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INDUSTRY WAGE SURVEY

HOSPITALS MID-1963

Bulletin No. 1409

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary

BUREAU OF LABOR STATISTICS
Ewan Clague, Commissioner



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Preface

The results of a survey of earnings and supplementary wage benefits of hospital employees in the Nation's metropolitan areas in mid-1963, conducted by the Bureau of Labor Statistics, are summarized in this bulletin. The survey covered short-term private (nongovernment) and State and local government hospitals. A description of the pay systems used by Federal Government hospitals is presented in appendix A of this bulletin.

Separate releases were issued earlier for: Atlanta, Baltimore, Boston, Buffalo, Chicago, Cincinnati, Cleveland, Dallas, Los Angeles-Long Beach, Memphis, Minneapolis-St. Paul, New York City, Philadelphia, Portland (Oreg.), and San Francisco-Oakland. Copies of these releases are available from the Bureau of Labor Statistics, Washington, D.C., 20210, or from any of its regional offices.

This survey was conducted in the Bureau's Division of Occupational Pay by Toivo P. Kanninen, Chief of the Division, under the general direction of L. R. Linsenmayer, Assistant Commissioner for Wages and Industrial Relations. The analysis was prepared by George L. Stelluto under the immediate supervision of L. Earl Lewis. Field work for the survey was directed by the Bureau's Assistant Regional Directors for Wages and Industrial Relations.

Other reports available from the Bureau's program of industry wage studies, as well as the addresses of the Bureau's six regional offices, are listed at the end of this bulletin.

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Industry Wage Survey—

Hospitals, Mid—1963

Summary

Straight-time salaries of general duty nurses in private (nongovernment) and State and local government hospitals in the Nation's metropolitan areas averaged \$86.50 for a 40-hour week in mid-1963.¹ Regionally, averages for these employees ranged from \$77 a week in the South to \$93.50 in the West.² Within each region, general duty nurses in government (non-Federal) hospitals had higher average earnings than those in private hospitals. Among the 15 areas surveyed separately, the lowest weekly averages for women general duty nurses in private hospitals were recorded in Atlanta and Memphis (\$75) and the highest in New York City (\$96). The survey also developed separate earnings information for four other registered professional nursing classifications and for a number of occupations selected from three major categories: Other professional and technical employees, office clerical, and other nonprofessional employees.

A large majority of the employees covered by the survey were in hospitals providing paid holidays and vacations and various types of health, insurance, and pension plans.

Industry Characteristics

Nearly 1 million workers were employed by hospitals within scope of the Bureau's survey.³ The Northeast and North Central regions each accounted for approximately a third of this employment; a fifth of the workers were in the South and about an eighth in the West. Among the 15 areas surveyed separately, employments ranged from nearly 93,000 in New York City to between 6,000 and 7,000 in each of 4 areas—Atlanta, Dallas, Memphis, and Portland (Oreg.). Employment levels were about 56,000 in Chicago, 44,000 in Los Angeles—Long Beach, 37,000 in Philadelphia, and 32,000 in Boston.

Private hospitals accounted for four-fifths of the employment covered by the survey. Regionally, the proportions were seven-tenths in the South and West and about five-sixths in the Northeast and North Central regions. More than three-fifths of the employees in each of the 15 selected areas were in private hospitals. Hospitals chartered as nonprofit institutions accounted for all but about 2 percent of the private hospital employment. Proprietary hospitals (those operated for profit) were largely concentrated in the Northeast and West.

Local government (city, county, city-county, etc.) hospitals accounted for approximately three-fourths of the government hospital employment. State hospitals had nearly a third of the government hospital employment in the South and North Central regions, about a fifth in the West, and less than a tenth in the Northeast.

¹ See appendix B for scope and method of survey. Earnings data provided in this bulletin exclude premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments.

A description of the various pay systems in Federal Government hospitals is presented in appendix A.

² For definitions of regions and areas used in the survey, see table in appendix B.

³ The Bureau's survey, which was limited to metropolitan areas, accounted for slightly more than three-fourths of the nationwide employment in short-term private and non-Federal government hospitals with 100 employees or more.

General hospitals, those providing a variety of hospital services rather than specializing in a particular field, accounted for 97 percent of the survey employment.

Hospitals in metropolitan areas with populations of 1 million or more employed nearly three-fifths of the workers within scope of the survey; about three-tenths were in metropolitan areas with 250,000 to 1 million population and about a sixth were in areas with less than 250,000. Nearly three-fourths of the workers in the South were in areas with less than 1 million population whereas the larger areas accounted for about three-fifths of the hospital employees in the North Central and West and seven-tenths in the Northeast. These proportions were generally similar among government and private hospitals.

Hospitals with 500 employees or more accounted for three-fourths of the employment in private hospitals, the only proprietorship category for which earnings information is presented by size of hospital. The proportions of workers in private hospitals with 500 employees or more were slightly more than a half in the West, seven-tenths in the South, three-fourths in the Northeast, and four-fifths in the North Central region. Hospitals with 500 workers or more accounted for three-fifths of the workers in areas with less than 250,000 population, compared with three-fourths in the other two area-size groups.

Hospital occupations cover a wide range of functions and skills; some are peculiar to medical institutions, while some are common to other industries. Full-time registered professional nurses and other professional and technical employees accounted for about a fifth of the hospital employment; office clerical employees accounted for nearly a tenth; and other nonprofessional employees (including nursing aids, practical nurses, maintenance workers, housekeeping and food service employees, and laundry workers) accounted for nearly half of the total employment. Other occupational groups, such as part-time workers and those employed in executive and administrative positions, made up the remainder of the hospital employment. Nursing aids, numerically the largest single occupation studied, accounted for 131,000 of the nearly 1 million workers covered by the survey, compared with about 88,000 general duty nurses and 59,000 practical nurses. Other numerically important occupations were: Maids and porters (63,000), kitchen helpers (38,000), head nurses (21,000), medical technicians (14,000), and machine flatwork finishers (10,000).

Information on earnings and related benefits of part-time professional nurses, nurses belonging to religious orders, and student nurses was not collected in the study. The following tabulation indicates the estimated numbers of persons in these categories in hospitals within scope of the survey.

Regions and areas	Part-time professional nurses	Nurses belonging to religious orders	Student nurses (professional and practical)
United States -----	58,624	4,365	80,492
Northeast ¹ -----	22,879	834	30,325
Boston -----	2,670	24	2,871
Buffalo -----	1,115	13	930
New York City -----	2,348	74	5,414
Philadelphia -----	2,144	69	4,293
South ¹ -----	9,279	1,146	17,271
Atlanta -----	269	12	1,321
Baltimore -----	1,090	99	1,845
Dallas -----	281	14	460
Memphis -----	104	3	539

See footnote at end of tabulation.

Regions and areas	Part-time professional nurses	Nurses belonging to religious orders	Student nurses (professional and practical)
North Central ¹ -----	19,139	1,861	28,538
Chicago -----	3,670	135	5,309
Cincinnati -----	596	25	1,045
Cleveland -----	1,279	51	1,392
Minneapolis-St. Paul -----	1,398	33	1,954
West ¹ -----	7,327	524	4,358
Los Angeles-Long Beach -----	2,238	68	1,110
Portland -----	594	38	686
San Francisco-Oakland -----	923	36	643

¹ Includes employees in areas in addition to those shown separately.

Occupational Earnings, Mid-1963

Compared with the average of \$86.50 recorded for general duty nurses, nationwide average weekly salaries of workers in the other four registered professional nursing occupations studied ranged from \$98.50 for head nurses to \$152 for directors of nursing (table 1). Among the seven other professional and technical jobs studied, average weekly salaries ranged from \$82.50 for X-ray technicians to \$116 for chief X-ray technicians and \$116.50 for medical social workers. Average weekly salaries of the five office clerical occupations studied ranged from \$58 for switchboard operator-receptionists to \$77.50 for technical stenographers. Practical nurses averaged \$64 a week, compared with \$53.50 for nursing aids. Maintenance electricians and stationary engineers averaged \$2.54 and \$2.67 an hour, respectively. Machine dishwashers, flatwork finishers, kitchen helpers, and maids and porters averaged \$1.20 to \$1.30 an hour.

Regionally, occupational averages were usually highest in the West and lowest in the South. Differences in occupational averages in these two regions tended to be proportionately larger for the lower skilled jobs than for those requiring additional training or experience. Thus, maids and porters in the West averaged nearly 80 percent more than their counterparts in the South—\$1.61 compared with 90 cents. Average earnings of general duty nurses, on the other hand, were only about 20 percent higher in the West than in the South—\$93.50 compared with \$77. Practical nurses in the West averaged one-third more than those in the South.

With minor exceptions, occupational averages in the Northeast, North Central, and West were higher in government hospitals than in private hospitals; the pay advantage held by workers in government hospitals amounted to 10 percent or more in at least half of the occupations in these regions. In the South, however, occupational averages in private hospitals were frequently near or in excess of those in government hospitals. For example, general duty nurses in government hospitals of the North Central region averaged 6 percent more than their counterparts in private hospitals; in the South, the difference was about 1 percent. The corresponding differentials for maids and porters were 30 percent in the North Central region and 3 percent in the South.

Occupational averages in private hospitals located in metropolitan areas with populations of 1 million or more were usually higher than those in smaller communities. This relationship held even when comparisons were limited to the same hospital size-group (table 4). Occupational averages in government hospitals in metropolitan areas with 1 million or more population were nearly always higher than those in the smaller areas (table 17).

Among the 15 areas surveyed separately, occupational averages in private hospitals were usually lowest in Atlanta and Memphis and highest in San Francisco-Oakland (table 5). The interarea differences in average earnings were greater among the comparatively low-paid nonprofessional occupations than among the other jobs. For example, the highest area average exceeded the lowest area by 185 percent for maids and 100 percent for women nursing aids, compared with 53 percent for women medical technologists and 28 percent for women general duty nurses. Occupational earnings for government hospitals in four areas (Boston, Los Angeles-Long Beach, New York City, and San Francisco-Oakland) are presented in table 18.

Several of the occupations studied were staffed entirely or to a very large degree by either men or women. In others, however, significant numbers of both sexes were employed and average salaries of men usually exceeded those of women even when the comparisons were limited to the same hospital proprietorship group and area. Among private hospitals in New York City, for example, men averaged more than women in most occupations permitting comparisons—usually by amounts ranging from 2 to 6 percent. Differences in average pay levels for men and women in the same area and occupational classification may be the result of several factors, including variation in the distribution of the sexes among establishments with different pay levels and possible minor differences in assigned duties. Job descriptions used to classify workers in wage surveys are usually more general than those used by individual establishments to allow for the minor differences that exist. Also, to the extent that individual pay rates are adjusted on the basis of length of service, longer average service for one sex can result in higher average pay when both sexes are employed within the same rate range. More than nine-tenths of the workers in the two jobs for which salary structure information was obtained (general duty nurses and licensed practical nurses) were paid under formal wage systems providing a range of rates, with advancement based on length of service and/or merit review.

Earnings of individuals employed in the same job, hospital proprietorship group, and area were frequently widely dispersed, with the highest paid worker often earning twice as much as the lowest paid. Some workers in comparatively low-paid jobs earned more than part of the workers in jobs for which significantly higher averages were recorded. The following tabulation for private hospitals in New York City, for example, indicates that there was a considerable overlap in the earnings of women medical technologists and women practical nurses despite a \$20 a week difference in their averages.

Straight-time weekly earnings	Women medical technologists	Women practical nurses
\$55 and under \$60 -----	-	32
\$60 and under \$65 -----	-	374
\$65 and under \$70 -----	12	801
\$70 and under \$75 -----	86	661
\$75 and under \$80 -----	105	487
\$80 and under \$85 -----	116	514
\$85 and under \$90 -----	123	81
\$90 and under \$95 -----	156	27
\$95 and under \$100 -----	100	-
\$100 and over -----	313	-
Number of workers -----	1,011	2,977
Average (mean) weekly earnings -----	\$93.00	\$73.00

Trends in Earnings, Private Hospitals

Comparisons of 1963 pay levels in private hospitals with those in 1960 in 15 major areas indicates considerable variation in the magnitude of pay rise.⁴ The following tabulation for women in four numerically important jobs shows that pay increases for general duty nurses and practical nurses were greatest in New York City; among these areas and jobs, however, the largest percentage increases were recorded for maids in Memphis and Dallas.

Area	Percent of increases in average earnings of women in selected occupations, mid-1960 to mid-1963			
	General duty nurses	Nursing aids	Practical nurses	Maids
Atlanta -----	12	10	-	9
Baltimore -----	12	26	8	19
Boston -----	10	13	6	14
Buffalo -----	17	14	12	14
Chicago -----	11	9	9	11
Cincinnati -----	16	19	14	15
Cleveland -----	13	15	14	18
Dallas -----	13	16	15	32
Los Angeles-Long Beach -----	12	9	11	9
Memphis -----	10	12	16	50
Minneapolis-St. Paul -----	11	15	10	15
New York City -----	19	26	20	30
Philadelphia -----	12	15	18	13
Portland -----	9	7	8	10
San Francisco-Oakland -----	14	12	11	12

Establishment Practices and Supplementary Wage Provisions

Information was also obtained on salary structures for general duty nurses and licensed practical nurses; work schedules and shift-differential practices; and selected supplementary benefits including paid holidays, paid vacations, retirement plans, life insurance, sick leave plans, sickness and accident insurance, and hospitalization, surgical, and medical benefits. The data on work schedules and supplementary benefits are provided separately for the four major occupational categories studied.

Salary Structures—General Duty and Practical Nurses. Formal rate systems providing a range of salaries applied to more than nine-tenths of the general duty nurses and licensed practical nurses in both private (tables 7 and 8) and government hospitals (tables 20 and 21). The details of such systems, however, varied considerably among individual hospitals, with respect to the number of steps in the rate range, the method of advancement from one step to

⁴ For a summary of the Bureau's 1960 survey of earnings and supplementary benefits in hospitals in 15 selected areas, see Earnings and Supplementary Benefits in Hospitals, Mid-1960 (BLS Bulletin 1294, 1961). The 1960 survey, in addition to short-term hospitals covered in the 1963 survey, also included long-term hospitals such as tuberculosis and psychiatric hospitals which are usually operated by State or local governments. Increases in average earnings for the four occupations presented in this bulletin were computed after the averages for 1960 were adjusted to exclude tuberculosis and psychiatric hospitals. Thirteen of the areas were defined the same for both surveys (Standard Metropolitan Statistical Areas, except New York City which was limited to the 5 boroughs). The Chicago area, which was limited to Cook County in 1960, covered the entire SMSA in 1963; the additional counties accounted for approximately an eighth of the employment in private hospitals. The Philadelphia area was limited to Philadelphia and Delaware Counties, Pa., and Camden County, N. J., in 1960, but expanded to the full SMSA in 1963; nearly a fifth of the employment in private hospitals was in the added counties.

another, the length of time required between steps, and the levels of the salary ranges. As indicated in the following tabulation, plans providing from 4 to 7 steps⁵ accounted for the large proportion of the employees paid according to formal rate range plans:

	Percent distribution of employees paid according to formal rate range plans, by number of steps in the range			
	General duty nurses		Licensed practical nurses	
	Private hospitals	Government hospitals (non-Federal)	Private hospitals	Government hospitals (non-Federal)
All formal rate range plans -----	100	100	100	100
Less than 4 steps -----	7	7	9	11
4 steps -----	14	17	11	7
5 steps -----	31	26	22	22
6 steps -----	20	19	23	17
7 steps -----	15	16	12	18
8 steps -----	4	5	8	3
9 or more steps -----	5	5	9	12
Number of steps indefinite -----	4	5	6	10

Length-of-service and merit review⁶ (nearly always on a periodic basis) were of nearly equal importance as the required conditions for advancement within established salary ranges in private hospitals; in government hospitals, however, length-of-service provisions were much more prevalent. In the Northeast and West, length-of-service provisions were most common. Provisions for merit review applied to a majority of the workers in both classifications in private hospitals in the South and to a majority of the licensed practical nurses in the North Central region.

When advancement between steps was determined according to the employee's length of service, the most common period of time was 1 year. As indicated in the tabulation on page 7, however, a large proportion of both groups of workers was under systems with variable periods of service between the different steps.

Information on established minimum and maximum salaries for general duty nurses and licensed practical nurses in private hospitals is provided in tables 9 and 10. Similar information for the two occupations in government hospitals is provided in tables 22 and 23. As indicated by these tables, there was considerable variation among individual hospitals. For example, minimum weekly salaries of general duty nurses in private hospitals ranged from \$55 to about \$100. Nearly four-fifths of these employees were in hospitals with established minimum salaries ranging from \$70 to \$90 a week. Maximum salaries ranged from \$55 to slightly more than \$120 a week; four-fifths of the workers were in hospitals with maximum weekly salaries ranging from \$80 to \$110.

⁵ Both the minimum and maximum rates were counted to determine the number of steps in the range.

⁶ Length-of-service advancement is granted automatically after specified periods of time, whereas advancement based on merit review is dependent on an evaluation of the employee's performance on the job.

Percent distribution of employees paid
according to formal rate range plans

	General duty nurses		Licensed practical nurses	
	Private hospitals	Government hospitals (non-Federal)	Private hospitals	Government hospitals (non-Federal)
All formal rate range plans -----	100	100	100	100
Advancement based on length of service -----	48	59	44	56
Time required for advancement:				
Less than 6 months -----	-	1	-	(1)
6 months -----	11	8	11	4
1 year -----	22	22	19	34
Variable by step -----	15	28	14	17
Advancement based on periodic merit review -----	44	26	48	28
Time between reviews:				
Less than 6 months -----	(1)	1	(1)	-
6 months -----	8	1	10	-
1 year -----	17	12	15	19
Variable by step -----	19	12	23	9
Other, including combination of the above -----	7	16	8	16

¹ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Scheduled Weekly Hours. Work schedules of 40 hours a week applied to three-fourths or more of the employees in each of the four occupational categories studied in both private (table 11) and government hospitals (table 24). In government hospitals in the Northeast, however, most of the professional and technical employees (except registered nurses) and office clerical employees were scheduled to work 35 hours a week; this mainly reflects the work schedule for the two groups in government hospitals in New York City. In most other cities, a weekly work schedule of 40 hours was predominant for each of the four categories studied.

Employees who worked more than their regular scheduled hours usually received pay for such work at their regular rate or were permitted to have equal time off from work. Provisions for payment of overtime hours at the rate of time and one-half the regular rate applied to approximately a fourth of the employees in each work category in private hospitals, and to a somewhat smaller proportion in government hospitals.

Shift Differential Practices. Approximately a fifth of the registered professional nurses were assigned to duty on the second shift and about a sixth on the third shift at the time of the study. These proportions were about the same in private as in government hospitals (tables 12 and 25). Nearly all of these workers received differential pay, most commonly from \$5 to \$10 a week more than day shift work. Shift differential payments in private hospitals were generally larger in the Northeast than in the other regions.

Fewer than a tenth of the other professional and technical employees and only about three-tenths of nonprofessional (except office) employees were employed on late shifts at the time of the study.

Paid Holidays. Paid holidays were provided by hospitals accounting for virtually all employees in the categories studied. Most commonly, employees in private hospitals were provided 7 days in the Northeast and West, 6 days in the North Central region, and 5 or 6 days in the South (table 13). In government hospitals, a majority of the employees in the Northeast were provided 13 paid holidays annually, whereas the most common provisions were 11 days in the West and 6 days in the other regions (table 26).

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by hospitals accounting for virtually all employees in the four categories. Over nine-tenths of the employees were in hospitals providing 2 weeks or more of vacation pay after 1 year of service. Provisions for 3 weeks or more of paid vacation after 5 years applied to a majority of the employees in government hospitals (table 27) and to most registered professional nurses and other professional and technical employees in private hospitals (table 14). A majority of the office clerical and other nonprofessional employees in private hospitals were eligible for 3 weeks or more of vacation pay after 10 years. Paid vacations of 4 weeks or more after 20 years applied to at least a fourth of the employees in each category studied. Vacation provisions were usually more liberal in the Northeast than in the other regions.

Health, Insurance, and Pension Plans. Sick leave, generally at full pay without a waiting period, was provided for nearly all employees in the four categories. Hospitalization and medical benefits were provided for a majority of the employees in both private (table 15) and government hospitals (table 28). Surgical benefits were available to slightly more than three-fifths of the employees in government hospitals and to nearly half in private hospitals. Employees in government hospitals were usually provided hospitalization, surgical, and medical benefits through insurance, whereas these benefits were frequently provided free or at reduced costs by private hospitals. Regionally, proportions of employees provided various health and insurance benefits were usually highest for private hospitals in the West and for government hospitals in the Northeast.

Some type of retirement pension plan applied to over nine-tenths of the hospital employees in the four categories. Plans which combined private pension and Federal social security benefits covered most employees in government hospitals. In private hospitals, combination plans and plans limited to Federal social security benefits each accounted for approximately two-fifths of the employees.

Perquisites

As indicated previously, earnings data provided in this bulletin relate to cash salaries and do not include the value of free room, board, or other perquisites. Information on the incidence of free meals, free uniforms, and free laundering of uniforms was obtained for five occupations. As the following tabulation indicates, provisions for the selected perquisites were more prevalent for kitchen helpers than for the other four jobs.

<u>Percent of hospitals providing—</u>			
	Free meals	Free uniforms	Free laundering of uniforms
Private hospitals:			
General duty nurses -----	12	(1)	17
Kitchen helpers -----	39	45	52
Maids and porters -----	13	38	46
Nursing aids -----	11	19	27
Practical nurses -----	10	1	17
Government hospitals (non-Federal):			
General duty nurses -----	11	1	48
Kitchen helpers -----	42	37	61
Maids and porters -----	11	36	58
Nursing aids -----	11	12	52
Practical nurses -----	10	3	49

¹ Less than 0.5 percent.

The incidence of these benefits varied considerably among the regions. For example, the proportions of private hospitals providing free meals for kitchen helpers ranged from a fifth in the North Central region to nearly three-fifths in the South and West; in government hospitals, the range was from slightly less than a fifth in the Northeast and North Central regions to seven-tenths in the West.

Table 1. All Hospitals: Occupational Averages—United States and Regions

(Number and average straight-time weekly hours and earnings or average hourly earnings of employees in selected occupations in non-Federal government and nongovernment hospitals in metropolitan areas, mid-1963)

Occupation and sex	United States			Northeast			South			North Central			West		
	Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)	
		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹
Registered professional nurses															
Directors of nursing (1,245 women and 18 men).....	1,263	40.0	\$152.00	430	39.5	\$160.50	290	40.0	\$137.50	310	40.0	\$148.00	233	40.0	\$159.00
Supervisors of nurses (7,949 women and 26 men).....	7,975	40.0	110.50	3,384	39.5	113.00	1,853	40.0	98.50	1,629	40.0	113.50	1,109	40.0	120.50
Head nurses (20,872 women and 33 men).....	20,905	40.0	98.50	7,465	39.5	101.50	5,030	40.0	86.00	5,263	40.0	100.50	3,147	40.0	107.50
General duty nurses.....	87,565	40.0	86.50	27,562	39.5	85.50	17,233	40.0	77.00	23,852	40.0	88.50	18,918	40.0	93.50
Women.....	87,331	40.0	86.50	27,498	39.5	85.50	17,186	40.0	77.00	23,786	40.0	88.50	18,861	40.0	93.50
Men.....	234	40.0	91.50	64	40.0	92.50	47	40.0	77.00	66	40.0	92.00	57	40.0	100.50
Nursing instructors (6,192 women and 29 men).....	6,221	40.0	105.00	2,271	40.0	107.00	1,297	40.0	96.50	2,212	40.0	107.00	441	40.0	111.50
Other professional and technical occupations															
X-ray technicians, chief.....	1,225	40.0	116.00	367	39.0	114.00	279	40.0	114.00	363	40.0	118.00	216	40.0	118.50
Women.....	407	40.0	106.50	123	39.5	103.50	79	40.5	102.50	113	40.0	109.00	92	40.0	112.00
Men.....	818	40.0	120.50	244	39.0	119.00	200	40.0	118.50	250	40.0	122.00	124	40.0	124.00
X-ray technicians.....	6,896	39.5	82.50	2,368	39.0	81.50	1,456	40.0	76.50	1,994	40.0	83.50	1,078	40.0	91.50
Women.....	4,819	39.5	80.50	1,616	39.0	78.50	1,025	40.0	75.50	1,450	40.0	81.00	728	40.0	91.00
Men.....	2,077	39.5	87.50	752	38.5	88.50	431	40.0	80.00	544	40.0	90.00	350	40.0	92.50
Medical technologists.....	14,338	39.5	94.00	4,909	39.0	88.00	3,237	40.0	89.00	4,146	40.0	96.00	2,046	40.0	110.50
Women.....	11,212	39.5	93.00	3,878	39.0	87.00	2,470	40.0	87.50	3,414	40.0	96.50	1,450	40.0	109.50
Men.....	3,126	39.5	97.50	1,031	38.5	91.50	767	40.5	94.00	732	40.0	95.00	596	40.0	114.00
Medical record librarians (1,519 women and 24 men).....	1,543	39.5	106.50	458	39.0	111.00	355	40.0	95.00	441	40.0	107.00	289	40.0	112.00
Medical social workers (1,442 women and 61 men).....	1,503	38.5	116.50	813	38.0	114.50	211	40.0	105.00	321	39.5	123.50	158	40.0	129.00
Physical therapists.....	2,050	39.5	106.50	619	38.5	101.50	392	40.0	107.50	610	40.0	111.00	429	40.0	106.00
Women.....	1,513	39.5	102.00	427	39.0	98.00	290	40.0	103.00	453	40.0	103.00	343	40.0	106.00
Men.....	537	39.5	118.50	192	38.0	110.00	102	40.5	121.00	157	40.0	133.00	86	40.0	107.50
Dietitians (3,132 women and 27 men).....	3,159	39.5	103.50	1,094	39.0	101.50	615	40.0	98.00	937	40.0	107.00	513	40.0	109.00
Office clerical occupations															
Clerks, payroll (1,305 women and 72 men).....	1,377	39.5	75.00	481	39.0	75.00	318	40.0	70.50	398	40.0	75.50	180	40.0	82.50
Stenographers, technical (2,447 women and 4 men).....	2,451	39.0	77.50	974	38.5	75.00	528	40.0	71.50	592	39.5	81.00	357	40.0	88.50
Switchboard operators (6,390 women and 33 men).....	6,423	39.5	63.00	2,371	38.5	65.50	1,517	40.5	53.00	1,569	40.0	65.00	966	40.0	70.50
Switchboard operator-receptionists (1,410 women and 4 men).....	1,414	40.0	58.00	330	39.5	56.00	334	40.0	51.50	454	40.0	56.50	296	40.0	70.00
Transcribing-machine operators, technical (5,675 women and 50 men).....	5,725	39.5	69.50	1,533	39.0	68.50	1,491	40.5	62.50	1,831	40.0	69.00	870	40.0	83.50

See footnote at end of table.

Table 1. All Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of employees in selected occupations in non-Federal government and nongovernment hospitals in metropolitan areas, mid-1963)

Occupation and sex	United States			Northeast			South			North Central			West		
	Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)	
		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹
Other nonprofessional occupations															
Housekeepers, chief.....	1,294	40.0	\$99.00	420	39.5	\$102.00	300	40.0	\$82.50	365	40.0	\$104.00	209	40.0	\$108.00
Women.....	983	40.0	93.50	295	39.5	94.00	210	40.0	76.50	302	40.0	99.00	176	40.0	103.50
Men.....	311	40.0	116.00	125	39.5	120.00	90	40.5	96.50	63	40.0	128.00	33	40.0	131.50
Nursing aids.....	131,147	40.0	53.50	39,978	39.5	58.50	30,181	40.0	40.50	41,932	40.0	53.50	19,056	40.0	63.50
Women.....	111,196	40.0	53.00	33,056	39.5	57.50	25,300	40.0	39.50	36,739	40.0	53.00	16,101	40.0	63.00
Men.....	19,951	40.0	58.50	6,922	40.0	62.00	4,881	40.0	45.50	5,193	40.0	61.00	2,955	40.0	66.50
Practical nurses.....	59,497	40.0	64.00	15,824	39.5	67.50	16,738	40.0	54.00	16,754	40.0	66.00	10,181	40.0	72.00
Women.....	58,435	40.0	64.00	15,444	39.5	67.50	16,514	40.0	53.50	16,484	40.0	66.00	9,993	40.0	72.00
Men.....	1,062	39.5	68.00	380	40.0	66.00	224	40.0	60.00	270	39.0	73.50	188	40.0	74.50
Licensed.....	55,794	40.0	64.50	14,789	39.5	68.00	15,927	40.0	54.00	15,973	40.0	66.50	9,105	40.0	73.00
Women.....	54,882	40.0	64.50	14,420	39.5	68.00	15,723	40.0	54.00	15,763	40.0	66.00	8,976	40.0	73.00
Men.....	912	39.5	67.50	369	40.0	66.50	204	40.0	60.50	210	39.0	72.50	129	40.0	73.00
Unlicensed.....	3,703	40.0	57.50	1,035	40.0	54.00	811	40.0	46.50	781	40.0	61.50	1,076	40.0	65.50
Women.....	3,553	40.0	56.50	1,024	40.0	54.00	791	40.0	46.50	721	40.0	60.00	1,017	40.0	65.00
Men.....	70	40.0	72.00	11	38.0	53.00	-	-	-	-	-	-	59	40.0	77.00
	Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²	
Dishwashers, machine.....	5,169	\$1.20		1,538	\$1.25		1,389	\$0.92		1,482	\$1.25		760	\$1.50	
Women.....	1,226	1.09		253	1.08		280	.81		594	1.18		99	1.42	
Men.....	3,943	1.23		1,285	1.29		1,109	.95		888	1.30		661	1.51	
Electricians, maintenance (all men).....	1,407	2.54		397	2.47		573	2.34		333	2.75		104	3.29	
Engineers, stationary (all men).....	3,223	2.67		824	2.74		620	2.30		1,028	2.67		751	2.88	
Finishers, flatwork, machine.....	10,053	1.21		2,582	1.27		2,548	.88		3,591	1.29		1,332	1.48	
Women.....	9,754	1.20		2,544	1.26		2,454	.88		3,531	1.29		1,225	1.47	
Men.....	299	1.34		38	1.65		94	.93		60	1.20		107	1.67	
Kitchen helpers.....	38,354	1.26		12,783	1.37		8,373	.89		12,383	1.30		4,815	1.50	
Women.....	29,941	1.24		8,959	1.35		6,556	.88		10,970	1.29		3,456	1.46	
Men.....	8,413	1.34		3,824	1.44		1,817	.94		1,413	1.36		1,359	1.60	
Maids and porters.....	63,254	1.30		22,524	1.39		14,243	.90		18,014	1.36		8,473	1.61	
Women.....	38,650	1.25		12,978	1.38		8,516	.85		12,274	1.30		4,882	1.52	
Men.....	24,604	1.37		9,546	1.41		5,727	.97		5,740	1.48		3,597	1.73	
Washers, machine.....	2,458	1.47		676	1.49		545	1.14		880	1.53		357	1.81	
Women.....	183	1.22		10	1.48		30	.97		91	1.12		52	1.49	
Men.....	2,275	1.50		666	1.49		515	1.15		789	1.58		305	1.86	

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries, and earnings correspond to these weekly hours. Extra pay for work on late shifts is excluded from the earnings information, as is the value of room, board, or other perquisites provided in addition to cash payments. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 2. All Hospitals: Occupational Earnings—United States

(Distribution of employees in selected occupations by straight-time weekly or hourly earnings in non-Federal government and nongovernment hospitals in metropolitan areas, mid-1963)

Occupation	Number of employees	Average (mean) weekly earnings ¹	Number of employees receiving straight-time weekly earnings ¹ of—																		
			Under \$30	\$30 and under \$40	\$40	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$180	\$200	\$220	and over
Registered professional nurses																					
Directors of nursing -----	1, 263	\$152.00	-	-	-	-	-	16	20	28	51	71	148	192	105	116	234	179	74	29	
Supervisors of nurses -----	7, 975	110.50	-	-	-	-	18	153	668	1, 538	1, 713	1, 533	1, 232	710	266	83	58	3	-	-	
Head nurses -----	20, 905	98.50	-	-	-	-	311	1, 424	4, 292	5, 353	5, 043	2, 949	1, 055	351	126	1	-	-	-	-	
General duty nurses -----	87, 565	86.50	-	-	-	327	5, 313	17, 465	31, 577	23, 115	7, 854	1, 476	220	218	-	-	-	-	-	-	
Nursing instructors -----	6, 221	105.00	-	-	-	-	35	232	649	1, 644	1, 598	981	639	216	131	46	49	1	-	-	
Other professional and technical occupations																					
X-ray technicians, chief -----	1, 225	116.00	-	-	-	5	-	14	62	183	231	238	243	107	72	30	34	2	3	1	
X-ray technicians -----	6, 896	82.50	-	24	126	1, 063	1, 847	1, 847	1, 169	584	143	80	9	2	-	-	-	2	-	-	
Medical technologists -----	14, 338	94.00	-	-	70	640	1, 825	3, 712	3, 406	2, 453	1, 290	521	240	153	28	-	-	-	-	-	
Medical record librarians -----	1, 543	106.50	-	-	-	34	89	164	361	270	1, 253	189	83	51	31	13	4	1	-	-	
Medical social workers -----	1, 503	116.50	-	2	8	13	29	105	152	230	227	376	183	86	60	30	2	-	-	-	
Physical therapists -----	2, 050	106.50	-	-	2	25	42	245	460	541	353	186	100	51	17	21	7	-	-	-	
Dietitians -----	3, 159	103.50	-	-	5	38	126	350	818	897	470	267	97	33	37	21	-	-	-	-	
Office clerical occupations																					
Clerks, payroll -----	1, 377	75.00	-	-	27	126	396	313	306	154	44	9	1	1	-	-	-	-	-	-	
Stenographers, technical -----	2, 451	77.50	-	18	235	568	580	527	327	148	36	12	-	-	-	-	-	-	-	-	
Switchboard operators -----	6, 423	63.00	-	26	836	1, 807	1, 912	1, 215	459	142	24	2	-	-	-	-	-	-	-	-	
Switchboard operator-receptionists -----	1, 414	58.00	-	40	236	510	465	140	19	3	1	-	-	-	-	-	-	-	-	-	
Transcribing-machine operators, technical -----	5, 725	69.50	-	28	310	989	1, 818	1, 362	751	338	119	10	-	-	-	-	-	-	-	-	
Other nonprofessional occupations																					
Housekeepers, chief -----	1, 294	99.00	-	-	23	42	95	182	172	184	168	153	97	96	30	14	30	5	3	-	
Nursing aids -----	131, 147	53.50	2, 965	12, 967	37, 142	41, 971	20, 136	8, 257	6, 038	1, 671	-	-	-	-	-	-	-	-	-	-	
Practical nurses -----	59, 497	64.00	-	677	7, 001	14, 887	19, 655	11, 083	3, 640	2, 444	107	3	-	-	-	-	-	-	-	-	
Licensed -----	55, 794	64.50	-	451	6, 330	13, 605	18, 573	10, 777	3, 580	2, 371	104	3	-	-	-	-	-	-	-	-	
Unlicensed -----	3, 703	57.50	-	226	671	1, 282	1, 082	306	60	73	3	-	-	-	-	-	-	-	-	-	
Occupation	Number of employees	Average (mean) hourly earnings ²	Number of employees receiving straight-time hourly earnings ² of—																		
			Under \$0.80	\$0.80 and under \$0.90	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.80	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	and over
Dishwashers, machine -----	5, 169	\$1.20	395	403	372	806	604	739	566	364	321	406	159	20	14	-	-	-	-	-	
Electricians, maintenance -----	1, 407	2.54	-	-	-	-	-	3	1	-	18	43	75	201	162	511	115	79	60	139	
Engineers, stationary -----	3, 223	2.67	-	-	-	-	-	-	11	9	21	164	231	373	298	440	387	393	404	492	
Finishers, flatwork, machine -----	10, 053	1.21	934	587	659	1, 137	1, 283	1, 583	1, 426	983	502	642	185	106	8	18	-	-	-	-	
Kitchen helpers -----	38, 354	1.26	3, 291	1, 993	2, 120	4, 657	4, 180	6, 262	4, 629	3, 131	2, 219	2, 706	1, 499	1, 384	279	-	4	-	-	-	
Maids and porters -----	63, 254	1.30	5, 440	2, 913	2, 766	6, 763	6, 038	9, 719	7, 812	5, 756	4, 069	5, 331	3, 435	2, 227	584	401	-	-	-	-	
Washers, machine -----	2, 458	1.47	25	81	81	171	192	284	271	248	207	429	266	133	48	17	2	2	-	1	

¹ Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.² Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash wages.³ Workers were distributed as follows: 142 at \$3.20 to \$3.40; 80 at \$3.40 to \$3.60; 46 at \$3.60 to \$3.80; 107 at \$3.80 to \$4; and 117 at \$4 and over.

