

1963/106

**THE HOSPITAL EMPLOYMENT (MEDICAL OFFICERS)
REGULATIONS 1963**

BERNARD FERGUSSON, Governor-General

ORDER IN COUNCIL

At the Government House at Wellington this 19th day of June 1963

Present:

HIS EXCELLENCY THE GOVERNOR-GENERAL IN COUNCIL

PURSUANT to the Hospitals Act 1957, His Excellency the Governor-General, acting by and with the advice and consent of the Executive Council, hereby makes the following regulations.

REGULATIONS

1. (1) These regulations may be cited as the Hospital Employment (Medical Officers) Regulations 1963, and shall be read together with and deemed part of the Hospital Employment Regulations 1963* (hereinafter referred to as the principal regulations).

(2) For the purposes of regulation 4 of the principal regulations, these regulations shall be deemed to form a Part of the principal regulations.

Commencement

2. (1) The definition of the term "Senior house officer" as set out in regulation 3 of these regulations shall be deemed to have come into force on the 1st day of January 1961.

(2) The scales of salaries specified in the Schedules to regulation 7 and regulation 11 of these regulations shall be deemed to have come into force on the dates respectively shown under the heading of the column therein headed "Yearly Rate of Salary".

(3) Except as aforesaid, these regulations shall be deemed to have come into force on the 1st day of April 1960.

Interpretation

3. In these regulations, unless the context otherwise requires,—

"Final year student" means a medical student who is attending and working at a recognised Medical School hospital in the sixth year of the course of instruction and practice required of a candidate for the degrees of Bachelor of Medicine and Bachelor of Surgery of the University of New Zealand or the University of Otago:

“Grading Committee” means the Medical Officers’ Salaries Grading Committee constituted under regulation 4 of these regulations:

“Higher qualification”, when used in reference to a medical officer, means a medical or surgical qualification recognised by the Director-General as superior for the purposes of these regulations to the degrees of Bachelor of Medicine and Bachelor of Surgery of the University of New Zealand or the University of Otago:

“House surgeon” includes a junior house surgeon and a senior house surgeon:

“Junior house surgeon” means a whole-time medical officer who is in his first year of employment as a medical officer in a hospital; but does not include a whole-time medical officer who has completed a year of employment in a department of the Medical School of the University of Otago:

“Junior registrar” means a whole-time medical officer whose position is, for the purposes of these regulations, designated by the Board, with the approval of the Director-General, as that of junior registrar, and who, before his appointment as junior registrar, has been employed for one year as either—

(a) A senior house surgeon; or

(b) A junior house surgeon and engaged for one year in other medical services as a medical practitioner:

Provided that in any special case, instead of the whole, or such part as the Director-General may decide, of the period of employment or service specified in paragraph (b) of this definition, the Director-General may approve, in whole or in part, of any other period or periods of employment or service, whether in New Zealand or elsewhere, undertaken by a medical officer after becoming qualified which, in the opinion of the Director-General, provided experience substantially equivalent to that which would have been obtained by that medical officer in the position or service specified in that paragraph, but in no case shall the total period of employment or service (including any period or periods so approved as aforesaid) be less than two years:

“Junior specialist” means a whole-time medical officer who is, for the purposes of these regulations, designated by the Grading Committee with the approval of the Minister as a junior specialist, and who either—

(a) Holds a higher qualification appropriate to the specialty in which he is employed and has had two years’ or more practical experience in that specialty; or

(b) Has been qualified for a period of six years or more and has had three years’ or more practical experience in the specialty in which he is employed:

“Medical officer” means an employee who is conditionally registered or registered as a medical practitioner under the Medical Practitioners Act 1950, and who is employed in any position to which these regulations apply:

“Medical officer of special scale” means a whole-time medical officer who is, for the purposes of these regulations, designated by the Grading Committee with the approval of the Minister as a medical officer of special scale:

“Medical superintendent” means the principal medical officer of an institution responsible for the general supervision and administration of the medical and allied services of the institution and of such other services as the Board may determine; and includes—

(a) A Superintendent-in-Chief, being the principal medical officer of a Board responsible for the general supervision and administration of the medical and allied services of the Board, including one or more institutions in which a medical superintendent is usually employed; and

(b) A Deputy Superintendent-in-Chief, being a whole-time medical officer who assists the Superintendent-in-Chief and, in the absence of the Superintendent-in-Chief, discharges his duties, and who for the purposes of these regulations is designated by the Board with the approval of the Director-General as a Deputy Superintendent-in-Chief:

