



THE HOSPITAL EMPLOYMENT (NURSES) REGULATIONS
1952, AMENDMENT NO. 2

C. W. M. NORRIE, Governor-General

ORDER IN COUNCIL

At the Government House at Wellington, this 14th day of July 1954

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. These regulations may be cited as the Hospital Employment (Nurses) Regulations 1952, Amendment No. 2, and shall be read together with and deemed part of the Hospital Employment (Nurses) Regulations 1952* (hereinafter referred to as the special regulations).

2. (1) 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 April 1954.

(2) Except as provided in subclause (1) of this regulation, these regulations shall come into force on the day after the date of their notification in the *Gazette*.

3. (1) Regulation 3 of the special regulations is hereby amended by inserting in their appropriate alphabetical order the following new definitions:

“ ‘Grade matron’ means a Matron-in-Chief or the matron of any institution or group of institutions of which the number of occupied beds exceeds 200:

“ ‘Grading Committee’ means a Matrons’ Salaries Grading Committee constituted in accordance with regulation 5A of these regulations:

“ ‘Plunket Certificate’ means the certificate issued by the Royal New Zealand Society for the Health of Women and Children to a registered maternity nurse or a registered midwife who has completed the course of training in child welfare nursing at the Training School for Plunket Nurses conducted by the Society in Dunedin:

* Statutory Regulations 1952, Serial number 1952/93, page 411.
Amendment No. 1, Statutory Regulations 1953, Serial number 1953/100, page 398.

“ ‘Senior ward or departmental sister’ means a ward or departmental sister who has had more than ten years’ service in that capacity and is, because of special merit, designated by the Board with the approval of the Director-General as a senior ward or departmental sister:”.

(2) Regulation 3 of the special regulations is hereby further amended by adding to the definition of the terms “tuberculosis institution”, “tuberculosis ward”, “tuberculosis annex”, and “tuberculosis clinic” the words “and the term ‘tuberculosis ward’ includes a ward mainly conducted for the reception and treatment of persons suffering from tuberculosis”.

(3) Regulation 3 of the special regulations is hereby further amended by adding to the definition of the term “ward or departmental sister” the following proviso:

“Provided that in special circumstances a Board may, with the prior approval of the Director-General, employ two or more ward or departmental sisters in a particular ward or department.”

4. (1) The Schedule to regulation 4 of the special regulations (as substituted by regulation 3 of the Hospital Employment (Nurses) Regulations 1952, Amendment No. 1) is hereby amended by omitting clauses 1 and 2, and substituting the following clauses:

“1. Grade Matron—

“(a) 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:

	Minimum	Maximum	Increments
	£	£	£
“(i)	800	950	50
“(ii)	700	850	25
“(iii)	625	750	25

“(b) Living out allowance for the Matron-in-Chief of the Auckland or Wellington Hospital Board, if quarters not provided by the Board £179½ additional.

“2. Matron other than a Grade Matron, Matron of a Maternity Hospital, and Matron of a Subsidiary Institution;

	Minimum	Maximum	Increments		
	£	£	£	£	£
“(a) Institution of Grade IV	564¾	622½	23,	23,	11½
“(b) Institution of Grade V	536¾	564¾	17½,	11½	
“(c) Institution of Grade VI	507½	536	17½,	11½	
“(d) Institution of Grade VII	478½	507½	17½,	11½	
“(e) Institution of Grade VIII	364¾	467	23,	17½,	17½,
			22½,	11½,	11½

“(f) For a supervising matron an additional sum of £11½ for each institution other than the Board’s principal hospital actively supervised, up to a maximum of £115.

“(g) For a matron of an institution where there is no full time medical staff £28¾ additional.

“(h) For a matron undertaking tutorial duties £23 additional.”

(2) The Schedule to regulation 4 of the special regulations (as substituted as aforesaid) is hereby further amended by inserting in clause 8, after paragraph (a), the following paragraph:

“(aa) Senior Ward or Departmental Sister—	Yearly Rate of Salary
	£
“(i) First to fifth years (inclusive)	431
“(ii) Sixth to tenth years (inclusive)	446
“(iii) Eleventh and subsequent years	461
“(iv) While on night duty	An allowance in accordance with clause 23 of this Schedule.
“(v) While engaged on duty as afternoon sister for a period exceeding two months	£28½ additional.”

(3) Clause 18 of the Schedule to the special regulations (as substituted as aforesaid) is hereby amended as follows:

- (a) By adding to paragraph (a) the following subparagraph:
“(vii) If possessing the Plunket Certificate £11½ additional.”:
- (b) By adding to paragraph (b) the following subparagraph:
“(iv) If possessing the Plunket Certificate £11½ additional.”:
- (c) By adding to paragraph (c) the following subparagraph:
“(viii) If possessing the Plunket Certificate £11½ additional.”