Table 3. Nongovernment Hospitals: Occupational Averages—United States and Regions

(Number and average straight-time weekly hours and earnings or average hourly earnings of employees in selected occupations in metropolitan areas, mid-1963)

Occupation and sex	United States			Northeast			South			North Central			West		
	Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)	
		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹
<u>Registered professional nurses</u>															
Directors of nursing (1,029 women and 15 men) -----	1,044	40.0	\$149.50	383	39.5	\$160.00	218	40.0	\$132.00	258	40.0	\$146.00	185	40.0	\$153.50
Supervisors of nurses (5,959 women and 17 men) -----	5,976	40.0	108.50	2,701	39.5	109.50	1,193	39.5	96.50	1,266	40.0	112.50	816	40.0	117.00
Head nurses (16,305 women and 19 men) -----	16,324	40.0	96.50	5,947	39.5	99.00	3,711	40.0	85.50	4,436	40.0	99.50	2,230	40.0	103.00
General duty nurses -----	72,023	40.0	85.50	24,660	39.5	84.50	12,832	40.0	77.00	20,490	40.0	88.00	14,041	40.0	92.00
Women -----	71,830	40.0	85.50	24,604	39.5	84.50	12,793	40.0	77.00	20,427	40.0	87.50	14,006	40.0	88.00
Men -----	193	40.0	89.50	56	40.0	92.00	39	40.0	76.00	63	40.0	92.00	35	40.0	96.00
Nursing instructors (5,364 women and 25 men) -----	5,389	40.0	104.50	2,089	40.0	107.00	955	40.0	98.00	1,961	40.0	105.50	384	40.0	105.00
<u>Other professional and technical occupations</u>															
X-ray technicians, chief -----	1,026	40.0	115.00	328	39.5	113.50	213	40.0	113.50	322	40.0	118.00	163	40.0	115.00
Women -----	360	40.0	106.50	114	39.5	103.00	56	40.5	104.00	107	40.0	108.00	83	40.0	110.50
Men -----	666	40.0	120.00	214	39.5	119.50	157	40.0	116.50	215	40.0	123.00	80	40.0	120.00
X-ray technicians -----	5,331	39.5	81.50	1,959	39.0	80.50	991	40.0	76.50	1,643	40.0	82.00	738	40.0	90.00
Women -----	3,852	40.0	79.50	1,382	39.0	78.00	718	40.0	76.00	1,236	40.0	80.00	516	40.0	89.50
Men -----	1,479	39.5	86.50	577	39.0	87.00	273	40.0	78.00	407	40.0	88.50	222	40.0	90.50
Medical technologists -----	11,664	39.5	92.00	4,424	39.0	87.50	2,363	40.5	88.00	3,421	40.0	95.00	1,456	40.0	108.00
Women -----	9,262	39.5	91.50	3,561	39.0	86.50	1,821	40.5	86.00	2,823	40.0	95.00	1,057	40.0	107.00
Men -----	2,402	39.5	95.50	863	39.0	90.00	542	40.5	93.50	598	40.0	94.50	399	40.0	110.50
Medical record librarians (1,300 women and 20 men) -----	1,320	39.5	105.00	418	39.0	110.50	291	40.0	93.00	385	40.0	105.50	226	40.0	109.00
Medical social workers (844 women and 32 men) -----	876	39.0	115.50	575	38.5	112.50	68	40.5	105.50	175	40.0	122.50	58	40.0	133.50
Physical therapists -----	1,634	39.5	106.50	491	39.0	101.00	297	40.0	109.50	511	40.0	112.00	335	40.0	103.50
Women -----	1,207	39.5	101.00	367	40.0	96.50	214	40.0	104.00	368	40.0	102.50	258	40.0	103.00
Men -----	427	40.0	122.00	124	39.5	113.50	83	40.5	124.50	143	40.0	136.50	77	40.0	104.50
Dietitians (2,416 women and 27 men) -----	2,443	39.5	103.50	894	39.5	101.50	456	40.0	98.50	749	40.0	107.00	344	40.0	108.00
<u>Office clerical occupations</u>															
Clerks, payroll (1,108 women and 65 men) -----	1,173	39.5	74.50	426	39.0	75.00	257	40.0	69.50	355	40.0	75.00	135	40.0	82.00
Stenographers, technical (1,588 women and 4 men) -----	1,592	39.5	76.00	687	39.0	74.50	302	40.0	70.50	392	40.0	76.50	211	40.0	86.00
Switchboard operators (5,165 women and 32 men) -----	5,197	39.5	62.00	2,050	39.0	63.50	1,083	40.5	52.50	1,348	40.0	64.00	716	40.0	67.50
Switchboard operator-receptionists (1,250 women and 4 men) -----	1,254	40.0	57.50	292	39.5	55.50	308	40.0	52.00	394	40.0	55.50	260	40.0	70.00
Transcribing-machine operators, technical (4,455 women and 39 men) -----	4,494	39.5	68.50	1,397	39.0	68.00	1,084	40.5	63.00	1,407	40.0	67.50	606	40.0	82.00

See footnote at end of table.

Table 3. Nongovernment Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of employees in selected occupations in metropolitan areas, mid-1963)

Occupation and sex	United States			Northeast			South			North Central			West		
	Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)	
		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹
Other nonprofessional occupations															
Housekeepers, chief -----	1,084	40.0	\$98.00	374	39.5	\$102.50	233	40.0	\$79.00	315	40.0	\$103.00	162	40.0	\$105.00
Women -----	831	40.0	92.50	252	39.5	94.00	173	40.0	74.00	261	40.0	98.00	145	40.0	102.00
Men -----	253	40.0	115.50	122	39.5	119.50	60	40.0	92.50	54	40.5	127.50	17	40.0	130.50
Nursing aids -----	99,819	40.0	51.00	29,960	39.5	52.50	21,402	40.0	40.50	35,240	40.0	52.50	13,217	40.0	60.50
Women -----	86,907	40.0	50.00	25,578	39.5	52.00	18,386	40.0	39.50	31,599	40.0	51.50	11,344	40.0	59.50
Men -----	12,912	40.0	55.00	4,382	39.5	54.00	3,016	40.0	46.00	3,641	40.0	58.50	1,873	40.0	65.00
Practical nurses -----	45,128	40.0	62.50	12,803	39.5	63.50	11,217	40.0	54.00	13,839	40.0	64.00	7,269	40.0	69.00
Women -----	44,401	40.0	62.50	12,480	39.5	63.50	11,057	40.0	54.00	13,712	40.0	64.00	7,152	40.0	69.00
Men -----	727	40.0	64.00	323	40.0	63.00	160	40.0	60.00	127	40.0	65.50	117	40.0	69.50
Licensed -----	41,861	40.0	63.00	11,799	39.5	64.50	10,519	40.0	54.50	13,170	40.0	64.50	6,373	40.0	70.00
Women -----	41,205	40.0	63.00	11,484	39.5	64.50	10,365	40.0	54.50	13,060	40.0	64.50	6,296	40.0	63.00
Men -----	656	40.0	63.50	315	40.0	63.50	154	40.0	60.00	110	40.0	66.00	77	40.0	66.00
Unlicensed (3,196 women and 71 men) -----	3,267	40.0	56.00	1,004	40.0	54.00	698	40.0	47.00	669	40.0	59.00	896	40.0	62.50
	Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²		Number of employees	Average (mean) hourly earnings ²	
Dishwashers, machine -----	4,513	\$1.18		1,431	\$1.22		1,130	\$0.92		1,382	\$1.23		570	\$1.46	
Women -----	1,129	1.09		249	1.07		241	.80		567	1.17		72	1.41	
Men -----	3,384	1.21		1,182	1.26		889	.95		815	1.28		498	1.47	
Electricians, maintenance (all men) -----	1,171	2.45		366	2.42		466	2.35		285	2.59		54	2.72	
Engineers, stationary (all men) -----	2,636	2.56		680	2.57		464	2.26		925	2.56		567	2.78	
Finishers, flatwork, machine -----	8,437	1.18		2,400	1.24		1,937	.88		3,136	1.25		964	1.44	
Women -----	8,234	1.18		2,365	1.23		1,876	.87		3,084	1.25		909	1.42	
Men -----	203	1.32		35	1.65		61	.96		52	1.20		55	1.63	
Kitchen helpers -----	29,748	1.19		9,934	1.24		6,261	.89		10,163	1.24		3,390	1.43	
Women -----	23,651	1.17		6,999	1.20		4,957	.87		9,095	1.24		2,600	1.41	
Men -----	6,097	1.25		2,935	1.31		1,304	.95		1,068	1.25		790	1.40	
Maids and porters -----	48,748	1.23		17,957	1.28		9,890	.89		14,826	1.29		6,075	1.51	
Women -----	30,365	1.19		10,097	1.24		6,001	.84		10,479	1.24		3,788	1.46	
Men -----	18,383	1.31		7,860	1.32		3,889	.98		4,347	1.40		2,287	1.37	
Washers, machine -----	2,080	1.45		601	1.47		419	1.14		797	1.50		263	1.74	
Women -----	125	1.17		10	1.48		24	.96		91	1.12		-	-	
Men -----	1,923	1.47		591	1.47		395	1.15		706	1.55		231	1.61	

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries, and earnings correspond to these weekly hours. Extra pay for work on late shifts is excluded from the earnings information, as is the value of room, board, or other perquisites provided in addition to cash payments. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 4. Nongovernment Hospitals: Occupational Averages—By Size of Area and Hospital

(Number and average straight-time weekly or hourly earnings of employees in selected occupations in metropolitan areas by size of area and hospital, United States and regions, mid-1963)

Sex, occupation, and size of hospital	United States						Northeast		South			North Central		West	
	Metropolitan areas with population of—														
	Under 250,000		250,000 and under 1 million		1 million and over		250,000 and under 1 million	1 million and over	Under 250,000	250,000 and under 1 million	1 million and over	Under 250,000	1 million and over	250,000 and under 1 million	1 million and over
	Number of employees	Average (mean) weekly earnings ¹	Number of employees	Average (mean) weekly earnings ¹	Number of employees	Average (mean) weekly earnings ¹	Average (mean) weekly earnings ¹								
Registered professional nurses															
Women															
Directors of nursing	173	\$142.00	287	\$141.00	569	\$156.50	\$154.00	\$163.50	\$144.50	\$128.00	\$132.50	\$132.50	\$153.50	\$150.00	\$153.50
Under 500 employees	-	-	-	-	312	143.00	-	145.00	-	-	124.50	-	136.50	-	149.50
500 employees and over	56	166.00	147	153.50	257	173.00	177.00	181.00	-	137.50	149.50	143.00	165.50	-	169.50
Supervisors of nurses	894	99.00	1,493	105.50	3,572	112.50	108.50	111.00	93.00	95.00	102.50	102.00	116.50	113.50	118.50
Under 500 employees	-	-	-	-	1,284	107.00	-	104.00	-	-	94.00	-	115.00	-	115.00
500 employees and over	440	102.00	1,091	109.00	2,288	115.50	112.00	115.00	-	98.00	106.50	106.00	117.00	-	122.50
Head nurses	2,726	89.50	4,786	92.00	8,793	101.50	96.00	101.00	82.00	84.50	91.50	93.00	103.00	97.50	107.50
Under 500 employees	-	-	-	-	2,423	98.50	-	96.50	-	-	86.50	-	100.00	-	104.50
500 employees and over	1,388	94.00	3,318	95.50	6,370	102.50	100.00	102.50	-	85.50	93.50	96.00	103.50	-	110.50
General duty nurses	12,194	80.00	21,453	82.00	38,183	89.00	81.50	87.00	74.50	75.00	83.50	82.50	91.00	89.00	93.50
Under 500 employees	-	-	-	-	9,573	89.00	-	83.00	-	-	80.00	-	92.00	-	93.00
500 employees and over	6,953	82.00	15,824	84.00	28,610	89.50	83.50	88.00	-	76.50	84.00	84.00	90.50	-	95.00
Nursing instructors	1,070	99.00	1,431	99.50	2,863	109.00	101.50	109.50	97.50	94.50	102.50	98.50	111.50	102.00	108.00
Under 500 employees	-	-	-	-	426	103.00	-	100.50	-	-	100.00	-	114.50	-	99.50
500 employees and over	700	100.50	1,247	100.50	2,437	110.50	104.50	111.00	-	95.00	102.50	99.00	111.00	-	117.00
Other professional and technical occupations															
Women															
X-ray technicians	748	75.50	974	77.00	2,130	82.50	76.00	79.50	74.00	74.00	80.00	77.00	82.50	83.00	92.50
Under 500 employees	-	-	-	-	642	81.00	-	75.00	-	-	82.00	-	79.50	-	90.50
500 employees and over	388	79.50	747	77.50	1,488	83.00	78.50	81.50	-	70.00	79.50	81.50	83.00	-	94.50
Medical technologists	1,511	90.00	2,243	89.50	5,508	92.50	87.50	86.50	85.50	84.00	89.50	95.00	95.00	96.00	116.00
Under 500 employees	-	-	-	-	1,006	92.50	-	83.50	-	-	86.00	-	91.50	-	117.50
500 employees and over	1,019	93.00	1,712	91.50	4,502	92.50	90.00	87.00	-	85.50	90.50	98.50	95.50	-	115.50
Medical record librarians	249	98.50	330	102.00	721	108.50	110.50	111.50	91.50	91.00	99.00	99.00	107.00	111.00	108.00
Under 500 employees	-	-	-	-	345	101.00	-	100.50	-	-	90.50	-	100.00	-	104.50
500 employees and over	106	103.50	173	110.00	376	115.50	110.00	120.50	-	102.00	108.50	111.50	110.50	-	119.00
Physical therapists	156	106.00	317	101.00	734	100.00	95.00	97.50	100.50	111.50	99.00	113.50	99.50	98.00	106.50
Under 500 employees	-	-	-	-	157	99.50	-	89.50	-	-	101.00	-	95.00	-	105.00
500 employees and over	105	108.50	278	99.50	577	100.50	95.00	98.50	-	105.00	98.50	113.50	100.50	-	107.50
Dietitians	381	101.50	656	104.00	1,379	104.00	103.50	101.50	97.00	99.50	97.00	104.50	107.00	105.00	109.50
Under 500 employees	-	-	-	-	299	108.00	-	98.00	-	-	103.00	-	111.00	-	117.50
500 employees and over	217	101.50	482	102.00	1,080	103.00	103.50	102.50	-	94.50	96.50	103.50	106.00	-	103.50
Men															
X-ray technicians	285	83.00	360	87.00	834	87.50	92.00	86.00	71.00	83.00	82.50	93.50	88.00	88.50	95.00
Under 500 employees	-	-	-	-	165	85.50	-	86.00	-	-	72.50	-	83.00	-	95.50
500 employees and over	178	87.00	291	87.50	669	87.50	92.00	86.00	-	83.00	83.50	93.50	90.00	-	95.00
Medical technologists	514	89.00	609	97.00	1,279	97.00	93.00	90.00	84.50	96.50	99.00	96.50	93.00	101.00	118.00
Under 500 employees	-	-	-	-	359	102.00	-	90.50	-	-	105.00	-	87.00	-	119.50
500 employees and over	310	92.00	404	94.00	920	95.00	95.00	90.00	-	88.00	96.00	101.00	94.00	-	116.00

See footnote at end of table.

Table 4. Nongovernment Hospitals: Occupational Averages—By Size of Area and Hospital—Continued

(Number and average straight-time weekly or hourly earnings of employees in selected occupations in metropolitan areas by size of area and hospital, United States and regions, mid-1963)

Sex, occupation, and size of hospital	United States						Northeast		South			North Central		West	
	Metropolitan areas with population of—														
	Under 250,000		250,000 and under 1 million		1 million and over		250,000 and under 1 million	1 million and over	Under 250,000	250,000 and under 1 million	1 million and over	Under 250,000	1 million and over	250,000 and under 1 million	1 million and over
	Number of employees	Average (mean) weekly earnings ¹	Number of employees	Average (mean) weekly earnings ¹	Number of employees	Average (mean) weekly earnings ¹	Average (mean) weekly earnings ¹								
Office clerical occupations															
Women															
Clerks, payroll	224	\$68.50	298	\$71.00	586	\$78.00	\$68.50	\$78.00	\$62.50	\$70.00	\$75.50	\$73.50	\$75.50	\$80.50	\$84.00
Under 500 employees	-	-	-	-	179	78.50	-	80.50	-	-	84.00	-	71.50	-	82.00
500 employees and over	132	67.00	219	72.50	407	77.50	71.00	77.50	-	68.50	73.50	70.50	77.00	-	86.50
Stenographers, technical	132	67.50	499	70.50	957	79.50	67.50	78.00	73.50	68.00	73.50	63.00	79.00	80.00	89.00
Under 500 employees	-	-	-	-	192	78.50	-	78.00	-	-	-	-	70.50	-	89.50
500 employees and over	97	68.50	345	73.00	765	80.00	69.00	78.00	-	74.00	73.50	63.50	82.00	-	89.00
Switchboard operators	772	56.50	1,411	57.50	2,982	65.50	60.00	65.00	50.00	50.50	57.50	61.00	65.00	61.50	73.00
Under 500 employees	-	-	-	-	659	65.50	-	66.00	-	-	50.00	-	65.50	-	70.50
500 employees and over	484	59.00	1,050	59.00	2,323	65.50	62.00	65.00	-	51.50	58.50	61.50	65.00	-	74.50
Switchboard operator-receptionists	294	51.50	300	55.50	656	61.00	50.50	56.50	46.00	54.00	53.00	53.50	57.50	65.00	71.00
Under 500 employees	-	-	-	-	499	62.50	-	57.50	-	-	-	-	56.00	-	71.00
500 employees and over	72	56.00	74	63.00	157	57.00	70.50	54.50	-	59.00	55.50	59.50	65.00	-	-
Transcribing-machine operators, technical	887	59.00	1,362	66.50	2,206	73.50	65.00	69.00	58.00	60.50	71.50	58.00	73.00	77.00	85.50
Under 500 employees	-	-	-	-	546	75.00	-	66.50	-	-	65.50	-	72.50	-	84.50
500 employees and over	575	60.50	1,143	68.00	1,660	73.00	66.00	70.00	-	63.00	72.50	62.00	73.50	-	87.50
Other nonprofessional occupations															
Women															
Nursing aids	16,917	46.00	23,447	47.00	46,543	53.50	51.00	52.00	38.50	38.00	43.50	48.00	53.50	56.50	63.00
Under 500 employees	-	-	-	-	11,420	53.00	-	48.50	-	-	40.00	-	51.00	-	61.50
500 employees and over	9,560	48.50	18,473	49.00	35,123	53.50	51.50	53.00	-	40.50	44.00	49.50	54.50	-	64.00
Practical nurses	9,213	58.00	12,630	59.00	22,558	66.00	59.50	65.50	52.00	53.50	57.50	61.50	66.50	67.00	71.50
Under 500 employees	-	-	-	-	7,258	64.50	-	63.50	-	-	55.00	-	64.50	-	70.50
500 employees and over	5,413	60.50	8,707	60.50	15,300	66.50	62.50	66.50	-	54.00	59.00	63.00	67.00	-	72.00
Licensed	8,182	58.00	12,056	59.50	20,967	66.50	60.50	66.50	53.00	54.00	58.00	62.00	66.50	67.00	72.50
Under 500 employees	-	-	-	-	6,589	64.50	-	64.00	-	-	55.50	-	64.00	-	71.00
500 employees and over	5,178	60.50	8,441	60.50	14,378	67.50	63.50	68.00	-	54.00	59.00	63.50	67.00	-	74.00
Unlicensed	1,031	54.50	574	51.00	1,591	58.00	42.50	53.00	39.50	47.50	52.00	55.00	63.00	65.00	64.00
Under 500 employees	-	-	-	-	669	60.00	-	55.50	-	-	52.00	-	64.50	-	69.00
500 employees and over	235	58.00	266	52.00	922	56.00	43.00	51.50	-	51.50	52.50	56.00	61.00	-	61.50
Men															
Nursing aids	2,344	52.00	3,680	51.50	6,888	58.00	51.00	54.50	45.50	45.00	49.00	56.00	60.50	61.00	69.50
Under 500 employees	-	-	-	-	1,675	58.00	-	49.50	-	-	47.00	-	58.00	-	70.50
500 employees and over	1,383	53.00	2,645	53.50	5,213	58.00	52.00	56.00	-	47.50	49.50	57.50	61.00	-	68.50

See footnote at end of table.

Table 4. Nongovernment Hospitals: Occupational Averages—By Size of Area and Hospital—Continued

(Number and average straight-time weekly or hourly earnings of employees in selected occupations in metropolitan areas by size of area and hospital, United States and regions, mid-1963)

Sex, occupation, and size of hospital	United States						Northeast		South			North Central		West	
	Metropolitan areas with population of—														
	Under 250,000		250,000 and under 1 million		1 million and over		250,000 and under 1 million	1 million and over	Under 250,000	250,000 and under 1 million	1 million and over	Under 250,000	1 million and over	250,000 and under 1 million	1 million and over
	Number of employees	Average (mean) hourly earnings ¹	Number of employees	Average (mean) hourly earnings ¹	Number of employees	Average (mean) hourly earnings ¹	Average (mean) hourly earnings ²								
Women															
Dishwashers, machine	205	\$0.99	314	\$0.98	610	\$1.17	\$0.93	\$1.09	\$0.80	\$0.71	\$0.91	\$1.01	\$1.25	\$1.25	\$1.54
Under 500 employees	-	-	-	-	172	1.10	-	1.03	-	-	.89	-	1.20	-	1.60
500 employees and over	65	.98	211	1.05	438	1.20	1.06	1.11	-	.76	.94	1.02	1.27	-	1.49
Finishers, flatwork, machine	1,887	1.07	2,090	1.08	4,257	1.27	1.09	1.29	.83	.85	.96	1.17	1.29	1.39	1.49
Under 500 employees	-	-	-	-	888	1.26	-	1.20	-	-	.98	-	1.26	-	1.51
500 employees and over	1,068	1.13	1,574	1.14	3,369	1.28	1.16	1.31	-	.88	.95	1.22	1.30	-	1.48
Kitchen helpers	4,960	1.09	6,270	1.07	12,421	1.25	1.11	1.22	.83	.84	.95	1.14	1.29	1.39	1.46
Under 500 employees	-	-	-	-	3,157	1.23	-	1.17	-	-	.92	-	1.21	-	1.45
500 employees and over	2,375	1.13	4,281	1.12	9,264	1.26	1.17	1.24	-	.88	.96	1.20	1.30	-	1.48
Maids	5,981	1.09	8,234	1.09	16,150	1.28	1.14	1.28	.83	.81	.90	1.16	1.28	1.42	1.52
Under 500 employees	-	-	-	-	4,042	1.26	-	1.19	-	-	.82	-	1.22	-	1.53
500 employees and over	3,605	1.11	6,077	1.12	12,108	1.28	1.18	1.30	-	.83	.92	1.20	1.29	-	1.52
Men															
Dishwashers, machine	453	1.13	1,021	1.07	1,910	1.31	1.15	1.29	.98	.92	.99	1.23	1.29	1.30	1.54
Under 500 employees	-	-	-	-	414	1.32	-	1.22	-	-	.90	-	1.20	-	1.53
500 employees and over	310	1.18	755	1.10	1,496	1.30	1.15	1.31	-	.90	1.00	1.27	1.31	-	1.56
Electricians, maintenance	164	2.38	532	2.38	475	2.55	2.27	2.47	1.93	2.42	2.27	2.60	2.71	2.53	2.93
Under 500 employees	-	-	-	-	51	2.27	-	2.20	-	-	-	-	-	-	-
500 employees and over	106	2.45	496	2.39	424	2.58	2.34	2.52	-	2.42	2.30	2.73	2.71	-	2.92
Engineers, stationary	403	2.31	567	2.45	1,666	2.66	2.53	2.54	2.13	2.23	2.34	2.20	2.78	2.67	2.83
Under 500 employees	-	-	-	-	441	2.53	-	2.31	-	-	1.96	-	2.52	-	2.80
500 employees and over	248	2.25	408	2.46	1,225	2.70	2.58	2.58	-	2.18	2.48	2.24	2.84	-	2.86
Kitchen helpers	794	1.19	1,539	1.10	3,764	1.32	1.20	1.34	1.00	.91	1.02	1.26	1.27	1.42	1.53
Under 500 employees	-	-	-	-	954	1.32	-	1.25	-	-	.92	-	1.12	-	1.56
500 employees and over	552	1.21	1,211	1.13	2,810	1.33	1.21	1.36	-	.92	1.03	1.28	1.31	-	1.49
Porters	3,102	1.19	4,838	1.22	10,443	1.37	1.24	1.34	.95	.96	1.05	1.35	1.42	1.53	1.64
Under 500 employees	-	-	-	-	2,782	1.38	-	1.26	-	-	1.01	-	1.41	-	1.67
500 employees and over	1,974	1.23	3,746	1.24	7,661	1.37	1.26	1.37	-	.95	1.05	1.39	1.42	-	1.61
Washers, machine	389	1.39	529	1.43	1,005	1.53	1.41	1.47	1.07	1.18	1.22	1.49	1.55	1.75	1.81
Under 500 employees	-	-	-	-	246	1.52	-	1.44	-	-	1.29	-	1.50	-	1.88
500 employees and over	207	1.43	414	1.46	759	1.53	1.42	1.48	-	1.17	1.21	1.57	1.57	-	1.79

¹ Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 5. Nongovernment Hospitals: Occupational Averages—Selected Areas

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 15 selected areas, mid-1963)

Sex and occupation	Atlanta				Baltimore				Boston			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴
Registered professional nurses												
Women												
Directors of nursing	-	-	-	-	17	\$137.50	\$132.50	\$104.50-\$154.00	34	\$167.00	\$164.00	\$137.00-\$193.00
Supervisors of nurses	36	\$94.00	\$89.50	\$84.50-\$99.00	142	103.00	101.50	93.50-113.00	214	108.50	109.50	104.00-116.00
Head nurses	85	83.00	81.50	75.50-91.00	287	93.00	93.00	87.50-101.50	483	101.00	101.00	94.50-110.50
General duty nurses	409	75.00	75.00	70.00-79.50	835	82.00	81.00	76.00-87.50	2,231	86.00	86.00	82.50-92.00
Nursing instructors	58	88.50	85.50	79.00-97.00	172	106.50	106.00	98.50-115.50	241	107.50	107.50	99.50-115.50
Other professional and technical occupations												
Women												
X-ray technicians, chief	-	-	-	-	-	-	-	-	25	95.00	97.50	91.50-103.50
X-ray technicians	25	73.00	69.00	64.50-84.00	59	75.50	74.50	70.00-82.00	184	77.50	80.00	73.50-84.00
Medical technologists	72	83.00	84.50	74.50-93.50	163	89.00	89.00	81.50-95.00	520	84.00	85.00	80.00-91.00
Medical record librarians	6	96.00	-	-	27	103.00	101.50	86.50-120.00	51	108.50	106.50	92.50-119.00
Medical social workers	-	-	-	-	19	116.50	120.00	110.00-126.50	91	107.50	107.50	99.00-116.00
Physical therapists	-	-	-	-	17	101.00	98.50	94.00-116.50	56	92.00	88.00	83.00-102.50
Dietitians	14	102.50	-	-	37	101.50	102.00	91.50-108.50	109	99.00	101.50	94.00-108.00
Men												
X-ray technicians, chief	-	-	-	-	11	130.50	-	-	14	130.50	-	-
X-ray technicians	-	-	-	-	11	80.00	-	-	29	87.00	89.00	85.50-93.00
Medical technologists	-	-	-	-	38	93.50	92.50	85.00-101.50	98	85.00	84.50	80.50-91.50
Physical therapists	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations												
Women												
Clerks, payroll	-	-	-	-	18	72.00	69.50	64.50-84.00	45	75.00	74.00	67.00-89.00
Stenographers, technical	29	70.00	70.00	62.00-77.50	38	70.00	69.00	66.50-74.00	90	72.50	74.00	68.00-79.50
Switchboard operators	37	47.50	47.00	44.00-50.00	78	57.50	59.00	54.00-65.50	130	66.50	67.50	61.50-72.50
Switchboard operator-receptionists	-	-	-	-	19	47.50	50.50	45.00-53.00	58	61.00	62.50	60.50-64.50
Transcribing-machine operators, technical	-	-	-	-	84	67.00	67.00	63.00-72.00	146	68.50	68.50	64.50-73.00
Other nonprofessional occupations												
Women												
Housekeepers, chief	8	66.50	-	-	6	100.00	-	-	16	97.00	101.50	82.50-109.50
Nursing aids	626	38.50	37.00	33.50-42.50	1,491	45.50	46.00	42.50-48.50	1,385	54.00	54.00	51.50-58.50
Practical nurses	49	53.00	53.00	48.50-57.50	468	57.00	57.00	51.00-62.50	899	66.50	66.50	62.50-71.50
Licensed	49	53.00	53.00	48.50-57.50	353	59.50	59.00	55.00-65.00	876	66.50	66.50	62.50-71.50
Unlicensed	-	-	-	-	-	-	-	-	23	64.00	65.50	61.00-69.00
Men												
Nursing aids	-	-	-	-	385	48.00	48.00	44.50-52.00	322	57.00	58.00	53.00-62.50
Hourly earnings⁵												
Women												
Dishwashers, machine	8	\$0.62	-	-	-	-	-	-	23	\$1.30	\$1.29	\$1.26-\$1.34
Finishers, flatwork, machine	77	.68	\$0.67	\$0.61-\$0.81	127	\$1.02	\$1.05	\$1.00-\$1.13	203	1.28	1.28	1.25-1.33
Kitchen helpers	96	.70	.66	.57-.88	465	1.04	1.07	1.02-1.13	562	1.30	1.29	1.26-1.34
Maids	269	.62	.58	.55-.64	463	1.02	1.05	.98-1.15	744	1.29	1.29	1.26-1.34
Men												
Dishwashers, machine	36	.84	.87	.81-.89	73	1.08	1.10	1.03-1.19	72	1.36	1.33	1.28-1.41
Electricians, maintenance	-	-	-	-	16	2.27	2.16	2.07-2.54	34	2.49	2.53	2.32-2.71
Engineers, stationary	-	-	-	-	79	2.06	2.09	1.87-2.37	59	2.44	2.44	2.16-2.67
Kitchen helpers	48	.76	.74	.63-.86	82	1.13	1.20	1.05-1.25	173	1.34	1.34	1.28-1.40
Porters	179	.87	.84	.79-.93	333	1.06	1.08	1.01-1.16	579	1.36	1.34	1.28-1.44
Washers, machine	8	.92	-	-	28	1.15	1.17	1.12-1.20	37	1.56	1.53	1.37-1.69

See footnotes at end of table.

