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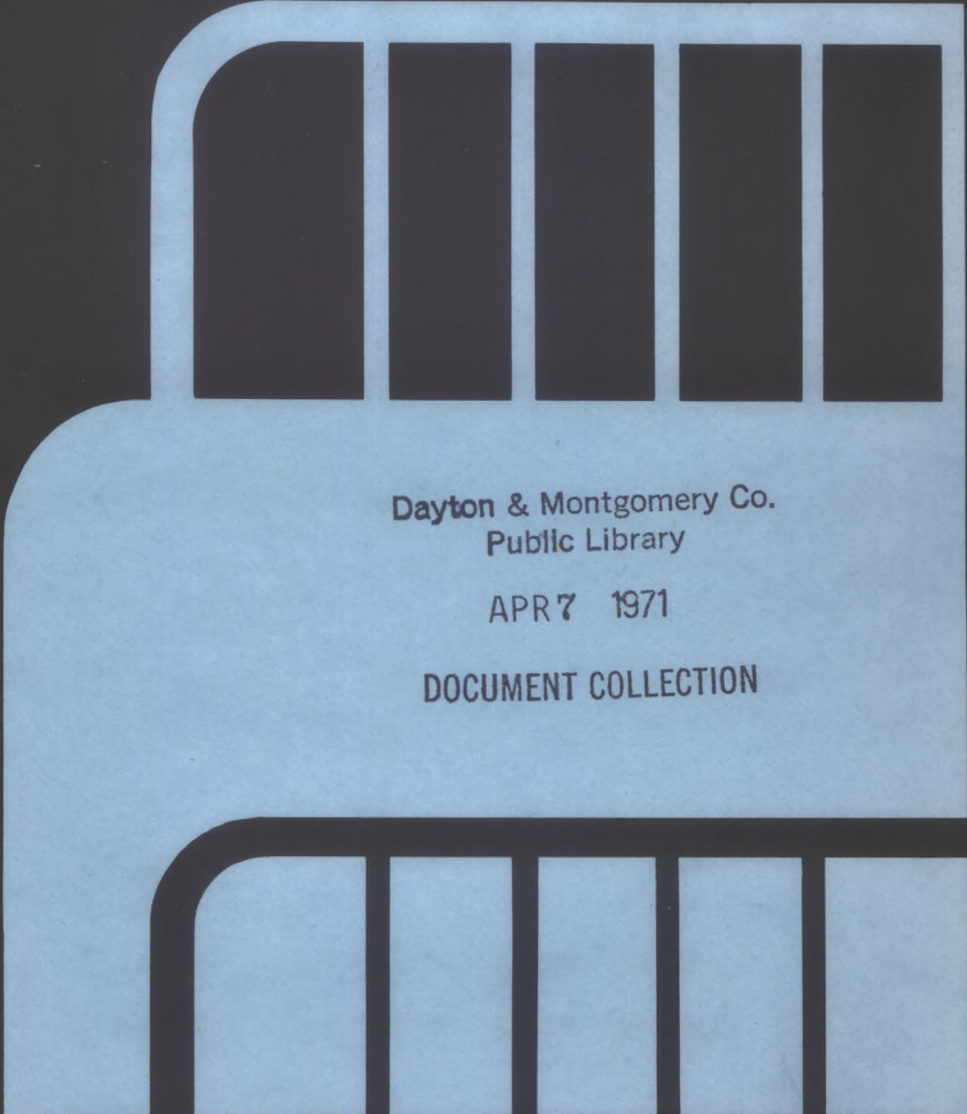
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Industry
Wage Survey

Hospitals,
March 1969

BULLETIN 1688

U.S. DEPARTMENT OF LABOR
Bureau of Labor Statistics



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U. S. DEPARTMENT OF LABOR

J. D. Hodgson, Secretary

BUREAU OF LABOR STATISTICS

Geoffrey H. Moore, Commissioner

1971



Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and supplementary benefits of hospital employees in March 1969. The survey covered the Nation's private and State and local government hospitals, except those in Alaska and Hawaii. Federal government hospitals were not surveyed; however, a description of the pay systems in hospitals operated by the Veterans Administration, Public Health Service, and the Navy are presented in appendix A of this report.

An advance tabulation, providing national and regional information, and separate releases for the following metropolitan areas were issued earlier:

Atlanta, Ga.	Memphis, Tenn.—Ark.
Baltimore, Md.	Miami, Fla.
Boston, Mass.	Minneapolis—St. Paul, Minn.
Buffalo, N. Y.	New York City, N. Y.
Chattanooga, Tenn.—Ga.	Philadelphia, Pa.—N. J.
Chicago, Ill.	Portland, Oreg.—Wash.
Cincinnati, Ohio—Ky.—Ind.	St. Louis, Mo.—Ill.
Cleveland, Ohio	San Francisco—Oakland, Calif.
Dallas, Tex.	Scranton, Pa.
Denver, Colo.	Washington, D. C.—Md.—Va.
Detroit, Mich.	
Los Angeles—Long Beach and Anaheim—Santa Ana— Garden Grove, Calif.	

Copies of these releases are available from the Bureau of Labor Statistics, Washington, D. C. 20212, or any of its regional offices.

This study was conducted in the Bureau's Office of Wages and Industrial Relations. The analysis in this bulletin was prepared by Joseph C. Bush in the Division of Occupational Wage Structures. Field work for the survey was directed by the Assistant Regional Directors for Operations.

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

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Hospitals, March 1969

Summary

Straight-time hourly earnings of non-supervisory employees in hospitals, except Federal, averaged \$2.44 in March 1969.¹ More than nine-tenths of the 2.1 million workers covered by the Bureau's survey earned between \$1.30 and \$4 an hour. Earnings of the middle half of the workers in the array ranged from \$1.80 to \$2.98. This comparatively wide dispersion of individual earnings partly reflects the wide range of duties and responsibilities of hospital employees.

Employees in the South—about one-fourth of the nonsupervisory work force—averaged \$2.09 an hour, compared with \$2.41 in the North Central region, \$2.66 in the Northeast, and \$2.71 in the West. Employees in State and local government hospitals averaged more than those in nongovernment hospitals in each of the regions except the South where employees in private (nongovernment) hospitals held a 10-cent-an-hour average wage advantage.

The level of earnings for nonsupervisory employees in March 1969 (\$2.44) was 31 percent above the average recorded in a similar Bureau survey in July 1966 (\$1.86).² The annual rate of increase in average earnings during the period was 10.7 percent. It amounted to 9.6 percent in State and local government hospitals and 11.6 percent for nongovernment hospitals.

Full-time general duty nurses averaged \$141 for a 40-hour week in March 1969, compared with \$99 for licensed practical nurses and \$76 for nursing aids. The survey developed separate earnings information for a number of occupations selected from four major occupational categories: Registered professional nurses, other professional and technical employees, office clerical, and other nonprofessional employees. Information on supplementary wage benefits was obtained separately for the four occupational categories.

Paid holidays, ranging from less than 5 to 14 days a year, and paid vacations were provided to nearly all employees in

the four categories. Typical provisions for paid vacation were at least 2 weeks of vacation pay after 1 year of service, 3 weeks or more after 5 years, and at least 4 weeks after 20 years. Provisions for paid sick leave and hospitalization, surgical, and medical benefits were also widespread in the industry. Over nine-tenths of the employees in the four categories were in hospitals providing retirement benefits, usually under plans which combined social security and private pension benefits.

Industry Characteristics

Employment. Private and State and local government hospitals employed 2.4 million workers in March 1969,³ an increase in employment of 15 percent since the Bureau's July 1966 study of the industry.⁴ Workers in private hospitals made up seven-tenths of the hospital employment in March 1969. The proportions of workers in State and local government hospitals amounted to nearly two-fifths in the South, three-tenths in the North Central and West, and one-fourth in the Northeast.

Location. The regional distribution of employment in private hospitals differed somewhat from the distribution of the Nation's population. The Northeast region accounted for 24 percent of population and 31 percent of private hospital employment. Corresponding proportions were 31 and 23 percent in the South, 28 and 31 percent in the North Central, and 17 and 15 percent in the West. Employment in State and local government

¹ See appendix B for scope and method of survey and definition of terms as used in this report. 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, if any, provided in addition to cash wages.

² For results of the earlier study, see Industry Wage Survey: Hospitals, July 1966, BLS Bulletin 1553 (1967).

³ The survey excluded Federal government hospitals. A description of the pay systems in Federal government hospitals, which employ about 230,000 workers, is included in appendix A of this bulletin.

⁴ BLS Bulletin 1553.

hospitals, on the other hand, was distributed among the regions in about the same proportions as population.

Metropolitan areas⁵ accounted for slightly more than three-fourths of the workers in private hospitals and about three-fifths of those in government hospitals. In the South and North Central regions, the proportions of workers in metropolitan areas were approximately seven-tenths in private hospitals and about one-half in government hospitals. The proportions in the Northeast amounted to slightly more than four-fifths in private hospitals and three-fourths in government hospitals, and were about the same (nearly seven-eighths) for both proprietorship groups in the West.

Employment in the 22 metropolitan areas selected for separate study ranged from 143,000 in New York City to about 3,500 in Chattanooga and Scranton. Other areas with employment levels above 50,000 were Chicago (94,000), Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove (88,000), Philadelphia (72,000), Boston (58,000), and Detroit (55,000). A majority of the workers in all areas except Chattanooga were in private hospitals which typically provided general rather than specialized care.

Proprietorship and Service. Hospitals chartered as nonprofit institutions employed more than nine-tenths of the 1.7 million workers in private hospitals. Employees in church-related hospitals were outnumbered about 1½ to 1 by those in other nonprofit hospitals. Hospitals operated for profit made up about

7 percent of the work force in private hospitals. Short-term general hospitals, those having an average patient stay of less than 30 days and providing a variety of hospital services rather than specializing in a particular type of care, accounted for slightly more than nine-tenths of the private-hospital employment.

Local government hospitals (city, county, city-county, etc.), also largely engaged in providing short-term general services, employed three-fifths of the work force in government (except Federal) hospitals. Short-term general hospitals accounted for nearly seven-eighths of the workers in local government hospitals, whereas long-term psychiatric institutions made up nearly seven-tenths of the employment in State government hospitals.

Hospital Size. Hospitals with 500 employees or more accounted for about two-thirds of the workers in both private and State and local government hospitals. Proportions of workers in hospitals of this size varied by region and within regions by hospital proprietorship group. In the Northeast, for example, hospitals with 500 employees or more accounted for three-fourths of the employment in private hospitals and four-fifths in government hospitals whereas corresponding proportions were two-thirds and nearly three-fifths in the North Central region. As indicated below, hospitals with fewer than 500 employees accounted for a much larger proportion of the workers in non-metropolitan areas than in metropolitan areas:

	Nongovernment hospitals		State and local government hospitals	
	Metropolitan areas	Non-metropolitan areas	Metropolitan areas	Non-metropolitan areas
All hospitals-----	100	100	100	100
Less than 500 employees-----	24	75	15	65
500 employees or more-----	76	25	85	35

Occupations. Hospital occupations cover a wide range of functions and skills. Some of them are peculiar to medical institutions, and some also are found in other industries. Full-time

registered professional nurses and other professional and technical employees (e.g., dietitians, medical technologists,

⁵ Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget through January 1968.

X-ray technicians) accounted for one-sixth of hospital employment; office clerical employees for one-tenth; and other nonprofessional employees (including nursing aids, practical nurses, maintenance workers, and housekeeping and food service employees), for nearly one-half. Other occupational groups, such as those employed in executive and administrative positions and part-time workers, made up the remainder of the hospital

employment. Part-time workers, those regularly scheduled to work fewer hours than the full-time schedules, accounted for nearly one-fourth of all nonsupervisory employees in private hospitals and for one-eighth of those in government hospitals. As indicated below, the numbers of part-time employees were much greater in the general duty nurse classification than among other numerically important hospital occupations:

Occupation	Nongovernment hospitals		State and local government hospitals	
	Full-time employees	Part-time employees	Full-time employees	Part-time employees
(Thousands)				
Nonsupervisory employees -----	1,102.3	347.2	543.7	75.4
Nursing aids -----	214.1	61.4	89.2	17.3
General duty nurses -----	143.1	102.8	37.6	17.7
Practical nurses -----	107.1	27.7	42.2	5.2
Maids and porters -----	95.6	16.5	41.9	3.4
Kitchen helpers -----	65.9	29.6	33.3	6.6
Medical technologists -----	23.8	6.3	7.9	1.3
Psychiatric aids -----	5.8	1.3	78.8	2.5

Information on earnings and related benefits for nurses belonging to religious orders and student nurses was not collected in the Bureau's study. The

following tabulation, however, provides estimates of the number of persons in these categories in hospitals within the survey scope.

	Student nurses—				
	Professional		Practical		Nurses belonging to religious orders
	Nongovernment hospitals	State and local government hospitals	Nongovernment hospitals	State and local government hospitals	
United States -----	59,700	14,800	11,000	4,700	5,500
Northeast-----	25,700	4,000	3,300	1,500	1,100
South-----	8,700	3,700	3,300	2,300	1,200
North Central-----	20,000	5,400	3,000	700	2,400
West-----	5,300	1,700	1,300	300	800

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

A comprehensive survey of health manpower in the Nation's hospitals, conducted by the U.S. Public Health Service in March 1969,⁶ revealed a shortage of approximately 175,000 positions—budgeted positions vacant and additional positions needed to provide optimum

care. Most of the shortage was in professional and technical occupations. Among nursing and allied jobs, shortages

⁶ "Preliminary Tabulations from the Survey of Health Manpower in Hospitals," U.S. Department of Health, Education, and Welfare, Public Health Service—National Institutes of Health.

amounted to 39,000 for registered professional nurses, 19,000 for licensed practical nurses, and 26,000 for nursing aids, orderlies, and attendants.

Unionization. Hospitals having collective bargaining agreements covering a majority of their full-time registered professional nurses accounted for less

than a tenth of these workers in private hospitals and slightly over one-fifth in government hospitals. As indicated in the tabulation below, agreement coverage was highest among government hospitals in the Northeast region and virtually nonexistent in private hospitals in the South.

	Registered professional nurses	Other professional and technical employees	Office clerical employees	Other nonprofessional employees
	(Percent)			
United States -----	5-9	(1)	5-9	10-14
Nongovernment hospitals-----	5-9	(1)	(1)	5-9
State and local government hospitals -----	20-24	10-14	15-19	20-24
Northeast-----	10-14	(1)	10-14	20-24
Nongovernment hospitals-----	(1)	(1)	(1)	10-14
State and local government hospitals -----	45-49	25-29	50-54	40-44
South-----	(1)	(1)	(1)	(1)
Nongovernment hospitals-----	(1)	(1)	(1)	(1)
State and local government hospitals -----	(1)	5-9	5-9	5-9
North Central-----	10-14	(1)	5-9	15-19
Nongovernment hospitals-----	10-14	(1)	(1)	10-14
State and local government hospitals -----	20-24	10-14	20-24	20-24
West-----	10-14	5-9	(1)	10-14
Nongovernment hospitals-----	10-14	5-9	(1)	10-14
State and local government hospitals -----	10-14	5-9	5-9	5-9

¹ Estimates of less than 5 percent.

The extent of collective bargaining coverage also varied among the 22 selected areas and within areas by occupa-

tional group and proprietorship as shown in the tabulation below and on the following page.

Area	Registered professional nurses		Other professional and technical employees		Office clerical employees		Other nonprofessional employees	
	Non-government	State and local	Non-government	State and local	Non-government	State and local	Non-government	State and local
	(Percent)							
Atlanta -----	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Baltimore -----	(1)	5-9	(1)	45-49	(1)	35-39	(1)	35-39
Boston -----	10-14	70-74	(1)	40-44	(1)	60-64	(1)	65-69
Buffalo-----	(1)	(1)	(1)	(1)	(1)	10-14	35-39	10-14
Chattanooga-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Chicago-----	5-9	50-54	(1)	(1)	(1)	(1)	25-29	(1)

Area	Registered professional nurses		Other professional and technical employees		Office clerical employees		Other nonprofessional employees	
	Non-government	State and local	Non-government	State and local	Non-government	State and local	Non-government	State and local
	(Percent)							
Cincinnati-----	15-19	(1)	(1)	(1)	(1)	(1)	(1)	30-34
Cleveland-----	(1)	(1)	(1)	(1)	(1)	45-49	10-14	50-54
Dallas-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Denver-----	5-9	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Detroit-----	(1)	60-65	(1)	50-55	5-9	75-79	15-19	90-94
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove-----	(1)	(1)	(1)	(1)	(1)	(1)	15-19	(1)
Memphis-----	(1)	80-84	(1)	90-94	(1)	85-89	(1)	80-84
Miami-----	(1)	-	(1)	-	(1)	-	(1)	-
Minneapolis—St. Paul-----	85-89	20-24	10-14	(1)	(1)	25-29	70-74	25-29
New York City-----	(1)	90-94	(1)	(1)	15-19	90-94	55-59	85-89
Philadelphia-----	(1)	10-14	(1)	20-24	(1)	50-54	(1)	20-24
Portland (Oreg.)-----	15-19	-	(1)	-	5-9	-	35-39	-
St. Louis-----	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
San Francisco—Oakland---	50-54	10-14	30-34	20-24	5-9	10-14	60-64	25-29
Scranton-----	(1)	-	(1)	-	(1)	-	(1)	-
Washington, D. C-----	(1)	(1)	(1)	(1)	(1)	(1)	7-9	(1)

¹ Estimates of less than 5 percent.

NOTE: Dashes indicate data that do not meet publication criteria.

Average Hourly Earnings

Straight-time hourly earnings of the 2.1 million nonsupervisory employees covered by the survey averaged \$2.44 in March 1969. (See table 1.) Employees in the South averaged \$2.09 an hour, compared with \$2.41 in the North Central region, \$2.66 in the Northeast, and \$2.71 in the West. Earnings levels of employees in State and local government hospitals were higher than those in non-government hospitals in each of the regions except the South.

Employees in private (nongovernment) hospitals, seven-tenths of the non-supervisory employment, averaged \$2.44 an hour—2 cents less than employees in State and local government hospitals. The average wage advantage for employees in government hospitals amounted to 22 cents in the Northeast (\$2.83 and \$2.61), 15 cents an hour in the West (\$2.82 and \$2.67), and 4 cents in the North Central region (\$2.44 and \$2.40). In the South, workers in private hospitals averaged \$2.13 compared with \$2.03 for those in government hospitals.

In private hospitals, employees averaged \$2.53 an hour in metropolitan areas and \$2.15 in nonmetropolitan areas. Corresponding averages in State and local government hospitals were \$2.62 and \$2.19. Differences in earnings levels by size of community varied somewhat by hospital proprietorship group and region. In the South, for example, the average wage advantage for workers in metropolitan areas amounted to 16 percent in private hospitals and 9 percent in government hospitals; the differences in the North Central region, on the other hand were nearly the same—18 and 19 percent, respectively. As pointed out in the discussion of industry characteristics, hospitals with 500 workers or more accounted for a much greater proportion of the workers in metropolitan areas than in smaller communities.

Nonsupervisory employees in private hospitals with 500 workers or more averaged \$2.56 an hour—34 cents more than those in smaller private hospitals. This pattern of higher earnings levels in larger hospitals held in each of the four regions in both private and government hospitals.

Earnings of more than nine-tenths of the nonsupervisory employees covered by the survey were within a range of \$1.30 to \$4 an hour. In the earnings array, the middle half of the workers earned from \$1.80 to \$2.98 an hour. (See table 2.) Nearly 7 percent of the nonsupervisory employees earned less than \$1.45 an hour in March 1969.⁷ In both private and government hospitals, proportions of workers earning less than \$1.45 an hour amounted to approximately one-sixth in the South and to less than one-tenth in each of the other regions.

Earnings Trends

The level of earnings for nonsupervisory employees in non-Federal hospitals in March 1969 (\$2.44) was 31 percent above the average recorded in a similar Bureau survey in July 1966 (\$1.86).⁸ The annual rate of increase in average earnings during the period was 10.7 percent; it amounted to 9.6 percent in State and local government hospitals and 11.6 percent for nongovernment hospitals. As indicated in the tabulation below, the annual rate of increase was greatest in the South for both hospital proprietorship groups.

	All nonsuper- visory workers	General duty nurses	Licensed practical nurses	Nursing aids	Maids and porters
(Percent)					
United States -----	11	14	12	11	11
Private -----	12	14	13	11	11
State and local government -----	10	13	13	10	11
Northeast-----	11	13	11	11	10
Private -----	12	14	12	12	11
State and local government -----	9	11	9	9	9
South-----	13	17	15	13	17
Private -----	14	17	15	13	14
State and local government -----	12	15	18	13	18
North Central-----	11	13	12	11	10
Private -----	12	13	13	11	11
State and local government -----	9	13	9	10	7
West-----	7	13	11	8	7
Private -----	8	14	11	8	7
State and local government -----	7	12	10	8	6

Increases in occupational pay levels varied substantially among the 20 areas studied separately in both the 1966 and 1969 surveys.⁹ For example, the annual rate of increase in average earnings for women general duty nurses amounted to 17 to 18 percent in Memphis, Miami, and Washington, D.C.; 14 to 15 percent in Atlanta, Baltimore, Boston, Cincinnati, Denver, Minneapolis-St. Paul, Philadelphia, St. Louis, and San Francisco-Oakland; and 11 to 13 percent in the eight remaining areas. In comparison, the annual rate of increase for women licensed practical nurses ranged from 18 percent in Boston and Memphis to 8 percent in Buffalo.

Many hospitals throughout the country granted general wage increases during the last three quarters of 1969 that are not reflected in the survey data. Such increases were reported by some

hospitals in all 22 areas. The amount of these increases varied considerably by area, among individual hospitals within areas, and by occupation.¹⁰ In addition to wage increases, many hospitals improved supplementary wage benefits for their workers during the period.

Occupational Earnings

The occupational classifications studied separately were chosen from four major categories—registered professional

⁷ The Federal minimum wage for employees in hospitals was \$1.30 an hour in March 1969. It was raised to \$1.45 on Feb. 1, 1970, and will be increased to \$1.60 on Feb. 1, 1971.

⁸ BLS Bulletin 1553.

⁹ Information was not developed in 1966 for Chattanooga and Scranton.

¹⁰ For details on these increases, see individual releases for the 22 areas, issued in connection with the survey.

nurses, other professional and technical employees, office clerical, and other nonprofessional employees. The occupations were selected to represent the various activities performed by hospital employees. Full-time employees in the selected occupations made up about one-half of the total employment in non-Federal hospitals.

Full-time general duty nurses, numerically the largest of the five professional nursing classifications studied, averaged \$141 for a 40-hour week in March 1969. (See table 3.) Averages for the other nursing classifications ranged from \$157.50 a week for head nurses to \$198 for directors of nursing. Among other professional and technical jobs studied, X-ray technicians had the lowest weekly average (\$120.50) and psychiatric social workers, the highest (\$170). Averages for the office clerical jobs studied ranged from \$78 a week for switchboard operator-receptionists to \$111 for senior stenographers. Licensed practical nurses averaged \$99 a week, compared with \$76 for nursing aids and \$96 for psychiatric aids. (Slightly more than 1/2 million full-time workers were employed in these three occupations.) Maids and porters averaged \$1.90 an hour—4 cents more than kitchen helpers.

Occupational earnings levels, as discussed in this section of the report, relate to average (mean) earnings or rates for incumbents in the jobs. The "mean," which is affected by extreme values in the earnings arrays, was arrived at by multiplying each rate by the number of workers receiving the rate, totaling the products, and dividing by the total number of workers in the job. Another measure of earnings levels in the "median," which designates the mid-position in the array and is not affected by extremes. Average (mean) earnings were the same or exceeded median earnings in a majority of the observations in tables 8, 11, 20, and 23, indicating that unusually high earnings had a greater influence on the average (mean) than earnings at the lower end of the arrays.

Regionally, occupational averages were usually highest in the West and lowest in the South. The interregional spread in average earnings was proportionately greater for lower skilled jobs than for those requiring more training and experience. General duty nurses in

the West, for example, averaged 16 percent more than those in the South; corresponding differences were 20 percent for licensed practical nurses, 31 percent for nursing aids, and 37 percent for maids and porters.

Average earnings for a majority of the occupations studied were higher in government than in private hospitals in all regions except the South. (See tables 8 and 20.) Pay differences favoring State and local government hospitals in the Northeast region were greatest among the relatively low-paid occupations. In this region, practical nurses, nursing aids and workers in certain laundry, food service, and housekeeping jobs in government hospitals averaged from 16 to 27 percent more than workers in the same jobs in private hospitals, whereas the differences ranged from 4 to 10 percent in 4 of the 5 categories of registered nurses. (Nursing instructors averaged 6 percent more in private than in government hospitals.) Similar patterns in earnings levels by proprietorship group were not found in the North Central and West regions. In the South, occupational averages for private and government hospitals usually differed by 5 percent or less.

Within each hospital proprietorship group, occupational averages were generally higher in metropolitan areas with a population of 1 million or more than in less populous areas. (See tables 9 and 21.) This relationship also held when comparisons were limited to the hospital employment-size categories.

Among the 22 areas surveyed separately, occupational wages usually were highest in San Francisco-Oakland and lowest in Atlanta, Dallas, or Scranton. (See table 5.) There were some exceptions to this pattern. In Philadelphia, women X-ray technicians averaged about 12 percent less than those in Dallas, and in New York City, job averages for stationary engineers and X-ray technicians were slightly higher than those recorded in San Francisco-Oakland. The interarea spread in average earnings tended to be proportionately greater for lower-paid nonprofessional jobs than for the other occupations. Where comparisons were possible, earnings of government hospital workers usually were higher than those of workers in private hospitals in the same job and area. (See tables 23 and 11.)

Several of the occupations selected for separate study were staffed almost entirely by either men or women. In other jobs, significant numbers of both sexes were employed, and men usually averaged more than women even when comparisons were limited to the same hospital proprietorship category and area. Differences in average earnings for men and women in the same area and occupational classification may be due to several factors, including variation in the distribution of the sexes among hospitals having 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 in individual establishments to allow for minor differences in duties that may exist among individual establishments. 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.

Earnings of individual employees in the same occupation, hospital proprietorship group, and area were often widely dispersed, even when extremes in the earnings arrays were disregarded. Hospital pay systems generally provide a

range of salaries, with a series of salary steps. Length of service or periodic merit review usually provide the basis for individual advancement within ranges.¹¹ Thus, even where hospitals had the same rate ranges for a specified occupation, dispersion would be noted in individual rates for incumbents.

The foregoing discussion was limited to earnings of full-time employees in selected jobs. Where comparison was possible, full-time employees usually had higher average earnings than part-time workers in the same occupation and hospital proprietorship group in each of the four regions. The following tabulation, which presents average hourly earnings for part-time workers in several jobs, indicates that occupational averages for private hospitals were usually the same or higher than those for government hospitals in the South, the reverse was true in the Northeast, and the patterns were mixed in the North Central and West.

¹¹ Industry Wage Survey: Hospitals, Mid-1963, BLS Bulletin 1409. According to this hospital survey, formal rate systems providing a range of salaries applied to more than nine-tenths of the general duty and licensed practical nurses in both private and government hospitals. The bulletin provides a detailed description of salary structures for the two jobs, including information on minimum and maximum salaries, number of steps in the salary ranges, and provisions for advancement within the range.

Occupation	United States	North-east	South	North Central	West
General duty nurses (women)-----	\$3.45	\$3.45	\$3.28	\$3.38	\$3.77
Nongovernment hospitals-----	3.47	3.45	3.33	3.42	3.77
State and local government hospitals-----	3.32	3.58	3.09	3.22	3.75
Licensed practical nurses (women)-----	2.49	2.65	2.22	2.49	2.50
Nongovernment hospitals-----	2.50	2.64	2.25	2.48	2.53
State and local government hospitals-----	2.43	2.69	2.06	2.56	2.42
Nursing aids (women)-----	1.78	1.96	1.54	1.72	1.98
Nongovernment hospitals-----	1.79	1.94	1.59	1.73	1.98
State and local government hospitals-----	1.73	2.09	1.42	1.71	1.99
Nursing aids (men)-----	1.90	2.01	1.60	1.96	2.14
Nongovernment hospitals-----	1.91	1.97	1.67	1.92	2.21
State and local government hospitals-----	1.86	2.41	1.44	2.07	1.98
Kitchen helpers (women)-----	1.65	1.82	1.44	1.58	1.69
Nongovernment hospitals-----	1.64	1.77	1.46	1.59	1.67
State and local government hospitals-----	1.68	2.20	1.39	1.54	1.80
Kitchen helpers (men)-----	1.78	1.98	1.51	1.67	1.88
Nongovernment hospitals-----	1.75	1.88	1.53	1.66	1.85
State and local government hospitals-----	1.91	2.31	1.46	1.71	2.00
Maids (women)-----	1.71	1.86	1.45	1.70	1.85
Nongovernment hospitals-----	1.73	1.86	1.46	1.68	1.86
State and local government hospitals-----	1.65	1.87	1.42	1.76	1.72
Porters (men)-----	1.83	1.91	1.53	1.89	2.11
Nongovernment hospitals-----	1.83	1.91	1.55	1.87	2.11
State and local government hospitals-----	1.84	2.06	1.47	2.00	2.11

Establishment Practices and Supplementary Wage Provisions

Information was also obtained on minimum entrance salaries for general duty and licensed practical nurses, shift differential practices for registered nurses, and on work schedules and incidence of supplementary benefits, including paid holidays, paid vacations, and health, insurance, and retirement plans for full-time workers in four major occupational groups—registered professional nurses, other professional and technical employees, office clerical, and other nonprofessional employees.

Minimum Entrance Salaries. Minimum entrance salaries of general duty and licensed practical nurses were determined by formally established policies in a large majority of the private and State and local government hospitals included in the Bureau's sample. (See tables 12 and 13 and 24 and 25, respectively.) In each of the four regions, minimum entrance salaries for general duty nurses were usually within a range of \$120 to \$140 a week in private hospitals and \$115 to \$140 in government hospitals. Minimum entrance salaries for licensed practical nurses overlapped among the regions in both proprietorship groups.

Work Schedules and Overtime Provisions. A work schedule of 40 hours a week was in effect in hospitals employing a majority of the workers in the four occupational categories in both private and government hospitals. (See tables 14 and 26.) With one exception, the 40-hour schedule was predominant in the four regions. Seven-eighths of the office clerical employees in government hospitals in the Northeast had weekly work schedules of 35 or 37½ hours.

Overtime premium pay, almost always time and one-half of the employee's regular rate, was provided by hospitals employing over nine-tenths of the workers in each of the four occupational categories. Most common provisions were for time and one-half pay for work in excess of 40 hours a week.¹² About one-fourth of the workers were in hospitals with provisions for overtime payments for work beyond 8 hours a day and 40 hours a week. A similar proportion of the workers were in hospitals where overtime pay was granted after

8 hours a day and after 80 hours in a 14-consecutive day period, a special arrangement for hospital employees under the Fair Labor Standards Act.

Shift Differential Practices for Registered Professional Nurses. At the time of the survey, about one-fifth of the registered professional nurses were employed on second shifts, and nearly one-sixth on third or other late shifts in both private (table 15) and government (table 27) hospitals. Approximately nine-tenths in nongovernment hospitals and three-fourths in government hospitals received extra pay for late-shift work. The amount of shift differential pay varied considerably within regions in both private and government hospitals.

Paid Holidays. Paid holidays were provided by hospitals employing nearly all workers in the four major occupational categories. Employees in private hospitals were most commonly provided 6 days annually in the South and North Central regions, 7 or 8 days in the West, and 7, 8, or 10 days in the Northeast. (See table 16.) In government hospitals, a majority of the workers in the Northeast were provided 11 paid holidays or more, whereas paid holiday provisions were less liberal in the other regions, particularly in the South and North Central regions.

Paid Vacations. Paid vacations, after qualifying periods of service, were provided by hospitals that employed virtually all workers in the four occupational categories. Typical provisions for paid vacation were at least 2 weeks of vacation pay after 1 year of service, 3 weeks or more after 5 years, and at least 4 weeks after 20 years. One of the major exceptions to this pattern was in the South. In that region, proportions of workers in hospitals providing 4 weeks' paid vacation or more after 20 years of

¹² At the time of the survey, hospital employees covered by the 1966 Amendments to the Fair Labor Standards Act received one and one-half times their regular rates of pay after 40 hours in a workweek. The act also provides that no employer engaged in the operation of a hospital shall be deemed to have violated the overtime provisions, "if pursuant to an agreement or understanding arrived at between the employer and the employees before performance of work, a period of 14 consecutive days is accepted in lieu of the workweek of 7 consecutive days for purposes of overtime computation and if, for his employment in excess of 8 hours in any workday and in excess of 80 hours in such 14-day period, the employee receives compensation at a rate not less than one and one-half times the regular rate at which he is employed."

service amounted to less than two-fifths in private hospitals and to a fifth or less in government hospitals. (See tables 17 and 29.)

Health, Insurance, and Retirement Plans. Sick leave, usually at full pay and no waiting period, was provided to approximately 95 percent of the employees in the four categories. Hospitalization, surgical, and medical benefits were also provided (usually through insurance but in some instances, through care outside of insurance) to a large majority of the employees. Catastrophe (major medical) benefits applied to nearly one-half of the employees in private hospitals and to approximately seven-tenths of those in government hospitals. (See tables 18 and 30.) Except for government hospitals in the Northeast, hospitalization, surgical, medical, and catastrophe plans typically did not provide for the extension of benefits to retirees or the employees' dependents. The proportions of employees receiving various health benefits varied considerably by region. They

were usually highest for private hospitals in the West and for government hospitals in the Northeast or West. Nearly all employees in private hospitals and more than four-fifths of those in government hospitals were in establishments which provided benefits under workmen's compensation. Unemployment insurance benefits, on the other hand, applied to approximately one-fifth of the workers in government hospitals and one-eighth of those in private hospitals.

Some type of retirement plan applied to more than nine-tenths of the employees in the four major occupational groups. Plans which combined private pensions with Federal social security benefits covered approximately two-thirds of the employees in both proprietorship groups; most of the remaining workers in government hospitals were covered only by private pension plans and in private hospitals, only by social security. Provisions for lump-sum retirement pay applied to 5 percent or less of the workers in the four categories.

Percent of employees in hospitals¹ providing selected perquisites to—

Selected perquisites	General duty nurses	Practical nurses	Nursing aids	Kitchen helpers	Maids and porters	Laundry workers
<u>Private hospitals</u>						
Free meals and lodging:						
Meals only-----	5	5	5	21	6	3
Lodging -----	(2)	(2)	(2)	-	-	-
Meals and lodging -----	(2)	(2)	1	(2)	(2)	(2)
Free uniforms and laundering:						
Uniforms only -----	1	(2)	4	5	6	2
Laundering only -----	10	10	6	5	6	5
Uniforms and laundering -----	1	2	18	32	31	22
Monetary allowance in lieu of uniforms and/or laundering -----	3	3	3	2	3	1
<u>State and local government hospitals</u>						
Free meals and lodging:						
Meals only-----	7	7	7	15	6	5
Lodging only -----	(2)	(2)	(2)	(2)	(2)	(2)
Meals and lodging -----	(2)	(2)	-	1	(2)	-
Free uniforms and laundering:						
Uniforms only -----	1	1	1	2	2	2
Laundering only -----	30	29	26	28	24	23
Uniforms and laundering -----	2	4	11	23	22	16
Monetary allowance in lieu of uniforms and/or laundering -----	7	7	8	3	3	1

¹ Tabulation is limited to hospitals having workers in the 6 occupational groups. Percentages are based on the total employment in hospitals providing selected perquisites to a majority of the workers in the respective groups.

² Less than 0.5 percent.

NOTE: Dashes indicate "0" estimates.

Perquisites

As indicated previously, earnings data in this bulletin relate to cash salaries and do not include the value of room, board, or other perquisites. Information on the incidence of free meals, lodging, free uniforms, and the laundering of uniforms was obtained for five occupations and for nonsupervisory laundry workers.

Free meals, as indicated on the preceding page, were most prevalent for kitchen helpers, and free uniforms and laundering, for kitchen helpers and maids (and porters) in both hospital proprietorship groups. Regionally, the incidence of these perquisites varied considerably by occupation and hospital proprietorship group as shown in the tabulation below.

Percent of employees in hospitals providing selected perquisites to—

Regions	General duty nurses			Nursing aids			Kitchen help		
	Free meals only	Laun-dering only	Uniforms and laun-dering	Free meals only	Laun-dering only	Uniforms and laun-dering	Free meals only	Laun-dering only	Uniforms and laun-dering
Northeast:									
Private hospitals -----	6	11	1	6	2	30	19	2	48
State and local government hospitals ----	6	40	1	6	37	11	7	35	40
South:									
Private hospitals -----	6	12	1	7	8	12	25	8	28
State and local government hospitals ----	6	31	1	6	26	9	17	27	15
North Central:									
Private hospitals -----	4	11	2	4	8	14	15	7	22
State and local government hospitals ----	10	25	1	10	19	14	15	22	16
West:									
Private hospitals -----	3	3	2	3	3	8	30	3	23
State and local government hospitals ----	4	23	6	4	21	10	28	26	28

Table 1. All Hospitals (Except Federal): Average Hourly Earnings by Selected Characteristics

(Number, average weekly hours worked,¹ and average straight-time hourly earnings² of nonsupervisory employees by selected characteristics, United States and regions, March 1969)

Characteristic	United States ³			Northeast			South			North Central			West		
	Number of employees (in thousands)	Average (mean)		Number of employees (in thousands)	Average (mean)		Number of employees (in thousands)	Average (mean)		Number of employees (in thousands)	Average (mean)		Number of employees (in thousands)	Average (mean)	
		Weekly hours	Hourly earnings		Weekly hours	Hourly earnings		Weekly hours	Hourly earnings		Weekly hours	Hourly earnings		Weekly hours	Hourly earnings
All hospitals (except Federal)															
All nonsupervisory employees -----	2,068.6	35.5	\$2.44	603.4	35.0	\$2.66	539.9	37.0	\$2.09	634.2	34.5	\$2.41	291.1	36.0	\$2.71
Men -----	389.6	36.5	2.51	137.0	37.0	2.68	102.9	37.5	2.08	96.6	36.0	2.59	53.1	36.5	2.73
Women -----	1,679.0	35.0	2.43	466.4	34.5	2.66	437.0	37.0	2.10	537.6	34.0	2.38	283.0	35.5	2.71
Nongovernment hospitals															
All nonsupervisory employees -----	1,449.5	34.5	2.44	450.7	34.0	2.61	338.0	36.5	2.13	454.5	33.5	2.40	206.3	35.5	2.67
Men -----	233.1	35.5	2.43	84.1	35.5	2.53	57.9	36.5	2.09	58.3	35.0	2.52	32.7	35.5	2.63
Women -----	1,216.5	34.5	2.44	366.5	33.5	2.62	280.2	36.5	2.14	396.1	33.5	2.38	173.6	35.5	2.68
Type of hospital:															
Short-term -----	1,398.6	34.5	2.44	429.1	34.0	2.61	326.1	36.5	2.14	444.6	33.5	2.40	198.8	35.5	2.68
Long-term -----	51.0	35.0	2.33	-	-	-	-	-	-	-	-	-	-	-	-
Size of hospital:															
Less than 500 employees -----	520.2	34.5	2.22	111.9	33.0	2.40	157.2	36.5	1.94	155.1	33.0	2.17	95.9	34.7	2.56
500 employees or more -----	929.4	35.0	2.56	338.7	34.0	2.67	180.8	36.5	2.30	299.3	34.0	2.52	110.5	36.0	2.76
Size of community:															
Metropolitan areas ⁴ -----	1,101.3	35.0	2.53	369.8	34.0	2.66	239.7	36.5	2.22	318.8	34.0	2.51	173.0	35.5	2.73
Less than 1,000,000 population -----	502.5	35.0	2.37	119.6	33.5	2.50	168.3	36.5	2.15	127.8	33.5	2.38	86.8	35.5	2.59
1,000,000 population or more -----	598.9	34.5	2.67	250.2	34.0	2.73	71.5	36.0	2.38	191.0	34.5	2.61	86.2	36.0	2.86
Nonmetropolitan areas -----	348.2	34.5	2.15	80.9	34.0	2.36	98.3	37.0	1.92	135.7	33.0	2.13	33.4	34.0	2.39
State and local government hospitals															
All nonsupervisory employees -----	619.1	37.5	2.46	152.7	38.0	2.83	201.9	38.0	2.03	179.8	36.0	2.44	84.8	37.0	2.82
Men -----	156.6	38.5	2.62	52.9	39.0	2.93	45.0	38.5	2.06	38.3	37.5	2.70	20.3	37.5	2.88
Women -----	462.5	37.0	2.40	99.8	37.5	2.78	156.8	38.0	2.02	141.5	35.5	2.37	64.4	37.0	2.80
Type of hospital:															
Short-term -----	372.6	36.0	2.38	59.0	37.0	2.87	138.5	37.5	2.00	116.1	34.5	2.39	59.0	36.0	2.76
Long-term -----	246.5	39.0	2.57	93.7	39.0	2.81	63.3	40.0	2.08	63.7	38.5	2.53	-	-	-
Size of hospital:															
Less than 500 employees -----	213.5	35.5	2.17	29.7	36.0	2.67	74.7	37.5	1.86	79.7	33.5	2.17	29.4	36.5	2.47
500 employees or more -----	405.6	38.0	2.60	123.1	38.5	2.87	127.2	38.5	2.12	100.0	37.5	2.66	55.3	37.5	3.01
Size of community:															
Metropolitan areas ⁴ -----	378.9	38.0	2.62	114.7	38.0	2.85	98.6	38.5	2.12	95.5	37.0	2.64	70.2	37.5	2.95
Less than 1,000,000 population -----	172.5	37.5	2.39	-	-	-	71.8	38.5	2.02	-	-	-	41.3	37.5	2.77
1,000,000 population or more -----	206.4	38.0	2.82	91.8	38.0	2.89	26.7	39.0	2.37	59.0	38.0	2.74	28.8	38.0	3.21
Nonmetropolitan areas -----	240.2	36.5	2.19	-	-	-	103.3	38.0	1.94	84.3	34.0	2.21	-	-	-

¹ Data relate to weekly hours actually worked by individual employees during a representative week of the payroll period studied. Average weekly hours were rounded to the nearest half hour.

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, if any, provided in addition to cash wages.

³ Excludes Alaska and Hawaii. For definitions of regions and areas used in this or subsequent tables, see appendix B.

⁴ Standard Metropolitan Statistical Areas, as defined by the U.S. Bureau of the Budget through January 1968.

