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## 2012 Midwifery Workforce Survey

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The midwifery workforce survey is collected from all midwives who apply for a midwifery practising certificates. Most of these are during the annual practising certificate renewal period.

The 2012 survey is for midwives who held a current midwifery annual practising certificate on 27 September 2012. At that date there were 2,910 midwives with a current practising certificate. The survey was completed online for the first time this year.

Survey responses were obtained for all but 15 of the current midwives. The 15 missing responses were caused by some errors in the application process and some midwives who obtained their practising certificates through entry into a return to practice programme. In future years all return to practice midwives will also complete a survey form.

Some limited data was able to be included for completeness for the 15 midwives where there was no survey response, either from the Register of Midwives (e.g. age and gender) or from surveys completed in previous years (e.g. years in the workforce). Any survey questions where the midwife's current situation could not be known with certainty were reported as 'Not reported'.

This report sets out the survey questions and gives the response in table and chart form.

## Key facts from the 2012 midwifery workforce survey

The survey responses for practising midwives (defined as those with a current practising certificate) as at September 2012 show the following key points:-

- There were 2,910 midwives holding a current practising certificate at this time.
- The midwifery workforce is almost completely female. There were 6 practising male midwives
- The current average age of a midwife in New Zealand is 46.8 years old.
- The workforce is dominated by New Zealand European and other European ethnicity who make up 88.9% of the workforce. The percentage of midwives who give New Zealand Maori as their first ethnicity is 5.2% (150). The percentage of midwives who give New Zealand Maori as their first, second, or third ethnicity is 8.1% (236).
- The average time in the midwifery workforce is 14.7 years. Fifty eight percent of the workforce has practised midwifery for fifteen years or less.
- Returning from overseas and changed family circumstance are the major reasons reported for midwives returning to practice.
- Living overseas and parental responsibilities were the major reasons reported for midwives not being currently active.
- Midwives reporting caseloading as their main work situation made up 38.1% of the workforce (1,109). Self-employed LMC were 85% of the caseloading midwives and 32% of the midwifery workforce.
- Midwives reporting core practice as their first work situation made up 49.3% of the workforce (1,435).
- Twenty eight percent of midwives reported a second work situation.
- Fifty four percent of midwives reported that they were employed by a District Health Board (in various work situations).
- Five hundred and eighty eight midwives reported the Auckland Territorial Local Authority (TLA) geographical area as their first work area. This is double the number of the next TLA area (Christchurch – 289 midwives). No midwife reported the Mackenzie or Waitaki TLAs as their first work area, but a small number reported these as their second or third work areas. (TLAs vary considerable in size and population coverage.)
- The average caseload reported by caseloading midwives was 42 women per year. Eighteen percent reported a case load of 61 women or more per year.
- Forty one percent of midwives reported working 32 hours or less in total per week.
- The most common reason reported for working part time was by preference (527 midwives) followed by parental responsibility (438 midwives).
- The most common first midwifery qualification was a direct entry degree in New Zealand (38.4%). Twenty eight percent reported a New Zealand post nursing qualification. Thirty four percent reported that their first midwifery qualification was obtained overseas.
- Seven percent of midwives reported that they were currently studying. The most common expected qualification was a Masters degree (33.0%) followed by a Post Graduate Certificate at Masters Level (30.9%).

- Two hundred and twenty eight midwives (7.8% of the workforce) reported that they had completed a formal qualification in the last year. One hundred of these (43.9%) reported completing a Bachelor degree. These would be new graduate midwives. The next most common completed qualifications were Post Graduate Certificate (15.8%) and Post Graduate Diploma (11.0%).
- One thousand and twenty seven midwives reported that they remained on a nursing register or roll (here or overseas - 35.3% of the workforce). The most common nursing registration was RGON (38.1%).
- Four hundred and sixty nine midwives reported that they would apply for a nursing annual practising certificate this year (45% of midwives with a nursing registration and 17% of the midwifery workforce). However this compares with only 51 midwives who gave nursing as their first or second work situation.

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## Demographics

### Gender

Question 1. Are you

female  male?

Gender	Number	%
Female	2904	99.8%
Male	6	0.2%
<b>Total</b>	<b>2910</b>	<b>100.0%</b>

**Table 1: Gender**

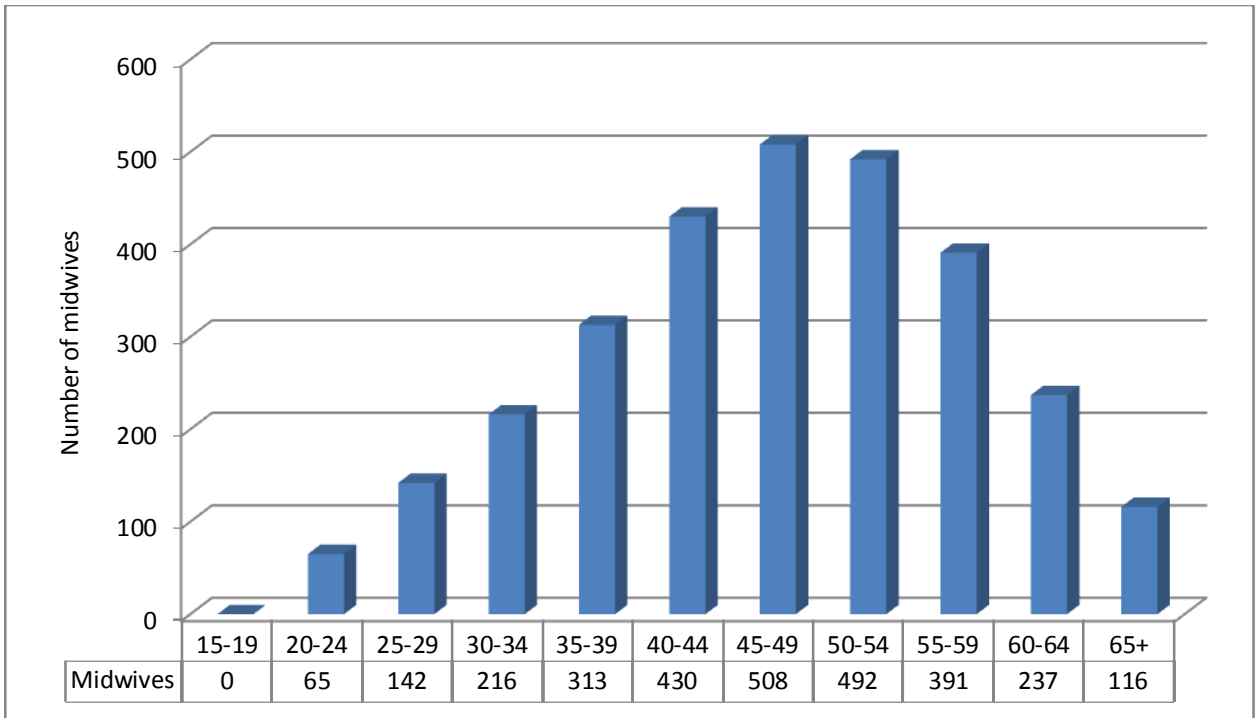
### Age

Question 2. What is your year of birth?

The responses to this question were used to calculate the age of practising midwives

Age group	Number	%
15-19	0	0.0%
20-24	65	2.2%
25-29	142	4.9%
30-34	216	7.4%
35-39	313	10.8%
40-44	430	14.8%
45-49	508	17.5%
50-54	492	16.9%
55-59	391	13.4%
60-64	237	8.1%
65+	116	4.0%
<b>Total</b>	<b>2910</b>	<b>100.0%</b>

**Table 2: Age of practising midwives**



**Figure 1: Age of practising midwives**

The average age of practising midwives is 46.8 years.

## Ethnicity

Question 3. With which ethnic group or groups do you most closely identify?

1st  2nd  3rd

(Use the codes from the **Ethnicity Codes** table enclosed and enter up to three, one code per box, main ethnicity first)

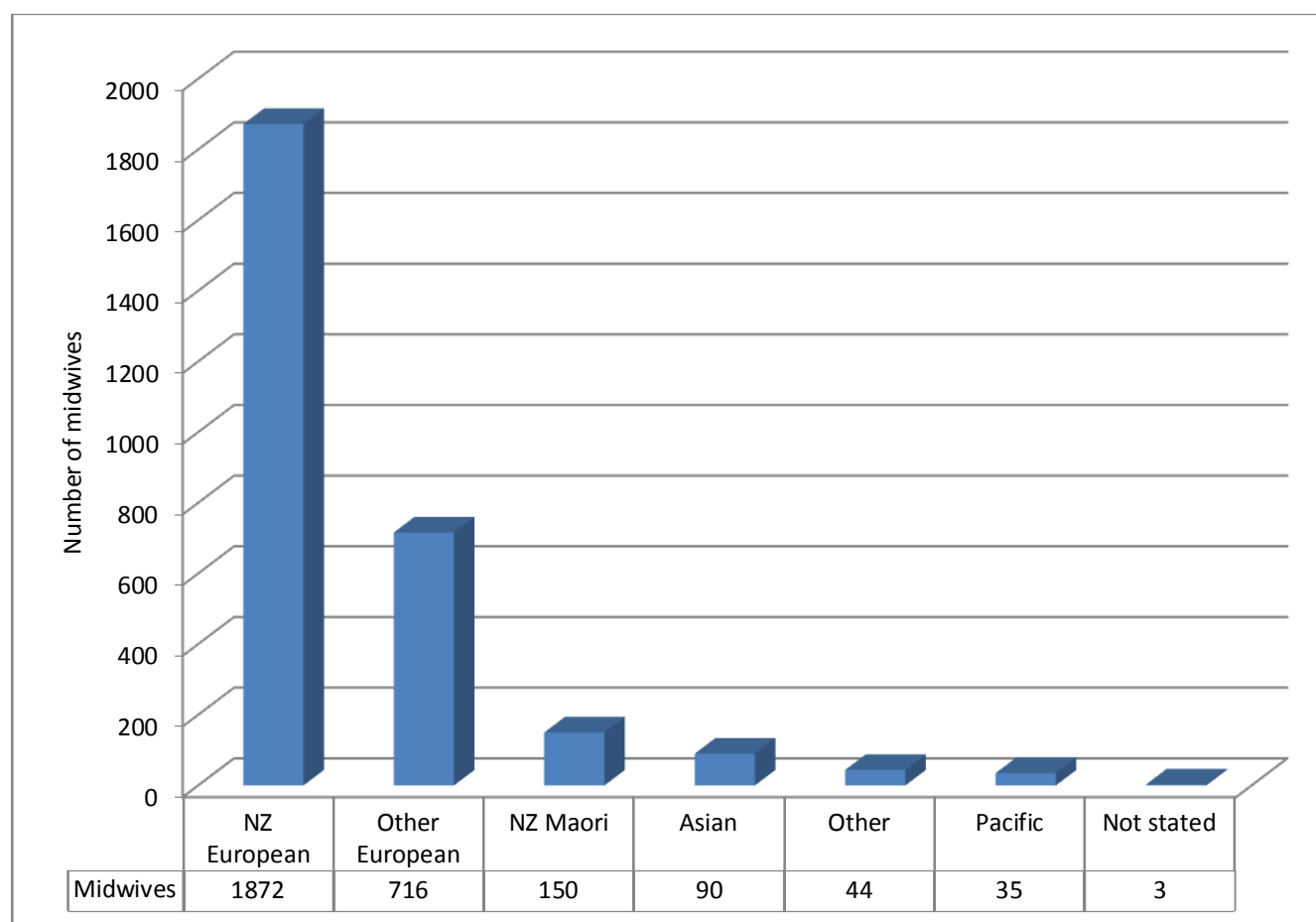
If other (611) please specify \_\_\_\_\_

Ethnicity	First ethnicity		Second ethnicity			Third ethnicity		
	Number	%	Number	% 2nd	% all	Number	% 3rd	% all
New Zealand European	1872	64.3%	162	36.2%	5.6%	3	7.5%	0.1%
British and Irish	485	16.7%	49	11.0%	1.7%	10	25.0%	0.3%
New Zealand Maori	150	5.2%	85	19.0%	2.9%	1	2.5%	0.0%
Other European	73	2.5%	29	6.5%	1.0%	1	2.5%	0.0%
Australian	59	2.0%	10	2.2%	0.3%	2	5.0%	0.1%
Chinese	46	1.6%	4	0.9%	0.1%	2	5.0%	0.1%
German	29	1.0%	4	0.9%	0.1%	2	5.0%	0.1%
Dutch	28	1.0%	17	3.8%	0.6%	1	2.5%	0.0%
African	23	0.8%	8	1.8%	0.3%	2	5.0%	0.1%
Indian	21	0.7%	7	1.6%	0.2%	1	2.5%	0.0%
Samoaan	14	0.5%	11	2.5%	0.4%	2	5.0%	0.1%
Canadian	13	0.4%	0	0.0%	0.0%			
South African	9	0.3%	3	0.7%	0.1%			
American (US)	9	0.3%	3	0.7%	0.1%			
Cook Island Maori	6	0.2%	6	1.3%	0.2%			
Latin American/Hispanic	6	0.2%	2	0.4%	0.1%			
Middle Eastern	6	0.2%						
Other Asian	5	0.2%	6	1.3%	0.2%	2	5.0%	0.1%
Fijian	5	0.2%	4	0.9%	0.1%	2	5.0%	0.1%
Niuean	5	0.2%	1	0.2%	0.0%			
Filipino	3	0.1%	1	0.2%	0.0%			
French	3	0.1%	1	0.2%	0.0%			
Korean	3	0.1%						
Other Southeast Asian	3	0.1%	1	0.2%	0.0%	1	2.5%	0.0%
Malaysian	3	0.1%	2	0.4%	0.1%			
Not Reported	3	0.1%	1	0.2%	0.0%			
Spanish	3	0.1%						
Russian	3	0.1%	1	0.2%	0.0%			
Austrian	2	0.1%	1	0.2%	0.0%			
Japanese	2	0.1%	3	0.7%	0.1%			
Sri Lankan	2	0.1%						
Tokelauan	2	0.1%						
Belgian	1	0.0%						
Croatian	1	0.0%						
Danish	1	0.0%				1	2.5%	0.0%
Finnish	1	0.0%	1	0.2%	0.0%			



