

Guidance

Conditions bank for the Interim Orders Committee

Introduction

The Interim Orders Committee (IOC) manages immediate risks to protect the public, where it is otherwise in the public interest, or where it is in the interests of the registrant concerned.

It is not the role of the IOC to guide and/or assist the dental professional concerned towards remediation of their practice.

Where an interim order (IO) for conditional practice is being considered:

- think carefully about how conditions are constructed to ensure they are targeted and manage any risks that have been identified while enabling the registrant to continue to practice
- ensure any conditions set are workable, enforceable, will protect the public, and maintain public confidence in the dental professions.

Using this conditions bank

The conditions set out in the bank below have been designed to help guide panellists when formulating a set of IO conditions.

It is presented in three sections:

1. The first has standard conditions which should be used in all sets of conditions.
2. The second has conditions that can be used to mitigate clinical or behavioural concerns.
3. The final section has conditions that can be used to mitigate risks arising from health concerns.

The 'guidance column' is designed to assist in selecting the appropriate conditions to manage the immediate risks presented by the case. Please note that all 'days' referred to within this conditions bank refer to calendar days.

Throughout the conditions found in the bank, square brackets e.g. [X], indicate the need to include text to tailor the condition to suit the individual circumstances of the case, so the risks identified can be appropriately managed.

The following abbreviations are used throughout:

- Care Inspectorate Wales (CIW)
- Care Quality Commission (CQC)
- Confidential (C)
- Dental care professional (DCP)
- General Dental Council (GDC)
- Healthcare Improvement Scotland (HIS)
- Interim order (IO)
- Interim Orders Committee (IOC)
- Non-confidential (NC)
- Regulation and Quality Improvement Authority (Northern Ireland) (RQIA)

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Section 1: Standard conditions

Conditions 1 to 4 should be included in all sets of IO conditions, with numbers 1 to 3 the first conditions listed, and number 4 the final condition listed in any set of IO conditions handed down to a dental professional.

These standard conditions allow for the monitoring of the dental professional's practice while under conditions.

1.0	Standard conditions	C/NC	Guidance column
1	You must provide the GDC, within seven days, the contact details and arrangements for any appointment you accept or are currently undertaking which requires GDC registration, and allow the GDC to exchange information with your employer or any contracting body for which you provide dental services. [You must also provide the GDC, within seven days, the contact details for the commissioning body in whose Dental Performers List you are included, or seeking inclusion (at the time of application)]	NC	<p>You should always include this condition as it ensures the GDC knows if and where the dental professional is practising at any time their registration is subject to conditions.</p> <p>Without this condition, the GDC may not be able to monitor compliance with the restrictions imposed.</p> <p>You should include the text in square brackets if the registrant is a dentist working with the NHS.</p>
2	From the date that these conditions take effect, you must inform the GDC within seven days of being notified of: <ol style="list-style-type: none">any formal disciplinary action taken against youany NHS investigationany regulatory or enforcement action taken against you or a practice for which you are the registered providerany patient complaint received about your clinical practice or conduct at work.	NC	<p>You should always include this condition so that the GDC is notified of any further concerns raised about the dental professional while their registration is subject to IO conditions.</p> <p>The condition also ensures the GDC can monitor any new patient complaints received about the dental professional's work or conduct at work. The GDC can use this to check if these are similar in nature to those that led to the initial IO and consider whether the IO in place still manages the risks identified appropriately, or whether it may need to be varied.</p>
3	You must inform the GDC, within seven days of these conditions taking effect, if	NC	This ensures that the GDC is aware if the dental professional is practising in

1.0	Standard conditions	C/NC	Guidance column
	<p>you are registered with any overseas regulator (or equivalent authority) or within seven days of making an application for registration with any overseas regulator or equivalent authority.</p>		<p>another country.</p> <p>The GDC is then able to notify the appropriate overseas regulator(s) of the IO, as well as any other sanction that may be imposed on the dental professional.</p>
4	<p>You must inform the following parties that your registration is subject to the conditions listed at [X] to [X]:</p> <ul style="list-style-type: none"> • Any organisation or person employing you or who has an arrangement with you to undertake dental work (within seven days). • Any professional regulatory body you are registered with (within seven days), or apply to be registered with (at the time of application). • Any locum agency or out-of-hours service you are registered with (within seven days), or apply to be registered with (at the time of application). • Any prospective employer (at the time of application), or any organisation or person with whom you intend to enter into an arrangement to undertake dental work (at the time the arrangement is made). • [The commissioning body in whose Dental Performers List you are included (within seven days), or seeking inclusion (at the time of application)]. <p>You must forward written evidence of your compliance with this condition to</p>	NC	<p>This should usually be listed as the final condition in any set of conditions.</p> <p>All non-confidential conditions should be entered into the brackets marked at [X].</p> <p>Include the text in square brackets if the registrant is a dentist who is working in the NHS (final bullet point, left).</p>

1.0	Standard conditions	C/NC	Guidance column
	the GDC within seven days of notifying the relevant parties of your conditions.		

