

**DISTINCTION AND MERITORIOUS  
SERVICE AWARDS COMMITTEE**

**ANNUAL REPORT 2001-2002**

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

**November 2002**

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## **FOREWORD**

This is the eighth Annual Report of the Distinction and Meritorious Service Awards Committee (DMSAC) for Northern Ireland. It covers the period from 1 April 2001 to 31 March 2002.

The Annual Report is in two parts. Part One contains our report on the 2001/2002 Awards Round and includes a list of all consultants recommended for awards at the annual meeting, and is supported by tables showing the distribution of awards amongst the HPSS consultant population. Part Two is a list of all consultants in Northern Ireland who are currently in receipt of Distinction Awards.

This was an exceptional and challenging year for the Committee since we were operating the revised scheme for the first time. A number of important changes had been introduced which were designed to make the scheme fairer and more open and transparent. It was also my first year as Chairman of the Committee and the first year for our new Medical Director, Dr Don Keegan, and for two new members, Dr Ian Carson and Mrs Fionnuala Cook.

The Annual Report will, as last year, be distributed to all consultants, Health Boards and HSS Trusts in Northern Ireland and to others with an interest in the scheme. The Annual Report has been placed on the DHSSPS website for access via the internet. The website address is [www.dhsspsni.gov.uk/hss.html](http://www.dhsspsni.gov.uk/hss.html).

**Dr Harry McGuigan**  
**Chairman**  
**Distinction and Meritorious Service Awards Committee**



## **PART ONE**

### **REPORT ON THE 2001-2002 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. This is the eighth Annual Report of the Distinction and Meritorious Service Awards Committee (DMSAC) and covers the 2001-2002 Awards Round. The Committee makes recommendations to the Department on which medical and dental consultants should receive distinction awards, having regard to the total number of awards available for allocation.

#### **Membership of DMSAC**

2. The following members were appointed to the Committee during the 2001-2002 Awards Round – Dr Harry McGuigan as Chairman, Dr Don Keegan as Medical Director, and Dr Ian Carson and Mrs Fionnuala Cook. Dr McGuigan is Chairman of United Hospitals HSS Trust. Dr Keegan is a Consultant Physician at Altnagelvin Area Hospital. Dr Carson, at the time of his appointment, was a Consultant Anaesthetist and Medical Director at the Royal Group of Hospitals HSS Trust. The membership of the Committee for the 2001-2002 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

3. There are normally nine members on the Committee. The position vacated by Mr Tom Frawley, who resigned to take up the appointment of Assembly Ombudsman for Northern Ireland and the Northern Ireland Commissioner for Complaints, has still to be filled.

4. 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.
5. Appendix A gives details of all the Committee members.

### **Revised Scheme**

6. The scheme was revised for this Awards Round following a review carried out by an independent management consultant. The review was aimed at making the scheme fairer and more open and transparent. It focussed primarily on the process by which awards are decided, with the aim of ensuring equality of opportunity for all consultants on the basis of merit alone. A number of important changes were introduced, including -
  - Self nomination as the sole method of nomination for an award - to ensure an equal opportunity for all consultants seeking an award or advancement to a higher award.
  - Removal of the upper age limit of 62 to ensure no discrimination on the grounds of age.
  - Improvements to the system for monitoring the distribution of awards to help identify any potential areas of inequality.
  - Changes to the CV form (the self nomination form) and the citation form – now more focussed on the six criteria for deciding awards.
  - Improvements to the process for reviewing awards which are subject to a five year review.
  - The introduction of an objective scoring framework, based solely on the six criteria (listed in part 2), to enable the Committee to decide which consultants should be recommended for awards.
  - Providing information about the scheme on the internet, including the detailed Guide to the Scheme and the latest annual reports. The CV and citation forms can also be downloaded for completion via the internet.

### **2001-2002 Awards Round**

7. The Awards Round commenced in September 2001 and was completed on 10 May 2002 when the final Committee meeting was held to decide the awards for 2001-2002. The start of the Awards Round was delayed by some 7 months because of the review undertaken by the Department.

