

1967/150

**THE HOSPITAL EMPLOYMENT (NURSES) REGULATIONS
1964, AMENDMENT NO. 2**

BERNARD FERGUSSON, Governor-General

ORDER IN COUNCIL

At the Government House at Wellington this 5th day of July 1967

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 (Nurses) Regulations 1964, Amendment No. 2, and shall be read together with and deemed part of the Hospital Employment (Nurses) Regulations 1964* (hereinafter referred to as the special regulations).

2. These regulations shall be deemed to have come into force on the 26th day of August 1964.

3. Regulation 4 of the special regulations is hereby amended by revoking the Schedule to that regulation (as substituted by regulation 3 of the Hospital Employment (Nurses) Regulations 1964, Amendment No. 1), and substituting the following Schedule:

*S.R. 1964/106
Amendment No. 1: S.R. 1965/103

"SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES

Position	Yearly Rate of Salary on and from 26 August 1964
1. Grade Matron—	£
"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) Minimum	1,635
	1,724
	1,799
Maximum	1,892
"(b) Minimum	1,470
	1,511
	1,542
	1,597
	1,635
	1,682
Maximum	1,724
"(c) Minimum	1,344
	1,393
	1,429
	1,470
	1,511
Maximum	1,542
"Provided that in the case of the Matron-in-Chief of the Auckland or Wellington Hospital Board the yearly rate of salary on and from 26 August 1964 shall be increased by £44 at each salary point.	
2. Matron (other than a Grade Matron, Matron of a Maternity Hospital, and Matron of a Subsidiary Institution)—	
"(a) Institution of Grade IV Minimum	1,229
	1,275
	1,314
Maximum	1,340
"(b) Institution of Grade V Minimum	1,198
	1,216
Maximum	1,229
"(c) Institution of Grade VI Minimum	1,153
	1,185
Maximum	1,198
"(d) Institution of Grade VII Minimum	1,123
	1,141
Maximum	1,153
"(e) Institution of Grade VIII Minimum	1,000
	1,033
	1,070
	1,084
Maximum	1,114
"(f) For a supervising matron an additional sum of £13½, for each institution other than the Board's principal hospital actively supervised, up to a maximum of £133½:	
"(g) For a matron of an institution where there is no whole-time medical staff, an additional sum of £33½:	
"(h) For a matron undertaking tutorial duties, an additional sum of £26½:	
"(i) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½.	

Position	Yearly Rate of Salary on and from 26 August 1964
“3. Matron or Sister in Charge of a Subsidiary Institution—	
“(a) Institution of Grade S/I Minimum	£ 1,116
	1,141
	Maximum 1,174
“(b) Institution of Grade S/II Minimum	1,077
	1,116
	Maximum 1,141
“(c) Institution of Grade S/III Minimum	1,000
	1,033
	1,070
	1,084
	Maximum 1,114
“Provided that she shall be entitled to—	
“(d) If required to be a registered maternity nurse, an additional sum of £13½:	
“(e) If required to be a registered midwife, an additional sum of £26½:	
“(f) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½.	
“4. First or Only Assistant Matron of an Institution—	
“(a) Institution of Grade I Minimum	1,198
	1,229
	Maximum 1,280
“(b) Institution of Grade II Minimum	1,166
	1,198
	Maximum 1,280
“(c) Institution of Grade III Minimum	1,135
	1,166
	Maximum 1,280
“(d) Institution of Grade IV Minimum	1,114
	1,135
	Maximum 1,280
“(e) Institution of Grade V Minimum	1,070
	1,114
	Maximum 1,280
“(f) Institution of Grades VI to VIII (inclusive)	The remuneration of a ward or departmental sister.
“Provided that if she possesses the Post-graduate Nursing Diploma, she shall be entitled to an additional sum of £23½.	
“5. Second Assistant Matron of an Institution—	
“(a) Institution of Grade I Minimum	1,135
	1,166
	Maximum 1,280
“(b) Institution of Grade II Minimum	1,114
	1,135
	Maximum 1,280
“(c) Institution of Grade III Minimum	1,070
	1,114
	Maximum 1,280
“(d) Institution of Grades IV to VIII (inclusive)	The remuneration of a ward or departmental sister.
“Provided that, if she possesses the Post-graduate Nursing Diploma, she shall be entitled to an additional sum of £23½.	
“6. Home Sister—	
“(a) If supervising two or more homes containing altogether 400 established beds or more (supervising home sister)	
	Minimum 1,070
	1,114
	Maximum 1,135
“(b) Nurses’ home of over 300 established beds (if not entitled to be paid as supervising home sister) Minimum	1,070
	1,084
	Maximum 1,135
“(c) Nurses’ home of over 200 but not over 300 established beds Minimum	1,043
	1,070
	Maximum 1,135

