



Te Tatau o te Whare Kahu
midwifery council
of new zealand

2014 Midwifery Workforce Survey

The midwifery workforce survey is collected from all midwives who apply for an annual midwifery practising certificate. The survey is completed during the online application process.

The 2014 survey is for midwives who held a current midwifery annual practising certificate on 24 September 2014. At that date there were 2,971 midwives with a current practising certificate. The majority of responses were collected during the annual practising certificate renewal period in February and March.

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

Survey as at September 2014

Key facts from the 2014 midwifery workforce survey

The survey responses for practising midwives (defined as those with a current practising certificate) as at 24 September 2014 show the following key points:-

- **Number.** There were 2,971 midwives holding a current practising certificate at this time.
- **Gender.** The midwifery workforce is almost completely female. There were six male midwives with a practising certificate.
- **Age.** The average age of midwives in New Zealand is 47.3 years old.
- **Ethnicity.** The workforce is dominated by New Zealand European and other European ethnicities who make up 88.8% of the workforce. The percentage of midwives who give New Zealand Maori as their first ethnicity is 5.6% (165). The percentage of midwives who give New Zealand Maori as their first, second, or third ethnicity is 9.0% (266).
- **Time in workforce.** The average time in the midwifery workforce is 15.0 years.
- **Reason for returning to practice.** Returning from overseas (27.2%) followed by changed family circumstance (21.9%) were the major reasons reported for midwives returning to practice. Other family related reasons also rank high in the results.
- **Reason not currently active.** Living overseas (34.7%) followed by parental leave (33.9%) were the major reasons reported for midwives not being currently active (at the time of the survey – all survey respondents were applying for a practising certificate).
- **Caseloading Midwives.** 37.3 % of midwives (1,109) reported caseloading as their main work situation. The majority of these were self-employed LMCs (983) making up 88.6% of the caseloading midwives and 33.0% of the midwifery workforce.
- **Core Midwives.** 50.6 % of midwives (1,504) reported core practice as their first work situation.
- **Multiple jobs.** 29.9% of midwives (888) reported a second work situation.
- **Employer type.** 53.6% of midwives (1,591) reported that they were employed by a District Health Board (in various work situations).
- **First work area.** 11.8% of midwives (350) reported the Auckland Territorial Local Authority (TLA) geographical area as their first work area. 9.9% (294) reported Christchurch TLA as their first work area. Auckland DHB and Canterbury DHB were the DHB areas with the largest numbers of midwives. No midwife reported the Mackenzie TLA as their first work area but three reported this as their second work area and two as their third work area. (TLAs vary considerable in size and population coverage. DHB areas are made up of between one and ten TLAs.)
- **Caseload size.** The average caseload reported by all caseloading midwives was 40.7 women per year. 16.8% of caseloading midwives (179) reported a case load of 61 women or more per year. The average caseload reported by midwives who's first or only work situation was self-employed LMC was 45.1 women.
- **Hours per week.** 41.9% of midwives (1,165) reported working 32 hours or less in total per week.
- **Reason part time.** The most common reason reported for working part time was by preference (591 midwives – 44.3 percent of those answering this question) followed by parental responsibility (409 midwives - 30.7%).
- **First midwifery qualification.** The most common qualification for entry to the Register was a Bachelor degree in Midwifery (also known as direct entry) from an accredited New Zealand education institute (1,298 midwives - 43.7%). A New Zealand midwifery qualification following nursing education was reported by 773 midwives (24.7%). A first midwifery qualification obtained overseas was reported by 940 midwives (31.6%).

- **Currently studying.** 7.5% of midwives (222) reported that they were currently studying. The most common expected qualification was a Master's degree (74 – 33.3% of those studying) followed by Post Graduate Certificate at Masters level (56 – 25.2%).
- **Completed qualification last year.** 7.3% of midwives (217) reported that they had completed a formal qualification in the last year. Eighty nine of these (41.0%) reported completing a Bachelor degree. These would be mainly new graduate midwives. The next most common completed qualifications were Post Graduate Certificate (47 – 21.7%) and Post Graduate Diploma (24 – 11.1%).
- **Nursing role.** 31.9% of midwives (936) reported that they remained on a nursing register or roll. The most common nursing registration was RGON (37.4%).
- **Nursing practising certificate.** 442 midwives reported that they would apply for a nursing annual practising certificate this year (47.2% of midwives with a nursing registration and 14.9% of the midwifery workforce). However, note that this compares with only 53 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	2965	99.8%
Male	6	0.2%
Total	2971	100.0%

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	%
20-24	55	1.9%
25-29	194	6.5%
30-34	215	7.2%
35-39	302	10.2%
40-44	396	13.3%
45-49	496	16.7%
50-54	494	16.6%
55-59	410	13.8%
60-64	279	9.4%
65+	130	4.4%
Total	2971	100.0%

Table 2: Age of practising midwives

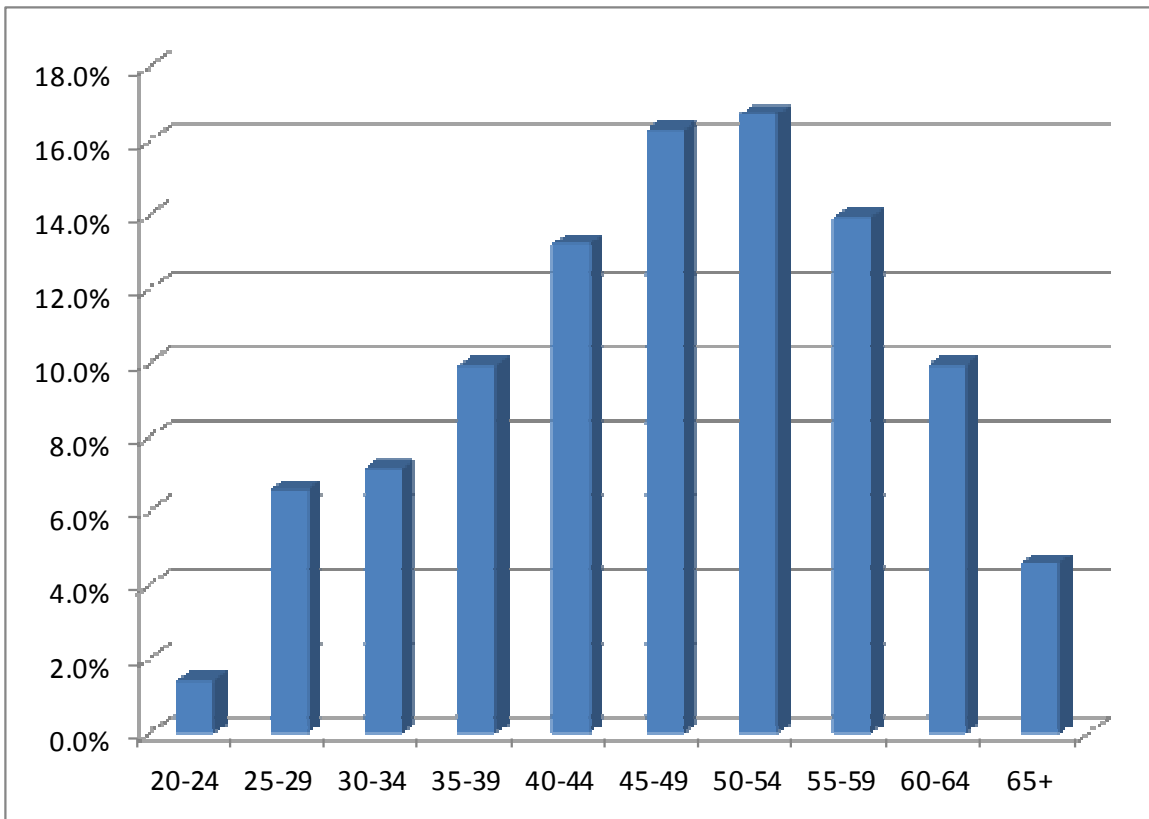


Figure 1: Age of practising midwives

The average age of practising midwives is 47.3 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/Pakeha	1913	64.4%	175	37.1%	5.9%	2	4.5%	0.1%
British and Irish	502	16.9%	50	10.6%	1.7%	9	20.5%	0.3%
New Zealand Maori	165	5.6%	97	20.6%	3.3%	4	9.1%	0.1%
Other European	68	2.3%	24	5.1%	0.8%	3	6.8%	0.1%
Chinese	55	1.9%	5	1.1%	0.2%	3	6.8%	0.1%
Australian	51	1.7%	9	1.9%	0.3%	1	2.3%	0.0%
German	36	1.2%	4	0.8%	0.1%		0.0%	0.0%
Dutch	25	0.8%	18	3.8%	0.6%	4	9.1%	0.1%
African	25	0.8%	6	1.3%	0.2%	1	2.3%	0.0%
Indian	20	0.7%	6	1.3%	0.2%	1	2.3%	0.0%
Canadian	12	0.4%	1	0.2%	0.0%	2	4.5%	0.1%
Samoan	9	0.3%	11	2.3%	0.4%	5	11.4%	0.2%
South African	9	0.3%	2	0.4%	0.1%			
Middle Eastern	8	0.3%	1	0.2%	0.0%			
Cook Island Maori	7	0.2%	6	1.3%	0.2%			
American	7	0.2%	2	0.4%	0.1%			
Other Southeast Asian	6	0.2%	4	0.8%	0.1%			
Latin American/Hispanic	6	0.2%	3	0.6%	0.1%			
Fijian	3	0.1%	3	0.6%	0.1%	3	6.8%	0.1%
Russian	3	0.1%						
French	3	0.1%	1	0.2%	0.0%			
Spanish	2	0.1%				1	2.3%	0.0%
Filipino	2	0.1%				1	2.3%	0.0%
Taiwanese	2	0.1%						
Korean	2	0.1%						
Other Asian	2	0.1%	3	0.6%	0.1%	1	2.3%	0.0%
Danish	2	0.1%						
Swiss	2	0.1%	3	0.6%	0.1%			
Malaysian	2	0.1%	2	0.4%	0.1%			
Italian	2	0.1%	5	1.1%	0.2%			
Other Pacific peoples	2	0.1%	4	0.8%	0.1%	1	2.3%	0.0%
Tongan	1	0.0%	3	0.6%	0.1%			
West Indian	1	0.0%	1	0.2%	0.0%			
South American	1	0.0%						
Bulgarian	1	0.0%						
Niuean	1	0.0%						
Vietnamese	1	0.0%	1	0.2%	0.0%			
Hungarian	1	0.0%		0.0%	0.0%			
Japanese	1	0.0%	2	0.4%	0.1%			
South Slav	1	0.0%	2	0.4%	0.1%			
Polish	1	0.0%	2	0.4%	0.1%	1	2.3%	0.0%
Manx	1	0.0%						
Jamaican	1	0.0%						
Tokelauan	1	0.0%						
Greek	1	0.0%	6	1.3%	0.2%			
Austrian	1	0.0%	2	0.4%	0.1%			
Solomon Islands	1	0.0%						
Armenian	1	0.0%						
Latvian	1	0.0%						
Croatian			2	0.4%	0.1%	1	2.3%	0.0%
Native American			1	0.2%	0.0%			
Tuvalu			1	0.2%	0.0%			
Icelandic			1	0.2%	0.0%			
Welsh			1	0.2%	0.0%			
Rotuman			1	0.2%	0.0%			
Lebanese			1	0.2%	0.0%			
Total	2971	100.0%	472	100.0%	15.9%	44	100.0%	1.5%

