Midwives Workforce Factsheet

July 2025

# Key MERAS midwives’ workforce stats

* 1,728 individuals, with an FTE of 1,228.
* Overall FTE increased by 111 in the year to March 2025.

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| Registered Midwives | Base Salary 2025 rates | Total average wage and remuneration(includes allowances / overtime / penal rates). Estimate based on application of the adjusted rate.   |
| Graduate RM2 |  $84,295 | $94,002 |
| Middle Step RM4 |  $94,100 | $112,101 |
| Top Step RM7 (5+ years) |  $110,168 | $139,985 |
| Community Midwives | $85,351 - $118,029 | $102,373 - $132,075 |
| Caseload Midwives | $133,481 - $135,600 | $138,827 - $142,904 |

\*Note: Total excludes up to $4,500 PDRP allowance and overtime

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| Designated Senior Midwives | Base Salary 2025 rates | Total average wage and remuneration (includes allowances / overtime / penal rates). Estimate based on application of the adjusted rate.   |
| Grade 3 |  $117,467 – $125,113 | $141,234 - $149,477 |
| Grade 5 |  $125,776 - $137,953 | $156,907 - $173,305 |
| Grade 8  |  $139,551 - $166,058 | $140,116 - $175,166 |

# Wage increases over time

Midwives have received sizeable pay increases in recent years. In the June 2018 collective agreement, they received an extra 3% each year for three years, the creation of two new top salary steps and a $2,000 one-off lump sum payment.

In the 2021 collective agreement, midwives received at least $4000 gross annual pay equity increases, a $6,000 interim one-off pay equity lump sum, and another $600 one-off lump sum. Under the Pay Equity Agreement, pay equity rates were implemented from April 2022 and midwives received a further $15,000 one-off lump sum.

In the 2023 collective agreement, midwives received a Public Sector Pay Adjustment of $4000 ($5,000 for designated positions) from July 2023 and $2,000 or 3% from April 2024, with one-off lumps sums totally $1,250 over two years.

Since 2018 the salary of a registered midwife on the top salary step increased by 36.4% or $39,250, including step progression (via the creation of new steps) and pay equity. When pay equity is excluded, the top salary step for a registered midwife has risen by 20.7% and the increase has been 16.9% for the middle salary step.

The top step of the senior midwives’ scale has increased by 26.6% or $43,236 in the same period, including pay equity. When pay equity is excluded, the top salary step for senior midwives has grown by 16.5%, and the middle step of the pay scale by 17.4%

# The 2025 collective agreement

# The Midwifery Employee Representation & Advisory Services (MERAS) Midwives Collective Agreement expired 30 April 2025. On 30 July 2025 MERAS midwives voted to accept an offer from Health New Zealand for a new collective agreement, which will expire on 31 October 2027.

Under the agreement, midwives will receive a 2% pay increase from 2 June 2025, followed by a 1.5% increase from 1 June 2026. A members-only lump payment of $235 was also agreed.

This means a graduate registered midwife on Step 2 ($82,642) will get 2% from 2 June 2025 - an extra $1,653 per year. When they progress to Step 3 (usually the anniversary of their appointment to the role), their salary will increase to $89,289 – a total increase of $6,647 or $127.80 per week. In June 2026 they will get an additional 1.5% increase, taking their salary to $90,628. That’s a total pay increase of $7,986, or 9.7 %, by the start of June 2026.

Many midwives are on Step 7, the highest step. A Step 7 midwife ($108,008) will get a 2% increase in June 2025 - an extra $2,160 per year or an extra $41.50 a week. They will get an additional 1.5% increase in June 2026, taking their salary to $111,821 – giving them a total base pay increase of $3,813, or 3.5% by the start of June 2026.

# Further information on pay and conditions

## Breakdown of allowances / overtime / penal rates

A range of additional allowances, paid in addition to base salary, include (but are not limited to):

* Overtime and penal payments for on-call, evening, night, and weekend work, call back
* On-call allowance
* Meal allowance
* Higher duties allowance.

## Leave

* Four weeks annual leave per year, increasing to five weeks after five years of service
* Up to 32 hours (pro-rated but no less than 8) professional development days per calendar year
* 10 days sick leave with the ability to apply for a further 10 days of discretionary sick leave
* Long service leave (1 week every 5 years)
* Up to 5 days shift leave for working outside of the hours 8am to 5pm

### **Any other additional payments / benefits**

* $1,000 per person pooled for a professional development fund
* Quality and Leadership programme yearly allowance of $3,000 for confident and $4,500 leadership
* 14 weeks top up of wages for paid parental leave
* Refund of Annual Practising Certificate cost
* Retention payments currently operating in four districts
* Grandparented retiring gratuities