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

Table 2. All Hospitals (Except Federal): Earnings Distribution

(Percent distribution of nonsupervisory employees by average straight-time hourly earnings,¹ United States and regions, March 1969)

Average hourly earnings ¹	United States ²			Northeast			South			North Central			West		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under \$ 1.30.....	0.4	0.4	0.4	0.1	0.1	0.1	0.9	1.0	0.9	0.3	0.3	0.3	0.1	(³)	0.1
\$ 1.30 and under \$ 1.35.....	2.9	2.4	3.0	.2	.1	.2	7.6	6.9	7.7	2.1	1.3	2.2	1.6	1.3	1.7
\$ 1.35 and under \$ 1.40.....	1.5	.9	1.7	.1	.1	.1	4.1	2.5	4.5	1.2	.6	1.3	.6	.5	.6
\$ 1.40 and under \$ 1.45.....	2.1	1.6	2.2	.5	.5	.6	4.5	4.2	4.6	2.0	.9	2.2	.8	.6	.8
\$ 1.45 and under \$ 1.50.....	1.4	1.0	1.5	.3	.1	.3	2.9	3.0	2.9	1.5	.6	1.7	.7	.5	.7
\$ 1.50 and under \$ 1.55.....	2.2	2.1	2.2	.7	.6	.7	4.1	4.9	3.9	2.4	1.8	2.5	1.1	1.2	1.1
\$ 1.55 and under \$ 1.60.....	1.9	1.6	2.0	.6	.8	.6	3.8	3.9	3.8	2.0	.9	2.2	.9	.5	1.0
\$ 1.60 and under \$ 1.65.....	3.1	2.9	3.2	2.1	1.7	2.2	5.0	5.9	4.7	3.3	2.2	3.5	1.5	1.3	1.5
\$ 1.65 and under \$ 1.70.....	2.7	2.3	2.8	1.4	1.3	1.4	4.0	4.4	3.9	3.2	1.8	3.4	1.8	1.5	1.9
\$ 1.70 and under \$ 1.75.....	2.9	2.6	3.0	2.1	1.7	2.3	3.9	4.3	3.8	3.5	3.0	3.5	1.4	1.2	1.4
\$ 1.75 and under \$ 1.80.....	3.0	2.9	3.1	2.4	2.3	2.5	4.0	4.6	3.8	3.2	2.1	3.5	1.9	2.3	1.9
\$ 1.80 and under \$ 1.85.....	3.1	3.0	3.1	2.6	2.5	2.7	3.6	4.3	3.5	3.4	2.7	3.6	2.3	2.7	2.2
\$ 1.85 and under \$ 1.90.....	2.9	2.7	2.9	2.5	2.2	2.6	3.6	4.1	3.4	2.9	2.6	3.0	2.4	1.7	2.6
\$ 1.90 and under \$ 1.95.....	2.8	2.5	2.9	2.6	2.0	2.8	2.7	3.0	2.7	3.4	2.9	3.5	2.3	1.9	2.3
\$ 1.95 and under \$ 2.00.....	2.6	2.5	2.7	2.4	1.9	2.5	2.6	3.1	2.5	3.1	2.8	3.2	2.1	2.1	2.1
\$ 2.00 and under \$ 2.10.....	5.9	5.7	5.9	5.6	5.4	5.6	5.5	4.9	5.6	6.4	7.0	6.3	6.1	5.4	6.2
\$ 2.10 and under \$ 2.20.....	5.3	5.3	5.3	5.1	4.8	5.2	4.6	4.6	4.6	5.8	6.2	5.7	5.5	6.0	5.4
\$ 2.20 and under \$ 2.30.....	5.1	5.8	4.9	6.3	7.4	6.0	3.3	3.3	3.3	5.1	5.9	4.9	5.7	6.3	5.5
\$ 2.30 and under \$ 2.40.....	4.6	4.9	4.5	5.7	6.1	5.5	3.1	2.7	3.1	4.3	4.8	4.2	5.9	6.0	5.9
\$ 2.40 and under \$ 2.50.....	3.9	4.6	3.7	4.8	5.2	4.7	2.7	2.6	2.7	3.7	4.9	3.5	4.7	6.1	4.4
\$ 2.50 and under \$ 2.60.....	3.8	4.6	3.6	4.6	5.2	4.5	2.4	2.5	2.4	3.5	5.1	3.2	5.1	6.5	4.8
\$ 2.60 and under \$ 2.70.....	3.1	3.9	2.9	4.2	5.0	4.0	2.1	2.5	2.0	2.7	4.0	2.4	3.5	3.6	3.5
\$ 2.70 and under \$ 2.80.....	3.0	3.6	2.9	4.4	4.6	4.3	1.5	1.6	1.5	2.7	3.9	2.5	3.7	4.5	3.5
\$ 2.80 and under \$ 2.90.....	2.8	3.4	2.7	3.9	4.7	3.6	1.8	2.0	1.7	2.5	3.3	2.4	3.2	2.9	3.3
\$ 2.90 and under \$ 3.00.....	2.3	3.0	2.2	3.5	4.4	3.2	1.2	1.3	1.1	2.2	2.8	2.1	2.6	2.9	2.5
\$ 3.00 and under \$ 3.10.....	2.9	3.3	2.7	4.3	4.9	4.2	2.0	1.8	2.0	2.6	3.1	2.5	2.1	2.6	1.9
\$ 3.10 and under \$ 3.20.....	2.8	2.8	2.8	4.0	4.4	3.9	2.0	1.0	2.2	2.6	2.5	2.6	1.9	2.3	1.8
\$ 3.20 and under \$ 3.30.....	2.3	1.8	2.4	3.2	2.0	3.5	1.7	1.1	1.8	2.1	2.0	2.1	1.9	2.0	1.8
\$ 3.30 and under \$ 3.40.....	2.3	2.2	2.4	3.0	2.4	3.2	1.6	1.0	1.7	2.3	2.6	2.2	2.5	3.3	2.3
\$ 3.40 and under \$ 3.50.....	2.1	1.4	2.2	2.2	1.6	2.4	1.3	.8	1.5	2.2	1.6	2.3	2.7	1.8	2.9
\$ 3.50 and under \$ 3.60.....	1.8	1.3	1.9	2.0	1.6	2.1	1.2	.7	1.3	2.0	1.2	2.1	2.3	1.7	2.4
\$ 3.60 and under \$ 3.70.....	1.9	1.8	2.0	2.2	2.5	2.1	1.0	.7	1.1	2.0	1.5	2.1	3.0	2.3	3.1
\$ 3.70 and under \$ 3.80.....	1.5	1.1	1.6	1.7	1.1	1.9	.8	.7	.9	1.5	1.3	1.6	2.4	1.7	2.6
\$ 3.80 and under \$ 3.90.....	1.3	1.2	1.4	1.4	1.3	1.5	.6	.6	.6	1.3	1.6	1.3	2.6	1.3	2.9
\$ 3.90 and under \$ 4.00.....	1.0	1.0	1.0	1.3	1.5	1.2	.4	.3	.5	1.0	.6	1.1	1.5	1.3	1.5
\$ 4.00 and over.....	4.8	6.2	4.5	5.9	5.9	5.9	1.8	3.0	1.6	3.9	7.6	3.3	9.8	10.3	9.6
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands).....	2,068.6	389.6	1,679.0	603.4	137.0	466.4	539.9	102.9	437.0	634.2	96.6	537.6	291.1	53.1	238.0
Hourly earnings: ¹															
Mean ⁴	\$2.44	\$2.51	\$2.43	\$2.66	\$2.68	\$2.66	\$2.09	\$2.08	\$2.10	\$2.41	\$2.59	\$2.38	\$2.71	\$2.73	\$2.71
Median ⁴	2.25	2.33	2.24	2.52	2.55	2.51	1.87	1.85	1.88	2.20	2.39	2.16	2.51	2.51	2.51
First quartile ⁴	1.80	1.86	1.80	2.06	2.13	2.05	1.56	1.58	1.55	1.80	1.97	1.76	2.05	2.11	2.03
Third quartile ⁴	2.98	2.95	2.99	3.14	3.09	3.16	2.43	2.37	2.45	2.93	3.00	2.91	3.37	3.21	3.40

¹ 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, if any, provided in addition to cash wages.

² Excludes Alaska and Hawaii.

³ Less than 0.05 percent.

⁴ See appendix B for methods of computing these measures.

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

Table 3. All Hospitals (Except Federal): Occupational Averages—United States and Regions

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹			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 ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²
Registered professional nurses:															
Directors of nursing ^{3a/} -----	5,502	40.0	\$198.00	1,102	39.5	\$223.00	1,815	40.0	\$178.50	1,724	40.0	\$192.00	861	40.0	\$218.00
Supervisors of nurses ^{3a/} -----	18,905	40.0	174.00	6,549	39.5	183.50	4,603	40.0	159.50	5,741	40.0	169.50	2,012	40.0	192.50
Head nurses ^{3a/} -----	46,570	40.0	157.50	14,653	39.5	164.00	12,862	40.0	143.00	12,232	40.0	155.50	6,823	40.0	175.00
General duty nurses ^{3a/} -----	180,657	40.0	141.00	53,597	39.5	141.00	39,370	40.0	132.00	50,812	40.0	139.50	36,881	40.0	153.00
Nursing instructors ^{3a/} -----	10,539	39.5	165.50	4,563	39.5	166.00	1,942	40.0	157.00	3,485	40.0	166.00	549	40.0	192.00
Other professional and technical occupations:															
Dietitians ^{3a/} -----	5,379	39.5	153.00	1,685	38.5	155.00	1,321	40.0	140.00	1,560	40.0	157.00	813	40.0	161.00
Medical librarians ^{3a/} -----	877	39.5	136.50	229	39.0	150.50	255	40.0	124.50	317	39.5	130.50	76	40.0	157.00
Medical record librarians ^{3a/} -----	5,125	39.5	132.00	1,461	38.5	144.50	1,527	40.0	118.50	1,238	40.0	128.00	899	40.0	139.50
Medical social workers-----	3,277	39.0	167.50	1,453	38.0	168.50	434	40.0	147.00	1,017	40.0	167.50	373	40.0	190.50
Men-----	372	39.5	164.50	85	37.5	168.00	62	40.0	147.00	192	40.0	165.50	33	40.0	184.00
Women-----	2,905	39.0	168.00	1,368	38.0	168.50	372	39.5	147.00	825	40.0	168.00	340	40.0	191.00
Medical technologists-----	31,620	39.5	144.00	8,319	38.5	141.00	8,955	40.0	132.00	9,287	40.0	143.50	5,059	39.5	170.00
Men-----	8,595	39.5	144.00	2,192	38.5	148.00	2,407	40.0	139.00	2,415	40.0	144.50	1,581	39.0	177.00
Women-----	23,025	39.5	144.00	6,127	38.5	138.50	6,548	40.0	129.50	6,872	40.0	143.00	3,478	40.0	167.00
Physical therapists-----	4,812	39.5	155.50	1,350	38.5	159.00	919	40.0	138.50	1,689	40.0	156.50	854	40.0	165.50
Men-----	1,301	39.5	166.50	363	38.5	173.50	272	40.0	161.00	517	40.0	163.50	149	40.0	170.00
Women-----	3,511	39.5	151.00	987	39.0	153.50	647	40.0	129.50	1,172	40.0	153.50	705	40.0	164.50
Psychiatric social workers-----	3,680	39.5	170.00	1,157	38.0	168.50	783	40.0	158.50	949	40.0	162.50	791	40.0	192.00
Men-----	1,138	39.5	176.50	287	38.5	181.50	252	39.5	164.00	353	40.0	166.00	246	40.0	199.00
Women-----	2,542	39.0	167.00	870	38.0	164.00	531	40.0	156.50	596	40.0	160.50	545	40.0	189.00
Purchasing agents-----	2,042	40.0	165.00	488	39.5	180.00	618	40.0	153.50	696	40.0	160.50	240	40.0	179.00
Men-----	1,525	40.0	173.00	383	39.5	186.50	497	40.0	156.00	463	40.0	175.00	182	40.0	185.50
Women-----	517	40.0	142.00	105	39.5	155.00	121	40.0	143.00	233	40.0	131.50	58	40.0	159.50
X-ray technicians-----	19,670	39.5	120.50	5,306	39.0	121.50	5,371	40.0	114.50	6,079	40.0	118.50	2,914	40.0	134.00
Men-----	5,587	39.5	131.00	1,566	38.5	132.50	1,374	40.0	125.50	1,516	40.0	127.00	1,131	40.0	140.00
Women-----	14,083	39.5	116.50	3,740	39.0	116.50	3,997	40.0	110.50	4,563	40.0	115.50	1,783	39.5	130.50
X-ray technicians, chief-----	3,519	40.0	162.50	860	39.5	165.00	1,081	40.0	148.00	1,057	40.0	123.00	521	40.0	169.50
Men-----	2,346	40.0	171.50	628	39.5	169.00	651	40.0	154.50	702	40.0	187.00	365	40.0	176.00
Women-----	1,173	39.5	145.50	232	39.0	154.00	430	40.0	138.00	355	39.5	145.00	156	40.0	154.00
Office clerical occupations:															
Clerks, payroll ^{3a/} -----	4,075	39.5	101.00	901	38.5	105.50	1,056	40.0	93.50	1,507	40.0	100.50	611	40.0	109.00
Stenographers, general ^{3a/} -----	8,730	39.0	95.00	3,130	37.5	99.50	2,324	40.0	85.00	2,519	40.0	96.50	757	40.0	103.50
Stenographers, senior ^{3a/} -----	6,833	39.0	111.00	2,436	37.5	117.50	1,443	40.0	101.50	2,014	40.0	105.50	940	40.0	120.50
Switchboard operators ^{3a/} -----	13,380	39.5	86.00	3,986	38.5	92.50	3,502	39.5	74.50	3,749	40.0	86.00	2,143	40.0	94.00
Switchboard operator-receptionists ^{3a/} -----	4,746	39.5	78.00	1,115	39.0	86.50	1,532	40.0	69.00	1,268	40.0	78.00	831	40.0	83.00
Transcribing-machine operators, technical ^{3a/} -----	11,355	39.5	94.50	2,705	38.5	95.00	3,290	40.0	87.00	2,956	40.0	94.50	2,404	40.0	103.50

See footnotes at end of table.

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Table 3. All Hospitals (Except Federal): Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹			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 ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²
Other nonprofessional occupations:															
Food service supervisors.....	7,435	40.0	\$101.00	1,530	39.5	\$113.00	2,982	40.0	\$88.50	2,611	40.0	\$104.00	312	40.0	\$131.00
Men.....	853	39.5	137.50	242	39.0	151.50	294	40.0	116.50	229	40.0	139.00	88	40.0	164.00
Women.....	6,582	40.0	96.00	1,288	39.5	106.00	2,688	40.0	85.50	2,382	40.0	100.50	224	40.0	118.00
Housekeepers, chief.....	3,917	40.0	123.00	777	39.0	144.00	1,303	40.0	104.50	1,380	40.0	121.50	457	40.0	145.50
Men.....	1,004	39.5	154.50	252	39.0	170.50	222	40.0	139.50	340	40.0	147.00	190	40.0	164.00
Women.....	2,913	40.0	112.50	525	39.5	131.50	1,081	40.0	97.50	1,040	40.0	113.50	267	40.0	132.50
Nursing aids.....	303,279	39.5	76.00	67,036	39.0	86.50	95,754	40.0	65.00	95,413	40.0	75.50	45,076	40.0	85.00
Men.....	33,945	39.5	82.00	9,075	39.5	94.00	12,176	40.0	69.00	7,484	40.0	83.50	5,210	40.0	90.00
Women.....	269,334	39.5	75.50	57,961	39.0	85.50	83,578	40.0	64.50	87,929	40.0	74.50	39,866	40.0	84.50
Practical nurses.....	149,292	40.0	98.50	37,066	39.5	105.50	54,615	40.0	88.50	37,556	40.0	102.50	20,055	40.0	105.50
Men.....	3,350	39.5	108.50	1,148	39.0	116.50	896	40.0	99.50	772	40.0	106.50	534	40.0	108.00
Women.....	145,942	40.0	98.50	35,918	39.5	105.50	53,719	40.0	88.50	36,784	40.0	102.00	19,521	40.0	105.50
Licensed.....	143,039	40.0	99.00	36,054	39.5	106.00	51,269	40.0	89.00	36,287	40.0	103.00	19,429	40.0	106.50
Men.....	2,926	39.5	110.00	1,084	39.0	117.00	798	40.0	100.50	636	40.0	108.50	408	40.0	112.50
Women.....	140,113	40.0	99.00	34,970	39.5	106.00	50,471	40.0	89.00	35,651	40.0	102.50	19,021	40.0	106.00
Unlicensed.....	6,253	39.5	82.50	1,012	39.5	86.50	3,346	39.5	78.50	1,269	39.5	87.00	626	40.0	88.00
Men.....	424	39.5	97.00	-	-	-	98	40.0	90.50	136	39.5	99.00	-	-	-
Women.....	5,829	39.5	81.50	948	39.5	85.50	3,248	39.5	78.50	1,133	39.5	85.50	500	40.0	86.50
Psychiatric aids.....	84,558	40.0	96.00	31,324	40.0	104.00	24,616	40.0	79.00	20,696	40.0	99.50	7,922	39.5	109.50
Men.....	31,904	40.0	99.00	12,901	40.0	106.00	8,972	40.0	80.00	7,034	40.0	106.50	2,997	40.0	107.50
Women.....	52,654	40.0	94.50	18,423	40.0	103.00	15,644	40.0	78.00	13,662	40.0	96.00	4,925	39.5	111.00
	Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴	
Dishwashers, machine.....	8,129	\$1.75		1,630	\$2.06		3,061	\$1.52		2,322	\$1.76		1,116	\$1.97	
Men.....	5,136	1.81		1,335	2.03		1,931	1.54		1,046	1.84		824	2.03	
Women.....	2,993	1.64		295	1.84		1,130	1.49		1,276	1.69		292	1.80	
Electricians, maintenance ³ b/.....	2,838	3.70		1,092	3.60		538	3.15		927	4.06		281	4.01	
Engineers, stationary ³ b/.....	7,464	3.65		1,841	3.74		1,631	3.05		2,733	3.77		1,259	4.01	
Finishers, flatwork, machine.....	10,532	1.86		2,834	2.17		2,981	1.55		3,734	1.85		983	1.98	
Men.....	446	1.96		175	2.08		63	1.64		198	1.94		10	2.42	
Women.....	10,086	1.86		2,659	2.18		2,918	1.55		3,536	1.84		973	1.98	
Kitchen helpers.....	99,322	1.86		29,521	2.10		28,121	1.56		30,834	1.84		10,846	2.00	
Men.....	17,085	2.01		7,045	2.22		4,618	1.65		3,306	1.97		2,116	2.14	
Women.....	82,237	1.82		22,476	2.07		23,503	1.54		27,528	1.82		8,730	1.97	
Maids and porters.....	137,477	1.90		39,957	2.11		38,964	1.56		39,672	1.93		18,884	2.13	
Men.....	50,378	2.03		15,952	2.18		14,710	1.62		11,747	2.13		7,969	2.31	
Women.....	87,099	1.83		24,005	2.07		24,254	1.51		27,925	1.84		10,915	1.99	
Washers, machine.....	4,529	2.14		1,089	2.37		1,346	1.76		1,596	2.22		498	2.46	
Men.....	3,825	2.22		995	2.41		1,062	1.83		1,321	2.27		447	2.55	
Women.....	704	1.76		94	1.93		284	1.52		275	1.95		51	1.74	

¹ Excludes Alaska and Hawaii.

² 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, if any, provided in addition to cash salaries. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ All or nearly all (a) women, (b) men.

⁴ 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, if any, provided in addition to cash wages.

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

Table 4. All Hospitals (Except Federal): Occupational Averages—Short-Term Metropolitan Area Hospitals

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, United States and regions, March 1969)

Occupation and sex	United States ¹			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 ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²
Registered professional nurses:															
Directors of nursing ^{3a/}	2,233	39.5	\$223.00	589	39.0	\$239.50	574	40.0	\$198.00	587	40.0	\$221.50	483	40.0	\$234.50
Supervisors of nurses ^{3a/}	11,342	39.5	181.50	4,208	39.5	188.00	2,546	40.0	165.00	3,119	40.0	178.50	1,469	40.0	197.50
Head nurses ^{3a/}	29,636	40.0	163.50	9,351	39.5	168.50	7,635	40.0	147.50	7,612	40.0	163.50	5,038	40.0	178.50
General duty nurses ^{3a/}	130,913	39.5	144.50	40,720	39.5	144.00	25,683	40.0	136.00	34,389	40.0	143.00	30,121	40.0	154.00
Nursing instructors ^{3a/}	7,807	40.0	169.00	3,153	39.5	170.50	1,390	40.0	158.00	2,814	40.0	168.50	450	40.0	195.00
Other professional and technical occupations:															
Dietitians ^{3a/}	3,710	39.5	155.00	1,205	38.5	154.50	775	40.0	142.00	1,055	40.0	160.00	675	40.0	163.50
Medical librarians ^{3a/}	613	39.5	140.50	169	38.5	150.50	170	40.0	134.00	209	39.5	134.00	65	40.0	153.00
Medical record librarians ^{3a/}	2,223	39.5	149.00	651	38.5	155.50	597	40.0	131.50	502	40.0	155.50	473	40.0	154.50
Medical social workers.....	2,456	39.0	171.50	1,213	37.5	171.50	275	39.5	151.00	628	40.0	170.00	340	40.0	189.50
Men.....	174	39.5	172.00	53	38.0	167.00	18	39.5	165.50	70	40.0	171.50	33	40.0	184.00
Women.....	2,282	39.0	171.00	1,160	37.5	171.50	257	39.5	150.50	558	40.0	170.00	307	40.0	190.00
Medical technologists.....	23,990	39.5	146.50	6,852	38.5	142.00	5,768	39.5	134.00	7,243	40.0	147.00	4,127	39.5	171.00
Men.....	5,903	39.0	152.00	1,762	38.5	148.00	1,247	40.0	138.50	1,651	40.0	148.00	1,243	38.5	177.50
Women.....	18,087	39.5	145.00	5,090	38.5	140.00	4,521	39.5	133.00	5,592	40.0	146.50	2,884	40.0	168.50
Physical therapists.....	3,288	39.5	156.50	950	38.5	157.50	610	40.0	143.50	1,167	40.0	159.00	561	40.0	165.50
Men.....	810	39.5	165.00	210	38.0	166.00	179	40.0	158.50	321	40.0	169.00	100	40.0	162.50
Women.....	2,478	39.5	154.00	740	38.5	155.00	431	40.0	137.00	846	40.0	155.00	461	40.0	166.00
Psychiatric social workers ^{3a/}	1,001	39.0	181.50	308	36.5	178.00	213	40.0	153.00	181	40.0	168.00	299	40.0	213.50
Purchasing agents.....	1,235	39.5	177.50	309	39.0	182.50	331	40.0	168.50	406	40.0	175.00	189	40.0	189.50
Men.....	945	39.5	185.50	239	39.0	192.50	259	40.0	175.50	296	40.0	185.50	151	40.0	190.50
Women.....	290	39.5	151.50	70	39.0	147.00	72	40.0	143.50	110	40.0	147.00	38	40.0	187.00
X-ray technicians.....	13,681	39.5	123.50	4,104	39.0	123.50	3,268	40.0	116.00	3,929	40.0	122.00	2,380	40.0	136.00
Men.....	4,131	39.5	133.00	1,217	38.5	134.00	882	40.0	126.00	1,131	40.0	130.50	901	40.0	141.50
Women.....	9,550	39.5	119.50	2,887	39.0	119.00	2,386	40.0	112.50	2,798	40.0	118.50	1,479	39.5	133.00
X-ray technicians, chief.....	1,822	39.5	171.50	548	39.0	172.00	431	40.0	162.00	494	40.0	175.00	349	40.0	177.00
Men.....	1,165	40.0	180.00	366	39.5	178.50	215	40.0	178.50	321	40.0	183.00	263	40.0	178.50
Women.....	657	39.5	156.50	182	39.0	158.00	216	40.0	145.00	173	40.0	159.50	86	40.0	174.00
Office clerical occupations:															
Clerks, payroll ^{3a/}	2,656	39.5	104.00	638	38.5	107.50	586	40.0	96.50	984	40.0	102.50	448	40.0	113.00
Stenographers, general ^{3a/}	4,890	39.0	97.50	1,579	37.0	103.50	1,392	40.0	87.00	1,405	40.0	100.00	514	40.0	102.50
Stenographers, senior ^{3a/}	5,006	39.0	112.00	1,840	37.5	118.50	934	39.5	101.50	1,527	40.0	108.00	705	40.0	118.00
Switchboard operators ^{3a/}	9,495	39.5	88.50	2,994	38.5	93.50	2,162	39.5	76.50	2,575	40.0	88.50	1,764	40.0	96.00
Switchboard operator-receptionists ^{3a/}	1,968	39.5	83.00	380	39.0	86.00	692	40.0	73.50	361	40.0	90.50	535	40.0	87.50
Transcribing-machine operators, technical ^{3a/}	7,670	39.5	98.50	1,894	38.5	97.00	2,057	40.0	91.50	1,934	40.0	100.00	1,785	40.0	107.00

See footnotes at end of table.

Table 4. All Hospitals (Except Federal): Occupational Averages—Short-Term Metropolitan Area Hospitals—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, United States and regions, March 1969)

Occupation and sex	United States ¹			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 ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²
Other nonprofessional occupations:															
Food service supervisors.....	4, 018	40.0	\$104.00	1, 047	39.5	\$110.00	1, 456	40.0	\$88.00	1, 346	40.0	\$111.50	169	40.0	\$147.00
Men.....	432	40.0	145.00	126	39.0	149.00	116	40.0	121.00	132	40.0	148.00	58	40.0	178.50
Women.....	3, 586	40.0	99.00	921	39.5	104.50	1, 340	40.0	85.00	1, 214	40.0	107.50	111	40.0	130.50
Housekeepers, chief.....	1, 803	40.0	143.00	438	39.5	155.50	491	40.0	125.00	568	40.0	144.00	306	40.0	152.50
Men.....	557	39.5	170.50	185	39.0	181.00	141	40.0	150.00	132	40.0	169.50	99	40.0	182.00
Women.....	1, 246	40.0	131.00	253	39.5	137.00	350	40.0	115.00	436	40.0	136.00	207	40.0	138.50
Nursing aids.....	181, 741	39.5	80.00	48, 159	39.0	88.50	50, 010	39.5	67.50	53, 002	40.0	80.00	30, 570	40.0	86.50
Men.....	22, 991	39.5	85.00	6, 725	39.5	95.50	7, 217	39.5	71.50	5, 133	40.0	85.50	3, 916	40.0	91.00
Women.....	158, 750	39.5	79.00	41, 434	39.0	87.00	42, 793	39.5	67.00	47, 869	40.0	79.50	26, 654	40.0	86.00
Practical nurses.....	94, 382	40.0	102.50	25, 534	39.5	106.50	29, 668	40.0	93.00	24, 984	40.0	106.00	14, 196	40.0	108.50
Men.....	2, 046	39.5	107.00	642	38.5	110.50	551	40.0	97.50	465	40.0	109.50	388	40.0	110.50
Women.....	92, 336	40.0	102.00	24, 892	39.5	106.00	29, 117	40.0	92.50	24, 519	40.0	106.00	13, 808	40.0	108.50
Licensed.....	90, 635	40.0	103.00	24, 962	39.5	106.50	27, 667	40.0	94.00	24, 196	40.0	106.50	13, 810	40.0	109.00
Men.....	1, 906	39.5	108.50	638	38.5	111.00	489	40.0	100.50	427	40.0	110.50	352	40.0	113.00
Women.....	88, 729	40.0	103.00	24, 324	39.5	106.50	27, 178	40.0	93.50	23, 769	40.0	106.50	13, 458	40.0	109.00
Unlicensed.....	3, 747	39.5	84.50	572	40.0	90.00	2, 001	39.5	79.00	788	40.0	90.50	386	40.0	90.50
Men.....	140	39.5	83.00	-	-	-	-	-	-	38	40.0	95.00	-	-	-
Women.....	3, 607	39.5	84.50	568	40.0	90.00	1, 939	39.5	79.00	750	40.0	90.50	350	40.0	91.50
Psychiatric aids.....	5, 444	40.0	88.00	1, 742	39.5	100.50	-	-	-	1, 120	40.0	90.50	780	40.0	106.00
Men.....	1, 684	40.0	94.50	542	39.5	100.00	-	-	-	407	40.0	101.50	280	40.0	115.00
Women.....	3, 760	39.5	85.00	1, 200	39.5	100.50	-	-	-	713	40.0	83.50	500	40.0	101.00
	Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴	
Dishwashers, machine.....	4, 791	\$1.84		1, 070	\$2.03		1, 603	\$1.59		1, 212	\$1.89		906	\$2.00	
Men.....	3, 354	1.88		815	2.08		1, 130	1.61		695	1.93		714	2.04	
Women.....	1, 437	1.75		255	1.87		473	1.54		517	1.85		192	1.87	
Electricians, maintenance ^{3b/}	1, 716	3.64		719	3.60		288	3.21		488	3.90		221	3.79	
Engineers, stationary ^{3b/}	4, 761	3.70		1, 111	3.67		946	3.04		1, 706	3.87		998	4.05	
Finishers, flatwork, machine ^{3a/}	5, 841	1.88		1, 226	2.03		1, 610	1.60		2, 250	1.95		755	2.03	
Kitchen helpers.....	57, 805	1.93		19, 549	2.14		13, 864	1.60		16, 644	1.92		7, 748	2.03	
Men.....	10, 646	2.06		4, 709	2.25		2, 480	1.66		1, 792	2.05		1, 665	2.10	
Women.....	47, 159	1.90		14, 840	2.10		11, 384	1.59		14, 852	1.91		6, 083	2.01	
Maids and porters.....	89, 342	1.98		28, 033	2.14		21, 857	1.61		25, 135	2.01		14, 317	2.16	
Men.....	33, 529	2.08		11, 300	2.19		8, 430	1.68		7, 538	2.17		6, 261	2.28	
Women.....	55, 813	1.92		16, 733	2.10		13, 427	1.57		17, 597	1.94		8, 056	2.06	
Washers, machine ^{3b/}	2, 507	2.20		581	2.24		617	1.81		945	2.31		364	2.54	

¹ Excludes Alaska and Hawaii.

² 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, if any, provided in addition to cash salaries. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ All or nearly all (a) women, (b) men.

⁴ 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, if any, provided in addition to cash wages.

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

Table 5. All Hospitals (Except Federal): Occupational Averages—Selected Areas

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Atlanta, Ga. ¹		Baltimore, Md.				Boston, Mass.				Buffalo, N.Y.				Chattanooga, Tenn.—Ga. ¹		Chicago, Ill.			
	All hospitals		All hospitals		Short-term hospitals		All hospitals		Short-term hospitals		All hospitals		Short-term hospitals		All hospitals		All hospitals		Short-term hospitals	
	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²
Registered professional nurses:																				
Supervisors of nurses (women)-----	98	\$160.50	463	\$175.50	324	\$177.50	395	\$187.00	345	\$190.50	149	\$181.50	110	\$176.00	13	\$164.50	709	\$185.50	602	\$185.00
Head nurses (women)-----	210	149.00	604	160.00	547	161.00	996	175.00	806	175.00	563	164.00	419	163.50	52	161.00	1,287	167.50	1,185	167.00
General duty nurses (women)-----	1,156	134.50	1,965	143.50	1,883	143.50	4,371	152.00	3,786	150.00	1,221	137.00	1,193	137.50	222	140.50	7,603	148.50	7,238	148.00
Other professional and technical occupations:																				
Dietitians (women)-----	30	155.00	83	147.50	70	141.50	173	159.50	145	160.00	40	130.00	38	128.50	-	-	246	156.50	240	157.00
Medical social workers (women)-----	-	-	77	151.50	70	153.50	175	162.50	153	164.00	17	169.50	17	169.50	-	-	180	169.00	164	168.50
Medical technologists (women)-----	230	141.50	369	138.00	361	138.00	755	139.00	694	139.00	113	136.00	113	136.00	41	147.00	1,629	133.00	1,593	133.00
X-ray technicians (women)---	96	116.50	185	115.50	183	115.50	350	124.00	328	123.50	95	117.00	92	116.50	30	102.00	584	124.50	555	124.00
Office clerical occupations:																				
Clerks, payroll (women)-----	17	101.50	78	92.50	75	91.50	106	110.50	82	113.00	16	98.50	16	98.50	9	88.00	330	101.50	326	101.00
Switchboard operators (women)-----	76	79.50	112	90.00	97	90.50	251	99.00	197	94.50	97	88.00	97	88.00	28	77.50	417	97.50	382	98.00
Transcribing-machine operators, technical (women)-----	60	100.50	186	98.00	155	99.50	314	100.00	250	99.00	24	93.00	20	93.50	23	99.00	218	110.00	206	111.50
Other nonprofessional occupations:																				
Nursing aids (men)-----	311	72.50	452	80.00	391	81.00	670	101.50	464	95.00	-	-	-	-	-	-	741	88.50	664	88.50
Nursing aids (women)-----	1,398	71.00	3,672	77.00	2,957	78.50	3,314	97.50	2,247	91.50	2,092	76.50	2,092	76.50	494	69.50	9,423	85.00	8,724	84.00
Practical nurses, licensed (women)-----	543	96.50	1,707	109.00	1,440	106.50	1,991	126.50	1,413	123.50	1,082	99.00	1,042	98.00	355	94.00	3,637	112.50	3,348	112.50
	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³
Engineers, stationary (men)-----	50	\$2.83	135	\$3.36	110	\$3.33	238	\$3.60	132	\$3.28	64	\$3.61	42	\$3.59	-	-	574	\$4.32	486	\$4.20
Finishers, flatwork, machine (women)-----	76	1.61	12	2.05	-	-	11	2.30	11	2.30	93	2.20	26	2.09	24	\$1.68	249	2.08	243	2.08
Kitchen helpers (women)-----	344	1.54	1,292	1.85	984	1.84	1,461	2.21	1,023	2.10	801	2.08	785	2.08	139	1.68	3,250	2.06	2,621	2.07
Maids (women)-----	580	1.56	1,237	1.82	1,036	1.83	1,572	2.25	1,218	2.15	750	2.06	730	2.06	150	1.67	3,627	2.05	3,354	2.04
Porters (men)-----	318	1.70	663	1.85	561	1.88	1,164	2.35	757	2.23	226	2.42	210	2.42	78	1.81	1,841	2.26	1,527	2.25

See footnotes at end of table.

Table 5. All Hospitals (Except Federal): Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Cincinnati, Ohio-Ky.-Ind.				Cleveland, Ohio				Dallas, Tex. ¹		Denver, Colo.				Detroit, Mich.			
	All hospitals		Short-term hospitals		All hospitals		Short-term hospitals		All hospitals		All hospitals		Short-term hospitals		All hospitals		Short-term hospitals	
	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²
Registered professional nurses:																		
Supervisors of nurses (women)-----	99	\$189.50	92	\$191.00	241	\$178.50	234	\$178.50	110	\$159.50	89	\$186.00	80	\$187.50	390	\$195.00	370	\$195.00
Head nurses (women)-----	297	164.00	257	167.00	549	171.00	513	171.50	365	146.50	394	165.00	356	164.50	1,068	173.00	972	173.00
General duty nurses (women)---	1,002	144.50	914	145.50	1,876	148.00	1,780	148.00	912	135.00	2,337	142.50	2,045	142.50	3,220	158.00	3,064	158.00
Other professional and technical occupations:																		
Dietitians (women)-----	33	161.50	30	160.00	63	159.00	60	159.50	36	145.50	61	155.00	60	155.50	121	175.50	116	175.50
Medical social workers (women)-----	22	156.50	20	158.50	39	167.00	33	176.00	-	-	14	195.00	14	195.00	119	171.50	83	175.50
Medical technologists (women)-----	139	146.50	129	147.50	276	145.00	270	145.50	177	133.00	301	149.50	275	151.50	827	166.50	754	164.50
X-ray technicians (women)-----	101	111.50	93	111.50	258	117.00	234	119.50	106	115.50	134	112.50	130	113.00	332	135.00	304	135.00
Office clerical occupations:																		
Clerks, payroll (women)-----	32	104.50	28	101.50	18	118.50	12	119.50	24	91.00	30	106.50	30	106.50	114	110.00	110	109.00
Switchboard operators (women)-----	68	87.50	50	89.50	159	95.50	159	95.50	64	77.50	121	87.50	115	87.00	352	96.00	320	94.50
Transcribing-machine operators, technical (women)-----	60	98.00	52	95.50	198	101.50	192	101.50	117	94.50	142	97.50	106	98.00	334	109.50	278	107.00
Other nonprofessional occupations:																		
Nursing aids (men)-----	289	81.50	227	81.50	425	89.50	383	90.50	248	73.00	293	76.50	244	77.50	707	93.50	707	93.50
Nursing aids (women)-----	2,037	78.00	1,939	77.50	2,934	82.00	2,598	82.50	1,887	65.50	1,517	78.00	1,386	79.00	6,376	88.50	5,848	86.00
Practical nurses, licensed (women)-----	935	108.50	821	109.00	1,850	104.50	1,820	104.50	1,095	92.00	841	96.50	778	97.00	3,640	121.00	3,316	120.50
	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³
Engineers, stationary (men)----	61	\$3.63	32	\$3.47	27	\$4.05	23	\$4.24	36	\$3.14	63	\$3.65	55	\$3.69	178	\$4.30	138	\$4.00
Finishers, flatwork, machine (women)-----	72	1.92	72	1.92	228	2.01	213	2.03	61	1.66	41	1.98	40	1.99	215	2.07	215	2.07
Kitchen helpers (women)-----	794	1.89	604	1.86	1,223	1.91	905	1.95	498	1.57	771	1.73	665	1.76	2,457	2.04	2,347	2.01
Maids (women)-----	647	1.86	565	1.84	1,283	1.95	1,196	1.96	411	1.59	437	1.79	398	1.80	2,310	2.04	2,194	2.00
Porters (men)-----	380	2.03	262	2.04	594	2.14	471	2.20	319	1.77	476	1.94	409	1.98	991	2.39	931	2.36

See footnotes at end of table.

Table 5. All Hospitals (Except Federal): Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.				Memphis, Tenn.				Miami, Fla. ¹		Minneapolis—St. Paul, Minn. ¹		New York City, N.Y.				Philadelphia, Pa.—N.J.			
	All hospitals		Short-term hospitals		All hospitals		Short-term hospitals		All hospitals		All hospitals		Short-term hospitals		All hospitals		Short-term hospitals			
	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²	Number of employees	Average (mean) weekly earnings ²
Registered professional nurses: Supervisors of nurses (women)-----	466	\$210.00	405	\$205.50	121	\$164.00	112	\$166.00	103	\$180.50	191	\$185.00	1,640	\$211.50	1,428	\$212.50	630	\$169.50	524	\$169.00
Head nurses (women)-----	1,411	188.00	1,181	185.00	139	153.00	118	156.00	513	160.50	466	171.50	3,408	184.50	3,112	184.50	1,369	154.00	1,145	155.00
General duty nurses (women)-----	9,325	160.00	8,760	160.00	644	142.00	618	142.50	1,655	143.00	2,857	146.00	9,863	163.50	9,517	163.50	5,090	135.50	4,741	136.00
Other professional and technical occupations:																				
Dietitians (women)-----	223	171.50	185	172.00	23	151.00	15	158.50	36	151.00	75	159.00	488	156.00	444	155.50	133	155.50	108	149.50
Medical social workers (women)-----	46	193.50	45	193.00	11	127.50	-	-	-	-	43	197.00	542	184.50	518	183.50	152	157.00	139	158.50
Medical technologists (women)-----	770	183.00	711	182.50	159	146.00	146	147.00	177	142.50	512	156.50	1,189	152.50	1,169	153.00	419	134.00	399	134.50
X-ray technicians (women)---	404	140.50	385	140.00	77	109.50	71	109.00	144	124.50	190	112.50	378	153.50	366	153.00	479	102.00	453	101.50
Office clerical occupations:																				
Clerks, payroll (women)-----	138	118.50	113	118.50	-	-	-	-	27	107.00	34	107.50	108	120.50	96	120.50	119	102.00	114	103.00
Switchboard operators (women)-----	666	100.50	622	101.00	94	78.50	94	78.50	142	79.00	115	88.00	959	106.00	883	106.00	466	87.50	351	87.50
Transcribing-machine operators, (women)-----	672	115.50	631	115.50	49	92.50	41	92.50	55	96.00	120	103.00	377	144.50	343	115.00	253	92.00	213	93.50
Other nonprofessional occupations:																				
Nursing aids (men)-----	986	92.50	800	94.00	360	73.00	340	74.00	357	73.50	438	85.50	3,893	106.00	3,295	106.50	903	83.00	883	83.50
Nursing aids (women)-----	11,820	90.50	9,638	89.00	1,462	69.50	1,201	70.50	2,209	70.50	2,110	82.00	16,874	100.50	14,087	100.50	5,169	74.00	5,165	74.00
Practical nurses, licensed (women)-----	4,022	117.50	3,626	117.00	850	98.50	768	99.50	867	98.50	1,092	100.50	7,157	122.00	6,185	122.00	3,612	96.00	3,133	95.50
	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³	Number of employees	Average (mean) hourly earnings ³
Engineers, stationary (men)-----	307	\$4.13	261	\$4.10	31	\$3.38	-	-	16	\$3.03	199	\$3.75	277	\$4.87	227	\$4.92	206	\$3.38	163	\$3.42
Finishers, flatwork, machine (women)-----	195	2.03	148	2.05	87	1.62	77	\$1.66	56	1.65	32	2.20	371	2.39	203	2.45	151	1.76	151	1.76
Kitchen helpers (women)-----	1,841	1.99	1,641	1.99	403	1.61	288	1.65	588	1.60	434	2.09	4,746	2.48	4,050	2.48	2,724	1.84	2,089	1.83
Maids (women)-----	2,745	2.12	2,344	2.10	647	1.65	555	1.68	724	1.64	912	2.15	5,813	2.49	5,077	2.49	2,257	1.83	1,907	1.81
Porters (men)-----	2,084	2.33	1,780	2.32	350	1.68	300	1.69	281	1.72	438	2.54	4,536	2.47	3,814	2.48	1,826	1.89	1,524	1.89

See footnotes at end of table.

Table 5. All Hospitals (Except Federal): Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Portland Oreg.—Wash. ¹		St. Louis, Mo.—Ill.				San Francisco— Oakland, Calif. ¹		Scranton ¹		Washington D.C.—Md.—Va. ¹	
	All hospitals		All hospitals		Short-term hospitals		All hospitals		All hospitals		All hospitals	
	Number of em- ployees	Average (mean) weekly earn- ings ²	Number of em- ployees	Average (mean) weekly earn- ings ²	Number of em- ployees	Average (mean) weekly earn- ings ²	Number of em- ployees	Average (mean) weekly earn- ings ²	Number of em- ployees	Average (mean) weekly earn- ings ²	Number of em- ployees	Average (mean) weekly earn- ings ²
Registered professional nurses:												
Supervisors of nurses (women).....	112	\$172.50	147	\$177.00	119	\$181.00	252	\$212.50	33	\$157.50	85	\$188.00
Head nurses (women).....	351	160.00	462	159.00	408	159.50	760	202.00	111	135.00	438	188.50
General duty nurses (women)....	1,013	144.50	2,196	144.50	2,086	144.50	4,695	169.00	352	116.50	2,610	154.50
Other professional and technical occupations:												
Dietitians (women).....	31	158.00	75	150.50	63	148.50	137	172.00	11	127.00	65	150.00
Medical social workers (women).....	-	-	40	175.00	34	170.00	82	198.50	-	-	59	184.50
Medical technologists (women).....	166	155.50	222	150.00	217	149.50	378	179.00	22	123.00	168	135.00
X-ray technicians (women).....	74	123.50	134	115.50	128	115.00	187	149.00	22	92.00	120	118.00
Office clerical occupations:												
Clerks, payroll (women).....	17	108.50	65	98.50	52	100.00	65	125.50	9	74.00	18	107.00
Switchboard operators (women).....	46	92.00	159	87.00	149	86.50	213	109.50	15	81.50	140	99.50
Transcribing-machine operators, technical (women).....	74	110.50	152	90.00	113	90.50	116	116.00	13	80.00	169	111.50
Other nonprofessional occupations:												
Nursing aids (men).....	143	82.00	486	78.50	426	78.50	878	113.50	49	81.50	326	84.50
Nursing aids (women).....	1,331	77.50	5,287	75.50	4,171	75.00	3,131	109.00	127	71.50	2,125	79.50
Practical nurses, licensed (women).....	864	103.00	1,659	102.00	1,575	102.50	1,940	122.50	285	88.50	1,703	111.00
	Number of em- ployees	Average (mean) hourly earn- ings ³	Number of em- ployees	Average (mean) hourly earn- ings ³	Number of em- ployees	Average (mean) hourly earn- ings ³	Number of em- ployees	Average (mean) hourly earn- ings ³	Number of em- ployees	Average (mean) hourly earn- ings ³	Number of em- ployees	Average (mean) hourly earn- ings ³
Engineers, stationary (men).....	97	\$3.74	93	\$3.72	88	\$3.70	231	\$4.39	16	\$3.04	46	\$3.86
Finishers, flatwork, machine (women).....	53	1.91	282	1.85	213	1.83	77	2.50	14	1.76	49	1.81
Kitchen helpers (women).....	342	1.96	1,177	1.84	953	1.81	919	2.57	145	1.71	664	1.98
Maids (women).....	478	2.03	1,208	1.80	1,111	1.80	1,161	2.53	139	1.69	710	2.00
Porters (men).....	277	2.15	665	1.89	508	1.90	1,089	2.77	64	1.83	594	2.23

¹ Short-term hospitals accounted for all or nearly all of the employees in the area.

² 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, if any, provided in addition to cash salaries. Average weekly earnings are rounded to the nearest half dollar.

³ 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, if any, provided in addition to cash wages.

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

Table 6. All Hospitals (Except Federal): Occupational Earnings—United States

(Distribution of full-time employees in selected occupations by straight-time weekly or hourly earnings, March 1969)

Occupation	Number of employees	Average (mean) weekly earnings ¹	Number of employees receiving straight-time weekly earnings ¹ of—																
			Under \$100	\$100 and under \$110	\$110 - \$120	\$120 - \$130	\$130 - \$140	\$140 - \$150	\$150 - \$160	\$160 - \$170	\$170 - \$180	\$180 - \$190	\$190 - \$200	\$200 - \$220	\$220 - \$240	\$240 - \$260	\$260 - \$280	\$280 - \$300	\$300 and over
Registered professional nurses:																			
Directors of nursing	5,502	\$198.00	-	25	-	139	333	347	448	619	480	416	438	800	356	430	313	117	241
Supervisors of nurses	18,905	174.00	13	62	181	616	1,222	1,741	2,194	2,746	2,765	1,969	1,743	2,465	908	213	55	12	-
Head nurses	46,570	157.50	158	388	1,780	3,797	5,383	6,690	7,620	6,966	5,597	3,359	2,794	1,419	343	250	10	4	12
General duty nurses	180,657	141.00	1,289	3,658	14,188	33,409	38,105	35,065	28,277	14,822	6,476	3,479	989	748	92	-	34	4	22
Nursing instructors	10,539	165.50	15	53	118	306	1,331	1,211	1,903	1,524	1,230	1,010	678	795	199	101	38	10	17
Other professional and technical occupations:																			
Dietitians	5,379	153.00	132	165	305	401	718	752	863	728	536	304	179	222	51	11	1	5	6
Medical librarians	877	136.50	130	108	89	88	98	70	95	62	38	34	31	17	4	10	-	2	1
Medical record librarians	5,125	132.00	² 940	398	467	609	996	317	402	266	227	169	122	139	41	22	3	2	5
Medical social workers	3,277	167.50	64	48	108	201	243	285	377	372	304	438	318	343	141	31	3	1	-
Medical technologists	31,620	144.00	1,618	1,657	2,252	4,257	5,126	4,466	3,986	3,065	1,971	1,441	773	692	228	34	46	-	8
Physical therapists	4,812	155.50	272	129	90	226	531	711	836	679	453	288	282	209	37	40	12	-	17
Psychiatric social workers	3,680	170.00	60	75	184	197	234	433	380	400	324	333	232	390	326	93	12	3	4
Purchasing agents	2,042	165.00	91	129	107	208	136	121	197	149	199	163	108	187	82	79	34	33	19
X-ray technicians	19,670	120.50	³ 3,049	3,734	3,381	3,578	2,413	1,387	1,085	567	214	99	49	58	16	20	20	-	-
X-ray technicians, chief	3,519	162.50	63	205	170	293	330	359	465	428	369	220	194	195	127	53	13	3	32
Number of employees receiving straight-time weekly earnings¹ of—																			
			Under \$50	\$50 and under \$60	\$60 - \$70	\$70 - \$80	\$80 - \$90	\$90 - \$100	\$100 - \$110	\$110 - \$120	\$120 - \$130	\$130 - \$140	\$140 - \$150	\$150 - \$160	\$160 - \$170	\$170 - \$180	\$180 and over		
Office clerical occupations:																			
Clerks, payroll	4,075	101.00	1	-	165	330	626	887	886	550	326	192	49	29	4	20	10		
Stenographers, general	8,730	95.00	-	74	292	1,309	1,880	2,117	1,214	1,000	588	209	35	4	8	-	-		
Stenographers, senior	6,833	111.00	-	7	92	183	755	1,166	1,178	1,196	975	616	468	90	75	1	31		
Switchboard operators	13,380	86.00	43	352	1,698	2,983	3,099	2,294	1,668	943	217	58	24	-	1	-	-		
Switchboard operator-receptionists	4,746	78.00	-	581	1,006	1,107	907	690	250	146	37	9	13	-	-	-	-		
Transcribing-machine operators, technical	11,355	94.50	-	150	715	1,527	2,276	2,556	1,825	1,306	720	215	42	8	3	5	7		

See footnotes at end of table.