Table 3: Ethnicity

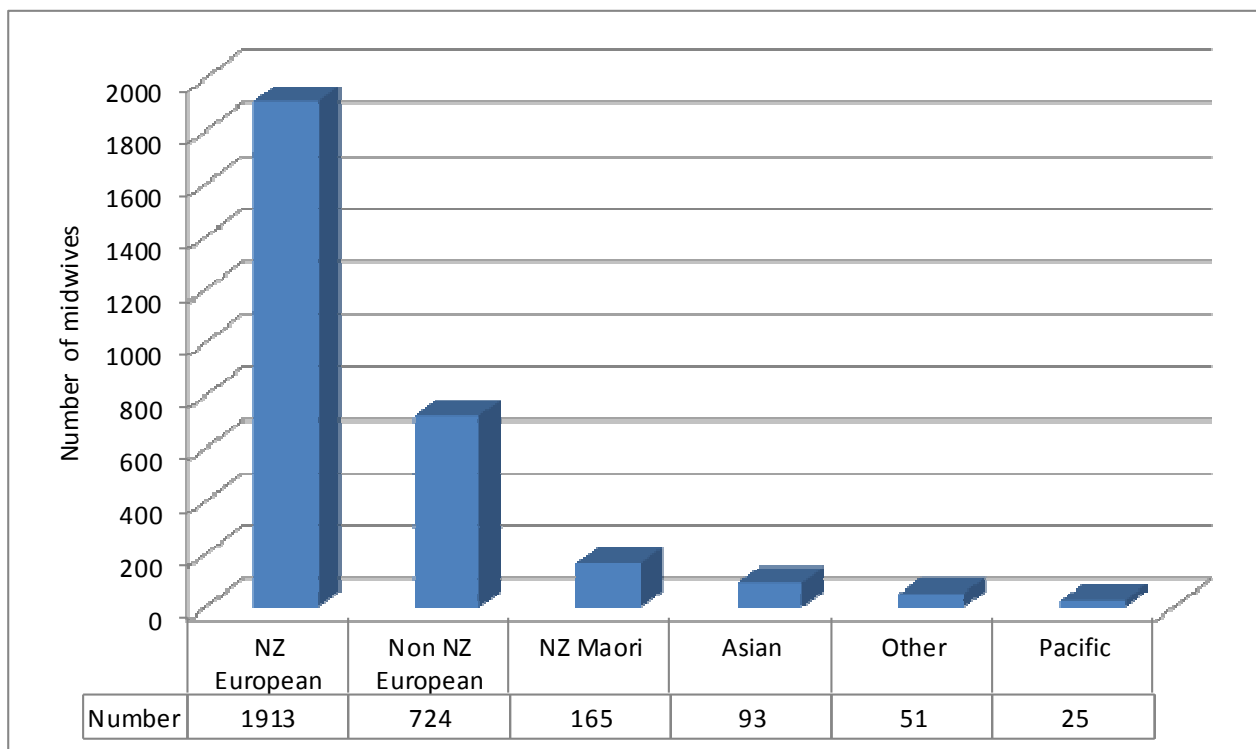


Figure 2: First ethnicity

Ethnic group

Ethnic Group	First ethnicity		Second ethnicity			Third ethnicity		
	Number	%	Number	% 2nd	% all	Number	% 3rd	% all
NZ European	1913	64.4%	175	37.1%	5.9%	2	4.5%	0.1%
Non NZ European	724	24.4%	133	28.2%	4.5%	22	50.0%	0.7%
NZ Maori	165	5.6%	97	20.6%	3.3%	4	9.1%	0.1%
Asian	93	3.1%	23	4.9%	0.8%	6	13.6%	0.2%
Other	51	1.7%	15	3.2%	0.5%	1	2.3%	0.0%
Pacific	25	0.8%	29	6.1%	1.0%	9	20.5%	0.3%
Total	2971	100.0%	472	100.0%	15.9%	44	100.0%	1.5%

Table 4: Ethnic group

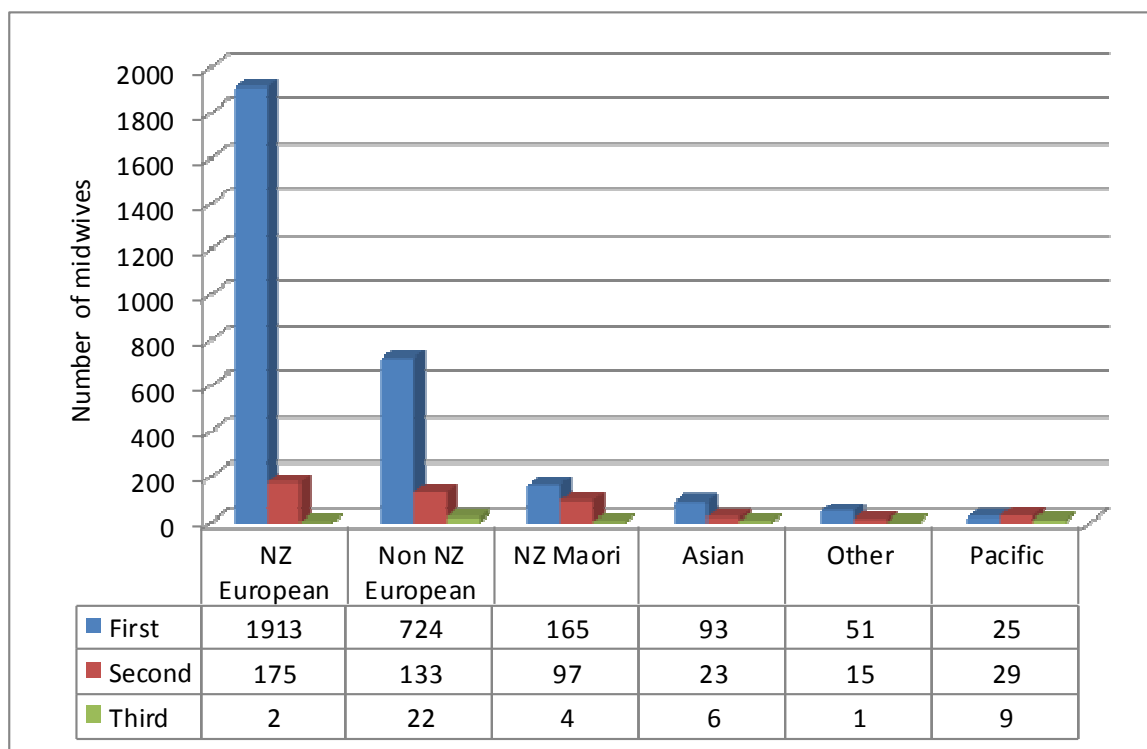


Figure 3: Ethnic Group

Ethnic Group	1st, 2nd and 3rd ethnicities	%
NZ European	2090	70.35%
Non NZ European	879	29.59%
NZ Maori	266	8.95%
Asian	122	4.11%
Other	67	2.26%
Pacific	63	2.12%

Table 5: Number of midwives giving the ethnic group as their first, second, or third ethnicity

Note – Midwives can give more than one ethnicity and the numbers in the table add to more than the number of midwives in the survey and percentages add to more than 100%.

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	299	10.1%	up to 1	10.1%	100.0%
2 to 5	464	15.6%	2 to 5	25.7%	89.9%
6-10	509	17.1%	6-10	42.8%	74.3%
11-15	427	14.4%	11-15	57.2%	57.2%
16-20	392	13.2%	16-20	70.4%	42.8%
21-25	325	10.9%	21-25	81.3%	29.6%
26-30	219	7.4%	26-30	88.7%	18.7%
31-35	164	5.5%	31-35	94.2%	11.3%
36-40	129	4.3%	36-40	98.6%	5.8%
41+	43	1.4%	41+	100.0%	1.4%
Total	2971	100.0%			

Table 6: Years in practice as a midwife

The average time in the workforce is 15.0 years.

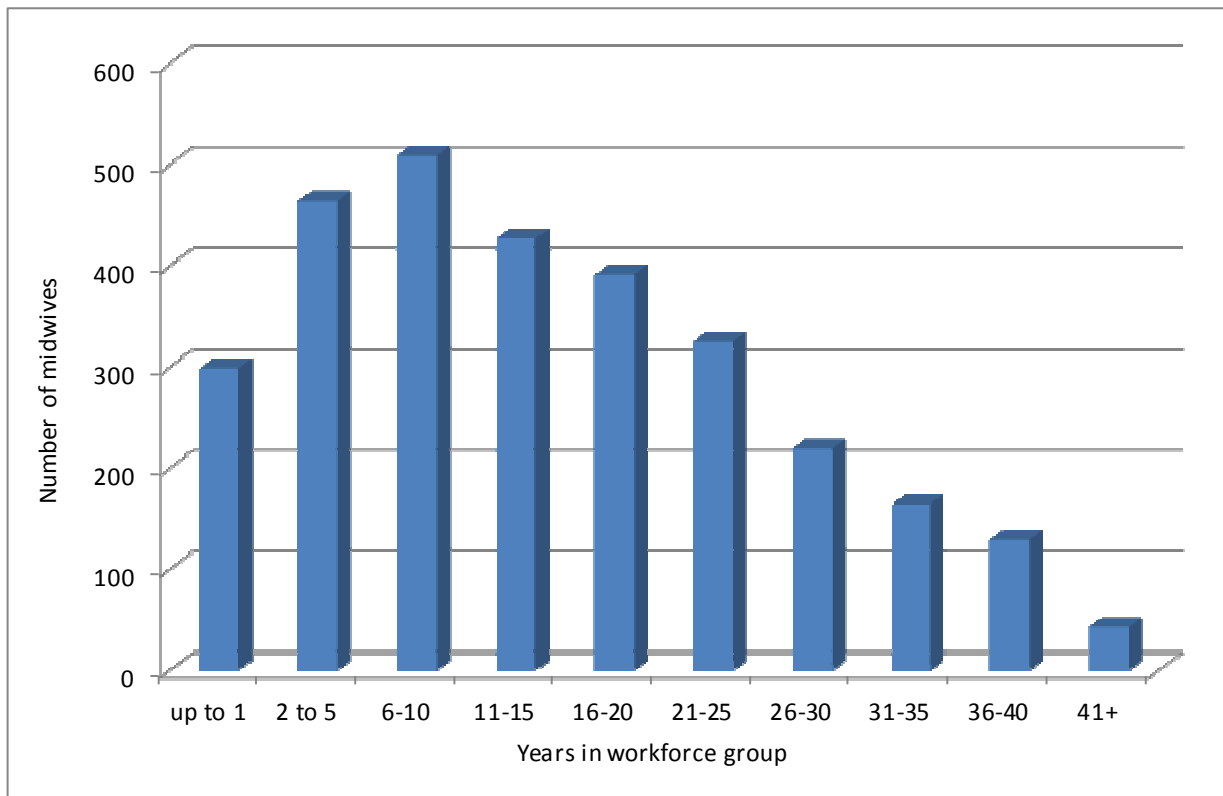


Figure 4: Years in practice as a midwife

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?

- I completed a return to midwifery practice programme
- I have recently returned from overseas
- Availability of childcare
- Other family circumstances changed
- I found a job with flexible working hours that satisfied me
- I completed full time study
- Other - Please specify _____

One hundred and thirty five of the 2971 respondents indicated that they had returned to midwifery practice in the last year. Of these 28 gave more than one reason.

Reason for return	Number	%
Recently returned from overseas	46	27.2%
Other family circumstances changed	37	21.9%
Availability of childcare	26	15.4%
Found a job with flexible working hours	23	13.6%
Returned from maternity leave	10	5.9%
Other	8	4.7%
Completed a return to practice programme	7	4.1%
Completed full time study	5	3.0%
Health reasons	5	3.0%
Maintain eligibility for APC	2	1.2%
Total reasons	169	100.0%

