

Inherent Requirements for the Bachelor of Dental Prosthetics HED004 Fact Sheet - Student



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 not the same as compulsory requirements. Inherent requirements are the academic and other requirements that students must have in order to achieve course learning outcomes and are specific to a particular course.

Compulsory requirements are broader and are applicable to all students at TAFE Queensland or specifically for your course. Compulsory requirements can include both compliance with TAFE Queensland policies, procedures and regulations and the mandatory requirements associated with the course of study e.g. attendance, completion of assignments, police checks, and immunisations.

Why are they important?

Inherent requirements ensure the academic integrity of a course is maintained and preserves TAFE Queensland's learning, assessment and accreditation processes. They must be met by all students.

To successfully complete a course at TAFE Queensland, you need to be able to meet all the inherent requirements. If you are applying for a course, you should read the inherent requirements carefully to ensure you are able to meet them.

If you have a disability or chronic health condition, you need to let us know by contacting a Disability Officer to talk about the adjustments that may be put in place so you can meet the requirements.

Reasonable Adjustment

TAFE Queensland assists students who are experiencing a disability to participate in this course, and achieve the inherent requirements of the course, on the same basis as someone who is not experiencing a disability. To do this, we work with our students and placement providers (if relevant) to develop agreed reasonable adjustments in accordance with TAFE Queensland's AccessAbility Services Procedure. (See the website: <https://tafeqld.edu.au/current-students/support-services> for information).

Reasonable Adjustment

A reasonable adjustment is an arrangement, support, or modification, agreed in an AccessAbility Plan to enable participation in learning and achievement of course requirements.

It applies to all areas of enrolment, participation, curriculum, facilities and services and is reasonable if it is based on the individual's needs and abilities and is balanced with the interests of all parties affected. This includes balancing the interests of:

- the learner with disability
- associate(s) of the learner
- TAFE Queensland
- educators and staff members involved with assisting the learner
- other students

Reasonable adjustments may include physical, environmental, administrative and procedural measures or actions.

In assessing whether an adjustment is reasonable, TAFE Queensland is entitled, in accordance with the *Disability Education Standards*, to maintain the inherent requirements of a course. If inherent requirements cannot be met with reasonable adjustments, TAFE Queensland provides guidance regarding other study options

To support your decision making, a series of inherent requirement statements have been developed. These statements specify the requirements of the undergraduate dental prosthetics course for student admission and ongoing enrolment.

HOW TO READ THE INHERENT REQUIREMENT STATEMENTS

If you are intending to enrol in the undergraduate dental prosthetics course at TAFE Queensland, you should look at 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.

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

- [Guidelines for Mandatory Notifications](#)

The following 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 Dental Prosthetics. Some domains have a number of sub-domains.

- Ethical & Professional behaviour
- Behavioural stability/adaptability
- Legal
- Safe Practice
- Communication
- Sustainable performance
- Cognition
- Sensory ability
- Motor ability

INHERENT REQUIREMENT STATEMENTS

ETHICAL AND PROFESSIONAL BEHAVIOUR*

Adjustments specific to the individual can be discussed with the [Student Support or AccessAbility Officer](#) or Course Coordinator.

Inherent requirement statements	
1	The Dental profession is governed by competency standards , codes of conduct , and professional boundaries where dental prosthetists are both accountable and responsible for ensuring professional behaviour in all contexts.
2	Student demonstrates knowledge of, and engages in ethical behaviour in their professional practice.
3	Justification of inherent requirement: Compliance with TAFE Queensland and Australian Dental Council (ADC) competencies, 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: <ul style="list-style-type: none"> ○ Demonstrate ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour ○ Comply with academic and non-academic conduct codes and policies and professional standards ○ Identify and enact relevant applications of these codes and standards, including those relating to plagiarism, informed consent, privacy, confidentiality, and equitable and respectful behaviour in academic and clinical settings.

BEHAVIOURAL STABILITY/adaptability*

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. Clinician 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: <ul style="list-style-type: none"> ○ Being receptive and responding appropriately to constructive feedback. ○ Coping with own emotions and behaviour effectively when dealing with individuals in the clinical setting. ○ Adjust ways of working to work within teams of varied personal and professional backgrounds and clinical opinions to facilitate effective patient decisions. ○ Maintain respectful communication practices in times of increased stressors or workloads

LEGAL*

Adjustments specific to the individual can be discussed with the [Student Support or AccessAbility Officer](#) or Course Coordinator

Inherent requirement statements	
1	The dental profession is mandated by specific Australian legislation to enable the safe delivery of patient care.
2	Student demonstrates knowledge and compliance with Australian Law, professional regulations and scope of practice.
3	Justification of inherent requirement: <ul style="list-style-type: none"> ○ 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: <ul style="list-style-type: none"> ○ Complying with the requirement for student registration with AHPRA ○ Complying with relevant child protection and safety, work health and safety and anti-discrimination legislation.

