

**DISTINCTION AND MERITORIOUS
SERVICE AWARDS COMMITTEE**

ANNUAL REPORT 2002-2003

**Department of Health, Social Services and Public Safety
An Roinn Sláinte, Seirbhísí Sóisialta agus
Sábháilteachta Poiblí**

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FOREWORD

This is the ninth Annual Report of the Distinction and Meritorious Service Awards Committee (DMSAC) for Northern Ireland. It covers the period from 1 April 2002 to 31 March 2003.

The Annual Report is in two parts. Part One contains our report on the 2002-2003 awards round and includes a list of all consultants recommended for awards, and is supported by tables analysing the distribution of awards amongst the HPSS consultant population. Part Two contains a list of all consultants in Northern Ireland who are currently in receipt of Distinction Awards, including those who were granted awards in the 2002-2003 awards round.

This was the second year of operating the revised scheme, in which changes were introduced to make the system of awards fairer and more open and transparent, a key change being the introduction of self nomination as the sole method of applying for an award. The new scheme has led to a substantial increase in the number of applications and this year the number of self nominations continued at the same high level. We made some refinements to the process at the start of this awards round following our experiences during the first year. We believe that the requirements are now clearer for applicants and citation writers.

This was the first year that the distribution of awards was monitored by community background and ethnic origin and the results of this exercise are contained in the report. It should be stressed that awards are made solely on the basis of merit and that there is no positive discrimination in favour of any particular group.

The Annual Report will be made freely available to all consultants, Health Boards and HSS Trusts in Northern Ireland and to others with an interest in the scheme. The report is also available on the DHSSPS website at www.dhsspsni.gov.uk/hss/dmsac/dmsac.html.

Dr Harry McGuigan
Chairman
Distinction and Meritorious Service Awards Committee

PART ONE

REPORT ON THE 2002-2003 AWARDS ROUND

Introduction

1. The purpose of the Distinction and Meritorious Service Awards Scheme is to reward medical and dental consultants for outstanding professional work. The Committee recommends to the Department which medical and dental consultants should receive distinction awards, having regard to the total number of awards available for allocation. This is the ninth Annual Report of the Distinction and Meritorious Service Awards Committee (DMSAC) and covers the 2002-2003 awards round.

Membership of DMSAC

2. Mrs Elaine Way, Chief Executive of Foyle HSS Trust, was appointed to the Committee during the 2002-2003 awards round. The membership of the Committee for the 2002-2003 awards round was as follows -

Chairman

Dr RH McGuigan CBE

Medical Director

Dr DAJ Keegan OBE

Members

Dr IW Carson

Mrs MFA Cook OBE

Dame Deirdre Hine DBE

Professor PJ Kumar CBE

Dr M Morgan

Professor RW Stout

Mrs E Way

3. The three members from Great Britain, Dame Deirdre Hine, Dr Morgan and Professor Kumar, have senior experience within the NHS and are appointed in order to ensure parity of standards.
4. Appendix A gives details of all the Committee members.

Revised Scheme

5. This was the second year of operating the revised scheme, changes having been introduced in 2001 to make it fairer and more open and transparent. One of the key changes was the introduction of self nomination as the sole method of applying for an award. The Committee recommended some further refinements to the scheme at the start of this awards round, in the light of its experiences during its first year. These included streamlining of the citation process, changes to the CV and citation forms, and clearer guidance notes for applicants and citation writers. The changes recommended by the Committee were incorporated in the revised Guide to the Scheme for the 2002-2003 awards round.

2002-2003 Awards Round

6. The awards round commenced in June 2002 and was completed in February 2003. The last two awards rounds have been held outside the normal awards round cycle (March to November) since the review caused a delay in the start of the 2001-2002 round. The Committee hopes to have caught up with the normal cycle by the 2003-2004 round of awards.
7. The Committee invited self nominations from all HPSS consultants in June 2002. The introduction of self nomination has led to a significant increase in the number of applications, and this year 198 were received (compared with 202 last year). There were 157 applications for B awards, 32 for A awards, and 9 for A+ awards. There were 14 B awards, 6 A awards and 1A+ award available for allocation.
8. A sub-committee was set up to carry out shortlisting of all the A and B applications. Scores were agreed for all 157 B and 32 A applications. A cut off score was agreed for shortlisting, resulting in the top 13 As and the top 25 Bs being shortlisted for the final meeting. All 9 A+ applications were submitted for the final meeting.
9. The final Committee meeting for the 2002-2003 awards round was held in February 2003 when all the A+ applications and all the shortlisted A and B applications were considered. After careful deliberation scores were agreed for the A+ applications and the shortlisted A and B applications. Those consultants who achieved the highest scores were recommended for distinction awards, taking account of the number of awards available for allocation. The Committee recommended 21 consultants for awards: 1 A+, 6 A and 14 B awards. The names of the successful consultants are given on page 11 of this report. A full list of all consultants in Northern Ireland, holding an award following the 2002-2003 awards round, is included at Part Two.

