

1957/81



**THE HOSPITAL EMPLOYMENT (PHYSIOTHERAPISTS)
REGULATIONS 1957**

C. W. M. NORRIE, Governor-General

ORDER IN COUNCIL

At the Government House at Wellington this 3rd day of April 1957

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 (Physiotherapists) Regulations 1957, and shall be read together with and deemed part of the Hospital Employment Regulations 1957* (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) 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 1956.

(2) Regulation 5 hereof shall come into force on the twenty-first day after the date of the notification of these regulations in the *Gazette*.

(3) Except as aforesaid, these regulations shall come into force on the day after the date of their notification in the *Gazette*.

Interpretation

3. In these regulations, unless the context otherwise requires,—

“Assistant charge physiotherapist” means a physiotherapist who assists a charge physiotherapist in the administration of the physiotherapy department of an institution and, in the absence of the charge physiotherapist, discharges his duties:

“Charge physiotherapist” means the principal or only physiotherapist employed in an institution:

“Establishment of staff”, when used with reference to an institution or department thereof, means the number of physiotherapists (including charge physiotherapists) which the Director-General from time to time determines is normally required for the work of the institution or department; or, where no such determination has been made, means the average number of physiotherapists employed on normal days of work during the period of six months ended on the 31st day of March or the 30th day of September, whichever is the later date, immediately preceding the date on which the average is to be calculated:

“Extended treatment institution, ward, or annex” means an institution, ward, or annex recognised as such by the Director-General for the purposes of these regulations and mainly or wholly conducted for patients requiring prolonged medical or surgical treatment and nursing care; but does not include a tuberculosis institution, ward, or annex:

“Institution” means an institution as defined in regulation 3 of the principal regulations, and includes any other premises in which physiotherapy is provided for out-patients:

“Physiotherapist” and “physiotherapy” have the same meanings as in the Physiotherapy Act 1949:

“Staff physiotherapist” means a physiotherapist employed in any position not otherwise designated in the Schedule to regulation 4 hereof:

“Student” means a person undergoing the course of training in physiotherapy prescribed by regulations under the Physiotherapy Act 1949:

“Subsidiary training school” means a training school for physiotherapists other than the New Zealand School of Physiotherapy maintained by the Otago Hospital Board:

“Tuberculosis institution”, “tuberculosis ward”, and “tuberculosis annex” mean respectively an institution, ward, and annex wholly conducted for the reception or treatment of persons suffering from tuberculosis; and the term “tuberculosis ward” includes a ward mainly conducted for the reception and treatment of persons suffering from tuberculosis:

“Tutor physiotherapist” means a physiotherapist who is responsible for the teaching of students in a subsidiary training school.

Scales of Salaries and Wages

4. The scales of salaries and wages applicable to physiotherapists and students shall be those set out in the Schedule appended to this regulation namely:

SCHEDULE: SCALES OF SALARIES AND WAGES OF PHYSIOTHERAPISTS AND STUDENTS				
Position	Yearly Rate of Salary			
	Minimum	Maximum	Increments	
1. Physiotherapists employed in the New Zealand School of Physiotherapy maintained by the Otago Hospital Board—				
(a) Principal	£ 1,000	£ 1,200	35, 55, 55, 55	
(b) Vice-Principal	905	1,035	30, 30, 35, 35	
(c) Senior teacher	840	925	25, 30, 30	
(d) Supervising physiotherapist	720	810	30	
(e) Pupil teacher	611	710	31, 29, 39	
2. Charge Physiotherapist—				
(a) (i) In an institution in which the establishment of staff is eleven or more	790	870	25, 25, 30	
(ii) If actively supervising the physiotherapy work of one or more other institutions whose aggregate establishment of staff is five or more	£46 additional.			
(b) In an institution in which the establishment of staff is less than eleven but not less than six	£ 720	£ 830	25, 25, 30, 30	
(c) In an institution in which the establishment of staff is less than six but not less than three	695	800	25, 25, 25, 30	
(d) In an institution in which the establishment of staff is less than three	642	765	29, 39, 25, 30	
(e) In an institution which is a subsidiary training school	£33 additional.			
3. Assistant Charge Physiotherapist—				
(a) In an institution in which the establishment of staff is eleven or more	The salary of a staff physiotherapist and £78 additional: Provided that the total salary including that additional sum shall not be less than £671.			
(b) In an institution in which the establishment of staff is less than eleven but not less than six	The salary of a staff physiotherapist and £39 additional: Provided that the total salary including that additional sum shall not be less than £642.			
(c) In an institution in which the establishment of staff is less than six	The salary of a staff physiotherapist.			
4. Tutor Physiotherapist—				
The salary of a staff physiotherapist increased as provided herein, namely—				
(a) If responsible for the training of twelve or more students	£85 additional.			
(b) If responsible for the training of less than twelve but not less than six students	£72 additional.			
(c) If responsible for the training of less than six students	£59 additional.			