*Hospital Employment (Nurses) Regulations 1964, 1967/150
Amendment No. 2*

Position	Yearly Rate of Salary on and from 26 August 1964
“(d) Nurses’ home of over 50 but not over 200 es- tablished beds Minimum	£ 1,024
Maximum	1,043
“(e) Nurses’ home of 50 established beds or fewer	The remuneration of a ward or departmental sister.
“(f) Assistant Home Sister—	
“(i) Otherwise than on night duty ..	The remuneration of a ward or departmental sister.
“(ii) While on night duty, she shall be entitled to an allowance in accordance with clause 23 of this Schedule:	
“Provided that if she possesses the Post-graduate Nursing Diploma, she shall be entitled to an additional sum of £23½.	
“7. Tutor Sister—	
“(a) A Principal or Sole Tutor Sister—	
“(i) Of the main or only training school for nurses of the Auckland, Wellington, North Canterbury, or Waikato Hos- pital Board	The remuneration of a first or only assistant matron of an institution of Grade I.
“(ii) Of any other training school for nurses of the Auckland, Wellington, North Canterbury, or Waikato Hospital Board which is independent of the Board’s main training school; or	} The remuneration of the first or only assistant matron of such ap- proved training school.
“(iii) Of the main or only training school for nurses of any other Board	
“(b) Any other Tutor Sister Minimum	995
Maximum	1,041 1,075
“Provided that—	
“(i) If Principal or Sole Tutor at an institution subsidiary to the main institution recognised as a training school for nurses, she shall be entitled to an additional sum of £26½:	
“(ii) If required to teach obstetrics and to be qualified as a registered nurse and registered midwife, she shall be entitled to an additional sum of £26½:	
“(c) If possessing the Post-graduate Nursing Diploma, she shall be entitled to an additional sum of £23½.	
“8. Ward or Departmental Sister—	
“(a) A Supervising Sister—	
“(i) Except as provided in subparagraph (ii)	
Minimum	1,070
Maximum	1,114
“(ii) If on night duty and having two or more sisters working under her	
Minimum	1,123
Maximum	1,147
“(b) In any other case—	
Minimum	910
Maximum	979 1,007 1,043
“Provided that in cases of special merit a Board may with the approval of the Director-General permit a ward or departmental sister who has been on the maximum rate for at least one year to proceed to a higher maxi- mum in accordance with the scales set out in this subparagraph, namely	
Minimum	1,070
Maximum	1,090