The Committee would be keen to see the awards rounds reverting to their normal timetable (March to November) as soon as is practicable.

8. The Committee invited self nominations from all consultants in September 2001. The introduction of self nomination as the sole method of nomination for an award led to a considerable increase in the number of nominations - a total of 202, compared with around 120 under the old system. 161 consultants had self nominated for a B award, 32 for an A award, and 9 for an A+ award.
9. The Committee invited citations from employers and Senior Award Holders and, in addition, for A and A+ self nominations, the appropriate Royal Colleges. In some cases citation writers completed citations for all consultants within their area of responsibility. In other cases citation writers were more discriminatory, completing citations for only a few consultants. The Committee has recommended that, for the next Awards Round, citations writers should be asked to expressly state on the citation form whether or not they support the consultant's self nomination.
10. A sub-committee was set up to carry out shortlisting of the A and B self nominations. The shortlisting exercise took some considerable time as all 32 A and 161 B self nominations had to be individually scored by the sub-committee. A cut off score was agreed and the top 14 A and 34 B self nominations were shortlisted for the final meeting. All 9 A+ self nominations were submitted for the final meeting. All the shortlisted CVs and citations, and a sample of those that were not shortlisted, were seen by the whole Committee.
11. The final Committee meeting for the 2001-2002 Awards Round was held on 10 May 2002 when all the A+ self nominations and all the shortlisted A and B self nominations were considered. After careful deliberation scores were agreed for all the A+ self nominations and the shortlisted A and B self nominations. Those consultants who achieved the highest scores were recommended for distinction awards, taking account of the number of awards available for allocation. The Committee decided to recommend a total of 32 consultants for awards - 3 A+, 9 A and 20 B awards. The names of the successful consultants are listed on page 9 of this report. A full list of all consultants in Northern Ireland, who held an award following the 2001-2002 Awards Round, is included at Part Two.
12. The Committee wish to make the point that there was wide variation in the standard of completion of the CV forms. For example - in some cases sections on the forms were left blank (which was likely to result in a zero score for that criterion); information was often not recorded in the right section; the same information was sometimes repeated in different

sections; and award holders, at times, provided examples from many years ago rather than focusing on achievements since their award was made. The Committee can only make its decisions based on the information contained on the CV form and also on any citation forms received. It is therefore crucial that the CV form is comprehensive, informative and addresses all six criteria.

13. There was also variation in the standard of completion of the citation forms, with some citation writers only providing limited information or simply repeating what the consultant had said on his/her CV form. The citation should not simply be a repeat of what the consultant has already said on his/her CV form but should emphasise or elaborate on important aspects of it and give an opinion on the person's suitability for an award. The Committee has recommended that there should be clearer guidance on the citation form, for employers, about the sort of information the Committee requires.
14. The Committee notes that the revised scheme led to a considerable increase in work for some citation writers, particularly larger employers and Senior Award Holders of the larger specialties. The Committee wish to thank all those who fully participated in the citation process. Unfortunately there were a small number of employers and Senior Award Holders who were less participative in the process and there was some difficulty in getting citations completed within the deadline set. Any citation form (or CV form) not received by the DMSAC secretary within the deadlines set will not be accepted.
15. Following its experience of operating the revised scheme for the first time and in dealing with the CV forms and citation forms the Committee decided to carry out a short review at the end of the Awards Round. The Committee made a number of recommendations to the Department for improvement and was pleased that most of the recommendations were accepted. The Committee's recommendations were aimed at streamlining the citation process and providing clearer guidance on the forms for self nominees and citation writers, particularly on the type of information the Committee requires. The changes have been incorporated in the revised Guide to the Scheme for the 2002-2003 Awards Round.
16. The revised scheme clearly resulted in a significant increase in workload for the Committee and its secretariat but nevertheless, the Committee feel that the scheme is a considerable improvement – in terms of equity, and transparency – on the former scheme. It is hoped that the changes recommended for the 2002-2003 Awards Round will further enhance the scheme.

