

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.

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

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