Greek	1	0.0%						
Italian	1	0.0%	4	0.9%	0.1%			
Jamaican	1	0.0%	4	0.9%	0.1%			
Khmer/Kampuchean/ Cambodian	0	0.0%	1	0.2%	0.0%			
Lebanese	1	0.0%						
Polish	1	0.0%	4	0.9%	0.1%			
Solomon Islander	1	0.0%	2	0.4%	0.1%	1	2.5%	0.0%
South Slav	1	0.0%						
Tongan	1	0.0%	1	0.2%	0.0%			
Vietnamese	1	0.0%	3	0.7%	0.1%	1	2.5%	0.0%
Aboriginal	1	0.0%						
Caribbean	0	0.0%			0.0%	1	2.5%	0.0%
Channel Islands	0	0.0%	1	0.2%	0.0%			
North American Indian	0	0.0%	1	0.2%	0.0%			
Other	0	0.0%				1	2.5%	0.0%
Other Pacific peoples	0	0.0%				1	2.5%	0.0%
Swedish	0	0.0%	1	0.2%	0.0%	1	2.5%	0.0%
Swiss	0	0.0%				1	2.5%	0.0%
West Indian	0	0.0%	2	0.4%	0.1%			
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>447</b>	<b>100.0%</b>	<b>15.4%</b>	<b>40</b>	<b>100.0%</b>	<b>1.4%</b>

**Table 3: Ethnicity**

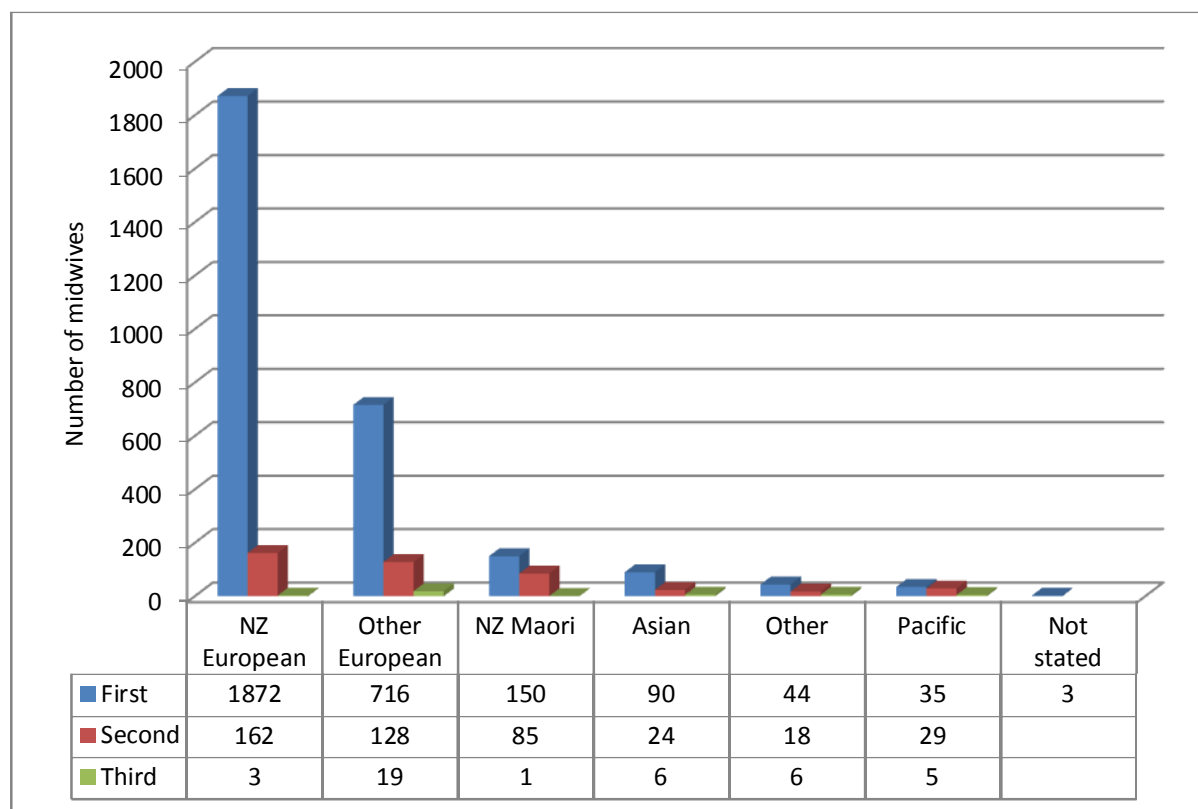


**Figure 2: First ethnicity**

## Ethnic group

Ethnicity	First ethnicity		Second ethnicity			Third ethnicity		
	Number	%	Number	% 2nd	% all	Number	% 3rd	% all
NZ European	1872	64.3%	162	36.2%	5.6%	3	7.5%	0.1%
Other European	716	24.6%	128	28.6%	4.4%	19	47.5%	0.7%
NZ Maori	150	5.2%	85	19.0%	2.9%	1	2.5%	0.0%
Asian	90	3.1%	24	5.4%	0.8%	6	15.0%	0.2%
Other	44	1.5%	18	4.0%	0.6%	6	15.0%	0.2%
Pacific	35	1.2%	29	6.5%	1.0%	5	12.5%	0.2%
Not stated	3	0.1%			0.0%			
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>446</b>	<b>100.0%</b>	<b>15.3%</b>	<b>40</b>	<b>100.0%</b>	<b>1.4%</b>

**Table 4: Ethnic group**



**Figure 3: Ethnic Group**

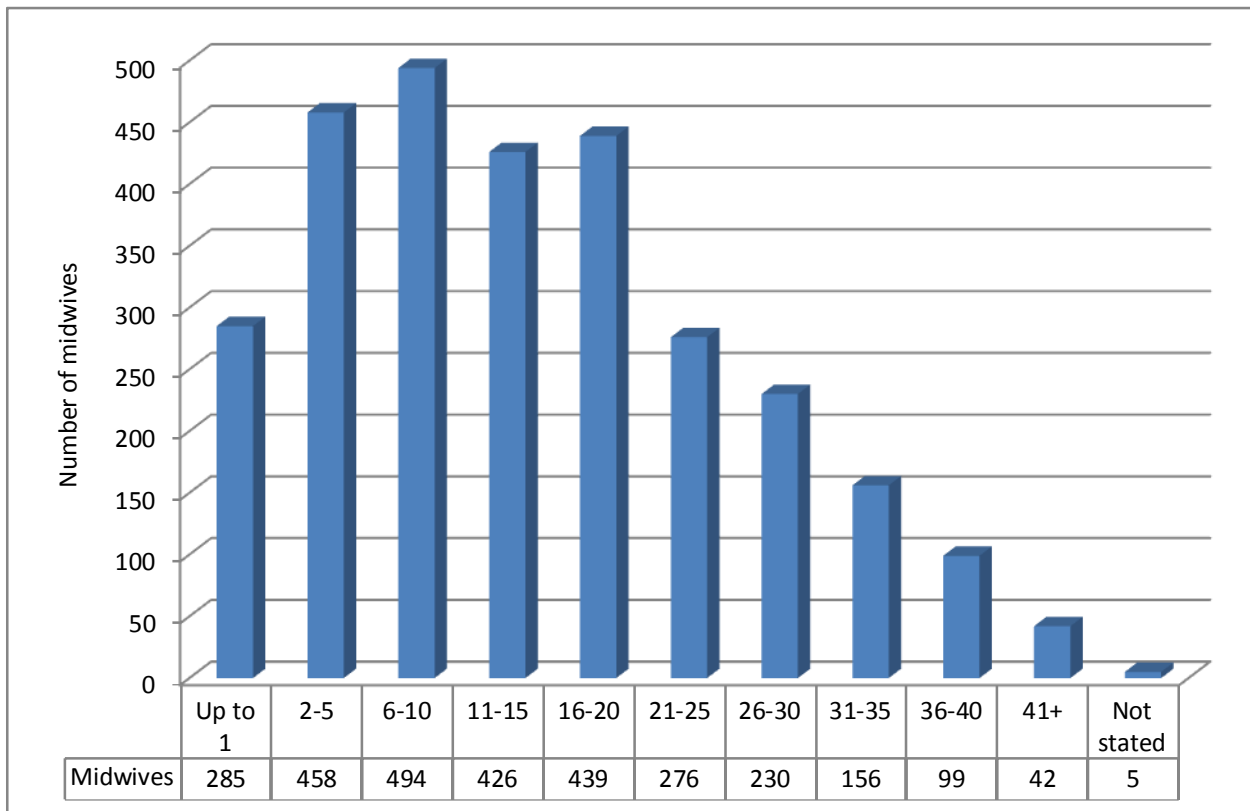
## Time in workforce

Question 4. How many years in total have you been part of the midwifery workforce? Include time spent working overseas.

Number of years

Years in workforce	Number	%	Years in workforce	Cumulative ascending	Cumulative descending
Up to 1	285	9.8%	Up to 1	9.8%	100.0%
2-5	458	15.7%	2-5	25.5%	90.2%
6-10	494	17.0%	6-10	42.5%	74.5%
11-15	426	14.6%	11-15	57.1%	57.5%
16-20	439	15.1%	16-20	72.2%	42.9%
21-25	276	9.5%	21-25	81.7%	27.8%
26-30	230	7.9%	26-30	89.6%	18.3%
31-35	156	5.4%	31-35	95.0%	10.4%
36-40	99	3.4%	36-40	98.4%	5.0%
41+	42	1.4%	41+	99.8%	1.6%
Not stated	5	0.2%	Not stated	100.0%	0.2%
<b>Total</b>	<b>2910</b>	<b>100.0%</b>			

**Table 5: Years in practice**



**Figure 4: Years in practice**

## Return to practice

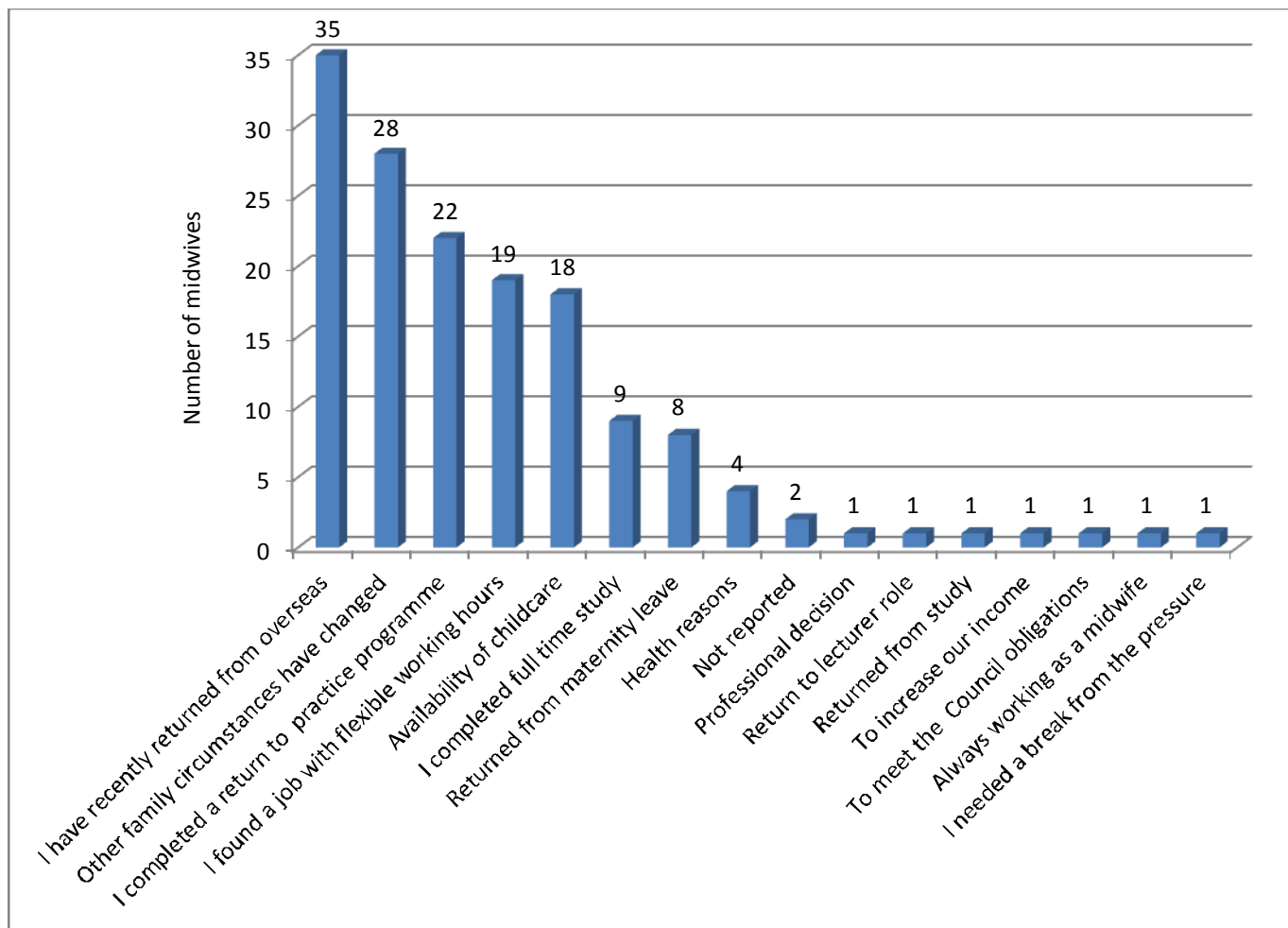
Question 5. Have you returned to the New Zealand midwifery workforce in the last year?

