



Midwifery Council
Te Tatau o te Whare Kahu

2016 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 2016 survey is for midwives who held a current midwifery annual practising certificate on **17 August 2016**. At that date there were 3,023 midwives with a current practising certificate. The majority of responses were collected during the annual practising certificate renewal period in February and March 2016.

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

Key facts from the 2016 midwifery workforce survey

The survey responses for practising midwives (defined as those with a current practising certificate) as at 17 August 2016 show the following key points:-

- **Number.** There were 3,023 midwives holding a current practising certificate at the time of the survey.
- **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 was 47.7 years old.
- **Ethnicity.** The workforce is dominated by New Zealand European and other European ethnicities who make up 88.2% of the workforce. The percentage of midwives who give New Zealand Maori as their first ethnicity is 6.1% (184). The percentage of midwives who give New Zealand Maori as their first, second, or third ethnicity is 9.4% (285).
- **Time in workforce.** The average time in the midwifery workforce is 15.2 years.
- **Reason for returning to practice.** ‘Returning from overseas’ (27.1%) followed by ‘Availability of childcare (16.4%) were the major reasons reported for midwives returning to practice.
- **Reason not currently practising.** ‘Parental leave’ (33.8%), followed by ‘Living overseas’ (23.1%) and ‘Recently Graduated’ (18.8%) were the major reasons reported for midwives not currently practising (at the time of the survey – note: all survey respondents were applying for a practising certificate).
- **Caseloading Midwives.** 36.6 % of midwives (1,107) reported caseloading as their main work situation. The majority of these were self-employed LMC midwives (989) making up 89.3% of the caseloading midwives and 31.5% of the midwifery workforce.
- **Core Midwives.** 50.7 % of midwives (1,532) reported core midwifery practice as their first work situation.
- **Multiple jobs.** 26.3% of midwives (794) reported a second work situation.
- **Employer type.** 52.6% of midwives (1,591) reported that they were employed by a District Health Board (in various work situations) as their main employer.
- **First work area.** 11.0% of midwives (334) reported the Auckland Territorial Local Authority (TLA) geographical area as their first work area. 8.9% (270) reported Christchurch TLA as their first work area. No midwife reported the Mackenzie or Waimate TLAs as their first work area but several reported them as their second or third work area. (TLAs vary considerably in size and population coverage. DHB areas are made up of between one and ten TLAs.) Auckland DHB and Canterbury DHB were the DHB areas with the largest numbers of midwives.
- **Caseload size.** The average caseload reported by all midwives with a caseload was 40.3 women per year. 197 (6.5%) 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 45.8 women.
- **Hours per week.** 37.5% of midwives (1,133) 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 (625 midwives – 46.2 percent of those answering this question – 20.6% of all midwives) followed by parental responsibility (391 midwives - 29.7% - 13.3%).

- **First midwifery qualification.** The most common qualification for entry to the Register was a Bachelor Degree in Midwifery (direct entry) from an accredited New Zealand education institute (1,476 midwives - 48.8%). A New Zealand midwifery qualification following nursing education was reported by 671 midwives (22.2%). A first midwifery qualification obtained overseas was reported by 876 midwives (29.0% - may be direct entry or post nursing).
- **Currently studying.** 8.3% of midwives (250) reported that they were currently studying. The most common expected qualification was a Master's Degree (69 – 27.6% of those studying) followed by Post Graduate Diploma at masters level (64 – 25.6%).
- **Completed qualification last year.** 6.9% of midwives (209) reported that they had completed a formal qualification in the last year. 31.6% of these (66) reported completing a Bachelor Degree. These would be mainly new graduate midwives. The next most common completed qualifications were Post Graduate Certificate (47 – 22.5%) and Post Graduate Diploma (29 – 13.9%).
- **Nursing registration.** 28.5% of midwives (862) reported that they remained on a nursing register or roll. The most common nursing registration was RGON (37.1% of midwives who reported a nursing registration – 10.6% of all midwives).
- **Nursing practising certificate.** 373 midwives reported that they would apply for a nursing annual practising certificate this year (43.3% of midwives with a nursing registration and 12.3% of the midwifery workforce). However, note that this compares with only 40 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	3017	99.8%
Male	6	0.2%
Total	3023	100%

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	59	2.0%
25-29	210	6.9%
30-34	217	7.2%
35-39	307	10.2%
40-44	398	13.2%
45-49	440	14.6%
50-54	491	16.2%
55-59	438	14.5%
60-64	319	10.6%
65+	144	4.8%
Total	3023	100.0%

Table 2: Age of practising midwives

The average age of practising midwives is 47.7 years old (decimal age).

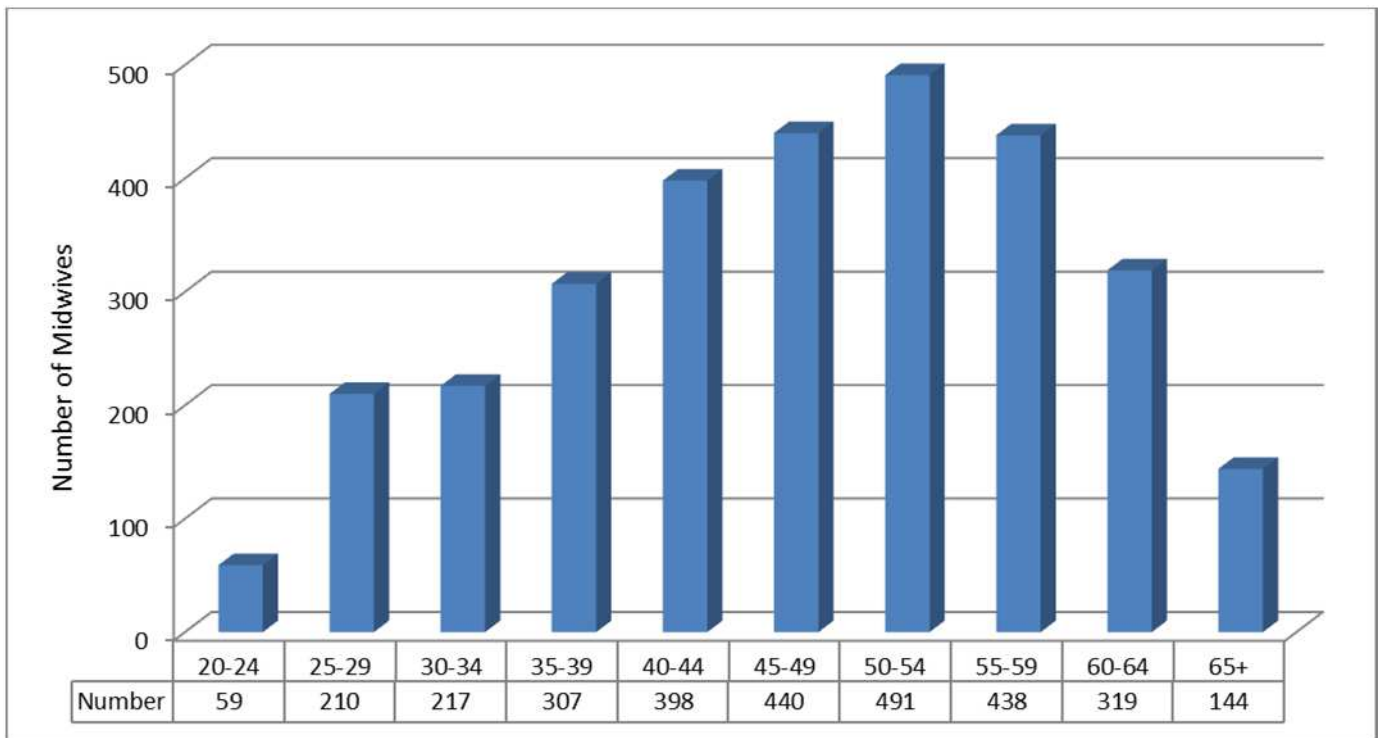


Figure 1: Age of practising midwives

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	1939	64.1%	173	36.4%	5.7%	4	9.5%	0.1%
British and Irish	485	16.0%	59	12.4%	2.0%	6	14.3%	0.2%
New Zealand Maori	184	6.1%	98	20.6%	3.2%	3	7.1%	0.1%
Other European	82	2.7%	16	3.4%	0.5%	1	2.4%	0.0%
Chinese	61	2.0%	6	1.3%	0.2%	1	2.4%	0.0%
Australian	53	1.8%	10	2.1%	0.3%			
German	34	1.1%	1	0.2%	0.0%	2	4.8%	0.1%
Dutch	28	0.9%	20	4.2%	0.7%	2	4.8%	0.1%
Indian	21	0.7%	7	1.5%	0.2%	1	2.4%	0.0%
African	19	0.6%	8	1.7%	0.3%			
Samoan	10	0.3%	10	2.1%	0.3%	5	11.9%	0.2%
Canadian	10	0.3%	2	0.4%	0.1%	2	4.8%	0.1%
Middle Eastern	10	0.3%						
Latin American/Hispanic	9	0.3%	1	0.2%	0.0%			
South African	8	0.3%	4	0.8%	0.1%			
Cook Island Maori	7	0.2%	7	1.5%	0.2%			
American	6	0.2%	4	0.8%	0.1%			
Filipino	4	0.1%						
Other Southeast Asian	4	0.1%	5	1.1%	0.2%			
French	3	0.1%	1	0.2%	0.0%	1	2.4%	0.0%
Russian	3	0.1%						
Fijian	3	0.1%	6	1.3%	0.2%	2	4.8%	0.1%
Italian	3	0.1%	4	0.8%	0.1%	1	2.4%	0.0%
Other Asian	3	0.1%	4	0.8%	0.1%	1	2.4%	0.0%
Danish	2	0.1%	1	0.2%	0.0%			
Spanish	2	0.1%						
Greek	2	0.1%	4	0.8%	0.1%			
Jamaican	2	0.1%						
Other Pacific peoples	2	0.1%				1	2.4%	0.0%
Korean	2	0.1%						
Polish	2	0.1%				2	4.8%	0.1%
Latvian	1	0.0%						
British west indian	1	0.0%						
Other	1	0.0%	2	0.4%	0.1%			
Tongan	1	0.0%	4	0.8%	0.1%			
Canadian	1	0.0%						
Israeli	1	0.0%						
Taiwanese	1	0.0%						
North American	1	0.0%						
Malaysian	1	0.0%	3	0.6%	0.1%			
American European	1	0.0%						
Malaysian chinese	1	0.0%						
South American	1	0.0%						
Manx	1	0.0%						
Swiss	1	0.0%	1	0.2%	0.0%			
Caribbean	1	0.0%						
Tokelauan	1	0.0%						
Austrian	1	0.0%						
Vietnamese	1	0.0%						
Eurasian	1	0.0%						
Niuean	1	0.0%						
Africa								
South Slav			2	0.4%	0.1%			
Rotuman			2	0.4%	0.1%			
Japanese			2	0.4%	0.1%			
South african indian			1	0.2%	0.0%			
Tuvalu			1	0.2%	0.0%			
Brazilian			1	0.2%	0.0%			
Belgian			1	0.2%	0.0%			
Lebanese			1	0.2%	0.0%			
Indo-fijian			1	0.2%	0.0%			
West Indian			1	0.2%	0.0%			
Scandinavian			1	0.2%	0.0%			
Native American Indian Descent						2	2.4%	0.0%
Norfolk islander						1	2.4%	0.0%
Croatian						1	2.4%	0.0%
Australian Aborigine						1	2.4%	0.0%
South African						1	2.4%	0.0%
Mori						1	2.4%	0.0%
Total	3023	1000.0%	475	1000.0%	15.7%	42	1000.0%	1.4%

Table 3: Ethnicity

Ethnic group

Ethnic Group	First Ethnicity		Second Ethnicity			Thrid Ethnicity		
	Number	%	Number	% 2nd	% All	Number	% 3rd	% All
NZ European	1939	64.1%	173	36.4%	5.7%	3	7.1%	0.1%
Non NZ European	728	24.1%	131	27.6%	4.3%	18	42.9%	0.6%
NZ Maori	184	6.1%	98	20.6%	3.2%	4	9.5%	0.1%
Asian	98	3.2%	27	5.7%	0.9%	3	7.1%	0.1%
Pacific	25	0.8%	31	6.5%	1.0%	9	21.4%	0.3%
Other	48	1.6%	15	3.2%	0.5%	5	11.9%	0.2%
Total	3023	1	475	100.0%	15.7%	42	100.0%	1.4%

