

PROFILE

An experienced dental practitioner with forty years based in general practice. A trained coach mentor and appraiser, fully compliant and current with GDC CPD requirements and committed to high quality, ethical dentistry. Experienced in effective remediation and development of PDPs. Empathetic, articulate and self-aware with proven leadership skills and an engaging personality.

GDC Registration Number 55900

Current roles

Senior associate in large NHS/mixed independent practice **1991 - present**
Responsible for motivating best practice across the whole dental team including advising on latest professional guidance and developing protocols within the practice.

Treasurer of Hampshire and Isle of Wight LDC **2014 - present**
Responsible for large budget, helping support and disseminate capital funding grant from NHSE, member of the executive.

Dental appraiser for Health Education England (HEE) **2014 - present**
Conducting peer to peer appraisals since 2014, prompting and supporting compilation of personal development plans and report writing.

Dental Specific Practitioner (DSP) for NHSE Performance Advisory Groups/Performer List Decision Panels (PAG/PLDP) **2014 - present**
Member of a four-person panel advising on current professional standards and guidelines to manage patient complaints and performer concerns through a consensual approach, producing evidence-based decisions.

Coach mentor for HEE **2018 - present**
Supporting dentists in difficulty to successfully achieve any conditions placed upon them by the professional regulators.

Member of Local Dental Committee (LDC) Performer Advice Support Scheme (PASS) **2019- present**
Helped devise and run PASS supporting any dentist in Hampshire and Isle of Wight who self refers for help.

General Dental Practitioner Associate NHSE Wessex Oral Surgery Managed Clinical Network **2017-present**

Vaccinator: Covid 19 Mass Immunisation Programme **Aug 20- present**

Previous roles

Member of NHSE South East Standard Operating Procedures Working group for NHSE South East Urgent Dental Care Hubs (UDC) March 20 -21

Developed SOP's for all aspects of running a UDC

General Dental Practitioner Associate member of National Steering Group for Dental Contract Reform 2013 – 2021

Member of Department of Health and Social Care Group involved in developing and implementing DCR in accordance with Delivering Better Oral Health. Performer in an NHSE Prototype practice

Acting Clinical Advisor NHSE South West Jan 2019-April 2019

Short term role dealing with remediation case involving monthly clinical observations followed by discussions.

Dental Associate, Cranfield 1990-1991

Dental Associate, Farnham 1989-1990

Dental Associate, Belfast 1987- 1989

Dental Associate Warminster/Tidworth 1985- 1987

Royal Army Dental Corps -3-year Short Service Commission Jan 1982 -February 1985

Qualifications

- **Bachelor of Dental Surgery (L'pool) 1981**
- **Oxford Deanery Dental Leadership Programme for Local Professional Networks 2012**
- **CMI Level 7 Award in Leadership Coaching and Mentoring 2018**

Specific to Development Adviser:

- **Development of personal development plans and mapping CPD**
As a Dental Appraiser for Health Education England I carry out dental appraisals for registrants. This is a formative process for registrants helping them develop their PDP's and map their CPD accordingly.
I undertake annual CPD training to support this role.
- **Knowledge of development tools to increase insight and awareness**
In my role as a coach mentor I use the Gibbs and Kolb Reflective models and I am familiar in how to apply them. I have developed a scoring method to assist in development of reflective writing and I encourage use of 360 feedbacks.

- **Knowledge of relevant workplace-based assessments e.g. audit, case-based discussion**

I am experienced in developing and using clinical audit both for personal development and in those seeking remediation. I am practised in case-based discussions to achieve best practice and familiar with COPDEND assessment tools eg. Direct Observation of Procedural skills(DOPS) and A Dental Evaluation of Performance Tool(ADEPTS)
- **Knowledge of Current standards and guidelines in dentistry**

As DSP on PAGs and PLDPs for NHSE I give advice to lay panel members of current guidelines and standards in dentistry when managing performer concerns. The role demands a thorough working knowledge of current guidelines and standards.
- **Knowledge of the GDC fitness to practice process**

As HEE coach mentor I have experience in supporting registrants through the FtP process. I am also experienced in analysing GDC determinations and NHSE conditions to develop relevant, targeted PDP's and CPD.
- **Report Writing Skills**

I am experienced in writing reports for HEE (as a coach mentor and an appraiser), NHSE (as an acting clinical advisor) and in my role as Treasurer of the LDC (which are produced and published annually and bimonthly).
- **Equality, Diversity and Inclusion policies**

I hold current CPD in equality, diversity and inclusion training and frequently work with overseas registrants.
- **Effective Communication Skills.**

I have provided presentations to BDA Conference, LDC Conference and peer review groups.

I have attended numerous courses on how to effectively communicate with patients, particularly with regard to complaints handling and adverse events.

From the feedback I have received as a coach mentor and appraiser I understand that am an empathetic listener and supporter.
- **Motivating and developing others**

I have motivated a large practice team to successfully engage with appraisal and regular audit in order to benefit patient experience and deliver best practice.

I have encouraged younger colleagues, both dentists and nurses, to look beyond their immediate horizons and aim to achieve their full potential.
- **Good interpersonal skills**

I am experienced in supporting colleagues through difficult life events including bereavement and divorce as well as GDC hearings.

I have had success in being a supporter who listens and doesn't judge, who is empathetic yet pragmatic and has the ability to make a difference between experiencing a difficult journey or making an easy one when facing life's adversities.