



**COUNCIL OF DEANS
OF NURSING AND MIDWIFERY**
(Australia & New Zealand)

Creating
The
Future

Annual Report

2024-2025

Australia - Acknowledgement of Country

CDNM acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

Aotearoa New Zealand - Mihi

He mihi tēnei ki te Kaihanga, nāna nei ngā mea katoa, māna e whakaoti. Kia mihia e Mātou te Kaunihera ki ngā Iwi Taketake, ko Koutou e ngā Iwi Moemoea, me ngā Iwi o Aotearoa. Tēna, me whakanuia a Kiingi Tuuheitia Pootatau Te Wherowhero VII kua riro atu ki tua o te arai, haere atu e te Ariki, e moe. Koutou te hunga mate ki a Koutou. Hoki ano ki a Tātou te Kanohi Ora, Tēnā Koutou, Tēnā Koutou, Tēnā Tātou Katoa.

This is an acknowledgement to the Creator of all things past and future. We the Council greet all the Indigenous Peoples of Australia and Aotearoa. Let us pay our respects to King Tuuheitia Pootatau Te Wherowhero VII who has passed through the veil of death, farewell, the paramount Chief, and rest in peace. You, the dead to the dead, and turning now to us the Living, twice we greet You all, we greet all of Us.

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Chair's Message



Professor Karen Strickland

CDNM Chair 2022-2025

"This has been an eventful and deeply rewarding chapter of leadership, shaped by collaboration, innovation, and a shared commitment to advancing our professions."

As I conclude my four-year tenure as Chair, I reflect with pride on a period marked by transformation, reconciliation, and strategic growth. This journey began with the historic formal apology delivered in 2022, acknowledging past harms and signalling a renewed commitment to equity and reconciliation. It has since encompassed the drafting of the tripartite partnership agreement with CATSINaM and Wharangi Ruamano, as well as constitutional changes that embed Indigenous voices at the heart of CDNM's governance.

During this time, we have expanded CDNM's scope and reach. The establishment of the Midwifery Advisory Committee and the Research Advisory Committee has ensured that perspectives beyond our member representatives are integrated into our work. We have also introduced new membership categories to widen our community, launched the national clinical facilitation course, and successfully evaluated and published the Aspiring Deans course.

Across these four years, CDNM has hosted two symposia, with the third, occurring in October 2025, attracting over 300 registrations and marking the first time the event was held in Aotearoa New Zealand. These gatherings have not only advanced academic and professional discourse but have also fostered strong connections across our community, reinforcing its status as the premier nursing and midwifery education conference across Australia and Aotearoa New Zealand.

From the foundational CDNM National Apology at CATSINaM Conference in 2022, to the creation of transformative partnerships and governance reforms, our progress has been purposeful and sustained. None of these achievements would have been possible without the dedication of my Board colleagues and the unwavering support of the CDNM staff.

As I hand over the role of Chair, I do so with confidence in the strong foundations we have built together and optimism for the future leadership and influence of CDNM.

About CDN M

The Council of Deans of Nursing and Midwifery (Australia and New Zealand) is the peak organisation representing universities and other higher education institutions that offer programs leading to qualifications as registered nurses and midwives. CDN M has a leading role in nursing and midwifery education and research across Australia and New Zealand.

CDN M's vision is to ensure a flourishing education and research sector that empowers and sustains the nursing and midwifery workforce to improve our nations' health. The council is committed to leading nursing and midwifery education and research advocacy, driving policy change, and shaping the future through influence and impact.

The CDN M's Strategic Plan outlines its vision and mission, with five key pillars guiding its activities. These objectives are supported by the CDN M Board of Directors and Advisory Committees, which focus on operationalising different aspects of the plan, with the backing of CDN M staff.

CDN M
COUNCIL OF DEANS
OF NURSING AND MIDWIFERY
(Australia & New Zealand)

Creating
The
Future

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.

Highlights



EASY TO USE
RESOURCES
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- Resources for Acad
- Tutorial pp's and le
- Lectures

Case studies

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Highlights

Constitutional and Legal Entity Change

The Council of Deans of Nursing and Midwifery underwent a landmark transformation with its restructuring into a company limited by guarantee. Alongside this change, the appointment of a Chief Executive Officer significantly expanded CDN's capacity for strategic and policy leadership.

A new skills-based Board was introduced, comprising both elected and appointed members, with dedicated representation from Indigenous communities. This evolution represents an important shift in the Council's governance model, ensuring inclusive leadership. CDN is now better positioned to operate with greater agility, accountability, and influence across the sector.

The CDN Board has played a pivotal role in CDN's strategic planning, governance refresh and member engagement.

The establishment of Board committees, including the Governance and Nominations Committee and the Finance, Audit and Risk Committee, has further strengthened oversight and strategic planning.

This governance renewal has been pivotal in preparing CDN for the next phase of its development and impact.

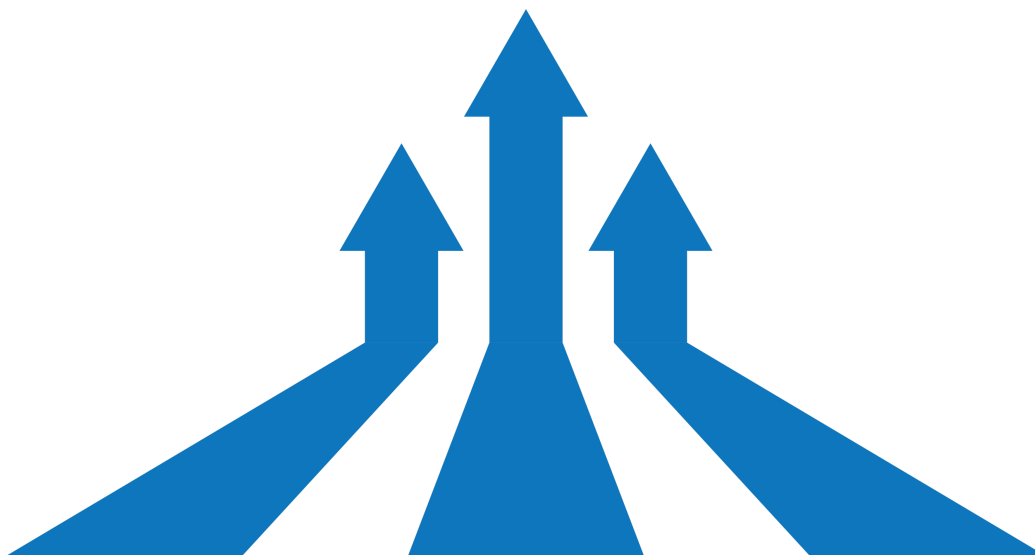
Commonwealth Prac Payment (CPP) Program

Amongst our many advocacy activities, one of the most significant achievements has been the introduction of the Commonwealth Prac Payment (CPP) Program. CDN has played a central role in advocating for this initiative.

