



**Te Tatau o te Whare Kahu
Midwifery Council**

2023 Midwifery Workforce Survey and Non-Practising Survey

The midwifery workforce survey information is collected from all midwives who apply for a practising certificate, as part of the online application process. The 2023 survey is for midwives who held a practising certificate on 14 August 2023. Most responses were collected in February and March 2023.

This report sets out the results of the survey questions and gives the responses in table and chart form.

Midwives are also able to complete a survey if they have decided not to renew their practising certificate and complete the online process to change their status to non-practising. The analysis of this data is presented separately at the end of the report.

This report is intended to provide feedback to the profession and will be forwarded to Manatū Hauora | Ministry of Health.

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KEY FACTS

For the 2023 Midwifery Workforce Survey Te Tatau o te Whare Kahu | Midwifery Council has continued the additional analysis in relation to significant issues facing midwifery. These include the workforce shortage, reasons for not practising, and diversity within midwifery. Subsequent reports will be able to build on this analysis.

Midwifery Workforce Changes

- 3298 midwives held a practising certificate at the time of the survey. This is 213 more than at the same time last year, bringing the numbers of midwives in the workforce back to the 2021 level. Despite the significant shortfall in number of midwives needed, there has been consistent growth in the midwifery workforce, with a 10.9% increase over the last 10 years (an increase of 360 registered midwives from 2013 to 2023).
- Parental leave was the most common reason for midwives returning to practice and for those not practising while still holding a current practising certificate.
- 98 midwives completed the survey relating to why they were not renewing their practising certificate this year. Living overseas was the most common reason, followed by retirement and family commitments. Most of those respondents (41.8%), last practised in 2022.
- There is a gradual increase in the reported hours worked with 48.7% (1256) of midwives working 32 hours or less in total per week this year compared to 40.7% in 2022, and 44.2% in 2021. Of note is that 12.8% of midwives are working more than 40 hours per week, down from 21.4% in 2022.
- 33.7% (1112) of midwives reported case loading as their primary work situation and 46.6% (1536) of midwives reported core midwifery practice as their main work situation. This is similar to 2022 figures. For the purpose of this survey, “case loading” refers to midwives both employed and LMC midwives who provide care to a “case load” of women and birthing people.
- The most common qualification for entry to the Register of Midwives (for midwives currently practising), is a degree in Midwifery from an accredited New Zealand education institute (67.1%). In 2017, the degree in Midwifery qualification had been completed by 50% of midwives with practising certificates.
- There has been a gradual downwards trend in midwives undertaking postgraduate study.

Diversity in the Midwifery Workforce

- Gender diversity was added as an option from 2021, with five people selecting this option in the current survey. The number of male midwives remains low at eight.
- The workforce consists predominantly of midwives who selected European as their first ethnicity, making up 81.2% (2678). The percentage of midwives who gave New Zealand Māori as their first ethnicity was 8.3% (273). The percentage of midwives who gave New Zealand Māori as their first, second, or third ethnicity is 12.9% (425); this number has increased steadily from 2016 when there were 285 midwives identifying as Māori. The current number of primary ethnicity Pasifika midwives sits at 1.7% (56), but 2.7% (89) across all three ethnic categories.
- 3% (102) of midwives reported that they had completed a formal post-graduate qualification in the last year. Although all ethnicities were represented in this area, of the 29 Doctorates completed since 2017, none were by Māori or Pasifika midwives.

Proposed changes for future Workforce Surveys

- An additional category specifying cost as a factor influencing choice to be non-practising will be added for future surveys.
- Identifying “highest” qualification held by workforce.
- More mandatory questions to reduce number of “not stated” answers across the survey.

Background to data collection and presentation

A total of 3298 midwives applied for a practising certificate as at 14 August 2023. There has been some variation in time of year when the workforce survey has been completed in the past, which may have slightly impacted the comparison of total numbers.

No workforce data was collected for midwives who were newly registered and applying for their first practising certificate at the time of the survey. This is because these midwives are yet to start in the midwifery workforce. These midwives do not reflect all those who graduated in the previous year, only those who were yet to commence practice.

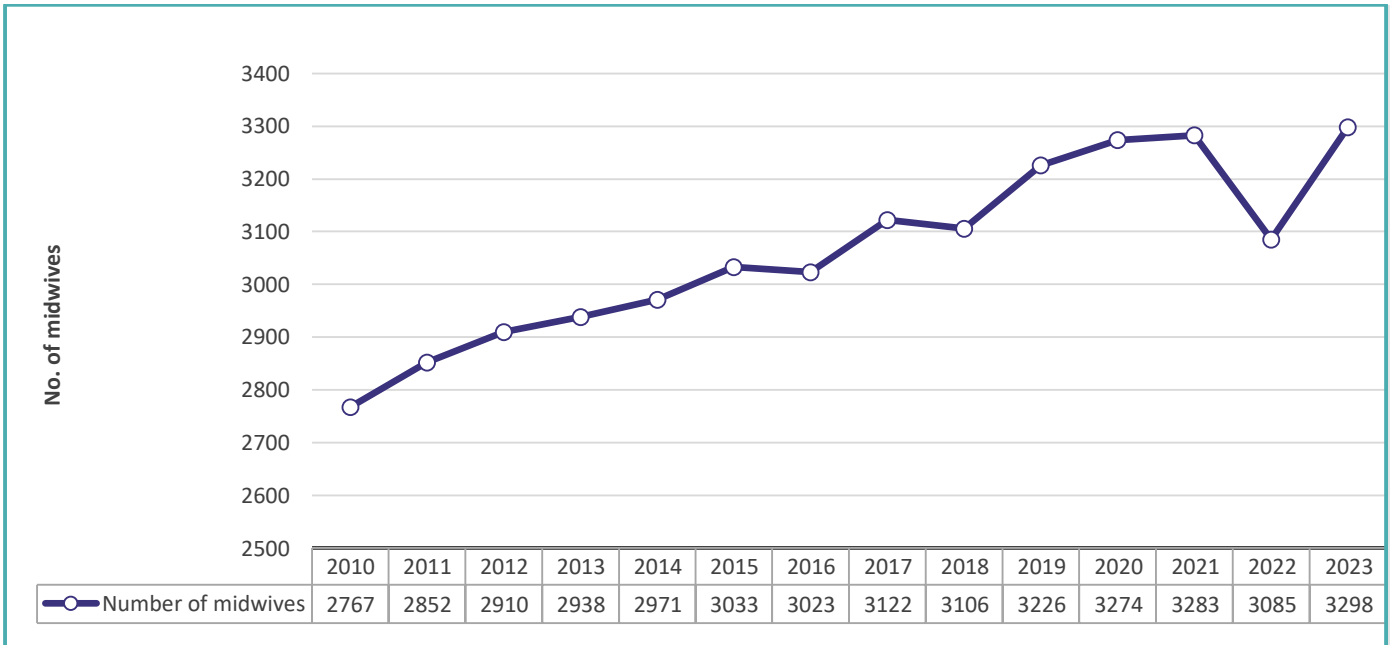
There have been changes in the way data is collected over time. Therefore, in most cases data collected before 2016 or 2017 has not been included as it would not be comparable.

DEMOGRAPHICS

Total number of midwives renewing practising certificates

There has been a sharp increase in the number of midwives applying for a practising certificate this year, as many return to the workforce post-pandemic. It is important to note that the workforce survey cut-off has been set at different times of the year which may have impacted slightly on the numbers. The cut-off date is usually in May of each year.

Figure 1: Timelapse of midwives with annual practising certificates



Gender

The option to select Gender Diverse was added in 2021. The number of men remains low at 8.

Table 1: Gender

Gender	Count	%
Female	3285	99.6%
Gender Diverse	5	0.2%
Male	8	0.2%
Grand Total	3298	100.0%

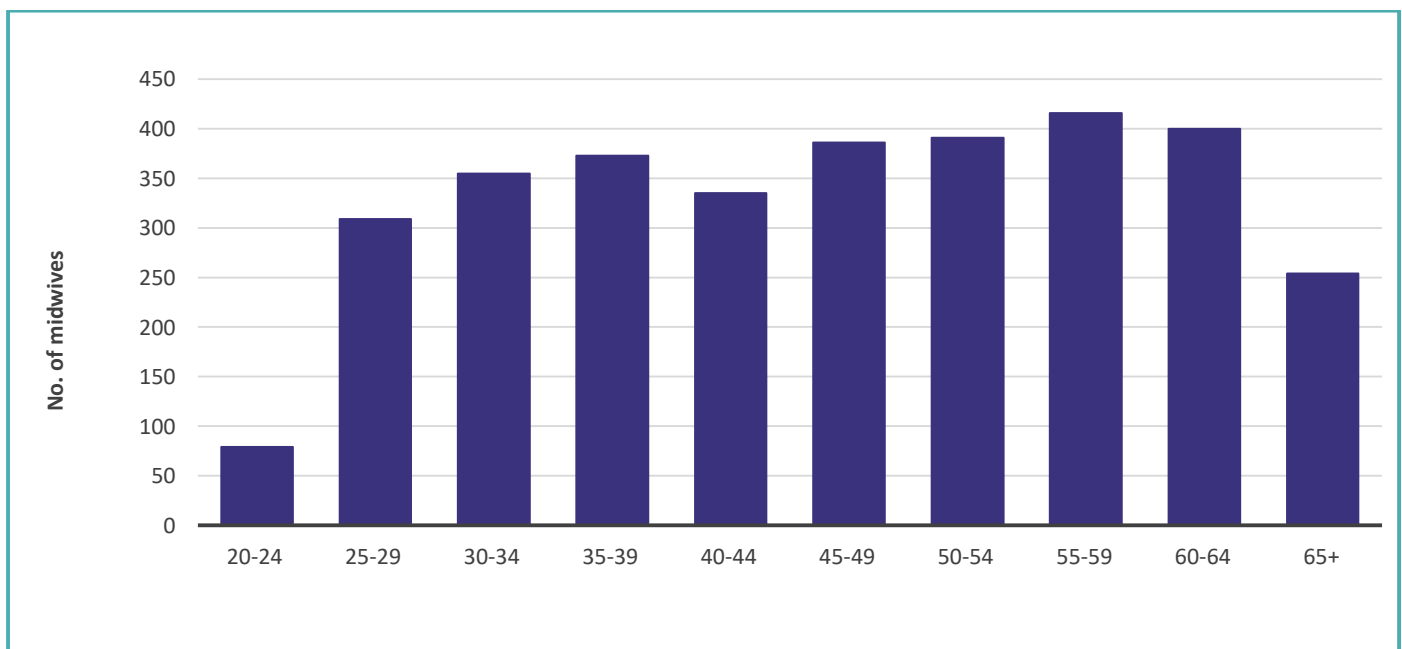
Age

The average age of practising midwives is 46.6 years, slightly lower compared with 47 years in 2022, 46.7 years in 2020, and slightly higher than 2019 (46.5 years). Approximately a quarter of midwives are between 50 and 59 years, and 7.7% of midwives continue to work beyond 65 years.