17. It was also brought to the Committee's attention that under the revised scheme some extremely able consultants did not self nominate themselves for an award. The Committee has decided to meet Senior Award Holders at the start of the 2002-2003 Awards Round to explain the process and also to advise them to encourage consultants who, in their view, might be worthy candidates for an award, to self nominate.

### **Five Year Reviews**

18. The Committee can withdraw an award or downgrade an award if it believes an individual consultant does not continue to fulfil the criteria for an award. CV forms based on the six criteria for awards were sought from the relevant consultants. In accordance with the revised scheme citation forms were also sought from employers and Senior Award Holders. The Committee Chairman and the Committee Medical Director carefully considered the papers relating to each consultant whose award was subject to a 5 year review and reported their findings to the full Committee at its meeting on 10 May. The Committee carefully considered the reviews of one A+, and 15 B award holders but found no evidence to withdraw or downgrade. The Committee recommended renewal of all the awards for a further five years.

### **Distribution of Awards**

19. The distribution of awards is, at present, monitored in four areas – specialty, gender, Board area, and age. The Committee wish to emphasise that awards are granted to individuals solely on the basis of merit. The Committee does not positively discriminate in favour of any particular group, be it on the grounds of specialty, gender, age or location. The Committee makes its decisions by means of a scoring framework based only on the information provided on the relevant forms in relation to each of the six criteria for awards (the six criteria are listed in Part Two).

#### ***Specialty***

20. There are variations in the distribution of awards across the range of specialties (see Table 1). For this Awards Round most awards went to the larger specialties such as General Medicine and allied specialties (31.2%), Surgery (15.6%) and Anaesthetics (15.6%). Some specialties received no awards – Obstetrics and Gynaecology, ENT, Ophthalmology, and Public Health Medicine. An analysis of the overall distribution of awards following the 2001-2002 Awards Round shows that specialties such as Radiology, Pathology and Mental Illness have a lower proportion of awards. Other specialties such as General Medicine, Surgery, Dental Specialties and ENT have a higher proportion

of awards.

### ***Gender***

21. In the 2001-2002 Awards Round female consultants received 12.5% of the awards available for allocation whilst they represent 22% of the total consultant population (see Table 2). The Committee is pleased to note that this is an improvement on last year when only 4% of the available awards went to female consultants. There is also a slight improvement overall with female consultants representing 8.3% of the total award holders (compared with 7% last year). Around 12.9% of all self nominations were from female consultants, the proportion of awards actually made to female consultants was consistent with this figure. While there is clearly an under representation of female consultant award holders, it is hoped that improvements will continue to be made. The Committee would welcome more self nominations from female consultants. It should also be borne in mind that female consultants tend to be younger and may not yet have reached the very high standards required for consideration.

### ***Board Areas***

22. The total number of eligible consultants in April 2001 was 981 divided 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	120
Western	134
Eastern	594

23. The pattern of distribution shows that the Eastern Board area contains 61% of the total consultant population, but holds 78% of all awards (a 1% increase on last year) (see Table 3). For this Awards Round 87.5% of all awards went to consultants in the Eastern Board area. There is clearly an imbalance in the geographical distribution of awards. However, it is recognised that a greater number of applicants will come from the larger hospitals (particularly those providing regional specialties) and Queen's University, which are located in the Eastern Board area.

### *Age*

24. The average age of those consultants who were allocated an award in 2001-2002 was 49 for B awards, 53 for A awards and 57 for A+ awards. It is to be expected that award holders will tend to be older consultants, particularly A+ and A award holders, given the experience and length of time needed to achieve the very high standards required.

### **Consultants' New Contract**

25. The Committee is aware that the Distinction Awards scheme is being reviewed nationally although the outcome of these discussions are not yet known. The Committee looks forward with considerable interest to see how this review will impact on the work of the Committee here.