SAFE PRACTICE^

Adjustments specific to the individual can be discussed with the [Student Support or AccessAbility Officer](#) or Course Coordinator

Inherent requirement statements	
1	Dental prosthetics involves compliance with safe practice sufficient to meet patient care needs, including considerations of current scope of practice, workplace health and safety; infection control and immunisation requirements.
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: <ul style="list-style-type: none">○ 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.

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: <ul style="list-style-type: none">○ 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: <ul style="list-style-type: none">○ Effective verbal communication, in English, with patients and TAFE and clinical staff is required for effective learning and to provide safe and effective delivery of care/practice.
4	Adjustments must address effectiveness, timeliness, clarity and accuracy issues to ensure safety and appropriate care.
5	Exemplars: <ul style="list-style-type: none">○ Participating in tutorial, simulation and clinical discussions○ Responding appropriately to a care request in the clinical environment○ Understand and respond to verbal communication accurately and appropriately in a time-constrained environment when a patient provides vital information○ Build rapport with a patient to encourage full disclosure of symptoms○ Present information more formally to, and engage in developing discussions with, a wider audience, including clinical presentations

Non-Verbal^

Inherent requirement statements	
1	Effective non-verbal communication with others that is respectful, clear, attentive, empathetic and non-judgmental.
2	Student demonstrates: <ul style="list-style-type: none"> ○ 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 recognise, interpret and respond to non-verbal cues, to communicate with congruent and respectful non-verbal behaviour, and to be sensitive to individual and/or cultural variations in non-verbal communication is essential for safe and effective care.
4	Adjustments must enable the recognition, initiation of or appropriate response of effective non-verbal communication in a timely and appropriate manner.
5	Exemplars: <ul style="list-style-type: none"> ○ Recognising and responding appropriately in classroom situations ○ Recognising and responding appropriately to cues in the clinical environment ○ Recognise cues in facial expression, appearance, behaviour, posture, movement for a patient from another culture with no speech ○ Deliver information to a distressed patient/client incorporating non-verbal behaviour that matches the nature of the information ○ Recognise and adjust to differing touch preferences of patients

Written^

Inherent requirement statements	
1	Effective written communication, in English, is a fundamental responsibility with professional and legal ramifications.
2	Student demonstrates capacity to construct coherent written communication appropriate to the circumstances.
3	Justification of inherent requirement: <ul style="list-style-type: none"> ○ 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.
5	Exemplars: <ul style="list-style-type: none"> ○ Constructing an essay to academic standards ○ Communicate complex academic and clinical perspectives in writing. ○ Constructing reports in a timely manner that meets professional standards

SUSTAINABLE PERFORMANCE*^

Adjustments specific to the individual can be discussed with the [Student Support or AccessAbility Officer](#) or Course Coordinator

Inherent requirement statements	
1	Dental practice requires both physical and mental performance at a consistent and sustained level.
2	Student demonstrates: <ul style="list-style-type: none"> ○ 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: <ul style="list-style-type: none"> ○ Sustain study practices and clinical performance to sufficiently engage with the learning workload for a study period, and for the degree and accreditation requirements, within a constrained timeframe ○ Sustain a working posture, associated manual tasks, cognitive engagement, performance level and emotional control for the full duration of a patient care process e.g. extended patient assessments with minimal breaks ○ Sustain performance for durations that are manageable within overall shift-planning for patient care

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	Knowledge acquisition, utilisation and retention spanning and drawing together all coursework subjects. Cognitive skills for focus, memory, attention to detail, theoretical deliberation, and practical functioning sufficient to meet patient care needs.
2	Student demonstrates: <ul style="list-style-type: none">○ 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 patient 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: <ul style="list-style-type: none">○ Ability to conceptualise and use appropriate knowledge in response to academic assessment items○ Make safe and appropriate patient care decisions from retained knowledge○ Assess the application of policy and procedures in the context of clinical situations;○ Source research and use an evidence-based framework to make sound decisions between clinical management options○ Perform clinical history assessment, formulation of diagnosis and structuring of treatments plans appropriate to patients' needs○ Notice and respond effectively to critical small changes in instructions, measurements or observable symptoms

Numeracy

Inherent requirement statements	
1	Competent and accurate numeracy skills are essential for safe and effective patient care decisions.
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 to facilitate the safe and effective delivery of patient care
4	Adjustments must demonstrate a capacity to interpret and apply numerical concepts and processes appropriately in a timely, accurate and effective manner.
5	Exemplars: <ul style="list-style-type: none">○ Calculate correct drug dosages in a time- constrained environment○ Determine working length for various treatments.○ Understand and interpret dental measurements and indices.

