

Serial Number 1951/140

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**THE HOSPITAL EMPLOYMENT (MALE NURSES)  
REGULATIONS 1951**

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B. C. FREYBERG, Governor-General

ORDER IN COUNCIL

At the Government House at Wellington, this 20th day of  
June, 1951

Present :

HIS EXCELLENCY THE GOVERNOR-GENERAL IN COUNCIL

PURSUANT to the Hospitals Act, 1926, His Excellency the Governor-General, acting by and with the advice and consent of the Executive Council, doth hereby make the following regulations.

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REGULATIONS

1. (1) These regulations may be cited as the Hospital Employment (Male Nurses) Regulations 1951, and shall be read together with and deemed part of the Hospital Employment Regulations 1948\* (hereinafter referred to as the principal regulations).

(2) For the purposes of regulation 5 of the principal regulations, these regulations shall be deemed to form a Part of the principal regulations.

*Commencement*

2. (1) Such of the provisions of these regulations as have the effect of increasing the rates of salaries, wages, and other emoluments and increments payable in respect of the classes of persons whose positions are specified in these regulations shall be deemed to have come into force on the 1st day of August, 1950.

(2) Except as provided in the last preceding subclause, these regulations shall come into force on the day after the date of their notification in the *Gazette*.

*Interpretation*

3. In these regulations, unless the context otherwise requires,—
- “Charge male nurse” means a male nurse appointed by a Board to be in charge of a group of male nurses and orderlies in a ward or a department of an institution :
  - “District male nurse” means a male nurse engaged in domiciliary nursing duties :
  - “Male nurse” means a person registered as a male nurse under the Nurses and Midwives Act, 1945 :
  - “Pupil male nurse” means a person undergoing the course of training prescribed by regulations under the Nurses and Midwives Act, 1945, for the purpose of qualifying for registration as a male nurse under that Act :
  - “Staff male nurse” means a male nurse employed in any position not otherwise designated in the Schedule to regulation 4 hereof :

\* Statutory Regulations 1948, Serial number 1948/62, page 209.

“Supervisor” means a male nurse who has been appointed as a supervisor by a Board and who is engaged wholly or mainly in administrative and teaching duties and who has under his control not less than ten persons who are either male nurses or orderlies :

“Tuberculosis institution, ward, or annex” means an institution, ward, or annex wholly conducted for the reception or treatment of persons suffering from tuberculosis :

“Tutor male nurse” means a male nurse appointed by a Board to be responsible for the teaching of pupil male nurses.

#### Scale of Salaries and Wages

4. The scales of salaries and wages applicable to male nurses and pupil male nurses shall be those set out in the Schedule appended to this regulation, namely :—

#### SCHEDULE : SCALES OF SALARIES AND WAGES OF MALE NURSES AND PUPIL MALE NURSES

Position.	Yearly Rate of Salary.		
	Minimum.	Maximum.	Increments.
	£	£	£
1. Supervisor .. .. .	580	580	..
2. Tutor Male Nurse .. .. .	565	565	..
3. District Male Nurse .. .. .	565	565	..
4. Charge Male Nurse .. .. .	545	565	10
5. Staff Male Nurse .. .. .	475	525	25
6. Pupil Male Nurse—			
(a) (i) First year .. .. .	335	335	..
(ii) Second year .. .. .	355	355	..
(iii) Third year and thereafter .. .. .	380	380	..
(b) The maximum yearly rates specified in the last preceding paragraph are subject to the provisions of paragraphs (c) and (d) of this clause.			
(c) Any person who, having been employed as an orderly by a Board before the date on which these regulations are notified in the <i>Gazette</i> is, whether before or after that date, accepted by that Board for training as a pupil male nurse shall, as from 1st August, 1950, or the date of that acceptance, whichever is the later date, be entitled to receive the salary and to be subject to the other conditions of employment applicable from time to time to persons employed as orderlies by that Board.			
(d) Subject to the prior approval of the Director-General, a commencing salary higher than the first year salary may be paid to a person appointed as a pupil male nurse having regard to his previous experience in work similar in nature and responsibility to that required in the position of pupil male nurse.			
7. Part Time Male Nurse .. .. .			A rate of salary representing that proportion of the salary payable in respect of full time employment in the position occupied that the number of hours worked during the week bears to forty, that rate to be increased by 10 per cent if the hours worked per week are thirty or less.
8. Male Nurse or Pupil Male Nurse employed in a tuberculosis institution, ward, or annex: The remuneration for corresponding positions provided for in clauses 1 to 7 (inclusive) of this Schedule and .. .. .			£26 additional.

*Male Nurses on Call and on Divided Duty*

5. (1) Where a male nurse is required for a period of seven or more consecutive days to be on call or duty outside his ordinary hours of work, there shall be paid to him an allowance at the rate of 10s. per week for that period.

(2) In respect of any period of duty outside his ordinary hours of work for which a male nurse has been called he shall be entitled to time off equivalent to the period of duty and the time (if any) reasonably occupied in travelling from his home and returning to his home to carry out the duty, or, at the discretion of the Board, instead of that time off he shall be paid in respect of the said period of duty and travelling time a special call allowance as follows :—

(a) In respect of call duty and travelling time between the hours of 6 a.m. and 11 p.m., payment shall be made at a rate equal to one and a half times the hourly rate of pay, and not in any case at less than 6s. per hour :

(b) In respect of call duty and travelling time after 11 p.m. and before 6 a.m., payment shall be made at a rate equal to twice the hourly rate of pay, and not in any case at less than 6s. per hour :

(c) The total amount payable in respect of any period of call duty and travelling time shall not be less than the amount payable for one hour's call duty in accordance with paragraph (a) or paragraph (b) of this subclause, as the case may be :

(d) In addition to the allowances provided in paragraphs (a) and (b) of this subclause, actual and reasonable expenses incurred in transport to and from call duty shall be paid.

