

Serial Number 1952/98



**THE HOSPITAL EMPLOYMENT (X-RAY WORKERS)
REGULATIONS 1952**

FREYBERG, Governor-General
ORDER IN COUNCIL

At the Government House at Wellington, this 7th day of
May 1952

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 (X-ray Workers) Regulations 1952, and shall be read together with and deemed part of the Hospital Employment Regulations 1952* (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 July 1951.

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

* Statutory Regulations 952, Serial number 1952/86, page 352.

Interpretation

3. In these regulations, unless the context otherwise requires,—
- “Charge radiographer” means the principal or only radiographer employed in an institution, or, where in an institution there are two or more independent departments in each of which X-ray equipment is operated for the purpose of examination or treatment, means the principal or only radiographer in each department ;
- “Dark-room technician” means a person wholly or mainly employed in the developing or other processing of X-ray films :
- “Discharged serviceman” has the same meaning as in the Rehabilitation Act 1941 ;
- “Establishment of staff”, when used with reference to an institution or department thereof, means the number of radiographers and dark-room technicians (not including students) 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 radiographers and dark-room technicians 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 :
- “Qualified radiographer” means a radiographer who has passed the examination required for the Certificate of Efficiency in Radiography issued by the Society of Radiographers (London), or who is or has been a member of that Society, or who holds the X-ray Technicians Certificate issued by the Melbourne Technical College, or such other qualification appropriate to the work of a radiographer as is recognized by the Director-General as equivalent to any of the aforesaid qualifications for the purposes of these regulations :
- “Radiographer” means a person wholly or mainly employed in the technical operation of X-ray equipment for the purposes of examination or treatment :
- “Student” means a person who is undergoing a course of practical and theoretical training in a training school for the purpose of qualifying as a radiographer :
- “Training school” means an institution recognized by the Director-General as a training school for radiographers :
- “Tutor radiographer” means a qualified radiographer who is responsible for the teaching of students and is wholly or mainly employed in that work :
- “X-ray worker” includes a radiographer, a student, and a dark-room technician.

Scales of Salaries and Wages of X-ray Workers

4. The scales of salaries and wages applicable to X-ray workers shall be those set out in the Schedule appended to this regulation, namely :—

SCHEDULE: SCALES OF SALARIES AND WAGES OF X-RAY WORKERS

	Position.	Yearly Rate of Salary.
1. Qualified Radiographer—		£
(a) (i)	First year, subject to paragraph (f) hereof	396½
(ii)	Second year	454½
(iii)	Third year	488½
(iv)	Fourth year	517½
(v)	Fifth year	563½
(vi)	Sixth year	598
(vii)	Seventh year	632½
(viii)	Eighth year, subject to paragraph (d) hereof	661½
(ix)	Ninth year and thereafter, subject to paragraph (e) hereof	718½

(b) In the case of a person employed continuously first as a student or an unqualified radiographer and then as a qualified radiographer, the commencing salary as a qualified radiographer shall, subject to the provisions of paragraph (f) hereof, be the salary in paragraph (a) next above that previously received by him as a student or unqualified radiographer, as the case may be :

Provided that the commencing salary of a qualified radiographer who is either a discharged serviceman or a registered nurse shall be not less than the salary of a second year qualified radiographer.

For the purposes of this paragraph—

(i) A person qualified by examination shall be deemed to have become so qualified on the first day of the next month following that in which he sat the last part of his qualifying examination ; and

(ii) A person qualified by becoming the holder of a qualification without examination shall be deemed to have become so qualified on the date of issue of his certificate of qualification.

(c) The yearly rates specified in paragraph (a) of this clause are subject to the provisions of paragraphs (d), (e), (f), and (g) hereof.

(d) The maximum salary for a qualified female radiographer, exclusive of any additional sum payable under clause 3 or clause 4 of this Schedule, shall be £632½ per annum :

Provided that a Board may, with the prior approval of the Director-General, pay a qualified female radiographer who has completed at least five years' service at that maximum salary an additional sum of £57½ per annum.

(e) Subject to the prior approval of the Director-General, a Board may pay a qualified male radiographer who has completed at least five years' service at the salary provided in subparagraph (ix) of paragraph (a) of clause 1 of this Schedule an additional sum of £57½ per annum.

(f) Having regard to the age, educational qualifications, and experience of a person appointed as a qualified radiographer, a Board may, with the prior approval of the Director-General, do either or both of the following :—

(i) Pay a higher commencing salary than the first year salary :

(ii) Pay the yearly rate of salary prescribed in paragraph (a) next above the commencing salary on a date less than twelve months after the date of appointment, whereupon the rate of salary for each subsequent year shall be payable at intervals of twelve months thereafter.