Table 2: Age

Age group	Count	%
20-24	79	2.4%
25-29	309	9.4%
30-34	355	10.8%
35-39	373	11.3%
40-44	335	10.2%
45-49	386	11.7%
50-54	391	11.9%
55-59	416	12.6%
60-64	400	12.1%
65+	254	7.7%
Grand Total	3298	100.0%

Figure 2: Age of practising midwives



Ethnicity

Midwives can provide more than one ethnicity. Since 2016 there has been a steady increase in midwives who identify in 1st, 2nd or 3rd ethnicity as Māori or Pasifika. In 2016 there were 285 midwives identifying as Māori for either 1st, 2nd or 3rd ethnicity compared to 425 in 2023. Between 2016 and 2023 there was an increase from 33 to 56 Pasifika midwives based on primary ethnicity.

Note: Ethnicity fields have been adjusted and are in line with the tables set up by Statistics NZ. The percentages for 2nd and 3rd ethnicities are based on the number of midwives who reported a 2nd or 3rd ethnicity respectively.

Table 3: Ethnic group

	Primary ethnicity	%	Secondary ethnicity	% 2nd	% of All	Third ethnicity	% 3rd	% of All	1st, 2nd & 3rd ethnicities	%
Māori	273	8.3%	145	21.0%	4.4%	7	12.5%	0.2%	425	12.9%
European	2678	81.2%	415	60.1%	12.6%	34	60.7%	1.0%	3127	94.8%
Asian	168	5.1%	39	5.6%	1.2%	4	7.1%	0.1%	211	6.4%
Middle Eastern / Latin-American / African	49	1.5%	20	2.9%	0.6%	1	1.8%	0.0%	70	2.1%
Pacific Peoples	56	1.7%	46	6.7%	1.4%	6	10.7%	0.2%	108	3.3%
Other Ethnicity	59	1.8%	26	3.8%	0.8%	4	7.1%	0.1%	89	2.7%
Not stated	15	0.5%							15	0.5%
Grand Total	3298	100.0%	691	100.0%	21.0%	56	100.0%	1.7%		

Figure 3: First ethnicity over time

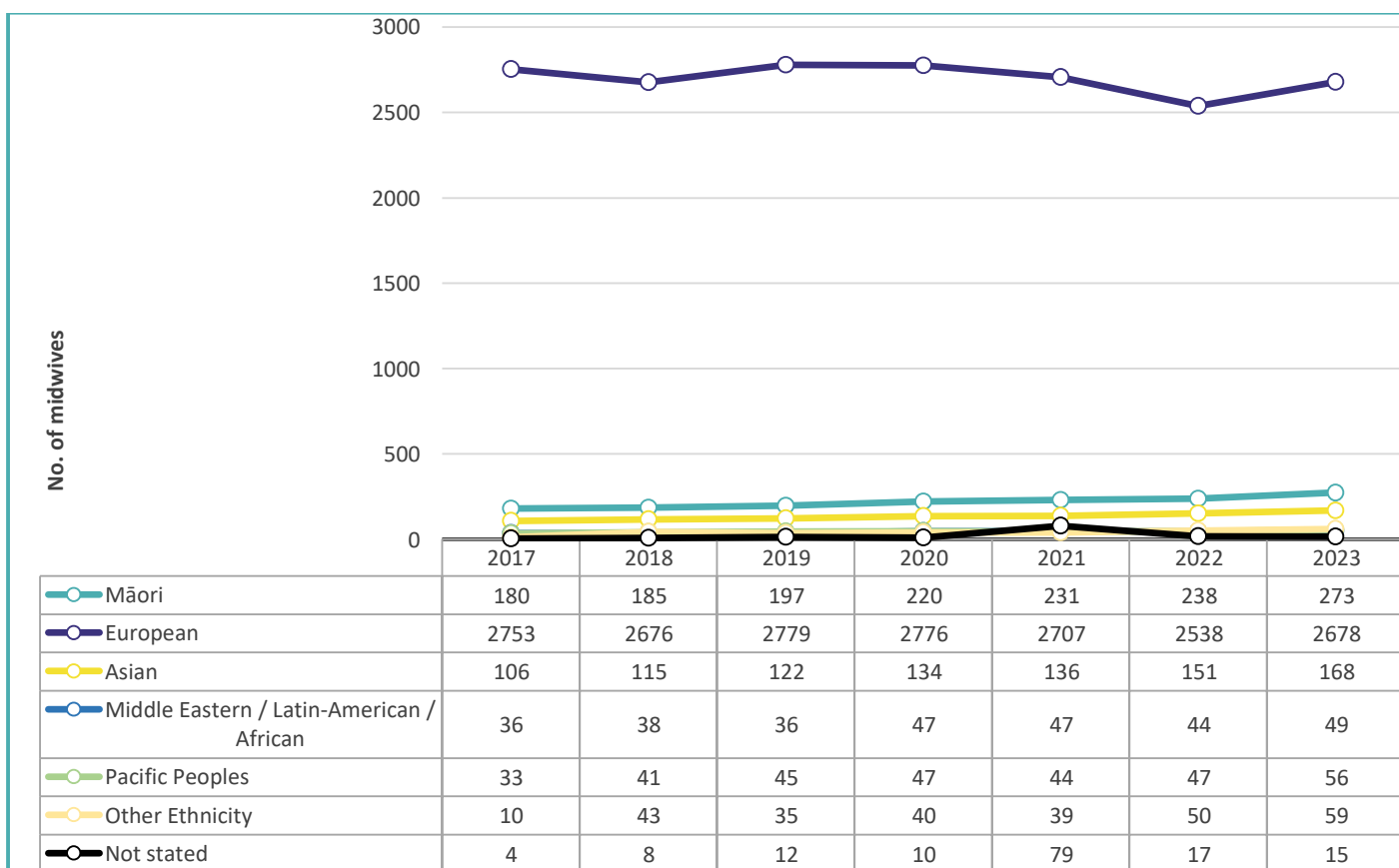
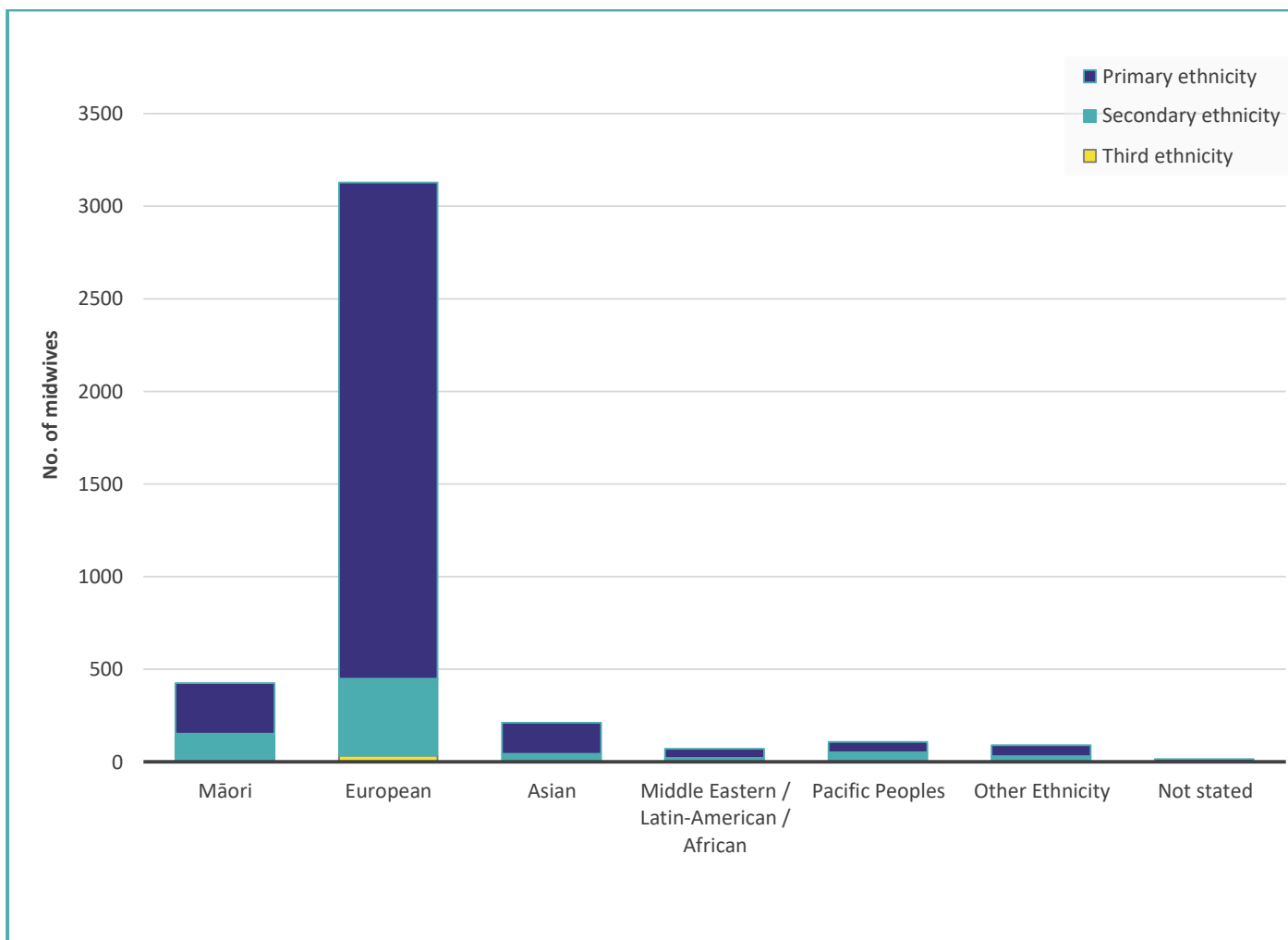


Figure 4: Ethnicity group by primary, secondary and third



All Ethnicities

Table 4: All Ethnicities

	Count of Ethnicity 1
Māori	273
Māori	273
European	2678
Afrikaner	1
American	9
Australian	65
British / Irish	427
Canadian	7
Cornish	1
Czech	1
Danish	1
Dutch	23
English	12
European	21
Finnish	1
French	3
German	25
Greek	4
Irish	10
Italian	6
New Zealand European	134
NZ European/Pakeha	1808

	Count of Ethnicity 2
Māori	145
Māori	145
European	415
American	6
Australian	11
British / Irish	48
Canadian	3
Cornish	1
Croatian	1
Czech	1
Danish	1
Dutch	24
English	6
European	10
French	3
German	4
Greek	4
Icelandic	1
Irish	7
Italian	4
New Zealand European	39
NZ European/Pakeha	192

	Count of Ethnicity 3
Asian	4
Indian	1
Chinese	1
Fijian Indian	1
Burmese	1
Māori	7
Māori	7
European	34
Croatian	1
Dutch	2
Irish	3
New Zealand European	7
Polish	1
European	4
English	2
Italian	1
British / Irish	3
American	2
Welsh	2
Scottish	1
Spanish	1
NZ European/Pakeha	2

