



**Doctors'  
Association  
UK**



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Mr Alan Clamp  
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24 May 2022

Dear Mr Clamp

**Dr Manjula Arora – Concerns around General Medical Council (GMC) handling of her case and its general screening of cases referred to it for Fitness to Practise (FTP) of Black, Asian and Minority Ethnic doctors**

We are writing to express our grave concerns at the case of Dr Manjula Arora<sup>1</sup>, who has recently been suspended from practice for a month. The GMC took her case to the MPTS. Having seen the determination we believe this case should have been locally resolved and never referred, leading us to conclude that the screening processes at the GMC have manifestly failed. We know that this is not an isolated case.

We are particularly alarmed to learn that local resolution of this matter seems not to have occurred in a fair and transparent manner. We have questions about the role of Mastercall, and over why the provision of a work laptop, which is an essential piece of equipment, was also not resolved locally. This is especially concerning because Dr Arora is an overseas-trained doctor from India, and we know that the proportion of IMG (international medical graduate) doctors referred to the GMC and consequently sanctioned or punished in other ways exceeds that found in the general population of doctors in the UK. This case, in conjunction with a number of previous concerning cases, raises again the spectre of disproportionately unfair treatment of the Black, Asian and Minority Ethnic medical population. We are sure you will agree this cannot be tolerated.

**Cases such as this are leading to an irreparable loss of confidence in the GMC.**

In addition, this case, and cases like it, are having a damaging effect on medical morale, and of course this will have affected Dr Arora most of all. We already know that more BME doctors are referred by their employers to the GMC and we are very concerned about the severity of this sanction. We have also spoken to Roger Kline who conducted 'Fair to Refer' about this case and he states the following:

“I cannot understand how it was possible that this case, if there was one, was not resolved at the earliest possible opportunity.”

We believe the PSA has a role here with respect to an urgent review of GMC screening processes which have manifestly failed. This case and the reasons for the disproportionate referral of BME doctors by employers now also warrant urgent re-review by the PSA.



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We look forward to hearing from you as soon as possible.

Yours sincerely

*Dr Jenny Vaughan*  
*Chair, Doctors' Association UK*

*Dr Ramesh Mehta*  
*President of BAPIO*

Refs

1. <https://www.mpts-uk.org/hearings-and-decisions/medical-practitioners-tribunals/mrs-manjula-arora-may-22>

CC Charles Massey  
CEO and Registrar GMC

Cc Dame Carrie MacEwen  
Chair GMC