The CPP has already demonstrated its value, with more than 50,000 students applying to date (including education and social work students). This is a clear indication of the program's reach and importance in alleviating the financial burden of clinical placements, a challenge long recognised by our profession. The payment is not only easing pressure on students but also helping to strengthen pathways into the nursing and midwifery workforce at a time of national need.

The Government has announced an initial checkpoint review of the CPP, to take place between April and September 2026. CDN has been invited to join this group, ensuring its voice remains influential as the program evolves.

The CPP is not just a financial initiative; it represents a recognition of the essential contribution nursing and midwifery students make to our health system. CDN's leadership has been critical in achieving this milestone, and its continued engagement will be just as vital in securing its success for the future.





CDNM 2024 Symposium

The Council of Deans of Nursing and Midwifery (Australia and New Zealand) hosted their second symposium on July 17-19 2024 in Darwin, NT. The event united leading academics, researchers, and practitioners from Australia and New Zealand, facilitating valuable discussions and collaborations in the field of nursing and midwifery education and practice.

Keynote speakers included distinguished figures such as Howard Catton, CEO of the International Council of Nurses; Nadine Gray, Chief Nursing Officer of Te Aka Whai Ora Māori Health Authority; Dr. Amelia Latu Afuhaamango Tuipulotu, Chief Nursing Officer of the World Health Organization; Dr. Aletha Ward from the University of Southern Queensland, First Nations Research Alliance; and Dr. Zoe Bradfield from Curtin University.

The symposium featured diverse presentations on critical topics including:

- Inspiring Nursing and Midwifery Careers: Addressing retention, improving clinical facilitation, and educating future educators.
- Innovating Education, Policy, and Practice: Exploring digital literacy, student nurse employment models, and the impact of poverty on placement.
- Improving First Peoples' Health: Discussing cultural safety, Hauora Māori, and First Nations Australians' perspectives in specialty nursing curricula.

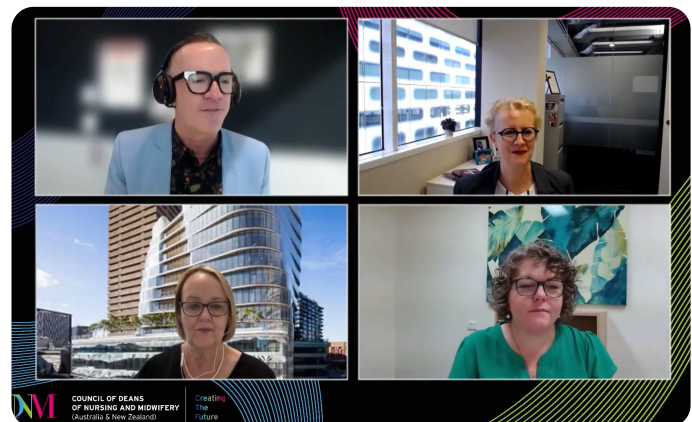
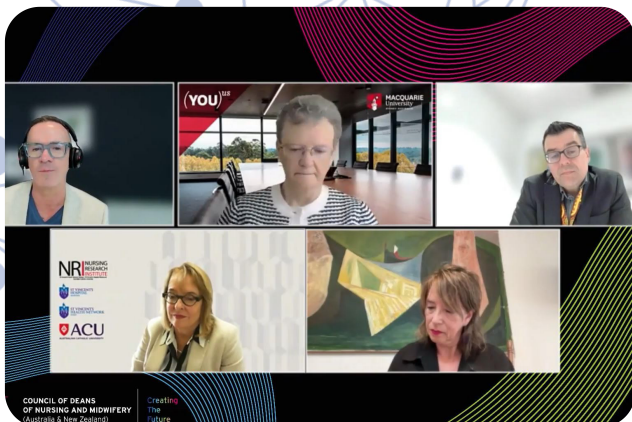
CDNM Research Week 2024

Celebrating Nursing and Midwifery Research

The Council of Deans of Nursing and Midwifery held their inaugural Research Week on 2-6 September 2024. CDNM Research Week, “Celebrating Nursing and Midwifery Research” showcased high quality and diverse nursing and midwifery research from across Australia and New Zealand, with a line-up of esteemed speakers.

This virtual week-long event consisted of webinars, masterclasses, movers and shakers discussion panel discussions and more. The program was tailored for Early-Mid Career Researchers (EMCRs) but provided valuable insights for all.

Presentations included discussions regarding the state of research funding in Australia and New Zealand, sharing practical advice on engaging with Aboriginal and Torres Strait Islander peoples in research and building a high impact research portfolios which must be founded on authentic connections and engagement.



International Collaborations

The Council of Deans of Nursing and Midwifery is strengthening its global presence through strategic partnerships. A key milestone in this effort is the signing of a Memorandum of Understanding with the Council of Deans of Health in the United Kingdom, underscoring its commitment to international collaboration.

This partnership was officially launched on 12 May 2025, International Nurses Day. The MOU extends CDNM's international reach and influence, creating opportunities for collaboration on shared challenges in nursing and midwifery education, workforce development, and policy reform.

This partnership reflects the Council's commitment to fostering global connections and drawing upon international best practice. Through this collaboration, CDNM will continue to strengthen the voice of Nursing and Midwifery education, research and practice in Australia and New Zealand, while also contributing to a broader global dialogue on the future of these professions.



Governance

The Council is governed by a Board of Directors consisting of two office-bearers – the Chair and the Deputy Chair. The Board must have a minimum of three, and a maximum of ten, Directors and must ensure that:

- a) at least one Director is from New Zealand;
- b) at least one Director is a registered nurse; and
- c) at least one Director is a registered midwife.