Position	Yearly Rate of Salary on and from 26 August 1964
<p>“Provided also that the provisions of subclause (2) of regulation 6 of the principal regulations shall not apply in determining the date from which the maximum rate shall be payable—</p>	
<p>“(i) While on night duty, she shall be entitled to an allowance in accordance with clause 23 of this Schedule:</p>	
<p>“(ii) While engaged on duty as afternoon sister supervising several wards during afternoon or evening for a continuous period exceeding 14 days, an additional sum of £33½:</p>	
<p>“Provided that—</p>	
<p>“(c) If required to be in possession of any one or more of the following qualifications, namely, a certificate of registration as a maternity nurse or a psychiatric nurse or any other post-registration certificate (other than the Post-graduate Nursing Diploma) recognised by the Nurses and Midwives Board for registration purposes, she shall be entitled to an additional sum of £13¼:</p>	
<p>“(d) If possessing the Post-graduate Nursing Diploma, she shall be entitled to an additional sum of £23½.</p>	
“9. Supervising Theatre Sister—	£
“(a) Having supervision of five or more theatres	
Minimum	1,070
Maximum	1,116
Maximum	1,147
“(b) Having supervision of two, three, or four theatres	
Minimum	1,043
Maximum	1,077
Maximum	1,123
<p>“Provided that if she possesses the Post-graduate Nursing Diploma, she shall be entitled to an additional sum of £23½.</p>	
“10. Theatre Sisters and Theatre Staff Nurses—	
“(a) Theatre Sister—	
“(i) The remuneration of a ward or departmental sister and an additional sum of £26¾, for the first three months as theatre sister increased to £40, additional for any subsequent period:	
“(ii) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½ is payable:	
“(b) Theatre Staff Nurse—	
“The remuneration of a staff nurse and an additional sum of £13¼.	
“11. A General Duty Nurse—	
“Basic rate	
Minimum	880
Maximum	943
Maximum	979
<p>“Provided that she shall be entitled to—</p>	
<p>“(a) While on night duty, an additional allowance in accordance with clause 23 of this Schedule:</p>	
<p>“(b) While employed wholly or mainly in an operating theatre or suite, an additional sum of £13½:</p>	
<p>“(c) While acting as an afternoon sister supervising several wards for a continuous period exceeding 14 days, an additional sum of £33¾:</p>	

Position	Yearly Rate of Salary on and from 26 August 1964
“(d) While on afternoon duty as a general duty nurse supervising several wards for a continuous period exceeding 14 days, an additional sum of £13¼:	£
“(e) If required to be in possession of any one or more of the following qualifications, namely, a certificate of registration as a maternity nurse or a psychiatric nurse, or any other post-registration certificate (other than the Post-graduate Nursing Diploma) recognised by the Nurses and Midwives Board for registration purposes, an additional sum of £13¼.	
“12. A Staff Nurse—	
“(a) Basic rate	829
“(b) A person employed continuously first as a student nurse and then as a staff nurse shall upon registration be paid the salary of a staff nurse retrospectively 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 she became eligible for registration: “Provided that she shall be entitled to—	
“(c) While on night duty, an allowance in accordance with clause 23 of this Schedule:	
“(d) While acting as an afternoon sister supervising several wards for a continuous period exceeding 14 days, an additional sum of £33¼:	
“(e) While on afternoon duty as a staff nurse supervising several wards for a continuous period exceeding 14 days, an additional sum of £13¼.	
“13. A Student Nurse—	
Minimum	502
	559
	632
Maximum	656
“14. A Nursing Aid—	
“(a) Minimum	590
	630
	685
	738
	791
	831
Maximum	881
“(b) While on night duty, she shall be entitled to an allowance in accordance with clause 23 of this Schedule.	
“15. A Karitane Nurse employed in a children’s ward—	
“(a) Minimum	608
	630
	674
	738
	791
	831
Maximum	881
“(b) While on night duty, she shall be entitled to an allowance in accordance with clause 23 of this Schedule.	
“16. A Student Nursing Aid—	
Minimum	502
Maximum	542