Table 5. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 15 selected areas, mid-1963)

Sex and occupation	Buffalo				Chicago				Cincinnati			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴
Registered professional nurses												
Women												
Directors of nursing	12	\$140.50	-	-	64	\$160.50	\$157.00	\$138.50-\$182.00	9	\$143.50	-	-
Supervisors of nurses	60	115.50	\$119.00	\$106.00-\$130.50	320	117.00	116.50	108.00-125.50	26	119.00	\$118.50	\$112.50-\$129.00
Head nurses	224	106.50	108.00	102.00-114.50	1,076	103.00	103.00	96.50-108.50	139	98.50	98.50	91.00-106.50
General duty nurses	635	91.00	91.00	86.00-97.00	4,408	94.00	93.00	90.00-97.50	515	85.00	85.50	79.50-89.50
Nursing instructors	56	110.50	112.00	103.50-118.00	383	115.00	114.50	106.50-122.50	92	99.50	99.50	90.50-108.00
Other professional and technical occupations												
Women												
X-ray technicians, chief	-	-	-	-	23	116.00	113.50	103.50-125.00	-	-	-	-
X-ray technicians	36	80.50	81.00	72.50-90.50	232	89.00	88.00	82.00-94.00	38	72.50	74.00	67.00-80.50
Medical technologists	96	92.50	91.00	85.50-102.00	819	96.00	96.00	87.00-103.50	87	91.00	90.50	81.50-98.50
Medical record librarians	15	107.50	112.50	97.50-126.50	84	109.00	107.50	95.00-120.50	6	113.50	-	-
Medical social workers	9	116.00	-	-	66	128.00	128.50	115.50-141.50	-	-	-	-
Physical therapists	10	101.50	-	-	75	98.50	101.00	88.50-110.00	10	103.00	-	-
Dietitians	19	105.50	108.00	100.00-113.50	158	108.50	106.00	99.00-117.50	40	99.50	100.50	91.50-104.50
Men												
X-ray technicians, chief	-	-	-	-	59	115.50	110.00	99.50-120.00	6	107.50	-	-
X-ray technicians	13	85.50	-	-	146	94.50	92.00	86.50-99.50	14	71.50	-	-
Medical technologists	34	89.00	90.50	84.00-95.50	189	96.00	94.50	85.00-104.00	24	86.50	86.00	81.00-94.50
Physical therapists	7	106.00	-	-	30	132.50	124.50	98.50-167.50	-	-	-	-
Office clerical occupations												
Women												
Clerks, payroll	7	77.50	-	-	71	82.00	82.50	71.00-90.00	9	70.50	-	-
Stenographers, technical	-	-	-	-	131	83.00	86.50	76.00-94.00	12	72.00	-	-
Switchboard operators	41	63.00	63.00	60.50-68.50	333	66.00	66.50	61.50-71.00	31	56.00	54.50	51.50-59.00
Switchboard operator-receptionists	22	60.00	59.00	55.00-63.50	57	61.50	61.50	57.00-64.50	-	-	-	-
Transcribing-machine operators, technical	58	64.50	66.00	59.50-69.50	187	76.50	78.00	67.00-84.50	65	63.00	64.00	59.00-69.50
Other nonprofessional occupations												
Women												
Housekeepers, chief	11	80.50	-	-	50	104.50	109.00	79.00-123.00	-	-	-	-
Nursing aids	1,183	52.50	52.00	49.00-55.00	6,272	54.50	54.50	51.00-59.00	1,011	47.50	47.50	43.50-52.00
Practical nurses	489	66.00	65.50	62.00-71.00	1,405	69.00	70.00	65.50-74.00	571	63.50	64.00	60.00-69.50
Licensed	463	66.50	66.00	62.50-71.50	1,277	70.00	70.50	66.50-74.00	545	63.50	63.50	60.00-69.50
Unlicensed	26	57.50	59.50	55.00-62.50	128	60.00	62.00	60.00-64.00	-	-	-	-
Men												
Nursing aids	100	57.50	59.50	54.00-63.00	529	62.00	62.50	57.00-68.00	130	52.00	51.50	46.50-57.00
Hourly earnings⁵												
Women												
Dishwashers, machine	9	\$1.25	-	-	69	\$1.23	\$1.22	\$1.14-\$1.35	26	\$1.11	\$1.12	\$1.07-\$1.23
Finishers, flatwork, machine	87	1.31	\$1.30	\$1.25-\$1.39	602	1.30	1.32	1.22-1.41	128	1.17	1.18	1.13-1.25
Kitchen helpers	425	1.28	1.28	1.23-1.34	1,677	1.31	1.31	1.20-1.44	418	1.10	1.14	1.03-1.22
Maids	457	1.29	1.31	1.23-1.37	2,014	1.27	1.28	1.18-1.38	362	1.12	1.14	1.08-1.23
Men												
Dishwashers, machine	-	-	-	-	266	1.29	1.28	1.18-1.43	87	1.17	1.18	1.15-1.25
Electricians, maintenance	-	-	-	-	36	2.94	2.84	2.53-3.05	15	2.10	2.17	1.90-2.28
Engineers, stationary	41	2.43	2.46	2.26-2.65	261	2.90	3.06	2.54-3.23	38	2.32	2.45	2.07-2.56
Kitchen helpers	69	1.30	1.30	1.24-1.38	470	1.27	1.29	1.16-1.39	44	1.12	1.18	1.05-1.31
Porters	125	1.36	1.34	1.28-1.45	956	1.39	1.42	1.26-1.53	122	1.25	1.26	1.18-1.33
Washers, machine	17	1.67	1.67	1.58-1.85	178	1.54	1.56	1.39-1.74	18	1.57	1.49	1.42-1.84

See footnotes at end of table.

Table 5. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 15 selected areas, mid-1963)

Sex and occupation	Cleveland				Dallas				Los Angeles—Long Beach			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴
Registered professional nurses												
Women												
Directors of nursing	19	\$161.00	\$150.00	\$135.00—\$184.50	-	-	-	-	62	\$160.50	\$160.50	\$142.50—\$181.00
Supervisors of nurses	59	119.50	120.00	115.50—125.50	44	\$101.50	\$101.50	\$98.00—\$106.00	286	118.50	117.50	111.00—128.00
Head nurses	285	108.00	108.50	103.50—112.50	83	92.50	92.50	88.50—96.50	697	108.50	109.00	103.00—114.50
General duty nurses	1,313	93.00	93.00	90.00—96.50	294	83.50	83.50	80.50—87.00	4,256	95.00	94.50	90.50—100.50
Nursing instructors	95	115.00	114.50	107.00—123.50	-	-	-	-	80	116.50	116.00	107.00—123.50
Other professional and technical occupations												
Women												
X-ray technicians, chief	-	-	-	-	-	-	-	-	18	123.50	124.50	121.50—129.50
X-ray technicians	100	79.50	78.50	73.50—84.50	17	75.50	78.00	75.50—81.50	206	94.50	93.50	88.50—99.50
Medical technologists	209	88.00	88.50	82.50—97.00	64	89.00	90.00	80.00—94.50	311	117.00	117.50	110.50—124.50
Medical record librarians	23	106.50	104.00	100.00—122.50	-	-	-	-	52	117.00	117.50	102.50—132.50
Medical social workers	21	125.50	124.00	119.00—139.00	-	-	-	-	17	133.50	133.50	127.00—139.50
Physical therapists	29	99.00	99.00	93.00—110.50	17	91.50	90.00	87.50—96.00	64	110.50	113.50	104.00—119.50
Dietitians	51	104.00	106.00	97.00—111.50	17	95.50	89.00	86.00—102.50	131	112.00	104.50	99.50—118.00
Men												
X-ray technicians, chief	17	123.50	117.50	111.00—145.00	-	-	-	-	33	124.50	122.50	117.50—134.00
X-ray technicians	24	84.50	86.00	78.00—91.50	15	86.50	85.00	78.50—90.00	58	97.00	96.50	92.00—101.00
Medical technologists	66	91.50	92.00	83.00—96.50	8	89.50	-	-	110	118.00	116.50	106.50—133.50
Physical therapists	-	-	-	-	-	-	-	-	14	112.00	-	-
Office clerical occupations												
Women												
Clerks, payroll	24	79.50	80.50	70.50—89.50	8	72.00	-	-	39	87.00	82.50	78.50—96.50
Stenographers, technical	24	83.50	79.50	74.50—93.00	-	-	-	-	66	92.50	92.00	84.00—102.00
Switchboard operators	106	69.50	70.00	66.00—76.00	30	52.50	52.00	48.00—57.00	227	71.00	71.00	66.00—75.00
Switchboard operator-receptionists	17	62.50	63.50	61.50—66.00	-	-	-	-	100	69.50	68.00	66.00—70.00
Transcribing-machine operators, technical	114	75.50	75.00	70.00—81.50	18	67.00	67.50	56.50—79.00	211	87.50	86.00	80.50—96.00
Other nonprofessional occupations												
Women												
Housekeepers, chief	17	111.50	110.00	104.00—122.50	-	-	-	-	42	109.50	109.50	99.50—127.00
Nursing aids	1,984	52.50	52.50	49.50—55.00	515	40.50	42.50	41.00—43.50	4,418	62.00	61.00	57.00—65.00
Practical nurses	1,216	67.50	67.50	64.00—71.00	407	55.00	53.00	50.00—58.50	1,852	72.50	72.50	68.00—77.50
Licensed	1,129	67.50	67.50	64.00—71.00	407	55.00	53.00	50.00—58.50	1,744	73.00	73.00	68.50—78.00
Unlicensed	87	67.50	68.00	65.00—71.50	-	-	-	-	-	-	-	-
Men												
Nursing aids	387	65.00	65.00	61.50—68.00	95	48.00	48.00	46.00—50.00	678	66.50	65.50	62.00—70.50
Hourly earnings⁵												
Women												
Dishwashers, machine	61	\$1.19	\$1.19	\$1.12—\$1.30	-	-	-	-	26	\$1.47	\$1.44	\$1.36—\$1.57
Finishers, flatwork, machine	234	1.25	1.27	1.19—1.34	-	-	-	-	341	1.42	1.43	1.34—1.53
Kitchen helpers	623	1.22	1.25	1.17—1.30	160	\$0.84	\$0.79	\$0.77—\$0.93	972	1.40	1.38	1.30—1.49
Maids	730	1.25	1.27	1.19—1.33	125	.99	1.02	1.01—1.04	1,194	1.42	1.40	1.31—1.52
Men												
Dishwashers, machine	37	1.32	1.34	1.23—1.43	-	-	-	-	219	1.41	1.41	1.30—1.49
Electricians, maintenance	43	2.76	2.70	2.48—3.10	-	-	-	-	19	2.88	2.93	2.47—3.04
Engineers, stationary	38	2.64	2.71	2.32—2.84	7	2.32	-	-	187	2.61	2.61	2.46—2.87
Kitchen helpers	52	1.39	1.40	1.27—1.51	41	.96	.99	.93—1.03	348	1.47	1.45	1.32—1.59
Porters	278	1.46	1.47	1.37—1.57	174	1.06	1.04	1.02—1.09	744	1.58	1.57	1.46—1.70
Washers, machine	36	1.82	1.86	1.68—1.98	-	-	-	-	63	1.77	1.78	1.64—1.95

See footnotes at end of table.

Table 5. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 15 selected areas, mid-1963)

Sex and occupation	Memphis				Minneapolis-St. Paul				New York City			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴
Registered professional nurses												
Women												
Directors of nursing	-	-	-	-	15	\$160.00	\$165.00	\$133.00-\$175.00	68	\$179.00	\$177.50	\$163.00-\$187.00
Supervisors of nurses	-	-	-	-	75	116.50	117.00	111.00-122.50	741	119.00	116.00	108.50-128.00
Head nurses	80	\$87.00	\$87.50	\$82.00-\$92.50	220	104.00	105.00	99.00-108.50	1,422	109.50	109.00	100.50-117.50
General duty nurses	246	75.00	75.00	72.50-78.50	1,381	89.00	89.50	84.50-93.50	4,619	96.00	95.50	91.00-100.50
Nursing instructors	37	94.00	93.00	80.50-99.50	106	106.50	104.00	97.50-115.00	303	122.00	120.50	107.50-133.50
Other professional and technical occupations												
Women												
X-ray technicians, chief	-	-	-	-	11	97.00	-	-	22	117.50	114.00	111.00-122.50
X-ray technicians	26	69.50	70.50	65.00-74.50	74	76.50	75.50	71.50-80.00	248	90.00	88.50	79.50-103.00
Medical technologists	58	84.00	83.50	78.00-89.50	143	104.00	103.50	98.50-110.00	1,011	93.00	92.00	82.00-103.00
Medical record librarians	9	88.00	-	-	18	102.00	101.50	97.00-110.50	100	125.50	125.00	105.50-141.50
Medical social workers	-	-	-	-	-	-	-	-	204	126.50	127.50	117.50-137.50
Physical therapists	-	-	-	-	26	109.50	109.00	103.50-118.50	83	102.00	105.00	95.00-110.50
Dietitians	9	87.00	-	-	48	103.50	102.50	97.00-109.00	242	102.00	103.50	91.00-112.50
Men												
X-ray technicians, chief	-	-	-	-	8	126.50	-	-	49	120.50	118.00	109.00-129.50
X-ray technicians	9	68.50	-	-	15	77.50	76.50	73.00-79.50	218	94.00	95.00	86.00-102.50
Medical technologists	6	84.50	-	-	7	97.00	-	-	273	92.00	91.00	85.00-99.50
Physical therapists	-	-	-	-	6	120.50	-	-	13	108.50	-	-
Office clerical occupations												
Women												
Clerks, payroll	-	-	-	-	25	76.00	74.00	67.50-85.50	65	83.00	85.50	72.50-92.50
Stenographers, technical	-	-	-	-	21	79.00	80.00	74.50-84.00	132	94.00	93.50	85.50-102.00
Switchboard operators	45	47.00	47.50	45.50-49.00	79	67.50	67.50	63.50-72.00	586	71.00	71.50	64.00-78.50
Switchboard operator-receptionists	-	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, technical	36	56.50	58.50	52.00-63.00	76	72.50	72.00	68.00-76.00	183	83.50	83.50	76.00-93.00
Other nonprofessional occupations												
Women												
Housekeepers, chief	-	-	-	-	10	106.00	-	-	66	102.00	100.50	87.50-119.50
Nursing aids	589	36.50	36.50	34.00-39.00	1,561	64.00	65.00	62.50-67.50	7,061	59.00	58.50	53.50-64.50
Practical nurses	175	52.00	52.50	48.50-56.00	801	69.50	69.50	67.00-72.00	2,977	73.00	72.00	67.00-79.00
Licensed	164	52.50	53.00	49.50-56.50	788	69.50	69.50	67.00-72.00	2,965	73.00	72.00	67.00-79.00
Unlicensed	-	-	-	-	13	66.50	-	-	-	-	-	-
Men												
Nursing aids	72	43.50	43.50	39.50-47.00	253	68.00	67.50	66.00-69.50	1,229	62.00	61.50	55.50-67.50
Hourly earnings⁵												
Women												
Dishwashers, machine	-	-	-	-	52	\$1.65	\$1.65	\$1.62-\$1.68	-	-	-	-
Finishers, flatwork, machine	58	\$0.71	\$0.70	\$0.67-\$0.76	99	1.66	1.65	1.62-1.68	544	\$1.50	\$1.51	\$1.36-\$1.63
Kitchen helpers	125	.77	.74	.68-.84	426	1.62	1.64	1.61-1.68	1,443	1.48	1.48	1.39-1.58
Maids	201	.72	.69	.67-.75	460	1.62	1.64	1.61-1.68	2,228	1.52	1.51	1.39-1.67
Men												
Dishwashers, machine	-	-	-	-	32	1.70	1.73	1.67-1.77	306	1.56	1.55	1.44-1.68
Electricians, maintenance	-	-	-	-	6	3.37	-	-	79	2.65	2.62	2.36-2.97
Engineers, stationary	10	2.46	-	-	83	3.00	3.10	2.93-3.15	166	3.20	3.12	2.88-3.45
Kitchen helpers	-	-	-	-	18	1.72	1.75	1.66-1.84	1,070	1.53	1.52	1.40-1.67
Porters	113	.83	.82	.77-.94	265	1.73	1.74	1.69-1.78	2,352	1.52	1.50	1.38-1.64
Washers, machine	12	1.06	-	-	29	1.90	1.93	1.83-1.99	88	1.78	1.76	1.62-1.90

See footnotes at end of table.

Table 5. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 15 selected areas, mid-1963)

Sex and occupation	Philadelphia				Portland (Oreg.)				San Francisco-Oakland			
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹		
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴
<u>Registered professional nurses</u>												
<u>Women</u>												
Directors of nursing	48	\$150.50	\$155.00	\$131.50-169.50	12	\$143.50	-	-	25	\$153.50	\$161.50	\$128.50-178.00
Supervisors of nurses	305	100.50	100.00	92.50-109.00	43	107.00	\$107.00	\$101.50-113.00	94	124.00	124.00	117.00-130.00
Head nurses	654	92.00	91.00	85.50-99.00	129	96.00	95.50	92.50-99.00	296	113.00	113.50	110.00-117.00
General duty nurses	2,794	80.00	79.50	76.00-83.50	612	86.50	87.50	83.00-92.00	2,162	95.50	93.50	88.50-102.50
Nursing instructors	361	103.50	102.50	96.00-112.00	-	-	-	-	38	121.50	123.50	114.50-128.50
<u>Other professional and technical occupations</u>												
<u>Women</u>												
X-ray technicians, chief	22	91.50	94.00	78.00-99.50	-	-	-	-	17	117.50	117.50	109.00-127.00
X-ray technicians	215	68.00	66.50	62.50-71.50	23	88.00	88.00	83.50-92.50	81	93.50	93.50	89.00-102.00
Medical technologists	585	79.50	78.50	71.50-87.00	63	93.00	93.00	88.00-98.00	199	122.00	120.50	112.00-130.50
Medical record librarians	51	95.50	92.00	80.50-116.50	12	106.50	-	-	52	108.00	104.50	93.50-119.00
Medical social workers	56	101.00	101.00	86.00-113.50	-	-	-	-	23	137.00	137.50	126.50-152.50
Physical therapists	27	99.50	101.50	91.50-108.50	-	-	-	-	59	109.00	109.00	103.50-115.50
Dietitians	89	100.50	98.50	90.00-114.50	-	-	-	-	57	109.50	107.50	103.00-118.50
<u>Men</u>												
X-ray technicians, chief	7	133.00	-	-	7	106.50	-	-	-	-	-	-
X-ray technicians	26	76.50	74.00	70.50-81.50	13	91.50	-	-	14	98.00	-	-
Medical technologists	53	85.00	85.00	73.00-94.00	18	94.00	95.50	90.00-98.50	73	124.00	123.50	117.50-131.00
Physical therapists	17	114.00	116.50	107.00-125.00	-	-	-	-	-	-	-	-
<u>Office clerical occupations</u>												
<u>Women</u>												
Clerks, payroll	32	72.50	76.00	62.50-82.50	14	80.00	-	-	12	83.50	-	-
Stenographers, technical	100	69.50	69.00	63.50-76.50	-	-	-	-	58	88.50	88.50	84.50-94.00
Switchboard operators	200	59.50	56.50	52.50-63.50	18	70.00	72.00	64.00-75.50	98	84.50	83.00	78.00-90.00
Switchboard operator-receptionists	44	54.50	55.00	51.50-60.00	23	69.00	68.50	64.00-73.50	53	75.50	76.50	69.50-80.00
Transcribing-machine operators, technical	237	63.50	63.50	56.50-70.50	24	80.50	82.00	77.00-84.50	80	89.00	90.00	85.00-94.00
<u>Other nonprofessional occupations</u>												
<u>Women</u>												
Housekeepers, chief	23	100.00	101.50	90.00-110.00	6	91.50	-	-	21	108.00	111.50	96.50-117.00
Nursing aids	2,938	43.00	43.50	40.50-47.50	543	60.00	60.50	57.00-63.00	1,121	73.00	72.50	71.00-74.00
Practical nurses	1,855	53.00	53.50	48.50-58.00	495	64.50	64.00	61.50-67.00	1,042	75.50	76.00	73.00-78.50
Licensed	1,472	54.00	55.00	50.00-58.50	454	65.00	64.00	62.00-67.50	952	76.00	76.50	74.00-78.50
Unlicensed	383	49.50	49.50	47.00-53.00	41	58.00	57.00	54.00-60.50	-	-	-	-
<u>Men</u>												
Nursing aids	794	44.50	44.00	41.50-48.00	85	63.00	63.00	60.50-65.50	351	75.50	74.50	72.00-77.50

See footnotes at end of table.

Table 5. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 15 selected areas, mid-1963)

Sex and occupation	Philadelphia				Portland (Oreg.)				San Francisco-Oakland			
	Number of employ-ees	Hourly earnings ⁵			Number of employ-ees	Hourly earnings ⁵			Number of employ-ees	Hourly earnings ⁵		
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴
Other nonprofessional occupations—Continued												
Women												
Dishwashers, machine	34	\$0.90	\$0.88	\$0.83-\$1.00	-	-	-	-	9	\$1.76	-	-
Finishers, flatwork, machine	267	1.07	1.07	1.02- 1.15	56	\$1.48	\$1.49	\$1.44-\$1.55	94	1.80	\$1.83	\$1.78-\$1.86
Kitchen helpers	1,217	1.00	1.01	.92- 1.07	170	1.50	1.52	1.46- 1.57	285	1.73	1.73	1.67- 1.77
Maids	1,281	1.04	1.05	1.00- 1.12	241	1.49	1.51	1.45- 1.56	546	1.77	1.81	1.72- 1.86
Men												
Dishwashers, machine	160	1.02	1.01	.95- 1.14	10	1.53	-	-	121	1.79	1.82	1.75- 1.87
Electricians, maintenance	67	2.23	2.12	1.92- 2.58	-	-	-	-	-	-	-	-
Engineers, stationary	123	2.00	1.90	1.82- 2.10	39	2.96	2.95	2.90- 3.00	119	3.13	3.15	3.12- 3.18
Kitchen helpers	462	1.02	1.02	.95- 1.11	20	1.54	1.56	1.51- 1.62	120	1.76	1.75	1.71- 1.78
Porters	927	1.08	1.05	1.00- 1.17	113	1.60	1.60	1.54- 1.67	441	1.77	1.79	1.74- 1.85
Washers, machine	54	1.35	1.39	1.18- 1.48	21	1.84	1.80	1.65- 2.05	38	1.92	1.92	1.81- 1.98

¹ Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.

² The mean for each job is computed by multiplying each rate by the number of employees receiving the rate; the total of these products is divided by the number of employees.

³ The median designates position, that is, half of the employees surveyed received more than the rate shown and half received less than the rate shown. Medians are omitted for occupations that had fewer than 15 employees in an area.

⁴ The middle range is defined by 2 rates of pay; a fourth of the employees earned less than the lower of these rates and a fourth earned more than the higher rate. Middle ranges are omitted for occupations that had fewer than 15 employees in an area.

⁵ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 6. Nongovernment Hospitals: Occupational Earnings—United States

(Distribution of employees in selected occupations by straight-time weekly or hourly earnings in metropolitan areas, mid-1963)

Occupation	Number of employees	Average (mean) weekly earnings ¹	Number of employees receiving straight-time weekly earnings ¹ of—																	
			Under \$30	\$30 and under \$40	\$40	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$180	\$200	\$220 and over
Registered professional nurses																				
Directors of nursing-----	1,044	\$149.50	-	-	-	-	-	12	20	26	51	55	138	170	74	97	189	141	56	15
Supervisors of nurses-----	5,976	108.50	-	-	-	16	95	527	1,199	1,442	1,273	845	410	128	30	11	-	-	-	-
Head nurses-----	16,324	96.50	-	-	30	246	1,030	3,692	4,603	4,082	2,057	465	114	5	-	-	-	-	-	-
General duty nurses-----	72,023	85.50	-	-	327	4,091	15,072	27,286	19,170	5,564	489	22	2	-	-	-	-	-	-	-
Nursing instructors-----	5,389	104.50	-	-	-	29	169	544	1,467	1,404	887	573	181	92	33	10	-	-	-	-
Other professional and technical occupations																				
X-ray technicians, chief-----	1,026	115.00	-	-	5	-	14	62	159	178	202	213	88	48	26	25	2	3	1	-
X-ray technicians-----	5,331	81.50	-	22	121	863	1,543	1,416	844	361	80	68	9	2	-	-	2	-	-	-
Medical technologists-----	11,664	92.00	-	-	65	603	1,641	3,069	2,943	1,871	887	369	145	47	24	-	-	-	-	-
Medical record librarians-----	1,320	105.00	-	-	-	34	83	152	321	224	146	64	33	24	11	3	1	-	-	-
Medical social workers-----	876	115.50	-	-	4	3	19	87	115	128	138	153	123	49	41	15	1	-	-	-
Physical therapists-----	1,634	106.50	-	-	-	25	39	207	368	412	259	153	90	41	17	16	7	-	-	-
Dietitians-----	2,443	103.50	-	-	5	18	98	304	620	678	354	212	75	24	34	21	-	-	-	-
Office clerical occupations																				
Clerks, payroll-----	1,173	74.50	-	-	26	110	347	274	247	128	37	4	-	-	-	-	-	-	-	-
Stenographers, technical-----	1,592	76.00	-	15	174	435	369	302	191	87	11	8	-	-	-	-	-	-	-	-
Switchboard operators-----	5,197	62.00	24	665	1,577	1,679	939	256	40	15	2	-	-	-	-	-	-	-	-	-
Switchboard operator-receptionists-----	1,254	57.50	40	214	454	414	117	14	1	-	-	-	-	-	-	-	-	-	-	-
Transcribing-machine operators, technical-----	4,494	68.50	-	22	267	775	1,500	1,055	569	235	65	6	-	-	-	-	-	-	-	-
Other nonprofessional occupations																				
Housekeepers, chief-----	1,084	98.00	-	-	23	40	90	159	140	145	130	127	84	83	25	13	18	4	3	-
Nursing aids-----	99,819	51.00	1,995	9,631	32,809	36,702	15,088	3,419	160	15	-	-	-	-	-	-	-	-	-	-
Practical nurses-----	45,128	62.50	-	347	4,611	12,816	17,217	8,554	1,489	91	3	-	-	-	-	-	-	-	-	-
Licensed-----	41,861	63.00	-	162	3,999	11,568	16,193	8,361	1,484	91	3	-	-	-	-	-	-	-	-	-
Unlicensed-----	3,267	56.00	-	185	612	1,248	1,024	193	5	-	-	-	-	-	-	-	-	-	-	-
Occupation	Number of employees	Average (mean) hourly earnings ²	Number of employees receiving straight-time hourly earnings ² of—																	
			Under \$0.80	\$0.80 and under \$0.90	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.80	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20 and over
Dishwashers, machine-----	4,513	\$1.18	312	320	361	776	576	683	488	304	271	286	133	1	2	-	-	-	-	-
Electricians, maintenance-----	1,171	2.45	-	-	-	-	-	3	1	-	17	40	60	164	147	459	99	72	45	64
Engineers, stationary-----	2,636	2.56	-	-	-	-	-	-	11	9	19	158	220	342	252	390	324	297	362	252
Finishers, flatwork, machine-----	8,437	1.18	713	515	555	1,077	1,073	1,463	1,284	862	386	410	89	4	3	3	-	-	-	-
Kitchen helpers-----	29,748	1.19	2,565	1,527	1,867	4,277	3,750	5,740	4,027	2,606	1,382	1,690	296	11	6	-	4	-	-	-
Maids and porters-----	48,748	1.23	3,873	2,145	2,339	6,076	5,493	8,818	6,982	5,153	2,837	3,595	1,339	92	-	6	-	-	-	-
Washers, machine-----	2,080	1.45	22	56	66	139	178	275	226	216	192	398	193	85	28	6	-	-	-	-

¹ Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.

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

Table 9. Nongovernment Hospitals: Minimum and Maximum Salaries of General Duty Nurses—United States

(Distribution of general duty nurses in metropolitan area hospitals by minimum and maximum straight-time weekly salaries, ¹ mid-1963)

Minimum straight-time weekly salaries	Total ¹	Maximum straight-time weekly salaries—															Not specified
		Same as minimum salary (single rate)	\$55 and under \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$105	\$105 \$110	\$110 \$115	\$115 \$120	\$120 \$125	
Employees in hospitals with specified minimum weekly salaries	69,976	1,142	200	-	474	2,804	3,498	7,425	7,301	12,679	9,969	12,179	6,743	2,386	1,114	243	1,819
\$55 and under \$60	550	-	200	-	-	350	-	-	-	-	-	-	-	-	-	-	-
\$60 and under \$65	2,063	440	-	-	369	756	498	-	-	-	-	-	-	-	-	-	-
\$65 and under \$70	5,600	-	-	-	105	1,698	1,388	1,348	258	270	344	-	-	-	-	-	189
\$70 and under \$75	12,298	287	-	-	-	-	1,612	5,335	2,203	1,480	553	-	88	-	-	-	740
\$75 and under \$80	7,535	30	-	-	-	-	-	140	2,147	3,409	815	705	244	-	-	-	45
\$80 and under \$85	19,369	96	-	-	-	-	-	602	2,693	4,873	5,185	4,237	1,441	67	175	-	-
\$85 and under \$90	15,157	-	-	-	-	-	-	-	-	2,523	2,664	4,969	3,638	607	71	-	685
\$90 and under \$95	7,163	289	-	-	-	-	-	-	-	124	408	2,268	1,332	1,571	768	243	160
\$95 and under \$100	241	-	-	-	-	-	-	-	-	-	-	-	141	100	-	-	-

¹ Data are limited to general duty nurses paid according to formal salary systems providing specified minimum salaries; excluded are employees whose rates were determined primarily with reference to their individual qualifications.

Table 10. Nongovernment Hospitals: Minimum and Maximum Salaries of Licensed Practical Nurses—United States

(Distribution of licensed practical nurses in metropolitan area hospitals by minimum and maximum straight-time weekly salaries, ¹ mid-1963)

Minimum straight-time weekly salaries	Total ¹	Maximum straight-time weekly salaries—															Not specified
		Same as minimum salary (single rate)	\$40 and under \$45	\$45 \$50	\$50 \$55	\$55 \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$105	\$105 \$110	
Employees in hospitals with specified minimum weekly salaries	39,421	1,262	68	1,536	2,097	2,639	4,809	8,610	8,720	5,503	2,525	629	245	84	183	24	487
\$30 and under \$35	182	-	68	114	-	-	-	-	-	-	-	-	-	-	-	-	-
\$35 and under \$40	480	-	-	-	-	-	480	-	-	-	-	-	-	-	-	-	-
\$40 and under \$45	2,048	-	-	1,093	712	160	-	77	-	-	-	-	-	-	-	-	6
\$45 and under \$50	6,325	122	-	329	1,385	2,059	669	1,570	-	191	-	-	-	-	-	-	-
\$50 and under \$55	6,068	228	-	-	-	416	2,392	1,213	1,267	260	162	-	-	-	-	-	130
\$55 and under \$60	3,464	730	-	-	-	4	1,180	3,524	2,224	431	356	-	-	-	-	-	15
\$60 and under \$65	8,655	-	-	-	-	-	88	2,226	3,488	2,088	460	122	23	-	-	-	160
\$65 and under \$70	5,165	182	-	-	-	-	-	1,669	1,482	1,315	186	102	-	108	-	-	121
\$70 and under \$75	1,225	-	-	-	-	-	-	-	72	483	174	321	120	-	-	-	55
\$75 and under \$80	785	-	-	-	-	-	-	-	-	58	-	-	-	84	75	-	-
\$80 and under \$85	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	-

¹ Data are limited to licensed practical nurses paid according to formal salary systems providing specified minimum salaries; excluded are employees whose rates were determined primarily with reference to their individual qualifications.