“Organised on a specialist basis”, when used in reference to a visiting staff, means that each position on that staff is a position as a visiting senior specialist or a position as a visiting assistant specialist or a position as a visiting anaesthetist:

“Part time”, when used in reference to any medical officer, means that he is a medical officer who is not a whole-time medical officer:

“Qualified” means possessing a qualification which entitles the holder to conditional registration in New Zealand under the Medical Practitioners Act 1950:

“Registrar” includes a junior registrar and a senior registrar:

“Senior house officer” means a whole-time medical officer whose position is, for the purposes of these regulations, designated by the Board, with the approval of the Director-General, as that of senior house officer, and who, before his appointment as senior house officer, has been employed for one year as either—

(a) A senior house surgeon; or

(b) A junior house surgeon and engaged for one year in other medical services as a medical practitioner and who is not employed as a junior registrar or senior registrar:

Provided that in any special case, instead of the whole, or such part as the Director-General may decide, of the period of employment or service specified in paragraph (b) of this definition, the Director-General may approve, in whole or in part, of any other period or periods of employment or service, whether in New Zealand or elsewhere, undertaken by a medical officer after becoming qualified which, in the opinion of the Director-General, provided experience substantially equivalent to that which would have been obtained by that medical officer in the position or service specified in that paragraph, but in no

case shall the total period of employment or service (including any period or periods so approved as aforesaid) be less than two years:

“Senior house surgeon” means a whole-time medical officer who has completed a year of employment as a junior house surgeon or in a department of the Medical School of the University of Otago and whose duties are of a kind which ordinarily appertains to a position as house surgeon:

Provided that in any special case, instead of the period of employment hereinbefore specified in this definition, the Director-General may approve of any other period of employment or service, not being less than one year, whether in New Zealand or elsewhere, undertaken by a medical officer after becoming qualified which in the opinion of the Director-General provided experience substantially equivalent to that which would have been obtained by that medical officer in the position or service hereinbefore specified in this definition:

“Senior registrar” means a whole-time medical officer whose position is, for the purposes of these regulations, designated by the Board with the approval of the Director-General as that of senior registrar, and who either—

(a) Is the holder of a higher qualification as defined herein and is mainly or wholly employed in work to which the higher qualification is applicable; or

(b) Has been qualified for a period of five years or more before his appointment as senior registrar and during that period has been employed in the aggregate for at least two years as a junior house surgeon or senior house surgeon or junior registrar:

Provided that in any special case, instead of the whole, or such part as the Director-General may decide, of the period of employment specified in paragraph (b) of this definition, the Director-General may approve, in whole or in part, of any other period or periods of employment or service, whether in New Zealand or elsewhere, undertaken by a medical officer after becoming qualified, which, in the opinion of the Director-General, provided experience substantially equivalent to that which would have been obtained by that medical officer in any position specified in that paragraph, but in no case shall the total period of employment or service (including any period or periods so approved as aforesaid) be less than two years:

“Senior specialist” means a whole-time medical officer who is, for the purposes of these regulations, designated by the Grading Committee with the approval of the Minister as a senior specialist, and who either—

(a) Holds a higher qualification appropriate to the specialty in which he is employed, has been qualified for not less than 10 years, and has had not less than five years’ practical experience in that specialty; or

(b) Has been qualified for not less than 15 years and has had not less than eight years’ practical experience in the specialty in which he is employed:

Provided that, in the case of a whole-time medical officer possessing, in the opinion of the Grading Committee, exceptional merit or experience, the Grading Committee may with the approval of the Minister approve of qualification for a period of not less than eight years instead of the period of 10 years mentioned in paragraph (a) of this definition and not less than 13 years instead of the period of 15 years mentioned in paragraph (b) of this definition:

“Senior whole-time medical officer” includes a whole-time medical superintendent, a junior specialist, a senior specialist, and a medical officer of special scale:

“Specialty” means a special branch of medicine or surgery involving the application of special knowledge, skill, and experience that general medical practitioners as a class cannot reasonably be expected to possess; and includes the specialties of general medicine and general surgery:

“Visiting anaesthetist” means a visiting medical officer whose position is, for the purposes of these regulations, designated by the Board with the approval of the Director-General as that of visiting anaesthetist, and whose duties pertain solely to the specialty of anaesthetics:

“Visiting assistant specialist” means a visiting medical officer whose position is, for the purposes of these regulations, designated by the Board with the approval of the Director-General as that of visiting assistant specialist, and whose duties pertain solely to a specialty:

