



SCOTTISH ADVISORY COMMITTEE ON DISTINCTION AWARDS

2019 Annual Report

Published March 2020

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Foreword

This is the twenty first 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.

Since 2010, in accordance with Scottish Public Sector Pay Policy, the allocation of new Distinction Awards has been frozen meaning that no new 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 2019, 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 fed from data from NHS Boards. Some of this data may be incorrect particularly in relation to contract type and honorary contract holders. SACDA is aware that this data is not robust, due to difficulties in data collection and 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.

Report on the 2019 Awards Round (1 October 2018 – 30 September 2019)

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 Sport in deciding which medical and dental consultants in the NHS in Scotland should receive distinction awards for outstanding professional work. As stated in the foreword to the report, no new awards were granted in the 2019 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. Although the two committees are completely independent, close contact is maintained, particularly in relation to transfers between schemes.

The Scottish Government successfully went through a legal process to have SACDA removed from the remit of the Commissioner for Ethical Standards in Public Life. The SSI came into force on 25 October 2018. This has enabled the recruitment and retention procedures for SACDA membership to be streamlined to ensure adequate membership of the Committee.

Membership of SACDA during the year ended 30 September 2019

Mr Ken Thomson *Chair*

Dr Mike Winter, *Medical Director*

Professor Philip Cachia

Dr Catherine Calderwood (Chief Medical Officer) *ex-officio SGHSCD*

Professor Alan Cameron

Dr Frances Dow

Professor Brenda Gibson

Professor Gordon McInnes

Ms Gillian Mawdsley

Dr Bill Reid

Mr Malcolm Wright (Chief Executive NHS Scotland) *ex-officio SGHSCD*

Details of SACDA committee members for the 2020 awards round are set out in Appendix I.

Award holders

As at 30 September 2019 there were **209** holders of awards in Scotland, which is 3.6% of the total number of consultants (5808) in Scotland, as set out below:

Award	Award Holders	% of all Consultants
A+	12	0.2
A	39	0.7
B	158	2.7
Total	209	3.6

A list of all award holders in Scotland as at 30 September 2019 is at Appendix A and related statistical analysis is set out in Appendices B to I.

2019 again saw a steady number of retirements amongst consultants, both award holding and non-award holding.

Five-Yearly and Supplementary Reviews of Awards

During the 2019 awards round, 39 awards (30 B, 7 A, and 2 A+) were reviewed by SACDA. The Committee approved 37 of the awards and recommended withdrawal of 2 awards. In accordance with the guidelines, the holders and their employers were invited to submit further information in support of their application. One award holder chose to do so and the award was continued. The other did not and the award was therefore withdrawn.

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 when compared with when the award was granted or when last reviewed demonstrated that the vast majority of award holders continued to perform at or above the level for which their awards were granted. A few scores had fallen slightly but still merited continuation. Full details of the SACDA scoring system may be found on the SACDA website at:

<http://www.scclea.scot.nhs.uk>

<http://www.shsc.scot/media/22378/2013-02-sacda-scoring-guidelines.pdf>

Equality and Diversity

An analysis of Awards by age (Appendix C), Gender (Appendix G) and Ethnic Origin (Appendix H) has been made. However, it should be noted that as the

Awards are closed, inequalities cannot be addressed and can only be analysed retrospectively with regard to the diversity of Awards Holders as at 2011. In addition, it should be noted that 79 (38%) Award holders did not declare ethnicity.

Guide for 2020

The SACDA Online system was used again in the 2019 five-yearly review round for the submission of all documentation. At the time of writing, no new Guide to the Scheme has been published but the Committee are currently reviewing the guidelines with a view to updating these.