Table 7: Reason for return to practice

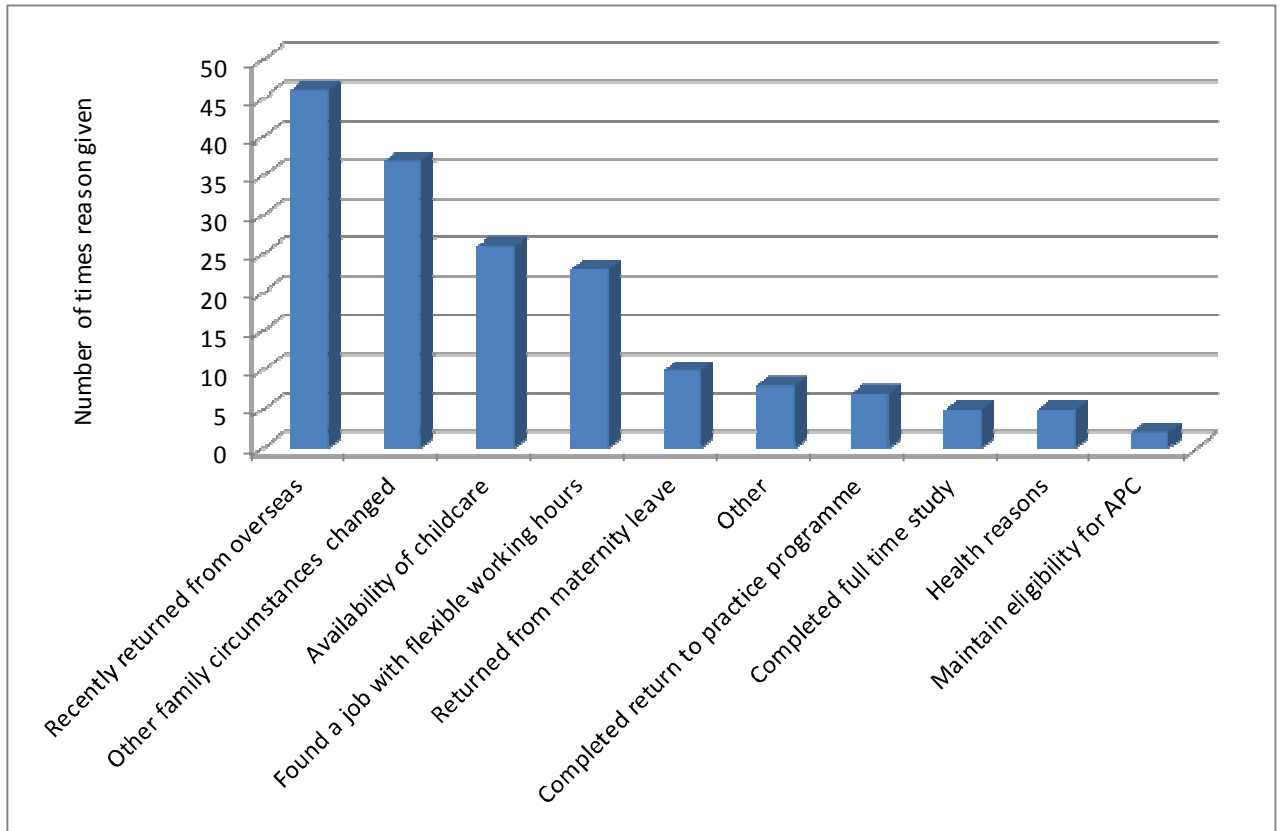


Figure 5: Reason for return to practice

Not currently practising

Question 6. 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	% of not active	% midwives
Living overseas (Practising)	43	34.7%	1.5%
Parental leave	42	33.9%	1.5%
Other	6	4.8%	0.2%
Health	6	4.8%	0.2%
Living overseas (Not practising)	6	4.8%	0.2%
Family reasons	4	3.2%	0.1%
Recently moved	4	3.2%	0.1%
Employment does not require APC	4	3.2%	0.1%
Had a break	3	2.4%	0.1%
Inadequate remuneration	2	1.6%	0.1%
Unhappy with caseload practice	2	1.6%	0.1%
Limited career structure	2	1.6%	0.1%
Total	124	100.0%	4.4%

Table 8: Reason not currently active

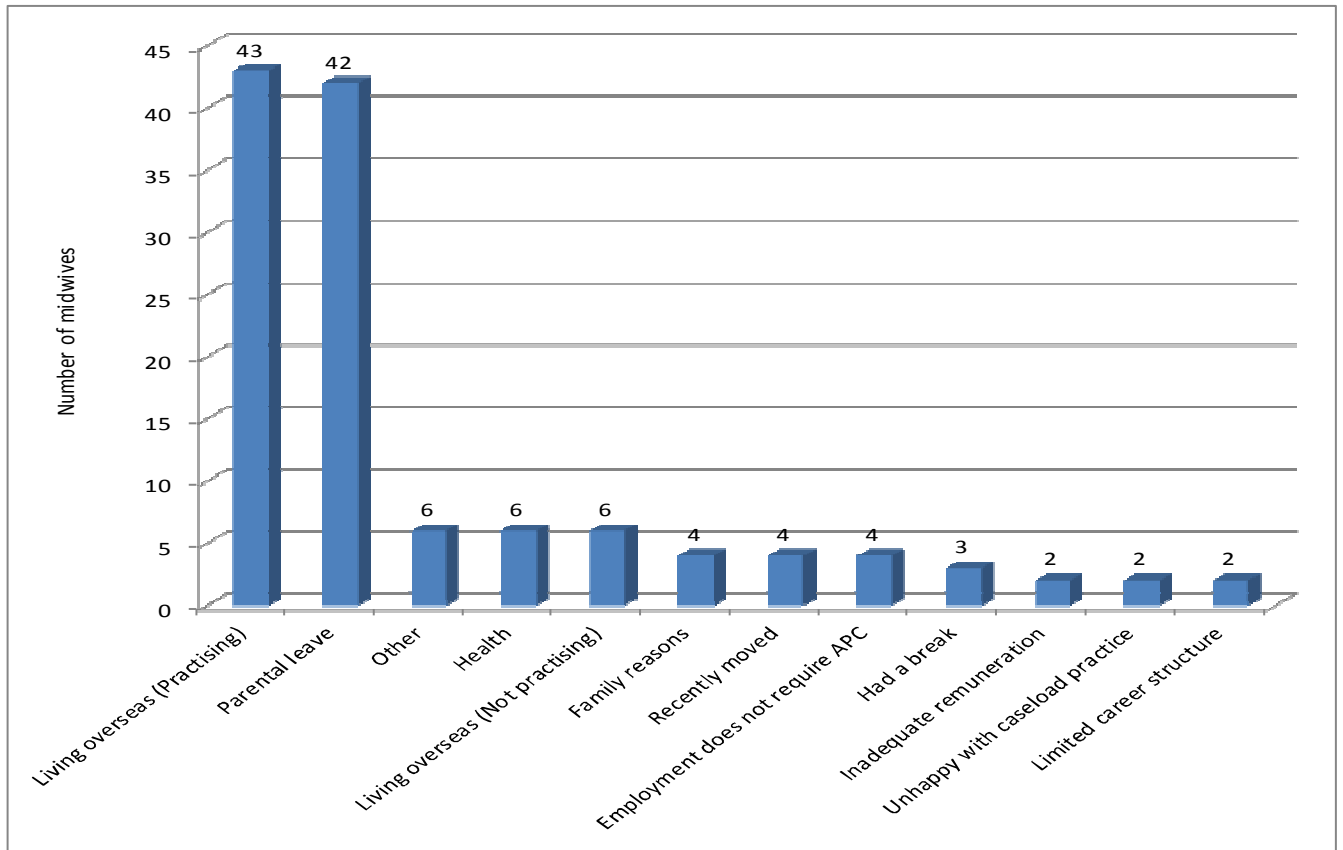


Figure 6: Reason not currently active

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	% second work	% all midwives
Case load - Self employed LMC	983	33.1%	213	24.0%	7.2%
Case Load - DHB	82	2.8%	13	1.5%	0.4%
Case Load - other	43	1.4%	20	2.3%	0.7%
Core - Primary	290	9.8%	144	16.2%	4.8%
Core - Secondary	577	19.4%	129	14.5%	4.3%
Core - Secondary/Tertiary	637	21.4%	132	14.9%	4.4%
Administration - DHB	69	2.3%	18	2.0%	0.6%
Administration - Other	8	0.3%	12	1.4%	0.4%
Education - DHB	38	1.3%	18	2.0%	0.6%
Education - Tertiary	57	1.9%	19	2.1%	0.6%
Undertaking research	7	0.2%	16	1.8%	0.5%
Professional advice, policy	17	0.6%	11	1.2%	0.4%
Other Midwifery	71	2.4%	54	6.1%	1.8%
Working overseas	14	0.5%	8	0.9%	0.3%
Maternity leave - returning	29	1.0%	4	0.5%	0.1%
Study leave - returning	1	0.0%	3	0.3%	0.1%
Nursing	16	0.5%	37	4.2%	1.2%
Other paid employment	12	0.4%	27	3.0%	0.9%
Other not in employment	18	0.6%	10	1.1%	0.3%
Retired from midwifery	2	0.1%		0.0%	0.0%
Total	2971	100.0%	888	100.0%	29.9%

Table 9: Main and second work situation

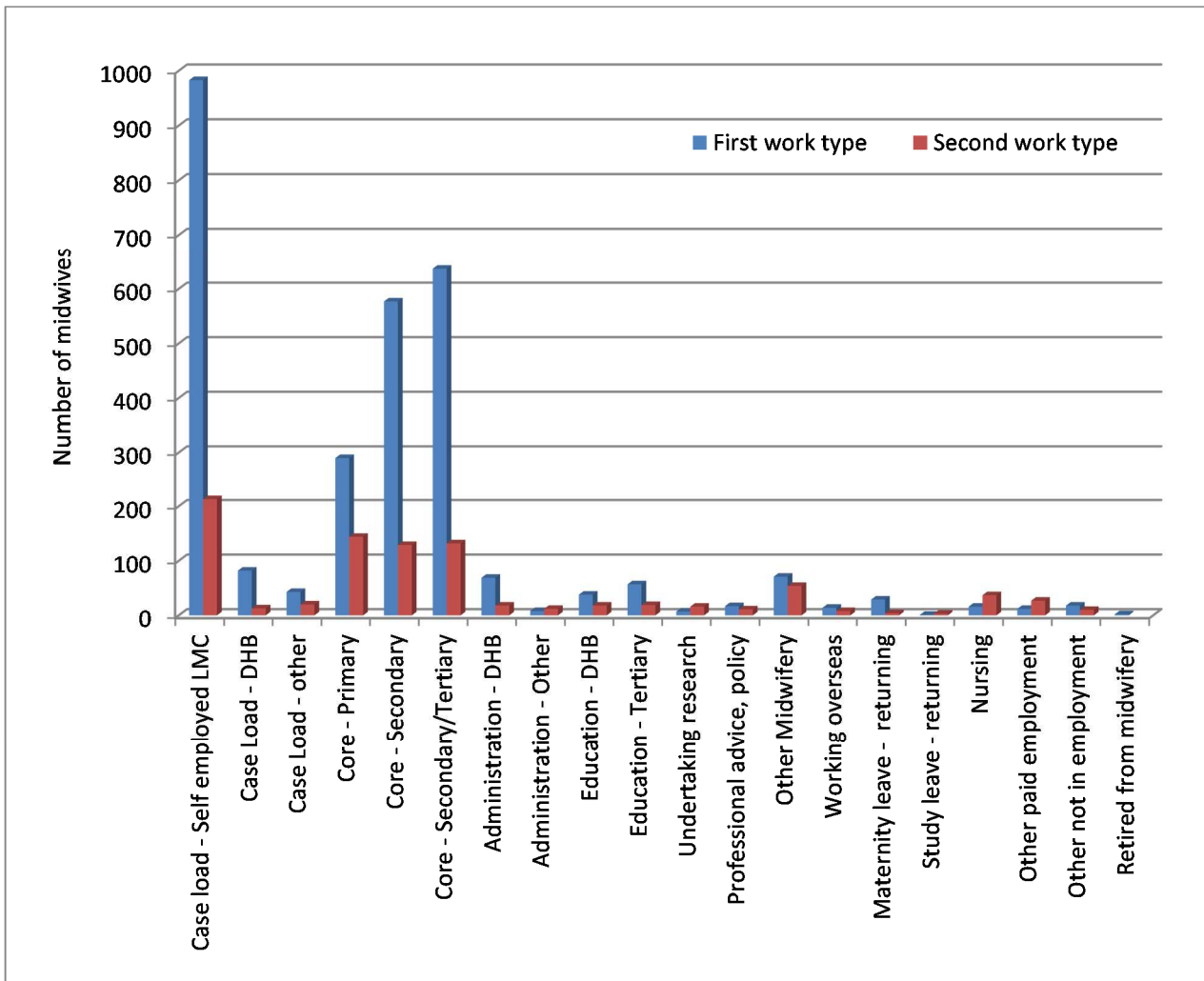


Figure 7: Main and second work situation

Work groups

First work group	First work group		Second work group		
	Number	%	Number	% second work group	% all midwives
Caseloading	1109	37.3%	246	27.7%	8.3%
Core	1506	50.7%	405	45.6%	13.6%
Not Midwifery	61	2.1%	82	9.2%	2.8%
Other Midwifery	295	9.9%	155	17.5%	5.2%
Total	2971	100.0%	888	100.0%	29.9%