SCHEDULE: SCALES OF SALARIES AND WAGES OF X-RAY WORKERS—*continued*1. Qualified Radiographer—*continued*

(g) Where a qualified radiographer obtains a Fellowship in the Society of Radiographers (London), he shall be entitled to the yearly rate of salary prescribed in paragraph (a) next but one above the amount last received, whereupon the rate of salary for each subsequent year, where applicable, shall be payable at intervals of twelve months thereafter :

Provided that where the yearly rate of salary next above the amount last received is the maximum rate prescribed in paragraph (a) for a qualified radiographer he shall be entitled to proceed only to that maximum.

Position.	Yearly Rate of Salary.
	£
2. Unqualified Radiographer—	
(a) (i) First year	210
(ii) Second year	245
(iii) Third year	285
(iv) Fourth year	368
(v) Fifth year	396½
(vi) Sixth year	425½
(vii) Seventh year	454½
(viii) Eighth year	488½
(ix) Ninth year	517½
(x) Tenth year and thereafter	546½
(b) The maximum yearly rates specified in the last preceding paragraph are subject to the provisions of paragraphs (c) and (d) of this clause.	
(c) An unqualified radiographer who on the 31st day of December 1947 had had ten years' practical experience as a radiographer and was at that date not less than thirty-five years of age :—	

Position.	Yearly Rate of Salary.
	£
Eleventh year	575
Twelfth year	603½
Thirteenth year	632½
Fourteenth year and thereafter	661½
(d) Subject to the prior approval of the Director-General, a commencing salary higher than the first year salary may be paid having regard to the age, educational qualifications, and experience of the person to be appointed as an unqualified radiographer.	

3. Charge Radiographer—

The appropriate yearly rate of salary of a qualified radiographer or unqualified radiographer, as the case may be, in accordance with clause 1 or clause 2 of this schedule, increased as follows :—

(a) In an institution which is a training school ..	£86½ additional.
(b) In an institution which is not a training school—	
(i) In which the establishment of staff is ten or more	£69 additional.
(ii) In which the establishment of staff is less than ten but not less than eight	£63½ additional.
(iii) In which the establishment of staff is less than eight but not less than six	£51½ additional.
(iv) In which the establishment of staff is less than six but not less than four	£40½ additional.
(v) In which the establishment of staff is less than four	£28½ additional.

4. Radiographer Engaged in Tutorial Duties—

(a) Tutor Radiographer : The appropriate yearly rate of salary of a qualified radiographer in accordance with clause 1 of this Schedule, increased as provided herein, namely :—

(i) If responsible for the training of twelve or more students	£74½ additional.
(ii) If responsible for the training of less than twelve but not less than seven students	£63½ additional.
(iii) If responsible for the training of less than seven students	£51½ additional.

SCHEDULE: SCALES OF SALARIES AND WAGES OF X-RAY WORKERS—*continued*4. Radiographer Engaged in Tutorial Duties—*continued*

- (b) Radiographer, other than a Tutor Radiographer, giving lectures to students: The appropriate rate of salary of a radiographer as provided in clause 1, clause 2, or clause 3 of this Schedule, as the case may be, with the addition of 12s. 1d. per lecture of one hour or more:

Provided that the number of lectures for which payment is made shall not exceed fifty in any year.

Position.	Yearly Rate of Salary.
5. (1) Student (other than one who is a Registered Nurse)—	
(a) First year—	£
(i)	210
(ii) With School Certificate	245
(iii) With University Entrance	285
(b) Second year—	
(i)	245
(ii) With School Certificate	285
(iii) With University Entrance	320
(c) Third year—	
(i)	285
(ii) With School Certificate	320
(iii) With University Entrance	345

- (2) Student who is a Registered Nurse: The salary and other emoluments of a staff nurse as provided in the Hospital Employment (Nurses) Regulations 1952.*

- (3) A student who on completion of three years' training has not become a qualified radiographer shall thereupon be recognized as a fourth year unqualified radiographer, and so long as he remains unqualified his salary shall be determined in accordance with the scale provided under paragraph (a) of clause 2 of this Schedule.

Position.	Yearly Rate of Salary.
6. (1) Dark-room Technician—	£
(a) Under nineteen years of age	253
(b) Over nineteen but under twenty years of age	287½
(c) Over twenty but under twenty-one years of age	322
(d) Over twenty-one years of age—	
(i) First year	368
(ii) Second year	396½
(iii) Third year	425½
(iv) Fourth year	454½
(v) Fifth year	488½
(vi) Sixth year and thereafter	517½

- (2) The yearly rates specified in subclause (1) of this clause are subject to the provisions of subclauses (3) and (4) hereof.

- (3) Having regard to the age and experience of a person appointed as a dark-room technician a Board may with the prior approval of the Director-General pay a higher commencing salary than the first year salary.

- (4) If responsible for supervising the work of two or more other dark-room technicians: £28¾ additional.

7. Part-Time Radiographer—

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 per week are thirty or less.

* Statutory Regulations 1952, Serial number 1952/98, page 411.