APPENDIX A

Distinction Award Holders in Scotland As at 30 September 2019

Name	Initials	Speciality	Employing Authority	Award Level	Date Of Award
Abu-Arafeh	IA	Paediatrics	NHS Forth Valley	B	2008
Aitman	T	General Medicine	NHS Lothian	B	2010
Anderson	J	General Surgery	NHS Greater Glasgow and Clyde	B	2009
Arends	M	General Medicine	NHS Lothian	B	2008
Ayoub	A	Dentistry	NHS Greater Glasgow and Clyde	B	2007
Bagg	J	Dentistry	NHS Greater Glasgow and Clyde	A	2006
Bain	M	Public Health Medicine	NHS National Services Scotland	B	2009
Baldacchino	A	General Psychiatry	NHS Fife	B	2009
Baxter	G	Diagnostic Radiology	NHS Greater Glasgow and Clyde	B	2005
Belch	J	General Medicine	NHS Tayside	A+	2008
Binning	A	Anaesthetics	NHS Greater Glasgow and Clyde	B	2009
Booth	M	Anaesthetics	NHS Greater Glasgow and Clyde	B	2007
Brady	A	General Medicine	NHS Greater Glasgow and Clyde	B	2009
Breusch	S	Orthopaedic Surgery	NHS Lothian	B	2010
Bridges	A	General Medicine	NHS Forth Valley	B	2006
Brittenden	J	General Surgery	NHS Greater Glasgow and Clyde	B	2009
Burns	H	Public Health Medicine	NHS Health Scotland	A+	2006
Byrne	D	General Surgery	NHS Greater Glasgow and Clyde	B	2010
Cameron	D	General Medicine	NHS Lothian	B	2008
Campbell	H	General Medicine	NHS Lothian	A	2006
Cantwell	R	General Psychiatry	NHS Greater Glasgow and Clyde	B	2008
Carey	F	Histopathology	NHS Tayside	B	2007
Carter	C	General Surgery	NHS Greater Glasgow and Clyde	B	2005
Cassels-Brown	A	Ophthalmology	NHS Highland	B	2017
Clarkson	J	Dentistry	NHS Tayside	B	2009
Cleland	J	Paediatrics	Cardiology	A	
Cliff	B	Orthopaedic Surgery	NHS Tayside	B	2009
Cook	B	Anaesthetics	NHS Lothian	B	2010
Cook	A	General Psychiatry	NHS Lanarkshire	B	2010
Cooper	S	Psychiatry of Learning Disability	NHS Greater Glasgow and Clyde	A	2009
Critchley	H	Obstetrics and Gynaecology	NHS Lothian	A+	2009
Crossman	D	General Medicine	NHS Fife	A	2013
Cruickshank	M	Obstetrics and Gynaecology	NHS Grampian	B	2009
Culligan	D	Haematology	NHS Grampian	B	2009
Daniel	M	Anaesthetics	NHS Greater Glasgow and Clyde	B	2010
Davis	C	Paediatric Surgery	NHS Greater Glasgow and Clyde	B	2007
De Caestecker	L	Public Health Medicine	NHS Greater Glasgow and Clyde	B	2004
Dean	J	Clinical Genetics	NHS Grampian	B	2006
Dennis	M	General Medicine	NHS Lothian	A	2007

Name	Initials	Speciality	Employing Authority	Award Level	Date Of Award
Dhillon	B	Ophthalmology	NHS Lothian	B	2005
Dillon	J	General Medicine	NHS Tayside	B	2010
Docherty	J	General Medicine	NHS Highland	B	2010
Dockrell	D	Infectious Diseases	NHS Lothian	B	2015
Dominiczak	A	General Medicine	NHS Greater Glasgow and Clyde	A+	2007
Dow	E	Chemical Pathology	NHS Tayside	B	2006
Doyle	E	Anaesthetics	NHS Lothian	B	2009
Dreyer	J	General Surgery	NHS Dumfries and Galloway	B	2010
Dunlop	M	General Medicine	NHS Lothian	A+	2010
Dunlop	D	General Medicine	NHS Greater Glasgow and Clyde	B	2007
El-Shafei	H	Cardiothoracic Surgery	NHS Grampian	B	2009
Estcourt	C	Genito Urinary Medicine	NHS Greater Glasgow and Clyde	B	2016
Eteiba	H	General Medicine	National Waiting Times Centre	B	2008
Evans	A	Histopathology	NHS Tayside	B	2009
Evans	T	General Medicine	NHS Greater Glasgow and Clyde	B	2008
Evans	AJ	Diagnostic Radiology	NHS Tayside	B	2005
Fearon	K	General Medicine	NHS Lothian	B	2006
Felix	D	Dentistry	NES	A	2009
Ferguson	J	Emergency Medicine	NHS Grampian	B	2005
Fitzsimons	E	Haematology	NHS Greater Glasgow and Clyde	B	2002
Flapan	A	General Medicine	NHS Lothian	B	2008
Fox	R	Communicable Diseases	NHS Greater Glasgow and Clyde	B	2008
Fox	J	General Medicine	NHS Greater Glasgow and Clyde	B	2007
Fraser	A	Public Health Medicine	NHS Health Scotland	B	2006
Gallacher	S	General Medicine	NHS Greater Glasgow and Clyde	B	2007
Gibson	B	Haematology	NHS Greater Glasgow and Clyde	A+	2009
Gillespie	S	Histopathology	NHS Fife	A	2005
Going	J	Histopathology	NHS Greater Glasgow and Clyde	B	2001
Goldberg	D	Public Health Medicine	NHS National Services Scotland	A	2005
Grant	R	Neurology	NHS Lothian	B	2006
Gray	A	Emergency Medicine	NHS Lothian	B	2008
Grosset	D	Neurology	NHS Greater Glasgow and Clyde	B	2005
Haddock	G	Paediatric Surgery	NHS Greater Glasgow and Clyde	B	2006
Hannaford	P	General Medicine	NHS Grampian	B	2006
Harrison	D	Chemical Pathology	NHS Lothian	A+	2009
Hayes	P	Acute Internal Medicine	NHS Lothian	B	2003
Hendry	A	Geriatric Medicine	NHS Lanarkshire	B	2005
Herriot	R	Haematology	NHS Grampian	A	2009
Hislop	W	Oral and Maxillofacial Surgery	NHS Ayrshire and Arran	B	2005
Horgan	P	General Surgery	NHS Greater Glasgow and Clyde	B	2007
Houston	J	Diagnostic Radiology	NHS Tayside	B	2010
Ibbotson	S	Dermatology	NHS Tayside	B	2010
Jardine	A	General Medicine	NHS Greater Glasgow and Clyde	B	2006
Johnston	P	Histopathology	NHS Grampian	B	2009
Jones	B	Medical Microbiology & Virology	NHS Greater Glasgow and Clyde	B	2009