SCHEDULE : SCALES OF SALARIES AND WAGES OF PHYSIOTHERAPISTS AND
STUDENTS—*continued*

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
5. Staff Physiotherapist	£555	£735	30, £26, 31, 29, 39, 25
6. Student	156		
7. Physiotherapist with additional qualifications— The appropriate yearly rate of salary of a physiotherapist in accordance with clauses 1 to 5 (inclusive) of this Schedule increased as follows—			
(a) If possessing one or more additional qualifications (other than the Otago Hospital Board's Maternity Exercise Certificate) recognised by the Physio- therapy Board for registration pur- poses			An additional sum not exceed- ing £39 as approved by the Director-General.
(b) If required, in the case of a female phy- siotherapist, to be in possession of the Otago Hospital Board's Maternity Exercise Certificate or of such qualifi- cations or training as are recognised by the Physiotherapy Board as its equivalent			£13 additional.
8. Part Time Physiotherapist			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 forty, that rate to be in- creased by 20 per cent if the hours worked per week are ten or less and by 10 per cent if the hours worked per week are more than ten but not more than thirty.
9. Physiotherapist employed in a tuberculosis in- stitution, tuberculosis ward, or tuberculosis annex			The remuneration for corres- ponding positions provided for in clauses 2 to 5 (inclu- sive) of this Schedule, and £33 additional for the first six months, increased to £65 additional for any subse- quent period.
10. Physiotherapist employed in an extended treat- ment institution, ward, or annex.			The remuneration for corres- ponding positions provided for in clauses 2 to 5 (inclu- sive) of this Schedule and £33 additional.

Deduction for Board and Lodging

5. In respect of any period during which a Board provides a physiotherapist or a student with board and lodging, it shall make a deduction from the salary of the employee concerned at an annual rate of £156.

Overalls and Uniforms

6. (1) A suitable overall shall be supplied for the use of every male physiotherapist or male student, but shall remain the property of the Board.

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

(3) Two pairs of duty shoes and six pairs of duty stockings shall each year be supplied free of charge to every female whole time physiotherapist.

(4) One pair of duty shoes and three pairs of duty stockings shall each year be supplied free of charge to every female part time physiotherapist working not less than twenty hours a week.

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

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

(7) Where a Board is unable to supply duty shoes or duty stockings it may, in lieu thereof, grant a reasonable allowance towards the cost incurred by the female physiotherapist or student in providing those shoes or stockings.

Hours of Work

7. (1) This regulation shall apply only to staff physiotherapists and students.

(2) 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.

(3) 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, but any such break shall not count as hours of work for the purposes of these regulations.

(4) 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.

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

(6) Notwithstanding the foregoing provisions of this regulation, a Board may in case of emergency require a staff physiotherapist or student to work at times and for periods other than those hereinbefore prescribed.

Overtime

8. (1) Where a physiotherapist (not being a charge physiotherapist or the Principal or Vice-Principal of the New Zealand School of Physiotherapy) or a student is required to work more than forty hours in any week, the excess time shall be deemed to be overtime, and he shall be entitled either to time off equivalent to the excess time or to payment in respect thereof at one and a half times the hourly rate of pay, whichever the Board in its discretion directs.

