



SCOTTISH ADVISORY COMMITTEE ON DISTINCTION AWARDS

2014 Annual Report

Published January 2015

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Foreword

This is the sixteenth Annual Report of the Scottish Advisory Committee on Distinction Awards (SACDA). This report is freely available to consultants, NHS Boards, and all others who have an interest in the awards scheme.

The former Cabinet Secretary for Health and Wellbeing, Alex Neil, took the decision to continue to freeze the awards budget in 2014, meaning that no distinction awards were granted. The committee was required only to review existing awards in line with the normal five-yearly and supplementary review procedures.

Accordingly, there is no analysis of awards granted, or of the Scoring System used by SACDA in granting awards. Instead, the report includes a list of Distinction Award holders in Scotland as at 30 September 2014, together with supporting statistical analysis of the award holding and general consultant population.

All statistics in the report are based on consultant data extracted from the SWISS database, which is maintained by NHS Boards. SACDA is aware that much of this data is incorrect or incomplete, particularly the data in relation to ethnicity, contract type, retirees and honorary contract holders; this should be taken into account when viewing the tables. SACDA has continued to work with NHS Boards to improve the quality of the data.

Ken Thomson
Chair

Report on the 2014 Awards Round (1 October 2013 – 30 September 2014)

Introduction

The Scottish Advisory Committee on Distinction Awards (SACDA) was set up in November 1998 to replace the Scottish Sub-Committee of the Advisory Committee on Distinction Awards (ACDA).

SACDA, a non-departmental public body, acts on behalf of the Cabinet Secretary for Health and Wellbeing in deciding which medical and dental consultants in the NHS in Scotland should receive distinction awards for outstanding professional work. As per the foreword to the report, no new awards were granted in the 2014 awards round.

However, SACDA remained responsible for the operation of the distinction awards scheme in Scotland. The Advisory Committee on Clinical Excellence Awards (ACCEA) is responsible for its operation in England and Wales and, although the two committees are completely independent, close contact between the Chairs and Medical Directors of SACDA and ACCEA has been maintained. We attach weight to ensuring general consistency of approach.

Membership of SACDA during the year ended 30 September 2014

Mr Ken Thomson *Chair*

Professor Charles Swainson *Medical Director / Vice-Chair*

Dr Aileen Keel (Acting Chief Medical Officer) *ex-officio SGHSCD*

Mrs Sandra Douglas

Dr Frances Dow

Professor Brenda Gibson

Mr Paul Gray (Chief Executive NHS Scotland) *ex-officio SGHSCD*

Professor James McDonald

Professor Gordon McInnes

Professor Ken Paterson

Mrs Rhoda Walker

(Vacancies on committee: one medical and one NHS Employer member)

Details of SACDA committee members for the 2015 awards round are set out in Appendix I

Award holders

As at 30 September 2014 there were **359** holders of awards in Scotland, as set out below:

Award	Award Holders	% of all Consultants
A+	30	0.6
A	81	1.6
B	248	5.0
Total	359	7.2

A list of all award holders in Scotland as at 30 September 2014 is at Appendix A and related statistical analysis is set out in Appendices B to H.

2014 saw a steady number of retirements amongst consultants, both award holding and non-award holding in comparison with previous years.

Five-Yearly and Supplementary Reviews of Awards

During the 2014 awards round, 70 awards, two of which were supplementary reviews (48 B, 16 A, and 6 A+) were reviewed by SACDA. The Committee recommended continuation of 69 awards. After due consideration one 'B' award was withdrawn as the consultant was no longer satisfying the eligible criteria for an award.

Scoring System

SACDA again scored all of the five-yearly review and supplementary review paperwork using the standard scoring system and criteria for awards that would have been applied to new applicants. As with the assessment of applicants for new awards, the scoring results formed the basis for the committee's evaluation of award holders under review but the final decisions reflected SACDA's overall judgement and were not based purely on scores. The scoring results of the reviews demonstrated that the vast majority of award holders continued to perform at or above the level for which their awards were granted. Full details of the SACDA scoring system may be found on the SACDA website at: <http://www.sclea.scot.nhs.uk>

Equality and Diversity

SACDA remained committed to recognising issues of equality and diversity in its work.

Guide for 2015

The SACDA Online system was used again in the 2014 five-yearly review round for the submission of all documentation. At the time of writing, no new Guide to the Scheme has been published. Once the Scottish Government announces its intentions for the scheme in 2015, guidance on this, or on any new scheme that may be implemented in the future, will be published on the SACDA website.

Forward Planning

As advised in the 2012 report, an independent, UK-wide review of the Clinical Excellence and Distinction Awards schemes, was carried out by the Doctors' and Dentists' Review Body in 2011. The report was published on 17 December 2012 and the former Cabinet Secretary for Health and Wellbeing stated that consideration of the report's recommendations would be taken forward on a UK basis by the four Health Departments. SACDA supports the recommendations and is keen to see some progress in implementing the report in Scotland but understands that this will form part

of future discussions around consultant contracts which will form part of wider work on a whole-system approach to achieving a sustainable healthcare service for 2020 and beyond.

Mr Ken Thomson
Chair

Professor Charles Swainson
Medical Director

Distinction Award Holders in Scotland As at 30 September 2014

The nominal roll listing all consultants in NHS Scotland can be found on the SACDA website at <http://www.scclea.scot.nhs.uk>