Condition 5 should be included for any dental professional living outside of the UK.

1.1	Dental professionals who reside or work outside the UK	C/NC	Guidance column
5	You must immediately inform the GDC if you return to the UK to provide dental services which require GDC registration.	NC	<p>This condition enables the GDC to effectively monitor compliance with conditions should a dental professional return to practise in the UK.</p> <p>This should be the first condition for any dental professional living outside the UK.</p>

Section 2: Conditions relating to clinical or behavioural concerns

Conditions 6 to 8 can be used where the concerns regarding the dental professional's fitness to practise relate to their clinical competency.

2.0	Workplace supervision	C/NC	Guidance column
6	<p>At any time you are employed to provide dental services which require you to be registered with the GDC, you must remain under the [direct/close/delete altogether for standard] supervision* of a workplace supervisor nominated by you and approved by the GDC. The workplace supervisor must be [a GDC registered dentist; a GDC registered dentist or DCP (where applicable - in the same prescribed profession of the register as you); or a GDC registered dentist with experience in [X specialty]].</p>	NC	<p>If you use this condition, you need to consider what level of supervision is required. Condition 6 should be used where you feel supervision, close supervision, or direct supervision (the different levels of workplace supervision are defined within the Glossary of Terms) in the workplace is required to mitigate the risks presented by the dental professional.</p> <p>Whether conditions are workable is one of the considerations committees should take into account. As such, where direct supervision is required,</p>

2.0	Workplace supervision	C/NC	Guidance column
	<p>You must not start/restart work until your proposed workplace supervisor has been approved by the GDC.</p> <p>* [Enter Glossary of Terms definition for relevant level of supervision]</p>		<p>consideration should be given to whether this should be direct supervision of the registrant's day-to-day work in general (i.e. all of their clinical practice), or of specified elements of the registrant's work (i.e. particular clinical procedures). Where direct supervision of specified elements of a registrant's work is appropriate, Condition 19 should be considered in addition to Condition 6.</p> <p>To ensure the registrant is clear about the level of supervision required by the condition, you should include the relevant definition from the Glossary of Terms in the third set of square brackets.</p> <p>You will also need to consider who should provide the workplace supervision for the dental professional i.e.:</p> <ul style="list-style-type: none"> • dentist • dentist or DCP (with option of DCP being in the same prescribed profession as the dental professional) • DCP (with option of DCP being in the same prescribed profession as the dental professional) • dentist with experience in a certain area, e.g. orthodontics, implants etc. <p>You may decide that it is appropriate for the workplace supervisor to be the same person as the workplace reporter (see below), if applicable. If not, you should clearly specify that these roles need to be undertaken by different individuals in this condition.</p> <p>The workplace supervisor must not be nominated or named during the hearing, within the determination or</p>

2.0	Workplace supervision	C/NC	Guidance column
			<p>within the set of conditions.</p> <p>Further detail on the approvals process can be found on our website.</p>
7	<p>You must provide reports from your workplace supervisor to the GDC every [X] months and at least 14 days prior to any review hearing.</p> <p>The report must address:</p> <p>[insert bullet point list of specific clinical issues/practice to be addressed by the report]</p>	NC	<p>Whenever you use condition 6 and 19, this condition should also be included so that the GDC and any future reviewing committee receive regular updates about the dental professional's practice whilst their registration is subject to IO conditions.</p> <p>Specify in the square brackets (marked [X]) how often the workplace supervisor should submit their reports to the GDC (usually three months). The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p> <p>Specify in the second set of square brackets the specific clinical issues/practice that the report must address.</p> <p>The GDC has a template report form that the Case Review Team make available to workplace supervisors at the point they are approved. This aims to make the preparation of reports easier, and to ensure the reports contain the relevant information.</p>
8	<p>You must stop working immediately if your workplace supervisor directs you to do so, and you must inform the GDC within seven days of receiving this direction.</p>	NC	<p>You may wish to include this condition as an additional measure to mitigate risk in high-risk cases.</p>

Conditions 9 to 10 can be used where the concerns regarding the dental professional's fitness to practise relate to health or conduct concerns.

2.1	Workplace reporter	C/NC	Guidance column
9	<p>At any time you are employed to provide dental services which require you to be registered with the GDC, you must agree to the appointment of a workplace reporter nominated by you and approved by the GDC.</p> <p>The workplace reporter must be a GDC registered dental professional.</p> <p>You must not start/restart work until your proposed workplace reporter has been approved by the GDC.</p>	NC	<p>The definition for the role of workplace reporter can be found in the Glossary of Terms.</p> <p>In the case of non-clinical concerns, you may wish to require a workplace reporter.</p> <p>The workplace reporter must not be nominated or named during the hearing, within the determination, or within the set of conditions.</p>
10	<p>You must provide reports from your workplace reporter to the GDC every [X] months and at least 14 days prior to any review hearing.</p> <p>In addition to addressing general compliance with the conditions, any complaints received, and any other relevant information, the report must specifically address:</p> <p>[insert bullet point list of specific issues to be addressed by the report]</p>	NC	<p>Whenever you use condition 9, you should also always include this condition so that the GDC and any future reviewing committee receive regular updates about the dental professional's compliance with their IO conditions.</p> <p>The report must address general compliance with the conditions, any complaints received and any other relevant information.</p> <p>Specify in the square brackets (marked [X]) how often the workplace reporter should submit their reports to the GDC (usually three months). The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p> <p>Specify in the second set of square brackets the specific issues that the report must address.</p> <p>The GDC has a template report form that the Case Review Team make available to workplace reporters at the point they are approved. This aims to make the preparation of reports easier, and to ensure the reports</p>

