

Serial Number 1948/216



**THE HOSPITAL EMPLOYMENT REGULATIONS 1948,  
AMENDMENT NO. 3**

B. C. FREYBERG, Governor-General

ORDER IN COUNCIL

At the Government House at Wellington, this 22nd day of  
December, 1948

Present :

HIS EXCELLENCY THE GOVERNOR-GENERAL IN COUNCIL

PURSUANT to the Hospitals Act, 1926, section 18 of the Finance Act (No. 2), 1946, and section 10 of the Hospitals Amendment Act, 1948, 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. 3.

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. The principal regulations are amended by adding thereto a new Part comprising the following headings and regulations :—

“ PART V.—RADIOGRAPHERS, STUDENTS, AND DARK-ROOM TECHNICIANS

“ *Commencing Date*

“ 55. (1) Such of the provisions of this Part 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 herein shall be deemed to have come into force on the 1st day of April, 1948.

“ (2) Except as provided in the last preceding clause, the commencing date on which the provisions of this Part of these regulations shall come into force shall be the 24th day of December, 1948.

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

Amendment No. 1 : Statutory Regulations 1948, Serial number 1948/108, page 320.

Amendment No. 2 : Statutory Regulations 1948, Serial number 1948/192, page 564.

*“ Interpretation*

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

- “ ‘ Charge radiographer ’ means the principal or only radiographer employed in an institution :
- “ ‘ Dark-room technician ’ means a person wholly or mainly employed in the developing and other processing of x-ray films :
- “ ‘ Discharged serviceman ’ means a discharged serviceman as defined in the Rehabilitation Act, 1941, and its amendments :
- “ ‘ Establishment of staff ’ means establishment of staff for the time being, and when used with reference to an institution or department thereof means the average number of radiographers and dark-room technicians (not including students) employed on normal days of work during the six months ended on the last preceding 31st day of March or 30th day of September, whichever is the later date :
- “ ‘ Qualified radiographer ’ means a radiographer who holds the Certificate of Efficiency in Radiography issued by the Society of Radiographers (London) or the X-ray Technician’s Certificate issued by the Melbourne Technical College or such other qualification appropriate to the work of a radiographer as is recognized by the Minister as equivalent to either of the aforesaid certificates for the purposes of these regulations :
- “ ‘ Radiographer ’ means a person wholly or mainly employed in the technical operation of x-ray equipment for the purposes of examination or treatment :
- “ ‘ Student ’ means a person who is undergoing a course of practical and theoretical training in a training-school for the purpose of qualifying as a radiographer :
- “ ‘ Training-school ’ means an institution recognized by the Minister as a training-school for radiographers :
- “ ‘ Tutor radiographer ’ means a qualified radiographer who is responsible for the teaching of students and is wholly or mainly employed in that work :
- “ ‘ X-ray worker ’ includes a radiographer, a student, and a dark-room technician :

“ 57. Subject to the provisions of the next succeeding regulation, the scales of salaries and wages applicable to x-ray workers shall be those set out in the Schedule appended to this regulation :—

“ SCHEDULE: SALES OF SALARIES AND WAGES OF RADIOGRAPHERS, STUDENTS,  
AND DARK-ROOM TECHNICIANS

Position.	Yearly Rate of Salary.
1. Qualified Radiographer—	£
“ (a) (i) First year .. .. .	325
“ (ii) Second year .. .. .	375
“ (iii) Third year .. .. .	400
“ (iv) Fourth year .. .. .	425
“ (v) Fifth year .. .. .	465
“ (vi) Sixth year .. .. .	495
“ (vii) Seventh year .. .. .	525
“ (viii) Eighth year and thereafter, subject to para- graph (d) hereof .. .. .	550

“(b) In the case of a person employed continuously first as a student or an unqualified radiographer and then as a qualified radiographer, the commencing salary as a qualified radiographer shall be the salary in paragraph (a) next above that previously received by him as a student or unqualified radiographer, as the case may be :

“Provided that the commencing salary of a qualified radiographer who is either a discharged serviceman or a registered nurse shall be not less than the salary of a second-year radiographer.

“For the purposes of this paragraph—

“(i) A person qualified by examination shall be deemed to have become so qualified on the first day of the next month following that in which he sat the last section of his qualifying examination ; and

“(ii) A person qualified by becoming the holder of a qualification without examination shall be deemed to have become so qualified on the date of issue of his certificate of qualification.

“(c) The yearly rates specified in paragraph (a) of this clause are subject to the provisions of paragraphs (d) and (e) hereof.

“(d) The maximum salary for a qualified female radiographer, exclusive of any additional sum payable under clauses 3 and 4 of this schedule, shall be £525 per annum.

“(e) Subject to the prior approval of the Director-General, a Board may pay a qualified male radiographer who has completed at least five years' service at the salary of £550 per annum provided in paragraph (a) of this clause an additional sum of £50 per annum.

Position.	Yearly Rate of Salary.
“ 2. Unqualified Radiographer—	
“(a) (i) First year .. .. .	£ 155
“(ii) Second year .. .. .	215
“(iii) Third year .. .. .	250
“(iv) Fourth year .. .. .	300
“(v) Fifth year .. .. .	325
“(vi) Sixth year .. .. .	350
“(vii) Seventh year .. .. .	375
“(viii) Eighth year .. .. .	400
“(ix) Ninth year .. .. .	425
“(x) Tenth year and thereafter .. .. .	450

“(b) An unqualified radiographer who on the 31st day of December, 1947, had had ten years' practical experience as a radiographer and was at that date not less than thirty-five years of age :—

Position.	Yearly Rate of Salary.
	£
“ Eleventh year .. .. .	475
“ Twelfth year .. .. .	500
“ Thirteenth year .. .. .	525
“ Fourteenth year .. .. .	550

“ 3. Charge Radiographer : The appropriate yearly rate of salary of a qualified radiographer or unqualified radiographer, as the case may be, in accordance with clause 1 or 2 of this schedule, increased as follows :—

“(a) In an institution which is a training-school .. .. .	£75 additional.
“(b) In an institution which is not a training-school—	
“(i) In which the establishment of staff is 10 or more .. .. .	£60 additional.
“(ii) In which the establishment of staff is less than 10 but not less than 8 .. .. .	£55 additional.
“(iii) In which the establishment of staff is less than 8 but not less than 6 .. .. .	£45 additional.