### **Further Information**

26. 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 24243) or by writing to the DMSAC secretariat at Room 3B, Dundonald House, Upper Newtownards Road, Belfast, BT4 3SF. The Guide and the Annual Report can also be accessed via the internet at <http://www.dhsspsni.gov.uk/hss/dmsac.html>.



**Distinction And Meritorious Service Awards  
2001/02 Awards**

The following consultants employed by the HPSS in Northern Ireland were granted Distinction Awards following the 2001-2002 Annual Meeting.

**A+ AWARD**

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>EFFECTIVE DATE OF AWARD</b>
Hayes J R	General Medicine	Belfast City Hospital HSS Trust	01/10/2001
Mirakhur R K	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Trimble E R	Chemical Pathology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/2001

**A AWARD**

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>EFFECTIVE DATE OF AWARD</b>
Benington I C	Dental Prosthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Campbell W I	Anaesthetics	Ulster Community & Hospitals HSS Trust	01/08/2001
Doherty C C	Nephrology	Belfast City Hospital HSS Trust	01/06/2001
Hawkins S A	Neurology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Jenkins J G	Paediatrics	United Hospitals HSS Trust	01/04/2001
Johnston S R	Urology	Belfast City Hospital HSS Trust	11/03/2002
Lamey P-J	Oral Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Marsh D R	Orthopaedic & Traumatic Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
O'Connor F A	General Medicine	Altnagelvin Hospitals HSS Trust	01/04/2001

## **B AWARD**

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>EFFECTIVE DATE OF AWARD</b>
Abram W P	Radiotherapy	Belfast City Hospital HSS Trust	01/08/2001
Andrews W J	General Medicine	United Hospitals HSS Trust	01/04/2001
Beringer T R O	Geriatric Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Brown S	Paediatric Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Campbell F C	Gastroenterological Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
Diamond T	General Surgery	Mater Infirmorum HSS Trust	01/10/2001
Elborn J S	Medicine- Respiratory	Belfast City Hospital HSS Trust	11/03/2002
Farling P A	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
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
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
Jones F G C	Pathology-Haematology	Belfast City Hospital HSS Trust	01/06/2001
Kendrick R W	Oral Surgery	Ulster Community & Hospitals HSS Trust	01/04/2001
McGinnity M G A	Psychiatry-Learning Disability	North & West Belfast HSS Trust	01/08/2001
Orr I A	Anaesthetics	Craigavon Area Hospital Group HSS Trust	01/08/2001
Smyth E T M	Pathology-Medical Microbiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/07/2001
Stewart M C	Paediatrics	North & West Belfast HSS Trust	01/08/2001
Taylor R H	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/10/2001
Young I S	Chemical Pathology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001

TABLE 1

**DISTINCTION AWARDS  
ANALYSIS BY SPECIALTY , GRADE OF AWARD AND PERCENTAGE DISTRIBUTION  
AT 1 APRIL 2001(2001/2002 AWARDS ROUND)**

SPECIALTY			CONSULTANTS WHO APPLIED FOR AN AWARD 2001/2002		CONSULTANTS WHO RECEIVED AWARDS 2001/2002		CONSULTANTS HOLDING AWARDS		DISTRIBUTION OF AWARDS		
	No.	% of consultant body	No.	% of self nominations received	No.	% of available awards	No.	% of overall awards	A+	A	B
Anaesthetics	157	16.0%	24	11.9%	5	15.6%	18	15.0%	2	5	11
ENT	23	2.3%	4	2.0%	-	-	4	3.3%	0	1	3
General Medicine & Allied Specialties (1)	264	26.9%	58	28.7%	10	31.2%	41	34.2%	5	13	23
Mental Illness (2)	101	10.3%	13	6.4%	1	3.1%	7	5.8%	1	1	5
Obs & Gynae (3)	53	5.4%	16	7.9%	-	-	5	4.2%	0	2	3
Ophthalmology	21	2.1%	3	1.5%	-	-	1	0.83%	0	0	1
Orthopaedics	38	3.9%	5	2.5%	1	3.1%	3	2.5%	0	1	2
Pathology (4)	76	7.8%	21	10.4%	4	12.5%	7	5.8%	1	2	4
Public Health Med (5)	32	3.3%	9	4.5%	-	-	4	3.3%	0	1	3
Radiology (6)	84	8.6%	11	5.5%	2	6.2%	7	5.8%	0	1	6
Surgery (7)	104	10.6%	27	13.4%	5	15.6%	18	15.0%	0	6	12
Dental Specialties (8)	28	2.9%	11	5.5%	4	12.5%	5	4.2%	0	2	3
<b>TOTALS</b>	<b>981</b>		<b>202</b>		<b>32</b>		<b>120</b>		<b>9</b>	<b>35</b>	<b>76</b>