Name	Initials	Speciality	Employing Authority	Award Level	Date Of Award
Keating	J	Orthopaedic Surgery	NHS Lothian	B	2008
Keel	A	Haematology	NHS Lothian	B	2007
Kennedy	N	General Medicine	NHS Lanarkshire	B	2009
Kerr	K	Histopathology	NHS Grampian	A	2005
Kinsella	J	Anaesthetics	NHS Greater Glasgow and Clyde	A	2008
Kirk	A	Cardiothoracic Surgery	National Waiting Times Centre	B	2009
Lang	C	General Medicine	NHS Tayside	B	2007
Langhorne	P	Geriatric Medicine	NHS Greater Glasgow and Clyde	A	2006
Lawrie	S	General Psychiatry	NHS Lothian	B	2008
Lean	M	General Medicine	NHS Greater Glasgow and Clyde	B	2002
Lees	K	General Medicine	NHS Greater Glasgow and Clyde	A	2005
Leese	G	General Medicine	NHS Tayside	B	2005
Leung	H	Urology	NHS Greater Glasgow and Clyde	B	2009
Lipworth	B	General Medicine	NHS Tayside	A	2008
		Obstetrics	and		
Lumsden	M	Gynaecology	NHS Greater Glasgow and Clyde	A	2007
Macdonald	T	General Medicine	NHS Tayside	A+	2009
Macfie	A	Anaesthetics	National Waiting Times Centre	B	2008
Mackay	T	Respiratory Medicine	NHS Lothian	B	2005
Mackinlay	GA	Paediatric Surgery	NHS Lothian	B	2004
Macpherson	L	Dentistry	NHS Greater Glasgow and Clyde	B	2008
Macrury	S	General Medicine	NHS Highland	B	2006
Madhok	R	General Medicine	NHS Greater Glasgow and Clyde	B	2003
Mallon	E	Histopathology	NHS Greater Glasgow and Clyde	B	2006
		Obstetrics	and		
Mathers	A	Gynaecology	NHS Greater Glasgow and Clyde	A	2008
Matthews	K	General Psychiatry	NHS Tayside	B	2005
Maxwell	S	General Medicine	NHS Lothian	B	2008
Mcalpine	L	General Medicine	NHS Lanarkshire	B	2004
Mcalpine	C	Geriatric Medicine	NHS Greater Glasgow and Clyde	B	2008
Mcgarry	GW	ENT Surgery	NHS Greater Glasgow and Clyde	A	2010
Mcgrady	E	Anaesthetics	NHS Greater Glasgow and Clyde	B	2008
Mcgregor	J	General Surgery	NHS Ayrshire and Arran	A	2009
Mcinnis	I	General Medicine	NHS Greater Glasgow and Clyde	A	2009
Mckay	P	Haematology	NHS Greater Glasgow and Clyde	B	2009
Mckay	C	General Surgery	NHS Greater Glasgow and Clyde	B	2008
Mckillop	G	Diagnostic Radiology	NHS Lothian	B	2009
Mckinlay	A	General Medicine	NHS Grampian	B	2010
Mcknight	J	General Medicine	NHS Lothian	B	2008
Mclellan	A	General Medicine	NES	A	2009
Mcmurray	J	General Medicine	NHS Greater Glasgow and Clyde	A+	2010
Meddings	R	Urology	NHS Ayrshire & Arran	B	2009
Molloy	R	General Surgery	NHS Greater Glasgow and Clyde	B	2008
Morris	A	General Medicine	NHS Lothian	A	2007
Morris	A	General Medicine	NHS Greater Glasgow and Clyde	B	2008
Morrison	J	General Practice	NHS Greater Glasgow and Clyde	B	2007
Morton	C	Dermatology	NHS Forth Valley	B	2010