Surname	Initials	Specialty	Employer	Award	Year
Abu Arafah	IAI	Paediatrics	NHS Forth Valley	B	08
Ahmed	S	Public Health Medicine	NHS National Services Scotland	B	08
Ahmed	SF	Paediatrics	NHS Greater Glasgow & Clyde	B	09
Aitman	T	General Medicine	NHS Lothian	B	10
Akyol	AM	General Surgery	NHS Lothian	B	05
Allan	PLP	Diagnostic Radiology	NHS Lothian	A+	06
Anderson	JH	General Surgery	NHS Greater Glasgow & Clyde	B	09
Anderson	RA	Obstetrics & Gynaecology	NHS Lothian	B	07
Andrews	PJD	Anaesthetics	NHS Lothian	A	09
Arends	M	Histopathology	NHS Lothian	B	08
Ayoub	A	Dentistry	NHS Greater Glasgow & Clyde	B	07
Bagg	J	Dentistry	NHS Greater Glasgow & Clyde	A	06
Bain	MRS	Public Health Medicine	NHS National Services Scotland	B	09
Baldacchino	AM	General Psychiatry	NHS Fife	B	09
Ball	GE	Dentistry	NHS Fife	B	09
Baxter	GM	Diagnostic Radiology	NHS Greater Glasgow & Clyde	B	05
Beattie	TJ	Paediatrics	NHS Greater Glasgow & Clyde	A	07
Belch	JJF	General Medicine	NHS Tayside	A+	08
Berg	GA	Cardiothoracic Surgery	National Waiting Times Centre	B	07
Bevan	JS	General Medicine	NHS Grampian	A	07
Bhattacharya	S	Obstetrics & Gynaecology	NHS Grampian	B	08
Bhattacharya	JJ	Diagnostic Radiology	NHS Greater Glasgow & Clyde	B	09
Bhopal	RS	Public Health Medicine	NHS Lothian	A	04
Bilsland	DJ	Dermatology	NHS Greater Glasgow & Clyde	B	09
Bingham	B	ENT Surgery	NHS Greater Glasgow & Clyde	B	10
Binning	AR	Anaesthetics	NHS Greater Glasgow & Clyde	B	09
Booth	MG	Anaesthetics	NHS Greater Glasgow & Clyde	B	07
Booth	P	Paediatrics	NHS Grampian	B	07
Brady	AJ	General Medicine	NHS Greater Glasgow & Clyde	B	09
Brenkel	IJ	Orthopaedic Surgery	NHS Fife	B	07
Breusch	SJ	Orthopaedic Surgery	NHS Lothian	B	10
Brewster	DH	Public Health Medicine	NHS National Services Scotland	B	08
Bridges	AB	General Medicine	NHS Forth Valley	B	06
Brittenden	J	General Surgery	NHS Grampian	B	09
Brodie	MJ	General Medicine	NHS Greater Glasgow & Clyde	A	02
Burden	AD	Dermatology	NHS Greater Glasgow & Clyde	B	08
Burns	HJG	Public Health Medicine	NHS Health Scotland	A+	06
Byrne	D	General Surgery	NHS Greater Glasgow & Clyde	B	10
Cachia	PG	Haematology	NHS NES	A	08
Cameron	AD	Obstetrics & Gynaecology	NHS Greater Glasgow & Clyde	A	08
Cameron	D	General Medicine	NHS Lothian	B	07
Campbell	H	Public Health Medicine	NHS Lothian	A	06
Cantwell	R	General Psychiatry	NHS Greater Glasgow & Clyde	B	08
Carachi	R	Paediatric Surgery	NHS Greater Glasgow & Clyde	A	04
Carey	FA	Histopathology	NHS Tayside	B	07
Carter	CR	General Surgery	NHS Greater Glasgow & Clyde	B	05
Carton	ATM	Oral & Maxillofacial Surgery	NHS Lanarkshire	B	09
Chambers	WA	Anaesthetics	NHS Grampian	A	01
Clarkson	JE	Dentistry	NHS Tayside/NES	B	09
Clift	BA	Orthopaedic Surgery	NHS Tayside	B	09
Coghill	D	Child & Adolescent Psychiatry	NHS Tayside	B	09
Coia	JE	Medical Microbiology & Virology	NHS Greater Glasgow & Clyde	B	08
Colledge	NR	Geriatric Medicine	NHS Lothian	B	06
Colvin	JR	Anaesthetics	NHS Tayside	B	08
Conn	IG	Urology	NHS Greater Glasgow & Clyde	A	10
Connacher	AA	General Medicine	NHS Tayside	B	08

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Connell	JMC	General Medicine	NHS Tayside	A+	05
Connelly	PJ	Old Age Psychiatry	NHS Tayside	A	06
Connolly	M	General Psychiatry	NHS Greater Glasgow & Clyde	B	09
Cook	AJC	General Psychiatry	NHS Lanarkshire	B	10
Cook	B	Anaesthetics	NHS Lothian	B	10
Cooper	S	Psychiatry of Learning Disability	NHS Greater Glasgow & Clyde	A	09
Coyle	EF	Public Health Medicine	NHS Fife	B	03
Critchley	HOD	Obstetrics & Gynaecology	NHS Lothian	A+	09
Crossman	D	General Medicine	NHS Fife	A	13
Crowther	JA	ENT Surgery	NHS Greater Glasgow & Clyde	B	06
Cruickshank	M	Obstetrics & Gynaecology	NHS Grampian	B	09
Culligan	DJ	Haematology	NHS Grampian	B	09
Daniel	M	Anaesthetics	NHS Greater Glasgow & Clyde	B	10
Davis	CF	Paediatric Surgery	NHS Greater Glasgow & Clyde	B	07
De Caestecker	LC	Public Health Medicine	NHS Greater Glasgow & Clyde	B	04
Dean	JCS	Clinical Genetics	NHS Grampian	B	06
Dempster	JH	ENT Surgery	NHS Ayrshire & Arran	B	09
Dennis	MS	General Medicine	NHS Lothian	A	07
Dhillon	BJ	Ophthalmology	NHS Lothian	B	05
Diament	RH	General Surgery	NHS Ayrshire & Arran	B	09
Dillon	JF	General Medicine	NHS Tayside	B	10
Dixon	JMJ	General Surgery	NHS Lothian	A	10
Dobson	HM	Diagnostic Radiology	NHS Greater Glasgow & Clyde	B	02
Docherty	JG	General Surgery	NHS Highland	B	10
Dominiczak	AF	General Medicine	NHS Greater Glasgow & Clyde	A+	07
Dominiczak	MH	Chemical Pathology	NHS Greater Glasgow & Clyde	B	00
Donnelly	PD	Public Health Medicine	NHS Fife	B	02
Dorward	AJ	General Medicine	NHS Greater Glasgow & Clyde	B	99
Dow	E	Chemical Pathology	NHS Tayside	B	06
Doyle	E	Anaesthetics	NHS Lothian	B	09
Dreyer	JS	General Surgery	NHS Dumfries & Galloway	B	10
Duncan	JL	General Surgery	NHS Highland	A	08
Dunlop	DJ	General Medicine	NHS Greater Glasgow & Clyde	B	07
Dunlop	MG	General Surgery	NHS Lothian	A+	10
Dunn	LT	Neurosurgery	NHS Greater Glasgow & Clyde	B	09
El-Omar	EM	General Medicine	NHS Grampian	B	09
El-Shafei	H	Cardiothoracic Surgery	NHS Grampian	B	09
Elder	AT	Geriatric Medicine	NHS Lothian	B	10
Eteiba	MHM	General Medicine	National Waiting Times Centre	B	08
Evans	AE	Histopathology	NHS Tayside	B	09
Evans	AJ	Diagnostic Radiology	NHS Tayside	B	05
Evans	TRJ	General Medicine	NHS Greater Glasgow & Clyde	B	08
Farquharson	DIM	Obstetrics & Gynaecology	NHS Lothian	A	08
Fearon	KCH	General Surgery	NHS Lothian	B	06
Felix	DH	Dentistry	NHS Greater Glasgow & Clyde/NES	A	09
Ferguson	J	Emergency Medicine	NHS Grampian	B	05
Findlay	IN	General Medicine	NHS Greater Glasgow & Clyde	A	06
Fisher	BM	General Medicine	NHS Greater Glasgow & Clyde	B	03
Fitzsimons	EJ	Haematology	NHS Greater Glasgow & Clyde	B	02
Flapan	AD	General Medicine	NHS Lothian	B	08
Fleck	BW	Ophthalmology	NHS Lothian	B	04
Fleming	S	Histopathology	NHS Tayside	A	09
Forsythe	JLR	General Surgery	NHS Lothian	A	05
Foulis	AK	Histopathology	NHS Greater Glasgow & Clyde	B	92
Fox	JG	General Medicine	NHS Greater Glasgow & Clyde	B	07
Fox	R	Communicable Diseases	NHS Greater Glasgow & Clyde	B	08
Fraser	AK	Public Health Medicine	NHS Health Scotland	B	06
Frenneaux	MP	General Medicine	NHS Grampian	A	10
Gallacher	SJ	General Medicine	NHS Greater Glasgow & Clyde	B	07
Galloway	DJ	General Surgery	NHS Greater Glasgow & Clyde	A	09
Garden	OJ	General Surgery	NHS Lothian	A+	04
Gibson	BES	Haematology	NHS Greater Glasgow & Clyde	A+	09
Gillespie	SJ	Medical Microbiology & Virology	NHS Fife	A	05