Board Members - Elected



Professor Karen Strickland – Chair

RN, PhD, MSc, PGCert, BSc, FHEA, FEANS, MACN, MAICD

Professor Strickland is the Executive Dean of the School of Nursing and Midwifery at the Edith Cowan University, Perth, Western Australia and holds a Ministerial Appointment to the Western Australia Child and Adolescent Health Service. Professor Strickland is an experienced academic nurse leader with significant clinical, academic and research experience across the health, higher education and social services sectors. She is a recognised expert the fields of cancer, palliative and aged care.

Professor Strickland was first elected to the Executive Committee of CDNM in 2021 and transitioned to the Board in May 2024. Her role as Chair of the Executive Committee continued as Chair of the Board from May 2024.



Professor Ann Bonner - Deputy Chair

RN, PhD, MA, BAppSc, MAICD

Prof Ann Bonner is Head, School of Nursing and Midwifery at Griffith University, Honorary Research Fellow at the Kidney Health Service, Metro North Health Service, Honorary Skou Professor (Aarhus University, Denmark) and Adjunct Professor (Queens University Belfast). She is an experienced nurse leader with significant clinical, academic and research experience across the health and higher education sectors for over 30 years. Ann is an invited member of the Global Education Advisory Group, International Council of Nursing, Rural Medical Education Australia Board Director, a member of the Australian Institute of Health and Welfare (AIHW) Chronic Kidney Disease Expert Advisory Committee. She is an international expert in the field of kidney health, having attracted over \$10 million in competitive research funding, and has a distinguished record of publications with over 300 publications (Scopus H-index = 37, FWCI = 1.78]. She is an Associate Editor for Nephron and Editorial Board Member for the Journal of Renal Care and BMC Nephrology. In 2021 she was inducted into the International Nurse Researcher Hall of Fame, and in 2016 she was made a life-member of the Renal Society of Australasia.

Professor Bonner was first elected to the Executive Committee in 2022 and transitioned to the Board in May 2024.

Board Members - Elected



Professor Julia Slark
New Zealand Chair

RN, PhD

Professor Julia Slark is Head of School of Nursing at Waipapa Taumata Rau/University of Auckland. She qualified as a Registered Nurse in London, UK in 1993. Julia obtained her PhD from Imperial College London, in 2012 which looked at risk awareness as a tool to improve secondary stroke prevention strategies. Since arriving in New Zealand in 2013, Julia was the academic director of the BNurs programme for five years prior to taking up the position of Head of School in 2019. Julia is the inaugural Chair of the Stroke Nurse Forum Aotearoa which was established in November 2020. Julia is an enthusiastic and committed nurse, educator and researcher who is passionate about providing the highest standards of care to patients and whānau. Her research interests include fundamentals of care in nursing, education and all aspects of stroke patient care.

Assoc Professor Slark was first elected to the Executive Committee in 2023 and provides a key link for the Board to Aotearoa New Zealand members. She transitioned to the Board in May 2024.



Professor Kathleen Baird
Chair – Midwifery Advisory Group

RM, PhD, MEd, PG Dip Higher Education, BSc(Hons), Higher Dip Mid, SFHEA

Professor Baird is a Professor of Midwifery and Head of School, Nursing and Midwifery at the University of Technology, Sydney, NSW, Australia. Professor Baird has a wealth of clinical and academic experience both in the United Kingdom and Australia. She has a strong track record in learning and teaching and is a consistent advocate for teaching excellence and innovation in education. Professor Baird's research focus areas are models of midwifery care, perinatal mental health, birth trauma and family and domestic violence. This last area of research has led to researching the effect of other social factors of vulnerability and research with Culturally and Linguistically Diverse communities.

In recognition of her research expertise in domestic violence from 2016-2023 Professor Baird was the Deputy Chair for the Queensland Death and Homicide Review Board and a member of the Queensland Domestic and Family Violence Implementation Council from 2016-2022. Professor is an executive member of the Australasian Nursing and Midwifery Clinical Trials Network and Co-Assistant Secretary-General of the Global Network of WHO Collaborating Centres for Nursing and Midwifery.

Board Members - Elected



Associate Professor Jan Dewar

Kāi Tahu, RN, DHSc

Associate Professor Jan Dewar is Head of Nursing at Auckland University of Technology (AUT). Jan is leading the review of the Registered Nurse scope and competencies on behalf of the Nursing Council of New Zealand (NCNZ) and is co-chair of Kawa Whakaruruhau Wharangi Ruamano (the national Māori Nurse Educators and Academics rōpū). With over 10 years as Nurse Director in DHBs and 14 years in auditing, Jan now oversees HealthCert audits for Te Whatu Ora and researches Māori impacts of health standards. She serves on the CORT Community Housing Trust board, helping reduce mental health readmissions by 98% in partnership with Te Whatu Ora.

Jan has a particular interest in health safety and quality, and Māori health. Jan (Ngāi Tahu) supervises Masters and Doctoral level students using qualitative methodologies including research with a Kaupapa Māori approach. Jan teaches Practical Leadership in Health Professional Practice in the Master of Nursing Science programme, and guest lectures on professional leadership in health across a range of programmes.

Associate Professor Dewar was elected to the Board in October 2024.



Professor Frank Donnelly

RN, PhD, BN, MN, Grad Cert Ed (Higher Edn), Grad Dip Intensive Care

Professor Donnelly is the Dean of Nursing, Adelaide Nursing School at the University of Adelaide, South Australia. Professor Donnelly is experienced in intensive care nursing and has a research focus on the development of nursing knowledge and the influence of clinical placement experiences.

Professor Donnelly is a Senior Fellow of the higher Education Academy (UK). In 2019 Professor Donnelly was awarded The Stephen Cole the Elder Award for Excellence, the University of Adelaide's premier teaching and learning award.

Professor Donnelly was first elected to the Executive Committee in Oct 2023 and transitioned to the Board in May 2024. Professor Donnelly resigned from the Board in October 2024.

