

Serial Number 1951/18

**THE HOSPITAL EMPLOYMENT (OCCUPATIONAL THERAPISTS)
REGULATIONS 1951**

B. C. FREYBERG, Governor-General

ORDER IN COUNCIL

At the Government Buildings at Wellington, this 14th day of
February, 1951

Present :

THE HON. K. J. HOLYOAKE PRESIDING 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, doth hereby make the following regulations.

REGULATIONS

1. (1) These regulations may be cited as the Hospital Employment (Occupational Therapists) Regulations 1951, and shall be read together with and deemed part of the Hospital Employment Regulations 1948* (hereinafter referred to as the principal regulations).

(2) For the purposes of regulation 5 of the principal regulations, these regulations shall be deemed to form a Part of the principal regulations.

Commencement

2. (1) The scales of salaries specified in the Schedule to these regulations 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 from 1st April, 1949", and "Yearly Rate of Salary from 1st June, 1949".

(2) Such other 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, 1949.

(3) Except as provided in the last two preceding subclauses, 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 occupational therapist" means an occupational therapist who assists a charge occupational therapist in the administration of the occupational therapy department of an institution and, in the absence of the charge occupational therapist, discharges the duties of the charge occupational therapist :

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

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

“Establishment of staff”, when used with reference to an institution or department thereof, means the number of occupational therapists that 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 occupational therapists employed on normal days of work during the period of six months ended on the 31st March or the 30th September, whichever is the later date, immediately preceding the date on which the average is to be calculated :

“Occupational therapist” has the same meaning as in the Occupational Therapy Act, 1949 :

“Occupational therapy aid” means a person engaged in elementary occupational therapy duties under the direct supervision of an occupational therapist :

“Staff occupational therapist” means an occupational therapist employed in any position not otherwise designated in the Schedule to the next succeeding regulation :

“Tuberculosis institution, ward, or annex” means an institution, ward, or annex wholly conducted for the reception or treatment of persons suffering from tuberculosis.

Scales of Salaries and Wages

4. The scales of salaries and wages applicable to occupational therapists and occupational therapy aids shall be those set out in the Schedule appended to this regulation, namely :—

SCHEDULE: SCALES OF SALARIES AND WAGES OF OCCUPATIONAL THERAPISTS AND OCCUPATIONAL THERAPY AIDS

Position.	Yearly Rate of Salary from 1st April, 1949.			Yearly Rate of Salary from 1st June, 1949.		
	Mini- mum.	Maxi- mum.	Increments.	Mini- mum.	Maxi- mum.	Increments.
	£	£	£	£	£	£
1. Charge Occupational Therapist—						
(a)(i) In an institution in which the establish- ment of staff is eight or more ..	445	525	20	455	535	20
(ii) If actively supervising the occupational therapy work of one or more other institutions whose aggregate estab- lishment of staff is four or more ..	£30 additional.			£30 additional.		
(b) In an institution in which the establish- ment of staff is less than eight but not less than three ..	415	485	20, 25, 25	425	495	20, 25, 25
(c) In an institution in which the establish- ment of staff is less than three ..	385	450	20, 20, 25	395	460	20, 20, 25
2. Assistant Charge Occupational Therapist—						
(a) In an institution in which the establish- ment of staff is eight or more ..	385	450	20, 20, 25	395	460	20, 20, 25
(b) In any other case	The remuneration of a staff occupational therapist.			The remuneration of a staff occupational therapist.		
3. Staff Occupational Therapist	345	425	20	355	435	20

SCHEDULE: SCALES OF SALARIES AND WAGES OF OCCUPATIONAL THERAPISTS AND OCCUPATIONAL THERAPY AIDS—*continued*

Position.	Yearly Rate of Salary from 1st April, 1949.			Yearly Rate of Salary from 1st June, 1949.		
	Mini- mum.	Maxi- mum.	Increments.	Mini- mum.	Maxi- mum.	Increments.
	£	£	£	£	£	£
4. Occupational Therapy Aid	225	285	15	235	295	15
5. Part Time Occupational Therapist or Occupational Therapy Aid	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, such rate to be increased by 10 per cent if the hours worked are thirty or less.			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, such rate to be increased by 10 per cent if the hours worked are thirty or less.		
6. Occupational Therapist or Occupational Therapy Aid employed in a tuberculosis institution, ward, or annex. The remuneration for corresponding positions provided for in clauses 1 to 4 inclusive and	£25 additional.			£25 additional.		

Deduction for Board and Lodging

5. In respect of any period during which a Board provides an occupational therapist or an occupational therapy aid 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 £100 and not more than £114.

Overalls and Uniforms

6. (1) A suitable overall shall be supplied for the use of every male occupational therapist or occupational therapy aid, 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 occupational therapist or occupational therapy aid, 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 occupational therapist or occupational therapy aid.

(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 occupational therapist or occupational therapy aid working not less than twenty hours a week.

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

Hours of Work

7. (1) On Monday to Friday inclusive the hours of work shall be between the hours of 8 a.m. to 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.

(2) 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.

(3) 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.

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

(5) Notwithstanding the foregoing provisions of this regulation, a Board may in case of emergency require an occupational therapist or occupational therapy aid to work at times and for periods other than those hereinbefore prescribed.

Overtime

8. (1) Where an occupational therapist (other than a charge occupational therapist) or occupational therapy aid is required to work more than forty hours in any week, the excess time shall be deemed to be overtime and shall be the subject of payment at one and a half times the hourly rate of pay :

Provided that the total overtime payment under this clause shall not exceed £40 in any year.

(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 occupational therapist 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.

Annual Leave and Holiday Leave

9. (1) Occupational therapists and occupational therapy aids shall be granted nineteen days' leave of absence for recreational purposes on full pay in respect of each year of employment.

(2) The number of days stated in the last preceding subclause 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 (5) 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) When the employment of an occupational therapist or occupational therapy aid ceases, he shall be paid salary in lieu of leave in respect of any annual leave or portion of annual leave accrued due to him.

(5) In addition to annual leave granted in accordance with this regulation, each occupational therapist or occupational therapy aid 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 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 occupational therapist or occupational therapy aid may be required to work on any of the above named public holidays or substituted succeeding days if he is allowed an equivalent holiday on a later day convenient to the Board.

Sick Leave

10. (1) Where an occupational therapist or occupational therapy aid 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 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 occupational therapist or occupational therapy aid is entitled as set out in the said 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 occupational therapist or occupational therapy aid 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 occupational therapist or occupational therapy aid 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 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' 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.

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

Issued under the authority of the Regulations Act, 1936.
Date of notification in *Gazette*: 15th day of February, 1951.
These regulations are administered in the Department of Health.