Table 6. All Hospitals (Except Federal): Occupational Earnings—United States—Continued

(Distribution of full-time employees in selected occupations by straight-time weekly or hourly earnings, March 1969)

Occupation	Number of employees	Average (mean) weekly earnings ¹	Number of employees receiving straight-time weekly earnings ¹ of—																
			Under \$50	\$50 and under \$60	\$60	\$70	\$80	\$90	\$100	\$110	\$120	\$130	\$140	\$150	\$160	\$170	\$180 and over		
Other nonprofessional occupations:																			
Food service supervisors-----	7,435	\$101.00	1	62	581	926	1,527	1,191	945	762	627	253	124	112	67	24	233		
Housekeepers, chief-----	3,917	123.00	2	21	303	268	329	361	468	584	332	255	111	171	214	188	444		
Nursing aids-----	303,279	76.00	1,975	49,101	73,744	68,288	52,886	30,751	12,900	7,637	4,685	808	37	58	36	29	344		
Practical nurses-----	149,292	98.50	70	857	5,456	13,082	27,927	36,218	29,362	17,617	11,394	4,748	2,308	128	93	12	20		
Licensed-----	143,039	99.00	26	431	4,346	12,035	26,607	34,781	28,820	17,385	11,338	4,710	2,307	128	93	12	20		
Unlicensed-----	6,253	82.50	44	426	1,110	1,047	1,320	1,437	542	232	56	38	1	-	-	-	-		
Psychiatric aids-----	84,558	96.00	17	2,029	4,918	13,535	14,953	12,006	12,393	13,088	7,778	3,012	707	104	-	-	18		
	Number of employees	Average (mean) hourly earnings ²	Number of employees receiving straight-time hourly earnings ⁴ of—																
			Under \$1.30	\$1.30 and under \$1.40	\$1.40	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.00	\$2.20	\$2.40	\$2.60	\$2.80	\$3.00	\$3.20	\$3.40	\$3.60 and over
Dishwashers, machine-----	8,129	\$1.75	51	1,351	859	720	1,108	761	644	772	902	577	255	82	39	8	-	-	-
Electricians, maintenance-----	2,838	3.70	-	-	-	-	-	-	-	2	26	36	148	197	220	294	296	209	\$1,410
Engineers, stationary-----	7,464	3.65	-	-	-	-	27	-	2	38	91	201	410	422	525	634	777	324	\$4,013
Finishers, flatwork, machine-----	10,532	1.86	26	963	661	999	1,336	1,201	1,198	1,023	1,389	949	415	231	29	10	48	4	50
Kitchen helpers-----	99,322	1.86	740	11,576	7,106	7,740	12,243	9,625	10,097	8,259	11,277	10,258	4,590	3,377	1,647	691	37	33	26
Maids and porters-----	137,477	1.90	623	15,210	8,891	10,326	14,104	13,739	12,570	10,552	17,641	14,674	8,543	5,897	3,405	594	554	97	147
Washers, machine-----	4,529	2.14	12	236	102	260	365	339	260	461	649	437	392	411	303	201	53	22	26

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, if any, provided in addition to cash salaries. Average weekly earnings are rounded to the nearest half dollar.

² Workers were distributed as follows: 296 under \$80; 322 at \$80 to \$90; and 322 at \$90 to \$100.

³ Workers were distributed as follows: 416 under \$80; 957 at \$80 to \$90; and 1,676 at \$90 to \$100.

⁴ 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, if any, provided in addition to cash wages.

⁵ Workers were distributed as follows: 235 at \$3.60 to \$3.80; 264 at \$3.80 to \$4; 249 at \$4 to \$4.20; 140 at \$4.20 to \$4.40; 96 at \$4.40 to \$4.60; 43 at \$4.60 to \$4.80; 79 at \$4.80 to \$5; and 304 at \$5 and over.

⁶ Workers were distributed as follows: 821 at \$3.60 to \$3.80; 732 at \$3.80 to \$4; 540 at \$4 to \$4.20; 601 at \$4.20 to \$4.40; 433 at \$4.40 to \$4.60; 180 at \$4.60 to \$4.80; and 706 at \$4.80 and over.

Table 7. Nongovernment Hospitals: Earnings Distribution

(Percent distribution of nonsupervisory employees by average straight-time hourly earnings,¹ United States and regions, March 1969)

Average hourly earnings ¹	United States ²			Northeast			South			North Central			West		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under \$ 1.30.....	0.2	0.2	0.2	0.1	0.2	0.1	0.5	0.3	0.5	0.3	0.3	0.3	(³)	(³)	0.1
\$ 1.30 and under \$ 1.35.....	2.7	2.5	2.7	.2	.2	.2	7.4	7.3	7.4	2.2	1.6	2.3	1.5	1.4	1.5
\$ 1.35 and under \$ 1.40.....	1.4	1.0	1.5	.1	.1	.1	4.2	2.8	4.5	1.0	.5	1.1	.5	.7	.5
\$ 1.40 and under \$ 1.45.....	1.9	1.6	1.9	.7	.8	.7	4.1	4.0	4.1	1.9	.9	2.1	.7	.8	.7
\$ 1.45 and under \$ 1.50.....	1.3	1.0	1.3	.4	.1	.4	2.7	3.3	2.6	1.4	.6	1.6	.7	.2	.7
\$ 1.50 and under \$ 1.55.....	2.3	2.5	2.3	.9	1.0	.9	4.5	5.9	4.2	2.6	2.2	2.6	1.3	1.1	1.3
\$ 1.55 and under \$ 1.60.....	1.7	1.6	1.7	.8	1.3	.7	3.0	3.5	2.9	1.9	.9	2.0	1.2	.6	1.3
\$ 1.60 and under \$ 1.65.....	3.4	3.5	3.4	2.6	2.5	2.6	5.6	7.0	5.4	3.4	2.6	3.5	1.6	1.3	1.6
\$ 1.65 and under \$ 1.70.....	2.7	2.5	2.8	1.9	2.1	1.8	3.5	4.2	3.4	3.2	1.8	3.4	2.1	1.7	2.1
\$ 1.70 and under \$ 1.75.....	3.3	3.2	3.3	2.6	2.3	2.7	4.2	4.8	4.1	4.0	3.7	4.0	1.7	1.7	1.7
\$ 1.75 and under \$ 1.80.....	3.3	3.4	3.3	3.0	3.5	2.9	4.2	5.0	4.1	3.4	2.4	3.6	2.1	2.3	2.1
\$ 1.80 and under \$ 1.85.....	3.2	3.4	3.1	3.1	3.4	3.1	3.1	4.3	2.8	3.5	2.7	3.6	2.8	3.1	2.7
\$ 1.85 and under \$ 1.90.....	3.2	3.3	3.2	3.0	3.3	3.0	3.7	4.0	3.6	3.2	3.5	3.2	2.8	1.9	3.0
\$ 1.90 and under \$ 1.95.....	3.1	3.0	3.2	3.1	2.9	3.2	2.6	2.8	2.6	3.7	3.5	3.8	2.6	2.5	2.6
\$ 1.95 and under \$ 2.00.....	2.7	2.6	2.8	2.7	2.5	2.8	2.3	2.6	2.3	3.4	3.5	3.3	2.1	1.5	2.3
\$ 2.00 and under \$ 2.10.....	6.3	6.8	6.2	6.3	6.9	6.1	5.6	5.2	5.7	6.8	8.0	6.6	6.7	6.9	6.7
\$ 2.10 and under \$ 2.20.....	5.4	6.1	5.3	5.6	6.2	5.5	4.4	3.7	4.6	5.8	7.5	5.6	5.8	7.2	5.5
\$ 2.20 and under \$ 2.30.....	5.0	6.1	4.9	5.9	7.5	5.6	3.2	2.6	3.4	5.2	6.7	5.0	5.7	7.4	5.4
\$ 2.30 and under \$ 2.40.....	4.7	5.1	4.6	5.8	6.8	5.6	3.1	2.3	3.2	4.0	4.3	3.9	6.3	7.3	6.2
\$ 2.40 and under \$ 2.50.....	3.7	4.4	3.6	4.5	5.3	4.3	2.6	2.3	2.7	3.3	4.1	3.2	4.6	6.7	4.3
\$ 2.50 and under \$ 2.60.....	3.5	4.3	3.3	4.3	5.0	4.1	2.4	2.4	2.5	2.9	3.9	2.7	4.9	6.5	4.5
\$ 2.60 and under \$ 2.70.....	2.7	3.2	2.6	3.5	4.5	3.3	1.8	1.7	1.8	2.4	2.9	2.3	3.1	3.3	3.1
\$ 2.70 and under \$ 2.80.....	2.7	2.9	2.6	3.7	3.5	3.7	1.5	1.5	1.5	2.2	3.0	2.1	3.3	3.6	3.2
\$ 2.80 and under \$ 2.90.....	2.3	2.7	2.3	2.9	3.4	2.9	1.8	2.1	1.7	2.1	2.5	2.1	2.3	2.4	2.3
\$ 2.90 and under \$ 3.00.....	1.8	2.1	1.8	2.5	2.5	2.5	1.1	1.1	1.1	1.7	2.4	1.6	1.9	2.3	1.9
\$ 3.00 and under \$ 3.10.....	2.4	2.3	2.5	3.4	2.8	3.5	1.9	2.0	1.9	2.3	2.2	2.3	1.6	1.7	1.6
\$ 3.10 and under \$ 3.20.....	2.6	2.1	2.6	3.2	2.8	3.3	2.2	1.2	2.4	2.5	2.3	2.6	1.9	1.6	2.0
\$ 3.20 and under \$ 3.30.....	2.4	1.7	2.5	3.2	1.7	3.5	1.9	1.0	2.0	2.2	2.2	2.2	1.8	2.1	1.7
\$ 3.30 and under \$ 3.40.....	2.3	1.5	2.5	2.9	1.6	3.2	1.9	.9	2.1	2.4	2.0	2.5	1.7	1.2	1.8
\$ 3.40 and under \$ 3.50.....	2.2	1.4	2.4	2.2	1.3	2.4	1.6	1.2	1.7	2.4	1.6	2.6	2.6	1.6	2.8
\$ 3.50 and under \$ 3.60.....	2.0	1.3	2.1	2.0	1.6	2.1	1.6	.9	1.7	2.2	1.4	2.4	2.3	1.4	2.5
\$ 3.60 and under \$ 3.70.....	2.0	1.3	2.1	1.9	1.2	2.0	1.3	.8	1.4	2.1	1.5	2.1	3.2	1.8	3.5
\$ 3.70 and under \$ 3.80.....	1.7	1.1	1.8	1.8	1.2	1.9	1.0	.7	1.1	1.7	1.5	1.8	2.6	1.3	2.8
\$ 3.80 and under \$ 3.90.....	1.5	1.1	1.6	1.5	1.1	1.6	.8	.7	.8	1.4	1.5	1.4	2.9	1.5	3.1
\$ 3.90 and under \$ 4.00.....	1.1	.6	1.2	1.1	.6	1.3	.6	.3	.6	1.2	.6	1.3	1.6	1.1	1.7
\$ 4.00 and over.....	5.0	6.4	4.8	6.5	6.2	6.6	2.0	3.7	1.7	3.8	7.4	3.3	9.5	10.4	9.3
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands).....	1,449.5	233.1	1,216.5	450.7	84.1	366.5	338.0	57.9	280.2	454.5	58.3	396.1	206.3	32.7	173.6
Hourly earnings: ¹															
Mean ⁴	\$2.44	\$2.43	\$2.44	\$2.61	\$2.53	\$2.62	\$2.13	\$2.09	\$2.14	\$2.40	\$2.52	\$2.38	\$2.67	\$2.64	\$2.68
Median ⁴	2.22	2.21	2.23	2.40	2.35	2.44	1.88	1.81	1.90	2.15	2.25	2.14	2.44	2.40	2.45
First quartile ⁴	1.80	1.81	1.80	1.98	1.95	1.99	1.57	1.56	1.58	1.79	1.90	1.76	2.01	2.03	2.00
Third quartile ⁴	3.00	2.82	3.03	3.13	2.88	3.18	2.50	2.35	2.53	2.95	2.95	2.94	3.37	3.03	3.44

¹ 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, if any, provided in addition to cash wages.

² Excludes Alaska and Hawaii.

³ Less than 0.05 percent.

⁴ See appendix B for methods of computing these measures.

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

Table 8. Nongovernment Hospitals: Occupational Averages—United States and Regions

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹					Northeast					South				
	Number of employees	Average (mean) weekly hours ² (stand-ard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (stand-ard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (stand-ard)	Weekly earnings ²		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
Registered professional nurses:			\$	\$	\$			\$	\$	\$			\$	\$	\$
Directors of nursing ^{4a/}	3, 803	40.0	200.00	192.00	161.50-230.00	879	39.5	218.50	211.50	173.00-259.50	1, 141	40.0	178.00	169.50	153.00-196.00
Supervisors of nurses ^{4a/}	12, 496	39.5	173.00	171.00	154.00-190.00	4, 326	39.5	178.50	176.00	158.00-199.00	2, 898	40.0	159.00	158.00	143.00-173.00
Head nurses ^{4a/}	31, 498	40.0	156.50	155.00	140.00-172.00	9, 242	39.5	161.50	161.50	143.00-178.00	8, 555	40.0	142.50	141.00	128.00-154.50
General duty nurses ^{4a/}	143, 052	39.5	141.00	140.00	128.00-152.50	46, 399	39.5	140.00	138.00	126.00-154.00	28, 507	40.0	132.50	132.50	122.50-142.50
Nursing instructors ^{4a/}	8, 282	40.0	166.00	161.50	149.00-181.00	3, 515	39.5	168.00	163.00	149.00-183.00	1, 335	40.0	156.50	155.00	139.50-169.50
Other professional and technical occupations:															
Dietitians ^{4a/}	3, 670	39.5	154.00	152.50	137.00-170.00	1, 189	39.5	157.00	154.00	140.00-168.50	812	40.0	139.00	138.50	119.00-154.50
Medical librarians ^{4a/}	625	39.5	137.50	134.50	112.50-155.50	203	39.0	149.50	144.50	125.00-173.00	168	40.0	128.00	113.00	101.00-142.00
Medical record librarians ^{4a/}	3, 265	39.5	133.50	130.00	107.50-158.50	778	39.0	150.50	150.00	111.00-182.50	1, 014	40.0	122.50	119.50	102.00-138.00
Medical social workers.....	1, 826	39.0	170.50	170.00	148.00-193.50	1, 113	38.5	169.50	169.00	147.00-192.00	176	40.0	157.50	152.50	132.50-175.00
Men.....	82	39.5	174.50	172.00	144.00-207.00	-	-	-	-	-	8	40.0	182.00	-	-
Women.....	1, 744	39.0	170.00	170.00	148.00-193.50	1, 073	38.5	169.50	168.50	147.00-191.50	168	40.0	156.50	150.50	132.50-175.00
Medical technologists.....	23, 761	39.5	144.00	143.00	127.00-160.00	7, 146	39.0	140.50	138.50	125.00-151.00	5, 939	40.0	133.00	133.00	119.00-149.00
Men.....	6, 005	39.5	150.00	149.00	131.00-168.50	1, 696	38.5	148.00	147.00	130.00-163.50	1, 526	40.0	140.50	140.00	122.50-151.00
Women.....	17, 756	39.5	141.50	141.00	125.00-157.00	5, 450	39.0	138.00	137.00	124.50-150.00	4, 413	40.0	130.00	130.50	115.50-145.50
Physical therapists.....	3, 632	39.5	156.00	156.00	140.00-173.00	1, 093	39.0	161.00	156.00	143.00-177.00	703	40.0	138.50	141.00	122.50-156.00
Men.....	960	40.0	169.00	164.00	143.50-191.50	260	39.5	178.00	174.50	148.00-192.50	229	40.0	160.00	152.00	140.00-179.00
Women.....	2, 672	39.5	151.50	153.50	139.00-168.00	833	39.0	155.50	154.00	141.00-171.00	474	40.0	128.00	138.00	90.00-152.50
Psychiatric social workers ^{4a/}	1, 243	39.0	181.00	182.00	161.00-204.00	536	38.0	177.00	176.00	156.00-203.00	197	40.0	179.50	173.50	165.50-196.00
Purchasing agents.....	1, 615	40.0	167.00	163.00	132.00-194.00	422	39.0	180.50	173.00	148.50-214.00	424	40.0	159.00	151.00	127.00-180.00
Men.....	1, 174	39.5	176.00	172.00	142.00-206.50	332	39.0	186.00	178.00	150.00-217.50	325	40.0	163.00	154.00	133.00-190.50
Women.....	441	40.0	143.00	148.50	108.50-175.00	90	39.5	161.00	156.00	134.50-184.50	99	40.0	145.00	148.50	123.50-174.50
X-ray technicians.....	14, 749	39.5	120.50	118.00	105.00-133.00	4, 467	39.0	120.50	119.00	103.50-134.50	3, 634	40.0	114.00	111.00	99.00-121.50
Men.....	3, 998	39.5	130.50	126.00	114.00-145.00	1, 206	38.5	130.50	127.50	111.00-150.00	952	40.0	127.00	120.00	110.00-136.50
Women.....	10, 751	39.5	116.50	115.00	103.00-128.00	3, 261	39.5	116.50	115.00	100.00-128.50	2, 682	40.0	109.50	108.00	98.00-119.00
X-ray technicians, chief.....	2, 669	40.0	166.00	159.50	135.00-180.00	724	39.5	166.50	165.00	137.50-190.00	746	40.0	148.00	144.50	115.50-166.50
Men.....	1, 738	40.0	177.00	167.00	146.00-189.50	522	39.5	171.00	167.50	134.50-195.00	396	40.0	158.00	156.00	126.00-179.00
Women.....	931	39.5	146.00	144.00	124.00-162.50	202	39.0	155.00	151.00	140.00-169.00	350	40.0	136.00	134.00	106.50-157.00
Office clerical occupations:															
Clerks, payroll ^{4a/}	3, 148	39.5	100.50	100.00	86.00-112.00	780	39.0	104.00	100.00	90.00-116.50	759	40.0	92.50	92.50	80.50-101.50
Stenographers, general ^{4a/}	4, 475	39.5	93.50	91.00	81.00-104.00	1, 512	38.0	101.00	97.50	87.00-115.50	1, 355	40.0	84.00	85.00	75.00-89.50
Stenographers, senior ^{4a/}	4, 509	39.5	108.50	107.50	94.00-122.50	1, 626	38.0	117.50	115.00	104.50-129.00	855	40.0	99.00	94.50	86.50-110.50
Switchboard operators ^{4a/}	9, 914	39.5	85.50	84.00	74.00-96.50	3, 199	39.0	90.50	89.50	79.50-101.00	2, 324	39.5	74.00	73.00	64.00-83.00
Switchboard operator-receptionists ^{4a/}	3, 383	39.5	77.50	76.50	67.00-87.00	708	39.0	81.00	80.00	72.00-87.00	1, 128	40.0	69.50	69.00	58.00-76.50
Transcribing-machine operators, technical ^{4a/}	8, 402	40.0	94.50	93.00	81.00-107.50	2, 112	39.0	93.00	91.00	82.00-101.00	2, 174	40.0	88.50	86.50	79.00-100.00

See footnotes at end of table.

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Table 8. Nongovernment Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹					Northeast					South					
	Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³	
Other nonprofessional occupations:			\$	\$	\$	\$		\$	\$	\$	\$		\$	\$	\$	\$
Food service supervisors.....	4,884	40.0	101.50	93.50	81.00-113.00	1,165	39.5	110.50	99.50	89.00-115.00	1,779	40.0	87.50	84.00	73.50-97.00	
Men.....	541	39.5	144.00	137.00	105.00-169.50	191	39.0	153.00	140.00	110.00-194.00	128	40.0	118.50	100.00	89.00-148.00	
Women.....	4,343	40.0	96.00	91.00	80.00-107.00	974	39.5	102.00	95.00	86.00-107.50	1,651	40.0	85.00	82.00	72.00-96.50	
Housekeepers, chief.....	2,707	40.0	126.50	120.00	92.50-160.00	617	39.0	147.00	145.00	116.00-178.00	822	40.0	107.50	102.00	78.50-127.00	
Men.....	745	39.5	160.50	163.50	127.00-185.00	224	39.0	176.50	180.00	159.00-195.00	148	40.0	144.50	136.00	116.00-161.50	
Women.....	1,962	40.0	114.00	109.50	85.00-133.00	393	39.5	130.00	125.00	105.00-156.00	674	40.0	99.00	90.00	76.00-120.00	
Nursing aids.....	214,125	39.5	74.00	73.00	64.00-83.50	49,431	39.0	81.00	80.50	71.50-90.00	63,691	40.0	65.00	64.00	56.50-71.50	
Men.....	21,244	39.5	79.00	78.00	69.00-88.50	5,281	39.0	84.00	84.50	75.00-92.00	7,816	40.0	70.50	70.00	64.00-76.00	
Women.....	192,881	39.5	73.50	72.50	64.00-83.00	44,150	39.0	80.50	80.00	71.00-89.00	55,875	40.0	64.50	63.50	56.00-70.50	
Practical nurses.....	107,125	40.0	97.50	97.00	86.50-108.00	28,080	39.5	101.50	100.50	89.00-113.50	35,704	40.0	88.00	88.00	78.00-98.00	
Men.....	2,143	39.5	102.00	99.00	91.00-114.00	814	38.5	108.00	106.00	91.00-123.00	479	39.5	92.00	94.00	83.50-98.00	
Women.....	104,982	40.0	97.50	97.00	86.50-108.00	27,266	39.5	101.50	100.50	89.00-113.00	35,225	40.0	88.00	88.00	78.00-98.00	
Licensed.....	102,234	40.0	98.00	97.50	87.00-108.50	27,116	39.5	102.50	101.00	90.00-114.00	33,176	40.0	89.00	89.50	79.50-98.00	
Men.....	1,765	39.5	103.50	100.00	92.00-116.00	750	38.5	108.00	106.00	91.00-124.50	423	40.0	94.00	94.00	88.00-98.00	
Women.....	100,469	40.0	98.00	97.50	87.00-108.00	26,366	39.5	102.00	101.00	89.50-114.00	32,753	40.0	89.00	89.50	79.50-98.00	
Unlicensed.....	4,891	39.5	82.00	83.00	69.50-93.50	964	39.5	86.50	88.50	77.50-99.50	2,528	39.5	76.00	74.00	62.50-89.00	
Men.....	378	39.5	95.50	94.00	86.00-108.50	-	-	-	-	-	-	-	-	-	-	
Women.....	4,513	39.5	81.00	82.00	67.50-92.50	900	39.5	85.00	88.50	74.00-96.50	2,472	39.5	76.00	72.50	62.50-90.00	
Psychiatric aids.....	5,755	39.5	84.00	81.00	74.00-92.00	2,798	39.5	86.00	86.50	74.00-92.00	775	40.0	76.00	74.00	70.00-82.50	
Men.....	1,944	39.5	88.00	86.50	76.00-97.00	1,025	39.5	87.00	90.50	75.00-94.00	247	40.0	77.00	74.00	72.00-82.00	
Women.....	3,811	39.5	82.00	79.50	72.00-88.50	1,773	39.5	85.00	84.00	74.00-92.00	528	39.5	76.00	74.00	69.00-82.50	
	Number of employees		Hourly earnings ⁵			Number of employees		Hourly earnings ⁵			Number of employees		Hourly earnings ⁵			
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³	
		\$	\$	\$	\$		\$	\$	\$	\$		\$	\$	\$	\$	
Dishwashers.....	5,899	1.78	1.74	1.50-2.00	1,261	1.98	1.95	1.71-2.20	1,981	1.53	1.50	1.35-1.60				
Men.....	3,911	1.82	1.76	1.55-2.08	1,010	2.02	2.00	1.75-2.25	1,330	1.54	1.55	1.40-1.65				
Women.....	1,988	1.69	1.65	1.45-1.90	251	1.80	1.75	1.64-1.98	651	1.50	1.35	1.35-1.50				
Electricians, maintenance ⁴ b/.....	1,683	3.56	3.52	3.03-4.03	673	3.41	3.30	3.00-3.75	332	3.22	3.07	2.81-3.43				
Engineers, stationary ⁴ b/.....	4,879	3.56	3.60	2.98-4.04	1,070	3.49	3.32	2.88-3.85	1,007	3.05	2.92	2.48-3.58				
Finishers, flatwork, machine.....	6,817	1.82	1.80	1.60-1.99	1,683	1.96	1.90	1.70-2.20	1,529	1.59	1.58	1.41-1.75				
Men.....	331	1.94	1.88	1.73-2.15	163	1.99	1.88	1.85-2.25	-	-	-	-				
Women.....	6,486	1.82	1.79	1.60-1.98	1,520	1.96	1.90	1.70-2.20	1,501	1.59	1.60	1.41-1.75				
Kitchen helpers.....	65,985	1.81	1.76	1.56-2.01	20,722	1.99	1.95	1.75-2.20	17,067	1.56	1.50	1.35-1.70				
Men.....	10,057	1.94	1.89	1.64-2.20	4,489	2.13	2.15	1.84-2.38	2,779	1.64	1.60	1.45-1.78				
Women.....	55,928	1.79	1.75	1.55-2.00	16,233	1.95	1.90	1.71-2.18	14,288	1.54	1.50	1.35-1.69				
Maids and porters.....	95,600	1.86	1.82	1.60-2.10	29,908	2.01	1.98	1.75-2.25	24,679	1.57	1.53	1.35-1.72				
Men.....	33,557	1.98	1.96	1.69-2.25	12,169	2.10	2.10	1.80-2.35	9,500	1.64	1.60	1.45-1.80				
Women.....	62,043	1.80	1.76	1.56-2.00	17,739	1.95	1.90	1.71-2.18	15,179	1.52	1.50	1.33-1.67				
Washers, machine.....	2,861	2.10	2.02	1.75-2.45	717	2.18	2.09	1.78-2.48	692	1.81	1.79	1.55-1.94				
Men.....	2,434	2.17	2.10	1.85-2.48	623	2.22	2.13	1.85-2.50	588	1.88	1.85	1.70-2.00				
Women.....	427	1.73	1.70	1.39-2.02	94	1.93	1.96	1.60-2.02	104	1.39	1.30	1.30-1.50				

See footnotes at end of table.

Table 8. Nongovernment Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	North Central					West					
	Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³	
Registered professional nurses:			\$	\$	\$	\$		\$	\$	\$	\$
Directors of nursing ^{4a/}	1, 101	40.0	197.50	193.00	161.50-219.00	682	40.0	217.00	210.00	181.00-248.00	
Supervisors of nursing ^{4a/}	3, 826	40.0	171.00	170.50	156.00-184.50	1, 446	40.0	188.50	188.00	171.00-210.00	
Head nurses ^{4a/}	8, 969	40.0	156.50	155.50	144.00-168.50	4, 732	40.5	172.00	172.00	155.00-190.50	
General duty nurses ^{4a/}	39, 628	40.0	140.00	139.50	129.00-150.00	28, 518	40.0	151.00	149.00	140.50-160.50	
Nursing instructors ^{4a/}	3, 052	40.0	165.00	162.50	150.00-177.50	380	40.0	185.00	184.00	171.50-200.50	
Other professional and technical occupations:											
Dietitians ^{4a/}	1, 070	40.0	159.00	159.00	142.00-173.50	599	40.0	158.50	157.50	146.00-171.50	
Medical librarians ^{4a/}	203	40.0	131.00	127.00	104.00-155.00	51	40.0	147.00	152.50	133.50-158.50	
Medical record librarians ^{4a/}	800	40.0	127.50	128.50	97.00-156.00	673	40.0	139.50	132.50	118.00-158.00	
Medical social workers.....	337	40.0	165.00	162.00	146.00-185.00	200	40.0	195.00	195.00	185.00-203.00	
Men.....	-	-	-	-	-	-	-	-	-	-	-
Women.....	316	40.0	165.00	162.00	146.00-184.50	187	40.0	195.00	195.00	188.50-203.00	
Medical technologists.....	6, 970	40.0	143.00	143.50	127.00-160.00	3, 706	40.0	169.00	168.50	154.50-184.00	
Men.....	1, 685	40.0	143.00	144.00	127.00-162.50	1, 098	40.0	177.50	176.00	162.50-189.50	
Women.....	5, 285	40.0	143.50	143.50	127.00-159.00	2, 608	40.0	165.00	164.50	151.50-179.00	
Physical therapists.....	1, 259	40.0	160.50	161.50	143.00-174.50	577	40.0	159.00	157.00	145.50-172.50	
Men.....	371	40.0	170.50	168.50	143.50-200.00	100	40.0	161.50	158.50	156.00-165.00	
Women.....	888	40.0	156.50	158.50	143.00-172.00	477	40.0	158.50	156.00	145.50-173.00	
Psychiatric social workers ^{4a/}	296	40.0	177.00	182.50	146.50-210.00	214	40.0	199.50	200.50	180.50-213.00	
Purchasing agents.....	554	40.0	159.00	158.00	121.00-184.00	215	40.0	177.00	173.00	150.00-205.00	
Men.....	358	40.0	175.50	173.00	147.00-201.50	159	40.0	183.50	182.00	159.00-207.50	
Women.....	196	40.0	129.00	125.00	101.50-162.50	56	40.0	159.50	150.50	114.50-202.50	
X-ray technicians.....	4, 473	40.0	118.50	117.50	107.00-128.00	2, 175	40.0	135.00	135.00	123.50-146.50	
Men.....	1, 104	40.0	126.50	122.50	114.00-139.50	736	40.0	141.00	138.50	127.50-153.50	
Women.....	3, 369	40.0	116.00	115.00	105.50-125.50	1, 439	40.0	131.50	132.00	118.00-144.00	
X-ray technicians, chief.....	766	40.0	181.50	161.50	140.00-182.50	433	40.0	169.50	173.00	146.50-184.50	
Men.....	513	40.0	198.00	172.50	157.00-189.50	307	40.0	176.00	173.00	154.00-187.50	
Women.....	253	39.5	147.50	144.00	125.50-155.00	126	40.0	154.00	154.00	128.00-175.00	
Office clerical occupations:											
Clerks, payroll ^{4a/}	1, 115	40.0	102.00	100.00	89.00-115.50	494	40.0	105.00	104.00	94.00-115.00	
Stenographers, general ^{4a/}	1, 248	40.0	94.00	96.00	80.00-107.00	360	40.0	96.50	95.00	86.50-101.00	
Stenographers, senior ^{4a/}	1, 407	40.0	103.00	101.00	87.00-115.00	621	40.0	111.00	111.00	103.00-119.00	
Switchboard operators ^{4a/}	2, 887	40.0	84.50	82.00	75.50-93.00	1, 504	40.0	93.50	94.00	82.50-105.50	
Switchboard operator-receptionists ^{4a/}	810	40.0	81.50	80.50	68.00-92.50	737	40.0	82.00	80.50	75.00-92.50	
Transcribing-machine operators, technical ^{4a/}	2, 307	40.0	94.00	92.50	80.50-105.50	1, 809	40.0	104.00	106.00	92.50-116.00	

See footnotes at end of table.

Table 8. Nongovernment Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	North Central					West				
	Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
Other nonprofessional occupations:			\$	\$	\$ \$			\$	\$	\$ \$
Food service supervisors.....	1,691	40.0	105.50	101.00	86.50–119.00	249	40.0	130.50	117.50	97.00–155.50
Men.....	149	40.0	143.00	137.00	121.50–159.00	73	40.0	167.50	157.50	138.50–202.00
Women.....	1,542	40.0	102.00	98.00	84.50–115.50	176	40.0	115.50	115.00	86.50–127.00
Housekeepers, chief.....	919	40.0	125.50	117.50	94.50–161.50	349	40.0	140.50	136.00	98.00–173.00
Men.....	248	39.5	154.50	163.50	115.50–184.50	125	40.0	161.00	173.00	108.00–190.50
Women.....	671	40.0	115.00	110.00	90.50–134.50	224	40.0	129.00	125.50	97.50–160.00
Nursing aids.....	69,057	40.0	74.00	73.00	65.50–81.50	31,946	40.0	82.00	81.00	72.00–92.00
Men.....	4,738	40.0	81.50	82.00	74.00–88.50	3,409	40.0	89.00	91.00	77.00–100.50
Women.....	64,319	40.0	73.50	72.00	65.50–81.00	28,537	40.0	81.00	81.00	72.00–90.00
Practical nurses.....	28,905	40.0	101.50	101.00	92.00–110.50	14,436	40.0	104.00	103.00	96.00–113.00
Men.....	475	40.0	101.00	100.00	94.00–108.50	375	40.0	104.50	105.00	94.00–117.50
Women.....	28,430	40.0	101.50	101.00	92.00–110.50	14,061	40.0	104.00	103.00	96.00–113.00
Licensed.....	27,962	40.0	102.00	101.50	92.50–110.50	13,980	40.0	104.50	103.50	97.00–113.50
Men.....	343	40.0	101.50	101.50	95.50–110.00	249	40.0	109.50	110.00	99.50–117.50
Women.....	27,619	40.0	102.00	101.50	92.50–110.50	13,731	40.0	104.00	103.00	96.00–113.50
Unlicensed.....	943	40.0	90.00	89.50	81.00–95.00	456	40.0	92.50	89.50	85.00–98.00
Men.....	132	39.5	99.00	97.50	92.50–102.00	-	-	-	-	-
Women.....	811	40.0	88.50	88.00	81.00–92.00	330	40.0	91.50	89.50	85.00–98.00
Psychiatric aids.....	1,277	40.0	80.00	78.50	71.00–87.50	905	40.0	90.00	82.50	79.00–98.00
Men.....	398	40.0	92.00	95.00	81.50–101.50	274	40.0	95.50	85.50	82.50–111.50
Women.....	879	40.0	75.00	74.00	68.00–79.50	631	40.0	87.50	82.50	78.50–97.00
	Number of employees		Hourly earnings ⁵			Number of employees		Hourly earnings ⁵		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
		\$	\$	\$	\$		\$	\$	\$	\$
Dishwashers.....	1,703	1.81	1.77	1.60–2.00	954	1.99	2.00	1.74–2.23		
Men.....	865	1.85	1.80	1.65–2.10	706	2.04	2.07	1.84–2.29		
Women.....	838	1.77	1.75	1.59–1.98	248	1.84	1.80	1.68–2.03		
Electricians, maintenance ⁴ b/.....	594	3.85	3.92	3.48–4.28	84	4.07	4.47	3.54–4.59		
Engineers, stationary ⁴ b/.....	1,868	3.67	3.70	3.21–4.12	934	3.94	4.03	3.63–4.32		
Finishers, flatwork, machine.....	2,864	1.85	1.84	1.64–2.00	741	1.90	1.89	1.65–2.12		
Men.....	136	1.94	1.88	1.82–2.10	-	-	-	-		
Women.....	2,728	1.84	1.83	1.64–2.00	737	1.90	1.89	1.65–2.11		
Kitchen helpers.....	20,852	1.80	1.77	1.60–2.00	7,344	1.90	1.85	1.68–2.10		
Men.....	1,556	1.94	1.93	1.70–2.14	1,233	1.96	1.95	1.75–2.17		
Women.....	19,296	1.79	1.75	1.58–1.99	6,111	1.88	1.85	1.68–2.07		
Maids and porters.....	27,751	1.87	1.85	1.65–2.05	13,262	2.05	2.02	1.81–2.33		
Men.....	6,839	2.06	2.03	1.85–2.25	5,049	2.21	2.22	2.00–2.42		
Women.....	20,912	1.81	1.80	1.61–2.00	8,213	1.95	1.93	1.73–2.19		
Washers, machine.....	1,151	2.18	2.11	1.90–2.46	301	2.30	2.51	1.90–2.62		
Men.....	973	2.24	2.20	1.91–2.49	250	2.42	2.56	2.20–2.69		
Women.....	178	1.82	1.75	1.67–2.05	51	1.74	1.69	1.39–1.75		

¹ Excludes Alaska and Hawaii.

² Standard hours reflect the workweek for which the 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, if any, provided in addition to cash salaries. Average weekly hours are rounded to the nearest half hour and means, medians, and middle ranges of earnings to the nearest half dollar.

³ See appendix B for method used in computing means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with less than 15 workers.

⁴ All or nearly all (a) women, (b) men.

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, if any, provided in addition to cash wages.

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

Table 9. Nongovernment Hospitals: Occupational Averages—By Size of Hospital and Size of Community

(Average straight-time weekly or average hourly earnings of full-time employees in selected occupations, United States and regions, March 1969)

Occupation, sex, and size of hospital	United States ¹				Northeast				South			
	Metropolitan areas			Nonmetropolitan areas	Metropolitan areas			Nonmetropolitan areas	Metropolitan areas			Nonmetropolitan areas
	Total	With population of—			Total	With population of—			Total	With population of—		
		Less than 1,000,000	1,000,000 or more			Less than 1,000,000	1,000,000 or more			Less than 1,000,000	1,000,000 or more	
Average (mean) weekly earnings ²												
Registered professional nurses:												
Supervisors of nurses (women).....	\$179.00	\$168.50	\$187.00	\$155.50	\$184.00	\$169.50	\$190.50	\$157.50	\$164.50	\$162.00	\$168.50	\$147.00
Less than 500 employees.....	167.50	158.50	174.50	148.00	168.50	151.00	177.00	145.50	157.00	155.00	160.00	139.00
500 employees or more.....	183.00	172.00	191.50	172.00	188.00	174.50	194.00	174.50	169.00	166.00	174.50	174.00
Head nurses (women).....	162.00	153.00	170.00	139.50	166.50	154.00	171.50	142.00	146.50	143.00	157.00	131.50
Less than 500 employees.....	151.00	144.00	159.00	134.50	152.00	145.00	157.00	134.00	136.00	134.50	140.50	129.00
500 employees or more.....	166.00	157.00	173.00	155.00	170.50	157.50	175.00	154.50	154.00	149.00	164.50	148.50
General duty nurses (women).....	144.00	137.00	150.00	128.50	143.50	133.50	148.50	125.50	136.00	133.00	143.50	123.00
Less than 500 employees.....	138.50	130.50	147.50	126.00	131.00	124.50	139.00	119.50	126.50	125.00	132.00	119.50
500 employees or more.....	145.50	139.50	150.00	134.50	146.00	136.50	150.00	132.00	139.50	136.00	145.50	135.00
Other professional and technical occupations:												
Dietitians (women).....	156.00	151.50	158.50	146.00	158.50	158.50	158.50	150.50	139.50	136.50	145.00	137.00
Less than 500 employees.....	152.00	138.50	163.00	138.50	163.50	153.00	168.50	147.50	125.00	117.50	141.00	123.00
500 employees or more.....	157.00	155.50	157.50	160.50	158.00	159.50	157.00	155.50	145.00	144.50	146.50	179.00
Medical technologists (women).....	144.50	140.00	147.50	127.50	139.50	132.00	143.00	128.00	133.50	133.00	134.50	117.00
Less than 500 employees.....	134.00	133.00	135.50	126.00	129.50	126.00	134.00	123.50	123.00	123.50	122.00	116.50
500 employees or more.....	146.00	142.00	148.50	131.50	141.00	133.50	143.50	131.00	136.00	136.00	137.00	120.50
X-ray technicians (women).....	119.00	116.00	122.50	108.00	118.50	115.00	120.50	107.50	113.00	112.50	113.50	100.50
Less than 500 employees.....	114.00	112.50	116.50	104.50	111.00	107.50	115.50	100.50	102.00	103.00	98.50	100.50
500 employees or more.....	121.00	117.50	123.50	117.00	120.50	118.00	121.50	119.00	117.00	116.50	118.00	-
Office clerical occupations:												
Switchboard operators (women).....	88.00	80.00	95.00	75.50	92.50	86.00	96.00	79.00	76.00	73.00	85.00	68.50
Less than 500 employees.....	81.50	74.00	91.50	70.00	86.50	75.50	92.00	75.50	68.00	66.50	-	63.50
500 employees or more.....	89.50	82.50	96.00	82.50	93.50	88.00	97.00	81.50	79.00	76.50	85.50	92.50
Transcribing-machine operators, technical (women).....	97.50	91.00	104.00	82.50	94.50	85.50	99.50	85.00	92.50	88.50	101.00	76.00
Less than 500 employees.....	93.00	85.50	102.50	81.50	86.00	79.00	99.00	84.00	88.00	87.00	90.50	75.50
500 employees or more.....	99.50	93.50	104.50	85.50	97.00	89.50	100.00	85.50	95.00	89.50	105.50	77.00
Other nonprofessional occupations:												
Nursing aids (men).....	81.50	76.00	87.00	71.00	85.50	78.00	88.50	74.50	72.00	70.50	77.00	66.50
Less than 500 employees.....	76.50	73.00	82.00	68.00	79.00	76.50	80.50	73.50	68.50	67.00	74.00	64.50
500 employees or more.....	83.00	77.00	88.00	75.00	87.00	78.50	89.50	75.00	73.50	72.00	78.00	69.50
Nursing aids (women).....	77.50	72.00	82.00	65.00	82.50	79.00	84.00	72.50	67.00	66.00	71.00	60.00
Less than 500 employees.....	72.50	68.00	77.00	63.00	76.00	72.50	78.00	71.00	63.00	62.50	65.00	58.50
500 employees or more.....	79.50	74.00	83.50	72.00	84.00	81.00	85.00	74.00	69.50	68.00	74.00	70.50
Practical nurses, licensed (women).....	101.50	97.00	107.00	88.50	104.00	99.00	107.50	94.50	93.50	92.50	96.00	79.50
Less than 500 employees.....	95.00	90.50	100.00	86.50	95.00	89.50	101.00	88.00	86.00	86.50	85.00	78.50
500 employees or more.....	104.00	99.50	109.00	95.00	107.00	103.50	109.50	101.00	97.50	95.50	103.50	84.50
Average (mean) hourly earnings ³												
Engineers, stationary (men).....	\$3.62	\$3.38	\$3.78	\$3.26	\$3.50	\$3.31	\$3.55	\$3.39	\$3.05	\$2.95	\$3.25	\$3.09
Less than 500 employees.....	3.59	3.29	3.89	3.16	3.50	3.43	3.53	3.88	2.77	2.74	2.93	3.09
500 employees or more.....	3.62	3.43	3.74	3.81	3.50	3.26	3.55	3.07	3.16	3.06	3.32	-
Finishers, flatwork, machine (women).....	1.88	1.79	1.98	1.66	2.02	1.94	2.06	1.80	1.62	1.62	1.60	1.50
Less than 500 employees.....	1.70	1.67	1.73	1.60	1.70	-	-	1.70	1.53	1.55	-	1.37
500 employees or more.....	1.91	1.82	2.02	1.73	2.06	2.02	2.08	1.87	1.64	1.64	1.64	-
Kitchen helpers (women).....	1.85	1.72	1.96	1.61	1.99	1.89	2.03	1.81	1.59	1.55	1.67	1.46
Less than 500 employees.....	1.75	1.63	1.87	1.55	1.93	1.85	1.98	1.77	1.47	1.45	1.53	1.41
500 employees or more.....	1.89	1.76	2.00	1.83	2.01	1.91	2.05	1.88	1.65	1.60	1.73	1.91
Maids (women).....	1.87	1.74	1.97	1.61	2.00	1.85	2.08	1.80	1.57	1.55	1.61	1.43
Less than 500 employees.....	1.74	1.62	1.85	1.56	1.93	1.78	2.01	1.79	1.44	1.43	1.44	1.39
500 employees or more.....	1.91	1.78	2.01	1.76	2.01	1.87	2.09	1.82	1.63	1.61	1.68	1.62
Porters (men).....	2.02	1.86	2.15	1.77	2.13	1.96	2.20	1.89	1.66	1.62	1.79	1.56
Less than 500 employees.....	1.88	1.71	2.05	1.70	1.99	1.84	2.07	1.88	1.54	1.52	1.67	1.54
500 employees or more.....	2.07	1.91	2.18	1.95	2.16	1.99	2.22	1.90	1.73	1.69	1.83	-

See footnotes at end of table.