Other European	88
Polish	1
Scottish	13
South African European	8
Spanish	3
Swiss	2
Welsh	4
Asian	168
Afghani	1
Asian	3
Chin	1
Chinese	99
Fijian Indian	8
Filipino	6
Hong Kong Chinese	3
Indian	21
Indian Tamil	1
Japanese	4
Korean	6
Lao	1
Malaysian Chinese	1
Other Asian	1
Other Southeast Asian	2
Singaporean Chinese	1
South African Indian	4
Southeast Asian	2
Sri Lankan	1
Taiwanese	1
Thai	1
Middle Eastern / Latin-American / African	49
African	21
Assyrian	1
Brazilian	2
Chilean	1
Latin American	6
Mexican	1
Middle Eastern	15
Other Zimbabwean	1
Turkish	1
Not Stated	15
Not Stated	15
Other Ethnicity	59
New Zealander	38
Other	20
Other South African	1
Pacific Peoples	56
Cook Island Māori	15
Fijian	7
Niuean	2
Other Pacific Nation	2
Pacific Peoples	1
Samoaan	18
Tongan	11
Grand Total	3298

Other European	28
Polish	2
Portuguese	2
Russian	1
Scottish	8
South African European	1
South Slav	1
Spanish	2
Swedish	1
Swiss	1
Welsh	2
Asian	39
Bangladeshi	1
Burmese	1
Chinese	7
Fijian Indian	1
Filipino	1
Indian	10
Japanese	5
Korean	1
Lao	1
Other Asian	7
Other Southeast Asian	2
Pakistani	1
Vietnamese	1
Middle Eastern / Latin-American / African	20
African	7
Caribbean	2
Iranian/Persian	1
Jamaican	1
Latin American	3
Lebanese	1
Middle Eastern	3
Somali	1
Turkish	1
Other Ethnicity	26
Indigenous American	1
New Zealander	10
Other	14
Other South African	1
Pacific Peoples	46
Cook Island Māori	14
Fijian	6
Niuean	3
Other Pacific Nation	2
Samoaan	17
Tongan	4
Grand Total	691

Other European	1
Canadian	1
Middle Eastern / Latin-American / African	1
Israeli/Jewish	1
Other Ethnicity	4
New Zealander	2
Indigenous American	1
Other	1
Pacific Peoples	6
Cook Island Māori	1
Fijian	2
Other Pacific Peoples	1
Tongan	2
Grand Total	56

Time in workforce

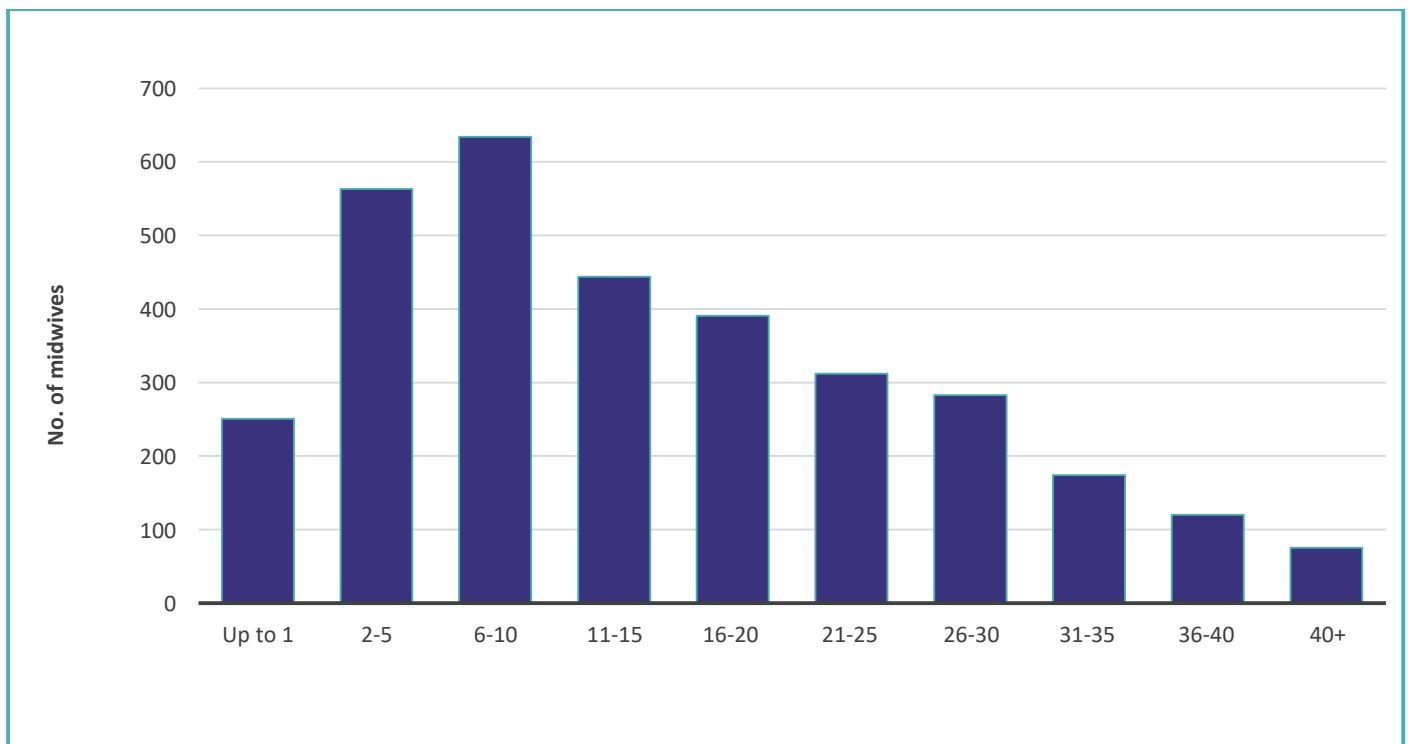
Midwives were asked how many years in total they have been part of the midwifery workforce. This includes time spent working as a midwife overseas.

The average time in the midwifery workforce is 14.4 years. This is slightly lower than 2022 (15.1 years), 14.9 years in 2021, 15 years in 2020 and 15.5 years in 2019. Approximately a third (32.7%) of midwives have been practising between 2 and 10 years. This table include midwives applying for their first practising certificate or not stated.

Table 5: Years in practice as a midwife

Years in Workforce	Count	%	Cumulative Ascending	Cumulative Descending
Up to 1	251	7.6%	7.6%	98.5%
2-5	563	17.1%	24.7%	90.8%
6-10	634	19.2%	43.9%	73.8%
11-15	444	13.5%	57.4%	54.5%
16-20	391	11.9%	69.2%	41.1%
21-25	312	9.5%	78.7%	29.2%
26-30	283	8.6%	87.3%	19.8%
31-35	174	5.3%	92.5%	11.2%
36-40	120	3.6%	96.2%	5.9%
40+	75	2.3%	98.5%	2.3%
Not stated	51	1.5%	100.0%	0.0%
Grand Total	3298	100.0%		

Figure 5: Years in practice as a midwife



Returned to practice

Midwives were asked whether they had returned to the New Zealand midwifery workforce in the last year. Of the 3298 practising midwives, 142 responded that they had returned to practice in the last year. The reasons are outlined in Table 6 below.

Table 6: Reason for return to practice

Reason	Count of RTP Reason	% of RTP Reason	% of All
Awareness of labour shortage	2	1.4%	0.1%
Covid affected practise	25	17.6%	0.8%
Desire to return to Midwifery	22	15.5%	0.7%
Employment Opportunity	13	9.2%	0.4%
Financial Reasons	4	2.8%	0.1%
Moved to New Zealand	3	2.1%	0.1%
Parental Leave	44	31.0%	1.3%
Personal Reasons	9	6.3%	0.3%
Return to health	9	6.3%	0.3%
Returning to New Zealand	11	7.7%	0.3%
Grand Total	142	100.0%	4.3%

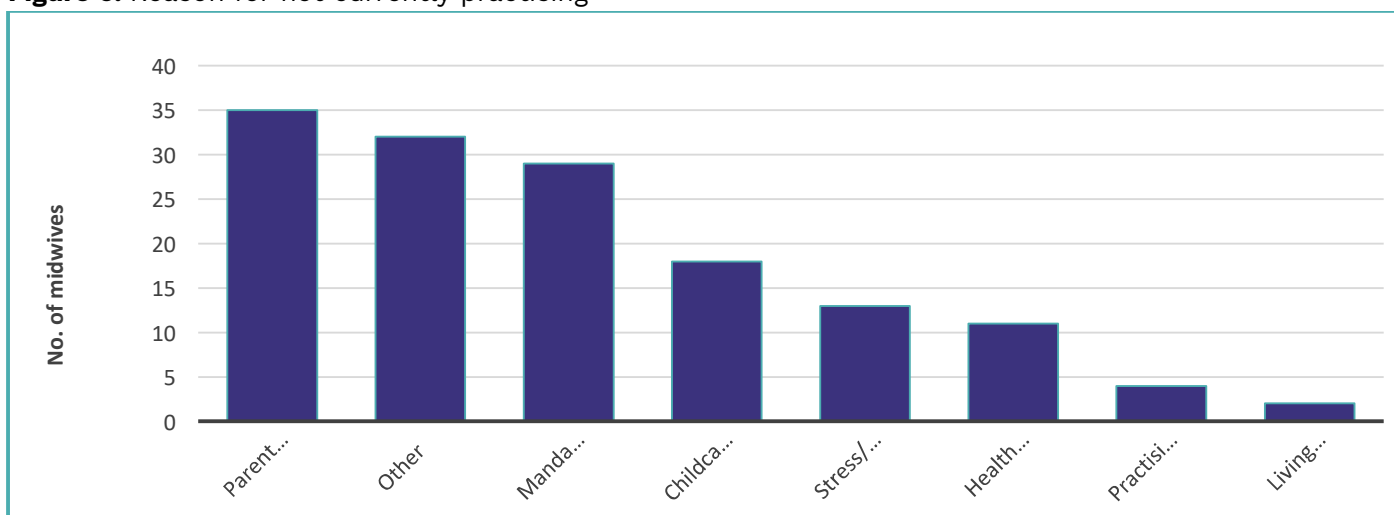
Not currently practising

Midwives who renewed their practising certificate, but not currently practising, gave reasons for not practising which are presented in the following table. The question refers to the status at the time of applying for a practising certificate – some may have not been working in the year(s) preceding and have decided to return to practise. The table does not include midwives who completed the non-practising survey.

Table 7: Reason for not currently practising

Reason	Count	%	% of All
Parental leave	35	24.3%	1.1%
Other - not specified	32	22.2%	1.0%
Mandatory COVID vaccination	29	20.1%	0.9%
Childcare/Family responsibilities	18	12.5%	0.5%
Stress/burnout	13	9.0%	0.4%
Health reason - not stress related	11	7.6%	0.3%
Practising overseas	4	2.8%	0.1%
Living overseas - not practising midwifery	2	1.4%	0.1%
Grand Total	144	100.0%	4.4%

Figure 6: Reason for not currently practising



WORKING ARRANGEMENTS

Work situation

Midwives selected the option that best described their work situation from a drop-down menu. There were additional categories added this year to capture a variety of working situations.