2.1	Workplace reporter	C/NC	Guidance column
			contain the relevant information.

2.2	Clinical audit	C/NC	Guidance column
11	You must carry out an audit in the following areas of your practice [name of procedure or activity] every [X] months. The audit must be checked and signed by your workplace supervisor.	NC	<p>The role of a clinical audit is defined in the Glossary of Terms. Please note, at IOC clinical audit is designed to provide a quality assurance process only.</p> <p>You should use this condition where you feel a quality assurance process may be required.</p> <p>If you use this condition, you need to outline the area(s) that should be audited.</p> <p>You will also need to consider the frequency of the audits.</p>
12	You must provide a copy of this audit to the GDC every [X] months and at least 14 days prior to any review hearing or, alternatively, provide a statement, which has been counter-signed by your [workplace supervisor/reporter], confirming there have been no such cases.	NC	<p>Whenever you use condition 11, you should also always include this condition so that the GDC and any future reviewing committee receive regular updates about the dental professional's compliance with their IO conditions</p> <p>Specify in the square brackets (marked [X]) how often the audits should be submitted to the GDC.</p> <p>The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p>

2.3	Practice restrictions – general work	C/NC	Guidance column
13	You must confine your dental practice to [type of post] posts only.	NC	You will need to specify in the square brackets (marked [type of post]) which type of dental practice you want to restrict the dental professional to, for example, salaried GD, associate, assistant, teaching, research etc. The list is not exhaustive.
14	You must only work at premises where another dentist is [or dental professionals are] working at the same time as you are working [and with whom you have made personal contact before you commence treatment of patients at each morning and/or afternoon session].	C or NC	<p>You will need to specify whether the dental professional must have a dentist, or any DCP, working at the same premises when they are working by either keeping or deleting the first square bracket of text.</p> <p>This condition should always be used when there are concerns that the dental professional has attended the workplace intoxicated, or there are other health concerns identified that could unexpectedly impact/impair their fitness to practise. The second bracket of text should always be included when this condition is used to mitigate health risks.</p> <p>You may want to use this condition when you believe the risk can be mitigated by ensuring the dental professional is not working in isolation.</p>
15	You must not work at any dental practice which you own.	NC	This condition may be used to help mitigate risk where conflicts of interest, fraud, or other similar risks are present.
16	You must not be responsible for the management/administration of any dental practice.	NC	This condition may be used to help mitigate risk where conflicts of interest, fraud, or where the concerns raised relate to practice management or clinical governance.

These conditions can be used where the concerns regarding the dental professional's fitness to practise relate to specific procedures or practice within a particular title.

2.4	Practice restrictions – specific procedures or practice within a particular title	C/NC	Guidance column
17	You must confine your practice to [specify]	NC	<p>It may be necessary to restrict a dental professional's practice to mitigate risk.</p> <p>You must specify in the square brackets what you are requiring the dental professional's practice to be restricted to (marked [specify]). Examples include:</p> <ul style="list-style-type: none"> • A particular type of practice, e.g. general dentistry. • NHS or private practice. • Indirect or direct clinical care of individual patients. • Non-invasive treatment. • Dental research posts. • Educational posts. <p>This list is not exhaustive.</p>
18	You must not carry out [name of procedure or activity].	NC	<p>To mitigate risk, it may be necessary to prevent the dental professional from undertaking specific procedures in certain circumstances.</p> <p>You will need to specify which procedures the dental professional is restricted from performing in the square brackets (marked [name of procedure or activity]). Examples include:</p> <ul style="list-style-type: none"> • NHS or private practice. • Locum or out-of-hours work. • Implants • Bridges. <p>This list is not exhaustive.</p>

2.4	Practice restrictions – specific procedures or practice within a particular title	C/NC	Guidance column
19	<p>You must not carry out [name of procedure] unless directly supervised* by a workplace supervisor nominated by you and approved by the GDC. The workplace supervisor must be [a GDC registered dentist; a GDC registered dentist or DCP (where applicable - in the same prescribed profession of the register as you); or a GDC registered dentist with experience in [X specialty]].</p> <p>You must not carry out [name of procedure] until your proposed workplace supervisor has been approved by the GDC.</p> <p>* 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.</p>	NC	<p>This condition may be useful to mitigate risk while still enabling the dental professional to continue to carry out the procedures specified under direct supervision.</p> <p>You will need to specify which procedure(s) the dental professional is restricted from performing without direct supervision in the square brackets (marked [name of procedure]). Examples include:</p> <ul style="list-style-type: none"> • Implants. • Orthodontics. • Root canal treatment. <p>This list is not exhaustive.</p> <p>You may wish to consider including a requirement for the dental professional to keep a log of these procedures and submit this to the GDC. The log should be signed by the workplace supervisor carrying out the direct supervision.</p>

These conditions can be used where the concerns regarding the dental professional's fitness to practise relate to inappropriate prescribing.