Table 9. Nongovernment Hospitals: Occupational Averages—By Size of Hospital and Size of Community—Continued

(Average straight-time weekly or average hourly earnings of full-time employees in selected occupations, United States and regions, March 1969)

Occupation, sex, and size of hospital	North Central				West			
	Metropolitan areas			Nonmetro- politan areas	Metropolitan areas			Nonmetro- politan areas
	Total	With population of—			Total	With population of—		
	Less than 1,000,000	1,000,000 or more		Less than 1,000,000	1,000,000 or more			
Average (mean) weekly earnings ²								
Registered professional nurses:								
Supervisors of nurses (women).....	\$176.50	\$166.00	\$184.50	\$158.00	\$192.50	\$184.00	\$200.50	\$168.50
Less than 500 employees.....	165.00	147.00	170.00	152.00	182.00	172.50	191.00	168.50
500 employees or more.....	179.00	167.50	189.00	169.00	202.00	195.00	208.50	-
Head nurses (women).....	163.00	156.50	167.00	142.00	174.50	169.00	181.50	152.00
Less than 500 employees.....	158.00	157.50	158.50	137.50	169.50	163.50	177.00	148.50
500 employees or more.....	163.50	156.50	169.50	155.50	177.50	172.00	184.00	-
General duty nurses (women).....	143.50	136.00	148.50	130.50	152.00	146.50	157.00	142.50
Less than 500 employees.....	138.50	127.00	145.00	128.00	150.50	142.50	157.50	141.50
500 employees or more.....	144.50	137.50	149.00	135.50	153.00	149.00	156.50	-
Other professional and technical occupations:								
Dietitians (women).....	161.00	168.50	157.50	153.00	161.50	150.50	171.00	125.50
Less than 500 employees.....	156.50	-	158.00	151.00	165.50	156.00	175.00	125.50
500 employees or more.....	161.50	170.00	157.50	155.50	160.00	147.00	169.00	-
Medical technologists (women).....	146.50	148.00	146.00	124.00	166.00	158.00	174.50	159.00
Less than 500 employees.....	128.50	-	127.50	119.50	160.50	155.50	172.00	158.50
500 employees or more.....	148.50	148.50	148.50	135.50	168.00	159.00	175.00	-
X-ray technicians (women).....	118.00	113.00	121.00	111.00	132.50	127.00	140.00	125.50
Less than 500 employees.....	111.00	101.00	116.00	108.50	132.50	130.50	137.00	116.50
500 employees or more.....	119.50	115.00	122.00	115.00	132.50	123.00	141.00	-
Office clerical occupations:								
Switchboard operators (women).....	88.00	81.50	93.00	76.00	94.00	85.50	100.50	86.00
Less than 500 employees.....	82.50	80.00	85.50	73.00	90.00	81.50	97.00	78.50
500 employees or more.....	89.00	82.00	94.00	79.00	97.00	88.50	102.50	-
Transcribing-machine operators, technical (women).....	99.50	91.50	104.50	82.00	105.50	98.50	112.50	94.50
Less than 500 employees.....	89.50	-	100.00	80.50	103.00	93.50	111.00	91.00
500 employees or more.....	101.00	94.50	105.50	85.50	107.00	101.00	114.00	-
Other nonprofessional occupations:								
Nursing aids (men).....	83.50	80.00	86.00	73.50	89.50	84.50	96.00	85.00
Less than 500 employees.....	80.50	78.00	81.50	70.00	87.00	84.00	92.50	78.00
500 employees or more.....	84.50	80.00	86.50	78.50	90.50	85.00	97.00	-
Nursing aids (women).....	78.00	74.00	81.00	65.50	83.50	78.50	88.00	70.00
Less than 500 employees.....	72.50	68.00	74.50	64.00	82.50	78.50	85.50	69.00
500 employees or more.....	79.50	75.00	83.00	70.50	84.00	78.50	90.50	-
Practical nurses, licensed (women).....	105.50	101.50	109.00	93.00	106.00	99.00	113.50	98.50
Less than 500 employees.....	103.00	100.00	106.00	92.00	106.00	97.00	113.00	97.00
500 employees or more.....	106.00	102.00	109.50	96.00	106.00	99.50	113.50	-
Average (mean) hourly earnings ³								
Engineers, stationary (men).....	\$3.80	\$3.62	\$3.90	\$3.27	\$4.01	\$3.78	\$4.19	\$3.35
Less than 500 employees.....	3.92	3.72	4.02	3.12	3.94	3.64	4.29	3.06
500 employees or more.....	3.76	3.59	3.86	-	4.05	3.89	4.15	-
Finishers, flatwork, machine (women).....	1.93	1.88	1.98	1.67	1.97	1.89	2.09	1.47
Less than 500 employees.....	1.71	1.69	1.73	1.67	2.05	-	1.93	1.47
500 employees or more.....	1.96	1.90	2.01	1.66	1.96	1.84	2.16	-
Kitchen helpers (women).....	1.88	1.78	1.95	1.62	1.95	1.82	2.07	1.62
Less than 500 employees.....	1.74	1.62	1.81	1.58	1.95	1.87	2.01	1.58
500 employees or more.....	1.92	1.81	2.00	1.76	1.94	1.78	2.12	-
Maids (women).....	1.89	1.82	1.94	1.61	2.00	1.88	2.11	1.72
Less than 500 employees.....	1.74	1.67	1.77	1.55	2.00	1.93	2.05	1.67
500 employees or more.....	1.93	1.85	1.98	1.75	2.00	1.86	2.16	-
Porters (men).....	2.11	2.06	2.14	1.83	2.19	2.10	2.28	2.30
Less than 500 employees.....	2.10	2.12	2.09	1.74	2.15	2.09	2.19	2.22
500 employees or more.....	2.12	2.05	2.15	1.99	2.21	2.11	2.34	-

¹ Excludes Alaska and Hawaii.

² Earnings relate to standard salaries that are paid for standard work schedules and excludes extra pay for work on late shifts, as well as the value of room, board, or other perquisites, if any, provided in addition to cash salaries. Average weekly earnings are rounded to the nearest half dollar.

³ 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, if any, provided in addition to cash wages.

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

Table 10. Nongovernment Hospitals: Occupational Averages—Short-Term Metropolitan Area Hospitals

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹			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 ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²
Registered professional nurses:															
Directors of nursing ^{3a/} -----	1,928	40.0	\$221.00	511	39.0	\$239.50	490	40.0	\$196.00	492	40.0	\$220.00	435	40.0	\$229.00
Supervisors of nursing ^{3a/} -----	8,748	39.5	179.50	3,261	39.5	184.50	1,808	40.0	165.00	2,489	40.0	178.00	1,190	40.0	192.50
Head nurses ^{3a/} -----	23,192	39.5	162.50	7,191	39.5	167.50	5,935	40.0	147.00	6,097	40.0	163.00	3,969	40.0	175.00
General duty nurses ^{3a/} -----	110,801	39.5	144.00	36,772	39.5	143.50	20,987	40.0	136.00	28,633	40.0	143.50	24,409	40.0	152.00
Nursing instructors ^{3a/} -----	6,973	40.0	168.00	3,044	39.5	170.00	1,056	40.0	156.00	2,538	40.0	168.00	335	40.0	187.50
Other professional and technical occupations:															
Dietitians ^{3a/} -----	2,816	39.5	155.50	929	39.5	157.00	590	40.0	139.50	788	40.0	161.00	509	40.0	162.00
Medical librarians ^{3a/} -----	502	39.5	139.00	153	38.5	148.50	138	40.0	131.50	161	40.0	133.50	50	40.0	146.50
Medical record librarians ^{3a/} -----	1,885	39.5	147.00	574	38.5	156.50	513	40.0	129.50	397	40.0	153.00	401	40.0	150.50
Medical social workers ^{3a/} -----	1,615	39.5	172.50	968	38.0	171.50	148	40.0	163.50	319	40.0	166.00	180	40.0	195.00
Medical technologists-----	19,345	39.5	146.00	6,156	38.5	142.00	4,371	40.0	134.50	5,735	40.0	147.00	3,083	40.0	170.00
Men-----	4,462	39.5	152.50	1,480	38.5	149.00	904	40.0	138.50	1,190	40.0	147.50	888	40.0	178.50
Women-----	14,883	39.5	144.50	4,676	38.5	139.50	3,467	40.0	135.50	4,545	40.0	146.50	2,195	40.0	167.00
Physical therapists-----	2,731	39.5	156.50	851	39.0	157.00	517	40.0	141.50	929	40.0	161.50	434	40.0	163.50
Men-----	657	40.0	165.50	148	39.0	165.50	163	40.0	157.50	251	40.0	171.50	95	40.0	162.00
Women-----	2,074	39.5	154.00	703	39.0	155.00	354	40.0	134.50	678	40.0	158.00	339	40.0	164.00
Psychiatric social workers ^{3a/} -----	459	39.0	188.50	175	37.5	185.00	73	40.0	178.50	93	40.0	170.50	118	40.0	213.50
Purchasing agents-----	1,067	39.5	179.00	288	39.0	187.00	262	40.0	171.00	348	40.0	172.50	169	40.0	190.00
Men-----	807	39.5	188.00	228	39.0	195.50	199	40.0	181.00	247	40.0	185.00	133	40.0	190.50
Women-----	260	39.5	150.50	60	39.0	154.50	63	40.0	139.50	101	40.0	142.00	36	40.0	188.00
X-ray technicians-----	11,276	39.5	123.00	3,623	39.0	122.50	2,575	40.0	117.00	3,206	40.0	121.50	1,872	40.0	135.50
Men-----	3,111	39.5	133.00	992	38.5	132.50	651	40.0	128.50	832	40.0	130.00	636	40.0	141.00
Women-----	8,165	39.5	119.00	2,631	39.0	118.50	1,924	40.0	113.00	2,374	40.0	118.00	1,236	40.0	132.50
X-ray technicians, chief-----	1,579	39.5	171.00	498	39.5	172.50	367	40.0	161.00	397	40.0	174.00	317	40.0	176.00
Men-----	998	40.0	179.50	324	39.5	180.00	182	40.0	179.50	250	40.0	181.50	242	40.0	177.00
Women-----	581	39.5	155.50	174	39.0	157.50	185	40.0	143.00	147	40.0	160.50	75	40.0	172.50
Office clerical occupations:															
Clerks, payroll ^{3a/} -----	2,294	39.5	103.50	570	39.0	106.50	505	40.0	96.00	855	40.0	103.00	364	40.0	110.50
Stenographers, general ^{3a/} -----	3,449	39.5	96.00	1,079	38.0	104.50	1,092	40.0	85.50	964	40.0	97.00	314	40.0	98.50
Stenographers, senior ^{3a/} -----	3,924	39.0	110.50	1,508	38.0	118.50	742	40.0	99.50	1,128	40.0	107.00	546	40.0	110.50
Switchboard operators ^{3a/} -----	7,910	39.5	87.50	2,638	39.0	92.50	1,780	39.5	75.50	2,123	40.0	88.00	1,369	40.0	94.50
Switchboard operator-receptionists ^{3a/} -----	1,793	39.5	83.00	334	38.5	84.50	565	40.0	73.00	359	40.0	91.00	535	40.0	87.50
Transcribing-machine operators, technical ^{3a/} -----	6,274	39.5	98.00	1,595	39.0	95.00	1,597	40.0	92.50	1,563	40.0	99.50	1,519	40.0	105.50
Other nonprofessional occupations:															
Food service supervisors-----	3,282	40.0	104.50	893	39.5	108.50	1,124	40.0	89.00	1,106	40.0	111.00	159	40.0	144.00
Men-----	372	39.5	145.50	106	39.0	155.00	92	40.0	118.00	119	40.0	144.00	55	40.0	176.00
Women-----	2,910	40.0	99.00	787	39.5	102.50	1,032	40.0	86.50	987	40.0	107.00	104	40.0	127.00
Housekeepers, chief-----	1,507	40.0	141.50	378	39.0	159.50	420	40.0	123.00	461	40.0	141.00	248	40.0	148.00
Men-----	472	39.5	172.00	172	39.0	186.00	120	40.0	149.00	110	40.0	167.50	70	40.0	183.00
Women-----	1,035	40.0	128.00	206	39.5	137.00	300	40.0	112.50	351	40.0	133.00	178	40.0	134.00
Nursing aids-----	145,524	39.5	78.00	37,417	39.0	83.00	39,232	39.5	67.50	43,864	40.0	79.00	25,011	40.0	89.50
Men-----	16,275	39.5	81.50	4,103	39.0	86.50	5,525	39.5	72.00	3,786	40.0	84.00	2,861	40.0	89.50
Women-----	129,249	39.5	77.50	33,314	39.0	82.50	33,707	39.5	67.00	40,078	40.0	78.50	22,150	40.0	83.50

See footnotes at end of table.

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Table 10. Nongovernment Hospitals: Occupational Averages—Short-Term Metropolitan Area Hospitals—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹			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 ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²		Weekly hours ² (standard)	Weekly earnings ²
Other nonprofessional occupations—Continued															
Practical nurses.....	76,069	39.5	\$101.00	21,306	39.5	\$104.00	23,516	40.0	\$92.50	20,675	40.0	\$105.00	10,572	40.0	\$105.50
Men.....	1,633	39.5	104.00	622	38.5	110.50	431	40.0	94.00	301	40.0	103.00	279	40.0	106.50
Women.....	74,436	39.5	101.00	20,684	39.5	104.00	23,085	40.0	92.50	20,374	40.0	105.00	10,293	40.0	105.50
Licensed.....	72,661	39.5	102.00	20,782	39.5	104.50	21,688	40.0	93.50	19,955	40.0	105.50	10,236	40.0	106.00
Men.....	1,499	39.5	106.00	618	38.5	110.50	375	40.0	96.50	263	40.0	104.50	243	40.0	109.50
Women.....	71,162	39.5	101.50	20,164	39.5	104.50	21,313	40.0	93.50	19,692	40.0	105.50	9,993	40.0	106.00
Unlicensed.....	3,408	39.5	84.00	524	40.0	90.00	1,828	39.5	78.50	720	40.0	90.50	336	40.0	90.50
Men.....	134	39.5	84.50	-	-	-	-	-	-	38	40.0	95.00	-	-	-
Women.....	3,274	39.5	84.00	520	40.0	90.00	1,772	39.5	78.50	682	40.0	90.50	300	40.0	91.50
Psychiatric aids.....	2,495	39.5	83.50	794	39.5	90.00	429	39.5	73.50	753	40.0	78.00	519	40.0	91.00
Men.....	822	40.0	89.50	318	39.5	93.00	143	40.0	75.50	198	40.0	85.50	163	40.0	100.50
Women.....	1,673	39.5	81.00	476	39.0	87.50	286	39.5	72.50	555	40.0	75.50	356	40.0	86.50
	Number of employees	Average hourly earnings⁴		Number of employees	Average hourly earnings⁴		Number of employees	Average hourly earnings⁴		Number of employees	Average hourly earnings⁴		Number of employees	Average hourly earnings⁴	
Dishwashers, machine.....	4,200	\$1.85		1,008	\$2.02		1,290	\$1.57		1,078	\$1.90		824	\$2.01	
Men.....	3,045	1.89		797	2.07		971	1.60		641	1.93		636	2.05	
Women.....	1,155	1.75		211	1.83		319	1.48		437	1.85		188	1.87	
Electricians, maintenance ^{3b/}	1,344	3.57		611	3.44		233	3.23		421	3.87		79	3.99	
Engineers, stationary ^{3b/}	3,916	3.62		912	3.50		784	3.08		1,408	3.78		812	4.02	
Finishers, flatwork, machine ^{3a/}	4,825	1.88		1,206	2.01		1,113	1.61		1,925	1.93		581	1.99	
Kitchen helpers.....	46,096	1.88		15,377	2.04		11,170	1.59		13,822	1.89		5,727	1.95	
Men.....	8,076	1.98		3,605	2.18		2,008	1.64		1,364	1.98		1,099	1.96	
Women.....	38,020	1.85		11,772	2.00		9,162	1.58		12,458	1.88		4,628	1.95	
Maids and porters.....	69,833	1.93		22,749	2.06		16,596	1.60		19,851	1.96		10,637	2.09	
Men.....	25,918	2.03		9,688	2.14		6,492	1.66		5,502	2.11		4,236	2.20	
Women.....	43,915	1.87		13,061	2.00		10,104	1.56		14,349	1.90		6,401	2.01	
Washers, machine ^{3b/}	2,015	2.15		531	2.18		469	1.81		789	2.26		226	2.44	

¹ Excludes Alaska and Hawaii.

² 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, if any, provided in addition to cash salaries. Average weekly hours are rounded to the nearest hour and average weekly earnings to the nearest half dollar.

³ All or nearly all (a) women, (b) men.

⁴ 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, if any, provided in addition to cash wages.

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

Table 11. Nongovernment Hospitals: Occupational Averages—Selected Areas

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Atlanta, Ga.				Baltimore, Md.								
	All hospitals				All hospitals				Short-term hospitals				
	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹	
		Weekly earnings ²				Weekly earnings ²				Weekly earnings ²			
		\$	\$	\$		\$	\$	\$		\$	\$	\$	
Registered professional nurses:													
Supervisors of nurses (women).....	61	156.00	160.00	138.50-170.00	370	171.00	167.50	157.00-181.50	261	173.50	168.50	160.00-182.00	
Head nurses (women).....	115	147.00	147.50	136.00-155.00	493	159.00	156.50	144.00-167.00	455	160.00	158.00	148.00-168.50	
General duty nurses (women).....	673	133.50	133.50	127.00-140.00	1,694	142.00	140.00	130.00-149.50	1,662	142.00	140.00	130.00-149.50	
Other professional and technical occupations:													
Dietitians (women).....	14	143.50	-	-	68	144.50	138.50	133.00-160.00	58	140.00	138.50	133.00-141.50	
Medical social workers (women).....	-	-	-	-	52	158.50	142.00	132.50-189.50	45	162.50	175.00	133.00-189.50	
Medical technologists (women).....	143	143.00	138.00	130.00-160.00	285	136.00	138.50	118.50-156.00	285	136.00	138.50	118.50-156.00	
X-ray technicians (women).....	43	113.50	113.00	108.00-118.00	179	115.50	114.00	106.00-122.50	179	115.50	114.00	106.00-122.50	
Office clerical occupations:													
Clerks, payroll (women).....	9	108.00	-	-	74	91.00	87.00	83.00-97.00	74	91.00	87.00	83.00-97.00	
Switchboard operators (women).....	43	78.00	77.00	72.00-83.50	78	86.00	85.50	77.00-94.00	78	86.00	85.50	77.00-94.00	
Transcribing-machine operators, technical (women).....	37	103.50	104.50	92.50-112.50	113	98.50	97.00	90.00-105.50	104	99.00	99.00	90.00-106.00	
Other nonprofessional occupations:													
Nursing aids (men).....	147	73.50	72.00	66.00-82.00	390	78.50	73.00	67.00-81.00	329	79.00	72.00	67.00-83.00	
Nursing aids (women).....	678	73.50	74.00	68.00-78.00	3,266	76.00	74.00	67.00-83.00	2,551	77.00	75.00	69.00-83.00	
Practical nurses, licensed (women).....	226	92.50	96.00	91.00-101.00	1,244	106.00	105.50	100.00-111.50	1,149	105.50	105.00	100.00-111.00	
		Hourly earnings ³				Hourly earnings ³				Hourly earnings ³			
Engineers, stationary (men).....	39	2.69	2.40	2.25-3.13	113	3.33	3.31	3.08-3.38	105	3.32	3.31	3.00-3.43	
Finishers, flatwork, machine (women).....	42	1.56	1.53	1.40-1.75	-	-	-	-	-	-	-	-	
Kitchen helpers (women).....	235	1.48	1.46	1.37-1.55	1,048	1.82	1.75	1.60-1.97	896	1.84	1.78	1.60-1.98	
Maids (women).....	341	1.51	1.50	1.41-1.65	877	1.78	1.71	1.60-1.85	729	1.80	1.74	1.60-1.86	
Porters (men).....	182	1.71	1.67	1.64-1.80	469	1.82	1.71	1.60-1.97	376	1.86	1.75	1.60-1.97	
		Boston, Mass.				Short-term hospitals				Buffalo, N.Y.			
		All hospitals				Short-term hospitals				All hospitals			
		Weekly earnings ²				Weekly earnings ²				Weekly earnings ²			
		\$	\$	\$		\$	\$	\$		\$	\$	\$	
Registered professional nurses:													
Supervisors of nurses (women).....	263	192.00	193.00	178.50-204.00	256	192.50	193.00	180.00-204.00	82	168.50	171.50	155.50-188.00	
Head nurses (women).....	622	176.50	176.00	166.00-188.00	622	176.50	176.00	166.00-188.00	269	156.00	158.50	148.00-168.00	
General duty nurses (women).....	3,325	150.00	148.00	140.00-160.00	3,274	150.50	149.00	140.00-160.00	929	134.50	134.00	127.00-141.00	
Other professional and technical occupations:													
Dietitians (women).....	135	161.50	160.00	150.50-173.00	128	161.50	160.00	150.00-175.00	-	-	-	-	
Medical social workers (women).....	127	162.50	160.00	154.00-171.00	127	162.50	160.00	154.00-171.00	10	156.50	-	-	
Medical technologists (women).....	627	137.50	136.50	127.00-146.00	622	137.50	136.50	127.00-146.00	81	139.50	136.50	134.00-149.00	
X-ray technicians (women).....	252	123.00	122.00	113.50-132.50	252	123.00	122.00	113.50-132.50	64	110.50	112.00	100.50-119.00	
Office clerical occupations:													
Clerks, payroll (women).....	70	113.00	106.00	100.00-117.00	70	113.00	106.00	100.00-117.00	15	96.50	94.00	90.50-100.00	
Switchboard operators (women).....	183	94.00	95.00	88.00-101.00	169	93.50	95.00	88.00-101.00	67	84.00	86.00	74.00-92.50	
Transcribing-machine operators, technical (women).....	222	97.50	97.00	84.50-111.00	222	97.50	97.00	84.50-111.00	13	93.00	96.00	90.00-96.50	
Other nonprofessional occupations:													
Nursing aids (men).....	300	93.00	90.00	85.00-100.50	280	94.00	91.00	86.00-102.00	44	73.00	71.00	69.50-77.50	
Nursing aids (women).....	1,572	89.50	89.00	84.00-96.00	1,557	90.00	89.00	84.00-96.00	1,672	74.00	73.00	69.50-78.00	
Practical nurses, licensed (women).....	1,037	121.50	119.50	112.00-128.00	1,037	121.50	119.50	112.00-128.00	818	95.00	94.00	89.00-98.50	
		Hourly earnings ³				Hourly earnings ³				Hourly earnings ³			
Engineers, stationary (men).....	98	3.20	3.23	2.86-3.58	98	3.20	3.23	2.86-3.58	31	3.39	3.19	3.10-3.72	
Finishers, flatwork, machine (women).....	-	-	-	-	-	-	-	-	26	2.09	2.10	2.05-2.17	
Kitchen helpers (women).....	921	2.06	2.01	1.90-2.21	883	2.07	2.03	1.90-2.22	621	1.95	1.93	1.85-2.00	
Maids (women).....	830	2.08	2.10	1.92-2.20	830	2.08	2.10	1.92-2.20	538	1.90	1.93	1.83-1.95	
Porters (men).....	608	2.18	2.15	2.00-2.34	593	2.18	2.18	2.00-2.35	134	2.31	2.03	1.94-2.23	

See footnotes at end of table.

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

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Chattanooga, Tenn.-Ga.				Chicago, Ill.							
	All hospitals			Number of employees	All hospitals			Short-term hospitals				
	Number of employees	Mean ¹	Median ¹		Middle range ¹	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹
		Weekly earnings ²				Weekly earnings ²				Weekly earnings ²		
Registered professional nurses:		\$				\$	\$	\$	\$	\$	\$	\$
Supervisors of nurses (women).....	8	166.50	-	-	554	182.00	182.00	169.50-195.00	554	182.00	182.00	169.50-195.00
Head nurses (women).....	-	-	-	-	1,158	166.00	166.00	157.00-176.00	1,122	166.00	166.00	157.00-176.00
General duty nurses (women).....	-	-	-	-	6,558	148.00	148.00	141.00-157.00	6,450	148.00	148.00	141.00-157.00
Other professional and technical occupations:												
Dietitians (women).....	-	-	-	-	222	156.50	154.50	141.00-171.50	216	156.50	154.00	141.00-172.50
Medical social workers (women).....	-	-	-	-	99	166.00	162.50	154.50-182.50	93	166.50	166.00	154.50-182.50
Medical technologists (women).....	16	142.50	141.00	131.50-155.50	1,521	133.50	136.00	119.00-150.00	1,521	133.50	136.00	119.00-150.00
X-ray technicians (women).....	15	91.50	90.00	82.00-104.00	518	124.50	128.50	109.50-136.50	506	124.50	128.50	109.50-136.00
Office clerical occupations:												
Clerks, payroll (women).....	-	-	-	-	322	101.50	101.00	91.00-110.00	322	101.50	101.00	91.00-110.00
Switchboard operators (women).....	16	69.00	70.00	64.00- 76.00	338	97.00	97.00	86.50-107.50	338	97.00	97.00	86.50-107.50
Transcribing-machine operators, technical (women).....	-	-	-	-	218	110.00	113.00	102.00-117.00	206	111.50	113.50	103.00-117.50
Other nonprofessional occupations:												
Nursing aids (men).....	-	-	-	-	564	87.50	86.50	80.00- 91.50	564	87.50	86.50	80.00- 91.50
Nursing aids (women).....	224	63.50	65.50	62.00- 65.50	7,761	82.50	82.50	75.50- 89.50	7,695	82.50	82.50	75.50- 89.50
Practical nurses, licensed (women).....	170	90.50	90.00	86.00- 97.00	2,750	112.00	111.50	104.00-120.00	2,750	112.00	111.50	104.00-120.00
		Hourly earnings ³				Hourly earnings ³				Hourly earnings ³		
Engineers, stationary (men).....	-	-	-	-	462	4.02	3.94	3.78- 4.25	426	4.01	3.95	3.78- 4.29
Finishers, flatwork, machine (women).....	-	-	-	-	249	2.08	2.00	1.95- 2.20	243	2.08	2.05	1.93- 2.20
Kitchen helpers (women).....	57	1.47	1.48	1.29- 1.61	2,249	2.04	2.05	1.88- 2.20	2,225	2.04	2.05	1.89- 2.20
Maids (women).....	75	1.56	1.60	1.50- 1.68	2,980	1.99	1.95	1.81- 2.15	2,932	2.00	1.95	1.83- 2.15
Porters (men).....	16	1.62	1.64	1.35- 1.90	1,391	2.19	2.20	2.00- 2.35	1,391	2.19	2.20	2.00- 2.35
		Cincinnati, Ohio-Ky.-Ind.				Cleveland, Ohio						
		All hospitals				All hospitals				Short-term hospitals		
		Weekly earnings ²				Weekly earnings ²				Weekly earnings ²		
Registered professional nurses:		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Supervisors of nurses (women).....	76	190.50	190.00	184.00-199.50	192	174.50	178.00	159.50-190.00	189	174.50	179.00	159.50-190.50
Head nurses (women).....	227	166.50	167.50	159.50-174.50	402	169.50	171.00	161.00-176.50	402	169.50	171.00	161.00-176.50
General duty nurses (women).....	798	145.50	143.00	137.50-151.50	1,521	147.00	147.50	141.50-153.00	1,503	147.50	147.50	141.50-153.00
Other professional and technical occupations:												
Dietitians (women).....	21	157.00	153.50	150.50-164.00	53	158.00	160.00	148.50-171.00	53	158.00	160.00	148.50-171.00
Medical social workers (women).....	16	152.50	165.00	128.50-173.00	32	176.00	166.50	158.00-196.00	32	176.00	166.50	158.00-196.00
Medical technologists (women).....	113	148.00	144.00	133.50-154.50	234	143.00	146.00	138.00-152.50	234	143.00	146.00	138.00-152.50
X-ray technicians (women).....	81	111.50	113.00	103.50-119.00	185	119.50	121.00	110.00-127.50	185	119.50	121.00	110.00-127.50
Office clerical occupations:												
Clerks, payroll (women).....	28	101.50	97.50	84.00-111.00	12	119.50	-	-	12	119.50	-	-
Switchboard operators (women).....	46	88.50	90.50	85.00- 97.00	133	95.50	97.00	89.50-101.00	133	95.50	97.00	89.50-101.00
Transcribing-machine operators, technical (women).....	52	95.50	93.00	89.00-101.00	159	101.50	103.00	93.50-109.00	159	101.50	103.00	93.50-109.00
Other nonprofessional occupations:												
Nursing aids (men).....	167	79.00	75.50	73.00- 85.50	336	89.50	89.00	80.00- 96.00	336	89.50	89.00	80.00- 96.00
Nursing aids (women).....	1,639	75.00	73.50	68.50- 81.00	2,260	82.00	81.00	74.00- 92.00	2,206	82.50	82.00	75.50- 92.00
Practical nurses, licensed (women).....	821	109.00	109.00	101.00-119.00	1,495	104.50	106.00	100.00-109.50	1,483	104.50	106.00	100.00-110.00
		Hourly earnings ³				Hourly earnings ³				Hourly earnings ³		
Engineers, stationary (men).....	28	3.38	3.44	3.02- 3.95	16	4.04	4.03	3.85- 4.24	16	4.04	4.03	3.85- 4.24
Finishers, flatwork, machine (women).....	68	1.91	1.89	1.82- 2.05	180	2.03	1.99	1.85- 2.26	177	2.04	2.00	1.85- 2.26
Kitchen helpers (women).....	528	1.84	1.82	1.71- 1.96	706	1.95	1.90	1.78- 2.13	694	1.96	1.91	1.80- 2.14
Maids (women).....	497	1.84	1.87	1.72- 1.96	1,010	1.97	1.95	1.77- 2.20	1,001	1.98	1.96	1.78- 2.20
Porters (men).....	194	2.00	2.00	1.80- 2.14	382	2.21	2.20	2.00- 2.40	379	2.21	2.20	2.00- 2.40

See footnotes at end of table.

Table 11. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Dallas, Tex.				Denver, Colo.							
	All hospitals				All hospitals				Short-term hospitals			
	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹
	Weekly earnings ²				Weekly earnings ²				Weekly earnings ²			
		\$	\$	\$		\$	\$	\$		\$	\$	\$
Registered professional nurses:												
Supervisors of nurses (women).....	80	154.00	152.00	147.50-165.50	64	180.00	178.50	172.00-192.00	61	181.50	178.50	172.50-192.00
Head nurses (women).....	297	144.00	140.00	138.50-152.00	283	162.00	159.50	151.00-171.00	276	162.50	162.00	151.00-171.00
General duty nurses (women).....	727	136.00	138.50	132.50-144.00	1,713	142.00	140.50	136.00-147.00	1,593	142.50	140.50	137.00-147.00
Other professional and technical occupations:												
Dietitians (women).....	27	144.50	144.00	138.00-155.00	39	148.00	145.00	141.00-150.00	38	148.50	145.50	141.00-150.00
Medical social workers (women).....	-	-	-	-	-	-	-	-	-	-	-	-
Medical technologists (women).....	132	134.50	137.00	131.00-143.00	230	148.00	146.50	138.50-159.50	207	150.50	149.00	138.50-161.50
X-ray technicians (women).....	100	115.50	116.00	111.00-123.50	112	111.00	111.00	108.00-116.00	108	111.50	112.00	108.00-116.00
Office clerical occupations:												
Clerks, payroll (women).....	17	89.50	88.00	86.50- 97.00	23	103.00	102.00	96.00-112.00	23	103.00	102.00	96.00-112.00
Switchboard operators (women).....	48	78.00	76.00	73.50- 79.00	93	85.00	82.00	77.00- 96.00	93	85.00	82.00	77.00- 96.00
Transcribing-machine operators, technical (women)....	83	96.00	95.00	92.00-103.50	66	93.50	94.50	86.00- 99.00	58	94.50	96.00	87.00- 99.00
Other nonprofessional occupations:												
Nursing aids (men).....	162	76.50	76.00	72.00- 82.00	229	76.00	74.00	70.00- 80.00	180	77.50	76.00	72.50- 80.50
Nursing aids (women).....	1,444	65.00	64.50	62.00- 69.00	1,229	78.00	76.00	72.00- 83.50	1,098	79.00	77.00	73.00- 85.50
Practical nurses, licensed (women).....	897	92.00	90.00	85.50- 98.00	629	95.50	95.00	90.00-101.00	566	96.00	95.50	90.50-102.00
	Hourly earnings ³				Hourly earnings ³				Hourly earnings ³			
Engineers, stationary (men).....	27	3.23	3.00	2.72- 3.46	43	3.60	3.65	3.32- 3.84	38	3.64	3.67	3.32- 3.91
Finishers, flatwork, machine (women).....	48	1.68	1.67	1.67- 1.72	29	1.93	1.90	1.76- 2.22	28	1.95	1.90	1.83- 2.22
Kitchen helpers (women).....	392	1.54	1.50	1.40- 1.61	624	1.70	1.70	1.60- 1.83	545	1.74	1.71	1.60- 1.84
Maids (women).....	318	1.59	1.60	1.50- 1.69	371	1.75	1.75	1.65- 1.85	338	1.77	1.76	1.68- 1.85
Porters (men).....	249	1.78	1.80	1.65- 1.90	304	1.85	1.86	1.75- 1.96	261	1.90	1.88	1.81- 1.98
	Detroit, Mich.				Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove, Calif.							
	All hospitals				All hospitals				Short-term hospitals			
	Weekly earnings ²				Weekly earnings ²				Weekly earnings ²			
		\$	\$	\$		\$	\$	\$		\$	\$	\$
Registered professional nurses:												
Supervisors of nurses (women).....	286	192.00	192.00	177.50-204.00	368	201.50	202.50	188.50-214.00	368	201.50	202.50	188.50-214.00
Head nurses (women).....	690	169.00	169.50	158.00-182.00	1,125	179.50	181.00	171.00-192.50	1,054	181.00	181.00	172.00-194.00
General duty nurses (women).....	2,524	158.50	156.50	150.00-164.00	7,800	156.50	153.50	145.00-167.50	7,549	156.50	153.50	145.00-168.00
Other professional and technical occupations:												
Dietitians (women).....	88	169.50	175.50	164.00-181.50	183	170.00	165.50	157.50-180.50	167	171.50	171.50	160.00-181.00
Medical social workers (women).....	59	179.00	177.00	168.50-221.00	40	193.50	190.00	179.50-210.50	40	193.50	190.00	179.50-210.50
Medical technologists (women).....	562	165.00	165.00	154.50-178.00	614	178.00	180.00	164.00-189.50	602	179.00	180.00	164.00-189.50
X-ray technicians (women).....	246	134.50	139.00	122.50-144.50	331	138.50	138.00	131.50-149.00	325	138.50	135.50	131.50-149.00
Office clerical occupations:												
Clerks, payroll (women).....	83	111.50	105.50	100.00-118.00	107	116.50	111.00	104.00-119.00	97	118.00	114.00	107.50-121.00
Switchboard operators (women).....	224	92.50	96.50	82.50-103.50	592	99.50	100.50	91.50-107.00	577	100.00	100.50	92.50-107.50
Transcribing-machine operators, technical (women)....	232	108.50	109.50	96.50-118.00	580	115.50	115.50	107.50-125.00	568	115.00	115.50	107.50-125.00
Other nonprofessional occupations:												
Nursing aids (men).....	535	91.00	89.00	85.00- 96.00	638	89.50	90.50	84.50- 97.00	549	90.50	91.00	84.50- 98.00
Nursing aids (women).....	4,810	86.50	85.00	77.00- 88.50	8,957	85.00	85.00	80.50- 91.00	8,303	86.00	85.00	80.50- 92.00
Practical nurses, licensed (women).....	2,386	120.00	119.00	112.50-128.00	3,204	113.50	113.50	107.00-119.50	3,028	113.00	113.50	107.00-119.50
	Hourly earnings ³				Hourly earnings ³				Hourly earnings ³			
Engineers, stationary (men).....	92	3.99	3.95	3.57- 4.35	229	3.98	4.00	3.82- 4.30	224	3.98	4.01	3.82- 4.30
Finishers, flatwork, machine (women).....	209	2.06	2.00	1.87- 2.18	174	1.97	1.95	1.79- 2.14	144	2.03	2.09	1.85- 2.14
Kitchen helpers (women).....	1,961	1.98	2.01	1.80- 2.10	1,690	1.95	1.92	1.78- 2.07	1,510	1.95	1.92	1.79- 2.07
Maids (women).....	1,802	1.96	1.98	1.75- 2.10	2,272	1.99	1.97	1.83- 2.12	2,063	2.01	2.01	1.83- 2.14
Porters (men).....	611	2.17	2.10	2.00- 2.33	1,470	2.16	2.16	2.01- 2.33	1,349	2.18	2.17	2.02- 2.33

See footnotes at end of table.

Table 11. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Memphis, Tenn.—Ark.									Miami, Fla.			
	All hospitals				Short-term hospitals				All hospitals				
	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹	
	Weekly earnings ²				Weekly earnings ²				Weekly earnings ²				
Registered professional nurses:		\$	\$	\$		\$	\$	\$		\$	\$	\$	
Supervisors of nurses (women).....	71	160.00	164.50	157.00-166.00	70	160.00	164.50	157.00-166.00	88	179.50	174.50	168.00-185.50	
Head nurses (women).....	95	155.00	158.00	147.50-158.50	88	155.50	158.00	152.50-158.50	321	158.50	156.00	148.00-167.00	
General duty nurses (women).....	500	141.50	143.00	138.50-145.50	492	141.50	143.00	138.50-145.50	1,387	142.50	140.00	135.00-148.00	
Other professional and technical occupations:													
Dietitians (women).....	15	156.00	165.00	145.00-175.50	13	159.50	-	-	26	149.50	147.50	138.50-150.00	
Medical social workers (women).....	-	-	-	-	-	-	-	-	-	-	-	-	
Medical technologists (women).....	95	151.00	152.00	138.50-161.50	86	152.50	156.00	140.00-161.50	145	140.50	139.00	130.00-153.00	
X-ray technicians (women).....	45	116.50	107.50	107.50-117.00	41	116.50	107.50	107.50-111.50	132	125.00	127.00	120.00-129.00	
Office clerical occupations:													
Clerks, payroll (women).....	-	-	-	-	-	-	-	-	19	108.50	110.00	103.50-120.50	
Switchboard operators (women).....	76	79.00	81.00	79.50-81.00	76	79.00	81.00	79.50-81.00	122	78.00	78.50	70.00-85.00	
Transcribing-machine operators, technical (women).....	39	93.50	89.00	83.00-102.00	35	94.50	89.00	83.00-109.50	55	96.00	96.00	90.00-104.00	
Other nonprofessional occupations:													
Nursing aids (men).....	236	78.00	77.00	74.50-83.50	232	78.00	77.50	74.50-83.50	257	72.50	70.00	66.00-79.00	
Nursing aids (women).....	956	72.50	72.50	70.50-73.00	883	72.50	72.50	70.50-73.00	1,669	69.00	67.00	66.00-71.50	
Practical nurses, licensed (women).....	514	96.50	98.00	91.00-102.00	492	97.00	98.00	91.00-102.50	747	98.00	96.00	92.50-101.00	
	Hourly earnings ³				Hourly earnings ³				Hourly earnings ³				
Engineers, stationary (men).....	-	-	-	-	-	-	-	-	16	3.03	2.74	2.63-3.63	
Finishers, flatwork, machine (women).....	47	1.70	1.72	1.64-1.76	47	1.70	1.72	1.64-1.76	40	1.60	1.55	1.55-1.65	
Kitchen helpers (women).....	165	1.71	1.71	1.60-1.81	150	1.70	1.71	1.60-1.81	452	1.56	1.55	1.42-1.62	
Maids (women).....	457	1.70	1.71	1.66-1.76	429	1.70	1.71	1.66-1.76	560	1.61	1.61	1.50-1.73	
Porters (men).....	280	1.70	1.71	1.60-1.77	258	1.70	1.71	1.60-1.76	225	1.72	1.67	1.50-1.85	
	Minneapolis—St. Paul, Minn.									New York City, N.Y.			
	All hospitals				All hospitals				All hospitals				
	Weekly earnings ²				Weekly earnings ²				Weekly earnings ²				
Registered professional nurses:		\$	\$	\$		\$	\$	\$		\$	\$	\$	
Supervisors of nurses (women).....	146	183.00	183.00	176.50-187.00	852	213.50	213.50	198.00-225.00	852	213.50	213.50	198.00-225.00	
Head nurses (women).....	382	172.50	170.00	161.00-173.50	1,676	191.00	189.00	178.00-202.00	1,676	191.00	189.00	178.00-202.00	
General duty nurses (women).....	2,193	145.00	143.50	138.00-153.50	8,255	145.00	143.50	138.00-153.50	8,255	145.00	143.50	138.00-153.50	
Other professional and technical occupations:													
Dietitians (women).....	58	154.00	159.50	145.50-161.50	274	165.50	158.50	145.00-175.50	274	165.50	158.50	145.00-175.50	
Medical social workers (women).....	-	-	-	-	379	192.50	192.00	177.50-214.00	379	192.50	192.00	177.50-214.00	
Medical technologists (women).....	322	159.00	163.00	148.00-168.50	1,103	153.50	152.00	139.00-166.00	1,103	153.50	152.00	139.00-166.00	
X-ray technicians (women).....	139	112.50	113.00	108.00-115.00	300	158.50	159.00	147.00-162.00	300	158.50	159.00	147.00-162.00	
Office clerical occupations:													
Clerks, payroll (women).....	34	107.50	103.50	96.00-129.00	108	120.50	116.50	110.00-126.00	108	120.50	116.50	110.00-126.00	
Switchboard operators (women).....	107	87.00	90.00	76.00-93.00	717	105.50	106.00	99.50-111.50	717	105.50	106.00	99.50-111.50	
Transcribing-machine operators, technical (women).....	36	97.00	92.50	83.00-99.00	215	118.50	115.00	108.50-128.00	215	118.50	115.00	108.50-128.00	
Other nonprofessional occupations:													
Nursing aids (men).....	284	83.00	85.50	79.50-87.50	1,677	95.00	92.50	88.00-99.00	1,677	95.00	92.50	88.00-99.00	
Nursing aids (women).....	1,714	81.00	79.50	78.50-84.50	10,546	93.00	90.50	88.00-96.00	10,546	93.00	90.50	88.00-96.00	
Practical nurses, licensed (women).....	854	98.50	98.50	95.50-102.00	3,953	123.50	122.50	115.50-131.50	3,953	123.50	122.50	115.50-131.50	
	Hourly earnings ³				Hourly earnings ³				Hourly earnings ³				
Engineers, stationary (men).....	179	3.69	3.74	3.63-3.74	134	4.85	4.56	4.41-5.36	134	4.85	4.56	4.41-5.36	
Finishers, flatwork, machine (women).....	24	2.13	2.14	2.11-2.14	211	2.46	2.44	2.36-2.60	211	2.46	2.44	2.36-2.60	
Kitchen helpers (women).....	362	2.04	2.04	1.97-2.11	2,358	2.42	2.37	2.24-2.51	2,358	2.42	2.37	2.24-2.51	
Maids (women).....	694	2.08	2.11	2.02-2.11	2,755	2.45	2.40	2.32-2.60	2,755	2.45	2.40	2.32-2.60	
Porters (men).....	230	2.24	2.22	2.16-2.28	3,376	2.44	2.38	2.31-2.56	3,376	2.44	2.38	2.31-2.56	

See footnotes at end of table.

