

Earnings and Supplementary Benefits in Hospitals

**CHICAGO, ILLINOIS
AUGUST 1956**

Bulletin No. 1210-5

**UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary**

In cooperation with
THE WOMEN'S BUREAU
Alice K. Leopold, Director

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner

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For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C. - Price 25 cents

Preface

This report on a survey of earnings and related benefits of nurses and other employees of Chicago hospitals is one of a series of reports based on similar studies undertaken by the Department of Labor's Bureau of Labor Statistics and Women's Bureau during the fiscal years 1956 and 1957. A summary of the results of the Chicago survey was issued in December 1956; this report provides more detailed information, both on wages and wage practices.

The surveys were designed to meet a variety of governmental and nongovernmental needs by providing areawide information on the level and distribution of earnings and on the nature of supplementary benefits received by personnel in occupations selected to represent the pattern of employment in hospitals. In the planning of the surveys the Department of Labor received suggestions and guidance from other government agencies, hospital associations, and organizations representing professional and nonprofessional groups of hospital employees.

The surveys were made by field staff representatives of the Bureau's Division of Wages and Industrial Relations. Direction of the survey work was under the supervision of Lily Mary David with the assistance of Jack A. Wilson.

Bulletins for the 16 cities included in this series of hospital surveys will be listed on the inside back cover of these bulletins as they become available.

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Earnings and Supplementary Benefits in Hospitals in Chicago, Ill., August 1956

Summary

Hospitals in the Chicago metropolitan area with 51 or more workers employed a total of about 44,500 workers in August 1956. Almost three-quarters of the employees were in private hospitals, about one-fifth in State and local government institutions and slightly more than one-tenth in Federal facilities. Four broad groups of hospital employees were surveyed—registered professional nurses; workers in certain other professional and technical positions; office clerical employees; and various other nonprofessional employees, engaged in auxiliary nursing, maintenance and custodial, and food preparation activities. A fifth of all hospital employees were in professional and technical jobs,¹ about a tenth in office clerical jobs, and a half in other nonprofessional work.

The range of earnings among occupations and for employees within most occupations was substantial. Generally, the level of earnings was higher in the public than in privately operated hospitals.

Earnings and Perquisites.—Weekly salaries of women professional nurses in Chicago hospitals ranged from an average of \$73 for general duty nurses to \$119 for directors of nursing. In private hospitals they averaged \$72 and \$115.50, respectively. In all hospitals considered as a group 2 out of 5 general duty nurses were paid \$70 but less than \$75 a week and more than 4 out of 5 received \$65 but less than \$80. Among women in other professional and technical jobs studied the highest average weekly salaries in all hospitals combined were reported for chief X-ray technicians (\$86.50); the lowest weekly salaries (\$70 and \$71, respectively) were recorded for other X-ray technicians and medical technologists. More than half of these X-ray technicians earned \$65 but less than \$75 a week. Three out of 5 dietitians received salaries of \$75 but less than \$90 weekly (table A-1).

Average weekly salaries of women in the 5 office jobs surveyed ranged from \$47 for switchboard operator-receptionists to \$69.50 for payroll clerks. About half the women transcribing-machine operators earned \$60 but less than \$65 a week (table A-2).

Among other nonprofessional occupations studied, women practical nurses and nursing aides¹ weekly pay averaged \$54 and \$47, respectively (\$19 and \$26 below the pay of general duty nurses). Half the women nursing aides earned \$40 but less than \$47.50 and a

¹ Most of the Chicago hospitals supplemented the full-time nursing staff, whose salaries are discussed here, with some part-time nurses, and a few hospitals employed as many part-time as full-time nurses. Some hospitals had members of religious orders on their nursing staff and over a third were training student nurses. Generally, the number of members of religious orders was relatively small—ranging from 2 to about 20.

somewhat higher proportion (57 percent) of the practical nurses earned \$45 but less than \$55 a week. On an hourly basis, the pay of women practical nurses and nursing aides amounted to about \$1.32 and \$1.15, respectively. The highest paid nonprofessional workers studied—stationary engineers—averaged \$2.42 an hour. The lowest rates studied were for men dishwashers, with an average hourly wage of 92 cents (table A-3).

Supplements to salaries in the form of meals and/or rooms were provided to at least one-third of the workers in a majority of nonprofessional jobs and to a similar proportion in some professional jobs. Among the workers frequently receiving such supplements were kitchen helpers and machine dishwashers; a majority of the machine dishwashers received at least 1 meal and most of the women in this job received at least 2 meals daily. In most jobs the lowest paid workers received some supplementation in the form of meals and, in a few cases, a room. Laundry or laundry and uniforms were supplied to substantial proportions of workers (table B-1).

Employees in a substantial minority of the city's hospitals could purchase meals and/or rent a room by means of payroll deductions. Charges for meals in these instances for which data are available generally averaged about 45 to 65 cents a meal. Payroll deductions for 3 meals and a room were usually \$30 to \$55 a month.

Entrance Rates and Rate Structure.—The vast majority of Chicago hospitals determined rates of general duty nurses according to a formally established salary scale rather than by individual determination, and generally they provided for periodic increases in pay of general duty nurses above their established minimum. Most commonly they provided for increases at the end of 6 months of employment, again at the end of the first year, and frequently at the end of a year and a half and 2 years as well. Some hospitals put further increases into effect after longer service. Established salary rates were less common for dietitians.

Almost half the hospitals with established weekly entrance rates for general duty nurses set this rate at \$65 but under \$70 and about 3 out of 4 hired nurses for at least \$60 but less than \$75. Most of the hospitals with entrance salaries of \$55 but under \$65 supplemented this salary with meals as did some of those with higher entrance rates. The most common hiring rates for dietitians were \$65 but less than \$85 a week.

For men nonprofessional workers minimum hiring rates ranged from 50 cents an hour to \$1.75 or more, with rates of at least \$1 but less than \$1.05 being the most common. For women, the most frequently reported minimum rates were 75 but less than 80 cents an hour.

Hospitals hiring men nonprofessional workers at less than 70 cents and women for less than 65 cents supplemented these with meals (generally 3 a day) (table B-3).

Extra Pay for Late-Shift Work and Other Types of Duty.—In about 1 hospital in 9, nurses regularly changed shifts, with the interval between shift rotation varying among hospitals. Rotation was less common for other workers.

About 4 out of 5 registered professional nurses, about a tenth of other professional and technical employees, and 1 out of 5 nonprofessional employees on second- and third-shift work received extra pay for this duty (table B-4). Extra pay for nurses on late shifts ranged from \$2.30 a week (\$10 a month) to \$13 a week (\$56.50 monthly). About half the nurses on late shifts were paid \$5 but less than \$7.50 a week extra for this duty. Other professional and technical employees either received a \$2-a-week differential or 10 percent of their basic rates for work between 6 p. m. and 6 a. m.; 10 percent also was the most common differential reported for nonprofessional workers.

About 1 hospital in 4 gave extra pay, ranging from \$10 to \$30 a month, to nurses and sometimes other workers in the operating room. In a few hospitals, nurses attending premature babies were paid extra and in 1 instance those working with psychiatric patients received higher pay.²

Hours of Work and Overtime Pay.—Most Chicago hospital workers were on a 40-hour week with such schedules in effect for 9 out of 10 nurses and office clerical workers and 4 out of 5 other professional and technical employees. A similar workweek prevailed for more than 55 percent of the other nonprofessional workers but more than a fourth of these nonprofessional workers were on a 44-hour workweek and 1 in 10 was assigned to work 48 hours weekly.

About 3 out of 10 hospitals had a few dietary department employees on split shifts, with no extra pay reported for these divided assignments.

In a majority of hospitals, operating room personnel and frequently X-ray and laboratory technicians were required to be on

call for some hours. In a majority of these cases they were compensated for time on call, although such pay was less frequent for the technicians than for operating room personnel.

Approximately 3 out of 5 workers in Chicago hospitals received straight-time pay for overtime beyond their regular workweek. Straight-time pay was more frequent in private than in governmental hospitals, where a majority of office and professional and technical employees other than nurses were paid time and one-half for work in excess of 40 hours (table B-6).

Vacations and Holidays.—Paid vacations were provided all employees after a year's service, and between two-fifths and a half were eligible for a vacation after only 6 months. Generally all employees were entitled to receive a 2-week vacation after a year of service although about 1 nurse out of 7 was entitled to receive at least 4 weeks after this amount of service. Paid vacations of at least 3 weeks were provided over half the nurses and other professional and technical employees after 3 years of service and for about half the office and other nonprofessional employees after 15 years' employment.

Almost all employees were in hospitals granting at least 6 holidays annually and about 3 out of 10 were employed in institutions with 8 or more holidays. Employees required to work on these days most commonly received compensatory time off. A minority of hospital employees were given additional straight-time pay (a total of double time) for work on holidays (table B-8).

Insurance and Pensions.—Life insurance paid for at least in part by the hospital was provided more than a fourth of the hospital employees in Chicago. More than 4 out of 5 were eligible for sick leave at full pay without a waiting period, and a small number was entitled to sick leave after a waiting period or at reduced pay. Approximately a tenth were covered by hospitalization insurance financed at least in part by the hospital and an additional third were provided hospitalization at the hospital where they worked at reduced cost. Some also received surgical and/or medical benefits at reduced rates or were covered by insurance providing medical and surgical benefits.

All Chicago hospitals studied had come under the Federal Old-Age, Survivors' and Disability Insurance system or contributed to other retirement pension arrangements. All employees of nongovernmental hospitals were under the social security system and about 1 out of 5 was covered by additional retirement pension plans. Governmental hospital employees were covered by separate government pension programs (table B-9).

² Pay for these special types of duty is included in the earnings data, but extra pay for late-shift work and overtime is excluded.