Table 8: Primary, secondary and third work types

Work Type	Primary Type	% 1st	Secondary Type	% 2nd	% of All	Third Type	% 3rd	% of All
Advisory, policy	16	0.5%	4	0.7%	0.1%	4	5.7%	0.1%
Case load - Employed	85	2.6%	6	1.0%	0.2%	1	1.4%	0.0%
Case load - Self Employed	1027	31.1%	161	27.1%	4.9%	12	17.1%	0.4%
Core - other	92	2.8%	13	2.2%	0.4%	3	4.3%	0.1%
Core - Primary	305	9.2%	63	10.6%	1.9%	9	12.9%	0.3%
Core - Secondary	529	16.0%	69	11.6%	2.1%	6	8.6%	0.2%
Core - Secondary/Tertiary	552	16.7%	50	8.4%	1.5%	4	5.7%	0.1%
Education - Consumers	13	0.4%	26	4.4%	0.8%	1	1.4%	0.0%
Education - Te Whatu Ora	51	1.5%	8	1.3%	0.2%	1	1.4%	0.0%
Education - Tertiary	78	2.4%	16	2.7%	0.5%	1	1.4%	0.0%
Management - Other	25	0.8%	9	1.5%	0.3%	2	2.9%	0.1%
Management - Te Whatu Ora	131	4.0%	5	0.8%	0.2%	1	1.4%	0.0%
Maternity leave, returning	9	0.3%	1	0.2%	0.0%	0	0.0%	0.0%
Not Stated	194	5.9%	0	0.0%	0.0%	0	0.0%	0.0%
Nursing	2	0.1%	30	5.0%	0.9%	6	8.6%	0.2%
Other Midwifery	78	2.4%	69	11.6%	2.1%	8	11.4%	0.2%
Other not in employment	2	0.1%	0	0.0%	0.0%	0	0.0%	0.0%
Other paid employment	8	0.2%	23	3.9%	0.7%	3	4.3%	0.1%
Quality	14	0.4%	4	0.7%	0.1%	1	1.4%	0.0%
Research	10	0.3%	6	1.0%	0.2%	1	1.4%	0.0%
Specialist - employed	58	1.8%	13	2.2%	0.4%	2	2.9%	0.1%
Specialist - self employed	4	0.1%	11	1.8%	0.3%	4	5.7%	0.1%
Study leave, returning	1	0.0%	1	0.2%	0.0%	0	0.0%	0.0%
Working overseas	14	0.4%	7	1.2%	0.2%	0	0.0%	0.0%
Grand Total	3298	100.0%	595	100.0%	18.0%	70	100.0%	2.1%

Figure 7: Primary, secondary and third work types

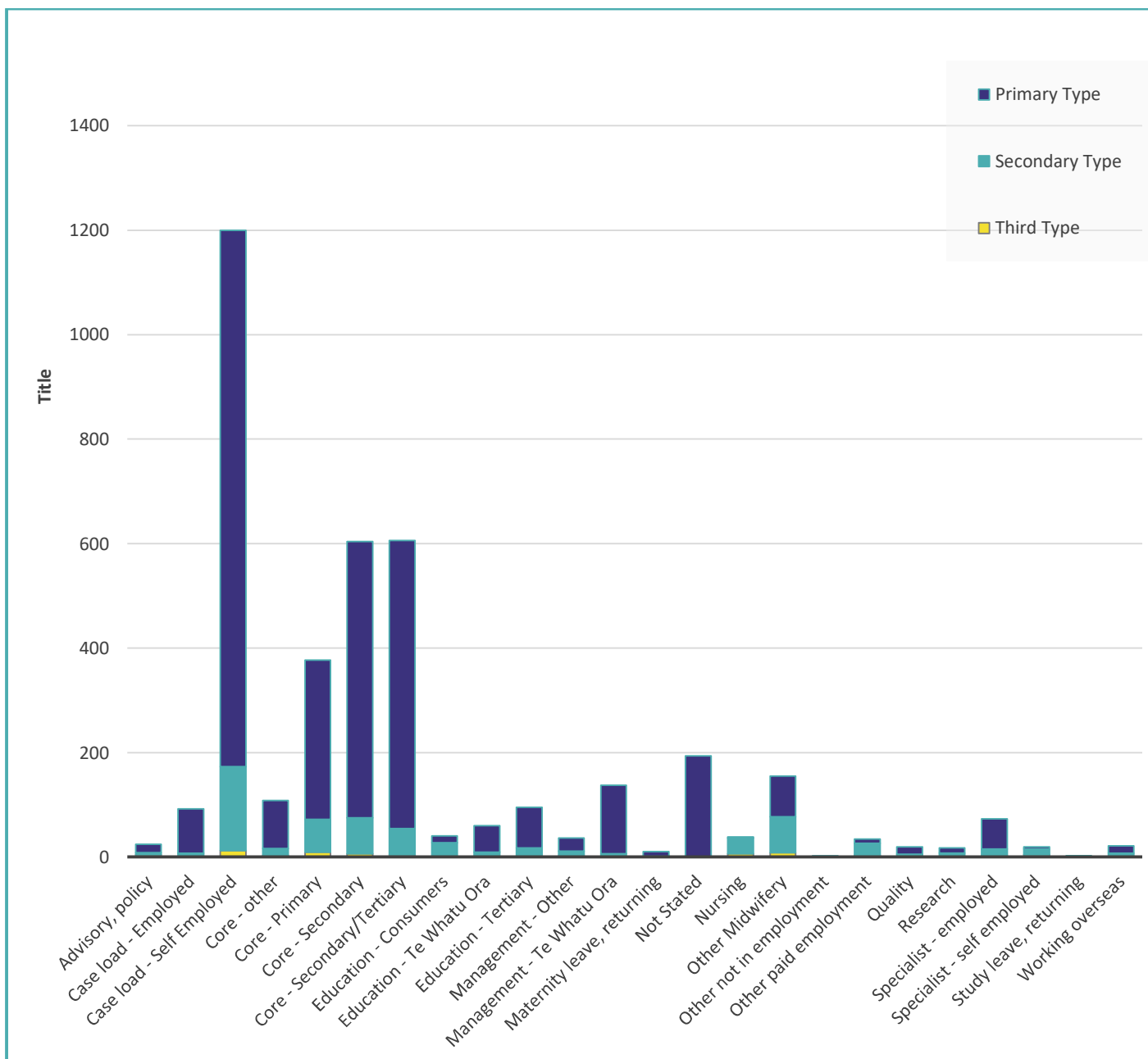
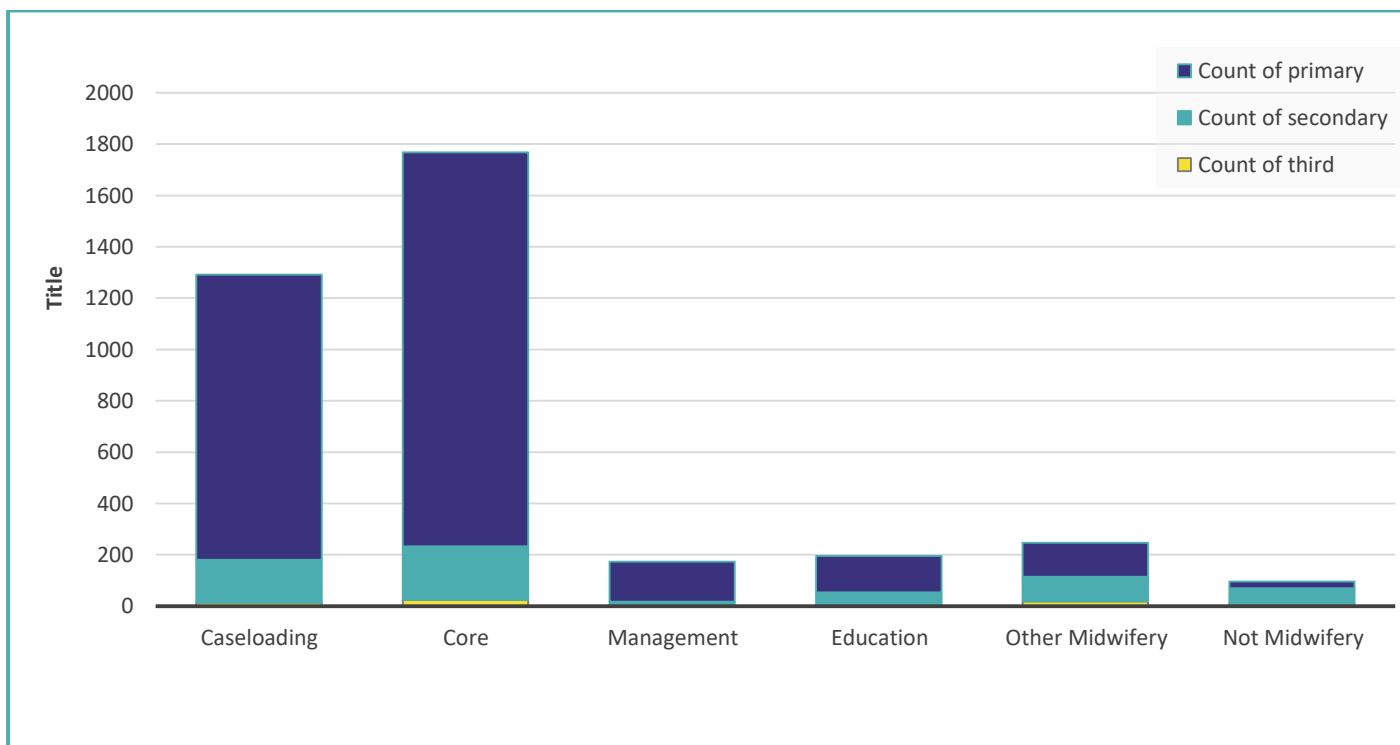


Table 9: Primary, secondary and third work groups

Work group	Count of primary	% 1st	Count of secondary	% 2nd	% of All	Count of third	% 3rd	% of All
Caseloading	1112	33.7%	167	28.1%	5.1%	13	18.6%	0.4%
Core	1536	46.6%	208	35.0%	6.3%	24	34.3%	0.7%
Management	156	4.7%	14	2.4%	0.4%	3	4.3%	0.1%
Education	142	4.3%	50	8.4%	1.5%	3	4.3%	0.1%
Other Midwifery	132	4.0%	96	16.1%	2.9%	18	25.7%	0.5%
Not Midwifery	26	0.8%	60	10.1%	1.8%	9	12.9%	0.3%
Not Stated	194	5.9%	0	0.0%	0.0%	0	0.0%	0.0%
Grand Total	3298	100.0%	595	100.0%	18.0%	70	100.0%	2.1%

Figure 8: Primary, secondary and third work groups



Employer type

Midwives selected the employer type that best specified their work situation from a drop-down menu. At the time of the survey over half (53.3%) were employed by Te Whatu Ora.

Analysis has been undertaken on the ethnicity of educators working in the tertiary setting. First ethnicity has been used in this initial analysis and a different picture may be shown if 1st, 2nd, and 3rd ethnicity are used. However, currently there appears to be a slight shift in ethnic diversity compared to 2016, with more Māori and Pasifika educators.

