

## Curriculum Vitae

### Personal Details:

Robert Francis ELLIOTT  
11 Richmondhill Place,  
Aberdeen  
AB15 5EN  
Scotland

### Educational Background and Qualifications

1968-1970     **Ruskin College, Oxford**, England, Oxford University Special Diploma - Social Studies - Distinction - awarded June 1970.  
1970-1972     **Balliol College, Oxford**, England, B.A.(Hons.) in Politics, Philosophy and Economics - Upper Second - awarded June 1972.  
1973           **Leeds University**, England, M.A. Labour Economics - awarded Leeds University 1973.

### Professional Recognition

Fellow of the Royal Society of Edinburgh, 2001 -  
Fellow of the Higher Education Academy, 2001 -

### Membership of Professional Bodies

Scottish Economic Society  
Royal Economic Society  
Health Economists Study Group  
International Association of Health Economists

### Employment History

#### **Current Employment**

**Director** of Health Economics Research Unit (HERU), University of Aberdeen (from January 2002). See <http://www.abdn.ac.uk/heru>

**Professor of Economics**, Department of Economics, University of Aberdeen (from December 1989)

#### **Previous Employment**

Senior Lecturer, 1982-1989, Department of Economics, University of Aberdeen  
Lecturer, 1978-1982 Department of Political Economy, University of Aberdeen  
Research Fellow, 1973-1978 Department of Political Economy, University of Aberdeen

### Other Appointments and Responsibilities:

#### **Current**

1.     **Independent Commissioner**, Low Pay Commission, 2007 - 2014
2.     **Member**, Sub-Panel 2, Research Excellence Framework 2014

3. **Member**, Technical Advisory Group on Resource Allocation (TAGRA), Health Finance Division, Scottish Government, 2008 -
4. **Member**, UKCRN/NIHR, Health Service Research Specialty Group, 2008 -
5. **Member**, iHEA Board, 2010-2014
6. **Economic Adviser** to Police Federation of England and Wales, 1986 -

***Previous***

1. **Adviser** to *Committee of Inquiry into Civil Service Pay* (Chairman, Sir John Megaw). January - June, 1982.  
Report published as Cmnd. 8590-1, (See 'Published reports # 5).
2. **Secretary**, 1982-88, *Scottish Economic Society*  
Included conference organisation and administration of research grant award scheme
3. **Adviser** to *Bureau of Labour Market Research*, Australia. 1986  
Advised on development of a survey of workplace industrial relations, developed a research programme for analysing the structure of earnings in Australia.
4. **Director** *Scottish Doctoral Programme*, 1989-1999  
Developed and managed the collaborative MSc and Doctoral Programme in economics.
5. **Joint Course Director** *Aberdeen MBA Programme*, 1988-92.  
Developed and managed part-time programme run jointly with the Robert Gordon University
6. **Consultant** to *HM Treasury*, 1992 - 1998  
Compiled and analysed database of public sector pay trends. Provided more general advice on pay issues (See 'Published Reports' # 6)
7. **Consultant** to the *Public Management Service (PUMA)*, *OECD Paris*, 1992-1999. (See 'Published Reports' # 8)
8. **Member** of *Training Board of the Economic and Social Research Council (ESRC)*, 1995-1999
9. **Chair**, *ESRC Subject Area Panel in Economics*, 1996-1999.
10. **Member**, Board of Examiners for *ESRC Research Studentship Competition* in 1992 - 1996.
11. **Chair** of the *Review of the Area Cost Adjustment, (ACA), (The Elliott Review)*, 1995 – 1996, (See 'Published Reports' # 7 and 'Local Government Finance Formula Grant Distribution: A consultation paper', Office of the Deputy Prime Minister, July 2002)
12. **Consultant** to the *Support for Improvement in Governance and Management in Central and Eastern European countries (SIGMA)*, *OECD Paris*, 1995 - 1997. (See 'Published Reports' # 9)
13. **Member** *Committee of Inquiry into Professional Conditions of Service for Teachers* (McCrone Committee, 1999 – 2000. (See 'Published Reports' # 10)
14. **Member** of Greater London Authority, *London Weighting Advisory Panel*, 2001 -2002 (See 'Published Reports' # 11)

15. **Member** of *Royal Economic Society Conference Programme Committee*, 2000 -2004 and *Economic Journal Conference Issue* editorial board, 2001.
16. **President**, 2003 – 2005, Scottish Economic Society. Established Inquiry into the State of Economics in Scotland Report led to research pooling initiative for economics in Scotland.
17. **Member** of *Inquiry into the State of Economics in Scotland* (Chair, Eileen Mackay), 2003 - 2004
18. **Consultant** to the Statistical Office of the European Community, 1994 – 2005
19. **Member of Steering Committee** of Research Programme into ‘The Future of Trade Unions in Modern Britain’, Centre for Economic Performance, London School of Economics, 2000 - 2005
20. **Member**, NIHR/MRC/ESRC Working Group for Developing Research Capacity in Health Economics and subsequent developments, 2006 - 2008
21. **Consultant** to the Sax Institute, New South Wales, Australia, Health Economics Capacity Building Project, 2007-2008
22. **Convenor**, Economics, Business and Industry Sectional Committee, Royal Society of Edinburgh, 2005 - 2007
23. **Member**, National Health and Medical Research Council, Australia, Panel for award of Capacity Building in Health Services Research, 2008
24. **Member** Department of Health Subpanel for award of Policy Research Units, 2009-2010
25. **Member**, NIHR Clinical Scientist Panel 2010
26. **Member**, ESRC/MRC/NIHR Panel for award of Early Career Postdoctoral Fellowship in Economics of Health, 2008 - 2010