Board Members - Elected



Professor Brendan McCormack

RN, DPhil(Oxon), BSc(Hons), FRCN, FEANS, FRSCI, PGCEA, FAAN, MAE, RMN

Professor Brendan McCormack is Head of School and Dean at the Susan Wakil School of Nursing and Midwifery, Faculty of Medicine and Health, University of Sydney. He is also Head of the CARE Program and Participatory Methods Advisor, Sydney Policy Lab, the University of Sydney. His internationally recognised research focuses on person-centred healthcare, particularly the development of person-centred cultures, practices, and processes. A clinical nurse specialist in gerontology and dementia care, Brendan is a Fellow of the European Academy of Nursing Science, Royal College of Nursing UK, Royal College of Surgeons in Ireland, and the American Academy of Nursing. He has authored over 700 publications, including 310 peer-reviewed journal articles and 14 books, and holds an h-index of 56. Brendan's contributions have been recognised through his induction into the Sigma International Nurse Researcher Hall of Fame. He has been featured in the Wiley Publishers 'Inspiring Minds' short film series in recognition of his extensive contributions to person-centred healthcare.

In 2023, Brendan was awarded an Honorary Doctorate from the University of Maribor for his pioneering role in Slovenian nursing education. In 2024, he was appointed to the Lancet Global Commission on People-Centred Healthcare for Universal Health Coverage hosted by Harvard University and named an affiliate academic at Harvard Medical School's Centre for Primary Care. In 2025, he received the prestigious Paul Tournier Prize for his three-decade contribution to person-centred healthcare through research, leadership, and culture change.

Professor McCormack was first elected to the Executive Committee in 2022 and transitioned to the Board in May 2024.



Professor Rachael Vernon

RN, PhD, MPhil(Distinction), BN, Cert Adult Teaching, Grad Cert Intensive Care, MACN, MSTTI, MCNA(NZ)

Professor Vernon is Dean of Programs (Nursing and Midwifery) and Professor of Nursing at the University of South Australia, Adelaide South Australia. Professor Vernon has held senior leadership roles in nursing education, research and policy, health. Management and clinical practice. She is an experience academic leader, clinical and research and has achieved professional distinction through her contribution to professional nursing in Australia, New Zealand and internationally.

Professor Vernon was first elected to the Executive Committee in 2021 and transitioned to the Board in May 2024. Professor Vernon completed her term on the Board on October 2024.

Board Members - Elected



Professor Moira Williamson

RM, RN, PhD, GCHE, MHA, BN, PFHEA, FACM

Professor Williamson is the Dean of the School of Nursing, Midwifery and Social Sciences at the Central Queensland University, Australia. Professor Williamson is an experienced academic leader, manager, midwife and nurse. Professor Williamson has been actively involved with the Australian College of Midwives and numerous committees, councils and boards over her career. She is a member of the Queensland Nursing and Midwifery Executive Council. Professor Williamson's teaching within the tertiary sector was recognised nationally in 2006 when she received a National Carrick Citation for curriculum development of the Master of Science (Midwifery) course at the University of Wollongong through her promotion of evidence-based research and enhancing student-practitioner interaction.

Professor Williamson's research interests are curriculum development, midwifery education and practice, pregnancy and nutrition and incorporating cultural sensitivity joint health care practice.

Professor Williamson was first elected to the Executive Committee in 2021 and transitioned to the Board in May 2024. Professor Williamson completed her term on the Board on October 2024.

Board Members - Non-Elected



Butch Bradley

Iwi: Rangitane, Ngāti Apa ki te Rā Tō, Ngati Kuia, Kāi Tahu

Dip FLM (First Line Management), Dip PL Te Whare Tapa Whā (People Leadership), NC BA (Business Administration)

After a successful career in broadcast media, Butch has held positions in Senior Management, as a CEO as well as a governance leader and director for several commercial and community organisations. These have included Basketball NZ, Te Huinga Takaro o Aotearoa Maori National Sport, Tasman Rugby Union, Lottery NZ Community committee, Institute of Environmental Science and Research and World Travellers Ltd. His communication and strategic planning skills are invaluable in developing the companies he has been engaged with. He is active with iwi development in the top of the South Island, having worked as the CEO for an iwi organisation and as a director for various entities. Currently he is the Chair for Te Mahi Ako PTE, Chair for Te Tautoko Ora Education Trust, Deputy Chair Māori Advisory Committee EPA, Director with Skills Active Aotearoa and is an HR Advisor to RSE Travel Ltd.

Butch Bradley was appointed to the Board in March 2025.



Pamela Michael

BHSc(Nursing with Distinction), LLB, GAICD

Pamela Michael is a distinguished Board Chair, Director, Chief of Staff, Senior Executive and former Registered Nurse with expertise in corporate governance, health and health law, insurance, risk management, and compliance. With a career spanning healthcare, legal services, and executive leadership, she has demonstrated strategic leadership in medico-legal litigation, corporate strategy, regulatory compliance, business transformation, and healthcare safety and quality. Recognised with numerous industry awards, Pamela is a published thought leader in medico-legal risk and regulatory reform with additional health research publications focused on clinical safety and innovation. She currently serves as Board Chair of the Child and Adolescent Health Service. She holds a Bachelor of Laws (LLB), a Bachelor of Health Science (Nursing with Distinction), and a Graduate Diploma in Management (Macquarie University), and is a Graduate of the Australian Institute of Company Directors.

Pamela Michael was appointed to the Board in February 2025.



Professor Will Banks

FGIA FCMI MCSI FCCA BSc (Hons)

Professor Will Banks has over 20 years of global financial services experience, including leadership in retail and investment banking, fintech, and corporate restructuring. Currently a Professor of Business and Law at University of Roehampton, he has been widely recognised for his contributions to global finance.

Professor Banks was appointed to the Board in February 2025. Professor Banks resigned from the Board on April 2025.

Board Meetings

The Board meets every 2 months and is supported by a Finance, Audit and Risk Committee, a Governance and Nominations Committee and Advisory Committees.