Literacy (Language)

Inherent requirement statements	
1	Competent literacy skills are essential to provide safe and effective delivery of patient care.
2	<p>Student demonstrates:</p> <ul style="list-style-type: none"> ○ 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	<p>Justification of inherent requirement:</p> <ul style="list-style-type: none"> ○ 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 patient care/practice.
4	Adjustments must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information.
5	<p>Exemplars:</p> <ul style="list-style-type: none"> ○ Demonstrates the ability to listen to information provided in English ○ Demonstrates the ability to convey a spoken message accurately in English ○ Comprehend, summarise and reference a range of literature in accordance with appropriate academic conventions in written assignments ○ Produce accurate, concise and clear medical notes, records, reports, diagnostic requests, and other documentation in English.

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 patient care.
2	Student demonstrates sufficient visual acuity to perform the required range of skills sufficiently to manage learning environments and to meet patient care needs.
3	<p>Justification of inherent requirement:</p> <ul style="list-style-type: none"> ○ 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 patient care.
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	<p>Exemplars:</p> <ul style="list-style-type: none"> ○ Accurately drawing up medication to administer ○ Observe and detect subtle changes in oral cavity including spatial relationships using reflected vision tools (mirrors). ○ Observe and detect subtle changes in individual behaviour (e.g. facial expressions with pain). ○ Judge images produced, particularly in low contrast and small image details. ○ Monitor the clinical setting. ○ Demonstrate three-dimensional perception and acuity.

Auditory^

Inherent requirement statements	
1	Auditory ability is required to provide safe and effective patient care.
2	Student demonstrates sufficient aural function to undertake the required range of skills to manage learning environments and to meet patient care needs.
3	Justification of inherent requirement: <ul style="list-style-type: none">○ 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 patient care.
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: <ul style="list-style-type: none">○ Detect and discriminate changes in pain or breathing sounds○ Detect and discriminate alarms, emergency calls over PA systems, and urgent verbal information for patient care○ Follow developing discussions with colleagues for patient care decisions

Tactile^

Inherent requirement statements	
1	Sufficient tactile ability is required to perform competent and safe patient care.
2	Student demonstrates adequate tactile function sufficient to undertake the required range of skills and assessments.
3	Justification of inherent requirement: <ul style="list-style-type: none">○ Elements in the working environment are detected and measured by tactile means directly and via instruments, and the ability to learn from or respond to these inputs is required to provide safe and effective practice.○ The appropriate use of touch as a part of effective patient care is also required.
4	Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.
5	Exemplars: <ul style="list-style-type: none">○ Detect and discriminate fine levels of hardness, softness and elasticity and provide accurate and appropriate level of feedback to motor skills○ Apply appropriate pressure when inserting needles or using dental instruments○ Provide patient care through appropriate and reassuring touch

MOTOR ABILITY*

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	Dental Prosthetics involves physical demands and requires gross motor function to meet patient care needs.
2	Student demonstrates the ability to perform gross motor skills to function within scope of practice.
3	Justification of inherent requirement: <p>Sufficient gross motor skills are necessary to perform, coordinate and prioritise patient 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</p>
4	Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care.
5	Exemplars: <ul style="list-style-type: none">○ Able to safely retrieve and utilise stock and equipment○ Instigate and contribute to emergency life support○ Move readily around patients, between work areas and patients, and around varying surfaces and levels, to complete tasks within timeframes○ Access around equipment, across and patients, across sterile areas without contaminating surfaces○ Maintain a standing position (while using upper limbs to perform a task) for prolonged periods.

Fine Motor[^]

Inherent requirement statements	
1	Dental Prosthetics 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 patient care. Tasks that involve fine motor skills include being able to grasp, press, push, turn, squeeze and manipulate various objects. 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: <ul style="list-style-type: none">○ Independently manipulate dental instruments with a high level of accuracy and precision for patient care resulting in the delivery of safe practice○ Contribute to both handwritten and electronic medical records○ Manipulate small objects including using cutting, extending, pinching, pulling and twisting skills

[^] Adopted from James Cook University and / or University of Queensland

*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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USEFUL LINKS

- [The role of inherent requirement statements in Australian universities](#)
- [Australian Human Rights Commission—inherent requirements](#)
- [ADCET making reasonable adjustments](#)
- [Australian Human Rights Commission—inherent requirements](#)
- [Inherent requirements—why are they useful](#)
- [Dental Board of Australia's Code of Conduct for Practitioners](#)
- [Guidelines for Scope of Practice](#)
- [Registration Standards](#)