10. The Committee felt that the standard of the CV forms was much improved on the previous year. This may have been helped by the changes made to the forms and the clearer guidance notes. There was still some evidence of repetition with consultants using the same information in different sections of the form.
11. The awards round again necessitated a heavy workload for citation writers, particularly for the larger employers and the senior award holders in the larger specialties. The Committee wishes to thank all those who contributed to the process.

Five Year Reviews

12. All awards are reviewed every five years. The five year review process is an important process to ensure that consultants in receipt of awards continue to meet the criteria for awards. The Committee can withdraw or downgrade an award if it believes an individual consultant does not continue to fulfil the criteria. The five year review process does not, of course, preclude the Committee from considering a case within the five year review cycle if there are concerns about a consultant's performance or conduct. It is important that employers bring any such concerns to the attention of the Committee.
13. A total of 19 awards were subject to review in this awards round. The Committee Chairman and the Committee Medical Director carefully considered the CV forms and the citation forms relating to each consultant whose award was subject to review and reported their findings to the full Committee at its meeting in February. The Committee decided that in 18 cases the awards should continue and in 1 case further information should be sought from the consultant's employer. On receipt of this additional information it was agreed that this award should also continue for a further five years.

Distribution of Awards

14. The distribution of awards has, in the past, been monitored in four areas: specialty, gender, Board area, and age. For the first time the Committee secretariat monitored the outcome of awards in two additional areas – community background, and ethnic origin. A monitoring form was introduced to enable those consultants applying for an award to record the relevant data on their community background and ethnic origin. The monitoring form was not made available to the Committee and was used by the secretariat for the sole purpose of monitoring.
15. The purpose of monitoring the outcome of awards is to identify any unjustifiable imbalances in the distribution of awards. However, it must be emphasised that awards are granted to individuals solely on the

grounds of merit. The Committee does not positively discriminate in favour of any particular group, nor does it have any plans to do so. It is highly unlikely in a competitive process such as this (and given the small number of awards available annually) that there will be an equal proportion of awards between the various groups. Nevertheless, the monitoring process is extremely important; it is essential that any imbalances are addressed and that the reasons for those imbalances are fully examined.

Specialty

16. There are variations in the distribution of awards across the range of specialties (see Table 1). For this awards round most of the available awards went to the largest specialty - General Medicine and Allied Specialties (42.8% of all awards). Paediatrics also fared well with 14.3% of all awards. Some specialties received no awards – Obstetrics and Gynaecology, ENT, Anaesthetics, and Radiology. The awards in the remaining specialties were fairly evenly distributed. An analysis of the overall distribution of awards following the 2002-2003 awards round shows that specialties such as Radiology and Mental Illness have a lower proportion of awards. In Radiology it should be noted that the number of self nominations received this year was relatively low (5.1%). Specialties such as General Medicine, Surgery, Paediatrics and Dental Specialties have a higher proportion of awards.

Gender

17. In the 2002-2003 awards round female consultants received 9.5% of the awards available for allocation (see Table 2) while they represent about 22% of the total consultant population. This represents a slight decrease on last year when female consultants received 12.5% of the available awards. Inevitably there will be fluctuations from year to year. However, the trend in the overall distribution of awards seems to be one of steady improvement. This year female consultants represent 9.7% of the total award holders, compared with 8.3% last year and 7% two years ago. It should be borne in mind that female consultants tend to be younger than their male counterparts. It is hoped that the trend of recent years will continue as more females achieve the standard required for consideration for an award. The Committee would certainly welcome more self nominations from female consultants since only 13.6% of all self nominations were from females.

