

Curriculum Vitae

Personal Details:

Name: Ada Hoi Yan Ma

Department: Health Economics Research Unit, Institute of Applied Health Sciences
University of Aberdeen, Foresterhill, Aberdeen AB25 2ZD

Employment History

Sept 2005 – **Research Fellow**, Health Economics Research Unit, University of Aberdeen.

2004 – 2005 **Research Fellow**, Department of Economics, University of Aberdeen.
ESRC Grant Holders: Harminder Battu and Euan Phimister.
Project title: Home Ownership, Commuting and Residential Mobility.

2002 – 2004 **Research Assistant**, Department of Economics, University of Aberdeen.
ESRC Grant Holders: Robert F. Elliott, David Bell, Anthony Scott.
Project title: Competition and Reform: Devolved Government and Public Sector Pay-Setting

1999 – 2000 **Teaching Assistant**, Department of Economics, Newcastle University.

Educational Background and Qualifications

1999 – 2006 **Newcastle University (UK), PhD in Economics**

1998 – 1999 **University of Southampton, MSc in Economics**

1994 – 1998 **University of Edinburgh, MA (Hon) in Economics, 2.1**

Membership of Professional Bodies and/ or Professional Qualifications

American Economics Association
Health Economics Study Group UK
International Health Economics Association
Royal Economics Society

Bibliography

Papers Published in Refereed Journals (Scopus Author-ID 8707940900)

- (1) Barmby, T., Eberth, B., **Ma, A.**, Incentives, Learning, Task Difficulty, and the Peter Principle: Interpreting individual output changes in an Organisational Hierarchy, *Labour Economics.*, January 2012, 19(1), Pages 76–81. [doi:10.1016/j.labeco.2011.08.001](https://doi.org/10.1016/j.labeco.2011.08.001)
- (2) Morris, S., Goudie, R., Sutton, M., Gravelle, H., Elliott, R. F., Hole, Arne, **Ma, A.**, Sibbald, B., and Skåtun, D., “Determinants of general practitioners’ wages in England”, *Health Economics*, Feb 2011, 20(2):147-160. [doi:10.1002/hec.1573](https://doi.org/10.1002/hec.1573)
- (3) Elliott, R. F., **Ma, A.**, Sutton, M., McConnachie, A., Morris, S., Rice, N., and Skåtun, D., “The Role of the Staff MFF in Distributing NHS Funding: taking account of differences in local labour market conditions”, *Health Economics*, May 2010, 19(5):532-48. [doi:10.1002/hec.1489](https://doi.org/10.1002/hec.1489)
- (4) Gravelle, H., Sutton, M., and **Ma, A.**, “Doctor behaviour under a pay for performance contract: treating, cheating, and case finding”, *The Economic Journal*, February 2010, Vol. 120, Issue 542: F129-F156. [doi:10.1111/j.1468-0297.2009.02340.x](https://doi.org/10.1111/j.1468-0297.2009.02340.x)
- (5) Morris, S., Elliott, B., **Ma, A.**, McConnachie, A., Rice, N., Skåtun, S., Sutton, M., “Analysis of consultants’ NHS and private incomes in England in 2003/4”, *Journal of the Royal Society of Medicine*, September 2008, 101: 372-380. [doi:10.1258/jrsm.2008.080004](https://doi.org/10.1258/jrsm.2008.080004)
- (6) Battu, H., **Ma, A.**, Phimister, E., “Housing Tenure, Job Mobility and Unemployment in the UK”, *The Economic Journal*, March 2008, Vol. 118, Issue 527: 311-328. [doi:10.1111/j.1468-0297.2007.02122.x](https://doi.org/10.1111/j.1468-0297.2007.02122.x)
- (7) Bell, D., Elliott, R. F., **Ma, A.**, Scott, A., and Roberts, E., “The pattern and evolution of geographical wage differentials in the public and private sectors in Great Britain”, *The Manchester School* 2007, 75(4): 386-421. [doi:10.1111/j.1467-9957.2007.01023.x](https://doi.org/10.1111/j.1467-9957.2007.01023.x)
- (8) Elliott, R. F., **Ma, A. H. Y.**, Scott, A., Bell, D., and Roberts, E., “Geographically Differentiated Pay in the Labour Market for Nurses”, *Journal of Health Economics* 2007, 26(1): 190-212. [doi:10.1016/j.jhealeco.2006.05.002](https://doi.org/10.1016/j.jhealeco.2006.05.002)
- (9) **Ma, A. H. Y.**, Roberts, E., Elliott, R. F., Bell, D., and Scott, A., “Comparing the NES and LFS: An analysis of the differences between the data sets and their implications for the pattern of geographical pay in the UK”, *Regional Studies* 2006, 40(6): 645-665. [doi:10.1080/00343400600868879](https://doi.org/10.1080/00343400600868879)
- (10) Elliott, R. F., Bell, D., and Scott, A., **Ma, A.**, and Roberts, E., “Devolved government and public sector pay reforms: considerations of equity and efficiency”, *Regional Studies* 2005, 39(4): 519-539. [doi:10.1080/00343400500128655](https://doi.org/10.1080/00343400500128655)