A: Occupational Earnings

Table A-1: Professional and technical occupations

(Average straight-time weekly hours and earnings for selected occupations
in Chicago, Ill., by hospital proprietorship, August 1956)

Sex, occupation, and hospital proprietorship	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF—																	
		Weekly hours 1/	Weekly earnings 2/	Under \$50.00	\$50.00 and under 55.00	\$55.00 60.00	\$60.00 65.00	\$65.00 70.00	\$70.00 75.00	\$75.00 80.00	\$80.00 85.00	\$85.00 90.00	\$90.00 95.00	\$95.00 100.00	\$100.00 105.00	\$105.00 110.00	\$110.00 115.00	\$115.00 120.00	\$120.00 125.00	\$125.00 130.00	\$130.00 and over
Nursing occupations																					
Men																					
General duty nurses	15	39.5	\$77.00	-	-	-	-	5	3	3	2	-	1	-	-	-	-	1	-	-	-
Governmental hospitals	8	39.5	84.00	-	-	-	-	-	2	3	1	-	1	-	-	-	-	1	-	-	-
Nongovernmental hospitals	7	40.0	69.50	-	-	-	-	5	1	-	1	-	-	-	-	-	-	-	-	-	-
Women																					
Directors of nursing	67	40.5	119.00	-	-	-	-	-	-	-	-	8	-	7	10	5	-	13	7	1	2/ 16
Governmental hospitals	12	39.0	136.50	-	-	-	-	-	-	-	-	2	-	-	-	-	-	1	2	-	7
Nongovernmental hospitals	55	41.0	115.50	-	-	-	-	-	-	-	-	6	-	7	10	5	-	12	5	1	9
Supervisors of nurses	429	40.0	90.00	-	-	-	-	-	-	51	99	51	111	75	13	8	6	2	4	6	3
Governmental hospitals	155	39.5	97.00	-	-	-	-	-	-	8	4	1	63	46	11	6	4	-	4	6	2
Nongovernmental hospitals	274	40.5	86.50	-	-	-	-	-	-	43	95	50	48	29	2	2	2	2	-	-	1
Head nurses	1,009	40.0	81.00	-	-	6	66	135	282	321	48	100	11	11	15	6	4	4	4	-	-
Governmental hospitals	258	40.0	88.50	-	-	-	-	-	-	23	155	9	25	9	9	14	6	4	4	-	-
Nongovernmental hospitals	751	40.0	78.50	-	-	6	66	135	259	166	39	75	2	2	1	-	-	-	-	-	-
General duty nurses	3,516	40.0	73.00	-	-	3	118	752	1432	843	292	26	42	2	2	4	-	-	-	-	-
Governmental hospitals	938	39.5	76.50	-	-	-	-	5	359	452	46	26	42	2	2	4	-	-	-	-	-
Nongovernmental hospitals	2,578	40.0	72.00	-	-	3	118	747	1073	391	246	-	-	-	-	-	-	-	-	-	-
Nursing instructors	284	40.0	88.50	-	-	-	-	-	8	25	63	78	57	32	6	7	2	2	3	1	-
Governmental hospitals	31	40.0	95.50	-	-	-	-	-	-	8	8	4	1	12	1	1	2	-	1	1	-
Nongovernmental hospitals	253	40.0	87.50	-	-	-	-	-	8	25	55	74	56	20	5	6	-	2	2	-	-
Other professional and technical occupations																					
Men																					
X-ray technicians, chief	21	40.0	92.50	-	-	-	-	-	-	-	6	1	8	2	2	-	1	-	-	1	-
Governmental hospitals	6	39.5	105.50	-	-	-	-	-	-	-	-	-	1	2	1	-	1	-	-	1	-
Nongovernmental hospitals	15	40.0	87.50	-	-	-	-	-	-	-	6	1	7	-	1	-	-	-	-	-	-
X-ray technicians 3/	136	40.5	75.00	-	1	5	15	19	43	6	24	16	5	2	-	-	-	-	-	-	-
Governmental hospitals	62	40.0	78.00	-	-	-	-	4	31	5	11	7	2	2	-	-	-	-	-	-	-
Nongovernmental hospitals	74	41.0	72.50	-	1	5	15	15	12	1	13	9	3	-	-	-	-	-	-	-	-
Medical technologists 3/	232	40.5	74.00	-	-	10	35	39	47	40	39	11	2	9	-	-	-	-	-	-	-
Governmental hospitals	75	39.5	72.50	-	-	2	11	22	14	8	11	5	2	1	-	-	-	-	-	-	-
Nongovernmental hospitals	157	41.0	75.00	-	-	8	24	17	33	32	28	5	2	8	-	-	-	-	-	-	-
Medical social workers 3/	7	39.5	93.00	-	-	-	-	-	-	-	-	-	2	3	2	-	-	-	-	-	-
Governmental hospitals	7	39.5	93.00	-	-	-	-	-	-	-	-	-	2	3	2	-	-	-	-	-	-
Physical therapists 3/	28	40.0	82.50	-	-	-	-	7	2	6	1	2	6	1	3	-	-	-	-	-	-
Governmental hospitals	15	40.0	79.50	-	-	-	-	2	2	6	1	2	1	1	-	-	-	-	-	-	-
Nongovernmental hospitals	13	40.5	86.00	-	-	-	-	5	-	-	-	-	5	-	3	-	-	-	-	-	-

See footnotes at end of table.

Earnings and Supplementary Benefits in Hospitals, Chicago, Ill., August 1956
U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Table A-1: Professional and technical occupations - Continued

(Average straight-time weekly hours and earnings for selected occupations in Chicago, Ill., by hospital proprietorship, August 1956)

Sex, occupation, and hospital proprietorship	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																	
		Weekly hours ✓	Weekly earnings ✓	Under \$50.00	\$50.00 and under \$55.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00	\$80.00	\$85.00	\$90.00	\$95.00	\$100.00	\$105.00	\$110.00	\$115.00	\$120.00	\$125.00	\$130.00 and over
Other professional and technical occupations - Continued																					
Women																					
X-ray technicians, chief	24	40.5	\$86.50	-	-	-	-	2	-	9	1	4	2	3	1	1	-	-	1	-	-
Nongovernmental hospitals	23	40.5	86.00	-	-	-	-	2	-	9	1	4	2	2	1	1	-	-	1	-	-
X-ray technicians 2/	211	40.5	70.00	2	3	12	22	73	52	26	13	6	-	2	-	-	-	-	-	-	-
Governmental hospitals	38	39.5	76.00	-	-	-	1	2	21	7	4	3	-	-	-	-	-	-	-	-	-
Nongovernmental hospitals	173	40.5	69.00	2	3	12	21	71	31	19	9	3	-	2	-	-	-	-	-	-	-
Medical technologists 3/	511	40.5	71.00	3	10	32	74	125	86	110	53	15	-	1	-	-	-	-	-	-	-
Governmental hospitals	89	38.5	72.50	-	-	5	12	17	28	11	9	6	-	1	-	-	-	-	-	-	-
Nongovernmental hospitals	422	40.5	70.50	3	10	27	62	108	58	99	44	9	-	-	-	-	-	-	-	2	-
Medical record librarians	81	40.0	79.50	-	-	4	9	12	6	10	15	9	6	3	2	2	-	3	-	-	-
Governmental hospitals	9	39.5	92.00	-	-	-	-	-	-	1	3	1	-	2	1	-	-	-	-	-	-
Nongovernmental hospitals	72	40.0	78.00	-	-	4	9	12	6	9	14	6	5	3	-	1	-	3	-	-	-
Medical social workers 3/	114	39.5	85.50	2	-	1	-	-	1	43	10	15	22	9	6	2	1	-	2	-	-
Governmental hospitals	66	39.5	84.50	-	-	-	-	-	-	34	6	7	9	2	5	1	-	-	2	-	-
Nongovernmental hospitals	48	40.0	86.50	2	-	1	-	-	1	9	4	8	13	7	1	1	1	-	-	-	-
Physical therapists 2/	76	40.0	78.50	2	-	1	4	10	6	24	10	8	2	6	3	-	-	-	-	-	-
Governmental hospitals	32	39.5	82.50	-	-	-	-	5	4	7	1	8	1	3	3	-	-	-	-	-	-
Nongovernmental hospitals	44	40.5	75.50	2	-	1	4	5	2	17	9	-	1	3	-	-	-	-	-	-	-
Distillers 3/	248	40.5	84.50	-	-	-	-	10	18	51	54	48	36	25	3	1	1	1	-	-	-
Governmental hospitals	84	40.0	83.50	-	-	-	-	8	5	21	18	16	6	5	2	1	1	1	-	-	-
Nongovernmental hospitals	164	40.5	85.00	-	-	-	-	2	13	30	36	32	30	20	1	-	-	-	-	-	-

1/ Hours reflect the workweek for which workers receive their regular straight-time salaries and the earnings correspond to these weekly hours. Extra pay for work on evening or night shifts is excluded from the earnings information, as is the cash value of room, board, or other perquisites provided in addition to cash salaries.

2/ Workers were distributed as follows: 2 at \$130 to \$135; 3 at \$135 to \$140; 1 at \$140 to \$145; 2 at \$145 to \$150; 1 at \$150 to \$155; 3 at \$155 to \$160; 1 at \$160 to \$165; 1 at \$190 to \$195; 2 at \$200 and over.

3/ Data for this occupation exclude chiefs in hospitals employing more than 1 worker in the occupation.

Table A-2: Office occupations

(Average straight-time weekly hours and earnings for women in selected occupations in Chicago, Ill., by hospital proprietorship, August 1956)

Occupation and hospital proprietorship	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																			
		Weekly hours 1/	Weekly earnings 1/	Under \$35.00	\$35.00 and under 37.50	\$37.50 40.00	\$40.00 42.50	\$42.50 45.00	\$45.00 47.50	\$47.50 50.00	\$50.00 52.50	\$52.50 55.00	\$55.00 57.50	\$57.50 60.00	\$60.00 62.50	\$62.50 65.00	\$65.00 67.50	\$67.50 70.00	\$70.00 72.50	\$72.50 75.00	\$75.00 80.00	\$80.00 and over	
Clerks, payroll	72	41.0	\$69.50	-	-	-	-	-	-	-	5	1	-	3	9	4	7	7	3	7	19	7	
Governmental hospitals	22	40.0	73.50	-	-	-	-	-	-	-	1	-	-	1	2	-	1	2	1	2	10	4	
Nongovernmental hospitals	50	41.5	67.50	-	-	-	-	-	-	-	4	1	-	3	8	2	7	6	1	6	9	3	
Stenographers, technical	269	40.0	66.00	-	-	-	-	-	1	9	9	2	4	25	27	38	32	37	38	12	25	10	
Governmental hospitals	132	39.5	67.50	-	-	-	-	-	-	4	-	2	-	10	16	19	19	10	25	5	15	7	
Nongovernmental hospitals	137	40.0	65.00	-	-	-	-	-	1	5	9	-	4	15	11	19	13	27	13	7	10	3	
Switchboard operators	284	41.0	53.50	-	14	12	1	10	30	25	51	32	12	29	24	15	1	16	7	-	3	2	
Governmental hospitals	55	39.5	65.50	-	-	-	-	-	2	1	-	5	-	2	4	12	1	16	7	-	3	2	
Nongovernmental hospitals	229	41.0	51.00	-	14	12	1	10	28	24	51	27	12	27	20	3	-	-	-	-	-	-	
Switchboard operator-receptionists	101	41.0	47.00	6	11	15	-	24	1	-	14	10	7	-	5	1	7	-	-	-	-	-	
Nongovernmental hospitals	100	41.0	46.50	6	11	15	-	24	1	-	14	10	7	-	5	-	7	-	-	-	-	-	
Transcribing-machine operators, technical	185	40.0	63.50	-	-	-	-	-	1	3	9	13	3	10	45	45	13	2	22	12	4	3	
Governmental hospitals	117	40.0	63.50	-	-	-	-	-	-	-	6	-	-	-	40	39	12	1	18	1	-	-	
Nongovernmental hospitals	68	40.5	62.50	-	-	-	-	-	1	3	9	7	3	10	5	6	1	1	4	11	4	3	

1/ Hours reflect the workweek for which workers receive their regular straight-time salaries and the earnings correspond to these weekly hours. Extra pay for work on evening and night shifts is excluded from the earnings information, as is the cash value of room, board, or other perquisites provided in addition to cash salaries.