- No
- Yes → What factors contributed to your decision to return to midwifery?
- |  |   |
|--|---|
| <input type="checkbox"/> I completed a return to midwifery practice programme        | <input type="checkbox"/> I have recently returned from overseas |
| <input type="checkbox"/> Availability of childcare                                   | <input type="checkbox"/> Other family circumstances changed     |
| <input type="checkbox"/> I found a job with flexible working hours that satisfied me | <input type="checkbox"/> I completed full time study            |
| <input type="checkbox"/> Other - Please specify _____                                |   |

Of the 2647 respondents 155 indicated that they had returned to midwifery practice in the last year.

Reason for return	Number	%
I have recently returned from overseas	35	23.0%
Other family circumstances have changed	28	18.4%
I completed a return to practice programme	22	14.5%
I found a job with flexible working hours	19	12.5%
Availability of childcare	18	11.8%
I completed full time study	9	5.9%
Returned from maternity leave	8	5.3%
Health reasons	4	2.6%
Not reported	2	1.3%
Professional decision	1	0.7%
Return to lecturer role	1	0.7%
Returned from study	1	0.7%
To increase our income	1	0.7%
To meet the Council obligations	1	0.7%
Always working as a midwife	1	0.7%
I needed a break from the pressure	1	0.7%
<b>Total</b>	<b>152</b>	<b>100.0%</b>

**Table 6: Reason for return to practice**



**Figure 5: Reason for return to practice**

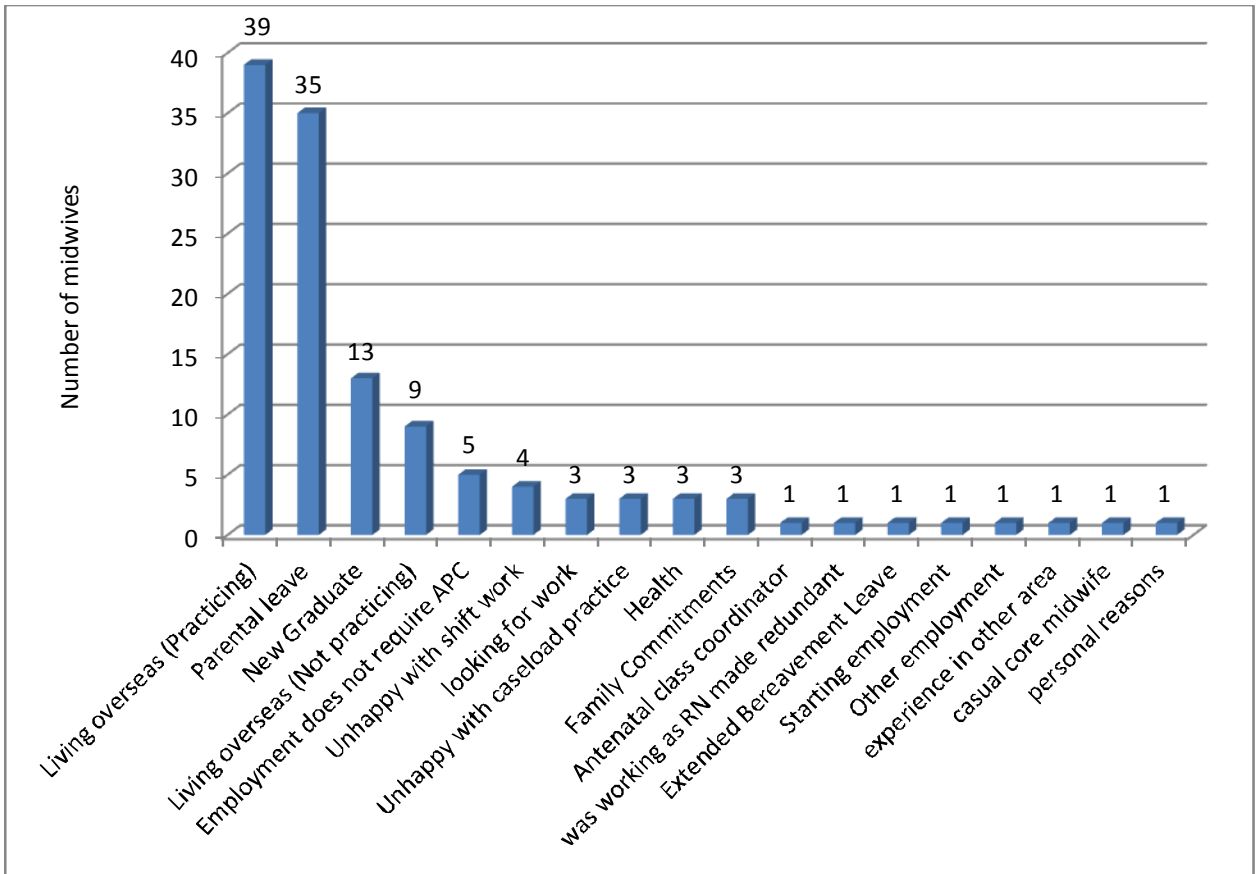
## Not currently practising

Question6. If you are not currently practising as a midwife in New Zealand what is the main reason contributing to this.

- |  |   |
|--|---|
| <input type="checkbox"/> Living overseas (Practising midwifery)      | <input type="checkbox"/> Unhappy with shift work        |
| <input type="checkbox"/> Living overseas (Not practising midwifery)  | <input type="checkbox"/> Unhappy with caseload practice |
| <input type="checkbox"/> Inadequate remuneration                     | <input type="checkbox"/> Limited career structure       |
| <input type="checkbox"/> Employment does not require a midwifery APC | <input type="checkbox"/> Parental leave                 |
| <input type="checkbox"/> Other - please specify _____                |   |

Reason not active	number	%	% all
Living overseas (Practising)	39	31.2%	1.3%
Parental leave	35	28.0%	1.2%
New Graduate	13	10.4%	0.4%
Living overseas (Not practising)	9	7.2%	0.3%
Employment does not require APC	5	4.0%	0.2%
Unhappy with shift work	4	3.2%	0.1%
looking for work	3	2.4%	0.1%
Unhappy with caseload practice	3	2.4%	0.1%
Health	3	2.4%	0.1%
Family Commitments	3	2.4%	0.1%
Antenatal class coordinator	1	0.8%	0.0%
was working as RN made redundant	1	0.8%	0.0%
Extended Bereavement Leave	1	0.8%	0.0%
Starting employment	1	0.8%	0.0%
Other employment	1	0.8%	0.0%
experience in other area	1	0.8%	0.0%
casual core midwife	1	0.8%	0.0%
personal reasons	1	0.8%	0.0%
<b>Total</b>	<b>125</b>	<b>100.0%</b>	<b>4.3%</b>

**Table 7: Reason not currently active**



**Figure 6: Reason not currently active**

## Working arrangements

### Work Situation

Question 7. What code from the Work Type table enclosed best describes the work you do?

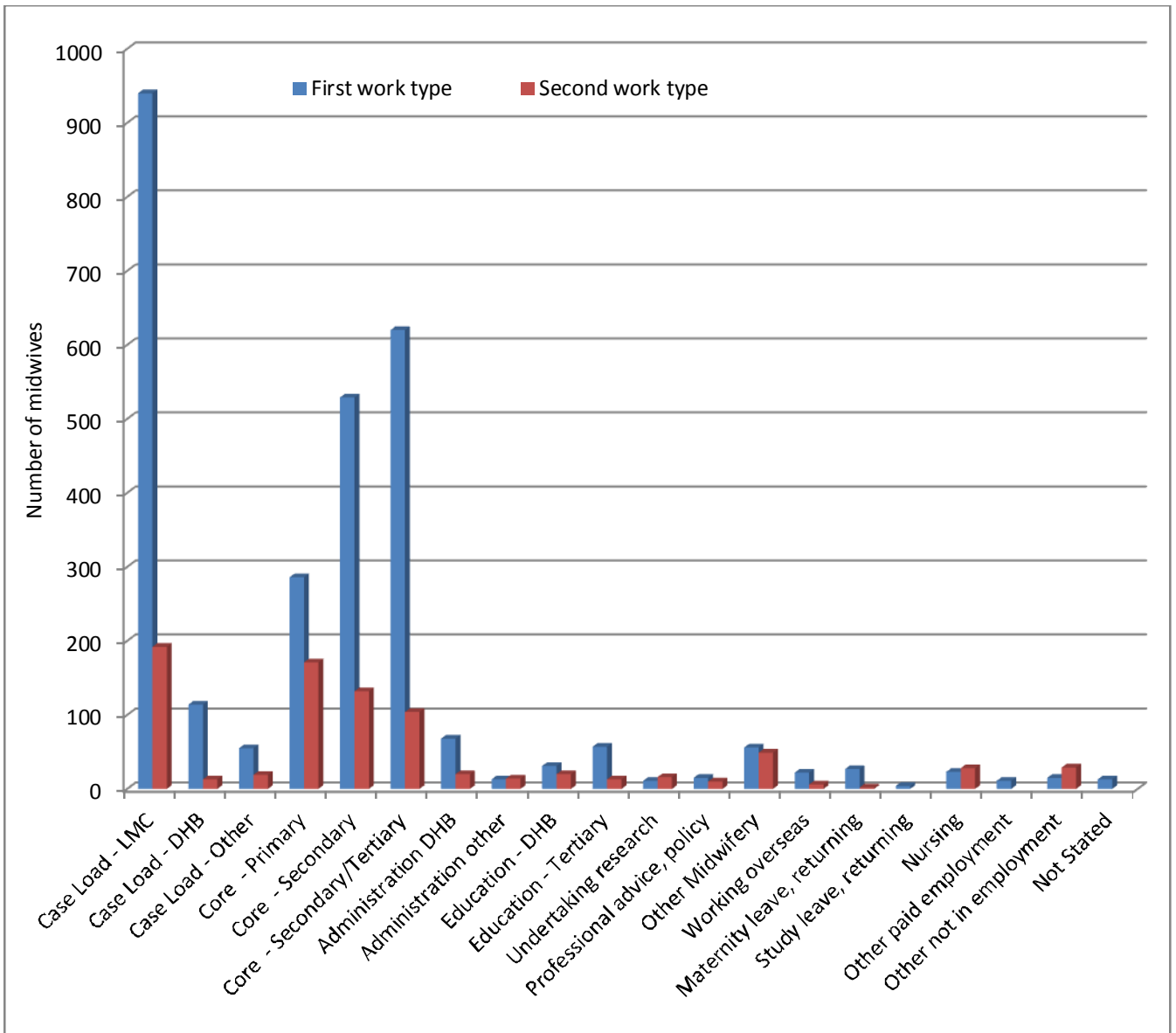
Main work situation  If 33, 38, or 44 (others) please specify \_\_\_\_\_