Board Areas

18. The total number of eligible consultants in April 2002 was 967 spread between the geographical areas of the four Health and Social Services Boards as follows (consultants in Trusts are for this purpose included in the area in which their Trusts are situated) -

Northern	129
Southern	123
Western	131
Eastern	584

19. The pattern of distribution shows that the Eastern Board area contains about 60% of the total consultant population, but holds 78% of all awards (see Table 3). For this awards round 80.9% of all awards went to consultants in the Eastern Board area, a decrease on last year when it was 87.5%. 14.3% of awards went to consultants in the Western Board area which was a significant improvement on last year (3.1%). There is clearly an imbalance in the geographical distribution of awards, but some improvement has been made this year. It must also be recognised that a greater number of applicants are likely to come from the larger hospitals (particularly those providing regional specialties) and Queen's University, which are located in the Eastern Board area.

Age

20. The average age of those consultants who received an award in 2002-2003 was 49 for B awards, 56 for A awards and 62 for A+ awards (see Table 4). This pattern of distribution is not unexpected. It is likely that award holders will tend to be older, particularly A and A+ award holders, given the experience and length of time needed to achieve the very high standards required. Nevertheless, awards can certainly be made to younger consultants and it is noteworthy that 3 B awards were granted to consultants in the 40 - 44 age band.

Ethnic Origin

21. Out of the 198 consultants who applied 6 did not complete the relevant data on the monitoring form. 6.6% of consultants who applied for an award declared themselves as coming from the smaller ethnic groups (see Table 5); it is estimated that this broadly equates to the proportion in the consultant population as a whole. 4.8% of awards (one award) went to a consultant from the ethnic groupings. This is our first year of monitoring awards by ethnic origin and it will take some time before we can identify any particular trends in the distribution of awards in this area.

Community Background

22. Most consultants provided the relevant information on community background on the monitoring form – only 7 of the 198 who applied for an award did not record the data. An analysis of those who applied for an award shows that 54.5% declared themselves as coming from a Protestant community (PC) background, 29.3% from a Roman Catholic community (RCC) background, 12.6% from “neither” a PC nor a RCC background and 3.5% were “not knowns” (see Table 6). Based on information received from employers we estimate that around 50% of the consultant population as a whole are from a PC background, and around 30% are from a RCC background. The number of self nominations received therefore equates to the proportions in the consultant population as a whole.

23. An analysis of the awards actually made in this awards round shows that 71.4% of the awards went to consultants who had declared themselves as coming from a PC background and 19% went to consultants who had declared themselves as coming from a RCC background (see Table 6). This analysis indicates an under representation of awards going to consultants from a RCC background. The secretariat sought further information from employers on the age of consultants and their religious background. The results of that analysis indicates that Roman Catholic consultants tend to be younger - 72% of the Roman Catholic consultant population fell into the four youngest age bands by date of birth (1970-1974, 1965-1969, 1960-1964, and 1955-1959), compared with 53% of the Protestant consultant population in the same age bands. This might help to explain why fewer awards went to consultants from a RCC background.

Review of the Scheme

24. The Committee is aware that the Distinction Awards scheme is being reviewed nationally and is currently under review in Northern Ireland. The Committee looks forward with interest to the outcome of the review and would welcome the opportunity to comment on any proposals for change.

Further Information

25. Further information about the scheme or additional copies of the Guide or the Annual Report can be obtained by contacting the DMSAC secretariat either by telephone (028 905 22869) or by writing to the DMSAC secretariat at Room D1, Castle Buildings, Upper Newtownards Road, Belfast, BT4 3SJ. The Guide and the Annual Report are also available on the internet at <http://www.dhsspsni.gov.uk/hss/dmsac/dmsac.html>

LIST OF AWARDS GRANTED IN 2002-2003

The following consultants employed by the HPSS in Northern Ireland were granted Distinction Awards following the 2002-2003 Annual Meeting.