Position	Yearly Rate of Salary on and from 26 August 1964
"17. A Hospital Aid—	£
"(a) Minimum	546
	606
	626
	663
	710
	762
Maximum	800
"(b) After 10 years' continuous service as a hospital aid	816
"(c) While on night duty, she shall be entitled to an allowance in accordance with clause 23 of this Schedule.	
"18. A member of the nursing staff of a maternity hospital, maternity ward, or maternity annex who is—	
"(a) Matron or Sister in Charge of a—	
"(i) Hospital, ward, or annex of Grade M/I	
Minimum	1,198
Maximum	1,229
1,280	
"(ii) Hospital, ward, or annex of Grade M/II	
Minimum	1,147
Maximum	1,174
1,198	
"(iii) Hospital, ward, or annex of Grade M/III	
Minimum	1,123
Maximum	1,135
1,147	
"(iv) Hospital, ward, or annex of Grade M/IV	
Minimum	1,114
Maximum	1,123
"Provided that she shall be entitled to—	
"(v) If tutorial duties are undertaken, an additional sum of £26½:	
"(vi) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½:	
"(vii) If possessing the Plunket Certificate, an additional sum of £13½:	
"(b) Assistant Matron or Assistant Sister in Charge—	
"(i) Hospital, ward, or annex of over 60 occupied beds	
Minimum	1,123
Maximum	1,135
1,147	
"(ii) Hospital, ward, or annex of over 40 but not over 60 occupied beds	
Minimum	1,114
Maximum	1,123
"Provided that she shall be entitled to—	
"(iii) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½:	
"(iv) If possessing the Plunket Certificate, an additional sum of £13½:	
"(c) A registered staff member—	
"(i) Qualified as a registered nurse and registered midwife	
Minimum	1,007
Maximum	1,043
1,070	
1,103	

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Amendment No. 2

Position	Yearly Rate of Salary on and from 26 August 1964 £
<p>“(ii) Qualified as registered nurse and registered maternity nurse appointed prior to 14 December 1962 or if appointed after that date have been employed for not less than 12 months as a staff nurse, a maternity staff nurse, or a maternity nurse trainee, or in two or more of these positions</p>	<p>£</p>
Minimum	927
	993
	1,021
Maximum	1,057
“(iii) Qualified as registered midwife only	
Minimum	910
	979
Maximum	1,007
“(iv) Qualified as registered maternity nurse only	
Minimum	794
	843
	871
Maximum	928
“(v) A Maternity Staff Nurse (qualified as registered nurse and registered maternity nurse)—	
“(a)	829
“(b) A person employed continuously first as student nurse and then as maternity staff nurse shall upon registration be paid the salary of a maternity staff nurse retrospectively 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 she became eligible for registration:	
“Provided that she shall be entitled to—	
“(vi) While on night duty, an allowance in accordance with clause 23 of this Schedule:	
“(vii) While acting as sole tutor, an additional sum of £26½:	
“(viii) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½:	
“(ix) If possessing the Plunket Certificate, an additional sum of £13½:	
“(d) A Maternity Nurse Trainee—	
“(i) If already qualified as registered nurse	829
“(ii) Other trainees	
Minimum	502
Maximum	559
“(e) A Karitane Nurse—	
“(i) Minimum	608
	630
	674
	738
	791
	831
Maximum	881
“(ii) While on night duty, she shall be entitled to an allowance in accordance with clause 23 of this Schedule:	

Position	Yearly Rate of Salary on and from 26 August 1964
“(f) A Hospital Aid—	£
“(i) Minimum	546
	606
	626
	663
	710
	762
Maximum	800
“(ii) After 10 years’ continuous service as a hospital aid	816
“(iii) While on night duty, she shall be entitled to an allowance in accordance with clause 23 of this Schedule.	
“19. Nursing Staff of Tuberculosis Institutions, Wards, Annexes, and Clinics:	The remuneration for corresponding positions provided for in clauses 1 to 17 of this Schedule (except in the case of student nurses in an A Grade training school) and—
	(i) For the first six months an additional sum of £33½:
	(ii) For any subsequent period an additional sum increased to £66½.
“20. Nursing Staff of Extended Treatment Institutions Wards, or Annexes:	The remuneration for corresponding positions provided for in clauses 1 to 17 of this Schedule and (except in the case of student nurses in an A Grade training school) an additional sum of £33½.
“21. A District Nursing Staff member who is—	
“(a) A District Nurse Supervisor—	
“(i) Responsible for supervising 20 or more district nurses	Minimum 1,129 Maximum 1,151
“(ii) Responsible for supervising less than 20 but not less than 11 district nurses	Minimum 1,095 Maximum 1,127
“(iii) Responsible for supervising less than 11 but not less than three district nurses. The remuneration of a district nurse and an additional sum of £26½:	
“(iv) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½:	
“(b) A District Nurse—	
“(i) Required to be both a registered nurse and a registered midwife:	The remuneration of a ward or departmental sister and an additional sum of £48.
“(ii) Required to be both a registered nurse and a registered maternity nurse:	The remuneration of a ward or departmental sister and an additional sum of £13.
“(iii) Required to be a registered nurse only:	The remuneration of a ward or departmental sister.

