



Department of
**Health, Social Services
and Public Safety**

An Roinn

**Sláinte, Seirbhísí Sóisialta
agus Sábháilteachta Poiblí**

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Distinction and Meritorious Service Awards Committee

Annual Report 2003-2004

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FOREWORD

This is the tenth Annual Report of the Distinction and Meritorious Service Awards Committee (DMSAC) for Northern Ireland. It covers the period from 1 April 2003 to 31 March 2004.

The Annual Report is in two parts. Part One contains our report on the 2003-2004 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 2003-2004 awards round.

Since the scheme was revised in 2001 when changes were introduced to make the system of awards fairer and more open and transparent, there has been a substantial increase in the number of applications for awards. This year a total of 208 applications were received. We have made a number of refinements to the scheme since it was revised and we believe the process is now much clearer for applicants and citation writers.

We understand that the scheme will undergo a fundamental review following agreement on a new contract for consultants. It is likely that 2004 will be the final year of the present system of awards, another new system of Clinical Excellence Awards will be introduced in 2005.

The Annual Report will be distributed to all HSS Trusts and HSS Boards and to others with an interest in the scheme. The report will also be available on the internet at <http://www.dhsspsni.gov.uk/hss/dmsac/dmsac.asp>.

Dr Harry McGuigan
Chairman
Distinction and Meritorious Service Awards Committee

PART ONE

REPORT ON THE 2003-2004 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 tenth Annual Report of the Distinction and Meritorious Service Awards Committee (DMSAC) and covers the 2003-2004 awards round.

Membership of DMSAC

2. The membership of the Committee for the 2003-2004 awards round was as follows -

Chairman

Dr RH McGuigan CBE

Medical Director

Dr DAJ Keegan OBE

Members

Dr IW Carson

Mrs MFA Cook OBE

Professor PJ Kumar CBE

Dr M Morgan

Professor RW Stout

Mrs E Way

3. The two members from Great Britain, Dr Morgan and Professor Kumar, have senior experience within the NHS and are appointed in order to ensure parity of standards.
4. There are normally nine members on the Committee. Dame Deirdre Hine DBE completed her term of office on 31 August 2003 after serving for six years. The Committee would wish to express its sincere thanks to Dame Deirdre for her valuable contribution to its work.
5. Appendix A gives details of all the Committee members.

2003-2004 Awards Round

6. Some refinements were made to the process for deciding awards at the start of the awards round. Consultant appraisal is now a requirement and employers were asked to confirm on the citation form that appraisal had actually taken place. Citation writers were asked to be more selective about which consultants they chose to support. In the previous round some citation writers had completed citations for all the applicants within their area of responsibility, which made it more difficult for the Committee to differentiate between applicants.
7. The awards round commenced in March 2003 and was completed in November 2003. The Committee invited self nominations from all HPSS consultants in March and a total of 208 were received (compared with 198 in the previous year). There were 160 applications for B awards, 35 for A awards, and 13 for A+ awards. There were 12 B awards, 7 A awards and 3A+ awards 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 160 B and 35 A applications. A cut off score was agreed for shortlisting, resulting in 13 A and 21 B applications being shortlisted for the final meeting. All 13 A+ applications were considered at the final meeting.
9. The final Committee meeting for the 2003-2004 awards round was held in November 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 22 consultants for awards: 3 A+, 7 A and 12 B awards. The names of the successful consultants are listed on pages 10 and 11 of this report. A full list of all consultants in Northern Ireland, holding an award following the 2003-2004 awards round, is included at Part Two.
10. In November 2003 the Committee visited St Luke's Hospital in Armagh and also Craigavon Area Hospital HSS Trust. The Committee met with consultants and visited some of their facilities. The Committee was most impressed by the developments at these sites and was grateful for the warm welcome they received. Consultants were given the opportunity of questioning the Committee about its work.

Five Year Reviews

11. 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.

12. A total of 10 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 November. The Committee recommended that all 10 awards should continue for a further five years.