(3) For the purposes of this regulation the hourly rate of pay shall be a two thousand and eightieth part of the yearly rate of salary payable in accordance with the foregoing provisions of these regulations before making any deduction under regulation 6 hereof, and in the final calculation of the rate of payment for call duty a fraction of less than a halfpenny is to be reckoned at the halfpenny above and a fraction of more than a halfpenny at the penny above.

(4) Where a male nurse or pupil male nurse who normally lives out is required to perform divided duty there shall be paid to him an allowance at the rate of 5s. for each week of divided duty performed.

*Deduction for Board and Lodging*

6. (1) In respect of any period during which a Board provides a male nurse or a pupil male nurse with board and lodging it shall make a deduction from the salary of the employee concerned at an annual rate of £60.

(2) Free meals shall be provided whilst on duty to a male nurse or pupil male nurse living out.

*Uniforms*

7. (1) A suitable uniform shall be supplied for the use of every whole time male nurse or whole time pupil male nurse, but shall remain the property of the Board.

(2) Two pairs of duty shoes and six pairs of white socks shall each year be supplied free of charge to every whole time male nurse or whole time pupil male nurse, or in lieu thereof he shall be paid an allowance of such amount as may be decided by the Board.

(3) Where a Board requires a male nurse employed part time to wear a particular uniform this shall be supplied free of charge, but shall remain the property of the Board.

(4) Where a Board requires a male nurse employed part time or as a relieving nurse to wear white shoes and socks he may be granted an allowance in respect of the cost thereof of such amount as may be decided by the Board.

(5) All uniforms, but not other clothing, shall be laundered free of charge.

#### *Hours of Work*

8. (1) The hours of work for male nurses shall be as follows :—

(a) For male nurses and pupil male nurses on night duty, one duty not exceeding eight hours commencing not earlier than 10 p.m. and not later than 11 p.m. :

(b) For male nurses and pupil male nurses on day duty, one duty not exceeding eight hours or two duties not together exceeding eight hours, and in either case inclusive of a break of ten minutes for morning tea, afternoon tea, or supper during duty hours, such day duty or duties to be between the hours of 6 a.m. and 11 p.m. and not involving more than five hours' work between meals.

(2) A male nurse or pupil male nurse on day duty shall be allowed a break of half an hour for each meal during duty hours.

(3) A male nurse or pupil male nurse changing from day to night duty, or *vice versa*, shall have at least twenty-four hours off duty before commencing the new duty.

(4) Time occupied by pupil male nurses in attendance at classes of instruction for the purposes of their training and at State Examinations shall be deemed to be hours of work for the purposes of this regulation.

(5) The normal weekly hours of work shall be forty to be worked as far as practicable on five successive days.

(6) Notwithstanding the foregoing provisions of this regulation, a Board may in case of emergency require a male nurse or pupil male nurse to work at times and for periods other than those hereinbefore prescribed.

#### *Overtime*

9. (1) Where a male nurse or pupil male nurse is required to work more than an aggregate of forty hours in any week (exclusive in the case of a male nurse of any time for which a call duty allowance is payable in accordance with regulation 5 hereof) the excess time shall be deemed to be overtime, and shall be subject to payment at one and a half times the hourly rate of pay for the first four hours and thereafter at double the hourly rate of pay :

Provided that a Board may at its discretion instead of paying overtime in accordance with this subclause grant a male nurse or a pupil male nurse leave equivalent to the excess hours.

(2) For the purposes of this regulation the hourly rate of pay shall be computed in the same manner as is prescribed in subclause (3) of regulation 5 hereof in respect of a special call allowance.

*Annual Leave and Holiday Leave*

10. (1) Leave of absence on full pay for recreational purposes shall be granted to male nurses and pupil male nurses according to the following scale, namely :—

Class of Employee.	Number of Days' Leave in Respect of Each Year of Employment.
1. Male Nurses .. .. .	28
2. Pupil Male Nurses .. .. .	23

(2) The number of days shown in the last preceding subclause is to be reckoned in consecutive days (including Saturdays and Sundays).

(3) A Board may permit annual leave to be taken in two periods.

(4) When the employment of a male nurse or a pupil male nurse ceases, he shall be paid salary in lieu of leave in respect of any annual leave or portion of annual leave accrued due to him.

*Sick Leave*

11. (1) Where a male nurse or pupil male nurse 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 set out in the Schedule to 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, and Sundays).

(4) For every male nurse or pupil male nurse 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 to this regulation, be computed in respect of his whole length of service. For the purposes of that Schedule, every two days previously allowed on half pay shall be computed as one day previously allowed.

(5) In addition to sick leave with pay as provided for in the foregoing provisions of this regulation, a male nurse or a pupil male nurse 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.

(6) Where in the opinion of a Board a male nurse or pupil male nurse 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.

SCHEDULE

Length of Service.	Total Period of Sick Leave With Pay During Whole Length of Service.
Up to four years' service .. .. .	4 weeks on full pay and 4 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 ten years' service ..	92 days on full pay inclusive of days previously allowed.
Over ten years' and up to twenty years' service	183 days on full pay inclusive of days previously allowed.
Over twenty years' and up to thirty years' service	275 days on full pay inclusive of days previously allowed.
Over thirty years' service .. .. .	365 days on full pay inclusive of days previously allowed.

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

Issued under the authority of the Regulations Act, 1936.

Date of notification in *Gazette* : 21st day of June, 1951.

These regulations are administered in the Department of Health.

(H.-Hosp. 59.)