Next main work situation  If 33, 38, or 44 (others) please specify \_\_\_\_\_

Work type	First work type		Second work type		
	Number	%	Number	%	% all
Case Load - LMC	940	32.3%	192	22.9%	6.6%
Case Load - DHB	114	3.9%	13	1.6%	0.4%
Case Load - Other	55	1.9%	19	2.3%	0.7%
Core - Primary	286	9.8%	171	20.4%	5.9%
Core - Secondary	529	18.2%	132	15.8%	4.5%
Core - Secondary/Tertiary	620	21.3%	104	12.4%	3.6%
Administration DHB	68	2.3%	20	2.4%	0.7%
Administration other	13	0.4%	14	1.7%	0.5%
Education - DHB	31	1.1%	20	2.4%	0.7%
Education - Tertiary	57	2.0%	13	1.6%	0.4%
Undertaking research	11	0.4%	16	1.9%	0.5%
Professional advice, policy	15	0.5%	10	1.2%	0.3%
Other Midwifery	56	1.9%	49	5.8%	1.7%
Working overseas	22	0.8%	6	0.7%	0.2%
Maternity leave, returning	27	0.9%	2	0.2%	0.1%
Study leave, returning	4	0.1%		0.0%	0.0%
Nursing	23	0.8%	28	3.3%	1.0%
Other paid employment	11	0.4%		0.0%	0.0%
Other not in employment	15	0.5%	29	3.5%	1.0%
Not Stated	13	0.4%			
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>838</b>	<b>100.0%</b>	<b>28.8%</b>

**Table 8: Main and second work situation**



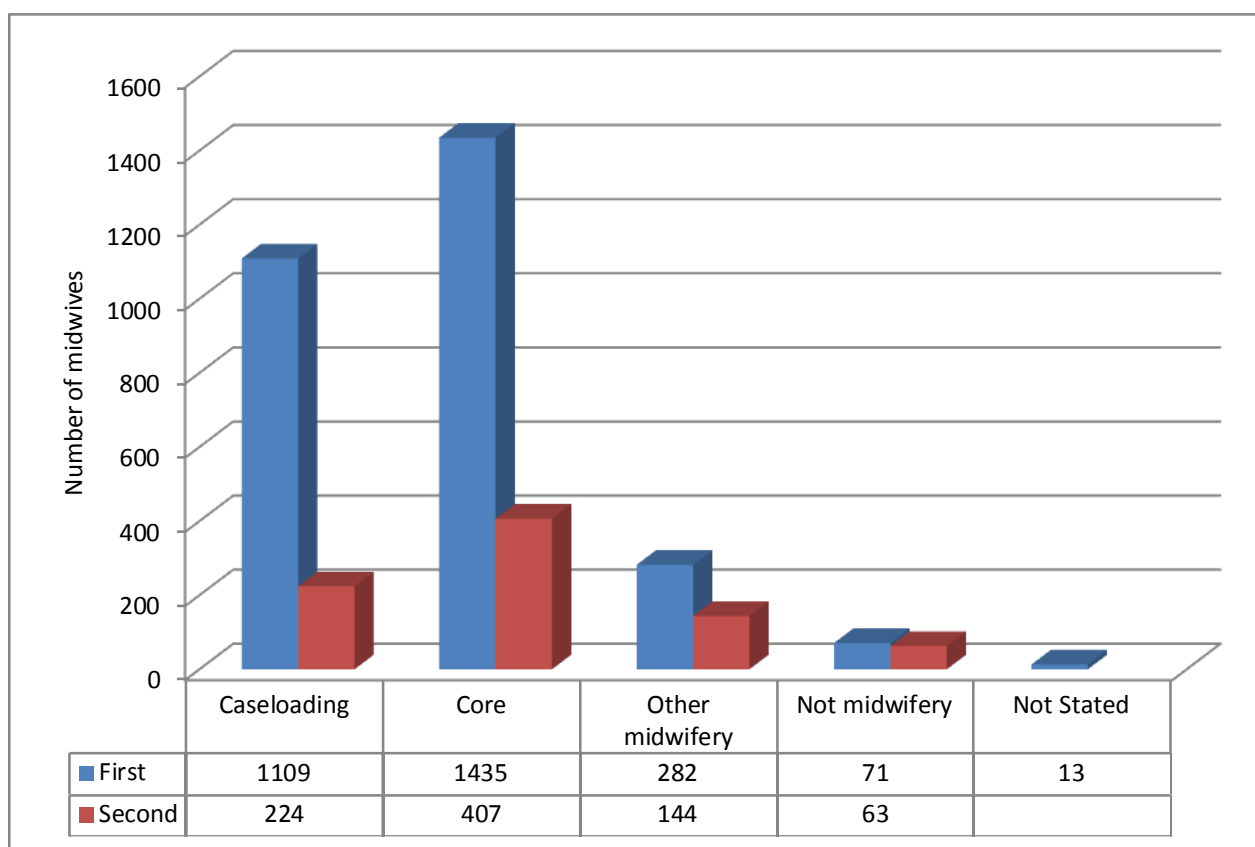


**Figure 7: Main and second work situation**

## Work groups

Work group	First work		Second work		
	Number	%	Number	%	\$ all
Caseloading	1109	38.1%	224	26.7%	7.7%
Core	1435	49.3%	407	48.6%	14.0%
Other midwifery	282	9.7%	144	17.2%	4.9%
Not midwifery	71	2.4%	63	7.5%	2.2%
Not Stated	13	0.4%			
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>838</b>	<b>100.0%</b>	<b>28.8%</b>

**Table 9: Main and second work group**



**Figure 8: Main and second work group**

**Note** – After question 7 respondents were asked “Are you currently working as a midwife in New Zealand?” If they answered “yes” to this question then they continued from question 8. If they answered No to this question they are taken to question 13. Questions 8 to 12 are not shown to them. All of the respondents were applying for a practising certificate. Question 6 gives some indication of why they were not currently practising.

## Employer type

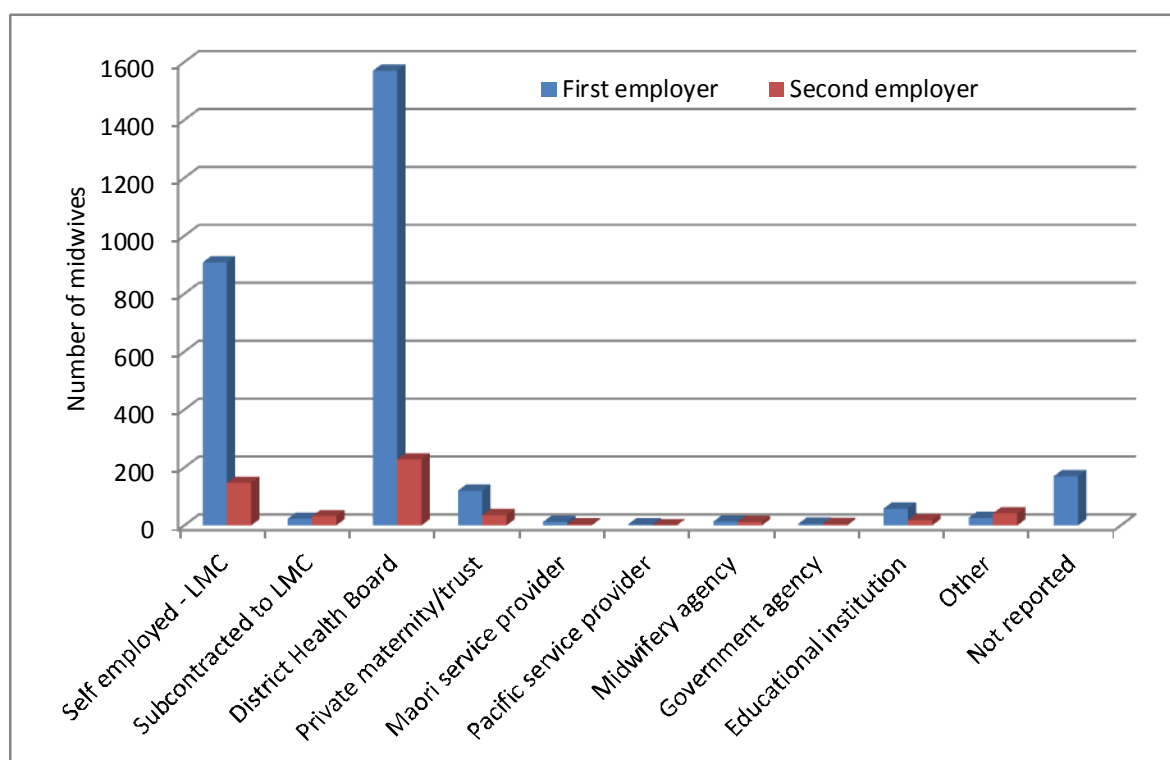
Question 8. What code from the Employer Type table enclosed best specifies your employment setting as a midwife?

Main employment situation  If other (21) please specify \_\_\_\_\_

Next main employment situation  If other (21) please specify \_\_\_\_\_

Employer	First Employer		Second Employer		
	number	%	Number	% 2nd	% all
Self employed - LMC	908	31.2%	147	28.0%	5.1%
Subcontracted to LMC	23	0.8%	32	6.1%	1.1%
District Health Board	1570	54.0%	228	43.4%	7.8%
Private maternity/trust	120	4.1%	36	6.9%	1.2%
Maori service provider	12	0.4%	4	0.8%	0.1%
Pacific service provider	4	0.1%	1	0.2%	0.0%
Midwifery agency	13	0.4%	12	2.3%	0.4%
Government agency	6	0.2%	5	1.0%	0.2%
Educational institution	58	2.0%	18	3.4%	0.6%
Other	26	0.9%	42	8.0%	1.4%
Not reported	170	5.8%			
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>525</b>	<b>100.0%</b>	<b>18.0%</b>

**Table 10: Main and second employer type**

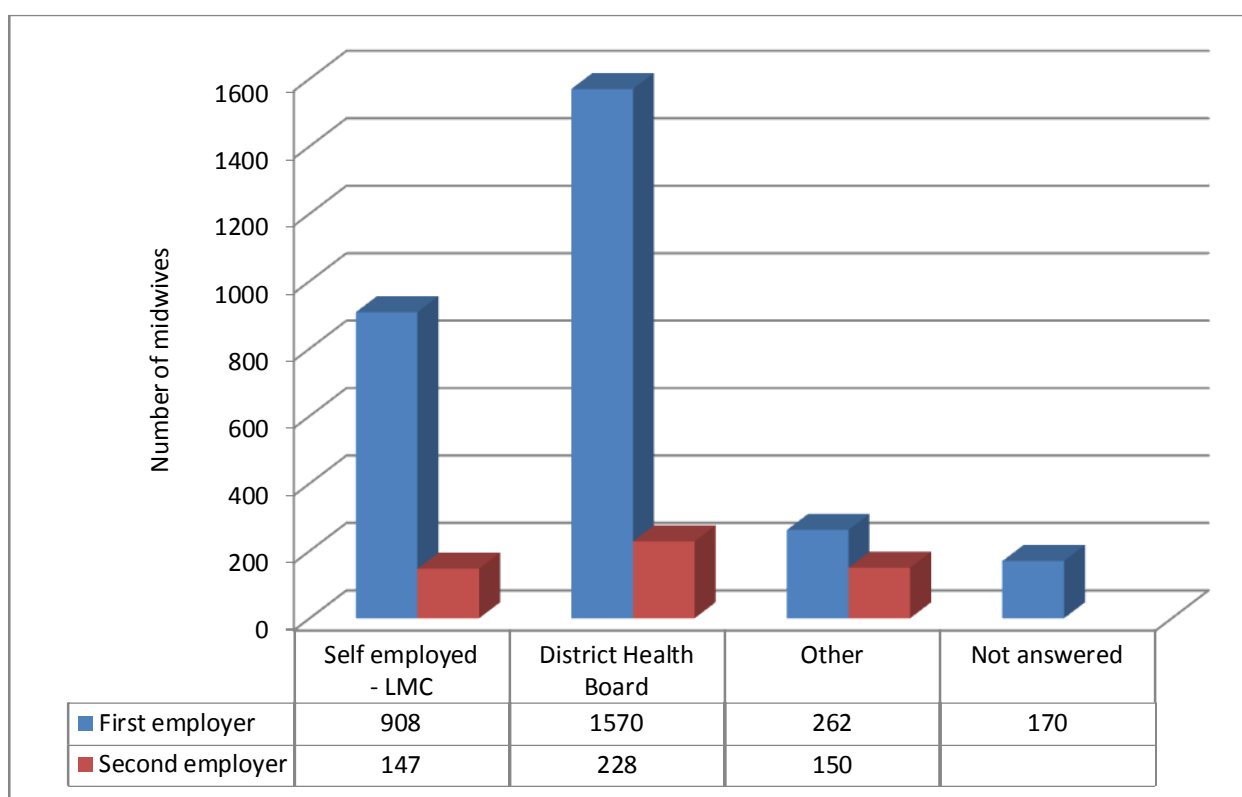


**Figure 9: Main and second employer type**

## Employer group

Employer Group	First employer		Second employer		
	Number	%	Number	% 2nd	% all
Self employed - LMC	908	31.2%	147	28.0%	5.1%
District Health Board	1570	54.0%	228	43.4%	7.8%
Other	262	9.0%	150	28.6%	5.2%
Not answered	170	5.8%			
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>525</b>	<b>100.0%</b>	<b>18.0%</b>

**Table 11: Main and second employer group**



**Figure 10: Main and second employer group**

## Work Geographical Area

Question 9. What codes from the DHB Geographic Codes table enclosed best describes the main locations where you work as a midwife?