Name	Number of Meetings Held	Number of Meetings Attended	
Karen Strickland	6	6	
Ann Bonner	6	5	
Julia Slark	6	6	
Rachael Vernon	2	2	Term Completed 10/24
Moira Williamson	2	1	Term Completed 10/24
Kathleen Baird	6	4	
Frank Donnelly	2	1	Resigned 10/24
Brendan McCormack	6	4	
Janette Dewar	4	4	Elected 10/24
Pamela Michael	2	2	Appointed 02/25
Will Banks	1	1	Appointed 02/25 Resigned 04/25
Morris Bradley	1	1	Appointed 03/25

Committees

Finance, Audit and Risk Committee

Chair: Professor Brendan McCormack
Members: Pamela Michael, Professor Will Banks

The Finance, Audit and Risk Committee is a committee of the Board of the Council of Deans of Nursing and Midwifery (ANZ) Ltd (CDNM) as established under Clause 37.2 of the Constitution. The role of the Committee is to assist the Board to perform its fiduciary duties and fulfill its responsibilities in relation to the effective governance and performance of CDNM in respect of:

- All aspects of financial management and financial reporting, including the budget process
- External audit of year-end financial accounts
- Review of the internal control systems
- Risk management

The FAR committee met four times during the reporting period. Key activities included monitoring and reviewing the quarterly finance reports and the annual budget, and approving a comprehensive risk register.

Governance and Nominations Committee

Chair: Professor Ann Bonner
Members: Associate Professor Jan Dewar, Professor Karen Strickland

The Governance and Nominations Committee oversees and monitors Board performance, succession planning, director selection and director development. It also overviews CEO performance, succession planning and recruitment.

The committee met four times during the reporting period. Key activities included appointing three new non-elected Board Directors and initiating a comprehensive review of CDNM's committees' Terms of Reference.



Advisory Committees

Midwifery Advisory Committee

Chair: Kathleen Baird

Members: Robyn Maude (Deputy Chair), Di Bloxsome, Fiona Bogossian, Angela Brown, Amanda Carter, Allison Cummins, Nicki Hartney, Gina Kruger, Jayne Lawrence, Jacqui Martin, Liz Newnham, Virginia Stulz.

The Midwifery Advisory Committee has met virtually on a number of occasions throughout the 2024/2025 year. MAC continues to play a critical advisory role to the CDNM Board on midwifery matters, contributing to policy development, research initiatives, and sector-wide engagement activities across Australia and Aotearoa New Zealand.

In late 2024, MAC farewelled several valued members who stepped down from MAC: Associate Professor Michelle Newton, Dr Sally Muggleton, and Professor Moira Williamson. Their contributions over their tenure are sincerely acknowledged. The committee welcomed three new members: Professor Fiona Bogossian, Associate Professor Elizabeth Newnham and Ms Nicole Hartney.

The MAC has been the key advisory committee in the preparation of submissions which are focused on midwifery, including *expanding eligibility under the Midwife Professional Indemnity Scheme for low-risk homebirths* and *the revised Registration Standard: Endorsement for Scheduled Medicines for Midwives and the associated guidelines*.

A key piece of work has been overseeing a research project focusing on inclusivity and diversity in entry pathways for midwifery education in Australia and Aotearoa New Zealand. The report for the Council of Deans of Nursing and Midwifery (CDNM) is currently in progress, alongside a literature review and survey results paper.

Other work includes providing advice on Commonwealth Practice Payments (CPP), specifically regarding midwifery placements, and participating in the development of the National Maternity Workforce Strategy.

A number of MAC represented CDNM on various external midwifery advisory groups. With Professor Allison Cummins representing MAC in the development of the Nursing and Midwifery Academic Research Pathway (RAC), and Associate Professor Di Bloxsome and Dr Angela Brown representing midwifery on the National Placement Evaluation Centre (NPEC) prior to its transition to HESA/ANMAC.

Research Advisory Committee

Chair: Thomas Buckley

Members: Melissa Bloomer, Tracey Bucknall, Caleb Ferguson, Brendan McCormack, Matthew Parsons, Nicholas Procter, Philippa Seaton.

The Midwifery Advisory Committee has met virtually on a number of occasions throughout the 2024/2025 year. RAC has a critical role in ensuring that the CDNM's Board of Directors and the broader membership are appropriately advised about aspects of nursing and midwifery research influencing policy, education, and practice.

The RAC has been the key advisory committee in the preparation of submissions which are focused on nursing and midwifery research, including the *National Health and Medical Research Strategy* and the *Strategic Examination of R&D discussion paper*.

A key piece of work has been developing the Nursing and Midwifery Research Career Framework (NMRCF), intended to provide a reflective decision-making pathway for nurses and midwives who wish to pursue a career in research.

A key event was CDNM's inaugural Research Week 2024, which showcased high quality and diverse nursing and midwifery research.

Nursing and Midwifery Research Career Framework (NMRCF)



Member Forums

Members met face to face three times in 2024/2025 across Australia and New Zealand. These forums provided the opportunity for the Board to consult with members on key issues, for members to hear from decision makers, to network and to discuss matters of policy important to members. During 2024/2025 there were 44 members of CDNМ.





Aotearoa New Zealand

CDNM Aotearoa New Zealand continued to meet regularly, alongside Australasian meetings, to advance priorities specific to nursing education in Aotearoa New Zealand.

Throughout the year, the group collaborated closely with NETS (Nursing Education in the Tertiary Sector) and Kawawhakaruruhau Wharangi Ruamano, Māori nurse educators, to advocate for and lead initiatives that strengthen nursing education.

Engagement with the Nursing Council of New Zealand remained a key focus, with consultations on the new Nurse Practitioner and Registered Nurse designated prescribing scopes of practice, Enrolled Nurse to RN bridging pathways, RN and EN competencies, and the ongoing Nursing Education Review.



CDNM also contributed to policy development by submitting a joint response to the Government's consultation on the proposed Regulatory Standards Bill.

As an education consortium, members worked together to deliver another successful year of the Nurse Practitioner Training Pathway, with more than 100 Nurse Practitioners progressing to panel by the end of 2025.

Furthermore, all CDNM members served on the scientific organising committee for the 2025 CDNM Symposium in Christchurch, playing a central role in programme development and abstract review for the October 2025 event.

CDNM Staff



Ms Rachel Yates
Chief Executive Officer

GradDip(Mgt), AdvDipBusAdmin, B.SC Hons, B.TEC HNC

An experienced policy and advocacy professional, Rachel has held leadership roles at Universities Australia, Gidgee Healing, the Australian Medicare Local Alliance, and the Australian General Practice Network. Passionate about the intersection of education, research, and healthcare, she is dedicated to advancing nursing and midwifery professions across Australia and New Zealand. Rachel holds qualifications in Management/Business Administration, Psychology and Medical Laboratory Science and is an associate of the Australasian College of Health Services Management.



