

1965/103



**THE HOSPITAL EMPLOYMENT (NURSES) REGULATIONS
1964, AMENDMENT NO. 1**

BERNARD FERGUSSON, Governor-General

ORDER IN COUNCIL

At the Government House at Wellington this 23rd day of June 1965

Present:

HIS EXCELLENCY THE GOVERNOR-GENERAL IN COUNCIL

PURSUANT to the Hospitals Act 1957, 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 1964, Amendment No. 1, and shall be read together with and deemed part of the Hospital Employment (Nurses) Regulations 1964* (hereinafter referred to as the special regulations).

Commencement

2. (1) The scales of salaries specified in regulation 4 of the special regulations (as substituted by regulation 3 hereof) shall be deemed to have come into force on the dates respectively shown in the headings of the columns therein headed "Yearly Rate of Salary on and from 1 August 1963", "Yearly Rate of Salary on and from 1 April 1964", and "Yearly Rate of Salary on and from 26 August 1964".

(2) Regulation 4 of these regulations shall be deemed to have come into force on the 1st day of August 1963.

3. Regulation 4 of the special regulations is hereby amended by revoking the Schedule to subclause (1), and substituting the following Schedule:

“SCHEDULE: SCALES OF SALARIES AND WAGES OF NURSES

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
	£	£	£
“1. Grade Matron—			
“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) Minimum	1,515	1,550	1,595
	1,599	1,639	1,684
	1,669	1,714	1,759
Maximum	1,752	1,807	1,852
“(ii) Minimum	1,355	1,385	1,430
	1,396	1,426	1,471
	1,427	1,457	1,502
	1,477	1,512	1,557
	1,515	1,550	1,595
	1,557	1,597	1,642
Maximum	1,599	1,639	1,684
“(iii) Minimum	1,246	1,261	1,306
	1,288	1,308	1,353
	1,319	1,344	1,389
	1,355	1,385	1,430
	1,396	1,426	1,471
Maximum	1,427	1,457	1,502
“Provided that in the case of the Matron-in-Chief of the Auckland or Wellington Hospital Board the yearly rate of salary on and from 1 August 1963, 1 April 1964, and 26 August 1964 shall be increased by £44 at each salary point.			
“2. Matron (other than a Grade Matron, Matron of a Maternity Hospital, and Matron of a Subsidiary Institution)—			
“(a) Institution of Grade IV			
Minimum	1,142	1,152	1,197
	1,185	1,195	1,240
	1,219	1,234	1,279
Maximum	1,243	1,258	1,303
“(b) Institution of Grade V			
Minimum	1,113	1,123	1,168
	1,130	1,140	1,185
Maximum	1,142	1,152	1,197
“(c) Institution of Grade VI			
Minimum	1,079	1,079	1,124
	1,100	1,110	1,155
Maximum	1,113	1,123	1,168
“(d) Institution of Grade VII			
Minimum	1,051	1,051	1,096
	1,068	1,068	1,113
Maximum	1,079	1,079	1,124
“(e) Institution of Grade VIII			
Minimum	934	934	979
	966	966	1,011
	1,000	1,000	1,045
	1,014	1,014	1,059
Maximum	1,043	1,043	1,088

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
“(f) For a supervising matron an additional sum of	£ 13½	£ 13½	£ 13½
“For each institution other than the Board’s principal hospital actively supervised, up to a maximum of	133½	133½	133½
“(g) For a matron of an institution where there is no whole-time medical staff			
An additional sum of	33¾	33¾	33¾
“(h) For a matron undertaking tutorial duties			
An additional sum of	26¾	26¾	26¾
“(i) If possessing the Post-graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“3. Matron or Sister in Charge of a Subsidiary Institution—			
“(a) Institution of Grade S/I			
Minimum	1,045	1,045	1,090
Maximum	1,068 1,094	1,068 1,099	1,113 1,144
“(b) Institution of Grade S/II			
Minimum	1,007	1,007	1,052
Maximum	1,045 1,068	1,045 1,068	1,090 1,113
“(c) Institution of Grade S/III			
Minimum	934 966 1,000 1,014	934 966 1,000 1,014	979 1,011 1,045 1,059
Maximum	1,043	1,043	1,088
“(d) If required to be a registered maternity nurse			
An additional sum of	13½	13½	13½
“(e) If required to be a registered midwife			
An additional sum of	26¾	26¾	26¾
“(f) If possessing the Post-graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“4. First or Only Assistant Matron of an Institution—			
“(a) Institution of Grade I			
Minimum	1,113	1,123	1,168
Maximum	1,142 1,190	1,152 1,200	1,197 1,245
“(b) Institution of Grade II			
Minimum	1,086	1,091	1,136
Maximum	1,113	1,123	1,168
“(c) Institution of Grade III			
Minimum	1,062	1,062	1,107
Maximum	1,086	1,091	1,136
“(d) Institution of Grade IV			
Minimum	1,043	1,043	1,088
Maximum	1,062	1,062	1,107