Report to Government Departments

- (1) **Ma, A.**, Gravelle, H., Sutton, M., Guthrie, B., and Skåtun, D., An examination on changes introduced in the Quality and Outcomes Framework in 2006/7 and their effects on the delivery of Primary Care in Scotland, report to Chief Scientist Office, October 2011.
- (2) **Ma, A.**, Elliott, R. F., Morris, S., Rice, N., and Skåtun, D., The Staff Market Forces Factor Component of the Resource Allocation Weighted Capitation Formula: Refinements to Method (Phase II). Report to the Department of Health, November 2010. Online on DH's website as [RARP 34b](#).
- (3) Elliott, R. F., **Ma, A.**, McConnachie, A., Morris, S., Rice, N., and Skåtun, D., The Staff Market Forces Factor Component of the Resource Allocation Weighted Capitation Formula: New Estimates (Phase I). Report to the Department of Health, May 2010. Online on DH's website as [RARP 34a](#).
- (4) Ludbrook, A., Skåtun, D., **Ma, A.**, Smokefree legislation in England and Scotland: Secondary analysis of data relating to the hospitality sector. Report to the Department of Health and Scottish Government Health Directorates, July 2010.
- (5) Farrar, S., Chalkley, M., Yi, D., **Ma, A.**, Payment by Results: Consequences for key outcomes measures and variations across HRGs, providers and patients. Report to the Department of Health, June 2010.
- (6) **Ma, A.**, Battu, H., Elliott, B., Local Pay Differences and Vacancy Rates for School Teachers in England and Wales: regional differences in teacher's rates of pay and teacher vacancy rates. Report to the Office of Manpower Economics and the School Teachers' Pay Review Body, March 2009. [Online on OME's website August 2010](#).
- (7) Farrar, S., Sussex, J., Yi, D., Sutton, M., Chalkley, M., Scott, A., **Ma, A.**, [National Evaluation of Payment by Results. Report to the Department of Health, November 2007](#).
- (8) Elliott, R. F., Sutton, M., **Ma, A.**, McConnachie, A., Morris, S., Rice, N., and Skåtun, D., Calculating the Market Forces Factor for 2008/9 and 2009/10: Technical Appendix to Review of the Market Forces Factor following the introduction of Payment by Results (2005): Exploring the General Labour Market Method. Report to the Department of Health, May 2007. Online on DH's website on 12 January 2009. [RARP 32 Technical Appendix](#).
- (9) Elliott, R. F., Sutton, M., **Ma, A.**, McConnachie, A., Morris, S., Rice, N., and Skåtun, D., Reviewing the Market Forces Factor following the introduction of Payment by Results (2005): Exploring the General Labour Market Method. Report to the Department of Health, August 2006. Online on DH's website on 12 January 2009 as [RARP 32](#) and [appendices](#).
- (10) Elliott, R. F., Sutton, M., **Ma, A.**, Monroe, A., and Teckle, P., Geographical Differences in the Costs of Delivering Health Services in Scotland: Implications for the National Resources Allocation Formula. Report to the NHS Scotland Resource Allocation Committee, [Technical Report E](#), 2006.
- (11) Elliott, R. F., Sutton, M., Gravelle, H., Hole, A., **Ma, A.**, Morris, S., Sibbald, B., Skåtun, D., Adjusting the General Medical Services Allocation Formula to Reflect Recruit and Retention Difficulties: A Report to the General Medical Services (GMS)

