

PUBLIC HEARING

Professional Performance Committee Review Hearing

16 December 2025

Name: MUNIYELLAPPA, Kokila

Registration number: 249684

Case number: CAS-190573-F3H7J6

General Dental Council: Mr Tom Stevens, Counsel
Instructed by IHLPS

Registrant: Present
Represented by Mr Matthew McDonagh, Counsel.
Instructed by BTO Solicitors

Fitness to practise: Impaired by reason of deficient professional performance

Outcome: Conditions extended (with a review)

Duration: 12 months

Committee members: Helen Goulding (Chair and lay member)
Vatsal Amin (Dentist Member)
Kira Stearns (Dental Care Professional Member)

Legal adviser: Paul Kilcoyne

Committee Secretary: Jenny Hazell

Ms Muniyellappa,

1. This was a resumed hearing before the Professional Performance Committee (PPC) pursuant to Section 27C of the *Dentists Act 1984 (as amended)* ('the Act'). The hearing was held remotely on Microsoft Teams. You were present and represented by Mr Matthew McDonagh, Counsel. Mr Tom Stevens, Counsel, appeared on behalf of the GDC.

Background

2. Your case was first considered by the PPC at a hearing that took place in February 2022. At that hearing, which you attended, you faced allegations relating to the treatment you provided to 16 patients over a period of 9 months between August 2016 and June 2017. The PPC found proved that whilst you were in a dental vocational training post at a dental practice, during the Longitudinal Evaluation of Performance (LEP) process your performance was assessed as "needing improvement" in the following areas:

- Communication skills;
- Technical ability in that, during an appointment on 10 August 2016 with Patient 2 you were unable to operate, adequately, the radiographic equipment;
- Knowledge (Level and Application);
- Organisation in that, during an appointment on 10 August 2016 with Patient 4 you displayed a lack of understanding of the patient management software;
- Clinical Judgement and Diagnosis;
- Professionalism in that, during an appointment on 27 April 2017 with Patient 32 you did not offer the patient the option of an extraction.

3. At that hearing the PPC found proved all of the charges in light of your admissions, save for one factual matter, which although you admitted, the PPC found not proved. The PPC determined that your failings in this case were serious and amounted to deficient professional performance. The PPC bore in mind the insight you had shown into your deficiencies, as well as your full admissions which you had made at the outset. It considered that although you had made some progress in remediating your professional performance, the process of remediation was still in its early stages. In the PPC's view a finding of impairment was necessary in the interests of public protection as well as in the wider public interest to maintain public confidence in the profession and uphold proper standards of conduct.

4. The PPC was satisfied that conditional registration would be appropriate, proportionate and sufficient to protect the public. It noted that you had already begun the process of remediation and that you had demonstrated some insight. The PPC determined to impose conditions on your registration for a period of twenty-four months. The PPC also directed that there be a review of your case.

First review hearing – February 2024

5. The PPC reviewed the order at a hearing on 23 February 2024. You were present and you were represented at the hearing. The PPC noted that you had only been in part-time practice as an assistant dentist since November 2023. It recognised that you had demonstrated compliance with your conditions but given that you had been practising as an assistant dentist for a short period of time, this had limited your ability to demonstrate full remediation. The PPC determined that the risk of repetition remained and therefore that you remained a risk to the public. It determined that your fitness to practise remained impaired.

6. The PPC was mindful that you had only relatively recently returned to practice, having undertaken employment as an assistant dentist part-time for approximately 3 months. It noted that your workplace supervisor had concerns with your practice and had offered to continue to closely supervise you for a further period. The PPC considered that you still required additional time whilst under close supervision to ensure that all your identified clinical deficiencies had been adequately addressed. The PPC determined to extend the period of conditional registration by 10 months.