### **Visiting Academic Appointments**

1. Visiting Lecturer in Economics and Statistics, Department of Economics Cybernetics and Information, Gdansk University, Poland.  
March - April 1978.
2. Associate Professor of Economics and International Business, Graduate School of Business Administration, New York University, 100 Trinity Place, New York, NY 10006, USA.  
June - September, 1978, 1979 and 1980.
3. Associate Professor of Economics, Department of Economics, Stanford University, Stanford, California CA 94305, USA.  
June - September 1981.
4. Visiting Professor in Labor Economics, New York School of Industrial and Labor Relations, Cornell University, Ithaca, NY., 14850, USA.  
August 1985 - January 1986.
5. Visiting Senior Lecturer, Department of Economics, University of Queensland, St. Lucia, Q.4067, Australia.

January - June, 1986.

6. Visiting Professor of Economics, Department of Economics, Stanford University, Stanford, California, CA 94305, USA.  
June - August, 1986.
7. Visiting Professor of Economics, Department of Economics, Indiana University - Purdue University at Indianapolis, Indianapolis, IN 46202  
March-April 1996.
8. Visiting Professor of Economics,ERMES, Université Pantheon-Assas, Paris II, 92 Rue d-Assas, 75270, Paris Cedex - 06.  
May 1995, February and April 1997, October 1998, October 1999, October 2001 and March 2002.
9. Visiting Professor of Economics, Department of Economics, University of Wisconsin – Milwaukee, PO Box 413, Milwaukee, WI 53201, USA.  
April 2001.
10. Visiting Professor of Economics, Department of Economics, Università Cattolica, Largo Gemelli, 1, I-20123, Milan, Italy.  
May 2001 and 2002, June 2003, May 2004. and April 2005
11. Visiting Professor, Melbourne Institute of Applied Economic and Social Research, University of Melbourne, Australia,  
February – May 2011

## **Bibliography**

### ***Refereed papers***

1. "The Guaranteed Week: A Comparative Study of the UK and European Experience", reprinted in Federation News, General Federation of Trade Unions, October 1972, pp 155-167 and April 1973, pp 64-77.
2. "The Importance of National Wage Agreements", (with Steele, R.), British Journal of Industrial Relations, NO. 1, March 1976, pp 43-55.
3. "The National Wage Round in the United Kingdom: A Sceptical View", Bulletin of the Oxford Institute of Economics and Statistics, Vol. 38, No. 5, August 1976, pp 179-201.
4. "The Growth of White-Collar Employment", British Journal of Industrial Relations, Vol. XV, No. 1, March 1977, pp 39-44.
5. "Public Sector Wage Movements: 1950-73", Scottish Journal of Political Economy, Vol. 24, NO. 2, June 1977, pp 133-151.
6. "The Official Wage Rates Index and the Size of Wage Settlements", (with Dean, A.J.H.), Bulletin of the Oxford Institute of Economics and Statistics, Vol. 40, NO. 3, August 1978, pp 249-262.
7. "Inflation and the Irreversible Erosion of Pay Differentials", Personnel Management, December 1977, Vol. 9, No. 12.