Contributions to Books

- (1) Battu, H., **Ma, A.**, Phimister, E., “Family Migrations and Labour Market Outcomes: A Panel Investigations” in *Homeownership and the Labour Market in Europe* edited by Michiel van Leuvensteijn, Oxford University Press, 2009, pp. 225-248.
- (2) Battu, H., **Ma, A.**, Phimister, E., “Housing Tenure, Job Mobility and Unemployment in the UK” published in *Economic Journal*, March 2008, reprinted in *Homeownership and the Labour Market in Europe* edited by Michiel van Leuvensteijn, Oxford University Press, 2009, pp 161-183.

Working Papers etc.

- (1) Morris, S., Sutton, M., Gravelle, H., Elliott, B., Hole, A., **Ma, A.**, Sibbald, B., Skåtun, D., “Determinants of General Practitioners’ Wages in England”, [CHE Research Paper 36](#), Centre for Health Economics, University of York, May 2008.
- (2) Gravelle, H., Sutton, M., and **Ma, A.**, “Doctors Behaviour Under a Pay for Performance Contract: Further Evidence from the Quality and Outcomes Framework”, [CHE Research Paper 34](#), Centre for Health Economics, University of York, May 2008.
- (3) Gravelle, H., Sutton, M., and **Ma, A.**, “Doctors Behaviour Under a Pay for Performance Contract: Evidence from the Quality and Outcomes Framework”, [CHE Research Paper 28](#), Centre for Health Economics, University of York, May 2007.
- (4) Dolton, Peter J. and Ma, A., Executive pay in the public sector : the case of CEOs in UK universities, Newcastle discussion papers in economics ; No. 2002-1.
- (5) Bell, D., Elliott, R. F., Scott, A., **Ma, A.**, and Roberts, E., “Devolved Government and Public Pay Sector Pay Reform: Considerations of Equity and Efficiency”, *Economic Governance Post-Devolution: Differentiation of Convergence? Conference Proceedings of the Regional Studies Association Annual Conference November 2003: 17-22.*

Grants Awarded - with dates, and co-holders

- (1) **Department of Health , £68,983**
‘The staff market forces factor component of the resource allocation weighted capitation formula’
Co-applicants: Robert F. Elliott (PI), Matthew Sutton, Nigel Rice, Stephen Morris, Alex McConnachie, Diane Skåtun, and Ada Ma
- (2) **Chief Scientist Office, Scottish Government Health Directorates
£49,132 (July 2010 – June 2011, 12 months)**

‘An Examination of Change Introduced in the Quality and Outcomes Framework in 2006/07 and their Effects on the Delivery of Primary Care in Scotland’

Co-applicants: Ada Ma (PI), Hugh Gravelle, Bruce Guthrie, Diane Skåtun, and Matt Sutton.

- (3) **Scottish Government Health Directorates and Department of Health**
£47,479 (April - September 2009)
‘Smokefree Legislation in England and Scotland - Secondary Analysis of Data in Relation to the Hospitality Sector’
Co-applicants: Anne Ludbrook (PI), Diane Skåtun, and Ada Ma.
- (4) **Office of Manpower Economics**
£26,695 (February 2008, 6 months)
‘Local pay differences and vacancy rates for school teachers in England and Wales: Standardised spatial wage differentials and vacancy rates’
Co-applicants: Robert F Elliott (PI), Harminder Battu, and Ada Ma.
- (5) **Department of Health**
Original award (November 2005, 10 months) £74,932, Extension: £22,507
‘Review of the Market Forces Factor Following the Introduction of Payment By Results’
Co-applicants: Robert F. Elliott (PI), Matthew Sutton, Diane Skåtun, Ada Ma, Stephen Morris, Nigel Rice and Alex McConnachie.
- (6) **NHSScotland Resource Allocation Committee**
£51,344 (Original award) + £10,627 (Extension) (Nov 2005)
‘Review of the Resource Allocation Adjustment for the Excess Costs of Supply of Healthcare Services’
Co-applicants: Robert F. Elliott, Alasdair Munroe, Diane Skåtun and Matthew Sutton (PI).
- (7) **Royal Economic Society**
£225 (Autumn 2005)
Royal Economic Society Conference Grant Scheme
- (8) **Department of Economics, Newcastle University**
Departmental Studentship (Rate equiv to ESRC studentships.)
Start date: September 1999. Duration: 3 years

Teaching:

- 1999-2000 **Tutorials, Newcastle University**
1st year microeconomics, 1st and 2nd year macroeconomics,
2nd year econometrics. (Approximately 90 contact hours)
- 2002-2003 **Tutorials, University of Aberdeen**
1st year microeconomics and macroeconomics.