Table 4: Ethnic group

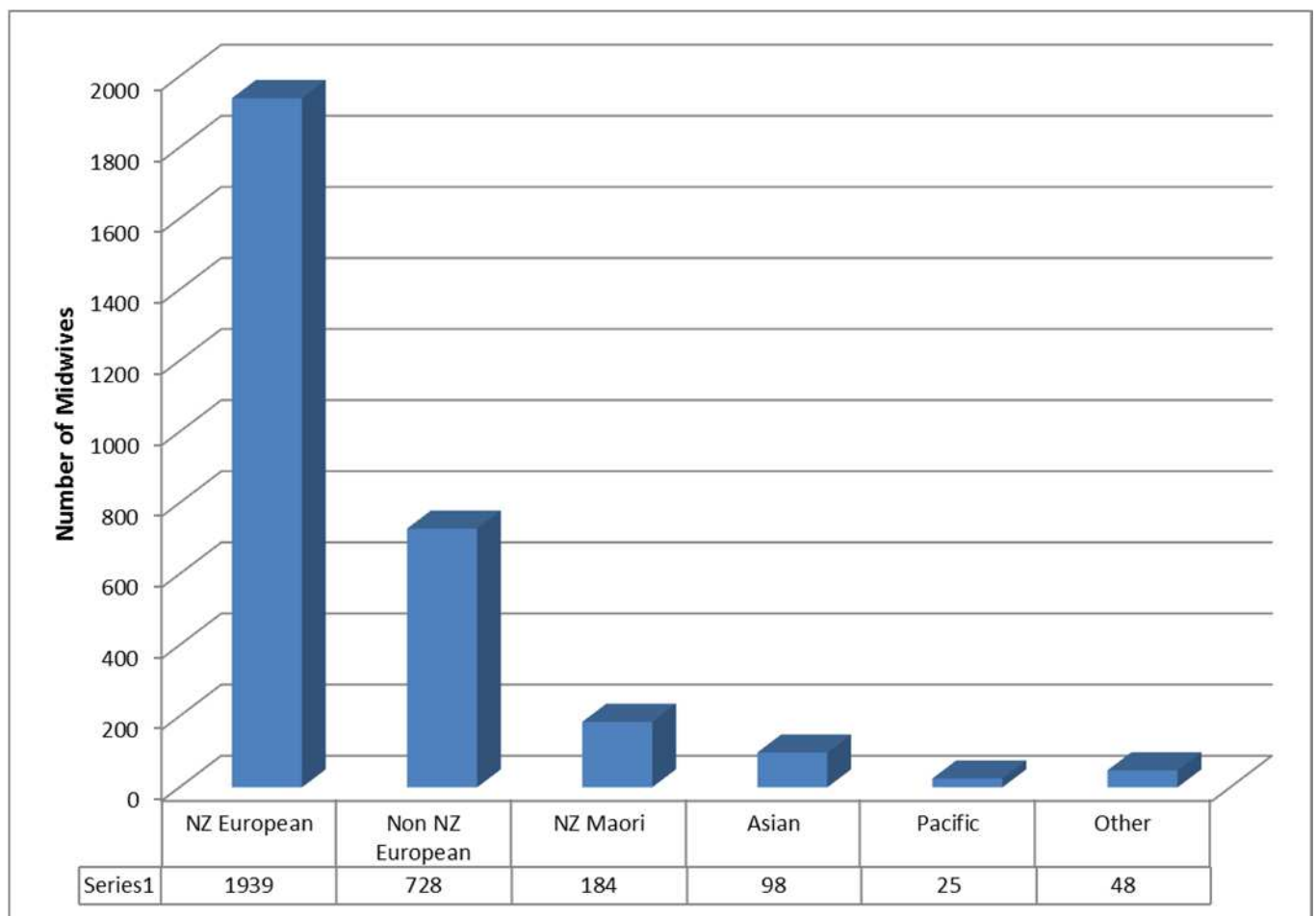


Figure 2: First ethnicity

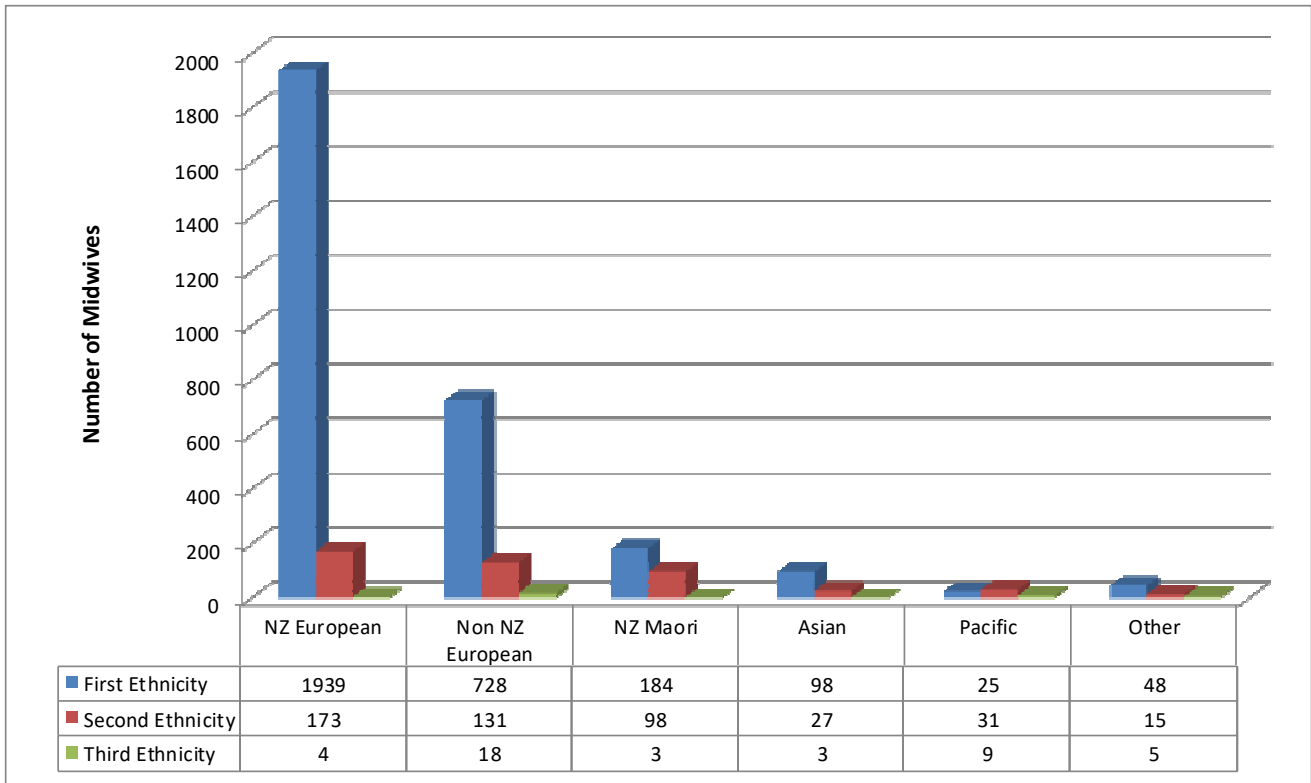


Figure 3: Ethnic group

Ethnic Group	1st, 2nd and 3rd Ethnicities	%
NZ European	2116	70.0%
Non NZ European	877	29.0%
NZ Maori	285	9.4%
Asian	128	4.2%
Pacific	65	2.2%
Other	68	2.2%

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 or Midwives	%
Up to 1	269	8.9%
2-5	530	17.5%
6-10	491	16.2%
11-15	392	13.0%
16-20	409	13.5%
21-25	361	11.9%
26-30	217	7.2%
31-35	178	5.9%
36-40	129	4.3%
41+	47	1.6%
Grand Total	3023	100.0%

Years in workforce	Cumulative Ascending	Cumulative descending
Up to 1	8.9%	100%
2-5	26.4%	91.1%
6-10	42.7%	73.6%
11-15	55.6%	57.3%
16-20	69.2%	44.4%
21-25	81.1%	30.8%
26-30	88.3%	18.9%
31-35	94.2%	11.7%
36-40	98.4%	5.8%
41+	100.0%	1.6%

Table 6: Years in practice as a midwife

The average time in the workforce is 15.2 years.

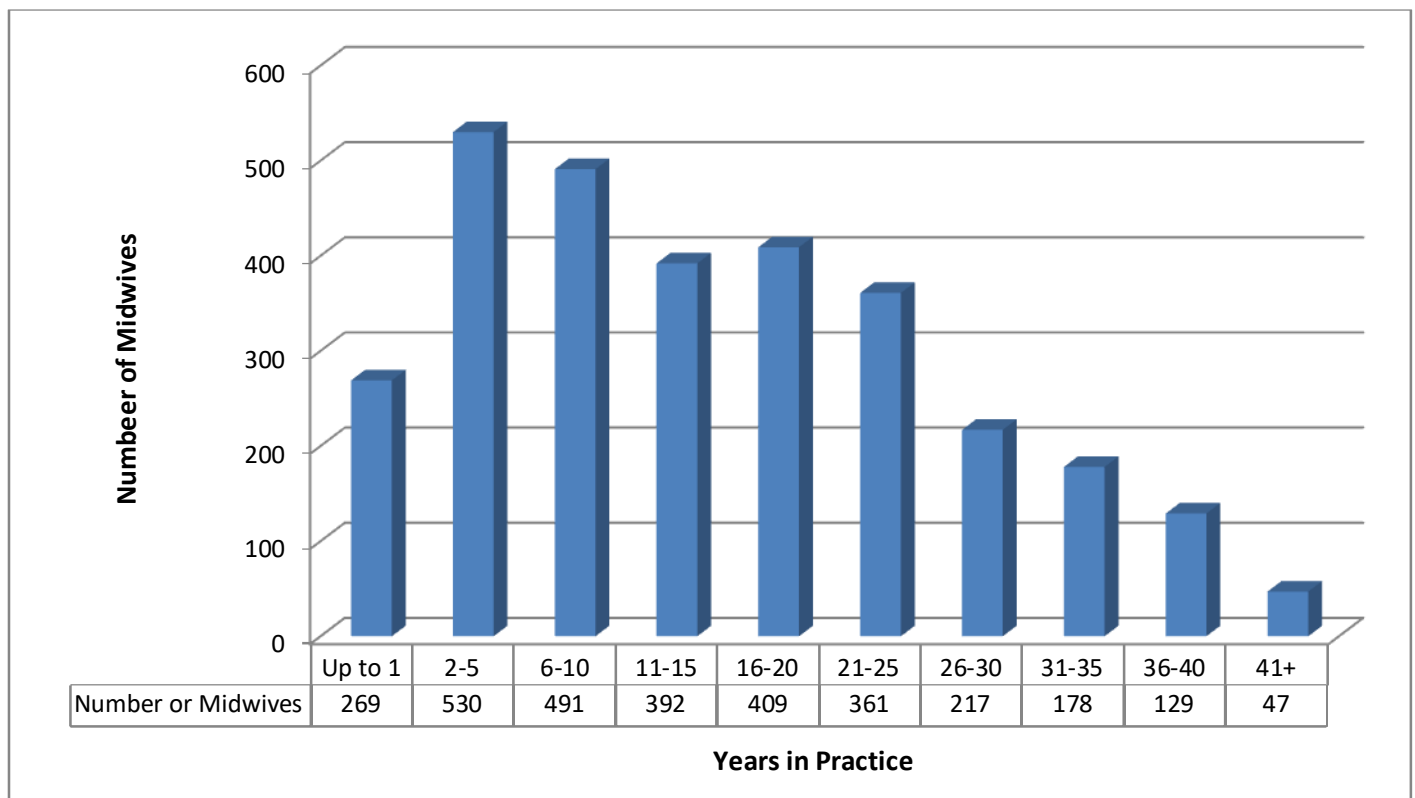


Figure 4: Years in practice as a midwife

Returned 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 seventeen of the 3,023 respondents indicated that they had returned to midwifery practice in the last year. Of these 17 gave more than one reason.