A+ AWARD

NAME	SPECIALTY	HPSS EMPLOYER	EFFECTIVE DATE OF AWARD
Mulholland H C	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002

A AWARD

NAME	SPECIALTY	HPSS EMPLOYER	EFFECTIVE DATE OF AWARD
Campbell N P S	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
Canavan D A	Infectious Diseases	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
Carson D J	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	27/04/2002
Cooper S J	Psychiatry – Adult	Belfast City Hospital HSS	01/07/2002
McFarland R J	General Medicine	Ulster Community & Hospitals HSS Trust	01/08/2002
Nixon J R	Orthopaedic & Traumatic Surgery	Green Park HSS Trust	01/09/2002

B AWARD

NAME	SPECIALTY	HPSS EMPLOYER	EFFECTIVE DATE OF AWARD
Bell A H	Paediatrics	Ulster Community and Hospitals HSS Trust	01/10/2002
Daly J G	General Medicine	Altnagelvin Hospitals HSS Trust	01/07/2002
Fullerton K J	Geriatric Medicine	Belfast City Hospital HSS Trust	01/04/2002
Gardiner K R	General Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	13/09/2002
Kee F	Public Health Medicine	Northern Health and Social Services Board	01/04/2002
Kelly J F	Geriatric Medicine	Sperrin Lakeland HSS Trust	01/02/2003
Kennedy JG	Restorative Dentistry	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
Linden G J	Dental Medicine Specialties	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/2002
Maxwell A P	Nephrology (Renal)	Belfast City Hospital HSS Trust	01/04/2002
McCluskey D R	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
McMullin M F	Pathology-Haematology	Belfast City Hospital HSS Trust	01/08/2002
Sharma N K	Ophthalmology	Altnagelvin Hospitals HSS Trust	01/09/2002
Shields M D	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	27/04/2002
Stewart D G T	Public Health Medicine	Eastern Health and Social Services Board	31/12/2002

TABLE 1

ANALYSIS BY SPECIALTY AT 1 APRIL 2002 (2002/2003 AWARDS ROUND)

SPECIALTY			CONSULTANTS WHO APPLIED FOR AN AWARD 2002/2003		CONSULTANTS WHO RECEIVED AWARDS 2002/2003		CONSULTANTS HOLDING AWARDS		DISTRIBUTION OF AWARDS BY GRADE		
	No.	% of consultant body	No.	% of self nominations received	No.	% of available awards	No.	% of overall awards	A+	A	B
Anaesthetics	157	16.0%	25	12.6%	-	-	16	12.9%	2	4	10
ENT	22	2.3%	4	2.0%	-	-	4	3.2%	0	1	3
General Medicine & Allied Specialties (1)	203	21%	52	26.3%	9	42.8%	34	27.4%	4	11	19
Mental Illness (2)	100	10.3%	17	8.6%	1	4.8%	7	5.6%	1	2	4
Obs & Gynae	52	5.4%	13	6.6%	-	-	4	3.2%	0	1	3
Ophthalmology	21	2.1%	3	1.5%	1	4.8%	2	1.6%	0	0	2
Orthopaedics	37	3.8%	5	2.5%	1	4.8%	3	2.4%	0	2	1
Paediatrics	56	5.8%	8	4.0%	3	14.3%	11	8.9%	1	4	6
Pathology (3)	72	7.4%	18	9.1%	1	4.8%	8	6.5%	1	2	5
Public Health Med (4)	32	3.3%	11	5.5%	2	9.5%	6	4.8%	0	1	5
Radiology (5)	87	9.0%	10	5.1%	-	-	5	4.0%	0	0	5
Surgery (6)	102	10.5%	25	12.7%	1	4.8%	17	13.7%	0	6	11
Dental Specialties (7)	26	2.7%	7	3.5%	2	9.5%	7	5.6%	0	2	5
TOTALS	967		198		21		124		9	36	79

NOTES

- (1) GENERAL MEDICINE & ALLIED SPECIALTIES - Anatomy, Accident & Emergency, Cardiology, Clinical Neuro-Physiology, Clinical Genetics, Clinical Pharmacology, Dermatology, Endocrinology and Diabetes, General Medicine, General Medicine-Special Interest Geriatrics, Genito-Urinary Medicine, Geriatric Medicine, Infectious Diseases, Nephrology, Neurology, Physiology, Rheumatology, Rehabilitation Medicine, Sports Medicine.
- (2) MENTAL ILLNESS - Child & Adolescent Psychiatry, Forensic Psychiatry, Mental Handicap, Mental Illness, Psychiatry of Old Age, Psychotherapy.
- (3) PATHOLOGY - Chemical Pathology, General Pathology, Haematology & Blood Transfusion, Histology, Histopathology, Immuno-Pathology, Medical Microbiology, Neuropathology.
- (4) PUBLIC HEALTH MEDICINE - Occupational Medicine, Public Health Medicine.
- (5) RADIOLOGY - Radiology, Radiotherapy, Medical Oncology.
- (6) SURGERY - Cardiothoracic Surgery, General Surgery, Neurosurgery, Paediatric Surgery, Plastic Surgery, Urology.
- (7) DENTAL SPECIALTIES - Dental Anatomy, Dental Prosthetics, Oral Surgery, Paediatric & Preventative Dentistry, Periodontics, Restorative Dentistry, Orthodontics.