2.5	Practice restrictions – prescribing	C/NC	Guidance column
20	You must not prescribe or administer psychoactive drugs at your practice, including opiate analgesics and benzodiazepines, unless required for the treatment of medical emergencies.	C or NC	You can use this condition when mitigating any risk presented by the dental professional's prescription of psychoactive drugs at their practice.
21	You must not administer or prescribe [specify drug or group of drugs] unless required for the treatment of medical emergencies.	C or NC	<p>You may use this condition to mitigate risks relating to the dental professional's ability to prescribe or administer a specific drug, group of drugs or schedule of drug.</p> <p>You must specify in the square brackets (marked [specify drug or group of drugs]) which drug, group or schedule of drugs you want to restrict the dental professional from prescribing or administering. Examples include:</p> <ul style="list-style-type: none"> • Psychoactive drugs. • Any drugs listed in schedules 1-4 of the Misuse of Drugs Regulations 2001. • Benzodiazepines or other sedating drugs, for example Midazolam. • Opiate analgesics. • Antimicrobials. <p>This list is not exhaustive.</p> <p>If restricting a registrant's prescribing practice, consideration should be given to whether such restrictions should be combined with workplace supervision/restrictions on lone working, to avoid delays in patients accessing urgent medication (for example, antimicrobials).</p>
22	You must not prescribe for yourself, a partner/spouse, or a member of your family.	C or NC	You can use this condition to mitigate any risks associated with the dental professional prescribing drugs for themselves or people close to them.

2.5	Practice restrictions – prescribing	C/NC	Guidance column
23	You must not prescribe any drugs.	C or NC	<p>This condition should be used where the prescription of any drugs by the dental professional presents a risk.</p> <p>If restricting a registrant's prescribing practice, consideration should be given to whether such restrictions should be combined with workplace supervision/restrictions on lone working, to avoid delays in patients accessing urgent medication (for example, antimicrobials).</p>
24	You must only prescribe drugs under arrangements which have been agreed by your medical supervisor and after you have notified the GDC of these arrangements.	C or NC	<p>You must only use this condition where a medical supervisor is required by condition 44.</p> <p>This should be used if there are health risks identified with the dental professional prescribing drugs.</p>
25	You must only prescribe [specify drug(s)] under arrangements which have been agreed by your [medical/workplace] supervisor and after you have notified the GDC of these arrangements.	C or NC	<p>Can be used as a lighter touch condition where the prescription of a drug, group or schedule of drugs by the dental professional presents risk, but which you feel can be mitigated through supervision.</p> <p>You must specify which drug, group of drugs, or schedule of drugs should be prescribed by the dental professional under supervision arrangements in the square brackets (marked [specify drug(s)]) and whether these arrangements should be agreed with the dental professional's medical or workplace supervisor in the square brackets (marked [medical/workplace]).</p> <p>You may wish to include conditions 36 and 37, requiring the dental professional to take a log of each time they have prescribed the specified drug(s) and provide this to the GDC.</p>

2.6	Practice restrictions – patient and colleague safety	C/NC	Guidance column
26	<p>Within seven days of these conditions taking effect, you must agree to the appointment of a chaperone or chaperones, nominated by you and approved by the GDC. You must also provide written evidence that your chaperone(s) has/have accepted the role. Your chaperone(s) must be a registered [dentist/DCP/registered healthcare professional - please delete as appropriate].</p>	C or NC	<p>The definition for the role of a chaperone can be found in the Glossary of Terms.</p> <p>This condition should be used where there are risks associated with the dental professional having unobserved contact with certain groups of patients or colleagues/staff, e.g. patients under the age of 18, female patients or colleagues, patients with a learning disability. This list is not exhaustive.</p> <p>You must state who the chaperone(s) must be i.e.:</p> <ul style="list-style-type: none"> • dentist • DCP (with option of DCP being in the same prescribed profession as the dental professional) • other registered healthcare professional • any other factor that may be relevant (for example where a chaperone(s) of a specific gender should be nominated) • that there are no potential conflicts of interest. <p>If this condition is used, the following six conditions (27-32) should also be used.</p>
27	<p>Within seven days of these conditions taking effect, you must share a copy of these conditions with your chaperone(s) and provide written evidence to the GDC to demonstrate you have done so.</p>	C or NC	<p>You should only use this condition in conjunction with condition 26.</p>
28	<p>Except in life threatening emergencies, you must not undertake consultations with [group of patients] patients/[group of colleagues] colleagues without your</p>	C or NC	<p>You should only use this condition in conjunction with condition 26.</p> <p>In the sets of brackets (marked</p>