Name	Initials	Speciality	Employing Authority	Award Level	Date Of Award
Mossey	P	Dentistry	NHS Tayside	B	2007
Mountain	R	ENT Surgery	NHS Tayside	B	2005
Muir	K	Neurology	NHS Greater Glasgow and Clyde	B	2010
Mumford	C	Neurology	NHS Lothian	B	2009
Murchison	J	Diagnostic Radiology	NHS Lothian	B	2008
Murray	GI	Histopathology	NHS Grampian	B	2005
Murray	A	Diagnostic Radiology	NHS Grampian	B	2007
Nandwani	R	Genito-Urinary Medicine	NHS Greater Glasgow and Clyde	B	2005
Nathwani	D	Communicable Diseases	NHS Tayside	A	2009
N'Dow	J	Urology	NHS Grampian	B	2009
Newby	D	General Medicine	NHS Lothian	B	2007
Norman	J	Obstetrics and Gynaecology	NHS Lothian	B	2004
Ogden	G	Oral and Maxillofacial Surgery	NHS Tayside	A	2008
O'Kelly	T	General Surgery	NHS Grampian	B	2005
Oldroyd	K	General Medicine	National Waiting Times Centre	B	2006
Owen	P	Obstetrics and Gynaecology	NHS Greater Glasgow and Clyde	B	2008
Owens	D	General Psychiatry	NHS Lothian	A	2002
Pace	N	Anaesthetics	NHS Greater Glasgow and Clyde	B	2006
Parks	R	General Surgery	NHS Lothian	A	2010
Patey	R	Anaesthetics	NHS Grampian	B	2009
Paton	J	Paediatrics	NHS Greater Glasgow and Clyde	A	2008
Pell	J	Public Health Medicine	NHS Greater Glasgow and Clyde	A	2010
Penman	I	General Surgery	NHS Lothian	B	2008
Petrie	J	General Medicine	NHS Greater Glasgow and Clyde	B	2009
Porteous	M	Clinical Genetics	NHS Lothian	A	2009
Ralston	S	General Medicine	NHS Lothian	A+	2009
Ray	D	Anaesthetics	NHS Lothian	B	2009
Rees	J	Dermatology	NHS Lothian	A	2005
Ritchie	L	Public Health Medicine	NHS Grampian	A	2007
Robertson	I	Diagnostic Radiology	NHS Greater Glasgow and Clyde	B	2007
Roditi	G	Diagnostic Radiology	NHS Greater Glasgow and Clyde	B	2009
Salter	D	Clinical Genetics	NHS Lothian	B	2009
Sattar	N	Chemical Pathology	NHS Greater Glasgow and Clyde	B	2008
Seaton	R	Communicable Diseases	NHS Greater Glasgow and Clyde	B	2009
Seckl	J	General Medicine	NHS Lothian	A+	2009
Serpell	M	Anaesthetics	NHS Greater Glasgow and Clyde	B	2004
Sheikh	A		NHS Lothian	B	2009
Shimi	S	General Surgery	NHS Tayside	B	2005
Siddiqui	N	Obstetrics and Gynaecology	NHS Greater Glasgow and Clyde	B	2006
Simpson	A	Orthopaedic Surgery	NHS Lothian	A	2009
Singh	J	Ophthalmology	NHS Lothian	B	2008
Small	M	Endocrinology & Diabetes	NHS Greater Glasgow and Clyde	B	2003
Smith	I	General Psychiatry	NHS Greater Glasgow and Clyde	B	2003
Smith	D	General Surgery	NHS Tayside	B	2008