Table 11. Nongovernment Hospitals: Scheduled Weekly Hours

(Percent of employees in selected occupational categories in metropolitan area hospitals by scheduled weekly hours of day-shift employees,¹
United States, regions, and 15 selected areas, mid-1963)

Weekly hours	United States	Northeast					South					North Central					West			
		Total ²	Boston	Buffalo	New York City	Phila- delphia	Total ²	Atlanta	Balti- more	Dallas	Mem- phis	Total ²	Chicago	Cincin- nati	Cleve- land	Minne- apolis- St. Paul	Total ²	Los Angeles- Long Beach	Port- land	San Fran- cisco- Oakland
Registered professional nurses																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Under 37½ hours -----	(³)	1	-	-	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
37½ hours -----	5	10	11	-	21	-	5	-	6	-	-	2	9	-	-	-	-	-	-	
Over 37½ and under 40 hours -----	(³)	1	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
40 hours -----	94	88	89	100	68	99	94	89	94	100	100	97	91	100	100	100	100	100	100	
Over 40 hours -----	(³)	-	-	-	-	-	(³)	11	-	-	-	1	-	-	-	-	-	-	-	
Professional and technical employees (except registered nurses)																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
35 hours -----	4	9	-	-	34	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Over 35 and under 37½ hours -----	(³)	(³)	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
37½ hours -----	7	15	8	-	33	12	3	-	3	-	-	2	7	-	-	-	-	-	-	
Over 37½ and under 40 hours -----	(³)	1	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
40 hours -----	87	75	92	100	28	85	90	89	97	100	100	98	93	93	100	100	100	100	100	
Over 40 hours -----	1	-	-	-	-	-	6	11	-	-	-	(³)	-	7	-	-	-	-	-	
Office clerical employees																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
35 hours -----	6	17	-	-	50	20	-	-	-	-	-	-	-	-	-	-	-	-	-	
Over 35 and under 37½ hours -----	1	2	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
37½ hours -----	7	17	9	14	31	15	3	-	5	-	-	1	5	-	-	-	-	-	-	
Over 37½ and under 40 hours -----	1	2	-	-	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
40 hours -----	83	61	91	86	13	46	91	100	95	100	100	99	95	100	100	100	100	100	100	
Over 40 hours -----	1	1	-	-	-	3	5	-	-	-	-	(³)	-	-	-	-	-	-	-	
Nonprofessional employees (except office clerical)																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Under 37½ hours -----	1	3	-	-	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
37½ hours -----	6	13	16	-	30	-	4	-	6	-	-	2	10	-	-	-	-	-	-	
40 hours -----	89	82	84	100	61	98	82	84	94	100	100	97	90	100	100	100	100	100	100	
Over 40 and under 44 hours -----	(³)	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
44 hours -----	3	2	-	-	-	-	9	-	-	-	-	1	-	-	-	-	-	-	-	
Over 44 hours -----	1	-	-	-	-	-	3	16	-	-	-	-	-	-	-	-	-	-	-	

¹ Data relate to the predominant work schedule of employees in each of the 4 occupational categories in each hospital.

² Includes data for metropolitan areas in addition to those shown separately.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 12. Nongovernment Hospitals: Shift Differential Practices—Registered Professional Nurses

(Percent of registered professional nurses on late shifts in metropolitan area hospitals by amount of pay differential, United States, regions, and 15 selected areas, mid-1963)

Shift differential	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mem-phris	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Second shift																				
Employees on second shift -----	21.4	18.9	14.0	20.7	18.5	16.4	23.3	26.1	20.2	20.3	23.5	21.1	19.7	23.1	23.4	16.3	25.0	27.6	21.2	22.5
Receiving shift differential -----	20.1	17.8	14.0	19.5	17.9	15.8	20.9	17.9	20.2	20.3	23.1	20.5	19.3	23.1	21.2	16.3	23.8	25.9	21.2	22.5
Uniform cents per hour -----	3.2	2.0	-	2.6	-	-	2.2	-	-	6.2	-	6.4	3.2	3.2	4.3	3.7	1.3	2.5	-	1.7
Under 10 cents -----	.4	-	-	-	-	-	.6	-	-	-	-	1.0	-	-	.9	-	-	-	-	1.7
10 and under 15 cents -----	.8	.4	-	-	-	-	1.4	-	-	-	-	1.4	1.3	1.3	2.4	3.7	.3	-	-	-
15 and under 20 cents -----	1.0	-	-	-	-	-	.3	-	-	6.2	-	2.9	.9	-	1.0	-	.5	1.6	-	-
20 cents and over -----	1.0	1.7	-	2.6	-	-	-	-	-	-	-	1.1	1.0	1.9	-	-	.6	.9	-	-
Uniform dollars per week -----	16.0	15.0	14.0	16.9	17.9	15.8	18.2	17.9	20.2	14.1	23.1	12.7	14.8	19.9	16.9	12.5	21.4	22.9	21.2	20.8
Under \$5 -----	4.8	3.4	.5	5.8	.8	2.7	4.6	1.4	-	1.1	-	5.0	3.9	5.7	-	12.5	7.7	3.5	7.9	5.8
\$5 and under \$10 -----	6.6	4.1	.7	8.1	3.9	8.5	12.1	8.8	8.1	7.8	17.3	3.8	4.5	3.5	5.9	-	10.8	15.4	11.9	15.0
\$10 and under \$15 -----	3.4	5.1	2.2	3.1	10.5	4.2	1.4	7.7	11.0	5.1	5.8	3.3	5.2	10.7	11.0	-	1.8	3.4	1.4	-
\$15 and under \$20 -----	.6	1.0	1.5	-	2.7	.3	-	-	-	-	-	.7	1.3	-	-	-	.6	-	-	-
\$20 and over -----	.6	1.4	9.0	-	-	-	.1	-	1.1	-	-	-	-	-	-	-	.6	.6	-	-
Uniform percentage -----	.6	.8	-	-	-	-	-	-	-	-	-	1.2	1.3	-	-	-	.2	.5	-	-
Under 10 percent -----	.3	-	-	-	-	-	-	-	-	-	-	1.0	.8	-	-	-	-	-	-	-
10 percent -----	.3	.7	-	-	-	-	-	-	-	-	-	.1	.5	-	-	-	.2	.5	-	-
Over 10 percent -----	(²)	(²)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other -----	.3	-	-	-	-	-	.4	-	-	-	-	.2	-	-	-	-	.9	-	-	-
Receiving no shift differential -----	1.2	1.1	-	1.1	.6	.6	2.4	8.2	-	-	.4	.6	.4	-	2.2	-	1.2	1.7	-	-
Third or other late shifts																				
Employees on third or other late shifts -----	15.5	15.1	12.2	15.0	16.0	12.9	16.7	18.9	16.1	16.1	17.5	15.4	14.7	15.9	16.9	12.3	15.4	16.3	13.5	14.3
Receiving shift differential -----	14.7	14.4	11.6	13.2	15.5	12.9	14.9	10.7	16.1	16.1	17.3	15.0	14.5	15.9	15.5	12.3	14.9	15.9	13.5	14.3
Uniform cents per hour -----	2.3	1.5	-	2.2	-	-	1.7	-	-	3.3	-	4.5	1.8	2.3	3.2	2.8	.7	1.2	-	.7
Under 10 cents -----	.6	-	-	-	-	-	1.3	-	-	-	-	1.3	.2	-	1.1	2.8	-	-	-	-
10 and under 15 cents -----	.5	.4	-	-	-	-	.2	-	-	-	-	.9	.9	1.1	1.5	-	.3	-	-	.7
15 and under 20 cents -----	.7	2.0	-	-	-	-	.2	-	-	3.3	-	2.0	.9	-	.6	-	.3	.8	-	-
20 cents and over -----	.5	1.0	-	2.2	-	-	-	-	-	-	-	.3	.6	1.3	-	1.1	.4	-	-	-
Uniform dollars per week -----	11.8	12.4	11.6	11.0	15.5	12.9	12.7	10.7	16.1	12.8	17.3	9.5	11.5	13.6	11.2	9.5	13.5	14.3	13.5	13.6
Under \$5 -----	3.9	2.8	.5	3.1	.3	3.7	4.0	1.1	-	.7	-	3.9	2.8	2.5	-	9.5	6.1	3.0	13.5	4.9
\$5 and under \$10 -----	5.1	4.3	1.7	6.6	4.4	7.7	7.6	4.9	7.1	6.9	12.7	3.9	6.0	2.9	7.4	-	6.3	10.8	-	8.7
\$10 and under \$15 -----	2.1	3.9	2.6	1.4	8.3	1.5	1.1	4.6	8.9	5.1	4.6	1.5	2.2	8.2	3.8	-	.2	.6	-	-
\$15 and under \$20 -----	.5	.9	1.6	-	2.5	-	-	-	-	-	-	.2	.5	-	-	-	.6	-	-	-
\$20 and over -----	.2	.5	5.2	-	-	-	-	-	-	-	-	-	-	-	-	-	.2	-	-	-
Uniform percentage -----	.4	.4	-	-	-	-	-	-	-	-	-	.8	.9	-	-	-	.1	.3	-	-
Under 10 percent -----	.2	-	-	-	-	-	-	-	-	-	-	.7	.7	-	-	-	-	-	-	-
10 percent -----	.2	.4	-	-	-	-	-	-	-	-	-	.1	.3	-	-	-	.1	.3	-	-
Over 10 percent -----	(²)	-	-	-	-	-	-	-	-	-	-	.1	.3	-	-	-	-	-	-	-
Other -----	.2	-	-	-	-	-	.4	-	-	-	-	.3	.4	-	1.2	-	.6	-	-	-
Receiving no shift differential -----	.8	.7	.5	1.8	.5	-	1.8	8.2	-	-	.2	.4	.2	-	1.4	-	.5	.4	-	-

¹ Includes data for metropolitan areas in addition to those shown separately.

² Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 13. Nongovernment Hospitals: Paid Holidays

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid holidays, United States, regions, and 15 selected areas, mid-1963)

Number of paid holidays	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mem-phis	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Registered professional nurses																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays-----	99	100	100	100	100	100	99	89	100	100	100	99	100	100	100	100	100	100	100	100
Under 5 days-----	(²)	(²)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 days-----	7	-	-	-	-	-	37	63	-	100	98	-	-	-	-	-	-	-	-	-
5 days plus 1 or 2 half days-----	(²)	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
6 days-----	40	12	-	-	1	22	45	-	-	-	-	78	72	100	94	-	34	34	100	-
6 days plus 2 half days-----	(²)	-	-	-	-	-	(²)	-	5	-	-	-	-	-	-	-	-	-	-	-
7 days-----	28	35	-	30	8	58	10	26	14	-	-	17	14	-	6	100	54	55	-	94
7 days plus 1 half day-----	(²)	(²)	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days-----	11	20	2	70	18	16	7	-	81	-	-	5	13	-	-	-	7	5	-	-
9 days-----	7	16	46	-	26	-	-	-	-	-	-	-	-	-	-	-	5	5	-	6
10 days-----	5	13	47	-	39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 10 days-----	2	4	5	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employees in hospitals providing no paid holidays-----	(²)	-	-	-	-	-	(²)	11	-	-	-	(²)	-	-	-	-	-	-	-	-
Professional and technical employees (except registered nurses)																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
5 days-----	7	-	-	-	-	-	37	57	-	100	94	-	-	-	-	-	-	-	-	-
5 days plus 1 or 2 half days-----	(²)	-	-	-	-	-	1	-	-	-	6	-	-	-	-	-	-	-	-	-
6 days-----	36	11	-	-	1	17	42	11	5	-	-	71	63	100	92	6	34	32	100	-
6 days plus 1 or 2 half days-----	(²)	(²)	-	-	-	2	1	-	6	-	-	-	-	-	-	-	-	-	-	-
7 days-----	27	35	-	69	7	59	9	32	14	-	-	15	17	-	8	94	56	62	-	97
7 days plus 1 half day-----	(²)	(²)	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8 days-----	14	17	1	31	20	10	-	74	-	-	-	14	20	-	-	-	8	5	-	-
9 days-----	7	16	36	-	25	-	-	-	-	-	-	-	-	-	-	-	2	1	-	3
10 days-----	7	18	59	-	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 10 days-----	1	3	3	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 13. Nongovernment Hospitals: Paid Holidays—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid holidays, United States, regions, and 15 selected areas, mid-1963)

Number of paid holidays	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mem-phs	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Office clerical employees																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
5 days -----	7	-	-	-	-	37	67	100	100	90	-	-	-	-	-	-	-	-	-	-
5 days plus 1 or 2 half days -----	(²)	-	-	-	-	1	-	-	10	-	-	-	-	-	-	-	-	-	-	-
6 days -----	40	11	-	-	2	17	39	16	5	-	78	64	100	94	8	38	33	100	-	
6 days plus 1 or 2 half days -----	(²)	(²)	-	-	2	1	-	4	-	-	-	-	-	-	-	-	-	-	-	
7 days -----	25	31	-	76	6	60	11	18	20	-	16	19	-	6	92	51	61	-	90	
7 days plus 1 half day -----	(²)	(²)	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
8 days -----	12	20	2	24	24	19	10	-	71	-	6	17	-	-	-	6	3	-	-	
9 days -----	7	17	41	-	24	-	-	-	-	-	-	-	-	-	-	4	3	-	10	
10 days -----	6	15	53	-	37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Over 10 days -----	1	4	4	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nonprofessional employees (except office clerical)																				
All employees -----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays -----	99	100	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	
5 days -----	8	-	-	-	-	39	64	-	100	96	-	-	-	-	-	-	-	-	-	
5 days plus 1 or 2 half days -----	(²)	-	-	-	-	1	-	-	4	-	-	-	-	-	-	-	-	-	-	
6 days -----	44	11	-	-	-	20	44	16	7	-	79	73	100	90	8	37	36	100	-	
6 days plus 2 half days -----	(²)	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
7 days -----	24	33	-	73	8	54	9	20	17	-	15	13	-	10	92	50	56	-	94	
7 days plus 1 half day -----	(²)	(²)	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
8 days -----	12	23	4	27	26	23	6	-	69	-	5	14	-	-	-	8	4	-	-	
9 days -----	6	15	40	-	24	-	-	-	-	-	-	-	-	-	-	5	3	-	6	
10 days -----	5	14	51	-	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Over 10 days -----	1	3	5	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Employees in hospitals providing no paid holidays -----	(²)	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	

¹ Includes data for metropolitan areas in addition to those shown separately.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 14. Nongovernment Hospitals: Paid Vacations

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 15 selected areas, mid-1963)

Vacation policy	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mem-phis	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Registered professional nurses																				
All employees-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
<u>Method of payment</u>																				
Employees in hospitals providing paid vacations-----	99	100	100	100	100	100	99	89	100	100	100	100	100	100	100	100	100	100	100	
Length-of-time payment-----	99	100	100	100	100	100	99	89	100	100	100	99	100	100	100	100	100	100	100	
Percentage payment-----	(³)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
Employees in hospitals providing no paid vacations-----	(³)	-	-	-	-	-	(³)	11	-	-	-	-	-	-	-	-	-	-	-	
<u>Amount of vacation pay²</u>																				
<u>After 1 year of service</u>																				
1 week-----	(³)	(³)	-	-	-	2	(³)	-	-	5	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks-----	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks-----	75	44	54	100	5	49	88	89	22	95	100	92	83	88	67	100	100	100	100	
Over 2 and under 3 weeks-----	1	2	-	-	-	-	1	-	-	-	-	1	2	7	-	-	-	-	-	
3 weeks-----	12	27	46	-	1	36	5	-	42	-	-	4	8	12	27	-	-	-	-	
4 weeks-----	9	22	-	-	90	8	4	-	25	-	-	2	2	-	-	-	-	-	-	
Over 4 weeks-----	1	2	-	-	4	6	1	-	10	-	-	1	5	-	-	-	-	-	-	
<u>After 2 years of service</u>																				
1 week-----	(³)	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks-----	(³)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks-----	65	31	36	44	5	44	81	89	22	100	100	80	74	88	58	7	92	95	100	
Over 2 and under 3 weeks-----	2	2	-	-	-	-	7	-	-	-	-	1	-	8	-	-	-	-	-	
3 weeks-----	21	40	64	56	1	26	4	-	32	-	-	16	17	12	34	93	8	5	-	
Over 3 and under 4 weeks-----	(³)	-	-	-	-	-	-	-	-	-	-	(³)	2	-	-	-	-	-	-	
4 weeks-----	10	24	-	-	90	24	5	-	35	-	-	1	-	-	-	-	-	-	-	
Over 4 weeks-----	2	2	-	-	4	6	2	-	10	-	-	2	7	-	-	-	-	-	-	
<u>After 3 years of service</u>																				
1 week-----	(³)	-	-	-	-	-	(³)	-	-	-	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks-----	(³)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks-----	58	26	33	36	2	30	68	63	22	100	100	71	51	58	58	7	92	95	100	
Over 2 and under 3 weeks-----	2	-	-	-	-	-	11	-	-	-	-	1	-	8	-	-	-	-	-	
3 weeks-----	25	38	67	9	4	40	13	26	32	-	-	25	40	42	34	93	8	5	-	
Over 3 and under 4 weeks-----	1	2	-	56	-	-	-	-	-	-	-	(³)	2	-	-	-	-	-	-	
4 weeks-----	12	31	-	-	90	24	5	-	35	-	-	-	-	-	-	-	-	-	-	
Over 4 weeks-----	2	2	-	-	4	6	2	-	10	-	-	3	7	-	-	-	-	-	-	
<u>After 5 years of service</u>																				
Over 1 and under 2 weeks-----	(³)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks-----	30	17	19	16	2	6	43	13	14	21	66	39	21	34	58	-	31	30	97	
Over 2 and under 3 weeks-----	3	1	-	-	-	6	12	-	-	-	-	1	-	7	-	-	(³)	-	3	
3 weeks-----	45	39	81	20	3	56	35	77	40	79	34	45	52	58	35	7	69	70	100	
Over 3 and under 4 weeks-----	1	3	-	-	-	1	-	-	-	-	-	(³)	2	-	-	-	-	-	-	
4 weeks-----	18	37	-	64	90	25	6	-	35	-	-	12	18	8	-	93	-	-	-	
Over 4 weeks-----	2	2	-	-	4	6	2	-	10	-	-	3	7	-	-	-	-	-	-	

See footnotes at end of table.

Table 14. Nongovernment Hospitals: Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 15 selected areas, mid-1963)

Vacation policy	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mem-phis	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Registered professional nurses—Continued																				
Amount of vacation pay ² —Continued																				
After 10 years of service																				
Over 1 and under 2 weeks	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	12 7	2	-	-	6	21	13	-	-	39	11	15	-	19	-	13	19	10	-	
Over 2 and under 3 weeks	1	-	-	-	1	-	-	-	-	-	1	-	-	7	-	-	-	-	-	
3 weeks	48 37	43	16	4	37	61	77	27	100	61	58	34	87	61	7	42	38	90	-	
Over 3 and under 4 weeks	(³) 1	-	-	-	6	-	-	-	-	-	(³)	-	-	1	-	-	-	-	-	
4 weeks	36 50	54	84	92	41	15	-	63	-	-	26	42	13	12	93	45	43	-	100	
Over 4 weeks	3	3	-	4	10	2	-	10	-	-	3	9	-	-	-	-	-	-	-	
After 20 years of service ⁵																				
Over 1 and under 2 weeks	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	8 4	2	-	-	4	18	13	-	-	39	7	11	-	10	-	5	14	10	-	
Over 2 and under 3 weeks	1	-	-	-	1	-	-	-	-	-	1	-	-	7	-	-	-	-	-	
3 weeks	43 31	35	11	2	36	54	77	12	82	45	51	34	87	48	7	42	26	90	-	
Over 3 and under 4 weeks	(³) 1	-	-	-	6	-	-	-	-	-	(³)	-	-	1	-	-	-	-	-	
4 weeks	44 57	50	89	94	36	20	-	77	18	16	38	46	13	34	93	53	60	-	100	
Over 4 weeks	4	6	14	4	18	7	-	10	-	-	3	9	-	-	-	-	-	-	-	
Professional and technical employees (except registered nurses)																				
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Method of payment																				
Employees in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Length-of-time payment	99	100	100	100	100	100	100	100	100	100	99	100	100	100	100	100	100	100	100	
Percentage payment	(³)	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	
Amount of vacation pay ²																				
After 1 year of service																				
1 week	1	3	-	1	-	10	1	-	-	4	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	77	61	40	99	42	80	94	100	100	96	100	82	62	74	61	94	98	100	100	
Over 2 and under 3 weeks	(³)	-	-	-	-	1	-	-	-	-	1	2	-	-	-	-	-	-	-	
3 weeks	14	22	60	-	9	5	2	-	-	-	15	30	26	39	6	2	-	-	-	
4 weeks	6	13	-	-	43	6	2	-	-	-	3	6	-	-	-	-	-	-	-	
Over 4 weeks	1	1	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
After 3 years of service																				
1 week	(³)	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	70	57	37	73	40	77	77	89	94	100	73	52	68	59	24	96	100	100	100	
Over 2 and under 3 weeks	2	(³)	-	-	1	11	-	-	-	-	1	2	-	2	-	-	-	-	-	
3 weeks	19	26	63	-	10	17	6	11	-	-	23	39	33	39	60	4	-	-	-	
Over 3 and under 4 weeks	(³)	(³)	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
4 weeks	7	15	-	19	43	6	2	-	6	-	2	4	-	-	16	-	-	-	-	
Over 4 weeks	1	1	-	-	6	-	2	-	-	-	2	2	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 14. Nongovernment Hospitals: Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 15 selected areas, mid-1963)

Vacation policy	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Philadelphia	Total ¹	Atlanta	Baltimore	Dallas	Memphis	Total ¹	Chicago	Cincinnati	Cleveland	Minneapolis-St. Paul	Total	Los Angeles-Long Beach	Portland	San Francisco-Oakland
Professional and technical employees (except registered nurses)—Continued																				
<u>Amount of vacation pay</u> ² —Continued																				
<u>After 5 years of service</u>																				
Over 1 and under 2 weeks	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	41	44	26	41	32	55	47	12	83	17	67	37	30	49	59	-	29	27	98	
Over 2 and under 3 weeks	3	1	-	-	1	2	12	-	-	-	12	2	2	-	-	-	3	-	2	
3 weeks	45	36	74	32	17	31	35	88	12	83	33	55	58	51	41	52	68	73	-	
Over 3 and under 4 weeks	(³)	(³)	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
4 weeks	9	17	-	27	43	12	2	-	6	-	-	6	7	-	-	48	-	-	-	
Over 4 weeks	1	1	-	-	6	-	2	-	-	-	-	2	2	-	-	-	-	-	-	
<u>After 10 years of service</u>																				
Over 1 and under 2 weeks	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	16	13	1	-	-	26	25	12	18	-	35	13	22	18	19	-	15	15	8	
Over 2 and under 3 weeks	1	(³)	-	-	1	-	1	-	-	-	-	1	2	-	-	-	3	-	-	
3 weeks	56	52	41	51	42	48	63	88	71	100	65	63	35	77	73	37	46	53	92	
Over 3 and under 4 weeks	1	2	-	-	-	2	-	-	-	-	-	(³)	-	-	-	-	-	-	-	
4 weeks	25	30	54	49	51	24	9	-	11	-	-	21	38	5	2	63	36	32	63	
Over 4 weeks	2	2	3	-	6	-	2	-	-	-	-	2	2	-	-	-	-	-	-	
<u>After 15 years of service</u>																				
Over 1 and under 2 weeks	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	11	8	1	-	-	14	22	12	18	-	35	8	15	18	15	-	15	15	8	
Over 2 and under 3 weeks	(³)	-	-	-	-	-	1	-	-	-	-	1	2	-	-	-	-	-	-	
3 weeks	53	48	38	26	32	55	57	88	71	82	44	62	42	77	44	37	41	34	92	
Over 3 and under 4 weeks	1	1	-	-	1	7	-	-	-	-	-	(³)	-	2	-	-	-	-	-	
4 weeks	32	38	58	74	61	24	17	-	11	18	21	28	38	5	39	63	45	51	74	
Over 4 weeks	2	3	3	-	6	-	1	-	-	-	-	2	2	-	-	-	-	-	-	
<u>After 20 years of service</u> ⁵																				
Over 1 and under 2 weeks	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks	10	8	1	-	-	14	22	12	18	-	35	8	15	18	15	-	7	9	8	
Over 2 and under 3 weeks	(³)	-	-	-	-	-	1	-	-	-	-	1	2	-	-	-	-	-	-	
3 weeks	49	43	32	25	28	42	52	88	20	82	39	55	34	70	44	37	48	40	92	
Over 3 and under 4 weeks	(³)	1	-	-	1	2	-	-	-	-	-	(³)	-	2	-	-	-	-	-	
4 weeks	36	40	34	75	66	42	21	-	62	18	27	35	46	12	39	63	45	51	74	
Over 4 weeks	4	7	33	-	6	-	4	-	-	-	-	2	2	-	-	-	-	-	-	
Office clerical employees																				
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
<u>Method of payment</u>																				
Employees in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Length-of-time payment	99	100	100	100	100	100	100	100	100	100	100	98	100	100	100	100	100	100	100	
Percentage payment	1	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 14. Nongovernment Hospitals: Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 15 selected areas, mid-1963)

Vacation policy	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mern-phis	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Office clerical employees—Continued																				
<u>Amount of vacation pay²</u>																				
<u>After 1 year of service</u>																				
1 week -----	3	5	-	8	-	14	1	-	-	3	-	2	-	-	-	-	-	-	-	
Over 1 and under 2 weeks -----	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	96	93	100	92	97	86	99	100	100	97	100	95	92	100	100	100	100	100	100	
Over 2 and under 3 weeks -----	(³)	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-	-	-	
3 weeks -----	1	1	-	-	3	-	-	-	-	-	-	1	6	-	-	-	-	-	-	
4 weeks -----	(³)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
<u>After 3 years of service</u>																				
1 week -----	(³) 1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks -----	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	94	96	98	100	92	99	84	84	95	100	100	96	87	100	98	88	97	100	100	
Over 2 and under 3 weeks -----	(³) 3	(³)	-	-	2	11	-	-	-	-	-	1	2	-	2	-	-	-	-	
3 weeks -----	3	2	2	-	6	1	4	16	-	-	-	3	10	-	12	-	3	-	-	
4 weeks -----	(³)	-	-	-	-	1	-	5	-	-	-	-	-	-	-	-	-	-	-	
Over 4 weeks -----	(³)	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	
<u>After 5 years of service</u>																				
Over 1 and under 2 weeks -----	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	66	81	90	75	73	80	57	14	77	9	100	66	67	90	98	49	35	31	97	
Over 2 and under 3 weeks -----	4	2	-	-	4	2	13	-	-	-	-	1	2	-	-	-	3	-	3	
3 weeks -----	29	17	10	25	23	18	30	86	18	91	-	31	26	10	2	47	62	69	100	
Over 3 and under 4 weeks -----	(³)	(³)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
4 weeks -----	(³)	-	-	-	-	1	-	5	-	-	-	1	4	-	-	4	-	-	-	
Over 4 weeks -----	(³)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
<u>After 10 years of service</u>																				
Over 1 and under 2 weeks -----	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	25	29	9	-	18	38	28	14	17	-	66	20	19	21	45	9	17	21	10	
Over 2 and under 3 weeks -----	1	2	-	-	2	1	1	-	-	-	-	1	2	-	-	-	3	-	-	
3 weeks -----	63	63	91	84	75	49	64	86	72	100	34	68	65	73	53	82	51	50	90	
Over 3 and under 4 weeks -----	(³)	(³)	-	-	-	2	2	-	-	-	-	(³)	-	-	2	-	-	-	-	
4 weeks -----	10	5	-	16	5	11	6	-	11	-	-	10	14	6	9	29	29	29	46	
Over 4 weeks -----	(³)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
<u>After 15 years of service</u>																				
Over 1 and under 2 weeks -----	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	15	14	2	-	-	21	24	14	17	-	66	10	11	21	18	-	15	21	10	
Over 2 and under 3 weeks -----	(³)	-	-	-	-	1	1	-	-	-	-	1	2	-	-	-	-	-	-	
3 weeks -----	64	65	98	67	67	66	57	86	72	77	16	74	73	73	80	84	45	31	90	
Over 3 and under 4 weeks -----	1	3	-	-	2	2	-	-	-	-	-	(³)	-	-	2	-	-	-	-	
4 weeks -----	19	17	-	33	31	11	18	-	11	23	18	14	14	6	16	39	48	-	69	
Over 4 weeks -----	(³)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
<u>After 20 years of service⁵</u>																				
Over 1 and under 2 weeks -----	(³) 1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	14	12	2	-	-	21	24	14	17	-	66	10	11	21	18	-	9	15	10	
Over 2 and under 3 weeks -----	(³)	-	-	-	-	1	1	-	-	-	-	1	2	-	-	-	-	-	-	
3 weeks -----	56	55	51	59	57	46	49	86	12	77	5	64	53	66	80	78	52	37	90	
Over 3 and under 4 weeks -----	(³)	1	-	-	2	2	-	-	-	-	-	(³)	-	-	-	-	-	-	-	
4 weeks -----	28	30	47	41	41	31	23	-	71	23	29	24	33	13	22	39	48	-	69	
Over 4 weeks -----	2	1	-	-	-	-	4	-	-	-	-	1	-	-	-	-	-	-	-	

See footnotes at end of table.

Table 14. Nongovernment Hospitals: Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 15 selected areas, mid-1963)

Vacation policy	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mem-phs	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Nonprofessional employees (except office clerical)																				
All employees-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>																				
Employees in hospitals providing paid vacations-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Length-of-time payment-----	99	100	100	100	100	100	100	100	100	100	100	98	100	100	100	100	100	100	100	100
Percentage payment-----	1	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-
<u>Amount of vacation pay²</u>																				
<u>After 1 year of service</u>																				
1 week-----	7	12	-	6	-	37	7	27	-	6	-	4	-	16	19	-	-	-	-	-
Over 1 and under 2 weeks-----	(3)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	92	86	100	94	100	63	93	73	100	94	100	93	96	84	81	100	100	100	100	100
Over 2 and under 3 weeks-----	(3)	-	-	-	-	-	-	-	-	-	-	1	4	-	-	-	-	-	-	-
3 weeks-----	(3)	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks-----	(3)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
<u>After 3 years of service</u>																				
1 week-----	3	5	-	-	-	9	5	27	-	-	-	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks-----	(3)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	92	91	95	100	95	90	83	57	100	100	100	96	93	100	96	100	98	100	100	100
Over 2 and under 3 weeks-----	3	1	-	-	2	-	9	-	-	-	-	2	4	-	4	-	-	-	-	-
3 weeks-----	2	2	5	-	3	1	3	16	-	-	-	1	3	-	-	-	2	-	-	-
Over 4 weeks-----	(3)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
<u>After 5 years of service</u>																				
1 week-----	(3)	1	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks-----	(3)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	65	80	85	71	80	78	63	39	86	22	100	64	70	88	96	92	34	32	94	-
Over 2 and under 3 weeks-----	4	2	-	-	4	3	12	-	-	-	-	1	4	-	-	-	3	-	6	-
3 weeks-----	29	16	15	29	16	14	25	61	14	78	-	32	23	12	4	8	63	68	-	100
Over 3 and under 4 weeks-----	3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4 weeks-----	(3)	-	-	-	-	-	-	-	-	-	-	1	3	-	-	-	-	-	-	-
Over 4 weeks-----	(3)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
<u>After 10 years of service</u>																				
1 week-----	(3)	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks-----	(3)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 weeks-----	27	32	15	-	14	43	35	39	25	-	71	20	25	31	43	-	16	21	13	-
Over 2 and under 3 weeks-----	2	2	-	-	2	-	1	-	-	-	-	1	4	-	-	-	3	-	-	-
3 weeks-----	61	62	85	82	82	46	58	61	67	100	29	67	61	61	53	100	47	45	87	50
Over 3 and under 4 weeks-----	1	(3)	-	-	-	3	2	-	-	-	-	(3)	-	-	4	-	-	-	-	-
4 weeks-----	9	2	-	18	2	6	3	-	8	-	-	10	10	8	-	-	34	34	-	50
Over 4 weeks-----	(3)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 14. Nongovernment Hospitals: Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service. United States, regions, and 15 selected areas, mid-1963)

Vacation policy	United States	Northeast					South					North Central					West			
		Total ¹	Boston	Buffalo	New York City	Phila-delphia	Total ¹	Atlanta	Balti-more	Dallas	Mem-phis	Total ¹	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ¹	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Nonprofessional employees (except office clerical)—Continued																				
Amount of vacation pay ² —Continued																				
After 15 years of service																				
1 week -----	(³)	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks -----	(³)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	18	18	10	-	-	26	30	39	25	-	71	12	13	31	18	-	15	21	13	
Over 2 and under 3 weeks -----	1	-	-	-	-	1	-	-	-	-	-	1	4	-	-	-	-	-	-	
3 weeks -----	61	64	90	59	78	64	52	61	67	79	8	71	73	61	78	100	42	27	87	
Over 3 and under 4 weeks -----	1	3	-	-	2	3	-	-	-	-	-	(³)	-	-	4	-	-	-	-	
4 weeks -----	18	13	-	41	19	6	17	-	8	21	21	14	10	8	-	-	43	51	-	
Over 4 weeks -----	(³)	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
After 20 years of service ⁵																				
1 week -----	(³)	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks -----	(³)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2 weeks -----	18	18	10	-	-	26	30	39	25	-	71	12	13	31	18	-	10	17	13	
Over 2 and under 3 weeks -----	1	-	-	-	-	1	-	-	-	-	-	1	4	-	-	-	-	-	-	
3 weeks -----	54	54	54	53	69	42	48	61	23	79	4	62	57	52	78	100	45	32	87	
Over 3 and under 4 weeks -----	(³)	1	-	-	2	3	-	-	-	-	-	(³)	-	-	4	-	-	-	-	
4 weeks -----	25	24	36	47	29	28	17	-	53	21	26	23	26	17	-	-	45	51	-	
Over 4 weeks -----	2	1	-	-	-	-	4	-	-	-	-	1	-	-	-	-	-	-	-	

¹ Includes data for metropolitan areas in addition to those shown separately.

