

INQUIRY COMMITTEE RECORD OF DECISION

File Reference: DH1803

ELEMENTS OF COMPLAINT

On March 27, 2018, the College received a complaint from a dentist expressing concern regarding the standard of practice of Mandeep (Mindy) Sahota (the "Registrant"), particularly in relation to periodontal screening and charting. The complaint was referred to the Inquiry Committee which initiated an investigation under s. 33(1) of the *Health Professions Act*, R.S.B.C. 1996, c. 183 (the "Act"). The complaint was forwarded to the Registrant for response. The Inquiry Committee also appointed an inspector. The inspector's report revealed that the Registrant's probe readings were consistently shallower than those of other clinicians and there were no client records in which the probe depths by the Registrant were greater than those of any other clinician. The inspector's report also revealed that the Registrant's charting of specific assessment findings were the same for every client and the clinical/treatment notes recorded by the Registrant in audited charts had the exact same findings with one exception, suggesting that the assessments were not individualized.

COMMITTEE DECISION

Based on a review of the material gathered during the investigation, the Inquiry Committee was concerned that the Registrant (a) failed to adequately assess the client's needs by failing to adequately perform periodontal probing in accordance with para 3 of the CDHBC Practice Standards; (b) failed to complete proper charting in accordance with para. 8 of the CDHBC Practice Standards; and (c) failed to demonstrate adequate skills in periodontal probing.

In accordance with section 33(6)(c) of the Act, the Inquiry Committee determined that this was an appropriate case to seek a consent order with terms that required the Registrant not to repeat the conduct of: (a) failing to adequately assess the client's needs and failing to adequately perform periodontal probing in accordance with para. 3 of the CDHBC Practice Standards; (b) failing to complete proper charting in accordance with para. 8 of the CDHBC Practice Standards. The Registrant, who transferred to non-practising status, also undertakes not to seek reinstatement of full registration with the College until she successfully completes the requirements set out below.

In the event that the Registrant seeks reinstatement of full registration with the College, she undertakes to first: (a) successfully complete, at her cost, a dental hygiene retraining program and such program to be approved in advance in writing by the Registrar, and to provide documentary evidence confirming that she has successfully completed the program to the College; and: (b) successfully complete any outstanding requirements imposed by the Quality Assurance Committee as part of her Directed Learning Plan.

In the event the Registrant is reinstated as a full registrant with the College, she undertakes to: (a) immediately practice under the direct supervision of a full registrant of the College, such registrant to be approved in advance in writing by the Registrar, for a period of one (1) year following her return to full registration practice and to provide a detailed supervision plan to the Inquiry Committee for approval prior to the commencement of her supervised practice and to make any changes to that plan on the terms that the Inquiry Committee directs; (b) consent to the supervisor providing quarterly supervision reports to the Inquiry Committee outlining her progress,

any areas of deficiency or concern, and steps taken to address those areas of deficiency or concern. The Registrant will be solely responsible for the costs of supervision, including the preparation and submission of supervision reports, and the requirement to pay such costs forthwith upon receipt of invoices from the College constitutes a term of the Consent Agreement; (c) upon completion of the period of supervision, to establish a mentorship relationship with a full registrant at her cost, such mentor to be approved in advance by the Registrar, and to communicate on not less than a bi-weekly basis with the mentor regarding practice issues for a period of not less than three (3) years; (d) cooperate with random site-based audits by a College appointed inspector at any time for a period of three (3) years from the date of her return to practice as a full registrant. The Registrant acknowledges that the frequency and timing of the random audits is at the sole discretion of the Inquiry Committee, she will be solely responsible for all audit costs (including the inspector fees and disbursements) and the requirement to pay such costs forthwith upon receipt of invoices from the College constitutes a term of the Consent Agreement; and (e) take such further remedial action directed by the Inquiry Committee, on the terms directed by the Inquiry Committee, in the event that any area(s) of deficiency are identified by the supervisor or during the random audits. The Registrant acknowledges that the Consent Agreement relates to a “serious matter” requiring public notification under s. 39.3 of the Act.

RELEVANT PROVISION OF ACT, REGULATION OR BYLAWS

Act, section 13; 33(4); 33(5); 33(6)(c) Bylaws, Schedule E

STATUS

Closed.