8. "A Wage Settlements Index for the U.K.: 1950-1975" (with Shelton, H.C.) Bulletin of the Oxford Institute of Economics and Statistics, Vol. 40, November 1978, pp 303-321.
9. "Pay Differentials in Perspective", (with Fallick, J.L.), Economic Journal, Vol. 89, No. 354, June 1979, pp 377-384.
10. "Some Further Observations on the Importance of National Wage Agreements", British Journal of Industrial Relations, Vol. XIX, No. 13, November 1981, pp 370-375.
11. "Public Sector Pay: The Last Ten Years", Public Money, Vol. No. 2, September 1981, pp 62-68.
12. "Public Sector Pay: Halfway Through the 1980s", Public Money, Vol. 5, No. 3, December 1985, pp 48-55.
13. "The Determinants of the Coverage of Payment-by-Results System in Great Britain" (with P. Murphy) Journal of Economic Studies, 1986, Vol. 13, NO. 3, pp 38-50.
14. "The Theory of Net Advantages", (with P. Murphy), Scottish Journal of Political Economy, Vol. 33, NO. 1, February 1986, pp 46-57.
15. "The Age Factor in Average Earnings", Personnel Management, January 1986, pp 32-35.
16. "The Growing Problem of Public Sector Pay?" Public Policy and Administration, Vol. 1, NO. 2, 1986, pp 33-48.
17. "Relative Pay Movements in Britain over the Period 1970-1984", Cambridge Journal of Economics, Vol. 11, No. 2, June, 1987, pp 107-132.
18. "Wage Fixation in Australia", Economic Analysis and Policy, (A Review Article), Vol. 17, No. 1, March 1987, pp 73-78.
19. "Australia Reconstructed", Prometheus (A Review Article), Vol. 6, 1988, pp 159-166.
20. "Evasion of Incomes Policy: A Model of Non-Compliance", (with P.D. Murphy), Economic Journal, Vol. 99, No. 398, December 1989, pp 1054-1065.
21. "Industry Skill Differentials and the Impact of Changing Industry Structure on Aggregate Skill Differentials in Britain, - 1970-82", (with P.D. Murphy), Journal of Economic Studies, Vol. 17, No. 1, 1990, pp 26-40.
22. "Are National Agreements a Source of Nominal Wage Rigidity in the Depressed Regions of Britain?" (with P. Hemmings), Regional Studies, Vol. 25, No. 1, 1991, p63-69
23. "The Inequality of Unemployment Experience in a Local Labour Market" (with I. Theodossiou), Urban Studies, Vol. 29, No. 5, 1992, p 783-797.
24. "Recent Developments in the Inter-Industry Wage Structure in the UK", (with M. White), Cambridge Journal of Economics, Vol 17, No1, 1993 p109-29
25. "Will Variety Spice Civil Service Life?" People Management, October 1995, pp 48-51.
26. "Unions and Risk: Their Impact on the Compensation for Fatal Risk" (with R. Sandy) Economica, Vol. 63, No. 25, 1996, pp 291-310.
27. "What Has Been Happening to Pay in the Public Service Sector of the British Economy? Developments Over the Period 1970-1992" (with K. Duffus), British Journal of Industrial Relations, Vol. 34, No. 1, 1996, p 51-86.

28. "Decentralisation and Pay Reform in Central Government: A Study of Three Countries" (with K. Bender), British Journal of Industrial Relations, Vol. 35, No. 3, 1997, pp 447-75.
29. "Adam Smith was Right After All: Another Look at Compensating Differentials", (with R. Sandy) Economic Letters, Vol. 59, 1998, pp 127 -131.
30. "Measurement Error and the Effects of Unions on the Compensating Differentials for Fatal Workplace Risks" (with R. Sandy, W.S.Siebert and X Wei) Journal of Risk and Uncertainty, Vol 23, No1, 2001, pp 33-56.
31. The Role of Job Attributes in Understanding the Public-Private Sector Wage Differential" (with K. Bender) Industrial Relations: A Journal of Economy and Society (California – Berkley) Vol 41, no 3, 2002, pp407 - 421
32. "The labour market for nursing: a review of the labour supply literature" (with E Antonazzo, A. Scott and D. Skatun) Health Economics Vol 12, 2003, p465 - 478
33. "Labour Markets in the NHS: an agenda for research" Health Economics, Vol 12, 2003, 797 - 801
33. "Devolved Government and Public Sector Pay Setting" (with D Bell, A Scott, A Ma and E Roberts) in *Economic Governance Post Devolution: Differentiation or Convergence* Regional Studies Conference Volume, 2003, p17 – 22
34. "The supply of qualified nurses: a classical model of labour supply" (with D Skatun, A Scott and E Antonazza) Applied Economics, Vol 37, No1 2005, 57-65.
35. "Long-term Illness and Wages: The Impact of the Risk of Occupationally-related Long-term Illness on Earnings", (with Robert Sandy) Journal of Human Resources, Volume 40, No 3, Summer 2005, 744-68
36. 'Devolved government and public sector pay reform: considerations of equity and efficiency' (with D Bell, A Scott, A Ma and E Roberts) Regional Studies, Volume 39(4), 2005, 519-540
37. "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" (with D Bell, A Scott, A Ma and E Roberts) Regional Studies, Volume 40 (6), 2006, 645-65
38. "Geographically differentiated pay in the labour market for nurses", (with D Bell, A Scott, A Ma and E Roberts) Journal of Health Economics ,Volume 26, 2007, 190 - 212
39. "The pattern and evolution of geographic wage differences in the public and private sectors in Britain" (with D Bell, A Scott, A Ma and E Roberts) Manchester School Volume 75, No 4, 2007, 386-421 .
40. "Special Issue on Public Sector Wage Structures and Regional Competitiveness: Editors' Introduction" (with K Mavromaras and D Meurs) Manchester School, Volume 75, No 4, 2007, 373-85.
41. Stephen Morris **Bob Elliott**, Ada Ma, Alex McConnachie, Nigel Rice, Diane Skåtun, Matt Sutton "Analysis of consultants' NHS and private incomes in England in 2003/4: the role of age, contract type, specialty and region of place of work" Journal of the Royal Society of Medicine, Volume 101, 2008, 372-380.
42. **Bob Elliott** Matt Sutton, Ada Ma, Diane Skåtun, Alex McConnachie, Stephen Morris and Nigel Rice "The Role of the Staff MFF in Distributing NHS Funding: taking account of

differences in local labour market conditions" Health Economics, Volume 19, May 2010, 543-548