Table 10: Primary, secondary and third employer type

	Primary employer	% 1st	Secondary employer	% 2nd	% of All	Third employer	% 3rd	% of All
Educational Institution	87	2.6%	25	4.2%	0.8%	2	2.9%	0.1%
Government Agency	23	0.7%	13	2.2%	0.4%	3	4.3%	0.1%
Māori Service provider	18	0.5%	7	1.2%	0.2%	0	0.0%	0.0%
Midwifery Agency	21	0.6%	12	2.0%	0.4%	5	7.1%	0.2%
Not Stated	194	5.9%	0	0.0%	0.0%	0	0.0%	0.0%
Other	38	1.2%	65	10.9%	2.0%	13	18.6%	0.4%
Pacific Service Provider	4	0.1%	1	0.2%	0.0%	0	0.0%	0.0%
Private maternity/Trust	131	4.0%	32	5.4%	1.0%	2	2.9%	0.1%
Self Employed - LMC	1006	30.5%	176	29.6%	5.3%	12	17.1%	0.4%
Subcontracted to LMC	19	0.6%	18	3.0%	0.5%	5	7.1%	0.2%
Te Whatu Ora	1757	53.3%	246	41.3%	7.5%	28	40.0%	0.8%
Grand Total	3298	100.0%	595	100.0%	18.0%	70	100.0%	2.1%

Figure 9: Primary, secondary and third employer groups

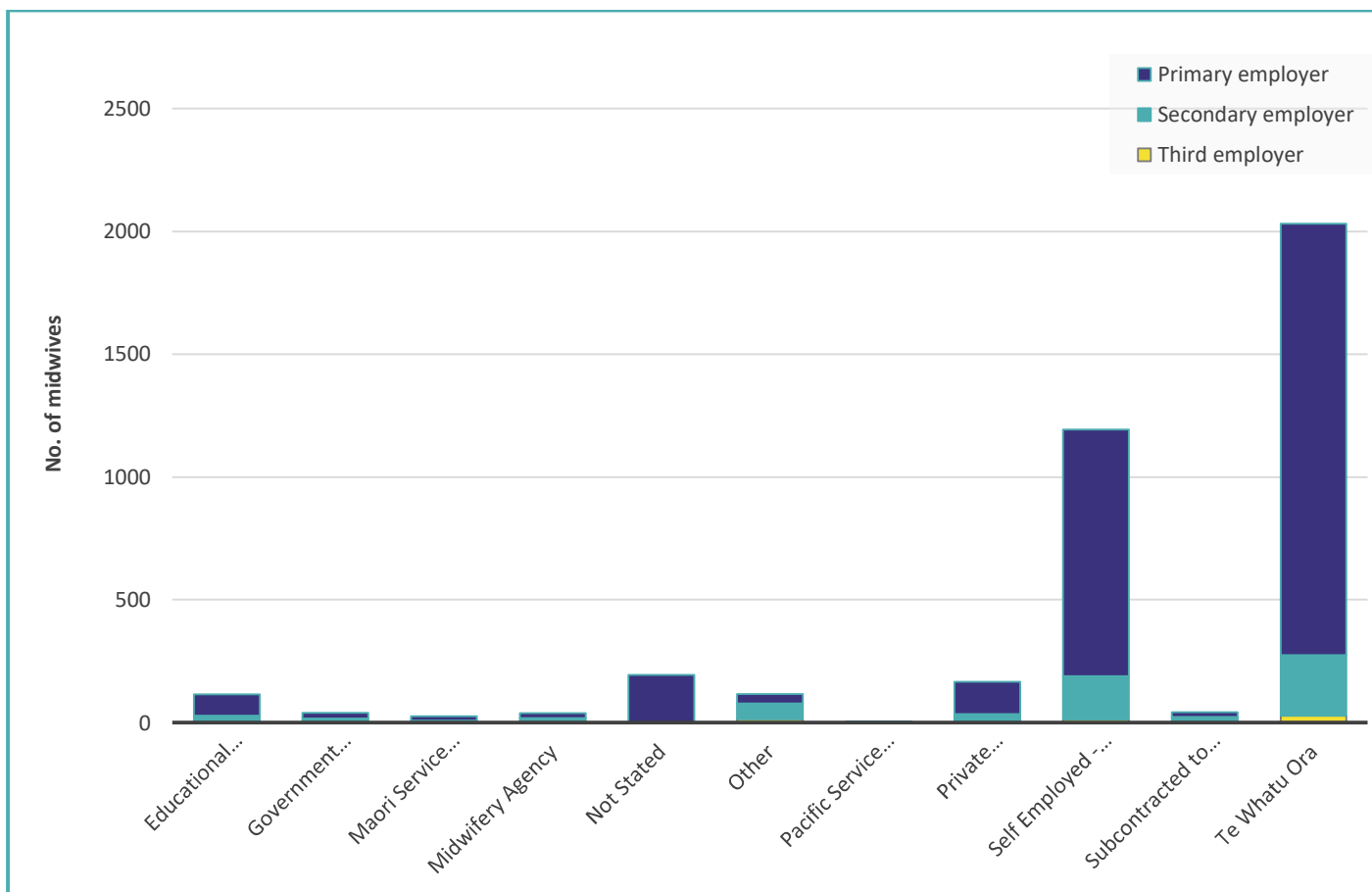
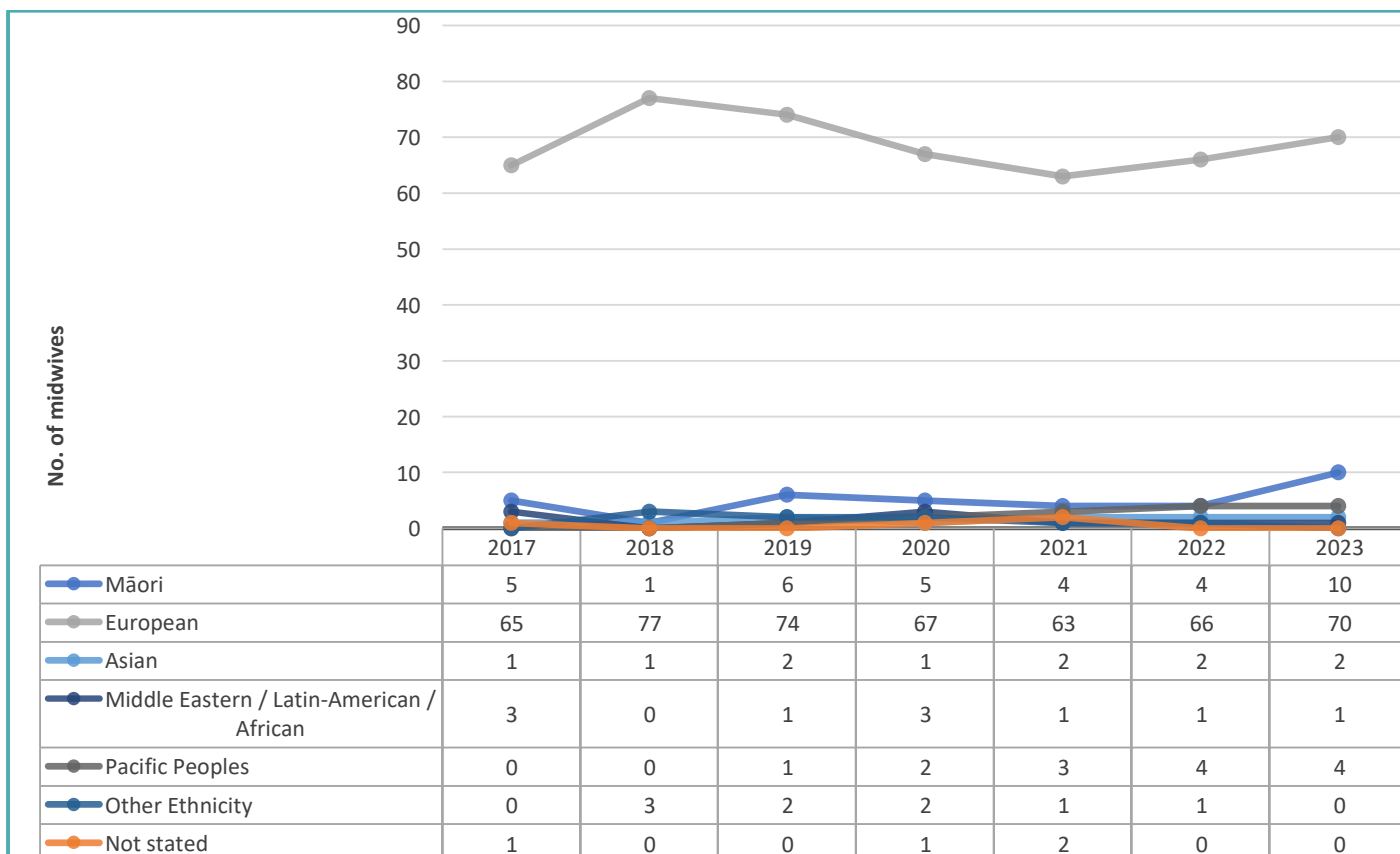


Figure 10: Timelapse of midwives working in an educational institute by primary ethnicity



Work geographical location

The following table shows the number of midwives per 1000 head of population within each region. The population data has been taken from the 2018 Census data. Tasman and Nelson have very different rates to the rest of the regions, however, if those regions are combined, the rate becomes similar. Each region is geographically different with varying population needs; therefore, the same rate may not be appropriate across all areas. As some of the Territorial Local Authorities (TLA) have changed, some areas are now included in the region where the largest centre is situated. These will be updated to align with the current TLA for future surveys.

Table 11: Primary work area region – number of midwives

Region	Count in Region	Territorial Local Authority	Count in TLA	% of TLA	Midwives per 1000 population (at Census 2018)
Northland	120	Far North	40	1.2%	0.65
		Kaipara	8	0.2%	
		Whangarei	72	2.2%	
Auckland	1008	Auckland City	453	13.7%	0.61
		Franklin	31	0.9%	
		Manukau	211	6.4%	
		North Shore	123	3.7%	
		Papakura	28	0.8%	
		Rodney	36	1.1%	
		Waitakere	126	3.8%	
Waikato	322	Hamilton	130	3.9%	0.68
		Hauraki	0	0.0%	
		Matamata-Piako	4	0.1%	
		Otorohanga	0	0.0%	
		South Waikato	11	0.3%	
		Taupo	16	0.5%	
		Thames-Coromandel	10	0.3%	
		Waikato	142	4.3%	
		Waipa	8	0.2%	
		Waitomo	1	0.0%	
Bay of Plenty	209	Kawerau	1	0.0%	0.65
		Opotiki	6	0.2%	
		Rotorua	56	1.7%	
		Tauranga	110	3.3%	
		Western Bay of Plenty	6	0.2%	
		Whakatane	30	0.9%	
Gisborne	38	Gisborne	38	1.2%	0.77
Hawke's Bay	98	Central Hawkes Bay	6	0.2%	0.57
		Hastings	71	2.2%	
		Napier	12	0.4%	
		Wairoa	9	0.3%	
Taranaki	70	New Plymouth	60	1.8%	0.58
		South Taranaki	8	0.2%	
		Stratford	2	0.1%	
Manawatu-Whanganui	156	Horowhenua	12	0.4%	0.63
		Manawatu	51	1.5%	
		Palmerston North	38	1.2%	
		Rangitikei	2	0.1%	
		Ruapehu	3	0.1%	
		Tararua	9	0.3%	
		Whanganui	41	1.2%	
Wellington	343	Carterton	2	0.1%	0.65
		Kapiti Coast	23	0.7%	
		Lower Hutt	77	2.3%	
		Masterton	32	1.0%	