Table 10: Main and second work group

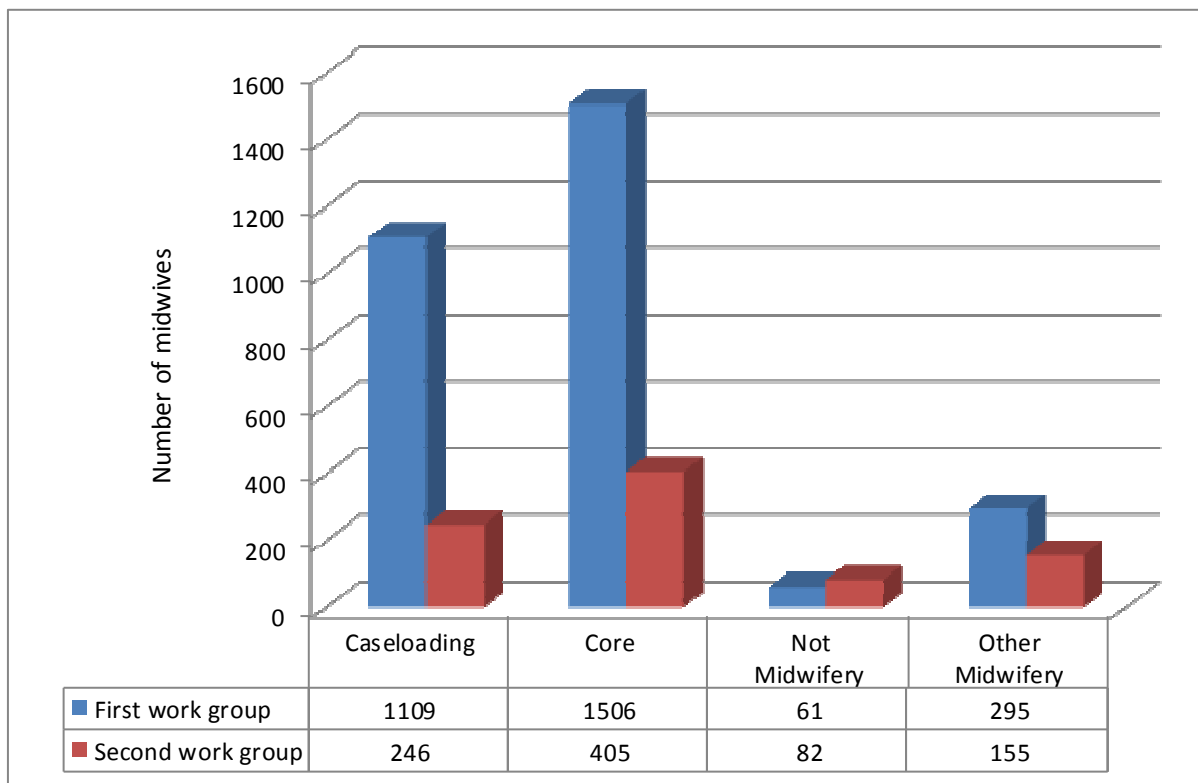


Figure 8: Main and second work group

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

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		% all Midwives
	Number	%	Number	%	
Self employed – LMC	936	31.5%	164	29.8%	5.5%
Subcontracted to LMC	28	0.9%	29	5.3%	1.0%
District Health Board	1591	53.6%	226	41.0%	7.6%
Private maternity / trust	108	3.6%	42	7.6%	1.4%
Maori service provider	12	0.4%	5	0.9%	0.2%
Pacific service provider	2	0.1%	2	0.4%	0.1%
Midwifery agency	10	0.3%	10	1.8%	0.3%
Educational institution	60	2.0%	32	5.8%	1.1%
Government agency	9	0.3%	7	1.3%	0.2%
Other	24	0.8%	34	6.2%	1.1%
Not reported	191	6.4%		0.0%	0.0%
Total	2971	100.0%	551	100.0%	18.5%

Table 11: Main and second employer type

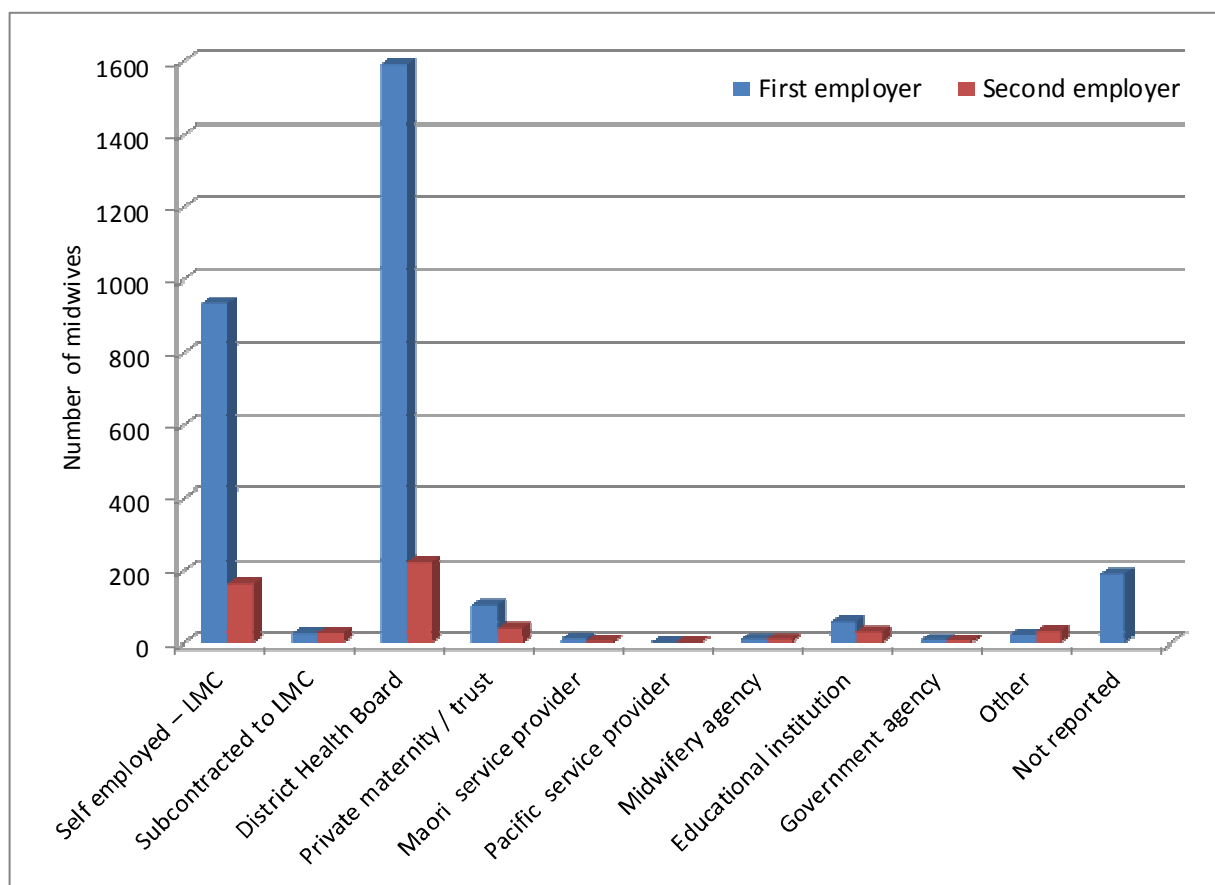


Figure 9: Main and second employer type

Employer group

Employer group	First employer group		Second employer group		
	Number	%	Number	%	% all midwives
Self employed – LMC	936	31.5%	164	31.5%	31.5%
District Health Board	1591	53.6%	226	53.6%	53.6%
Other	253	8.5%	161	8.5%	8.5%
Not reported	191	6.4%		6.4%	6.4%
Total	2971	100.0%	551	100.0%	100.0%

Table 12: Main and second employer by employer group

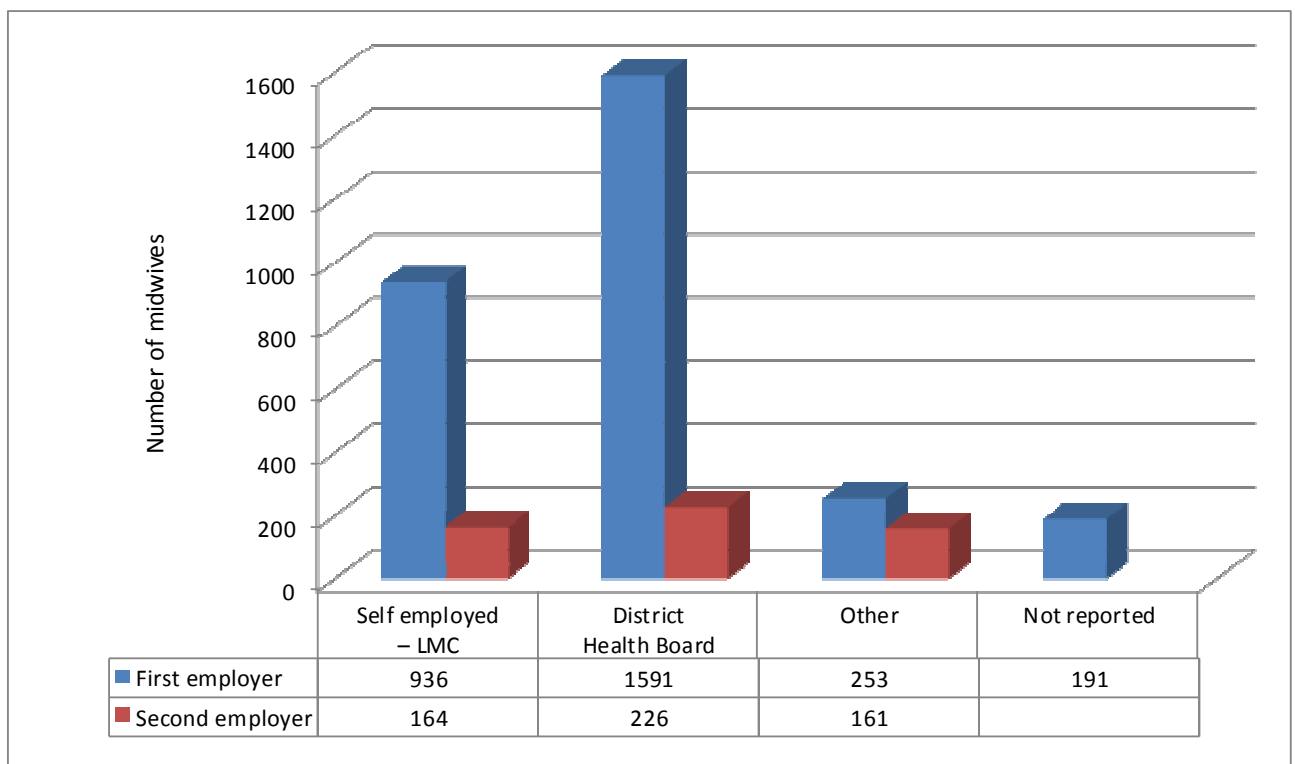


Figure 10: Main and second employer by employer group

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 cases, the DHB area corresponds to the boundaries of one or more TLA's.

Territorial Local Authority areas

TLA	TLA1	TLA2	TLA3	TLA	TLA1	TLA2	TLA3
Far North	29			Horowhenua	17	3	2
Whangarei	63	7	2	Kapiti Coast	21	8	2
Kaipara	6	6	1	Porirua	29	15	1
Rodney	24	23	3	Upper Hutt	7	16	1
North Shore	118	27	4	Lower Hutt	77	10	1
Waitakere	108	17	11	Wellington	171	23	5
Auckland	350	21	6	Masterton	23	3	1
Manukau	205	16	4	Carterton	2	3	2
Papakura	28	24	5	South Wairarapa	2	3	3
Franklin	28	13	10	Tasman	9	12	
Thames-Coromandel	13	3	3	Nelson	52	6	
Hauraki	2	10	1	Marlborough	29	2	3
Waikato	100	33	4	Kaikoura	2	1	1
Matamata-Piako	9	4	1	Buller	5	1	1
Hamilton	108	15	3	Grey	14	6	4
Waipa	12	1	5	Westland	6	2	
Otorohanga	1	2	1	Hurunui	2	5	3
South Waikato	9	4	3	Waimakariri	11	12	5
Waitomo	3	2	1	Christchurch	294	13	4
Taupo	13	2		Banks Peninsula	1	7	1
Western Bay of Plenty	7	10		Selwyn	10	19	3
Tauranga	83	6		Ashburton	17	3	4
Rotorua	48	6		Timaru	28	1	
Whakatane	26	7		Mackenzie		3	2
Kawerau	1	6	1	Waimate	1	5	1
Opotiki	4	1	3	Chatham Islands	1		
Gisborne	33			Waitaki	8		
Wairoa	4	1	2	Central Otago/Wanaka	17		
Hastings	67	14		Queenstown/Arrowtown	11	2	
Napier	12	20	5	Dunedin	90	3	1
Central Hawkes Bay	3	6	16	Clutha	6	6	1
New Plymouth	45	5		Southland	15	14	1
Stratford	3	6		Gore	7		
South Taranaki	8	3	3	Invercargill	25	7	
Waimarino/Waioru	4	1		Tamarunui/National Park	3	1	
Wanganui	31	3	1	Africa & Middle East		2	
Rangitikei	1	7	2	Asia		1	
Manawatu	47	15		Europe (other than UK)	1		
Palmerston North	40	8		United Kingdom			1
Tararua	5	3	4	Not reported	256		
				Grand Total	2971	576	159