Reason for return	Number	%
I have recently returned from overseas	38	27.1%
Availability of childcare	23	16.4%
Other family circumstances have changed	20	14.3%
I completed a return to midwifery practice programme	17	12.1%
I found a job with flexible working hours that satisfied me	11	7.9%
I completed full time study	5	3.6%
Other	26	18.6%
Total	140	100.0%

Table 7: Reason for return to practice

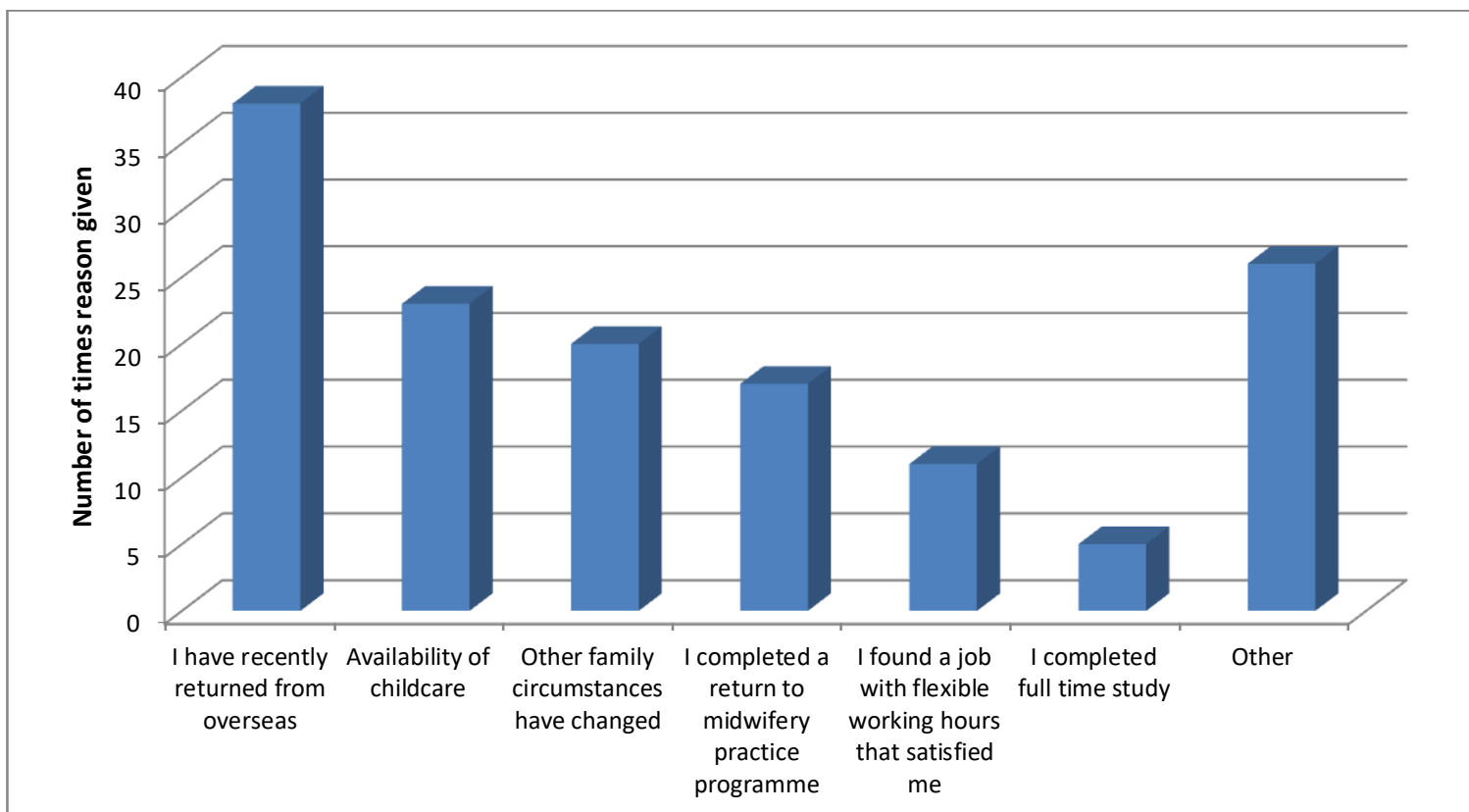


Figure 5: Reason for return to practice

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 midwives	% of not active	% of midwives
Parental leave	54	33.8%	1.8%
Recently Graduated	30	18.8%	1.0%
Living overseas (Practising)	29	18.1%	1.0%
Living overseas (Not practising)	8	5.0%	0.3%
Return to Practice Programme	4	2.5%	0.1%
Unhappy with caseload practice	4	2.5%	0.1%
Inadequate remuneration	3	1.9%	0.1%
Other Family Reasons	3	1.9%	0.1%
Unhappy with shift work	3	1.9%	0.1%
Employment does not require APC	2	1.3%	0.1%
Nursing	2	1.3%	0.1%
Taking a break	2	1.3%	0.1%
Limited career structure	1	0.6%	0.0%
Other	15	9.4%	0.5%
Total	160	100.0%	5.3%

Table 8: Reason not currently active

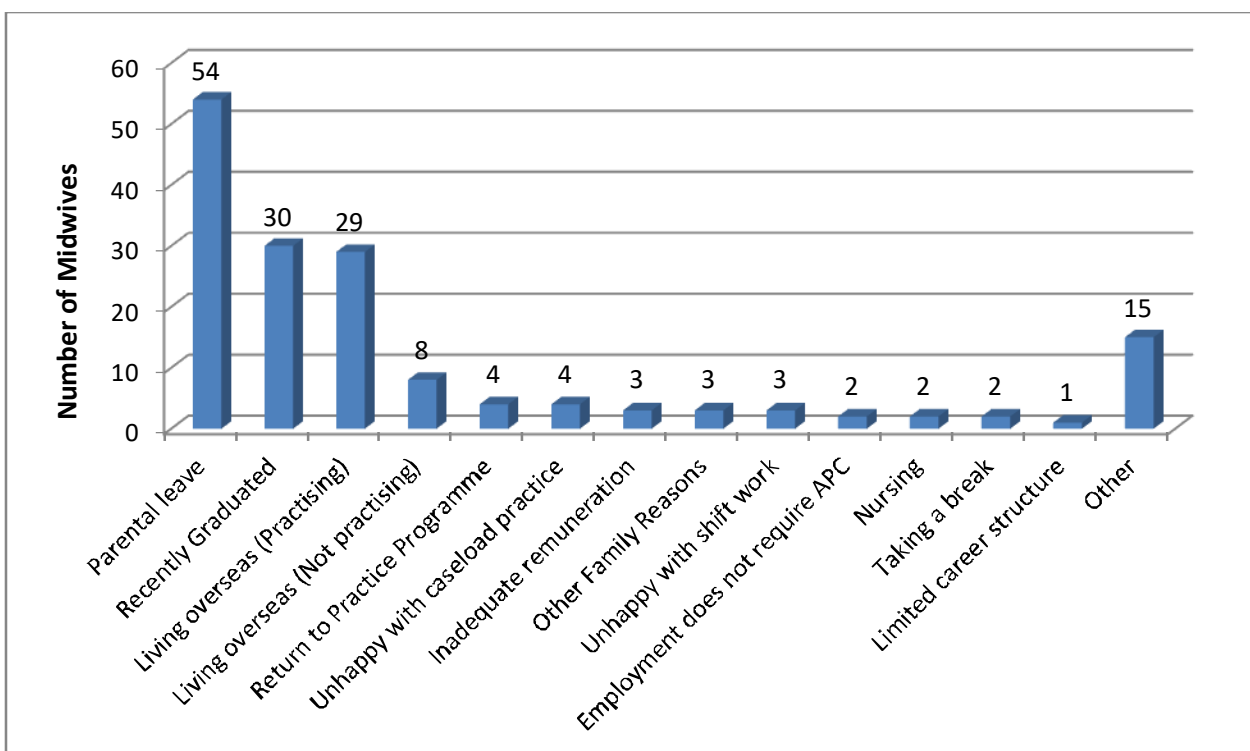


Figure 6: Reason not currently active

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 of midwives	%	Number of midwives	% second work	% all midwives
Case load - Self employed LMC	989	32.7%	191	24.1%	6.3%
Case Load - DHB	71	2.3%	9	1.1%	0.3%
Case Load - other	47	1.6%	14	1.8%	0.5%
Core - Primary	288	9.5%	124	15.6%	4.1%
Core - Secondary	586	19.4%	124	15.6%	4.1%
Core - Secondary/Tertiary	658	21.8%	110	13.9%	3.6%
Administration - DHB	75	2.5%	14	1.8%	0.5%
Administration - Other	15	0.5%	10	1.3%	0.3%
Education - DHB	45	1.5%	14	1.8%	0.5%
Education - Tertiary	65	2.2%	18	2.3%	0.6%
Undertaking research	8	0.3%	19	2.4%	0.6%
Professional advice, policy	15	0.5%	18	2.3%	0.6%
Other Midwifery	67	2.2%	72	9.1%	2.4%
Working overseas	9	0.3%	2	0.3%	0.1%
Maternity leave, returning	30	1.0%	5	0.6%	0.2%
Study leave, returning	4	0.1%	1	0.1%	0.0%
Nursing	18	0.6%	22	2.8%	0.7%
Other paid employment	9	0.3%	15	1.9%	0.5%
Other not in employment	24	0.8%	12	1.5%	0.4%
Total	3023	100.0%	794	100.0%	26.3%

Table 9: Main and second work situation

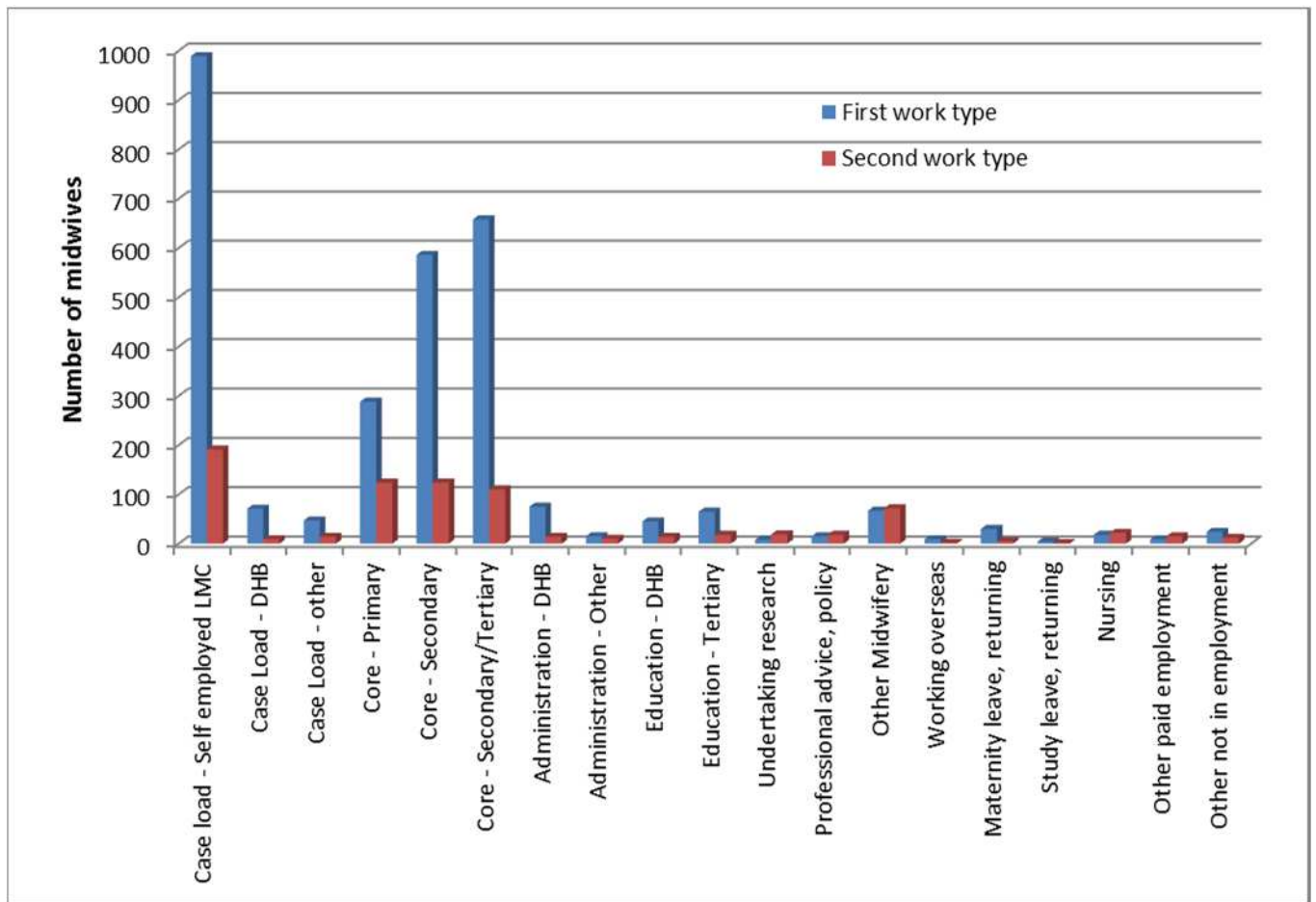


Figure 7: Main and second work situation

Work groups

Work group	First work group		Seond work group		
	Number	%	Number	% second work group	% all midwives
Caseloading	1107	36.6%	214	27.0%	7.1%
Core	1532	50.7%	358	45.1%	11.8%
Other Midwifery	324	10.7%	171	21.5%	5.7%
Not Midwifery	60	2.0%	51	6.4%	1.7%
Total	3023	100.0%	794	100.0%	26.3%

Table 10: Main and second work group

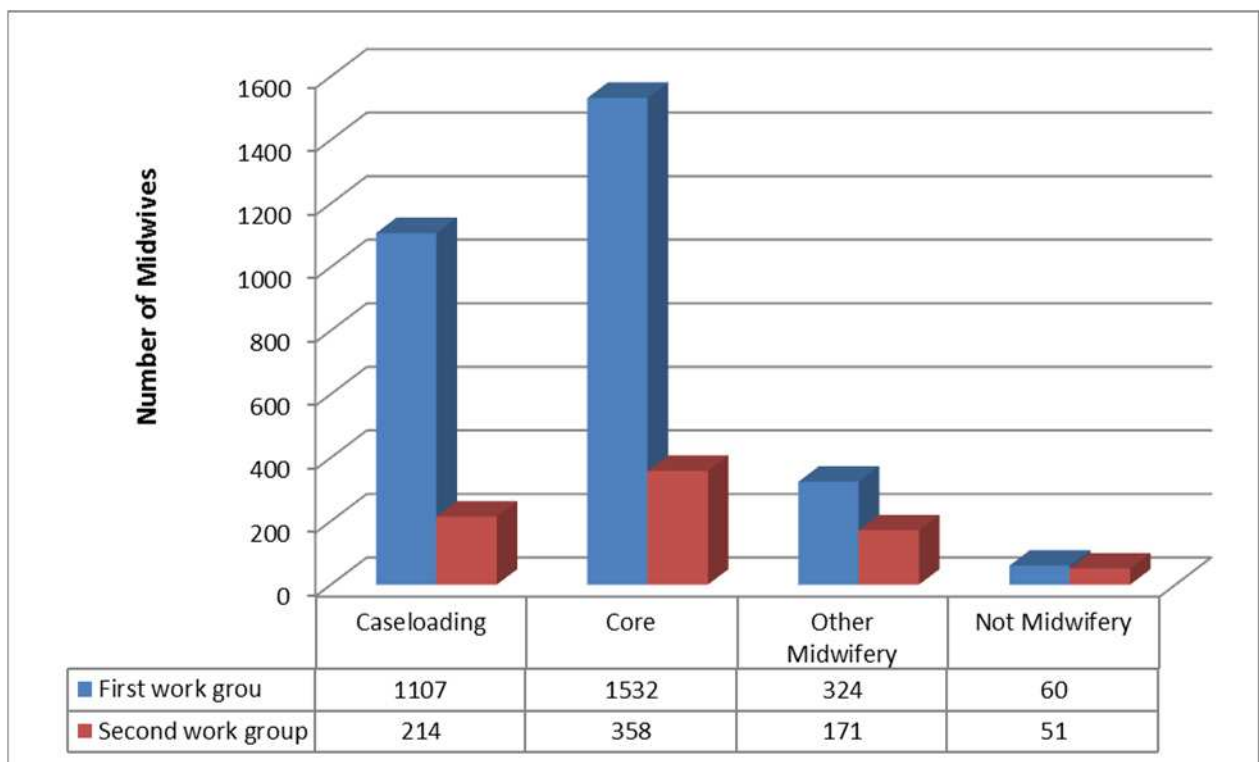


Figure 8: Main and second work group

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, skipping over questions 8 to 12. These questions concern the nature of the respondents midwifery practice. These midwives appear in Questions 8 to 12 as “Not Reported”. 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.