“Visiting medical officer” means any part-time medical officer other than a part-time medical superintendent; but does not include a medical officer whose whole working time is devoted partly to duties as a medical officer of any institution or institutions of the Otago Hospital Board and partly to duties as a member of the teaching staff of the Medical School of the University of Otago:

“Visiting senior specialist” means a visiting medical officer whose position is, for the purposes of these regulations, designated by the Board with the approval of the Director-General as that of visiting senior specialist, and whose duties pertain solely to a specialty:

“Visiting staff” means that section of the medical staff of an institution or group of institutions that is composed of visiting medical officers:

“Whole time”, when used in reference to any medical officer, means that he is a medical officer who devotes the whole of his working time to the duties of his position, save that a person shall not be excluded from the definition of a whole-time medical officer by reason only of the fact that he engages in medical work outside those duties if that work is of an occasional nature and undertaken on the footing that, except so far as the Board with the approval of the Minister otherwise determines, all fees or other remuneration payable therefor are received by the Board.

Medical Officers' Salaries Grading Committee

4. (1) In addition to any advisory committee appointed under the Hospital Board Employees (Conditions of Employment) Regulations 1959* the Minister may establish a Medical Officers' Salaries Grading Committee, whose function it shall be to advise the Minister as to determinations with respect to salaries and other matters which it is expressly provided by these regulations shall be so determined.

(2) The Grading Committee shall consist of—

(a) The Director-General, who shall be Chairman of the Committee:

(b) The Director of the Division of Hospitals appointed under the Health Act 1956:

(c) Two registered medical practitioners, to be appointed by the Minister:

(d) Two other persons, being members of Hospital Boards, to be appointed by the Minister.

(3) The appointed members of the Grading Committee shall hold office at the pleasure of the Minister.

(4) Meetings of the Grading Committee shall be held at such times and places as the Chairman from time to time appoints.

(5) At every meeting of the Grading Committee the Chairman, if present, shall preside. If the Chairman is absent from any meeting, the Director of the Division of Hospitals shall act as his deputy and shall have and may exercise the powers and duties of the Chairman for the purposes of the meeting.

(6) No business shall be transacted at any meeting unless the Chairman or his deputy and at least three other members are present during the whole time the business is transacted.

(7) Except with respect to a determination made under regulation 6 of these regulations, every determination shall be the subject of a prior application by the Director-General or the Board concerned.

(8) Every question before the Grading Committee shall be decided by the votes of the majority of members present. The Chairman of the meeting shall have a deliberative vote and, in the case of an equality of votes, shall also have a casting vote.

(9) At the request of any member who objects to any decision of the Grading Committee, the Chairman shall cause the objection to be recorded with the decision.

(10) It shall be the duty of the Chairman to notify the Minister of all determinations made by the Grading Committee and of every objection recorded on behalf of any member or members.

(11) Every determination of the Grading Committee under these regulations shall be subject to the approval of the Minister.

(12) Subject to the provisions of these regulations, the Grading Committee may regulate its own procedure as it thinks fit.

5. (1) The Grading Committee in making determinations as to the designation, where necessary, and as to salary and other emoluments of a medical officer shall have regard to the nature and relative importance of the professional and administrative duties and responsibilities of the position as well as to the qualifications, experience, status, and ability of the officer, and any such determination shall be effective only so long as the duties and responsibilities of the position remain substantially the same and the officer in respect of whom the determination was made continues to hold the position.

(2) The Grading Committee may, in any case where it considers special circumstances exist, fix a commencing salary for a medical officer at any rate above the minimum rate of the scale of salary applicable to his position, and it may, in addition to or instead of fixing such a rate, fix a maximum salary at any rate below the maximum rate of the scale of salary applicable to the position.

(3) In making a determination for the purpose of these regulations, the Grading Committee shall specify the date from which the determination is to take effect. The first determination affecting a medical officer employed by a Board on or after the 1st day of April 1960 may be made retrospective to a date not earlier than the said 1st day of April 1960 but, subject to this provision, no determination shall take effect earlier than one year before the date on which the determination is made.

Reconsideration of Determinations

6. (1) Where a medical officer is dissatisfied with any determination made in respect of his grading by the Grading Committee and approved by the Minister in accordance with the provisions of these regulations, he may, within such time as is specified by the Director-General or within such extended time as the Director-General may in special circumstances allow, apply to the Committee through his employing Board to have the determination reconsidered by the Committee.

