

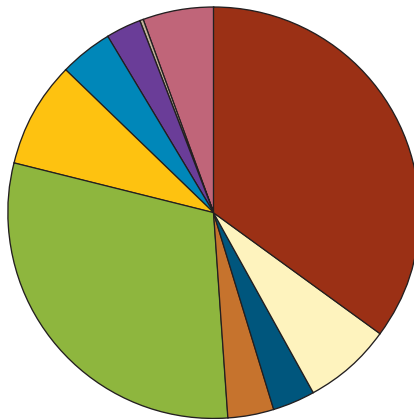
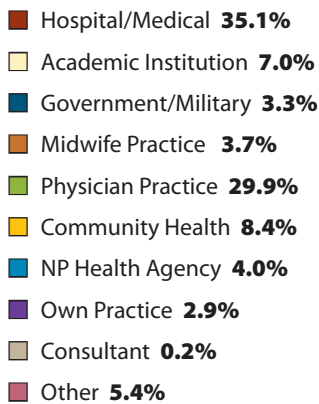
ACNM Compensation & Benefits Survey: Key Findings Among Certified Nurse-Midwives and Certified Midwives

This is the third in a series of Compensation & Benefits Surveys distributed to ACNM members in 2010. Since 2007, there have been no significant changes in the survey findings. Median salaries of midwives have climbed by about \$10,000, but years of experience and academic degrees of the respondents have also climbed, all of which positively impact salaries. These findings offer a snapshot of average salary, employment status, working conditions, and benefits for certified nurse-midwives and certified midwives in the United States.

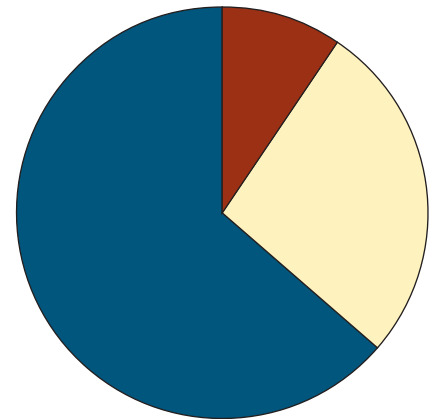
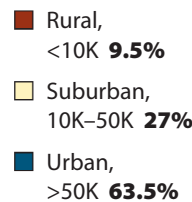
Main Employer

Hospitals and Medical Centers continue to be the largest employers of midwives (35.1%, n = 338). Physician practices are the second largest employers of midwives (29.9%, n = 288). Most midwives work in urban areas.

Primary Employers of Certified Nurse-Midwives and Certified Midwives



Populations Served by Certified Nurse-Midwives and Certified Midwives



Average Salary

Survey respondents working full time (35 or more hours/week) in a midwifery position made an average of \$114,152 per year with a median of \$88,000. 25.3% (n = 242) of the midwives indicated they receive a bonus for productivity while 74.7% (n = 713) indicated they do not receive a productivity bonus.

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Full versus Part Time

Of survey respondents working in a midwifery position 82.3% (n = 795) work full time (35 or more hours/week) and 17.7% (n = 171) work part time.

On-call Time

The majority of respondents take call (72.3% n = 697) with an average range of call hours at 20 to 39.9 hours. The majority of midwives indicated that their salary is inclusive of on-call time: 91.8% (n = 638). Others indicated they are paid differently for being on call.

Paid Time Off

Average number of paid vacation days is 16-21 paid days annually. Some employers provide paid time off (PTO) days, which includes sick days, holidays, and vacation days. The most common number of PTO days was 26-30 days.

Unemployment

Of the 107 survey respondents not working in a midwifery position, 81.4% indicated they are not actively seeking a midwifery position. Other than retirement, reasons for not actively seeking a midwifery position included no available midwifery jobs, hours of a midwife's work, burn out, salary, liability concerns, and family.

The majority of those who are actively seeking a midwifery position indicate they have been looking for 6 months or less (70%) while 20% said they have been looking for more than one year.

Top 10 Employer-paid Benefits

1. Vacation 73% (n = 818)
2. Liability insurance 70.5% (n = 789)
3. CEU days 69% (n = 772)
4. Medical insurance 67.2% (n = 752)
5. Sick time 59.9% (n = 670)
6. Dental insurance 55% (n = 616)
7. Professional dues 54.8% (n = 613)
8. Prescription insurance 52.5% (n = 588)
9. Life insurance 50.8% (n = 568)
10. Retirement 30.7% (n = 343)