43. Fergus J. Caskey, Vianda S. Stel, **Robert F. Elliott**, Kitty J. Jager, Adrian Covic, Ana Cusumano, Claudia Geue, Anneke Kramer, Benedicte Stengel and Alison M. MacLeod, The EVEREST study: an international collaboration, Nephrology Dialysis Transplantation (NDT) Plus, October 2009
44. Stephen Morris,, Rosalind Goudie, Matt Sutton, Hugh Gravelle, **Bob Elliott**, Arne Hole, Ada Ma, Bonnie Sibbald, and Diane Skåtun, "Determinants of general practitioners' wages in England", Health Economics, 2010

### **Books**

1. Pay in the Public Sector, (with J.L. Fallick), Macmillan, February 1991, pp 178.
2. Incomes Policy, Inflation and Relative Pay, (with J.L. Fallick, eds.), George Allen and Unwin, March 1981, pp 284 (Translated into Spanish under the title Estudios Soble Politica de Rentas, Institute de Estudios Fiscales, Madrid, 1983).
3. Incomes Policy (with R.E.J. Chater and A.J.H. Dean, eds.), Oxford University Press, November 1981, pp 228.
4. Unemployment and Labour Market Efficiency: A Study of the Aberdeen and Grampian Labour Markets (with A.E.H. Speight, eds.), Aberdeen University Press, November 1989, pp 189.
5. Labor Economics: A Comparative Text, McGraw-Hill, January 1991, pp 536. (Translated into Turkish in 1997)
6. Modern Economics: MacMillan Dictionary (with R. Shaw, J. Cairns, and I. McAvinchey), Fourth edition, 1992. (Translated into fourteen languages)
7. Public Sector Pay Determination in the European Union, (with C. Lucifora and D. Meurs, eds) Macmillan, London 1999.
8. Advances in Health Economics, (with A. Scott and A. Maynard, eds) John Wiley, 2002
9. Decentralised Pay Setting: A Study of Collective Bargaining Reform in the Civil Service in Australia, Sweden and the UK, (with K Bender) Ashgate, 2003 pp160

### **Chapters in Books**

1. "Recent Unemployment in Great Britain: Some Further Analysis and Policy Proposals", in Conference on Active Labour market Policy in Selected Countries, Schmid, G. and Freiburghaus, D. (eds.), International Institute of Management, Berlin, 1975, pp 200-230.
2. "Technology Transfers in European Economic Integration", (with Wood, P.W.), Chap. 8 in Technology Transfer and Economic Development, Hawkins, R.G. and Prasad, A.J. (eds.), Research in International Business and Finance, Vol. II, JAI Press Inc., 1981, pp 117-150.
3. "The Diminishing Importance of Wage Drift", in Incomes Policy, Chater, R.E.J., Dean, A.J.H. and Elliott, R.F. (eds.), Oxford University Press, November 1981, pp 128-145.