Table A-3: Other nonprofessional occupations

(Average straight-time weekly hours and earnings or average hourly earnings for selected occupations in Chicago, Ill., by hospital proprietorship, August 1956)

Sex, occupation, and hospital proprietorship	Number of workers	AVERAGE		NUMBER OF WORKERS RECEIVING STRAIGHT-TIME WEEKLY EARNINGS OF--																						
		Weekly hours 1/	Weekly earnings 1/	Under \$30.00	\$30.00 and under 32.50	\$32.50 35.00	\$35.00 37.50	\$37.50 40.00	\$40.00 42.50	\$42.50 45.00	\$45.00 47.50	\$47.50 50.00	\$50.00 52.50	\$52.50 55.00	\$55.00 57.50	\$57.50 60.00	\$60.00 62.50	\$62.50 65.00	\$65.00 67.50	\$67.50 70.00	\$70.00 75.00	\$75.00 80.00	\$80.00 85.00	\$85.00 90.00	\$90.00 and over	
Men																										
Nursing aides	723	40.5	\$8.50	-	-	2	-	2	21	59	19	22	8	32	176	30	106	57	113	19	-	-	-	-	-	-
Governmental hospitals	598	40.0	61.00	-	-	-	-	7	12	4	2	-	26	172	29	105	56	53	113	19	-	-	-	-	-	-
Nongovernmental hospitals	125	43.0	46.50	-	-	2	-	2	14	47	15	20	8	6	4	1	1	4	-	-	-	-	-	-	-	-
Practical nurses	536	41.0	58.00	-	-	-	-	2	-	57	8	133	21	5	51	84	44	46	33	48	4	-	-	-	-	-
Governmental hospitals	265	40.0	64.50	-	-	-	-	-	-	5	-	6	4	-	35	56	34	44	30	48	3	-	-	-	-	-
Nongovernmental hospitals	271	42.0	52.00	-	-	-	-	2	-	52	8	127	17	5	16	28	10	2	3	-	1	-	-	-	-	-
Women																										
Nursing aides	6,001	41.0	47.00	27	47	193	243	409	923	1456	652	362	216	93	44	4	973	200	65	94	-	-	-	-	-	-
Governmental hospitals	1,768	39.5	58.50	-	-	-	-	-	106	55	75	117	47	15	21	-	973	200	65	94	-	-	-	-	-	-
Nongovernmental hospitals	4,233	42.0	42.50	27	47	193	243	409	817	1401	577	245	169	78	23	4	-	-	-	-	-	-	-	-	-	-
Practical nurses	2,068	41.0	54.00	-	-	24	34	10	15	28	275	316	367	228	110	98	114	262	86	97	4	-	-	-	-	-
Governmental hospitals	699	40.0	61.00	-	-	-	-	-	-	2	9	22	87	9	32	65	47	247	78	97	4	-	-	-	-	-
Nongovernmental hospitals	1,369	41.5	50.00	-	-	24	34	10	15	26	266	294	280	219	78	33	67	15	8	-	-	-	-	-	-	-
Housekeepers, chief	60	41.5	74.00	-	-	-	-	-	-	-	-	-	6	-	2	12	3	7	-	2	-	-	4	3	13	8
Governmental hospitals	9	39.5	81.00	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	3	1	-	2	1	2	1
Nongovernmental hospitals	51	41.5	73.00	-	-	-	-	-	-	-	-	-	6	-	2	12	3	5	-	2	-	-	1	2	11	7

See footnote at end of table.

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Table A-3: Other nonprofessional occupations - Continued

(Average straight-time weekly hours and earnings or average hourly earnings for selected occupations in Chicago, Ill., by hospital proprietorship, August 1956)

Sex, occupation, and hospital proprietorship	Number of workers	Average hourly earnings ^{2/}	NUMBER OF WORKERS RECEIVING STRAIGHT-TIME HOURLY EARNINGS OF—																								
			Under \$0.75	\$0.75 and under .80	\$0.85	\$0.90	\$0.95	\$1.00	\$1.05	\$1.10	\$1.15	\$1.20	\$1.25	\$1.30	\$1.35	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.10	\$2.20 and over			
Men																											
Dishwashers, machine	242	\$0.92	3/ 74	39	8	44	10	8	6	-	10	-	3	7	6	5	2	6	10	4	-	-	-	-	-	-	-
Governmental hospitals	30	1.53	-	-	-	-	-	-	-	-	2	-	1	-	3	4	-	6	10	4	-	-	-	-	-	-	-
Nongovernmental hospitals	212	.84	74	39	8	44	10	8	6	-	8	-	2	7	3	1	2	-	-	-	-	-	-	-	-	-	-
Electricians, maintenance	43	2.33	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	4	1	-	14	1	-	4	3	4/ 34	
Governmental hospitals	22	2.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	
Nongovernmental hospitals	41	2.00	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	4	1	-	14	1	-	4	3	12	
Engineers, stationary	264	2.42	-	-	-	-	-	-	-	2	-	-	9	-	2	4	11	27	14	4	17	13	4	4	4	5/ 53	
Governmental hospitals	94	3.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	88	
Nongovernmental hospitals	170	1.95	-	-	-	-	-	-	-	2	-	-	9	-	2	4	11	27	14	4	17	7	4	4	-	65	
Kitchen helpers	588	1.19	45	14	6	30	28	25	43	21	67	24	30	51	26	34	37	62	16	29	-	-	-	-	-	-	-
Governmental hospitals	338	1.37	-	-	-	-	4	3	5	1	64	21	28	32	17	32	24	62	16	29	-	-	-	-	-	-	-
Nongovernmental hospitals	250	.96	45	14	6	30	24	22	38	20	3	3	2	19	9	2	13	-	-	-	-	-	-	-	-	-	
Porters	1,258	1.28	6/ 186	63	42	49	17	78	27	62	44	54	42	30	20	24	13	6	231	166	-	45	6	53	-	-	
Governmental hospitals	550	1.73	-	-	-	6	4	5	2	2	2	3	5	2	6	4	4	6	231	166	-	45	6	53	-	-	
Nongovernmental hospitals	708	.94	186	63	42	49	11	74	22	60	42	51	37	28	14	20	9	-	-	-	-	-	-	-	-	-	
Washers, machine	104	1.31	3	-	3	-	3	8	1	-	8	5	5	11	13	11	10	9	1	7	5	-	1	-	-	-	
Governmental hospitals	19	1.60	-	-	-	-	-	-	-	-	-	-	1	1	2	2	2	-	1	6	3	-	1	-	-	-	
Nongovernmental hospitals	85	1.25	3	-	3	-	3	8	1	-	8	5	4	10	11	9	8	9	-	-	2	-	-	-	-	-	
Women																											
Dishwashers, machine	93	.99	12	13	1	-	1	10	4	37	-	2	1	10	2	-	-	-	-	-	-	-	-	-	-	-	-
Governmental hospitals	9	1.27	-	-	-	-	-	-	-	-	-	1	-	6	2	-	-	-	-	-	-	-	-	-	-	-	-
Nongovernmental hospitals	84	.96	12	13	1	-	1	10	4	37	-	1	1	4	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers	2,144	1.09	191	117	119	139	172	271	109	192	170	41	18	20	18	16	83	461	7	-	-	-	-	-	-	-	-
Governmental hospitals	749	1.43	-	-	-	-	5	11	32	20	68	7	15	11	15	14	83	461	7	-	-	-	-	-	-	-	
Nongovernmental hospitals	1,395	.92	191	117	119	139	167	260	77	172	102	34	3	9	3	2	-	-	-	-	-	-	-	-	-	-	
Laundry finishers, flatwork, machine	668	.96	7/ 133	85	47	26	31	70	109	29	4	34	7	13	17	12	8	31	12	-	-	-	-	-	-	-	
Governmental hospitals	106	1.39	-	-	-	-	2	4	4	-	2	2	7	13	17	4	8	31	12	-	-	-	-	-	-	-	
Nongovernmental hospitals	562	.88	133	85	47	26	29	66	105	29	2	32	-	-	-	8	-	-	-	-	-	-	-	-	-	-	
Maids	1,939	1.04	8/ 313	145	77	69	140	247	229	116	113	59	9	34	15	7	22	300	34	10	-	-	-	-	-	-	
Governmental hospitals	431	1.50	-	-	-	-	2	5	4	1	2	4	5	20	15	7	22	300	34	10	-	-	-	-	-	-	
Nongovernmental hospitals	1,508	.91	313	145	77	69	138	242	225	115	111	55	4	14	-	-	-	-	-	-	-	-	-	-	-	-	

1/ Hours reflect the workweek for which workers receive their regular straight-time salaries and the earnings correspond to these weekly hours. Extra pay for work on evening and night shifts is excluded from the earnings information, as is the cash value of room, board, or other perquisites provided in addition to cash salaries.

2/ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the cash value of room, board, or other perquisites provided in addition to cash salaries.

3/ Workers were distributed as follows: 20 at \$0.50 to \$0.55; 4 at \$0.65 to \$0.70; 50 at \$0.70 to \$0.75.

4/ Workers were distributed as follows: 1 at \$2.25 to \$2.30; 2 at \$2.30 to \$2.35; 11 at \$2.40 to \$2.45; 4 at \$2.45 to \$2.50; 2 at \$2.50 to \$2.60; 1 at \$2.60 to \$2.70; 4 at \$3.30 to \$3.40; 6 at \$3.40 to \$3.50; 3 at \$3.60 to \$3.70.

5/ Workers were distributed as follows: 14 at \$2.25 to \$2.30; 2 at \$2.30 to \$2.35; 7 at \$2.35 to \$2.40; 28 at \$2.40 to \$2.45; 6 at \$2.45 to \$2.50; 1 at \$2.50 to \$2.60; 19 at \$2.60 to \$2.70; 3 at \$3.20 to \$3.30; 33 at \$3.30 to \$3.40; 4 at \$3.50 to \$3.60; 31 at \$3.60 to \$3.70; 5 at \$3.90 to \$4.

6/ Workers were distributed as follows: 78 at \$0.60 to \$0.65; 33 at \$0.65 to \$0.70; 75 at \$0.70 to \$0.75.

