Inherent Requirements for Bachelor of Nursing HED007 - Student Fact Sheet

These inherent requirements apply to: HED007: Bachelor of Nursing (BoN)

INTRODUCTION

Inherent requirements are the essential components of a course or unit that demonstrate the abilities, knowledge and skills to achieve the core learning outcomes of the course or unit, while preserving the academic integrity of the institute's learning, assessment and accreditation processes. The inherent requirements are the abilities, knowledge and skills needed to complete the course that must be met by all students.

Inherent requirements are therefore essential in becoming a registered nurse and may be used to assess any conditions or disabilities, and make reasonable adjustments. While on placement, you will experience the same situations and tasks as a registered nurse, and some will require specific mental and physical skills and abilities.

The Australian Disability Clearinghouse on Education and Training (ADCET) states: *The inherent or essential requirements are those that students must pass in order to complete a course/unit/program. They are those components, which if removed or substituted would substantially impact on the learning outcomes.*

TAFE Queensland has obligations under the Disability Discrimination Act 1992 (Cth), the Anti-Discrimination Act 1991 (QLD) and the Disability Standards for Education 2005 (Cth) to ensure that reasonable adjustments are available. **Students with a disability or chronic health condition may be able to have reasonable adjustments made to enable them to meet these requirements.**

> Reasonable adjustment is a term used in the education and employment sectors to refer to any modification made to the learning environment, certification requirements, educational delivery or assessment method to help learners with disability access and participate in education on the same basis as those without disability. An adjustment is reasonable if it balances the interests of all parties affected. TAFE Queensland cannot guarantee industry will be able to accommodate a student's specific support requirements or needs, for their individual circumstance.
>
> Adjustments must be reasonable and cannot compromise the academic integrity of a course. Reasonable adjustments assist students in achieving the inherent requirements and are not a substitute for them. For more information, contact our AccessAbility Support Office or visit https://tafeqld.edu.au/current-students/support-services

TAFE Queensland is committed to making reasonable adjustments to teaching and learning, assessment, clinical practice and other activities to enable students to participate in their course. Reasonable adjustments must not fundamentally change the nature of the inherent requirement. Students are required to undertake activities which reflect the Australian health care context which may include mixed gender, religious and culturally diverse environments.

TAFE Queensland's capacity to accommodate eligible requests is subject to the availability of placements provided to TAFE Queensland and/or healthcare facility limitations.

To support potential and current students' decision making, a series of inherent requirement statements have been developed. These statements specify the course requirements of the undergraduate nursing course for student admission and progression. The statements are clustered under eight domains consisting of ethical behaviour, behavioural stability, legal, communication, cognition, sensory abilities, strength and mobility and sustainable performance.

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HOW TO READ THE INHERENT REQUIREMENT STATEMENTS

If you are intending to apply for admission into the Bachelor of Nursing at TAFE Queensland, you should review these inherent requirement statements and think about whether you may experience challenges in meeting these requirements.

If you think you may experience challenges for any reason including a disability, chronic health condition, you should discuss your concerns with the Student Support or AccessAbility Officer or the Course Coordinator. These staff can work collaboratively with you to determine reasonable adjustments to assist you to meet the inherent requirements in this Course. In the case where it is determined that inherent requirements cannot be met with reasonable adjustments, TAFE Queensland can provide guidance regarding other study options.

These inherent requirements should be read in conjunction with other information, including the course rules and Nursing and Midwifery Board of Australia publications, such as:

- Guidelines for Mandatory Notifications
- Professional Boundaries for Nurses
- National Competency Standards for the Registered Nurse.

The inherent requirements are made up of the following five components and domains:

- Level 1 - introduction to the inherent requirement
- Level 2 - description of the inherent requirement
- Level 3 - explanation of why this is an inherent requirement of the course
- Level 4 - the nature of any adjustments that may be made to allow you to meet the requirement
- Level 5 - examples of things you must be able to do to show you've met the requirement – these are examples only and not a comprehensive list

There are nine domains of inherent requirements in the Bachelor of Nursing. Some domains have a number of sub-domains.

- Ethical behaviour
- Behavioural stability
- Legal
- Communication
- Cognition
- Safe Practice
- Sensory ability
- Strength and mobility
- Sustainable performance

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INHERENT REQUIREMENT STATEMENTS

ETHICAL BEHAVIOUR*

Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator.