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
“(e) Institution of Grade V			
Minimum	£ 1,000	£ 1,000	£ 1,045
Maximum	1,043	1,043	1,088
“(f) Institution of Grades VI to VIII (inclusive)	The remuneration of a ward or departmental sister.		
“(g) If possessing the Post-graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“5. Second Assistant Matron of an Institution—			
“(a) Institution of Grade I			
Minimum	1,062	1,062	1,107
Maximum	1,086	1,091	1,136
“(b) Institution of Grade II			
Minimum	1,043	1,043	1,088
Maximum	1,062	1,062	1,107
“(c) Institution of Grade III			
Minimum	1,000	1,000	1,045
Maximum	1,043	1,043	1,088
“(d) Institution of Grades IV to VIII (inclusive)	The remuneration of a ward or departmental sister.		
“(e) If possessing the Post-graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“6. Home Sister—			
“(a) If supervising two or more homes containing altogether 400 established beds or more (supervising home sister)			
Minimum	1,000	1,000	1,045
	1,043	1,043	1,088
Maximum	1,062	1,062	1,107
“(b) Nurses' home of over 300 established beds (if not entitled to be paid as supervising home sister)			
Minimum	1,000	1,000	1,045
Maximum	1,014	1,014	1,059
“(c) Nurses' home of over 200 but not over 300 established beds			
Minimum	975	975	1,020
Maximum	1,000	1,000	1,045
“(d) Nurses' home of over 50 but not over 200 established beds			
Minimum	957	957	1,002
Maximum	975	975	1,020
“(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.		

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
“(g) If possessing the Post-graduate Nursing Diploma	£	£	£
An additional sum of	23½	23½	23½
“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; or	} 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			
Minimum	929	929	974
	973	973	1,018
Maximum	1,005	-	1,050
“(ii) If Principal or Sole Tutor at an institution subsidiary to the main institution recognised as a training school for nurses			
An additional sum of	26½	26½	26½
“(iii) If required to teach obstetrics and to be qualified as a registered nurse and registered midwife			
An additional sum of	26½	26½	26½
“(c) If possessing the Post-graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“8. Ward or Departmental Sister—			
“(a) Supervising Sister—			
“(i) .. Minimum	1,000	1,000	1,045
Maximum	1,043	1,043	1,088
“(ii) If on night duty and having two or more sisters working under her			
Minimum	1,051	1,051	1,096
Maximum	1,073	1,073	1,118

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964	
“(b) In any other case	£	£	£	
	Minimum	847	847	890
	912	912	957	
	942	942	987	
	Maximum	975	975	1,020
“(i) 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 for at least one year to proceed to a higher maximum in accordance with the scales set out in this subparagraph, namely				
	Minimum	1,000	1,000	1,045
	Maximum	1,020	1,020	1,065
“Provided also that the provisions of sub-clause (2) of regulation 6 of the principal regulations shall not apply in determining the date from which the maximum rate shall be payable.				
“(ii) While on night duty	An allowance in accordance with clause 23 of this Schedule.			
“(iii) While engaged on duty as afternoon sister supervising several wards during afternoon or evening for a continuous period exceeding 14 days				
An additional sum of	33½	33½	33½	
“(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				
An additional sum of	13½	13½	13½	
“(d) If possessing the Post-graduate Nursing Diploma				
An additional sum of	23½	23½	23½	
“9. Supervising Theatre Sister—				
“(a) Having supervision of five or more theatres				
Minimum	1,000	1,000	1,045	
	1,045	1,045	1,090	
Maximum	1,073	1,073	1,118	

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
"(b) Having supervision of two, three, or four theatres	£	£	£
Minimum	975	975	1,020
Maximum	1,007	1,007	1,052
"(c) If possessing the Post-graduate Nursing Diploma			
An additional sum of	23½	23½	23½
"10. Theatre Sisters and Theatre Staff Nurses—			
"(a) Theatre Sister—			
“(i) The remuneration of a ward or departmental sister and an additional sum of	26½	26½	26½
For the first three months as theatre sister in- creased to	40	40	40
Additional for any sub- sequent period.			
“(ii) If possessing the Post- graduate Nursing Diploma			
An additional sum of	23½	23½	23½
"(b) Theatre Staff Nurse—			
“The remuneration of a staff nurse and an additional sum of	13½	13½	13½
"11. General Duty Nurse—			
"(a) Minimum	819	819	860
Maximum	878	878	922
912	912	912	957
"(b) While on night duty	An additional allowance in accordance with clause 23 of this Schedule.		
"(c) While employed wholly or mainly in an operating theatre or suite			
An additional sum of	13½	13½	13½
"(d) While acting as an afternoon sister supervising several wards for a continuous period ex- ceeding 14 days			
An additional sum of	33½	33½	33½
"(e) While on afternoon duty as a general duty nurse supervising several wards for a continuous period exceeding 14 days			
An additional sum of	13½	13½	13½
"(f) If required to be in possession of any one or more of the follow- ing qualifications, namely, a certificate of registration as a maternity nurse or a psychi- atric nurse, or any other post-registration certificate (other than the Post-graduate Nursing Diploma) recognised by the Nurses and Midwives Board for registration purposes			
An additional sum of	13½	13½	13½