Distribution of Awards

13. The Committee secretariat monitors the distribution of awards in six areas: specialty, gender, Board area, age, community background, and ethnic origin. This was only the second year that data was collected on community background and ethnic origin. 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

14. 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 again went to the largest specialty - General Medicine and Allied Specialties (31.8% of all awards, although down from last year when the proportion was 42.8%). General Surgery (13.6% of all awards) and Obstetrics and Gynaecology (13.6% of all awards) also fared well. Five specialties received no awards – ENT, Ophthalmology, Paediatrics, Public Health Medicine, and Dental Specialties. Last year Obstetrics and Gynaecology, Anaesthetics, ENT and Radiology received no awards – all did better this year (apart from ENT) having received at least one award each. An analysis of the overall distribution of awards following the 2003-2004 awards round shows that specialties such as Radiology and Mental Illness continue to have a lower proportion of awards.

Gender

15. In the 2003-2004 awards round female consultants received 13.7% (three awards) of the total awards available for allocation (see Table 2) while they represent about 23% of the total consultant population. This represents an increase on last year when female consultants received 9.5% of the available awards. The trend in the overall distribution of awards seems to be one of steady improvement. Female consultants now represent 11% of the total award holders, compared with 9.7% last year, and 8.3% two years ago. While there is room for further improvement, it is hoped that the trend of recent years will continue. The Committee would certainly welcome more self nominations from female consultants since only 10.5% of all self nominations were from women.

Board Areas

16. The total number of eligible consultants in April 2003 was 989 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	133
Southern	121
Western	134
Eastern	601

17. The pattern of distribution shows that the Eastern Board area contains about 60% of the total consultant population, but holds 80% of all awards (see Table 3). For this awards round 86.4% of all awards went to consultants in the Eastern Board area, an increase on last year when it was 80.9%. 13.6% of awards went to consultants in the Western Board area (similar to last year). No awards went to consultants in the Northern or Southern Board areas. There is clearly an imbalance in the geographical distribution of awards. It must 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

18. The average age of those consultants who received an award in 2003-2004 was 49 for B awards, 55 for A awards and 58 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. However, it should be noted that the average age in the A+ category reduced by 4 years from last year (when it was 62). It is also noteworthy that one A and one B award were granted to consultants in the 40 - 44 age band.

Ethnic Origin

19. Out of the 208 consultants who applied eight did not complete the relevant data on the monitoring form. 4.4% of consultants who applied for an award declared themselves as coming from the smaller ethnic groups (see Table 5) (down slightly on last year when it was 6.6%). It is estimated that the number applying broadly equates to the proportion in the consultant population as a whole. 4.5% of awards (one award) went to a consultant from the ethnic groupings (the same as last year). This is only our second year of monitoring awards by ethnic origin - it will take some time before we can identify any particular trends in the distribution of awards in this area.

Community Background

20. Most consultants provided the relevant information on community background on the monitoring form – only eight of the 208 who applied for an award did not record the data. An analysis of those who applied for an award shows that 57.2% declared themselves as coming from a Protestant community (PC) background, 27% from a Roman Catholic community (RCC) background, 12% from “neither” a PC nor a RCC background and 3.9% were “not knowns” (see Table 6). These proportions of applicants were similar to last year. 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.
21. An analysis of the awards in this round shows that 54.6% of awards went to consultants who had declared themselves as coming from a PC background and 36.4% went to consultants who had declared themselves as coming from a RCC background (see Table 6). The proportion of awards going to consultants from a RCC background represents a significant increase on last year, when it was only 19%. This proportion

is broadly consistent with the proportion of RCC consultants in the consultant population as a whole. However, it will take a few years to identify particular trends given that this is only our second year of monitoring awards in this area.

Further Information

22. 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.asp>

LIST OF AWARDS GRANTED IN 2003-2004

The following consultants employed by the HPSS in Northern Ireland were granted Distinction Awards following the 2003-2004 Annual Meeting.

A+ AWARD

NAME	SPECIALTY	HPSS EMPLOYER	EFFECTIVE DATE OF AWARD
Atkinson A B	Medicine/ Endocrinology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2003
McClelland R J	Psychiatry - Adult	Belfast City Hospital HSS Trust	10/09/2003
Morris T C M	Pathology/Haematology	Belfast City Hospital HSS Trust	01/11/2003