Position	Yearly Rate of Salary on and from 26 August 1964
"Provided that she shall be entitled to—	
"(iv) If possessing the Post-graduate Nursing Diploma, an additional sum of £23½:	
"(v) If required by the Board to engage in Public Health activities, an additional sum of £13½:	
"(vi) If required by the Board to possess the Plunket Certificate, an additional sum of £13½:	
"(c) A Medical Social Worker—	The remuneration of a district nurse and an additional sum of £37.
If she is—	
"(i) Responsible for supervising 11 or more medical social workers, an additional sum of £53½:	
"(ii) Responsible for supervising less than 11 but not less than three medical social workers, an additional sum of £26½.	
"22. A Part-time Nursing Staff member who is—	
"(a) A registered nurse, registered midwife, or a registered maternity nurse employed for not more than 30 hours duty in a week	9s. 4d. per hour
"(b) A registered nursing aid, a hospital aid, or a Karitane nurse employed for not more than 30 hours duty in a week	7s. 1d. per hour
"(c) A registered nurse, a registered midwife, a registered maternity nurse, a registered nurse aid, a hospital aid, or a Karitane nurse employed for more than 30 hours in a week	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 40.
"23. Night Duty Allowances—	
"(a) This paragraph shall apply only to nurses employed in the following positions, namely:	While she is on night duty every nurse to whom this clause applies shall, in addition to the salary to which she is entitled in accordance with this Schedule, be paid an allowance at the rate of £26 15s. a year from the commencement of the period of night duty, increased to the rate of £40 a year from the end of the third month of any continuous period of night duty exceeding three months, and increased to the rate of £66 15s. a year from the end of the first year of any continuous period of night duty exceeding one year.
"(i) Assistant home sisters:	
"(ii) Ward or departmental sisters other than supervising sisters:	
"(iii) Registered staff of a maternity hospital, maternity ward, or maternity annex other than a Matron or Sister in Charge or an Assistant Matron or Assistant Sister in Charge, or a maternity staff nurse.	

Position	Yearly Rate of Salary on and from 26 August 1964
“(b) This paragraph shall apply only to nurses employed in the following positions, namely: “(i) General duty nurses: “(ii) Staff nurses: “(iii) Maternity staff nurses: “(iv) Nursing aids: “(v) Karitane nurses: “(vi) Hospital aids.	While she is on night duty, every nurse to whom this paragraph applies shall, in addition to the salary to which she is entitled in accordance with this Schedule, be paid an allowance at the rate of £13 5s. a year from the commencement of any period of night duty, increased to the rate of £40 a year from the end of the third month of any continuous period of night duty exceeding three months.
“(c) 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 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.”	

4. Regulation 7 of the special regulations (as amended by regulation 4 of the Hospital Employment (Nurses) Regulations 1964, Amendment No. 1) is hereby further amended by omitting from subclause (3) the words “1 August 1963” wherever they occur, and substituting in each case the words “26 August 1964”.

5. The Hospital Employment (Nurses) Regulations 1964, Amendment No. 1, are hereby revoked.

P. J. BROOKS,
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 provide amended conditions of employment for nurses employed by Hospital Boards.

Issued under the authority of the Regulations Act 1936.

Date of notification in *Gazette*: 6 July 1967.

These regulations are administered in the Department of Health.