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Going	JJ	Histopathology	NHS Greater Glasgow & Clyde	B	01
Goldberg	DJ	Public Health Medicine	NHS National Services Scotland	A	05
Gould	IM	Medical Microbiology & Virology	NHS Grampian	A	04
Grant	R	Neurology	NHS Lothian	B	06
Gray	A	Emergency Medicine	NHS Lothian	B	08
Greaves	M	Haematology	NHS Grampian	A+	04
Grieve	JHK	Histopathology	NHS Grampian	B	07
Grosset	DG	Neurology	NHS Greater Glasgow & Clyde	B	05
Haddock	G	Paediatric Surgery	NHS Greater Glasgow & Clyde	B	06
Haites	NE	Clinical Genetics	NHS Grampian	A+	02
Hall	DJ	General Psychiatry	NHS Dumfries & Galloway	B	05
Hamilton	MPR	Obstetrics & Gynaecology	NHS Grampian	A	08
Hanlon	PW	Public Health Medicine	NHS Greater Glasgow & Clyde	A	03
Hannaford	PC	Public Health Medicine	NHS Grampian	B	06
Harley	KE	Dentistry	NHS Lothian	B	08
Harrison	DJ	Histopathology	NHS Fife	A+	09
Haslett	C	Respiratory Medicine	NHS Lothian	A+	01
Hay	AG	Forensic Psychiatry	NHS Highland	B	08
Hayes	PC	General Medicine	NHS Lothian	B	03
Hendry	AJ	Geriatric Medicine	NHS Lanarkshire	B	05
Herrington	CS	Histopathology	NHS Tayside	B	05
Herriot	R	Haematology	NHS Grampian	A	09
Heys	SD	General Surgery	NHS Grampian	A	08
Hislop	WS	Oral & Maxillofacial Surgery	NHS Ayrshire & Arran	B	05
Holyoake	TL	Haematology	NHS Greater Glasgow & Clyde	B	06
Hood	J	Medical Microbiology & Virology	NHS Greater Glasgow & Clyde	B	05
Horgan	PG	General Surgery	NHS Greater Glasgow & Clyde	B	07
Houston	J	Diagnostic Radiology	NHS Tayside	B	10
Hughes	RG	Obstetrics & Gynaecology	NHS Lothian	B	07
Hunter	JA	General Medicine	NHS Greater Glasgow & Clyde	B	09
Hunter	R	General Psychiatry	NHS Greater Glasgow & Clyde	B	02
Hussain	SSM	ENT Surgery	NHS Tayside	B	08
Hutchison	JD	Orthopaedic Surgery	NHS Grampian	A	02
Ibbotson	SH	Dermatology	NHS Tayside	B	10
Innes	JA	Respiratory Medicine	NHS Lothian	B	07
Iredale	J	General Medicine	NHS Lothian	A	08
Ironside	JW	Histopathology	NHS Lothian	A+	08
Jardine	AG	General Medicine	NHS Greater Glasgow & Clyde	B	06
Johnston	IG	Anaesthetics	NHS Highland	B	07
Johnston	PW	Histopathology	NHS Grampian	B	09
Jones	BL	Medical Microbiology & Virology	NHS Greater Glasgow & Clyde	B	09
Keating	JF	Orthopaedic Surgery	NHS Lothian	B	08
Keel	A	Haematology	NHS Lothian / SGHD	B	07
Kennedy	N	General Medicine	NHS Lanarkshire	B	09
Kennedy	PGE	Neurology	NHS Greater Glasgow & Clyde	A+	08
Ker	JS	General Practice	NHS Tayside	B	08
Kerr	KM	Histopathology	NHS Grampian	A	05
Kidd	BA	General Psychiatry	NHS Tayside	B	02
King	DJ	Haematology	NHS Grampian	A	08
King	PM	General Surgery	NHS Grampian	B	08
Kinsella	J	Anaesthetics	NHS Greater Glasgow & Clyde	A	08
Kirk	AJB	Cardiothoracic Surgery	National Waiting Times Centre	B	09
Kirkpatrick	M	Paediatrics	NHS Tayside	B	09
Knight	PV	Geriatric Medicine	NHS Greater Glasgow & Clyde	A	10
Knight	RSG	Neurology	NHS Lothian	B	04
Krukowski	ZH	General Surgery	NHS Grampian	A+	08
Kunkler	IH	Radiotherapy	NHS Lothian	A	09
Lang	C	General Medicine	NHS Tayside	B	07
Langhorne	P	Geriatric Medicine	NHS Greater Glasgow & Clyde	A	06
Large	DF	Orthopaedic Surgery	NHS Ayrshire & Arran	B	09
Lawrie	SM	General Psychiatry	NHS Lothian	B	08
Lean	MEJ	General Medicine	NHS Greater Glasgow & Clyde	B	02
Leen	CLS	Communicable Diseases	NHS Lothian	B	08