7/ Workers were distributed as follows: 51 at \$0.60 to \$0.65; 54 at \$0.65 to \$0.70; 28 at \$0.70 to \$0.75.

8/ Workers were distributed as follows: 6 at \$0.50 to \$0.55; 18 at \$0.55 to \$0.60; 75 at \$0.60 to \$0.65; 91 at \$0.65 to \$0.70; 123 at \$0.70 to \$0.75.

B: Establishment Practices and Supplementary Benefits

Table B-1: Perquisites

Occupation and sex	All workers	Percent of workers in all hospitals who receive in addition to cash salary -								All workers	Percent of workers in governmental hospitals who receive in addition to cash salary -					All workers	Percent of workers in nongovernmental hospitals who receive in addition to cash salary -											
		1 meal	2 meals	3 meals	1 or 2 meals and room	3 meals and room	Neither meals nor room	Laundry only	Laundry and uniforms		Neither laundry nor uniforms	1 or 2 meals	3 meals and room	Neither meals nor room	Laundry only		Laundry and uniforms	Neither laundry nor uniforms	1 meal	2 meals	3 meals	1 or 2 meals and room	3 meals and room	Neither meals nor room	Laundry only	Laundry and uniforms	Neither laundry nor uniforms	
		Professional occupations																										
Nursing occupations																												
Directors of nursing (women)	1/ 100	22	-	6	14	15	36	61	5	30	2/ 100	8	8	75	58	25	17	3/ 100	26	-	7	15	16	27	62	-	33	
Supervisors of nurses (women)	4/ 100	16	10	4	-	*	70	43	9	48	100	17	3	80	27	19	54	4/ 100	16	15	6	-	-	64	52	3	45	
Head nurses (women)	100	17	-	8	-	*	75	37	7	55	100	25	*	74	29	28	43	100	14	-	10	-	-	75	40	*	60	
General duty nurses (men)	100	13	-	20	-	*	67	20	40	40	100	25	*	75	25	75	-	100	-	-	43	-	-	57	14	-	86	
General duty nurses (women)	100	18	*	4	-	*	76	36	13	51	100	32	*	67	35	36	29	100	13	3	6	-	-	79	37	5	59	
Nursing instructors (women)	100	12	-	*	-	*	87	32	*	66	100	7	-	94	7	19	74	100	13	-	*	-	*	86	35	-	65	
Other professional and technical occupations																												
X-ray technicians, chief (men)	100	48	-	-	-	-	52	57	19	24	100	17	-	83	17	50	33	100	60	-	-	-	-	40	73	7	20	
X-ray technicians, chief (women)	100	42	-	4	-	-	54	13	4	83	-	-	-	-	-	-	-	100	44	-	4	-	-	52	9	4	87	
X-ray technicians (men)	5/ 100	12	-	9	-	-	75	18	30	52	100	-	-	100	3	60	37	6/ 100	22	-	16	-	-	54	31	5	64	
X-ray technicians (women)	100	22	-	-	4	*	74	32	3	65	100	13	3	84	40	5	55	100	24	-	-	5	-	72	31	3	67	
Medical technologists (men)	100	27	-	4	-	*	67	26	27	47	100	23	*	76	35	44	21	100	29	-	6	-	*	63	22	19	60	
Medical technologists (women)	100	24	-	5	-	*	71	38	12	50	100	21	*	78	55	32	14	100	24	-	6	-	-	70	34	8	58	
Medical record librarians (women)	100	25	-	14	-	-	62	7	-	93	100	22	-	78	-	-	100	100	25	-	15	-	-	60	8	-	92	
Medical social workers (men)	100	15	-	-	-	-	86	14	86	-	100	14	-	86	14	86	-	-	-	-	-	-	-	-	-	-	-	
Medical social workers (women)	100	32	-	-	-	-	68	10	35	55	100	18	-	82	9	20	71	-	100	50	-	-	-	-	50	10	56	33
Physical therapists (men)	100	18	-	-	-	-	82	32	18	50	100	20	-	80	40	33	27	100	16	-	-	-	-	85	23	-	77	
Physical therapists (women)	100	20	-	4	-	-	76	20	28	53	100	3	-	97	28	47	25	100	32	-	7	-	-	61	14	14	73	
Dietitians (women)	100	20	4	9	-	6	61	26	12	62	100	17	11	73	30	25	45	100	23	6	13	-	3	56	24	6	71	
Nonprofessional occupations																												
Nursing aides (men)	100	9	-	3	-	-	88	12	67	21	100	4	-	96	12	75	14	100	32	-	16	-	-	52	14	31	54	
Nursing aides (women)	4/ 100	22	3	8	-	*	66	30	18	50	100	16	*	84	31	11	59	4/ 100	25	5	11	-	-	59	30	21	46	
Practical nurses (men)	100	29	-	*	-	*	70	19	60	22	100	*	*	98	6	74	20	4/ 100	55	-	*	-	-	43	31	46	24	
Practical nurses (women)	100	26	5	3	-	4	62	34	9	58	100	32	*	67	35	19	46	100	23	8	4	-	6	59	33	3	64	
Housekeepers, chief (women)	4/ 100	5	8	23	-	20	43	38	10	50	100	-	-	100	22	-	78	4/ 100	6	10	28	-	24	33	41	12	45	
Dishwashers, machine																												
Dishwashers, machine (men)	4/ 100	20	12	30	-	5	33	8	42	48	100	53	-	47	30	13	57	4/ 100	15	14	34	-	6	31	5	46	47	
Dishwashers, machine (women)	4/ 100	8	58	8	-	-	27	13	53	30	100	22	-	78	56	-	44	4/ 100	8	62	8	-	-	21	8	58	29	
Electricians, maintenance (men)	4/ 100	11	6	5	-	10	68	14	10	75	100	-	-	100	14	-	86	4/ 100	17	10	7	-	15	51	15	15	68	
Engineers, stationary (men)	4/ 100	16	-	7	-	*	75	11	4	82	100	14	-	86	10	-	90	4/ 100	17	-	11	-	4	69	12	7	78	
Kitchen helpers (men)	4/ 100	25	15	*	-	*	56	15	53	29	100	26	*	74	17	60	23	7/ 100	27	34	5	-	*	31	11	43	37	
Kitchen helpers (women)	4/ 100	24	15	6	-	*	53	15	28	53	100	33	*	66	30	6	64	7/ 100	20	23	10	-	*	47	6	40	47	
Laundry finishers, flatwork, machine (women)																												
Laundry finishers, flatwork, machine (women)	4/ 100	18	-	15	-	*	65	15	28	55	100	13	-	87	26	26	49	4/ 100	19	-	17	-	*	61	14	28	56	
Porters	4/ 100	14	6	5	-	5	69	12	45	39	100	16	-	84	14	40	46	7/ 100	13	11	9	-	9	58	11	49	33	
Maids	7/ 100	9	11	8	-	*	71	12	35	45	100	15	*	83	32	10	58	7/ 100	9	12	10	-	*	68	7	42	41	
Washers, machine (men)	4/ 100	21	6	11	-	7	56	17	23	59	100	16	-	84	26	16	58	4/ 100	22	7	13	-	8	49	15	25	59	

1/ Includes 8 percent who receive room and no meals and 5 percent who receive uniforms only.
 2/ Includes 8 percent who receive 1 meal and room.
 3/ Includes 9 percent who receive room and no meals and 6 percent who receive uniforms only.
 4/ Includes less than 5 percent who receive uniforms only.
 5/ Includes less than 5 percent who receive room and no meals.
 6/ Includes 5 but less than 10 percent who receive room and no meals.
 7/ Includes 5 but less than 10 percent who receive uniforms only.
 * Less than 2.5 percent.

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NOTE: Dashes in "All workers" columns indicate either no workers or too few workers to justify presentation of data.

Table B-2: Minimum weekly salaries paid general duty nurses and staff dietitians

Minimum weekly salary	Number of hospitals with established minimum weekly salaries for general duty nurses in -									Number of hospitals with established minimum weekly salaries for staff dietitians in -								
	All hospitals			Governmental hospitals			Nongovernmental hospitals			All hospitals			Governmental hospitals			Nongovernmental hospitals		
	Based on standard weekly hours of -									Based on standard weekly hours of -								
	All schedules	40	44	All schedules	40	44	All schedules	40	44	All schedules	40	44	All schedules	40	44	All schedules	40	44
All hospitals	93	xxx	xxx	12	xxx	xxx	81	xxx	xxx	93	xxx	xxx	12	xxx	xxx	81	xxx	xxx
Hospitals having an established minimum	72	62	7	12	9	-	60	53	7	43	39	2	12	10	-	31	29	2
Under \$50.00	1	1	-	1	1	-	-	-	-	-	-	-	1	1	-	-	-	-
\$50.00 and under \$55.00	-	-	-	-	-	-	-	-	-	1	1	-	1	1	-	-	-	-
\$55.00 and under \$60.00	1/6	1/4	-	2/3	2/1	-	2/3	2/3	2/6	2/2	2/2	-	2/2	2/2	-	6/2	6/2	-
\$60.00 and under \$65.00	4/12	2/6	2/6	-	-	-	4/12	2/6	2/6	6/6	2/2	-	-	-	-	6/2	6/2	-
\$65.00 and under \$70.00	7/31	7/31	-	-	-	-	7/31	7/31	7/31	6/6	7/7	-	2/2	2/2	-	10/5	10/5	-
\$70.00 and under \$75.00	2/13	11/11	1	2/5	11/4	-	8	7	1	12/6	12/7	-	12/3	12/2	-	12/4	12/3	-
\$75.00 and under \$80.00	3	3	-	3	3	-	-	-	-	13/10	13/5	-	12/3	12/2	-	13/10	13/9	1
\$80.00 and under \$85.00	6	6	-	-	-	-	6	6	-	2/2	6	1	6/1	-	-	1	6	1
\$85.00 and under \$90.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	-
\$90.00 and over	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospitals having no established minimum or not employing workers in this category	19	xxx	xxx	-	xxx	xxx	19	xxx	xxx	50	xxx	xxx	-	xxx	xxx	50	xxx	xxx
Data not available	2	xxx	xxx	-	xxx	xxx	2	xxx	xxx	-	xxx	xxx	-	xxx	xxx	-	xxx	xxx

- 1/ In 1 hospital, workers receive 1 meal and in 3 hospitals, workers receive 3 meals in addition to their cash salary.
2/ In 1 hospital, workers receive 1 meal in addition to their cash salary.
3/ Workers receive 3 meals in addition to their cash salary.
4/ In 2 hospitals, workers receive 1 meal and in 7 hospitals, workers receive 3 meals in addition to their cash salary.
5/ In 2 hospitals, workers receive 1 meal and in 1 hospital, workers receive 3 meals in addition to their cash salary.
6/ Workers receive 1 meal in addition to their cash salary.
7/ In 3 hospitals, workers receive 1 meal and in 7 hospitals, workers receive 2 meals in addition to their cash salary.
8/ In 1 hospital, workers receive 1 meal and in 5 hospitals, workers receive 3 meals in addition to their cash salary.
9/ In 1 hospital, workers receive 1 meal and in 1 hospital, workers receive 3 meals in addition to their cash salary.
10/ In 4 hospitals, workers receive 3 meals in addition to their cash salary.
11/ In 1 hospital, workers receive 3 meals in addition to their cash salary.
12/ In 2 hospitals, workers receive 2 meals in addition to their cash salary.
13/ In 5 hospitals, workers receive 2 meals in addition to their cash salary.