A AWARD

NAME	SPECIALTY	HPSS EMPLOYER	EFFECTIVE DATE OF AWARD
Boyle D D	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2003
Callender M E	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2003
Gillespie C A	Psychiatry – Adult	Sperrin Lakeland HSS Trust	01/10/2003
Johnston P G	Medical Oncology	Belfast City Hospital HSS Trust	01/04/2003
MacMahon J	Medicine Respiratory	Belfast City Hospital HSS Trust	01/10/2003
McMurray T J	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	10/09/2003
Panesar K J S	General Surgery	Altnagelvin Hospitals HSS Trust	01/11/2003

B AWARD

NAME	SPECIALTY	HPSS EMPLOYER	EFFECTIVE DATE OF AWARD
Beverland D E	Orthopaedic & Traumatic Surgery	Green Park HSS Trust	01/04/2003
Collins J S A	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2003
Coyle P V	Pathology – Medical Microbiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2003
Dowey K E	Accident & Emergency Medicine	Belfast City Hospital HSS Trust	01/10/2003
Hannon R J	General Surgery	Belfast City Hospital HSS Trust	01/04/2003
Harper M A	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/06/2003
Kirk S J	General Surgery	Ulster Community & Hospitals Trust	01/06/2003
Lavery G G	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2003
McClure N	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/06/2003
Passmore A P	Geriatric Medicine	Belfast City Hospital HSS Trust	01/06/2003
Taylor I C	Geriatric Medicine	Ulster Community & Hospitals Trust	01/10/2003
Wray A R	Orthopaedic & Traumatic Surgery	Altnagelvin Hospitals HSS Trust	01/06/2003

TABLE 1

ANALYSIS BY SPECIALTY AT 1 APRIL 2003 (2003-2004 AWARDS ROUND)

SPECIALTY	CONSULTANTS WHO APPLIED FOR AN AWARD 2003/2004		CONSULTANTS WHO RECEIVED AWARDS 2003/2004		CONSULTANTS HOLDING AWARDS		DISTRIBUTION OF AWARDS BY GRADE				
	No	% of consultant body	No	% of self nominations	No	% of available awards	No	% of overall awards	A+	A	B
Anaesthetics	159	16.1%	30	14.4%	2	9.1%	16	12.7%	2	5	9
ENT	22	2.2%	5	2.4%	-	-	4	3.2%	-	1	3
General Medicine & Allied Specialties (1)	208	21%	49	23.6%	7	31.8%	35	27.8%	3	11	21
Mental Illness (2)	103	10.4%	19	9.1%	2	9.1%	6	4.8%	1	2	3
Obs & Gynae	56	5.7%	15	7.2%	3	13.6%	6	4.8%	-	2	4
Ophthalmology	21	2.1%	3	1.4%	-	-	2	1.6%	-	-	2
Orthopaedics	37	3.7%	3	1.4%	2	9.1%	5	3.9%	-	2	3
Paediatrics	57	5.8%	7	3.4%	-	-	9	7.1%	1	3	5
Pathology (3)	75	7.6%	16	7.7%	2	9.1%	9	7.1%	2	1	6
Public Health Medicine (4)	33	3.3%	9	4.3%	-	-	6	4.8%	-	1	5
Radiology (5)	90	9.1%	15	7.2%	1	4.6%	4	3.2%	-	1	3
Surgery (6)	102	10.3%	29	13.9%	3	13.6%	19	15.1%	-	7	12
Dental Specialties (7)	26	2.6%	8	3.9%	-	-	6	4.8%	-	1	5
TOTALS	989		208		22		127		9	37	81

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	13	6.3	3	13.6
A	3	1.4	1	4.6	32	15.4	6	27.3
B	219	9.1	2	9.1	141	67.8	10	45.5
Total	22	10.5	3	13.7	186	89.5	19	86.4

NOTE A total of 208 self nominations were received and a total of 22 awards were granted.

TABLE 3

ANALYSIS BY BOARD AREA

	NORTHERN	SOUTHERN	EASTERN	WESTERN
NUMBER OF CONSULTANTS	133	121	601	134
%	13.4	12.2	60.8	13.6
NUMBER OF SELF NOMINATIONS	15	19	147	27
%	7.2	9.1	70.7	13.0
AWARDS GRANTED	0	0	19	3
%	0	0	86.4	13.6
NUMBER OF TOTAL AWARDS PER AREA	6	6	102	13
% OF TOTAL AWARDS (out of 127)	4.6	4.8	80.3	10.3