- 2007-present **Lecture on Quality and Outcomes Framework**
Health Economics module for MSc in Public Health, University of Aberdeen
- 2008-2010 **PhD Supervisor to Yan Feng (Graduated November 2010)**
Co-supervisors: Shelley Farrar and Matt Sutton.

Job Related Training:

- April 2011 **Secure Data Service Induction**
- Sept 2008 **Marie Curie Training Programme in Applied Health Economics**
Coimbra, Portugal.
- Oct 2006 **Stata Net Course 152 – Advanced Stata Programming**
- Sept 2006 **Marie Curie Training Programme in Applied Health Economics**
Thessaloniki, Greece. Theme: Panel data and count models.
- June 2006 **Stata Net Course 151 – An Introduction to Stata Programming**
- Dec 2005 **Confidential Business Microdata Training**
VML, Office of National Statistics, UK.
- March 2003 **Panel / Longitudinal Data Analysis**
Centre for Microdata Methods and Practice (cemmap) at Institute for Fiscal Studies. Lecturer: Dr Frank Windmeijer
- April 2002 **Royal Economic Society, Easter School for Economics**
Theme: Organisations, Incentives, Society and Economic Behaviour
Lecturers: Professor Margaret Meyer and Professor Andrew Postlewaite
- July 2003 **European Science Days 2003, Steyr, Austria**
Personnel Economics – Motivating Higher Productivity with New Approaches
- 1999 & 2001 **Teaching Training Programme, Newcastle University**

Conference/Workshop Presentations

- Royal Economic Society Annual Conference, Durham, April 2001.
- Workshop on Higher Education and the States of the Universities, Birmingham, June 2002.
- European Association of Labour Economists Conference, Paris, Sept 2002.
- Royal Economic Society Annual Conference, Warwick, April 2003.
- Royal Economic Society Annual Conference, Swansea, April 2004.
- Scottish Economics Society Annual Conference, Perth, April 2004.
- Applied Econometric Association, Belgium, Oct 2004.
- Workshop on Public Private Sector Pay Differences, Paris 2, November 2004.
- Research project workshop at FEDEA, Madrid, March 2005.

Joint SOLE/EALE World Congress, San Francisco, June 2005.
Research project workshop at Aberdeen University, Sept 2005.
Research project workshop at Aarhus University, March 2006.
Royal Economic Society Annual Conference, Warwick, April 2007. *
Health and Wellbeing at Work Conference, Aberdeen, June 2007.
VML Quarterly Workshop, Office of National Statistics (UK), 26th October 2007.
Work Pensions and Labour Economics Study Group (WPEG) Seminar, 14th December 2007.
Office of Manpower Economics (UK), London, 28th May 2008.
RVML Launch Event, Office of National Statistics (Glasgow, UK), January 2009.
Market Force Factor Project Presentation to Technical Advice Group, Department of Health, April 2010.
Market Force Factor Project Presentation to Advisory Committee on Resource Allocation, Department of Health, May 2010.
Dundee University Economics Seminars, October 2010.

* Three presentations given, two by co-authors.

Administrative Duties / Other Activities

HERU IT adviser, Health Economics Study Group website review committee.

Refereed papers for: Health Economics, Industrial Relations, International Journal of Economic Sciences and Applied Research, Journal of Health Economics, Labour Economics, Nicotine & Tobacco Research, Regional Studies, Journal of Royal Statistical Society (Series A), The Manchester School, Scottish Journal of Political Economy, Social Science and Medicine.

Protocol reviewer for Primary Care Clinical Informatics Unit (PCCIU).

UCU representative and caseworker.

Referees

Professor Robert F. Elliott
Director, Health Economics Research Unit, University of Aberdeen,
Aberdeen AB25 2ZD. Tel: 01224 437163 Email: pec016@abdn.ac.uk

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