		Porirua	25	0.8%	
		South Wairarapa	4	0.1%	
		Upper Hutt	5	0.2%	
		Wellington	175	5.3%	
Tasman	14	Tasman	14	0.4%	0.26
Nelson	59	Nelson	59	1.8%	1.12
Marlborough	35	Marlborough	35	1.1%	0.72
West Coast	23	Buller	1	0.0%	0.71
		Grey	18	0.5%	
		Westland	4	0.1%	
Canterbury	394	Ashburton	15	0.5%	0.63
		Banks Peninsula	3	0.1%	
		Christchurch	307	9.3%	
		Hurunui	1	0.0%	
		Kaikoura	1	0.0%	
		Mackenzie	0	0.0%	
		Selwyn	17	0.5%	
		Timaru	29	0.9%	
		Waimakariri	20	0.6%	
		Waimate	1	0.0%	
Otago	146	Central Otago	23	0.7%	0.62
		Clutha	7	0.2%	
		Dunedin	88	2.7%	
		Queenstown-Lakes	16	0.5%	
		Waitaki	12	0.4%	
Southland	54	Gore	8	0.2%	0.54
		Invercargill	21	0.6%	
		Southland	25	0.8%	
Chatham Islands	0	Chatham Islands	0	0.0%	
Totals			3089	93.7%	

Overseas		Africa & Middle East	1	0.0%	
		Asia	0	0.0%	
		Australia	10	0.3%	
		Central & South America	0	0.0%	
		Europe (other than UK)	0	0.0%	
		Pacific	0	0.0%	
		United Kingdom	1	0.0%	
		United States of America	0	0.0%	
		Overseas - other areas	3	0.1%	
Totals		Totals	15	0.5%	

Other		Not Stated	194	5.9%	
Totals			194	5.9%	

Grand Total			3298	100.0%	
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Te Whatu Ora Region

The number of midwives employed at Te Whatu Ora – Auckland is significantly larger than other areas with 453 midwives primarily in the area. Te Whatu Ora – Canterbury is the largest in the South Island with 364 midwives.

Table 12: Primary, second and third Te Whatu Ora region

Te Whatu Ora (North Island)	Count of primary	% of primary	Count of secondary	% of secondary	Count of third	% of third
Te Whatu Ora - Northland	120	3.6%	21	0.6%	3	0.1%
Te Whatu Ora - Waitemata	285	8.6%	61	1.8%	5	0.2%
Te Whatu Ora - Auckland	453	13.7%	79	2.4%	8	0.2%
Te Whatu Ora - Counties Manukau	270	8.2%	27	0.8%	5	0.2%
Te Whatu Ora - Waikato	306	9.3%	50	1.5%	4	0.1%
Te Whatu Ora - Lakes	72	2.2%	20	0.6%	0	0.0%
Te Whatu Ora - Bay of Plenty	153	4.6%	30	0.9%	2	0.1%
Te Whatu Ora - Tairāwhiti	38	1.2%	9	0.3%	1	0.0%
Te Whatu Ora - Hawkes Bay	98	3.0%	21	0.6%	2	0.1%
Te Whatu Ora - Taranaki	70	2.1%	22	0.7%	3	0.1%
Te Whatu Ora - Wanganui	46	1.4%	12	0.4%	3	0.1%
Te Whatu Ora - MidCentral	110	3.3%	20	0.6%	4	0.1%
Te Whatu Ora - Capital and Coast	223	6.8%	51	1.5%	6	0.2%
Te Whatu Ora - Hutt	82	2.5%	8	0.2%	1	0.0%
Te Whatu Ora - Wairarapa	38	1.2%	7	0.2%	0	0.0%
Totals	2364	71.7%	438	13.3%	47	1.4%

Te Whatu Ora (South Island)	Count of primary	% of primary	Count of secondary	% of secondary	Count of third	% of third
Te Whatu Ora - Nelson-Marlborough	108	3.3%	25	0.8%	4	0.1%
Te Whatu Ora - Canterbury	364	11.0%	69	2.1%	10	0.3%
Te Whatu Ora - West Coast	23	0.7%	5	0.2%	1	0.0%
Te Whatu Ora - South Canterbury	30	0.9%	10	0.3%	0	0.0%
Te Whatu Ora - Southern	200	6.1%	39	1.2%	7	0.2%
Totals	725	22.0%	148	4.5%	22	0.7%

Overseas	15	0.5%	9	0.3%	1	0.0%
Not Stated	194	5.9%	2703	82.0%	3228	97.9%
Grand Totals	3298	100.0%	3298	100.0%	3298	100.0%

Figure 11: Summary of Te Whatu Ora region

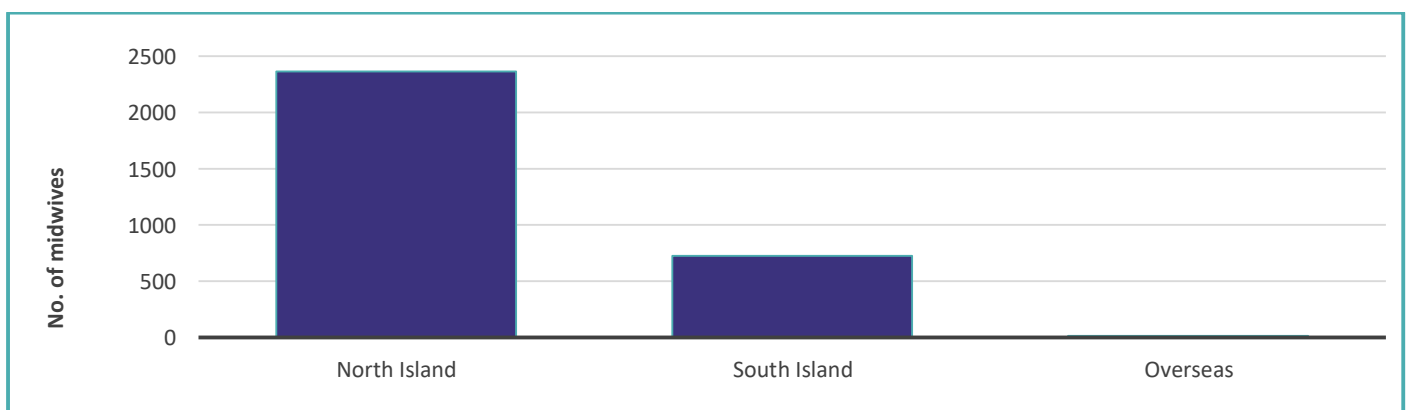
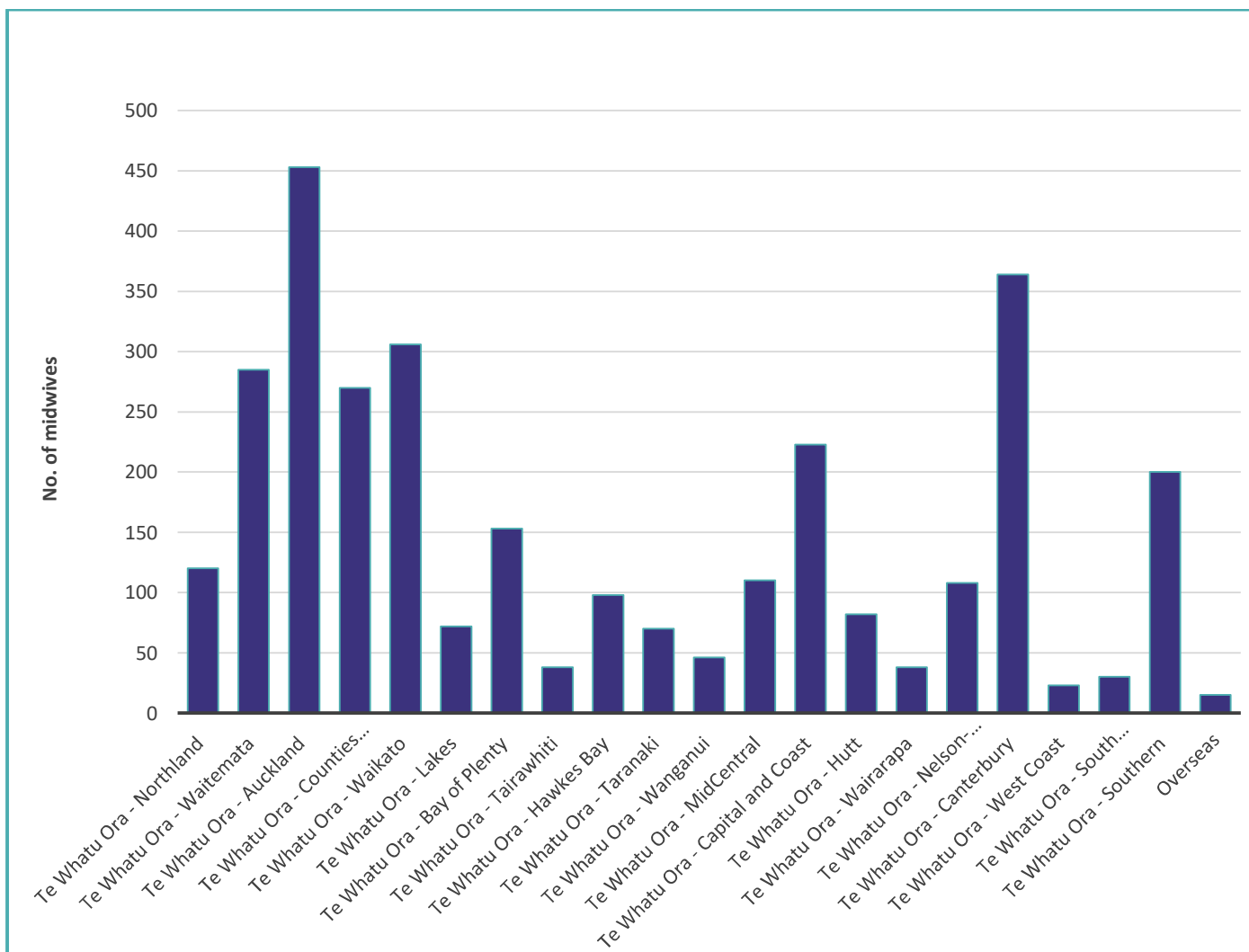


Figure 12: Primary Te Whatu Ora region



Working hours

Midwives were asked how many hours they work in a typical week. 48% (1587) of midwives reported working 32 hours or less in total per week. This percentage has increased from 40.7% in 2022 and 44.2% in 2021. Of note, is that 12.8% of midwives are working more than 40 hours per week, down from 21.4% in 2022.