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Lees	KR	General Medicine	NHS Greater Glasgow & Clyde	A	05
Leese	GP	General Medicine	NHS Tayside	B	05
Leslie	PJA	General Medicine	NHS Borders	B	08
Leung	HHY	Urology	NHS Greater Glasgow & Clyde	B	09
Lipworth	BJ	General Medicine	NHS Tayside	A	08
Lumsden	MA	Obstetrics & Gynaecology	NHS Greater Glasgow & Clyde	A	07
MacArthur	KJD	Cardiothoracic Surgery	NHS Greater Glasgow & Clyde	A	09
MacDonald	TM	General Medicine	NHS Tayside	A+	09
MacDougall	RH	Radiotherapy	NHS Lothian	B	07
MacEwen	CJ	Ophthalmology	NHS Tayside/NES	A	09
MacFadyen	U	Paediatrics	NHS Forth Valley	A	01
MacFie	AG	Anaesthetics	National Waiting Times Centre	B	08
MacGilchrist	AJ	General Medicine	NHS Lothian	B	10
MacKay	TW	Respiratory Medicine	NHS Lothian	B	05
MacKenzie	K	ENT Surgery	NHS Greater Glasgow & Clyde	A	07
MacKenzie	SJ	Anaesthetics	NHS Lothian	B	06
MacNee	W	Respiratory Medicine	NHS Lothian	A+	07
MacPherson	LMD	Dentistry	NHS Greater Glasgow & Clyde	B	08
MacRury	SM	General Medicine	NHS Highland	B	06
MacTier	RA	General Medicine	NHS Greater Glasgow & Clyde	B	06
Madhok	R	General Medicine	NHS Greater Glasgow & Clyde	B	03
Mahmood	TA	Obstetrics & Gynaecology	NHS Fife	A	06
Mallon	EA	Histopathology	NHS Greater Glasgow & Clyde	B	06
Marshall	SE	Chemical Pathology	NHS Tayside	B	08
Mathers	AM	Obstetrics & Gynaecology	NHS Greater Glasgow & Clyde	A	08
Matthews	K	General Psychiatry	NHS Tayside	B	05
Maxwell	SRJ	General Medicine	NHS Lothian	B	08
McAlpine	CH	Geriatric Medicine	NHS Greater Glasgow & Clyde	B	08
McAlpine	LG	General Medicine	NHS Lanarkshire	B	04
McClinton	S	Urology	NHS Grampian	B	06
McCull	KEL	General Medicine	NHS Greater Glasgow & Clyde	A+	08
McGarry	GW	ENT Surgery	NHS Greater Glasgow & Clyde	A	10
McGrady	EM	Anaesthetics	NHS Greater Glasgow & Clyde	B	08
McGregor	JR	General Surgery	NHS Ayrshire & Arran	A	09
McHardy	KC	General Medicine	NHS Grampian	B	07
McInnes	IB	General Medicine	NHS Greater Glasgow & Clyde	A	09
McKay	CJ	General Surgery	NHS Greater Glasgow & Clyde	B	08
McKay	PJ	Haematology	NHS Greater Glasgow & Clyde	B	09
McKee	RF	General Surgery	NHS Greater Glasgow & Clyde	B	05
McKillop	G	Diagnostic Radiology	NHS Lothian	B	09
McKinlay	AWM	General Medicine	NHS Grampian	B	10
McKnight	JA	General Medicine	NHS Lothian	B	08
McLellan	AR	General Medicine	NHS Education for Scotland	A	09
McLintock	T	Anaesthetics	NHS Greater Glasgow & Clyde	B	10
McMurdo	MET	Geriatric Medicine	NHS Tayside	A	05
McMurray	JJV	General Medicine	NHS Greater Glasgow & Clyde	A+	10
McRitchie	HA	Diagnostic Radiology	NHS Borders	B	09
Meddings	RN	Urology	NHS Ayrshire & Arran	B	08
Mehta	A	Paediatrics	NHS Tayside	B	08
Mills	PR	General Medicine	NHS Greater Glasgow & Clyde	A	07
Milroy	R	Respiratory Medicine	NHS Greater Glasgow & Clyde	B	06
Mires	G	Obstetrics & Gynaecology	NHS Tayside	B	04
Molloy	RG	General Surgery	NHS Greater Glasgow & Clyde	B	08
Morris	AD	General Medicine	NHS Lothian	A	07
Morris	AJ	General Medicine	NHS Greater Glasgow & Clyde	B	08
Morrison	JM	General Practice	NHS Greater Glasgow & Clyde	B	07
Morrison	RA	Forensic Psychiatry	NHS Forth Valley	B	09
Morrison	WG	Emergency Medicine	NHS Tayside	A	08
Morton	CA	Dermatology	NHS Forth Valley	B	10
Morton	NS	Anaesthetics	NHS Greater Glasgow & Clyde	A+	10
Moss	JG	Diagnostic Radiology	NHS Greater Glasgow & Clyde	A	08
Mossey	PA	Dentistry	NHS Tayside	B	07
Mountain	RE	ENT Surgery	NHS Tayside	B	05