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 work type		Second work type		
	Number of midwives	%	Number of midwives	% second work	% all midwives
District Health Board	1591	52.6%	200	36.2%	6.6%
Self employed - LMC	951	31.5%	180	32.6%	6.0%
Subcontracted to LMC	23	0.8%	33	6.0%	1.1%
Maori service provider	14	0.5%	4	0.7%	0.1%
Pacific service provider	4	0.1%	2	0.4%	0.1%
Private maternity/trust	127	4.2%	44	8.0%	1.5%
Midwifery agency	7	0.2%	15	2.7%	0.5%
Government agency	5	0.2%	4	0.7%	0.1%
Educational institution	70	2.3%	31	5.6%	1.0%
Other	28	0.9%	39	7.1%	1.3%
Not reported	203	6.7%			
Total	3023	100.0%	552	100.0%	18.3%

Table 11: Main and second employer type

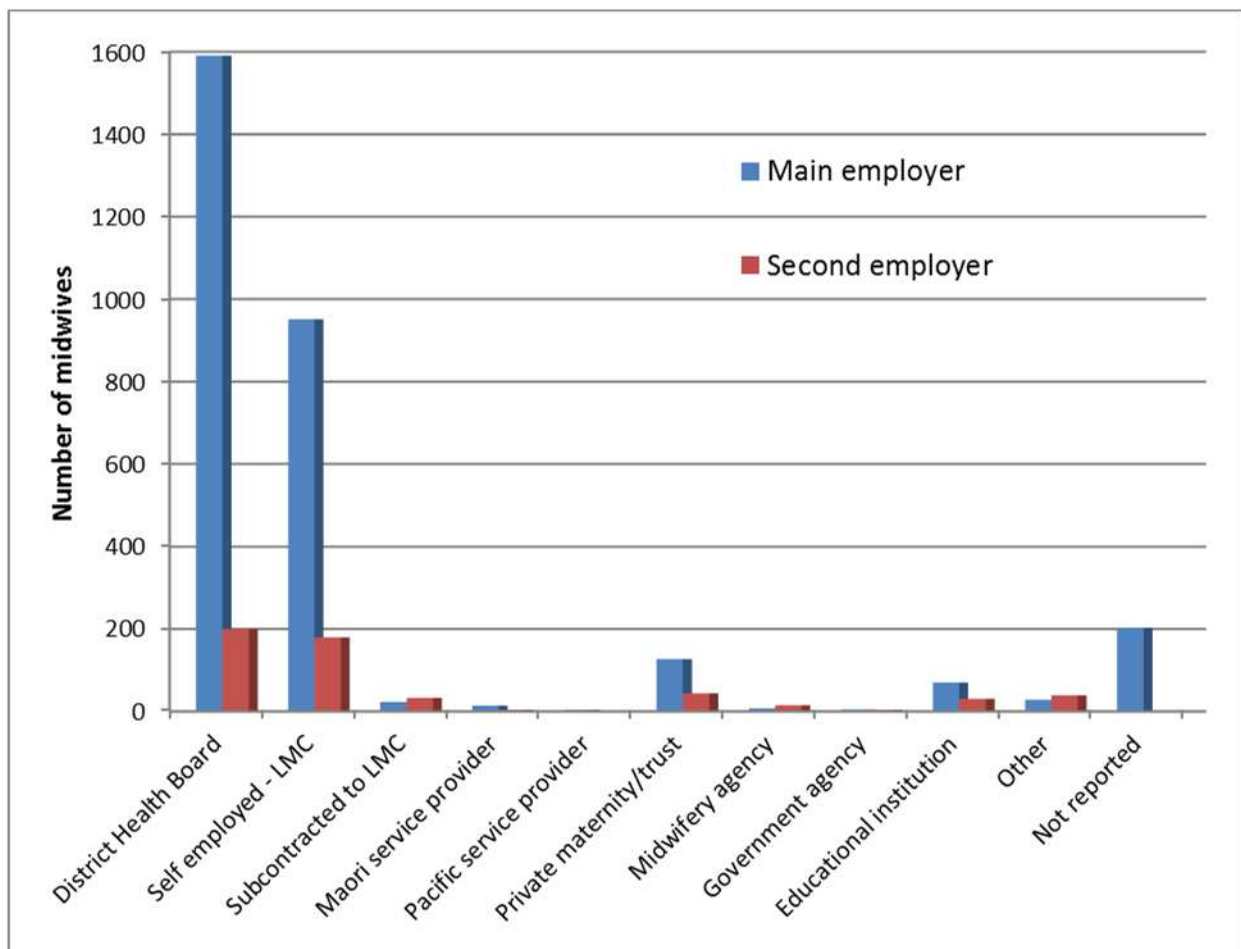


Figure 9: Main and second employer type

Employer group

Employer	First work type		Second work type		
	Number of midwives	%	Number of midwives	% second work	% all midwives
District Health Board	1591	52.6%	200	36.2%	6.6%
Self employed - LMC	951	31.5%	180	32.6%	6.0%
Other	278	9.2%	172	31.2%	5.7%
Not reported	203	6.7%			
Total	3023	100.0%	552	100.0%	18.3%

Table 12: Main and second employer by employer group

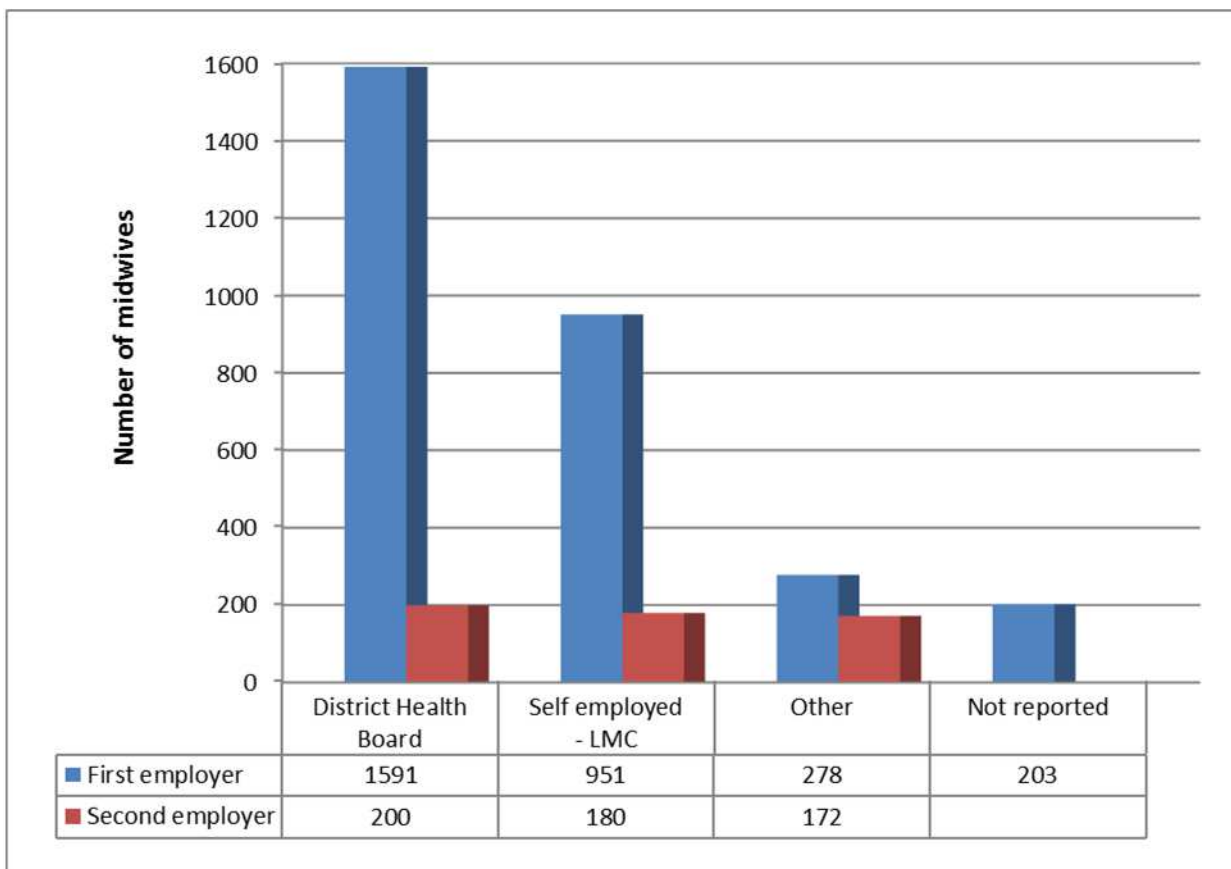


Figure 10: Main and second employer by employer group

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 – Number of midwives

TLA	TLA 1	TLA 2	TLA 3	TLA	TLA 1	TLA 2	TLA 3
Far North	30	1	1	Horowhenua	15	4	3
Whangarei	59	8	0	Kapiti Coast	26	9	2
Kaipara	4	8	2	Porirua	27	18	0
Rodney	29	29	6	Upper Hutt	8	25	0
North Shore	124	32	6	Lower Hutt	72	9	1
Waitakere	119	22	7	Wellington	162	19	6
Auckland	334	32	7	Masterton	23	3	0
Manukau	230	18	2	Carterton	2	6	1
Papakura	25	18	1	South Wairarapa	2	1	6
Franklin	29	8	8	Tasman	9	11	1
Thames-Coromandel	13	6	1	Nelson	49	5	1
Hauraki	3	3	0	Marlborough	29	3	0
Waikato	107	35	5	Kaikoura	3	0	1
Matamata-Piako	6	5	4	Buller	4	3	1
Hamilton	115	10	0	Grey	16	10	0
Waipa	5	7	5	Westland	10	3	0
Otorohanga	1	2	0	Hurunui	1	6	1
South Waikato	13	7	2	Waimakariri	16	13	5
Waitomo	2	1	1	Christchurch	270	15	4
Taupo	12	6	2	Banks Peninsula	2	4	9
Western Bay of Plenty	8	13	0	Selwyn	10	26	5
Tauranga	96	7	1	Ashburton	17	3	2
Rotorua	53	9	1	Timaru	31	0	0
Whakatane	25	8	2	Chatham Islands	2	0	1
Kawerau	2	6	1	Waitaki	8	1	1
Opotiki	5	3	3	Central Otago	16	1	0
Gisborne	35	0	0	Queenstown-Lakes	13	2	0
Wairoa	4	0	2	Dunedin	86	2	1
Hastings	68	18	1	Clutha	8	3	0
Napier	18	21	2	Southland	20	10	1
Central Hawkes Bay	3	4	20	Gore	7	2	0
New Plymouth	53	2	1	Invercargill	25	4	0
Stratford	3	5	1	Tamaruni/National Park	2	2	1
South Taranaki	7	11	2	Mackenzie	0	6	1
Waimarino/Waioru	3	1	0	Waimate	0	4	3
Wanganui	35	2	0	Australia	2	1	2
Rangitikei	1	6	2	United States of America	0	1	0
Manawatu	46	13	2	Not Reported	259	0	0
Palmerston North	42	5	1				
Tararua	4	2	3				
				Total	3023	629	165