Radiographers on Call

5. (1) Where a radiographer is required for a period of seven or more consecutive days to be on call for duty outside his ordinary hours of work, there shall be paid to him an allowance at the rate of 11s. 6d. per week for that period.

(2) In respect of any period of duty outside his ordinary hours of work for which a radiographer has been called, he shall be entitled to time off equivalent to the period of duty and the time (if any) reasonably occupied in travelling from his home and returning to his home to carry out the duty, or, at the discretion of the Board, instead of that time off he shall be paid in respect of the said period of duty and travelling time a special call allowance as follows:—

- (a) In respect of call duty and travelling time between the hours of 6 a.m. and 11 p.m., payment shall be made at a rate equal to one and a half times the hourly rate of pay, but not in any case less than 6s. 11d. per hour;
- (b) In respect of call duty and travelling time after 11 p.m. and before 6 a.m., payment shall be made at a rate equal to twice the hourly rate of pay, but not in any case less than 6s. 11d. per hour;
- (c) The total amount payable in respect of any period of call duty and travelling time shall not be less than the amount payable for one hour's call duty in accordance with paragraph (a) or paragraph (b) of this subclause, as the case may be;
- (d) In addition to the allowances provided in paragraphs (a) and (b) of this subclause, actual and reasonable expenses incurred in transport to and from call duty shall be paid.

(3) For the purposes of this regulation the hourly rate of pay shall be a one thousand eight hundred and twentieth part of the yearly rate of salary payable in accordance with the foregoing provisions of these regulations before making any deduction under regulation 7 hereof, and in the final calculation of the rate of payment for call duty 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.

Lodging Allowances for Certain Students

6. Where in the opinion of a Board a student is reasonably required by his circumstances to live away from home, the Board may pay him a lodging allowance according to the following scale, namely:—

Yearly Rate of Salary.	Yearly Rate of Lodging Allowance.
£ 210	£ 58
245	46
285	29

Deduction for Board and Lodging

7. In respect of any period during which a Board provides an X-ray worker 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 £115 and not more than £149 10s.

Uniforms

8. (1) A suitable coat or overall shall be supplied for the use of every X-ray worker, but shall remain the property of the Board.
(2) All coats and overalls shall be laundered free of charge.

Hours of Work

9. (1) 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 seven on any one day, inclusive of ten minutes for morning tea and ten minutes for afternoon tea :

Provided that where a Board deems it necessary there may at any time and from time to time be substituted for the hours of work hereinbefore prescribed a special duty of not more than seven hours (inclusive of two breaks of ten minutes each for refreshments) between the hours of 3 p.m. and 11 p.m., to be worked consecutively subject to the two breaks hereinbefore mentioned and subject to the provisions of the next succeeding subclause.

(2) On Monday to Friday inclusive a break of one hour for a meal between the hours of 12 noon and 2 p.m. or, in the case of any X-ray worker to whom the proviso to subclause (1) hereof applies, between the hours of 5 p.m. and 7 p.m., shall be allowed on each day, but any such break shall not count as hours of work.

(3) The normal weekly hours of work shall be thirty-five computed over any four weekly period.

(4) Where an X-ray worker is required to work more than thirty-five hours in any week, he shall be granted leave equivalent to the excess hours at a later date convenient to the Board, or, in the case of a dark-room technician, he may, at the discretion of the Board, instead of that leave, be paid in respect of the excess hours a special allowance at a rate equal to one and a half times the hourly rate of pay calculated in accordance with subclause (3) of regulation 5 hereof, or at the rate of 5s. 2d. per hour, whichever is the greater.

(5) Notwithstanding the foregoing provisions of this regulation, a Board may in case of emergency require an X-ray worker to work at times and for periods other than those hereinbefore prescribed.

Annual Leave and Holiday Leave

10. (1) X-ray workers shall be granted twenty-eight days' leave of absence on full pay for recreational purposes 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, but at least two weeks of such leave shall be taken consecutively.

(4) When the employment of an X-ray worker 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.

(5) In addition to annual leave granted in accordance with this regulation, each X-ray worker 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 X-ray worker may be required to work on any of the above named public holidays or substituted succeeding days, where applicable, if he is entitled in respect of that work to a special call allowance under regulation 5 hereof or, if he is not entitled to any such allowance, is allowed an equivalent holiday on a later day convenient to the Board.

Sick Leave

11. (1) Where an X-ray worker 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 X-ray worker 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, an X-ray worker 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 X-ray worker 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.

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 scale of salaries and allowances and other conditions of employment for X-ray workers employed by Hospital Boards. They form part of the Hospital Employment Regulations 1952, which prescribe other conditions of employment applying generally to all classes of employees of Hospital Boards.

Issued under the authority of the Regulations Act 1936.

Date of notification in *Gazette*: 8 May 1952.

These regulations are administered in the Department of Health.

(H.—Hosp. 74.)