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Muir	KK	Neurology	NHS Greater Glasgow & Clyde	B	10
Mumford	CJ	Neurology	NHS Lothian	B	09
Murchison	JT	Diagnostic Radiology	NHS Lothian	B	08
Murray	AD	Diagnostic Radiology	NHS Grampian	B	07
Murray	GI	Histopathology	NHS Grampian	B	05
Murray	SA	General Practice	NHS Lothian	B	08
N'Dow	J	Urology	NHS Grampian	B	09
Nandwani	R	Genito Urinary Medicine	NHS Greater Glasgow & Clyde	B	05
Nathwani	D	Communicable Diseases	NHS Tayside	A	09
Needham	G	Diagnostic Radiology	NHS NES	B	04
Neilly	J	General Medicine	NHS Greater Glasgow & Clyde	B	09
Newby	DE	General Medicine	NHS Lothian	B	07
Nicolson	MC	General Medicine	NHS Grampian	B	05
Noble	DW	Anaesthetics	NHS Grampian	B	05
Norman	JE	Obstetrics & Gynaecology	NHS Lothian	B	04
O'Dwyer	PJ	General Surgery	NHS Greater Glasgow & Clyde	A	02
Ogden	GR	Dentistry	NHS Tayside	A	08
O'Hare	AE	Paediatrics	NHS Lothian	B	04
O'Kelly	TJ	General Surgery	NHS Grampian	B	05
Oldroyd	KG	General Medicine	National Waiting Times Centre	B	06
O'Regan	MB	Oral & Maxillofacial Surgery	NHS Fife	B	04
Ormerod	AD	Dermatology	NHS Grampian	B	03
Owen	P	Obstetrics & Gynaecology	NHS Greater Glasgow & Clyde	B	08
Owens	DGC	General Psychiatry	NHS Lothian	A	02
Pace	N	Anaesthetics	NHS Greater Glasgow & Clyde	B	06
Parkin	DE	Obstetrics & Gynaecology	NHS Grampian	A	03
Parks	RW	General Surgery	NHS Lothian	A	10
Paterson-Brown	S	General Surgery	NHS Lothian	A	09
Patey	RE	Anaesthetics	NHS Grampian	B	09
Paton	JY	Paediatrics	NHS Greater Glasgow & Clyde	A	08
Pearson	DWM	General Medicine	NHS Grampian	A	08
Pell	JP	Public Health Medicine	NHS Greater Glasgow & Clyde	A	10
Penman	ID	General Medicine	NHS Lothian	B	08
Petrie	J	General Medicine	NHS Greater Glasgow & Clyde	B	09
Porteous	MEM	Clinical Genetics	NHS Lothian	A	09
Pringle	SD	General Medicine	NHS Tayside	B	06
Ralston	SH	General Medicine	NHS Lothian	A+	09
Rankin	AC	General Medicine	NHS Greater Glasgow & Clyde	B	03
Ray	AK	Plastic Surgery	NHS Greater Glasgow & Clyde	B	03
Ray	DC	Anaesthetics	NHS Lothian	B	09
Rees	J	Dermatology	NHS Lothian	A	05
Reid	DM	General Medicine	NHS Grampian	A+	09
Reid	IC	General Psychiatry	NHS Grampian	B	08
Reid	W	Geriatric Medicine	NHS Education for Scotland	B	08
Reilly	DPT	General Medicine	NHS Greater Glasgow & Clyde	B	00
Ritchie	IK	Orthopaedic Surgery	NHS Forth Valley	B	05
Ritchie	LD	General Practice	NHS Grampian	A	07
Robertson	I	Diagnostic Radiology	NHS Greater Glasgow & Clyde	B	07
Roditi	GH	Diagnostic Radiology	NHS Greater Glasgow & Clyde	B	09
Rymaszewski	LA	Orthopaedic Surgery	NHS Greater Glasgow & Clyde	B	01
Salter	DM	Histopathology	NHS Lothian	B	09
Sandercock	PAG	Neurology	NHS Lothian	A+	09
Satsangi	J	General Medicine	NHS Lothian	B	06
Sattar	N	Chemical Pathology	NHS Greater Glasgow & Clyde	B	08
Savill	JS	General Medicine	NHS Lothian	A+	05
Scott	HRW	Respiratory Medicine	NHS Lanarkshire	B	08
Seaton	RA	Communicable Diseases	NHS Greater Glasgow & Clyde	B	09
Seckl	JR	General Medicine	NHS Lothian	A+	09
Serpell	MG	Anaesthetics	NHS Greater Glasgow & Clyde	B	04
Shearer	AC	Dentistry	NHS NES	B	09
Sheikh	A	General Practice	NHS Lothian	B	09
Shimi	SM	General Surgery	NHS Tayside	B	05
Siddiqui	NA	Obstetrics & Gynaecology	NHS Greater Glasgow & Clyde	B	06