Name	Initials	Speciality	Employing Authority	Award Level	Date Of Award
Stark	C	Public Health Medicine	NHS Highland	B	2010
Stenson	B	Paediatrics	NHS Lothian	B	2009
Stonebridge	P	General Surgery	NHS Tayside	B	2006
Stott	D	Geriatric Medicine	NHS Greater Glasgow and Clyde	B	2007
Strachan	M		NHS Lothian	B	2010
Sullivan	F	General Practice	NHS Fife	B	2007
Taha	A	General Medicine	NHS Ayrshire and Arran	B	2007
Tait	R	Haematology	NHS Greater Glasgow and Clyde	B	2006
Taylor	J	Geriatric Medicine	NHS Greater Glasgow and Clyde	B	2009
Thomson	L	Forensic Psychiatry	State Hospital	B	2008
Turner	ML	Blood Transfusion	NHS National Services Scotland	B	2006
Turner	AN	General Medicine	NHS Lothian	B	2008
Uren	N	General Medicine	NHS Lothian	B	2009
Waldeman	A	Clinical Radiology	NHS Lothian	B	2015
Walker	A	Public Health Medicine	NHS Tayside	B	2009
Walker	W	Cardiothoracic Surgery	NHS Lothian	B	2008
Wallace	W	Paediatrics	NHS Lothian	A	2008
Walls	AWG	Dentistry	NHS Lothian	A	2011
Walsh	T	Anaesthetics	NHS Lothian	B	2007
Walters	M	General Medicine	NHS Greater Glasgow and Clyde	B	2009
Ward	H	Public Health Medicine	NHS National Services Scotland	B	2009
Wardlaw	J	Neurology	NHS Lothian	A	2008
Watson	H	Haematology	NHS Grampian	B	2008
Watson	S	Plastic Surgery	NHS Greater Glasgow and Clyde	B	2009
Webb	D	General Medicine	NHS Lothian	A+	2008
Welbury	RRR	Dentistry	NHS Greater Glasgow and Clyde	A	2006
Weller	D	General Practice	NHS Lothian	B	2007
White	P	ENT Surgery	NHS Tayside	B	2007
Whyte	M	General Medicine	NHS Lothian	A	2013
Wigmore	S		NHS Lothian	B	2009
Williams	C	General Psychiatry	NHS Greater Glasgow and Clyde	B	2006
Willison	H	Neurology	NHS Greater Glasgow and Clyde	A	2008
Zajicek	J	Neurology	NHS Fife	B	2008

**ANALYSIS BY AGE GROUP AND AWARD LEVEL
OF AWARD HOLDERS WHO RETIRED/LEFT**

2019 Awards Round

Age Group		Distinction Award Holders							
		A+		A		B		Total	
	No of Awards	12		39		158		209	
		Retired	Left	Retired	Left	Retired	Left	Retired	Left
Under 65	No	0	0	5	0	8	1	13	1
	%	0	0	12.8%	0	5.1%	0.6%	6.2%	0.5%
65 and over	No	1	0	1	0	2	0	4	0
	%	8.3%	0	2.6%	0	1.3%	0	1.9%	0
Total	No	1	0	6	0	10	1	17	1
	%	8.3%	0	15.4%	0	6.3%	0.6%	8.1%	0.5%

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

Scotland as at 30 September 2019

Age Group	Award Holders				Non-Award Holders	All Consultants
	A+	A	B	Total		
Under 35	0	0	0	0	206	206
35-39	0	0	0	0	849	849
40-44	0	0	0	0	1277	1277
45-49	0	1	0	1	1160	1161
50-54	0	6	23	29	1045	1074
55-59	1	8	79	88	707	795
60-64	8	23	44	75	250	325
65+	3	1	12	16	105	121
Total	12	39	158	209	5599	5808

ANALYSIS BY NATURE OF CONTRACT

Scotland as at 30 September 2019

Nature of Contract				
	A+	A	B	NON-AWARD HOLDERS
Honorary	11	28	56	129
Permanent	1	11	102	5679
Total	12	39	158	5808