	chaperone(s) present.		[group of patients] and [group of colleagues]) you must specify which group of patients/colleagues are of concern, e.g. patients under the age of 18, female patients or colleagues, patients with a learning disability. This list is not exhaustive.
29	You must maintain a log of all consultations with [group of patients] patients/[group of colleagues] colleagues, which must be signed by your chaperone(s) confirming your chaperone's presence throughout the consultation.	C or NC	<p>You should always consider including this condition when using condition 26.</p> <p>In the sets of brackets (marked [group of patients] and [group of colleagues]) you must specify which group of patients/colleagues are of concern, e.g. patients under the age of 18, female patients or colleagues, patients with a learning disability. This list is not exhaustive.</p> <p>This condition helps to monitor the consultations that the dental professional holds with the group of patients concerned.</p>
30	You must maintain a log detailing every case where you have undertaken a consultation with [group of patients] patients/[group of colleagues] colleagues in a life-threatening emergency, without your chaperone(s) present.	C or NC	<p>You should always consider including this condition when using condition 26.</p> <p>In the set of brackets (marked [group of patients] and [group of colleagues]) you must specify which group of patients are of concern, e.g. patients under the age of 18, female patients or colleagues, patients with a learning disability. This list is not exhaustive.</p>
31	You must provide a copy of these logs to the GDC every [X] months and at least 14 days prior to any review hearing. Alternatively, you must provide a statement confirming there have been no such consultations. The log or statement must be signed by your chaperone(s).	C or NC	<p>This condition should always be used if using either of conditions 29 or 30, so that the dental professional is required to submit the logs required to be kept under those conditions.</p> <p>You must specify within the square brackets (marked [X]) how often these logs are to be submitted to the</p>

			GDC (usually every three months). The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.
32	You must provide reports from your chaperone(s) to the GDC every [X] months and at least 14 days prior to any review hearing.	C or NC	<p>You should always consider including this condition when using condition 26.</p> <p>If a chaperone is required, you should consider including this condition so that the GDC receives regular updates regarding the dental professional's interaction with the groups of patients/colleagues concerned.</p> <p>You will need to specify within the square brackets (marked [X]) how often reports are to be submitted to the GDC (usually every three months). The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p>
33	Except in life threatening emergencies, you must not undertake consultations with [group of patients] patients/[group of colleagues] colleagues.	C or NC	<p>In the sets of brackets (marked [group of patients] and [group of colleagues]) you must specify which group of patients/colleagues are of concern, e.g. patients under the age of 18, female patients or colleagues, patients with a learning disability. This list is not exhaustive</p>
34	You must maintain a log detailing every case where you have undertaken a consultation with [group of patients] patients/[group of colleagues] colleagues in a life-threatening emergency.	C or NC	<p>In the set of brackets (marked [group of patients] and [group of colleagues]) you must specify which group of patients are of concern, e.g. patients under the age of 18, female patients or colleagues, patients with a learning disability. This list is not exhaustive.</p>
35	You must provide a copy of these logs to the GDC every [X] months and at	C or	<p>This condition should always be used if using [34], so that the dental</p>

	least 14 days prior to any review hearing. Alternatively, you must provide a statement confirming there have been no such consultations. The log or statement must be signed by your workplace reporter.	NC	<p>professional is required to submit the logs required to be kept under that condition.</p> <p>You must specify within the square brackets (marked [X]) how often these logs are to be submitted to the GDC (usually every three months). The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p>
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These conditions can be used to monitor the dental professional's practice and allow the GDC to assess that individual's ongoing fitness to practise.

2.7	Logs	C/NC	Guidance column
36	You must maintain a log detailing every case where you have undertaken [specify].	C or NC	<p>This condition may be used to log other restrictions in place as a result of the set of IO conditions.</p> <p>This can also be used as a lighter touch option, where you feel the risk can be mitigated by the dental professional logging certain procedures or practices.</p> <p>You must specify in the square brackets (marked [specify]) what you want the dental professional to keep a log of, e.g. implants, root canal treatment, prescribing certain or all medications. This list is not exhaustive.</p>
37	You must provide a copy of this log [verified by your [specify]] to the GDC every [X] months and at least 14 days prior to any review or alternatively, provide a written statement confirming that there have been no such cases during that period [also verified by your [specify]].	C or NC	<p>If using condition 36 you should also include this condition to ensure the logs must be submitted to the GDC and therefore available to any future reviewing committee.</p> <p>You must specify whether you want the logs to be verified by a workplace supervisor or workplace reporter in the</p>

2.7	Logs	C/NC	Guidance column
			<p>first and in the final square brackets (marked [verified by your [specify]]). If there is no workplace reporter or workplace supervisor required by the IO, please delete the square bracket regarding verification.</p> <p>You will need to specify within the square brackets (marked [X]) how often the logs are to be submitted to the GDC (usually every three months). The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p>

Section 3: Health concerns

Where there are alleged issues about the dental professional's health, the IOC should bear in mind that its principal duty is to protect members of the public and the wider public interest, and not to assume responsibility for, or give priority to, the treatment or rehabilitation of the dental professional.