Ms Nicole Stanes
Executive Officer & Company Secretary

AdvDipAccounting, DipBusAdmin, GradCertMarketing, CertGovNFP, GIA(Cert)

Nicole has worked in higher education since 2001 and has held various roles at Monash University over this time; encompassing research, student administration and executive support and committee roles. Nicole holds qualifications in Business Administration, Accounting and a Graduate Certificate in Marketing. She has been part time with CDNM in the role of Executive Officer since 2013.



Ms Sabrina Fukuda
Communications & Policy Officer

BA

Sabrina has worked in the higher education and health industry since 2020. During this time, she has had various roles in communications, engagement, events and administration at The University of Melbourne. Sabrina holds a Bachelor of Arts degree, majoring in Linguistics. She has been part time with CDNM in the role of Communications and Policy Officer since 2022.

Advocacy

During the year July 2024 to June 2025, CDNM continued to advocate on behalf of members on matters of importance to members and in line with the strategic objectives for the organisation. This included responding to calls for submissions and consultations, developing position statements and representation on committees and advisory groups.



Advocacy

Responses to call for submissions and consultations

15

Position & Other Statements

2

Representations on Committees, Advisory Groups and Consultative Meetings

23

Responses to call for submissions and consultations

July 2024

- Review of the Criminal history registration standard

August 2024

- Post budget 3: Needs-Based Funding Implementation Consultation Paper
- Consultation paper low risk homebirths

September 2024

- ACMHN review of Standards of Practice
- SOP final draft comments

October 2024

- NMBA Preliminary consultation on the Recency of practice registration standard
- National Nursing Workforce Strategy

January 2025

- Pre-budget submission

February 2025

- NMBA targeted consultation on the new proposed Fact sheet
- National Health and Medical Research Strategy - Chair Webinar 1 Survey_Final
- Draft Commonwealth Prac Payment Guidelines for external consultation

April 2025

- NMBA Preliminary consultation on the Review of the Endorsement for scheduled medicines for midwives registration standard
- Strategic Examination of Research and Development: discussion paper

June 2025

- NMBA targeted consultation on the revised nurse practitioner registration standard and guidelines
- Fact Sheet: Dual Registration with both the Nursing and Midwifery Board of Australia

POSITION STATEMENT - PLANETARY HEALTH

PRE-ELECTION MANIFESTO 2025

Advocacy

The last twelve months has seen significant activity in both higher education and health policy reform. CDNM has advocated strongly on both fronts. Both our Federal pre-budget submission and pre-election manifesto outlined CDNM's key areas of focus. Other priority work with which CDNM has engaged has included: the Scope of Practice Review; the National Nursing Workforce Strategy; the review of the Nursing and Midwifery Standards of Practice; the National Maternal Health Workforce Plan; the potential introduction of a higher apprenticeship degree in nursing; and ongoing roll-out of higher education reforms from the Universities Accord, including the Commonwealth Prac Payment, establishment of the interim Australian Tertiary Education Commission (ATEC) and managed growth. These will all continue to be important considerations for us as we move into next year.

Representation

CDNM members and staff represent CDNM on a range of Committees, advisory groups and consultative meetings.

Australian Nursing and Midwifery Accreditation Council (ANMAC) – Board

- Kathleen Baird

ANMAC – Evolved reporting project

- Karen Strickland

ANMAC – Strategic Advisory Committee

- Karen Strickland and Fiona Bogossian

Council of National Nursing and Midwifery Organisations (CONNMO)

- Rachel Yates

Early Career Nurses and Midwives Roundtable

- Debra Thoms

Education Provider Reference Group

- Rachel Yates

Enrolled Nurse and Registered Nurse

Standards for Practice Regulatory Advisory Group

- David Edvardsson

Independent Review of the HELP Debt reduction program (Universities Australia)

- Karen Strickland

Intellectual Disability Education & Training Expert Advisory Group

- Brent Hayward

Midwifery Futures Project Working Advisory Group

- Virginia Stulz (MAC)

National Maternity Workforce Strategy

- Kathleen Baird

National Nursing and Midwifery Education Advisory Group

- Karen Strickland

National Nursing and Midwifery Education Advisory Network (NNMEAN)

- Karen Strickland and Kathleen Baird

National Rural & Remote Nursing Group

- Debra Thoms

Nursing Trailblazers awards

- Kathleen Baird

Nursing and Midwifery Strategic Reference Group (NMSRG)

- Karen Strickland

Nurse Practitioner Regulatory Framework Advisory Group

- Karen Strickland

Palliative Care Advisory Group

- Katrina Recoche

PEAK Nursing and Midwifery Organisations

- Rachel Yates

Review of Endorsement for Scheduled Medicines for Midwives RAG

- Fiona Bogossian

Review of the Midwifery Workforce Expert Advisory Group

- Fiona Bogossian

Review of the RN standards (NMBA)

- Rachael Vernon

Virtual Nursing in Aged care consultation

- Debra Thoms

Finance



Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

**(Formerly: Council of Deans of Nursing and Midwifery
Australia and New Zealand Inc.)**

**ABN 29 737 520 605
ACN 675 752 100**

Financial Statements

For the Year Ended 30 June 2025

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Contents

For the Year Ended 30 June 2025

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Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Directors Report

For the Year Ended 30 June 2025

The Directors submit their report for the period ended 30 June 2025 made in accordance with a resolution of the Directors.

Directors

The names and details of the Directors in office during the year and at the date of this report are:

Karen Strickland	Ann Bonner
Julia Slark	Kathleen Baird
Brendan McCormack	Janette Dewar (appointed Oct 2024)
Pamela Michael (appointed Feb 25)	Frank Donnelly (resigned Oct 2024)
Rachael Vernon (resigned Oct 2024)	Maira Williamson (resigned Oct 2024)
Will Banks (resigned Apr 2025)	

There were no changes in Directorships since the end of the financial year.

Principal Activities

The principal activities of the Company during the financial year were:

- to represent the disciplines of nursing and midwifery in Australia and New Zealand in universities.