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

Territorial Local Authority areas – Percentage of workforce

TLA	TLA 1 %	TLA 2 %	TLA 3 %	TLA	TLA 1 %	TLA 2 %	TLA 3 %
Far North	1.0%	0.0%	0.0%	Horowhenua	0.5%	0.1%	0.1%
Whangarei	2.0%	0.3%	0.0%	Kapiti Coast	0.9%	0.3%	0.1%
Kaipara	0.1%	0.3%	0.1%	Porirua	0.9%	0.6%	0.0%
Rodney	1.0%	1.0%	0.2%	Upper Hutt	0.3%	0.8%	0.0%
North Shore	4.1%	1.1%	0.2%	Lower Hutt	2.4%	0.3%	0.0%
Waitakere	3.9%	0.7%	0.2%	Wellington	5.4%	0.6%	0.2%
Auckland	11.0%	1.1%	0.2%	Masterton	0.8%	0.1%	0.0%
Manukau	7.6%	0.6%	0.1%	Carterton	0.1%	0.2%	0.0%
Papakura	0.8%	0.6%	0.0%	South Wairarapa	0.1%	0.0%	0.2%
Franklin	1.0%	0.3%	0.3%	Tasman	0.3%	0.4%	0.0%
Thames-Coromandel	0.4%	0.2%	0.0%	Nelson	1.6%	0.2%	0.0%
Hauraki	0.1%	0.1%	0.0%	Marlborough	1.0%	0.1%	0.0%
Waikato	3.5%	1.2%	0.2%	Kaikoura	0.1%	0.0%	0.0%
Matamata-Piako	0.2%	0.2%	0.1%	Buller	0.1%	0.1%	0.0%
Hamilton	3.8%	0.3%	0.0%	Grey	0.5%	0.3%	0.0%
Waipa	0.2%	0.2%	0.2%	Westland	0.3%	0.1%	0.0%
Otorohanga	0.0%	0.1%	0.0%	Hurunui	0.0%	0.2%	0.0%
South Waikato	0.4%	0.2%	0.1%	Waimakariri	0.5%	0.4%	0.2%
Waitomo	0.1%	0.0%	0.0%	Christchurch	8.9%	0.5%	0.1%
Taupo	0.4%	0.2%	0.1%	Banks Peninsula	0.1%	0.1%	0.3%
Western Bay of Plenty	0.3%	0.4%	0.0%	Selwyn	0.3%	0.9%	0.2%
Tauranga	3.2%	0.2%	0.0%	Ashburton	0.6%	0.1%	0.1%
Rotorua	1.8%	0.3%	0.0%	Timaru	1.0%	0.0%	0.0%
Whakatane	0.8%	0.3%	0.1%	Chatham Islands	0.1%	0.0%	0.0%
Kawerau	0.1%	0.2%	0.0%	Waitaki	0.3%	0.0%	0.0%
Opotiki	0.2%	0.1%	0.1%	Central Otago	0.5%	0.0%	0.0%
Gisborne	1.2%	0.0%	0.0%	Queenstown-Lakes	0.4%	0.1%	0.0%
Wairoa	0.1%	0.0%	0.1%	Dunedin	2.8%	0.1%	0.0%
Hastings	2.2%	0.6%	0.0%	Clutha	0.3%	0.1%	0.0%
Napier	0.6%	0.7%	0.1%	Southland	0.7%	0.3%	0.0%
Central Hawkes Bay	0.1%	0.1%	0.7%	Gore	0.2%	0.1%	0.0%
New Plymouth	1.8%	0.1%	0.0%	Invercargill	0.8%	0.1%	0.0%
Stratford	0.1%	0.2%	0.0%	Tamaruni/National Park	0.1%	0.1%	0.0%
South Taranaki	0.2%	0.4%	0.1%	Mackenzie	0.0%	0.2%	0.0%
Waimarino/Waioru	0.1%	0.0%	0.0%	Waimate	0.0%	0.1%	0.1%
Wanganui	1.2%	0.1%	0.0%	Australia	0.1%	0.0%	0.1%
Rangitikei	0.0%	0.2%	0.1%	United States of America	0.0%	0.0%	0.0%
Manawatu	1.5%	0.4%	0.1%	Not Reported	8.6%	0.0%	0.0%
Palmerston North	1.4%	0.2%	0.0%				
Tararua	0.1%	0.1%	0.1%				
				Total	100.0%	20.8%	5.5%

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		
	DHB1	%	DHB2	% 2nd	% all	DHB3	% 3rd	% all
Northland DHB	93	3.1%	17	2.7%	0.6%	3	1.8%	0.1%
Waitemata DHB	272	9.0%	83	13.2%	2.7%	19	11.5%	0.6%
Auckland DHB	334	11.0%	32	5.1%	1.1%	7	4.2%	0.2%
Counties Manukau DHB	284	9.4%	44	7.0%	1.5%	11	6.7%	0.4%
Waikato DHB	267	8.8%	78	12.4%	2.6%	19	11.5%	0.6%
Bay of Plenty DHB	136	4.5%	37	5.9%	1.2%	7	4.2%	0.2%
Lakes DHB	65	2.2%	15	2.4%	0.5%	3	1.8%	0.1%
Tairāwhiti DHB	35	1.2%	0	0.0%	0.0%	0	0.0%	0.0%
Hawkes Bay DHB	95	3.1%	43	6.8%	1.4%	26	15.8%	0.9%
Taranaki DHB	63	2.1%	18	2.9%	0.6%	4	2.4%	0.1%
Wanganui DHB	39	1.3%	9	1.4%	0.3%	2	1.2%	0.1%
MidCentral DHB	107	3.5%	24	3.8%	0.8%	9	5.5%	0.3%
Capital and Coast DHB	215	7.1%	46	7.3%	1.5%	8	4.8%	0.3%
Hutt DHB	80	2.6%	34	5.4%	1.1%	1	0.6%	0.0%
Wairarapa DHB	27	0.9%	10	1.6%	0.3%	7	4.2%	0.2%
Nelson-Marlborough DHB	87	2.9%	19	3.0%	0.6%	2	1.2%	0.1%
West Coast DHB	30	1.0%	16	2.5%	0.5%	1	0.6%	0.0%
Canterbury DHB	319	10.6%	67	10.7%	2.2%	27	16.4%	0.9%
South Canterbury DHB	31	1.0%	10	1.6%	0.3%	4	2.4%	0.1%
Southern DHB	183	6.1%	25	4.0%	0.8%	3	1.8%	0.1%
Overseas	2	0.1%	2	0.3%	0.1%	2	1.2%	0.1%
Not Reported	259	8.6%	0	0.0%	0.0%	0	0.0%	0.0%
Total	3023	100.0%	629	100.0%	20.8%	165	100.0%	5.5%

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

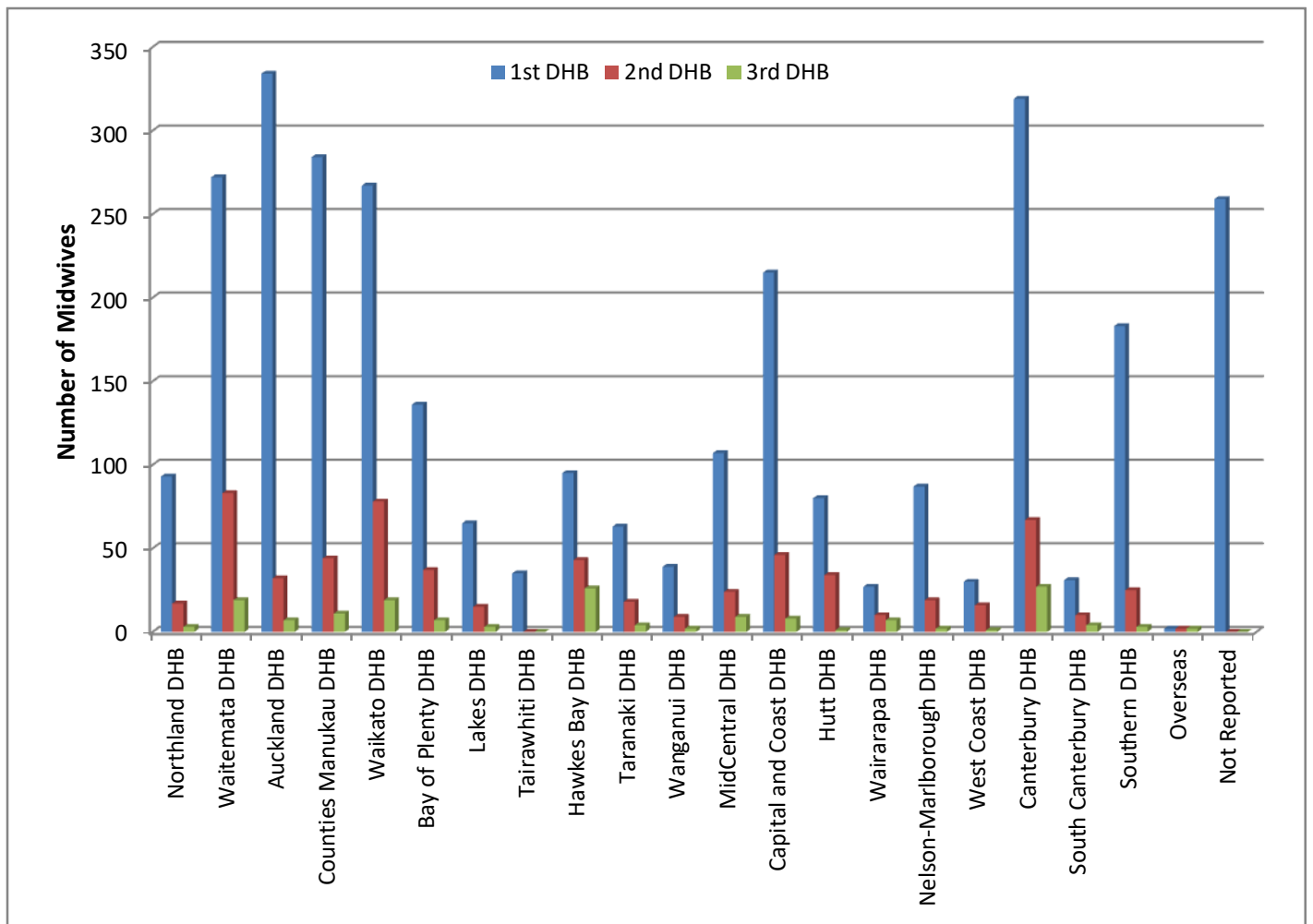


Figure 11: First, second, and third DHB work area

Note. Prior to 2014 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 from 2014 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	%
1-10	172	13.1%
11-20	85	6.5%
21-30	126	9.6%
31-40	158	12.0%
41-50	191	14.5%
51-60	161	12.2%
61-70	97	7.4%
71-80	53	4.0%
81-90	20	1.5%
91+	13	1.0%
Not Reported	239	18.2%
Total	1315	100.0%

Caseload Size	Ascending cumulative	Descending cumulative
1-10	16.0%	100.0%
11-20	23.9%	84.0%
21-30	35.6%	76.1%
31-40	50.3%	64.4%
41-50	68.0%	49.7%
51-60	83.0%	32.0%
61-70	92.0%	17.0%
71-80	96.9%	8.0%
81-90	98.8%	3.1%
91+	100.0%	1.2%

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.

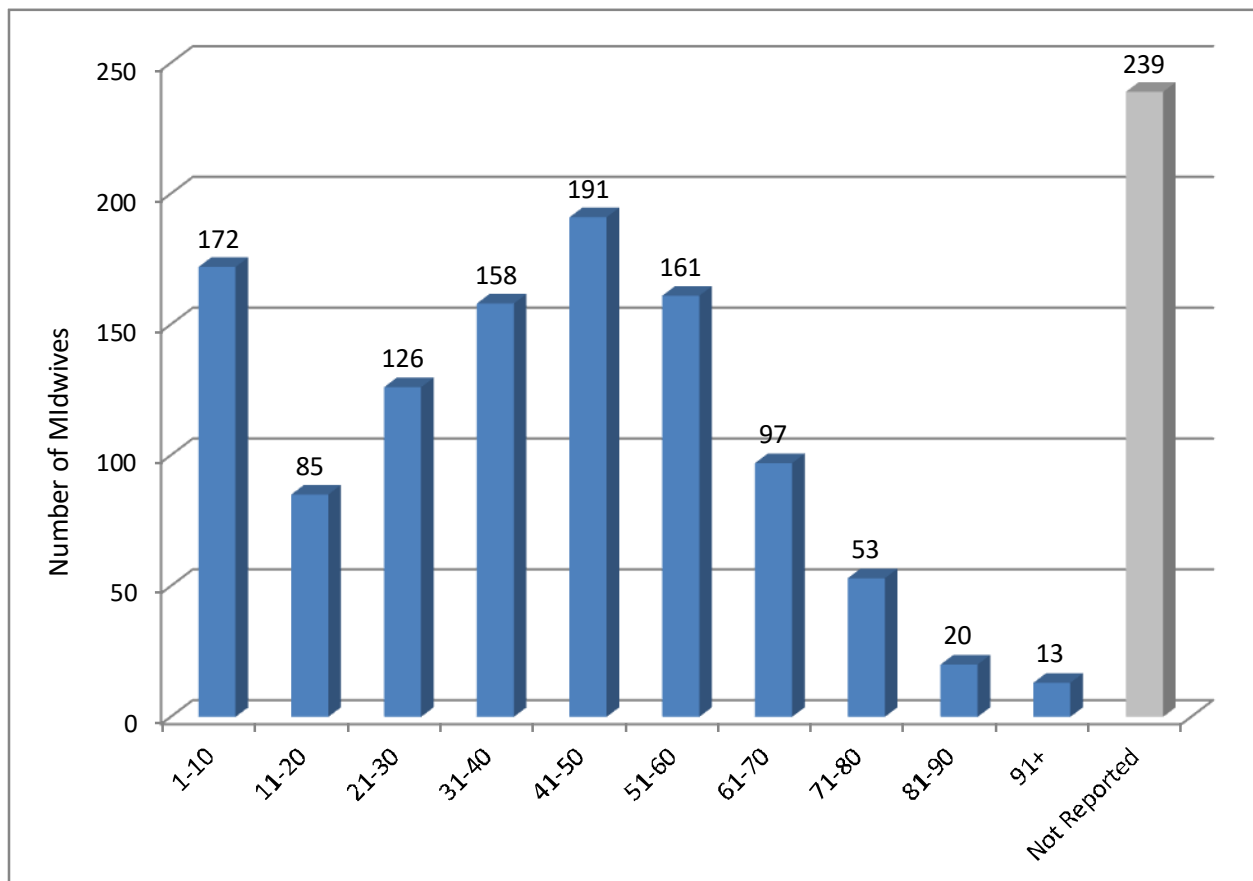


Figure 12: LMC caseload – number of women.