(2) For the purposes of this regulation the hourly rate of pay shall be a 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 5 hereof, 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.

(3) Where a charge physiotherapist or the Principal or Vice-Principal of the New Zealand School of Physiotherapy is required to work more than forty hours in any week, he shall be entitled to time off equivalent to the excess hours at a later date convenient to the Board.

Location Allowances

9. (1) In addition to the salary and other emoluments payable in accordance with the foregoing provisions of these regulations, there shall be payable to every physiotherapist employed for twenty-eight days or more in an institution whose location in the opinion of the Director-General justifies extra remuneration a location allowance at a rate determined by the Director-General, but in no case exceeding £65 a year.

(2) In respect of the first month during which a physiotherapist is so employed the location allowance shall be paid in one sum upon completion of the month, and thereafter as a regular addition to his salary.

Annual Leave and Holiday Leave

10. (1) Leave of absence on full pay for recreational purposes shall be granted to the respective classes of physiotherapists according to the following scale, namely:

Class of Physiotherapist	Number of Days Leave in Respect of Each Year of Employment
1. Principal, Vice-Principal, and senior teachers of the New Zealand School of Physiotherapy maintained by the Otago Hospital Board	35
2. Physiotherapists wholly or mainly employed on cerebral palsy work	28
Tutor physiotherapists	28
3. All other physiotherapists	21

(2) The number of days stated in subclause (1) of this regulation is to be reckoned in consecutive days (including Saturdays and Sundays, but excluding any of the public holidays, or substituted succeeding days, where applicable, prescribed in subclause (6) of this regulation, that may fall during a period of leave).

(3) A Board may permit annual leave to be taken in two periods.

(4) Students shall be granted fourteen days' leave in respect of their course of training in practical massage.

(5) When the employment of a physiotherapist or student 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.

(6) In addition to annual leave granted in accordance with this regulation, each physiotherapist 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 when any of the above-named public holidays (other than Anzac Day) that can fall on a Saturday or 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 physiotherapist or student 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

11. (1) Where a physiotherapist or 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 prescribed in the Schedule set out in subclause (7) 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 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 the public holidays or substituted succeeding days, where applicable, that may fall during a period of sick leave).

(4) The total period of sick leave with full pay to which any physiotherapist 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 physiotherapist or 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 physiotherapist or 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 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.

(7) The Schedule referred to in subclause (1) of this regulation is as follows:

SCHEDULE

Length of Service	Total Period of Sick Leave With Full Pay During Whole Length of Service
Up to three months' service	7 days.
Over three months' and up to six months' service	14 days, inclusive of days previously allowed.
Over six months' and up to nine months' service	31 days, inclusive of days previously allowed.
Over nine months' and up to five years' service	46 days, inclusive of days previously allowed.
Over five years' and up to ten years' service	92 days, inclusive of days previously allowed.
Over ten years' and up to twenty years' service	183 days, inclusive of days previously allowed.
Over twenty years' and up to thirty years' service	275 days, inclusive of days previously allowed.
Over thirty years' service	365 days, inclusive of days previously allowed.

Transport

12. (1) This regulation shall apply only to part time physiotherapists.

(2) A Board may in special circumstances, and subject to the prior approval of the Director-General, reimburse a part time physiotherapist the actual and reasonable costs incurred in transport to and from duty, or, where he uses his own motor car for that purpose, may pay him a milage allowance at a rate and subject to conditions approved by the Director-General.

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 prescribe the scales of salaries and allowances and other conditions of employment for physiotherapists and students employed by Hospital Boards. They form part of the Hospital Employment Regulations 1957, which prescribe other matters relating generally to the salaries, allowances, and conditions of employment of certain classes of Hospital Board employees.

Issued under the authority of the Regulations Act 1936.

Date of notification in *Gazette*: 4 April 1957.

These regulations are administered in the Department of Health.