² Percentage vacation payments were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual hospital provisions for progressions. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.

³ Less than 0.5 percent.

⁴ All of these employees were eligible for 4 weeks of vacation pay after 4 years of service.

⁵ Vacation provisions were virtually the same after longer periods of service.

⁶ 58 percent of the employees were eligible for 3 weeks of vacation pay after 2 years of service.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 15. Nongovernment Hospitals: Health, Insurance, and Pension Plans

(Percent of employees in selected occupational categories in metropolitan area hospitals with specified health, insurance, and pension plans,¹ United States, regions, and 15 selected areas, mid-1963)

Type of plan	United States	Northeast					South					North Central					West			
		Total ²	Boston	Buffalo	New York City	Phila-del-phia	Total ²	Atlanta	Balti-more	Dallas	Mem-phis	Total ²	Chicago	Cincin-nati	Cleve-land	Minne-apolis-St. Paul	Total ²	Los Angeles-Long Beach	Port-land	San Fran-cisco-Oakland
Registered professional nurses																				
All employees.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Employees in hospitals providing:																				
Life insurance.....	44	41	9	100	69	39	47	89	38	68	75	46	28	45	94	17	45	44	49	69
Accidental death and dis-memberment insurance.....	25	18	9	3	29	13	20	56	11	27	-	29	19	11	68	-	36	36	12	59
Sickness and accident insur-ance or sick leave or both ³	98	99	100	100	100	100	93	100	100	100	100	100	100	100	100	100	100	100	100	100
Sickness and accident insurance.....	12	19	2	7	8	-	4	-	-	5	-	8	11	-	-	7	15	22	37	10
Sick leave (full pay, no waiting period).....	91	98	100	100	98	97	81	100	100	100	47	87	87	64	99	100	92	100	14	91
Sick leave (partial pay or waiting period).....	8	1	-	-	2	3	12	-	-	-	53	13	13	36	1	-	8	-	86	9
Hospitalization.....	87	87	94	84	97	88	86	84	84	86	89	84	95	84	71	60	93	95	100	100
Insurance.....	21	22	9	11	61	1	17	-	-	5	-	5	2	-	7	21	53	50	6	88
Care provided outside of insurance.....	42	44	45	72	18	79	44	41	84	81	89	59	67	73	50	29	10	2	27	-
Combination of insurance and care provided outside of insurance.....	23	22	39	-	18	7	25	43	-	-	-	20	26	11	14	30	43	66	12	
Surgical.....	49	38	47	11	68	29	43	43	59	23	53	44	33	-	39	38	86	89	100	100
Insurance.....	23	18	20	11	43	-	27	-	-	5	-	9	9	-	12	31	52	51	6	88
Care provided outside of insurance.....	16	16	27	-	21	25	11	-	59	18	53	24	21	-	22	7	10	2	27	-
Combination of insurance and care provided outside of insurance.....	10	4	-	-	4	4	5	43	-	-	-	12	3	-	6	-	25	36	66	12
Medical.....	51	39	47	11	75	48	38	-	84	5	-	51	35	8	39	38	88	85	100	100
Insurance.....	18	9	20	11	21	-	20	-	-	5	-	8	9	-	12	31	51	49	6	88
Care provided outside of insurance.....	23	27	27	-	50	43	13	-	84	-	-	33	22	8	22	7	10	2	27	-
Combination of insurance and care provided outside of insurance.....	9	3	-	-	4	4	5	-	-	-	-	10	3	-	6	-	27	33	66	12
Catastrophe insurance.....	8	6	8	-	10	-	12	-	-	5	-	3	8	4	-	7	17	16	-	10
Retirement pension or social security or both.....	93	97	100	100	89	100	88	100	100	100	100	97	100	100	100	86	100	100	88	
Retirement pension (other than social security).....	5	7	-	13	2	-	8	-	-	-	-	2	-	-	4	-	6	-	-	-
Social security.....	47	42	43	34	27	59	55	57	37	-	11	44	53	36	16	15	52	53	72	80
Combination of retirement pension and social security.....	42	48	57	53	59	41	26	43	63	100	89	52	47	64	80	85	28	47	28	8
No health, insurance, or pension plans.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 15. Nongovernment Hospitals: Health, Insurance, and Pension Plans—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with specified health, insurance, and pension plans,¹ United States, regions, and 15 selected areas, mid-1963)

Type of plan	United States	Northeast					South					North Central					West			
		Total ²	Boston	Buffalo	New York City	Philadelphia	Total ²	Atlanta	Baltimore	Dallas	Memphis	Total ²	Chicago	Cincinnati	Cleveland	Minneapolis-St. Paul	Total ²	Los Angeles-Long Beach	Portland	San Francisco-Oakland
Professional and technical employees (except registered nurses)																				
All employees.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:																				
Life insurance.....	48	46	5	100	71	50	49	89	57	68	73	49	29	53	94	27	45	42	57	64
Accidental death and dis- memberment insurance.....	23	18	5	4	25	15	22	48	17	21	-	26	19	8	75	9	31	31	15	58
Sickness and accident insur- ance or sick leave or both ³	98	99	100	100	100	98	92	100	100	100	100	99	99	100	100	100	100	100	100	100
Sickness and accident insurance.....	12	16	1	1	7	-	4	-	-	4	-	10	13	-	-	27	12	22	42	6
Sick leave (full pay, no waiting period).....	89	97	100	100	98	95	80	100	100	100	44	82	87	73	98	100	93	100	17	96
Sick leave (partial pay or waiting period).....	9	2	-	-	2	2	13	-	-	-	56	17	12	27	2	-	7	-	83	4
Hospitalization.....	86	88	96	77	98	85	87	97	84	86	94	79	94	83	59	92	92	96	100	100
Insurance.....	21	24	7	8	67	1	16	11	-	4	-	7	2	-	6	82	50	49	9	86
Care provided outside of insurance.....	44	45	56	69	22	75	52	57	84	82	94	53	70	74	45	-	10	(⁴)	21	-
Combination of insurance and care provided outside of insurance.....	21	19	32	-	8	8	19	29	-	-	-	19	22	8	9	10	32	46	70	14
Surgical.....	46	38	55	8	63	23	41	40	41	22	56	46	37	-	31	92	82	89	100	100
Insurance.....	19	15	12	8	32	-	23	11	-	4	-	10	7	-	9	92	47	48	9	86
Care provided outside of insurance.....	18	19	43	-	29	20	12	-	41	18	56	24	27	-	20	-	10	(⁴)	21	-
Combination of insurance and care provided outside of insurance.....	9	4	-	-	2	3	6	29	-	-	-	12	2	-	3	-	25	40	70	14
Medical.....	51	45	55	8	76	52	39	-	84	4	-	50	39	6	31	92	86	84	100	100
Insurance.....	16	9	12	8	20	-	19	-	-	4	-	10	7	-	9	92	46	47	9	86
Care provided outside of insurance.....	26	33	43	-	56	49	16	-	84	-	-	31	30	6	20	-	10	(⁴)	21	-
Combination of insurance and care provided outside of insurance.....	8	3	-	-	-	3	4	-	-	-	-	10	2	-	3	-	30	37	70	14
Catastrophe insurance.....	8	6	8	-	17	-	12	-	-	4	-	3	7	5	-	14	18	17	-	6
Retirement pension or social security or both.....	94	96	100	100	87	100	90	100	100	100	100	97	100	100	100	100	84	100	100	85
Retirement pension (other than social security).....	6	6	-	10	4	-	9	-	-	-	-	3	-	-	4	-	7	-	-	-
Social security.....	44	39	35	34	22	53	49	71	22	-	6	47	49	29	16	57	48	43	70	76
Combination of retirement pension and social security.....	44	52	65	56	60	47	32	29	78	100	94	47	51	71	80	43	30	57	30	9
No health, insurance, or pension plans.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 15. Nongovernment Hospitals: Health, Insurance, and Pension Plans—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with specified health, insurance, and pension plans,¹ United States, regions, and 15 selected areas, mid-1963)

Type of plan	United States	Northeast					South					North Central					West			
		Total ²	Boston	Buffalo	New York City	Philadelphia	Total ²	Atlanta	Baltimore	Dallas	Memphis	Total ²	Chicago	Cincinnati	Cleveland	Minneapolis-St. Paul	Total ²	Los Angeles-Long Beach	Portland	San Francisco-Oakland
Office clerical employees																				
All employees.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:																				
Life insurance.....	46	45	6	100	71	44	48	84	49	65	76	49	34	59	95	36	43	39	54	67
Accidental death and dis- memberment insurance.....	23	19	6	4	27	16	20	51	7	12	-	28	27	9	66	16	31	29	20	63
Sickness and accident insur- ance or sick leave or both ³	98	99	100	100	100	97	94	100	100	100	100	100	100	100	100	100	100	100	100	100
Sickness and accident insurance.....	12	18	2	8	10	-	2	-	-	3	-	10	13	-	-	36	11	19	34	4
Sick leave (full pay, no waiting period).....	91	97	100	100	99	95	82	100	100	100	47	87	86	73	100	100	92	100	23	88
Sick leave (partial pay or waiting period).....	8	2	-	-	1	2	13	-	-	-	53	13	14	27	-	-	8	-	77	12
Hospitalization.....	88	87	95	78	97	83	88	96	88	88	95	87	94	87	73	100	91	91	100	100
Insurance.....	19	24	8	14	64	2	14	16	-	3	-	6	1	-	8	86	47	43	14	85
Care provided outside of insurance.....	46	46	51	64	24	75	51	33	88	85	95	58	71	78	51	-	11	3	21	-
Combination of insurance and care provided outside of insurance.....	22	17	37	-	9	6	23	47	-	-	-	24	21	9	13	14	33	45	65	15
Surgical.....	49	39	52	14	62	22	45	63	48	26	53	48	39	-	32	100	82	83	100	100
Insurance.....	19	15	11	14	30	-	25	16	-	3	-	9	5	-	12	100	45	43	14	85
Care provided outside of insurance.....	19	21	41	-	30	19	15	-	48	23	53	22	29	-	15	-	11	3	21	-
Combination of insurance and care provided outside of insurance.....	10	3	-	-	2	4	5	47	-	-	-	16	5	-	44	-	27	37	65	15
Medical.....	53	44	52	14	72	48	44	-	88	3	-	57	41	5	32	100	85	79	100	100
Insurance.....	15	8	11	14	18	-	19	-	-	3	-	8	5	-	12	100	45	43	14	85
Care provided outside of insurance.....	28	33	41	-	55	44	19	-	88	-	-	34	31	5	15	-	11	3	21	-
Combination of insurance and care provided outside of insurance.....	10	3	-	-	-	4	5	-	-	-	-	14	5	-	4	-	29	34	65	15
Catastrophe insurance.....	7	6	14	-	13	-	12	-	-	3	-	4	9	6	-	14	12	12	-	4
Retirement pension or social security or both.....	94	96	100	100	87	100	91	100	100	100	100	98	100	100	100	100	85	100	100	86
Retirement pension (other than social security).....	5	6	-	10	4	-	8	-	-	-	-	3	-	-	4	-	4	-	-	-
Social security.....	44	40	41	35	25	53	49	53	27	-	5	41	45	27	16	55	52	52	63	76
Combination of retirement pension and social security.....	45	49	59	55	57	47	34	47	73	100	95	54	55	73	80	45	28	48	37	10
No health, insurance, or pension plans.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table 15. Nongovernment Hospitals: Health, Insurance, and Pension Plans—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with specified health, insurance, and pension plans,¹ United States, regions, and 15 selected areas, mid-1963)

Type of plan	United States	Northeast					South					North Central					West			
		Total ²	Boston	Buffalo	New York City	Philadelphia	Total ²	Atlanta	Baltimore	Dallas	Memphis	Total ²	Chicago	Cincinnati	Cleveland	Minneapolis-St. Paul	Total ²	Los Angeles-Long Beach	Portland	San Francisco-Oakland
Nonprofessional employees (except office clerical)																				
All employees.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:																				
Life insurance.....	47	44	11	100	66	39	46	47	41	69	75	51	26	50	94	86	43	39	39	74
Accidental death and dis- memberment insurance.....	24	19	11	5	25	14	21	20	15	28	-	28	17	10	75	9	33	31	10	68
Sickness and accident insur- ance or sick leave or both ³	98	99	100	100	100	97	92	88	100	100	100	99	100	93	100	100	100	100	100	100
Sickness and accident insurance.....	13	20	4	6	11	-	4	-	-	6	-	12	11	-	-	86	12	19	29	4
Sick leave (full pay, no waiting period).....	88	96	100	100	99	93	79	88	100	100	26	85	86	57	96	100	92	100	19	88
Sick leave (partial pay or waiting period).....	9	3	-	-	1	3	13	-	-	-	74	15	14	36	4	-	8	-	81	12
Hospitalization.....	87	88	95	83	96	86	86	96	85	91	44	86	96	89	71	100	90	93	100	100
Insurance.....	20	24	10	11	58	1	15	28	-	6	-	7	3	-	8	85	50	49	4	84
Care provided outside of insurance.....	46	46	49	72	25	78	46	43	85	85	44	59	71	79	50	-	13	3	28	-
Combination of insurance and care provided outside of insurance.....	21	18	36	-	13	7	25	26	-	-	-	21	22	10	13	15	27	41	63	16
Surgical.....	47	39	46	11	65	26	43	53	58	27	21	46	30	-	33	100	83	87	100	100
Insurance.....	21	18	17	11	37	-	28	28	-	6	-	11	7	-	13	100	47	19	4	84
Care provided outside of insurance.....	17	18	29	-	27	21	11	-	58	21	21	22	20	-	16	-	13	3	28	-
Combination of insurance and care provided outside of insurance.....	9	3	-	-	2	4	4	26	-	-	-	14	3	-	5	-	23	34	68	16
Medical.....	49	40	46	11	68	46	36	-	85	6	-	53	34	4	33	100	83	82	100	100
Insurance.....	16	8	17	11	20	-	18	-	-	6	-	9	7	-	13	100	47	49	4	84
Care provided outside of insurance.....	25	29	29	-	48	42	13	-	85	-	-	33	24	4	16	-	13	3	28	-
Combination of insurance and care provided outside of insurance.....	8	2	-	-	-	4	5	-	-	-	-	11	3	-	5	-	24	29	68	16
Catastrophe insurance.....	6	4	8	-	6	-	11	-	-	6	-	3	7	8	-	15	14	16	-	6
Retirement pension or social security or both.....	93	95	100	100	84	100	91	100	100	100	100	96	100	100	100	100	84	100	100	85
Retirement pension (other than social security).....	6	6	-	11	4	-	10	-	-	-	-	3	-	-	3	-	5	-	-	-
Social security.....	47	43	44	37	29	58	54	88	35	-	4	44	56	34	21	63	51	55	71	75
Combination of retirement pension and social security.....	41	46	56	53	51	42	28	12	65	100	96	49	44	66	76	37	28	45	29	10
No health, insurance, or pension plans.....	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes only those plans for which at least part of the cost is borne by the employer.

² Includes data for metropolitan areas in addition to those shown separately.

³ Unduplicated total of employees receiving sick leave or sickness and accident insurance shown separately.

⁴ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 16. Government Hospitals (Non-Federal): Occupational Averages—United States and Regions

(Number and average straight-time weekly hours and earnings or average hourly earnings of employees in selected occupations in metropolitan areas, mid-1963)

Occupation and sex	United States			Northeast			South			North Central			West		
	Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)		Number of employees	Average (mean)	
		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹		Weekly hours ¹	Weekly earnings ¹
Registered professional nurses															
Directors of nurses (216 women and 3 men).....	219	40.0	\$163.00	47	40.0	\$164.50	72	40.0	\$154.50	52	40.5	\$158.00	48	40.0	\$180.00
Supervisors of nurses (1,990 women and 9 men).....	1,999	40.0	117.00	683	40.0	125.50	660	40.0	101.50	363	39.5	118.00	293	40.0	130.50
Head nurses (4,567 women and 14 men).....	4,581	40.0	105.00	1,518	40.0	110.50	1,319	40.0	87.50	827	39.5	107.00	917	40.0	118.50
General duty nurses (15,501 women and 41 men).....	15,542	40.0	90.50	2,902	40.0	92.50	4,401	40.0	77.50	3,362	40.0	93.50	4,877	40.0	98.50
Nursing instructors (828 women and 4 men).....	832	40.0	108.00	182	40.0	109.50	342	40.0	92.50	251	39.5	116.00	-	-	-
Other professional and technical occupations															
X-ray technicians, chief.....	199	39.5	120.00	39	37.0	115.00	66	40.0	115.50	41	40.0	120.50	53	40.0	130.00
Women.....	47	40.0	109.00	9	40.0	107.50	23	40.0	98.00	6	40.0	133.50	9	40.0	122.00
Men.....	152	39.0	123.50	30	36.5	117.50	43	40.0	125.00	35	40.0	118.00	44	40.0	131.50
X-ray technicians.....	1,565	39.0	86.50	409	37.0	87.00	465	40.0	77.00	351	39.5	89.50	340	40.0	95.50
Women.....	967	39.0	83.50	234	37.5	83.50	307	40.0	73.50	214	39.5	87.00	212	40.0	94.50
Men.....	598	39.0	91.00	175	37.0	92.00	158	40.0	83.50	137	39.0	93.50	128	40.0	96.00
Medical technologists.....	2,674	39.5	101.00	485	38.0	95.50	874	40.0	92.50	725	39.0	101.50	590	40.0	118.00
Women.....	1,950	39.5	100.00	317	38.5	92.50	649	40.0	91.00	591	39.5	102.50	393	40.0	116.00
Men.....	724	39.0	104.00	168	37.0	100.00	225	40.0	95.50	134	38.5	96.00	197	40.0	122.00
Medical record librarians (219 women and 4 men).....	223	39.5	115.00	40	38.0	113.50	64	40.0	106.50	56	39.5	117.00	63	40.0	122.00
Medical social workers (598 women and 29 men).....	627	38.0	118.50	238	36.0	119.00	143	39.5	105.00	146	39.0	124.50	100	40.0	126.50
Physical therapists.....	416	39.0	106.50	128	36.5	104.50	95	39.5	101.00	99	39.5	105.00	94	40.0	115.50
Women.....	306	39.5	106.50	60	37.5	105.50	76	39.5	99.50	85	39.5	106.50	85	40.0	114.00
Men.....	110	37.5	105.00	68	36.0	103.50	19	40.0	105.50	14	40.0	97.50	9	40.0	129.50
Dietitians (all women).....	716	38.5	103.50	200	36.5	100.00	159	40.0	97.00	188	39.0	107.50	169	40.0	110.00
Office clerical occupations															
Clerks, payroll (197 women and 7 men).....	204	39.5	78.00	55	38.0	76.50	61	40.0	73.50	43	39.5	81.50	45	40.0	83.00
Stenographers, technical (all women).....	859	38.5	81.00	287	36.5	76.00	226	40.0	73.50	200	38.5	89.00	146	40.0	92.50
Switchboard operators (1,225 women and 1 man).....	1,226	39.0	68.50	321	36.5	77.50	434	40.5	54.50	221	39.5	71.50	250	40.0	79.50
Switchboard operator-receptionists (all women).....	160	40.0	61.00	38	39.5	61.00	-	-	-	60	40.0	60.00	36	40.0	71.50
Transcribing-machine operators, technical (1,220 women and 11 men).....	1,231	39.5	72.00	136	36.5	72.50	407	41.0	61.50	424	39.5	73.50	264	40.0	86.00
Other nonprofessional occupations															
Housekeepers, chief.....	210	40.0	105.00	46	40.0	99.00	67	40.5	95.50	50	39.0	111.00	47	40.0	118.00
Women.....	152	40.5	100.00	43	40.0	96.00	37	40.0	88.50	41	40.0	106.00	31	40.0	111.00
Men.....	58	40.0	119.00	-	-	-	30	41.5	104.50	9	35.5	133.50	16	40.0	132.50
Nursing aids.....	31,328	40.0	62.50	10,018	40.0	76.50	8,779	40.5	41.00	6,692	39.5	63.50	5,839	40.0	70.50
Women.....	24,289	40.0	62.00	7,478	40.0	76.50	6,914	40.0	40.00	5,140	39.5	62.50	4,757	40.0	71.00
Men.....	7,039	40.0	64.50	2,540	40.0	76.50	1,865	40.5	44.50	1,552	39.5	66.50	1,082	40.0	69.00
Practical nurses.....	14,369	40.0	69.00	3,021	40.0	82.50	5,521	40.0	53.00	2,915	39.5	75.00	2,912	40.0	80.50
Women.....	14,034	40.0	68.00	2,964	40.0	83.50	5,457	40.0	53.00	2,772	39.5	74.50	2,841	40.0	76.00
Men.....	335	39.5	77.50	57	40.0	83.00	64	40.0	59.00	143	38.5	81.00	71	40.0	82.00
Licensed.....	13,933	40.0	69.00	2,990	40.0	83.00	5,408	40.0	53.50	2,803	39.5	74.50	2,732	40.0	80.50
Women.....	13,677	40.0	69.00	2,936	40.0	83.00	5,358	40.0	53.00	2,703	39.5	74.50	2,680	40.0	80.50
Men.....	256	39.0	78.00	54	40.0	84.00	50	40.0	62.50	-	-	-	52	40.0	83.50
Unlicensed (357 women and 79 men).....	436	40.0	68.50	-	-	-	113	40.0	42.50	112	40.0	78.00	180	40.0	80.00

See footnote at end of table.

Table 16. Government Hospitals (Non-Federal): Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of employees in selected occupations in metropolitan areas, mid-1963)

Occupation and sex	United States		Northeast		South		North Central		West	
	Number of employees	Average (mean) hourly earnings ²	Number of employees	Average (mean) hourly earnings ²	Number of employees	Average (mean) hourly earnings ²	Number of employees	Average (mean) hourly earnings ²	Number of employees	Average (mean) hourly earnings ²
<u>Other nonprofessional occupations—Continued</u>										
Dishwashers, machine	656	\$ 1.32	107	\$ 1.62	259	\$ 0.91	100	\$ 1.49	190	\$ 1.61
Women	97	1.18	-	-	39	.83	27	1.40	27	1.45
Men	559	1.34	103	1.63	220	.93	73	1.53	163	1.63
Electricians, maintenance (all men)	236	3.01	31	3.02	107	2.28	48	3.70	50	3.90
Engineers, stationary (all men)	587	3.14	144	3.56	156	2.41	103	3.63	184	3.17
Finishers, flatwork, machine (1,520 women and 96 men)	1,616	1.32	182	1.63	611	.90	455	1.53	368	1.61
Kitchen helpers	8,606	1.52	2,849	1.86	2,112	.90	2,220	1.56	1,425	1.68
Women	6,290	1.49	1,960	1.86	1,599	.90	1,875	1.55	856	1.63
Men	2,316	1.58	889	1.84	513	.91	345	1.63	569	1.75
Maids and porters	14,506	1.53	4,567	1.83	4,353	.92	3,188	1.68	2,398	1.85
Women	8,285	1.50	2,881	1.84	2,515	.89	1,795	1.65	1,094	1.73
Men	6,221	1.57	1,686	1.81	1,838	.96	1,393	1.73	1,304	1.95
Washers, machine (26 women and 352 men)	378	1.61	75	1.65	126	1.15	83	1.82	94	2.00

¹ Standard hours reflect the workweek for which employees receive their regular straight-time salaries, and earnings correspond to these weekly hours. Extra pay for work on late shifts is excluded from the earnings information, as is the value of room, board, or other perquisites provided in addition to cash payments. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 17. Government Hospitals (Non-Federal): Occupational Averages—By Size of Area

(Number and average straight-time weekly or hourly earnings of employees in selected occupations in metropolitan areas by size of area, United States and regions, mid-1963)

Sex and occupation	United States				Northeast	South	North Central	West	
	Metropolitan areas with population of—								
	Under 1 million		1 million and over		1 million and over	Under 1 million	1 million and over	1 million and over	1 million and over
	Number of employees	Average (mean) weekly earnings ¹	Number of employees	Average (mean) weekly earnings ¹	Average (mean) weekly earnings ¹				
<u>Registered professional nurses</u>									
<u>Women</u>									
Directors of nursing	114	\$154.00	102	\$171.50	\$180.50	\$149.00	\$170.00	\$156.50	\$180.00
Supervisors of nurses	886	104.50	1,104	126.50	129.50	98.00	113.50	121.00	133.50
Head nurses	1,878	93.00	2,689	113.50	114.00	85.50	96.50	109.50	122.00
General duty nurses	7,311	82.50	8,190	97.00	97.00	76.00	86.00	94.00	102.00
Nursing instructors	458	96.00	370	122.50	115.00	91.50	99.50	120.50	-
<u>Other professional and technical occupations</u>									
<u>Women</u>									
X-ray technicians	461	77.50	506	89.00	86.50	72.50	77.50	90.00	97.50
Medical technologists	918	93.00	1,032	106.00	95.00	89.50	95.50	107.00	124.00
Medical record librarians	102	111.50	117	117.00	119.50	106.50	105.50	117.00	118.00
Medical social workers	170	108.00	428	123.00	120.50	102.50	111.50	123.50	144.00
Physical therapists	141	104.00	165	108.50	106.00	101.00	92.00	103.00	119.00
Dietitians	287	100.00	429	106.00	101.50	96.50	98.00	111.00	111.00
<u>Men</u>									
X-ray technicians	214	83.50	334	95.00	93.00	81.50	89.50	96.50	100.50
Medical technologists	299	93.50	425	111.50	102.50	92.00	105.00	99.50	125.50
<u>Office clerical occupations</u>									
<u>Women</u>									
Clerks, payroll	110	76.00	87	80.50	80.50	74.00	68.50	84.00	80.00
Stenographers, technical	333	72.00	526	87.00	80.00	69.50	82.00	91.00	100.50
Switchboard operators	545	58.50	680	77.00	80.50	52.50	62.00	73.50	82.50
Switchboard operator-receptionists	98	55.00	62	70.50	64.00	-	-	79.50	71.00
Transcribing-machine operators, technical	631	66.00	589	79.00	75.00	59.50	69.00	78.50	87.50
<u>Other nonprofessional occupations</u>									
<u>Women</u>									
Nursing aids	10,231	48.00	14,058	72.50	79.50	39.00	45.00	68.00	74.50
Practical nurses	6,038	55.00	7,996	79.50	85.00	49.50	67.50	75.50	82.50
Licensed	5,912	55.50	7,765	79.50	85.00	49.50	68.00	75.50	82.50
Unlicensed	126	54.00	231	74.00	-	41.00	43.00	74.00	80.50
<u>Men</u>									
Nursing aids	2,798	49.50	4,241	74.50	77.50	42.00	54.50	74.50	74.50

See footnote at end of table.

Table 17. Government Hospitals (Non-Federal): Occupational Averages—By Size of Area—Continued

(Number and average straight-time weekly or hourly earnings of employees in selected occupations in metropolitan areas by size of area, United States and regions, mid-1963)

Sex and occupation	United States				Northeast	South		North Central	West
	Metropolitan areas with population of—								
	Under 1 million		1 million and over		1 million and over	Under 1 million	1 million and over	1 million and over	1 million and over
	Number of employees	Average (mean) hourly earnings ²	Number of employees	Average (mean) hourly earnings ²	Average (mean) hourly earnings ²				
<u>Other nonprofessional occupations—</u>									
Continued									
<u>Women</u>									
Finishers, flatwork, machine -----	979	\$1.16	541	\$1.60	\$1.86	\$0.90	\$0.90	\$1.63	\$1.72
Kitchen helpers -----	2,415	1.13	3,875	1.71	1.89	.87	.98	1.67	1.68
Maids-----	3,277	1.08	5,008	1.77	1.90	.84	1.10	1.76	1.81
<u>Men</u>									
Dishwashers-----	260	1.15	299	1.51	1.69	.85	1.07	1.56	1.71
Electricians, maintenance -----	127	2.40	109	3.72	3.10	2.25	2.45	4.21	4.35
Engineers, stationary -----	179	2.60	408	3.38	3.61	2.41	2.39	3.70	3.25
Kitchen helpers -----	648	1.08	1,668	1.78	1.86	.85	1.07	1.76	1.85
Porters -----	2,583	1.20	3,638	1.84	1.88	.91	1.08	1.98	2.04
Washers, machine-----	195	1.38	157	1.91	2.11	1.14	1.23	1.88	2.21

¹ Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.

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

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 18. Government Hospitals (Non-Federal): Occupational Averages—Selected Areas

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 4 selected areas, mid-1963)

Sex and occupation	Boston			Los Angeles—Long Beach			New York City			San Francisco—Oakland								
	Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹			Number of employees	Weekly earnings ¹				
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		
Registered professional nurses																		
Women		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Directors of nursing	-	-	-	-	12	193.00	-	-	15	176.00	180.50	168.50-184.50	12	179.00	-	-	-	-
Supervisors of nurses	60	111.00	114.50	107.00-117.50	70	141.00	147.50	127.50-158.00	412	131.50	132.00	126.00-138.00	70	136.00	132.00	126.00-142.00	-	-
Head nurses	131	101.00	101.50	99.00-103.50	198	132.50	133.50	119.50-147.00	827	115.50	116.50	109.50-121.00	223	121.50	121.00	112.00-132.50	-	-
General duty nurses	419	90.50	92.00	84.50-96.00	1,131	110.50	108.50	101.50-118.50	995	102.50	99.00	93.00-112.00	1,303	102.00	102.00	96.00-108.50	-	-
Other professional and technical occupations																		
Women																		
X-ray technicians	23	83.00	83.50	75.00-90.00	45	107.00	104.50	101.50-113.00	110	88.00	86.50	83.00-92.00	42	99.00	98.00	93.00-107.50	-	-
Medical technologists	60	90.50	91.00	85.50-94.50	122	135.00	140.00	126.50-142.50	90	106.00	103.50	101.50-105.50	50	119.00	116.50	109.00-128.50	-	-
Medical record librarians	-	-	-	-	12	124.00	-	-	15	111.50	111.50	108.00-117.00	20	121.00	122.00	113.00-131.50	-	-
Medical social workers	23	100.00	95.00	92.00-112.00	-	-	-	-	157	123.00	123.00	121.50-124.50	36	142.50	145.50	129.00-154.50	-	-
Physical therapists	-	-	-	-	20	122.00	121.00	117.00-129.50	27	105.50	106.00	101.50-112.00	23	118.00	116.50	110.00-127.00	-	-
Dietitians	13	101.00	-	-	27	118.00	121.50	105.00-129.00	127	99.00	97.50	94.50-102.50	37	118.50	115.00	106.50-132.00	-	-
Men																		
X-ray technicians, chief	-	-	-	-	13	139.00	-	-	20	112.50	112.50	104.50-117.00	11	119.00	-	-	-	-
X-ray technicians	26	85.50	88.00	85.50-91.50	-	-	-	-	109	94.00	94.00	86.50-99.00	18	99.50	99.00	92.50-107.50	-	-
Medical technologists	-	-	-	-	52	141.00	141.50	138.50-143.50	100	107.50	105.50	102.50-110.50	83	122.00	120.00	114.00-129.00	-	-
Office clerical occupations																		
Women																		
Clerks, payroll	13	81.50	-	-	11	85.00	-	-	-	-	-	-	7	93.00	-	-	-	-
Stenographers, technical	-	-	-	-	55	107.00	106.50	101.50-116.50	131	80.00	80.50	74.00-85.00	20	87.00	88.00	81.50-94.50	-	-
Switchboard operators	33	79.50	80.00	76.00-87.00	47	90.50	93.00	86.00-97.00	148	81.00	81.50	74.50-86.50	77	87.50	87.50	80.50-95.00	-	-
Transcribing-machine operators, technical	32	77.00	78.00	69.50-85.00	53	91.00	89.50	83.00-99.50	34	73.50	73.00	70.00-81.50	63	90.50	89.50	82.50-100.50	-	-
Other nonprofessional occupations																		
Women																		
Housekeepers, chief	-	-	-	-	9	100.00	-	-	18	97.50	98.00	93.00-105.50	9	115.50	-	-	-	-
Nursing aids	635	72.50	72.50	67.50-76.50	1,762	80.00	83.00	71.50-89.00	4,728	81.50	83.00	77.50-87.00	785	78.50	78.50	73.50-83.50	-	-
Practical nurses	81	73.50	72.00	68.00-80.50	780	89.00	92.00	83.50-96.50	1,711	89.00	90.50	86.00-94.50	869	85.50	85.00	80.00-93.50	-	-
Licensed	81	73.50	72.00	68.00-80.50	780	89.00	92.00	83.50-96.50	1,711	89.00	90.50	86.00-94.50	780	85.00	84.50	80.00-93.00	-	-
Men																		
Nursing aids	242	69.50	69.50	63.00-74.50	319	79.50	80.00	72.00-86.50	1,562	81.50	83.00	77.00-87.00	137	82.00	82.00	76.50-91.00	-	-

See footnotes at end of table.