Table 13: Hours per week – primary, secondary and third work type

Hours worked	Count of primary	% of primary	Count of secondary	% of secondary	Count of third	% of third
1-8	112	3.4%	366	11.1%	56	1.7%
9-16	272	8.2%	130	3.9%	11	0.3%
17-24	522	15.8%	54	1.6%	1	0.0%
25-32	681	20.6%	21	0.6%	0	0.0%
33-40	1095	33.2%	21	0.6%	2	0.1%
40+	422	12.8%	3	0.1%	0	0.0%
Not stated	194	5.9%	2703	82.0%	3228	97.9%
Grand Totals	3298	100.0%	3298	100.0%	3298	100.0%

Figure 13: Hours per week by primary, secondary work type combined

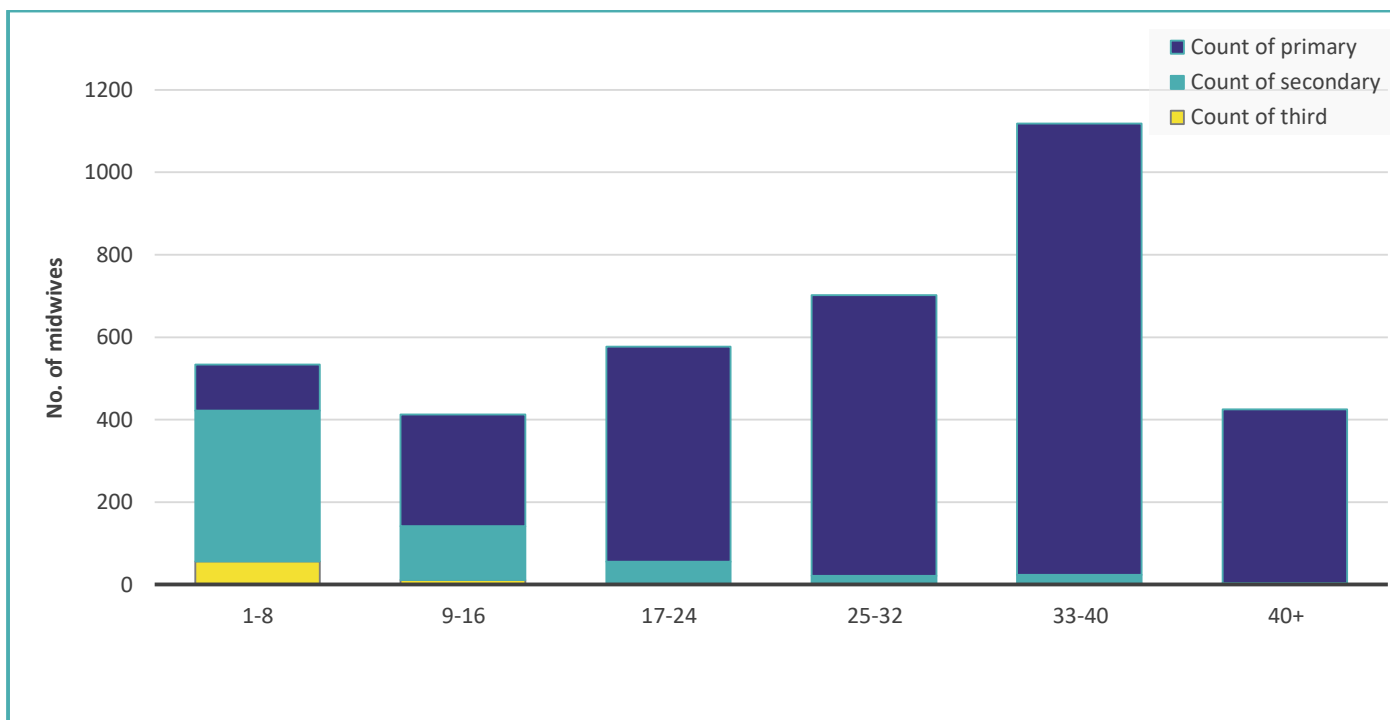
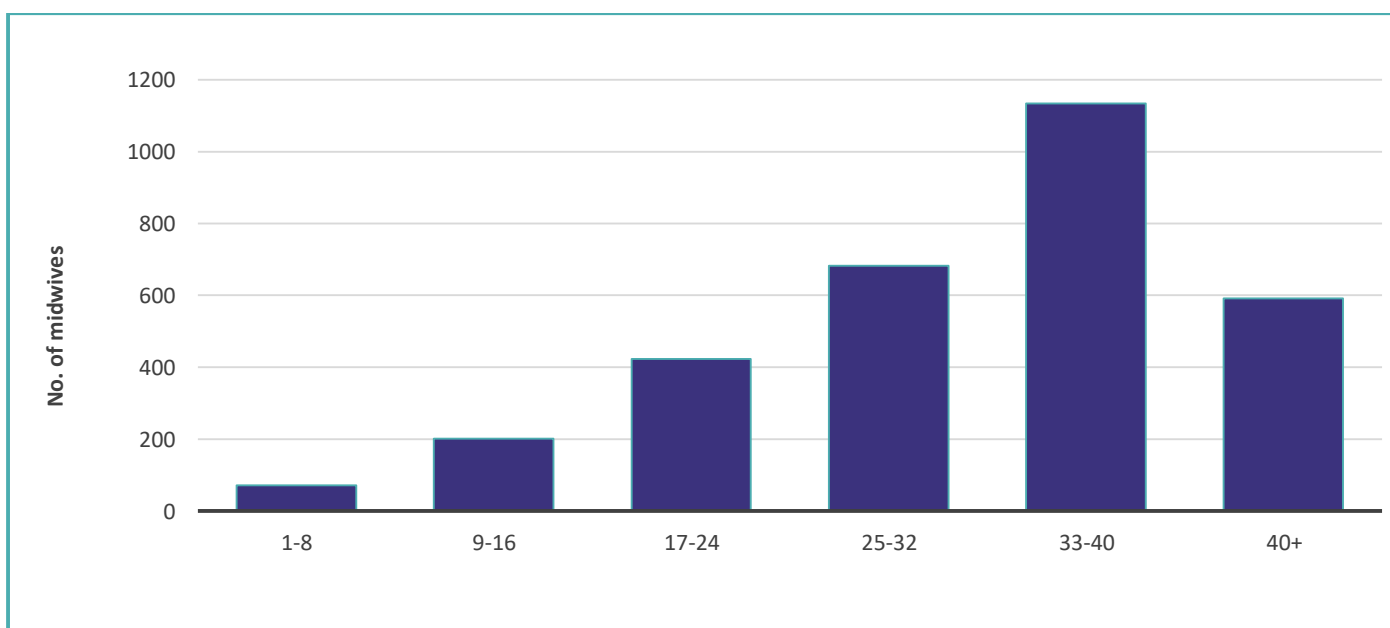


Table 14: Hours per week in all situations combined

Total Hours worked	Count	%	Cumulative Ascending	Cumulative Descending
1-8	72	2.2%	2.2%	100.0%
9-16	202	6.1%	8.3%	97.8%
17-24	423	12.8%	21.1%	91.7%
25-32	682	20.7%	41.8%	78.9%
33-40	1134	34.4%	76.2%	58.2%
40+	591	17.9%	94.1%	23.8%
Not stated	194	5.9%	100.0%	5.9%
Grand Total	3298	100.0%		

Figure 14: Hours per week, all work types combined



Working part time

Midwives were asked what their main reason was for working part-time in midwifery. 15% (215) of midwives selected “other” as their answer. This could be an area to gather further data in the future to gain a clearer understanding of the reasons.

Table 15: Reason for working part time

Reason for working part time	Count	% of
Prefer working on a part time or casual basis	620	43.2%
Parental responsibility	294	20.5%
Other	215	15.0%
Have reduced hours due to high workload	183	12.8%
Building a case load	45	3.1%
No access to flexible working hours	28	2.0%
Student	25	1.7%
No access to childcare	14	1.0%
Not enough midwifery work available	6	0.4%
Seeking midwifery work	4	0.3%
Grand Total	1434	100%

QUALIFICATIONS

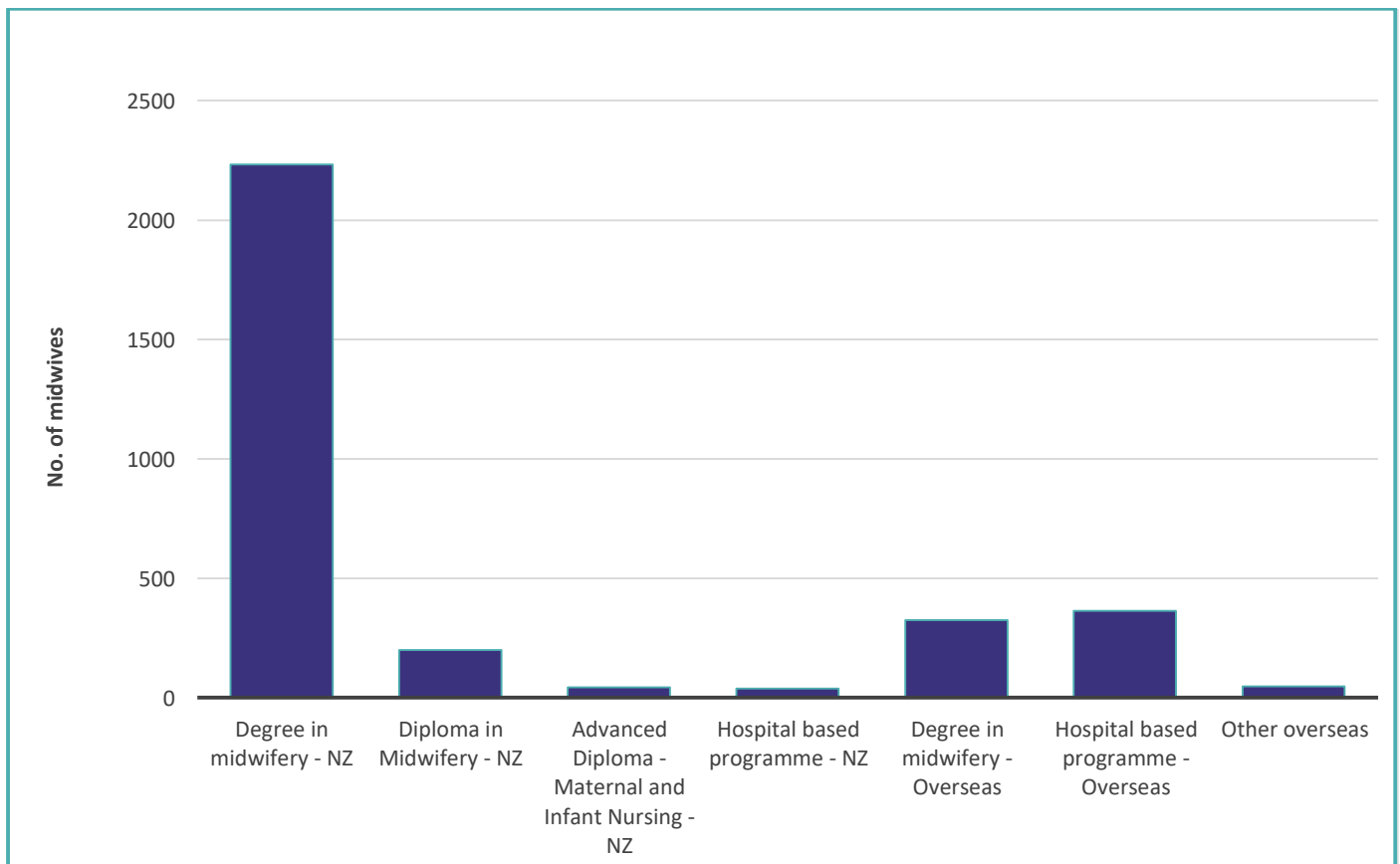
First midwifery qualification

A New Zealand degree in midwifery is the most common first midwifery qualification. The shift to more than 50% of midwives having this as their first qualification occurred in 2017, rising to 67.7% in 2023.