TABLE 4

ANALYSIS OF NEW AWARDS BY AGE

AGE GROUP	NEW AWARDS		
	A+	A	B
35-39	-	-	-
40-44	-	1	1
45-49	-	-	7
50-54	1	2	2
55-59	1	2	1
60-64	1	2	1
TOTAL	3	7	12
AVERAGE AGE	58	55	49

TABLE 5

ANALYSIS BY ETHNIC ORIGIN

ETHNIC ORIGIN	NO. OF SELF NOMINATIONS	%	NO. OF AWARDS GRANTED	%
WHITE	191	91.8	21	95.5
NOT KNOWN	8	3.8	-	-
INDIAN	7	3.4	1	4.5
EAST AFRICAN ASIAN	-	-	-	-
MIXED ETHNIC	-	-	-	-
CHINESE	1	0.5	-	-
NORTH AFRICAN	-	-	-	-
PAKISTANI	1	0.5	-	-
TOTAL*	9	4.4	1	4.5

*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+	10	4.8	2	9.1	2	1	0	-	1	0.5	1	4.5	0	-	0	-
A	26	12.5	2	9.1	5	2.4	4	18.2	3	1.4	1	4.5	1	0.5	0	-
B	83	39.9	8	36.4	49	23.6	4	18.2	21	10.1	0	-	7	3.4	0	-
TOTAL	119	57.2	12	54.6	56	27	8	36.4	25	12	2	9	8	3.9	0	-

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 2003-2004 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
Atkinson A B	Medicine/ Endocrinology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2003
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
McClelland R J	Psychiatry - Adult	Belfast City Hospital HSS Trust	10/09/2003
Mirakhur R K	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Morris T C M	Pathology/Haematology	Belfast City Hospital HSS Trust	01/11/2003
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
Boston V E	Paediatric Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/1999
Boyle D D	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2003
Byrnes D P	Neurosurgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1997
Callender M E	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2003
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
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
Gillespie C A	Psychiatry	Sperrin Lakeland HSS Trust	01/10/2003
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 P G	Medical Oncology	Belfast City Hospital HSS Trust	01/04/2003
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

A AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Lamey P-J	Oral Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Leonard A G	Plastic Surgery	Ulster Community and Hospitals HSS Trust	01/10/2000
MacMahon J	General Medicine	Belfast City Hospital HSS Trust	01/10/2003
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
Caughey W	Anaesthetics	Craigavon Area Hospital Group HSS Trust	31/05/1999
McFarland R J	General Medicine	Ulster Community and Hospitals HSS Trust	01/08/2002
McMurray T J	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	10/09/2003
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
Panesar K J S	General Surgery	Altnagelvin Hospitals HSS Trust	01/11/2003
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
Beverland D E	Orthopaedic & Traumatic Surgery	Green Park HSS Trust	01/04/2003
Bingham E A	Dermatology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/1998
Brennen M D	Plastic Surgery	Ulster Community and Hospitals HSS Trust	01/04/1999
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
Collins J S A	General Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2003
Coyle P V	Pathology – Medical Microbiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2003
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
Dowey K E	Accident & Emergency Medicine	Belfast City Hospital HSS Trust	01/10/2003
Elborn J S	Medicine–Respiratory	Belfast City Hospital HSS Trust	11/03/2002

B AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Elliott P M	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2000
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
Gregg T A	Paediatric Dentistry	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Hannon R J	General Surgery	Belfast City Hospital HSS Trust	01/04/2003
Harper M A	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/06/2003
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
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
Kirk S J	General Surgery	Ulster Community & Hospitals Trust	01/06/2003

B AWARD HOLDERS

NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Lavery G G	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2003
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
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
McClure N	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/06/2003
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
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

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NAME	SPECIALTY	HPSS EMPLOYER	DATE OF AWARD
Passmore A P	Geriatric Medicine	Belfast City Hospital HSS Trust	01/06/2003
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 I C	Geriatric Medicine	Ulster Community & Hospitals Trust	01/10/2003
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
Wray A R	Orthopaedic &	Altnagelvin Hospitals HSS Trust	01/06/2003
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 - 2003-2004 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

Chairman Southern Health and Social Services Board.
(Former Chairman of the Southern Health and Social Services Council)

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 Resources Management.

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

Telephone: (028) 90522817 www.dhsspsni.gov.uk

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