Table 18. Government Hospitals (Non-Federal): Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or hourly earnings and middle ranges of employees in selected occupations, 4 selected areas, mid-1963)

Sex and occupation	Boston			Los Angeles—Long Beach			New York City			San Francisco—Oakland						
	Number of employees	Hourly earnings ⁵			Number of employees	Hourly earnings ⁵			Number of employees	Hourly earnings ⁵			Number of employees	Hourly earnings ⁵		
		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴		Mean ²	Median ³	Middle range ⁴
<u>Other nonprofessional occupations—Continued</u>																
<u>Women</u>																
Finishers, flatwork, machine.....	27	\$1.74	\$1.74	\$1.70—\$1.79	66	\$1.76	\$1.81	\$1.67—\$1.90	-	-	-	-	-	-	-	-
Kitchen helpers.....	151	1.70	1.74	1.64—1.83	227	1.84	1.85	1.48—2.18	1,348	\$1.93	\$1.98	\$1.82—\$2.10	109	\$1.85	\$1.85	\$1.78—\$1.90
Maids.....	170	1.74	1.75	1.69—1.81	282	2.05	2.31	1.72—2.44	2,039	1.93	1.96	1.82—2.10	197	1.89	1.86	1.76—1.96
<u>Men</u>																
Dishwashers, machine.....	36	1.85	1.78	1.68—2.06	52	1.75	1.75	1.66—1.83	-	-	-	-	10	2.07	-	-
Electricians, maintenance..	-	-	-	-	-	-	-	-	9	3.85	-	-	7	3.73	-	-
Engineers, stationary.....	18	2.63	2.72	2.54—2.76	42	3.60	3.49	3.42—4.05	97	3.84	3.85	3.83—3.88	56	3.19	3.12	2.82—3.63
Kitchen helpers.....	76	1.83	1.78	1.67—2.05	-	-	-	-	517	1.93	1.98	1.83—2.10	205	1.85	1.84	1.71—1.96
Porters.....	124	1.79	1.77	1.71—1.87	427	2.13	2.11	1.96—2.40	825	1.94	1.97	1.83—2.11	429	2.10	2.15	1.93—2.27
Washers, machine.....	-	-	-	-	18	2.16	2.21	1.99—2.29	11	2.17	-	-	22	2.25	2.18	2.04—2.58

¹ Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.

² The mean for each job is computed by multiplying each rate by the number of employees receiving the rate; the total of these products is divided by the number of employees.

³ The median designates position, that is, half of the employees surveyed received more than the rate shown and half received less than the rate shown. Medians are omitted for occupations that had fewer than 15 employees in an area.

⁴ The middle range is defined by two rates of pay; a fourth of the employees earned less than the lower of these rates and a fourth earned more than the higher rate. Middle ranges are omitted for occupations that had fewer than 15 employees in an area.

⁵ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

Table 19. Government Hospitals (Non-Federal): Occupational Earnings—United States

(Distribution of employees in selected occupations by straight-time weekly or hourly earnings in metropolitan areas, mid-1963)

Occupation	Number of employees	Average (mean) weekly earnings ¹	Number of employees receiving straight-time weekly earnings ¹ of—																		
			Under \$30	\$30 and under \$40	\$40	\$50	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$180	\$200	\$220	and over
Registered professional nurses																					
Directors of nursing	219	\$163.00	-	-	-	-	-	4	-	2	-	16	10	22	31	19	45	38	18	14	
Supervisors of nurses	1,999	117.00	-	-	-	2	58	141	339	271	260	387	300	138	53	47	3	-	-	-	
Head nurses	4,581	105.00	-	-	-	35	394	600	750	961	892	590	237	121	1	-	-	-	-	-	
General duty nurses	15,542	90.50	-	-	-	1,222	2,393	4,291	3,945	2,290	987	198	216	-	-	-	-	-	-	-	
Nursing instructors	832	108.00	-	-	-	6	63	105	177	194	94	66	35	39	13	39	1	-	-	-	
Other professional and technical occupations																					
X-ray technicians, chief	199	120.00	-	-	-	-	-	-	24	53	36	30	19	24	4	9	-	-	-	-	
X-ray technicians	1,565	86.50	-	2	5	200	304	431	325	223	63	12	-	-	-	-	-	-	-	-	
Medical technologists	2,674	101.00	-	-	5	37	184	643	463	582	403	152	95	106	4	-	-	-	-	-	
Medical record librarians	223	115.00	-	-	-	-	6	12	40	46	29	43	19	18	7	2	1	-	-	-	
Medical social workers	627	118.50	-	2	4	10	10	18	37	102	89	223	60	37	19	15	1	-	-	-	
Physical therapists	416	106.50	-	-	2	-	3	38	92	129	94	33	10	10	-	5	-	-	-	-	
Dietitians	716	103.50	-	-	-	20	28	46	198	219	116	55	22	9	3	-	-	-	-	-	
Office clerical occupations																					
Clerks, payroll	204	78.00	-	-	1	16	49	39	59	26	7	5	1	1	-	-	-	-	-	-	
Stenographers, technical	859	81.00	-	3	61	133	211	225	136	61	25	4	-	-	-	-	-	-	-	-	
Switchboard operators	1,226	68.50	-	2	171	230	233	276	203	102	9	-	-	-	-	-	-	-	-	-	
Switchboard operator-receptionists	160	61.00	-	-	22	56	51	23	5	2	1	-	-	-	-	-	-	-	-	-	
Transcribing-machine operators, technical	1,231	72.00	-	6	43	214	318	307	182	103	54	4	-	-	-	-	-	-	-	-	
Other nonprofessional occupations																					
Housekeepers, chief	210	105.00	-	-	-	2	5	23	39	38	26	13	13	5	1	12	1	-	-	-	
Nursing aids	31,328	62.50	970	3,336	4,333	5,269	5,048	4,838	5,878	1,656	-	-	-	-	-	-	-	-	-	-	
Practical nurses	14,369	69.00	-	330	2,390	2,071	2,438	2,529	2,151	2,353	104	3	-	-	-	-	-	-	-	-	
Licensed	13,933	69.00	-	289	2,331	2,037	2,380	2,416	2,096	2,280	101	3	-	-	-	-	-	-	-	-	
Unlicensed	436	68.50	-	41	59	34	58	113	55	73	3	-	-	-	-	-	-	-	-	-	
Number of employees receiving straight-time hourly earnings² of—																					
			Under \$0.80	\$0.80 and under \$0.90	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40	\$1.50	\$1.60	\$1.80	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	and over
Dishwashers, machine	656	\$1.32	83	83	11	30	28	56	78	60	50	120	26	19	12	-	-	-	-	-	-
Electricians, maintenance	236	3.01	-	-	-	-	-	-	-	-	1	3	15	37	15	52	16	7	15	3	75
Engineers, stationary	587	3.14	-	-	-	-	-	-	-	-	2	6	11	31	46	50	63	96	42	4	240
Finishers, flatwork, machine	1,616	1.32	221	72	104	60	210	120	142	121	116	232	96	102	5	15	-	-	-	-	-
Kitchen helpers	8,606	1.52	726	466	253	380	430	522	602	525	837	1,016	1,203	1,373	273	-	-	-	-	-	-
Maids and porters	14,506	1.53	5,167	768	427	687	545	901	830	603	1,232	1,736	2,096	2,135	584	395	-	-	-	-	-
Washers, machine	378	1.61	3	25	15	32	14	9	45	32	15	31	73	48	20	11	2	2	-	-	1

¹ Earnings relate to standard salaries that are paid for standard work schedules and exclude extra pay for work on late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings are rounded to the nearest half dollar.

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

³ Workers were distributed as follows: 8 at \$3.20 to \$3.40; 3 at \$3.40 to \$3.60; 4 at \$3.60 to \$3.80; 7 at \$3.80 to \$4; 8 at \$4 to \$4.20; 3 at \$4.20 to \$4.40; 40 at \$4.40 to \$4.80; and 2 at \$5 and over.

⁴ Workers were distributed as follows: 25 at \$3.20 to \$3.40; 22 at \$3.40 to \$3.60; 26 at \$3.60 to \$3.80; 96 at \$3.80 to \$4; 19 at \$4 to \$4.20; and 52 at \$4.20 and over.

⁵ Workers were distributed as follows: 937 at under \$0.70 and 630 at \$0.70 and under \$0.80.

Table 20. Government Hospitals (Non-Federal): Salary Systems for General Duty Nurses

(Percent of general duty nurses in metropolitan area hospitals by type of salary system, United States, regions, and 4 selected areas, mid-1963)

Type of salary system	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
All general duty nurses -----	100	100	100	100	100	100	100	100	100
General duty nurses paid on the basis of--									
Individual determination -----	1	-	-	-	2	-	-	-	-
Formal rate systems -----	99	100	100	100	98	100	100	100	100
Single rate -----	(²)	-	-	-	2	-	-	-	-
Range of rates -----	99	100	100	100	96	100	100	100	100
Maximum salary, specified -----	96	100	100	100	87	100	100	100	100
Maximum salary, not specified -----	3	-	-	-	9	-	-	-	-
Advance from minimum salary based on--									
Length of service -----	58	96	100	100	33	41	69	76	94
Periodic merit review -----	26	4	-	-	38	34	23	24	6
Nonperiodic merit review -----	2	-	-	-	-	-	8	-	-
Combination of length of service and merit review -----	13	-	-	-	25	25	-	-	-

¹ Includes data for metropolitan areas in addition to those shown separately.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 21. Government Hospitals (Non-Federal): Salary Systems for Licensed Practical Nurses

(Percent of licensed practical nurses in metropolitan area hospitals by type of salary system, United States, regions, and 4 selected areas, mid-1963)

Type of salary system	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
All licensed practical nurses -----	100	100	100	100	100	100	100	100	100
Licensed practical nurses paid on the basis of--									
Individual determination -----	3	-	-	-	7	-	-	-	-
Formal rate systems -----	97	100	100	100	93	100	100	100	100
Single rate -----	(²)	-	-	-	(²)	-	-	-	-
Range of rates -----	97	100	100	100	93	100	100	100	100
Maximum salary, specified -----	91	100	100	100	77	100	100	100	100
Maximum salary, not specified -----	6	-	-	-	15	-	-	-	-
Advance from minimum salary based on--									
Length of service -----	54	91	100	100	31	46	71	87	77
Periodic merit review -----	28	9	-	-	34	42	20	13	23
Nonperiodic merit review -----	2	-	-	-	1	-	9	-	-
Combination of length of service and merit review -----	13	-	-	-	27	12	-	-	-

¹ Includes data for metropolitan areas in addition to those shown separately.

² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 22. Government Hospitals (Non-Federal): Minimum and Maximum Salaries of General Duty Nurses—United States

(Distribution of general duty nurses in metropolitan area hospitals by minimum and maximum straight-time weekly salaries,¹ mid-1963)

Minimum straight-time weekly salaries	Total ¹	Maximum straight-time weekly salaries—															
		Same as minimum salary (single rate)	\$70 and under \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$105	\$105 \$110	\$110 \$115	\$115 \$120	\$120 \$125	\$125 \$130	\$130 \$135	\$135 \$140	Not specified
Employees in hospitals with specified minimum weekly salaries	15,219	73	243	423	1,654	1,239	1,502	1,420	2,137	2,557	348	1,599	1,266	226	-	131	401
\$55 and under \$60	130	-	-	28	-	-	102	-	-	-	-	-	-	-	-	-	-
\$60 and under \$65	739	-	189	-	-	390	-	-	-	-	-	-	-	-	-	-	160
\$65 and under \$70	1,830	73	54	395	962	105	-	-	-	-	-	-	-	-	-	-	241
\$70 and under \$75	1,906	-	-	-	366	323	180	350	203	370	-	114	-	-	-	-	-
\$75 and under \$80	1,597	-	-	-	326	260	339	427	245	-	-	-	-	-	-	-	-
\$80 and under \$85	2,634	-	-	-	-	161	775	467	650	581	-	-	-	-	-	-	-
\$85 and under \$90	1,796	-	-	-	-	-	106	-	622	863	83	96	26	-	-	-	-
\$90 and under \$95	2,280	-	-	-	-	-	-	176	417	182	265	-	1,240	-	-	-	-
\$95 and under \$100	1,039	-	-	-	-	-	-	-	-	473	-	566	-	-	-	-	-
\$100 and under \$105	1,076	-	-	-	-	-	-	-	-	88	-	762	-	226	-	-	-
\$105 and under \$110	192	-	-	-	-	-	-	-	-	-	-	61	-	-	-	131	-

¹ Data are limited to general duty nurses paid according to formal salary systems providing specified minimum salaries; excluded are employees whose rates were determined primarily with reference to their individual qualifications.

Table 23. Government Hospitals (Non-Federal): Minimum and Maximum Salaries of Licensed Practical Nurses—United States

(Distribution of licensed practical nurses in metropolitan area hospital by minimum and maximum straight-time weekly salaries,¹ mid-1963)

Minimum straight-time weekly salaries	Total ¹	Maximum straight-time weekly salaries—														
		Same as minimum salary (single rate)	\$40 and under \$45	\$45 \$50	\$50 \$55	\$55 \$60	\$60 \$65	\$65 \$70	\$70 \$75	\$75 \$80	\$80 \$85	\$85 \$90	\$90 \$95	\$95 \$100	\$100 \$105	Not specified
Employees in hospitals with specified minimum weekly salaries	13,499	20	114	114	1,069	885	801	1,375	958	799	2,105	353	2,558	1,142	377	829
\$35 and under \$40	494	-	114	-	320	60	-	-	-	-	-	-	-	-	-	-
\$40 and under \$45	2,407	-	-	114	569	497	-	298	256	-	-	-	-	-	-	673
\$45 and under \$50	970	-	-	-	180	258	409	123	-	-	-	-	-	-	-	-
\$50 and under \$55	751	20	-	-	-	70	227	28	-	250	-	-	-	-	-	156
\$55 and under \$60	1,633	-	-	-	-	-	165	712	533	223	-	-	-	-	-	-
\$60 and under \$65	777	-	-	-	-	-	-	214	73	118	372	-	-	-	-	-
\$65 and under \$70	1,073	-	-	-	-	-	-	-	96	56	576	304	41	-	-	-
\$70 and under \$75	2,902	-	-	-	-	-	-	-	-	360	260	-	1,955	327	-	-
\$75 and under \$80	2,040	-	-	-	-	-	-	-	-	42	647	49	264	815	223	-
\$80 and under \$85	154	-	-	-	-	-	-	-	-	-	-	-	-	-	154	-
\$85 and over	298	-	-	-	-	-	-	-	-	-	-	-	298	-	-	-

¹ Data are limited to licensed practical nurses paid according to formal salary systems providing specified minimum salaries; excluded are employees whose rates were determined primarily with reference to their individual qualifications.

Table 24. Government Hospitals (Non-Federal): Scheduled Weekly Hours

(Percent of employees in selected occupational categories in metropolitan area hospitals by scheduled weekly hours of day-shift employees,¹ United States, regions, and 4 selected areas, mid-1963)

Weekly hours	United States	Northeast			South	North Central	West		
		Total ²	Boston	New York City			Total ²	Los Angeles-Long Beach	San Francisco-Oakland
Registered professional nurses									
All employees.....	100	100	100	100	100	100	100	100	100
37½ hours.....	3	4	3	-	2	7	-	-	-
40 hours.....	97	96	97	100	98	93	100	100	100
Professional and technical employees (except registered nurses)									
All employees.....	100	100	100	100	100	100	100	100	100
35 hours.....	17	54	-	100	-	12	-	-	-
Over 35 and under 37½ hours.....	1	-	-	-	3	-	-	-	-
37½ hours.....	3	(³)	2	-	3	10	-	-	-
40 hours.....	79	46	98	-	94	77	100	100	100
Office clerical employees									
All employees.....	100	100	100	100	100	100	100	100	100
35 hours.....	16	72	83	100	-	-	-	-	-
Over 35 and under 37½ hours.....	1	-	-	-	3	-	-	-	-
37½ hours.....	8	12	15	-	3	17	-	-	-
40 hours.....	75	16	2	-	94	83	100	100	100
Nonprofessional employees (except office clerical)									
All employees.....	100	100	100	100	100	100	100	100	100
35 hours.....	1	3	-	-	-	-	-	-	-
37½ hours.....	3	(³)	3	-	-	12	-	-	-
40 hours.....	93	97	97	100	88	88	100	100	100
44 hours.....	3	-	-	-	9	-	-	-	-
Over 44 hours.....	1	-	-	-	3	-	-	-	-

¹ Data relate to the predominant work schedule of employees in each of the 4 occupational categories in each hospital.

² Includes data for metropolitan areas in addition to those shown separately.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 25. Government Hospitals (Non-Federal): Shift-Differential Practices—Registered Professional Nurses

(Percent of registered professional nurses on late shifts in metropolitan area hospitals, by amount of pay differential, United States, regions, and 4 selected areas, mid-1963)

Shift differential	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
<u>Second shift</u>									
Employees on second shift	21.4	17.0	14.9	14.8	23.5	20.0	24.1	22.8	23.7
Receiving shift differential.....	18.9	14.4	14.0	14.8	22.9	12.4	24.1	22.8	23.7
Uniform cents per hour	2.0	.2	-	-	1.3	4.6	2.0	3.1	4.7
Under 10 cents.....	.2	-	-	-	-	.7	-	-	-
10 and under 15 cents.....	.7	.2	-	-	-	2.1	.8	-	3.0
15 and under 20 cents.....	.7	-	-	-	-	1.8	1.2	3.1	1.7
20 cents and over .....	.4	-	-	-	1.3	-	-	-	-
Uniform dollars per week	14.1	14.3	14.0	14.8	19.4	7.1	14.2	15.7	7.3
Under \$5	4.3	1.2	-	-	5.6	2.2	7.5	2.1	5.3
\$5 and under \$10	6.2	2.8	.6	-	13.1	3.8	3.8	13.6	2.0
\$10 and under \$15	3.0	8.2	4.1	14.8	.6	1.1	2.8	-	-
\$15 and under \$20 .....	.2	.9	-	-	-	-	-	-	-
\$20 and over .....	.3	1.2	9.2	-	-	-	-	-	-
Uniform percentage	2.2	-	-	-	1.4	.8	6.4	4.1	11.7
Under 10 percent.....	1.7	-	-	-	1.4	.8	4.2	-	7.3
10 percent .....	.6	-	-	-	-	-	2.1	4.1	4.5
Over 10 percent	-	-	-	-	-	-	-	-	-
Other .....	.7	-	-	-	.9	-	1.6	-	-
Receiving no shift differential.....	2.4	2.5	.9	-	.5	7.6	-	-	-
<u>Third or other late shift</u>									
Employees on third or other late shifts	15.6	12.2	12.7	10.3	16.3	15.3	18.1	16.6	16.8
Receiving shift differential.....	13.7	10.0	12.3	10.3	15.8	9.6	18.1	16.6	16.8
Uniform cents per hour	1.4	.2	-	-	.7	3.3	1.7	2.7	3.9
Under 10 cents.....	-	-	-	-	-	-	-	-	-
10 and under 15 cents.....	.7	.2	-	-	-	1.5	1.0	-	3.9
15 and under 20 cents.....	.6	-	-	-	-	1.8	.7	2.7	-
20 cents and over .....	.2	-	-	-	.7	-	-	-	-
Uniform dollars per week	9.9	9.8	12.3	10.3	13.3	5.6	10.1	9.8	4.2
Under \$5	3.4	.9	-	-	5.0	1.4	5.5	1.5	3.1
\$5 and under \$10	5.6	7.4	5.0	10.3	7.8	3.5	3.3	8.3	1.1
\$10 and under \$15	1.0	1.4	7.3	-	.4	.7	1.4	-	-
\$15 and under \$20	-	-	-	-	-	-	-	-	-
\$20 and over	-	-	-	-	-	-	-	-	-
Uniform percentage	1.7	-	-	-	1.0	.7	4.9	4.1	8.6
Under 10 percent.....	.8	-	-	-	1.0	.7	1.3	-	5.0
10 percent .....	.9	-	-	-	-	-	3.6	4.1	3.6
Over 10 percent	-	-	-	-	-	-	-	-	-
Other .....	.6	-	-	-	.9	-	1.4	-	-
Receiving no shift differential.....	1.9	2.2	.4	-	.5	5.7	-	-	-

¹ Includes data for metropolitan areas in addition to those shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 26. Government Hospitals (Non-Federal): Paid Holidays

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid holidays, United States, regions, and 4 selected areas, mid-1963)

Number of paid holidays	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
Registered professional nurses									
All employees.....	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays.....	99	100	100	100	100	97	100	100	100
Under 5 days.....	1	-	-	-	3	-	-	-	-
5 days.....	6	-	-	-	20	-	-	-	-
6 days.....	20	-	-	-	41	35	-	-	-
6 days plus 1 or 3 half days.....	2	-	-	-	2	5	-	-	-
7 days.....	12	-	-	-	10	12	24	14	20
7 days plus 2 half days.....	(⁵)	1	-	-	-	-	-	-	-
8 days.....	11	-	-	-	10	14	18	-	8
9 days.....	5	-	-	-	7	-	12	-	11
9 days plus 2 half days.....	2	-	-	-	-	9	-	-	-
10 days.....	7	15	26	-	-	-	11	22	24
10 days plus 1 half day.....	2	-	-	-	-	-	-	-	-
11 days.....	15	10	13	-	4	7	32	64	37
11 days plus 1 half day.....	1	3	-	-	-	-	-	-	-
12 days.....	5	18	61	-	-	-	2	-	-
13 days.....	12	52	-	100	1	-	-	-	-
13 days plus 1 half day.....	1	-	-	-	2	-	-	-	-
Employees in hospitals providing no paid holidays.....	1	-	-	-	-	3	-	-	-
Professional and technical employees (except registered nurses)									
All employees.....	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays.....	100	100	100	100	100	100	100	100	100
Under 5 days.....	1	-	-	-	2	-	-	-	-
5 days.....	6	-	-	-	23	-	-	-	-
6 days.....	20	-	-	-	39	38	-	-	-
6 days plus 1, 3, or 5 half days.....	4	-	-	-	2	15	-	-	-
7 days.....	11	-	-	-	10	16	17	5	13
7 days plus 2 half days.....	(⁵)	(²)	-	-	-	-	-	-	-
8 days.....	10	-	-	-	5	9	28	-	-
8 days plus 2 half days.....	(⁵)	-	-	-	-	1	-	-	-
9 days.....	5	-	-	-	9	-	10	-	9
9 days plus 2 half days.....	1	-	-	-	-	5	-	-	-
10 days.....	5	9	19	-	-	-	13	28	32
10 days plus 1 half day.....	1	-	-	-	-	-	-	-	-
11 days.....	15	18	14	-	4	11	29	68	45
11 days plus 1 half day.....	1	2	-	-	-	-	-	-	-
12 days.....	3	11	68	-	-	-	3	-	-
13 days.....	15	59	-	100	3	-	-	-	-
13 days plus 1 half day.....	1	-	-	-	3	-	-	-	-

See footnotes at end of table.

Table 26. Government Hospitals (Non-Federal): Paid Holidays—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid holidays, United States, regions, and 4 selected areas, mid-1963)

Number of paid holidays	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
Office clerical employees									
All employees	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	100	100	100	100	100	100	100	100	100
Under 5 days	(²)	-	-	-	1	-	-	-	-
5 days	8	-	-	-	25	-	-	-	-
6 days	24	-	-	-	40	43	-	-	-
6 days plus 1, 3, or 5 half days	4	-	-	-	3	11	-	-	-
7 days	12	-	-	-	10	13	21	12	21
7 days plus 2 half days	(²)	1	-	-	-	-	-	-	-
8 days	8	-	-	-	6	8	21	-	-
8 days plus 2 half days	1	-	-	-	-	3	-	-	-
9 days	4	-	-	-	5	-	11	-	16
9 days plus 2 half days	1	-	-	-	-	5	-	-	-
10 days	5	11	22	-	-	-	11	21	23
10 days plus 1 half day	2	-	-	-	-	6	-	-	-
11 days	13	10	11	-	4	11	36	68	41
11 days plus 1 half day	1	4	-	-	-	-	-	-	-
12 days	3	15	67	-	-	-	-	-	-
13 days	14	60	-	100	3	-	-	-	-
13 days plus 1 half day	1	-	-	-	3	-	-	-	-
Nonprofessional employees (except office clerical)									
All employees	100	100	100	100	100	100	100	100	100
Employees in hospitals providing paid holidays	100	100	100	100	100	100	100	100	100
Under 5 days	1	-	-	-	2	-	-	-	-
5 days	7	-	-	-	21	-	-	-	-
6 days	21	-	-	-	38	38	-	-	-
6 days plus 1 or 3 half days	1	-	-	-	1	3	-	-	-
7 days	10	-	-	-	11	11	20	7	13
7 days plus 2 half days	(²)	1	-	-	-	-	-	-	-
8 days	9	-	-	-	8	20	13	-	-
8 days plus 2 half days	1	-	-	-	-	4	-	-	-
9 days	5	-	-	-	9	-	11	-	13
9 days plus 2 half days	2	-	-	-	-	7	-	-	-
10 days	5	9	21	-	-	-	10	17	20
10 days plus 1 half day	1	-	-	-	-	5	-	-	-
11 days	14	8	12	-	4	11	44	76	53
11 days plus 1 half day	1	3	-	-	-	-	-	-	-
12 days	4	14	67	-	-	-	2	-	-
13 days	19	65	-	100	3	-	-	-	-
13 days plus 1 half day	1	-	-	-	2	-	-	-	-

¹ Includes data for metropolitan areas in addition to those shown separately.² Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 27. Government Hospitals (Non-Federal): Paid Vacations

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 4 selected areas, mid-1963)

Vacation policy	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
Registered professional nurses									
All employees.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Employees in hospitals providing paid vacations.....	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay²</u>									
<u>After 1 year of service</u>									
2 weeks.....	63	35	100	-	74	61	78	87	55
Over 2 and under 3 weeks.....	10	5	-	-	19	10	4	-	17
3 weeks.....	11	14	-	-	4	11	17	13	28
Over 3 and under 4 weeks.....	1	-	-	-	-	6	-	-	-
4 weeks.....	11	46	-	100	-	3	-	-	-
Over 4 weeks.....	1	-	-	-	2	-	-	-	-
<u>After 3 years of service</u>									
2 weeks.....	51	25	100	-	62	47	66	87	43
Over 2 and under 3 weeks.....	8	3	-	-	17	7	4	-	17
3 weeks.....	15	24	-	-	15	12	11	13	28
Over 3 and under 4 weeks.....	3	2	-	-	-	10	-	-	-
4 weeks.....	16	46	-	100	3	16	3	-	12
Over 4 weeks.....	5	-	-	-	2	-	15	-	-
<u>After 5 years of service</u>									
2 weeks.....	30	23	87	-	54	30	7	-	-
Over 2 and under 3 weeks.....	6	3	-	-	12	8	2	-	-
3 weeks.....	37	23	13	-	29	32	64	100	88
Over 3 and under 4 weeks.....	2	2	-	-	-	7	-	-	-
4 weeks.....	19	49	-	100	3	16	11	-	12
Over 4 weeks.....	6	-	-	-	2	6	15	-	-
<u>After 10 years of service</u>									
2 weeks.....	14	-	-	-	30	23	-	-	-
Over 2 and under 3 weeks.....	2	-	-	-	5	-	-	-	-
3 weeks.....	47	42	87	-	54	39	49	73	46
Over 3 and under 4 weeks.....	6	-	-	-	5	9	9	13	24
4 weeks.....	15	17	13	-	3	20	23	-	31
Over 4 weeks.....	17	41	-	³ 100	2	10	19	14	-
<u>After 15 years of service</u>									
2 weeks.....	10	-	-	-	24	12	-	-	-
Over 2 and under 3 weeks.....	2	-	-	-	5	-	-	-	-
3 weeks.....	47	39	87	-	50	47	49	73	46
Over 3 and under 4 weeks.....	6	-	-	-	13	9	-	-	-
4 weeks.....	18	20	13	-	2	19	32	13	54
Over 4 weeks.....	19	41	-	⁴ 100	6	13	19	14	-

See footnotes at end of table.

Table 27. Government Hospitals (Non-Federal): Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 4 selected areas, mid-1963)

Vacation policy	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
Registered professional nurses—Continued									
<u>Amount of vacation pay²—Continued</u>									
<u>After 20 years of service⁵</u>									
2 weeks.....	10	-	-	-	24	12	-	-	-
Over 2 and under 3 weeks.....	2	-	-	-	5	-	-	-	-
3 weeks.....	39	19	3	-	48	42	45	73	41
Over 3 and under 4 weeks.....	5	-	-	-	14	4	-	-	-
4 weeks.....	24	40	97	-	2	24	36	13	59
Over 4 weeks.....	20	41	-	100	7	18	19	14	-
Professional and technical employees (except registered nurses)									
All employees.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Employees in hospitals providing paid vacations.....	100	100	100	100	100	100	100	100	100
Length-of-time payment.....	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay²</u>									
<u>After 1 year of service</u>									
2 weeks.....	65	39	100	-	76	67	77	80	39
Over 2 and under 3 weeks.....	13	6	-	-	21	19	5	-	24
3 weeks.....	7	3	-	-	3	6	18	20	38
Over 3 and under 4 weeks.....	1	-	-	-	-	5	-	-	-
4 weeks.....	13	51	-	100	-	-	-	-	-
<u>After 3 years of service</u>									
2 weeks.....	51	26	100	-	67	59	52	80	32
Over 2 and under 3 weeks.....	11	1	-	-	23	15	5	-	24
3 weeks.....	13	16	-	-	8	14	12	20	38
Over 3 and under 4 weeks.....	4	5	-	-	-	9	-	-	-
4 weeks.....	14	51	-	100	2	-	2	-	7
Over 4 weeks.....	7	-	-	-	-	-	29	-	-
<u>After 5 years of service</u>									
2 weeks.....	32	22	86	-	58	38	6	-	-
Over 2 and under 3 weeks.....	7	1	-	-	16	7	2	-	-
3 weeks.....	34	20	14	-	24	32	61	100	93
Over 3 and under 4 weeks.....	6	5	-	-	-	18	-	-	-
4 weeks.....	14	51	-	100	2	-	2	-	7
Over 4 weeks.....	8	-	-	-	-	5	29	-	-
<u>After 10 years of service</u>									
2 weeks.....	13	-	-	-	26	24	-	-	-
Over 2 and under 3 weeks.....	1	-	-	-	4	-	-	-	-
3 weeks.....	48	42	86	-	61	38	51	75	51
Over 3 and under 4 weeks.....	7	-	-	-	7	9	11	20	32
4 weeks.....	7	7	14	-	2	10	8	-	17
Over 4 weeks.....	25	51	-	³ 100	-	18	30	5	-

See footnotes at end of table.