Main  2nd  3rd

Note – locations were surveyed as Territorial Local Authority areas. In most case the DHB area corresponds to the boundaries of one or more TLA's. However, see note on page 24.

### Territorial Local Authority areas

TLA	TLA1	TLA2	TLA3	TLA	TLA1	TLA2	TLA3
Far North	25	4		Manawatu	51	15	
Whangarei	68	5		Palmerston North	40	6	2
Kaipara	6	7	1	Tararua	6	5	4
Rodney	16	15	2	Horowhenua	16	2	2
North Shore	53	19	4	Kapiti Coast	21	4	1
Waitakere	46	20	1	Porirua	26	18	1
Auckland	588	25	7	Wellington	177	20	4
Manukau	109	16		Upper Hutt	5	17	1
Papakura	19	10		Lower Hutt	69	8	6
Franklin	27	4	6	Masterton	21	2	1
Thames-Coromandel	12	4		Carterton	1	5	
Hauraki	1	7	1	South Wairarapa	3		2
Waikato	89	25	4	Tasman	11	8	
Matamata-Piako	13	1	1	Nelson	50	8	
Hamilton	115	15		Marlborough	29	1	
Waipa	8	6	3	Buller	1	2	2
Otorohanga	2			Grey	15	4	
Tamaruni/National Park	2	1		Westland	6	1	1
South Waikato	4	5	1	Kaikoura	1	1	
Waitomo	1	2		Hurunui	2	6	2
Western Bay of Plenty	7	13		Waimakariri	15	11	4
Tauranga	84	3		Christchurch	289	11	7
Whakatane	25	7	2	Banks Peninsula	3	3	5
Kawerau	2	5		Selwyn	7	15	2
Opotiki	5	2		Ashburton	13	4	2
Taupo	16	4	1	Timaru	27		
Rotorua	54	7	1	Mackenzie	0	4	
Gisborne	29	1	2	Waimate	0	2	2
Wairoa	5			Waitaki	7		
Hastings	58	19		Central Otago/Wanaka	12	1	
Napier	17	35	1	Queenstown-Lakes	7	3	
Central Hawkes Bay	2	4	15	Dunedin	87	2	
Chatham Islands	1			Clutha	7	5	1
New Plymouth	45	3	2	Southland	21	5	2
Stratford	3	1		Gore	5	1	1
South Taranaki	10	5	1	Invercargill	27	5	1
Waimarino/Waioru	3	2	1	Asia	1	1	
Wanganui	31	1	2	Australia	6	3	
Rangitikei	2	3	3	Not Reported	222		
				<b>Total</b>	<b>2910</b>	<b>515</b>	<b>118</b>

**Table 12: First, second, and third Territorial Local Authority area – Number of midwives**

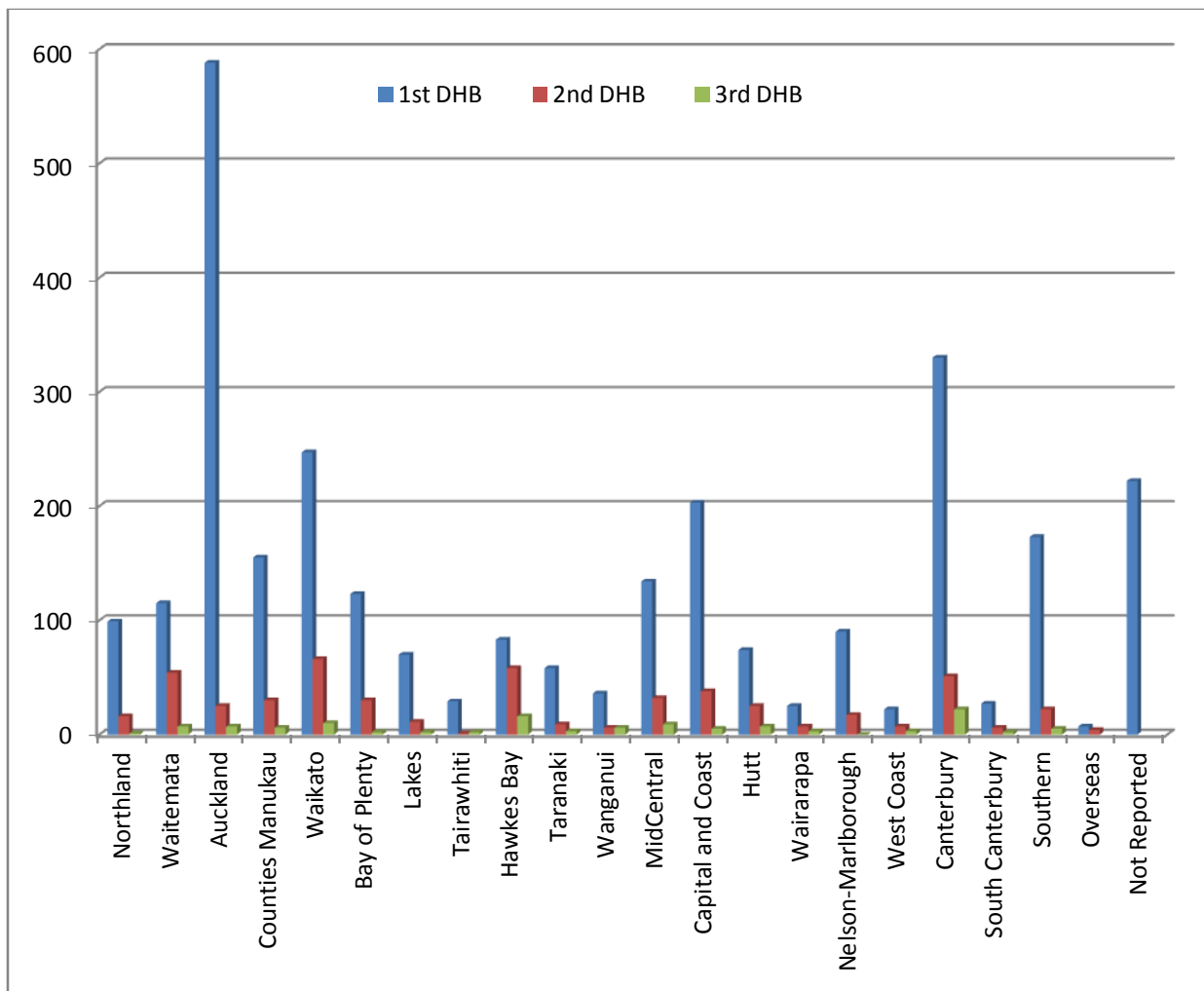
TLA	TLA1 %	TLA2 %	TLA3 %	TLA	TLA1 %	TLA2 %	TLA3 %
Far North	0.9%	0.8%		Manawatu	1.8%	2.9%	
Whangarei	2.3%	1.0%		Palmerston North	1.4%	1.2%	1.7%
Kaipara	0.2%	1.4%	0.8%	Tararua	0.2%	1.0%	3.4%
Rodney	0.5%	2.9%	1.7%	Horowhenua	0.5%	0.4%	1.7%
North Shore	1.8%	3.7%	3.4%	Kapiti Coast	0.7%	0.8%	0.8%
Waitakere	1.6%	3.9%	0.8%	Porirua	0.9%	3.5%	0.8%
Auckland	20.2%	4.9%	5.9%	Wellington	6.1%	3.9%	3.4%
Manukau	3.7%	3.1%		Upper Hutt	0.2%	3.3%	0.8%
Papakura	0.7%	1.9%		Lower Hutt	2.4%	1.6%	5.1%
Franklin	0.9%	0.8%	5.1%	Masterton	0.7%	0.4%	0.8%
Thames-Coromandel	0.4%	0.8%		Carterton	0.0%	1.0%	
Hauraki	0.0%	1.4%	0.8%	South Wairarapa	0.1%		1.7%
Waikato	3.1%	4.9%	3.4%	Tasman	0.4%	1.6%	
Matamata-Piako	0.4%	0.2%	0.8%	Nelson	1.7%	1.6%	
Hamilton	4.0%	2.9%		Marlborough	1.0%	0.2%	
Waipa	0.3%	1.2%	2.5%	Buller	0.0%	0.4%	1.7%
Otorohanga	0.1%			Grey	0.5%	0.8%	
Tamaruni/National Park	0.1%	0.2%		Westland	0.2%	0.2%	0.8%
South Waikato	0.1%	1.0%	0.8%	Kaikoura	0.0%	0.2%	
Waitomo	0.0%	0.4%		Hurunui	0.1%	1.2%	1.7%
Western Bay of Plenty	0.2%	2.5%		Waimakariri	0.5%	2.1%	3.4%
Tauranga	2.9%	0.6%		Christchurch	9.9%	2.1%	5.9%
Whakatane	0.9%	1.4%	1.7%	Banks Peninsula	0.1%	0.6%	4.2%
Kawerau	0.1%	1.0%		Selwyn	0.2%	2.9%	1.7%
Opotiki	0.2%	0.4%		Ashburton	0.4%	0.8%	1.7%
Taupo	0.5%	0.8%	0.8%	Timaru	0.9%		
Rotorua	1.9%	1.4%	0.8%	Mackenzie	0.0%	0.8%	
Gisborne	1.0%	0.2%	1.7%	Waimate	0.0%	0.4%	1.7%
Wairoa	0.2%			Waitaki	0.2%		
Hastings	2.0%	3.7%		Central Otago/Wanaka	0.4%	0.2%	
Napier	0.6%	6.8%	0.8%	Queenstown-Lakes	0.2%	0.6%	
Central Hawkes Bay	0.1%	0.8%	12.7%	Dunedin	3.0%	0.4%	
Chatham Islands	0.0%			Clutha	0.2%	1.0%	0.8%
New Plymouth	1.5%	0.6%	1.7%	Southland	0.7%	1.0%	1.7%
Stratford	0.1%	0.2%		Gore	0.2%	0.2%	0.8%
South Taranaki	0.3%	1.0%	0.8%	Invercargill	0.9%	1.0%	0.8%
Waimarino/Waioru	0.1%	0.4%	0.8%	Asia	0.0%	0.2%	
Wanganui	1.1%	0.2%	1.7%	Australia	0.2%	0.6%	
Rangitikei	0.1%	0.6%	2.5%	Not Reported	7.6%		
				<b>Grand Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

**Table 13: First, second, and third Territorial Local Authority area – percentage of midwives**

## DHB area

DHB Area	First DHB area		Second DHB area			Third DHB area		
	Number	%	Number	% 2nd	% all	Number	% 3rd	% all
Northland DHB	99	3.4%	16	3.1%	0.5%	1	0.8%	0.0%
Waitemata DHB	115	4.0%	54	10.5%	1.9%	7	5.9%	0.2%
Auckland DHB	588	20.2%	25	4.9%	0.9%	7	5.9%	0.2%
Counties Manukau DHB	155	5.3%	30	5.8%	1.0%	6	5.1%	0.2%
Waikato DHB	247	8.5%	66	12.8%	2.3%	10	8.5%	0.3%
Bay of Plenty DHB	123	4.2%	30	5.8%	1.0%	2	1.7%	0.1%
Lakes DHB	70	2.4%	11	2.1%	0.4%	2	1.7%	0.1%
Tairāwhiti DHB	29	1.0%	1	0.2%	0.0%	2	1.7%	0.1%
Hawkes Bay DHB	83	2.9%	58	11.3%	2.0%	16	13.6%	0.5%
Taranaki DHB	58	2.0%	9	1.7%	0.3%	3	2.5%	0.1%
Wanganui DHB	36	1.2%	6	1.2%	0.2%	6	5.1%	0.2%
MidCentral DHB	134	4.6%	32	6.2%	1.1%	9	7.6%	0.3%
Capital and Coast DHB	203	7.0%	38	7.4%	1.3%	5	4.2%	0.2%
Hutt DHB	74	2.5%	25	4.9%	0.9%	7	5.9%	0.2%
Wairarapa DHB	25	0.9%	7	1.4%	0.2%	3	2.5%	0.1%
Nelson-Marlborough DHB	90	3.1%	17	3.3%	0.6%	0	0.0%	0.0%
West Coast DHB	22	0.8%	7	1.4%	0.2%	3	2.5%	0.1%
Canterbury DHB	330	11.3%	51	9.9%	1.8%	22	18.6%	0.8%
South Canterbury DHB	27	0.9%	6	1.2%	0.2%	2	1.7%	0.1%
Southern DHB	173	5.9%	22	4.3%	0.8%	5	4.2%	0.2%
Overseas	7	0.2%	4	0.8%	0.1%			0.0%
Not Reported	222	7.6%			0.0%			0.0%
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>515</b>	<b>100.0%</b>	<b>17.7%</b>	<b>118</b>	<b>100.0%</b>	<b>4.1%</b>

**Table 14: First, second, and third DHB work area**



**Figure 11: First, second, and third DHB work area**

**NOTE** – The Council considers that the reported figures for the number of midwives working in the TLA areas and DHB areas in the Auckland region are unreliable to some extent. This is due to the amalgamation of a number of Auckland TLAs into one super city, the order in which the TLAs were presented for selection on the dropdown list in the online form, and the wording of the question. It is likely that the number of midwives reported working in the Auckland TLA / DHB area is overstated, and the numbers reported working in the Counties Manukau and Waitemata DHB areas are understated. The survey question and the TLA selection list have both been re-worded. This should produce more reliable results, but not until the 2014 survey year.