Where the IOC considers it appropriate to impose an IO for conditions in a health case, these should include conditions that relate to the dental professional's ongoing treatment and appropriate supervision of the dental professional.

These conditions can be used where the concerns regarding the dental professional's fitness to practise relate to a health concern and allow the GDC to monitor the dental professional's health over time.

3.0	Health concerns	C/NC	Guidance column
38	Within [X] days of these conditions taking effect, you must place yourself and remain under the care of a [specify], provide them with a full copy of this determination and notify the GDC of the name and contact details of this individual.	C	<p>To mitigate the health risk(s) identified, you may wish to include this condition to ensure a healthcare professional is monitoring the dental professional's health. This condition can be used when you do not feel that a medical supervisor is required.</p>

3.0	Health concerns	C/NC	Guidance column
	<p>You must attend all scheduled appointments and follow any medical advice you are given.</p>		<p>You will need to specify the type of healthcare professional under whose care you would like the dental professional to be. Examples include:</p> <ul style="list-style-type: none"> • a general medical practitioner • a consultant psychiatrist • an occupational health practitioner. <p>This list is not exhaustive.</p> <p>Within the square brackets (marked [X] and [specify]) you will need to state how quickly the dental professional should place themselves under the care of the health professional and the type of health professional required.</p> <p>When this condition is in place you should also consider using condition 39 to ensure the GDC receives evidence to demonstrate the dental professional has given the healthcare professional a copy of their determination.</p> <p>You should also consider using condition 41 so that the GDC obtains regular reports from the healthcare professional(s) regarding the dental professional's health.</p>
39	<p>Within 14 days of placing yourself under the care of [specify], you must provide the GDC with evidence to demonstrate that you have provided this individual with a full copy of this determination, and their confirmation of receipt.</p>	C	<p>This condition should only be used in conjunction with condition 38.</p> <p>It ensures that the GDC is satisfied that the healthcare professional responsible for the dental professional's care is aware of the concerns.</p>
40	<p>Within 14 days of these conditions taking effect, you must inform the GDC of the name and contact details of your general medical practitioner [and any other medical practitioner responsible for your care.].</p>	C	<p>This condition ensures that the GDC has the contact details of the GP and if applicable, any other medical practitioners responsible for the dental professional's care (include highlighted text in square brackets) in case there is a</p>

3.0	Health concerns	C/NC	Guidance column
			<p>need for the GDC to contact them.</p> <p>When using this condition, you should also consider using condition 41 to obtain regular reports regarding the dental professional's health.</p> <p>If using this condition, you should also consider including condition 43 so that the GDC is always kept informed of any change in the dental professional's GP registration.</p> <p>When this condition is in place you should also consider using condition 39 to ensure the GDC receives evidence to demonstrate the dental professional has given the healthcare professional a copy of their determination.</p>
41	<p>You must seek a report from [specify] for consideration by this Committee and submit this to the GDC every [X] months and at least 14 days prior to any review hearing.</p>	C	<p>If using conditions 38 and/or 40, you should also include this condition so that the GDC receives regular updates regarding the dental professional's health.</p> <p>You need to specify within the square brackets which healthcare professional(s) should be providing the reports (marked [specify]) and how often these are to be submitted to the GDC. The requirement for a report from the healthcare professional is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p>
42	<p>You must limit your dental practice in accordance with medical advice and inform the GDC within seven days if you have been advised to stop working.</p>	C	<p>This condition ensures that the dental professional stops work if they are advised to do so by a healthcare professional and that the GDC is notified of this shortly after.</p>
43	<p>You must inform the GDC within 14 days of any change in your general</p>	C	<p>This should be included if the dental professional is required to notify the GDC</p>

3.0	Health concerns	C/NC	Guidance column
	medical practitioner registration and provide the contact details for your new general medical practitioner.		of their GP registration.
44	Within [X] days of these conditions taking effect, you must place yourself under the supervision of a medical supervisor, nominated by you and approved by the GDC.	C	<p>The definition for the role of medical supervisor can be found in the Glossary of Terms.</p> <p>If the dental professional has a health issue that raises a risk to the public or to public confidence in the profession, you may wish to include this condition to mitigate that risk, particularly if attendance at appointments is necessary, or the dental professional needs to follow medical advice or comply with recommended treatment.</p> <p>You will need to consider how many days it will take the dental professional to nominate a medical supervisor to the GDC for approval and specify this in the square brackets (marked [X]). This is usually set between 14 and 28 days, depending on the circumstances of the case.</p> <p>When this condition is in place you should also consider condition 46 to ensure the GDC receives appropriate reports from the medical supervisor.</p>
45	<p>You must provide a copy of the full determination and the name and contact details of your general medical practitioner to your medical supervisor within seven days of their approval by the GDC.</p> <p>You must demonstrate to the GDC that you have given this information to your medical supervisor within 14 days of doing so.</p>	C	<p>Whenever using condition 44 you should also always include this condition. This ensures that the medical supervisor has all the information that has led to the interim order being imposed and that they also have the contact details for the dental professional's GP should this be required.</p>