4. "Incomes Policy and the Public Sector", (with Fallick, J.L.) in Incomes Policies, Inflation and Relative Pay, Fallick, J.L. and Elliott, R.F. (eds.), George Allen and Unwin, March 1981, pp 100-127.
5. "Incomes Policies, Inflation and Relative Pay: An Overview", (with Fallick, J.L.), in Incomes Policies, Inflation and Relative Pay, Fallick, J.L. and Elliott, R.F. (eds.), George Allen and Unwin, March 1981, pp 246-263.
6. "Trade Blocs and Common Markets" (with Wood, P.W.), in Handbook of International Business, Walter, I. (ed.), John Wiley, 1st Edition, April 1982, pp 4.1-4.44, Revised 2nd Edition, Section 10, p.1-42, 1988.
7. "Education" (with Wood, P.W.), in Government Spending in Scotland: A Critical Appraisal, Cuthbert, M. (ed.), Paul Harris, April 1982, pp 199-220.
8. Contributor on the subjects of Monetary Theory, Macroeconomics and Labour Economics to The Dictionary of Modern Economic, Pearce, D.W. (ed.), Macmillan and MIT Press, September 1981, 2nd Edition, 1982, 3rd Fully Revised Edition, 1986, 4th edition 1992. Translated into Czech, Hungarian and Indonesian.
9. "Manual Skill Differentials" (with P. Murphy) in A Portrait of Pay: Pay Developments over the Period 1970-1982, Thomson, A.W.J. and Gregory, M.B. (eds.), Oxford University Press, September 1990.
10. "National Collective Agreements", (with P. Murphy), in A Portrait of Pay: Pay Developments Over the Period 1970-1982, Thomson, A.W.J. and Gregory, M. (eds.), Oxford University Press, September 1990.
11. "The Nature of the Labour Market in the 1990s" (with I. Theodossiou) in Unemployment and Labour market Efficiency: A Study of the Aberdeen and Grampian Experience, R.F. Elliott and A.E.H. Speight (eds.), Aberdeen University Press, November 1989, pp 87-101.
12. "Unemployment and the Labour Market" (with R. Shaw), in Unemployment and Labour Market Efficiency: A Study of The Aberdeen and Grampian Experience, R.F. Elliott and A.E.H. Speight (eds.), Aberdeen University Press, November 1989, pp 43-57.
13. "Structural Unemployment" (with I. Theodossiou) in Unemployment and Labour Market Efficiency: A Study of the Aberdeen and Grampian Experience, R.F. Elliott and A.E.H. Speight (eds.), Aberdeen University Press, November 1989, pp 71-85.
14. "Long Term Unemployment and Labour Recruitment Practises in Aberdeen", in Unemployment and Local Labour Markets, P. Robinson, ed. Gower, 1991, pp 76-85.
15. "The State of Art in the Public Sector", (with H. Murlis) in Pay at the Crossroads, Murlis, H. (ed), Institute of Personnel and Development, 1996, pp 97-137.
16. "The Wage Structure in Britain and France: An Analysis of Wage Dispersion and the Returns to Human Capital in the Private Sector of the Two Economies", (with D. Bell and A. Skalli), Comparison de Salaries Internationales, Ministère du Travail et des Affaires Sociales et INSEE, Paris, 1996, p 182-197.
17. "Relative Earnings in the UK Public Sector: The Impact of Pay Reform on Pay Structure" (with K. Bender) in R. Elliott, C. Lucifora and D. Meurs (eds) 1999 op. cit. pp 285-339.
18. "Public Sector Pay Determination in the European Union: Issues and Outcomes" (with C. Lucifora and D. Meurs) in R. Elliott, C. Lucifora and D. Meurs, (eds), op.cit. 1999 pp1-28

19. "Reward and Economic Policy" (with C. Kavanagh) in Strategic Reward Systems R. Thorpe and G. Homan (eds), Financial Times Pitman Publishing, UK, 2000, pp 63-80.
20. "Decentralisation and Pay Reform in Central Government: A Study of Three Countries" (with K. Bender), Industrial Relations: Critical Perspectives on Business and Management, Kelly, J (ed) Routledge 2001 Vol 3, Chapter 49.
21. "The Labour Market for Nurses" (with D Skatun and E Antonazzo) in Advances in Health Economics, A. Scott, A. Maynard and R. Elliott (eds.) John Wiley, 2002, pp 99-120
22. "Distribution and Structure of Pay" ( with V. Gerova and E. Phimister) in Changing Scotland: evidence from the British Household Panel Survey, J Ermisch and R Wright (eds), The Policy Press, 2005, pp 159-83
23. "Local Pay", Chapter 5 in Rethinking Reward: the key issues, Susan Corby and Steve Palmer (eds) Palgrave MacMillan, 2008
24. Comment on "Achieving a Self-Sufficient Workforce? The Utilization of Migrant Labour in Healthcare" by Stephen Bach in Who Needs Migrant Workers? Labour Shortages, Immigration, and Public Policy, Martin Ruhs and Bridget Anderson (eds), Oxford University Press, p119-124, 2010 Forthcoming

#### ***Published reports***

1. Unemployment: An Analysis and Policy Proposals, General Federation of Trade Unions, 1972, pp 28.
2. Study of the Labour Market Policies in the Principal European Nations. Resulted in Report Titled Systems of Steering and Controlling the Labour Market: The United Kingdom, (with D.I. MacKay and R. Steele), International Institute of Management, Berlin, 1975, pp 250 app.
3. A Study of Women's Position in the Labour Market. A Report Titled Women in the Labour Market: A Study of the Impact of Legislation and Policy Toward Women in the UK Labour Market during the Nineteen Seventies, (with Glucklich, P., MacLennan, E. and Pond, C.), was produced for the International Institute of Management, Berlin, 1981, pp 325.
4. Comparative Pay Movements in the Period since 1956. Inquiry into Civil Service Pay, (The Megaw Committee) Vol 2, pp 129-69, Cmnd 8590-1, 1982 HMSO, London
5. The Nature of the PhD in Economics, Royal Economic Society Newsletter, No. 74, 1993, p10-14. and Author of the associated 'Code of Practice for the Ph.D. in Economics' for the Royal Economic Society (with R
6. What Has Been Happening to Pay in the Public Service Sector of the British Economy?, (with K Duffus) HM Treasury Occasional Paper, No. 3, July 1995, p 70.
7. Review of the Area Cost Adjustment, (with David McDonald and Roy MacIver) University of Aberdeen for Department of the Environment, July 1996, p 158.
8. Pay Reform in the Public Service: Initial Impact on Pay Dispersion in Australia, Sweden and the United Kingdom, Public Management Occasional Paper No. 10, OECD, Paris, p 58.

