

PROFILE

A senior dental professional with over 35 years' broad clinical and leadership experience. Has worked in the indemnity business for 25 years advising and supporting hundreds if not thousands of colleagues facing difficulties. Developed a programme for demonstrating evidence of remediation in FTP cases and with NHS performance cases. Fully compliant and up to date with Continuing Professional Development requirements. Proven track record of effective leadership and motivation of clinical and non-clinical staff at local, regional and national level. Excellent network links both within and external to the NHS. Considerable experience in delivering educational programmes across a wide range of topics in a creative and interactive manner. A deep knowledge of quality assurance, verification and governance systems. An effective and experienced development adviser for remediation, personal development and career development who has supported over *several hundred* colleagues.

GDC registration number: 59193 Specialist in Oral Surgery

Employment History:**Current roles:**

I am currently working as an independent dental adviser. In that role I assist and advise dentists in difficulty with their employers and the GDC. I lecture regularly and write regularly for GDPUK.

Previous roles:**MDDUS**

Head of Dental Division	01.06.20 – 31.08.23
Dento-legal Adviser	01.02.18 – 31.05.20

Dental Protection

Dento-legal Adviser	01.10.00 – 31.12.17
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General Dental / Specialist Practice Appointments

Part time visiting Specialist, Oxford	30.09.06 – 13.03.20
Part time visiting Specialist, Bedford	14.09.11 - 13.03.20
Principal and owner Dental Practice, Oxford	01.11.91 - 29.09.06
Associate 105, Banbury Road, Oxford	15.07.89 - 31.10.91

Hospital Appointments

John Radcliffe Hospital Oxford	05.10.87 - 31.12.00
The Royal London Hospital	01.09.86 - 31.08.87
Middlesbrough General Hospital	01.02.85 - 31.07.86
University College Dental Hospital, London	01.08.84 - 31.01.85

Education History:

1). Under Graduate

University College London

1979-1984

2). Post Graduate

University of Cardiff LLM

2002-2005

3). Professional

Fellow Faculty of Forensic and Legal Medicine	2021
Fellow College of General Dental Practice	2019
Honorary degree, Fellow of the Faculty of General Dental Practitioners	2014

Specific to Development Adviser:

- **Development of Personal Development Plans and mapping CPD.**

When I worked at Dental Protection, I led a team that developed a programme for dentists and DCPs that needed to produce evidence of remediation when faced with a GDC investigation. In my work at Dental Protection and MDDUS I have trained colleagues in this task and advised and supported hundreds practitioners in the development and updating of their Personal Development Plans. This includes guiding registrants on CPD that will be relevant to their particular circumstances. I have advised on how best this evidence can be presented to support their response to the GDC and NHS.

- **Knowledge of development tools to increase insight and self-awareness.**

I have regularly used SWOT analysis and various management tools to identify and improve performance in the leadership training that I have received at Dental Protection and more recently at MDDUS. In my leadership roles I have been trained in and carried out monthly 1-2-1 meetings, objective/goal setting and carried out annual performance development reviews for my teams. I have been involved in workplace projects that have been part of change programmes.

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

I am familiar with the design and use of audit tools to identify weaknesses and then improvement in clinical dental practice. Much of my work when assisting dentists and DCPs deal with GDC and NHS investigations centres on case-based discussion, so I am very familiar with the techniques required to make those discussions meaningful in a non-judgmental and supportive way

- **Knowledge of current standards and guidelines in dentistry.**

I have been involved in the drafting reviewing and editing of CGDent and FGDP guidance. I regularly write and lecture on GDC Standards guidance, and am very familiar with guidance in most aspects of dentistry, having had to advise dentists and DCPs how to interpret guidance in my roles at DP and MDDUS.

- **Knowledge of the GDC fitness to practise process**

I have been assisting and advising dentists and DCPs that are subject to FTP investigations for over 20 years. This work has involved dealing with cases from start to finish. From the initial notification of a case through to Professional Conduct Committee hearings and onwards to Judicial Reviews and High Court Appeals. My LLM dissertation concerned professional regulation and I have had a leading role within the two defence organisations in working with and responding to issues that arise both in individual cases and with GDC policy.

- **Report writing skills.**

In the early 2000's I attended Bond Solon's training course in report writing and courtroom skills. Subsequently I have written papers for the Dental Protection and MDDUS Boards, numerous articles for publication and more recently expert witness reports for the courts.

- **Equality, diversity and inclusion policies.**

In my work for the defence organisations I have received training on the Equality Act and its implications for me as a manager and team leader. I have also advised dentists on how the Equality Act applies to them, particularly in the face of complaints

- **Effective communications skills.**

I lecture and write regularly. My previous roles have involved making sure that I can communicate at a very high level of effectiveness, dealing with dentists and DCPs in distress and anger. I am familiar with giving bad news and good news to colleagues and team members.

- **Motivating and developing others.**

I have been a leader of team within dentistry for the past 10 years. These roles involved identifying strengths and weaknesses in team members and working with them to enhance their strengths and manage their weaknesses. I believe that I was very effective at motivating team members to deliver their targets.

- **Good interpersonal skills.**

In delivering all of the above I needed good interpersonal skills. I was fortunate to be able to work with a wide range of dentists both in UK and internationally and I believe that the success of those relationships is based on good interpersonal skills.