(2) The Grading Committee shall accordingly reconsider the determination and shall make a new determination either confirming or amending the original determination. If the new determination amends the original determination and is approved by the Minister, it shall be deemed to be in substitution for the original determination and, unless the Committee otherwise determines, to take effect on and from the date on which the original determination became operative.

(3) For the purposes of that reconsideration the medical officer may appear and present his case or submit a written statement, and a member or officer of the employing Board may appear and make representations on behalf of the Board or the Board may submit a written statement.

(4) The Minister's decision on any determination made by the Grading Committee as a result of its reconsideration in accordance with this regulation shall be final.

House Surgeons, Senior House Officers, and Registrars

7. The scales of salaries applicable to house surgeons, senior house officers, and registrars shall be those set out in the Schedule appended to this regulation, namely:

SCHEDULE: SCALES OF SALARIES OF HOUSE SURGEONS, SENIOR HOUSE OFFICERS, AND REGISTRARS

Position	Yearly Rate of Salary on and from 1 April 1960	Yearly Rate of Salary on and from 1 January 1961	Yearly Rate of Salary on and from 1 October 1961
1. House Surgeon—			
(a) Junior house surgeon	£725	£755	£785
(b) Senior house surgeon—			
(i) First year	835	955	985
(ii) Second year	975
(c) A house surgeon employed in an institution of less than 150 occupied beds may be paid at the discretion of the Board controlling the institution an additional rate not exceeding £65 a year.			
Position	Yearly Rate of Salary on and from 1 January 1961	Yearly Rate of Salary on and from 1 April 1961	Yearly Rate of Salary on and from 1 October 1961
2. Senior House Officer—			
(a) First year	£1,170	£1,220	£1,250
(b) Second year	1,225	1,300	1,330
Position	Yearly Rate of Salary on and from 1 April 1960	Yearly Rate of Salary on and from 1 January 1961	Yearly Rate of Salary on and from 1 October 1961
3. Junior Registrar—			
(a) (i) First year	£1,030	£1,170	£1,220
(ii) Second year	1,085	1,225	1,300
(b) While wholly or mainly engaged in work relating to tuberculosis or anaesthetics	£65 additional	£65 additional	£65 additional
4. Senior Registrar—			
(a) (i) First year—			
(a) With higher qualification	1,140	1,375	1,450
(b) In any other case	1,140	1,325	1,400
(ii) Second year	1,195	1,450	1,525
(iii) Third year	1,245	1,500	1,600
(iv) Fourth year	1,305	1,500	1,600
(b) While wholly or mainly engaged in work relating to tuberculosis or anaesthetics	£65 additional	£65 additional	£65 additional

8. A final year student, while employed in a relieving capacity in the place of a junior house surgeon, shall be paid a salary at the yearly rate of £589 from 1 April 1960 and £619 from 1 October 1961, and, while he is so employed, the provisions of regulations 9, 10, 17, and 18 hereof shall apply to him as if he were a house surgeon.

Board and Lodging

9. (1) Every house surgeon, senior house officer, or registrar shall be entitled to be provided, without charge, with board and lodging in the institution or to be paid a living out allowance in accordance with this regulation.

(2) While a house surgeon is required or authorised by a Board to live away from the institution, he shall be paid a living out allowance at an annual rate of £156.

(3) While a senior house officer or registrar is required or authorised by a Board to live away from the institution, he shall be paid a living out allowance at the annual rate of £200.

(4) Notwithstanding the foregoing provisions of this regulation, a Board may, instead of providing a married house surgeon, married senior house officer, or married registrar with board and lodging without charge or of paying him a living out allowance, provide him, without charge, with furnished or partially furnished or unfurnished residential accommodation, fuel, and light, if the Board has such accommodation available.

(5) Free meals shall be provided while on duty to a house surgeon, senior house officer, or registrar living out.

Subsistence Allowance

10. (1) Where a house surgeon, senior house officer, or registrar who, in accordance with the provisions of these regulations, ordinarily receives free board and lodgings is granted annual leave or sick leave with pay, he shall, if living away from the institution during that leave, be paid a subsistence allowance at the rate of £1 6s. a week.

(2) Where a house surgeon, senior house officer, or registrar, who in accordance with the provisions of these regulations, ordinarily receives an allowance for board and lodging is granted annual leave or sick leave with pay, he shall continue to be paid the allowance during that leave.