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Table B-3: Minimum entrance rates for nonprofessional workers (except office clerical)

Minimum hourly rate	Number of hospitals with established minimum rates for -					
	Men			Women		
	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals
All hospitals	93	12	81	93	12	81
Hospitals having an established minimum	93	12	81	93	-	81
\$0.50 and under \$0.55	1/ 2	-	1/ 2	2/ 8	-	2/ 8
\$0.60 and under \$0.65	3/ 10	-	3/ 10	4/ 14	-	4/ 14
\$0.65 and under \$0.70	5/ 10	-	5/ 10	6/ 7	-	6/ 7
\$0.70 and under \$0.75	7/ 3	-	7/ 3	1/ 7	-	1/ 7
\$0.75 and under \$0.80	8/ 11	-	8/ 11	9/ 18	-	9/ 18
\$0.80 and under \$0.85	6/ 5	1	6/ 4	10/ 5	1	10/ 4
\$0.85 and under \$0.90	2	-	2	11/ 13	-	11/ 13
\$0.90 and under \$0.95	12/ 3	2	12/ 1	3	2	1
\$0.95 and under \$1.00	1/ 8	-	1/ 8	-	-	-
\$1.00 and under \$1.05	11/ 22	1	11/ 21	6	2	4
\$1.05 and under \$1.10	13/ 5	13/ 2	3	14/ 7	13/ 2	1/ 5
\$1.10 and under \$1.15	3	2	1	-	2	-
\$1.15 and under \$1.20	1	1	-	-	-	-
\$1.25 and under \$1.30	1/ 5	-	1/ 5	-	-	-
\$1.35 and under \$1.40	-	-	-	1/ 1	1/ 1	-
\$1.45 and under \$1.50	1/ 1	1/ 1	-	-	-	-
\$1.50 and under \$1.55	-	-	-	1	1	-
\$1.55 and under \$1.60	1	1	-	1	1	-
\$1.75 and under \$1.80	1	1	-	-	-	-

- 1/ Workers receive 1 meal in addition to their cash salary.
2/ In 2 hospitals, workers receive 1 meal and in 6 hospitals, workers receive 3 meals and a room in addition to their cash salary.
3/ In 3 hospitals, workers receive 3 meals and in 7 hospitals, workers receive 3 meals and a room in addition to their cash salary.
4/ In 4 hospitals, workers receive 2 meals and in 10 hospitals, workers receive 3 meals in addition to their cash salary.
5/ In 3 hospitals, workers receive 1 meal, in 1 hospital, workers receive 3 meals and in 6 hospitals, workers receive 3 meals and a room in addition to their cash salary.
6/ In 4 hospitals, workers receive 3 meals in addition to their cash salary.
7/ In 1 hospital, workers receive 2 meals in addition to their cash salary.
8/ In 1 hospital, workers receive 1 meal and in 10 hospitals, workers receive 2 meals in addition to their cash salary.
9/ In 6 hospitals, workers receive 1 meal and in 3 hospitals, workers receive 2 meals in addition to their cash salary.
10/ In 3 hospitals, workers receive 1 meal in addition to their cash salary.
11/ In 8 hospitals, workers receive 1 meal in addition to their cash salary.
12/ In 1 hospital, workers receive 1 meal in addition to their cash salary.
13/ In 2 hospitals, workers receive 2 meals in addition to their cash salary.
14/ In 5 hospitals, workers receive 1 meal and in 2 hospitals, workers receive 2 meals in addition to their cash salary.

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Table B-4: Shift differential provisions

Type of worker and shift differential	Percent of workers on late shifts in -					
	All hospitals		Governmental hospitals		Nongovernmental hospitals	
	Second shift	Third or other shift	Second shift	Third or other shift	Second shift	Third or other shift
All registered professional nurses employed on the shift	100.0	100.0	100.0	100.0	100.0	100.0
With shift pay differential	79.8	78.9	57.8	55.3	86.9	87.0
Uniform amount per week	79.8	78.9	57.8	55.3	86.9	87.0
Under \$2.50	6.1	6.5	-	-	8.1	8.8
\$2.50 and under \$5.00	12.4	15.2	-	-	16.5	20.4
\$5.00 and under \$7.50	48.1	49.0	57.8	55.3	44.9	46.9
\$7.50 and under \$10.00	11.5	6.2	-	-	15.2	8.3
\$10.00 and over	1.7	2.0	-	-	2.3	2.6
No shift pay differential	20.2	21.1	42.2	44.7	13.1	13.0
All other professional and technical workers employed on the shift	100.0	100.0	100.0	100.0	100.0	100.0
With shift pay differential	11.0	7.4	21.1	4.9	7.4	8.3
Uniform amount per week	5.5	6.2	-	-	7.4	8.3
Under \$2.50	5.5	6.2	-	-	7.4	8.3
Uniform percentage	5.5	1.2	21.1	4.9	-	-
10 percent between 6 p. m. and 6 a. m.	5.5	1.2	21.1	4.9	-	-
No shift pay differential	89.0	92.6	78.9	95.1	92.6	91.7
All nonprofessional workers (except office clerical) employed on the shift	100.0	100.0	100.0	100.0	100.0	100.0
With shift pay differential	19.8	22.0	22.4	24.8	18.3	19.9
Uniform amount per week	11.7	11.7	-	-	18.3	19.9
Under \$2.50	9.8	7.0	-	-	15.4	12.0
\$2.50 and under \$5.00	1.9	4.7	-	-	2.9	8.0
Uniform percentage	8.1	10.3	22.4	24.8	-	-
10 percent between 6 p. m. and 6 a. m.	8.1	10.3	22.4	24.8	-	-
No shift pay differential	80.2	78.0	77.6	75.2	81.7	80.1

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Table B-5: Scheduled weekly hours

Weekly hours	Percent of -														
	Registered professional nurses in -			Other professional and technical workers in -			Office clerical workers in -			Other nonprofessional workers in -					
	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals		Governmental hospitals		Nongovernmental hospitals	
										Men	Women	Men	Women	Men	Women
All workers	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
36½ hours	*	*	-	*	*	-	*	*	-	-	-	-	-	-	-
37½ hours	3	10	-	3	12	-	3	10	-	5	*	11	7	-	-
40 hours	90	88	91	80	86	78	93	89	95	55	58	88	91	26	44
42 hours	-	-	-	-	-	-	*	-	*	*	*	-	-	3	3
44 hours	6	-	9	16	-	22	*	-	4	29	27	-	-	54	39
45 hours	-	-	-	-	-	-	-	-	-	*	*	*	*	-	-
48 hours	-	-	-	-	-	-	-	-	-	9	10	-	-	18	14

* Less than 2.5 percent.

Table B-6: Weekly overtime pay practices

Weekly overtime policy	Percent of -											
	Registered professional nurses in -			Other professional and technical workers in -			Office clerical workers in -			Other nonprofessional workers in -		
	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in hospitals providing overtime pay	90	63	100	96	98	95	97	99	96	97	99	97
Straight time	63	29	76	59	16	76	56	28	69	59	27	76
Time and one-half	12	18	10	32	65	19	34	52	26	24	40	15
After 40 hours	12	18	10	32	65	19	34	52	26	19	40	9
After more than 40 hours	-	-	-	-	-	-	-	-	-	4	-	6
Equal time off	5	16	*	5	18	-	7	19	*	15	31	6
Other	10	-	1/13	-	-	-	-	-	-	-	-	-
Workers in hospitals providing no overtime pay or having no formal overtime pay policy ...	10	37	-	4	*	5	3	*	4	3	*	3

1/ Some employees paid a flat hourly rate of \$2 an hour for work beyond 40 hours; others \$2.50 or \$3 an hour, depending on their salary, for work beyond 40 hours.

* Less than 2.5 percent.

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Table B-7: Paid vacations

Vacation policy	Percent of -											
	Registered professional nurses in -			Other professional and technical workers in -			Office clerical workers in -			Other nonprofessional workers in -		
	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Amount of vacation pay												
After 6 months of service												
Workers in hospitals providing paid vacations	47	88	32	40	91	20	48	94	26	50	90	29
1 week	35	53	29	20	34	15	29	46	21	36	58	25
Over 1 and under 2 weeks	*	-	3	20	58	5	19	47	5	14	32	5
Over 2 and under 3 weeks	9	35	-	-	-	-	-	-	-	-	-	-
Workers in hospitals providing no paid vacations	53	12	68	60	9	80	52	6	74	50	10	71
After 1 year of service												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
1 week	-	-	-	5	-	6	3	-	4	8	-	13
2 weeks	78	65	82	54	42	59	72	53	82	78	68	83
Over 2 and under 3 weeks	*	-	3	20	58	5	19	47	5	14	32	5
3 weeks	6	-	8	17	-	24	6	-	8	-	-	-
4 weeks and over	15	35	7	4	-	5	-	-	-	-	-	-
After 2 years of service												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
1 week	-	-	-	-	-	-	-	-	-	*	-	3
2 weeks	70	36	82	59	42	65	75	53	86	84	68	93
Over 2 and under 3 weeks	-	-	-	20	58	5	19	47	5	14	32	5
3 weeks	13	29	8	17	-	24	6	-	8	-	-	-
Over 3 and under 4 weeks	*	-	3	-	-	-	-	-	-	-	-	-
4 weeks and over	15	35	7	4	-	5	-	-	-	-	-	-
After 3 years of service												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
1 week	-	-	-	-	-	-	-	-	-	*	-	3
2 weeks	41	36	43	45	42	46	75	53	86	84	68	93
Over 2 and under 3 weeks	-	-	-	4	-	5	4	-	5	3	-	5
3 weeks	34	-	47	31	-	43	6	-	8	-	-	-
Over 3 and under 4 weeks	*	-	3	-	-	-	-	-	-	-	-	-
4 weeks and over	22	64	7	20	58	5	15	47	-	11	32	-
After 5 years of service												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks	34	36	33	44	42	45	74	53	84	77	40	95
Over 2 and under 3 weeks	-	-	-	4	-	5	4	-	5	3	-	5
3 weeks	27	-	36	28	-	38	7	-	11	9	27	-
Over 3 and under 4 weeks	*	-	3	8	-	11	-	-	-	-	-	-
4 weeks and over	38	64	28	16	58	-	15	47	-	11	32	-