5. The special regulations are hereby amended by inserting, after regulation 5, the following new regulations:

“Matrons’ Salaries Grading Committee

“5A. (1) In addition to any advisory committee appointed under the Hospital Board Employees (Conditions of Employment) Regulations 1947,* the Minister may establish a Matrons’ 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 Nursing appointed under the Health Act 1920:
- “(c) Two persons being members of Hospital Boards, to be appointed by the Minister.
- “(d) Two other persons, not being nurses employed by Hospital Boards, to be appointed by the Minister after consultation with the executive committee of the New Zealand Registered Nurses Association (Incorporated).

“(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.

* 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.

“(5) At every meeting of the Grading Committee the Chairman, if present, shall preside. If the Chairman is absent from any meeting, the officer of the Department of Health authorized to attend the meeting in his stead pursuant to the next succeeding subclause shall act as his deputy and shall have and may exercise the powers and duties of the Chairman for the purpose of the meeting.

“(6) In the absence from any meeting of the Grading Committee of the Director-General of Health, he may appoint an officer of the Department of Health to attend the meeting in his stead. Where the person so appointed is not a member of the Grading Committee by virtue of his appointment in accordance with subclause (2) of this regulation, he shall while attending any meeting of the Committee pursuant to this subclause be deemed for all purposes to be a member of the Committee. The fact that any person so attends shall be sufficient evidence of his authority so to do.

“(7) 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.

“(8) Except with respect to a determination made under regulation 5c of these regulations, every determination shall be the subject of a prior application by the Director-General or the Board concerned.

“(9) 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.

“(10) 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.

“(11) 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.

“(12) Every determination of the Grading Committee under these regulations shall be subject to the approval of the Minister.

“(13) Subject to the provisions of these regulations, the Grading Committee may regulate its own procedure as it thinks fit.

“Determinations of Grading Committee

“5B. (1) The Grading Committee, in making determinations as to the salary and other emoluments of a grade matron, shall have regard to the nature and relative importance of the duties and responsibilities of the position, to the hours of duty, and to the qualifications, experience, status, and ability of the grade matron, and any such determination shall be effective only so long as the duties and responsibilities of the position and the hours of duty remain substantially the same and the grade matron 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 grade matron at any rate above the minimum rate of the scale of salary applicable to her 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 grade matron employed by a Board on or after the 1st day of April 1954 may be made retrospective to a date not earlier than the said 1st day of April 1954, 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*

“5c. (1) Where a grade matron is dissatisfied with any determination made in respect of her grading by the Grading Committee and approved by the Minister in accordance with the provisions of these regulations, she may, within such time as it specified by the Director-General or within such extended time as the Director-General may in special circumstances allow, apply to the Committee through her 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 grade matron may appear and present her 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.”

6. The special regulations are hereby amended by revoking regulation 8, and substituting the following regulation:

“8. District nurses shall for the purposes of their work be supplied free of charge with reasonable and sufficient uniform dresses, including frocks, coats, skirts, blouses, and overalls, or, alternatively, be paid an allowance of £50 for the first year and thereafter an allowance at the rate of £17 a year and be required in each case to provide uniform dresses of approved types.”

7. Regulation 10 of the special regulations is hereby amended by omitting from subclause (3) the words “the next succeeding regulation”, and substituting the words “these regulations”.

8. The special regulations are hereby further amended by revoking regulation 11, and substituting the following regulation:

“*Overtime Allowances*

“11. (1) This regulation shall apply to all nurses except grade matrons.

“(2) If and so long as the hours of work of any class of nurses, as assessed according to a roster of duties approved by the Board, exceed forty each week the Board may, pursuant to a resolution in that behalf, pay overtime allowances in respect of the excess hours:

“ Provided that no such resolution shall be operative for more than twelve months at a time.”

9. Regulation 14 of the special regulations is hereby amended by omitting the expression “ 20s ”, and substituting the expression “ 30s ”.

10. Regulation 15 of the special regulations is hereby amended by revoking subclause (4).

11. The remuneration provided for in these regulations shall be subject to the general wage increase prescribed by subclause (2) of regulation 3 of the Hospital Employment Regulations 1952, Amendment No. 1.*

T. J. SHERRARD,
Clerk of the Executive Council.

* Statutory Regulations 1954, Serial number 1954/105, page 428.

EXPLANATORY NOTE

[*This note is not part of the regulations, but is intended to indicate their general effect.*]

Regulations 3 to 5 of these regulations prescribe new salary scales for matrons and ward or departmental sisters employed by Hospital Boards, and provide for the setting up of a Matrons' Salaries Grading Committee.

Clause 7 makes it clear that meal hours do not count as hours of work.

The effect of regulation 8 is that grade matrons will not be entitled to overtime allowances.

Regulation 9 increases the rate of residential allowances payable to district nurses who are not provided with residential accommodation by the Board.

Regulation 10 revokes the existing provision entitling certain matrons to an extra weeks' leave in lieu of payment for overtime.

Issued under the authority of the Regulations Act 1936.

Date of notification in *Gazette*: 15 July 1954.

These regulations are administered in the Department of Health.