



**THE HOSPITAL EMPLOYMENT REGULATIONS 1948,
AMENDMENT NO. 1**

B. C. FREYBERG, Governor-General

By his Deputy,
H. F. O'LEARY

ORDER IN COUNCIL

At the Government House at Wellington, this 7th day of
July, 1948

Present :

HIS EXCELLENCY THE GOVERNOR-GENERAL IN COUNCIL

PURSUANT to the Hospitals and Charitable Institutions Act, 1926, and section 18 of the Finance Act (No. 2), 1946, His Excellency the Governor-General, acting by and with the advice and consent of the Executive Council, doth hereby make the following regulations.

REGULATIONS

1. These regulations may be cited as the Hospital Employment Regulations 1948, Amendment No. 1.
2. These regulations shall be read together with and deemed part of the Hospital Employment Regulations 1948* (hereinafter referred to as the principal regulations).
3. These regulations shall come into force on the 16th day of July, 1948.
4. The principal regulations are amended by adding thereto a new Part comprising the following headings and regulations :—

“ PART III.—PHYSIO-THERAPISTS AND STUDENTS

“ *Commencing Date*

“ 36. The commencing date on and after which the scales of salaries and wages and other provisions of this Part of these regulations shall come into force is the 16th day of July, 1948.

“ *Interpretation*

“ 37. In this Part of these regulations, unless inconsistent with the context,—

“ ‘ Assistant charge physio-therapist ’ means a physio-therapist who assists a charge physio-therapist in the administration of the physio-therapy department of an institution and, in the absence of the charge physio-therapist, discharges his duties :

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

- “ ‘Charge physio-therapist’ means the principal or only physio-therapist employed in an institution :
- “ ‘Establishment of staff’ when used with reference to an institution or department thereof means the average number of physio-therapists employed on normal days of work during the last preceding six months ended on the 31st March or the 30th September, whichever is the later date :
- “ ‘Institution’ means an institution as defined in Regulation 21 hereof or any other premises in which physio-therapy is provided for out-patients :
- “ ‘Physio-therapist’ means a masseur or masseuse registered under the Masseurs Registration Act, 1920 :
- “ ‘Physio-therapy’ means massage as defined in the Masseurs Registration Act, 1920.
- “ ‘Staff physio-therapist’ means a physio-therapist employed in any position not otherwise designated in the schedule to the next succeeding regulation.
- “ ‘Student’ means a person undergoing the course of training in practical massage prescribed by the Masseurs Registration Act, 1920, for the purpose of qualifying for registration under that Act.

“ 38. The scales of salaries and wages applicable to physio-therapists and students shall be those set out in the schedule appended to this regulation :—

“ SCHEDULE : SCALES OF SALARIES AND WAGES OF PHYSIO-THERAPISTS AND STUDENTS

Position.	Yearly Rate of Salary.		
	Minimum.	Maximum.	Increments.
“ 1. Physio-therapists employed in the New Zealand School of Physio-therapy maintained by the Otago Hospital Board—	£	£	£
“ (a) Principal	600	700	50
“ (b) Vice-principal	500	575	25
“ (c) Senior teacher	450	500	25
“ (d) Supervising physio-therapist	350	410	20
“ (e) Pupil teacher	340	400	20
“ 2. Charge Physio-therapist—			
“ (a) (i) In an institution in which the establishment of staff is 11 or more	480	520	20
“ (ii) If actively supervising the physio-therapy work of one or more other institutions whose aggregate establishment of staff is 5 or more	£40 additional.		
“ (b) In an institution in which the establishment of staff is less than 11 but not less than 6	420	480	20
“ (c) In an institution in which the establishment of staff is less than 6 but not less than 3	380	440	20
“ (d) In an institution in which the establishment of staff is less than 3	360	420	20

“SCHEDULE: SCALES OF SALARIES AND WAGES OF PHYSIO-THERAPISTS
AND STUDENTS—*continued*”

Position.	Yearly Rate of Salary.		
	Minimum.	Maximum.	Increments.
“ 3. Assistant Charge Physio-therapist—			
“ (a) In an institution in which the establishment of staff is 11 or more	£ 400	£ 460	£ 20
“ (b) In an institution in which the establishment of staff is less than 11 but not less than 6	380	420	20
“ (c) In an institution in which the establishment of staff is less than 6	320	380	20
“ 4. Staff Physio-therapist—			
“ (a)..... .. .	320	380	20
“ (b) While wholly employed as a tutor of students an additional sum at the rate of £100 per annum, but not for a greater period than six months in any year.			
“ 5. Student			An annual rate, approved by the Minister in respect of each institution according to the circumstances of the locality, of not less than £88 and not more than £114.
“ 6. Part-time Physio-therapist			A rate of salary representing that proportion of the minimum salary for the position occupied that the number of hours worked during the week bears to forty, such rate to be increased by 10 per centum if the hours worked per week are thirty or less.