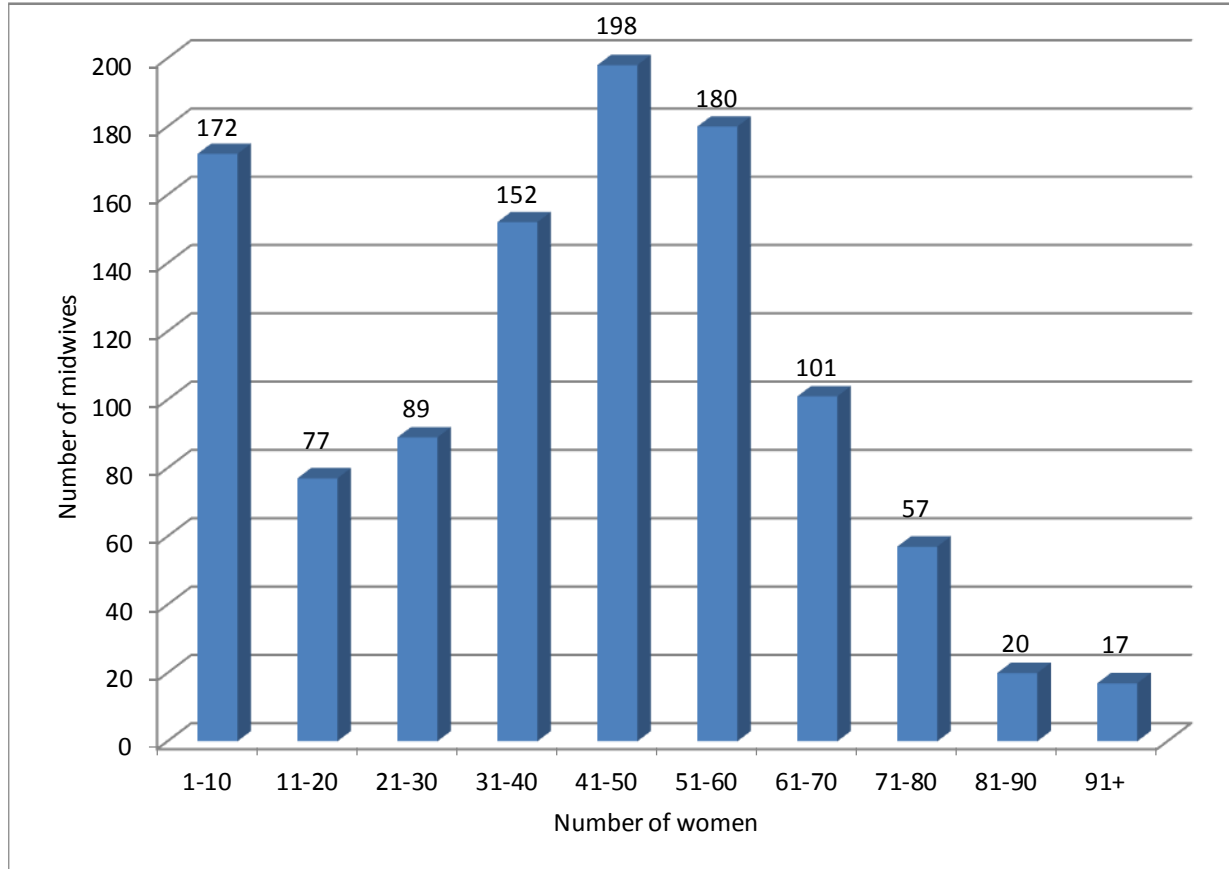
## LMC caseload

Question 10. If you are practising as a case loading midwife – how many women did you provide full LMC care for in the last year? If not applicable indicate and go to the next question.

Number of Women

Number women	Number	%	Number women	Ascending cumulative %	Descending cumulative %
1-10	172	16.2%	1-10	16.2%	100.0%
11-20	77	7.2%	11-20	23.4%	83.8%
21-30	89	8.4%	21-30	31.8%	76.6%
31-40	152	14.3%	31-40	46.1%	68.2%
41-50	198	18.6%	41-50	64.7%	53.9%
51-60	180	16.9%	51-60	81.7%	35.3%
61-70	101	9.5%	61-70	91.2%	18.3%
71-80	57	5.4%	71-80	96.5%	8.8%
81-90	20	1.9%	81-90	98.4%	3.5%
91+	17	1.6%	91+	100.0%	1.6%
<b>Total</b>	<b>1063</b>	<b>100.0%</b>			

**Table 15: LMC caseload**



**Figure 12: LMC caseload – number of women**

The average caseload reported by caseloading midwives was 42 women per year.

## Working Hours

Question 11. How many hours do you work in midwifery in a typical week?

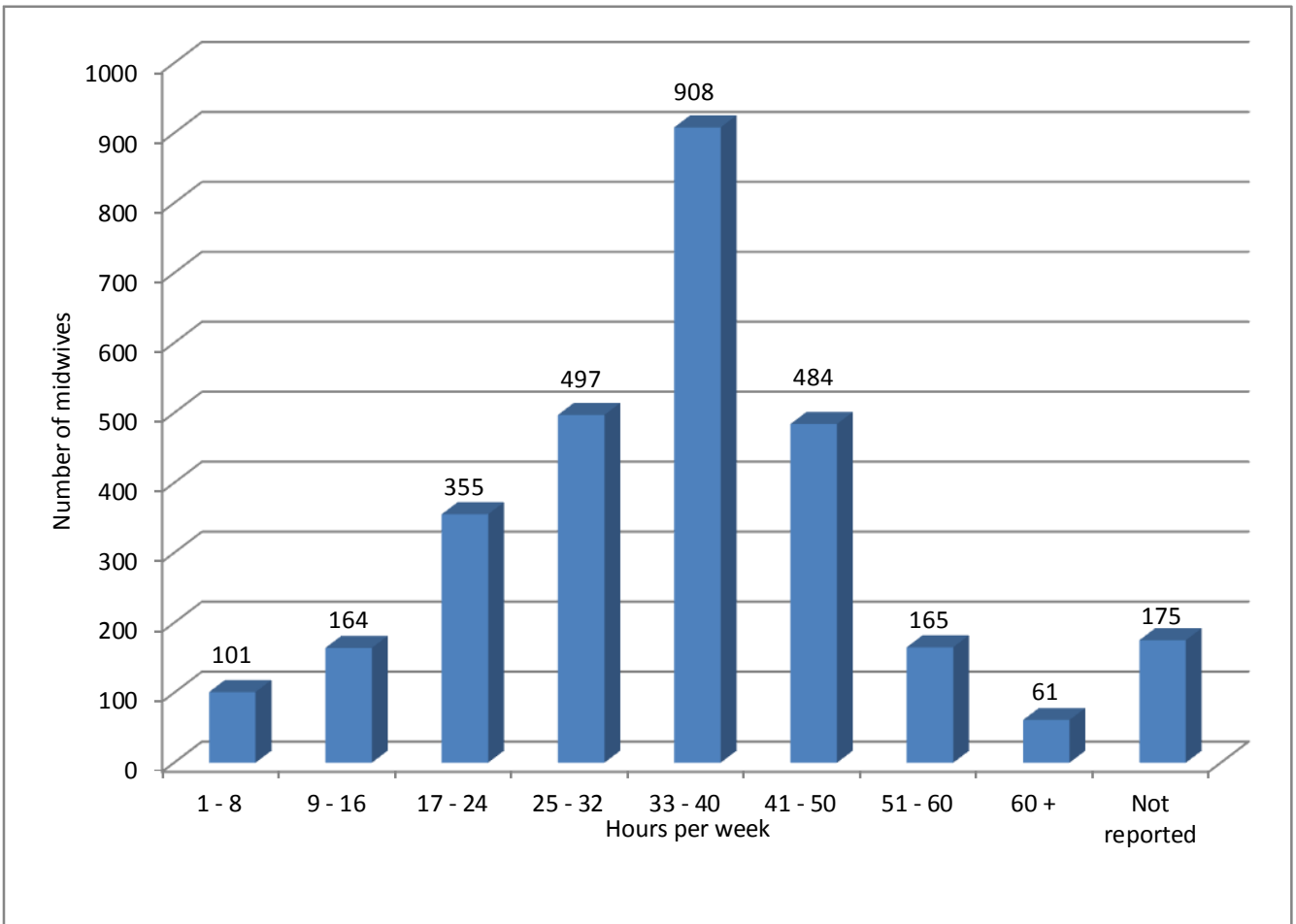
<u>At main work situation</u>		<u>At all other work situations</u>		<u>Total midwifery hours per week</u>	
<input type="checkbox"/> 1 - 8	<input type="checkbox"/> 33 - 40	<input type="checkbox"/> 1 - 8	<input type="checkbox"/> 33 - 40	<input type="checkbox"/> 1 - 8	<input type="checkbox"/> 33 - 40
<input type="checkbox"/> 9 - 16	<input type="checkbox"/> 41 - 50	<input type="checkbox"/> 9 - 16	<input type="checkbox"/> 41 - 50	<input type="checkbox"/> 9 - 16	<input type="checkbox"/> 41 - 50
<input type="checkbox"/> 17 - 24	<input type="checkbox"/> 51 - 60	<input type="checkbox"/> 17 - 24	<input type="checkbox"/> 51 - 60	<input type="checkbox"/> 17 - 24	<input type="checkbox"/> 51 - 60
<input type="checkbox"/> 25 - 32	<input type="checkbox"/> 61+	<input type="checkbox"/> 25 - 32	<input type="checkbox"/> 61+	<input type="checkbox"/> 25 - 32	<input type="checkbox"/> 61+

Hours main job	number	%	Hours other jobs	Number	%	% all
1 - 8	109	3.7%	1 - 8	312	55.0%	10.7%
9 - 16	192	6.6%	9 - 16	137	24.2%	4.7%
17 - 24	426	14.6%	17 - 24	50	8.8%	1.7%
25 - 32	501	17.2%	25 - 32	31	5.5%	1.1%
33 - 40	929	31.9%	33 - 40	27	4.8%	0.9%
41 - 50	408	14.0%	41 - 50	7	1.2%	0.2%
51 - 60	125	4.3%	51 - 60	3	0.5%	0.1%
60 +	45	1.5%	60 +	0	0.0%	0.0%
Not Reported	175	6.0%	Not Reported	na		
<b>Total</b>	<b>2910</b>	<b>100.0%</b>	<b>Total</b>	<b>567</b>	<b>100.0%</b>	<b>19.5%</b>

Table 16: Hours per week – first and other jobs

Total Hours	Number	%	Total Hours	Ascending cumulative %	Descending cumulative %
1 - 8	101	3.5%	1 - 8	3.7%	100.0%
9 - 16	164	5.6%	9 - 16	9.7%	96.3%
17 - 24	355	12.2%	17 - 24	22.7%	90.3%
25 - 32	497	17.1%	25 - 32	40.8%	77.3%
33 - 40	908	31.2%	33 - 40	74.0%	59.2%
41 - 50	484	16.6%	41 - 50	91.7%	26.0%
51 - 60	165	5.7%	51 - 60	97.8%	8.3%
60 +	61	2.1%	60 +	100.0%	2.2%
Not reported	175	6.0%	Not reported		
<b>Total</b>	<b>2910</b>	<b>100.0%</b>			

Table 17: Total hours per week



**Figure 13: Hours per week all work situations**

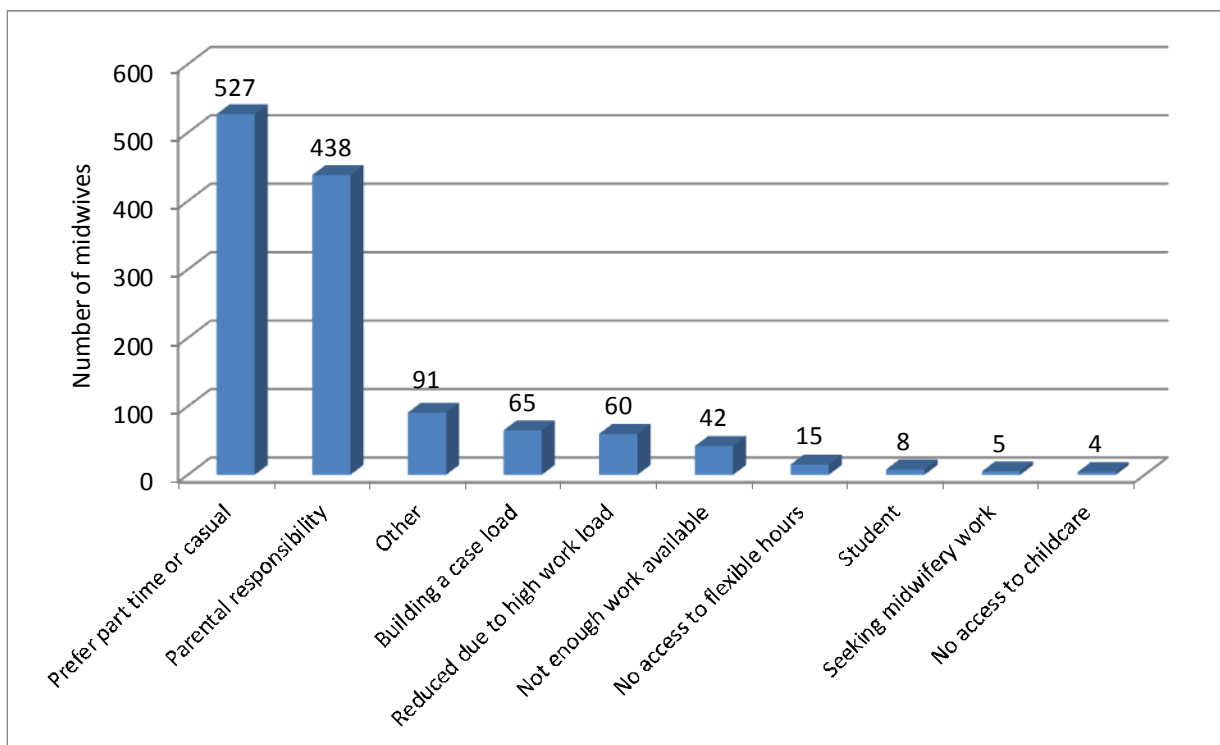
## Reason for working part time

Question 12. If you usually practise part time in midwifery what is the main reason contributing to this (tick the main one only)?