3.0	Health concerns	C/NC	Guidance column
46	<p>You must provide reports from your medical supervisor to the GDC every [X] months and at least 14 days prior to any review hearing.</p> <p>The report must address:</p> <p>[insert bullet point list of specific areas to be addressed by the report]</p>	C	<p>If medical supervision is required, you should always include this condition as well so that the GDC receive regular, independent updates regarding the dental professional's health.</p> <p>You will need to specify within the square brackets (marked [X]) how often reports are to be submitted to the GDC (usually every three or six months). The requirement for an updated submission is set at 14 days prior to review hearing to allow for the administrative work to be carried out.</p> <p>Specify in the second set of square brackets the specific areas that the report must address.</p>
47	<p>You must obtain the approval of your [specify] before accepting or resuming any post for which GDC registration is required.</p> <p>You must forward written evidence of this approval to the GDC prior to starting or resuming any post for which GDC registration is required.</p>	C	<p>You can use this condition to remove the risk of a dental professional with a health concern from starting a role that they are not considered medically fit to carry out.</p> <p>You will need to specify who the dental professional must obtain approval from in the square brackets marked [specify], such as medical supervisor, general medical practitioner, psychiatrist. This list is not exhaustive.</p>

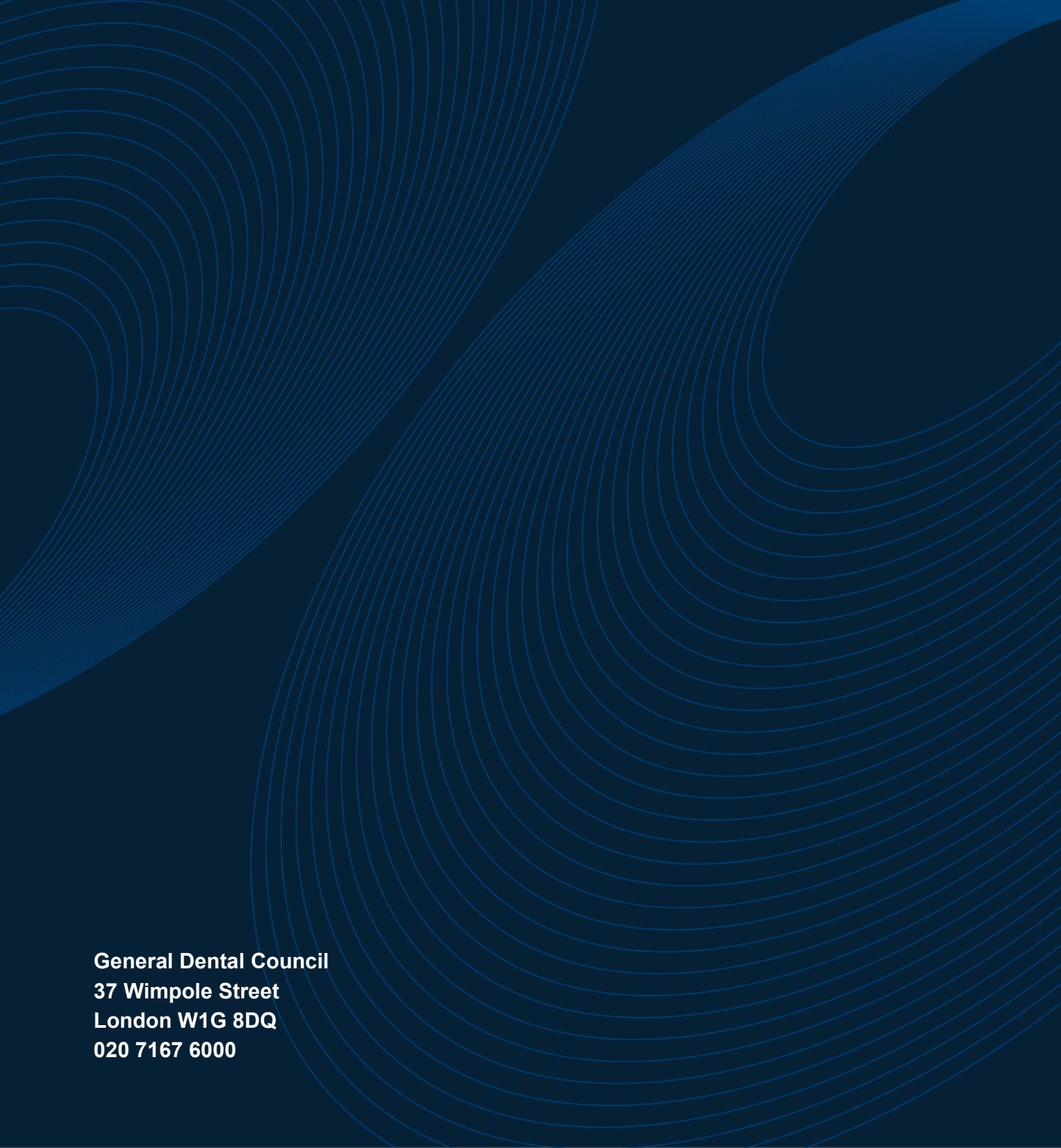
3.1	Personal alcohol and/or drug misuse concerns	C/NC	Guidance column
48	You must abstain absolutely from the consumption of [X].	C	<p>Where a dental professional's use of drugs or alcohol presents risks, you can use this condition to prohibit them from using the substance(s) entirely to mitigate that risk.</p> <p>You will need to specify which substance(s) the dental professional must abstain from in the square brackets (marked [X]), e.g. alcohol, opiate-based</p>