Caseload	LMC Only or main work	LMC - Second	Other Caseloading Work	Not Caseloading	Total
1 - 10	45	88	34	92	259
11 - 20	61	15	8	17	101
21 - 30	110	9	10	7	136
31 - 40	138	11	12	8	169
41 - 50	175	7	15	2	199
51 - 60	151	6	8	3	168
61 - 70	90	6	4	3	103
71 - 80	50	1	2	2	55
81 - 90	15	5	4	1	25
91+	12	1	0	1	14
Not Reported	141	41	71	0	253
Total	988	190	139	136	1453

Table 17: Caseload size for the different types of 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 who carry a caseload.

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.

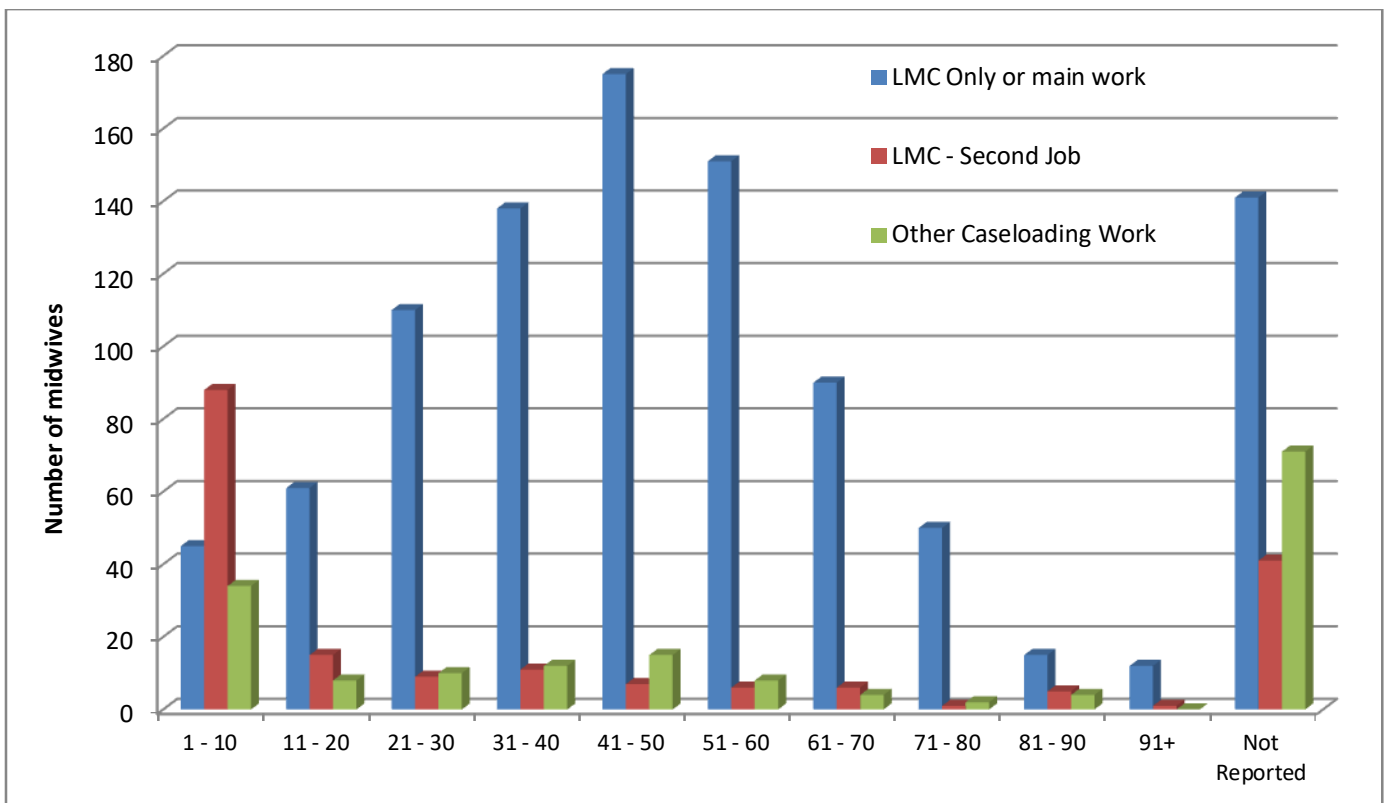


Figure 13: Caseload size for the different types of caseloading midwives

- The average reported caseload was 40.3 women per year.
- The average caseload reported by midwives whose main work was self-employed LMC is 45.8 women per year.
- The average caseload reported by midwives whose main work was employed caseloading midwives was 41.8 women per year.
- The average caseload reported by midwives whose second job was LMC is 19.3 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	% 2nd job	% all midwives
1 - 8	85	2.8%	1 - 8	370	56.8%	12.2%
9 - 16	175	5.8%	9 - 16	145	22.3%	4.8%
17 - 24	427	14.1%	17 - 24	62	9.5%	2.1%
25 - 32	587	19.4%	25 - 32	35	5.4%	1.2%
33 - 40	919	30.4%	33 - 40	19	2.9%	0.6%
41 - 50	431	14.3%	41 - 50	14	2.2%	0.5%
51 - 60	133	4.4%	51 - 60	5	0.8%	0.2%
60 +	60	2.0%	60 +	1	0.2%	0.0%
Not reported	206	6.8%				
Total	3023	100.0%	Total	651	100.0%	21.5%

Table 18: Hours per week – first and other jobs

Hours, all jobs	Number	%	Ascending cumulative	Descending cumulative
1 - 8	62	2.1%	2.2%	100.0%
9 - 16	146	4.8%	7.4%	97.8%
17 - 24	361	11.9%	20.2%	92.6%
25 - 32	564	18.7%	40.2%	79.8%
33 - 40	940	31.1%	73.6%	59.8%
41 - 50	481	15.9%	90.7%	26.4%
51 - 60	187	6.2%	97.3%	9.3%
60 +	76	2.5%	100.0%	2.7%
Not Reported	206	6.8%		
Total	3023	100.0%		

Table 19: Hours per week in all situations combined

Note – Cumulative percentages do not include ‘Not reported’ numbers.

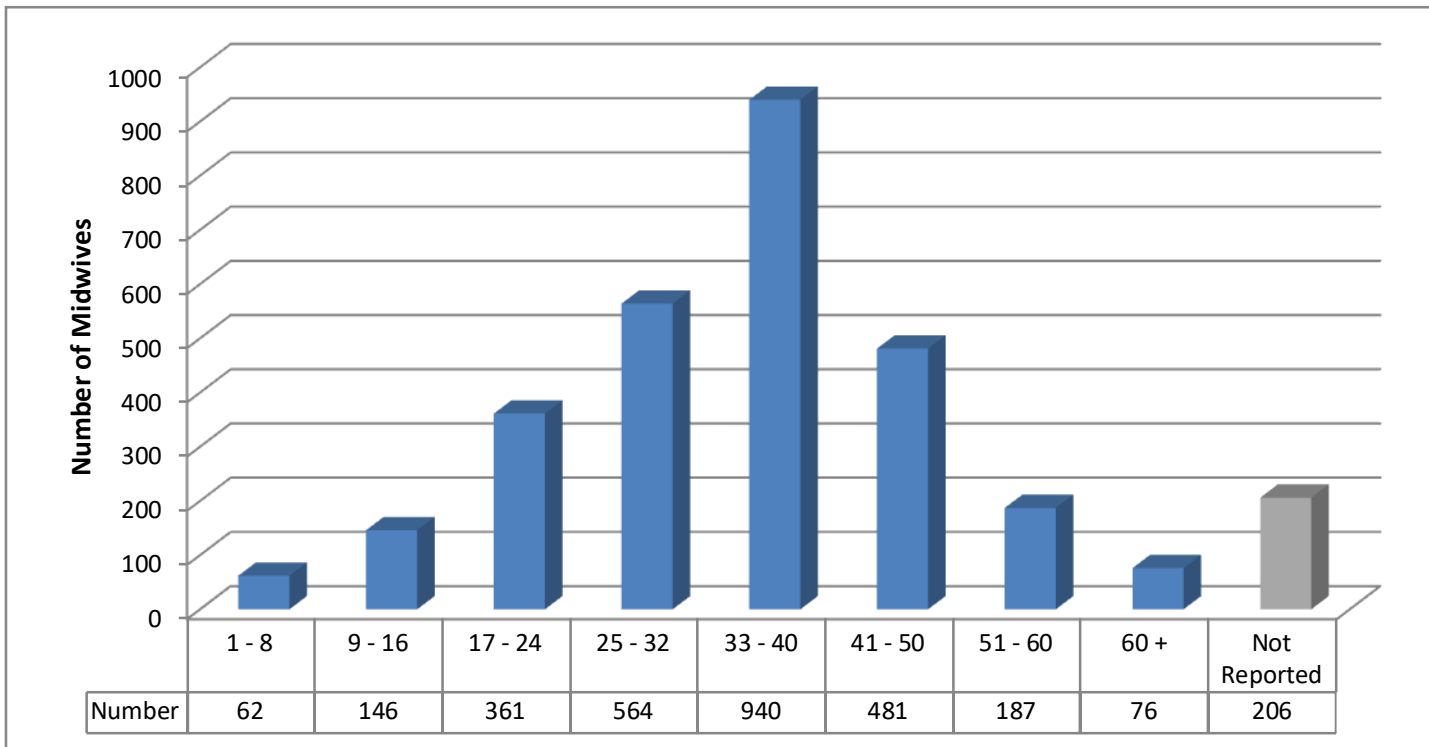


Figure 14: Hours per week all jobs combined

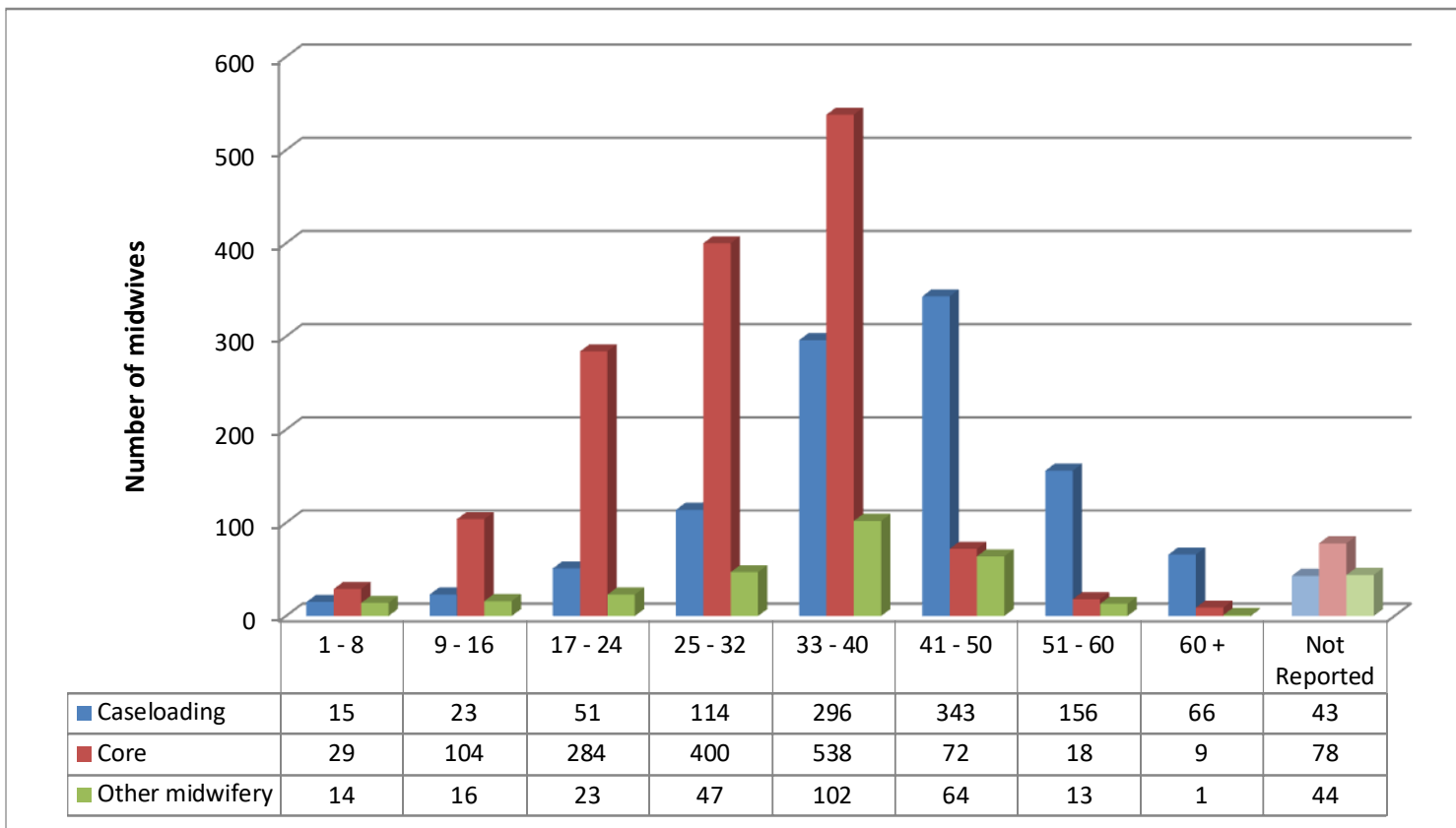


Figure 15: Hours per week all jobs combined by main work group

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)?

