

Serial Number 1952/92



**THE HOSPITAL EMPLOYMENT (MEDICAL OFFICERS)  
REGULATIONS 1952**

FREYBERG, Governor-General  
ORDER IN COUNCIL

At the Government House at Wellington, this 7th day of  
May 1952

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, hereby makes the following regulations.

**REGULATIONS**

1. (1) These regulations may be cited as the Hospital Employment (Medical Officers) Regulations 1952, and shall be read together with and deemed part of the Hospital Employment Regulations 1952\* (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) Except where these regulations otherwise provide, 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 July 1951.

(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*.

\* Statutory Regulations 1952, Serial number 1952/86, page 352.

*Interpretation*

3. In these regulations, unless the context otherwise requires,—
- “Final year student” means a medical student who is attending and working at a recognized 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 :
- “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 recognized 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 :
- “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 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 :
- “Organized 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 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 ten years, and has had not less than five years’ practical experience in that specialty ; or

(b) Has been qualified for not less than fifteen 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 ten years mentioned in paragraph (a) of this definition and not less than thirteen years instead of the period of fifteen 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 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 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 1947,\* 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 1920 :
- (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.

\* Statutory Regulations 1947, Serial number 1947/69, page 252.

Amendment No. 1 : Statutory Regulations 1950, Serial number 1950/83, page 253.

Amendment No. 2 : Statutory Regulations 1950, Serial number 1950/89, page 271.

(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 1949 may be made retrospective to a date not earlier than the said 1st day of April 1949, 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 and Registrars

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

#### SCHEDULE: SCALES OF SALARIES OF HOUSE SURGEONS AND REGISTRARS

Position.	Yearly Rate of Salary.		
	Minimum.	Maximum.	Increments.
1. House Surgeon—	£	£	£
(a) Junior house surgeon .. ..	402½	402½	..
(b) Senior house surgeon .. ..	517½	575	57½
(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 £57 10s. a year.			
2. Junior Registrar—			
(a) .. .. .	661¼	718¾	57½
(b) While wholly or mainly engaged in work relating to tuberculosis or anaesthetics .. .. .	£57½ additional.		
3. Senior Registrar—			
(a) .. .. .	776¼	891¼	57½
(b) While wholly or mainly engaged in work relating to tuberculosis or anaesthetics .. .. .	£57½ 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 £287 10s., 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 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 authorized by the Board to live away from the institution, he shall be paid a living out allowance at an annual rate, approved by the Minister according to the circumstances of the locality, of not less than £115 and not more than £149 10s.

(3) While a registrar is required or authorized by a Board to live away from the institution he shall be paid a living out allowance at the annual rate of £179 8s.

*Subsistence Allowance*

10. (1) Where a house surgeon or registrar who, in accordance with the provisions of these regulations, ordinarily receives free board and lodging 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 3s. a week.

(2) Where a house surgeon 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. (1) 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 FOR SENIOR WHOLE TIME MEDICAL OFFICERS

Position.	Yearly Rate of Salary.		
	Minimum.	Maximum.	Increments.
	£	£	£
<b>1. Medical Superintendent—</b>			
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) .. .. .	2,160	2,410	100, 100, 50, subject to the provisions of subclause (2) of this regulation.
(b) .. .. .	1,910	2,160	
(c) .. .. .	1,660	1,910	
(d) .. .. .	1,410	1,660	
<b>2. Senior Specialist—</b>			
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) .. .. .	2,160	2,410	100, 100, 50, subject to the provisions of subclause (2) of this regulation.
(b) .. .. .	1,910	2,160	
(c) .. .. .	1,660	1,910	
<b>3. Junior Specialist .. .. .</b>	1,260	1,560	50
<b>4. Medical Officer of Special Scale—</b>			
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 seven following—			
(a) .. .. .	1,560	1,710	50
(b) .. .. .	1,460	1,610	50
(c) .. .. .	1,360	1,510	50
(d) .. .. .	1,150	1,310	57½, 52½, 50
(e) .. .. .	1,035	1,207½	57½
(f) .. .. .	920	1,092½	57½
(g) .. .. .	805	977½	57½



(2) Where the scale of salary of a whole time medical superintendent or whole time senior specialist, as determined by the Grading Committee and approved by the Minister before the date on which these regulations are notified in the *Gazette*, corresponds with one of the scales prescribed in clauses 1 (a), 1 (b), 1 (c), 2 (a), 2 (b), and 2 (c) in the Schedule to subclause (1) of this regulation and such first-mentioned salary scale provides for one or more increments on specified dates after the 30th day of June 1951, the amount of every such increment and the date on which it is payable shall be as re-determined by the Grading Committee with the approval of the Minister :

Provided that the salary payable at any time in accordance with that re-determination shall not be less than was payable at that time in accordance with the original determination :

Provided also that no increment so re-determined shall exceed £100.