Table 13: First, second, and third Territorial Local Authority work area – Number of midwives

TLA	TLA1	TLA2	TLA3	TLA	TLA1	TLA2	TLA3
Far North	1.0%	0.0%	0.0%	Horowhenua	0.6%	0.1%	0.1%
Whangarei	2.1%	0.2%	0.1%	Kapiti Coast	0.7%	0.3%	0.1%
Kaipara	0.2%	0.2%	0.0%	Porirua	1.0%	0.5%	0.0%
Rodney	0.8%	0.8%	0.1%	Upper Hutt	0.2%	0.5%	0.0%
North Shore	4.0%	0.9%	0.1%	Lower Hutt	2.6%	0.3%	0.0%
Waitakere	3.6%	0.6%	0.4%	Wellington	5.8%	0.8%	0.2%
Auckland	11.8%	0.7%	0.2%	Masterton	0.8%	0.1%	0.0%
Manukau	6.9%	0.5%	0.1%	Carterton	0.1%	0.1%	0.1%
Papakura	0.9%	0.8%	0.2%	South Wairarapa	0.1%	0.1%	0.1%
Franklin	0.9%	0.4%	0.3%	Tasman	0.3%	0.4%	0.0%
Thames-Coromandel	0.4%	0.1%	0.1%	Nelson	1.8%	0.2%	0.0%
Hauraki	0.1%	0.3%	0.0%	Marlborough	1.0%	0.1%	0.1%
Waikato	3.4%	1.1%	0.1%	Kaikoura	0.1%	0.0%	0.0%
Matamata-Piako	0.3%	0.1%	0.0%	Buller	0.2%	0.0%	0.0%
Hamilton	3.6%	0.5%	0.1%	Grey	0.5%	0.2%	0.1%
Waipa	0.4%	0.0%	0.2%	Westland	0.2%	0.1%	0.0%
Otorohanga	0.0%	0.1%	0.0%	Hurunui	0.1%	0.2%	0.1%
South Waikato	0.3%	0.1%	0.1%	Waimakariri	0.4%	0.4%	0.2%
Waitomo	0.1%	0.1%	0.0%	Christchurch	9.9%	0.4%	0.1%
Taupo	0.4%	0.1%	0.0%	Banks Peninsula	0.0%	0.2%	0.0%
Western Bay of Plenty	0.2%	0.3%	0.0%	Selwyn	0.3%	0.6%	0.1%
Tauranga	2.8%	0.2%	0.0%	Ashburton	0.6%	0.1%	0.1%
Rotorua	1.6%	0.2%	0.0%	Timaru	0.9%	0.0%	0.0%
Whakatane	0.9%	0.2%	0.0%	Mackenzie	0.0%	0.1%	0.1%
Kawerau	0.0%	0.2%	0.0%	Waimate	0.0%	0.2%	0.0%
Opotiki	0.1%	0.0%	0.1%	Chatham Islands	0.0%	0.0%	0.0%
Gisborne	1.1%	0.0%	0.0%	Waitaki	0.3%	0.0%	0.0%
Wairoa	0.1%	0.0%	0.1%	Central Otago/Wanaka	0.6%	0.0%	0.0%
Hastings	2.3%	0.5%	0.0%	Queenstown/Arrowtown	0.4%	0.1%	0.0%
Napier	0.4%	0.7%	0.2%	Dunedin	3.0%	0.1%	0.0%
Central Hawkes Bay	0.1%	0.2%	0.5%	Clutha	0.2%	0.2%	0.0%
New Plymouth	1.5%	0.2%	0.0%	Southland	0.5%	0.5%	0.0%
Stratford	0.1%	0.2%	0.0%	Gore	0.2%	0.0%	0.0%
South Taranaki	0.3%	0.1%	0.1%	Invercargill	0.8%	0.2%	0.0%
Waimarino/Waioru	0.1%	0.0%	0.0%	Tamarunui/National Park	0.1%	0.0%	0.0%
Wanganui	1.0%	0.1%	0.0%	Africa & Middle East	0.0%	0.1%	0.0%
Rangitikei	0.0%	0.2%	0.1%	Asia	0.0%	0.0%	0.0%
Manawatu	1.6%	0.5%	0.0%	Europe (other than UK)	0.0%	0.0%	0.0%
Palmerston North	1.3%	0.3%	0.0%	United Kingdom	0.0%	0.0%	0.0%
Tararua	0.2%	0.1%	0.1%	Not reported	8.6%	0.0%	0.0%
				Total	100.0%	19.4%	5.4%

Table 14: First, second, and third Territorial Local Authority work area – percentage of workforce

DHB area

DHB area	First DHB area		Second DHB area			Third DHB area		
	Number	%	Number	% 2nd	% all	Number	% 3rd	% all
Northland	98	3.3%	13	2.3%	0.4%	3	1.9%	0.1%
Waitemata	250	8.4%	67	11.6%	2.3%	18	11.3%	0.6%
Auckland	350	11.8%	21	3.6%	0.7%	6	3.8%	0.2%
Counties Manukau	261	8.8%	53	9.2%	1.8%	19	11.9%	0.6%
Waikato	260	8.8%	75	13.0%	2.5%	22	13.8%	0.7%
Bay of Plenty	121	4.1%	30	5.2%	1.0%	4	2.5%	0.1%
Lakes	61	2.1%	8	1.4%	0.3%	0	0.0%	0.0%
Tairāwhiti	33	1.1%	0	0.0%	0.0%	0	0.0%	0.0%
Hawkes Bay	87	2.9%	41	7.1%	1.4%	23	14.5%	0.8%
Taranaki	56	1.9%	14	2.4%	0.5%	3	1.9%	0.1%
Whanganui	36	1.2%	11	1.9%	0.4%	3	1.9%	0.1%
MidCentral	109	3.7%	29	5.0%	1.0%	6	3.8%	0.2%
Capital and Coast	221	7.4%	46	8.0%	1.5%	8	5.0%	0.3%
Hutt	84	2.8%	26	4.5%	0.9%	2	1.3%	0.1%
Wairarapa	27	0.9%	9	1.6%	0.3%	6	3.8%	0.2%
Nelson-Marlborough	90	3.0%	20	3.5%	0.7%	3	1.9%	0.1%
West Coast	25	0.8%	9	1.6%	0.3%	5	3.1%	0.2%
Canterbury	337	11.3%	60	10.4%	2.0%	21	13.2%	0.7%
South Canterbury	29	1.0%	9	1.6%	0.3%	3	1.9%	0.1%
Southern	179	6.0%	32	5.6%	1.1%	3	1.9%	0.1%
Overseas	1	0.0%	3	0.5%	0.1%	1	0.6%	0.0%
Not reported	256	8.6%		0.0%	0.0%		0.0%	0.0%

Table 15: First, second, and third DHB work area

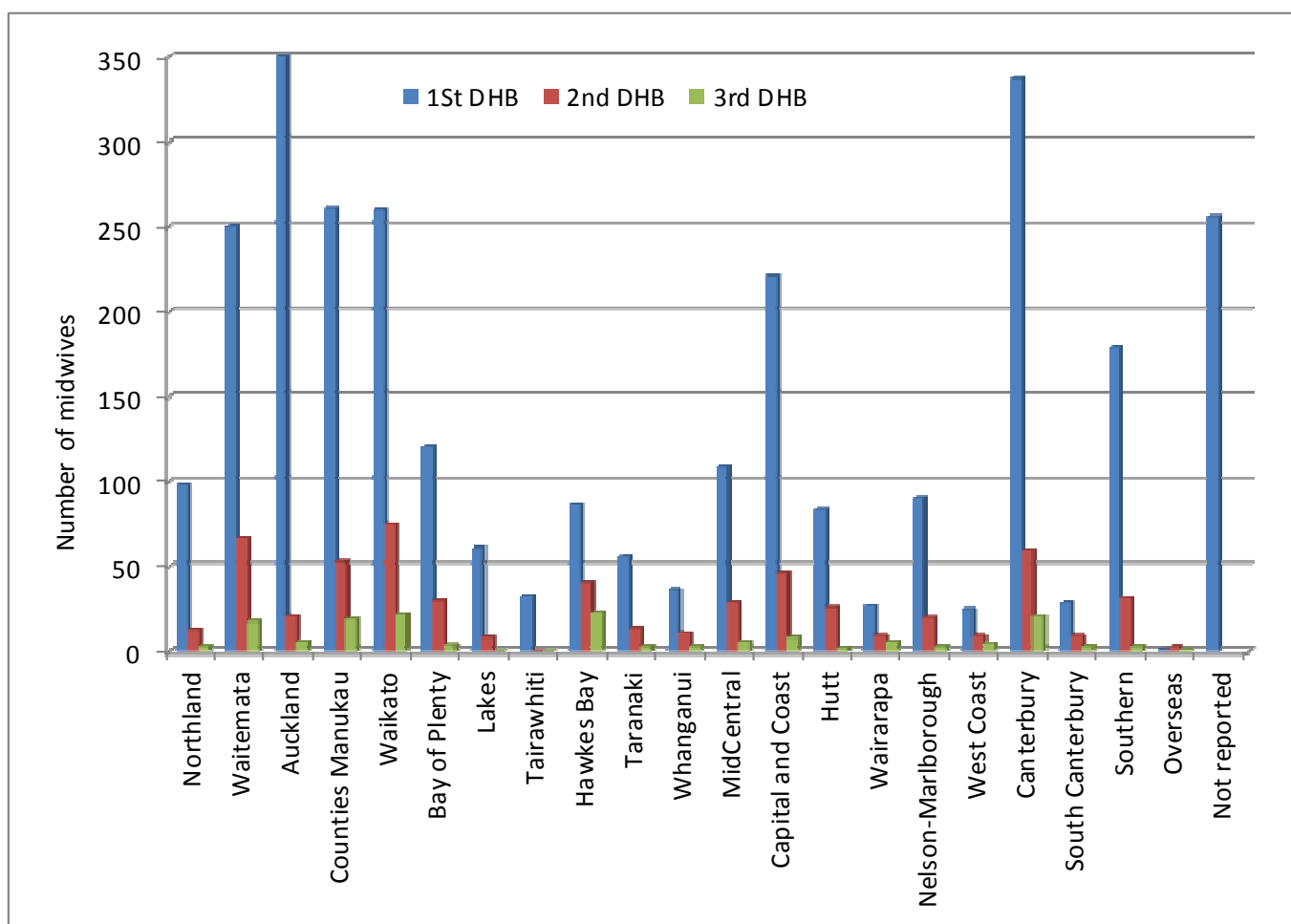


Figure 11: First, second, and third DHB work area

Note. Prior to this survey year it was apparent that many midwives in the greater Auckland area were reporting Auckland TLA as their work area. Auckland TLA only covers the central Auckland City area. This meant that the numbers reporting working in the Auckland DHB area was inflated and those reporting working in Waitemata DHB or Counties Manukau DHB areas were under reported. Council has made some changes to the survey form in an attempt to rectify this problem. The current figures are considerably improved, but it is still possible there may be a small degree of misreporting amongst these three DHB areas.

Caseload size

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

Caseload size	Number of midwives	%	Caseload size	Ascending cumulative	Descending cumulative
1-10	172	13.3%	1-10	16.1%	100.0%
11-20	77	6.0%	11-20	23.3%	83.9%
21-30	115	8.9%	21-30	34.1%	76.7%
31-40	159	12.3%	31-40	49.0%	65.9%
41-50	195	15.1%	41-50	67.3%	51.0%
51-60	170	13.2%	51-60	83.2%	32.7%
61-70	88	6.8%	61-70	91.5%	16.8%
71-80	58	4.5%	71-80	96.9%	8.5%
81-90	20	1.5%	81-90	98.8%	3.1%
91+	13	1.0%	91+	100.0%	1.2%
Not stated	224	17.4%			
Total	1291	100.0%			

Table

16: LMC caseload

Note: Figures are for all respondents that provided the number of women in their caseload or indicated that they were caseloading but gave no number (Not stated). The cumulative percentages omit the not stated responses and therefore the percentages differ.