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Table 11. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Philadelphia, Pa.—N.J.								Portland, Oreg.—Wash.			
	All hospitals				Short-term hospitals				All hospitals			
	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹
		Weekly earnings ²				Weekly earnings ²				Weekly earnings ²		
		\$	\$	\$ \$		\$	\$	\$ \$		\$	\$	\$ \$
Registered professional nurses:												
Supervisors of nurses (women).....	507	167.00	165.00	155.50-176.50	491	167.00	165.50	156.00-176.50	100	171.50	171.00	161.50-180.00
Head nurses (women).....	1,181	153.00	150.50	141.50-160.00	1,061	154.50	151.50	142.00-163.00	319	160.00	161.00	154.50-167.50
General duty nurses (women).....	4,828	134.50	133.00	127.00-141.00	4,609	135.00	133.50	127.00-141.00	925	145.50	144.50	139.50-151.50
Other professional and technical occupations:												
Dietitians (women).....	124	152.50	145.50	135.00-163.00	105	148.50	143.00	135.00-160.00	27	158.00	155.00	150.00-164.00
Medical social workers (women).....	138	156.00	158.50	128.50-178.50	125	157.50	158.50	131.00-179.50	-	-	-	-
Medical technologists (women).....	399	132.00	130.00	119.00-141.50	383	132.00	130.00	119.00-145.50	126	154.00	156.50	144.50-164.00
X-ray technicians (women).....	454	100.50	100.00	92.50-107.50	441	100.50	100.00	92.50-107.50	58	126.00	123.50	120.00-130.00
Office clerical occupations:												
Clerks, payroll (women).....	91	97.50	94.00	86.50-112.50	86	98.50	100.00	88.00-112.50	17	108.50	109.50	104.00-115.00
Switchboard operators (women).....	344	86.50	84.00	79.00- 94.00	339	86.50	84.00	79.00- 94.00	34	92.00	93.00	84.50- 99.50
Transcribing-machine operators, technical (women)....	217	92.00	92.00	86.50- 95.00	177	93.50	94.00	87.00- 97.00	74	110.50	111.00	106.00-115.00
Other nonprofessional occupations:												
Nursing aids (men).....	667	76.00	75.00	70.00- 81.00	647	76.50	75.00	70.00- 81.00	143	82.00	79.00	78.50- 84.50
Nursing aids (women).....	4,957	72.50	72.00	67.50- 77.50	4,957	72.50	72.00	67.50- 77.50	1,327	77.50	78.00	74.00- 82.00
Practical nurses, licensed (women).....	3,236	93.50	95.00	85.00-102.00	2,901	94.50	95.00	85.00-102.50	812	102.00	102.50	98.00-108.00
		Hourly earnings ³				Hourly earnings ³				Hourly earnings ³		
Engineers, stationary (men).....	189	3.36	3.25	2.90- 3.83	158	3.39	3.38	2.90- 3.98	81	3.79	4.03	4.03- 4.03
Finishers, flatwork, machine (women).....	151	1.76	1.65	1.59- 1.86	151	1.76	1.65	1.59- 1.86	53	1.91	1.82	1.81- 2.00
Kitchen helpers (women).....	2,254	1.79	1.79	1.65- 1.90	1,985	1.79	1.76	1.65- 1.90	298	1.97	1.97	1.87- 2.03
Maids (women).....	2,111	1.81	1.80	1.67- 1.96	1,887	1.80	1.80	1.65- 1.90	414	1.99	1.97	1.90- 2.03
Porters (men).....	1,594	1.82	1.80	1.68- 1.96	1,392	1.83	1.80	1.70- 1.97	217	2.13	2.12	2.02- 2.20
		St. Louis, Mo.—Ill.				San Francisco-Oakland, Calif.				All hospitals		
		Weekly earnings ²				Weekly earnings ²				Weekly earnings ²		
		\$	\$	\$ \$		\$	\$	\$ \$		\$	\$	\$ \$
Registered professional nurses:												
Supervisors of nurses (women).....	80	187.50	180.00	174.00-206.50	80	187.50	180.00	174.00-206.50	184	205.00	204.00	192.50-214.50
Head nurses (women).....	319	162.50	161.00	154.50-173.50	314	163.00	161.00	154.50-173.50	541	191.50	195.00	183.00-199.50
General duty nurses (women).....	1,838	145.50	145.00	139.00-152.00	1,838	145.50	145.00	139.00-152.00	3,227	164.50	164.00	156.00-174.00
Other professional and technical occupations:												
Dietitians (women).....	52	146.50	145.00	136.00-161.50	52	146.50	145.00	136.00-161.50	73	173.00	169.50	164.00-181.00
Medical social workers (women).....	24	171.00	162.00	153.50-189.00	24	171.00	162.00	153.50-189.00	40	195.50	194.50	184.50-212.50
Medical technologists (women).....	194	149.50	146.00	134.00-161.00	194	149.50	146.00	134.00-161.00	323	178.00	174.00	166.00-189.50
X-ray technicians (women).....	116	115.50	118.00	111.00-123.50	116	115.50	118.00	111.00-123.50	155	148.50	151.00	137.00-162.50
Office clerical occupations:												
Clerks, payroll (women).....	48	98.50	92.50	89.00- 98.50	48	98.50	92.50	89.00- 98.50	39	117.00	120.00	105.50-126.00
Switchboard operators (women).....	121	85.00	83.00	81.00- 92.00	121	85.00	83.00	81.00- 92.00	167	107.00	106.00	101.00-114.00
Transcribing-machine operators, technical (women)....	93	91.00	92.50	84.00- 99.50	93	91.00	92.50	84.00- 99.50	76	110.50	108.50	103.00-118.50
Other nonprofessional occupations:												
Nursing aids (men).....	267	77.50	76.50	70.00- 83.00	257	78.00	76.50	70.50- 83.00	475	106.00	104.50	99.50-111.00
Nursing aids (women).....	3,420	74.50	74.00	69.00- 79.50	3,370	74.50	74.00	69.00- 79.50	2,052	102.00	103.00	98.00-106.00
Practical nurses, licensed (women).....	1,487	102.50	104.00	96.50-110.00	1,477	103.00	104.00	96.50-110.00	1,232	118.50	121.00	112.50-125.00
		Hourly earnings ³				Hourly earnings ³				Hourly earnings ³		
Engineers, stationary (men).....	87	3.69	3.63	3.35- 4.00	87	3.69	3.63	3.35- 4.00	199	4.41	4.46	4.26- 4.46
Finishers, flatwork, machine (women).....	175	1.81	1.80	1.73- 1.95	175	1.81	1.80	1.73- 1.95	71	2.43	2.40	2.29- 2.51
Kitchen helpers (women).....	765	1.79	1.78	1.67- 1.93	765	1.79	1.78	1.67- 1.93	572	2.45	2.36	2.34- 2.52
Maids (women).....	962	1.77	1.76	1.68- 1.87	947	1.78	1.76	1.68- 1.87	869	2.46	2.42	2.37- 2.53
Porters (men).....	365	1.87	1.90	1.80- 1.99	360	1.88	1.90	1.80- 1.99	635	2.56	2.45	2.36- 2.71

See footnotes at end of table.

Table 11. Nongovernment Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 22 selected areas, March 1969)

Occupation and sex	Scranton, Pa. All hospitals				Washington, D.C.—Md.—Va. All hospitals					
	Number of employees	Mean ¹	Median ¹	Middle range ¹	Number of employees	Mean ¹	Median ¹	Middle range ¹		
	Weekly earnings ²				Weekly earnings ²					
Registered professional nurses:		\$	\$	\$		\$	\$	\$		
Supervisors of nurses (women).....	15	130.50	132.00	119.00-141.50	75	184.00	186.00	164.50-200.50		
Head nurses (women).....	69	125.50	129.00	118.00-131.50	326	180.00	181.00	172.50-187.00		
General duty nurses (women).....	290	115.00	114.00	108.50-120.00	2,117	150.00	147.00	141.50-156.00		
Other professional and technical occupations:										
Dietitians (women).....	9	125.50	-	- -	59	148.50	146.00	139.00-155.00		
Medical social workers (women).....	-	-	-	- -	44	181.00	175.00	153.50-216.00		
Medical technologists (women).....	-	-	-	- -	144	133.50	143.50	117.50-150.50		
X-ray technicians (women).....	20	91.50	90.00	87.00- 90.00	104	116.50	114.50	97.50-121.00		
Office clerical occupations:										
Clerks, payroll (women).....	9	74.00	-	- -	14	103.00	-	- -		
Switchboard operators (women).....	15	81.50	86.50	75.00- 89.00	112	98.00	98.50	95.50-104.50		
Transcribing-machine operators, technical (women)....	-	-	-	- -	165	112.50	112.50	100.00-124.00		
Other nonprofessional occupations:										
Nursing aids (men).....	35	78.00	80.00	73.00- 80.50	226	79.00	80.00	71.50- 86.50		
Nursing aids (women).....	113	69.50	68.00	65.50- 72.50	1,685	77.50	76.00	70.00- 85.00		
Practical nurses, licensed (women).....	279	88.00	85.00	77.00- 92.00	911	108.50	106.50	98.00-117.50		
		Hourly earnings ³					Hourly earnings ³			
Engineers, stationary (men).....	8	2.51	-	- -	45	3.87	3.83	3.60- 4.24		
Finishers, flatwork, machine (women).....	-	-	-	- -	45	1.81	1.80	1.60- 2.18		
Kitchen helpers (women).....	113	1.63	1.60	1.40- 1.76	516	1.85	1.80	1.70- 1.92		
Maids (women).....	121	1.65	1.68	1.60- 1.76	518	1.85	1.80	1.70- 1.98		
Porters (men).....	44	1.79	1.85	1.60- 1.93	390	1.95	1.87	1.80- 2.06		

¹ See appendix B for method used to compute means, medians, and middle ranges of earnings. Medians and middle ranges are not provided for jobs with less than 15 workers.

² Earnings relate to standard salaries that are paid for standard work schedules and excludes extra pay for work on late shifts, as well as the value of room, board, or other perquisites, if any, provided in addition to cash salaries. Means, medians, and middle ranges of earnings were rounded to the nearest half dollar.

³ 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, if any, provided in addition to cash wages.

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

Table 12. Nongovernment Hospitals: Minimum Entrance Salaries for General Duty Nurses

(Distribution of hospitals studied by minimum weekly entrance salaries for general duty nurses, United States and regions, March 1969)

Minimum weekly straight-time salary ¹	All hospitals				
	United States ²	North-east	South	North Central	West
Hospitals studied.....	888	236	227	248	177
Hospitals having a specified minimum.....	833	227	197	239	170
Under \$90.....	2	-	1	-	1
\$90 and under \$95.....	8	3	4	-	1
\$95 and under \$100.....	3	1	2	-	-
\$100 and under \$105.....	18	7	7	3	1
\$105 and under \$110.....	26	11	7	7	1
\$110 and under \$115.....	31	10	11	9	1
\$115 and under \$120.....	68	21	27	15	5
\$120 and under \$125.....	103	33	32	33	5
\$125 and under \$130.....	137	45	36	45	11
\$130 and under \$135.....	124	29	27	35	33
\$135 and under \$140.....	155	18	24	47	66
\$140 and under \$145.....	51	10	16	15	10
\$145 and under \$150.....	50	6	1	17	26
\$150 and under \$155.....	43	27	2	10	4
\$155 and under \$160.....	7	4	-	1	2
\$160 and under \$165.....	3	1	-	1	1
\$165 and under \$170.....	3	1	-	1	1
\$170 and over.....	1	-	-	-	1
Hospitals having no specified minimum.....	48	7	25	9	7
Hospitals having no workers in the job.....	7	2	5	-	-

¹ Data limited to cash salaries excluding perquisites. These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

² Excludes Alaska and Hawaii.

Table 13. Nongovernment Hospitals: Minimum Entrance Salaries for Licensed Practical Nurses

(Distribution of hospitals studied by minimum weekly entrance salaries for licensed practical nurses, United States and regions, March 1969)

Minimum weekly straight-time salary ¹	All hospitals				
	United States ²	North-east	South	North Central	West
Hospitals studied.....	888	236	227	248	177
Hospitals having a specified minimum.....	819	226	204	232	157
Under \$50.....	-	-	-	-	-
\$50 and under \$55.....	1	-	1	-	-
\$55 and under \$60.....	3	1	2	-	-
\$60 and under \$65.....	14	4	10	-	-
\$65 and under \$70.....	25	5	16	1	3
\$70 and under \$75.....	43	11	21	9	2
\$75 and under \$80.....	43	9	18	8	8
\$80 and under \$85.....	98	22	39	23	14
\$85 and under \$90.....	103	32	30	32	9
\$90 and under \$95.....	156	25	41	65	25
\$95 and under \$100.....	101	28	13	35	25
\$100 and under \$110.....	173	50	12	47	64
\$110 and under \$120.....	49	33	1	9	6
\$120 and under \$130.....	7	4	-	2	1
\$130 and under \$140.....	2	1	-	1	-
\$140 and under \$150.....	1	1	-	-	-
\$150 and over.....	-	-	-	-	-
Hospitals having no specified minimum.....	45	6	18	11	10
Hospitals having no workers in the job.....	24	4	5	5	10

¹ Data limited to cash salaries excluding perquisites. These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

² Excludes Alaska and Hawaii.

Table 14. Nongovernment Hospitals: Scheduled Weekly Hours

(Percent of full-time employees in selected occupational categories by scheduled weekly hours,¹ United States and regions, March 1969)

Weekly hours	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Nonprofessional employees (except office clerical)				
	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West
All employees-----	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
35 hours-----	(³)	1	1	(³)	-	4	10	(³)	(³)	-	4	13	(³)	(³)	-	1	4	(³)	(³)	-
Over 35 and under 37½ hours-----	-	-	-	-	-	-	-	-	-	-	1	4	-	-	-	(³)	(³)	-	-	-
37½ hours-----	9	22	4	4	(³)	8	18	3	4	(³)	9	23	3	(³)	(³)	9	23	5	4	1
Over 37½ and under 40 hours-----	(³)	1	-	-	-	1	3	(³)	-	-	(³)	1	(³)	-	-	(³)	(³)	-	-	-
40 hours-----	90	76	95	96	99	87	69	96	95	99	85	59	96	96	99	88	72	93	95	99
Over 40 hours-----	(³)	-	(³)	(³)	-	(³)	-	(³)	(³)	-	(³)	-	(³)	(³)	-	1	-	1	1	-

¹ Data relate to the predominant work schedule of full-time day-shift employees in the respective occupational categories in each hospital.

² Excludes Alaska and Hawaii.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 15. Nongovernment Hospitals: Shift Differential Practices for Registered Professional Nurses

(Percent of full-time registered professional nurses employed on late shifts by amount of pay differential, United States and regions, March 1969)

Shift differential	United States ¹	North-east	South	North Central	West	Shift differential	United States ¹	North-east	South	North Central	West
<u>Second shift</u>						<u>Third shift</u>					
Employees on second shift-----	21.3	17.8	21.2	22.9	25.5	Employees on third shift-----	16.1	15.4	16.6	16.2	16.8
Receiving shift differential-----	19.3	16.0	17.8	21.4	23.6	Receiving shift differential-----	14.6	13.9	14.1	15.2	15.3
Uniform cents per hour-----	10.6	7.3	9.1	17.7	7.4	Uniform cents per hour-----	8.0	6.5	7.2	12.4	5.0
Under 10 cents-----	.5	.4	.1	.5	.8	Under 10 cents-----	.3	.5	-	.6	.1
10 and under 15 cents-----	.9	.6	.2	1.8	.6	10 and under 15 cents-----	.9	.9	.2	1.6	.9
15 and under 20 cents-----	.9	.6	.5	1.5	1.0	15 and under 20 cents-----	.7	.5	.8	.9	.8
20 and under 25 cents-----	1.4	.5	.7	3.1	1.3	20 and under 25 cents-----	.9	.7	.4	1.7	1.0
25 and under 30 cents-----	2.9	2.2	2.2	4.6	2.5	25 and under 30 cents-----	2.0	1.6	1.5	3.1	1.7
30 and under 35 cents-----	.9	.3	1.5	1.6	.3	30 and under 35 cents-----	.9	.2	1.3	1.7	.1
35 and under 40 cents-----	1.0	.5	1.7	1.4	.3	35 and under 40 cents-----	.8	.5	1.5	.9	.2
40 cents or more-----	2.1	2.2	2.1	3.0	.4	40 cents or more-----	1.5	1.6	1.5	2.1	.2
Uniform dollars-----	6.4	6.6	7.3	1.9	11.9	Uniform dollars-----	4.8	5.7	5.6	1.4	7.8
Under \$ 5-----	.3	(²)	.3	.1	1.3	Under \$ 5-----	.6	.2	1.1	.3	1.2
\$ 5 and under \$ 10-----	2.1	1.1	3.2	.9	4.4	\$ 5 and under \$ 10-----	1.7	1.5	2.7	.3	2.9
\$ 10 and under \$ 15-----	2.3	1.4	2.9	.6	5.7	\$ 10 and under \$ 15-----	1.2	.8	1.2	.6	3.1
\$ 15 and under \$ 20-----	.3	.8	.2	(²)	-	\$ 15 and under \$ 20-----	.2	.4	.2	(²)	.3
\$ 20 and under \$ 25-----	.8	1.8	.4	-	.5	\$ 20 and under \$ 25-----	.5	1.4	.2	(²)	.2
\$ 25 or more-----	.6	1.5	.2	.4	-	\$ 25 or more-----	.6	1.4	.2	.2	.1
Uniform percentage-----	1.7	1.9	1.2	.9	3.0	Uniform percentage-----	1.1	1.5	1.2	.6	1.1
Under 10 percent-----	.4	-	.6	.6	.9	Under 10 percent-----	.4	.1	.6	.4	.5
10 percent-----	.9	1.3	.6	.3	1.6	10 percent-----	.5	.8	.6	.2	.4
Over 10 percent-----	.3	.6	.1	.1	.6	Over 10 percent-----	.3	.6	(²)	(²)	.3
Other-----	.6	.2	.2	.9	1.3	Other-----	.6	.2	.1	.8	1.4
Receiving no shift differential-----	2.1	1.8	3.4	1.4	2.0	Receiving no shift differential-----	1.6	1.5	2.5	1.0	1.5

¹ Excludes Alaska and Hawaii

² Less than 0.05 percent

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

Table 16. Nongovernment Hospitals: Paid Holidays

(Percent of full-time employees in selected occupational categories in hospitals with formal provisions for paid holidays, United States and regions, March 1969)

Number of paid holidays ¹	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Nonprofessional employees (except office clerical)				
	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West
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	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	99	98	98	99
Under 5 days-----	1	-	3	-	(³)	1	-	3	-	(³)	1	-	4	-	(³)	1	-	5	-	(³)
5 days-----	4	(³)	16	(³)	(³)	3	(³)	17	(³)	-	4	(³)	15	(³)	(³)	5	(³)	19	(³)	(³)
6 days-----	34	7	54	59	20	33	7	51	58	21	34	6	51	57	22	38	8	52	61	26
7 days-----	29	27	17	34	40	26	19	19	33	37	27	22	17	35	40	25	24	15	30	36
8 days-----	16	21	9	6	30	17	22	9	8	33	16	21	11	7	30	14	22	8	7	29
9 days-----	6	14	(³)	(³)	8	7	17	-	(³)	5	6	16	-	(³)	6	5	14	-	(³)	5
10 days-----	7	20	-	-	-	8	23	-	-	-	7	22	-	-	-	6	21	-	-	-
11 days-----	3	9	-	-	1	4	11	-	-	3	4	11	-	-	2	3	10	-	-	2
12 days or more-----	(³)	1	-	-	-	(³)	1	-	(³)	-	(³)	(³)	-	(³)	-	(³)	(³)	-	-	-
Employees in hospitals providing no paid holidays-----	1	(³)	1	1	1	(³)	(³)	1	1	(³)	1	(³)	1	1	1	1	(³)	2	2	1

¹ Limited to full-day holidays provided annually. Additional half-day holidays were provided in a few instances.

² Excludes Alaska and Hawaii.

³ Less than 0.5 percent.

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

Table 17. Nongovernment Hospitals: Paid Vacations

(Percent of full-time employees in selected occupational categories in hospitals with formal provisions for paid vacations after selected periods of service, United States and regions, March 1969)

Vacation policy	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Nonprofessional employees (except office clerical)				
	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West
All employees.....	100	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.....	99	99	100	99	100	99	99	100	100	100	99	99	99	99	100	99	99	99	99	100
Length-of-time payment.....	99	99	100	99	99	99	99	100	99	99	99	99	99	99	99	99	99	99	99	99
Percentage payment.....	(²)	-	-	-	1	(²)	-	-	-	(²)	(²)	-	-	-	1	(²)	-	-	-	1
Employees in hospitals providing no paid vacations.....	(²)	-	-	(²)	-	(²)	(²)	-	-	-	(²)	(²)	1	(²)	-	(²)	(²)	1	(²)	-
Amount of vacation pay³																				
After 1 year of service:																				
1 week.....	3	5	4	2	3	3	3	7	2	2	5	5	9	4	1	8	7	11	9	4
Over 1 and under 2 weeks.....	(²)	(²)	1	-	(²)	(²)	(²)	(²)	-	-	(²)	(²)	(²)	-	-	(²)	(²)	1	-	(²)
2 weeks.....	71	39	80	89	91	74	56	79	84	92	91	92	85	93	93	87	90	83	87	91
Over 2 and under 3 weeks.....	2	1	4	1	3	2	1	5	1	2	2	2	3	(²)	3	1	2	3	(²)	3
3 weeks.....	13	29	6	8	3	11	18	5	12	3	2	3	1	2	2	2	2	(²)	4	2
Over 3 and under 4 weeks.....	(²)	-	(²)	-	-	(²)	-	1	-	-	(²)	-	1	-	-	(²)	-	(²)	-	-
4 weeks.....	9	25	5	-	9	22	2	1	-	-	(²)	-	1	-	-	(²)	1	-	(²)	-
Over 4 weeks.....	1	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-	-	-	-	-	(²)	-	-	(²)	-
After 2 years of service:																				
1 week.....	1	2	1	(²)	2	1	1	2	(²)	1	1	2	3	(²)	1	2	4	3	1	2
Over 1 and under 2 weeks.....	(²)	-	1	(²)	(²)	(²)	-	1	-	-	(²)	(²)	1	1	-	(²)	(²)	1	1	(²)
2 weeks.....	63	33	72	76	86	70	54	77	73	89	90	91	85	93	91	89	90	85	92	90
Over 2 and under 3 weeks.....	4	2	7	2	3	4	2	8	4	2	4	2	9	2	4	4	2	8	1	3
3 weeks.....	20	33	11	20	8	16	20	6	21	7	4	4	1	4	4	3	4	1	5	4
Over 3 and under 4 weeks.....	1	-	3	-	-	1	-	3	-	-	(²)	-	1	-	-	(²)	-	(²)	-	-
4 weeks.....	10	28	5	1	-	9	22	3	1	-	(²)	(²)	1	-	-	(²)	-	1	(²)	-
Over 4 weeks.....	1	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-	-	-	-	-	(²)	-	-	(²)	-
After 3 years of service:																				
1 week.....	1	2	1	(²)	(²)	1	1	2	(²)	-	1	2	2	(²)	(²)	1	2	3	(²)	(²)
Over 1 and under 2 weeks.....	(²)	-	-	-	(²)	-	-	-	-	-	(²)	(²)	2	-	-	(²)	(²)	1	-	(²)
2 weeks.....	56	28	67	64	80	64	51	72	64	84	86	89	81	88	86	87	88	83	91	86
Over 2 and under 3 weeks.....	4	2	6	3	4	4	2	9	5	3	4	2	9	3	4	4	2	7	2	4
3 weeks.....	26	35	17	31	15	20	23	9	28	13	8	7	5	8	10	7	8	4	7	9
Over 3 and under 4 weeks.....	1	1	3	(²)	-	1	(²)	3	(²)	-	(²)	-	1	(²)	-	(²)	-	1	(²)	-
4 weeks.....	12	31	6	2	-	10	23	5	4	-	(²)	(²)	1	-	-	(²)	-	1	(²)	-
Over 4 weeks.....	1	1	(²)	(²)	(²)	(²)	(²)	(²)	(²)	-	-	-	-	-	-	(²)	-	-	(²)	-
After 5 years of service:																				
1 week.....	(²)	-	(²)	-	(²)	(²)	-	1	-	-	(²)	-	1	-	(²)	(²)	-	1	-	(²)
2 weeks.....	23	14	35	25	18	30	31	40	24	44	56	42	46	20	45	53	45	49	23	2
Over 2 and under 3 weeks.....	4	3	8	4	2	4	3	11	3	1	5	4	8	5	2	6	5	10	4	2
3 weeks.....	51	40	41	57	72	49	35	38	63	69	47	38	44	47	73	46	40	40	45	70
Over 3 and under 4 weeks.....	1	(²)	2	-	1	1	2	2	-	1	1	1	1	-	1	(²)	(²)	1	(²)	(²)
4 weeks.....	20	41	11	12	7	15	29	7	8	5	2	2	3	2	2	2	3	1	4	4
Over 4 weeks.....	1	1	2	1	(²)	1	1	1	2	-	(²)	-	(²)	-	(²)	-	1	(²)	-	-
After 10 years of service:																				
Under 2 weeks.....	(²)	-	(²)	-	(²)	(²)	-	1	-	-	(²)	-	1	-	(²)	(²)	-	1	-	(²)
2 weeks.....	8	4	17	7	7	11	10	20	5	12	15	17	21	11	10	16	17	23	13	10
Over 2 and under 3 weeks.....	(²)	(²)	(²)	1	1	(²)	(²)	(²)	1	1	1	(²)	(²)	1	1	1	1	(²)	1	1
3 weeks.....	44	35	58	50	33	48	42	60	55	31	57	58	60	67	34	59	59	61	67	35
Over 3 and under 4 weeks.....	1	1	1	1	3	2	1	3	(²)	4	2	1	3	(²)	3	2	(²)	3	(²)	4
4 weeks.....	43	58	18	40	54	37	46	13	35	52	24	24	12	20	51	21	23	9	18	48
Over 4 and under 5 weeks.....	1	1	3	1	1	2	1	2	3	1	(²)	-	1	(²)	1	(²)	-	1	(²)	(²)
5 weeks.....	1	(²)	2	1	(²)	1	1	1	(²)	-	(²)	-	1	(²)	1	(²)	-	1	(²)	-
Over 5 weeks.....	(²)	-	1	(²)	-	(²)	-	1	-	-	-	-	-	-	-	(²)	-	-	(²)	-

See footnotes at end of table.

Table 17. Nongovernment Hospitals: Paid Vacations—Continued

(Percent of full-time employees in selected occupational categories in hospitals with formal provisions for paid vacations after selected periods of service United States and regions, March 1969)

Vacation policy	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Nonprofessional employees (except office clerical)				
	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West
<u>Amount of vacation pay³—Continued</u>																				
After 15 years of service:																				
Under 2 weeks -----	(²)	-	(²)	-	(²)	(²)	-	1	-	-	(²)	-	1	-	(²)	(²)	-	1	-	(²)
2 weeks -----	6	2	15	4	3	7	4	17	3	5	9	7	18	7	5	12	10	19	9	7
Over 2 and under 3 weeks -----	(²)	(²)	(²)	1	1	(²)	(²)	(²)	1	1	1	(²)	(²)	1	1	1	1	(²)	1	1
3 weeks -----	39	29	54	42	32	42	36	58	43	32	51	50	57	57	35	52	49	58	59	33
Over 3 and under 4 weeks -----	2	1	2	3	1	2	1	4	1	1	1	1	2	1	1	1	1	2	1	1
4 weeks -----	50	65	22	49	60	45	55	16	48	58	35	40	18	34	56	32	39	16	30	54
Over 4 and under 5 weeks -----	2	1	3	1	3	2	1	2	3	4	1	-	3	(²)	2	1	-	2	-	3
5 weeks -----	1	2	2	1	(²)	1	3	1	1	(²)	1	1	1	(²)	-	1	1	1	(²)	-
Over 5 and under 6 weeks -----	(²)	-	(²)	-	-	(²)	-	1	-	-	(²)	-	1	-	-	(²)	-	(²)	-	-
6 weeks or more -----	(²)	(²)	1	(²)	-	(²)	-	1	-	-	1	-	-	-	-	(²)	-	-	(²)	-
After 20 years of service:																				
Under 2 weeks -----	(²)	-	(²)	-	(²)	(²)	-	1	-	-	(²)	-	1	-	(²)	(²)	-	1	-	(²)
2 weeks -----	6	2	15	4	3	7	4	17	3	5	9	7	18	7	5	11	9	19	9	7
Over 2 and under 3 weeks -----	(²)	(²)	(²)	1	1	(²)	(²)	(²)	1	1	1	(²)	(²)	1	1	1	1	(²)	1	1
3 weeks -----	31	23	46	31	27	32	23	51	33	27	39	34	48	43	31	41	35	49	45	29
Over 3 and under 4 weeks -----	(²)	-	1	1	-	(²)	-	2	(²)	-	(²)	-	1	(²)	-	(²)	-	1	(²)	-
4 weeks -----	58	69	32	61	65	55	65	25	59	63	48	57	27	48	59	44	53	26	44	58
Over 4 and under 5 weeks -----	2	1	3	1	3	2	2	2	3	4	1	1	3	(²)	3	1	(²)	2	-	4
5 weeks -----	2	3	2	1	(²)	3	6	1	1	(²)	1	2	1	(²)	-	2	1	(²)	-	-
Over 5 and under 6 weeks -----	(²)	1	(²)	-	(²)	(²)	-	1	-	-	(²)	-	1	-	-	(²)	-	(²)	-	(²)
6 weeks or more -----	(²)	(²)	-	(²)	-	(²)	-	1	-	-	-	-	-	-	(²)	-	-	(²)	-	-
After 25 years of service: ⁴																				
Under 2 weeks -----	1	-	(²)	-	(²)	(²)	-	1	-	-	(²)	-	1	-	(²)	(²)	-	1	-	(²)
2 weeks -----	6	2	15	4	3	7	4	17	3	5	9	7	18	7	5	11	9	19	9	7
Over 2 and under 3 weeks -----	(²)	-	(²)	1	1	(²)	-	(²)	1	1	1	-	(²)	1	1	1	(²)	(²)	1	(²)
3 weeks -----	30	21	46	29	27	31	22	51	32	27	38	30	48	41	31	40	33	49	42	29
Over 3 and under 4 weeks -----	(²)	-	1	1	-	(²)	-	2	(²)	-	(²)	-	1	(²)	-	(²)	-	1	(²)	-
4 weeks -----	59	72	32	62	65	55	66	25	59	63	49	60	27	49	59	45	56	26	46	58
Over 4 and under 5 weeks -----	2	1	3	1	3	2	2	2	3	4	1	1	3	(²)	3	1	(²)	2	-	4
5 weeks -----	2	4	2	2	(²)	3	7	1	2	(²)	1	1	1	1	1	1	1	1	1	-
Over 5 and under 6 weeks -----	(²)	1	(²)	-	(²)	(²)	-	1	-	-	(²)	-	1	-	-	(²)	-	(²)	-	-
6 weeks or more -----	(²)	(²)	1	(²)	(²)	(²)	-	1	-	-	(²)	1	-	-	(²)	1	-	(²)	(²)	(²)

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¹ Excludes Alaska and Hawaii.

² Less than 0.5 percent.

³ Vacation payments such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes occurring between 5 and 10 years.

⁴ Vacation provisions were virtually the same after longer periods of service.

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

Table 18. Nongovernment Hospitals: Health, Insurance, and Retirement Plans

(Percent of full-time employees in selected occupational categories in hospitals with specified health, insurance, and retirement plans,¹ United States and regions, March 1969)

Type of plan	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Nonprofessional employees (except office clerical)					
	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	
Employees in hospitals providing:																					
Life insurance-----	68	72	65	61	72	70	74	69	66	68	71	75	70	69	68	69	72	66	67	68	
Employer financed-----	50	65	35	48	47	52	64	36	53	46	51	65	34	52	45	49	64	33	51	44	
Jointly financed-----	17	7	31	14	25	17	10	33	13	22	20	10	35	17	23	20	8	34	16	24	
Accidental death and dismemberment insurance-----	43	40	41	39	59	43	41	40	45	53	44	39	42	47	53	42	38	41	43	53	
Employer financed-----	32	37	21	30	39	33	36	21	36	37	32	35	20	35	36	30	35	20	32	35	
Jointly financed-----	11	3	20	9	19	10	4	19	9	16	12	4	22	12	17	12	3	20	10	17	
Sickness and accident insurance or sick leave or both ³ -----	97	99	91	97	99	97	99	92	97	99	97	99	92	98	99	95	99	90	96	97	
Sickness and accident insurance-----	12	12	10	14	13	13	12	8	21	11	15	15	8	21	13	13	14	8	18	11	
Employer financed-----	9	11	7	10	8	11	10	6	16	7	11	14	5	14	9	10	13	5	13	7	
Jointly financed-----	3	1	3	4	5	3	1	2	4	3	4	1	3	7	4	3	1	3	4	4	
Sick leave (full pay, no waiting period)-----	82	95	67	78	79	84	97	68	80	81	80	96	6	76	74	77	95	65	75	72	
Sick leave (partial pay or waiting period)-----	12	2	19	15	16	10	1	19	12	14	13	2	20	17	20	15	3	21	17	21	
Hospitalization-----	88	91	90	79	92	89	92	89	86	93	90	92	88	87	93	87	90	87	83	91	
Insurance-----	63	52	67	62	79	66	58	67	67	81	65	58	64	67	81	64	56	66	63	80	
Employer financed-----	36	39	19	34	52	38	43	21	39	50	37	45	18	38	51	34	45	17	34	49	
Jointly financed-----	27	13	48	28	27	28	15	47	28	30	28	14	46	29	31	30	12	48	29	31	
Care provided outside of insurance-----	10	16	11	8	3	9	14	11	6	2	9	12	11	7	3	9	13	10	8	3	
Combination of insurance and care provided outside of insurance-----	15	23	12	10	11	14	20	10	13	9	15	21	13	13	9	14	21	11	12	8	
Surgical-----	79	76	83	74	89	81	77	81	82	89	80	76	79	81	89	78	74	80	76	88	
Insurance-----	64	55	63	67	78	68	60	64	75	79	67	60	60	74	80	65	58	62	69	79	
Employer financed-----	36	41	18	36	51	39	44	19	43	49	38	45	16	42	49	35	44	16	37	48	
Jointly financed-----	28	14	45	31	27	29	16	45	32	30	29	15	44	32	31	31	13	46	33	31	
Care provided outside of insurance-----	7	12	9	4	1	7	11	8	3	1	6	9	9	3	1	6	9	8	4	1	
Combination of insurance and care provided outside of insurance-----	8	9	10	3	11	6	6	9	3	9	7	7	11	4	9	7	7	10	3	8	
Medical-----	77	75	77	71	89	78	76	77	75	89	78	75	76	76	89	76	73	75	73	88	
Insurance-----	61	53	58	62	78	64	58	60	66	79	63	57	55	67	80	62	55	57	65	79	
Employer financed-----	34	39	16	33	51	36	42	17	36	49	35	43	14	38	49	33	43	14	34	48	
Jointly financed-----	27	14	42	29	27	27	16	43	30	30	27	14	41	30	31	29	13	43	31	31	
Care provided outside of insurance-----	8	14	9	5	1	7	12	8	4	1	7	11	9	4	1	7	11	8	5	1	
Combination of insurance and care provided outside of insurance-----	7	8	10	3	11	7	6	9	6	9	8	7	12	5	9	7	7	9	4	8	
Catastrophe-----	46	43	55	31	64	46	47	53	30	67	46	43	54	33	64	46	41	56	32	63	
Insurance-----	37	33	40	28	54	39	39	40	28	59	37	35	37	30	57	38	33	43	29	56	
Employer financed-----	21	23	12	16	35	21	25	12	16	37	20	24	11	16	37	19	24	11	14	36	
Jointly financed-----	16	10	27	12	19	18	14	28	13	22	17	11	26	14	20	18	9	31	14	19	
Care provided outside of insurance-----	5	9	8	2	1	5	7	8	1	1	5	7	9	2	1	5	7	8	2	1	
Combination of insurance and care provided outside of insurance-----	4	1	7	1	9	3	1	6	1	8	4	1	8	1	7	3	1	6	2	6	
Retirement plans:																					
Retirement pension or social security or both-----	97	95	97	99	97	97	97	96	99	97	97	96	97	99	97	97	96	96	99	96	
Pension (other than social security)-----	7	1	9	12	8	8	3	9	14	8	8	2	7	14	9	8	2	9	13	9	
Employer financed-----	5	1	6	8	4	5	2	6	8	3	5	1	5	9	4	5	1	6	8	5	
Jointly financed-----	2	(⁴)	3	3	4	4	1	3	6	5	3	1	2	6	5	3	(⁴)	3	4	4	
Social security-----	27	17	42	27	25	23	13	42	22	25	24	15	39	20	25	29	18	44	25	30	
Combination of pension and social security-----	63	76	46	60	64	66	81	45	63	64	66	79	51	65	63	60	76	44	61	57	
Employer financed-----	42	51	31	39	46	45	54	31	43	46	44	50	35	44	47	39	49	29	39	41	
Jointly financed-----	21	25	14	21	19	21	27	15	20	18	21	28	16	20	16	20	27	14	22	16	
Lump-sum retirement pay-----	5	4	10	4	4	5	3	9	4	4	5	3	11	5	4	5	3	9	5	2	
Workmen's compensation-----	97	99	92	98	99	98	100	93	98	99	97	100	92	98	99	97	99	92	98	99	
Unemployment insurance-----	12	2	13	8	37	11	2	16	5	40	11	2	14	7	37	13	3	15	8	41	
No health, insurance, or pension plans-----	(⁴)	-	-	-	(⁴)	(⁴)	-	-	-	(⁴)	(⁴)	-	-	-	(⁴)	(⁴)	-	(⁴)	-	1	

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

² Excludes Alaska and Hawaii.

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 19. State and Local Government Hospitals: Earnings Distribution

(Percent distribution of nonsupervisory employees by average straight-time hourly earnings,¹ United States and regions, March 1969)

Average hourly earnings ¹	United States ²			Northeast			South			North Central			West		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Under \$1.30.....	0.7	0.7	0.8	0.1	(³)	0.1	1.7	2.0	1.6	0.6	0.5	0.6	0.1	-	0.1
\$1.30 and under \$1.35.....	3.4	2.2	3.7	(³)	-	(³)	7.9	6.5	8.3	1.8	.8	2.0	1.9	1.0	2.2
\$1.35 and under \$1.40.....	1.9	.8	2.2	(³)	-	(³)	4.0	2.1	4.5	1.6	.8	1.8	.8	.1	1.0
\$1.40 and under \$1.45.....	2.5	1.5	2.8	.1	(³)	.1	5.2	4.4	5.5	2.2	.9	2.6	.8	.2	1.1
\$1.45 and under \$1.50.....	1.7	1.0	1.9	(³)	-	(³)	3.3	2.7	3.4	1.7	.4	2.0	.7	.9	.6
\$1.50 and under \$1.55.....	1.8	1.5	1.9	.1	-	.2	3.4	3.5	3.3	1.9	1.2	2.1	.8	1.3	.7
\$1.55 and under \$1.60.....	2.4	1.5	2.7	(³)	(³)	(³)	5.2	4.4	5.4	2.3	.9	2.7	.3	.2	.3
\$1.60 and under \$1.65.....	2.4	2.0	2.5	.6	0.5	.7	3.8	4.6	3.6	2.9	1.6	3.2	1.1	1.2	1.1
\$1.65 and under \$1.70.....	2.6	1.9	2.8	.1	(³)	.1	4.7	4.5	4.8	3.0	1.8	3.3	1.1	1.1	1.1
\$1.70 and under \$1.75.....	2.0	1.8	2.1	.7	.7	.7	3.5	3.8	3.4	2.1	1.9	2.2	.6	.3	.6
\$1.75 and under \$1.80.....	2.4	2.0	2.5	.7	.4	.8	3.6	4.1	3.4	2.8	1.5	3.1	1.6	2.2	1.4
\$1.80 and under \$1.85.....	2.9	2.5	3.0	1.2	.9	1.4	4.5	4.3	4.5	3.2	2.7	3.4	1.2	2.0	1.0
\$1.85 and under \$1.90.....	2.1	1.8	2.3	.9	.4	1.1	3.4	4.1	3.1	2.2	1.2	2.5	1.4	1.6	1.4
\$1.90 and under \$1.95.....	2.1	1.7	2.3	1.1	.5	1.3	3.0	3.3	2.9	2.4	2.0	2.6	1.4	.9	1.6
\$1.95 and under \$2.00.....	2.3	2.2	2.4	1.3	1.0	1.4	3.2	3.8	3.0	2.6	1.7	2.8	1.9	3.0	1.5
\$2.00 and under \$2.10.....	4.8	4.0	5.1	3.5	2.8	3.9	5.4	4.6	5.6	5.5	5.4	5.5	4.5	3.1	4.9
\$2.10 and under \$2.20.....	4.9	4.2	5.1	3.7	2.6	4.2	4.9	5.8	4.7	5.8	4.3	6.2	4.9	4.1	5.2
\$2.20 and under \$2.30.....	5.1	5.4	4.9	7.4	7.3	7.4	4.4	4.2	3.2	4.6	4.5	4.7	5.7	4.5	6.0
\$2.30 and under \$2.40.....	4.4	4.5	4.4	5.2	5.1	5.2	3.0	3.2	3.0	5.2	5.6	5.0	4.9	4.1	5.1
\$2.40 and under \$2.50.....	4.4	4.8	4.2	5.8	5.1	6.2	2.7	3.0	2.6	4.7	6.2	4.3	4.9	5.3	4.8
\$2.50 and under \$2.60.....	4.4	5.1	4.2	5.7	5.4	5.8	2.3	2.7	2.2	5.2	6.9	4.7	5.8	6.4	5.6
\$2.60 and under \$2.70.....	4.0	4.9	3.6	6.2	5.8	6.5	2.6	3.5	2.3	3.4	5.7	2.7	4.4	4.2	4.5
\$2.70 and under \$2.80.....	3.9	4.7	3.6	6.4	6.3	6.5	1.6	1.7	1.6	4.0	5.4	3.6	4.7	5.8	4.3
\$2.80 and under \$2.90.....	4.0	4.5	3.8	6.6	6.9	6.5	1.8	1.9	1.8	3.5	4.5	3.3	5.5	3.9	6.0
\$2.90 and under \$3.00.....	3.5	4.4	3.3	6.5	7.6	5.9	1.3	1.6	1.2	3.3	3.4	3.2	4.2	4.0	4.3
\$3.00 and under \$3.10.....	3.8	4.9	3.5	7.1	8.1	6.6	2.0	1.6	2.2	3.4	4.6	3.1	3.1	4.1	2.8
\$3.10 and under \$3.20.....	3.3	3.7	3.1	6.6	7.0	6.4	1.7	.8	1.9	2.9	2.9	2.9	1.9	3.3	1.5
\$3.20 and under \$3.30.....	2.0	1.8	2.1	3.2	2.5	3.6	1.3	1.1	1.4	1.7	1.8	1.7	2.1	1.7	2.3
\$3.30 and under \$3.40.....	2.3	3.3	2.0	3.3	3.8	3.1	1.1	1.0	1.1	1.9	3.6	1.5	4.3	6.8	3.6
\$3.40 and under \$3.50.....	1.7	1.4	1.8	2.1	2.0	2.1	.9	.4	1.1	1.7	1.5	1.7	3.0	2.1	3.2
\$3.50 and under \$3.60.....	1.4	1.2	1.4	1.9	1.5	2.1	.7	.5	.7	1.3	1.0	1.4	2.3	2.2	2.3
\$3.60 and under \$3.70.....	1.8	2.5	1.6	3.3	4.6	2.6	.6	.5	.6	1.8	1.5	1.8	2.4	3.2	2.1
\$3.70 and under \$3.80.....	1.1	1.1	1.1	1.4	1.0	1.7	.5	.6	.5	1.1	.9	1.1	2.1	2.5	2.0
\$3.80 and under \$3.90.....	1.0	1.2	.9	1.3	1.5	1.2	.3	.4	.3	1.1	1.8	.8	2.0	1.1	2.2
\$3.90 and under \$4.00.....	.9	1.5	.7	1.7	3.0	1.0	.2	.3	.2	.7	.6	.8	1.2	1.6	1.1
\$4.00 and over.....	4.2	5.7	3.7	4.3	5.6	3.6	1.5	2.0	1.4	4.2	8.0	3.2	10.4	10.0	10.5
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands).....	619.1	156.6	462.5	152.7	52.9	99.8	201.9	45.0	156.8	179.8	38.3	141.5	84.8	20.3	64.4
Hourly earnings: ¹															
Mean ⁴	\$2.46	\$2.62	\$2.40	\$2.83	\$2.93	\$2.78	\$2.03	\$2.06	\$2.02	\$2.44	\$2.70	\$2.37	\$2.82	\$2.88	\$2.80
Median ⁴	2.34	2.53	2.28	2.78	2.85	2.74	1.83	1.89	1.82	2.30	2.55	2.22	2.66	2.75	2.64
First quartile ⁴	1.82	1.99	1.78	2.35	2.44	2.33	1.53	1.59	1.50	1.84	2.10	1.78	2.19	2.22	2.18
Third quartile ⁴	2.95	3.05	2.90	3.16	3.21	3.13	2.32	2.37	2.31	2.90	3.03	2.86	3.37	3.37	3.37

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¹ 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, if any, provided in addition to cash wages.

² Excludes Alaska and Hawaii.

³ Less than 0.05 percent.

⁴ See appendix B for methods of computing these measures.

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

Table 20. State and Local Government Hospitals: Occupational Averages—United States and Regions

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹					Northeast					South				
	Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
Registered professional nurses:			\$	\$	\$			\$	\$	\$			\$	\$	\$
Directors of nursing ^{4a/} -----	1,699	40.0	192.50	180.50	152.50-217.50	223	39.5	240.50	238.50	205.00-279.00	674	40.0	179.00	167.50	144.50-196.00
Supervisors of nurses ^{4a/} -----	6,409	40.0	177.00	176.50	153.00-199.50	2,223	40.0	192.50	193.00	175.50-210.00	1,705	40.0	160.50	158.50	143.00-178.50
Head nurses ^{4a/} -----	15,072	40.0	160.00	159.00	141.00-176.50	5,411	40.0	168.00	167.00	156.50-181.50	4,307	40.0	144.00	142.00	129.00-156.00
General duty nurses ^{4a/} -----	37,605	40.0	142.00	138.50	125.50-154.00	7,195	39.5	145.00	144.50	130.50-154.00	10,863	40.0	130.00	127.00	120.00-137.50
Nursing instructors ^{4a/} -----	2,257	39.5	164.50	159.00	134.50-187.00	1,048	39.0	159.00	134.50	134.50-181.50	607	40.0	158.00	157.00	141.50-173.00
Other professional and technical occupations:															
Dietitians ^{4a/} -----	1,709	39.0	151.00	148.50	135.00-167.50	496	37.5	150.50	145.50	138.00-161.50	509	40.0	141.50	139.50	113.00-161.50
Medical librarians ^{4a/} -----	252	39.5	134.00	125.50	104.00-158.50	26	38.5	159.00	148.00	138.50-185.50	87	40.0	118.50	104.00	91.00-147.50
Medical record librarians ^{4a/} -----	1,860	39.0	129.00	134.50	112.00-136.50	683	37.5	138.00	134.50	134.50-134.50	513	40.0	111.50	110.00	89.00-128.00
Medical social workers-----	1,451	39.0	164.50	166.00	145.50-188.50	340	36.5	164.50	161.50	141.00-186.50	258	39.5	139.50	136.00	115.50-154.50
Men-----	290	39.5	162.00	153.00	149.00-185.50	45	36.5	164.00	149.00	149.00-149.00	54	40.0	142.00	148.00	111.50-154.50
Women-----	1,161	39.0	165.00	168.00	143.50-189.50	295	36.5	164.50	161.50	138.00-186.50	204	39.5	138.50	134.50	115.50-165.00
Medical technologists-----	7,859	39.5	144.00	138.50	121.00-164.00	1,173	37.5	145.00	140.50	128.50-162.00	3,016	40.0	130.00	128.50	116.50-138.50
Men-----	2,590	39.0	149.00	141.00	123.50-167.50	496	38.0	148.00	146.00	132.00-162.50	881	40.0	136.00	129.50	118.00-141.00
Women-----	5,269	39.5	141.50	136.00	121.00-163.50	677	37.5	143.50	139.00	122.50-159.50	2,135	40.0	128.00	127.00	115.50-138.00
Physical therapists-----	1,180	39.5	153.00	152.00	137.50-171.00	257	37.5	151.00	151.50	138.50-154.00	216	40.0	139.00	138.50	124.50-166.00
Men-----	341	39.0	158.50	154.00	143.00-180.50	103	36.5	162.00	154.00	154.00-162.50	43	39.5	165.00	175.00	140.50-187.00
Women-----	839	39.5	150.50	147.50	136.00-169.50	154	38.0	144.00	143.00	134.50-151.50	173	40.0	133.00	136.00	122.50-147.50
Psychiatric social workers-----	2,437	39.5	164.50	159.00	138.50-186.00	621	38.5	161.50	157.50	142.00-173.50	586	39.5	151.50	143.00	122.00-176.50
Men-----	736	39.5	166.50	159.00	144.00-186.00	168	39.0	162.00	157.50	153.00-173.00	166	39.5	152.00	149.00	132.50-167.50
Women-----	1,701	39.5	163.50	158.50	138.00-186.00	453	38.0	161.00	158.00	142.00-174.50	420	40.0	151.50	143.00	117.50-179.00
Purchasing agents ^{4b/} -----	427	40.0	158.50	150.00	127.00-185.00	66	40.0	174.50	173.00	122.50-200.50	194	40.0	142.00	137.00	122.50-168.50
X-ray technicians-----	4,921	39.5	120.50	116.50	104.00-135.00	839	38.0	127.00	127.50	110.50-139.00	1,737	40.0	115.00	111.00	103.50-121.50
Men-----	1,589	39.5	132.00	133.50	111.00-147.50	360	37.5	139.50	139.00	130.00-154.50	422	40.0	121.50	115.50	107.00-132.50
Women-----	3,332	39.5	115.00	111.50	101.50-127.00	479	38.0	118.00	115.50	105.50-129.00	1,315	40.5	113.00	109.50	102.00-120.50
X-ray technicians, chief-----	850	39.5	152.50	151.50	132.50-168.00	136	38.5	156.00	154.00	137.00-166.00	335	40.0	148.00	149.00	132.50-161.50
Men-----	608	39.5	155.50	155.50	135.00-171.00	106	38.0	158.50	154.50	142.00-168.00	255	39.5	148.50	150.50	132.50-161.50
Women-----	242	40.0	144.00	145.50	121.00-157.50	30	39.0	147.00	135.00	120.00-165.00	80	40.0	146.50	146.00	130.50-163.50
Office clerical occupations:															
Clerks, payroll ^{4a/} -----	927	39.5	101.50	100.50	90.00-115.50	121	37.5	113.50	113.00	100.50-117.50	297	39.5	95.50	91.00	87.50-111.00
Stenographers, general ^{4a/} -----	4,255	39.0	97.00	96.00	84.50-108.00	1,618	37.0	98.50	97.50	91.50-107.00	969	40.0	86.50	82.00	76.50-95.00
Stenographers, senior ^{4a/} -----	2,324	38.5	115.50	115.00	98.00-130.00	810	37.0	116.50	117.50	103.50-129.00	588	39.5	105.50	102.50	92.50-117.50
Switchboard operators ^{4a/} -----	3,466	39.5	88.50	86.00	76.00-100.50	787	37.5	100.50	99.00	88.50-113.00	1,178	40.0	75.50	74.00	67.50-83.50
Switchboard operator-receptionists ^{4a/} -----	1,363	39.5	79.00	75.00	63.50-92.00	407	38.0	96.50	97.50	86.00-103.00	404	40.0	68.50	64.50	60.00-75.00
Transcribing-machine operators, technical ^{4a/} -----	2,953	39.0	94.50	94.00	81.00-106.00	593	36.5	102.50	98.00	93.00-115.50	1,116	39.5	83.50	81.00	74.00-96.00

See footnotes at end of table.