ANALYSIS BY NHS BOARD

Scotland as at 30 September 2019

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	
Ayrshire and Arran	0	0.0%	1	0.3%	3	1.1%	4	1.4%	282	98.6%	286
Borders	0	0.0%	0	0.0%	0	0.0%	0	0.0%	109	100.0%	109
Dumfries and Galloway	0	0.0%	0	0.0%	1	0.8%	1	0.8%	126	99.2%	127
Fife	0	0.0%	1	0.4%	3	1.1%	4	1.5%	270	98.5%	274
Forth Valley	0	0.0%	0	0.0%	2	0.8%	2	0.8%	235	99.2%	237
Grampian	0	0.0%	3	0.5%	14	2.4%	17	2.9%	560	97.1%	577
Greater Glasgow & Clyde	3	0.2%	14	0.8%	58	3.5%	75	4.5%	1599	95.5%	1674
Highland	0	0.0%	0	0.0%	4	1.5%	4	1.5%	263	98.5%	267
Lanarkshire	0	0.0%	0	0.0%	5	0.9%	5	0.9%	534	99.1%	539
Lothian	6	0.6%	13	1.3%	41	4.0%	60	5.9%	955	94.1%	1015
National ⁽¹⁾	1	0.7%	4	2.7%	9	6.1%	14	9.5%	133	90.5%	147
Orkney	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	100.0%	8
Shetland	0	0.0%	0	0.0%	0	0.0%	0	0.0%	9	100.0%	9
Tayside	2	0.4%	3	0.6%	18	3.4%	23	4.4%	504	95.6%	527
Western Isles	0	0.0%	0	0.0%	0	0.0%	0	0.0%	12	100.0%	12
Total	12	0.2%	39	0.7%	158	2.7%	209	3.6%	5599	96.4%	5808

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 Service, the State Hospitals Board for Scotland, the Mental Welfare Commission for Scotland, the Golden Jubilee National Hospital and NHS 24.

ANALYSIS BY SPECIALTY
Scotland as at 30 September 2019

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	775	13.3	0	0.00%	0	0.00%	12	1.50%	12	1.60%	763	98.50%
Public Health Medicine	113	1.9	1	0.90%	2	1.80%	6	5.30%	9	8.00%	104	92.00%
General Practice	58	1.0	0	0.00%	0	0%	2	3.40%	2	3.40%	56	96.60%
Occupational Medicine	11	0.2	0	0.00%	0	0%	0	0.00%	0	0.00%	11	100.00%
Dentistry ⁽¹⁾	102	1.8	0	0.00%	4	3.90%	4	3.90%	8	7.80%	94	92.20%
Blood Transfusion	1	0.0	0	0.00%	0	0%	1	100.00%	1	100.00%	0	0.00%
Chemical Pathology ⁽²⁾	46	0.8	1	2.20%	0	0.00%	1	2.20%	2	4.40%	44	95.60%
Haematology	103	1.8	1	1.00%	0	0.00%	6	5.80%	7	6.80%	96	93.20%
Clinical Genetics	20	0.3	0	0.00%	1	5.00%	2	10%	3	15%	17	85.00%
Medical Microbiology & Virology	70	1.2	0	2,8%	1	1.40%	1	1.40%	2	2.8%	68	97.20%
Histopathology	126	2.2	0	0.00%	1	0.80%	6	4.80%	7	5.60%	119	94.40%

Appendix F

Infectious Diseases	35	0.6	0	0.00%	1	2.90%	3	8.60%	4	11.40%	31	88.60%
Dermatology	80	1.4	0	0.00%	1	1.30%	2	2.50%	3	3.80%	77	96.20%
General Medicine ⁽³⁾	779	13.4	9	1.20%	17	2.20%	45	5.80%	71	9.10%	708	90.90%
Geriatric Medicine	199	3.4	0	0.00%	0	0.00%	3	1.50%	3	1.50%	196	98.50%
Paediatrics ⁽⁴⁾	374	6.4	0	0.00%	1	0.30%	2	0.50%	3	0.80%	371	99.20%
Palliative Medicine	37	0.6	0	0.00%	0	0.00%	0	0.00%	0	0.00%	37	100.00%
Neurology	70	1.2	0	0.00%	1	1.40%	3	4.30%	4	5.70%	66	94.30%
Rehabilitation Medicine	23	0.4	0	0.00%	0	0.00%	0	0.00%	0	0.00%	23	100.00%
Respiratory Medicine	128	2.2	0	0.00%	0	0.00%	2	1.60%	2	1.60%	126	98.40%
Genito Urinary Medicine	28	0.5	0	0.00%	0	0.00%	2	7.10%	2	7.10%	26	92.90%
Obstetrics & Gynaecology	271	4.7	0	0.00%	1	0.40%	5	1.80%	6	2.20%	265	97.80%
General Psychiatry	368	6.3	0	0.00%	1	0.30%	7	1.90%	8	2.20%	360	97.80%
Psychotherapy	13	0.2	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	100.00%
Child & Adolescent Psychiatry	72	1.2	0	0.00%	0	0.00%	0	0.00%	0	0.00%	72	100.00%
Forensic Psychiatry	44	0.8	0	0.00%	0	0.00%	1	2.30%	1	2.30%	43	97.70%
Psychiatry of Learning Disability	53	0.9	0	0.00%	1	1.90%	0	0.00%	1	1.90%	52	98.10%
Old Age Psychiatry	58	1.0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	58	100.00%
Diagnostic Radiology ⁽⁵⁾	354	6.1	0	0.00%	0	0.00%	9	2.50%	9	2.50%	345	97.50%