9. Controlling Personnel Costs in Central Government in the UK, in Budgeting and Monitoring of Personnel Costs: Sigma Paper No. 11, OECD 1997, Paris, p 46-56
10. A Teaching Profession for the 21<sup>st</sup> Century: report of the Committee of Inquiry into the professional conditions of service for teachers in Scotland. (with committee members) Stationary Office, 2000, pp 72.
11. London Weighting: Report of the London Weighting Advisory Panel (with committee members) June 2002, Greater London Authority, pp 236
12. The Wanless Report: an agenda for research in health in Scotland (with J Cairns, A Ludbrook, A Munro, A Scott and M Ryan) Report to Scotecon, 2002
13. Elliott R and Phimister, E., Impact of the National Minimum Wage have on wages in Scotland, SCRSJ News Issue 3 2005. p.3, Scottish Centre for Research on Social Justice.<http://www.scrsj.ac.uk/publications.html#Newsletters>
15. Elliott R and Phimister, E., What impact did the National Minimum Wage have on wages in Scotland? Research Report. Scottish Centre for Research on Social Justice. 23 pp, 2004.
16. Geographical Differences in the Costs of Delivering Health Services in Scotland: Implications for the National Resources Allocation Formula, (with Sutton, Ma, A., Monroe, A., and Teckle, P.) Report to the NHS Scotland Resource Allocation Committee (NRAC), June 2006.
17. Review of the Market Forces Factor following the introduction of Payment by Results (2005): Exploring the General Labour Market Method, (with Sutton M., Ma A., McConnachie A., Morris S., Rice N. and Skåtun D) Report to the Department of Health, September 2006, p 215 published 2008
18. Review of the Market Forces Factor following the introduction of Payment by Results (2005): Exploring the General Labour Market Method, Technical Appendix A (with Sutton M., Ma A., McConnachie A., Morris S., Rice N. and Skåtun D) Report to the Department of Health, April 2007, published 2008,
19. Building Capacity in the Economics of Health: Strategic options for NSW (with M Frommer) Report to Sax Institute, Sydney, Australia, June 2008
20. 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 (with Ada Ma and Harminder Battu) Office of Manpower Economics, July 2010.  
[http://www.ome.uk.com/Cross\\_cutting\\_Research.aspx](http://www.ome.uk.com/Cross_cutting_Research.aspx)

***Other Reports Produced:***

1. A Study of the Scale and Nature of Redundancies and Job Creation in Selected European Nations. Resulted in Report Titled Redundancy, Job Creation and Job Search, (with D.I. MacKay and J.L. Fallick), European Economic Commission, Brussels, 1976, pp 118.

2. Investigation into a Claim of European Steel Producers Dumping in the US for Law Offices of Robert M. Gottschalk, New York, 1980. Report Claim of Material Injury to US Steel Industry produced with Ingo Walter.
3. An Investigation into Employment Opportunities, Unemployment and Training in Fraserburgh. Resulted in a Report Titled The Labour Market in Fraserburgh: Employment, Unemployment and Training for the Scottish Development Agency produced by PEIDA, Edinburgh.
4. An Investigation into Family Income and Earnings in the Highlands. Resulted in a Report Incomes and Earnings in the Highlands and Islands of Scotland (with Mackay Consultants and PEIDA) for the HIDB by Mackay Consultants, Inverness, 1985, pp 65.
5. A Study into Incomes in the Western Isles. Resulted in a Report Titled Household Incomes in Skye, (with A.H. Harris and D. Newlands), for the Highlands and Islands Development Board, 1985, pp 40.
6. A Study of Youth Unemployment and Training in Dundee. Resulted in Report Titled Youth Unemployment and Youth Training for the Scottish Development Agency produced by Mackay Consultants, Inverness, 1985, pp 15.
7. Production of a Research Agenda for Analysis for the Survey of Employers' Earnings and Hours, Bureau of Labour Market Research Canberra, Australia, 1986, pp 19.
8. A Report on the Local Employment and Labour Market Impact of the Proposed Hinkley Point 'C' Nuclear Power Station for the Consortium of Opposing Local Authorities while retained by Centre for Environmental Management and Planning, 1989, pp 85.
9. Skills Audit: A Report on the Training Needs and Provision in Grampian, in conjunction with Ernst-Young and AUPEC for Grampian Enterprise Limited, 1990, pp 200.
10. Economic Audit Review, Report prepared for Grampian Enterprise Limited by Aberdeen University Petroleum and Economic Consultants in 1991.
11. Earnings in the Public Services: 1970-1990, Report to HM Treasury, 1993, p 125.
12. Pay Settlements in the Public Services: 1970-1992, Report to HM Treasury, 1993, p115
13. Earnings in the Public Services: Supplementary Report, Report to HM Treasury, 1993, p50.
14. Earnings Dispersion in the Public Services, Report to HM Treasury, 1994, p50.
15. Pay Reform in Sweden and the UK and the Adjustment of Commission Salaries, Report to The Statistical Office of The European Community, 1995, and p 36.
16. Evaluation and Correction of Biases in the New Earnings Survey: Report A - Employees for whom no annual earnings are reported. Report to the Office of National Statistics, 1997, p 83 (with Ms S. Ward).
17. Evaluation and Correction of Biases in the New Earnings Survey: Report B - Employer's whose records are out-of-date. Report to the Office of National Statistics, 1997, pp 50.
18. Central Government Pay Determination in Austria, Report to The Statistical Office of The European Community, 1997, p13.