Table 27. Government Hospitals (Non-Federal): Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 4 selected areas, mid-1963)

Vacation policy	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles-Long Beach	San Francisco-Oakland
Professional and technical employees (except registered nurses)—Continued									
<u>Amount of vacation pay</u> ² —Continued									
<u>After 15 years of service</u>									
2 weeks	7	-	-	-	21	5	-	-	-
Over 2 and under 3 weeks	1	-	-	-	4	1	-	-	-
3 weeks	50	39	86	-	54	54	51	75	51
Over 3 and under 4 weeks	7	-	-	-	16	9	-	-	-
4 weeks	11	9	14	-	3	12	19	20	49
Over 4 weeks	25	51	-	100	2	18	30	5	-
<u>After 20 years of service</u> ⁵									
2 weeks	7	-	-	-	21	5	-	-	-
Over 2 and under 3 weeks	1	-	-	-	4	-	-	-	-
3 weeks	44	23	3	-	52	53	47	75	46
Over 3 and under 4 weeks	5	-	-	-	15	4	-	-	-
4 weeks	16	25	97	-	3	15	23	20	54
Over 4 weeks	27	51	-	100	5	23	30	5	-
Office clerical employees									
All employees	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Employees in hospitals providing paid vacations	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay</u> ²									
<u>After 1 year of service</u>									
1 week	(6)	-	-	-	-	-	2	-	10
2 weeks	67	41	100	-	75	72	78	88	36
Over 2 and under 3 weeks	14	6	-	-	17	22	6	-	24
3 weeks	7	1	-	-	9	3	14	12	30
4 weeks	12	52	-	100	-	-	-	-	-
<u>After 3 years of service</u>									
2 weeks	64	32	100	-	71	72	78	88	36
Over 2 and under 3 weeks	11	2	-	-	16	17	6	-	24
3 weeks	9	10	-	-	12	3	13	12	40
Over 3 and under 4 weeks	2	4	-	-	-	6	-	-	-
4 weeks	12	52	-	100	1	-	-	-	-
Over 4 weeks	1	-	-	-	-	-	3	-	-
<u>After 5 years of service</u>									
2 weeks	41	25	89	-	62	44	19	-	-
Over 2 and under 3 weeks	6	2	-	-	10	5	3	-	-
3 weeks	36	17	11	-	26	35	75	100	100
Over 3 and under 4 weeks	5	4	-	-	-	16	-	-	-
4 weeks	12	52	-	100	1	-	-	-	-
Over 4 weeks	1	-	-	-	-	-	3	-	-

See footnotes at end of table.

Table 27. Government Hospitals (Non-Federal): Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 4 selected areas, mid-1963)

Vacation policy	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles—Long Beach	San Francisco—Oakland
Office clerical employees—Continued									
<u>Amount of vacation pay²—Continued</u>									
<u>After 10 years of service</u>									
2 weeks	18	-	-	-	30	30	-	-	-
Over 2 and under 3 weeks	1	-	-	-	3	-	-	-	-
3 weeks	55	43	89	-	60	44	74	76	61
Over 3 and under 4 weeks	6	-	-	-	5	8	9	12	23
4 weeks	5	5	11	-	1	7	10	-	16
Over 4 weeks	16	52	-	³ 100	-	11	7	12	-
<u>After 15 years of service</u>									
2 weeks	9	-	-	-	23	5	-	-	-
Over 2 and under 3 weeks	2	-	-	-	3	3	-	-	-
3 weeks	54	39	89	-	53	64	60	76	61
Over 3 and under 4 weeks	7	-	-	-	15	8	-	-	-
4 weeks	12	9	11	-	3	9	33	12	39
Over 4 weeks	16	52	-	⁴ 100	1	11	7	12	-
<u>After 20 years of service⁵</u>									
2 weeks	9	-	-	-	23	5	-	-	-
Over 2 and under 3 weeks	1	-	-	-	3	-	-	-	-
3 weeks	47	19	2	-	48	60	59	76	54
Over 3 and under 4 weeks	7	-	-	-	17	6	-	-	-
4 weeks	18	29	98	-	3	16	31	-	46
Over 4 weeks	19	52	-	100	5	13	10	24	-
Nonprofessional employees (except office clerical)									
All employees.....	100	100	100	100	100	100	100	100	100
<u>Method of payment</u>									
Employees in hospitals providing paid vacations.....	100	100	100	100	100	100	100	100	100
Length-of-time payment	100	100	100	100	100	100	100	100	100
<u>Amount of vacation pay²</u>									
<u>After 1 year of service</u>									
1 week	4	-	-	-	11	-	1	-	7
2 weeks	61	37	100	-	63	76	79	90	41
Over 2 and under 3 weeks	13	4	-	-	23	17	5	-	23
3 weeks	5	2	-	-	4	3	15	10	29
4 weeks	16	57	-	100	-	-	-	-	-
<u>After 3 years of service</u>									
1 week	2	-	-	-	7	-	-	-	-
2 weeks	60	28	100	-	67	76	79	90	41
Over 2 and under 3 weeks	8	2	-	-	12	12	5	-	23
3 weeks	9	10	-	-	10	3	11	10	36
Over 3 and under 4 weeks	2	2	-	-	-	5	-	-	-
4 weeks	17	57	-	100	3	-	-	-	-
Over 4 weeks	1	-	-	-	-	-	5	-	-

See footnotes at end of table.

Table 27. Government Hospitals (Non-Federal): Paid Vacations—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with formal provisions for paid vacations after selected periods of service, United States, regions, and 4 selected areas, mid-1963)

Vacation policy	United States	Northeast			South	North Central	West		
		Total ¹	Boston	New York City			Total ¹	Los Angeles—Long Beach	San Francisco—Oakland
Nonprofessional employees (except office clerical)—Continued									
<u>Amount of vacation pay²—Continued</u>									
<u>After 5 years of service</u>									
Over 1 and under 2 weeks	1	-	-	-	4	-	-	-	-
2 weeks	35	20	88	-	61	37	12	-	-
Over 2 and under 3 weeks	4	2	-	-	7	5	1	-	-
3 weeks	38	19	12	-	24	46	83	100	100
Over 3 and under 4 weeks	3	2	-	-	3	12	-	-	-
4 weeks	17	57	-	100	-	-	-	-	-
Over 4 weeks	1	-	-	-	-	-	5	-	-
<u>After 10 years of service</u>									
2 weeks	18	-	-	-	36	29	-	-	-
Over 2 and under 3 weeks	1	-	-	-	3	-	-	-	-
3 weeks	52	40	88	-	51	49	74	83	66
Over 3 and under 4 weeks	5	-	-	-	6	9	8	10	20
4 weeks	5	3	12	-	3	7	11	-	13
Over 4 weeks	19	57	-	³ 100	-	7	7	7	-
<u>After 15 years of service</u>									
2 weeks	11	-	-	-	28	11	-	-	-
Over 2 and under 3 weeks	2	-	-	-	3	4	-	-	-
3 weeks	50	37	88	-	44	61	69	83	66
Over 3 and under 4 weeks	8	-	-	-	18	9	-	-	-
4 weeks	9	6	12	-	3	9	24	10	34
Over 4 weeks	20	57	-	⁴ 100	3	7	7	7	-
<u>After 20 years of service⁵</u>									
2 weeks	11	-	-	-	28	11	-	-	-
Over 2 and under 3 weeks	1	-	-	-	3	-	-	-	-
3 weeks	43	18	2	-	43	57	65	83	58
Over 3 and under 4 weeks	6	-	-	-	16	5	-	-	-
4 weeks	17	24	98	-	3	17	28	10	42
Over 4 weeks	22	57	-	100	7	11	7	7	-

¹ Includes data for metropolitan areas in addition to those shown separately.
² Periods of service were arbitrarily chosen and do not necessarily reflect individual hospital provisions for progressions. For example, changes in proportions indicated at 10 years may include changes in provisions occurring between 5 and 10 years.
³ All employees were eligible for 5 weeks of vacation pay after 8 years of service.
⁴ All employees were eligible for over 5 and under 6 weeks of vacation pay.
⁵ Vacation provisions were virtually the same after longer periods of service.
⁶ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 28. Government Hospitals (Non-Federal): Health, Insurance, and Pension Plans

(Percent of employees in selected occupational categories in metropolitan area hospitals with specified health, insurance, and pension plans, ¹ United States, regions, and 4 selected areas, mid-1963)

Type of plan	United States	Northeast				South	North Central	West			United States	Northeast				South	North Central	West		
		Total ²	Boston	New York City				Total ²	Los Angeles-Long Beach	San Francisco-Oakland		Total ²	Boston	New York City				Total ²	Los Angeles-Long Beach	San Francisco-Oakland
		Registered professional nurses									Professional and technical employees (except registered nurses)									
All employees.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	
Employees in hospitals providing:																				
Life insurance.....	47	73	100	100	48	32	34	14	28	47	75	100	100	38	35	41	5	20		
Accidental death and dis- memberment insurance.....	25	28	100	-	25	6	40	14	24	22	22	100	-	22	4	43	5	14		
Sickness and accident insur- ance or sick leave or both ³	99	100	100	100	100	94	100	100	100	98	100	100	100	100	92	100	100	100		
Sickness and accident insurance.....	4	3	-	-	4	-	6	14	12	3	2	-	-	5	-	3	5	7		
Sick leave (full pay, no waiting period).....	91	100	100	100	85	94	87	48	100	91	100	100	100	82	92	89	48	100		
Sick leave (partial pay or waiting period).....	8	-	-	-	15	-	13	52	-	7	-	-	-	18	-	11	52	-		
Hospitalization insurance.....	77	86	100	100	88	56	76	36	100	76	95	100	100	88	42	79	32	100		
Care provided outside of insurance.....	49	79	100	100	28	35	58	22	100	53	92	100	100	22	36	65	13	100		
Combination of insurance and care provided outside of insurance.....	7	2	-	-	22	-	3	13	-	8	1	-	-	25	-	4	20	-		
Surgical insurance.....	65	86	100	100	49	53	76	36	100	65	95	100	100	47	40	79	32	100		
Care provided outside of insurance.....	50	79	100	100	32	35	58	22	100	54	92	100	100	28	36	65	13	100		
Combination of insurance and care provided outside of insurance.....	13	5	-	-	15	18	15	-	-	9	3	-	-	18	5	10	-	-		
Medical insurance.....	2	2	-	-	2	-	3	13	-	1	1	-	-	1	-	4	20	-		
Care provided outside of insurance.....	62	77	100	100	47	52	76	36	100	64	91	100	100	44	45	79	32	100		
Combination of insurance and care provided outside of insurance.....	47	76	100	100	32	25	58	22	100	49	90	100	100	28	16	65	13	100		
Catastrophe insurance.....	13	-	-	-	13	27	15	-	-	14	-	-	-	15	28	10	-	-		
Retirement pension or social security or both.....	2	2	-	-	2	-	3	13	-	1	1	-	-	1	-	4	20	-		
Retirement pension (other than social security).....	34	78	100	100	16	3	41	22	71	35	91	100	100	12	1	37	28	69		
Social security.....	94	99	97	100	85	92	100	100	100	95	99	97	100	83	97	100	100	100		
Combination of retirement pension and social security.....	32	27	97	-	20	35	46	86	35	29	18	97	-	22	37	41	95	39		
No health, insurance, or pension plans.....	11	-	-	-	24	4	14	14	8	12	-	-	-	21	2	25	5	3		
	51	72	-	100	41	53	40	-	57	53	82	-	100	39	58	33	-	58		
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

Table 28. Government Hospitals (Non-Federal): Health, Insurance, and Pension Plans—Continued

(Percent of employees in selected occupational categories in metropolitan area hospitals with specified health, insurance, and pension plans, ¹ United States, regions, and ⁴ selected areas, mid-1963)

Type of plan	United States	Northeast			South	North Central	West			United States	Northeast			South	North Central	West		
		Total ²	Boston	New York City			Total ²	Los Angeles—Long Beach	San Francisco—Oakland		Total ²	Boston	New York City			Total ²	Los Angeles—Long Beach	San Francisco—Oakland
All employees	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Employees in hospitals providing:																		
Life insurance	44	77	100	100	37	34	30	12	24	47	80	100	100	41	31	26	7	26
Accidental death and dismemberment insurance	19	21	100	-	19	6	34	12	17	19	20	100	-	20	6	30	7	17
Sickness and accident insurance or sick leave or both ³	98	100	100	100	100	94	100	100	100	99	100	100	100	100	95	100	100	100
Sickness and accident insurance	3	4	-	-	3	-	6	12	10	3	3	-	-	4	-	4	7	7
Sick leave (full pay, no waiting period)	92	100	100	100	90	94	83	42	100	90	100	100	100	85	95	76	35	100
Sick leave (partial pay or waiting period)	7	-	-	-	10	-	17	58	-	9	-	-	-	15	-	24	65	-
Hospitalization	73	94	100	100	84	43	74	32	100	76	91	100	100	89	47	66	24	100
Insurance	48	88	100	100	21	36	61	20	100	48	86	100	100	23	35	49	14	100
Care provided outside of insurance	19	5	-	-	44	7	9	-	-	21	5	-	-	47	12	14	-	-
Combination of insurance and care provided outside of insurance	7	1	-	-	19	-	4	12	-	7	1	-	-	20	-	4	10	-
Surgical	61	94	100	100	47	40	74	32	100	63	91	100	100	51	41	66	24	100
Insurance	49	88	100	100	24	36	61	20	100	49	86	100	100	27	35	49	14	100
Care provided outside of insurance	10	5	-	-	19	5	9	-	-	12	5	-	-	20	6	14	-	-
Combination of insurance and care provided outside of insurance	2	1	-	-	3	-	4	12	-	2	1	-	-	4	-	4	10	-
Medical	58	85	100	100	43	40	74	32	100	59	84	100	100	48	37	66	24	100
Insurance	43	85	100	100	24	15	61	20	100	46	83	100	100	27	20	49	14	100
Care provided outside of insurance	13	-	-	-	16	24	9	-	-	12	-	-	-	17	17	14	-	-
Combination of insurance and care provided outside of insurance	2	1	-	-	3	-	4	12	-	2	1	-	-	4	-	4	10	-
Catastrophe insurance	31	87	100	100	11	3	38	21	60	36	86	100	100	15	4	37	17	65
Retirement pension or social security or both	93	99	98	100	81	97	100	100	100	93	99	98	100	82	96	100	100	100
Retirement pension (other than social security)	28	15	98	-	17	38	45	88	29	28	12	98	-	20	38	55	93	30
Social security	11	-	-	-	21	2	18	12	5	10	-	-	-	23	6	9	7	4
Combination of retirement pension and social security	55	84	-	100	43	57	36	-	66	55	88	-	100	39	51	36	-	66
No health, insurance, or pension plans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

¹ Includes only those plans for which at least part of the cost is borne by the employer.

² Includes data for metropolitan areas in addition to those shown separately.

³ Unduplicated total of employees receiving sick leave or sickness and accident insurance shown separately.

NOTE: Because of rounding, sums of individual items may not equal totals.

Appendix A: Federal Government Hospitals

As indicated previously, information presented in the main body of this bulletin is limited to private (nongovernment) and State and local government hospitals. Agencies of the Federal Government, operating nearly 400 hospitals throughout the Nation, employed approximately 230,000 hospital workers, including military personnel, in mid-1963 (table A-1). The Veterans Administration, accounting for slightly more than three-fifths of the Federal hospital employment, had at least one hospital in each of the 15 areas surveyed separately by the Bureau of Labor Statistics. The Department of Health, Education, and Welfare (Public Health Service) operated hospitals in six of the survey areas; the Department of the Navy, in seven areas; the Department of the Army, in six areas; and the Department of the Air Force, in two areas.

Information on the various pay systems used by the Veterans Administration, the Department of Health, Education, and Welfare, and the Navy is presented in the following paragraphs. Information on supplementary wage benefits of Federal hospital employees is also provided. Data are not provided for Army and Air Force hospitals. In the areas surveyed separately by the Bureau of Labor Statistics, these hospitals were typically small, serving almost exclusively the needs of military personnel and their dependents, and largely staffed by members of the Armed Forces paid according to the Military Pay Act.

Veterans Administration Hospitals

Salaries

Salaries of employees of Veterans Administration hospitals are determined by 1 of 3 pay systems. Registered professional nurses are paid according to nationwide salary schedules with rate ranges prescribed by law for the Nursing Service of the Agency's Department of Medicine and Surgery.⁷ Other professional and technical employees covered by the Bureau's study, office clerical employees, chief housekeepers, nursing aids, and practical nurses, are paid according to the Federal Classification Act of 1949, as amended, which also prescribes nationwide salary schedules. The hourly wages of mechanical trades, service, and laundry workers are, on the other hand, "fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing (community) rates."⁸

Table A-2 indicates the salary schedule and grade designation of VA employees in job classifications corresponding to those studied by the Bureau of Labor Statistics. Salary schedules, effective October 14, 1962, and January 5, 1964, for registered professional nurses are shown in table A-3 and those for workers covered by the Federal Classification Act in table A-4. Table A-5 lists the area wage scales in effect June 1963, for selected occupations in the mechanical trades, service, and laundry categories. In each area, separate wage schedules are established for the three work categories independently of each other. Thus, in a given community, the rate for grade 2 mechanical trades workers will differ from that for grade 2 service workers. Each of the three pay schedules is characterized by a series of grades, with provisions for within-grade advancement.

Supplementary Wage Benefits

Provisions for supplementary wage benefits, as summarized on the following page, are limited to those items covered by the Bureau's study of private and non-Federal government hospitals. Employees paid according to the nationwide salary schedule of the Federal Classification Act and those whose wages are determined in accordance with prevailing

⁷ Title 38 of the U.S. Code, as amended by the Public Law 87-793, Sec. 4107.

⁸ See Federal Classification Act of 1949, as amended, Sec. 202 (?).

community rates receive the same fringe benefits.⁹ Provisions are somewhat different for registered professional nurses in the nursing service of the Veterans Administration.

Paid Holidays. Eight paid holidays are provided annually to all employees of VA hospitals: New Year's Day, Washington's Birthday, Memorial Day, July 4, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day. If any of these days fall on a Saturday, the preceding Friday is considered a holiday; likewise, if any of the designated days fall on a Sunday, the following Monday is considered a holiday.

Annual Leave.¹⁰ Annual leave provisions for all employees, except registered professional nurses (and physicians and dentists who were not included in the study), of VA hospitals are as follows: 13 working days a year for employees with less than 3 years of service, 20 working days a year for employees with 3 but less than 15 years of service, and 26 working days for employees with 15 or more years of service. Registered professional nurses of the agency accrue 30 calendar days of annual leave a year.

Health, Insurance, and Pension Plans. With the exception of registered professional nurses (and physicians and dentists), all VA hospital employees annually accrue 13 working days of sick leave. Registered professional nurses of the agency receive 15 working days a year.

The Federal Government pays part of the cost of a life insurance plan, with provisions for accidental death and dismemberment benefits, and any one of several types of insurance plans providing hospitalization, surgical, and extended medical benefits, that may be selected by the employee.

All full-time (permanent) employees of the Federal Government (except military personnel) are entitled to retirement pension benefits prescribed by the Civil Service Retirement Act. Under this act, employees contribute 6½ percent of their earnings to a fund to which the Government also contributes. Annuities are determined according to the individual's salary level and length of service.

Public Health Service Hospitals

Registered professional nurses and other professional and technical employees of Public Health Service hospitals may be paid either according to salary schedules provided by the Career Compensation Act of 1949, as amended, or according to the Federal Classification Act of 1949, as amended. Employees under the Career Compensation Act (Commissioned Corps) constitute a highly mobile staff of professional employees who may be transferred from one hospital to another to meet changing requirements. Like those of the military, salaries of these employees are supplemented by monetary allowances for rental and subsistence. Salary schedules for these employees are not provided in this report.

General duty nurses and head nurses paid according to the Federal Classification Act were classified in grades GS-6 and GS-7, respectively, in the six survey areas having PHS hospitals. Grade designations for supervisors of nurses varied (ranging from GS-8 to GS-10) by area, depending on the nature of the duties and responsibilities for the occupation. Directors of nursing and nursing instructors in the survey areas were usually Commissioned Corps personnel. Grade designations for other professional and technical occupations covered by the study, as well as for the selected office clerical occupations and for chief housekeepers, nursing aids, and practical nurses were generally similar to those previously described for Veterans Administration although some area variation existed. For example, grades for X-ray technicians ranged from GS-5 to GS-7 in the survey areas; the range was GS-5 to GS-8 for physical therapists and GS-2 to GS-5 for nursing aids.

⁹ For a description of supplementary wage benefits provided Federal Classification Act employees, see Wage Chronology: Federal Classification Act Employees, 1924-60, BLS Report 199 (1961) and supplements.

¹⁰ Annual leave is granted for vacations as well as for other personal reasons, such as time off to attend funerals of family members.

Employees in the selected maintenance, food service, and laundry occupations in PHS hospitals were paid according to the wage rate schedules (determined in accordance with prevailing community rates) shown in table A-6. Like the VA, separate wage schedules are established in an area for the three work categories.

Navy Hospitals

Registered professional nursing and other professional and technical occupations in Navy hospitals in the areas surveyed separately were largely staffed by members of the Armed Forces. However, civilian general duty nurses and head nurses, paid according to the Federal Classification Act, were usually classified in grades GS-6 and GS-7, respectively. Civilian employees in the selected office clerical jobs were generally classified as follows: Payroll clerks and technical stenographers, GS-4 or GS-5; switchboard operators, GS-3; and technical transcribing-machine operators, GS-4. Civilian nursing aids were classified in grade GS-3; Navy hospitals in the selected areas did not employ chief housekeepers and rarely employed practical nurses.

Wages of Navy civilian employees in the selected maintenance, food service, and laundry occupations are, like those in hospitals operated by the VA and PHS, fixed and adjusted in accordance with prevailing (community) rates. The area rates for Navy jobs corresponding to BLS survey occupations are presented in table A-7.

Table A-1. Number and Estimated Employment¹ of Federal Government Hospitals² by Agency, United States, Regions and Selected Areas, Mid-1963

Region and area ³	All Federal Government hospitals ⁴		Veterans Administration		Public Health Service	
	Number of hospitals	Estimated employment	Number of hospitals	Estimated employment	Number of hospitals	Estimated employment
United States.....	398	231,595	170	146,163	58	10,056
<u>Regions</u>						
Northeast.....	58	44,549	37	35,178	2	1,342
South.....	154	90,495	55	44,549	17	5,225
North Central.....	81	50,096	45	41,308	13	858
West.....	105	46,455	33	25,128	26	2,631
<u>Selected areas</u>						
Atlanta.....	2	957	1	696	-	-
Baltimore.....	5	2,314	2	1,057	1	498
Boston.....	5	4,206	3	3,228	1	315
Buffalo.....	1	1,344	1	1,344	-	-
Chicago.....	6	8,657	4	7,311	1	192
Cincinnati.....	1	1,168	1	1,168	-	-
Cleveland.....	2	2,545	2	2,545	-	-
Dallas.....	2	1,719	2	1,719	-	-
Los Angeles-Long Beach.....	6	8,494	5	8,202	-	-
Memphis.....	3	2,313	1	1,820	1	143
Minneapolis-St. Paul.....	1	1,864	1	1,864	-	-
New York City.....	6	7,676	3	5,167	1	1,027
Philadelphia.....	4	4,694	2	2,301	-	-
Portland (Oreg.).....	3	1,675	2	1,511	-	-
San Francisco-Oakland.....	8	6,644	3	2,247	1	553
Total, 15 areas.....	55	56,270	33	42,180	6	2,728
			Navy		Army and Air Force	
United States.....			21	17,238	144	53,626
<u>Regions</u>						
Northeast.....			5	3,846	13	4,127
South.....			11	7,532	67	28,733
North Central.....			1	1,154	22	6,776
West.....			4	4,706	42	13,990
<u>Selected areas</u>						
Atlanta.....			-	-	1	261
Baltimore.....			1	224	1	535
Boston.....			1	663	-	-
Buffalo.....			-	-	-	-
Chicago.....			1	1,154	-	-
Cincinnati.....			-	-	-	-
Cleveland.....			-	-	-	-
Dallas.....			-	-	-	-
Los Angeles-Long Beach.....			-	-	1	292
Memphis.....			1	350	-	-
Minneapolis-St. Paul.....			-	-	-	-
New York City.....			1	1,170	1	312
Philadelphia.....			1	1,232	1	1,161
Portland (Oreg.).....			-	-	1	164
San Francisco-Oakland.....			1	1,393	3	2,451
Total, 15 areas.....			7	6,186	9	5,176

¹ Includes military personnel.

² Data relate to all Federal Government hospitals, including psychiatric and tuberculosis hospitals.

³ For definition of regions and areas, see table in appendix B.

⁴ Includes data for hospitals in addition to those operated by the Federal agencies shown separately.

Table A-2. Occupational Title, Salary Schedule, and Grade Designation of Hospital Employees of the Veterans Administration in Positions Comparable with Occupations Surveyed by the Bureau of Labor Statistics, 1963

BLS occupational title	Veterans Administration	
	Occupational title	Salary schedule and grade designation
<u>Registered professional nurses</u>		
Directors of nursing	Chiefs, nursing service	(Pay grade of VA nurses are determined on the basis of an individual's qualifications and, at certain levels of administration, the complexity of assignment. Salary advancements are based on demonstrated ability.)
Supervisors of nurses	Supervisory nurses, clinical service	
Head nurses	Head nurses	
General duty nurses	Staff nurses	
Nursing instructors	Nursing instructors	
<u>Other professional and technical occupations</u>		
X-ray technicians, chief	Supervisory medical radiology technicians	GS-7
X-ray technicians	Medical radiology technicians	GS-5
Medical technologists	Medical technologists	GS-7
Medical record librarians	Medical record librarians	GS-9
Medical social workers	Clinical social workers	GS-9
Physical therapists	Physical therapists	GS-6
Dietitians	Dietitians	GS-7
<u>Office clerical occupations</u>		
Clerks, payroll	Clerks, payroll	GS-4
Stenographers, technical	Stenographers	GS-4
Switchboard operators	Telephone operators	GS-3
Switchboard operator-receptionists	Telephone operator-receptionists	GS-3
Transcribing-machine operators, technical	Dictating machine transcribers	GS-3
<u>Other nonprofessional occupations</u>		
Housekeepers, chief	Hospital housekeeping officers	GS-7
Nursing aids	Nursing assistants	GS-3
Practical nurses	Nursing assistants	GS-4
<u>Wage Board (see table A-5 for salary schedules)</u>		
Electricians, maintenance	Electricians	Mechanical trades WA-10
Engineers, stationary	Plant operators (steam)	Mechanical trades WA-10
Finishers, flatwork, machine	Laundry workers	Laundry WA-1
Kitchen helpers	Food service workers	Service WA-2
Maids or porters	Custodial laborers	Service WA-2
Washers, machine	Washmen	Laundry WA-8

Table A-3. Veterans Administration Annual Salary Schedules—Nursing Service, Effective October 14, 1962, and January 5, 1964

Grade	Salary steps ¹									
	1	2	3	4	5	6	7	8	9	10
Effective October 14, 1962										
Junior	\$5,035	\$5,205	\$5,375	\$5,545	\$5,715	\$5,885	\$6,055	\$6,225	\$6,395	\$6,565
Associate	5,820	6,015	6,210	6,405	6,600	6,795	6,990	7,185	7,380	7,575
Full	6,675	6,900	7,125	7,350	7,575	7,800	8,025	8,250	8,475	8,700
Intermediate	8,045	8,310	8,575	8,840	9,105	9,370	9,635	9,900	10,165	-
Senior	9,475	9,790	10,105	10,420	10,735	11,050	11,365	11,680	11,995	-
Chief	11,150	11,515	11,880	12,245	12,610	12,975	13,340	13,705	14,070	-
Assistant director	12,845	13,270	13,695	14,120	14,545	14,970	15,395	15,820	16,245	-
Effective January 5, 1964										
Junior	\$5,235	\$5,410	\$5,585	\$5,760	\$5,935	\$6,110	\$6,285	\$6,460	\$6,635	\$6,810
Associate	6,090	6,290	6,490	6,690	6,890	7,090	7,290	7,490	7,690	7,890
Full	7,030	7,260	7,490	7,720	7,950	8,180	8,410	8,640	8,870	9,100
Intermediate	8,410	8,690	8,970	9,250	9,530	9,810	10,090	10,370	10,650	-
Senior	9,980	10,310	10,640	10,970	11,300	11,630	11,960	12,290	12,620	-
Chief	11,725	12,110	12,495	12,880	13,265	13,650	14,035	14,420	14,805	-
Assistant director	13,615	14,065	14,515	14,965	15,415	15,865	16,315	16,765	17,215	-

¹ Within-grade increases in salary are based upon an employee's length of service and on determination that his work is of an acceptable level of competence. The normal length-of-service requirement between salary steps is 104 weeks, except for a 52-week requirement in steps 1 and 2 of the junior and associate grades. There are no provisions for increases beyond the maximum scheduled salary for a given grade.

Table A-4. Federal Classification Act Annual Salary Schedules Effective October 14, 1962, and January 5, 1964

Grade	Salary steps ¹									
	1	2	3	4	5	6	7	8	9	10
	Effective October 14, 1962 ²									
GS-1	\$ 3,245	\$ 3,350	\$ 3,455	\$ 3,560	\$ 3,665	\$ 3,770	\$ 3,875	\$ 3,980	\$ 4,085	\$ 4,190
GS-2	3,560	3,665	3,770	3,875	3,980	4,085	4,190	4,295	4,400	4,505
GS-3	3,820	3,925	4,030	4,135	4,240	4,345	4,450	4,555	4,705	4,830
GS-4	4,110	4,250	4,390	4,530	4,670	4,810	4,950	5,090	5,230	5,370
GS-5	4,565	4,725	4,885	5,045	5,205	5,365	5,525	5,685	5,845	6,005
GS-6	5,035	5,205	5,375	5,545	5,715	5,885	6,055	6,225	6,395	6,565
GS-7	5,540	5,725	5,910	6,095	6,280	6,465	6,650	6,835	7,020	7,205
GS-8	6,090	6,295	6,500	6,705	6,910	7,115	7,320	7,525	7,730	7,935
GS-9	6,675	6,900	7,125	7,350	7,575	7,800	8,025	8,250	8,475	8,700
GS-10	7,290	7,535	7,780	8,025	8,270	8,515	8,760	9,005	9,250	9,495
GS-11	8,045	8,310	8,575	8,840	9,105	9,370	9,635	9,900	10,165	-
GS-12	9,475	9,790	10,105	10,420	10,735	11,050	11,365	11,680	11,995	-
GS-13	11,150	11,515	11,880	12,245	12,610	12,975	13,340	13,705	14,070	-
GS-14	12,845	13,270	13,695	14,120	14,545	14,970	15,395	15,820	16,245	-
GS-15	14,565	15,045	15,525	16,005	16,485	16,965	17,445	17,925	-	-
GS-16	16,000	16,500	17,000	17,500	18,000	-	-	-	-	-
GS-17	18,000	18,500	19,000	19,500	20,000	-	-	-	-	-
GS-18	20,000	-	-	-	-	-	-	-	-	-
	Effective January 5, 1964									
GS-1	\$ 3,305	\$ 3,410	\$ 3,515	\$ 3,620	\$ 3,725	\$ 3,830	\$ 3,935	\$ 4,040	\$ 4,145	\$ 4,250
GS-2	3,620	3,725	3,830	3,935	4,040	4,145	4,250	4,355	4,460	4,565
GS-3	3,880	3,985	4,090	4,195	4,300	4,405	4,525	4,650	4,775	4,900
GS-4	4,215	4,355	4,495	4,635	4,775	4,915	5,055	5,195	5,335	5,475
GS-5	4,690	4,850	5,010	5,170	5,330	5,490	5,650	5,810	5,970	6,130
GS-6	5,235	5,410	5,585	5,760	5,935	6,110	6,285	6,460	6,635	6,810
GS-7	5,795	5,990	6,185	6,380	6,575	6,770	6,965	7,160	7,355	7,550
GS-8	6,390	6,600	6,810	7,020	7,230	7,440	7,650	7,860	8,070	8,280
GS-9	7,030	7,260	7,490	7,720	7,950	8,180	8,410	8,640	8,870	9,100
GS-10	7,690	7,945	8,200	8,455	8,710	8,965	9,220	9,475	9,730	9,985
GS-11	8,410	8,690	8,970	9,250	9,530	9,810	10,090	10,370	10,650	-
GS-12	9,980	10,310	10,640	10,970	11,300	11,630	11,960	12,290	12,620	-
GS-13	11,725	12,110	12,495	12,880	13,265	13,650	14,035	14,420	14,805	-
GS-14	13,615	14,065	14,515	14,965	15,415	15,865	16,315	16,765	17,215	-
GS-15	15,665	16,180	16,695	17,210	17,725	18,240	18,755	19,270	-	-
GS-16	16,000	16,500	17,000	17,500	18,000	-	-	-	-	-
GS-17	18,000	18,500	19,000	19,500	20,000	-	-	-	-	-
GS-18	20,000	-	-	-	-	-	-	-	-	-

¹ Within-grade increases are based on the determination that an employee's work is of an acceptable level of competence and on the length of time at the salary steps: 52 calendar weeks of satisfactory service for advancement to salary steps 2, 3, and 4; 104 calendar weeks of satisfactory service for advancement to salary steps 5, 6, and 7; and 156 calendar weeks of satisfactory service for advancement to salary steps 8, 9, and 10. 9 increases are provided for grades GS-1 through GS-10, eight for grades GS-11 through GS-14, seven for grade GS-15, four for grades GS-16 and GS-17, and none for grade GS-18.