- Prefer working on a part time or casual basis Student
 Not enough midwifery work available Building a case load
 Have reduced hours due to high work load Seeking midwifery work
 Parental responsibility No access to childcare
 No access to flexible working hours
 Other - please specify _____

Reason for working part time	Number	% of part timers	% of all midwives
Prefer working on a part time or casual basis	625	46.2%	20.7%
Parental responsibility	402	29.7%	13.3%
Have reduced hours due to high work load	100	7.4%	3.3%
Other	83	6.1%	2.7%
Not enough midwifery work available	46	3.4%	1.5%
Building a case load	43	3.2%	1.4%
No access to flexible working hours	25	1.8%	0.8%
Student	17	1.3%	0.6%
No access to childcare	9	0.7%	0.3%
Seeking midwifery work	4	0.3%	0.1%
Total	1354	100.0%	44.8%

Table 20: Reasons for working part time

Other reason for working part time	Number
Various Other	19
Other job	14
Work / life balance	12
Midwifery First Year of Practice	8
Heading to retirement	7
Study	7
Health	6
Between midwifery jobs	4
Family responsibility (not parental)	3
Poor remuneration	3
Total	83

Table 21: Other reasons for working part time

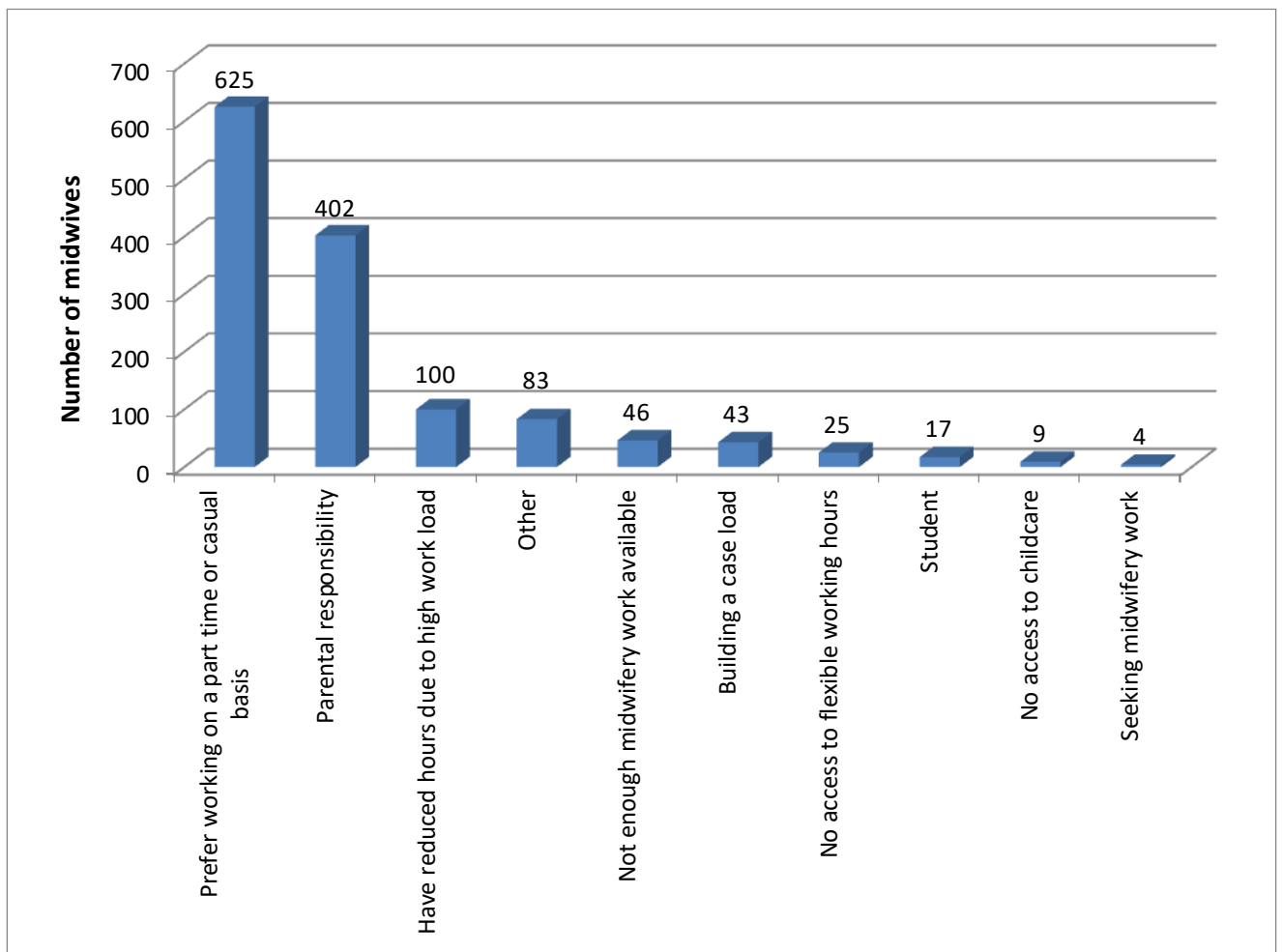


Figure 16: Reasons for working part time

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)	1476	48.8%
Hospital based midwifery programme - Overseas	529	17.5%
One year Diploma in Midwifery (NZ)	245	8.1%
Degree in midwifery - Overseas	239	7.9%
Degree in midwifery - (Post nursing registration) (NZ)	190	6.3%
Hospital based midwifery programme (NZ)	149	4.9%
Other overseas	108	3.6%
Advanced Diploma in Midwifery (NZ)	87	2.9%
Total	3023	100.0%

Table 22: First midwifery qualification

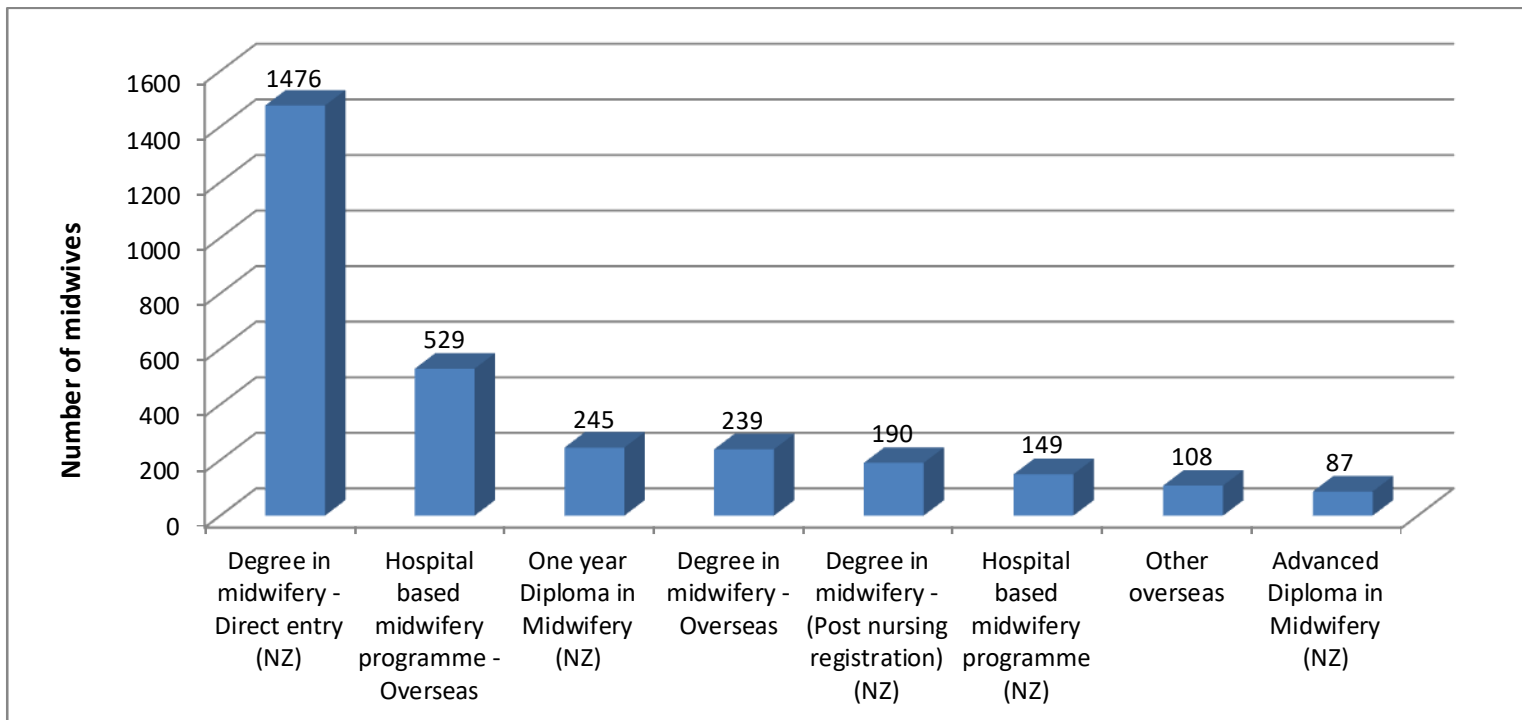


Figure 17: First midwifery qualification

First midwifery qualification group	Number	%
Direct entry New Zealand (Bachelor degree)	1476	48.8%
Overseas	876	29.0%
Post Nursing NZ	671	22.2%
Total	3023	100.0%

Table 23: First midwifery qualification by group

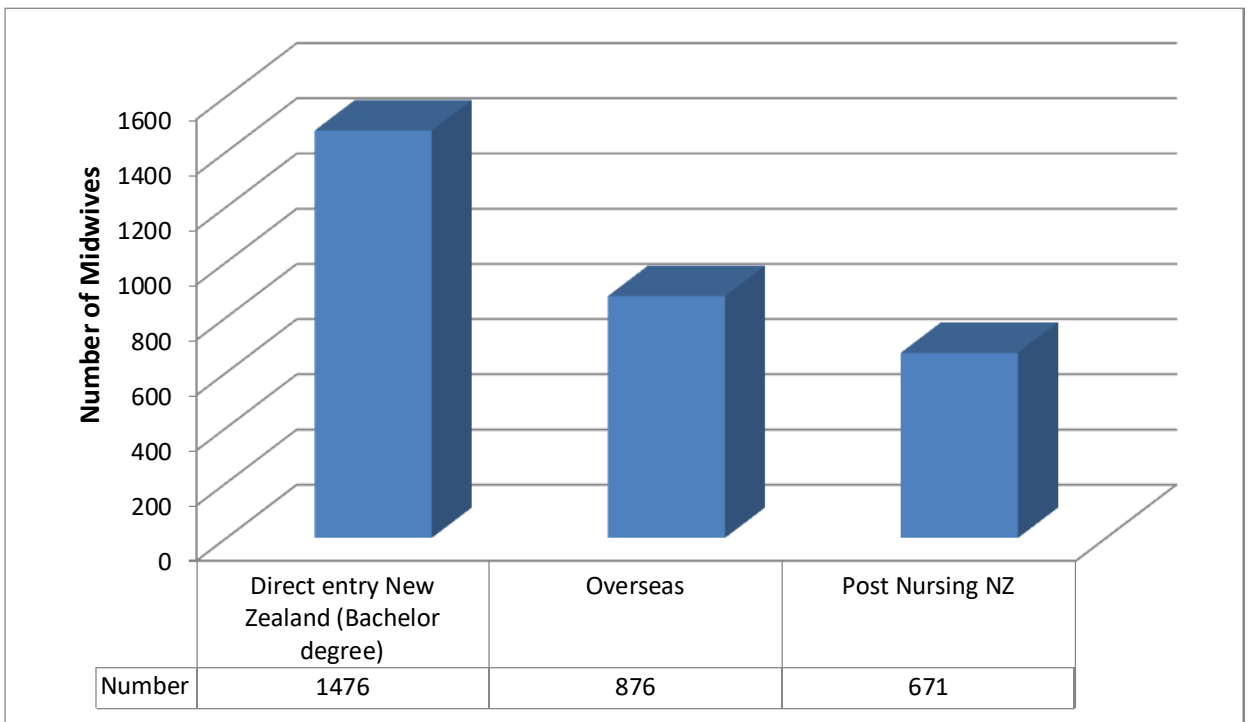


Figure 18: First midwifery qualification by group

Overseas educated midwives may have a direct entry or post nursing 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?