*Payment by Senior Whole Time Medical Officer Where  
Accommodation, &c., 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) hereof, 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) hereof, 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 £126 10s. a year.

*Part Time Medical Superintendents*

13. (1) Subject to the provisions of subclause (2) hereof, 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) In respect of each position as a visiting anaesthetist on a visiting staff that is organized on a specialist basis, the average number of sessions of three and a half hours required per week during any specified term of employment to perform the duties of the position shall be determined by the Board with the approval of the Director-General ; and the yearly rate of salary for each such position shall be the sum of £150 multiplied by the number of sessions per week determined in accordance with this subclause.

(3) Except as provided in the last preceding subclause, 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 twenty-one, 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 (4) hereof. 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.

(4) The nominal whole time salary for the purpose of computing a yearly rate of salary in accordance with the last preceding subclause shall be the appropriate amount set out in the Schedule hereto, namely :—

## SCHEDULE : VISITING MEDICAL OFFICERS

Position.	Nominal Whole Time Salary from Which Salary of Visiting Medical Officer is Computed.
1. Visiting senior specialist on a visiting staff organized on a specialist basis—	
(a) If either—	
(i) He has been qualified for ten 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 employed at any other institution of over 200 occupied beds, £2,160 : Provided that, instead of the salary of £2,160, the Grading Committee may, with the approval of the Minister, determine a salary of £2,410 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 fifteen years and has had eight years' practical experience in the specialty in which he is engaged	
(b) In any other case .. .. .	£1,660
2. Visiting assistant specialist on a visiting staff organized on a specialist basis—	
(a) If either—	
(i) He has been qualified for ten 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	£1,560
(ii) He has been qualified for fifteen 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' practical experience in that specialty; or	£1,260
(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 .. .. .	£1,092½

SCHEDULE: VISITING MEDICAL OFFICERS—*continued*

Position.	Nominal Whole Time Salary from Which Salary of Visiting Medical Officer is Computed.
3. Visiting medical officer on a visiting staff not organized on a specialist basis—	
(a) If either—	
(i) He has been qualified for ten years and holds a higher qualification; or	} £1,560
(ii) He has been qualified for fifteen years	
(b) If either—	
(i) He has been qualified for five years and holds a higher qualification; or	} £1,260
(ii) He has been qualified for eight years	
(c) In any other case .. ..	£1,092½

(5) No determination for the purposes of subclause (2) or subclause (3) hereof shall be operative for a term of employment exceeding three years.

(6) In any case in which the average number of hours per week determined and approved in accordance with subclause (3) hereof is not more than three and a half or is more than twenty-one, 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 (3) and any other relevant factors.

(7) The Board's determination of the number of sessions under subclause (2) or of the average number of hours per week under subclause (3) 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.

(9) In addition to the yearly rate of salary determined in accordance with this regulation, the Board may pay—

(a) To any visiting medical officer who undertakes teaching duties for the Board in connection with any training school established by the Board, remuneration for such teaching duties at a rate determined by the Board with the approval of the Director-General; and

(b) To any visiting anaesthetist on a visiting staff organized on a specialist basis, a fee at the rate of two guineas an hour for attendance in emergencies at times other than the sessions for which payment is made in accordance with subclause (2) :

Provided that, if the time of attendance is less than one hour, the fee shall be two guineas.

*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 the last preceding regulation 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 twenty-eight days' leave of absence on full pay for recreational purposes in respect of each year of employment.

(2) The number of days stated in the last preceding subclause 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 whole time 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 whole time 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 whole time 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 whole time 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 ..	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.

19. Where a part time medical officer is granted leave of absence on account of sickness or injury, he may be granted all or part of his usual salary during all or part of the period of absence as the Board determines, having regard to the circumstances of his sickness or injury and to his length of service in the employ of a Board, a separate institution, or the Crown :

Provided that he shall not be granted sick leave on pay on more favourable terms than may be granted in similar circumstances under regulation 18 hereof to a whole time medical officer of equal length of service.

*Transport*

20. (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 motor car for the purposes of his work, the Board may pay him a mileage allowance or, in lieu thereof, a commuted allowance, in either case at a rate and subject to conditions approved by the Director-General.

21. 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 consolidate the existing provisions of the Hospital Employment Regulations 1948 that relate particularly to the salaries, allowances, and conditions of employment of medical officers employed by Hospital Boards.

The regulations contain new provisions relating to the salaries, allowances, and conditions of employment of visiting medical officers.

The regulations form part of the Hospital Employment Regulations 1952, which contain other provisions relating generally to the salaries, allowances, and conditions of employment of all classes of Hospital Board employees.

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These regulations are administered in the Department of Health.

(H.-Hosp. 68.)