² The minimum rates shown for grades GS-1, GS-2, and GS-3 apply only to persons entering on or after October 14, 1962. Persons employed in grades GS-1, GS-2, and GS-3 prior to October 14, 1962, received both a rate increase and 1-step increase; thus, the minimum rates for these persons were \$3,350 for GS-1, \$3,665 for GS-2, and \$3,925 for GS-3. Persons who were at the old top longevity rates received new top rates of \$4,295 for GS-1, \$4,610 for GS-2, and \$4,955 for GS-3; these rates are above the top rate of the October 14, 1962, schedule and will not be available to employees advancing from lower rates.

Table A-5. Veterans Administration Hourly Wage Rates¹ for Hospital Employees in Selected Mechanical Trades, Service, and Laundry Occupations, 15 Selected Areas, in Effect June 1963

Area	Maintenance electricians and stationary engineers (Mechanical trades WA-10)			Flatwork finishers, machine (Laundry WA-1)			Kitchen helpers, maids and porters (Service WA-2)			Washers, machine (Laundry WA-8)		
	Wage steps											
	1	2	3	1	2	3	1	2	3	1	2	3
Atlanta	\$ 2.70	\$ 2.84	\$ 2.98	\$ 1.15	\$ 1.21	\$ 1.27	\$ 1.32	\$ 1.39	\$ 1.46	\$ 1.62	\$ 1.71	\$ 1.80
Baltimore	2.85	3.00	3.15	1.15	1.21	1.27	1.60	1.68	1.76	1.62	1.71	1.80
Boston	2.85	3.00	3.15	1.20	1.26	1.32	1.69	1.78	1.87	1.67	1.76	1.85
Buffalo	2.93	3.08	3.23	1.35	1.42	1.49	1.75	1.84	1.93	1.82	1.92	2.02
Chicago	3.07	3.23	3.39	1.19	1.25	1.31	1.90	2.00	2.10	1.94	2.04	2.14
Cincinnati	2.82	2.97	3.12	1.19	1.25	1.31	1.65	1.74	1.83	1.85	1.95	2.05
Cleveland	2.97	3.13	3.29	1.15	1.21	1.27	1.83	1.93	2.03	1.78	1.87	1.96
Dallas	2.73	2.87	3.01	1.15	1.21	1.27	1.38	1.45	1.52	1.62	1.71	1.80
Los Angeles-Long Beach	3.00	3.16	3.32	1.23	1.29	1.35	1.99	2.09	2.19	1.90	2.00	2.10
Memphis	2.76	2.90	3.05	1.15	1.21	1.27	1.60	1.68	1.76	1.62	1.71	1.80
Minneapolis-St Paul	2.87	3.02	3.17	1.46	1.54	1.62	1.83	1.93	2.03	1.97	2.07	2.17
New York City	2.97	3.13	3.29	1.30	1.37	1.44	1.86	1.96	2.06	2.03	2.14	2.25
Philadelphia	2.87	3.02	3.17	1.15	1.21	1.27	1.73	1.82	1.91	1.86	1.96	2.06
Portland (Oreg.)	2.90	3.05	3.20	1.31	1.38	1.45	1.83	1.93	2.03	2.05	2.16	2.27
San Francisco-Oakland	3.01	3.17	3.33	1.63	1.72	1.81	2.21	2.33	2.45	2.24	2.36	2.48

¹ Employees are normally hired at step 1 of the 3-step rate range for the grade and advanced to step 2 after 26 weeks of satisfactory service; advancement to step 3 requires 78 weeks of satisfactory service in step 2. 5-percent increments separate the steps.

Table A-6. Public Health Service Hourly Rates¹ for Hospital Employees in Selected Maintenance, Food Service, and Laundry Occupations, 6 Selected Areas, in Effect June 1963

BLS occupational title	PHS occupational title	Wage board schedule	Grade	Baltimore			Boston			Chicago			
				Wage steps									
				1	2	3	1	2	3	1	2	3	
Dishwashers, machine	(2) Electricians	Regular	-	-	-	-	-	-	-	-	-	-	
Electricians, maintenance			W-7	-	-	-	-	-	-	-	-	-	
			W-10	\$2.85	\$3.00	\$3.15	-	-	-	\$3.07	\$3.23	\$3.39	
Engineers, stationary	Operating engineers	Regular	W-8	-	-	-	\$2.64	\$2.78	\$2.92	-	-	-	
			W-9	2.75	2.89	3.03	-	-	-	2.95	3.10	3.26	
			W-10	-	-	-	-	-	-	-	-	-	
Kitchen helpers	Kitchen helpers	Food service	W-11	-	-	-	-	-	-	-	-	-	
			W-2	1.60	1.68	1.76	1.69	1.78	1.87	1.90	2.00	2.10	
			W-4	-	-	-	-	-	-	2.00	2.10	2.21	
Finishers, flatwork, machine	Pressers	Laundry	W-6	-	-	-	-	-	-	-	-	-	
Maids or porters			W-3	1.24	1.31	1.38	1.29	1.36	1.43	1.33	1.40	1.47	
Washers, machine			W-2	1.70	1.79	1.88	1.79	1.88	1.97	2.00	2.10	2.21	
	Washmen	Laundry	W-7	-	-	-	-	-	-	-	-	-	
			W-8	1.62	1.71	1.80	1.67	1.76	1.85	1.94	2.04	2.14	
				Memphis			New York City			San Francisco-Oakland			
Dishwashers, machine	(2) Electricians	Regular	-	-	-	-	-	-	-	-	-	-	
Electricians, maintenance			W-7	-	-	-	-	-	-	-	\$2.74	\$2.88	\$3.02
			W-10	-	-	-	\$2.97	\$3.13	\$3.29	3.01	3.17	3.33	
Engineers, stationary	Operating engineers	Regular	W-11	-	-	-	-	-	-	-	3.10	3.26	3.42
			W-8	-	-	-	-	-	-	-	-	-	-
			W-9	\$2.43	\$2.56	\$2.69	-	-	-	-	-	-	-
			W-10	-	-	-	-	-	-	3.01	3.17	3.33	
			W-11	-	-	-	3.13	3.29	3.45	-	-	-	
Kitchen helpers	Kitchen helpers	Food service	W-2	1.28	1.35	1.42	1.86	1.96	2.06	2.21	2.33	2.45	
			W-4	1.45	1.53	1.61	2.00	2.11	2.22	2.32	2.44	2.56	
			W-6	-	-	-	-	-	-	2.48	2.61	2.74	
Finishers, flatwork, machine	Pressers	Laundry	W-3	1.24	1.31	1.38	1.44	1.52	1.60	1.76	1.85	1.94	
Maids or porters			W-2	1.28	1.35	1.42	1.96	2.06	2.16	2.27	2.39	2.51	
Washers, machine			W-7	-	-	-	1.89	1.99	2.09	-	-	-	
	Washmen	Laundry	W-8	1.62	1.71	1.80	-	-	-	2.24	2.36	2.48	

¹ Employees are normally hired at step 1 of the 3-step rate range for the grade and advanced to step 2 after 26 weeks of satisfactory service; advancement to step 3 requires 78 weeks of satisfactory service in step 2. 5-percent increments separate the steps.

² The duties of dishwashers in PHS hospitals are performed as an incidental part of the duties of workers in other jobs such as kitchen helpers, cooks' helpers, etc.

Table A-7. Navy Hourly Rates¹ for Hospital Employees in Selected Maintenance, Food Service, and Laundry Occupations, 7 Selected Areas, in Effect June 1963

BLS occupational title	Navy title	Wage board schedule	Grade	Baltimore			Boston			Chicago ² (Great Lakes Area)			Memphis		
				Wage steps											
				1	2	3	1	2	3	1	2	3	1	2	3
Dishwashers, machine.....	Mess attendants	Commissary	2	\$2.16	\$2.25	\$2.34	\$2.06	\$2.15	\$2.24	\$2.07	\$2.16	\$2.25	\$1.68	\$1.75	\$1.82
Electricians, maintenance.....	Electricians	General	11	2.90	3.02	3.14	2.89	3.01	3.13	2.98	3.10	3.22	2.77	2.89	3.01
Engineers, stationary.....	Powerplant controlmen	General	10	2.81	2.93	3.05	2.82	2.94	3.06	2.88	3.00	3.12	2.65	2.76	2.87
Kitchen helpers.....	Mess attendants	Commissary	2	2.16	2.25	2.34	2.06	2.15	2.24	2.07	2.16	2.25	1.68	1.75	1.82
Finishers, flatwork, machine.....	Pressers, flatwork	Laundry	1	1.15	1.20	1.25	1.21	1.26	1.31	1.34	1.40	1.46	1.20	1.25	1.30
Maids or porters.....	Maids	Commissary	1	2.10	2.19	2.28	2.01	2.09	2.17	2.02	2.10	2.18	1.62	1.69	1.76
Washers, machine.....	Washmen	Laundry	5	1.95	2.03	2.11	1.69	1.76	1.83	1.94	2.02	2.10	1.43	1.49	1.55
				New York City			Philadelphia			San Francisco-Oakland					
				Wage steps											
				1	2	3	1	2	3	1	2	3			
Dishwashers, machine.....	Mess attendants	Commissary	2	\$2.16	\$2.25	\$2.34	\$2.21	\$2.30	\$2.39	\$2.41	\$2.51	\$2.61			
Electricians, maintenance.....	Electricians	General	11	3.05	3.18	3.31	2.93	3.05	3.17	3.06	3.19	3.32			
Engineers, stationary.....	Powerplant controlmen	General	10	2.97	3.09	3.21	2.84	2.96	3.08	2.99	3.11	3.23			
Kitchen helpers.....	Mess attendants	Commissary	2	2.16	2.25	2.34	2.21	2.30	2.39	2.41	2.51	2.61			
Finishers, flatwork, machine.....	Pressers, flatwork	Laundry	1	1.32	1.37	1.42	1.15	1.20	1.25	1.65	1.72	1.79			
Maids or porters.....	Maids	Commissary	1	2.10	2.19	2.28	2.15	2.24	2.33	2.35	2.45	2.55			
Washers, machine.....	Washmen	Laundry	5	2.05	2.14	2.23	1.98	2.06	2.14	2.27	2.36	2.45			

¹ Employees are normally hired at step 1 of the 3-step rate range for the grade and advanced to step 2 after 26 weeks of satisfactory service; advancement to step 3 requires 78 weeks of satisfactory service in step 2. 4-percent increments separate the steps.

² The wage rates listed for Chicago are from the Navy Department's Great Lakes, Ill., Area Schedule of Wages that applies to the U.S. Naval Hospital at Great Lakes, (Lake County) Ill., which is part of the Chicago Standard Metropolitan Statistical Area. Although the Navy Department has a separate wage schedule for the Chicago area, there were no naval hospitals in the Chicago area as defined for rate setting purposes by the Navy Department.

Appendix B: Scope and Method of Survey

Scope of Survey

The survey included short-term proprietary, nonprofit, and State and local (municipal and county) government hospitals in the Nation's 211 Standard Metropolitan Statistical Areas (as defined by the U.S. Bureau of the Budget in 1961). Short-term hospitals, for purposes of the survey, were those in which the average patients' stay was less than 30 days at the time of reference of the universe data. Excluded from the study were: Federal Government hospitals; mental and tuberculosis hospitals; and institutions such as sanatoria, rest homes, convalescent homes, and curative baths or spas in which medical or surgical services were not a main function of the institution.

Data for Federal Government hospitals were not obtained by direct collection and are not included in the main body of this bulletin; however, a description of the various pay systems in Federal Government hospitals is included in appendix A of this bulletin.

The hospitals studied were selected from those employing 100 workers or more at the time of reference of the data used in compiling the universe lists. The list of hospitals included in the study was developed from Hospitals, Journal of the American Hospital Association, Guide Issue, parts 1 and 2, August 1, 1962.

The number of hospitals and employees actually studied by the Bureau, as well as the number estimated to have been within the scope of the survey during the payroll period studied, are shown in the table on the next page.

Method of Study

Data were obtained by personal visits of Bureau field economists under the direction of the Bureau's Assistant Regional Directors for Wages and Industrial Relations. The survey was conducted on a sample basis. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small hospitals was studied. In combining the data, however, all hospitals were given their appropriate weight. Unless indicated otherwise, therefore, all estimates in this bulletin relate to all hospitals within the definition of the study rather than those actually visited, excluding only those below the minimum size at the time of reference of the universe data.

Hospital Definition

A hospital, for the purposes of this study, is defined as a single physical location where medical, surgical, or other hospital services are provided.

Employment

The estimates of the number of employees within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make this wage survey required the use of lists of hospitals assembled considerably in advance of the payroll period studied. Estimates of total hospital employment included full-time, part-time, executive, and administrative employees, as well as members of religious orders. Students were not considered as employees.

Registered Professional Nurses

The term "registered professional nurses," as used in this bulletin, includes all full-time registered professional nurses, such as directors of nursing, supervisors of nurses, general duty nurses, nursing instructors, etc. Part-time professional nurses and nurses belonging to religious orders were excluded from this occupational category.

Estimated Number of Hospitals and Hospital Employees and Number Studied, Metropolitan Areas¹, mid-1963

Region ² and area ³	Number of hospitals ⁴		Employees in hospitals					
	Within scope of study	Studied	Within scope of study					Studied
			Total ⁵	Registered professional nurses	Professional and technical (except nurses)	Office clerical	Nonprofessional (except office clerical)		Total^{5}
All hospitals								
United States	1,624	549	970,140	138,133	56,849	86,549	435,542	476,086
Northeast ⁶	525	177	334,611	46,914	21,350	29,979	141,344	163,331
Boston	51	27	31,629	4,555	2,603	3,036	9,961	22,963
Buffalo	19	14	13,023	1,526	713	1,127	5,635	11,836
New York City	113	44	92,784	10,762	6,200	8,831	43,520	58,777
Philadelphia	60	32	36,607	5,136	2,485	4,127	16,208	25,890
South ⁶	380	123	212,410	27,980	11,102	19,165	103,250	109,908
Atlanta	9	9	6,983	1,039	506	697	3,608	6,983
Baltimore	21	13	18,576	1,850	1,007	2,072	7,408	15,657
Dallas	10	7	6,639	750	397	690	3,683	6,127
Memphis	7	7	6,372	617	336	620	3,789	6,372
North Central ⁶	452	149	286,373	37,611	15,908	24,846	131,770	134,240
Chicago	92	38	55,934	8,114	4,103	5,064	23,322	32,775
Cincinnati	14	11	10,133	1,122	597	1,007	5,249	9,087
Cleveland	25	18	18,915	2,435	1,125	1,765	9,293	16,301
Minneapolis-St. Paul	26	17	18,171	2,818	967	1,282	6,681	13,984
West ⁶	267	100	136,746	25,628	8,489	12,559	59,178	68,607
Los Angeles-Long Beach	84	37	44,040	7,762	2,321	4,091	20,265	28,531
Portland	14	11	6,360	1,142	323	641	2,249	5,016
San Francisco-Oakland	43	22	22,221	4,657	1,647	2,245	9,110	14,248
Nongovernment hospitals								
United States	1,401	441	771,471	113,219	44,151	67,639	335,865	331,969
Northeast ⁶	477	149	281,882	41,169	18,180	25,751	113,193	120,733
Boston	46	22	26,735	3,785	2,241	2,590	7,871	18,069
Buffalo	16	11	9,842	1,141	474	788	4,163	8,655
New York City	98	33	63,924	8,407	4,568	6,637	27,379	33,657
Philadelphia	59	31	33,964	4,890	2,324	3,852	14,572	23,247
South ⁶	302	88	149,666	20,776	7,794	13,158	71,669	65,789
Atlanta	6	6	4,362	647	366	391	2,163	4,362
Baltimore	19	11	13,394	1,601	817	1,708	5,683	10,475
Dallas	7	5	4,655	548	298	452	2,495	4,297
Memphis	6	6	4,697	498	288	432	2,651	4,697
North Central ⁶	404	127	242,346	32,068	12,700	19,856	110,037	101,248
Chicago	88	35	49,482	7,423	3,368	4,199	19,520	26,504
Cincinnati	11	9	8,031	853	240	780	3,983	7,315
Cleveland	22	16	15,817	2,052	948	1,391	7,617	13,827
Minneapolis-St. Paul	23	14	14,328	2,161	690	901	5,092	10,141
West ⁶	218	77	97,577	19,206	5,477	8,874	40,966	44,199
Los Angeles-Long Beach	72	31	32,025	6,208	1,708	3,008	13,586	18,292
Portland	13	10	5,582	1,010	253	534	2,047	4,238
San Francisco-Oakland	30	13	13,560	2,980	977	1,394	5,137	6,798
Government hospitals (non-Federal)								
United States	223	108	198,669	24,914	12,698	18,910	99,677	144,117
Northeast ⁶	48	28	52,729	5,745	3,170	4,228	28,151	42,598
Boston	5	5	4,894	770	362	446	2,090	4,894
New York City	15	11	28,860	2,355	1,632	2,194	16,141	25,120
South ⁶	78	35	62,744	7,204	3,308	6,007	31,581	44,119
North Central ⁶	48	22	44,027	5,543	3,208	4,990	21,733	32,992
West ⁶	49	23	39,169	6,422	3,012	3,685	18,212	24,408
Los Angeles-Long Beach	12	6	12,015	1,554	613	1,083	6,679	10,239
San Francisco-Oakland	13	9	8,661	1,677	670	851	3,973	7,450

¹ The study was limited to hospitals in the Nation's Standard Metropolitan Statistical Areas as defined by the Bureau of the Budget in 1961.

² The regions used in this study are: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. Alaska and Hawaii were not included in the study.

³ Standard Metropolitan Statistical Areas except New York City (the 5 boroughs). Payroll periods relate to June in 13 areas and to July in Baltimore and New York City.

⁴ Includes only hospitals with 100 employees or more at the time of reference of the universe data.

⁵ Includes part-time, executive, and administrative employees and members of religious orders who were excluded from the occupational groups shown separately. Students were not considered as employees.

⁶ Includes data for metropolitan areas in addition to those shown separately.

Professional and Technical Employees (Except Registered Nurses)

The term "professional and technical employees (except registered nurses)," as used in this bulletin, includes all full-time professional and technical employees (except registered nurses) such as X-ray technicians, medical technologists, dietitians, physical therapists, medical record librarians, etc. This category excludes part-time employees, interns, residents, and members of religious orders.

Office Clerical Employees

The term "office clerical employees," as used in this bulletin, includes all full-time nonsupervisory employees performing clerical work throughout the hospital. These employees are usually found in the medical record building, the business office, and the laboratory of the hospital. Part-time employees were excluded from this category.

Nonprofessional Employees (Except Office Clerical)

The term "nonprofessional employees (except office clerical)," as used in this bulletin, includes all full-time nonprofessional, except office clerical, employees such as practical nurses, nursing aids, orderlies, maids, kitchen help, housekeepers, unskilled laboratory help such as bottle washers, and maintenance employees. Part-time employees and members of religious orders were excluded.

Occupations Selected for Study

The occupations selected for study were chosen from the four major occupational categories defined above (registered professional nurses; professional and technical employees, except nurses; etc.) on the basis of their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale within hospitals. Occupational classification was based on a uniform set of job descriptions designed to take account of interhospital and interarea variations in duties within the same job. (See appendix C for these descriptions.) Apprentices, learners, beginners, trainees, handicapped, part-time, temporary, and probationary workers were not included in the selected occupations. Supervisors and working supervisors were included only in those occupations in which the occupational description was specifically designed to include such workers.

Earnings Data

Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Average weekly earnings relate to salaries that are paid for standard work schedules and are rounded to the nearest half dollar. Cost-of-living bonuses were included as part of the worker's regular pay, but payments such as Christmas or year-end bonuses were excluded. Average (mean) hourly or weekly earnings for each occupation were obtained by weighting each hourly or weekly rate by the number of workers receiving the rate. The median designates position, that is, half of the employees surveyed received more than this rate and half received less. The middle range is defined by two rates of pay; a fourth of the employees earned less than the lower of these rates and a fourth earned more than the higher rate.

Establishment Practices and Supplementary Benefits

Supplementary benefits and practices were treated statistically on the basis that if formal provisions in a hospital were applicable to half or more of the workers in the major occupational group (e.g., registered professional nurses, office clerical employees, etc.), the practice or benefit was considered applicable to all such workers. Similarly, if fewer than half of the workers in the group were covered, the practice or benefit was considered nonexistent for that specific group in the hospital. Because of length-of-service and other eligibility requirements, the proportions of workers receiving the benefits may be smaller than estimated. Because of rounding, sums of individual items may not equal totals.

Minimum and Maximum Weekly Salaries of General Duty Nurses and Practical Nurses. These salaries relate to the minimum and maximum rates of formal salary systems for general duty nurses and practical nurses.

Weekly Hours. Data refer to the predominant work schedule for workers in each of the four major occupational categories employed on the day shift, regardless of sex.

Shift Practices. Data refer to the practices in those hospitals operating extra shifts during the payroll period studied.

Paid Holidays. Paid holiday provisions relate to full-day and half-day holidays provided annually.

Paid Vacations. The summary of vacation plans is limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. The periods of service for which data are presented were selected as representative of the most common practices but do not necessarily reflect individual provisions for progression. For example, the changes in proportions indicated at 5 years of service include changes in provisions which may have occurred after 4 years.

Health, Insurance, and Pension Plans. Data presented for health and insurance plans include formal arrangements that are underwritten by an insurance company or pooled fund and for which the hospital pays at least part of the cost and formal hospital policies providing benefits to be paid out of current operating income. Tabulations of hospitalization, surgical, and medical plans are presented separately according to (1) plans providing benefits through insurance, (2) plans providing service in the hospital at free or reduced rates, and (3) combination plans which provide benefits through insurance as well as service in the hospital at free or reduced rates.

Death benefits are included as a form of life insurance. 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. Information is presented for all such plans to which the hospital contributes at least part of the cost, except in areas where State law requires such payments. In these areas, sickness and accident insurance plans were limited to (a) plans in which the employer contributes more than is legally required and (b) plans in which employers provide the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick-leave plans are limited to formal plans which provide full pay or a portion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Catastrophe insurance, sometimes referred to as extended medical insurance, includes those plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pension plans are limited to those plans which provide regular payments for the remainder of a retired worker's life. Data on the extent to which hospital employees are covered by the Federal Old-Age, Survivors, and Disability Insurance program are also included, since many hospitals are not automatically covered by the Federal system.

Appendix C: Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage survey of hospitals 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 permits 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 economists were instructed to exclude students, members of religious orders, and part-time workers. Supervisors and working supervisors were omitted except where the job descriptions provide contrary instructions.

Registered Professional Nurses

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.

Excludes 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.

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 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.

SUPERVISOR OF NURSES—Continued

Excludes 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 their 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).

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 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 that evening and night nurses report to her, and she is responsible for assigning duties on other shifts.

Excludes 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 or who receive extra pay as assistant supervisors.

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 of their time instructing, supervising, or assigning duties to student nurses, practical nurses, and nursing aids. 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.

Excludes nurse anesthetists, those who are given extra compensation as assistant head nurses, and those who spend more than half their time in the central supply department or in classroom and organized nursing unit instruction.

NURSING INSTRUCTOR

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.

Excludes nurses who spend less than half of their time on such duties.

Other Professional and Technical OccupationsDIETITIAN

A professionally educated person who has a college degree with a major in nutrition, or qualifying experience in nutrition and management of food preparation and service. Does at least one of the following: (a) Plans menus, (b) plans modifications of the normal diet for persons needing special diet treatment, (c) instructs patients and/or hospital personnel in principles of nutrition and modifications of the normal diet, (d) is responsible for selecting, training, and supervising nonprofessional personnel who handle, prepare, and serve food. In addition, usually performs several or all of the following duties: Purchasing or requesting food, equipment and supplies; inspecting the purchases received; inspecting work areas and storage facilities for sanitation and safety; maintaining food cost controls; and coordinating dietary services with other departments.

Excludes food service supervisors who are concerned with the day-to-day operations of preparing and serving meals, but who do not apply the principles of nutrition to meal planning. Also in hospitals that have staff dietitians, chief and assistant chief dietitians are excluded.

MEDICAL RECORD LIBRARIAN

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 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; and 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

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.

Excludes 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 aids; 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).

MEDICAL TECHNOLOGIST

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 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.

Excludes 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.

PHYSICAL THERAPIST

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 objectives 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 the 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.

For wage study purposes, chief X-ray technicians, in hospitals where more than one X-ray technician is employed, are classified separately:

X-ray technician, chief
X-ray technician

Office Clerical OccupationsCLERK, PAYROLL

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; and 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

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 in legal briefs or 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

Operates a single- or multiple-position telephone switchboard. Duties involve handling incoming, outgoing, intraplant, 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

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

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 Nonprofessional OccupationsDISHWASHER, MACHINE

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

Performs a variety of electrical trade functions such as installation, maintenance, or repair of equipment for the generating, distribution, or utilization of electric energy in an establishment. Work involves most of the following: Installing or repairing 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, lay-out, 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; and using a variety of electrician's hand tools 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.

ENGINEER, STATIONARY

Operates and maintains and may also supervise the operation of stationary engines and equipment (mechanical or electrical) to supply the establishment 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; and keeping a record of operation of machinery, temperature, and fuel consumption. May also supervise these operations. Head or chief engineers in establishments employing more than one engineer are excluded.

FINISHER, FLATWORK, MACHINE

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 flatwork ironing machine; feeding clean, damp flatwork pieces into the flatwork ironing machine by placing the articles on the feeder rollers; and catching or receiving articles as they emerge from the machine and partially folding them.

HOUSEKEEPER, CHIEF

Responsible for housekeeping activities, which include maintenance of clean and sanitary conditions in all areas of the hospital except for engineering and dietetic areas; and conducts 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; and 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; and 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

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; and 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; who perform tasks such as making salad dressing or soup stock; preparing special beverages such as egg-nogs or milk shakes; cooking or frying eggs; and weighing, measuring, and mixing ingredients for bakery products, etc., are excluded.

MAID OR PORTER

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 trash baskets, and arranges furniture and equipment in an orderly fashion. Scours and polishes bathtubs, sinks, mirrors, and similar equipment, and 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.

NURSING AID

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 in eating 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, and 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 instruments 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 an 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

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 observations 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; and takes and records temperature, pulse, and respiration. In a mental hospital, may be called a psychiatric aid 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 aid. Those regularly supervising other practical nurses or nursing aids and those supervising units to which no professional nurses are assigned are excluded.

For wage survey purposes, practical nurses are classified as follows:

Practical nurse, licensed
Practical nurse, unlicensed

WASHER, MACHINE

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; and loading and unloading the washing machine, if not done by loaders or unloaders (pullers). May make minor repairs to washing machine.

Industry Wage Studies

The most recent reports for industries included in the Bureau's program of industry wage surveys since January 1950 are listed below. Those for which a price is shown are available from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402, or any of its regional sales offices. Those for which a price is not shown may be obtained free as long as a supply is available, from the Bureau of Labor Statistics, Washington, D.C., 20210, or from any of the regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

- Basic Iron and Steel, 1962. BLS Bulletin 1358 (30 cents).
Candy and Other Confectionery Products, 1960. BLS Report 195.
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1961. BLS Bulletin 1317 (30 cents).
Cigarette Manufacturing, 1960. BLS Report 167.
Cotton Textiles, 1960. BLS Report 184.
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1957. BLS Report 123.
Fertilizer Manufacturing, 1962. BLS Bulletin 1362 (40 cents).
Flour and Other Grain Mill Products, 1961. BLS Bulletin 1337 (30 cents).
Fluid Milk Industry, 1960. BLS Report 174.
Footwear, 1962. BLS Bulletin 1360 (45 cents).
Hosiery, 1962. BLS Bulletin 1349 (45 cents).
- Industrial Chemicals, 1955. BLS Report 103.
Iron and Steel Foundries, 1962. BLS Bulletin 1386 (40 cents).
Leather Tanning and Finishing, 1963. BLS Bulletin 1378 (40 cents).
Machinery Manufacturing, 1963. BLS Bulletin 1388 (25 cents).
Men's and Boys' Shirts (Except Work Shirts) and Nightwear, 1961.
BLS Bulletin 1323 (40 cents).
Men's and Boys' Suits and Coats, 1958. BLS Report 140.
Miscellaneous Plastics Products, 1960. BLS Report 168.
Miscellaneous Textiles, 1953. BLS Report 56.
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1960. BLS Report 180.
Paints and Varnishes, 1961. BLS Bulletin 1318 (30 cents).
Petroleum Refining, 1959. BLS Report 158.
Pressed or Blown Glass and Glassware, 1960. BLS Report 177.
*Processed Waste, 1957. BLS Report 124.
Pulp, Paper, and Paperboard Mills, 1962. BLS Bulletin 1341 (40 cents).
Radio, Television, and Related Products, 1951. Series 2, No. 84.
Railroad Cars, 1952. Series 2, No. 86.
*Raw Sugar, 1957. BLS Report 136.
- Southern Sawmills and Planing Mills, 1962. BLS Bulletin 1361 (30 cents).
Structural Clay Products, 1960. BLS Report 172.
Synthetic Fibers, 1958. BLS Report 143.
Synthetic Textiles, 1960. BLS Report 192.
Textile Dyeing and Finishing, 1961. BLS Bulletin 1311 (35 cents).
*Tobacco Stemming and Redrying, 1957. BLS Report 136.

* Studies of the effects of the \$1 minimum wage.

I. Occupational Wage Studies—Continued

Manufacturing—Continued

West Coast Sawmilling, 1959. BLS Report 156.
Women's and Misses' Coats and Suits, 1962. BLS Bulletin 1371 (25 cents).
Women's and Misses' Dresses, 1963. BLS Bulletin 1391 (30 cents).
Wood Household Furniture, Except Upholstered, 1962. BLS Bulletin 1369 (40 cents).
*Wooden Containers, 1957. BLS Report 126.
Wool Textiles, 1962. BLS Bulletin 1372 (45 cents).
Work Clothing, 1961. BLS Bulletin 1321 (35 cents).

Nonmanufacturing

Auto Dealer Repair Shops, 1958. BLS Report 141.
Banking Industry, 1960. BLS Report 179.
Bituminous Coal Mining, 1962. BLS Bulletin 1383 (45 cents).
Communications, 1962. BLS Bulletin 1389 (20 cents).
Contract Cleaning Services, 1961. BLS Bulletin 1327 (25 cents).
Crude Petroleum and Natural Gas Production, 1960. BLS Report 181.
Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
Eating and Drinking Places, 1961. BLS Bulletin 1329 (40 cents).
Electric and Gas Utilities, 1962. BLS Bulletin 1374 (50 cents).
Hospitals, 1960. BLS Bulletin 1294 (50 cents).
Hotels and Motels, 1961. BLS Bulletin 1328 (30 cents).
Life Insurance, 1961. BLS Bulletin 1324 (30 cents).
Power Laundries and Cleaning Services, 1961. BLS Bulletin 1333 (45 cents).

II. Other Industry Wage Studies

Factory Workers' Earnings—Distribution by Straight-Time Hourly Earnings, 1958. BLS Bulletin 1252 (40 cents).
Factory Workers' Earnings—Selected Manufacturing Industries, 1959. BLS Bulletin 1275 (35 cents).

Retail Trade:

Employee Earnings in Retail Trade, June 1962 (Overall Summary of the Industry). BLS Bulletin 1380 (45 cents).
Employee Earnings at Retail Building Materials, Hardware, and Farm Equipment Dealers, June 1962. BLS Bulletin 1380-1 (25 cents).
Employee Earnings in Retail General Merchandise Stores, June 1962. BLS Bulletin 1380-2 (45 cents).
Employee Earnings in Retail Food Stores, June 1962. BLS Bulletin 1380-3 (40 cents).
Employee Earnings at Retail Automotive Dealers and in Gasoline Service Stations, June 1962. BLS Bulletin 1380-4 (40 cents).
Employee Earnings in Retail Apparel and Accessory Stores, June 1962. BLS Bulletin 1380-5 (45 cents).

Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960. BLS Report 190.

* Studies of the effects of the \$1 minimum wage.

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