19. Public Sector Pay Setting and The Application Of The Method for Constructing The Specific Indicator in Federal Republic of Germany, Report to The Statistical Office of The European Community, 1999, p32.
20. Labour Markets and NHSScotland, (with K. Mavromaras, A. Scott, D.N.F.Bell, E. Antonazzo, V. Gerova and M. Van der Pol), Report to the Scottish Executive, 2001, p203
21. Public Sector Pay Setting in Portugal: The Implications for the Method of Setting the Salaries of European Commission Employees, Report to The Statistical Office of The European Community, 2002, p16.
22. Public Sector Pay Setting in Spain: The Implications for the Method of Setting the Salaries of European Commission Employees, Report to The Statistical Office of The European Community, 2002, p19
23. The Further Reform of Decentralised Pay and Grading Systems in the UK, Report to The Statistical Office of The European Community, 2003, p17
24. Public Sector Pay Setting in Greece: The Implications for the Method of Setting the Salaries of European Commission Employees, Report to The Statistical Office of The European Community, 2003, p 23
25. The Impact of Local Labour Market factors on the Organisation and Delivery of Health Service in the NHS, (with A Scott, D Skatun and S Farrar) Report to the NHS Service, Delivery and Organisation (SDO) R &D Programme, October 2003, p88
26. Decentralised Pay and Grading Systems in the United Kingdom: Meeting the Requirements for Constructing the Specific Indicator Under Article 65, Report to The Statistical Office of The European Community, May 2005, p 14
27. Evaluating the Method of Calculating the Specific Indicator: How to Determine the Rate of Change of the Salaries of European Commission Civil Servants Under Article 65, Report to The Statistical Office of The European Community, May 2005, p 17
28. Regional Pay for NHS medical and non-medical staff, (with D Skatun, D Ikenwilo, A Scott, D Bell and E Roberts) Report to Department of Health, May 2005 p 88
29. Competition and Reform: devolved government and public sector pay setting. (with D Bell and A Scott), End of Award report to ESRC, September 2005 p15
30. Adjusting the General Medical Services Allocation Formula to Reflect Recruitment and Retention Difficulties (with Sutton M., Gravelle H., Hole A., Ma A., Morris S., Sibbald B. and Skåtun D) Report to the NHS Employers, January 2006, p 51
31. The staff market forces factor component of the resource allocation weighted capitation formula: New estimates, (with Ma A., McConnachie A., Morris S., Rice N. and Skåtun D) Report to the Department of Health, April 2010,

### **Grants Awarded as Principal Applicant**

1. Changes in Salary Levels and Structures in the UK (with Professor D.I. MacKay) - 1975-77 - SSRC - £17,000.
2. Wage Settlements and Prices (with Mr. R. Steele) - 1976 - Department of Employment - £1,000.
3. Determinants and Impact of National Wage Settlements - 1977-79 - SSRC - £16,000.
4. Wage Rates and Earnings in the UK - 1980-81 - Nuffield Foundation - £1,800.
5. The Dynamic Relationship Between Wages and Earnings in the UK - 1981-82 - Nuffield Foundation - £1,500.
6. The Impact and Determinants of Different Payments Systems, 1981-82 - SSRC - £6,000.
7. Pay Developments and Pay Structure over the period 1970-1982 (part of a team of UK Labour Economists convened by Professor A. Thomson, Glasgow University) - 1983-1987 - ESRC - £91,000 and Aberdeen University Research Committee - £2,800.
8. Public and Private Sector Pay - 1984-85 - Aberdeen University Research Committee - £3,200.
9. A Survey into Incomes in the Highlands and Islands - 1984-85 - Highlands and Islands Development Board - £3,450.
10. The Labour Market in Aberdeen in the 1990 - 1988-89 - Scottish Economic Society - £1,000.
11. Wage Structure, Wage Differentials and Efficiency Wage Theory - 1989-90, £15,000.
12. The Development of Management Teaching in the Highlands and Islands of Scotland - 1989-90 - UFC Pickup Scheme - £10,000.
13. An Economic Analysis of Wage Structure in Six Local Labour Markets - £35,000 - ESRC - R000-232-601 - October 1990 to September 1992.
14. An Economic Analysis of Unemployment Inequality in Six Local Labour Markets - £35,000 - ESRC - R00-232-599 - October 1990 to September 1992.
15. Public Service Pay - £40,000 - HM Treasury - September 1992 to July 1994.
16. The Determinants of Fatal and Non-Fatal Accidents at Work - £18,000 – 1993 and 1994, Aberdeen University Research Committee.
17. Public Service Sector Pay - £50,000 - HM Treasury - October 1994 to November 1997.
18. Methodological Issues with the New Earnings Survey - £19,400 - Department of Employment now ONS, August 1995 to March 1996.
19. Pay Reform in Central Government: A Comparative Study - £62,000 - The Leverhulme Trust - November 1995 to October 1997.
20. Labour Markets and NHSScotland - £49,579 (with A Scott)- The Scottish Executive - April to November 2001.

