

1957/273



**THE HOSPITAL EMPLOYMENT (NURSES) REGULATIONS
1957, AMENDMENT NO. 1**

COBHAM, Governor-General
ORDER IN COUNCIL

At the Government House at Wellington this 3rd day of December 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 (Nurses) Regulations 1957, Amendment No. 1, and shall be read together with and deemed part of the Hospital Employment (Nurses) Regulations 1957* (hereinafter referred to as the special regulations).

(2) These regulations shall be deemed to have come into force on the 19th day of November 1956.

2. Regulation 4 of the special regulations is hereby amended by revoking the Schedule to that regulation, and substituting the following Schedule:

“SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
“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:			
“(i)	£ 1,017	£ 1,194	£ 59, 60, 58
“(ii)	892	1,076	31, 31, 35, 28, 32, 27
“(iii)	808	954	27, 26, 31, 31, 31

"SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES—continued

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
"(b) Living out allowance for the Matron-in-Chief of the Auckland or Wellington Hospital Board, if quarters not provided by the Board			£200 additional.
"2. Matron (other than a Grade Matron), Matron of a Maternity Hospital, and Matron of a Subsidiary Institution—	£	£	£
"(a) Institution of Grade IV	719	805	38, 29, 19
"(b) Institution of Grade V	690	719	17, 12
"(c) Institution of Grade VI	656	690	21, 13
"(d) Institution of Grade VII	618	656	27, 11
"(e) Institution of Grade VIII	524	610	23, 31, 14, 18
"(f) For a supervising matron an additional sum of £13 for each institution other than the Board's principal hospital actively supervised, up to a maximum of £130.			
"(g) For a matron of an institution where there is no whole time medical staff ..			£33 additional.
"(h) For a matron undertaking tutorial duties			£26 additional.
"(i) If possessing the Post-graduate Nursing Diploma			£23 additional.
"3. Matron or Sister in Charge of a Subsidiary Institution—	£	£	£
"(a) Institution of Grade S/I	612	671	33, 26
"(b) Institution of Grade S/II	585	645	27, 33
"(c) Institution of Grade S/III	524	610	23, 31, 14, 18
"(d) If required to be a registered maternity nurse			£13 additional.
"(e) If required to be a registered midwife ..			£26 additional.
"(f) If possessing the Post-graduate Nursing Diploma			£23 additional.
"4. First or Only Assistant Matron of an Institution—	£	£	£
"(a) Institution of Grade I	690	762	29, 43
"(b) Institution of Grade II	663	690	27
"(c) Institution of Grade III	639	663	24
"(d) Institution of Grade IV	610	639	29
"(e) Institution of Grade V	578	610	32
"(f) Institution of Grades VI to VIII inclusive			The remuneration of a ward or departmental sister.
"(g) If possessing the Post-graduate Nursing Diploma			£23 additional.
"5. Second Assistant Matron of an Institution—	£	£	£
"(a) Institution of Grade I	639	663	24
"(b) Institution of Grade II	610	639	29
"(c) Institution of Grade III	578	610	32
"(d) Institution of Grades IV to VIII inclusive			The remuneration of a ward or departmental sister.
"(e) If possessing the Post-Graduate Nursing Diploma			£23 additional.
"6. Home Sister—			
"(a) If supervising two or more homes containing altogether 400 established beds or more ("supervising home sister")	£	£	£
	578	639	32, 29
"(b) Nurses' home of over 300 established beds (if not entitled to be paid as supervising home sister)	578	592	14
"(c) Nurses' home of over 200 but not over 300 established beds	553	578	25

“SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES—*continued*”

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
“(d) Nurses’ home of over 50 but not over 200 established beds	540	553	13
“(e) Nurses’ home of 50 established beds or fewer			The remuneration of a ward or departmental sister.
“(f) Assistant Home Sister—			
“(i)			The remuneration of a ward or departmental sister.
“(ii) While on night duty			An allowance in accordance with clause 23 of this Schedule.
“(g) If possessing the Post-graduate Nursing Diploma			£23 additional.
“7. Tutor Sister—			
“(a) Principal or Sole Tutor Sister—			
“(i) Of the main or only training school for nurses of the Auckland, Wellington, North Canterbury, or Waikato Hospital Board			The remuneration of a first or only assistant matron of an institution of Grade I.
“(ii) Of any other training school for nurses of the Auckland, Wellington, North Canterbury, or Waikato Hospital Board which is independent of the Board’s main training school			The remuneration of the first or only assistant matron of such approved training school.
“(iii) Of the main or only training school for nurses of any other Board			
“(b) (i) Any other Tutor Sister	£504	£568	33, £31
“(ii) If Principal or Sole Tutor Sister at an institution subsidiary to the main institution recognised as a training school for nurses			£26 additional.
“(c) If possessing the Post-graduate Nursing Diploma			£23 additional.
“8. Ward or Departmental Sister—			
“(a) Supervising Sister—			
“(i)	£578	£610	32 £
“(ii) If on night duty and having two or more sisters working under her	618	650	32
“(b) In any other case—			
“(i)	437	540	37, 37, 29

Provided that in cases of special merit a Board may, with the approval of the Director-General, permit a ward or departmental sister who has been on the maximum rate of £540 for at least one year to proceed to a maximum of £598 by annual increments of £21, £17, and £20:

Provided also that the provisions of subclause (2) of regulation 6 of the principal regulations shall not apply in determining the date from which the maximum rate shall be payable.

"SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES—*continued*

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
"(ii) While on night duty ..	An allowance in accordance with clause 23 of this Schedule.		
"(iii) While engaged on duty as afternoon sister for a period exceeding two months ..	£33 additional.		
"(c) If required to be in possession of any one or more of the following qualifications—namely, a certificate of registration as a maternity nurse or a psychiatric nurse, or any other post-registration certificate (other than the Post-graduate Nursing Diploma) recognised by the Nurses and Midwives Board for registration purposes	£13 additional.		
"(d) If possessing the Post-graduate Nursing Diploma	£23 additional.		
"9. Supervising Theatre Sister—			
"(a) Having supervision of five or more theatres	£578	£650	£34, 38
"(b) Having supervision of two, three, or four theatres	540	618	45, 33
"(c) If possessing the Post-graduate Nursing Diploma	£23 additional.		
"10. Theatre Sisters and Theatre Staff Nurses—			
"(a) Theatre Sister—			
"(i)	The remuneration of a ward or departmental sister and £13 additional for the first year as theatre sister increased to £26 additional for any subsequent period.		
"(ii) If possessing the Post-graduate Nursing Diploma	£23 additional.		
"(b) Theatre Staff Nurse	The remuneration of a staff nurse and £13 additional.		
"11. General Duty Nurse—			
"(a)	£423	£474	£35, 16
"(b) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
"(c) While employed wholly or mainly in an operating theatre or suite	£13 additional.		
"(d) While acting as an afternoon sister for a continuous period exceeding two months	£33 additional.		
"(e) While on afternoon duty as a general duty nurse for a continuous period exceeding two months	£13 additional.		
"12. Staff Nurse—			
"(a)	£390		
"(b) A person employed continuously first as pupil nurse and then as staff nurse shall upon registration be paid the salary of a staff nurse retrospectively from the first day of the month immediately succeeding the day on which was held the last part of the examination by the passing of which she became eligible for registration.			

“SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES—*continued*”

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
“(c) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
“(d) While acting as an afternoon sister for a continuous period exceeding two months	£33 additional.		
“(e) While on afternoon duty as a staff nurse for a continuous period exceeding two months	£13 additional.		
“13. Pupil Nurse	£ 218	£ 260	18, £ 11, 13
“14. Nursing Aid—			
“(a)	280	382	27, 44, 31
“(b) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
“15. Karitane Nurse Employed in a Children’s Ward—			
“(a)	£ 293	£ 382	14, £ 35, 40
“(b) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
“16. Pupil Nursing Aid	£ 218	£ 236	18 £ £
“17. Hospital Aid—			
“(a)	260	303	28, 15
“(b) After 10 years’ continuous service as a hospital aid	332		
“(c) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
“18. Nursing Staff of Maternity Hospital, Maternity Ward, or Maternity Annex—			
“(a) Matron or Sister in Charge—			
“(i) Hospital, ward, or annex of Grade M/I	£ 690	£ 762	29, £ 43
“(ii) Hospital, ward, or annex of Grade M/II	650	690	21, 19
“(iii) Hospital, ward, or annex of Grade M/III	618	650	21, 11
“(iv) Hospital, ward, or annex of Grade M/IV	610	618	8
“(v) If tutorial duties are undertaken	£26 additional.		
“(vi) If possessing the Post-graduate Nursing Diploma	£23 additional.		
“(vii) If possessing the Plunket Certificate	£13 additional.		
“(b) Assistant Matron or Assistant Sister in Charge—			
“(i) Hospital, ward, or annex of over 60 occupied beds	£ 618	£ 650	21, £ 11
“(ii) Hospital, ward, or annex of over 40 but not over 60 occupied beds	610	618	8
“(iii) If possessing the Post-graduate Nursing Diploma	£23 additional.		
“(iv) If possessing the Plunket Certificate	£13 additional.		

"SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES—*continued*

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
"(c) Registered Staff—			
"(i) Qualified as registered nurse and registered midwife ..	£ 511	£ 610	£ 29, 38, 32
"(ii) Qualified as registered nurse and registered maternity nurse	458	553	36, 30, 29
"(iii) Qualified as registered midwife only	437	511	37, 37
"(iv) Qualified as registered maternity nurse only ..	368	458	33, 22, 35
"(v) While on night duty ..	An allowance in accordance with clause 23 of this Schedule.		
"(vi) While acting as sole tutor ..	£26 additional.		
"(vii) If possessing the Post-graduate Nursing Diploma ..	£23 additional.		
"(viii) If possessing the Plunket Certificate	£13 additional.		
"(d) Maternity Nurse Trainee—			
"(i) If already qualified as registered nurse	£ 390	£	£
"(ii) Other trainees	218	236	18
"(e) Karitane Nurse—			
"(i)	293	382	14, 35, 40
"(ii) While on night duty ..	An allowance in accordance with clause 23 of this Schedule.		
"(f) Hospital Aid—			
"(i)	£ 260	£ 303	£ 28, 15
"(ii) After 10 years' continuous service as a hospital aid ..	332		
"(iii) While on night duty ..	An allowance in accordance with clause 23 of this Schedule.		
"19. Nursing Staff of Tuberculosis Institutions, Wards, Annexes, and Clinics: The remuneration for corresponding positions provided for in clauses 1 to 17 inclusive and (except in the case of pupil nurses in an A Grade training school)	£33 additional for the first six months, increased to £65 additional for any subsequent period.		
"20. Nursing Staff of Extended Treatment Institutions, Wards, or Annexes: The remuneration for corresponding positions provided for in clauses 1 to 17 inclusive and (except in the case of pupil nurses in an A Grade training school)	£33 additional.		
"21. District Nursing Staff—			
"(a) District Nurse Supervisor—			
"(i) Responsible for supervising twenty or more district nurses	£ 790	£ 810	£ 20
"(ii) Responsible for supervising less than twenty but not less than eleven district nurses ..	759	788	29
"(iii) Responsible for supervising less than eleven but not less than three district nurses ..	The remuneration of a district nurse and £26 additional.		
"(iv) If possessing the Post-graduate Diploma	£23 additional.		

“SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES—*continued*”

Position	Yearly Rate of Salary		
	Minimum	Maximum	Increments
“(b) District Nurse—			
“(i) Required to be both registered nurse and registered midwife	£ 637	£ 733	£ 30, 29, 37
“(ii) Required to be both registered nurse and registered maternity nurse	580	696	43, 31, 29, 13
“(iii) Required to be registered nurse only	566	683	39, 32, 30, 16
“(iv) If possessing the Post-graduate Nursing Diploma	£23 additional.		
“(v) If required by the Board to engage in public health activities	£13 additional.		
“(c) Medical Social Worker	The remuneration of a district nurse and £36 additional.		

“22. Part Time Nursing Staff—

- “(a) Registered nurse, registered midwife, or registered maternity nurse employed for not more than thirty hours’ duty in a week 6s. 1d. per hour.
- “(b) Registered nursing aid, hospital aid, or Karitane nurse employed for not more than thirty hours’ duty in a week 4s. 9d. per hour.
- “(c) Registered nurse, registered midwife, registered maternity nurse, registered nursing aid, hospital aid, or Karitane nurse employed for more than thirty hours’ duty in a week A rate of salary representing that proportion of the salary and board and lodging allowance payable in respect of full time employment in the position occupied that the number of hours worked during the week bears to forty.

“23. Night Duty Allowances—

- “(a) This paragraph shall apply only to nurses employed in the following positions, namely:
 - “(i) Assistant home sisters.
 - “(ii) Ward or departmental sisters other than supervising sisters.
 - “(iii) Registered staff of a maternity hospital, maternity ward, or maternity annex other than a Matron or Sister in Charge or an Assistant Matron or Assistant Sister in Charge.

While she is on night duty every nurse to whom this paragraph applies shall, in addition to the salary to which she is entitled in accordance with this Schedule, be paid an allowance at the rate of £26 a year from the commencement of the period of night duty, increased to the rate of £39 a year from the end of the third month of any continuous period of night duty exceeding three months, and increased to the rate of £65 a year from the end of the first year of any continuous period of night duty exceeding one year.

"SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES—*continued*

"(b) This paragraph shall apply only to nurses employed in the following positions, namely:

"(i) General duty nurses.

"(ii) Staff nurses.

"(iii) Nursing aids.

"(iv) Karitane nurses.

"(v) Hospital aids.

While she is on night duty every nurse to whom this paragraph applies shall, in addition to the salary to which she is entitled in accordance with this Schedule, be paid an allowance at the rate of £13 a year from the commencement of any period of night duty, increased to the rate of £39 a year from the end of the third month of any continuous period of night duty exceeding three months.

"(c) For the purposes of this clause any two periods of night duty shall be deemed to be a continuous period, if the intervening period consists of the usual day or days off duty each week, or if the nurse during the intervening period is off duty for not more than four weeks because of sickness or injury or is on annual leave or on bereavement leave.

Where the intervening period consists of the usual day or days off each week it shall be counted as part of the period of night duty."

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 new scales of salaries for nurses employed by Hospital Boards.

Issued under the authority of the Regulations Act 1936.

Date of notification in *Gazette*: 5 December 1957.

These regulations are administered in the Department of Health.