## NOTES

(1) GENERAL MEDICINE &amp; 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, Paediatrics, Physiology, Rheumatology, Rehabilitation Medicine, Sports Medicine.

(2) MENTAL ILLNESS

- Child &amp; Adolescent Psychiatry, Forensic Psychiatry, Mental Handicap, Mental Illness, Psychiatry of Old Age, Psychotherapy.

(3) OBSTETRICS &amp; GYNAECOLOGY

- Obstetrics &amp; Gynaecology.

(4) PATHOLOGY

- Chemical Pathology, General Pathology, Haematology &amp; Blood Transfusion, Histology, Histopathology, Immuno-Pathology, Medical Microbiology, Neuropathology.

(5) PUBLIC HEALTH MEDICINE

- Occupational Medicine, Public Health Medicine.

(6) RADIOLOGY

- Radiology, Radiotherapy, Medical Oncology.

(7) SURGERY

- Cardiothoracic Surgery, General Surgery, Neurosurgery, Paediatric Surgery, Plastic Surgery, Urology.

(8) DENTAL SPECIALTIES

- Dental Anatomy, Dental Prosthetics, Oral Surgery, Paediatric &amp; Preventative Dentistry, Periodontics, Restorative Dentistry, Orthodontics.

**DISTINCTION AWARDS**

**ANALYSIS OF AWARDS BY GENDER AND AREA AT 01 APRIL 2001, (2001/2002 AWARDS ROUND)**

**TABLE 2**

**GENDER**

<b>FEMALE</b>					<b>MALE</b>				
	Self Nominations		Awards Granted		Self Nominations		Awards Granted		
	No.	%	No.	%	No.	%	No.	%	
<b>A+</b>	1	11.1	1	33.3	8	88.9	2	66.7	
<b>A</b>	1	3.1	0	0	31	96.9	9	100	
<b>B</b>	24	14.9	3	15	137	85.1	17	85	
<b>Total</b>	26	12.9	4	12.5	176	87.1	28	87.5	

NOTE A total of 202 self nominations were received and a total of 32 awards were granted.

**TABLE 3**

**AREA**

	<b>NORTHERN</b>	<b>SOUTHERN</b>	<b>EASTERN</b>	<b>WESTERN</b>
<b>NUMBER OF CONSULTANTS</b>	133	120	594	134
<b>%</b>	13.6%	12.2%	60.6%	13.7%

<b>NUMBER OF SELF NOMINATIONS</b>	18	14	143	27
<b>%</b>	8.9%	6.9%	70.8%	13.4%

<b>AWARDS GRANTED</b>	2	1	28	1
<b>%</b>	6.3%	3.1%	87.5%	3.1%

<b>NUMBER OF TOTAL AWARDS PER AREA</b>	7	7	94	12
<b>% OF TOTAL AWARDS</b>	5.8%	5.8%	78.3%	10.0%

## 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 2001-2002 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.