Second review hearing – November 2024

7. The PPC reviewed the order at a hearing on 28 November 2024. You were present and you were represented at the hearing. The PPC noted your compliance with the conditions, as evidenced by the reports from your Workplace Supervisor and your Educational Supervisor. It also noted that you had made significant improvements in your clinical practice. However, the Committee bore in mind the opinions of your Workplace Supervisor and your Educational Supervisor that you needed more time to demonstrate the progress you have made in areas including endodontics and crown work. You also accepted that you required further learning and supervision.

8. The PPC determined that the risk of repetition remained and therefore that you remain a risk to the public. The PPC also considered that confidence in the profession and in the regulator would be undermined if a finding of impairment were not made. Accordingly, the PPC determined that your fitness to practise remained impaired by reason of your deficient professional performance.

9. The PPC directed that the conditions on your registration be extended and varied (with a review) for a period of 12 months. In varying the conditions, the PPC was satisfied that it was appropriate to amend condition 13 from “close” to “general” supervision.

Today’s Review – third review hearing

10. The Committee has carried out a comprehensive review of the order. In doing so, the Committee has had regard to all in the information before it contained in the GDC’s hearing bundle as well as the Defence bundle. This includes a copy of your updated Personal Development Plan (PDP) (12 November 2025), a report dated 27 November 2025 from the Assistant Postgraduate Dental Dean NHS England (your Educational Supervisor) and a report dated 20 October 2025 from your Workplace Supervisor. It has also had regard to your reflective statement dated 11 November 2025, CPD certificates and your reflections on your CPD.

11. The Committee notes from the information before it that you have been working at a dental practice (Practice 1) on Monday, Tuesday and Wednesday (full days) since August 2025. You also began working at a second dental practice (Practice 2) since 30 October 2025 with your Workplace Supervisor. You currently work two half a days a week at that Practice.

12. In their report dated 20 October 2025 your Workplace Supervisor sets out the progress you have made in relation to the conditions, as well as making your appointments longer until you gain in confidence. They confirm that they remain committed to helping you. However, they identified a number of areas where they consider that you need to make improvements.

13. The Committee was also referred to your updated PDP which sets out in detail areas of specific focus, including in the areas of communicating with patients; diagnosing and treatment planning; anaesthetic practice; obtaining and recording consent and using patient management software. The Committee also had regard to the report dated 27 November from your Educational Supervisor. They set out that you have engaged fully in the process of remediation by way of undertaking appropriate CPD courses and learning.

14. The Committee has taken into account the submissions made by Mr Stevens on behalf of the GDC and those made by Mr McDonagh on your behalf. The Committee has accepted the advice of the Legal Adviser.

15. Mr Stevens on behalf of the GDC, submitted that your fitness to practise still remains impaired by reason of deficient professional performance. He acknowledged that you have complied with the conditions imposed on your registration and that you have engaged positively in the process of remediation. Mr Stevens submitted that you have engaged and reflected, however, it is acknowledged by you and your Educational Supervisor and Workplace Supervisor, that you need a further period of supervision and that you are not yet in a position to return to unrestricted practice. He submitted that your remediation is not complete and therefore your fitness to practise remains impaired on the grounds of public protection and public interest.

16. Mr Stevens submitted that, were the Committee to conclude that your fitness to practise remains impaired, the proportionate response to guard against the risks identified in this case would be to continue with the existing order of conditions, with a review, for a period of 12 months. Mr Stevens invited the Committee to have regard to the principle of proportionality in coming to a decision as to the length of the order. The GDC's position is that notwithstanding the steps you have taken, 12 months would allow you the opportunity to demonstrate sustained monitoring of your practise.

17. Mr McDonagh, on your behalf, did not challenge that your fitness to practise remains impaired. He set out the steps you have taken since the last review hearing to continue to remediate your clinical failings. He referred to your ongoing engagement with your Educational Supervisor and your Workplace Supervisor. This was a case, submitted Mr McDonagh, of a dentist who has persevered to obtain a suitable role while maintaining family commitments and is now in a positive, supportive environment.