Table 16: First midwifery qualification

First Qualification	Count	%
Degree in midwifery - NZ	2233	67.7%
Diploma in Midwifery - NZ	200	6.1%
Advanced Diploma - Maternal and Infant Nursing - NZ	43	1.3%
Hospital based programme - NZ	37	1.1%
Degree in midwifery - Overseas	325	9.9%
Hospital based programme - Overseas	364	11.0%
Other overseas	46	1.4%
Not stated	50	1.5%
Grand Total	3298	100.0%

Figure 15: First midwifery qualification



Current study – expected qualification

There are currently 5.9% of midwives studying towards a midwifery postgraduate qualification. There has been a gradual downwards trend in midwives undertaking postgraduate study with 8.3% in 2016.

Table 17: Current study - qualification type

Currently studying	Count	%
Yes	196	5.9%
No	3052	92.5%
Not stated	50	1.5%
Grand Total	3298	100.0%

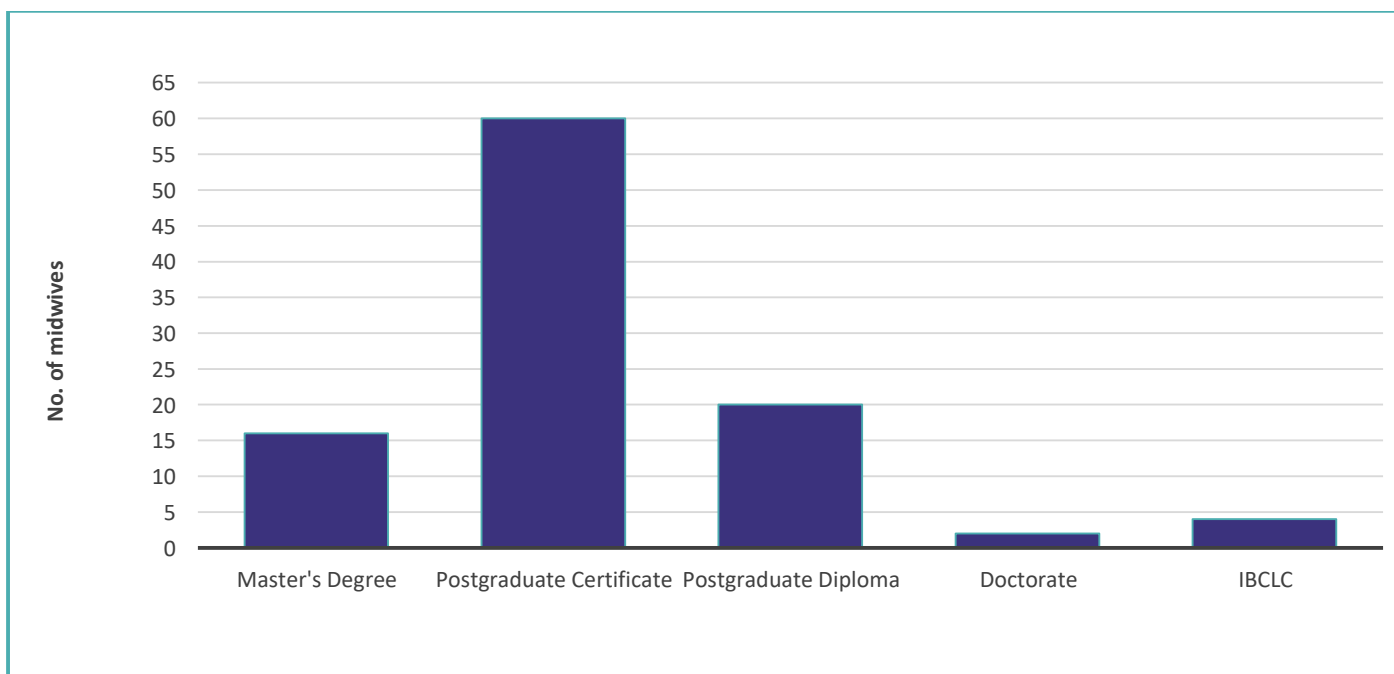
Completed study in 2022

The following qualifications were completed in the previous academic year.

Table 18: Completed qualification 2022 – qualification type

Qualification	Count	%	% of all
Master's Degree	16	15.7%	0.5%
Postgraduate Certificate	60	58.8%	1.8%
Postgraduate Diploma	20	19.6%	0.6%
Doctorate	2	2.0%	0.1%
IBCLC	4	3.9%	0.1%
	102	100%	3.1%

Figure 16: Completed qualification 2022 – qualification type



Completed qualification by ethnicity

All ethnicities were represented in those who completed a post-graduate qualification in 2022. However, there was a difference in type of qualification gained, with only midwives identifying as European completing a Doctorate. Since 2017, 29 midwives have completed a Doctorate, none were Māori or Pasifika.

Table 19: Completed qualification last year – primary ethnicity

Primary Ethnicity	Qualification	Count	%
Māori	Master's Degree	3	2.9%
	Postgraduate Certificate	7	6.9%
	Postgraduate Diploma	3	2.9%
Middle Eastern / Latin-American / African	Master's Degree	1	1.0%
European	Doctorate	2	2.0%
	Master's Degree	10	9.8%
	IBCLC	4	3.9%
	Postgraduate Certificate	44	43.1%
Pacific Peoples	Postgraduate Diploma	16	15.7%
	Master's Degree	1	1.0%
	Postgraduate Certificate	2	2.0%
Asian	Postgraduate Certificate	6	5.9%
	Postgraduate Diploma	1	1.0%
Not Stated	Master's Degree	1	1.0%
Other Ethnicity	Postgraduate Certificate	1	1.0%
Grand Total		102	100%

Major/Specialty

Table 20: Completed qualification 2022 – Major/Speciality

Qualification - Major	Count	%	% of all
Advanced Midwifery Practice	1	1.0%	0.0%
Complex Care	7	6.9%	0.2%
Education	2	2.0%	0.1%
Family Planning and Sexual Health	1	1.0%	0.0%
Health	1	1.0%	0.0%
Health Prof Education	1	1.0%	0.0%
Health Sciences	11	10.8%	0.3%
Healthcare	1	1.0%	0.0%
Healthcare Research	2	2.0%	0.1%
Lactation	4	3.9%	0.1%
Leadership and Management	7	6.9%	0.2%
Māori Health	1	1.0%	0.0%
Midwifery	57	55.9%	1.7%
Pacific Health	1	1.0%	0.0%
Philosophy	1	1.0%	0.0%
Public Health	2	2.0%	0.1%
Specialty Care	1	1.0%	0.0%
Women's Health	1	1.0%	0.0%
Grand Total	102	100.00%	3.1%

Qualification provider

Table 21: Completed qualification 2022 – qualification provider

Institution	Count	%	% of all
Anglia Ruskin University	1	1.0%	0.0%
Auckland University of Technology	40	39.2%	1.2%
International Board of Lactation Consultants	4	3.9%	0.1%
Massey University	1	1.0%	0.0%
Middlesex University London	1	1.0%	0.0%
Not Stated	3	2.9%	0.1%
Otago Polytechnic - Te Pūkenga	28	27.5%	0.8%
Swansea University	1	1.0%	0.0%
Te Pou	1	1.0%	0.0%
University of Auckland	1	1.0%	0.0%
University of Canterbury	1	1.0%	0.0%
University of Otago	4	3.9%	0.1%
Victoria University of Wellington	13	12.7%	0.4%
Whitirea - Te Pūkenga	2	2.0%	0.1%
WINTeC - Te Pūkenga	1	1.0%	0.0%
Grand Total	102	100.00%	3.1%

Nursing registration

The following table shows the number of midwives who are also on a nursing register, and whether they will be applying to a nursing regulator for nursing practising certificate. Out of the 524 that stated they were on a nursing register, 269 (51.3%) said they would apply for a nursing practising certificate.

Table 22: Midwives on a nursing register and who will apply for a nursing practising certificate 2023/24.

On a nursing register	Will apply for a nursing practising certificate			Grand Totals
	Yes	No	Not Stated	
Yes	269	255		524
No				2724
Not Stated			50	50
Grand Total	269	255	50	3298

NON-PRACTISING MIDWIVES

Midwives who changed their status online to “non-practising” were able to complete a survey relating to the reasons they were ceasing practice.

There were 189 midwives who did not renew their practising certificates for 2023-2024. Of these 98 midwives completed the online process and survey. The remainder are deemed to be not active for those who completed the survey, 41.8% had ceased practice in 2022 and 18.4% in 2023.

There are many reasons for midwives not renewing their practising certificate. The most common reasons being related to practising overseas, retiring, and family or parenting responsibilities. A small number of midwives indicated they are not practising due to COVID-19 mandates. Other reasons include working conditions related to remuneration, stress/burnout, too much responsibility and feeling unsupported.

Returning to practise

Midwives who completed the non-practising survey had the option of stating whether they intended to return to practice in the future.

Reviewing the comments, it appeared that not all those who selected ‘no’ (39.8%) in relation to returning to practice were definite about their decision. There appeared to be a possibility that they may return in different circumstances. The free text comments were, therefore, analysed together (both ‘yes’ and ‘no’ answers to return). The multiple influences on returning were categorised, noting that some people answered within more than one field. There were comments outlining what would influence their decision to return to practice from 73 of the 98 midwives.

Returning to New Zealand was the most common single reason that would influence the return to practice by a slim margin. 4 people commented that COVID-19 vaccination mandates needed to be lifted before they would consider returning to practice.

There were also many comments that could be broadly categorised as sustainability of the profession. Those related to remuneration and the current working environment. Some commented on feeling burnt out and needing to be valued and respected as a profession by the public and other health professions.

Table 23: Main influencing factors for Returning to Practise

Influencing Factors	Intending to Return	% of all	Not Intending to Return	% of all
Desire to return to Midwifery	1	1.7%	1	2.6%
Employment Opportunity	1	1.7%	0	0.0%
Study	1	1.7%	0	0.0%
Improved value / respect for midwives	0	0.0%	2	5.1%
Mandate removal	4	6.8%	1	2.6%
Not Stated	18	30.5%	8	20.5%
Parental Leave	3	5.1%	0	0.0%
Personal Reasons	9	15.3%	13	33.3%
Remuneration	7	11.9%	4	10.3%
Returning to New Zealand	9	15.3%	1	2.6%
Working environment	6	10.2%	9	23.1%
Total	59	100%	39	100%

Age groups

The following chart shows the age groups of midwives who selected non-practising in 2023.

Figure 17: Age of non-practising midwives