Inherent requirement statements	
1	Nursing is a profession governed by competency standards, codes of ethics, professional conduct and professional boundaries where nurses are both accountable and responsible for ensuring professional behaviour in all contexts.
2	Student demonstrates knowledge of, and engages in ethical behaviour in practice.
3	**Justification of inherent requirement:** Compliance with the standards, codes, guidelines and policies facilitates safe, competent interactions and relationships for students and/or the people with whom they engage. This supports the physical, psychological, emotional and spiritual wellbeing of all.
4	**Adjustments** must ensure the standards, codes, guidelines and policies are not compromised or result in unethical behaviour.
5	**Exemplars**: ○ Demonstrating appropriate behaviour with confidential information in classroom and clinical settings ○ Demonstrate ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour

BEHAVIOURAL STABILITY*

Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Inherent requirement statements	
1	Behavioural stability is required to function and adapt effectively and sensitively in this role.
2	Student demonstrates behavioural stability to work constructively in a diverse and changing academic and clinical environment.
3	**Justification of inherent requirement**: Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Nursing students will be exposed to emergency situations and human suffering and will be required to have behavioural stability to manage these events.
4	**Adjustments** must support stable, effective and professional behaviour in both academic and clinical settings.
5	**Exemplars**: ○ Being receptive and responding appropriately to constructive feedback. ○ Coping with own emotions and behaviour effectively when dealing with individuals in the clinical setting.

LEGAL*

Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Inherent requirement statements	
1	Nursing practice is mandated by specific legislation to enable the safe delivery of care.
2	Student demonstrates knowledge and compliance with Australian Law, professional regulations and scope of practice.
3	**Justification of inherent requirement**: ○ Knowledge, understanding, and compliance with legislative and regulatory requirements are necessary pre-requisites to clinical placements in order to reduce the risk of harm to self and others ○ Compliance with these professional regulations and the Australian Law ensures that students are both responsible and accountable for their practice.
4	**Adjustments** must be consistent with legislative and regulatory requirements.
5	**Exemplars**: ○ Complying with the requirement for student registration with the Australian Health Practitioner Regulation Agency (AHPRA) ○ Complying with relevant child protection and safet, work health and safety and anti-discrimination legislation. For examples of applicable Australian Federal legislation visit Comply with relevant legislation including child protection and safety, work health and safety, and anti-discrimination legislation. For examples of applicable Australian Federal legislation visit https://www.comlaw.gov.au/(external link).

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COMMUNICATION*

This course requires effective, verbal, non-verbal and written communication skills. Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Verbal

Inherent requirement statements	
1	Effective and efficient verbal communication (in English) is an essential requirement to provide safe delivery of care.
2	Student demonstrates: ○ Sensitivity to individual and/or cultural differences ○ The ability to understand and respond to verbal communication accurately, appropriately and in a timely manner ○ The ability to provide clear instructions in the context of the situation ○ Timely clear feedback and reporting
3	**Justification of inherent requirement**: ○ Communicating in a way that displays respect and empathy to others and develops trusting relationships ○ Communication may be restricted to verbal because of physical limitations of the individual (e.g. injury, disease or congenital conditions) ○ Speed and interactivity of communication may be critical for individual safety or treatment ○ Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management
4	**Adjustments** must address effectiveness, timeliness, clarity and accuracy issues to ensure safety and appropriate care.
5	**Exemplars**: ○ Participating in tutorial, simulation and clinical discussions ○ Responding appropriately to a care request in the clinical environment

Non-Verbal

Inherent requirement statements	
1	Effective non-verbal communication is fundamental to nursing and needs to be respectful, clear, attentive, empathetic and non-judgmental.
2	Student demonstrates: ○ The capacity to recognise, interpret and respond appropriately to behavioural cues ○ Consistent and appropriate awareness of own behaviours ○ Sensitivity to individual and/or cultural differences
3	**Justification of inherent requirement**: ○ The ability to observe and understand non-verbal cues assists with building rapport with people and gaining their trust and respect in academic and professional relationships ○ Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust in academic and professional relationships ○ Being sensitive to individual and/or cultural differences displays respect and empathy to others and develops trusting relationships ○ The ability to observe and understand non-verbal cues is essential for the safe and effective observation of patient symptoms and reactions to facilitate the assessment and treatment of patients
4	**Adjustments** must enable the recognition, initiation of or appropriate response of effective non- verbal communication in a timely and appropriate manner.
5	**Exemplars**: ○ Recognising and responding appropriately in classroom situations ○ Recognising and responding appropriately to cues in the clinical environment