“ Deduction for Board and Lodging

“ 39. In respect of any period during which a Board provides a physio-therapist or a student with board and lodging it shall make a deduction from the salary of the employee concerned at an annual rate, approved by the Minister according to the circumstances of the locality, of not less than £88 and not more than £114, and in the case of a student not more than the yearly rate of salary payable in accordance with the last preceding regulation.

“ Overalls and Uniforms

“ 40. (1) This regulation shall apply to all physio-therapists and students, except that clause (4) hereof shall not apply to part-time physio-therapists.

“ (2) A suitable overall shall be supplied for the use of every male physio-therapist and male student, but shall remain the property of the Board.

“ (3) A uniform dress, including a cap and a cape or cardigan, shall be supplied for the use of every female physio-therapist and female student, but shall remain the property of the Board.

“ (4) (a) Two pairs of duty shoes and six pairs of duty stockings shall be supplied free of charge to every female physio-therapist at the commencement of each year.

“(b) One pair of duty shoes and three pairs of duty stockings shall be supplied free of charge to every female student.

“(5) All overalls and uniform dresses, but not other clothing, shall be laundered free of charge.

“*Hours of Work*

“41. (1) This regulation shall apply only to staff physio-therapists and students.

“(2) (a) On Monday to Friday inclusive the hours of work shall be between the hours of 8 a.m. and 5.30 p.m. and shall be not more than eight on any one day, inclusive of ten minutes for morning tea and ten minutes for afternoon tea.

“(b) On Monday to Friday inclusive a break of one hour for a meal between the hours of 12 noon and 2 p.m. shall be allowed on each day.

“(c) On Saturday the hours of work shall be between the hours of 8 a.m. and 1 p.m. and shall be not more than four, inclusive of ten minutes for morning tea.

“(3) The normal weekly hours of work shall be forty.

“(4) Notwithstanding the foregoing provisions of this regulation, it shall be permissible for a Board in case of emergency to vary the hours of work prescribed herein.

“*Overtime*

“42. (1) Where a physio-therapist or student is required to work more than forty hours in any week, the excess time shall be deemed to be overtime and shall be the subject of payment at one and a half times the hourly rate of pay:

“Provided that the total overtime payment in respect of any one year ending on the 31st day of March plus the salary for that year shall not exceed £460.

“(2) For the purposes of this regulation the hourly rate of pay shall be one 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 39, and in the final calculation of the rate of payment for overtime 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.

“*Annual Leave*

“43. (1) This regulation shall not apply to part-time physio-therapists.

“(2) Leave of absence for recreational purposes on full pay shall be granted to the respective classes of physio-therapists according to the following scale, namely:—

Class of Physio-therapist.	Number of Days Leave in respect of each Year of Employment.
1. Principal, Vice-principal, and senior teachers of the New Zealand School of Physio-therapy maintained by the Otago Hospital Board	26
2. All other physio-therapists	19

“(3) The number of days shown in the last preceding clause is the number of consecutive days (including Saturdays and Sundays, but excluding the public holidays named in clause (6) hereof):

“Provided that a Board may permit annual leave to be taken in two periods.

“(4) Students shall be granted seven days' leave in respect of the six months of their course of training in practical massage.

“(5) When the employment of a physio-therapist or student 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.

“(6) In addition to annual leave granted in accordance with this regulation, each physio-therapist or student 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, first, when any of the above public holidays (other than Anzac Day) falls on a Sunday, the following day shall be allowed, and secondly, when any individual is required to work on any of the above public holidays he shall be allowed an equivalent holiday on a later day convenient to the Board.

“ Sick-leave

“44. (1) Where a physio-therapist or a student 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 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 physio-therapy and student service, whether continuous or intermittent, in the employ of a Board, a separate institution, or the Crown.

“(3) The total period of sick-leave with full pay set out in the schedule may consist of one or more periods. Sick-leave with full pay for each period allowed is to be reckoned in consecutive days (including Saturdays, Sundays, and public holidays).

“(4) The total period of sick-leave with full pay to which any physio-therapist or student is entitled as set out in the schedule shall be computed in respect of his whole length of service.

“(5) In addition to sick-leave with full pay as provided for in the foregoing provisions of this regulation, a physio-therapist or a student 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 physio-therapist or a student 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 first the prior approval of the Minister shall be obtained

for such payment beyond a period of three months, and secondly the period in respect of which salary is paid in accordance with the provisions of this clause 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 Full Pay during Whole Length of Service.
Up to three months	7 days.
Over three months and up to six months	14 days, inclusive of days previously allowed.
Over six months and up to nine months	31 days, inclusive of days previously allowed.
Over nine months and up to five years	46 days, inclusive of days previously allowed.
Over five years and up to ten years	92 days, inclusive of days previously allowed.
Over ten years and up to twenty years	183 days, inclusive of days previously allowed.
Over twenty years and up to thirty years	275 days, inclusive of days previously allowed.
Over thirty years	365 days, 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* : 8th day of July, 1948.

These regulations are administered in the Department of Health.

(H.—Hosp. 31.)