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	69	27.6%	2.3%
Postgraduate Diploma at Masters Level	64	25.6%	2.1%
Postgraduate Certification at Masters Level	61	24.4%	2.0%
Other	30	12.0%	1.0%
Doctorate	20	8.0%	0.7%
Bachelor Degree	6	2.4%	0.2%
Total	250	100.0%	8.3%

Table 24: Current study – expected qualification

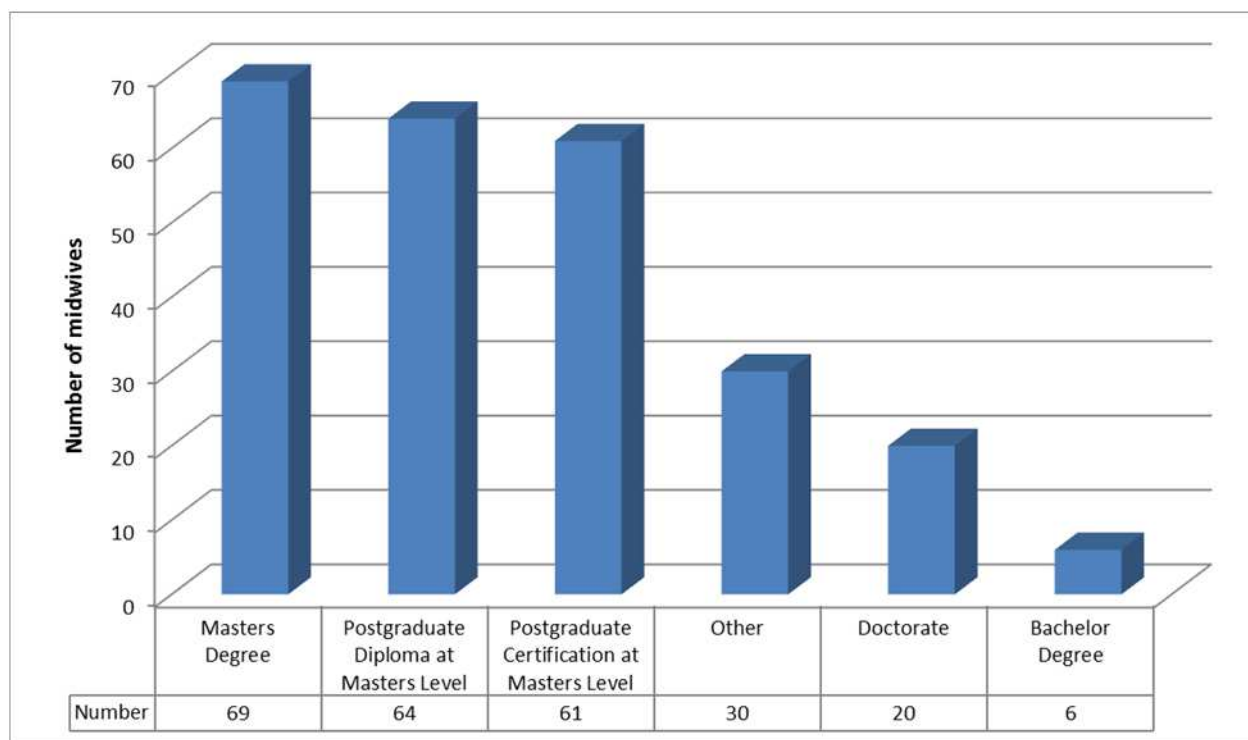


Figure 19: Midwives currently studying – expected qualification

Completed study last year – completed qualification

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

Completed qualification

Completed qualification type	Number	%	% all midwives
Bachelor Degree	66	31.6%	2.2%
Postgraduate Certificate	47	22.5%	1.6%
Postgraduate Diploma	29	13.9%	1.0%
Master's Degree	14	6.7%	0.5%
Certificate	12	5.7%	0.4%
Lactation Consultant	8	3.8%	0.3%
Short Course	5	2.4%	0.2%
Diploma	4	1.9%	0.1%
Postgraduate	2	1.0%	0.1%
Doctorate	1	0.5%	0.0%
Not stated	21	10.0%	0.7%
Total	209	100.0%	6.9%

Table 25: Completed qualification last year – qualification type

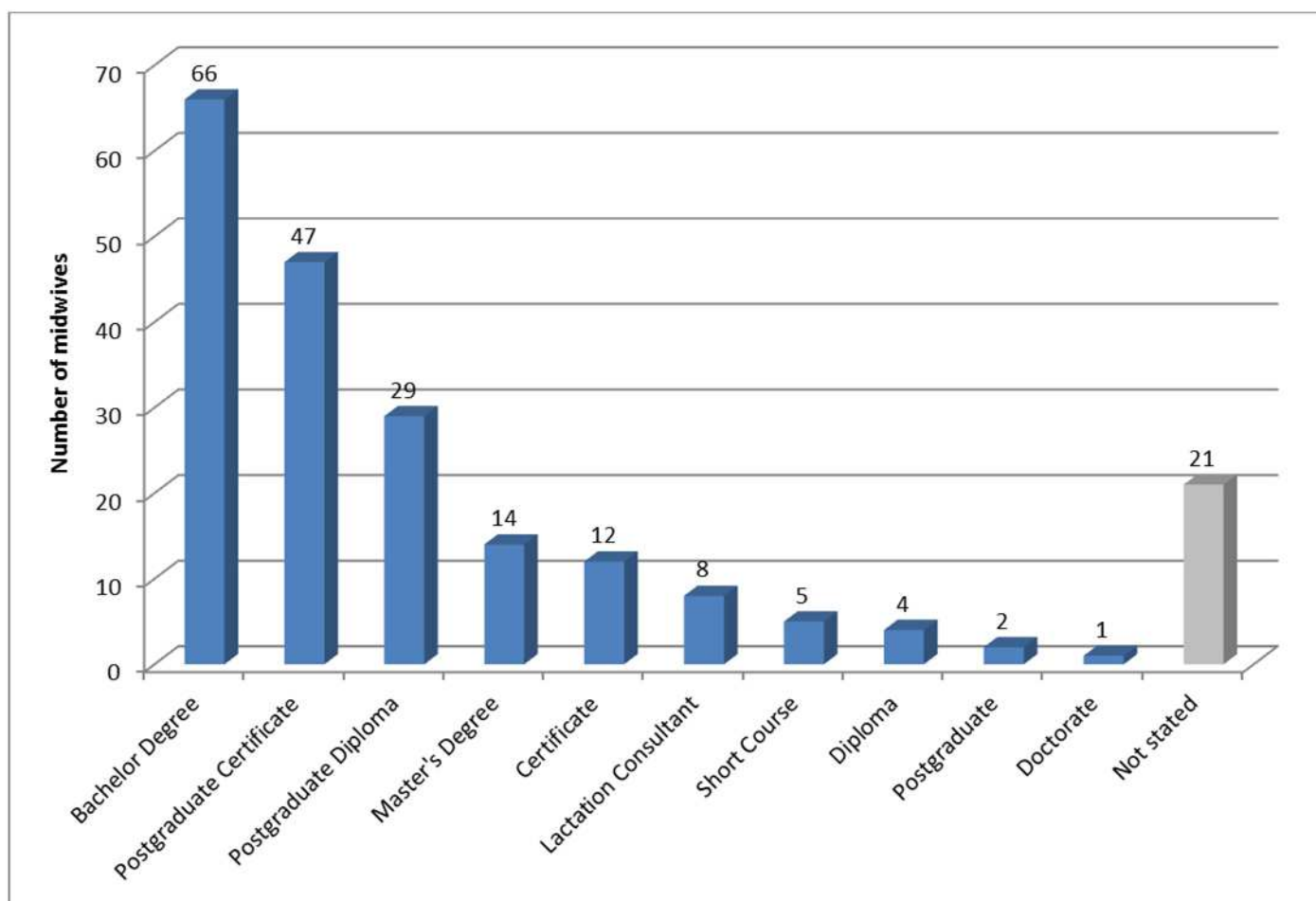


Figure 20: Completed qualification last year – qualification type

Note. Most of the midwives who reported completing a Bachelor's Degree the previous year are new graduate midwives who completed their pre-registration midwifery programme.

Major/Specialty

Completed qualification - major	Number	%	% all midwives
Midwifery	99	47.4%	3.3%
Health Science	9	4.3%	0.3%
Lactation Consultant	8	3.8%	0.3%
Complex Care	7	3.3%	0.2%
Health Care	6	2.9%	0.2%
Adult Education	4	1.9%	0.1%
Adult Teaching	3	1.4%	0.1%
Public Health	2	1.0%	0.1%
Health Service Management	2	1.0%	0.1%
Biomedical Ethics	1	0.5%	0.0%
Personal Nutrition	1	0.5%	0.0%
Nursing	1	0.5%	0.0%
Child Protection	1	0.5%	0.0%
Rongoa Maori	1	0.5%	0.0%
Clinical Education	1	0.5%	0.0%
Newborn check	1	0.5%	0.0%
Clinical Teaching	1	0.5%	0.0%
Nursing Science	1	0.5%	0.0%
Adult Education and Training	1	0.5%	0.0%
Cervical Screening, Health Disability Aged Support	1	0.5%	0.0%
Education	1	0.5%	0.0%
Supervision	1	0.5%	0.0%
Advanced life coaching	1	0.5%	0.0%
New Zealand Maternity Systems	1	0.5%	0.0%
Health Leadership and Management	1	0.5%	0.0%
Breastfeeding Politics and Practices	1	0.5%	0.0%
Applied Midwifery	1	0.5%	0.0%
Nursing Leadership and Management	1	0.5%	0.0%
Tertiary Education	1	0.5%	0.0%
Obesity, Weight Management	1	0.5%	0.0%
Tertiary Learning and Teaching	1	0.5%	0.0%
Professional Supervision	1	0.5%	0.0%
Adult and Tertiary Education	1	0.5%	0.0%
Relaxation Massage	1	0.5%	0.0%
Applied Nursing	1	0.5%	0.0%
Strategic Leadership	1	0.5%	0.0%
Leadership and Management in Health	1	0.5%	0.0%
Child and Family Health	1	0.5%	0.0%
Leadership and Management	1	0.5%	0.0%
Youth Health	1	0.5%	0.0%
Higher Education Learning and Teaching	1	0.5%	0.0%
Hive Management	1	0.5%	0.0%
Not stated	36	17.2%	1.2%
Total	209	100.0%	6.9%

Table 26: Completed qualification last year – major/specialty

Qualification provider

Completed Qualification - Qualification Provider	Number	%	% all midwives
AUT	43	20.6%	1.4%
Otago Polytechnic	36	17.2%	1.2%
Wintec	16	7.7%	0.5%
Victoria University Wellington	13	6.2%	0.4%
Ara Institute of Canterbury (prev CPIT)	10	4.8%	0.3%
IBCLC	8	3.8%	0.3%
Canterbury University	2	1.0%	0.1%
Eastern Institute of Technology	2	1.0%	0.1%
New Hampshire, USA	1	0.5%	0.0%
NZ Institute of Massage	1	0.5%	0.0%
Otago Polytechnic + AUT	1	0.5%	0.0%
Shaw Academy	1	0.5%	0.0%
Southern Institute of Technology	1	0.5%	0.0%
Te Wananga O Aotearoa	1	0.5%	0.0%
Unitec Institute of Technology	1	0.5%	0.0%
UTS Sydney	1	0.5%	0.0%
Victoria University of Wellington	1	0.5%	0.0%
Waiariki Bay of Plenty Polytechnic	1	0.5%	0.0%
Not stated	69	33.0%	2.3%
Total	209	100.0%	6.9%

Table 27: Completed qualification last year – qualification 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	320	37.1%	10.6%
RCOMP	276	32.0%	9.1%
RN	239	27.7%	7.9%
EN	16	1.9%	0.5%
RON	3	0.3%	0.1%
Other	8	0.9%	0.3%
Total	862	100.0%	28.5%

Table 28: Number of midwives who are on a nursing register or roll

Nurse type	Number	% of those who will apply	% of those with nursing registration	% of all midwives
RGON	145	38.9%	16.8%	4.8%
RN	110	29.5%	12.8%	3.6%
RON	3	0.8%	0.3%	0.1%
RCOMP	115	30.8%	13.3%	3.8%
Total	373	100.0%	43.3%	12.3%

Table 29: Number of midwives who will apply for a nursing annual practising certificate this year

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/Waiouru
- 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