Appendix A

Simmonds	PN	Medical Microbiology & Virology	NHS Lothian	B	08
Simpson	AHR	Orthopaedic Surgery	NHS Lothian	A	09
Singh	J	Ophthalmology	NHS Lothian	B	08
Small	M	General Medicine	NHS Greater Glasgow & Clyde	B	03
Smith	DM	General Surgery	NHS Tayside	B	08
Smith	ID	General Psychiatry	NHS Greater Glasgow & Clyde	B	03
St Clair	DM	General Psychiatry	NHS Grampian	B	08
Stark	CR	Public Health Medicine	NHS Highland	B	10
Starr	JM	Geriatric Medicine	NHS Lothian	B	06
Steele	RJC	General Surgery	NHS Tayside	A+	08
Stenson	BJ	Paediatrics	NHS Lothian	B	09
Stonebridge	PA	General Surgery	NHS Tayside	B	06
Stott	DJ	Geriatric Medicine	NHS Greater Glasgow & Clyde	B	07
Strachan	MWJ	General Medicine	NHS Lothian	B	10
Struthers	AD	General Medicine	NHS Tayside	A+	07
Sullivan	F	General Practice	NHS Tayside	B	07
Sunderland	GT	General Surgery	NHS Greater Glasgow & Clyde	B	05
Swan	IRC	ENT Surgery	NHS Greater Glasgow & Clyde	B	07
Taha	ASA	General Medicine	NHS Ayrshire & Arran	B	07
Tait	RC	Haematology	NHS Greater Glasgow & Clyde	B	06
Taylor	J	General Psychiatry	NHS Ayrshire & Arran	B	10
Taylor	J	Geriatric Medicine	NHS Greater Glasgow & Clyde	B	09
Thomas	AE	Haematology	NHS Lothian	A	08
Thomas	JSTJ	Histopathology	NHS Lothian	B	09
Thomson	LDG	Forensic Psychiatry	State Hospitals Board for Scotland	B	08
Turner	AN	General Medicine	NHS Lothian	B	08
Turner	ML	Blood Transfusion	NHS National Services Scotland	B	06
Uren	NG	General Medicine	NHS Lothian	B	09
Walker	ADW	Public Health Medicine	NHS Tayside	B	09
Walker	BR	General Medicine	NHS Lothian	A	10
Walker	WS	Cardiothoracic Surgery	NHS Lothian	B	08
Wallace	WHB	Paediatrics	NHS Lothian	A	08
Walls	AWG	Dentistry	NHS Lothian	A	11
Walsh	TS	Anaesthetics	NHS Lothian	B	07
Walters	MR	General Medicine	NHS Greater Glasgow & Clyde	B	09
Ward	HJT	Public Health Medicine	NHS National Services Scotland	B	09
Wardlaw	JM	Diagnostic Radiology	NHS Lothian	A	08
Watson	HG	Haematology	NHS Grampian	B	08
Watson	SB	Plastic Surgery	NHS Greater Glasgow & Clyde	B	09
Watt	GCM	General Practice	NHS Greater Glasgow & Clyde	A	07
Webb	DJ	General Medicine	NHS Lothian	A+	08
Webster	J	General Medicine	NHS Grampian	A+	10
Webster	NR	Anaesthetics	NHS Grampian	A	03
Weiler-Mithoff	EM	Plastic Surgery	NHS Greater Glasgow & Clyde	B	08
Welbury	RR	Dentistry	NHS Greater Glasgow & Clyde	A	06
Weller	DP	General Practice	NHS Lothian	B	07
White	PS	ENT Surgery	NHS Tayside	B	07
Wigmore	S	General Surgery	NHS Lothian	B	09
Williams	ARW	Histopathology	NHS Lothian	B	10
Williams	C	General Psychiatry	NHS Greater Glasgow & Clyde	B	06
Willison	HJ	Neurology	NHS Greater Glasgow & Clyde	A	08

**ANALYSIS BY AGE GROUP AND CATEGORY
OF CONSULTANTS WHO RETIRED**

Scotland – 2014 Awards Round

Age Group		Consultants Retiring		
		Distinction Award Holders	Without Awards	Total
Under 65	Number	38	304	342
	%	11.1	88.9	100
65 and over	Number	2	32	34
	%	5.9	94.1	100
Total	Number	40	336	376
	%	10.6	89.4	100

**ANALYSIS BY AGE GROUP
(All Consultants)**

Scotland as at 30 September 2014

Age Group	Award Holders				Non-Award Holders	All Consultants
	A+	A	B	Total		
Under 35					215	215
35-39					678	678
40-44			1	1	969	970
45-49		3	15	18	1049	1067
50-54		11	101	112	875	987
55-59	10	40	98	148	549	697
60-64	16	24	32	72	185	257
65 and over	4	3	1	8	113	121
Total	30	81	248	359	4633	4992

ANALYSIS BY NATURE OF CONTRACT

Scotland as at 30 September 2014

Nature of Contract	ALL CONSULTANTS			
	AWARD HOLDERS			Non-Award Holders
	A+	A	B	
Honorary	25	38	75	400
Permanent	5	43	173	4233
Total	30	81	248	4633

ANALYSIS BY NHS BOARD

Scotland as at 30 September 2014

NHS Board	Award Holders								Non-Award Holders		All Consultants
	A+		A		B		Total		No.	% Per Area	
	No.	% Per Area	No.	% Per Area	No.	% Per Area	No.	% Per Area	No.	% Per Area	
Ayrshire and Arran			1	0.4	7	2.6	8	2.9	265	97.1	273
Borders					2	3.8	2	3.8	50	96.2	52
Dumfries and Galloway					2	1.8	2	1.8	108	98.2	110
Fife	1	0.4	3	1.3	6	2.5	10	4.3	225	95.7	235
Forth Valley			1	0.5	5	2.5	6	3.1	190	96.9	196
Grampian	5	1	14	2.7	27	5.3	46	8.9	468	91.1	514
Greater Glasgow & Clyde	6	0.4	28	1.8	84	5.4	118	7.6	1429	92.4	1547
Highland			1	0.4	5	2.2	6	2.6	224	97.4	230
Lanarkshire					6	1.4	6	1.4	417	98.6	423
Lothian	12	1.6	20	2.6	56	7.4	88	11.7	667	88.3	755
National ⁽¹⁾	1	1	4	4.2	16	16.7	21	21.9	75	78.1	96
Orkney									9	100	9
Shetland									12	100	12
Tayside	5	0.9	9	1.7	32	6.1	46	8.7	482	91.3	528
Western Isles									12	100	12
Total	30	0.6	81	1.6	248	5.0	359	7.2	4633	92.8	4992

Note: (1) Includes consultants working in National Organisations; NHS National Services Scotland (operating name for the Common Services Agency), NHS Education for Scotland, Healthcare Improvement Scotland, NHS Health Scotland, the Scottish Ambulance Services, the State Hospitals Board for Scotland, the Mental Welfare Commission for Scotland, the National Waiting Times Centre and NHS 24.