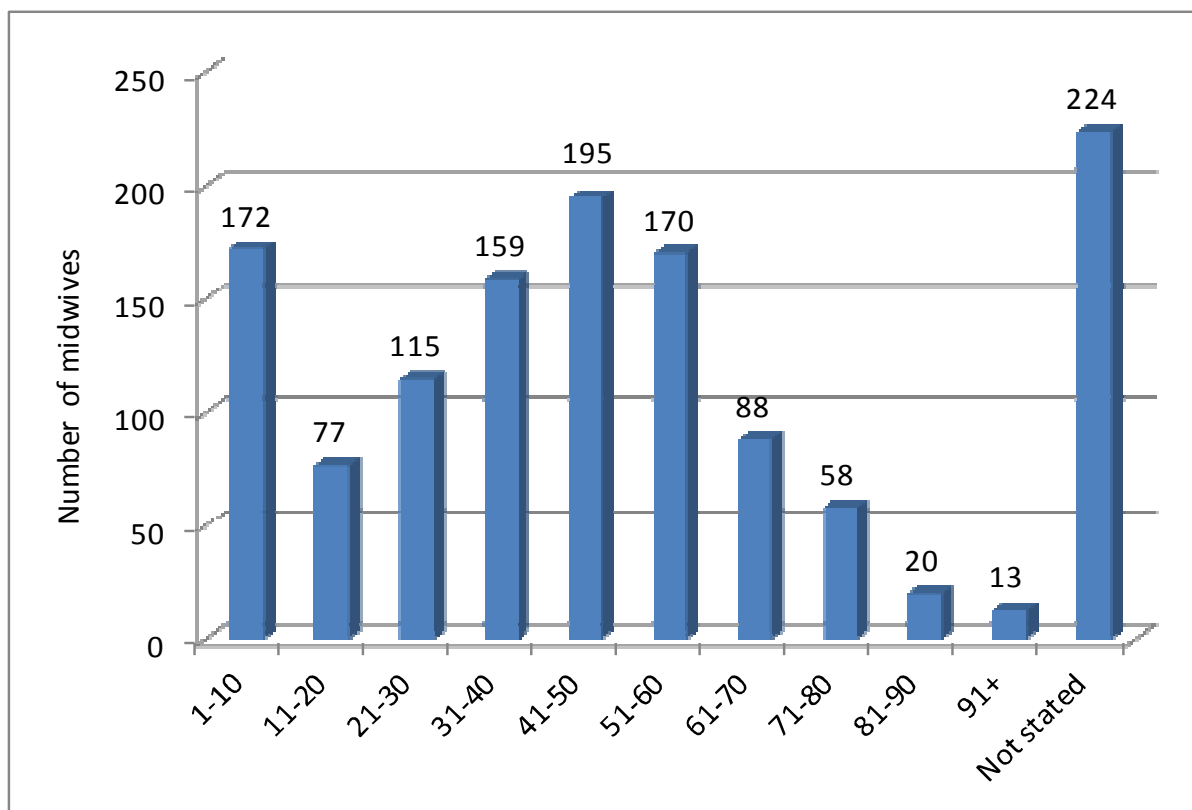


Figure 12: LMC caseload – number of women.

Caseload size	LMC - Only or main work	LMC - Second job	Other Caseloading work	Not caseloading	Total
1-10	67	74	21	10	172
11-20	56	15	2	4	77
21-30	105	5	5		115
31-40	134	7	18		159
41-50	172	3	19	1	195
51-60	154	2	14		170
61-70	84		3	1	88
71-80	55	1	2		58
81-90	19		1		20
91+	11		2		13
Not stated	126	32	66		224
Total	983	139	153	16	1291

Table 17: Caseload size for the different types of caseloading midwives

Notes. Other caseloading midwives (not self employed LMCs claiming Section 88 Fees) include midwives employed as caseloading midwives by DHBs, trusts, Maori or Pacific service providers, or midwife managers, or educators at DHB or tertiary education providers, and some others. Not caseloading midwives are a midwife who's reported first and second work situations did not include work of a caseloading nature, for example core midwives. It is possible that midwives in this situation had a third job or misinterpreted the question.

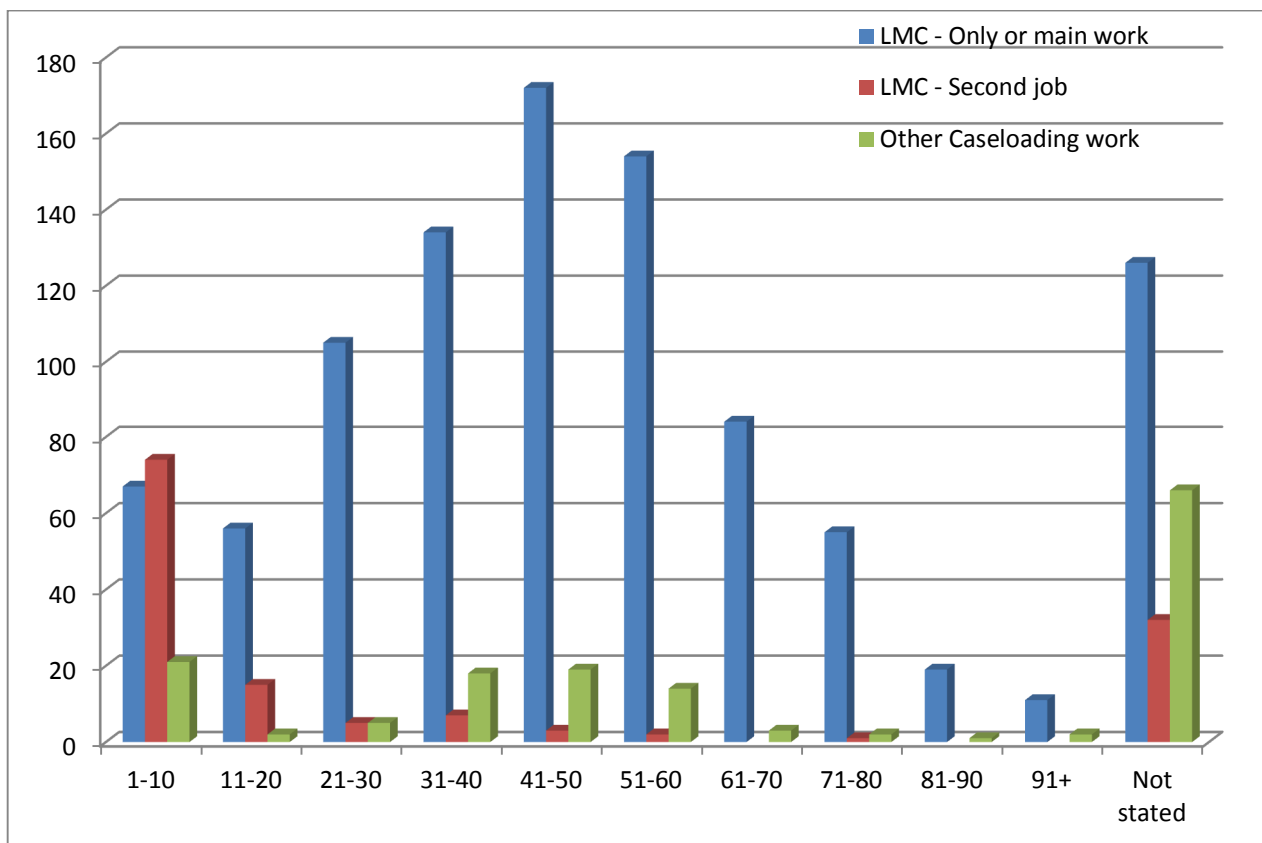


Figure 13: Caseload size for the different types of caseloading midwives

The average caseload reported by all caseloading midwives was 40.7 women per year. The average caseload reported by midwives whose only or main work was self employed LMC is 45.1 women per year. The average caseload reported by non self employed caseloading midwives was 37.6 women per year. The average caseload reported by midwives whose second job was LMC is 11.0 women per year.

Working Hours

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

At main work situation

At all other work situations

Total midwifery hours
per week

<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	% with 2nd job	% all midwife
1 - 8	103	3.5%	1 - 8	384	57.7%	12.9%
9 - 16	184	6.2%	9 - 16	138	20.8%	4.6%
17 - 24	400	13.5%	17 - 24	76	11.4%	2.6%
25 - 32	633	21.3%	25 - 32	24	3.6%	0.8%
33 - 40	918	30.9%	33 - 40	35	5.3%	1.2%
41 - 50	391	13.2%	41 - 50	4	0.6%	0.1%
51 - 60	119	4.0%	51 - 60	1	0.2%	0.0%
60 +	31	1.0%	60 +	3	0.5%	0.1%
Not reported	192	6.5%				
Total	2971	100.0%	Total	665	100.0%	22.4%

Table 18: Hours per week – first and other jobs

Hours all jobs	Number	%	Ascending cumulative %	Descending Cumulative %
1 - 8	92	3.1%	3.3%	100.0%
9 - 16	155	5.2%	8.9%	96.7%
17 - 24	327	11.0%	20.7%	91.1%
25 - 32	591	19.9%	41.9%	79.3%
33 - 40	943	31.7%	75.9%	58.1%
41 - 50	429	14.4%	91.3%	24.1%
51 - 60	182	6.1%	97.8%	8.7%
60 +	60	2.0%	100.0%	2.2%
Not reported	192	6.5%		
Total	2971	100.0%		

Table 19: hours per week in all situations combined

Note – Cumulative percentages do not include 'Not reported' numbers.