In fulfilling that purpose, the council will:

- provide advice and Trans-Tasman leadership in higher education and research in the registered professions of nursing and midwifery;
- promote the development of the disciplines' education, professional practice and knowledge generation;
- promote quality standards in education and research;
- research training and knowledge transfer;
- provide leadership in the development of policy in nursing and midwifery work;
- workforce and professional practice; and
- provide leadership and develop policy with respect to the accreditation for professional practice in nursing and midwifery.

Significant Changes

In May 2025, the Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd obtained registration with the Australian Charities and Not-for-profits Commission (ACNC). This was completed in accordance with the applicable legal and regulatory requirements to better align with the organization's strategic objectives and growth plans.

No other significant changes in the nature of these activities occurred during the year.

Review of Operations

The net result of the Company for the period was a profit of \$236,805 (2024: loss of \$99,726).

In the opinion of the Directors the results of the Company's operations during the period were not substantially affected by any item, transaction or event of a material and unusual nature.

Likely Developments

The likely future developments in the operations of the Company are the continuation of the principal activities set out in this report.

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Directors' Report (Continued)

For the Year Ended 30 June 2025

Events Subsequent to the End of the Financial Period

No matters or circumstances have arisen since the end of the financial year that have significantly affected or may significantly affect the operations of the Company, the result of its operations or the state of affairs of the Company in future financial years.

There have been no material non-adjusting events after the reporting date, nor has any information been received about conditions at reporting date that have not been included in this report.

Members Guarantee

The Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd is a public Company limited by guarantee. In the event that the Company is wound up, each member may be liable to contribute to any outstanding obligations of the Company, to a maximum contribution of \$1 per member.

Dividends

No dividend has been paid, nor is any dividend proposed or recommended.

Share Capital

The Company does not have share capital.

Directors' Benefits

Since the beginning of the financial year being reported upon, no Director of the Company has received or become entitled to receive any benefit.

Directors & Auditors Indemnification

The Company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the Company or a related body corporate indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings. The Company has paid premiums in respect of a contract insuring against a liability incurred as an officer or auditor, for the costs or expenses to defend legal proceedings.

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Directors' Report (Continued)

For the Year Ended 30 June 2025

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the Company, or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or part of any proceedings.

The Company was not a party to any such proceedings during the period.

Auditor's Declaration

A copy of the auditor's independence declaration as required by section 60-40 of the *Australian Charities and Not-for-Profits Commission Act 2012* is set out on the following page.

The report is made in accordance with a resolution of the Directors.



.....
Karen Strickland
Director



.....
Ann Bonner
Director

Signed on the 18th day of September 2025



PENINSULA AUDIT

Peninsula Audit Pty Ltd
Certified Practising Accountant, Authorised Audit Company
ABN: 89 154 680 190

Auditor's Independence Declaration

To Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd,

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-Profits Commission Act 2012*, as lead auditor for the audit of To Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd for the year ended 30 June 2025, we declare that, to the best of our knowledge and belief, there have been:

- i) No contraventions of the auditor independence requirements of the *Australian Charities and Not-for-Profits Commission Act 2012* in relation to the audit, and;
- ii) No contraventions of any applicable code of professional conduct in relation to the audit.

Dated at Frankston on this 18th day of September 2025

Peninsula Audit Pty Ltd
Certified Practising Accountant
Authorised Audit Company No 415478
31 Beach Street Frankston 3199, PO Box 309 Frankston Victoria 3199
Telephone (03) 9781 2633 – Fax (03) 9781 3073
Email – davids@peninsulaaudit.com.au

David A Szepefalusy
Director



Peninsula Audit Pty
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Practice

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scheme approved
under Professional
Standards Legislation

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Directors' Declaration

For the Year Ended 30 June 2025

The Directors have determined that the Company is not a reporting entity. The Directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the Company declare that:

1. The financial statements and notes:
 - a) Comply with Accounting Standards as detailed in Note 1 to the financial statements and the *Australian Charities and Not-for-profits Commission Act 2012*; and
 - b) Give a true and fair view of the financial position as at 30 June 2025 and performance for the period ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. In the Directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Directors.



Karen Strickland
Director



Ann Bonner
Director

Signed on the 18th day of September 2025

Council of Deans of Nursing and Midwifery Australia and New Zealand LtdABN 29 737 520 605
ACN 675 752 100**Statement of Profit or Loss and Other Comprehensive Income****For the Year Ended 30 June 2025**

	Note	2025 \$	2024 \$
Continuing Operations			
Income			
Membership Fees		420,578	394,679
Interest Income		25,478	19,721
Clinical Facilitators Course		229,502	-
Research Week		37,339	-
Mental Health First Aid Training		36,600	-
Miscellaneous Income		24,521	1,000
Total Income		<u>774,018</u>	<u>415,400</u>
Less Expenditure			
Accounting & Auditor's Remuneration		12,583	25,436
Consultancy Fees & Wage Expenditure		341,300	253,314
Dues & Subscriptions		3,318	2,925
Events		25,000	27,322
Information System		4,964	5,282
Insurance		3,480	3,479
Meetings & Workshops		38,626	36,947
Travel & Accommodation		27,696	18,099
Preceptorship Program		44,150	119,802
Other Miscellaneous Expenses		36,096	22,520
Total Expenditure		<u>537,213</u>	<u>515,126</u>
Operating Profit / (Loss) From Continuing Operations		<u>236,805</u>	<u>(99,726)</u>
Other Comprehensive Income			
Items that may be reclassified subsequently to profit or loss		-	-
Items that will not be reclassified subsequently to profit or loss		-	-
Total Comprehensive Income / (Loss)		<u>236,805</u>	<u>(99,726)</u>

The accompanying notes form part of these financial statements

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Statement of Financial Position

As at 30 June 2025

	Note	2025 \$	2024 \$
Current Assets			
Cash and Cash Equivalents	2	999,613	733,900
Trade and Other Receivables		79,583	33,502
Prepayments		-	25,000
Total Current Assets		<u>1,079,196</u>	<u>792,402</u>
Total Assets		<u>1,079,196</u>	<u>792,402</u>
Current Liabilities			
Trade and Other Payables	3	<u>148,382</u>	<u>98,393</u>
Total Current Liabilities		<u>148,382</u>	<u>98,393</u>
Total Liabilities		<u>148,382</u>	<u>98,393</u>
Net Assets		<u>930,814</u>	<u>694,009</u>
Equity			
Retained Earnings		<u>930,814</u>	<u>694,009</u>
Total Equity		<u>930,814</u>	<u>694,009</u>