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Table B-7: Paid vacations - Continued

Vacation policy	Percent of -											
	Registered professional nurses in -			Other professional and technical workers in -			Office clerical workers in -			Other nonprofessional workers in -		
	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals
Amount of vacation pay - Continued												
<u>After 10 years of service</u>												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks	30	21	33	41	37	42	64	48	72	62	33	78
Over 2 and under 3 weeks	-	-	-	4	-	5	4	-	5	3	-	5
3 weeks	15	15	14	18	5	23	15	5	20	24	35	18
Over 3 and under 4 weeks	*	-	3	-	-	-	-	-	-	-	-	-
4 weeks and over	54	64	50	37	58	29	17	47	3	11	32	-
<u>After 15 years of service</u>												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks	22	9	27	37	28	41	46	41	48	48	23	61
Over 2 and under 3 weeks	-	-	-	4	-	5	4	-	5	3	-	5
3 weeks	20	27	17	14	14	13	33	11	44	38	45	34
Over 3 and under 4 weeks	*	-	3	-	-	-	-	-	-	-	-	-
4 weeks and over	56	64	53	45	58	40	17	47	3	11	32	-
<u>After 20 years of service</u>												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks	22	9	27	37	28	41	46	41	48	48	23	61
Over 2 and under 3 weeks	-	-	-	4	-	5	4	-	5	3	-	5
3 weeks	20	27	17	14	14	13	22	11	27	31	45	24
Over 3 and under 4 weeks	*	-	3	-	-	-	-	-	-	-	-	-
4 weeks and over	56	64	53	45	58	40	29	47	20	18	32	10
<u>After 25 years of service</u>												
Workers in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100
2 weeks	22	9	27	37	28	41	46	41	48	48	23	61
Over 2 and under 3 weeks	-	-	-	4	-	5	4	-	5	3	-	5
3 weeks	20	27	17	14	14	13	22	11	27	30	45	21
Over 3 and under 4 weeks	*	-	3	-	-	-	-	-	-	-	-	-
4 weeks and over	56	64	53	45	58	40	29	47	20	19	32	13

* Less than 2.5 percent.

Table B-8: Paid holidays

Item	Percent of -											
	Registered professional nurses in -			Other professional and technical workers in -			Office clerical workers in -			Other nonprofessional workers in -		
	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in hospitals providing paid holidays	99	100	99	100	100	100	100	100	100	93	100	90
6 holidays	65	18	83	66	23	83	63	32	78	52	8	75
7 holidays	4	-	6	5	-	7	3	-	5	3	-	5
8 holidays	25	64	11	23	58	10	27	47	17	26	60	9
11 holidays	*	8	-	4	13	-	5	15	-	8	24	-
12 holidays	3	10	-	*	7	-	*	5	-	3	9	-
Workers in hospitals providing no paid holidays	*	-	*	-	-	-	-	-	-	7	-	10
Workers in hospitals with formal provisions regarding pay for work on paid holidays	99	100	99	100	100	100	100	100	100	93	100	90
Straight time	4	-	5	*	-	*	-	-	-	-	-	-
Time and one-half total	4	-	5	*	-	*	4	-	5	5	-	7
Double time total (regular pay plus straight time)	5	-	7	25	58	12	24	47	14	20	32	14
Double time and one-half total	5	18	-	9	7	9	7	5	8	5	8	4
Equal time off	67	82	62	55	35	63	51	48	53	56	60	53
Other	14	-	20	8	-	11	13	-	20	8	-	12
Workers in hospitals providing no paid holidays or having no formal provisions regarding paid holidays	*	-	*	-	-	-	-	-	-	7	-	10

* Less than 2.5 percent.

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Table B-9: Sick leave, insurance, and pension plans

Type of plan	Percent of -											
	Registered professional nurses in -			Other professional and technical workers in -			Office clerical workers in -			Other nonprofessional workers in -		
	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals	All hospitals	Governmental hospitals	Nongovernmental hospitals
All workers	100	100	100	100	100	100	100	100	100	100	100	100
Workers in hospitals providing:												
Life insurance	26	53	16	29	65	15	32	54	21	26	44	17
Accidental death and dismemberment insurance	13	35	5	18	58	*	20	47	8	13	32	3
Sickness and accident insurance or sick leave or both	89	100	86	94	100	92	93	100	89	84	100	75
Sickness and accident insurance	9	21	5	6	13	3	7	13	4	10	23	4
Sick leave (full pay, no waiting period)	83	100	77	83	100	76	90	100	85	78	100	67
Sick leave (partial pay or waiting period)	6	-	8	11	-	15	3	-	4	5	-	8
Hospitalization insurance	14	-	19	10	-	14	8	-	11	10	-	15
Hospitalization provided outside of group insurance	*	-	3	*	-	*	-	-	*	-	-	*
Hospitalization at reduced cost	36	-	49	34	-	47	38	-	57	30	-	46
Surgical insurance	6	-	9	5	-	6	3	-	4	5	-	7
Surgical benefits provided outside of group insurance	*	-	3	*	-	*	-	-	*	-	-	*
Surgical benefits at reduced cost	13	-	17	17	-	23	13	-	19	10	-	15
Medical insurance	4	-	6	*	-	*	*	-	*	*	-	3
Medical benefits provided outside of group insurance	*	-	3	*	-	*	-	-	*	-	-	*
Medical benefits at reduced cost	13	-	17	17	-	23	13	-	19	10	-	15
Retirement pension or social security or both	100	100	100	100	100	100	100	100	100	100	100	100
Retirement pension (other than social security)	42	100	21	43	100	22	53	100	33	42	100	16
Social security	73	-	100	72	-	100	68	-	100	66	-	100

* Less than 2.5 percent.

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Appendix A: Scope and Method of Survey

The Chicago, Ill., area¹ is one of 16 major metropolitan areas in which the U. S. Department of Labor's Bureau of Labor Statistics, in cooperation with the Women's Bureau, has conducted surveys of salaries and working conditions of hospital personnel. Data were obtained by personal visits of the Bureau of Labor Statistics field staff to representative hospitals, selected on the basis of size, type of service (e. g., general, mental and allied, tuberculosis), and proprietorship (Federal, State, or local government, or nongovernmental organization). Hospitals having fewer than 51 employees were omitted since they employ relatively few workers in the occupations studied.

A summary of the number of hospitals studied and their size is presented in the table below.

To improve the reliability of the data, a greater proportion of large than of small hospitals was studied. In combining the data, however, all hospitals were given their appropriate weight. The estimates thus relate to all hospitals of 51 or more employees rather than to those actually visited.

Occupations and Earnings

The occupations selected for study are common to most hospitals within the scope of the survey, regardless of their size or type of service. Occupational classification was based on a uniform set of job descriptions designed to take account of the fact duties within the same occupation may vary somewhat among hospitals. (These descriptions are presented in appendix B.)

¹ For purposes of this survey, the Chicago area consists of Cook County.

Earnings data are presented for occupations within the following groups:

1. Registered professional nurses.
2. Other professional and technical employees. (This term includes employees in occupations such as X-ray technicians, medical technologists, dietitians, physical therapists, medical librarians, medical record librarians, medical social workers, and occupational therapists.)
3. Office clerical employees. (This group includes employees doing clerical work throughout the hospital in such places as the business office and the medical record library.)
4. Other nonprofessional employees (including practical nurses, nursing aides, orderlies, maids, kitchen help, unskilled laboratory help, maintenance, laundry, and similar workers).

Data are shown for full-time employees; i. e., those hired to work the regular schedule for the given occupational classification. Students were not considered as employees. All occupational information excludes not only part-time employees but members of religious orders and members of the Armed Forces.

Earnings data exclude premium pay for overtime, for work on holidays and late shifts, and for time on call, as well as the cash value of room, board, and any other perquisites provided in addition to cash salaries. The earnings, however, include any cost-of-living bonuses as well as extra pay for work performed in certain units such as TB, psychiatric, or communicable disease wards, operating or delivery rooms.

Number of hospitals and workers within scope of survey (limited to hospitals with 51 or more workers)

Type of hospital proprietorship	Number of hospitals		Workers in hospitals				Studied
	Within scope of study	Studied	Within scope of study			Total	
			Total workers ¹	Professional and technical workers (includes R. N.'s)	Office clerical workers		Other non-professional workers
All hospitals -----	93	35	44,500	9,700	3,970	22,600	28,020
Federal Government -----	3	2	4,770	1,190	600	2,490	4,000
Other governmental agency ----	9	7	8,500	1,470	670	5,270	8,190
Nongovernmental -----	81	26	31,230	7,040	2,700	14,840	15,820

¹ Includes some workers (for example, those in administrative positions) not included in the occupational groups shown separately.

Average weekly earnings data refer to employees' straight-time salaries for their regular workweek (rounded to the nearest half dollar). Average weekly hours, where presented, have been rounded to the nearest half hour and refer to the workweek for which employees receive these salaries.

Occupational employment estimates represent the total in all hospitals within the scope of the study and not the number actually surveyed. Because of differences in occupational structure among hospitals, the estimates of occupational employment obtained from the sample of hospitals studied serve only to indicate the relative importance of the jobs studied.

Hospital Practices and Supplementary Benefits

Information was obtained on selected hospital practices and supplementary benefits as these relate to registered professional nurses, other professional and technical workers, office clerical, and other nonprofessional employees. (All of the information on supplementary benefits excludes members of religious orders and of the Armed Forces as well as part-time employees.) To a considerable extent, differences among these groups in the proportions receiving various benefits reflect variations in the extent to which these groups are employed in various hospitals rather than differences in practice within the same hospital.

Scheduled hours; overtime pay practices; paid holidays; rates of pay for work on holidays; paid vacations; and health, insurance, and pension plans are treated statistically on the assumption that such benefits apply to all those employed within the occupational group in a given hospital if a majority of such employees are eligible for or may eventually qualify for the practice. Because of rounding, sums of individual items in these tabulations do not necessarily equal totals.

The length of vacation shown after 6 months of service refers to the total amount of vacation workers can take after this amount of service, not to their annual rate of vacation; however, vacation provisions shown for workers with 1 or more years of service refer to their annual rate. For example, Veterans Administration nurses receive 2½ calendar days of vacation per month and at the end of

6 months would have earned 15 days of vacation. Hence, they are shown as being eligible for 2 but less than 3 weeks of paid vacation after 6 months of service even though they accumulate vacation credits at the same rate after this amount of service as after a year or more of employment.