Senior Whole-time Medical Officers

11. Subject to the provisions of regulations 4, 5, 6, and 12 hereof, the scales of salaries applicable to senior whole-time medical officers shall be those set out in the Schedule appended to this subclause, namely:

SCHEDULE: SCALES OF SALARIES OF SENIOR WHOLE-TIME MEDICAL OFFICERS

Position	Yearly Rate of Salary on and from 1 April 1960			Yearly Rate of Salary on and from 1 April 1961			Yearly Rate of Salary on and from 1 October 1961		
	Mini- mum	Maxi- mum	Increments	Mini- mum	Maxi- mum	Increments	Mini- mum	Maxi- mum	Increments
	£	£	£	£	£	£	£	£	£
1. Medical Superintendent—									
A yearly rate of salary according to the scale of salary from time to time determined in each case by the Grading Committee, with the approval of the Minister, that scale being one of the four following—									
(a)	2,875	3,225	100, 125, 125	3,100	3,500	100, 150, 150	3,100	3,500	100, 150, 150
(b)	2,600	2,875	100, 100, 75	2,800	3,100	100	2,800	3,100	100
(c)	2,275	2,600	125, 100, 100	2,450	2,800	150, 100, 100	2,450	2,800	150, 100, 100
(d)	1,925	2,275	100, 125, 125	2,025	2,450	125, 150, 150	2,045	2,450	115, 140, 150
2. Senior Specialist—									
A yearly rate of salary according to the scale of salary from time to time determined in each case by the Grading Committee, with the approval of the Minister, that scale being one of the three following—									
(a)	2,875	3,225	100, 125, 125	3,100	3,500	100, 150, 150	3,100	3,500	100, 150, 150
(b)	2,600	2,875	100, 100, 75	2,800	3,100	100	2,800	3,100	100
(c)	2,275	2,600	125, 100, 100	2,450	2,800	150, 100, 100	2,450	2,800	150, 100, 100
3. Junior Specialist	1,800	2,150	125, 100, 125	1,900	2,300	125, 125, 150	1,930	2,300	115, 115, 140

SCHEDULE: SCALES OF SALARIES OF SENIOR WHOLE TIME MEDICAL OFFICERS—*continued*

Position	Yearly Rate of Salary on and from 1 April 1960			Yearly Rate of Salary on and from 1 April 1961			Yearly Rate of Salary on and from 1 October 1961			
	Minimum	Maximum	Increments	Minimum	Maximum	Increments	Minimum	Maximum	Increments	
4. Medical Officer of Special Scale—		£	£	£	£	£	£	£	£	
A yearly rate of salary according to the scale of salary from time to time determined in each case by the Grading Committee, with the approval of the Minister, that scale being one of the six following—										
(a)	2,150	2,400	125	2,300	2,600	150	2,300	2,600	150
(b)	1,925	2,150	100, 125	2,025	2,300	125, 150	2,045	2,300	115, 140
(c)	1,575	1,800	95, 70, 60	1,650	1,900	95, 95, 60	1,680	1,930	95, 95, 60
(d)	1,425	1,650	70, 70, 85	1,500	1,725	45, 95, 85	1,530	1,755	45, 95, 85
(e)	1,270	1,475	70, 75, 60	1,285	1,500	95, 85, 35	1,315	1,530	95, 85, 35
(f)	1,165	1,370	75, 70, 60	1,165	1,420	75 100, 80	1,195	1,450	75, 100, 80

Provided that in special circumstances the Grading Committee may, with the approval of the Minister, determine in respect of a medical officer of special scale a yearly rate of salary exceeding £2,400 on and from 1 April 1960 and £2,600 on and from 1 April 1961 but in no case exceeding £2,600 on and from 1 April 1960 and £2,800 on and from 1 April 1961.

*Payment by Senior Whole-time Medical Officer Where Accommodation,
etc., Provided*

12. (1) Where a senior whole-time medical officer is provided at the cost of the Board with residential accommodation, board and lodging, fuel, lighting, and other domestic requisites and services, or any of them the value thereof, ascertained as hereinafter provided, shall, subject to the provisions of subclause (2) of this regulation, be paid by the medical officer by quarterly or more frequent payments as the Board may require, or shall be deducted from the payment of salary made in respect of the period during which that accommodation, board and lodging, fuel, or lighting, or those requisites or services are enjoyed or received by the officer.

(2) In any case in which a senior whole-time medical officer is provided with residential accommodation with or without fuel, lighting, and other domestic requisites and services, or any of them, the Grading Committee may determine that, instead of payment therefor as provided in subclause (1) of this regulation, the medical officer's yearly rate of salary shall be the amount computed as hereinbefore provided, reduced by the value of that residential accommodation and of fuel, board and lodging, lighting, and other domestic requisites and services (if any).