Written

Inherent requirement statements	
1	Effective written communication, in English, is a fundamental nursing responsibility with professional and legal ramifications.
2	Student demonstrates capacity to construct coherent written communication appropriate to the circumstances.
3	**Justification of inherent requirement**: ○ Construction of written text-based assessment tasks to reflect the required academic standards are necessary to convey knowledge and understanding of relevant subject matter for professional practice ○ Accurate written communication, including record-keeping and patient notes, is vital to provide consistent and safe patient care.
4	**Adjustments** must meet necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in both academic and clinical settings.

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5	**Exemplars**: ○ Constructing an essay to academic standards ○ Constructing a nursing report in a timely manner that meets professional standards

COGNITION*

This course requires knowledge of theory and the skills of cognition, literacy and numeracy. Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Knowledge and Cognitive Skills

Inherent requirement statements	
1	Consistent knowledge and effective cognitive skills must be demonstrated to provide safe and competent nursing care.
2	Student demonstrates: ○ The capacity to locate appropriate and relevant information ○ The ability to process information relevant to practice ○ The ability to integrate and implement knowledge in practice
3	**Justification of inherent requirement**: Safe and effective delivery of nursing care is based on comprehensive knowledge that must be sourced, understood and applied appropriately
4	**Adjustments** must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded.
5	**Exemplars**: ○ Ability to conceptualise and use appropriate knowledge in response to academic assessment items ○ Applying knowledge of policy and procedures in the clinical setting

Literacy (Language)

Inherent requirement statements	
1	Competent literacy skills are essential to provide safe and effective delivery of care.
2	Student demonstrates: ○ The ability to accurately acquire information and accurately convey appropriate effective messages ○ The ability to read and comprehend a range of literature and information ○ The capacity to understand and implement academic conventions to construct written text in a scholarly manner
3	**Justification of inherent requirement**: ○ The ability to acquire information and to accurately convey messages is fundamental to ensure safe and effective assessment, treatment and delivery of care ○ The ability to read, decode, interpret and comprehend multiple sources of information is fundamental for the safe and effective delivery of nursing care
4	**Adjustments** must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information.
5	**Exemplars**: ○ Demonstrates the ability to listen to information ○ Demonstrates the ability to convey a spoken message accurately ○ Demonstrates ability to paraphrase, summarise and reference in accordance with appropriate academic conventions ○ Demonstrates accurate, concise and clear nursing documentation

Numeracy

Inherent requirement statements	
1	Competent and accurate numeracy skills are essential for safe and effective care.
2	Student demonstrates the ability to interpret and correctly apply data, measurements and numerical criteria.
3	**Justification of inherent requirement**: Competent application of numeracy skills is essential in nursing to facilitate the safe and effective delivery of nursing care
4	**Adjustments** must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner.
5	**Exemplars**: ○ Performing accurate drug calculations ○ Demonstrating accurate recording on a fluid balance chart

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SAFE PRACTICE^

Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Inherent requirement statements	
1	Nursing involves compliance with safe practice sufficient to meet patient care needs, including considerations of current scope of practice, workplace health and safety and infection control. Nursing also involves compliance with NSQHS National safety quality health service standards
2	Student demonstrates ongoing knowledge and compliance with Australian Law, professional regulations and scope of practice.
3	**Justification of inherent requirement:** Compliance with current scope of practice, workplace health and safety, infection control considerations and effective and timely response to alarm systems are required to provide safe environments for students, staff and others.
4	**Adjustments** must be consistent with current legislative and regulatory requirements.
5	**Exemplars**: ○ Limit task performance to current scope of practice; ○ Comply with relevant workplace health & safety policies for equipment use and storage; ○ Remain up to date with first aid and CPR knowledge and practice; ○ Work safely with clients with infectious diseases and with reduced immunity; ○ Be able to respond to alarm systems to maintain safety and/or effective health management for self and patients.