The summary of insurance and pension plans includes not only formal arrangements that are underwritten by an insurance company or pooled fund and for which the hospital pays at least part of the cost but also formal hospital policies providing for benefits to be paid out of current operating income. Death benefits are included as a form of life insurance. Medical insurance refers to plans providing for complete or partial payment of doctors' fees.

Tabulations of pension plans are limited to those plans that provide monthly payments for the remainder of the retired worker's life. Data on the extent to which hospital employees are covered by Old-Age, Survivors' and Disability Insurance (social security) are presented, since most hospitals are not automatically covered by the Federal Social Security System.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Paid sick-leave plans which provide full pay or a portion of the employee's pay during absence from work because of illness are included in the survey of paid sick leave. In addition to the proportion of workers who are provided sickness and accident insurance or paid sick leave, the table showing such benefits presents an unduplicated total of employees who receive either or both types of benefits (table B-9).

The value of any perquisites received by hospital employees has not been added to the earnings data. Separate information is shown, however, on the extent to which hospital employees receive room, board, and other perquisites in addition to their cash salaries. Limited information is also included on arrangements whereby employees purchase meals or rent a room from the hospital through payroll deductions.

Appendix B: Job Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from hospital to hospital and from area to area. This is essential in order to permit the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interhospital and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual hospitals or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude students, members of religious orders, and of the Armed Forces, and part-time workers. Supervisors of other workers in the same occupation were omitted except where the job descriptions provide contrary instructions.

Professional and Technical - Nursing

DIRECTOR OF NURSING

A registered professional nurse who directs and supervises all nursing services concerned with care of patients in the hospital: Plans the nursing services needed to achieve the objective of the hospital. Is responsible for maintaining such nursing service in accordance with accepted standards. Analyzes and evaluates nursing and related services to improve quality of patient care and to plan better utilization of staff time and abilities. Plans and directs the orientation and in-service educational program for nursing personnel. Interprets hospital personnel policies. Administers the budget for the nursing department and may assist in its preparation. May participate in community health education programs. May be responsible for the administration of a school of nursing if such a school is operated by the hospital. May delegate any of these responsibilities to an assistant. May assume the functions of a supervisor in a small hospital. May select and recommend appointment of nursing personnel. Nurses whose primary responsibility is administration of the hospital and assistant directors who may be delegated the responsibility for either nursing service or the school of nursing are excluded.

SUPERVISOR OF NURSES

A registered professional nurse who directs and supervises the nursing service in one or more organized nursing units: Evaluates the nursing service in her unit or units and relates these activities to other hospital departments and to the total nursing service. Interprets responsibilities and hospital policy to nursing personnel. Assists in the evaluation of nursing personnel. Participates in the orientation and in-service education programs for nursing personnel. May direct

SUPERVISOR OF NURSES - Continued

the procurement of supplies and equipment for her unit or units. May spend part of time instructing student nurses or auxiliary nursing personnel or planning instruction for these groups. May perform the functions of the head nurse when there is no head nurse. May be in charge of more than one medical, surgical, psychiatric, or other unit, or more than one operating room, or may be in charge of a combination of these units such as a medical ward and a surgical ward. Evening or night supervisors, nurses who spend more than half their time in instruction in the classroom or on the organized nursing unit, nurses assigned to central supply more than half time, and assistant directors who are responsible for certain types of functions (e.g., personnel, budget, nursing education, nursing service) as distinguished from certain services (e.g., surgical, medical, etc.) and who perform functions of director as delegated by her (such as coordinating nursing service with that of other services) are excluded.

HEAD NURSE

A registered professional nurse who is responsible for the nursing service and patient care on one organized nursing unit: Assigns patient care duties to (professional and nonprofessional) nursing personnel and supervises and evaluates work performance. Periodically visits patients to insure optimal care and to ascertain need for additional or modified services. Supervises the execution of doctors' orders and related treatments and the maintenance of nursing records. Assists in the orientation of new personnel to the unit. Insures the availability of supplies and equipment. Identifies nursing service problems and assists in their solution. May give direct nursing care in

HEAD NURSE - Continued

selected situations (i.e., performs duties of general duty nurse). May assist in the in-service education and guidance of nursing personnel. May spend part of time supervising or instructing student nurses. May be responsible for ward 24 hours a day in the sense evening and night nurses report to her and she is responsible for assigning duties on other shifts. Nurses who spend more than half their time in the central supply unit or in instruction in the classroom or on an organized nursing unit, and those who are given the title of assistant head nurse who receive extra pay as assistant supervisor are excluded.

GENERAL DUTY NURSE

A registered professional nurse who gives nursing care to patients within an organized nursing unit: Utilizes special skill, knowledge, and judgment in observing and reporting symptoms and condition of patient. Administers highly specialized therapy with complicated equipment. Gives medication and notes reactions. Maintains records on patient's condition, medication, and treatment. Assists the physician with treatment. May set up equipment, prepare the patient, etc. May supervise professional and other nursing personnel who are working as members of a nursing team in caring for a group of patients. May spend part time instructing, supervising, or assigning duties to student nurses, practical nurses, and nursing aides. May instruct patients and family. May assume some or all of the functions of the head nurse in her absence. May bathe and feed acutely ill patients. May take and record temperatures, respiration, and pulse. Nurse anesthetists, those who are given extra compensation as assistant

Professional and Technical - OtherDIETITIAN

A worker who organizes, administers, and directs one or more phases of the hospital food service program and applies the principles of nutrition to the feeding of individuals and groups. Does at least one of the following: (a) Plans menus, (b) plans modifications of the normal diet for persons needing special diet treatment, or (c) instructs patients and/or hospital personnel in principles of nutrition and in modifications of the normal diet. In addition, usually performs several or all of the following duties: Purchasing or requesting food, equipment, and supplies; supervising food preparation; supervising the serving of food to patients and hospital personnel; selecting, training, and supervising nonprofessional personnel; maintaining food cost controls; inspecting work areas and storage facilities for sanitation and safety. Normally, dietitians will have a college degree with a major in foods, nutrition, or institutional management plus a dietetic internship. Food service supervisors who are concerned with

GENERAL DUTY NURSE - Continued

head nurses, specialized intravenous nurses, those who spend more than half their time in the central supply department or in instruction in the classroom or on the organized nursing unit are excluded.

NURSING INSTRUCTOR¹

A registered professional nurse who instructs student, professional, or practical nurses in theory and practical aspects of nursing art and science: Assists in planning and preparing curriculum and outline for course. Lectures to students and demonstrates accepted methods of nursing service, such as carrying out medical and surgical treatments, observing and recording symptoms, and applying principles of asepsis and antisepsis. Collaborates with nursing supervisors to supplement classroom training with practical experience in various departments. Renders individual training assistance wherever needed, and observes performance of students in actual nursing situations. May prepare, administer, and grade examinations to determine student progress and achievement. May make recommendations relative to improved teaching and nursing techniques. May assist in carrying out hospital in-service training program by initiating new procedures and practices and training graduate nurses in their application. May conduct refresher training courses for graduate nurses in theory and practice of general nursing care or clinical specialties. May train auxiliary workers in administration of nonprofessional aspects of nursing care. May teach practical nursing techniques to classes of lay persons. Nurses who spend less than half of their time on such duties are excluded.

DIETITIAN - Continued

the day-to-day operations of preparing and serving meals but who do not apply the principles of nutrition to meal planning (other than to modify diets according to established patterns) and, in hospitals that have staff dietitians, chief and assistant chief dietitians are excluded.

MEDICAL RECORD LIBRARIAN

A worker who is responsible for the activities of the department in which the medical records maintained on hospital or clinic patients are filed. These duties include several or all of the following: Reviewing patients' records for completeness and accuracy according

¹ This occupation was not studied in Portland, Oreg.

MEDICAL RECORD LIBRARIAN - Continued

to standards established by the accrediting agencies of hospitals; coding or verifying coding of diseases, operations, and special therapy according to recognized nomenclature and classification systems; indexing diseases, operations, and other special study material; preparing or supervising preparation of periodic statistical reports such as on morbidity, births, and deaths, utilization of facilities; assisting the medical staff in research involving medical records; abstracting case histories for special reports; selecting and tabulating information from patients' records for specific purposes of the hospital or clinic and the community; answering inquiries for information recorded in patients' records in accordance with prescribed hospital policies; filing or supervising filing of records; participating in staff meetings representing a professional service; taking medical or surgical dictation. Selects and trains any other employees in the department and assigns their duties. In addition, this worker may prepare the budget for the department and may serve as the hospital medical librarian. May direct program for training medical record library students. Medical record librarians in hospitals below the level of chief are excluded unless they are registered by the American Association of Medical Record Librarians.

MEDICAL SOCIAL WORKER

A person who provides direct service to patients by helping them resolve personal and environmental difficulties that interfere with obtaining maximum benefits from medical care or that predispose toward illness. Performs a variety of services such as counseling on social problems and arranging for posthospital care at home or in institutions, for placement of children in foster homes or adults in nursing homes, and for financial assistance during illness; utilizes resources such as family and community agencies to assist patient to resume life in community or to learn to live within disability. Prepares and keeps current a social case record. Provides attending physician and others with pertinent information to add to understanding of patient. May supervise social work students and beginning case workers. Social workers assigned primarily to psychiatric wards and clinics; workers engaged primarily in financial screening of patients and rate setting; those workers classified as case aides; and in hospitals where more than one social worker is employed, the head of the social service department and other supervisors of medical social workers unless they spend at least 80 percent of their time in direct service to patients (including related clerical and other duties) are excluded.

MEDICAL TECHNOLOGIST

A worker who performs various chemical, microscopic, and/or bacteriologic tests to obtain data used in diagnosis and treatment of patients. Applies techniques used in fields of bacteriology or mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphological examinations. Is responsible for carrying procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). May prepare tissues for microscopic pathological

MEDICAL TECHNOLOGIST - Continued

study. May, under supervision of a pathologist, engage in research and teaching activities. May supervise laboratory assistants, or where no laboratory assistants are employed, perform their duties. May also perform some duties of X-ray technicians, take electrocardiograms and determine basal metabolic rate. In large hospitals and those engaged in research, medical technologists may be responsible for testing and examination in only one of several fields of clinical pathology. In small hospitals, they may perform clinical tests in any one or a combination of these fields. Performs duties normally requiring 12 months' training in an approved school for medical technologists following at least 2 years of college. May be registered by registering agency. Chief technologists where more than one medical technologist is employed; tissue technicians who merely do routine preparation of tissue for study; those who perform only routine (qualitative rather than quantitative) tests such as urinalysis for PH factor or sugar by noting color change, testing hemoglobin by color, doing rough screening, or who perform only a limited range of tests within one field; and workers holding specialist certificates from the Registry of the American Society of Clinical Pathologists are excluded.