(3) For the purposes of this regulation the value of a house, board and lodging, fuel, lighting, and other requisites and services, shall, unless the Grading Committee fixes a different value, be computed as follows:

- (a) The value of an unfurnished house or flat shall be computed at the rate of £110 a year;
- (b) The value of fuel and lighting shall be computed at the rate of £40 a year;
- (c) The value of articles of furniture and other non-consumable articles shall be computed at an annual rate representing $7\frac{1}{2}$ per cent of their cost to the Board;
- (d) The value of consumable articles and of services shall be their cost to the Board; and
- (e) The value of board and lodging shall be computed at the inclusive rate of £156 a year.

Part-time Medical Superintendents

13. (1) Subject to the provisions of subclause (2) of this regulation, the yearly rate of salary of a part-time medical superintendent shall be as determined in each case from time to time by the Grading Committee, having regard to the hours of work in the position in relation to the hours of work of a whole-time medical officer of similar qualifications and experience and having duties and responsibilities of a similar nature.

(2) The provisions of regulation 12 hereof shall apply with respect to a part-time medical superintendent as if he were a senior whole-time medical officer.

Visiting Medical Officers

14. (1) This regulation shall apply only to visiting medical officers.

(2) The average number of hours per week during any specified term of employment reasonably required to perform the duties of each position as a visiting medical officer shall be determined by the Board

with the approval of the Director-General; and, in each case in which the average number of hours per week so determined is more than three and a half but is not more than 21, the yearly rate of salary during the term of employment shall be the amount, calculated to the nearest £5, representing the proportion according to the table hereunder, of the appropriate nominal whole-time salary as set out in the Schedule to subclause (3) of this regulation. The table hereinbefore referred to is as follows:

Average Number of Hours per Week	Proportion of Appropriate Nominal Whole-time Salary
Over 3½ but not over 7	Two-tenths.
Over 7 but not over 10½	Three-tenths.
Over 10½ but not over 14	Four-tenths.
Over 14 but not over 17½	Five-tenths.
Over 17½ but not over 21	Six-tenths.

(3) The nominal whole-time salary for the purpose of computing a yearly rate of salary in accordance with subclause (2) of this regulation shall be the appropriate amount set out in the Schedule appended to this subclause, namely:

SCHEDULE: VISITING MEDICAL OFFICERS

Position	Nominal Whole-time Salary From Which Salary of Visiting Medical Officer is Computed on and from 1 April 1960	Nominal Whole-time Salary From Which Salary of Visiting Medical Officer is Computed on and from 1 April 1961
I. Visiting senior specialist on a visiting staff organised on a specialist basis—		
(a) If either—		
(i) He has been qualified for 10 years and holds a higher qualification appropriate to the specialty in which he is engaged, and has had five years' practical experience in that specialty; or	(i) If employed at any institution of the Auckland, Wellington, North Canterbury, or Otago Hospital Board, or if employed at any other institution of over 200 occupied beds, £2,875: Provided that instead of the salary of £2,875 the Grading Committee may, with the approval of the Minister, determine a salary of £3,225 in the case of a medical officer who in the opinion of the Grading Committee is of exceptional professional standing.	(i) If employed at any institution of the Auckland, Wellington, North Canterbury, or Otago Hospital Board, or if employed at any other institution of over 200 occupied beds, £3,100: Provided that instead of the salary of £3,100 the Grading Committee may, with the approval of the Minister, determine a salary of £3,500 in the case of a medical officer who in the opinion of the Grading Committee is of exceptional professional standing.
(ii) He has been qualified for 15 years and has had eight years practical experience in the specialty in which he is engaged		
(b) In any other case	£2,275	£2,450

