

Meeting of the s.40A Panel to consider the case of Dr Khush Bakhat Muhammad Zeeshan (7096504)

27 March 2026

Panel members present ('the Panel')

Charlie Massey, Chief Executive (in the Chair)

Sue Carr, Senior Medical Adviser

Anthony Omo, General Counsel and Director of Fitness to Practise

In attendance

Jim Percival, Deputy General Counsel and Principal Legal Adviser

Jacqui Eden, Senior Legal Adviser

Katherine Ince, Head of Office of the Chair and Chief Executive (Panel Secretary)

Purpose of this note

- 1 This meeting note records a summary of the Panel's consideration of the relevant decision of the Medical Practitioners Tribunal ('MPT') which considered the Doctor's case ('the decision'), and the Panel's decision on behalf of the General Medical Council as to whether or not to exercise the power to appeal the decision pursuant to section 40A Medical Act 1983 (as amended) ('the Act').

The relevant decision

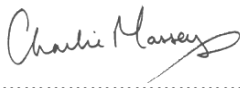
- 2 The Deputy General Counsel confirmed that the decision was a relevant decision for the purposes of s.40A of the Act. The decision was a decision under s.35D giving a direction for suspension, within the meaning of s.40A(1)(a)(i) of the Act.

Consideration

- 3 The Panel considered the record of the MPT's determination and the legal advice in detail.
- 4 The Panel noted that Dr Zeeshan's conduct involved two very serious incidents of sexual misconduct against two junior female colleagues, both being committed within a matter of weeks of each other. The Panel was concerned that the decision to impose a sanction of 12

months' suspension did not reflect the seriousness of the conduct which the MPT had found proven and that the MPT had misdirected itself in finding that the conduct was not at the higher end of the spectrum of seriousness, by comparing the conduct to what would be seen as a more serious type of sexual assault.

- 5 The Panel noted that the MPTS Guidance introduction makes clear that in cases such as this, the inherent seriousness is likely to be high and make any outcome short of erasure inappropriate.
- 6 The Panel noted that Dr Zeeshan had not shown insight or remediation in the five years since the incidents, and that he had denied that he had done anything wrong. The Panel recognised that whilst Dr Zeeshan does have the right to defend himself against allegations, the MPT appeared to have given him credit for that, by providing a further opportunity to develop insight and to remediate and imposing a sanction of 12 months' suspension, as opposed to appropriately balancing what sanction was required to protect the public.
- 7 Based on their assessment of all the relevant information, the Panel concluded that the sanction imposed was not sufficient to protect the public.
- 8 The Panel therefore decided to appeal the MPT's decision pursuant to section 40A of the Act.



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Charlie Massey (Chair)

2 April 2026
Dated

Background

- 9 This case concerns the determination of an MPT, which concluded on 3 March 2026, considering the matter under Part 4 of the General Medical Council (Fitness to Practise) Rules 2004 ('the Rules').
- 10 The determination of the MPT, which includes the background, allegations and the MPT's determinations on Facts, Impairment and Sanction, can be accessed [here](#).

The General Medical Council's power to appeal pursuant to s.40A

- 11 With effect from 31 December 2015, the General Medical Council acquired the power to appeal to the High Court (or equivalent courts in Scotland and Northern Ireland where relevant) against relevant decisions of a MPT if it considers that the decision is not sufficient (whether as to a finding or a penalty or both) for the protection of the public.
- 12 The basis upon which the GMC will consider whether or not to exercise this power to appeal is described in "Appeals by the GMC pursuant to s.40A of the Medical Act 1983 ('s.40A

appeals’) – Guidance for Decision-makers” (‘the Guidance’).

- 13** Decisions concerning the exercise of the s40A power to appeal were originally delegated by the Council to the Registrar. However, following recommendations from Sir Norman Williams’ Review Council agreed that decision-making in prospective appeals involving decisions of MPTs be delegated to a three person Executive Panel comprising: the Chief Executive and Registrar as Chair; the Medical Director and Director of Education and Standards; and the Director of Fitness to Practise (or their nominated Deputies).
- 14** As the Guidance makes clear, when considering whether to bring a s.40A appeal in a particular case, it will be necessary to consider the following questions:
- a. Based on their assessment of all of the information held, and in the particular circumstances of the case, and having regard to the factors set out in the Guidance, does the Panel consider that the MPT’s decision is not sufficient to protect the public?
 - b. If the Panel is of the view, on its assessment of all the information held, in the particular circumstances of the case, that there are grounds to consider that the MPT’s decision is not sufficient, it will consider whether exercising the power of appeal would further, rather than undermine, the achievement of the over-arching objective.
 - c. If the answer is yes, then the GMC may exercise its power of appeal.
 - d. In considering that question the Panel will be required to consider and weigh a number of competing factors (including its assessment of the prospects of success of the appeal, and the nature and importance of the issues which would be aired).