Appendix F

Radiotherapy (Clinical Oncology)	107	1.8	0	0.00%	0	0.00%	0	0.00%	0	0.00%	107	100.00%
Emergency Medicine ⁽⁶⁾	268	4.6	0	0.00%	0	0.00%	2	0.70%	2	0.70%	266	99.30%
ENT Surgery (Otolaryngology)	92	1.6	0	0.00%	1	1.10%	2	2.20%	3	3.30%	89	96.70%
General Surgery	280	4.8	0	0.00%	3	1.10%	12	4.30%	15	5.40%	265	94.60%
Neurosurgery	35	0.6	0	0.00%	0	0.00%	0	0.00%	0	0.00%	35	100.00%
Ophthalmology	135	2.3	0	0.00%	0	0.00%	3	2.20%	3	2.20%	132	97.80%
Oral & Maxillofacial Surgery	34	0.6	0	0.00%	0	0.00%	1	2.90%	1	2.90%	33	97.10%
Trauma & Orthopaedic Surgery	257	4.4	0	0.00%	2	0.80%	3	1.20%	5	2.00%	252	98.00%
Plastic Surgery	49	0.8	0	0.00%	0	0.00%	1	2.00%	1	2.00%	48	98.00%
Paediatric Surgery	27	0.5	0	0.00%	0	0.00%	3	11.10%	3	11.10%	24	88.90%
Cardiothoracic Surgery	30	0.5	0	0.00%	0	0.00%	3	10.00%	3	10.00%	27	90.00%
Urology	83	1.4	0	0.00%	0	0.00%	3	3.60%	3	3.60%	80	96.40%
Total of all consultants	5808	100	12		39		158		209		5599	

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, clinical genetics .endocrinology and diabetes, gastroenterology, general (acute) medicine, medical oncology, neurology, 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 2019

	Male		Female		Total
	No.	%	No.	%	No.
All Consultants	3339	57.5%	2469	42.5%	5808
		% of Award level(1)		% of Award level(1)	
A+	8	66.7%	4	33.3%	12
A	33	84.6%	6	15.4%	39
B	135	85.4%	23	14.6%	158
Total Awards ⁽²⁾	176	84.2%	33	15.8%	209

NOTES:

- (1) No. of Male or Female Award Holders as a % of the number of Awards at same Award Level
(2) No of Male or Female Award Holders as % of Total number of Awards

ANALYSIS BY ETHNIC ORIGIN
Scotland as at 30 September 2019

Ethnic Group	Awards Holders			
	A+	A	B	
White - Other British	1	4	17	
White – Irish	1	0	2	
White – Scottish	1	10	32	
White – Other	1	3	14	
African	0	0	0	
Mixed or Multiple Ethnic Group	0	0	2	
Asian – Bangladeshi	0	0	0	
Asian – Chinese	0	0	1	
Asian – Indian	0	1	3	
Asian – Other	0	0	0	
Asian – Pakistani	0	1	1	
Caribbean or Black – Black	0	0	0	
Caribbean or Black – Caribbean	0	0	0	
Caribbean or Black – Other	0	0	0	
Other Ethnic Group – Arab	0	0	1	
Other Ethnic Group – Other	0	0	4	
Declined	5	9	26	
Unknown	3	11	53	
Total	12	39	158	209

NOTE:

- (1) Responsibility for data collection relating to ethnic origin has transferred from NSS (ISD) to NES and it is no longer possible to provide consultant specific information on non-award holders.

MEMBERSHIP OF SACDA FOR THE 2020 AWARDS ROUND

Chair

Mr Kenneth Thomson was reappointed Chair after a break of a year. He 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 was a lay member of Employment Tribunals (Scotland) 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.