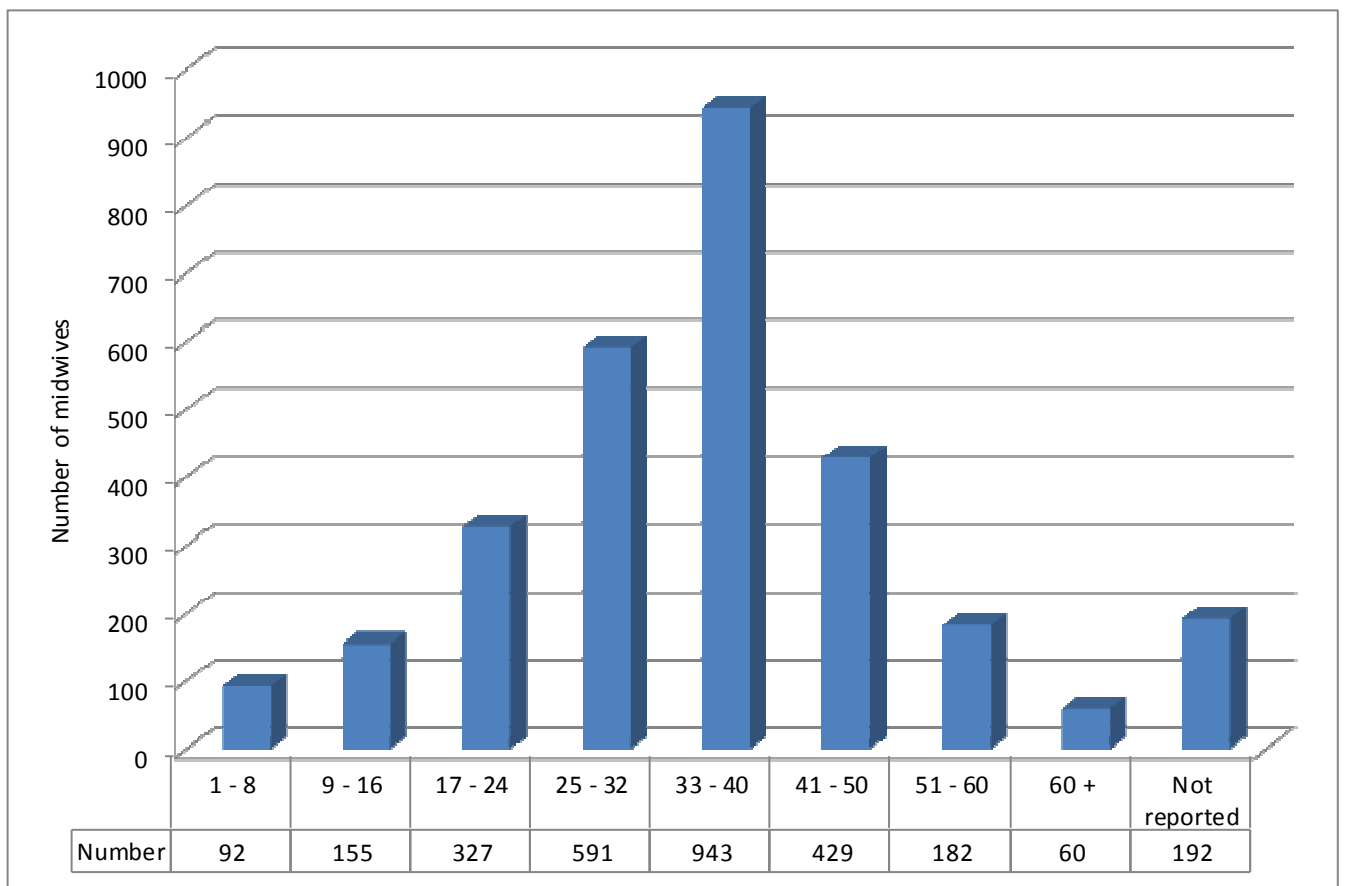


Figure 14: Hours per week all jobs combined

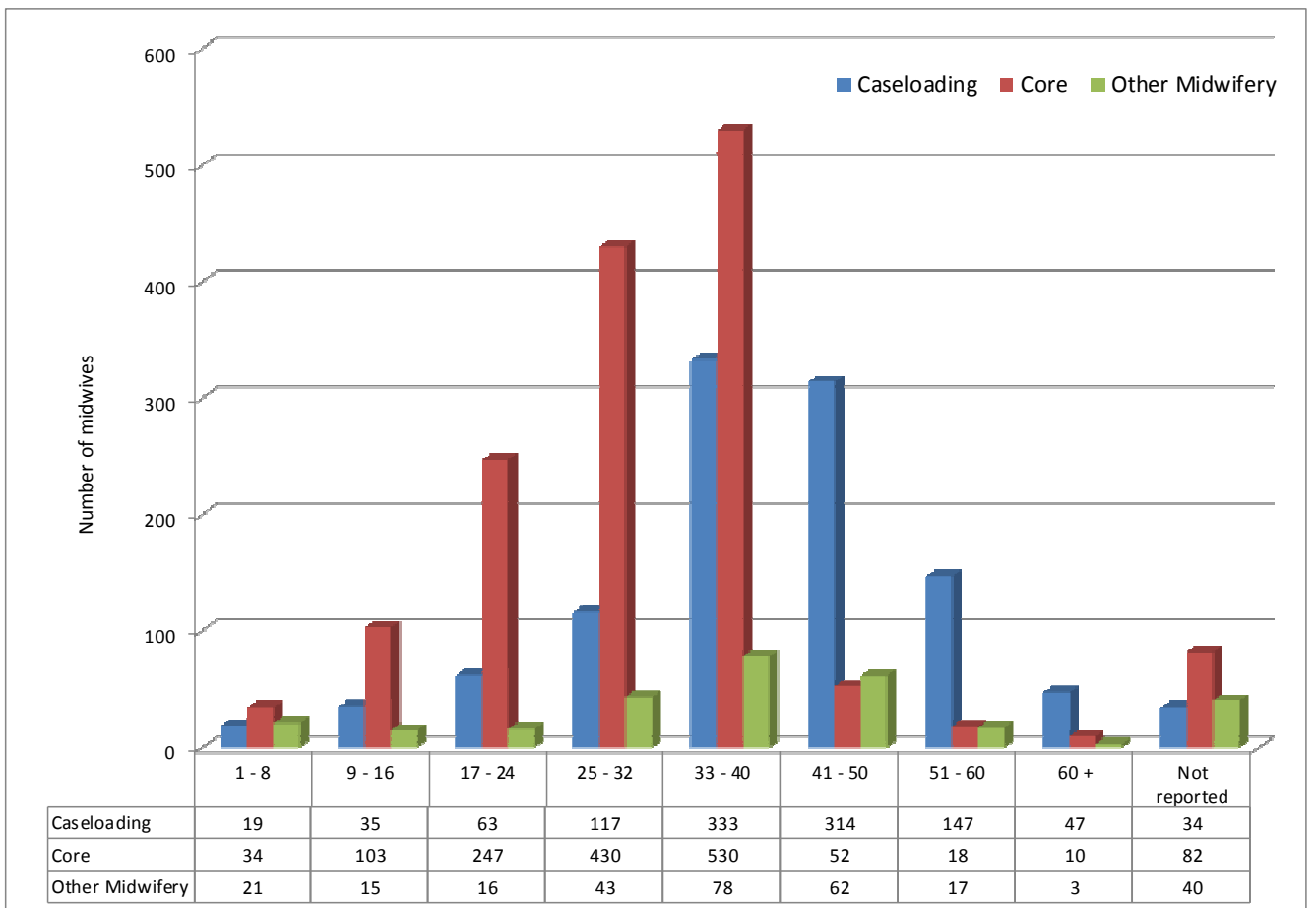


Figure 15: Hours per week all jobs combined by main work group

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 Part	Number	% of part timers	% all midwives
Prefer part time or casual	591	44.3%	19.9%
Parental responsibility	409	30.7%	13.8%
Other	96	7.2%	3.2%
Reduced due to high work load	73	5.5%	2.5%
Not enough work available	67	5.0%	2.3%
Building a case load	49	3.7%	1.6%
No access to flexible hours	20	1.5%	0.7%
Student	15	1.1%	0.5%
No access to childcare	8	0.6%	0.3%
Seeking midwifery work	5	0.4%	0.2%
Total	1333	100.0%	44.9%

Table 20: Reasons for working part time

Other reasons for working part time	Number
Other job	26
Midwifery First year of Practice	16
Family responsibilities (not Parental)	10
Health	9
Work/life balance	6
FTE set by DHBs	6
Heading to retirement	5
Other	5
Between jobs	4
Study	4
Poor remuneration	3
Unsupported	2
Total	96

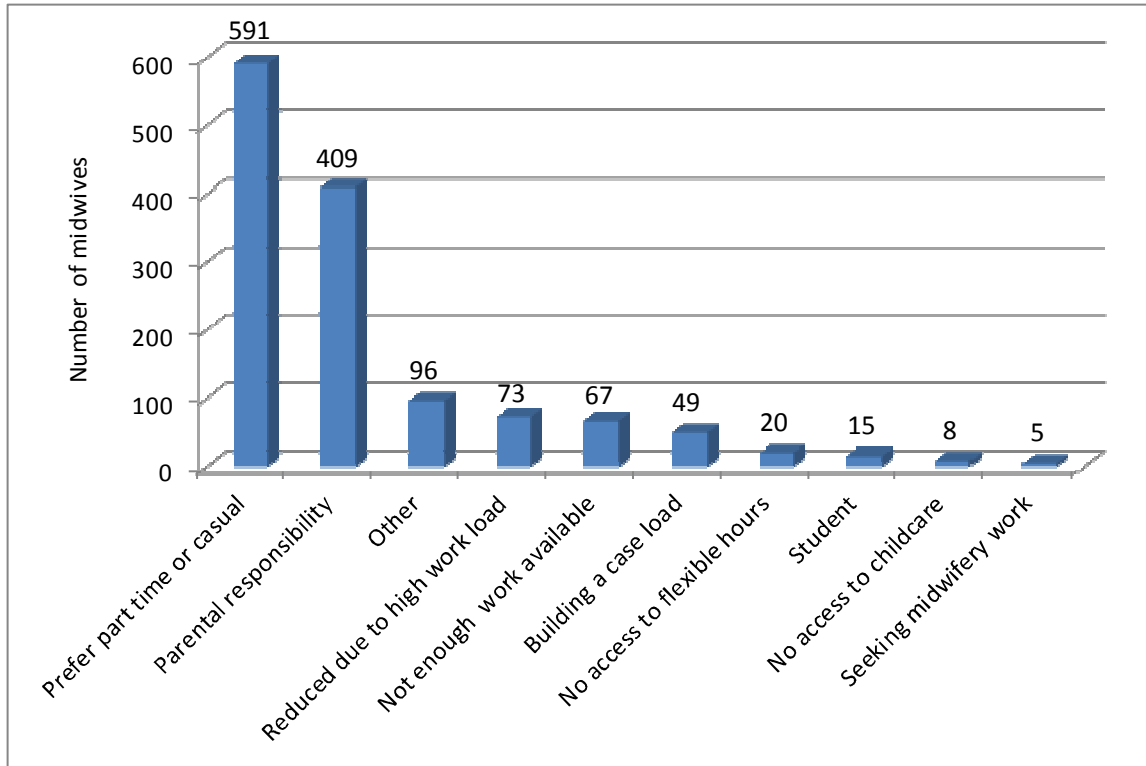


Figure 16: Reasons for working part time

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 - Direct entry NZ	1298	43.7%
Degree in midwifery - Post nursing NZ	208	7.0%
Degree in midwifery - Overseas	251	8.4%
Hospital based programme - NZ	180	6.1%
Hospital based programme - Overseas	572	19.3%
Advanced Diploma NZ	93	3.1%
One year Diploma NZ	252	8.5%
Other overseas	117	3.9%
Total	2971	100.0%

Table 21: First midwifery qualification

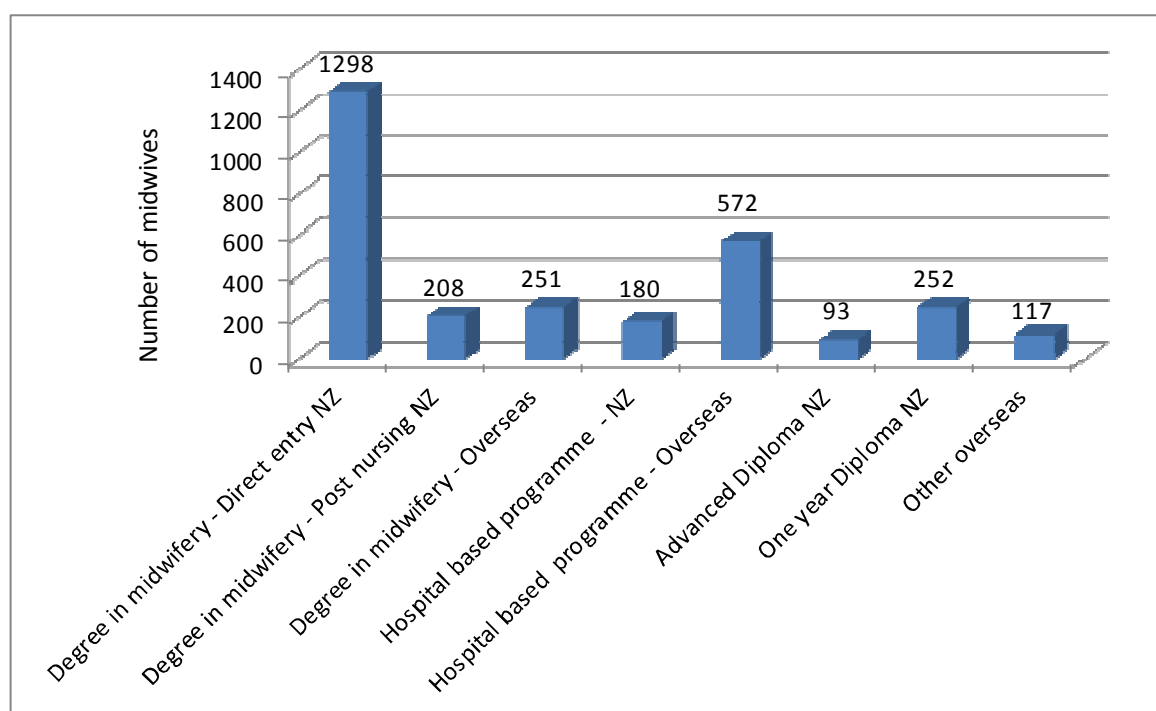


Figure 17: First midwifery qualification

First midwifery qualification group	Number	%
Direct Entry NZ	1298	43.7%
Post nursing NZ	733	24.7%
Overseas	940	31.6%
Total	2971	100.0%

Table 22: First midwifery qualification by group

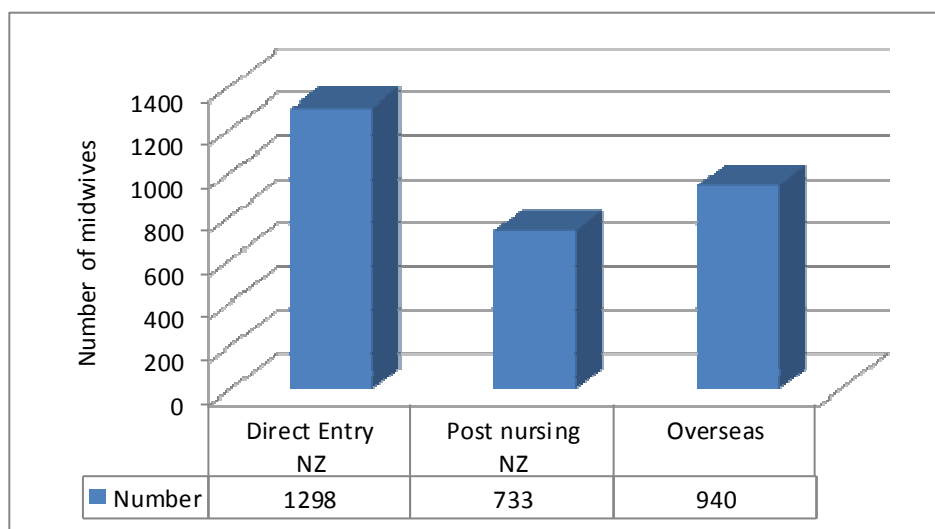


Figure 18: First midwifery qualification by group

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?