The accompanying notes form part of these financial statements

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Statement of Changes in Equity

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Equity			
<i>Retained Earnings</i>			
Opening Balance		694,009	793,735
Net Operating Profit / (Loss) for the year		236,805	(99,726)
Other Comprehensive Income		-	-
Closing Balance		<u>930,814</u>	<u>694,009</u>
Total Equity		<u><u>930,814</u></u>	<u><u>694,009</u></u>

The accompanying notes form part of these financial statements

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Statement of Cash Flows

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Cash Flows From Operating Activities			
Receipts from Members & Customers		727,937	413,725
Payments to Suppliers & Employees		(462,224)	(438,383)
Net Cash Provided By Operating Activities	4(b)	<u>265,713</u>	<u>(24,658)</u>
Net Increase / (Decrease) in Cash Held		265,713	(24,658)
Cash at the Beginning of the Financial Year		<u>733,900</u>	<u>758,558</u>
Cash at the End of the Financial Year	4(a)	<u><u>999,613</u></u>	<u><u>733,900</u></u>

The accompanying notes form part of these financial statements

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Notes to the Financial Statements

For the Year Ended 30 June 2025

Note 1: Material Accounting Policy Information

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The Company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

In the Directors' opinion, the Company is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the *Australian Charities and Not-for-Profits Commission Act 2012*. The Directors have determined that the accounting policies adopted are appropriate to meet the needs of the members of Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 '*Presentation of Financial Statements*', AASB 107 '*Statement of Cash Flows*', AASB 108 '*Accounting Policies, Changes in Accounting Estimates and Errors*', AASB 1048 '*Interpretation of Standards*' and AASB 1054 '*Australian Additional Disclosures*', as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires Management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 1(k).

a) Comparative Figures

Where required in providing more relevant and reliable information, comparative figures have been adjusted to conform with changes in presentation for the current financial year

b) Income Tax

The Association is exempt under Division 50 of the Income Tax Assessment Act 1997 as a non-profit organisation. As such, no allowance has been made for Income Tax.

c) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

Notes to the Financial Statements (Continued)

For the Year Ended 30 June 2025

Note 1: Material Accounting Policy Information (Continued)

d) Revenue and Other Income

The Company recognises revenue as follows:

Revenue from contracts with customers

The Association recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Association and specific criteria have been met for each of Council of Deans of Nursing and Midwifery Australia and New Zealand's activities as discussed below.

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

Interest revenue is recognised when received.

e) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the Statement of Financial Position.

f) Trade and Other Receivables

Trade and other receivables include amounts due from members as well as amounts receivable from donors in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

g) Trade and Other Payables

Trade and other payables represent the liabilities outstanding at the end of the reporting period for goods and services received by the Association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

h) Current and non-current classification

Assets and liabilities are presented in the Statement of Financial Position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Association's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Association's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Notes to the Financial Statements (Continued)

For the Year Ended 30 June 2025

i) Critical Accounting judgements, estimates and assumptions

The preparation of the financial statements requires Management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, Management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd

ABN 29 737 520 605
ACN 675 752 100

Notes to the Financial Statements (Continued)

For the Year Ended 30 June 2025

	2025 \$	2024 \$
Note 2: Cash and Cash Equivalents		
Cheque Account ANZ	78,821	233,900
Cheque Account Bendigo	420,792	-
Term Deposit	500,000	500,000
	<u>999,613</u>	<u>733,900</u>

Note 3: Trade and Other Payables

Trade Creditors	144,193	94,494
Credit Card(s)	4,189	3,899
	<u>148,382</u>	<u>98,393</u>

Note 4: Notes to the Statement of Cash Flows

(a) Reconciliation of Cash

Cash at Bank	<u>999,613</u>	<u>733,900</u>
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(b) Reconciliation Of Cash Flows From Operations With Operating Profit / (Loss) From Continuing Operations

Changes in Assets and Liabilities		
(Increase)/Decrease in Trade and Other Receivables	(46,081)	(1,675)
Increase/(Decrease) in Trade and Other Payables	49,989	76,743
	<u>265,713</u>	<u>(24,658)</u>

Note 5: Remuneration of the Auditor

Audit of the Financial Statements	4,000	4,000
Other Services	1,000	1,000
	<u>5,000</u>	<u>5,000</u>

Note 6: Events After the Reporting Period

No matter or circumstance has arisen since 30 June 2025 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

Note 7: Members' Guarantee

The Company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$1 towards meeting any outstanding obligations of the entity. At 30 June 2025, the number of members was 44 (2024: 44).

Note 8: Entity Details

The registered office and principal place of business is:
PO Box 527
Frankston VIC 3199



**Independent Auditor's Report
To the Members of Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd
ABN 29 737 520 605
ACN 675 752 100**

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd, which comprises the Statement of Financial Position as at 30 June 2025, the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity and Statement of Cash Flows for the year then ended, notes comprising a summary of material accounting policies and other explanatory information, and the Directors' declaration.

In our opinion, the accompanying financial report of Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- i. giving a true and fair view of the company's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- ii. complying with Australian Accounting Standards to the extent described in Note 1 and the *Australian Charities and Not-for-profits Commission Act 2012*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the Directors of Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd, would be in the same terms if given to the Directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Directors' financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Information Other than the Financial Report and Auditor's Report Thereon

The Directors of the Company are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Independent Auditor's Report (Continued)
To the Members of Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd
ABN 29 737 520 605
ACN 675 752 100

Responsibilities of the Directors for the Financial Report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and is appropriate to meet the needs of the members. The Directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The Directors of the Company are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



PENINSULA AUDIT

Peninsula Audit Pty Ltd
Certified Practising Accountant, Authorised Audit Company
ABN: 89 154 680 190

Independent Auditor's Report (Continued)
To the Members of Council of Deans of Nursing and Midwifery Australia and New Zealand Ltd
ABN 29 737 520 605
ACN 675 752 100

Dated at Frankston on this 18th day of September 2025

Peninsula Audit Pty Ltd
Certified Practising Accountant
Authorised Audit Company No 415478
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David A Szepefalusy
Director



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