

1963/107



**THE HOSPITAL EMPLOYMENT (MALE NURSES)
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 (Male Nurses) 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 scales of salaries and wages specified in the Schedule to regulation 4 of these regulations shall be deemed to have come into force on the dates respectively shown in the headings of the columns therein headed "Yearly Rate of Salary on and from 1 April 1960" and "Yearly Rate of Salary on and from 1 October 1961".

(2) 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,—

“Charge male nurse” means a male nurse appointed by a Board to be in charge of a group of male nurses, student male nurses, and orderlies or to be in charge of a ward or 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:

“Staff male nurse” means a male nurse employed in any position not otherwise designated in the Schedule to regulation 4 hereof:

“Student 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:

“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, and the term “tuberculosis ward” includes a ward mainly conducted for the reception and 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.

Scales of Salaries and Wages

4. The scales of salaries and wages applicable to male nurses and student 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 STUDENT MALE NURSES

Position	Yearly Rate of Salary on and from 1 April 1960			Yearly Rate of Salary on and from 1 October 1961		
	Minimum	Maximum	Increments	Minimum	Maximum	Increments
1. Supervisor	£ 957	£ 957	£ ..	£ 987	£ 987	£ ..
2. Tutor Male Nurse	940	940	..	970	970	..
3. District Male Nurse	940	940	..	970	970	..
4. Charge Male Nurse	917	940	12, 11	947	970	12, 11
5. Staff Male Nurse—						
(a)	811	888	36, 41	841	918	36, 41
(b) A person employed continuously first as a student male nurse and then as a staff male nurse shall upon registration be paid the salary of a staff male nurse from the first day of the month immediately succeeding the day on which was held the last part of the examination by the passing of which he became eligible for registration.						
6. Student Male Nurse	626	656	15	656	686	15
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 30 or less.			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 30 or less.		
8. Male Nurse employed wholly or mainly in an operating theatre or suite	£13 additional for the first year of theatre duty increased to £26 additional for any subsequent period.			£13 additional for the first year of theatre duty, increased to £26 additional for any subsequent period.		
9. Male Nurse or Student 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	£34 additional.			£34 additional.		
10. Night Duty Allowances—						
(a) While a male nurse is on night duty he shall, in addition to the salary to which he is entitled in accordance with this Schedule, be paid an allowance at the rate of £13 a year from the commencement of any period of night duty, increased to the rate of £39 a year from the end of the third month of any continuous period of night duty exceeding three months.						
(b) For the purposes of this clause any two periods of night duty shall be deemed to be a continuous period if the intervening period consists of the usual day or days off duty each week or if the male nurse during the intervening period is off duty for not more than four weeks because of sickness or injury or is on annual leave or on bereavement leave.						
Where the intervening period consists of the usual day or days off each week, it shall be counted as part of the period of night duty,						

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 for duty outside his ordinary hours of work, there shall be paid to him an allowance at the rate of 13s. a 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:
- (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:
- (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 student male nurse who normally lives out is required to perform divided duty, there shall be paid to him an allowance at the rate of 1s. 6d. for each day on divided duty.

Deduction for Board and Lodging

6. (1) In respect of any period during which a Board provides a male nurse or student male nurse with board and lodging, it shall make a deduction from the salary of the employee concerned at an annual rate of £85.

(2) Free meals shall be provided while on duty to a male nurse or student 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 student 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 student 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, other than tutor male nurses and district male nurses, and for student male nurses, shall be as follows:

(a) For male nurses and student 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 student male nurses on day duty, one duty not exceeding eight hours or two duties not together exceeding eight hours and worked within a period of 12 hours, and in either case inclusive of a break of 10 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 to involve more than five hours' work between meals.

(2) A male nurse or student male nurse on day duty shall be allowed a break of half an hour for each meal during duty hours, but any such break shall not count as hours of work for the purposes of these regulations.

(3) A male nurse or student male nurse changing from day to night duty, or *vice versa*, shall have at least 24 hours off duty before commencing the new duty.

(4) Every male nurse or student male nurse shall have one clear period of at least 24 hours off duty each week.

(5) Time occupied by student 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.

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

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

(8) Where practicable, a male nurse or student male nurse changing from morning to afternoon duty or *vice versa*, shall have at least 12 hours off duty before commencing the new duty.

Overtime

9. (1) Where a male nurse or student 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 student 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

10. (1) Leave of absence on full pay for recreational purposes shall be granted to male nurses and student 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
Student male nurses regularly working six days a week }	
2. Other student male nurses }	23

(2) The number of days shown in subclause (1) of this regulation 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 student male nurse 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.

Sick Leave

11. (1) Where a male nurse or student 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 prescribed in the Schedule set out in subclause (7) 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 and Sundays).

(4) For every male nurse or student 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, 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 student 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 student 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.

(7) 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 4 years' service	4 weeks on full pay and 4 weeks on half pay in any one year.
Over 4 years' and up to 5 years' service ..	46 days on full pay, inclusive of days previously allowed.
Over 5 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

12. Any male nurse or student male nurse employed in an institution who is required to take up duty in another institution maintained by the same Board shall be transported with his luggage free of charge.

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

Issued under the authority of the Regulations Act 1936.

Date of notification in *Gazette*: 20 June 1963.

These regulations are administered in the Department of Health.