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
"12. Staff Nurse—			
“(a)	£ 772	£ 772	£ 811
“(b) A person employed continuously first as a student nurse and then as a 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.			
“(c) While on night duty		An allowance in accordance with clause 23 of this Schedule.	
“(d) While acting as an afternoon sister supervising several wards for a continuous period exceeding 14 days			
An additional sum of	33½	33½	33½
“(e) While on afternoon duty as a staff nurse supervising several wards for a continuous period exceeding 14 days			
An additional sum of	13½	13½	13½
"13. Student Nurse—			
Minimum	467	467	491
	520	520	546
	588	588	618
Maximum	610	610	641
"14. Nursing Aid—			
“(a)	549	549	577
	586	586	616
	637	637	669
	686	686	721
	736	736	773
	774	774	813
Maximum	820	820	816
“(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)	565	565	594
	586	586	616
	627	627	659
	686	686	721
	736	736	773
	774	774	813
Maximum	820	820	861
“(b) While on night duty		An allowance in accordance with clause 23 of this Schedule.	
"16. Student Nursing Aid—			
Minimum	467	467	491
Maximum	504	504	529
"17. Hospital Aid—			
“(a)	508	508	534
	564	564	592
	582	582	611
	617	617	648
	660	660	693
	709	709	745
Maximum	744	774	781

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
“(b) After 10 years’ continuous service as a hospital aid	£ 760	£ 760	£ 798
“(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			
Minimum	1,113	1,123	1,168
Maximum	1,142 1,190	1,152 1,200	1,197 1,245
“(ii) Hospital, ward, or annex of Grade M/II			
Minimum	1,073	1,073	1,118
Maximum	1,094 1,113	1,099 1,123	1,144 1,168
“(iii) Hospital, ward, or annex of Grade M/III			
Minimum	1,051	1,051	1,096
Maximum	1,062 1,073	1,062 1,073	1,107 1,118
“(iv) Hospital, ward, or annex of Grade M/IV			
Minimum	1,043	1,043	1,088
Maximum	1,051	1,051	1,096
“(v) If tutorial duties are undertaken			
An additional sum of	26½	26½	26½
“(vi) If possessing the Post- graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“(vii) If possessing the Plunket Certificate			
An additional sum of	13½	13½	13½
“(b) Assistant Matron or Assistant Sister in Charge—			
“(i) Hospital, ward, or annex of over 60 occu- pied beds			
Minimum	1,051	1,051	1,096
Maximum	1,062 1,073	1,062 1,073	1,107 1,118
“(ii) Hospital, ward, or annex of over 40 but not over 60 occupied beds			
Minimum	1,043	1,043	1,088
Maximum	1,051	1,051	1,096
“(iii) If possessing the Post- graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“(iv) If possessing the Plunket Certificate			
An additional sum of	13½	13½	13½

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
“(c) Registered Staff—	£	£	£
“(i) Qualified as registered nurse and registered midwife			
Minimum	942	942	987
	975	975	1,020
	1,000	1,000	1,045
Maximum	1,033	1,033	1,078
“(ii) Qualified as registered nurse and registered maternity nurse appointed prior to 14 December 1962 or if appointed after that date have been employed for not less than 12 months as a staff nurse, a maternity staff nurse, or a maternity nurse trainee, or in two or more of these positions			
Minimum	863	863	907
	927	927	972
	955	955	1,000
Maximum	988	988	1,033
“(iii) Qualified as registered midwife only			
Minimum	847	847	890
	912	912	957
Maximum	942	942	987
“(iv) Qualified as registered maternity nurse only			
Minimum	738	738	775
	785	785	825
	811	811	852
Maximum	864	864	908
“(v) Maternity Staff Nurse (qualified as registered nurse and registered maternity nurse)—			
“(a)	772	772	811
“(b) A person employed continuously first as student nurse and then as maternity staff nurse shall upon registration be paid the salary of a maternity 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.			
“(vi) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
“(vii) While acting as sole tutor			
An additional sum of	26½	26½	26½
“(viii) If possessing the Post-graduate Nursing Diploma			
An additional sum of	23½	23½	23½
“(ix) If possessing the Plunket Certificate			
An additional sum of	13½	13½	13½