ANALYSIS BY SPECIALTY

Scotland as at 30 September 2014

Specialty	Total No. of Consultants in Specialty	% of All Consultants	Award Holders								Non-Award Holders	
			A+		A		B		Total		No.	% of Specialty
			No.	% of Specialty	No.	% of Specialty	No.	% of Specialty	No.	% of Specialty		
Anaesthetics	681	13.6%	1	0.1%	4	0.6%	17	2.5%	22	3.2%	659	96.8%
Public Health Medicine	105	2.1%	1	1%	5	4.8%	11	10.5%	17	16.2%	88	83.8%
General Practice	18	0.4%			2	11.1%	6	33.3%	8	44.4%	10	55.6%
Occupational Medicine	17	0.3%									17	100%
Dentistry ⁽¹⁾	111	2.2%			5	4.5%	7	6.3%	12	10.8%	99	89.2%
Blood Transfusion	7	0.1%					1	14.3%	1	14.3%	6	85.7%
Chemical Pathology ⁽²⁾	80	1.6%					4	5%	4	5%	76	95%
Haematology	91	1.8%	2	2.2%	4	4.4%	7	7.7%	13	14.3%	78	85.7%
Clinical Genetics	20	0.4%	1	5%	1	5%	1	5%	3	15%	17	85%
Medical Microbiology & Virology	51	1.0%			2	3.9%	4	7.8%	6	11.8%	45	88.2%
Histopathology	89	1.8%	2	2.2%	2	2.2%	13	14.6%	17	19.1%	72	80.8%
Communicable Diseases	25	0.5%			1	4%	3	12%	4	16%	21	84%
Dermatology	73	1.5%			1	1.4%	5	6.8%	6	8.2%	67	91.8%
General Medicine ⁽³⁾	656	13.1%	13	2%	15	2.3%	49	7.4%	77	11.7%	579	88.3%
Geriatric Medicine	160	3.2%			3	1.9%	8	5%	11	6.9%	149	93.1%
Paediatrics ⁽⁴⁾	277	5.5%			4	1.4%	7	2.6%	11	4%	266	96%
Palliative Medicine	28	0.6%									28	100%
Neurology	69	1.4%	2	2.9%	1	1.4%	5	7.2%	8	11.5%	61	88.5%
Rehabilitation Medicine	25	0.5%									25	100%
Respiratory Medicine	96	1.9%	2	2.1%			4	4.2%	6	6.3%	90	93.7%
Genito Urinary Medicine	24	0.5%					1	4.2%	1	4.2%	23	95.8%
Obstetrics & Gynaecology	233	4.7%	1	0.4%	7	3%	8	3.4%	16	6.8%	217	93.2%
General Psychiatry	346	6.9%			1	0.3%	14	4%	15	4.3%	331	95.7%
Psychotherapy	14	0.3%									14	100%
Child & Adolescent Psychiatry	59	1.2%					1	1.7%	1	1.7%	58	98.3%
Forensic Psychiatry	47	0.9%					3	6.4%	3	6.4%	44	93.6%
Psychiatry of Learning Disability	56	1.1%			1	1.8%			1	1.8%	55	98.2%

Appendix F

SPECIALTY	Total No. of Consultants in Specialty	% of All Consultants	Award Holders								Non-Award Holders	
			A+		A		B		Total		No.	% of Specialty
			No.	% of Specialty	No.	% of Specialty	No.	% of Specialty	No.	% of Specialty		
Old Age Psychiatry	53	1.1%			1	1.9%			1	1.9%	52	98.1%
Diagnostic Radiology ⁽⁵⁾	310	6.2%	1	0.3%	2	0.6%	12	3.9%	15	4.8%	295	95.2%
Radiotherapy (Clinical Oncology)	88	1.8%			1	1.1%	1	1.1%	2	2.2%	86	97.7%
Emergency Medicine ⁽⁶⁾	182	3.6%			1	0.5%	2	1.1%	3	1.6%	179	98.4%
ENT Surgery (Otolaryngology)	78	1.6%			2	2.6%	7	8.9%	9	11.5%	69	88.5%
General Surgery	270	5.4%	4	1.5%	9	3.3%	19	7%	32	11.8%	238	88.2%
Neurosurgery	31	0.6%					1	3.2%	1	3.2%	30	96.8%
Ophthalmology	120	2.4%			1	0.8%	3	2.5%	4	3.3%	116	96.7%
Oral & Maxillofacial Surgery	16	0.3%					3	18.7%	3	18.7%	13	81.3%
Trauma & Orthopaedic Surgery	212	4.2%			2	0.9%	7	3.3%	9	4.2%	203	95.8%
Plastic Surgery	45	0.9%					3	6.7%	3	6.7%	42	93.3%
Paediatric Surgery	26	0.5%			1	3.8%	2	7.7%	3	11.5%	23	88.5%
Cardiothoracic Surgery	35	0.7%			1	2.8%	5	14.3%	6	17.1%	29	82.9%
Urology	68	1.4%			1	1.5%	4	5.9%	5	7.4%	63	92.6%
Total of all consultants	4992	100%	30	0.6%	81	1.6%	248	5%	359	7.2%	4633	92.8%

NOTES:

(1) Includes: oral medicine, orthodontics, paediatric dentistry, restorative dentistry, community dentistry, oral pathology, dental public health, dental and maxillofacial radiology, surgical dentistry and oral surgery

(2) Includes: immunology

(3) Includes: cardiology, clinical pharmacology and therapeutics, endocrinology and diabetes, gastroenterology, general (acute) medicine, homeopathy, medical oncology, rheumatology, audiological medicine, medical ophthalmology, clinical neurophysiology and renal medicine

(4) Includes: paediatric cardiology

(5) Includes: clinical radiology and nuclear medicine

(6) Includes: intensive care

**ANALYSIS BY GENDER
(Of All Current Award Holders)**

Scotland as at 30 September 2014

	Male		Female		All	
	No.	%	No.	%	No.	%
All Consultants	3189	63.9	1803	36.1	4992	100
	% of Award Level ⁽¹⁾		% of Award Level ⁽¹⁾		% of Awards ⁽²⁾	
A+	25	83.3	5	16.7	30	8.4
A	72	88.9	9	11.1	81	22.6
B	210	84.7	38	15.3	248	69
Total Awards	307	85.5	52	14.5	359	100

NOTES:

(1) % refers to awards within specific award level

(2) % refers to all awards

ANALYSIS BY ETHNIC ORIGIN

Scotland as at 30 September 2014

Ethnic Group	Award Holders			Non-Award Holders	All Consultants
	A+	A	B		
White – Other British	22	10	28	737	797
White – Irish	1		4	94	99
White – Scottish	7	24	50	1348	1429
White – Other		9	17	285	311
African				29	29
Mixed or Multiple Ethnic Group			1	37	38
Asian - Bangladeshi				4	4
Asian - Chinese			2	46	48
Asian – Indian		1	5	285	291
Asian – Other			1	28	29
Asian – Pakistani		1	2	51	54
Caribbean or Black - Black				3	3
Caribbean or Black - Caribbean				3	3
Caribbean or Black - Other				1	1
Other Ethnic Group - Arab				3	3
Other Ethnic Group - Other			6	61	67
Declined		3	28	818	849
Unknown		33	104	800	937
Totals	30	81	248	4633	4992