Table 20. State and Local Government Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹					Northeast					South				
	Number of employees	Average (mean) weekly hours ² (stand-ard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (stand-ard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (stand-ard)	Weekly earnings ²		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
Other nonprofessional occupations:			\$	\$	\$			\$	\$	\$			\$	\$	\$
Food service supervisors	2,551	40.0	100.00	96.00	80.00-115.50	365	39.0	122.00	117.50	113.00-125.00	1,203	40.0	90.50	83.50	73.50-98.00
Men	312	40.0	126.00	120.50	98.00-146.50	51	39.5	145.50	137.50	115.50-178.50	166	40.0	115.00	101.00	92.50-130.50
Women	2,239	40.0	96.00	94.00	78.50-113.50	314	39.0	118.00	117.50	113.00-124.50	1,037	40.0	86.50	81.00	71.50-94.50
Housekeepers, chief	1,210	40.0	115.00	109.50	87.00-138.50	160	39.0	133.00	137.50	109.50-147.50	481	40.5	100.00	98.50	72.00-115.50
Men	259	40.0	137.50	122.50	115.00-166.00	28	39.0	123.00	106.00	96.00-138.00	74	40.0	129.50	116.50	115.50-140.00
Women	951	40.0	109.00	105.50	84.00-125.00	132	39.0	135.50	138.50	116.00-147.50	407	40.5	94.50	87.50	70.00-107.50
Nursing aids	89,154	40.0	80.50	75.50	62.00-95.00	17,605	39.5	102.50	103.50	88.50-119.00	32,063	40.0	65.00	62.00	56.00-70.00
Men	12,701	40.0	87.00	84.50	68.50-104.00	3,794	39.5	108.00	108.50	94.00-123.50	4,360	40.0	66.50	64.50	57.50-72.50
Women	76,453	40.0	79.50	73.50	61.50-94.00	13,811	39.5	101.00	100.00	85.50-117.00	27,703	40.0	64.50	62.00	56.00-69.50
Practical nurses	42,167	40.0	101.50	98.50	86.50-115.50	8,986	39.5	118.00	119.00	104.50-130.50	18,911	40.0	89.50	87.00	79.50-98.00
Men	1,207	40.0	119.50	116.00	105.00-142.00	334	40.0	138.00	147.50	127.50-147.50	417	40.0	108.00	112.00	99.00-116.00
Women	40,960	40.0	101.00	98.00	86.00-115.00	8,652	39.5	117.00	118.00	104.50-129.50	18,494	40.0	89.00	87.00	79.50-97.50
Licensed	40,805	40.0	102.00	99.00	86.50-116.00	8,938	39.5	118.00	119.00	104.50-130.50	18,093	40.0	89.50	87.00	79.50-98.00
Men	1,161	40.0	119.50	117.00	103.50-143.50	334	40.0	138.00	147.50	127.50-147.50	375	40.0	108.00	112.00	99.00-115.00
Women	39,644	40.0	101.50	99.00	86.50-115.50	8,604	39.5	117.50	118.00	104.50-129.50	17,718	40.0	89.00	87.00	79.50-97.00
Unlicensed	1,362	40.0	84.00	84.50	69.00-96.00	48	40.0	89.00	94.50	80.00-95.00	818	40.0	87.50	84.50	70.00-105.50
Men	46	40.0	108.00	116.00	105.50-127.00	-	-	-	-	-	42	40.0	108.50	116.00	105.50-130.50
Women	1,316	39.5	83.00	84.00	69.00-94.00	48	40.0	89.00	94.50	80.00-95.00	776	40.0	86.00	84.00	70.00-104.00
Psychiatric aids	78,803	40.0	97.00	96.50	81.00-112.50	28,526	40.0	106.00	108.00	93.00-116.50	23,841	40.0	79.00	76.50	71.50-87.00
Men	29,960	40.0	99.50	101.00	85.00-116.00	11,876	40.0	107.50	111.50	96.50-116.50	8,725	40.0	80.50	79.00	71.50-88.00
Women	48,843	40.0	95.50	94.50	80.00-111.50	16,650	40.0	105.00	106.50	92.50-116.50	15,116	40.0	78.00	76.50	68.00-84.50
	Number of employees		Hourly earnings ⁵			Number of employees		Hourly earnings ⁵			Number of employees		Hourly earnings ⁵		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
			\$	\$	\$			\$	\$	\$			\$	\$	\$
Dishwashers	2,230	1.66	1.62	1.39-1.88	369	2.07	1.97	1.97-2.11	1,080	1.51	1.42	1.35-1.67			
Men	1,225	1.75	1.77	1.42-1.97	325	2.07	1.97	1.97-2.09	601	1.52	1.43	1.35-1.64			
Women	1,005	1.55	1.46	1.38-1.68	44	2.03	1.97	1.75-2.33	479	1.49	1.40	1.30-1.67			
Electricians, maintenance ^{4b/}	1,155	3.91	3.79	3.03-4.92	419	3.89	3.89	3.31-4.33	206	3.03	3.02	2.65-3.38			
Engineers, stationary ^{4b/}	2,585	3.82	3.83	3.15-4.40	771	4.08	3.99	3.67-4.51	624	3.05	2.89	2.40-3.31			
Finishers, flatwork, machine	3,715	1.93	1.80	1.50-2.12	1,151	2.48	2.12	2.08-2.48	1,452	1.51	1.45	1.33-1.65			
Men	115	2.05	1.96	1.77-2.02	-	-	-	-	-	-	-	-			
Women	3,600	1.93	1.80	1.50-2.12	1,139	2.47	2.12	2.08-2.48	1,417	1.50	1.45	1.33-1.62			
Kitchen helpers	33,337	1.95	1.86	1.55-2.28	8,799	2.37	2.35	2.10-2.72	11,054	1.55	1.50	1.35-1.67			
Men	7,028	2.11	2.10	1.67-2.44	2,556	2.40	2.35	2.21-2.74	1,839	1.66	1.60	1.50-1.76			
Women	26,309	1.91	1.82	1.50-2.23	6,243	2.36	2.33	2.07-2.72	9,215	1.53	1.45	1.33-1.66			
Maids and porters	41,877	2.00	1.89	1.52-2.43	10,049	2.40	2.38	2.17-2.74	14,285	1.54	1.47	1.34-1.62			
Men	16,821	2.12	2.08	1.64-2.56	3,783	2.42	2.39	2.20-2.74	5,210	1.61	1.53	1.40-1.68			
Women	25,056	1.91	1.78	1.45-2.28	6,266	2.39	2.38	2.15-2.74	9,075	1.50	1.40	1.33-1.60			
Washers, machine	1,668	2.22	2.14	1.71-2.74	372	2.72	2.89	2.36-3.04	654	1.72	1.64	1.49-1.91			
Men	1,391	2.30	2.24	1.80-2.84	372	2.72	2.89	2.36-3.04	474	1.77	1.67	1.51-1.96			
Women	277	1.81	1.64	1.36-2.16	-	-	-	-	180	1.60	1.58	1.33-1.79			

See footnotes at end of table.

Table 20. State and Local Government Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	North Central					West					
	Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³	
Registered professional nurses:			\$	\$	\$	\$		\$	\$	\$	\$
Directors of nursing ^{4a/} -----	623	40.0	181.50	170.00	147.50-202.00	179	40.0	222.50	223.50	156.00-267.00	
Supervisors of nurses ^{4a/} -----	1,915	40.0	166.00	166.00	142.50-179.50	566	40.0	203.50	204.00	185.00-231.00	
Head nurses ^{4a/} -----	3,263	40.0	154.00	152.00	136.00-173.00	2,091	40.0	182.50	182.50	156.50-203.00	
General duty nurses ^{4a/} -----	11,184	40.0	138.50	138.00	125.50-149.00	8,363	40.0	160.50	160.00	144.50-176.50	
Nursing instructors ^{4a/} -----	433	40.0	171.50	173.00	150.00-196.00	169	40.0	207.00	222.50	159.50-248.00	
Other professional and technical occupations:											
Dietitians ^{4a/} -----	490	40.0	153.50	153.50	132.00-167.00	214	40.0	168.00	167.50	152.00-182.50	
Medical librarians ^{4a/} -----	114	39.5	130.50	119.00	105.00-150.50	25	40.0	177.50	189.00	164.00-194.00	
Medical record librarians ^{4a/} -----	438	40.0	129.50	124.50	109.00-152.00	226	40.0	139.50	136.00	111.00-163.50	
Medical social workers-----	680	40.0	168.50	167.50	153.00-188.50	173	40.0	185.50	187.50	180.00-194.00	
Men-----	171	40.0	166.00	153.00	153.00-186.00	20	40.0	178.00	180.00	165.00-189.50	
Women-----	509	40.0	169.50	168.00	154.00-189.50	153	40.0	186.50	189.50	184.00-194.00	
Medical technologists-----	2,317	40.0	144.00	143.00	126.00-164.00	1,353	38.5	173.50	175.50	150.50-199.50	
Men-----	730	40.0	148.00	145.50	129.50-164.00	483	36.0	175.00	182.50	146.00-204.50	
Women-----	1,587	40.0	142.50	142.50	126.00-164.00	870	40.0	173.00	172.00	151.50-195.50	
Physical therapists-----	430	40.0	144.00	143.00	127.00-154.50	277	40.0	179.00	180.50	169.50-190.00	
Men-----	146	40.0	144.50	144.00	111.00-162.00	-	-	-	-	-	
Women-----	284	40.0	144.00	142.50	136.50-154.50	228	40.0	177.00	170.50	164.00-190.00	
Psychiatric social workers-----	653	40.0	156.00	152.50	134.50-169.00	577	40.0	189.50	197.00	162.50-224.50	
Men-----	220	40.0	157.50	146.50	139.50-169.00	182	40.0	195.50	204.00	165.00-224.50	
Women-----	433	40.0	155.50	153.00	130.50-174.00	395	40.0	187.00	194.50	149.50-224.50	
Purchasing agents ^{4b/} -----	142	40.0	166.00	167.00	134.50-202.00	25	40.0	195.50	185.00	185.00-203.00	
X-ray technicians-----	1,606	40.0	117.50	115.50	102.50-131.00	739	39.0	132.00	137.50	110.00-151.00	
Men-----	412	40.0	129.50	131.00	110.00-142.50	395	40.0	138.50	141.50	116.50-156.00	
Women-----	1,194	40.0	113.50	111.00	100.00-127.00	344	38.0	124.50	131.50	103.00-145.00	
X-ray technicians, chief-----	291	40.0	150.00	145.50	126.00-171.00	88	40.0	169.50	167.00	157.00-176.50	
Men-----	189	40.0	156.50	143.50	126.00-196.00	58	40.0	177.50	173.00	164.00-187.00	
Women-----	102	40.0	138.00	145.50	121.50-152.00	30	40.0	153.50	157.00	121.00-164.00	
Office clerical occupations:											
Clerks, payroll ^{4a/} -----	392	40.0	95.50	94.00	86.50-103.50	117	39.5	126.50	122.50	119.50-131.50	
Stenographers, general ^{4a/} -----	1,271	40.0	99.00	99.50	85.00-112.50	397	40.0	109.50	116.00	93.50-125.50	
Stenographers, senior ^{4a/} -----	607	40.0	110.50	110.00	94.50-130.00	319	39.5	139.00	141.50	138.00-148.00	
Switchboard operators ^{4a/} -----	862	39.5	90.00	88.50	79.00-99.50	639	40.0	94.50	96.00	82.50-109.00	
Switchboard operator-receptionists ^{4a/} -----	458	40.0	71.50	69.00	62.00-80.00	94	39.5	89.00	98.00	69.00-100.50	
Transcribing-machine operators, technical ^{4a/} -----	649	40.0	98.00	100.50	85.50-110.00	595	40.0	102.00	98.00	87.50-113.00	

See footnotes at end of table.

Table 20. State and Local Government Hospitals: Occupational Averages—United States and Regions—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	North Central					West				
	Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²			Number of employees	Average (mean) weekly hours ² (standard)	Weekly earnings ²		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
Other nonprofessional occupations:										
Food service supervisors.....	920	40.0	\$ 101.50	\$ 100.00	\$ 87.00-113.50	63	40.0	\$ 132.00	\$ 122.50	\$ 110.50-125.00
Men.....	80	39.5	131.50	124.00	121.00-145.50	15	40.0	147.00	110.50	110.50-172.50
Women.....	840	40.0	98.50	98.00	86.50-110.50	48	40.0	127.50	122.50	121.00-125.00
Housekeepers, chief.....	461	39.5	114.00	105.50	87.00-120.00	108	40.0	162.00	161.50	148.00-174.50
Men.....	92	40.0	126.00	115.50	94.00-166.00	65	40.0	169.00	164.00	152.50-193.50
Women.....	369	39.5	111.00	105.50	87.00-116.50	43	40.0	151.00	161.50	148.00-161.50
Nursing aids.....	26,356	40.0	78.50	75.00	65.50-90.00	13,130	40.0	93.00	93.50	80.50-107.00
Men.....	2,746	40.0	87.00	88.00	74.50-98.00	1,801	40.0	92.50	87.00	78.00-111.00
Women.....	23,610	40.0	77.50	73.50	64.00-88.00	11,329	40.0	93.00	94.00	80.50-105.50
Practical nurses.....	8,651	40.0	104.00	103.00	92.50-116.50	5,619	40.0	110.50	111.50	94.50-124.50
Men.....	297	40.0	116.00	117.00	98.00-132.00	159	40.0	116.50	111.50	105.00-122.50
Women.....	8,354	40.0	104.00	103.00	92.50-116.00	5,460	40.0	110.50	113.00	94.00-124.50
Licensed.....	8,325	40.0	105.00	104.00	93.50-117.00	5,449	40.0	111.50	113.00	97.00-125.00
Men.....	293	40.0	116.00	117.00	98.00-132.00	159	40.0	116.50	111.50	105.00-122.50
Women.....	8,032	40.0	105.00	103.50	93.50-116.50	5,290	40.0	111.50	113.00	97.00-125.00
Unlicensed.....	326	39.5	78.50	80.50	65.00-92.50	170	40.0	77.00	81.00	64.00-87.50
Men.....	-	-	-	-	-	-	-	-	-	-
Women.....	322	39.5	78.50	80.50	65.00-92.50	170	40.0	77.00	81.00	64.00-87.50
Psychiatric aids.....	19,419	40.0	101.00	101.00	88.00-115.00	7,017	39.5	112.00	111.00	96.50-135.00
Men.....	6,636	40.0	107.50	108.00	96.00-119.50	2,723	39.5	108.50	108.50	91.00-135.00
Women.....	12,783	40.0	97.50	96.00	84.00-111.00	4,294	39.5	114.50	111.00	98.00-135.00
	Number of employees		Hourly earnings ⁵			Number of employees		Hourly earnings ⁵		
			Mean ³	Median ³	Middle range ³			Mean ³	Median ³	Middle range ³
			\$	\$	\$ \$			\$	\$	\$ \$
Dishwashers.....	619		1.63	1.55	1.40-1.80	162		1.85	1.88	1.78-1.97
Men.....	181		1.81	1.80	1.67-2.02	118		1.95	1.96	1.86-1.97
Women.....	438		1.56	1.45	1.39-1.65	44		1.57	1.76	1.36-1.78
Electricians, maintenance ^{4b/}	333		4.43	4.10	3.05-5.36	197		3.98	4.06	3.22-5.09
Engineers, stationary ^{4b/}	865		4.01	3.81	3.17-5.07	325		4.23	4.25	4.21-4.40
Finishers, flatwork, machine.....	870		1.84	1.76	1.56-2.00	242		2.23	2.26	1.97-2.35
Men.....	-		-	-	-	-		-	-	-
Women.....	808		1.84	1.70	1.56-2.00	236		2.22	2.26	1.97-2.35
Kitchen helpers.....	9,982		1.91	1.84	1.60-2.14	3,502		2.22	2.23	1.92-2.56
Men.....	1,750		2.00	1.84	1.67-2.28	883		2.41	2.34	2.22-2.74
Women.....	8,232		1.89	1.85	1.60-2.10	2,619		2.16	2.22	1.87-2.51
Maids and porters.....	11,921		2.06	1.99	1.68-2.42	5,622		2.31	2.40	1.85-2.77
Men.....	4,908		2.22	2.10	1.81-2.60	2,920		2.49	2.51	2.11-2.82
Women.....	7,013		1.95	1.86	1.62-2.20	2,702		2.12	2.17	1.55-2.58
Washers, machine.....	445		2.32	2.28	2.02-2.64	197		2.71	2.78	2.47-2.91
Men.....	348		2.35	2.28	2.02-2.65	197		2.71	2.78	2.47-2.91
Women.....	97		2.20	2.16	1.55-2.64	-		-	-	-

¹ Excludes Alaska and Hawaii.

² 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, if any, provided in addition to cash salaries. Average weekly hours are rounded to the nearest half hour and means, medians, and middle ranges of earnings to the nearest half dollar.

³ See appendix B for method used in computing means, medians, and middle ranges of earnings.

⁴ All or nearly all (a) women, (b) men.

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, if any, provided in addition to cash wages.

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

Table 21. State and Local Government Hospitals: Occupational Averages—By Size of Hospital and Size of Community

(Average straight-time weekly or average hourly earnings of full-time employees in selected occupations, United States and regions, March 1969)

Occupation, sex, and size of hospital	United States ¹				Northeast		South			Nonmetro- politan areas
	Metropolitan areas			Nonmetro- politan areas	Metropolitan areas		Metropolitan areas			
	Total	With population of—			Total	With popula- tion of—	Total	With population of—		
	Less than 1,000,000	1,000,000 or more		1,000,000 or more		Less than 1,000,000	1,000,000 or more			
Average (mean) weekly earnings ²										
Registered professional nurses:										
Supervisors of nurses (women).....	\$186.00	\$168.50	\$198.00	\$159.00	\$195.00	\$200.00	\$164.50	\$157.50	\$187.50	\$154.50
Less than 500 employees.....	175.50	168.50	187.00	152.00	165.00	169.50	153.00	145.00	158.50	151.50
500 employees or more.....	188.00	168.50	199.50	175.50	201.50	203.00	165.00	158.00	192.50	162.00
Head nurses (women).....	169.00	157.00	178.50	144.00	171.50	175.00	151.00	145.50	167.50	135.50
Less than 500 employees.....	155.50	148.00	166.50	138.00	155.50	165.00	133.50	134.00	-	134.50
500 employees or more.....	171.50	160.00	180.00	154.50	174.50	176.00	155.00	148.00	177.00	139.50
General duty nurses (women).....	148.50	139.00	157.50	129.00	146.50	152.50	135.50	129.50	150.50	124.00
Less than 500 employees.....	141.00	136.00	151.50	126.50	136.00	151.50	124.00	122.50	126.50	121.00
500 employees or more.....	150.50	140.00	158.50	136.00	152.50	153.00	137.00	130.00	153.50	130.00
Other professional and technical occupations:										
Dietitians (women).....	155.50	148.50	160.00	139.50	149.50	151.50	148.50	145.50	157.00	132.50
Less than 500 employees.....	152.00	138.50	167.00	132.50	149.50	165.00	128.50	115.50	149.00	123.50
500 employees or more.....	156.00	151.50	158.50	158.50	149.00	149.00	153.50	151.00	159.50	156.50
Medical technologists (women).....	148.00	140.50	155.00	125.50	146.00	152.50	131.00	128.00	138.50	123.50
Less than 500 employees.....	148.50	137.50	159.00	126.00	145.00	174.00	135.00	150.00	123.50	124.50
500 employees or more.....	148.00	140.50	154.50	124.50	146.50	147.00	131.00	127.00	141.00	122.00
X-ray technicians (women).....	119.00	111.50	125.50	111.00	123.50	129.50	109.00	106.00	116.50	117.00
Less than 500 employees.....	116.00	110.00	124.00	111.00	116.00	129.00	108.00	100.50	117.00	120.50
500 employees or more.....	119.50	112.00	126.00	110.50	128.50	129.50	109.00	106.50	116.00	109.50
Office clerical occupations:										
Switchboard operators (women).....	94.00	87.50	99.50	78.00	101.00	102.00	80.00	77.00	85.50	72.00
Less than 500 employees.....	89.50	88.00	92.00	72.50	92.00	-	81.50	-	-	69.00
500 employees or more.....	95.00	87.00	100.50	85.50	102.00	102.00	79.50	75.50	89.50	75.50
Transcribing-machine operators, technical (women).....	99.00	91.00	106.00	82.50	105.50	107.00	86.00	84.00	92.00	80.50
Less than 500 employees.....	91.50	87.00	99.00	80.00	98.50	101.00	78.00	76.00	81.00	78.00
500 employees or more.....	101.50	93.00	107.50	89.00	108.00	108.50	87.50	85.50	96.00	85.50
Other nonprofessional occupations:										
Nursing aids (men).....	94.00	77.50	102.50	70.50	108.50	109.50	71.50	69.50	77.00	61.50
Less than 500 employees.....	83.50	82.00	85.00	69.50	89.00	97.00	65.00	67.50	61.50	61.00
500 employees or more.....	95.50	76.50	104.00	75.00	110.00	110.00	72.00	69.50	78.50	63.00
Nursing aids (women).....	89.00	74.50	98.00	66.50	103.00	105.50	68.50	67.00	72.50	61.50
Less than 500 employees.....	83.00	77.50	88.50	66.00	88.00	95.00	64.50	66.50	59.00	60.50
500 employees or more.....	91.00	73.50	100.00	71.00	106.50	107.00	69.00	67.00	75.50	66.50
Practical nurses, licensed (women).....	109.50	99.00	116.50	89.50	118.50	119.50	96.00	90.50	105.50	84.00
Less than 500 employees.....	104.00	98.50	110.50	87.50	113.00	126.00	82.50	86.00	78.00	83.00
500 employees or more.....	110.50	99.00	117.00	96.00	119.50	118.50	98.00	91.00	110.00	87.00
Psychiatric aids (men).....	99.50	94.50	108.00	99.50	107.00	107.50	74.50	74.50	79.00	85.50
Less than 500 employees.....	92.00	84.50	112.50	103.50	103.00	-	-	-	-	-
500 employees or more.....	100.50	95.00	107.50	99.00	107.50	107.50	74.50	74.50	79.50	86.50
Psychiatric aids (women).....	97.00	91.00	104.50	93.00	106.50	107.00	74.00	71.00	87.50	82.50
Less than 500 employees.....	91.50	88.00	109.00	84.00	96.50	-	-	-	-	-
500 employees or more.....	97.50	91.50	104.50	95.50	107.00	106.50	74.00	71.00	88.00	84.50
Average (mean) hourly earnings ³										
Engineers, stationary (men).....	\$4.07	\$3.57	\$4.43	\$3.39	\$4.23	\$4.34	\$2.96	\$2.83	\$3.45	\$3.11
Less than 500 employees.....	4.08	3.98	4.15	3.22	4.15	4.23	2.64	2.55	3.16	2.86
500 employees or more.....	4.06	3.42	4.52	3.57	4.27	4.39	3.02	2.89	3.48	3.36
Finishers, flatwork, machine (women).....	1.98	1.80	2.14	1.86	2.26	2.24	1.56	1.55	1.60	1.44
Less than 500 employees.....	1.77	1.62	1.86	1.86	-	-	1.44	1.42	1.46	1.43
500 employees or more.....	2.00	1.82	2.19	1.87	2.27	2.25	1.58	1.57	1.68	1.46
Kitchen helpers (women).....	2.09	1.81	2.28	1.65	2.40	2.47	1.66	1.61	1.83	1.44
Less than 500 employees.....	1.94	1.87	2.01	1.57	2.08	2.27	1.50	1.54	-	1.42
500 employees or more.....	2.13	1.79	2.32	1.86	2.48	2.49	1.69	1.62	1.96	1.51
Maids (women).....	2.11	1.78	2.32	1.58	2.42	2.49	1.62	1.54	1.78	1.39
Less than 500 employees.....	1.89	1.74	2.05	1.53	2.08	2.44	1.43	1.47	-	1.39
500 employees or more.....	2.15	1.79	2.36	1.75	2.49	2.50	1.64	1.54	1.85	1.39
Porters (men).....	2.26	1.94	2.46	1.81	2.47	2.51	1.73	1.61	1.94	1.48
Less than 500 employees.....	2.21	1.92	2.40	1.80	2.38	2.50	1.54	1.50	1.64	1.49
500 employees or more.....	2.27	1.95	2.48	1.83	2.50	2.52	1.75	1.62	1.96	1.47

See footnotes at end of table.

Table 21. State and Local Government Hospitals: Occupational Averages—By Size of Hospital and Size of Community—Continued

(Average straight-time weekly or average hourly earnings of full-time employees in selected occupations, United States and regions, March 1969)

Occupation, sex, and size of hospital	North Central			West		
	Metropolitan areas		Nonmetropolitan areas	Metropolitan areas		Total
	Total	With population of— 1,000,000 or more		Less than 1,000,000	With population of— 1,000,000 or more	
	Average (mean) weekly earnings ²					
Registered professional nurses:						
Supervisors of nurses (women).....	\$178.50	\$186.50	\$153.00	\$215.50	\$202.00	\$235.00
Less than 500 employees.....	178.00	211.50	149.00	211.50	202.50	232.00
500 employees or more.....	178.50	184.50	177.00	217.00	201.50	235.50
Head nurses (women).....	165.50	171.00	138.50	192.00	177.00	218.00
Less than 500 employees.....	159.50	167.00	136.50	188.00	175.50	203.00
500 employees or more.....	166.50	172.00	-	193.00	177.50	222.00
General duty nurses (women).....	143.50	150.00	131.50	164.50	154.50	175.00
Less than 500 employees.....	139.00	154.00	129.50	153.00	150.50	158.50
500 employees or more.....	144.00	149.50	136.50	168.00	156.50	178.00
Other professional and technical occupations:						
Dietitians (women).....	159.00	170.50	143.50	169.00	166.00	172.00
Less than 500 employees.....	175.00	194.50	140.50	181.50	-	169.50
500 employees or more.....	157.50	168.00	-	167.00	161.00	172.50
Medical technologists (women).....	148.50	154.00	124.50	175.00	168.50	189.50
Less than 500 employees.....	137.00	-	122.00	180.50	-	184.00
500 employees or more.....	149.50	154.50	-	174.00	167.50	191.00
X-ray technicians (women).....	120.50	120.50	107.50	133.00	121.50	146.50
Less than 500 employees.....	112.00	120.50	105.50	139.50	-	132.50
500 employees or more.....	122.50	120.50	124.50	132.00	117.00	148.50
Office clerical occupations:						
Switchboard operators (women).....	92.50	97.50	86.00	101.50	97.50	113.50
Less than 500 employees.....	85.00	96.50	77.00	95.50	95.00	-
500 employees or more.....	96.00	97.50	94.50	104.50	99.00	115.00
Transcribing-machine operators, technical (women).....	104.00	105.50	80.00	104.00	98.50	118.50
Less than 500 employees.....	103.00	103.00	77.00	-	-	-
500 employees or more.....	104.50	106.00	-	115.00	111.00	119.00
Other nonprofessional occupations:						
Nursing aids (men).....	89.50	88.50	84.00	99.50	84.00	111.00
Less than 500 employees.....	78.50	81.50	83.50	92.00	-	-
500 employees or more.....	91.00	90.00	86.00	101.50	80.00	114.00
Nursing aids (women).....	87.00	89.50	70.00	101.00	88.50	108.00
Less than 500 employees.....	74.00	77.50	69.50	96.00	91.00	-
500 employees or more.....	90.50	92.00	79.00	104.50	85.00	112.50
Practical nurses, licensed (women).....	111.00	113.00	95.00	118.00	109.00	129.50
Less than 500 employees.....	103.50	110.50	95.50	113.50	112.50	117.50
500 employees or more.....	111.50	113.50	94.00	119.00	107.50	131.00
Psychiatric aids (men).....	107.00	109.50	107.50	108.50	106.00	134.00
Less than 500 employees.....	-	-	110.00	-	-	-
500 employees or more.....	107.00	109.00	105.00	116.50	114.50	134.00
Psychiatric aids (women).....	98.00	102.50	97.50	114.50	112.50	-
Less than 500 employees.....	-	-	89.50	-	-	-
500 employees or more.....	97.50	102.00	103.50	120.50	118.50	-
	Average (mean) hourly earnings ³					
Engineers, stationary (men).....	\$4.39	\$4.81	\$3.52	\$4.24	\$4.13	\$4.37
Less than 500 employees.....	4.46	4.07	3.40	4.16	-	4.08
500 employees or more.....	4.37	4.89	3.70	4.29	4.07	4.55
Finishers, flatwork, machine (women).....	2.00	2.12	1.62	2.22	2.15	2.74
Less than 500 employees.....	-	-	1.61	-	-	-
500 employees or more.....	2.01	2.17	-	2.21	-	2.74
Kitchen helpers (women).....	2.04	2.09	1.74	2.24	2.10	2.50
Less than 500 employees.....	1.91	1.96	1.64	2.20	2.20	-
500 employees or more.....	2.07	2.11	2.01	2.26	2.06	2.66
Maids (women).....	2.13	2.21	1.69	2.30	2.01	2.70
Less than 500 employees.....	1.88	1.96	1.63	2.15	2.00	-
500 employees or more.....	2.17	2.25	2.06	2.33	2.02	2.74
Porters (men).....	2.27	2.41	2.13	2.52	2.21	2.83
Less than 500 employees.....	2.00	2.18	2.09	2.50	2.30	-
500 employees or more.....	2.34	2.46	2.29	2.52	2.20	2.87

¹ Excludes Alaska and Hawaii.

² Earnings relate to standard salaries that are paid for standard work schedules and excludes extra pay for work on late shifts, as well as the value of room, board, or other perquisites, if any, provided in addition to cash salaries. Average weekly earnings are rounded to the nearest half dollar.

³ 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, if any, provided in addition to cash wages.

Table 22. State and Local Government Hospitals: Occupational Averages—Short-Term Metropolitan Area Hospitals

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹			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 ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²		Weekly hours ² (stand-ard)	Weekly earnings ²
Registered professional nurses:															
Directors of nursing ^{3 a/} -----	305	39.5	\$236.00	78	39.0	\$238.00	84	40.0	\$212.00	95	39.5	\$230.50	48	40.0	\$286.00
Supervisors of nursing ^{3 a/} -----	2,594	40.0	187.50	947	40.0	200.00	738	40.0	165.00	630	40.0	181.00	279	40.0	219.00
Head nurses ^{3 a/} -----	6,444	40.0	168.50	2,160	40.0	173.50	1,700	40.0	149.50	1,515	40.0	166.50	1,069	40.0	190.50
General duty nurses ^{3 a/} -----	20,112	40.0	147.00	3,948	39.5	145.50	4,696	40.0	135.50	5,756	40.0	142.50	5,712	40.0	163.00
Nursing instructors ^{3 a/} -----	834	40.0	177.00	109	39.5	181.50	334	40.0	165.00	276	40.0	173.00	115	40.0	218.50
Other professional and technical occupations:															
Dietitians ^{3 a/} -----	894	39.0	154.50	276	36.5	145.50	185	40.0	149.50	267	40.0	158.50	166	40.0	167.00
Medical librarians ^{3 a/} -----	111	39.5	148.00	16	38.0	167.00	32	40.0	143.00	48	39.0	136.00	15	40.0	175.50
Medical record librarians ^{3 a/} -----	338	39.5	158.50	77	37.5	151.50	84	40.0	142.00	105	40.0	163.50	72	40.0	177.50
Medical social workers-----	841	38.5	169.00	245	35.5	170.00	127	39.5	137.00	309	40.0	174.00	160	40.0	183.50
Men-----	92	39.0	169.50	-	-	-	10	38.5	152.00	-	-	-	20	40.0	178.00
Women-----	749	38.5	169.00	232	35.5	171.00	117	39.5	135.50	260	40.0	174.00	140	40.0	184.50
Medical technologists-----	4,645	39.0	148.00	696	37.5	142.50	1,397	39.5	133.00	1,508	40.0	147.50	1,044	38.5	173.50
Men-----	1,441	38.0	151.50	282	37.5	141.50	343	39.5	139.00	461	40.0	148.00	355	35.0	174.50
Women-----	3,204	39.5	147.00	414	37.5	143.00	1,054	39.5	131.00	1,047	40.0	147.00	689	40.0	173.00
Physical therapists-----	557	39.5	157.00	99	36.5	162.50	93	40.0	153.50	238	40.0	148.00	127	40.0	172.00
Men-----	153	38.5	164.50	62	36.0	167.50	16	39.0	169.50	70	40.0	160.50	-	-	-
Women-----	404	39.5	154.00	37	37.0	155.00	77	40.0	150.00	168	40.0	143.00	122	40.0	172.00
Psychiatric social workers ^{3 a/} -----	542	39.0	176.00	133	35.0	169.00	140	40.0	140.00	88	40.0	165.50	181	40.0	213.50
Purchasing agents ^{3 b/} -----	168	40.0	167.50	21	39.0	115.50	69	40.0	158.00	58	40.0	190.50	20	40.0	186.50
X-ray technicians-----	2,405	39.0	126.00	481	37.5	131.50	693	40.0	113.50	723	40.0	125.50	508	39.0	139.00
Men-----	1,020	39.5	133.50	225	37.0	140.00	231	40.0	119.00	299	40.0	130.50	265	40.0	143.50
Women-----	1,385	39.0	120.50	256	38.0	124.50	462	40.0	110.50	424	39.5	121.50	243	37.5	134.00
X-ray technicians, chief ^{3 b/} -----	243	40.0	175.00	50	38.5	168.00	64	40.0	167.00	97	40.0	179.50	32	40.0	189.00
Office clerical occupations:															
Clerks, payroll ^{3 a/} -----	362	39.0	108.50	68	37.0	116.50	81	40.0	98.50	129	39.5	100.50	84	39.5	123.00
Stenographers, general ^{3 a/} -----	1,441	38.5	102.50	500	35.5	101.50	300	40.0	94.00	441	40.0	106.00	200	39.5	108.50
Stenographers, senior ^{3 a/} -----	1,082	38.5	118.00	332	36.0	118.00	192	39.0	108.00	399	40.0	112.00	159	39.5	143.50
Switchboard operators ^{3 a/} -----	1,585	39.0	93.50	356	36.5	102.50	382	40.0	80.00	452	39.5	91.50	395	40.0	101.50
Switchboard operator-receptionists ^{3 a/} -----	175	40.0	80.00	46	40.0	93.50	127	40.0	75.50	-	-	-	-	-	-
Transcribing-machine operators, technical ^{3 a/} -----	1,396	39.0	101.00	299	36.0	106.50	460	40.0	88.00	371	40.0	103.50	266	40.0	114.00

See footnotes at end of table.

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Table 22. State and Local Government Hospitals: Occupational Averages—Short-Term Metropolitan Area Hospitals—Continued

(Number and average straight-time weekly hours and earnings or average hourly earnings of full-time employees in selected occupations, March 1969)

Occupation and sex	United States ¹			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 ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²		Weekly hours ² (stand-ard)	Weekly earn-ings ²
Other nonprofessional occupations:															
Food service supervisors ^{3a/} -----	736	40.0	\$102.00	154	40.0	\$118.50	332	40.0	\$84.50	240	39.5	\$112.50	10	40.0	\$193.50
Housekeepers, chief ^{3a/} -----	296	39.5	150.00	6 60	39.5	133.00	71	40.0	138.50	107	39.5	155.50	58	40.0	172.50
Nursing aids-----	36,217	40.0	88.50	10,742	39.5	106.50	10,778	40.0	67.50	9,138	40.0	87.00	5,559	40.0	97.00
Men-----	6,716	40.0	93.50	2,622	39.5	110.00	1,692	40.0	70.00	1,347	39.5	90.50	1,055	40.0	95.50
Women-----	29,501	40.0	87.50	8,120	39.5	105.00	9,086	40.0	67.00	7,791	40.0	86.50	4,504	40.0	97.50
Practical nurses-----	18,313	40.0	108.00	4,228	39.5	117.00	6,152	40.0	94.50	4,309	40.0	110.50	3,624	40.0	116.50
Men-----	413	40.0	117.50	20	40.0	112.50	120	40.0	110.00	164	40.0	121.00	109	40.0	121.00
Women-----	17,900	40.0	107.50	4,208	39.5	117.00	6,032	40.0	94.50	4,145	40.0	110.00	3,515	40.0	116.50
Licensed-----	17,974	40.0	108.50	4,180	39.5	117.50	5,979	40.0	95.00	4,241	40.0	110.50	3,574	40.0	117.00
Men-----	407	40.0	118.00	-	-	-	-	-	-	164	40.0	121.00	109	40.0	121.00
Women-----	17,567	40.0	108.00	4,160	39.5	117.50	5,865	40.0	94.50	4,077	40.0	110.50	3,465	40.0	117.00
Unlicensed-----	339	39.5	88.00	48	40.0	89.00	173	39.5	86.00	-	-	-	-	-	-
Men-----	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Women-----	333	39.5	88.50	48	40.0	89.00	167	39.5	87.50	-	-	-	-	-	-
Psychiatric aids-----	2,949	40.0	91.50	948	39.5	109.50	-	-	-	-	-	-	-	-	-
Men-----	862	40.0	99.00	224	40.0	110.00	-	-	-	-	-	-	-	-	-
Women-----	2,087	40.0	88.00	724	39.5	109.00	-	-	-	-	-	-	-	-	-
	Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴		Number of employees	Average hourly earnings ⁴	
Dishwashers, machine-----	591	\$1.79		62	\$2.14		313	\$1.65		134	\$1.87		82	\$1.96	
Men-----	309	1.82		18	2.39		159	1.63		54	1.94		78	1.97	
Women-----	282	1.77		44	2.03		154	1.67		80	1.82		-	-	
Electricians, maintenance ^{3b/} -----	372	3.90		108	4.46		55	3.12		67	4.06		142	3.69	
Engineers, stationary ^{3b/} -----	845	4.03		199	4.46		162	2.86		298	4.29		186	4.17	
Finishers, flatwork, machine ^{3a/} -----	1,016	1.84		-	-		497	1.56		325	2.02		-	-	
Kitchen helpers-----	11,709	2.15		4,172	2.48		2,694	1.64		2,822	2.09		2,021	2.25	
Men-----	2,570	2.28		1,104	2.48		472	1.75		428	2.25		566	2.38	
Women-----	9,139	2.12		3,068	2.49		2,222	1.62		2,394	2.06		1,455	2.20	
Maids and porters-----	19,509	2.16		5,284	2.46		5,261	1.65		5,284	2.21		3,680	2.36	
Men-----	7,611	2.25		1,612	2.51		1,938	1.74		2,036	2.34		2,025	2.45	
Women-----	11,898	2.10		3,672	2.44		3,323	1.61		3,248	2.12		1,655	2.25	
Washers, machine ^{3b/} -----	492	2.39		50	2.85		148	1.81		156	2.53		138	2.70	

¹ Excludes Alaska and Hawaii.

² 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, if any, provided in addition to cash salaries. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar.

³ All or nearly all (a) women, (b) men.

⁴ 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, if any, provided in addition to cash wages.

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

Table 23. State and Local Government Hospitals: Occupational Averages—Selected Areas

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 19 selected areas,¹ March 1969)

Occupation and sex	Atlanta, Ga.				Baltimore, Md.				
	All hospitals				All hospitals				
	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²	
		Weekly earnings ²				Weekly earnings ³			
Registered professional nurses:		\$	\$	\$		\$	\$	\$	
Supervisors of nurses (women).....	37	167.50	173.00	161.50-180.00	93	194.50	196.50	187.00-205.50	
Head nurses (women).....	95	152.00	153.50	145.50-161.00	111	166.00	163.50	155.50-171.50	
General duty nurses (women).....	483	136.00	134.00	130.00-142.00	271	152.00	151.00	141.00-169.50	
Other professional and technical occupations:									
Dietitians (women).....	16	165.50	162.00	151.50-187.50	15	161.00	148.00	136.00-177.00	
Medical social workers (women).....	-	-	-	-	-	-	-	-	
Medical technologists (women).....	87	138.50	140.50	132.00-149.00	84	145.00	134.50	120.50-165.50	
X-ray technicians (women).....	53	119.00	113.50	111.00-129.00	-	-	-	-	
Office clerical occupations:									
Clerks, payroll (women).....	8	94.00	-	-	-	-	-	-	
Switchboard operators (women).....	33	82.00	82.00	75.50- 90.00	34	98.50	99.00	87.00-107.50	
Transcribing-machine operators, technical (women)....	23	95.50	94.50	89.00-105.00	73	97.50	99.50	85.50-112.00	
Other nonprofessional occupations:									
Nursing aids (men).....	164	71.00	70.00	68.00- 74.00	-	-	-	-	
Nursing aids (women).....	720	69.00	69.00	66.00- 72.50	463	117.00	117.50	101.50-130.50	
Practical nurses, licensed (women).....	317	99.00	98.50	92.50-105.50	-	-	-	-	
		Hourly earnings ⁴				Hourly earnings ⁴			
Engineers, stationary (men).....	11	3.30	-	-	22	3.55	3.72	3.26- 3.95	
Finishers, flatwork, machine (women).....	34	1.67	1.65	1.60- 1.79	-	-	-	-	
Kitchen helpers (women).....	109	1.68	1.60	1.47- 1.70	244	2.00	1.98	1.83- 2.20	
Maids (women).....	239	1.64	1.64	1.55- 1.73	360	1.93	1.91	1.75- 2.10	
Porters (men).....	136	1.70	1.70	1.60- 1.79	194	1.93	1.91	1.75- 2.11	
		Boston, Mass.							
		All hospitals				Short-term hospitals			
		Weekly earnings ³				Weekly earnings ³			
Registered professional nurses:		\$	\$	\$		\$	\$	\$	
Supervisors of nurses (women).....	132	177.00	177.00	160.50-194.50	89	183.00	182.00	176.50-194.50	
Head nurses (women).....	374	172.00	176.50	160.50-187.50	184	169.50	171.00	160.50-176.50	
General duty nurses (women).....	1,046	158.50	158.50	145.00-174.00	512	147.00	147.00	138.50-156.00	
Other professional and technical occupations:									
Dietitians (women).....	38	153.00	148.50	147.50-160.50	17	149.00	148.00	144.50-148.50	
Medical social workers (women).....	48	163.00	174.50	148.00-177.00	26	170.50	177.00	153.00-177.00	
Medical technologists (women).....	128	144.50	139.00	132.00-159.50	72	152.00	153.00	134.00-165.00	
X-ray technicians (women).....	98	126.50	127.50	112.50-132.00	76	124.50	121.00	112.50-134.50	
Office clerical occupations:									
Clerks, payroll (women).....	36	105.50	112.50	94.00-113.00	12	112.50	-	-	
Switchboard operators (women).....	68	112.00	110.50	99.00-117.00	-	-	-	-	
Transcribing-machine operators, technical (women)....	92	106.50	107.00	95.00-115.00	28	108.00	107.00	97.50-115.00	
Other nonprofessional occupations:									
Nursing aids (men).....	370	108.50	106.00	102.00-123.00	184	97.00	100.00	83.00-106.00	
Nursing aids (women).....	1,742	104.50	106.00	92.00-116.00	690	95.50	96.50	86.00-106.00	
Practical nurses, licensed (women).....	954	131.00	129.50	120.00-147.50	376	128.00	127.00	115.00-148.00	
		Hourly earnings ⁴				Hourly earnings ⁴			
Engineers, stationary (men).....	140	3.88	3.90	3.90- 4.00	34	3.50	3.46	3.22- 3.62	
Finishers, flatwork, machine (women).....	-	-	-	-	-	-	-	-	
Kitchen helpers (women).....	540	2.46	2.44	2.35- 2.67	140	2.27	2.25	2.08- 2.44	
Maids (women).....	742	2.45	2.44	2.22- 2.75	388	2.31	2.34	2.08- 2.44	
Porters (men).....	556	2.54	2.53	2.25- 2.90	164	2.43	2.35	2.22- 2.75	

See footnotes at end of table.

