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G.N.No. 1023/2023

**PUBLIC SERVICE (ADDITIONAL HOURS OF ATTENDANCE AND OTHER ALLOWANCES FOR
HEALTH OFFICERS) REGULATIONS 2023**

SL No. 26 of 2023

Notified: 14th September, 2023

Table of Provisions

| | | |
|-----------|--|---|
| <u>1</u> | <u>Citation</u> | 2 |
| <u>2</u> | <u>Commencement</u> | 2 |
| <u>3</u> | <u>Interpretation</u> | 2 |
| <u>4</u> | <u>Overtime rates for additional hours of work</u> | 2 |
| <u>5</u> | <u>Determination of overtime rates</u> | 2 |
| <u>6</u> | <u>Maximum additional hours of attendance</u> | 3 |
| <u>7</u> | <u>Avoidance of double compensation</u> | 3 |
| <u>8</u> | <u>Special allowance for hazard etc</u> | 3 |
| <u>9</u> | <u>Approval by the Secretary</u> | 3 |
| <u>10</u> | <u>Revocation</u> | 3 |
| | <u>SCHEDULE</u> | 4 |

G.N.No. 1023/2023 (Cont'd)

The Cabinet makes the following Regulations under Sections 39 and 45 of the *Public Service Act 2016*:

1 Citation

These Regulations may be cited as the *Public Service (Additional Hours of Attendance and Other Allowances for Health Officers) Regulations 2023*.

2 Commencement

These Regulations commence on the date they are notified in the Gazette.

3 Interpretation

In these Regulations, unless the context otherwise requires:

'Act' means the *Public Service Act 2016*;

'additional hours' means hours in addition to:

- (a) the standard hours of attendance as defined under Section 4 of the Act; or
- (b) the assigned shift work hours which may be spread over Monday to Sunday;

'health officer' means a public service employee employed in the Department of Health and Medical Services holding one or more offices provided in the Schedule and it does not include an expatriate officer;

'Minister' means the Minister for Public Service;

'overtime rates' means the additional remuneration payable under Section 45(1)(a) of the Act in accordance with the rates provided in the Schedule;

'public holiday' has the same meaning given to it under Section 81 of the Act and it does not include any additional days which are declared as public holidays from time to time; and

'Secretary' means the Secretary for Health and Medical Services.

4 Overtime rates for additional hours of work

A health officer who is required to work additional hours shall be compensated in accordance with the overtime rates provided in the Schedule.

5 Determination of overtime rates

- (1) Subject to Regulation 6, where a health officer is required to work additional hours, he or she shall be entitled to the following payments:
 - (a) where he or she is required to continue with work after the completion of a normal shift work, at the rate provided in column 4 of the Schedule;
 - (b) subject to paragraph (c), where he or she is required to work on public holidays, at the rate provided in column 5 of the Schedule;

G.N.No. 1023/2023 (Cont'd)

(c) where he or she is required to work on Good Friday, Easter Sunday and Christmas Day, at the rate provided in column 6 of the Schedule.

6 Maximum additional hours of attendance

The additional hours of attendance permitted for any health officer shall not exceed 32 hours per fortnight.

7 Avoidance of double compensation

Where a health officer has been compensated for payment of overtime allowances under these Regulations on a public holiday, he or she shall not claim for the same public holiday if it is gazetted on a working day only for the purposes of observing the public holiday.

8 Special allowance for hazard etc

(1) A health officer who is authorised by the Secretary to handle hazardous material or substance shall be paid the Hazardous and Risk Allowance of \$50 per fortnight in addition to his or her salary or payment of overtime rates.

(2) The Secretary shall identify and gazette specific positions and persons who are authorised to handle hazardous material or substance.

9 Approval by the Secretary

The approval for the payment of overtime rates and the allowance under Regulation 8 shall vest with the Secretary and it shall be paid on a fortnightly basis together with the health officer's salary.

10 Revocation

The Special Allowance for Health Department Employees published in Gazette No. 41/2015; Government Notice No. 159/2015 dated 1st April, 2015 is revoked.

SCHEDULE

(Regulation 4)

OVERTIME RATES FOR HEALTH OFFICERS

| No. | Classification | Position level | Work Through Rate (x1) per hour | Time and Half Rate | Double Time |
|------------|-----------------------|--------------------------------------|--|---------------------------|--------------------|
| 1 | Nursing | Nurse Aide/Certified Nurse | \$7 | \$11 | \$14 |
| 2 | Nursing | Staff Nurse/Nurse Supervisor/Midwife | \$9 | \$14 | \$18 |
| 3 | Doctors | Medical Intern | \$12 | \$18 | \$24 |
| 4 | Doctors | Junior Medical Officer | \$14 | \$21 | \$28 |
| 5 | Doctors | Medical Officer | \$19 | \$29 | \$38 |
| 6 | Doctors | Senior Medical Officer | \$24 | \$36 | \$48 |
| 7 | Allied Health | Assistant/Technician level | \$7 | \$11 | \$14 |
| 8 | Allied Health | Senior/Manager level position | \$9 | \$14 | \$18 |
| 9 | Non-Clinical | General Health Staff | \$7 | \$11 | \$14 |