MEMBERSHIP OF SACDA FOR THE 2015 AWARDS ROUND

Chair

Mr Ken Thomson (to serve a second term until 29 February 2016) worked for 32 years in NHS management, latterly as Chief Executive of Yorkhill NHS Trust. Since taking early retirement he worked for five years as Project Director of An Lòchran - a Gaelic language cultural promotion organisation in Glasgow. In addition he is a lay member of Employment Tribunals (Scotland) and the Investigating Committee of the General Pharmaceutical Council, and of the Conduct Sub-Committee of the Scottish Social Services Council. Mr Thomson formerly held a non-executive member position with the National Waiting Times Centre Board, between August 2003 and July 2009. He has also been conductor of the prestigious Gaelic choir - The Glasgow Gaelic Musical Association - and is a prolific arranger of songs for Gaelic choirs, having published a book of twenty of his arrangements.

Medical Director and Vice-Chair

Professor Charles Swainson (to serve a second term until 31 October 2015) was Medical Director at NHS Lothian from 1996 - 2010. After training in the UK and Sydney in Renal Medicine, he went to Christchurch, New Zealand as a Senior Lecturer in 1981. He returned to a consultant post in Edinburgh in 1986. He has served on the Council of the Royal College of Physicians of Edinburgh, was a founder member of the Cochrane Renal Collaboration, and founder member and deputy chairman of the Scottish Association of Medical Directors. He is Treasurer of the Royal College of Physicians of Edinburgh.

Committee Members

Mrs Sandra Douglas (to serve a third term until 28 February 2016) began her career as a civil servant in the Department of Social Security, after travelling with her family settled in Hereford and worked for almost 20 years as a probation officer and finally as a senior probation officer. During this period she was involved in Public Protection work and latterly chaired Multi-Agency Public Protection Panels (MAPPPs). Since retiring from the National Probation Service she has moved back to Scotland and since October 2010 has been an "Appropriate Adult" for the Tayside Appropriate Adult Team. She holds a BA(Hons) in Applied Social Sciences, Diploma in Social Work and a Certificate of Qualification in Social Work.

Dr Frances Dow CBE (to serve until 28 February 2017) is a former Vice Principal of the University of Edinburgh. She has held a number of appointments in the public and voluntary sectors, mainly in healthcare and education. She was a lay member on the Council for Healthcare Regulatory Excellence (now the Professional Standards Authority) from 2003 to 2008 and has chaired two Scottish Government Health Directorates steering groups: on the Regulation of Healthcare Support Workers (2005-2009) and on Professionalism with particular reference to the Nursing and Allied Health Profession (2010-2012). From 2007 to 2011 she chaired the Marshall Aid Commemoration Commission.

Professor Brenda Gibson (to serve until 28 February 2017) became an A+ award holder in 2009. She is a Paediatric Haematologist with an interest in stem cell transplantation and is based at the Royal Hospital for Sick Children, Glasgow, Scotland. She is currently the National Clinical Director for the Managed Service Network for Children & Young People with Cancer (MSN CYPC). She is past President of the British Society for Haematology and was the Chair of the Childhood Leukaemia Working Party from 2002 - 2014. She has extensive knowledge of clinical trials and has been a Chief Investigator on a number of national paediatric leukaemia trials. She is an active member of a number of international groups including EBMT Paediatric Diseases Working Party, I-BFM AML Steering Committee and EMA Paediatric Committee on Medicines for Children.

Professor James McDonald (to serve a third term until 28 February 2016) became an A+ award holder in 2006. He served the British Dental Association as Chairman of Scottish Council, as Chair of the Scottish Committee for Hospital Dental Services, and as Chair of the Scottish Development Committee. From 2001 - 2005 he was Dean of the Dental Faculty of the Royal College of Surgeons of Edinburgh, where he was awarded the FRCS (Hon) in recognition of his contributions to intercollegiate cooperation. At present he is Editor of Orthodontic Update, Associate Editor of The Surgeon, and referees for five peer review journals. He remains committed to promoting postgraduate education in orthodontics.

Professor Gordon McInnes (to serve a second term until 31 December 2015) became an A award holder in 2007. He is a retired physician previously based at the Western Infirmary, Glasgow and Professor Emeritus in Clinical Pharmacology at the University of Glasgow. He is past president of the British Hypertension Society and the Scottish Society of Physicians, past Chair of the Committee of Heads and Professors of Clinical Pharmacology at the British Pharmacological Society and past member of the Specialist Advisory Committee in Clinical Pharmacology and Therapeutics and the Council of the Royal College of Physicians and Surgeons of Glasgow.

Professor Ken Paterson (to serve a third term until 28 February 2016) became an A+ award holder in 2010. He was a consultant physician with interest in diabetes mellitus at Glasgow Royal Infirmary from 1986 – 2011. Since 2011 he has continued to work in general medicine, acute medicine and diabetes in NHS Scotland, currently with NHS Greater Glasgow and Clyde. He became Chair of the New Drugs Committee of the Scottish Medicines Consortium (SMC) in 2004 and was the Chair of SMC from 2008-2011. He was Clinical Director of Medicine for North-East Glasgow (Glasgow Royal Infirmary and Stobhill Hospital) from 2006 - 2008.

Mrs Rhoda Walker (to serve a second term until 31 January 2016) is currently undertaking a secondment to the role of Clinical Programme Lead in NHS Orkney, leading on the clinical requirements for the planned new Hospital and Healthcare Facility build, having started her career in the NHS in 1982. Her previous experience includes a variety of senior manager roles within NHS Orkney including Hospital Manager and Director of AHP, Nursing & Midwifery.

Medical member vacancy

NHS Employer vacancy

Ex-officio Members

Dr Aileen Keel Acting Chief Medical Officer for Scotland

Mr Paul Gray Director General for Health and Social Care and Chief Executive of the NHS in Scotland