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
"(d) Maternity Nurse Trainee—	£	£	£
"(i) If already qualified as registered nurse	772	772	811
"(ii) Other trainees			
Minimum	467	467	491
Maximum	520	520	546
"(e) Karitane Nurse—			
"(i) ..			
Minimum	565	565	594
	586	586	616
	627	627	659
	686	686	721
	736	736	773
	774	774	813
Maximum	820	820	861
"(ii) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
"(f) Hospital Aid—			
"(i) ..			
Minimum	508	508	534
	564	564	592
	582	582	611
	617	617	648
	660	660	693
	709	709	745
Maximum	744	744	781
"(ii) After 10 years' continuous service as a hospital aid	760	760	798
"(iii) While on night duty	An allowance in accordance with clause 23 of this Schedule.		
"19. Nursing Staff of Tuberculosis Institu- tions, Wards, Annexes, and Clinics:			
"The remuneration for corresponding positions provided for in clauses 1 to 17 (inclusive) of this Schedule (except in the case of student nurses in an A Grade training school):			
"(i) For the first six months an additional sum of	33½	33½	33½
"(ii) For any subsequent period an additional sum increased to	66½	66½	66½
"20. Nursing Staff of Extended Treatment Institutions, Wards, or Annexes:			
"The remuneration for corresponding positions provided for in clauses 1 to 17 (inclusive) of this Schedule and (except in the case of student nurses in an A Grade training school) an additional sum of	33½	33½	33½
"21. District Nursing Staff—			
"(a) District Nurse Supervisor—			
"(i) Responsible for super- vising 20 or more dis- trict nurses			
Minimum	1,057	1,057	1,102
Maximum	1,077	1,077	1,122
"(ii) Responsible for super- vising less than 20 but not less than 11 dis- trict nurses			
Minimum	1,025	1,025	1,070
Maximum	1,055	1,055	1,100

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
	£	£	£
“(iii) Responsible for supervising less than 11 but not less than three district nurses. The remuneration of a district nurse and an additional sum of	26½	26½	26½
“(iv) If possessing the Post-graduate Nursing Diploma An additional sum of	23½	23½	23½
“(b) District Nurse—			
“(i) Required to be both registered nurse and registered midwife: “The remuneration of a ward or departmental sister and an additional sum of	48	48	48
“(ii) Required to be both registered nurse and registered maternity nurse: “The remuneration of a ward or departmental sister and an additional sum of	13	13	13
“(iii) Required to be a registered nurse only	The remuneration of a ward or departmental sister.		
“(iv) If possessing the Post-graduate Nursing Diploma An additional sum of	23½	23½	23½
“(v) If required by the Board to engage in Public Health activities An additional sum of	13½	13½	13½
“(vi) If required by the Board to possess the Plunket Certificate An additional sum of	13½	13½	13½
“(c) Medical Social Worker—			
“(i) The remuneration of a district nurse and an additional sum of	37	37	37
“(ii) Responsible for supervising 11 or more medical social workers An additional sum of	53½	53½	53½
“(iii) Responsible for supervising less than 11 but not less than three medical social workers An additional sum of	26½	26½	26½

Position	Yearly Rate of Salary on and from 1 August 1963	Yearly Rate of Salary on and from 1 April 1964	Yearly Rate of Salary on and from 26 August 1964
“22. Part-time Nursing Staff—			
“(a) Registered nurse, registered midwife, or registered maternity nurse employed for not more than 30 hours duty in a week	8s. 8d. per hour	8s. 8d. per hour	9s. 1d. per hour
“(b) Registered nursing aid, hospital aid, or Karitane nurse employed for not more than 30 hours duty in a week	6s. 7d. per hour	6s. 7d. per hour	6s. 11d. per hour
“(c) Registered nurse, registered midwife, registered maternity nurse, registered nurse aid, hospital aid, or Karitane nurse employed for more than 30 hours in a week			

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 40.

“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, or a maternity staff nurse.

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 £26½ a year from the commencement of the period of night duty, increased to the rate of £40 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 £66½ a year from the end of the first year of any continuous period of night duty exceeding one year.

- “(b) This paragraph shall apply only to nurses employed in the following positions, namely:
- “(i) General duty nurses
 - “(ii) Staff nurses
 - “(iii) Maternity staff nurses
 - “(iv) Nursing aids
 - “(v) Karitane nurses
 - “(vi) 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 £13½ a year from the commencement of any period of night duty, increased to the rate of £40 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.”

4. Regulation 7 of the special regulations is hereby amended by omitting from subclause (3) the words "1 April 1961" wherever they occur, and substituting in each case the words "1 August 1963".

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 provide amended conditions of employment for nurses employed by Hospital Boards.

Issued under the authority of the Regulations Act 1936.
Date of notification in *Gazette*: 24 June 1965.
These regulations are administered in the Department of Health.