- |  |   |
|--|---|
| <input type="checkbox"/> Prefer working on a part time or casual basis | <input type="checkbox"/> Student                |
| <input type="checkbox"/> Not enough midwifery work available           | <input type="checkbox"/> Building a case load   |
| <input type="checkbox"/> Have reduced hours due to high work load      | <input type="checkbox"/> Seeking midwifery work |
| <input type="checkbox"/> Parental responsibility                       | <input type="checkbox"/> No access to childcare |
| <input type="checkbox"/> No access to flexible working hours           |   |
| <input type="checkbox"/> Other - please specify                        |   |

Reason for working part time	Number	%	% all
Prefer part time or casual	527	42.0%	18.1%
Parental responsibility	438	34.9%	15.1%
Other	91	7.3%	3.1%
Building a case load	65	5.2%	2.2%
Reduced due to high work load	60	4.8%	2.1%
Not enough work available	42	3.3%	1.4%
No access to flexible hours	15	1.2%	0.5%
Student	8	0.6%	0.3%
Seeking midwifery work	5	0.4%	0.2%
No access to childcare	4	0.3%	0.1%
<b>Total</b>	<b>1255</b>	<b>100.0%</b>	<b>43.1%</b>

**Table 18: Reason for working part time**



**Figure 14: Reason for working part time**

## Qualifications

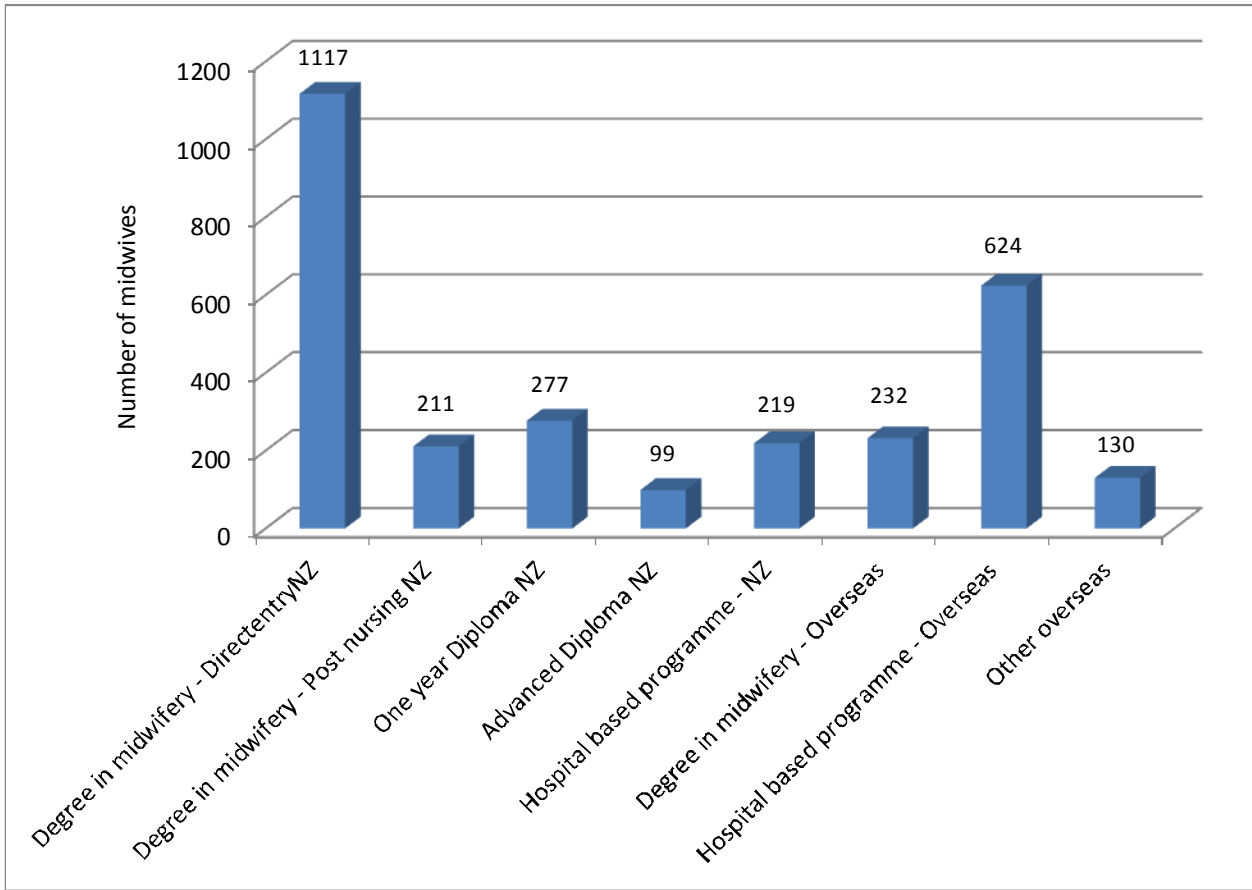
### First Midwifery Qualification

Question 13. What best describes your first midwifery qualification?

- Degree in Midwifery – Direct entry New Zealand
  - Degree in Midwifery – Post nursing registration New Zealand
  - Degree in Midwifery – Overseas
  - Hospital based midwifery programme - New Zealand
  - Hospital based midwifery programme - Overseas
  - Advanced Diploma in Midwifery - New Zealand
  - One year Diploma in Midwifery - New Zealand
  - Other overseas – Please specify
- 

First midwifery qualification	Number	%
Degree in midwifery - DirectentryNZ	1117	38.4%
Degree in midwifery - Post nursing NZ	211	7.3%
One year Diploma NZ	277	9.5%
Advanced Diploma NZ	99	3.4%
Hospital based programme - NZ	219	7.5%
Degree in midwifery - Overseas	232	8.0%
Hospital based programme - Overseas	624	21.4%
Other overseas	130	4.5%
Not Reported	1	0.0%
<b>Total</b>	<b>2910</b>	<b>100.0%</b>

**Table 19: First midwifery qualification**



**Figure 15: First midwifery qualification**

## Current Study – expected qualification

Question 14. Are you currently studying towards a post registration midwifery qualification?

No

Yes → What is the qualification you expect to gain?

Bachelor Degree

Postgraduate Certificate at Masters level

Masters Degree

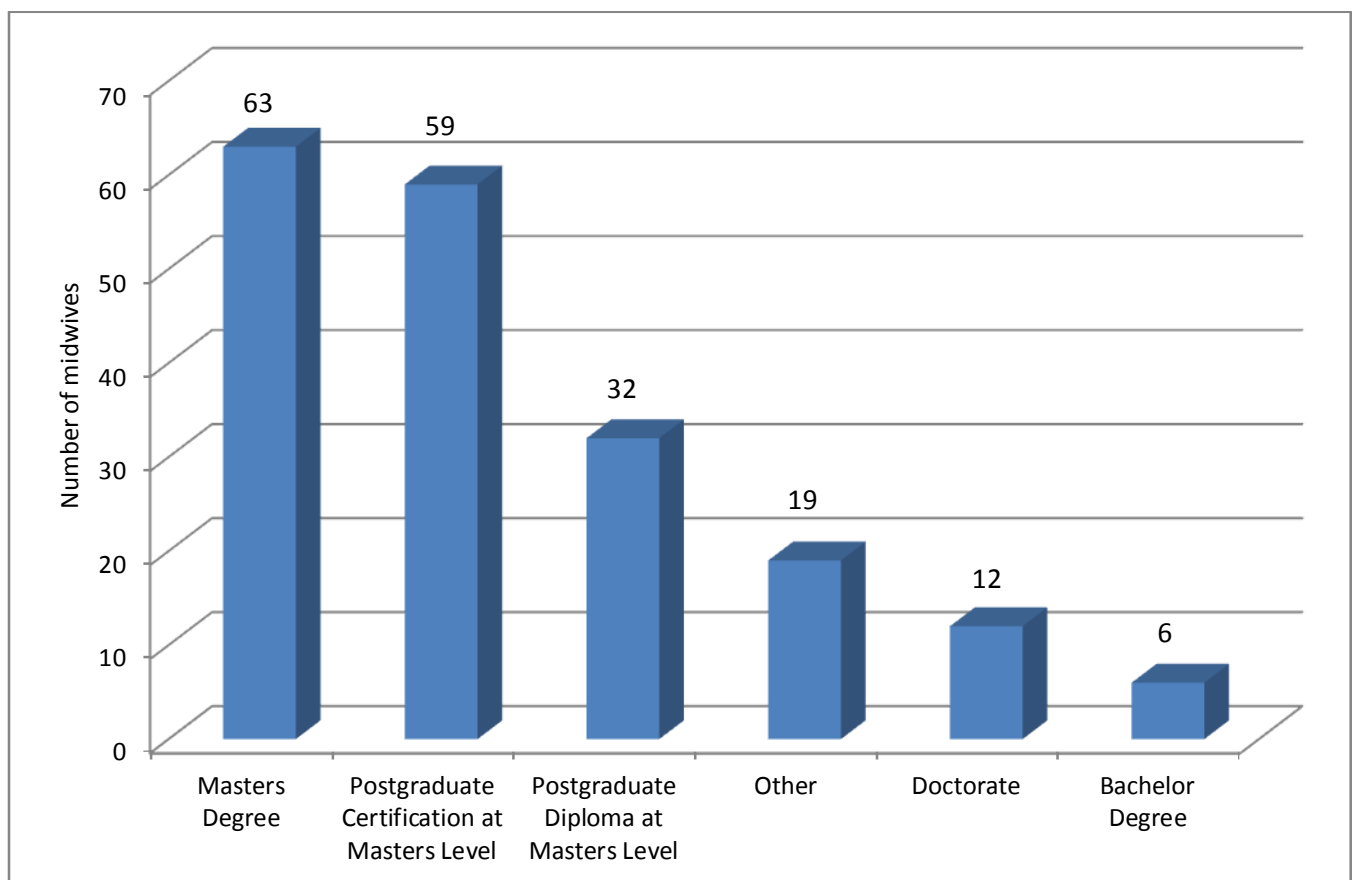
Postgraduate Diploma at Masters level

Doctorate

Other. Please specify

Expected qualification	Number	%	% all
Masters Degree	63	33.0%	2.2%
Postgraduate Certification at Masters Level	59	30.9%	2.0%
Postgraduate Diploma at Masters Level	32	16.8%	1.1%
Other	19	9.9%	0.7%
Doctorate	12	6.3%	0.4%
Bachelor Degree	6	3.1%	0.2%
<b>Total</b>	<b>191</b>	<b>100.0%</b>	<b>6.6%</b>

