to our approval. If you practice in Scotland, Wales, or Northern Ireland should contact the appropriate postgraduate dental dean to seek support.

We have worked with several organisations to help you with identifying appropriate supervision or support. These are listed below. Please remember that you are responsible for any costs associated with the provision of advice, mentoring, or supervision.

The organisations below may be able to signpost you to individuals or other organisations that may support you:

- a) Practitioner Advice and Support Scheme  
Find your Local Dental Committee: 020 7935 0875  
Email: [advice.enquiries@bda.org](mailto:advice.enquiries@bda.org)
- b) Practitioner Performance Advice service  
For service in England, Northern Ireland, and Wales  
Phone: 020 7811 2600  
Email: [advice@resolution.nhs.uk](mailto:advice@resolution.nhs.uk)
- c) Dental Mentors UK  
Phone: 07956 471234 or 07917 223022  
Email: [dentalmentorsuk@outlook.com](mailto:dentalmentorsuk@outlook.com)
- d) Society of British Dental Nurses  
Dental Nurse Mentorship and Advisory Service  
Phone: 07437 481182  
Email: [info@bdns.org.uk](mailto:info@bdns.org.uk)  
Website: [sbdn.org.uk](http://sbdn.org.uk)

*Additional support organisations will be added to this list as they become available.*