21. Competition and Reform: devolved government and public sector pay setting (with A Scott and D N F Bell) – £141,775 – Economic and Social Research Council (ESRC) – L219 25 2123 - July 2002 to June 2005
22. Local Labour Markets and Service Delivery in the NHS (with A Scott) - £50,000 – NHS Service, Delivery and Organisation (SDO) R &D Programme – May 2003 to October 2003
23. Regional Pay for NHS Medical and Non-Medical Staff (with A Scott, D Skatun, D Ikenwilo, D Bell and E Roberts) - £35,000 - Department of Health, January 2005 – June 2005
24. Adjusting the General Medical Services Allocation Formula to Reflect Recruitment and Retention Difficulties (with H Gravelle, D Ikenwilo, S Morris, B Sibbald, D Skatun and M Sutton) - £ - £68,000 – Department of Health - May 2005 – January 2006
25. Review of the Market Forces Factor following the Introduction of Payment-by-Results: Improving the General Labour Market Method (with M. Sutton., D Skatun ,A Ma., S Morris, N Rice and A McConnachie) – £96,932 - Department of Health – November 2005 – July 2006
26. Review of the Resource Allocation Adjustment for Excess Costs of Supply of Healthcare Services in Scotland (with Sutton M., Ma A., Skatun D. and Munro A.) - £51.344 – Scottish Executive – November 2005 – June 2006
27. Nurse Labour Markets: preferences for pecuniary and non-pecuniary rewards (with D Skatun) - £116,505 - Economic and Social Research Council (ESRC) December 2005 – 30 November 2008
28. Spatial Wage Variation for Teachers in the Pubic Sector in England and Wales (with A Ma and H Battu) 25K – Office of Manpower Economics - February – August 2008
29. EVEREST study – Renal registry Amsterdam 16K continuing.
30. The Staff Market Forces Factor Component of the Resource Allocation Weighted Capitation Formula – £68,983 – Department of Health – January – September 2010

### **Other Activities**

#### ***Referee***

**Journals** - British Journal of Industrial Relations; British Medical Journal; Canadian Public Policy; Analyse de Politiques; Economica; Economic Journal; Health Economics; Health Services Review and Policy; Health Economics Policy and Law; Industrial and Labour Review and Report; Industrial Relations Journal; Journal of Economic Studies; Journal of Health Economics; Journal of Labor Economics; Journal of The Royal Statistical Society; Labour Economics; Manchester School; Oxford Bulletin of Economics and Statistics; Organisation Studies; Regional Studies; Scottish Journal of Political Economy; Socio-Economic Review.

**Grant applications and Research Unit Reviews** - Economic and Social Research Council; Anglo-German Foundation; AXA Research; Leverhulme Trust; Department of Health; Medical Research Council; Health Research Board Ireland; Royal Society Edinburgh; NHS National Institute for Clinical Excellence, NCCRDC; Wolfson Foundation; Sax Institute, Australia; National Health and Medical Research Council (Australia).

**Publishers** - Basil Blackwell, Chapman-Hall, Chicago University Press, George Allen and Unwin, Harvester-Wheatsheaf, Holt-Saunders, Macmillan's, Martin Robertson, McGraw-Hill, and Oxford University Press for books on Labour Economics, Industrial Relations and Macroeconomics.

***External Examiner for Ph.D. Degrees in Economics at the Universities of:***

Manchester (1982); Glasgow (1987); Cardiff (1998); Australian National University (2000); Mysore (2001); London - University College (2002) and London School of Economics (2004); University of Surrey (2005). University of Wales, Swansea (2007), University of Warwick (2008)

***PhD Supervision (Principal Supervisor)***

1. Phillip J Hemmings "Regional Earnings: Comparison of earnings in Scotland and the rest of Great Britain 1970-1982" Awarded 1988
2. Catherine Kavanagh, "Compensating Wage Differentials and Workplace Risk", External Examiner Professor Sherwin Rosen, University of Chicago, USA. Awarded July 2001
3. Alana Gilbert "Public Sector Pay Reform and the Implications for the Gender Wage Gap of the Resulting Changes in Earnings Inequality" External Examiner Professor Steve Machin, University College, London. Awarded 1999
4. Zain Al-Sharif "The United Arab Emirates labour market: an evaluation and simulation of alternative policies" External Examiner Dr E McVittie, Plymouth University. Awarded 2007
5. Jean-Baptiste Coombes, Local Labour Markets and Hospital Skill Mix, December 2008 -