18. Mr McDonagh referred to your Workplace Supervisor's report in which they set out the areas where you have made progress, including in the areas of treatment planning and diagnosis. He also referred to the report dated 27 November 2025 from your Educational Supervisor in which she confirmed that you have engaged fully with ongoing learning and development and have identified additional CPD and case based discussions.

19. It was Mr McDonagh's submission that you accept that your registration should remain subject to an order of conditions. The issue for consideration by the Committee is the length of the order. The Defence maintains that the order should be for 9 months in recognition of the efforts you have made as well as the hurdles you have overcome. Nine months, with a review, would be proportionate.

Decision on Current Impairment

20. In considering whether your fitness to practise is currently impaired the Committee bore in mind that this was a matter for its own independent judgement. It also had regard to its duty to protect the public, declare and uphold proper standards of conduct and competence and maintain public confidence in the profession.

21. The Committee has taken into account the GDC's "Guidance for the Practice Committees, including Indicative Sanctions Guidance" (December 2020). The Committee has accepted the advice of the Legal Adviser. It has borne in mind that its primary duty is to address the public interest, which includes the protection of patients, the maintenance of public confidence in the profession and the declaring and upholding of proper standards of conduct and behaviour.

22. The Committee is satisfied that you have made significant improvements in your clinical practice, as set out in the reports from your Workplace Supervisor and Educational Supervisor as well as the evidence of your ongoing CPD. It is further satisfied that you have complied fully with the conditions on your registration. It notes that you are working closely with your Workplace and Educational Supervisors to continue to make improvements in your practise.

23. However, the Committee has borne in mind the comments from your Workplace Supervisor that there are outstanding areas for improvement. This includes in the area of using patient management software, patient communication, anaesthetic practice, treatment planning and diagnosis as well as patient consent. In the Committee's judgement, although you have demonstrated compliance with your conditions, you need further time in which to demonstrate that you have addressed all the shortcomings identified by the PPC at the initial and subsequent hearings. The Committee determined that the risk of repetition remains and therefore that you remain a risk to the public. The Committee also considers that confidence in the profession and in the regulator would be undermined if a finding of impairment were not made. Accordingly, the Committee has determined that your fitness to practise remains impaired by reason of deficient professional performance.

Sanction

24. The Committee next considered what direction, if any, to make. The Committee has borne in mind the principle of proportionality, balancing the public interest against your own interests. The public interest includes the protection of the public, the maintenance of public confidence in the profession, and declaring and upholding proper standards of conduct and performance within the profession.

25. The Committee has borne in mind that you have acknowledged that you require a further period of supervision. The Committee is satisfied that although you have made significant improvements in your clinical practice, you still require additional time whilst under supervision to ensure that all your identified clinical deficiencies have been adequately addressed and remediated.

26. In the Committee's judgment, the order of conditions, unvaried, should remain in place in order to allow you to continue to make progress with your safe return to unrestricted practice. The Committee considers that you have engaged well with the current conditions, and that you demonstrated good insight into your shortcomings. It notes that you are now in a stable job and that you know what you need to work on.

27. In terms of the length of the order, the Committee has had regard to the submissions made by both parties. It has also had regard to the principle of proportionality. The Committee has determined that it would be appropriate and proportionate to extend the period of conditional registration by 12 months. It recognises the significant remediation you have undertaken. However, it has also borne in mind that you will need sufficient time to remedy deficiencies in your practice and to demonstrate that the changes are embedded into your practice. It also has regard to the number of learning outcomes identified in your PDP, which it considers will take time for you to address and embed into your practise. The Committee also considers that this period of time is likely to be sufficient for you to continue to demonstrate that you are ready to return to practice unrestricted. The Committee has further determined that the conditions should once more be reviewed prior to their expiry.

28. The Committee considers that a period of suspended registration, which has not been sought by either party, is not appropriate or proportionate, given that conditions continue to address the remaining issues of concern.