- “ (iv) In which the establishment of staff is less than 6 but not less than 4 . . . . . £35 additional.  
 “ (v) In which the establishment of staff is less than 4 . . . . . £25 additional.

“ 4. Radiographer engaged in Tutorial Duties—

“ (a) Tutor Radiographer: The appropriate yearly rate of salary of a qualified radiographer in accordance with clause 1 of this schedule, increased as provided herein, namely—

- “ (i) If responsible for the training of 12 or more students . . . . . £65 additional.  
 “ (ii) If responsible for the training of less than 12 but not less than 7 students . . . . . £55 additional.  
 “ (iii) If responsible for the training of less than 7 students . . . . . £45 additional.

“ (b) Radiographer, other than a Tutor Radiographer, giving lectures to students: The appropriate rate of salary of a radiographer as provided for in clause 1, 2, or 3 hereof, with the addition of 10s. 6d. per lecture of one hour or more:

“ Provided that the number of lectures for which payment is made shall not exceed fifty in any year.

- | Position.  | Yearly Rate of Salary. |
|--|------------------------|
| “ 5. (1) Student (other than one who is a Registered Nurse)—   | £                      |
| “ (a) (i) First year . . . . .   | 155                    |
| “ (ii) Second year . . . . .   | 215                    |
| “ (iii) Third year . . . . .   | 250                    |
| “ (b) If reasonably required by his circumstances to live away from home—  |                        |
| “ (i) First year . . . . .   | £50 additional.        |
| “ (ii) Second year . . . . .   | £15 additional.        |
| “ (2) Student who is a Registered Nurse: The salary and other emoluments of a staff nurse as provided in Part II of these regulations commencing during the first year of training at the minimum salary and emoluments so provided.   |                        |
| “ (3) A student who on completion of three years' training has not become a qualified radiographer shall thereupon be recognized as a fourth-year unqualified radiographer, and so long as he remains unqualified his salary shall be determined in accordance with the scale provided under paragraph (a) of clause 2 of this schedule. |                        |

- | Position.   | Yearly Rate of Salary. |
|---|------------------------|
| “ 6. Dark-room Technician—                                    | £                      |
| “ (a) Under nineteen years of age . . . . .                   | 205                    |
| “ (b) Over nineteen but under twenty years of age . . . . .   | 235                    |
| “ (c) Over twenty but under twenty-one years of age . . . . . | 265                    |
| “ (d) Over twenty-one years of age . . . . .                  | 300                    |
| “ Rising by five annual increments of £25 each to             | 425                    |

“ 58. Notwithstanding anything to the contrary in Part I of these regulations, the application of the scales of salaries and wages prescribed in this Part of the regulations shall not be deemed to authorize an increase by more than seventy-five pounds (£75) in any year in the salary payable in respect of any position except so far as an increase in excess of that amount is necessary to make the rate of salary equal to the minimum rate specified in the scale for the position.

“ *Radiographers on Call*

“ 59. (1) Where a radiographer 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 10s. per week for such period.

“(2) In respect of any period of duty outside his ordinary hours of work for which a radiographer 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, in lieu of such 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 performed 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 less than 6s. per hour:

“(b) In respect of call duty performed 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 less than 6s. per hour:

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

“(d) In addition to the allowances provided in paragraphs (a) and (b) of this clause, 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 one one-thousand-eight-hundred-and-twentieth part of the yearly rate of salary payable in accordance with the foregoing provisions of these regulations before making any deduction under Regulation 60, 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.

#### *“ Deduction for Board and Lodging*

“60. In respect of any period during which a Board provides an x-ray worker 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.

#### *“ Uniforms*

“61. (1) A suitable coat or overall shall be supplied for the use of every x-ray worker, but shall remain the property of the Board.

“(2) All coats and overalls shall be laundered free of charge.

#### *“ Hours of Work*

“62. (1) (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 seven 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.

“(2) The normal weekly hours of work shall be thirty-five.

“ (3) Where an x-ray worker is required to work more than thirty-five hours in any week he shall be granted leave equivalent to the excess hours at a later date convenient to the Board.

“ (4) Notwithstanding the foregoing provisions of this regulation, a Board may in case of emergency require an x-ray worker to work at times and for periods other than those hereinbefore prescribed.

“ *Annual Leave*

“ 63. (1) X-ray workers shall be granted twenty-eight days' leave of absence for recreational purposes on full pay in respect of each year of employment.

“ (2) The number of days shown in the last preceding clause is the number of consecutive days (including Saturdays and Sundays):

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

“ (3) When the employment of an x-ray worker ceases, he shall be paid salary in lieu of leave in respect of any annual leave accrued due to him.

“ *Sick-leave*

“ 64. (1) Where an x-ray worker 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 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 an x-ray worker 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, an x-ray worker 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 an x-ray worker 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, first, that the prior written approval of the Minister shall be obtained for such payment beyond a period of three months:

“ Provided, secondly, that 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* : 23rd day of December, 1948.  
These regulations are administered in the Department of Health.