SENSORY ABILITY*

This course requires adequate visual, auditory and tactile abilities. Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Visual

Inherent requirement statements	
1	Adequate visual acuity is required to provide safe and effective nursing care.
2	Student demonstrates sufficient visual acuity to perform the required range of skills.
3	**Justification of inherent requirement**: ○ Sufficient visual acuity is necessary to demonstrate the required range of skills, tasks and assessments to maintain consistent, accurate and safe care to self and others ○ Visual observations, examination and assessment are fundamental to safe and effective nursing practice
4	**Adjustments** must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the vision impairment must be effective, consistent and not compromise treatment or safety.
5	**Exemplars**: ○ Accurately drawing up medication to administer ○ Observing and detecting subtle changes in wounds

Auditory

Inherent requirement statements	
1	Auditory ability is required to provide safe and effective nursing care.
2	Student demonstrates sufficient aural function to undertake the required range of skills.
3	**Justification of inherent requirement**: ○ Sufficient auditory ability is necessary to monitor, assess and manage an individual's health needs consistently and accurately ○ Auditory assessments and observations are fundamental to safe and effective nursing practice
4	**Adjustments** must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the hearing loss must be effective, consistent and not compromise treatment or safety.
5	**Exemplars**: ○ Accurately undertaking a blood pressure measurement by auscultation ○ Detecting care request by activation of call bell or calls for help

Tactile

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Inherent requirement statements	
1	Sufficient tactile ability is required to perform competent and safe nursing care.
2	Student demonstrates adequate tactile function sufficient to undertake the required range of skills and assessments.
3	○ Justification of inherent requirement: ○ Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide thorough nursing care ○ Tactile assessments and observations are fundamental to safe and effective nursing practice
4	**Adjustments** must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.
5	**Exemplars**: ○ Detecting any changes in circulation observations e.g. temperature and pulse palpation ○ Conducting a physical assessment and detecting any anatomical abnormalities

STRENGTH & MOBILTY*

This course requires strength and mobility involving fine and gross motor skills. Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Gross Motor

Inherent requirement statements	
1	Nursing involves physical demands and requires gross motor function.
2	Student demonstrates the ability to perform gross motor skills to function within scope of practice.
3	**Justification of inherent requirement**: Sufficient gross motor skills are necessary to perform, coordinate and prioritise care. Tasks that involve gross motor skills include lifting, carrying, pushing, pulling, standing, twisting and bending. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others
4	**Adjustments** should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care.
5	**Exemplars**: ○ Maintaining balance while safely mobilising and transferring individuals or resources ○ Able to safely retrieve and utilise stock and equipment

Fine Motor

Inherent requirement statements	
1	Nursing is a profession that requires manual dexterity and fine motor skills.
2	Student demonstrates the ability to use fine motor skills to provide safe effective care.
3	**Justification of inherent requirement**: Sufficient fine motor skills are necessary to perform, coordinate and prioritise care. Tasks that involve fine motor skills include being able to grasp, press, push, turn, squeeze and manipulate various objects and individuals. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others
4	**Adjustments** should facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care.
5	**Exemplars**: ○ Performing an aseptic wound dressing ○ Able to prime, accurately insert and set prescribed rate on an infusion device

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SUSTAINABLE PERFORMANCE*

Adjustments specific to the individual can be discussed with the Student Support or AccessAbility Officer or Course Coordinator

Inherent requirement statements	
1	Nursing practice requires both physical and mental performance at a consistent and sustained level.
2	Student demonstrates: ○ Consistent and sustained level of physical energy to complete a specific task in a timely manner and over time ○ The ability to perform repetitive activities with a level of concentration that ensures a capacity to focus on the activity until it is completed appropriately ○ The capacity to maintain consistency and quality of performance throughout the designated period of time
3	**Justification of inherent requirement**: Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care
4	**Adjustments** must ensure that performance is consistent and sustained over a given period.
5	**Exemplars**: ○ Participating in tutorials, lectures, skills ○ Provide consistent care over a negotiated time frame

^ Adopted from James Cook University.

*Developed from: Johnson, A., Allan,T., Phillips,K., Azzopardi,T., Dickson,C., Goldsmith,M & Hengstberger- Sims, C. (2011). Inherent Requirements of Nursing Education (IRONE), UWS School of Nursing & Midwifery and Student Equity & Disability Services.

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