SCHEDULE: VISITING MEDICAL OFFICERS—*continued*

Position	Nominal Whole-time Salary From Which Salary of Visiting Medical Officer is Computed		
	on and from 1 April 1960	on and from 1 April 1961	on and from 1 October 1961
2. Visiting assistant specialist on a visiting staff organised on a specialist basis—			
(a) If either—	£	£	£
(i) He has been qualified for 10 years and holds a higher qualification appropriate to the specialty in which he is employed, and has had five years' practical experience in that specialty; or	2,150	2,300	2,300
(ii) He has been qualified for 15 years and has had eight years' practical experience in the specialty in which he is employed			
(b) If either—			
(i) He holds a higher qualification appropriate to the specialty in which he is employed and has had two years' experience in that specialty; or	1,800	1,900	1,930
(ii) He has been qualified for six years and has had three years' practical experience in the specialty in which he is engaged			
(c) In any other case	1,475	1,500	1,530
3. Visiting medical officer on a visiting staff not organised on a specialist basis—			
(a) If either—			
(i) He has been qualified for 10 years and holds a higher qualification; or	2,150	2,300	2,300
(ii) He has been qualified for 15 years			
(b) If either—			
(i) He has been qualified for five years and holds a higher qualification; or	1,800	1,900	1,930
(ii) He has been qualified for eight years			
(c) In any other case	1,475	1,500	1,530
4. Visiting anaesthetist on a visiting staff organised on a specialist basis—			
(a) If either—			
(i) He has been qualified for 10 years and holds a higher qualification in anaesthetics, and has had five years' practical experience in that specialty; or	2,350	2,525	2,525
(ii) He has been qualified for 15 years and has had eight years' practical experience in anaesthetics			
(b) If either—			
(i) He holds a higher qualification in anaesthetics and has had two years' practical experience in that specialty; or	2,025	2,150	2,160
(ii) He has been qualified for six years and has had three years' practical experience in anaesthetics			
(c) In any other case	1,625	1,700	1,730

(4) No determination for the purposes of subclause (2) of this regulation shall be operative for a term of employment exceeding three years.

(5) In any case in which the average number of hours per week determined and approved in accordance with subclause (2) of this regulation is not more than three and a half or is more than 21, the yearly rate of salary shall be determined by the Board, with the

approval of the Director-General, having regard to the salaries of other visiting medical officers computed in accordance with subclause (2) of this regulation and any other relevant factors:

Provided that in the case of a visiting medical officer not employed for regular weekly hours a Board may, instead of paying a yearly rate of salary as determined under this subclause, pay a fee for each visit at a rate determined by the Board with the approval of the Director-General but the provisions of regulations 17 and 18 of these regulations shall not apply in the case of visiting medical officers employed under this proviso.

(6) The Board's determination of the average number of hours per week under subclause (2) of this regulation shall, in the case of a term of employment which is current at the date of the commencement of these regulations, be made as soon as may be after that date, and, in the case of any subsequent term of employment, shall be made before the commencement of that term.

(7) In addition to the yearly rate of salary determined in accordance with this regulation, the Board may pay to any visiting medical officer who undertakes teaching duties for the Board in connection with any training school established by the Board remuneration for those teaching duties at a rate determined by the Board with the approval of the Director-General.

Teaching of Medical Students

15. (1) Nothing in these regulations shall be so construed as to prevent a visiting medical officer who undertakes duties in connection with the teaching of medical students in addition to the duties for which he is paid by the Board in accordance with the provisions of regulation 14 hereof from retaining such remuneration for those teaching duties as is paid to him by or on behalf of the University of Otago.

(2) Notwithstanding anything to the contrary in these regulations, any whole-time medical officer who undertakes duties in connection with the teaching of medical students in addition to his normal duties so that he is regularly involved in work outside his normal hours of work may retain such remuneration for those teaching duties as is agreed upon by the Board and the Council of the University of Otago:

Provided that the total additional payment in any year shall not exceed 10 per cent of his annual salary as determined in accordance with these regulations.

16. (1) Notwithstanding anything to the contrary in these regulations, the following provisions of this regulation shall apply with respect to medical officers whose whole working time is devoted partly to duties as medical officers of any institution or institutions of the Otago Hospital Board and partly to duties as members of the teaching staff of the Medical School of the University of Otago.

(2) Any such officer may, on the determination of the Grading Committee and with the approval of the Minister, be designated as a senior specialist or a junior specialist (as the case may require) where he possesses all the requisites for any such position under these regulations, or as a medical officer of special scale; and the salary payable by

the Board shall be that proportion of the appropriate whole-time salary, as determined by the Grading Committee, which is represented by the proportion of his working time devoted to duties for the Board.

Annual Leave and Holiday Leave

17. (1) Medical officers shall be granted 28 days' leave of absence on full pay for recreational purposes in respect of each year of employment.

(2) The number of days stated in subclause (1) of this regulation is to be reckoned in consecutive days (including Saturdays and Sundays but, in the case of a radiologist or an X-ray registrar, excluding any of the public holidays, or substituted succeeding days, where applicable, prescribed in subclause (5) of this regulation, that may fall during a period of leave).