Medical Director and Vice-Chair

Dr Mike Winter FRCGP, FRCPSych, FSF FMLM, was appointed Medical Director of SACDA in September 2019, having retired from his position as Medical Director of PCF/NSD. He has been a Medical Director since 1996 with roles in Lanarkshire and Lothian prior to joining National Services Scotland in 2008. He was chair of Scottish Association of Medical Directors from 1998 to 2004 and has served on many national working groups. He was awarded Founding Senior Fellowship of FMLM in November 2018. He continues to act as Enhanced Appraiser for doctors in the SG/RO group that is administered by NSS on behalf of CMO. Since his retirement he has taken up a less than full time role as Assoc. Medical Director for MH and LD in Tayside..

Committee Members

Professor Alan Cameron became an A Award holder in 2008. He has been a consultant obstetrician in Glasgow for 25 years and is based at the Queen Elizabeth University Hospital in Glasgow where he leads the Ian Donald Fetal Medicine Centre. He has a long association with the Royal College of Obstetricians and Gynaecologists (RCOG) as Scottish Members representative, Scottish Fellows Representative, Chair of the Scottish Committee and Vice-President for Clinical Quality. He is the co-principal investigator of the flagship RCOG project 'Each baby Counts' and senior clinical advisor to the Lindsay Stewart Centre, the research and audit office of the RCOG. He is also a member of the National Screening Committee.

Dr Frances Dow CBE is a former Vice Principal of the University of Edinburgh. Since then she has held a number of appointments in the public and voluntary sectors, mainly in education, immigration, education and healthcare. Currently Frances is the Chair of the Court of Queen Margaret University and a member of the General Teaching Council for Scotland's Appointments Committee. She has served on the Scottish Government's Medical Revalidation Programme Board, on the Nursing and Midwifery Revalidation Programme Board and on the Transition of Supervision of Midwives Task Force. She was a lay member on the Council for Healthcare Regulatory Excellence (now the Professional Standards Authority) and has chaired two Scottish Government Health Directorates steering groups: on the Regulation of

Healthcare Support Workers and on Professionalism with particular reference to the Nursing and Allied Health Profession.

Professor Brenda Gibson 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 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.

Gillian Mawdsley has been appointed as a Lay Member. She is a Scottish qualified solicitor who has held a wide range of legal positions mainly in the public sector, with a long standing interest in medical-legal issues as demonstrated by her academic qualifications in Forensic Medicine and Medical Law. In her role at the Crown Office and Procurator Fiscal Service, she worked closely with the medical profession in conducting a number of medical Fatal Accident Inquiries. That background continues with her current lay appointments at NHS Education for Scotland and the Royal College of Physicians of Edinburgh. She is a tutor in various legal subjects at Edinburgh, Glasgow and Strathclyde Universities. As a legal member of the Scottish Solicitors' Discipline Tribunal, she is aware of the need for upholding standards and understanding the challenges that can be faced professionally.

Professor Philip Cachia was a consultant Haematologist, Director of Haemophilia Services and Clinical Leader for laboratory services in NHS Tayside. In 2004, he became Postgraduate Dean in NHS Education for Scotland and during this post became the NES executive lead for clinical skills training and for patient safety. Since retiring from the NHS in 2015, he was appointed Clinical Director of Training and Assessment at the Royal College of Pathologists, a position he held until November 2019. Over the last year, he has chaired a Scottish Government Expert Working Group on Junior Doctors hours of work, which is due to report in early 2020.

Professor Gordon McInnes 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 Bill Reid graduated MB ChB from Glasgow University in 1980. He trained in General and Geriatric Medicine in both Glasgow and Edinburgh, & worked as a consultant in Glasgow from 1993 till 2008. He became involved in medical education, both locally as a postgraduate tutor in the hospital, and nationally through his work with the National Association of Clinical Tutors (NACT). He was Postgraduate Dean in South East Scotland (Edinburgh) from November 2008 and until his retirement from

the NHS in 2018, became involved in many UK national initiatives, including the Shape of Training project, leading to changes in UK postgraduate training structures. He chaired COPMeD UK, the Deans' organisation from 2014-2017, & has been involved in many projects with the GMC, including work on bullying and undermining, overseas medical schools, and most recently, chairing the GMC steering group on health and disability in medical students and postgraduate trainees. Since October 2018 he has taken on a part time role in the University of Edinburgh, with responsibilities for postdoctoral trainees in the research field, and for student support, which he recently reviewed for the medical school.

Ex-officio Members

Dr Catherine Calderwood Chief Medical Officer for Scotland

Mr Malcolm Wright Chief Executive, NHS Scotland