## A+ AWARD HOLDERS

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>DATE OF AWARD</b>
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
Hayes J R	General Medicine	Belfast City Hospital HSS Trust	01/10/2001
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
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

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>DATE OF AWARD</b>
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 W I	Anaesthetics	Ulster Community & Hospitals HSS Trust	01/08/2001
Connolly J D R	Anaesthetics	Green Park HSS Trust	01/11/2000
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
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
Keilty S R	Anaesthetics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1991
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
Lamki H	Obstetrics & Gynaecology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1991
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

## **A AWARD HOLDERS**

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>DATE OF AWARD</b>
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
Morris T C M	Pathology- Haematology	Belfast City Hospital HSS Trust	01/10/2000
Mulholland H C	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1999
Nelson J K	General Medicine	Ulster Community and Hospitals HSS Trust	01/08/1995
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
Wilson C	Cardiology	United Hospitals HSS Trust	01/10/1997
Wilson H K	Radiology	Ulster Community and Hospitals HSS Trust	09/06/2000

## **B AWARD HOLDERS**

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>DATE OF AWARD</b>
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 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
Brown S	Paediatric Surgery	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/2001
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
Campbell N P S	Cardiology	Royal Group of Hospitals and Dental Hospital HSS Trust	30/05/1998
Canavan D A	Infectious Diseases	Royal Group of Hospitals and Dental Hospital HSS Trust	01/04/1994
Carson D J	Paediatrics	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/1998
Cinnamond M J	ENT (Otolaryngology)	Belfast City Hospital HSS Trust	01/05/1996
Cooper S J	Psychiatry	Belfast City Hospital HSS Trust	02/10/1997
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
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

## **B AWARD HOLDERS**

<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>DATE OF AWARD</b>
Elborn J S	Medicine-Respiratory	Belfast City Hospital HSS Trust	11/03/2002
Elliott P	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
Fulton R A	Dermatology	Altnagelvin Hospitals HSS Trust	28/01/2001
Gamble J A S	Anaesthetics	Belfast City Hospital HSS Trust	01/04/1999
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
Kendrick R W	Oral Surgery	Ulster Community & Hospitals HSS Trust	01/04/2001
Laird J D	Radiology	Royal Group of Hospitals and Dental Hospital HSS Trust	30/09/1990
Loughran P G	Anaesthetics	Newry and Mourne HSS Trust	01/10/1998
MacMahon J	General Medicine	Belfast City Hospital HSS Trust	01/08/1999

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<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>DATE OF AWARD</b>
Maw R D	Genito-Urinary Medicine	Royal Group of Hospitals and Dental Hospital HSS Trust	01/08/2000
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
McConnell W W M	Public Health Medicine	Western Health and Social Services Board	02/04/1997
McFarland R J	General Medicine	Ulster Community and Hospitals HSS Trust	01/04/1998
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
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
Morrison C C M	Radiology	Altnagelvin Hospitals HSS Trust	01/05/1994
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
Nixon J R	Orthopaedic & Traumatic Surgery	Green Park HSS Trust	01/04/1998
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
Patterson D G	Psychiatry	North & West Belfast HSS Trust	01/12/2000
Pinto D J	General Surgery	Sperrin Lakeland HSS Trust	01/04/1992
Quinn R J M	Paediatrics	Altnagelvin Hospitals HSS Trust	01/10/1997

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<b>NAME</b>	<b>SPECIALTY</b>	<b>HPSS EMPLOYER</b>	<b>DATE OF AWARD</b>
Riddell J G	Clinical Pharmacology & Therapeutics	Belfast City Hospital HSS Trust	01/06/1995
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
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 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



**DISTINCTION AND MERITORIOUS SERVICE AWARDS COMMITTEE MEMBERSHIP AT  
MAY 2002**

**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                                  Consultant Anaesthetist and Medical Director 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, an Honorary Consultant Gastroenterologist and General Physician at Barts and The London NHS Trust and Homerton Hospital NHS Trust.

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

Professor Robert W Stout                      Director of Research and Development for the NI HPSS, Professor of Geriatric Medicine at Queen's University, and Consultant Physician at Belfast City Hospital.

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Belfast BT4 3SL

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