3.1	Personal alcohol and/or drug misuse concerns	C/NC	Guidance column
			<p>medication. This list is not exhaustive.</p> <p>Abstinence can be monitored using the chemical testing condition 49.</p>
49	<p>You must comply with any arrangements made by, or on behalf of, the GDC to test for the ingestion of [alcohol and/or drugs] on a [X] monthly basis. The cost of this testing will be met by the GDC.</p>	C or NC	<p>This condition should be used when you want the dental professional to be tested for alcohol or drug use.</p> <p>You will need to specify substance(s) to be tested for in the square brackets (marked [alcohol and/or drugs]). This should not include all drugs and should be specific to the risk being mitigated.</p> <p>The type of testing carried out will depend on the substance(s) tested for. You should also specify the frequency of the testing.</p>
50	<p>You must attend [monthly/bi-monthly] meetings of [specify support group], save where outside your control (e.g. a meeting is cancelled), if recommended to do so by your [medical supervisor/general medical practitioner/psychiatrist].</p> <p>You must provide written evidence of your attendance at such meetings to the GDC every [X] months and at least 14 days prior to any review hearing.</p>	C or NC	<p>You may decide that attendance at a support group or counselling could help mitigate risk e.g. Alcoholics Anonymous, Narcotics Anonymous, the Doctors and Dentists Group, individual alcohol and/or drug counselling. This list is not exhaustive.</p> <p>If you include this condition, you must specify the frequency of the dental professional's attendance in the square brackets (marked [monthly/bi-monthly]), the group(s) you want the dental professionals to attend in the second set (marked [specify support group]) and how often evidence of their attendance should be provided to the GDC (marked [X]) (usually every five months).</p> <p>This condition is not usually included in a set of IO conditions. However, it is available to you if you feel it will help to mitigate risk.</p>
51	If you do drink alcohol and/or take	C or	This condition should always be

3.1	Personal alcohol and/or drug misuse concerns	C/NC	Guidance column
	drugs, you must inform your [healthcare professional(s)] and the GDC within 24 hours and follow any medical advice you are given.	NC	<p>considered when condition 48 is used and alcohol and/or drugs are listed for abstinence.</p> <p>You may also wish to consider using this condition alone where a lighter touch approach (less than abstinence) is sufficient to mitigate any risks presented. If complete abstinence is not required, normally state 'must reduce consumption of alcohol and aim for complete abstinence'.</p> <p>Please specify in the square brackets (marked [healthcare professional(s)]) who the dental professional should notify if they do drink, e.g. medical supervisor, psychiatrist, GP. This list is not exhaustive.</p> <p>Rapid reporting ensures that the healthcare professional(s) can provide any medical support they deem necessary and the GDC can assess the circumstances as soon as possible and determine whether an early review is required.</p>
52	You must limit your alcohol consumption in accordance with your [health care professional(s)]'s written medical advice and provide this advice to the GDC within seven days of receipt.	C or NC	<p>You may wish to use this condition where a lighter touch approach is sufficient to mitigate risk rather than imposing abstinence through condition 48.</p> <p>Please specify in the square brackets (marked [healthcare professional(s)]) who should provide such advice to the dental professional, e.g. medical supervisor, psychiatrist, GP. This list is not exhaustive.</p>
53	You must possess and/or take [specify drug(s)] only as prescribed for you by any registered medical or dental	C or NC	Where there may be legitimate medical reasons for the possession or use of a group of particular drugs, but where

3.1	Personal alcohol and/or drug misuse concerns	C/NC	Guidance column
	practitioner.		<p>those drugs may also represent a substance misuse risk, you can use this condition to limit the dental professional's use of such drugs to prescription use only.</p> <p>You must specify which medications you are restricting in the square brackets (marked [specify drug(s)]), e.g. opiate-based medications.</p>
54	You must submit to the GDC copies of all prescriptions provided to you on a [X] monthly basis.	C or NC	<p>This condition should always be used when you use condition 53.</p> <p>You may also include this condition without using condition 53 when there is a risk associated with the misuse of prescription drugs.</p> <p>You must specify how often you would like the dental professional to submit copies of the prescriptions provided to them in the square brackets (marked [X]).</p>

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