Bachelors Degree

Postgraduate Certificate at Masters level

Masters Degree

Postgraduate Diploma at Masters level

Doctorate

Other. Please specify _____

Expected qualification	Number	% studying	% all midwives
Masters Degree	74	33.3%	2.5%
Postgraduate Certificate at Masters Level	56	25.2%	1.9%
Postgraduate Diploma at Masters Level	46	20.7%	1.5%
Other	26	11.7%	0.9%
Doctorate	16	7.2%	0.5%
Bachelor Degree	4	1.8%	0.1%
Total	222	100.0%	7.5%

Table 23: Current study – expected qualification

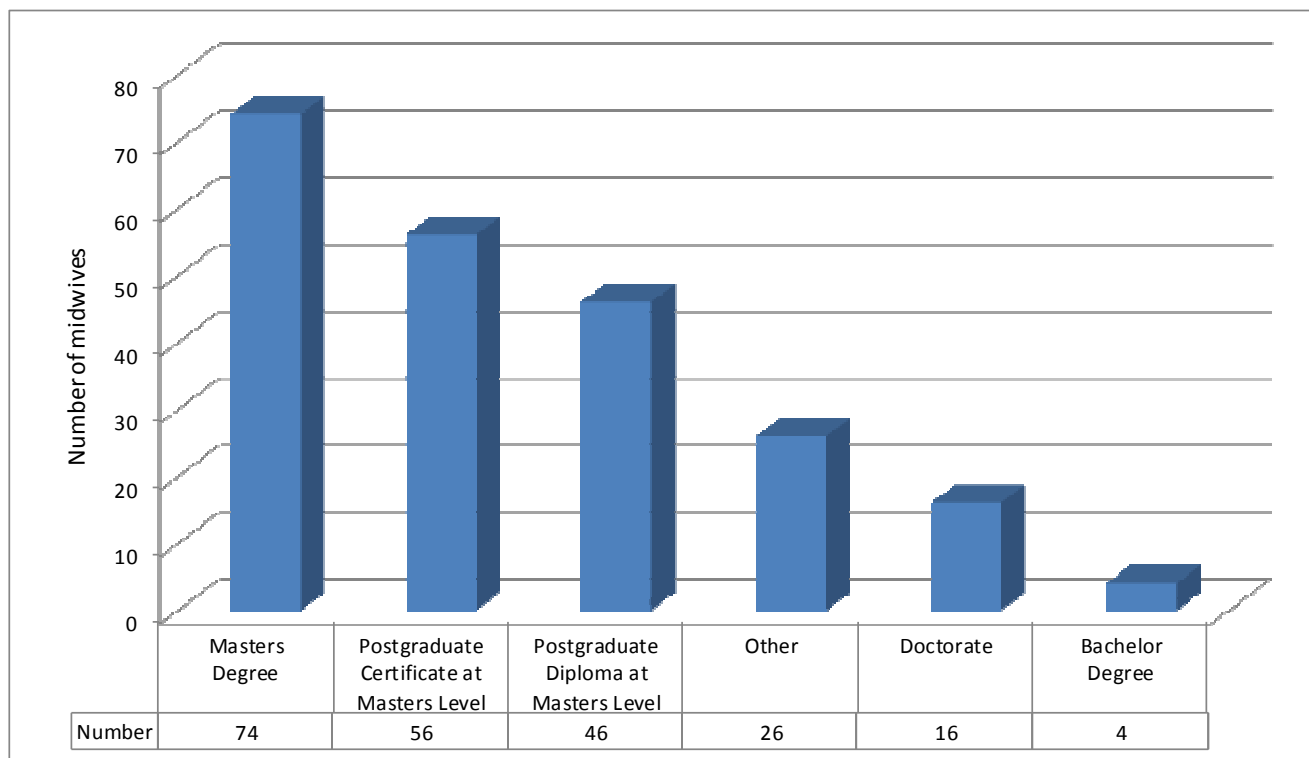


Figure 19: Midwives current studying – expected qualification

Completed Study last year

Question 15. If you completed a qualification in the last year please specify (qualification, major, and institution)

Completed qualification

Completed qualification	Number	%	% all midwives
Bachelor Degree	89	41.0%	3.0%
Postgraduate Certificate	47	21.7%	1.6%
Postgraduate Diploma	24	11.1%	0.8%
Masters Degree	14	6.5%	0.5%
Not specified	12	5.5%	0.4%
Certificate	10	4.6%	0.3%
Diploma	8	3.7%	0.3%
Lactation Consultant	7	3.2%	0.2%
Short Course	4	1.8%	0.1%
Doctorate	2	0.9%	0.1%
Total	217	100.0%	7.3%

Table 24: Completed qualification last year

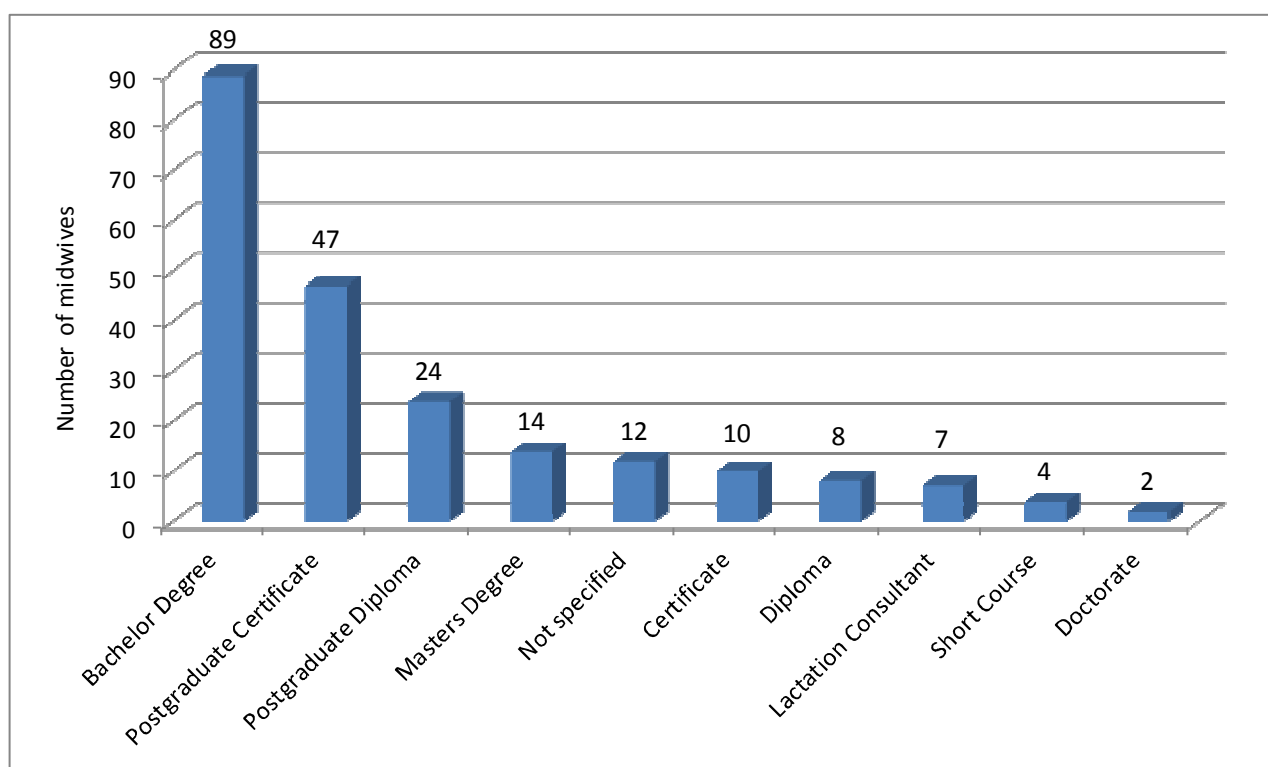


Figure 20: Completed qualification last year – qualification type

Note. Most of the midwives who reported completing a Bachelors degree the previous year are new midwives who complete their pre-registration midwifery programme.

Major/Specialty

Major / Specialty	Number	%	% all midwives
Midwifery	118	54.4%	4.0%
Complex Care	15	6.9%	0.5%
Lactation Consultant	7	3.2%	0.2%
Acupuncture	6	2.8%	0.2%
Pharmacology and prescribing	4	1.8%	0.1%
Health Care	4	1.8%	0.1%
Education	2	0.9%	0.1%
Tertiary Learning and Teaching	2	0.9%	0.1%
Public Health	2	0.9%	0.1%
Preceptorship and mentoring	2	0.9%	0.1%
Maori Health	2	0.9%	0.1%
Law	2	0.9%	0.1%
Hypno Birthing	2	0.9%	0.1%
Naturopathy	1	0.5%	0.0%
Te Ara Reo Maori	1	0.5%	0.0%
Adult Education	1	0.5%	0.0%
Feminism	1	0.5%	0.0%
Advanced Diabetes	1	0.5%	0.0%
Health	1	0.5%	0.0%
Obesity and diabetes	1	0.5%	0.0%
Advanced Life Support	1	0.5%	0.0%
Diabetes	1	0.5%	0.0%
Health Research	1	0.5%	0.0%
Te Reo Maori	1	0.5%	0.0%
High Risk Midwifery	1	0.5%	0.0%
Emergency Management Disaster Response	1	0.5%	0.0%
Homeopathy	1	0.5%	0.0%
Clinical teaching	1	0.5%	0.0%
Art and Creativity	1	0.5%	0.0%
Clinical Teaching and Learning	1	0.5%	0.0%
Business Administration	1	0.5%	0.0%
Pubic Health	1	0.5%	0.0%
Childbirth Education	1	0.5%	0.0%
Public Health	1	0.5%	0.0%
Leadership and Management	1	0.5%	0.0%
Te Papa Tikanga	1	0.5%	0.0%
Childrens issues	1	0.5%	0.0%
Tertiary Education	1	0.5%	0.0%
Maori visual Arts	1	0.5%	0.0%
Tertiary Teaching	1	0.5%	0.0%
Mental Health	1	0.5%	0.0%
Clinical Education	1	0.5%	0.0%
Not specified	20	9.2%	0.7%
Total	217	100.0%	7.3%

Table 25: Completed qualification last year – major/specialty

Education provider

Provider	Number	%	% all midwives
Auckland University of Technology	51	23.5%	1.7%
Otago Polytechnic	33	15.2%	1.1%
CPIT	16	7.4%	0.5%
Victoria University	11	5.1%	0.4%
Waikato Institute of Technology	11	5.1%	0.4%
IBCLC	7	3.2%	0.2%
NZ School of Acupuncture and Traditional Chinese Medicine	3	1.4%	0.1%
Massey University	2	0.9%	0.1%
Otago University	2	0.9%	0.1%
Auckland University of Auckland	2	0.9%	0.1%
Canterbury University	1	0.5%	0.0%
Aoraki Polytechnic	1	0.5%	0.0%
Southern Institute of Technology	1	0.5%	0.0%
Open Wananga	1	0.5%	0.0%
Mary Mongan Institute	1	0.5%	0.0%
South Pacific College of Natural Medicine	1	0.5%	0.0%
Te Wananga O Aotearoa	1	0.5%	0.0%
Southern Cross University	1	0.5%	0.0%
University of Stirling	1	0.5%	0.0%
James Cook University	1	0.5%	0.0%
Canberra University	1	0.5%	0.0%
Flinders University	1	0.5%	0.0%
Australian Catholic University	1	0.5%	0.0%
Not specified	66	30.4%	2.2%
Grand Total	217	100.0%	7.3%

Table 26: 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 type	Number	% of nursing registrations	% of all midwives
RGON	350	37.4%	11.8%
RCOMP	296	31.6%	10.0%
RN	268	28.6%	9.0%
EN	14	1.5%	0.5%
Other	5	0.5%	0.2%
RON	3	0.3%	0.1%
Total	936	100.0%	31.5%

Table 27: Number of midwives who are on a nursing register or roll

Nurse type	Number	% those will apply	% those with nursing registration	% all midwives
RGON	167	37.8%	17.8%	5.6%
RN	141	31.9%	15.1%	4.7%
RCOMP	130	29.4%	13.9%	4.4%
RON	2	0.5%	0.2%	0.1%
Other	2	0.5%	0.2%	0.1%
EN	0	0.0%	0.0%	0.0%
Total	442	100.0%	47.2%	14.9%

Table 28: 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 8*

- 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 9*

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

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 7*

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