29. The conditions, unvaried will appear against your name in the register are as follows:
1. She must notify the GDC within 7 days of any professional appointment she accepts and provide the contact details of her employer or any organisation for which she is contracted to provide dental services and the Commissioning Body on whose Dental Performers List she is included or the Local Health Board if in Wales, Scotland or Northern Ireland.
 2. She must allow the GDC to exchange information with her employer or any organisation for which she is contracted to provide dental services, and any Postgraduate Dental Dean/Director, reporter, workplace supervisor or educational supervisor referred to in these conditions.
 3. At any time she is providing dental services, which require her to be registered with the GDC, she must agree to the appointment of a reporter nominated by you and approved by the GDC. The reporter can be the educational supervisor/workplace supervisor.
 4. She must allow the reporter to provide reports to the GDC at intervals of not more than 3 months and the GDC will make these reports available to any Postgraduate Dental Dean/Director, workplace supervisor or educational Supervisor referred to in these conditions.
 5. She must inform the GDC of any formal disciplinary proceedings taken against her, within 7 days of being notified of any such disciplinary proceedings.
 6. She must inform the GDC within 7 days if she applies for dental employment outside the UK.
 7. She must not engage in single-handed dental practice [and must only work at premises where another GDC registrant (in his or her category of the Register) is working at the same time as she is working and with whom she has made personal contact before she commences treatment of patients at each session].
 8. She must work with a Postgraduate Dental Dean (or a nominated deputy), to formulate a Personal Development Plan, specifically designed to address the deficiencies in the following areas of her practice:
 - Using patient management software
 - Patient Communication
 - Anaesthetic practice
 - Radiographic practice
 - Treatment planning and diagnosis
 - Patient consent
 9. She must forward a copy of her Personal Development Plan to the GDC within three months of the date on which these conditions become effective and at least 14 days prior to any review hearing.

10. She must meet with the Postgraduate Dental Dean (or a nominated deputy), on a regular basis to discuss her progress towards achieving the aims set out in her Personal Development Plan. The frequency of her meetings is to be set by the Postgraduate Dental Dean (or a nominated deputy).
11. She must allow the GDC to exchange information about the standard of her clinical performance and her progress towards achieving the aims set out in her Personal Development Plan with the Postgraduate Dental Dean (or a nominated deputy), and any other person involved in her retraining and supervision.
12. At any time that she is employed, or providing dental services, which require her to be registered with the GDC; she must place herself and remain under the supervision of an educational supervisor appointed by the Postgraduate Dental Dean/Director (or a nominated deputy).
13. At any time she is employed, or providing dental services, which require her to be registered with the GDC; she must place herself and remain under the *general supervision of a workplace supervisor nominated by her, and agreed by the GDC.
14. She must allow her workplace supervisor to provide reports to the GDC at intervals of not more than 3 months and the GDC will make these reports available to any Postgraduate Dean/Director or Educational Supervisor referred to in these conditions.
15. She must keep her professional commitments under review and limit her dental practice in accordance with her workplace supervisor's advice.
16. She must inform within one week the following parties that her registration is subject to the conditions, listed at (1) to (15), above:
 - any organisation or person employing or contracting with her to undertake dental work;
 - any locum agency or out-of-hours service she is registered with or applies to be registered with (at the time of application);
 - any prospective employer (at the time of application);
 - the Commissioning Body on whose Dental Performers List she is included or seeking inclusion, or Local Health Board if in Wales, Scotland or Northern Ireland (at the time of application).
17. She must permit the GDC to disclose the above conditions, (1) to (16), to any person requesting information about her registration status.

**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.

30. The period of the conditional registration shall be extended by 12 months, beginning with the date on which those conditions would otherwise have expired.
31. The extended period of conditional registration shall be reviewed prior to its expiry.
32. That concludes this hearing.