TABLE 2

ANALYSIS BY GENDER

FEMALE				MALE				
	Self Nominations		Awards Granted		Self Nominations		Awards Granted	
	No.	%	No.	%	No.	%	No.	%
A+	0	0	0	0	9	4.5	1	4.8
A	2	1	0	0	30	15.2	6	28.6
B	25	12.6	2	9.5	132	66.7	12	57.1
Total	27	13.6	2	9.5	171	86.4	19	90.5

NOTE A total of 198 self nominations were received and a total of 21 awards were granted.

TABLE 3

ANALYSIS BY BOARD AREA

	NORTHERN	SOUTHERN	EASTERN	WESTERN
NUMBER OF CONSULTANTS	129	123	584	131
%	13.3	12.7	60.4	13.5
NUMBER OF SELF NOMINATIONS	12	16	147	23
%	6.1	8.1	74.2	11.6
AWARDS GRANTED	1	0	17	3
%	4.8	0	80.9	14.3
NUMBER OF TOTAL AWARDS PER AREA	7	7	97	13
% OF TOTAL AWARDS (out of 124)	5.6	5.6	78.2	10.5

TABLE 4

ANALYSIS OF NEW AWARDS BY AGE

AGE GROUP	NEW AWARDS		
	A+	A	B
35-39	-	-	-
40-44	-	-	3
45-49	-	-	6
50-54	-	2	3
55-59	-	3	2
60-64	1	1	-
TOTAL	1	6	14
AVERAGE AGE	62	56	49

TABLE 5

ANALYSIS BY ETHNIC ORIGIN

ETHNIC ORIGIN	NO. OF SELF NOMINATIONS	%	NO. OF AWARDS GRANTED	%
WHITE	179	90.4	19	90.5
NOT KNOWN	6	3	1	4.8
INDIAN	8	4	1	4.8
EAST AFRICAN ASIAN	1	0.5	-	-
MIXED ETHNIC	1	0.5	-	-
CHINESE	1	0.5	-	-
NORTH AFRICAN	1	0.5	-	-
PAKISTANI	1	0.5	-	-
TOTAL*	13	6.6	1	4.8

*NOTE – the totals and % figures relate to the ethnic groups.

TABLE 6

ANALYSIS BY COMMUNITY BACKGROUND

AWARD	PC				RCC				NEITHER				NOT KNOWN			
	SELF NOMINATIONS		AWARDS GRANTED		SELF NOMINATIONS		AWARDS GRANTED		SELF NOMINATIONS		AWARDS GRANTED		SELF NOMINATIONS		AWARDS GRANTED	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
A+	7	3.5	1	4.8	0	-	0	-	2	1	0	-	0	-	0	-
A	22	11.1	5	23.8	5	2.5	1	4.8	3	1.5	0	-	2	1	0	-
B	79	39.9	9	42.8	53	26.8	3	14.2	20	10.1	1	4.8	5	2.5	1	4.8
TOTAL	108	54.5	15	71.4	58	29.3	4	19	25	12.6	1	4.8	7	3.5	1	4.8

NOTE:

PC – consultants who declared themselves as members of the Protestant community.

RCC - consultants who declared themselves as members of the Roman Catholic community.

NEITHER - consultants who declared themselves as members of neither the Protestant nor the Roman Catholic community.

NOT KNOWN – consultants who did not complete the monitoring form.

PART TWO

CONSULTANT DISTINCTION AWARD HOLDERS

1. Part Two of this Annual Report lists all consultants employed by the HPSS in Northern Ireland who held an award immediately following the 2002-2003 Distinction Awards Round.