Table 23. State and Local Government Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 19 selected areas,¹ March 1969)

Occupation and sex	Buffalo, N. Y.									Chattanooga, Tenn.—Ga.					
	All hospitals			Short-term hospitals			All hospitals			All hospitals					
	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²			
		Weekly earnings ³				Weekly earnings ³				Weekly earnings ³					
Registered professional nurses:		\$	\$	\$		\$	\$	\$		\$	\$	\$			
Supervisors of nurses (women).....	67	197.00	198.50	186.00-209.00	28	198.50	202.50	171.00-220.00	-	-	-	-			
Head nurses (women).....	294	171.00	171.50	155.00-185.00	150	176.50	178.00	156.00-192.00	38	162.50	164.50	158.00-171.00			
General duty nurses (women).....	292	145.50	144.50	136.50-154.00	262	147.50	144.50	137.00-159.50	130	141.50	141.00	135.00-152.50			
Other professional and technical occupations:															
Dietitians (women).....	9	148.00	-	-	7	145.50	-	-	-	-	-	-			
Medical social workers (women).....	-	-	-	-	-	-	-	-	25	150.00	147.00	141.00-162.00			
Medical technologists (women).....	-	-	-	-	-	-	-	-	15	113.00	118.50	104.50-119.50			
X-ray technicians (women).....	31	130.50	130.00	123.00-138.00	-	-	-	-	-	-	-	-			
Office clerical occupations:															
Clerks, payroll (women).....	-	-	-	-	-	-	-	-	-	-	-	-			
Switchboard operators (women).....	30	97.50	93.00	87.50-110.00	30	97.50	93.00	87.50-110.00	-	-	-	-			
Transcribing-machine operators, technical (women)....	-	-	-	-	-	-	-	-	-	-	-	-			
Other nonprofessional occupations:															
Nursing aids (men).....	-	-	-	-	-	-	-	-	-	-	-	-			
Nursing aids (women).....	420	88.50	87.50	80.50-96.00	420	88.50	87.50	80.50-96.00	270	74.00	73.50	70.50-78.00			
Practical nurses, licensed (women).....	264	111.50	113.00	102.50-122.00	224	110.00	111.50	101.50-119.00	185	97.50	97.50	91.50-103.50			
		Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴					
Engineers, stationary (men).....	33	3.81	3.85	3.61- 3.99	-	-	-	-	-	-	-	-			
Finishers, flatwork, machine (women).....	-	-	-	-	-	-	-	-	-	-	-	-			
Kitchen helpers (women).....	180	2.52	2.56	2.26- 2.99	164	2.57	2.56	2.30- 2.99	82	1.83	1.84	1.76- 1.88			
Maids (women).....	212	2.48	2.56	2.15- 2.89	192	2.52	2.57	2.20- 2.89	75	1.78	1.76	1.67- 1.88			
Porters (men).....	92	2.58	2.35	2.29- 2.92	76	2.61	2.42	2.25- 3.18	62	1.86	1.86	1.67- 1.92			
		Chicago, Ill.									Cincinnati, Ohio-Ky.—Ind.				
		All hospitals				Short-term hospitals				All hospitals					
		Weekly earnings ³				Weekly earnings ³				Weekly earnings ³					
Registered professional nurses:		\$	\$	\$		\$	\$	\$		\$	\$	\$			
Supervisors of nurses (women).....	155	198.00	190.00	177.00-210.00	-	-	-	-	23	185.50	186.00	171.50-198.00			
Head nurses (women).....	129	182.50	169.00	162.50-200.00	63	190.00	165.00	160.50-214.00	70	156.00	157.00	144.00-172.50			
General duty nurses (women).....	1,045	153.00	151.00	144.50-165.50	788	150.00	150.50	144.50-162.50	204	141.00	142.50	138.00-147.00			
Other professional and technical occupations:															
Dietitians (women).....	-	-	-	-	-	-	-	-	12	168.50	-	-			
Medical social workers (women).....	-	-	-	-	-	-	-	-	-	-	-	-			
Medical technologists (women).....	108	123.50	109.00	99.50-156.25	-	-	-	-	26	139.50	144.00	138.00-150.00			
X-ray technicians (women).....	66	123.00	131.00	121.00-135.00	49	121.50	131.00	126.00-134.00	20	113.00	112.00	109.00-121.00			
Office clerical occupations:															
Clerks, payroll (women).....	-	-	-	-	-	-	-	-	-	-	-	-			
Switchboard operators (women).....	79	99.50	101.00	91.50-108.00	-	-	-	-	22	86.00	84.00	73.50- 95.50			
Transcribing-machine operators, technical (women)....	-	-	-	-	-	-	-	-	-	-	-	-			
Other nonprofessional occupations:															
Nursing aids (men).....	177	93.00	95.00	88.00- 98.50	-	-	-	-	122	84.50	86.00	83.00- 92.00			
Nursing aids (women).....	1,662	95.00	98.50	95.00- 98.50	1,029	96.50	98.50	98.50- 98.50	398	90.00	85.00	85.00- 94.50			
Practical nurses, licensed (women).....	887	113.50	112.50	108.00-119.50	598	114.50	112.50	109.00-119.50	-	-	-	-			
		Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴					
Engineers, stationary (men).....	112	5.57	5.46	5.46- 5.47	-	-	-	-	33	3.83	4.18	3.30- 4.28			
Finishers, flatwork, machine (women).....	-	-	-	-	-	-	-	-	-	-	-	-			
Kitchen helpers (women).....	1,001	2.12	2.22	1.99- 2.26	-	-	-	-	266	2.01	2.00	1.84- 2.14			
Maids (women).....	647	2.32	2.24	2.15- 2.56	422	2.37	2.56	2.15- 2.56	150	1.94	1.98	1.83- 2.10			
Porters (men).....	450	2.48	2.68	2.15- 2.88	-	-	-	-	186	2.07	2.10	1.93- 2.23			

See footnotes at end of table.

Table 23. State and Local Government Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 19 selected areas,¹ March 1969)

Occupation and sex	Cleveland, Ohio								Dallas, Tex.				
	All hospitals				Short-term hospitals				All hospitals				
	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²	
		Weekly earnings ³				Weekly earnings ³				Weekly earnings ³			
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Registered professional nurses:													
Supervisors of nurses (women).....	49	193.50	200.00	190.50-210.50	45	196.50	200.00	200.00-216.00	30	173.00	183.00	148.00-189.50	
Head nurses (women).....	147	175.00	177.50	171.00-177.50	111	179.00	177.50	177.50-186.50	68	156.00	160.50	145.00-166.50	
General duty nurses (women).....	355	151.50	151.50	139.50-160.50	277	153.50	153.50	144.00-163.00	185	133.00	132.50	127.50-138.00	
Other professional and technical occupations:													
Dietitians (women).....	-	-	-	-	-	-	-	-	9	148.00	-	-	
Medical social workers (women).....	-	-	-	-	-	-	-	-	-	-	-	-	
Medical technologists (women).....	42	158.50	164.50	154.50-167.50	-	-	-	-	45	128.50	132.50	122.00-138.00	
X-ray technicians (women).....	73	110.50	110.50	103.00-121.00	49	118.00	121.00	108.00-133.00	-	-	-	-	
Office clerical occupations:													
Clerks, payroll (women).....	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators (women).....	-	-	-	-	-	-	-	-	16	77.00	78.00	72.50-81.00	
Transcribing-machine operators, technical (women).....	39	101.00	103.50	94.00-106.00	-	-	-	-	34	90.50	90.50	80.50-101.00	
Other nonprofessional occupations:													
Nursing aids (men).....	89	88.00	91.00	73.50-99.00	-	-	-	-	-	-	-	-	
Nursing aids (women).....	674	81.00	83.50	75.00-87.00	392	82.00	83.50	78.00-87.00	-	-	-	-	
Practical nurses, licensed (women).....	355	104.50	103.50	93.00-108.50	337	105.00	103.50	93.50-108.50	-	-	-	-	
		Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴			
Engineers, stationary (men).....	11	4.06	-	-	-	-	-	-	-	-	-	-	
Finishers, flatwork, machine (women).....	48	1.90	1.93	1.76-1.98	-	-	-	-	-	-	-	-	
Kitchen helpers (women).....	517	1.84	1.84	1.66-1.98	211	1.92	1.93	1.77-1.98	106	1.65	1.70	1.60-1.74	
Maids (women).....	273	1.86	1.84	1.77-1.93	195	1.90	1.93	1.77-1.93	93	1.61	1.67	1.60-1.67	
Porters (men).....	212	2.02	2.03	1.84-2.14	-	-	-	-	70	1.75	1.88	1.60-1.88	
		Denver, Colo.								Detroit, Mich.			
		All hospitals				Short-term hospitals				All hospitals			
		Weekly earnings ³				Weekly earnings ³				Weekly earnings ³			
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Registered professional nurses:													
Supervisors of nurses (women).....	25	202.00	202.50	195.50-216.50	19	206.50	216.50	196.50-218.00	104	203.50	200.50	186.50-211.00	
Head nurses (women).....	111	172.00	173.50	167.50-180.50	80	170.50	173.50	162.50-177.00	378	180.50	178.50	170.50-185.00	
General duty nurses (women).....	624	143.50	140.00	136.00-151.50	452	143.50	140.00	136.00-151.50	696	157.00	155.50	147.50-165.50	
Other professional and technical occupations:													
Dietitians (women).....	22	167.50	177.50	149.00-177.50	22	167.50	177.50	149.00-177.50	33	190.50	192.50	158.50-215.50	
Medical social workers (women).....	-	-	-	-	-	-	-	-	60	164.50	166.00	155.50-166.00	
Medical technologists (women).....	71	154.00	151.50	142.00-158.50	-	-	-	-	265	169.50	166.50	160.00-178.00	
X-ray technicians (women).....	22	120.50	122.50	105.00-132.50	22	120.50	122.50	105.00-132.50	86	135.50	135.00	128.00-138.00	
Office clerical occupations:													
Clerks, payroll (women).....	7	118.00	-	-	7	118.00	-	-	31	105.00	96.00	94.50-122.00	
Switchboard operators (women).....	28	94.50	94.50	85.50-98.00	22	95.00	94.50	85.50-104.00	128	102.50	110.00	87.50-113.00	
Transcribing-machine operators, technical (women).....	76	101.00	102.00	90.00-105.00	48	102.00	100.50	90.00-109.00	102	111.50	110.00	102.50-117.00	
Other nonprofessional occupations:													
Nursing aids (men).....	64	77.00	72.00	71.50-78.50	64	77.00	72.00	71.50-78.50	172	101.50	103.00	91.00-121.50	
Nursing aids (women).....	288	78.50	74.50	71.00-90.50	288	78.50	74.50	71.00-90.50	1,566	95.00	101.00	72.00-115.50	
Practical nurses, licensed (women).....	212	99.50	99.00	93.00-108.00	212	99.50	99.00	93.00-108.00	1,254	123.00	125.00	119.00-131.00	
		Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴			
Engineers, stationary (men).....	20	3.77	3.80	3.79-3.80	-	-	-	-	86	4.63	4.45	3.83-5.07	
Finishers, flatwork, machine (women).....	-	-	-	-	-	-	-	-	-	-	-	-	
Kitchen helpers (women).....	147	1.84	1.83	1.69-1.99	120	1.83	1.83	1.69-1.97	496	2.26	2.34	1.79-2.54	
Maids (women).....	66	2.00	2.06	1.96-2.06	60	2.00	2.06	1.96-2.06	508	2.30	2.49	1.73-2.64	
Porters (men).....	172	2.10	2.05	1.92-2.28	148	2.12	2.15	1.88-2.31	380	2.75	2.83	2.64-2.91	

See footnotes at end of table.

Table 23. State and Local Government Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 19 selected areas,¹ March 1969)

Occupation and sex	Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif.								Memphis, Tenn.			
	All hospitals				Short-term hospitals				All hospitals			
	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²
	Weekly earnings ³				Weekly earnings ³				Weekly earnings ³			
		\$	\$	\$ \$		\$	\$	\$ \$		\$	\$	\$ \$
Registered professional nurses:												
Supervisors of nurses (women).....	98	243.00	248.50	230.50—248.50	37	248.00	248.50	230.50—277.50	50	170.00	165.50	162.00—180.50
Head nurses (women).....	286	220.00	223.00	211.00—223.00	127	222.00	223.00	209.00—248.50	44	149.00	154.00	132.50—161.00
General duty nurses (women).....	1,525	179.50	179.00	164.00—189.50	1,211	180.50	180.50	164.00—189.50	-	-	-	-
Other professional and technical occupations:												
Dietitians (women).....	40	176.00	174.50	169.50—189.00	18	177.50	189.00	169.50—189.00	8	142.50	-	-
Medical social workers (women).....	6	195.00	-	-	-	-	-	-	-	-	-	-
Medical technologists (women).....	156	202.50	211.00	189.00—211.00	109	203.00	211.00	189.00—211.00	64	138.00	130.50	129.00—138.50
X-ray technicians (women).....	73	150.00	156.50	140.50—156.50	60	150.50	156.50	140.50—157.50	-	-	-	-
Office clerical occupations:												
Clerks, payroll (women).....	31	124.50	122.50	116.00—129.50	-	-	-	-	-	-	-	-
Switchboard operators (women).....	74	110.50	113.00	104.50—119.00	45	112.50	116.50	107.00—119.00	-	-	-	-
Transcribing-machine operators, technical (women).....	92	117.00	116.00	110.00—125.50	63	116.00	113.00	110.00—125.50	10	89.50	-	-
Other nonprofessional occupations:												
Nursing aids (men).....	348	98.50	96.50	89.00—110.00	251	101.50	101.50	86.50—111.50	124	64.50	64.00	64.00— 64.00
Nursing aids (women).....	2,863	107.50	110.00	99.00—116.00	1,335	109.00	116.00	104.50—116.00	506	64.00	64.00	64.00— 64.50
Practical nurses, licensed (women).....	818	134.50	136.50	129.50—144.00	598	135.50	140.50	129.50—144.00	336	102.00	102.50	97.00—105.50
	Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴			
Engineers, stationary (men).....	78	4.56	4.72	4.23— 4.85	-	-	-	-	-	-	-	-
Finishers, flatwork, machine (women).....	21	2.59	2.60	2.60— 2.60	-	-	-	-	-	-	-	-
Kitchen helpers (women).....	151	2.45	2.47	2.22— 2.61	131	2.46	2.47	2.34— 2.61	238	1.54	1.60	1.30— 1.60
Maids (women).....	473	2.74	2.82	2.54— 2.97	281	2.80	2.82	2.67— 2.97	190	1.55	1.60	1.60— 1.60
Porters (men).....	614	2.74	2.82	2.54— 2.97	431	2.74	2.82	2.54— 2.97	70	1.59	1.60	1.60— 1.60
	Minneapolis—St. Paul, Minn.				New York City, N. Y.							
	All hospitals				All hospitals				Short-term hospitals			
	Weekly earnings ³				Weekly earnings ³				Weekly earnings ³			
		\$	\$	\$ \$		\$	\$	\$ \$		\$	\$	\$ \$
Registered professional nurses:												
Supervisors of nurses (women).....	-	-	-	-	788	210.00	212.50	197.50—221.50	634	209.00	211.00	196.00—221.50
Head nurses (women).....	84	168.00	166.50	160.00—174.50	1,732	178.50	175.50	166.00—189.00	1,452	177.00	176.00	166.00—187.00
General duty nurses (women).....	664	148.00	148.00	142.00—148.50	1,608	156.00	152.50	151.50—157.50	1,544	156.00	152.50	151.50—157.00
Other professional and technical occupations:												
Dietitians (women).....	17	176.50	180.50	151.50—192.00	214	144.50	143.50	138.00—146.50	177	144.00	143.50	138.00—146.50
Medical social workers (women).....	38	201.50	192.50	187.50—228.00	163	166.00	161.50	138.00—189.50	161	166.00	161.50	138.00—189.50
Medical technologists (women).....	190	152.50	148.50	140.00—172.00	86	142.00	141.00	135.50—147.50	76	142.00	141.50	135.50—147.50
X-ray technicians (women).....	51	112.50	111.00	106.50—120.00	78	133.50	129.00	128.00—138.00	76	133.50	129.00	128.00—138.00
Office clerical occupations:												
Clerks, payroll (women).....	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators (women).....	-	-	-	-	242	106.00	107.50	98.00—114.50	212	106.00	107.50	98.00—114.50
Transcribing-machine operators, technical (women).....	-	-	-	-	162	108.50	109.00	98.50—118.50	128	108.50	109.50	98.50—119.00
Other nonprofessional occupations:												
Nursing aids (men).....	154	89.00	85.50	82.00— 91.00	2,216	114.50	121.00	102.00—126.50	1,816	115.00	123.00	103.50—126.50
Nursing aids (women).....	396	87.00	87.00	76.00— 96.00	6,328	112.50	117.00	100.00—124.00	5,160	113.00	117.00	100.00—124.00
Practical nurses, licensed (women).....	238	109.00	110.00	100.00—117.00	3,204	120.00	122.00	107.50—130.50	2,512	119.00	122.00	107.50—130.50
	Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴			
Engineers, stationary (men).....	-	-	-	-	143	4.89	5.18	4.84— 5.18	101	5.00	5.18	4.84— 5.18
Finishers, flatwork, machine (women).....	-	-	-	-	2,388	-	-	-	-	-	-	-
Kitchen helpers (women).....	-	-	-	-	2,388	2.55	2.71	2.21— 2.74	1,924	2.54	2.71	2.21— 2.74
Maids (women).....	208	2.88	2.70	2.40— 2.91	3,058	2.53	2.57	2.21— 2.74	2,474	2.53	2.57	2.21— 2.74
Porters (men).....	218	2.41	2.30	2.13— 2.52	1,160	2.55	2.71	2.21— 2.74	904	2.56	2.72	2.28— 2.75

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Table 23. State and Local Government Hospitals: Occupational Averages—Selected Areas—Continued

(Number and average straight-time weekly or average hourly earnings of full-time employees in selected occupations, 19 selected areas,¹ March 1969)

Occupation and sex	Philadelphia, Pa.—N.J.				St. Louis, Mo.—Ill.							
	All hospitals				All hospitals				Short-term hospitals			
	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²	Number of employees	Mean ²	Median ²	Middle range ²
		Weekly earnings ³				Weekly earnings ³				Weekly earnings ³		
Registered professional nurses:		\$	\$	\$		\$	\$	\$		\$	\$	\$
Supervisors of nurses (women).....	123	180.00	181.50	167.00-189.50	67	164.50	166.00	158.00-167.00	39	167.50	166.00	166.00-166.00
Head nurses (women).....	188	161.50	157.50	151.50-170.50	143	151.00	150.50	143.50-150.50	94	149.50	150.50	143.50-150.50
General duty nurses (women).....	262	132.00	131.00	125.00-137.50	358	139.00	138.50	130.00-143.50	248	137.50	134.50	130.00-143.50
Other professional and technical occupations:												
Dietitians (women).....	9	203.00	-	-	23	159.50	150.50	141.00-174.50	11	159.00	-	-
Medical social workers (women).....	-	-	-	-	16	181.00	183.00	156.50-215.00	10	168.00	-	-
Medical technologists (women).....	-	-	-	-	28	154.50	158.00	126.00-166.00	23	150.50	158.00	124.50-164.50
X-ray technicians (women).....	25	127.50	129.50	120.00-134.00	18	113.00	112.00	105.50-118.00	12	111.00	-	-
Office clerical occupations:												
Clerks, payroll (women).....	-	-	-	-	17	98.00	88.00	88.00-103.50	-	-	-	-
Switchboard operators (women).....	122	90.50	84.50	84.50- 97.50	38	92.50	95.00	84.00-102.00	28	94.00	97.00	84.00-102.00
Transcribing-machine operators, technical (women)....	-	-	-	-	59	88.00	85.00	81.00- 91.50	-	-	-	-
Other nonprofessional occupations:												
Nursing aids (men).....	-	-	-	-	219	80.00	84.00	72.50- 84.00	169	79.50	84.00	72.50- 84.00
Nursing aids (women).....	-	-	-	-	1,867	78.00	76.00	72.50- 84.00	801	75.50	76.00	71.00- 84.00
Practical nurses, licensed (women).....	376	115.50	119.00	113.00-119.50	172	98.00	97.00	97.00-100.00	98	97.50	100.00	95.00-100.00
		Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴		
Engineers, stationary (men).....	17	3.70	3.44	3.44- 4.16	-	-	-	-	-	-	-	-
Finishers, flatwork, machine (women).....	-	-	-	-	107	1.91	2.00	1.77- 2.00	-	-	-	-
Kitchen helpers (women).....	470	2.10	2.01	1.82- 2.26	412	1.92	2.00	1.73- 2.10	188	1.91	2.00	1.73- 2.10
Maids (women).....	146	2.03	1.91	1.84- 2.01	246	1.89	1.81	1.73- 2.10	164	1.89	1.83	1.77- 2.10
Porters (men).....	232	2.41	2.44	2.26- 2.60	300	1.90	1.90	1.73- 2.10	148	1.95	1.95	1.81- 2.10
		San Francisco—Oakland, Calif.				Washington, D.C.—Md.—Va.						
		All hospitals				All hospitals						
		Weekly earnings ³				Weekly earnings ³				Weekly earnings ³		
Registered professional nurses:		\$	\$	\$		\$	\$	\$		\$	\$	\$
Supervisors of nurses (women).....	68	232.50	236.00	234.00-236.00	-	-	-	-	-	-	-	-
Head nurses (women).....	219	228.50	219.50	217.00-251.50	112	213.00	222.00	207.50-228.50	493	213.00	222.00	207.50-228.50
General duty nurses (women).....	1,468	179.00	179.00	172.00-197.50	-	-	-	-	-	-	-	-
Other professional and technical occupations:												
Dietitians (women).....	64	170.50	167.50	164.00-175.00	-	-	-	-	-	-	-	-
Medical social workers (women).....	42	201.00	194.00	194.00-217.00	15	194.50	196.50	176.00-218.00	-	-	-	-
Medical technologists (women).....	50	183.00	185.00	172.00-189.50	-	-	-	-	-	-	-	-
X-ray technicians (women).....	32	150.50	148.00	142.00-152.50	-	-	-	-	-	-	-	-
Office clerical occupations:												
Clerks, payroll (women).....	26	138.00	131.50	125.50-150.50	-	-	-	-	-	-	-	-
Switchboard operators (women).....	46	118.50	119.00	110.50-119.50	-	-	-	-	-	-	-	-
Transcribing-machine operators, technical (women)....	40	126.50	132.00	107.00-135.00	-	-	-	-	-	-	-	-
Other nonprofessional occupations:												
Nursing aids (men).....	403	122.50	122.50	115.50-133.50	100	96.50	97.00	91.50-105.50	440	86.50	91.50	76.00- 94.00
Nursing aids (women).....	1,079	122.00	121.00	116.50-133.50	792	113.50	114.50	105.50-121.00	792	113.50	114.50	105.50-121.00
Practical nurses, licensed (women).....	708	129.00	128.50	122.50-130.50	-	-	-	-	-	-	-	-
		Hourly earnings ⁴				Hourly earnings ⁴				Hourly earnings ⁴		
Engineers, stationary (men).....	32	4.25	4.23	4.21- 4.23	-	-	-	-	-	-	-	-
Finishers, flatwork, machine (women).....	-	-	-	-	-	-	-	-	-	-	-	-
Kitchen helpers (women).....	347	2.78	2.73	2.60- 2.98	148	2.46	2.62	1.70- 3.06	192	2.39	2.62	1.80- 2.84
Maids (women).....	292	2.73	2.70	2.62- 2.84	204	2.77	2.84	2.73- 2.95	204	2.77	2.84	2.73- 2.95
Porters (men).....	454	3.06	3.05	2.88- 3.33	-	-	-	-	-	-	-	-

¹ Data for State and local government hospitals did not meet publication criteria in Scranton, Miami, and Portland.

² See appendix B for method used to compute means, medians, and middle ranges. Medians and middle ranges are not provided for jobs with less than 15 workers.

³ 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, if any, provided in addition to cash salaries. Means, medians, and middle ranges of earnings are rounded to the nearest half dollar.

⁴ 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, if any, provided in addition to cash wages.

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

Table 24. State and Local Government Hospitals: Minimum Entrance Salaries for General Duty Nurses

(Distribution of hospitals studied by minimum weekly entrance salaries for general duty nurses, United States and regions, March 1969)

Minimum weekly straight-time salary ¹	All hospitals				
	United States ²	North-east	South	North Central	West
Hospitals studied.....	337	74	108	107	48
Hospitals having a specified minimum.....	324	70	103	104	47
Under \$ 90.....	-	-	-	-	-
\$ 90 and under \$ 95.....	3	-	2	1	-
\$ 95 and under \$ 100.....	2	-	1	1	-
\$ 100 and under \$ 105.....	8	1	6	1	-
\$ 105 and under \$ 110.....	27	1	13	9	4
\$ 110 and under \$ 115.....	25	1	16	8	-
\$ 115 and under \$ 120.....	55	6	23	23	3
\$ 120 and under \$ 125.....	43	14	13	16	-
\$ 125 and under \$ 130.....	46	15	20	8	3
\$ 130 and under \$ 135.....	33	11	4	7	11
\$ 135 and under \$ 140.....	28	4	2	14	8
\$ 140 and under \$ 145.....	15	1	1	7	6
\$ 145 and under \$ 150.....	6	-	2	4	-
\$ 150 and under \$ 155.....	29	16	-	4	9
\$ 155 and under \$ 160.....	4	-	-	1	3
\$ 160 and under \$ 165.....	-	-	-	-	-
\$ 165 and under \$ 170.....	-	-	-	-	-
\$ 170 and over.....	-	-	-	-	-
Hospitals having no specified minimum.....	6	1	2	3	-
Hospitals having no workers in the job.....	7	3	3	-	1

¹ Data limited to cash salaries excluding perquisites. These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

² Excludes Alaska and Hawaii.

Table 25. State and Local Government Hospitals: Minimum Entrance Salaries for Licensed Practical Nurses

(Distribution of hospitals studied by minimum weekly entrance salaries for licensed practical nurses, United States and regions, March 1969)

Minimum weekly straight-time salary ¹	All hospitals				
	United States ²	North-east	South	North Central	West
Hospitals studied.....	337	74	108	107	48
Hospitals having a specified minimum.....	311	70	104	95	42
Under \$ 50.....	-	-	-	-	-
\$ 50 and under \$ 55.....	1	-	1	-	-
\$ 55 and under \$ 60.....	1	-	1	-	-
\$ 60 and under \$ 65.....	3	-	3	-	-
\$ 65 and under \$ 70.....	12	-	10	1	1
\$ 70 and under \$ 75.....	25	1	17	5	2
\$ 75 and under \$ 80.....	21	-	14	6	1
\$ 80 and under \$ 85.....	53	1	26	20	6
\$ 85 and under \$ 90.....	39	6	16	16	1
\$ 90 and under \$ 95.....	49	16	9	16	8
\$ 95 and under \$ 100.....	25	8	7	6	4
\$ 100 and under \$ 110.....	63	34	-	19	10
\$ 110 and under \$ 120.....	14	4	-	3	7
\$ 120 and under \$ 130.....	5	-	-	3	2
\$ 130 and under \$ 140.....	-	-	-	-	-
\$ 140 and under \$ 150.....	-	-	-	-	-
\$ 150 and over.....	-	-	-	-	-
Hospitals having no specified minimum.....	11	1	3	6	1
Hospitals having no workers in the job.....	15	3	1	6	5

¹ Data limited to cash salaries excluding perquisites. These salaries relate to formally established minimum starting (hiring) regular straight-time salaries that are paid for standard workweeks.

² Excludes Alaska and Hawaii.

Table 26. State and Local Government Hospitals: Scheduled Weekly Hours

(Percent of full-time employees in selected occupational categories by scheduled weekly hours, ¹ United States and regions, March 1969)

Weekly hours	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Nonprofessional employees (except office clerical)				
	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West	United States ²	North-east	South	North Central	West
All employees.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
32 hours.....	(³)	-	-	(³)	-	(³)	-	-	1	-	(³)	-	-	(³)	-	(³)	-	-	(³)	-
35 hours.....	1	2	-	(³)	-	8	40	-	(³)	-	10	49	-	(³)	-	2	6	-	1	-
Over 35 and under 37½ hours.....	-	-	-	-	-	1	-	2	-	-	1	-	2	-	-	-	-	-	-	-
37½ hours.....	3	5	2	3	2	5	6	3	7	1	11	38	3	4	7	3	3	4	3	3
38½ hours.....	-	-	-	-	-	-	-	-	-	-	(³)	-	1	-	-	-	-	-	-	-
40 hours.....	96	92	98	97	98	86	54	95	92	99	77	13	93	96	93	95	91	96	96	97

¹ Data relate to the predominant work schedule of full-time day-shift employees in the respective occupational categories in each hospital.

² Excludes Alaska and Hawaii.

³ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Table 27. State and Local Government Hospitals: Shift Differential Practices for Registered Professional Nurses

(Percent of full-time registered professional nurses employed on late shifts by amount of pay differential, United States and regions, March 1969)

Shift differential	United States ¹	North-east	South	North Central	West	Shift differential	United States ¹	North-east	South	North Central	West
<u>Second shift</u>						<u>Third shift</u>					
Employees on second shift.....	20.7	15.2	20.0	23.3	25.5	Employees on third shift.....	16.3	12.4	16.4	18.1	18.9
Receiving shift differential.....	15.9	9.5	16.0	18.4	20.9	Receiving shift differential.....	12.4	7.2	12.7	15.1	15.2
Uniform cents per hour.....	7.3	3.3	5.2	12.7	8.0	Uniform cents per hour.....	5.7	2.7	4.4	9.6	5.9
Under 10 cents.....	.4	-	.3	1.1	-	Under 10 cents.....	.3	-	.2	.7	.5
10 and under 15 cents.....	1.0	.7	.6	1.9	.8	10 and under 15 cents.....	.7	.5	.6	1.1	.7
15 and under 20 cents.....	.8	-	.3	2.2	.4	15 and under 20 cents.....	.7	.5	.3	1.7	.2
20 and under 25 cents.....	.8	.6	.5	1.7	.4	20 and under 25 cents.....	.6	.3	.3	1.7	.2
25 and under 30 cents.....	1.5	.7	2.6	1.3	.9	25 and under 30 cents.....	1.1	.6	2.1	.9	.7
30 and under 35 cents.....	.4	.1	.1	1.1	.3	30 and under 35 cents.....	.9	-	.1	1.8	2.2
35 and under 40 cents.....	1.5	1.1	.6	.5	5.3	35 and under 40 cents.....	.7	.6	.7	.1	1.4
40 cents or more.....	.9	.2	.1	3.0	-	40 cents or more.....	.5	.2	.1	1.6	-
Uniform dollars.....	6.3	5.9	8.8	2.0	9.6	Uniform dollars.....	4.8	4.3	6.6	2.0	6.8
Under \$ 5.....	.5	-	.5	.3	1.4	Under \$ 5.....	.6	-	.2	.2	2.5
\$ 5 and under \$ 10.....	2.2	-	3.5	.7	5.8	\$ 5 and under \$ 10.....	1.4	-	2.6	.7	2.7
\$ 10 and under \$ 15.....	1.4	.7	3.1	.1	1.8	\$ 10 and under \$ 15.....	1.1	.6	2.3	.1	1.1
\$ 15 and under \$ 20.....	.7	.9	1.1	.5	-	\$ 15 and under \$ 20.....	.6	.7	1.0	.5	-
\$ 20 and under \$ 25.....	.4	1.2	.2	-	-	\$ 20 and under \$ 25.....	.2	.7	.2	-	-
\$ 25 or more.....	1.2	3.2	.4	.5	.7	\$ 25 or more.....	.9	2.3	.3	.4	.5
Uniform percentage.....	1.7	-	1.8	2.8	2.0	Uniform percentage.....	1.5	-	1.6	2.2	2.4
Under 10 percent.....	.6	-	-	1.9	.4	Under 10 percent.....	.6	-	-	1.5	1.2
10 percent.....	.9	-	1.8	.2	1.6	10 percent.....	.7	-	1.6	.2	1.2
15 percent.....	.2	-	-	.7	-	15 percent.....	.1	-	-	.5	-
Other.....	.6	.3	.1	.9	1.1	Other.....	.5	.2	.2	1.3	-
No shift differential.....	4.8	5.6	4.1	4.9	4.6	No shift differential.....	3.9	5.2	3.6	3.0	3.8

¹ Excludes Alaska and Hawaii.

² Less than 0.05 percent.

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

Table 28. State and Local Government Hospitals: Paid Holidays

(Percent of full-time employees in selected occupational categories in hospitals with formal provisions for paid holidays, United States and regions, March 1969)

Number of paid holidays	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Nonprofessional employees (except office clerical)				
	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West
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	99	99	99	99	100	99	99	98	99	100	99	99	99	99	100	99	99	99
6 days.....	25	-	59	28	1	23	-	53	21	(²)	24	-	50	22	1	22	-	45	24	2
6 days plus 1 half day.....	(²)	-	-	2	-	1	-	-	4	-	(²)	-	-	1	-	(²)	-	-	(²)	-
7 days.....	10	4	10	15	11	10	3	10	13	11	8	2	9	12	9	8	2	10	13	11
7 days plus 1, 2, or 3 half days.....	1	-	-	4	-	1	-	-	3	-	2	-	-	6	-	1	-	-	4	-
8 days.....	12	2	9	12	31	10	2	12	9	21	10	2	8	11	25	9	1	10	8	24
8 days plus 1, 2, or 3 half days.....	1	-	1	1	-	2	-	3	4	-	2	-	4	3	-	(²)	-	-	2	-
9 days.....	6	1	3	11	10	9	2	4	15	17	9	1	3	16	22	8	1	5	15	17
9 days plus 1 half day.....	1	-	-	4	-	1	-	-	2	-	1	-	-	4	-	1	-	-	3	-
10 days.....	6	12	4	1	5	7	15	3	2	13	5	8	6	2	5	5	12	2	2	5
10 days plus 1, 2, or 3 half days.....	1	1	-	3	-	2	2	-	5	-	1	2	-	4	-	1	1	-	4	-
11 days.....	24	51	4	18	28	23	49	3	22	31	24	57	5	19	31	27	56	7	22	28
11 days plus 1 half day.....	1	2	-	-	5	1	1	-	-	3	1	2	-	-	4	1	1	-	-	6
12 days.....	6	11	4	-	9	6	16	6	-	2	6	12	8	-	3	9	12	13	-	7
13 days.....	5	16	2	1	-	4	12	3	1	-	4	15	2	(²)	-	5	13	3	2	-
13 days plus 1 half day.....	(²)	-	(²)	-	-	(²)	-	1	-	-	(²)	-	(²)	-	-	(²)	-	1	-	-
14 days.....	(²)	-	1	-	-	(²)	-	2	-	-	1	-	2	-	-	1	-	3	-	-
Employees in hospitals providing no paid holidays.....	1	-	1	1	1	1	-	1	(²)	2	(²)	-	1	(²)	(²)	1	-	1	1	(²)

¹ Excludes Alaska and Hawaii.
² Less than 0.5 percent.

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

Table 29. State and Local Government Hospitals: Paid Vacations

(Percent of full-time employees in selected occupational categories in hospitals with formal provisions for paid vacations after selected periods of service, United States and regions, March 1969)

Vacation policy	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Other nonprofessional employees				
	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West
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	100
Length-of-time payments.....	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Amount of vacation pay²																				
After 1 year of service:																				
1 week.....	2	1	3	4	1	3	1	5	5	(²)	3	(³)	5	5	1	4	(³)	5	6	2
Over 1 and under 2 weeks.....	1	1	2	-	-	1	1	2	-	-	1	1	1	-	-	1	1	-	-	-
2 weeks.....	57	24	61	63	89	60	33	63	63	84	59	24	59	67	87	53	23	52	71	85
Over 2 and under 3 weeks.....	18	22	24	14	7	17	15	20	18	10	22	27	24	23	7	25	38	26	16	10
3 weeks.....	12	23	9	10	4	10	17	10	9	5	9	18	10	5	4	12	14	16	7	3
Over 3 and under 4 weeks.....	1	-	-	2	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	9	27	-	6	-	6	27	-	-	-	6	29	-	-	-	6	23	-	-	-
Over 4 weeks.....	1	2	1	2	-	2	6	-	4	-	-	-	-	-	-	-	-	-	-	-
After 2 years of service:																				
1 week.....	1	1	3	1	-	1	1	3	1	-	1	(³)	2	1	-	1	(³)	3	1	-
Over 1 and under 2 weeks.....	(³)	1	1	-	-	1	1	1	-	-	(³)	1	(³)	-	-	(³)	1	(³)	-	-
2 weeks.....	54	23	61	58	80	60	33	64	65	79	59	24	62	70	82	54	23	54	75	80
Over 2 and under 3 weeks.....	18	21	25	14	7	17	14	22	18	10	20	21	25	22	7	24	35	27	15	10
3 weeks.....	16	23	10	16	14	12	17	11	9	11	12	23	11	5	11	13	17	16	8	9
Over 3 and under 4 weeks.....	1	-	-	2	-	1	-	-	2	-	-	-	-	-	-	-	-	-	-	-
4 weeks.....	9	27	-	6	-	6	27	-	-	-	6	29	-	-	-	6	23	-	-	-
Over 4 weeks.....	2	4	1	2	-	3	7	-	4	-	1	1	-	1	-	1	1	-	2	-
After 3 years of service:																				
1 week.....	1	-	3	1	-	1	-	3	1	-	1	-	2	1	-	1	-	2	1	-
Over 1 and under 2 weeks.....	(³)	1	1	-	-	1	1	1	-	-	(³)	1	(³)	-	-	(³)	1	(³)	-	-
2 weeks.....	48	22	54	50	12	55	30	61	61	61	55	21	59	64	75	50	19	51	71	72
Over 2 and under 3 weeks.....	11	5	15	15	7	13	7	14	19	10	15	7	17	24	7	14	9	19	15	10
3 weeks.....	24	40	22	17	17	18	26	18	10	24	19	34	20	9	16	25	43	24	11	17
Over 3 and under 4 weeks.....	1	1	1	2	-	1	1	2	2	-	2	6	1	-	-	1	4	1	-	-
4 weeks.....	12	27	4	13	2	7	27	2	2	1	7	29	1	-	1	7	23	1	-	1
Over 4 weeks.....	2	4	1	2	3	4	7	-	4	4	1	1	-	1	-	1	1	-	2	-
After 4 years of service:																				
1 week.....	1	-	3	1	-	1	-	3	1	-	1	-	2	1	-	1	-	2	1	-
Over 1 and under 2 weeks.....	(³)	-	1	-	-	(³)	-	1	-	-	(³)	-	(³)	-	-	(³)	-	(³)	-	-
2 weeks.....	21	2	37	31	8	30	4	41	48	9	32	5	42	46	20	29	3	37	54	15
Over 2 and under 3 weeks.....	7	4	13	4	6	12	5	18	9	12	11	4	16	11	8	11	6	17	7	13
3 weeks.....	49	58	35	34	82	41	53	30	24	74	44	53	34	32	71	47	63	39	30	71
Over 3 and under 4 weeks.....	4	1	3	9	-	4	1	3	9	-	5	6	3	9	-	3	4	2	6	-
4 weeks.....	15	32	7	15	2	7	29	2	2	1	7	30	2	-	1	8	24	3	-	1
Over 4 weeks.....	3	4	2	5	3	4	7	1	7	4	1	1	(³)	1	-	1	1	1	2	-
After 10 years of service:																				
Under 2 weeks.....	1	-	3	-	-	1	-	3	-	-	1	-	1	-	-	(³)	-	2	-	-
2 weeks.....	9	-	25	5	1	13	-	30	11	1	12	-	29	-	2	12	-	28	9	3
Over 2 and under 3 weeks.....	1	-	4	1	1	2	-	4	1	2	3	-	5	5	(³)	3	-	7	1	(³)
3 weeks.....	45	26	46	55	54	48	25	49	60	55	52	29	47	3	64	48	24	46	71	
Over 3 and under 4 weeks.....	7	3	10	5	10	9	5	8	6	19	8	4	10	69	10	8	5	11	4	
4 weeks.....	25	41	8	24	31	15	37	4	10	19	15	33	4	6	24	19	44	4	9	
Over 4 and under 5 weeks.....	4	2	3	7	3	5	6	2	8	4	3	5	2	10	-	2	3	1	4	-
5 weeks.....	7	26	-	1	-	5	25	-	-	-	6	29	-	5	-	6	23	-	-	-
Over 5 weeks.....	1	1	1	2	-	2	1	1	4	-	1	1	(³)	1	-	1	1	1	2	-

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Table 29. State and Local Government Hospitals: Paid Vacations—Continued

(Percent of full-time employees in selected occupational categories in hospitals with formal provisions for paid vacations after selected periods of service, United States and regions, March 1969)

Vacation policy	Registered professional nurses					Professional and technical employees (except registered nurses)					Office clerical employees					Other nonprofessional employees				
	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West	United States ¹	North-east	South	North Central	West
Amount of vacation pay²—Continued																				
After 15 years of service:																				
Under 2 weeks	1	-	3	-	-	1	-	3	-	-	1	-	1	-	-	1	-	2	-	-
2 weeks	7	-	19	5	1	9	-	23	5	1	9	-	20	4	2	10	-	22	8	3
Over 2 and under 3 weeks	1	-	4	-	1	2	-	5	-	2	2	-	6	-	(³)	3	-	9	-	(³)
3 weeks	31	21	47	32	16	36	22	52	38	18	38	25	50	38	25	35	22	47	41	21
Over 3 and under 4 weeks	9	3	14	8	13	13	4	11	14	27	13	3	15	15	17	12	4	14	12	21
4 weeks	37	46	5	44	65	26	40	2	29	47	26	35	3	32	55	28	46	3	32	51
Over 4 and under 5 weeks	5	3	3	9	4	6	7	2	9	5	4	6	2	8	1	3	4	1	5	3
5 weeks	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	(³)	(³)	-	(³)	-
Over 5 and under 6 weeks	8	26	4	2	-	7	25	3	4	-	7	29	2	-	-	7	23	2	-	-
6 weeks or more	1	1	-	1	-	(³)	1	-	(³)	-	1	1	-	1	-	1	1	-	2	-
After 20 years of service:																				
Under 2 weeks	1	-	3	-	-	1	-	3	-	-	1	-	1	-	-	1	-	1	-	-
2 weeks	7	-	19	5	1	9	-	23	5	1	9	-	20	4	2	10	-	22	8	3
Over 2 and under 3 weeks	1	-	4	-	1	2	-	5	-	2	2	-	6	-	(³)	3	-	9	-	(³)
3 weeks	24	16	39	26	10	26	16	40	27	10	28	17	39	31	10	27	16	39	32	9
Over 3 and under 4 weeks	7	1	13	4	10	8	1	10	3	20	9	2	14	5	11	8	2	13	3	13
4 weeks	44	53	13	49	73	38	49	14	42	60	37	43	13	40	75	38	53	11	41	71
Over 4 and under 5 weeks	6	4	4	11	5	8	9	3	14	7	6	7	4	12	3	5	4	2	10	4
5 weeks	1	-	-	4	-	1	-	-	4	-	2	1	-	6	-	1	(³)	-	4	-
Over 5 and under 6 weeks	8	26	4	2	-	7	25	3	4	-	7	29	2	-	-	7	23	2	-	-
6 weeks or more	1	1	-	2	-	(³)	1	-	(³)	-	1	1	-	1	-	1	1	-	2	-
After 25 years of service:⁴																				
Under 2 weeks	1	-	3	-	-	1	-	3	-	-	1	-	1	-	-	1	-	2	-	-
2 weeks	7	-	19	5	1	9	-	23	5	1	9	-	20	4	2	10	-	22	8	3
Over 2 and under 3 weeks	1	-	4	-	1	2	-	5	-	2	2	-	6	-	(³)	3	-	9	-	(³)
3 weeks	22	16	39	19	10	22	16	38	16	10	24	17	39	19	10	24	16	38	19	9
Over 3 and under 4 weeks	5	1	13	3	3	5	1	10	2	5	7	2	14	4	2	6	2	13	2	4
4 weeks	47	53	13	55	81	44	49	15	53	75	42	43	14	52	83	42	53	12	53	80
Over 4 and under 5 weeks	6	4	4	12	5	9	3	15	7	7	7	4	14	3	5	4	2	11	4	-
5 weeks	1	-	-	4	-	1	-	-	5	-	2	1	-	7	-	1	(³)	-	5	-
Over 5 and under 6 weeks	8	26	4	2	-	7	25	3	4	-	7	29	2	-	-	7	23	2	-	-
6 weeks or more	1	1	-	2	-	(³)	1	-	(³)	-	1	1	-	1	-	1	1	-	2	-

¹ Excludes Alaska and Hawaii.

² Vacation payment such as percent of annual earnings were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes occurring between 5 and 10 years.

³ Less than 0.5 percent.

