

Question on Notice

No. 533

Asked on 13 May 2026

HON M BAILEY ASKED MINISTER FOR HEALTH AND AMBULANCE SERVICES (HON T NICHOLLS)—

QUESTION

With reference to the Queensland Health Workforce Gap Analysis report—

Will the Minister advise (reported separately by HHS), to the nearest reportable date, (a) the attrition rate for midwifery positions and (b) the number of vacant midwifery FTE positions?

ANSWER

Nurses and midwives are the backbone of frontline hospital care, working together to provide continuity and quality across every stage of the patient journey. Queensland is investing in nurses and midwives like never before, with an 11% pay rise, better conditions, and new incentives for remote areas.

The Crisafulli Government has recruited record numbers of graduate midwives in our Hospital and Health Services (HHSs), growing by more than 60% compared to 2024.

We are further supporting the midwifery workforce with the recent launch of a new Midwifery Clinical Facilitator Program to grow, support and retain midwives in regional and rural communities. The program will fund new clinical facilitator positions across Townsville, Cairns and Hinterland, Central Queensland, Darling Downs, Mackay and West Moreton HHSs, boosting local training capacity and helping more midwives build careers closer to home.

According to the Member for Waterford's answer to Question on Notice 767 of 2024, nursing and midwifery stream attrition in 2022-23 was 6.17%. It was identified in the Workforce Gap Analysis that there were persistent gaps in the midwifery workforce under the former government. More than 13% of midwifery positions in regional, rural and remote areas, and more than 8% in metro areas, were vacant and unfilled for more than 12 months.

(a) For the current financial year to date, as at pay period ending 26 April 2026, the attrition rate for midwifery positions was 5.96%.

Of this:

- Cairns and Hinterland Hospital and Health Service had an attrition rate of 7.10 per cent.
- Central Queensland Hospital and Health Service had an attrition rate of 8.69 per cent.

- Central West Hospital and Health Service had an attrition rate of 0.00 per cent.
- Children's Health Queensland had an attrition rate of 0.00 per cent.
- Darling Downs Hospital and Health Service had an attrition rate of 7.74 per cent.
- Gold Coast Hospital and Health Service had an attrition rate of 5.74 per cent.
- Mackay Hospital and Health Service had an attrition rate of 5.53 per cent.
- Metro North Hospital and Health Service had an attrition rate of 4.40 per cent.
- Metro South Hospital and Health Service had an attrition rate of 4.28 per cent.
- North West Hospital and Health Service had an attrition rate of 21.20 per cent.
- South West Hospital and Health Service had an attrition rate of 6.40 per cent.
- Sunshine Coast Hospital and Health Service had an attrition rate of 5.14 per cent.
- Torres and Cape York Hospital and Health Service had an attrition rate of 16.24 per cent.
- Townsville Hospital and Health Service had an attrition rate of 5.89 per cent.
- West Moreton Hospital and Health Service had an attrition rate of 6.62 per cent.
- Wide Bay Hospital and Health Service had an attrition rate of 2.56 per cent.

(b) As at pay period ending 26 April 2026, the number of substantively vacant midwifery positions was 332.82 FTE.

Of these:

- Cairns and Hinterland Hospital and Health Service had 61.47 FTE substantively vacant positions.
- Central Queensland Hospital and Health Service had 41.25 FTE substantively vacant positions.
- Central West Hospital and Health Service had 1.66 FTE substantively vacant positions.
- Children's Health Queensland had 0.50 FTE substantively vacant positions.
- Darling Downs Hospital and Health Service had 30.04 FTE substantively vacant positions.
- Gold Coast Hospital and Health Service had 5.87 FTE substantively vacant positions.
- Mackay Hospital and Health Service had 15.95 FTE substantively vacant positions.
- Metro North Hospital and Health Service had 4.87 FTE substantively vacant positions.
- Metro South Hospital and Health Service had 38.59 FTE substantively vacant positions.

- North West Hospital and Health Service had 20.70 FTE substantively vacant positions.
- South West Hospital and Health Service had 6.55 FTE substantively vacant positions.
- Sunshine Coast Hospital and Health Service had 30.20 FTE substantively vacant positions.
- Torres and Cape York Hospital and Health Service had 16.93 FTE substantively vacant positions.
- Townsville Hospital and Health Service had 15.66 FTE substantively vacant positions.
- West Moreton Hospital and Health Service had no reported vacancies.
- Wide Bay Hospital and Health Service had 4.51 FTE substantively vacant positions.