

Council of Deans of Nursing and Midwifery (ANZ) Strategic Plan 2025-2030



Our mission

To lead nursing and midwifery education and research advocacy, driving policy change, and shaping the future through influence and impact



Our vision

A flourishing education and research sector that empowers and sustains the nursing and midwifery workforce to improve our nations' health



CDNM is the recognised voice for higher education nursing and midwifery education and research



Grow Aboriginal, Torres Strait Islander and Māori nursing and midwifery enrolments to population parity to deliver improved health outcomes



Government policy reinforces higher education's vital role in health workforce formation by supporting the right volume and distribution of nursing and midwifery graduates



A sustainable nursing and midwifery research ecosystem is in place that delivers improved education and practice in these disciplines



CDNM is a fit for purpose, sustainable organisation that provides value to members

Our core values and behaviours



Quality



Influential Leadership



Respect, Inclusivity & Equity



Innovation



Integrity



Sustainability

CDNM

WHAT WE ADVOCATE FOR



- CDNM is the trusted voice of higher education-based nursing and midwifery education and research.
- CDNM leads policy input into bachelor's and post graduate nursing and midwifery education and research.
- CDNM is consulted and/or represented on national committees relevant to nursing and midwifery education, research and workforce development.
- The essential role of higher education and research in nursing and midwifery workforce development is embedded in policy and programs.



- Sufficient, dedicated government supported places exist for Aboriginal, Torres Strait Islander and Māori nursing and midwifery students.
- A clear, sustainable pathway exists to support growth of Aboriginal, Torres Strait Islander and Māori nursing and midwifery clinical academics and researchers across all higher education levels.
- Government policy supports growth in number of Aboriginal, Torres Strait Islander and Māori enrolments and completions, and in the associated academic workforce.
- Nursing and midwifery education and research delivery is culturally safe.



- Funding fully covers providers' costs of nursing & midwifery education delivery.
- The volume of Government funded higher education places aligns with workforce needs.
- Policy supports nursing and midwifery graduates to work to full scope across a range of locations, settings and technologies.
- An approved higher education-based Bachelor degree remains the minimum entry qualification for registered nurses (RNs) & midwives (RMs).
- The role of the nursing and midwifery Dean in the academy is well established and revered and supports academic career development.
- Existing, effective "harmonised" tertiary pathways for entry into RN and RM programs are recognised and strengthened.



- The number of PhD qualified nurses and midwives is at the level required to support clinical academic leadership and sustain the research ecosystem.
- A post-doctoral nursing and midwifery fellowship program is in place.
- The fundamental importance of research is recognised as a core part of nursing and midwifery education programs and their accreditation.
- The quality of higher degree research programs effectively prepares nurses and midwives for transdisciplinary research.



- CDNM's function and role are clear and well communicated to all.
- Member events and opportunities are relevant, well attended and help advance nursing and midwifery education, practice and research.
- CDNM company structure, governance and staffing fits organisational needs and reflects best practice.
- CDNM is financially viable and complies with regulatory requirements.