⁴ Vacation provisions were virtually the same after longer periods of service.

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

Appendix A. Federal Government Hospitals

VETERANS ADMINISTRATION

Salaries

Salaries of regular employees of Veterans Administration hospitals (excluding trainees, consultants, attendings, and contracted services) 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. The salaries for nurses as well as several other professional and nonprofessional occupations have been adjusted upward in several localities to reflect rates paid in the community when it was found that the lower statutory rates significantly handicapped the VA's recruitment or retention of these professionals. Other professional and technical employees covered by the Bureau's study, office clerical employees, chief housekeepers, nursing aids, practical nurses, and psychiatric aids are paid according to the Federal Classification Act of 1949, as amended, which also prescribes nationwide salary schedules. The wage rates of hourly paid employees and their immediate supervisors are fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing (community) rates. All Federal agencies in the same geographic area pay the same hourly wage for comparable jobs under the provisions of the Coordinated Federal Wage System.

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 for registered professional nurses are shown in table A-3, and schedules for workers covered by the Federal Classification Act, in table A-4. Table A-5 lists the area wage scales in effect January 1970 for selected trades and service occupations covered by the Coordinated Federal Wage System. In each area, a single wage schedule is established for all workers. This pay schedule is characterized by a series of grades, including provisions for within-grade advancement.

Supplementary Wage Benefits

Provisions for supplementary wage benefits, as summarized below, are limited to those items covered by the Bureau's study of

¹ For further information, see Harry A. Donoian, "A New Approach to Setting the Pay of Federal Blue-Collar Workers," Monthly Labor Review, April 1969, pp. 30-34.

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 about 400 hospitals throughout the Nation, employed approximately 230,000 workers, including military personnel, in 1969. (See table A-1.) The Veterans Administration, which accounted for about two-thirds of the Federal hospital employment, had at least one hospital in all except two of the 22 areas surveyed separately by the Bureau of Labor Statistics. The Department of Health, Education, and Welfare (Public Health Service) operated hospitals in five of the survey areas; the Department of the Navy, in nine areas; and the Army and Air Force, in 10 areas.

Information on the various pay systems used by the Veterans Administration, the Department of Health, Education, and Welfare (Public Health Service), and the Navy is presented in the following paragraphs. Information on supplementary wage benefits of Federal hospital employees is also provided. Data are not furnished for Army and Air Force hospitals. These hospitals serve almost exclusively the needs of military personnel and their dependents, and are largely staffed by members of the Armed Forces paid according to the Military Pay Act.

A new system for setting pay rates for trade, maintenance, and service workers ("blue collar") of the U.S. Government was initiated in July 1968. The "Coordinated Federal Wage System" (CFWS)¹ provides for common policies, systems, practices, and job-grating standards for uniform application by U.S. agencies. Service and trade workers of VA, PHS, and defense hospitals (except military personnel) were placed under the CFWS, which is scheduled to be completed in October 1970. Previously, each agency had its own system for rate-setting purposes which resulted in differences in pay-rates in the same occupation and area among agency hospitals. In March 1969, conversion to CFWS had not been completed in some of the selected areas. Therefore, wage data presented for trades and service workers of VA hospitals relates to January 1970 when all of the VA hospitals in the 22 areas surveyed were either fully covered by the CFWS or had, in the case of 5 areas, interim or transitional pay schedules. (See table A-5, footnote 2.) In January 1970, pay rates of service and maintenance workers at PHS and defense hospitals should be identical or similar to those indicated in table A-5 for VA hospitals in the same job and area.

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 community rates, receive the same fringe benefits.² 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, Fourth of July, 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. Beginning in 1971, Columbus Day will be an additional paid holiday.

Annual Leave.³ 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 years or more of service. Registered professional nurses of the agency accrue 30 calendar days of annual leave a year. Leave for all categories of nurses is earned and accumulated at a constant rate, although the maximum accumulation differs among categories.

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 which may be used in hourly units. Registered professional nurses of the agency annually accrue 15 working days which must be used in daily units.

The Federal Government pays part of the cost of a life insurance plan, including 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. Eligible employees injured in the performance of duty may elect to receive benefits (similar to those provided under workmen's compensation) under the Federal Employees Compensation Act.

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 7 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.

DEPARTMENT OF HEALTH, EDUCATION,
AND WELFARE; PUBLIC HEALTH
SERVICE; AND HEALTH SERVICES
AND MENTAL HEALTH
ADMINISTRATION⁴

Registered professional nurses and other professional and technical employees of Public Health Service hospitals may be paid either according to 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 typically classified in grades GS-7—GS-9, respectively, in the five survey areas having PHS hospitals. Grade designations for supervisors of nurses varied (ranging from GS-9 to GS-11) by area, depending on the nature of the duties and responsibilities for the occupation. Directors of nursing were usually Commissioned Corps personnel, but some were Classification Act employees at GS-13 or 14. Nursing instructors may be either Commission Corps or Classification Act employees. 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 dietitians ranged from GS-5 to GS-9 in the survey areas; the range was GS-8 to GS-12 for medical record librarians; and GS-2 to GS-5 for nursing aids.

Pay rates of service and maintenance employees were under the Coordinated Federal Wage System in the five PHS hospitals in the selected areas in January 1970. These rates are identical to those paid at VA hospitals. (See table A-5.)

² For a description of supplementary wage benefits provided Federal Classification Act employees, see Wage Chronology: Federal Classification Act Employees, 1924-68, BLS Bulletin 1608 (1968).

³ Annual leave is granted for vacations as well as for other personal reasons, such as time off to attend funerals of family members.

⁴ In July 1968, the PHS was reorganized into three component agencies. Data in this report relate to hospitals operated by the Health Services and Mental Health Administration.

NAVY

Registered professional nurses and other professional and technical occupations in Navy hospitals in the areas surveyed separately were staffed largely by members of the Armed Forces. However, civilian general duty nurses, paid according to the Federal Classification Act, were usually classified in grades GS-6 and GS-7; most were classified in GS-7. Civilian medical librarians were classified in grade GS-9 and purchasing agents in grades GS-5 to GS-9, depending on the area. Civilian employees in selected office clerical jobs were generally classified as follows: Payroll clerks and senior stenographers, GS-5; technical transcribing-machine operators and general

stenographers, GS-4; and switchboard operators, GS-3. Civilian nursing assistants were classified in grade GS-3. Food service supervisors and psychiatric aids were usually staffed by military personnel. Navy hospitals in the selected areas did not employ chief housekeepers.

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 (Coordinated Federal Wage System). The area rates for Navy jobs correspond to those presented for VA hospitals, except for Chicago and New York which had not converted to CFWS.

Table A-1. Number and estimated employment¹ of Federal Government hospitals by agency, United States, regions, and selected areas, 1969

Region and area ²	All Federal Government Hospitals ³		Veterans Administration		Public Health Service ⁴		Navy		Army and Air Force	
	Number	Employment	Number	Employment	Number	Employment	Number	Employment	Number	Employment
United States -----	418	232,722	166	146,649	54	13,653	30	21,098	125	47,036
Regions										
Northeast -----	58	45,791	35	34,344	2	1,723	6	4,720	10	4,750
South -----	156	88,787	56	46,259	16	7,861	15	9,163	60	25,071
North Central -----	83	48,527	42	40,901	11	651	1	1,316	21	5,046
West -----	121	49,617	33	25,145	25	3,418	8	5,899	34	12,169
Selected Areas										
Atlanta -----	3	1,367	1	1,102	-	-	-	-	1	245
Baltimore -----	6	3,101	2	1,143	1	727	1	204	2	1,027
Boston -----	5	4,442	3	3,161	1	397	1	884	-	-
Buffalo -----	1	1,395	1	1,395	-	-	-	-	-	-
Chattanooga -----	-	-	-	-	-	-	-	-	-	-
Chicago -----	5	8,646	4	7,330	-	-	1	1,316	-	-
Cincinnati -----	1	1,168	1	1,168	-	-	-	-	-	-
Cleveland -----	2	2,526	2	2,526	-	-	-	-	-	-
Dallas -----	2	1,300	1	1,295	-	-	-	-	-	-
Denver -----	3	3,650	1	1,017	-	-	-	-	1	2,624
Detroit -----	2	1,599	1	1,538	-	-	-	-	1	61
Los Angeles-Long Beach and Anaheim- Santa Ana-Garden Grove -----	8	9,359	5	8,566	-	-	1	566	1	186
Memphis -----	2	2,104	1	1,582	-	-	1	522	-	-
Miami -----	2	1,310	1	1,158	-	-	-	-	1	152
Minneapolis-St. Paul -----	1	2,016	1	2,016	-	-	-	-	-	-
New York City -----	5	8,496	3	5,663	1	1,326	1	1,507	-	-
Philadelphia -----	5	6,607	2	2,062	-	-	1	1,425	2	3,120
Portland (Oreg.-Wash.) -----	2	1,495	2	1,495	-	-	-	-	-	-
St. Louis -----	3	2,414	2	2,065	-	-	-	-	1	349
San Francisco-Oakland -----	7	6,796	3	2,457	1	854	1	1,639	2	1,846
Scranton -----	-	-	-	-	-	-	-	-	-	-
Washington, D.C. -----	8	12,191	1	1,662	1	3,827	2	2,694	3	3,546
Total 22 areas -----	73	81,982	38	50,401	5	7,131	10	10,757	15	13,156

¹ Includes military personnel.

² For definition of regions and areas, see appendix B.

³ Includes data for hospitals in addition to those operated by the Federal agencies shown separately.

⁴ Relates to hospitals operated by the Health Services and Mental Health Administration.

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, 1970

BLS occupational title	Veterans Administration	
	Occupational title	Salary schedule and grade designation
	<u>Registered Professional Nurses</u>	<u>Department of Medicine and Surgery—Nursing Service</u> (see table A-3 for salary schedule)
Directors of nursing Supervisors of nurses Head nurses General duty nurses Nursing instructors	Chiefs, nursing service Supervisory nurses, clinical service Head nurses Staff nurses Nursing instructors	(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.)
	<u>Other Professional and Technical Occupations</u>	<u>Classification Act (see table A-4 for salary schedule)</u>
Dietitians Medical librarians Medical record librarians Medical social workers Medical technologists Physical therapists Psychiatric social workers Purchasing agents X-ray technicians X-ray technicians, chief	Dietitians Medical librarians Medical record librarians Clinical social workers Medical technologists Physical therapists Clinical social workers Chief, procurement section Medical radiology technicians Supervisory medical radiology technicians	GS-9 GS-9 GS-10 GS-11 GS-7 GS-9 GS-11 GS-9 GS-6 GS-8
	<u>Office Clerical Occupations</u>	
Clerks, payroll Stenographers, general Stenographers, senior Switchboard operators Switchboard operator-receptionists Transcribing-machine operators, technical	Clerks, payroll Clerks, stenographers Secretaries, stenography Telephone operators Telephone operator-receptionists Dictating machine transcribers	GS-5 GS-3 GS-5 GS-3 GS-3 GS-4
	<u>Other Nonprofessional Occupations</u>	
Housekeepers, chief Nursing aids Practical nurses Psychiatric aids	Chiefs, building management Nursing assistants Nursing assistants Nursing assistants	GS-10 GS-3 GS-4 GS-3

Table A-3. Veterans Administration annual salary schedule—nursing service, March 1969 and December 1969

Grade	Per annum rates ¹ and salary steps ²									
	1	2	3	4	5	6	7	8	9	10
Junior.....	\$6,321 7,294	\$6,532 7,537	\$6,743 7,780	\$6,955 8,023	\$7,166 8,266	\$7,377 8,509	\$7,588 8,752	\$7,799 8,995	\$8,010 9,238	\$8,221 9,481
Associate.....	7,330 8,519	7,574 8,803	7,818 9,087	8,062 9,371	8,306 9,655	8,550 9,939	8,794 10,223	9,038 10,507	9,282 10,791	9,526 11,075
Full.....	8,462 9,881	8,744 10,210	9,026 10,539	9,308 10,868	9,590 11,197	9,872 11,526	10,154 11,855	10,436 12,184	10,718 12,513	11,000 12,842
Intermediate.....	10,203 11,905	10,543 12,302	10,883 12,699	11,223 13,096	11,563 13,493	11,903 13,890	12,243 14,287	12,583 14,684	12,923 15,081	13,263 15,478
Senior.....	12,174 14,192	12,580 14,665	12,986 15,138	13,392 15,611	13,798 16,084	14,204 16,557	14,610 17,030	15,016 17,503	15,422 17,976	15,828 18,449
Chief.....	14,409 16,760	14,889 17,319	15,369 17,878	15,849 18,437	16,329 18,996	16,809 19,555	17,289 20,114	17,769 20,673	18,249 21,232	18,729 21,791
Assistant director.....	16,946 19,643	17,511 20,298	18,076 20,953	18,641 21,608	19,206 22,263	19,771 22,918	20,336 23,573	20,901 24,228	21,466 24,883	22,031 25,538

¹ First line—salary rates which were in effect in March 1969, the reference date of the BLS hospital survey; and second line—salary rates which became effective Dec. 28, 1969. In the interim between March and December 1969, the salary rates were increased in July 1969.

At approximately 50 VA hospitals throughout the country, the nurses salary schedule has been adjusted upward to reflect rates paid in the community when it was found that the lower statutory rates significantly handicapped the VA's recruitment or retention of qualified registered nurses. These adjustments involved authorizing an in-hiring rate in certain grades at a step rate above step 1 (e.g., authorizing in-hiring at step 5 for junior grade and step 3 for associate grade at a particular hospital), but does not involve extending the step rates within a grade beyond step 10 as shown above.

² 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 schedule, March 1969 and December 1969

Grade	Per annum rates, ¹ salary steps and waiting period for next step increase									
	52 weeks			104 weeks			156 weeks			
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,889 4,125	\$4,019 4,262	\$4,149 4,399	\$4,279 4,536	\$4,408 4,673	\$4,538 4,810	\$4,668 4,947	\$4,798 5,084	\$4,928 5,221	\$5,057 5,358
GS-2	4,231 4,621	4,372 4,775	4,513 4,929	4,655 5,083	4,796 5,237	4,937 5,391	5,078 5,545	5,219 5,699	5,360 5,853	5,501 6,007
GS-3	4,600 5,212	4,753 5,386	4,907 5,560	5,060 5,734	5,214 5,908	5,367 6,082	5,521 6,256	5,674 6,430	5,828 6,604	5,981 6,778
GS-4	5,145 5,853	5,316 6,048	5,487 6,243	5,658 6,438	5,829 6,633	6,000 6,828	6,171 7,023	6,342 7,218	6,513 7,413	6,684 7,608
GS-5	5,732 6,548	5,924 6,766	6,115 6,984	6,307 7,202	6,498 7,420	6,690 7,638	6,881 7,856	7,073 8,074	7,265 8,292	7,456 8,510
GS-6	6,321 7,294	6,532 7,537	6,743 7,780	6,955 8,023	7,166 8,266	7,377 8,509	7,588 8,752	7,799 8,995	8,010 9,238	8,221 9,481
GS-7	6,981 8,098	7,214 8,368	7,447 8,638	7,680 8,908	7,913 9,178	8,146 9,448	8,379 9,718	8,612 9,988	8,845 10,258	9,078 10,528
GS-8	7,699 8,956	7,956 9,255	8,213 9,554	8,470 9,853	8,727 10,152	8,984 10,451	9,241 10,750	9,498 11,049	9,755 11,348	10,012 11,647
GS-9	8,462 9,881	8,744 10,210	9,026 10,539	9,308 10,868	9,590 11,197	9,872 11,526	10,154 11,855	10,436 12,184	10,718 12,513	11,000 12,842
GS-10	9,297 10,869	9,607 11,231	9,917 11,593	10,227 11,955	10,537 12,317	10,847 12,679	11,157 13,041	11,467 13,403	11,777 13,765	12,087 14,127
GS-11	10,203 11,905	10,543 12,302	10,883 12,699	11,223 13,096	11,563 13,493	11,903 13,890	12,243 14,287	12,583 14,684	12,923 15,081	13,263 15,478
GS-12	12,174 14,192	12,580 14,665	12,986 15,138	13,392 15,611	13,798 16,084	14,204 16,557	14,610 17,030	15,016 17,503	15,422 17,976	15,828 18,449
GS-13	14,409 16,760	14,889 17,319	15,369 17,878	15,849 18,437	16,329 18,996	16,809 19,555	17,289 20,114	17,769 20,673	18,249 21,232	18,729 21,791
GS-14	16,946 19,643	17,511 20,298	18,076 20,953	18,641 21,608	19,206 22,263	19,771 22,918	20,336 23,573	20,901 24,228	21,466 24,883	22,031 25,538
GS-15	19,780 22,885	20,439 23,648	21,098 24,411	21,757 25,174	22,416 25,937	23,075 26,700	23,734 27,463	24,393 28,226	25,052 28,989	25,711 29,752

¹ First line—salary rates which were in effect in March 1969, the reference date of the BLS hospital survey; and second line—salary rates which became effective Dec. 28, 1969. In the interim between March and December 1969, salary rates were increased in July 1969; the increases averaged 9.1 percent and ranged from 3.0 to 10.8 percent above the salaries reported on the first line.

NOTE: 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.

Table A-5. Veterans Administration hourly wage rates¹ for hospital employees in selected trades and service occupations, 20 selected areas, in effect January 1970

Area	Maintenance electricians and stationary engineers (WG-10)			Flatwork finishers, machine (WG-1)			Dishwashers, kitchen helpers, maids and porters (WG-2)			Washers, machine (WG-5)		
	Wage steps											
	1	2	3	1	2	3	1	2	3	1	2	3
Atlanta	\$3.84	\$4.00	\$4.16	\$2.12	\$2.21	\$2.30	\$2.26	\$2.35	\$2.44	\$2.79	\$2.91	\$3.03
Baltimore	3.86	4.02	4.18	2.51	2.61	2.71	2.67	2.78	2.89	3.01	3.14	3.27
Boston	3.81	3.97	4.13	2.67	2.78	2.89	2.80	2.92	3.04	3.18	3.31	3.44
Buffalo ²	3.68	3.87	4.06	2.56	2.69	2.82	2.67	2.81	2.95	2.93	3.08	3.23
Chicago ²	3.95	4.16	4.37	2.57	2.70	2.84	2.72	2.86	3.00	3.04	3.20	3.36
Cincinnati ²	3.69	3.88	4.07	2.46	2.59	2.72	2.59	2.73	2.87	2.92	3.07	3.22
Cleveland	4.08	4.25	4.42	2.66	2.77	2.88	2.81	2.93	3.05	3.29	3.43	3.57
Dallas	3.88	4.04	4.20	2.28	2.37	2.46	2.46	2.56	2.66	2.99	3.11	3.23
Denver	3.69	3.84	3.99	2.52	2.62	2.72	2.65	2.76	2.87	3.03	3.16	3.29
Detroit ²	4.17	4.39	4.61	2.90	3.05	3.20	2.99	3.15	3.31	3.26	3.43	3.60
Los Angeles-Long Beach and Anaheim-Santa Ana-Garden Grove	4.23	4.41	4.59	2.85	2.97	3.09	2.98	3.10	3.22	3.42	3.56	3.70
Memphis	3.54	3.69	3.84	2.01	2.09	2.17	2.14	2.23	2.32	2.63	2.74	2.85
Miami ²	3.47	3.65	3.83	2.13	2.24	2.35	2.24	2.36	2.48	2.54	2.67	2.80
Minneapolis-St. Paul	3.95	4.11	4.27	2.57	2.68	2.79	2.73	2.84	2.95	3.19	3.32	3.45
New York City	3.79	3.95	4.11	2.68	2.79	2.90	2.75	2.86	2.97	3.07	3.20	3.33
Philadelphia	3.80	3.96	4.12	2.58	2.69	2.80	2.72	2.83	2.94	3.12	3.25	3.38
Portland (Oreg.-Wash.)	4.06	4.23	4.40	2.75	2.86	2.97	2.89	3.01	3.13	3.33	3.47	3.61
St. Louis	4.26	4.44	4.62	2.81	2.93	3.05	2.98	3.10	3.22	3.46	3.60	3.74
San Francisco-Oakland	4.34	4.52	4.70	3.00	3.13	3.26	3.09	3.22	3.35	3.56	3.71	3.86
Washington, D.C.	3.88	4.04	4.20	2.22	2.31	2.40	2.53	2.64	2.75	3.03	3.16	3.29

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 with the exception of those areas having transitional schedules, which provide for 5-percent increments (footnote 2).

² Areas which have not been converted to the coordinated Federal Wage System (CFWS). Interim or transitional pay schedules, which have many characteristics of the CFWS, have been authorized under individual agency wage systems pending full conversion to the new system.

Appendix B. Scope and Method of Survey

Scope of Survey

The survey covered both short- and long-term proprietary, nonprofit, and State and local (municipal and county) government hospitals throughout the Nation (excluding Alaska and Hawaii). Excluded from the survey were: Federal Government hospitals; sanatoria, rest homes, convalescent homes, curative baths or spas; and other institutions which do not admit any persons for the expressed purpose of providing medical, psychiatric, or surgical care.

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

The hospitals studied were selected from a universe list prepared from the Master Facility Inventory maintained by the National Center of Health Statistics, U. S. Public Health Service, Department of Health, Education, and Welfare.

The number of hospitals and employees studied by the Bureau, as well as the number estimated to have been within scope of the survey during the payroll period studied, are shown in table B-1.

Method of Study

Data were obtained by personal visits of Bureau field staff. 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.

Hospital Definition

A hospital, for the purposes of this study, is defined as a single physical location where medical, psychiatric, or surgical services are provided. Short-term hospitals are those in which the average patient stay is less than 30 days.

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.

Nonsupervisory Employees

The term, "nonsupervisory employees," as used in this bulletin, includes both full- and part-time employees below the level of supervisor in nursing, technical, clerical, house-keeping, food service, laundry, maintenance, and other occupations. Supervisors, for purposes of the study, are defined as employees who spend less than 20 percent of their time performing functions similar to those performed by employees under their supervision. Excluded from the nonsupervisory category were officials, managers, executives, and employees in occupations normally requiring a college degree, as well as members of religious orders and volunteers. Among the occupations selected for separate study, those excluded from the nonsupervisory category were: Directors of nursing, supervisors of nurses, head nurses, dietitians, medical social workers, psychiatric social workers, purchasing agents, food service supervisors, and chief housekeepers.

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, and nursing instructors.

Part-time professional nurses and nurses belonging to religious orders were excluded from this occupational category.

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. 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 records section, 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 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 or other group of employees such as, men, women, or nonsupervisory employees were calculated by weighting each hourly or weekly rate by the number of employees receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers were obtained by dividing their straight-time salary by normal rather than actual hours. The median designates position, that is, half of the employees surveyed received this rate or more and half received this rate or less. The

middle range is defined by two rates of pay: A fourth of the employees earned the lower of these rates or less and a fourth earned the higher rate or more.

Size of Community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term, "metropolitan area," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U. S. Bureau of the Budget through January 1968.

Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Contiguous counties to the one containing such a city are included in a Standard Metropolitan Statistical Area, if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city or town is administratively more important than the county, it is the unit used in defining Standard Metropolitan Statistical Areas.

Regions. 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.
West -----	Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Selected Areas. The survey developed separate data for 22 selected areas. These are defined as follows:

Atlanta, Ga -----	Clayton, Cobb, Dekalb, Fulton, and Gwinnett Counties.
Baltimore, Md-----	Baltimore City and Anne Arundel, Baltimore, Carrol, Harford, and Howard Counties.

Boston, Mass-----	Suffolk County, 15 communities in Essex County, 30 in Middlesex County, 20 in Norfolk County, and 9 in Plymouth County.
Buffalo, N.Y.-----	Erie and Niagara Counties
Chattanooga, Tenn.—Ga-----	Hamilton County, Tenn., and Walker County, Ga.
Chicago, Ill-----	Cook, Du Page, Kane, Lake, McHenry, and Will Counties.
Cincinnati, Ohio— Ky.—Ind-----	Clermont, Hamilton, and Warren Counties, Ohio; Boone, Campbell, and Kenton Counties, Ky.; and Dearborn County, Ind.
Cleveland, Ohio-----	Cuyahoga, Geauga, Lake, and Medina Counties.
Dallas, Tex-----	Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.
Denver, Colo-----	Adams, Arapahoe, Boulder, Denver, and Jefferson Counties.
Detroit, Mich-----	Macomb, Oakland, and Wayne Counties.
Los Angeles—Long Beach and Anaheim—Santa Ana—Garden Grove, Calif-----	Los Angeles and Orange Counties.
Memphis, Tenn.—Ark-----	Shelby County, Tenn.; and Crittenden County, Ark.
Miami, Fla-----	Dade County.
Minneapolis—St. Paul, Minn-----	Anoka, Dakota, Hennepin, Ramsey, and Washington Counties.
New York City, N.Y-----	Bronx, Kings, New York, Queens, and Richmond Counties.
Philadelphia, Pa.—N.J-----	Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, Pa.; and Burlington, Camden, and Gloucester Counties, N.J.
Portland, Oreg.—Wash-----	Clackamas, Multnomah, and Washington Counties, Oreg.; and Clark County, Wash.
St. Louis, Mo.—Ill-----	St. Louis City, Franklin, Jefferson, St. Charles, and St. Louis Counties, Mo.; and Madison and St. Clair Counties, Ill.
San Francisco—Oakland, Calif-----	Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties.
Scranton, Pa-----	Lackawanna County
Washington, D.C.— Md.—Va-----	District of Columbia; Montgomery and Prince Georges Counties, Md.; and Alexandria, Fairfax, and Falls Church Cities and Arlington, Fairfax, Loudoun, and Prince William Counties, Va.

Minimum Weekly Salaries of General Duty Nurses and Licensed Practical Nurses

Tabulations relate to formally established policies for minimum weekly salaries of general duty nurses and licensed practical nurses of the hospitals included in the Bureau's sample.

Scheduled Weekly Hours

Data refer to the predominant work schedule for full-time employees on the day shift in each of the four major occupational categories.

Shift Practices

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

Supplementary Wage Provisions

Supplementary benefits and practices were treated statistically on the basis that if formal provisions in a hospital were applicable to one-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 one-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 the length-of-service and other eligibility requirements, the proportions of workers receiving the benefits may be smaller than estimated.

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 10 years of service include changes in provisions which may have occurred after 6 years.

Health, Insurance, and Retirement Plans. Data are presented for health, insurance, and retirement plans for which all or part of the cost is borne by the employer. Among the plans included are those underwritten by a commercial insurance company; those paid directly by the employer from his current

operating funds or from a fund set aside for this purpose; and plans which provide certain types of care at the hospital free or at 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 contributed at least part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,¹ plans were included only if the employer (1) contributed more than is legally required or (2) provided 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.

Tabulations of hospitalization, surgical, medical, and catastrophe benefit 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 free or at reduced

rates. Catastrophe benefits, sometimes referred to as extended medical benefits, 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. Data are presented separately for lump-sum pay (one payment or a specified number over a period of time) made to employees on retirement. Establishments providing both lump-sum payments and pensions to employees upon retirement were considered as having both retirement pensions and lump-sum retirement pay. Establishments having optional plans providing employees a choice of either lump-sum retirement payments or pensions were considered as having only retirement pension benefits.

Tabulations on workmen's compensation and unemployment insurance refer to the percent of employees in the four major occupational groups in hospitals providing these benefits.

¹ The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Appendix C. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field staff in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from hospital to hospital and from area to area. This 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 in use in individual hospitals or those prepared for other purposes. In applying these job descriptions, the Bureau's field staff 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 procurements 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.

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 the 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 non-professional) 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 supervisor.

GENERAL DUTY NURSE

A registered professional nurse who gives nursing care to patients within an organized nursing unit: Utilizes special skill, knowledge, and judgment in observing and reporting symptoms and condition of patient. Administers highly specialized therapy with complicated equipment. Gives medication and notes reactions. Maintains records on patient's condition, medication, and treatment. Assists the physician with treatment. May set up equipment, prepare the patient, etc. May supervise professional and other nursing personnel who are working as members of a nursing team in caring for a group of patients. May spend part time instructing, supervising, or assigning duties to student nurses, practical nurses, and nursing 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, 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 whenever 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 of 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.

PROFESSIONAL AND TECHNICAL EMPLOYEES

DIETITIAN

A professionally educated person who has a baccalaureate degree with a major in foods, nutrition or institutional management or qualifying experience in nutrition and management of food preparation and service. Does at least one of the following: (a) Organizes, plans, and directs food service program; (b) applies principles of nutrition and management to menu planning and food preparation and service; (c) instructs individuals and groups in application of principles of nutrition; (d) instructs patients and their families on the requirements and importance of their modified diet and how to plan and prepare the food; and (e) consults medical, nursing, and social service staffs concerning problems affecting patients' food habits and needs. In addition, usually performs several or all of the following duties: Develops standards of sanitation and for selecting, inspecting, and purchasing food equipment, and supplies; makes final selection in the employment of food

service personnel; prepares reports of financial management, safety practices, and program efficiency; evaluates physical layout and equipment, employee utilization, and work procedures; coordinates services with those of other departments to increase effectiveness of program; plans and organizes, and conducts educational programs in dietetics, nutrition, and institution management; and evaluates nutritive value of foods and relates them to costs and acceptability.

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. In those hospitals which employ staff dietitians, chief and assistant chief dietitians are excluded.

MEDICAL LIBRARIAN

Administers and maintains a hospital library containing medical books, journals, and bibliographic tools. Work involves most of the following: Selecting, or assisting in selecting,

books for purchase and subscribing to pertinent periodicals; classifying, cataloging, and indexing materials; issuing books and journals to qualified borrowers; reviewing books and journals; preparing reading lists and bibliographies; and assisting users in obtaining desired reading matters. May maintain liaison with larger libraries to borrow materials not available in hospital library.

Exclude from this classification workers who, in addition to the duties described above, are also responsible for activities in the hospital's medical record library. See description for MEDICAL RECORD LIBRARIAN.

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; 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 of 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 re-

sume 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 aides; and in hospitals where more than one social worker is employed, the head of the social service department and other supervisors of medical social workers unless they spend at least 80 percent of their time in direct service to patients (including related clerical and other duties).

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 rates. 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 3 years of college. May be registered as "MT" 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, such as Limited Certificate in Histologic Technic and Certificates in Exfoliative Cytology, Chemistry, Microbiology, and Blood Banking.

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 aids. 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.

PSYCHIATRIC SOCIAL WORKER

Provides psychiatric case work service to patients having problems of social and personal maladjustment. Work involves the following: Studying patient's personal, social, and emotional situation to assist psychiatrists in diagnosis and treatment; assisting patient and family in making mental and emotional adjustment to illness and in developing post-hospital plans; and aiding in planning hospital policies related to selection and referral of patients. May also aid in developing community health and welfare programs, engage in research and teaching activities, and perform duties related to the occupation.

Excludes supervisors of psychiatric social workers in hospitals where more than one psychiatric social worker is employed, unless they spend at least 80 percent of their time in direct service to patients (including related clerical and other duties).

PURCHASING AGENT

(Purchasing officer)

Administers and directs program to purchase supplies, equipment, and services at most favorable prices consistent with quality,

quantity, and efficiency. Work involves: Assisting in establishing requirements for items or services to be procured and developing standard specifications; determining best method of purchase and directing procedure for procurement, inspection, and payment; supervising storage, control, and issuance of materials; and maintaining contacts with sources of supply, or their representatives, to keep informed of price trends, availability of supplies, new items, and reliability of supplies.

Exclude assistant purchasing agents, who are supervised by the purchasing agent and direct routine procurement procedures, and workers who only make direct purchases for specific departments such as dietary, housekeeping, and laundry departments.

X-RAY TECHNICIAN

Takes X-ray photographs of various portions of body to assist physician in detection of foreign bodies and diagnoses of diseases and injuries, and/or assists in treating diseased or affected areas under supervision of radiologist. Prepares patient for roentgenographic examination, fluoroscopy or therapy requested by the physician, performing such duties as positioning patients, 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
- X-ray technician, chief

OFFICE CLERICAL EMPLOYEES

CLERK, 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; 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 pay checks and assist paymaster in making up and distributing pay envelopes. May use a calculating machine.

STENOGRAPHER, GENERAL

Primary duty is to take and transcribe dictation from one or more persons, either in shorthand or by Stenotype or similar machine, involving a normal routine vocabulary. May also type from written copy. May maintain files, keep simple records or perform other relatively routine clerical tasks. May operate from a stenographic pool. Does not include transcribing-machine work. (See transcribing-machine operator, technical.)

STENOGRAPHER, SENIOR

Primary duty is to take and transcribe 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. May also type from written copy. May also set up and maintain files, keep records, etc.

OR

Performs stenographic duties requiring significantly greater independence and responsibility than stenographer, general, as evidenced by the following: Work requires high degree of stenographic speed and accuracy; a thorough working knowledge of general business and office procedure and of the specific business operations, organization, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining followup files; assembling material for reports, memorandums, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc. Does not include transcribing-machine work.

This job is distinguished from that of a secretary in that the secretary normally works in a confidential relationship to only one manager or executive and performs more responsible and discretionary tasks.

NONPROFESSIONAL EMPLOYEES

DISHWASHER, 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 areas, 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 the 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

SWITCHBOARD OPERATOR

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

diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; using a variety of electrician's 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 operations 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; 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; catching or receiving articles as they emerge from the machine and partially folding them.

FOOD SERVICE SUPERVISOR

Supervises and trains employees engaged in preparing and/or serving food and in maintaining cleanliness of food service areas and equipment. Instructs workers in methods of performing duties and assigns and coordinates work of employees to promote efficiency of operations. May keep records (such as amount and cost of meals served and hours worked by employees), requisition supplies and equipment, and assist in planning menus.

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; 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; schedules activities and makes inspection to determine whether established standards of sanitation and cleanliness are being met. Supervises housekeeping personnel, including conduct of in-service training, interviewing, and final selection of personnel; recommending promotions and discharge of employees. May give advice to management on selection of color scheme, type of draperies, rugs, upholstery, and furniture to be used when needed for replacement.

KITCHEN HELPER

Performs one or more of the following unskilled kitchen duties: Cleans worktables, meat blocks, refrigerator, and grease trays; sweeps and mops kitchen floors, obtains and distributes supplies and utensils; watches and stirs cooking foods to prevent burning. Carries dirty utensils to be washed and returns cleaned utensils and polished silver to proper place in kitchen. Cleans pots and kitchen utensils. Carries out garbage. Delivers food trays to floor diet kitchens and collects dirty dishes from trays. Assists in setting up trays. Dishes up food. Cuts, peels, and washes fruits and vegetables. Makes toast and beverages.

Workers who work with patients in mental hospitals; 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; 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, 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 to eat and brings patients between-meal nourishment. Assists patients with bedpans and urinals. Keeps records of patients' food intake and output when ordered. Assists patients in undressing and provides hospital clothing, storing patients' clothing and valuables. Assists patients in walking and transports patients to various hospital rooms by means of wheelchair or stretcher. Cleans and sterilizes 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 orderly and may transport and arrange portable X-ray, oxygen, or heavy equipment. Exclude employees who perform the above duties primarily for mental patients. See PSYCHIATRIC AID.

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; takes and records temperature, pulse, and respiration. 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. Also exclude employees working with mental patients. See PSYCHIATRIC AID.

Workers in this job are to be classified as follows:

- Licensed
- Unlicensed

PSYCHIATRIC AID

(Charge attendant; ward attendant; psychiatric technicians; psychiatric nursing assistant)

Assists mentally ill patients, working under the direction of nursing and medical staff. Performs several of the following patient care services: Accompanies patients to

shower room and assists them in bathing, dressing, and grooming; accompanies patients to and from wards for examination and treatment and administers prescribed medications; assists patients in becoming accustomed to hospital routine and encourages them to participate in various activities to promote rehabilitation; observes patients to insure that none wander from the grounds; feeds patients or attempts to persuade them to eat noting reasons for rejection of food; observes patients to detect unusual behavior; and aids or restrains them to prevent injury to themselves or other patients. May escort patients off the grounds when necessary. Exclude ward supervisors who are responsible for patient care and other services of a single ward.

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; 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., 20212, or from any of the regional offices shown on the inside back cover.

I. Occupational Wage Studies

Manufacturing

- Basic Iron and Steel, 1967. BLS Bulletin 1602 (55 cents).
Candy and Other Confectionery Products, 1965. BLS Bulletin 1520 (30 cents).
*Canning and Freezing, 1957. BLS Report 136.
Cigar Manufacturing, 1967. BLS Bulletin 1581 (25 cents).
Cigarette Manufacturing, 1965. BLS Bulletin 1472 (20 cents).
Cotton and Man-Made Fiber Textiles, 1968. BLS Bulletin 1637 (\$1).
Distilled Liquors, 1952. Series 2, No. 88.
- Fabricated Structural Steel, 1964. BLS Bulletin 1463 (30 cents).
Fertilizer Manufacturing, 1966. BLS Bulletin 1531 (30 cents).
Flour and Other Grain Mill Products, 1967. BLS Bulletin 1576 (25 cents).
Fluid Milk Industry, 1964. BLS Bulletin 1464 (30 cents).
Footwear, 1968. BLS Bulletin 1634 (75 cents).
Hosiery, 1967. BLS Bulletin 1562 (70 cents).
- Industrial Chemicals, 1965. BLS Bulletin 1529 (40 cents).
Iron and Steel Foundries, 1967. BLS Bulletin 1626 (\$1).
Leather Tanning and Finishing, 1968. BLS Bulletin 1618 (55 cents).
Machinery Manufacturing, 1966. BLS Bulletin 1563 (70 cents).
Meat Products, 1963. BLS Bulletin 1415 (75 cents).
Men's and Boys' Shirts (except Work Shirts) and Nightwear, 1968. BLS Bulletin 1659 (65 cents).
Men's and Boys' Suits and Coats, 1967. BLS Bulletin 1594 (75 cents).
Miscellaneous Plastics Products, 1964. BLS Bulletin 1439 (35 cents).
Miscellaneous Textiles, 1953. BLS Report 56.
Motor Vehicles and Motor Vehicle Parts, 1963. BLS Bulletin 1393 (45 cents).
- Nonferrous Foundries, 1965. BLS Bulletin 1498 (40 cents).
Paints and Varnishes, 1965. BLS Bulletin 1524 (40 cents).
Paperboard Containers and Boxes, 1964. BLS Bulletin 1478 (70 cents).
Petroleum Refining, 1965. BLS Bulletin 1526 (30 cents).
Pressed or Blown Glass and Glassware, 1964. BLS Bulletin 1424 (30 cents).
*Processed Waste, 1957. BLS Report 124.
Pulp, Paper, and Paperboard Mills, 1967. BLS Bulletin 1608 (60 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, 1965. BLS Bulletin 1519 (30 cents).
Structural Clay Products, 1964. BLS Bulletin 1459 (45 cents).
Synthetic Fibers, 1966. BLS Bulletin 1540 (30 cents).
Synthetic Textiles, 1965. BLS Bulletin 1509 (40 cents).
Textile Dyeing and Finishing, 1965-66. BLS Bulletin 1527 (45 cents).

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

I. Occupational Wage Studies—Continued

Manufacturing—Continued

- *Tobacco Stemming and Redrying, 1957. BLS Report 136.
- West Coast Sawmilling, 1964. BLS Bulletin 1455 (30 cents).
- Women's and Misses' Coats and Suits, 1965. BLS Bulletin 1508 (25 cents).
- Women's and Misses' Dresses, 1968. BLS Bulletin 1649 (45 cents).
- Wood Household Furniture, Except Upholstered, 1965. BLS Bulletin 1496 (40 cents).
- *Wooden Containers, 1957. BLS Report 126.
- Wool Textiles, 1966. BLS Bulletin 1551 (45 cents).
- Work Clothing, 1968. BLS Bulletin 1624 (50 cents).

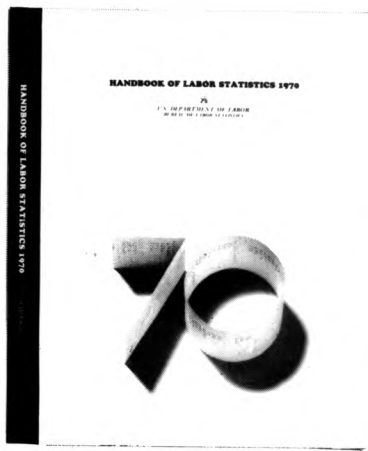
Nonmanufacturing

- Auto Dealer Repair Shops, 1964. BLS Bulletin 1452 (30 cents).
- Banking, 1964. BLS Bulletin 1466 (30 cents).
- Bituminous Coal Mining, 1967. BLS Bulletin 1583 (50 cents).
- Communications, 1967. BLS Bulletin 1615 (30 cents).
- Contract Cleaning Services, 1968. BLS Bulletin 1644 (55 cents).
- Crude Petroleum and Natural Gas Production, 1967. BLS Bulletin 1566 (30 cents).
- Department and Women's Ready-to-Wear Stores, 1950. Series 2, No. 78.
- Eating and Drinking Places, 1966-67. BLS Bulletin 1588 (40 cents).
- Electric and Gas Utilities, 1967. BLS Bulletin 1614 (70 cents).
- Hospitals, 1966. BLS Bulletin 1553 (70 cents).
- Hotels and Motels, 1966-67. BLS Bulletin 1587 (40 cents).
- Laundry and Cleaning Services, 1968. BLS Bulletin 1645 (75 cents).
- Life Insurance, 1966. BLS Bulletin 1569 (30 cents).
- Motion Picture Theaters, 1966. BLS Bulletin 1542 (35 cents).
- Nursing Homes and Related Facilities, 1967-68. BLS Bulletin 1638 (75 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).
- Employee Earnings and Hours in Nonmetropolitan Areas of the South and North Central Regions, 1965. BLS Bulletin 1552 (50 cents).
- Employee Earnings and Hours in Eight Metropolitan Areas of the South, 1965.
BLS Bulletin 1533 (40 cents).
- Employee Earnings and Hours in Retail Trade, June 1966—
 - Retail Trade (Overall Summary). BLS Bulletin 1584 (\$1).
 - Building Materials, Hardware, and Farm Equipment Dealers. BLS Bulletin 1584-1 (30 cents).
 - General Merchandise Stores. BLS Bulletin 1584-2 (55 cents).
 - Food Stores. BLS Bulletin 1584-3 (60 cents)
 - Automotive Dealers and Gasoline Service Stations. BLS Bulletin 1584-4 (50 cents).
 - Apparel and Accessory Stores. BLS Bulletin 1584-5 (55 cents).
 - Furniture, Home Furnishings, and Household Appliance Stores. BLS Bulletin 1584-6 (50 cents).
 - Miscellaneous Retail Stores. BLS Bulletin 1584-7 (65 cents).

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



The U.S. Department of Labor,
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1. Who works?
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 - Unemployment
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 - Hours
3. What is their output?
 - Productivity
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7. How safe are they on the job?
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The answers to these and many other questions are in the 400-page Handbook of Labor Statistics 1970, BLS Bulletin 1666 at \$3.50 a copy.

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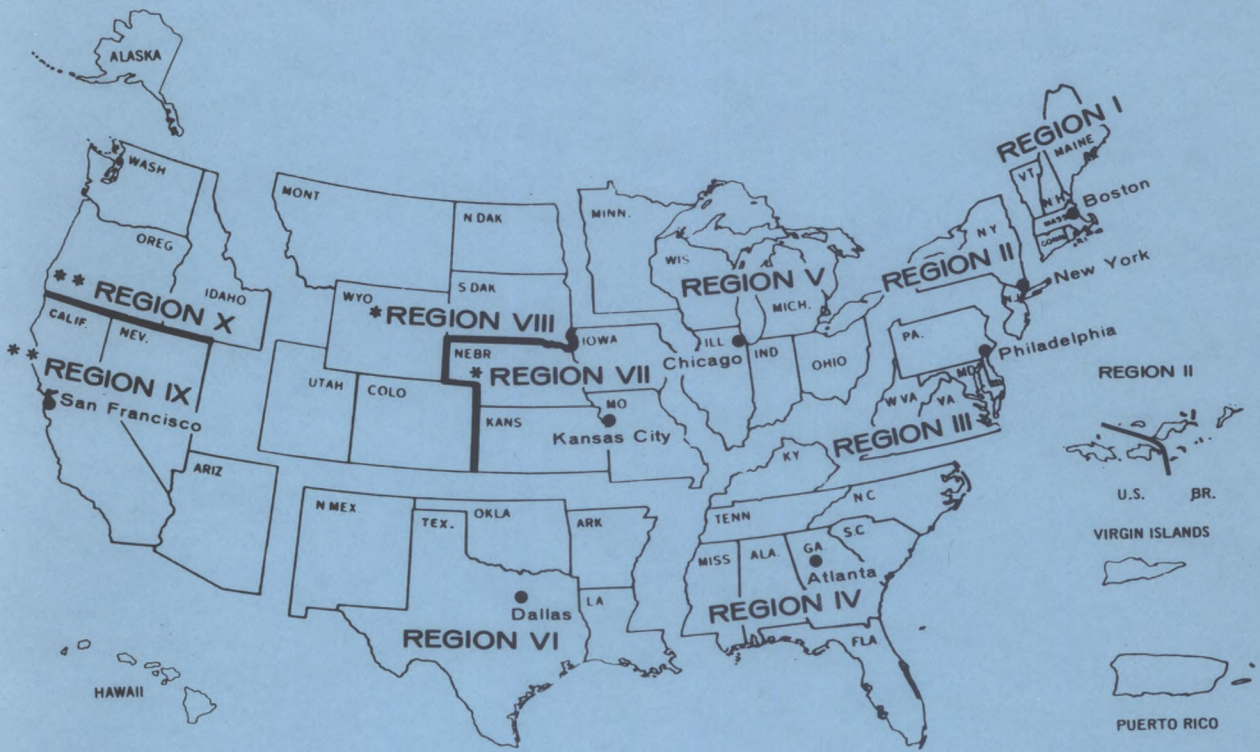
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