PHYSICAL THERAPIST

A person who treats disabilities, injuries, and diseases through the use of massage, exercise, and effective properties of air, water, heat, cold radiant energy, and electricity, according to prescription of a physician. May instruct students, interns, and nurses in methods and objective of physical therapy and may supervise physical therapy aides. May consult with other therapists to coordinate therapeutic programs for individual patients. Normally requires training in approved school of physical therapy. In hospitals with more than one physical therapist, the chief therapist and those who spend over 20 percent of their time supervising other physical therapists are excluded.

X-RAY TECHNICIAN

Takes X-ray photographs of various portions of body to assist physician in detection of foreign bodies and diagnoses of diseases and injuries, and/or assists in treating diseased or affected areas under supervision of radiologist. Prepares patient for roentgenographic examination, fluoroscopy or therapy requested by the physician, performing such duties as positioning patient, and administering chemical mixtures to increase opaqueness of organs. Sets up and operates stationary and mobile X-ray equipment. Develops exposed film or supervises its development by darkroom helper. Prepares and maintains records or supervises their preparation by clerical helpers. May maintain equipment in efficient operating condition, including correction of minor faults, and may clean apparatus. May perform duties in other departments, such as physical therapy, basal metabolism, and electrocardiography. May, under radiologist's direction, instruct nurses, interns, and students in X-ray techniques. Data for chief X-ray technicians in hospitals where more than one X-ray technician is employed are presented separately.

OfficeBILLER, MACHINE²

A worker who prepares statements, bills, and invoices on a machine other than an ordinary or electromatic typewriter. May also keep records as to billings or shipping charges or perform other clerical work incidental to billing operations.

CLERK, PAYROLL

A worker who computes wages of company employees and enters the necessary data on the payroll sheets. Duties involve: Calculating worker's earnings based on time or production records; posting calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance, and total wages due. May make out paychecks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

STENOGRAPHER, TECHNICAL

A worker whose primary duty is to take dictation from one or more persons, either in shorthand or by stenotype or similar machine, involving a varied technical or specialized vocabulary such as reports on scientific research, and to transcribe this dictation on a typewriter. May also type from written copy. May also set up and keep files in order, keep simple records, etc. Does not include transcribing-machine work.

SWITCHBOARD OPERATOR

A worker who operates a single- or multiple-position telephone switchboard. Duties involve handling incoming, outgoing, and intra-hospital or office calls. May record toll calls and take messages. May give information to persons who call in. For workers who also act as receptionists see switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

A worker who in addition to performing duties of operator, on a single position or monitor-type switchboard, acts as receptionist and may also type or perform routine clerical work as part of regular duties. This typing or clerical work may take the major part of this worker's time while at switchboard.

TRANSCRIBING-MACHINE OPERATOR, TECHNICAL

A worker whose primary duty is to transcribe dictation involving a technical vocabulary from transcribing-machine records. May also type from written copy and do simple clerical work. A worker who takes dictation in shorthand or by stenotype or similar machine is classified as a stenographer.

Other NonprofessionalCARPENTER, MAINTENANCE²

A worker who performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in a hospital. Work involves most of the following: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

DISHWASHER, MACHINE

A worker who operates a dishwashing machine and performs most of the following duties: Cleans dishes, glassware, and silverware by machine. Receives tableware from dining room and/or patients' rooms, or stacks tableware for transporting to dishwasher. Scrapes food from dishes. Transports cleaned and dried ware to proper places. May also clean working area, steam tables, and kitchen equipment, arrange dining tables and chairs, polish fixtures, and perform other duties. May remove garbage from dishwashing area.

ELECTRICIAN, MAINTENANCE

A worker who performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in a hospital. Work involves most of the following: Installing or repairing

² These occupations were studied only in Baltimore, Md., Buffalo, N. Y., Portland, Oreg., and St. Louis, Mo.

ELECTRICIAN, MAINTENANCE - Continued

any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layout, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

ELEVATOR OPERATOR, PASSENGER³

A worker who operates a passenger elevator. Supplies information to passengers regarding location of wards and offices. Assists patients in and out of elevator and may push in wheelchairs and carriages to or from elevator. May move freight in and out of elevator. May distribute mail.

ENGINEER, STATIONARY

A worker who operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the hospital in which employed with power, heat, refrigeration, or air conditioning. Work involves: Operating and maintaining equipment such as steam engines, air compressors, generators, motors, turbines, ventilating and refrigerating equipment, steam boilers, and boiler-fed water pumps; making equipment repairs; keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in hospitals employing more than one engineer are excluded.

EXTRACTOR OPERATOR⁴

A worker who removes surplus moisture from materials (such as wet cloth, clothing, knit goods, and yarn) by operating a centrifugal extractor. Work involves most of the following: Loading material into perforated drum of machine by hand or hoist; closing lid and starting machine, allowing it to run a predetermined time or until fluid stops flowing from drain; removing partly dried materials; hand trucking materials within the department. May assist the washer in loading, operating, or unloading the washing machine.

³ These occupations were studied only in Baltimore, Md., Buffalo, N. Y., and St. Louis, Mo.

⁴ These occupations were studied only in Baltimore, Md., Buffalo, N. Y., Portland, Oreg., and St. Louis, Mo.

FINISHER, FLATWORK, MACHINE

A worker who performs flatwork finishing operations by machine. Work involves one or more of the following: Shaking out the creases in semidry washing to prepare it for the flatwork ironing machine; feeding clean, damp flatwork pieces into the flatwork ironing machine by placing the articles on the feeder rollers; catching or receiving articles as they emerge from the machine and partially folding them.

HOUSEKEEPER, CHIEF

A worker who is charged with the responsibility for housekeeping activities, which include maintenance of clean and sanitary conditions in all areas of the hospital except for engineering and dietetic areas; conduct of studies for better housekeeping products and equipment. In this capacity, the housekeeper formulates and implements procedures for effective utilization of housekeeping personnel, supplies, and equipment; sets standards for cleaning, sanitation, and preservation of floor and wall surfaces; conducts continuing program to improve housekeeping techniques and practices; makes budget estimates; schedules activities and makes inspection to determine whether established standards of sanitation and cleanliness are being met. Supervises housekeeping personnel, including conduct of in-service training, interviewing and final selection of personnel, recommending promotions and discharge of employees. May give advice to management on selection of color scheme, type of draperies, rugs, upholstery, and furniture to be used when needed for replacement.

KITCHEN HELPER

A worker who performs one or more of the following unskilled kitchen duties: Cleans worktables, meat blocks, refrigerator, and grease trays; sweeps and mops kitchen floors, obtains and distributes supplies and utensils; watches and stirs cooking foods to prevent burning. Carries dirty utensils to be washed and returns cleaned utensils and polished silver to proper place in kitchen. Cleans pots and kitchen utensils. Carries out garbage. Delivers food trays to floor diet kitchens and collects dirty dishes from trays. Assists in setting up trays. Dishes up food. Cuts, peels, and washes fruits and vegetables. Makes toast and beverages. Workers who work with patients in mental hospitals or who perform tasks such as making salad dressing or soup stock; preparing special beverages such as eggnogs or milk shakes; cooking or frying eggs; weighing, measuring, and mixing ingredients for bakery products, etc., are excluded.

MAID OR PORTER

A worker who cleans and services hospital premises: Performs one or more of the following duties: Cleans, mops, and waxes floors. Dusts furniture and equipment. Cleans window sills, empties

MAID OR PORTER - Continued

trash baskets, and arranges furniture and equipment in an orderly fashion. Scours and polishes bathtubs, sinks, mirrors, and similar equipment, replenishing supplies of soap and towels. Polishes brass and cleans and polishes glass panels in doors and partitions. Keeps utility storage rooms in good order by cleaning lockers and equipment, arranging supplies, and sweeping and mopping floor. Performs a variety of related duties. May be assigned to specific areas, such as wards, offices, or surgery. Those workers who work with patients in mental hospitals are excluded.

MEDICAL LABORATORY ASSISTANT⁵

A worker who assists one or more medical technologists or workers of equivalent status by performing one or more of the following duties: Preparing, under instruction, sterile media for use in growing cultures (does not identify bacteria); sorting bacterial cultures prior to examination by medical technologists; preparing solutions, non-critical reagents (i.e., those not requiring a high degree of accuracy—such as salt solutions or dye solutions), or stains, following standard laboratory formulas and procedures. May clean and sterilize laboratory equipment, glassware, and instruments. May do charting under supervision. May collect some types of specimens from patients. Does not perform tests.

NURSING AIDE

A worker who assists the nursing staff by performing routine duties in the care of hospital patients. Performs several of the following patient care services: Bathes bed patients or assists them in bathing. Cares for patients' hair and nails. Feeds or assists patients to eat and brings patients between-meal nourishment. Assists patients with bedpans and urinals. Keeps records of patients' food intake and output when ordered. Assists patients in undressing and provides hospital clothing, storing patients' clothing and valuables. Assists patients in walking and transports patients to various hospital rooms by means of wheelchair or stretcher. Cleans and sterilizes instru-

⁵ These occupations were studied only in Baltimore, Md., Buffalo, N. Y., and St. Louis, Mo.

NURSING AIDE - Continued

ments and equipment. May clean rooms or equipment upon discharge of patients. Makes occupied beds. May take and record temperature, pulse, and respiration rate. May escort newly admitted patients from admitting office to hospital room or ward. May or may not be licensed. May be called orderly and may transport and arrange portable X-ray, oxygen, or heavy equipment. In mental hospitals or psychiatric units will have very limited responsibility for participation in care of patients, being limited to physical care rather than socializing and will work under close supervision.

PRACTICAL NURSE

A person who, under supervision of a professional nurse, performs selected and delegated nursing tasks in care of patients. Performs three or more of the following duties: Measures and administers simple medications as directed; applies simple dressings; administers enemas, douches, perineal care, and other treatments as directed; reports general observation of patients' condition; sets up treatment trays; keeps under constant surveillance patients recovering from anesthesia or receiving prolonged intravenous or subcutaneous injections, notifying professional nurse of unusual reactions; takes and records temperature, pulse, and respiration. In a mental hospital, may be called a psychiatric aide or attendant and may have duties such as socializing and custodial functions peculiar to mental hospitals. Some workers called orderlies may perform these duties and are included. May be licensed and may also perform duties of a nursing aide. Those regularly supervising other practical nurses or nursing aides and those supervising units to which no professional nurses are assigned are excluded.

WASHER, MACHINE

A worker who operates one or more washing machines to wash hospital linens, garments, curtains, draperies, and other articles. Work involves the following: Manipulating valves, switches, and levers to start and stop the machine and to control the amount and temperature of water for the sudsing and rinsing of each batch; mixing and adding soap, bluing and bleaching solutions; loading and unloading the washing machine, if not done by loaders or unloaders (pullers). May make minor repairs to washing machine.