(3) A Board may permit annual leave to be taken in two periods, and may permit a medical officer (other than a house surgeon or a radiologist or an X-ray registrar) to accumulate and take together the leave accruing in respect of a period of up to three years.

(4) When the employment of a medical officer ceases he shall be paid salary instead of being granted leave in respect of any annual leave or portion of annual leave accrued due to him.

(5) In addition to annual leave granted in accordance with this regulation, a radiologist or X-ray registrar shall be allowed leave on full pay on the following public holidays—namely, Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, and the holiday observed in the locality concerned as Anniversary Day:

Provided that, when any of the above-named public holidays (other than Anzac Day) that can fall on a Saturday or a Sunday so falls, the next succeeding day (not being a Sunday) which is not one of the said public holidays or observed as a substituted holiday under this proviso shall be allowed:

Provided further that any radiologist or X-ray registrar may be required to work on any of the above-named public holidays or substituted succeeding days, where applicable, if he is allowed an equivalent holiday on a later day convenient to the Board.

Sick Leave

18. (1) Where a medical officer is granted leave of absence on account of sickness or injury not arising out of and in the course of his employment (hereinafter referred to as sick leave), he shall be entitled to full pay or half pay, as the case may be, according to the scale prescribed in the Schedule set out in subclause (8) of this regulation.

(2) The length of service for the purposes of the Schedule means the aggregate period of service, whether continuous or intermittent, in the employ of a Board, a separate institution, or the Crown, or of two or more of such employers.

(3) The total period of sick leave with pay set out in the Schedule may consist of one or more periods. Sick leave with pay for each period allowed is to be reckoned in consecutive days (including Saturdays, Sundays, and the public holidays or substituted succeeding days, where applicable, that may fall during a period of sick leave).

(4) For every medical officer whose length of service exceeds four years, the period of sick leave with pay to which he is entitled shall, for the purposes of the Schedule, be computed in respect of his whole length of service.

(5) For the purposes of the Schedule, every two days previously allowed on half pay shall be computed as one day previously allowed.

(6) In addition to sick leave with pay as provided for in the foregoing provisions of this regulation, a medical officer may, at the discretion of a Board, be granted sick leave with full pay for not more than eight days in any year where on account of minor illness it is deemed inadvisable for him, in his own interests or those of the institution, to be on duty.

(7) Where in the opinion of a Board a medical officer in its employ is incapacitated by sickness or injury arising out of and in the course of his employment, it shall be permissible for the Board to continue to pay his full salary during incapacity:

Provided that the prior written approval of the Director-General shall be obtained for any such payment beyond a period of three months:

Provided further that the period in respect of which salary is paid in accordance with the provisions of this subclause shall not be regarded as sick leave with pay for the purposes of the foregoing provisions of this regulation.

(8) The Schedule referred to in subclause (1) of this regulation is as follows:

SCHEDULE

Length of Service	Total Period of Sick Leave With Pay During Whole Length of Service
Up to four years' service ..	Four weeks on full pay and four weeks on half pay in any one year.
Over four years' and up to five years' service	46 days on full pay, inclusive of days previously allowed.
Over five years' and up to 10 years' service	92 days on full pay, inclusive of days previously allowed.
Over 10 years' and up to 20 years' service	183 days on full pay, inclusive of days previously allowed.
Over 20 years' and up to 30 years' service	275 days on full pay, inclusive of days previously allowed.
Over 30 years' service ..	365 days on full pay, inclusive of days previously allowed.

Transport

19. (1) A senior whole-time medical officer shall be reimbursed the actual and reasonable costs incurred in transport to and from duty outside his normal hours of work.

(2) Where a senior whole-time medical officer is required to use his own motorcar for the purpose of his work, the Board may pay him a mileage allowance or, in its stead, a commuted allowance, in either case at a rate and subject to conditions approved by the Director-General.

20. Where a part-time medical officer is employed at an institution situated outside his usual area of practice, the Board may in respect of his visits to the institution pay him, for his travelling time and the cost of transport, such allowance as the Director-General agrees is reasonable in the circumstances.

T. J. SHERRARD,
Clerk of the Executive Council.

EXPLANATORY NOTE

This note is not part of the regulations, but is intended to indicate their general effect.

These regulations prescribe the scales of salaries and allowances and other conditions of employment of medical officers employed by Hospital Boards. They form part of the Hospital Employment Regulations 1963, which prescribe other matters relating generally to the salaries, allowances, and conditions of employment of certain classes of Hospital Board employees.

Issued under the authority of the Regulations Act 1936.

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These regulations are administered in the Department of Health.