Criteria for Distinction Awards

2. Distinction Awards are granted in recognition of outstanding professional work, often of national and international significance, which involves consultants devoting a substantial part of their time to activities of wider benefit to patient care in the HPSS/NHS as a whole, including work carried out in the local setting, particularly where this has application nationally.
3. Awards are not seniority payments, nor are they given to holders of particular types of post as of right. To merit consideration for an award, DMSAC will look for performance **over and above** what is normally expected in respect of service to patients, teaching and the management and development of the service. In general DMSAC will expect a record of achievement across a range of the criteria listed below from consultants nominated for an award; success in only one of these areas will not normally be sufficient.
 - (1) Professional excellence, which for most consultants will be founded on the sustained quality of the service they provide to patient care and recognition of leadership.
 - (2) Research, innovation and improvement in the service. The expectations may vary for different groups - eg HSS Board or Trust, teaching and honorary appointments - and will relate to their differing opportunities.
 - (3) Outstanding administrative or management effort, including those who effectively implement innovations, involving activities of national significance, which will again be related to opportunity and normal expectations. For example, Joint Appointments (eg clinical academic staff and research workers) whose duties include a smaller HPSS management content will often not contribute substantially in this area. Consultants working in community and management-based specialties such as public health medicine and dental public health are expected, on the other hand, to secure measurable achievement in service development as part of their normal work, so that they have to be assessed on the basis of above-average effort or contribution.

- (4) An outstanding contribution to other forms of service development such as clinical audit.
 - (5) Teaching and training; for example, special effort to train junior staff, or taking a leading role in undergraduate or postgraduate teaching, (including the establishment of short-term national or overseas training links), especially if undertaken in addition to ordinary duties. Contribution by consultants to training of other HPSS staff, and also to public education and health promotion will also be relevant.
 - (6) Outstanding and sustained service to the HPSS in an exceptionally hard-pressed post. This criterion would not normally be the sole grounds for an award, and would not apply above B award level.
4. For the smaller number of awards available at A and A+ level, a very high standard is inevitably required. Awards might be recommended for those who are evident leaders in a clinical or scientific field, those with special clinical and managerial skills, those who contribute new ideas of proven worth, those who effectively implement innovations, those who are generally accepted as leaders of their profession in Northern Ireland and those with a national or international reputation.

LIST OF AWARD HOLDERS IN NORTHERN IRELAND

A+ AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Adgey A A J	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	02/01/2000
Carson I W	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2000
Halliday H L	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2000
Keegan D A J	General Medicine	Altnagelvin Hospitals HSS Trust	01/04/1999
King D J	Psychiatry	Homefirst HSS Trust	01/10/1998
Mirakhur R K	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Mulholland H C	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
Stout R W	Geriatric Medicine	Belfast City Hospital HSS Trust	01/02/2000
Trimble E R	Chemical Pathology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/2001

A AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Atkinson A B	Endocrinology/ Diabetes	Royal Group of Hospitals and Dental Hospital HSS Trust	01/02/2000
Benington I C	Dental Prosthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Boston V E	Paediatric Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/1999
Byrnes D P	Neurosurgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1997
Campbell N P S	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
Campbell W I	Anaesthetics	Ulster Community & Hospitals HSS Trust	01/08/2001
Canavan D A	Infectious Diseases	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
Carson D J	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	27/04/2002
Connolly J D R	Anaesthetics	Green Park HSS Trust	01/11/2000
Cooper S J	Psychiatry	Belfast City Hospital HSS Trust	01/07/2002
Doherty C C	Nephrology	Belfast City Hospital HSS Trust	01/06/2001
Douglas J F	Nephrology	Belfast City Hospital HSS Trust	01/04/1999
Evans A E	Public Health Medicine	Eastern Health and Social Services Board	13/08/1999
Fee J P H	Anaesthetics	Green Park Hospital HSS Trust	02/01/2000
Hawkins S A	Neurology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Hay R	Dermatology	The Queen's University	01/04/2002
Humphreys W G	General Surgery	United Hospitals HSS Trust	01/10/2000
Jenkins J G	Paediatrics	United Hospitals HSS Trust	01/04/2001
Johnston G D	Clinical Pharmacology & Therapeutics	Belfast City Hospital HSS Trust	01/10/1999
Johnston S R	Urology	Belfast City Hospital HSS Trust	11/03/2002
Khan M M	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2000
Lamey P-J	Oral Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001

A AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Leonard A G	Plastic Surgery	Ulster Community and Hospitals HSS Trust	01/10/2000
Marsh D R	Orthopaedic & Traumatic Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Martin D H	Obstetrics & Gynaecology	Altnagelvin Hospitals HSS Trust	02/08/1999
McCaughey W	Anaesthetics	Craigavon Area Hospital Group HSS Trust	31/05/1999
McClelland R J	Psychiatry	Belfast City Hospital HSS Trust	01/09/1996
McClure B G	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1997
McFarland R J	General Medicine	Ulster Community and Hospitals HSS Trust	01/08/2002
Morris T C M	Pathology- Haematology	Belfast City Hospital HSS Trust	01/10/2000
Nixon J R	Orthopaedic & Traumatic Surgery	Green Park HSS Trust	01/09/2002
O'Connor F A	General Medicine	Altnagelvin Hospitals HSS Trust	01/04/2001
Russell C F J	General Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2000
Savage J M	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/12/2000
Singh K P	ENT (Otolaryngology)	Craigavon Area Hospital Group HSS Trust	01/04/2000
Sloan J M	Pathology - Histopathology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/01/1999

B AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Abram W P	Radiotherapy	Belfast City Hospital HSS Trust	01/08/2001
Adams D A	ENT	Royal Group of Hospitals and Dental Hospital HSS Trust	12/09/2000
Andrews W J	General Medicine	United Hospitals HSS Trust	01/04/2001
Bali I M	Anaesthetics	United Hospitals HSS Trust	01/06/1995
Bell A H	Paediatrics	Ulster Community and Hospitals HSS Trust	01/10/2002
Bell P M	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/11/2000
Beringer T R O	Geriatric Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Bingham E A	Dermatology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/1998
Boyle D D	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	07/05/1998
Brennen M D	Plastic Surgery	Ulster Community and Hospitals HSS Trust	01/04/1999
Callender M E	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	13/08/1999
Campbell F C	Gaestroentrollogical Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Cinnamond M J	ENT (Otolaryngology)	Belfast City Hospital HSS Trust	01/05/1996
Cranley B	General Surgery	Newry & Mourne HSS Trust	09/06/2000
Crean PM	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2000
Daly J G	General Medicine	Altnagelvin Hospitals HSS Trust	01/07/2002
Diamond T	General Surgery	Mater Infirmorum HSS Trust	01/10/2001
Dornan J C	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	02/08/1999
Elborn J S	Medicine-Respiratory	Belfast City Hospital HSS Trust	11/03/2002
Elliott P M	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2000

B AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Farling P A	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Fullerton K J	Geriatric Medicine	Belfast City Hospital HSS Trust	01/04/2002
Fulton R A	Dermatology	Altnagelvin Hospitals HSS Trust	28/01/2001
Gardiner K R	General Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	13/09/2002
Gillespie C A	Psychiatry	Sperrin Lakeland HSS Trust	01/04/1998
Glasgow J F T	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	31/05/1993
Gregg T A	Paediatric Dentistry	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Hicks E M	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Hood J M	General Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1997
Houston R F	Radiotherapy	Belfast City Hospital HSS Trust	01/04/2001
Irwin S T	General Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Johnston J R	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/1998
Johnston L C	Radiology	Belfast City Hospital HSS Trust	01/04/2000
Johnston P B	Ophthalmology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/1995
Johnston P G	Medical Oncology	Belfast City Hospital HSS Trust	01/01/1999
Jones F G C	Pathology-Haematology	Belfast City Hospital HSS Trust	01/06/2001
Kaluskar S K	ENT	Sperrin Lakeland HSS Trust	01/04/1999
Kee F	Public Health Medicine	Northern Health and Social Services Board	01/04/2002
Kelly J F	Geriatric Medicine	Sperrin Lakeland HSS Trust	01/02/2003
Kendrick R W	Oral Surgery	Ulster Community & Hospitals HSS Trust	01/04/2001
Kennedy J G	Restorative Dentistry	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2002
Laird J D	Radiology	Royal Group of Hospitals and Dental Hospital HSS Trust	30/09/1990

B AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Linden G J	Dental Medicine Specialties	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/2002
Loughran P G	Anaesthetics	Newry and Mourne HSS Trust	01/10/1998
MacMahon J	General Medicine	Belfast City Hospital HSS Trust	01/08/1999
Maw R D	Genito-Urinary Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/2000
Maxwell A P	Nephrology (Renal)	Belfast City Hospital HSS Trust	01/04/2002
Maxwell R J	General Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/09/2000
McClelland W M	Pathology - Haematology	Northern Ireland Blood Transfusion Service Agency	01/06/1998
McCluskey D R	General Medicine	Royal Group of Hospitals And Dental Hospital HSS Trust	01/10/2002
McConnell W W M	Public Health Medicine	Western Health and Social Services Board	02/04/1997
McGinnity M G A	Psychiatry-Learning Disability	North & West Belfast HSS Trust	01/08/2001
McGuigan J A	Thoracic Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2000
McLoughlin J C	General Medicine	Mater Infirmorum Hospital HSS Trust	01/04/2000
McMullin M F	Pathology-Haematology	Belfast City Hospital HSS Trust	01/08/2002
McMurray T J	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/02/2000
McNeill H G	Anaesthetics	Armagh Dungannon HSS Trust	01/04/1999
Mollan R A B	Orthopaedic & Traumatic Surgery	Green Park HSS Trust	01/04/1989
Montgomery E A	Psychiatry	Mater Infirmorum Hospital HSS Trust	01/10/1999
Murtagh J G	Cardiology	Belfast City Hospital HSS Trust	01/04/1996
Nicholls D P	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	31/05/1999
Orr I A	Anaesthetics	Craigavon Area Hospital Group HSS Trust	01/08/2001
Panesar K J S	General Surgery	Altnagelvin Hospitals HSS Trust	01/04/1998

B AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Patterson D G	Psychiatry	North & West Belfast HSS Trust	01/12/2000
Quinn R J M	Paediatrics	Altnagelvin Hospitals HSS Trust	01/10/1997
Russell C J	General Medicine	Sperrin Lakeland HSS Trust	01/10/1997
Saunders I D F	Paediatric Dentistry	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1996
Sharma N K	Ophthalmology	Altnagelvin Hospitals HSS Trust	01/09/2002
Shields M D	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	27/04/2002
Smyth E T M	Pathology-Medical- Microbiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/07/2001
Spence R A J	General Surgery	Belfast City Hospital HSS Trust	02/01/2000
Stewart D G T	Public Health Medicine	Eastern Health and Social Services Board	31/12/2002
Stewart M C	Paediatrics	North & West Belfast HSS Trust	01/08/2001
Taggart H M	Geriatric Medicine	Belfast City Hospital HSS Trust	01/10/2000
Taylor R H	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Telford A M	Public Health Medicine	Southern Health and Social Services Board	01/10/1999
Traub A I	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2000
Watson J D	Public Health Medicine	Northern Health and Social Services Board	02/05/1999
Young I S	Chemical Pathology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001

APPENDIX A

DISTINCTION AND MERITORIOUS SERVICE AWARDS COMMITTEE MEMBERSHIP - 2002-2003 AWARDS ROUND

CHAIRMAN

Dr Harry McGuigan CBE

Chairman United Hospitals HSS Trust.

MEDICAL DIRECTOR

Dr Donal A J Keegan OBE

Consultant Physician at Altnagelvin Area Hospital Trust. Current Chairman of the Department's Central Medical Advisory Committee and Chairman of the Northern Ireland Council for Postgraduate Medical and Dental Education.

MEMBERS

Dr Ian W Carson

Deputy Chief Medical Officer and former Consultant Anaesthetist at the Royal Group of Hospitals HSS Trust.

Mrs Fionnuala Cook OBE

Former Chairman of the Southern Health and Social Services Council.

Dame Deirdre Hine DBE

Retired Senior Lecturer in Geriatric Medicine in the University of Wales College of Medicine and former Chief Medical Officer for Wales. Current Chairman of the Commission for Health Improvement.

Professor Parveen J Kumar CBE

Professor of Clinical Medical Education at the University of London, and Honorary Consultant Gastroenterologist and General Physician at Barts and The London NHS Trust and Homerton Hospital NHS Trust. Chairman, Medicines Commission UK; Non-executive Director of an acute NHS Hospital Trust.

Dr Maldwyn Morgan

Retired Reader in Anaesthetic Practice at the Imperial College School of Medicine, London, and Honorary Consultant Anaesthetist at Hammersmith Hospital.

Professor Robert W Stout

Director of the Research and Development Office of the HPSS (NI) and a Consultant Physician at Belfast City Hospital.

Mrs Elaine Way

Chief Executive Foyle HSS Trust and President of The Association of Healthcare Human Resource Managers.

**Produced by: Department of Health, Social Services & Public Safety,
Castle Buildings, Belfast BT4 3SL**

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