**Table 20: Current study – expected qualification**



**Figure 16: Current study – expected qualification**

## Completed Study last year

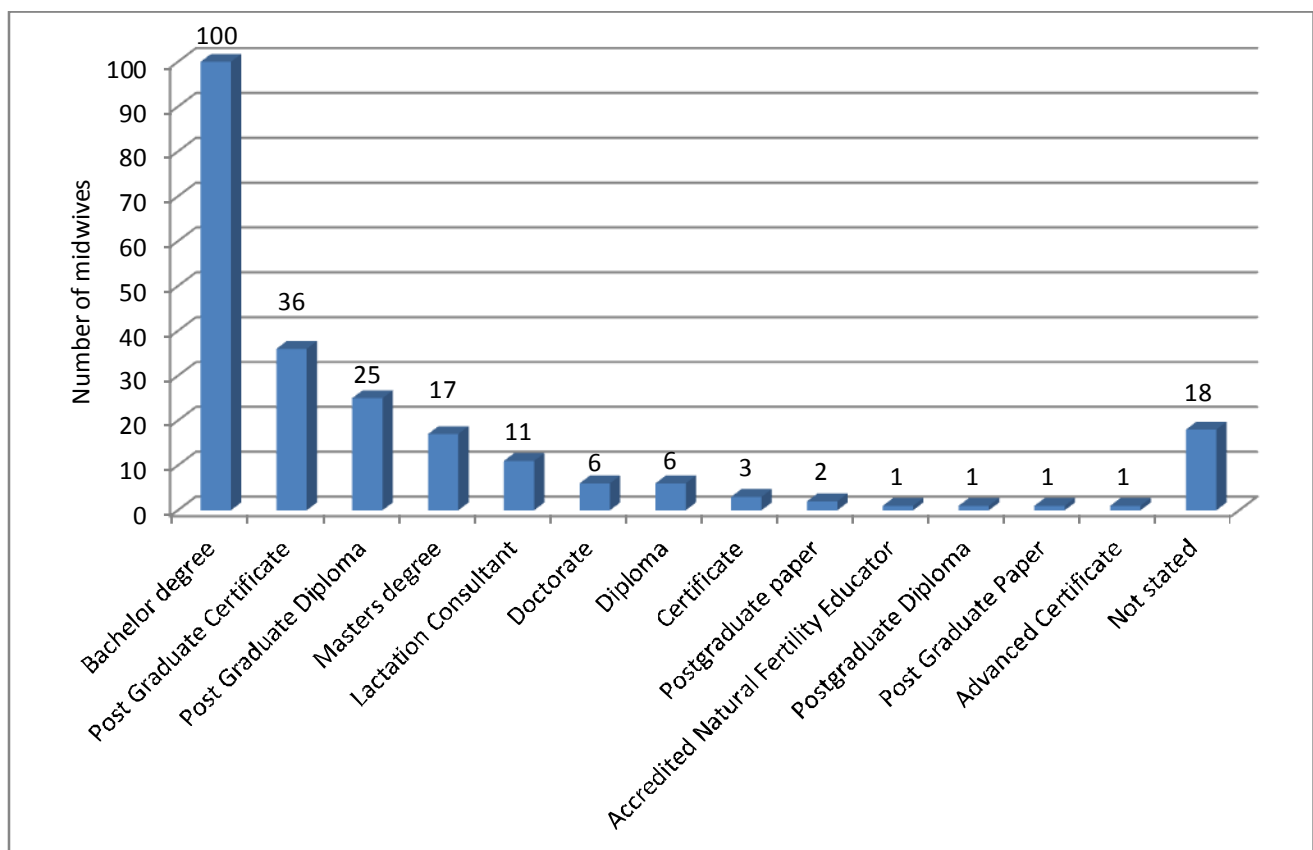
Question 16. If you completed a qualification in the last year please specify (qualification, major, and institution)

### Completed Qualification

Completed qualification last year	Number	%	% all
Bachelor degree	100	43.9%	3.4%
Post Graduate Certificate	36	15.8%	1.2%
Post Graduate Diploma	25	11.0%	0.9%
Masters degree	17	7.5%	0.6%
Lactation Consultant	11	4.8%	0.4%
Doctorate	6	2.6%	0.2%
Diploma	6	2.6%	0.2%
Certificate	3	1.3%	0.1%
Postgraduate paper	2	0.9%	0.1%
Accredited Natural Fertility Educator	1	0.4%	0.0%
Postgraduate Diploma	1	0.4%	0.0%
Post Graduate Paper	1	0.4%	0.0%
Advanced Certificate	1	0.4%	0.0%
Not stated	18	7.9%	0.6%
<b>Total</b>	<b>228</b>	<b>100.0%</b>	<b>7.8%</b>

**Table 21: Completed qualification last year**

Completed qualification last year



**Figure 17: Completed qualification last year**



## Major/Specialty

Major/Specialty	Number	%	% all	Major/Specialty	Number	%	% all
Midwifery	138	60.5%	4.7%	Health leadership and management	1	0.4%	0.0%
Not stated	18	7.9%	0.6%	Maori Studies	1	0.4%	0.0%
Complex care	15	6.6%	0.5%	Health Practice	1	0.4%	0.0%
Lactation Consultant	11	4.8%	0.4%	Medical Nursing Practice	1	0.4%	0.0%
Health care	4	1.8%	0.1%	Health Science Leadership and Management	1	0.4%	0.0%
Counselling	3	1.3%	0.1%	Midwifery and Education	1	0.4%	0.0%
Education	2	0.9%	0.1%	Health Service Management	1	0.4%	0.0%
Clinical Education	2	0.9%	0.1%	Natural Fertility	1	0.4%	0.0%
Clinical Teaching	2	0.9%	0.1%	Homeopathy	1	0.4%	0.0%
Acupuncture	2	0.9%	0.1%	Primary Health Specialty Nursing- Well Child	1	0.4%	0.0%
Medical and Healthcare Education	1	0.4%	0.0%	Teaching	1	0.4%	0.0%
Psychology	1	0.4%	0.0%	Public Health	1	0.4%	0.0%
Midwifery Mentorship	1	0.4%	0.0%	Tertiary Teaching	1	0.4%	0.0%
Emergency Management	1	0.4%	0.0%	Sociology	1	0.4%	0.0%
Te Reo Maori	1	0.4%	0.0%	Business Studies	1	0.4%	0.0%
Gestational diabetes	1	0.4%	0.0%	Acupuncture in Obstetrics	1	0.4%	0.0%
Adult Teaching and Learning	1	0.4%	0.0%	Maori Health	1	0.4%	0.0%
Health auditor	1	0.4%	0.0%	Tertiary Teaching and Learning	1	0.4%	0.0%
Basic obstetric ultrasound	1	0.4%	0.0%	Law	1	0.4%	0.0%
Cognitive Behaviour Therapy	1	0.4%	0.0%	Maori clinical leadership	1	0.4%	0.0%
Return to Practice	1	0.4%	0.0%	<b>Total</b>	<b>228</b>	<b>100.0%</b>	<b>7.8%</b>

**Table 22: Completed qualification last year – Major/Specialty**

## **Education provider**

<b>Provider - completed qualification</b>	<b>Number</b>	<b>%</b>	<b>% all</b>
Auckland University of Technology	47	20.6%	1.6%
Massey University	29	12.7%	1.0%
Otago Polytechnic	24	10.5%	0.8%
Victoria University of Wellington	19	8.3%	0.7%
Waikato Institute of Technology	19	8.3%	0.7%
Christchurch Polytechnic Institute of Technology	14	6.1%	0.5%
IBCLC	11	4.8%	0.4%
Auckland University	3	1.3%	0.1%
Canterbury University	3	1.3%	0.1%
Te Wananga o Aotearoa	2	0.9%	0.1%
University of Otago	1	0.4%	0.0%
University of Waikato	1	0.4%	0.0%
Whitiera Polytechnic	1	0.4%	0.0%
Natural Fertility New Zealand	1	0.4%	0.0%
Plunket	1	0.4%	0.0%
EIT Hawkes Bay	1	0.4%	0.0%
Nga Manukura o Apopo	1	0.4%	0.0%
NZ School of Chinese Medicine	1	0.4%	0.0%
Human Development and Training Institute of New Zealand	1	0.4%	0.0%
University of Canberra - Australia	2	0.9%	0.1%
Fontys Hogeschool Eindhoven - The Netherlands	1	0.4%	0.0%
University of Brighton - UK	1	0.4%	0.0%
University of Central Lancashire - UK	1	0.4%	0.0%
UCLAN - UK	1	0.4%	0.0%
Not Stated	42	18.4%	1.4%

**Table 23: Completed qualification last year – education provider**

## Nursing registration

Question 16. Are you on a nursing register or roll?

- No  
 Yes → Is it  
 RN       EN       RComp  
 RGON       RON       Other Please specify
- 

17. If you answered yes to Q16, will you apply to the Nursing Council for a nursing APC this year?

- Yes     No

Nursing Registration	Number	%
Yes	1027	35.3%
No	1875	64.4%
Not reported	8	0.3%
<b>Total</b>	<b>2910</b>	<b>100.0%</b>

**Table 24: Number of midwives on a nursing register or roll**

Nurse type	On nursing register or roll			Will apply for a nursing practising certificate this year			
	Number	% of nursing registrations	% of practising midwives	Number	% nursing registrations this type	% all nursing registrations	% all practising midwives
RGON	391	38.1%	13.4%	174	44.50%	16.9%	7.9%
RN	322	31.4%	11.1%	161	50.00%	15.7%	4.0%
RCOMP	295	28.7%	10.1%	130	44.07%	12.7%	4.9%
Other	3	0.3%	0.1%	2	66.67%	0.2%	0.0%
EN	14	1.4%	0.5%	0	0.0%	0.0%	0.0%
RON	2	0.2%	0.1%	2	100.00%	0.2%	0.2%
<b>Total</b>	<b>1027</b>	<b>100.0%</b>	<b>35.3%</b>	<b>469</b>		<b>45.7%</b>	<b>17.1%</b>

**Table 25: Number of midwives who will apply for a nursing annual practising certificate this year**

## Appendix

### Survey Codes

#### ETHNICITY CODES *question 3*

111 NZ European	127 German
211 NZ Maori	129 Other European
311 Samoan	410 South East Asian
321 Cook Island Maori	421 Chinese
371 Other Pacific	431 Indian
128 Australian	444 Other Asian
121 British and Irish	531 African
122 Dutch	611 Other (please specify)

#### EMPLOYER TYPE *question 9*

11 District Health Board (DHB)
12 Private maternity service/Community trust
13 Midwifery agency
14 Self employed – Claiming section 88 fee
15 Maori maternity service provider
16 Pacific maternity service provider
17 Subcontracted to a Lead Maternity Carer
18 Educational institution
19 Government agency
21 Other (Please specify on form)

#### DHB GEOGRAPHIC CODES *question 10*

##### Northland DHB

01 Far North
02 Whangarei
03 Kaipara

##### Waitemata DHB

04 Rodney
05 North Shore
06 Waitakere

##### Auckland DHB

07 Auckland
-------------

##### Counties Manukau DHB

08 Manukau
09 Papakura
10 Franklin

##### Waikato DHB

11 Thames-Coromandel
12 Hauraki
13 Waikato
15 Matamata-Piako
16 Hamilton
17 Waipa
18 Otorohanga
76 Tamarunui/National Park
19 South Waikato
20 Waitomo

##### Bay of Plenty DHB

22 Western Bay of Plenty
23 Tauranga
25 Whakatane
26 Kawerau
27 Opotiki

##### Lakes DHB

21 Taupo
24 Rotorua

##### Tairāwhiti DHB

28 Gisborne
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##### Hawkes Bay DHB

29 Wairoa
30 Hastings
31 Napier
32 Central Hawkes Bay
67 Chatham Islands

##### Taranaki DHB

33 New Plymouth
34 Stratford
35 South Taranaki

##### Wanganui DHB

36 Waimarino/Waioru
37 Wanganui
38 Rangitikei

##### MidCentral DHB

39 Manawatu
40 Palmerston North
41 Tararua
42 Horowhenua
43 Kapiti Coast

##### Capital and Coast DHB

44 Porirua
47 Wellington

##### Hutt DHB

45 Upper Hutt
46 Lower Hutt

##### Wairarapa DHB

48 Masterton
49 Carterton
50 South Wairarapa

##### Nelson-Marlborough DHB

51 Tasman
52 Nelson
53 Marlborough

#### WORK TYPE *question 8*

##### Midwifery Work

31 Case load – Claiming as LMC under section 88
32 Case load – Paid by DHB employer
33 Case load – Paid by other (Please specify on form)
34 Core facility – Primary
35 Core facility – Secondary
36 Core facility – Secondary/Tertiary
37 Administration, management – Employed by DHB
38 Administration, management – Employed by other (please specify on form)
39 Midwifery education – DHB
40 Midwifery education – Tertiary
41 Professional advice, policy development
42 Midwife undertaking research
43 working overseas
44 Other midwifery (please specify on form)

##### Non-Midwifery

51 Nursing
52 Other paid employment
53 On maternity leave, intending to return to midwifery
54 On study leave, intending to return to midwifery
55 Retired
56 Other not in paid employment

##### West Coast DHB

55 Buller
56 Grey
57 Westland

##### Canterbury DHB

54 Kaikoura
58 Hurunui
59 Waimakariri
60 Christchurch
61 Banks Peninsula
62 Selwyn
63 Ashburton

##### South Canterbury DHB

64 Timaru
65 Mackenzie
66 Waimate

##### Southern DHB

68 Waitaki
69 Central Otago/Wanaka
70 Queenstown/Arrowtown
71 Dunedin
72 Clutha
73 Southland
74 Gore
75 Invercargill

##### Overseas

91 Africa & Middle East
92 Asia
93 Australia
94 Central/South America
95 Europe (other than UK)
96 Pacific
97 United Kingdom
98 United States of America
99 Overseas – Other areas