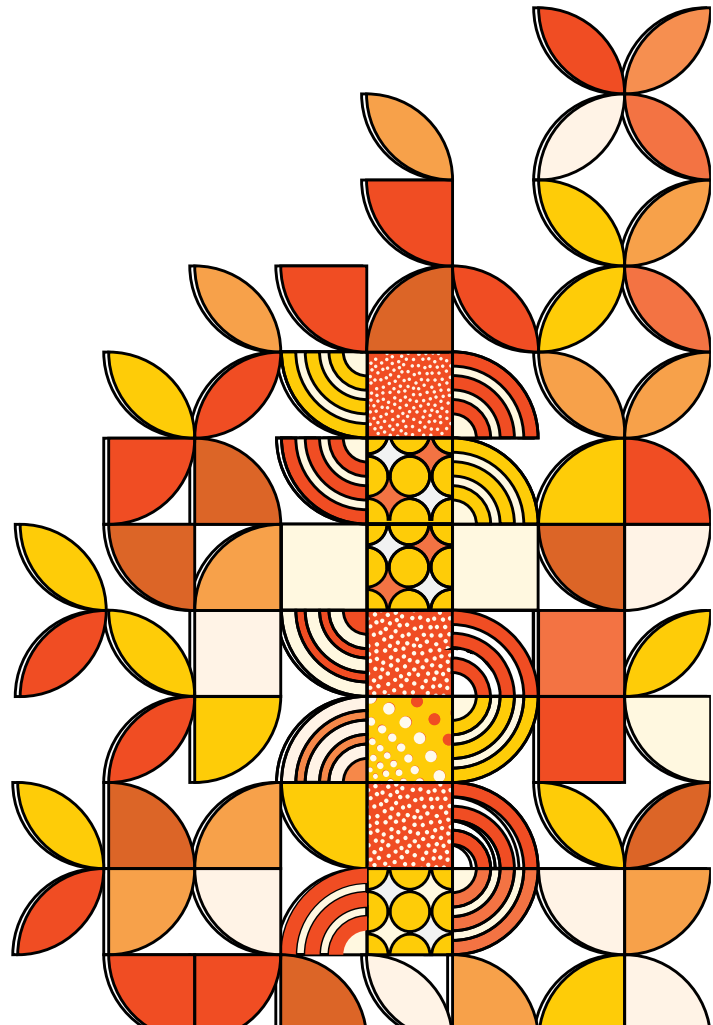


Inherent Requirements for Bachelor of Nursing



SECTION 1

Purpose

1. Nursing is a complex and demanding field, requiring students to develop appropriate behavioral, cognitive, and physical abilities to ensure the delivery of safe, effective care. Student nurses work closely with individuals during some of the most intimate and challenging stages of their lives. Therefore, it is essential to cultivate a deep understanding of personal and professional capacities.
2. The inherent requirements for nursing degree at Institute of Health Management (IHM) identify the core skills and attributes students will need to become a registered nurse.
3. This document outlines the Inherent Requirements including essential knowledge and skills that students will need to meet when undertaking each unit of the Bachelor of Nursing Learning Outcomes (theory and professional practice experience components).
4. The statements of Inherent Requirements will ensure the integrity of the nursing profession while maintaining the course requirements and preserving IHM's learning, assessment and accreditation processes.

Scope

5. The Prospective and current students are required to read, understand and consider the Inherent Requirements carefully to ensure that they are able to comply with them. In addition, students who are concerned about their capabilities, or challenges related to a disability or health condition that may affect them completing the requirements of the course, will need to contact IHM's Student Support Services or Course Coordinator to discuss possible strategies or adjustments to enable them to satisfy the requirements of the Bachelor of Nursing. Alternatively, students may consider alternative courses that could be more suitable to their requirements.
6. The purpose of reasonable adjustments is to assist students to meet the Inherent Requirements of a course, not to replace or override them. In some cases, reasonable adjustments will not enable the student to meet the Inherent Requirements.

Definitions

1. Definitions for key terms are presented in the [Glossary of Terms](#).

SECTION 2

Inherent Requirements Statements

2. These statements specify the Bachelor of Nursing course requirements for student admission and progression. The statements are grouped under eight domains consisting of ethical and professional behaviour, behavioural stability, legal considerations, communication, cognition, sensory abilities, strength and mobility and sustainable performance.
3. Compliance with the standards and codes, facilitates safe, competent interactions and relationships with people to ensure their physical, psychological, emotional and spiritual wellbeing is not placed at risk.

4. Ethical behaviour requirements

4.1 Nursing is a profession governed by the Nursing and Midwifery Board of Australia (NMBA) registered nurse standards for practice, codes of ethics, professional conduct and professional boundaries where nurses are held accountable for ensuring professional behaviour in all contexts.

4.2 Students are required to demonstrate:

- a) Knowledge of and engagement in ethical behaviour in practice
- b) Interaction with individuals and groups in a professional manner in a range of healthcare settings
- c) Insight and capability to reflect on how personal behaviour impacts others and modify behaviour to ensure consistent professionalism.

4.3 Justification of inherent requirement:

- a) Compliance with the NMBA registered nurse standards for practice, codes, guidelines and policies facilitates safe, competent interactions and relationships for students and the people with whom they engage. This supports the physical, psychological, emotional and spiritual well-being of all in every aspect.

4.4 Adjustments:

- a) Adjustments must ensure the standards, codes, guidelines and policies are not compromised or result in unethical behaviour. Adjustments specific to the individual can be discussed with Student Support Services or the Course Coordinator.

5. Behavioural stability requirements

5.1 Behavioral stability is essential to function and adapt effectively and sensitively in this role.

5.2 Students are required to demonstrate:

- a) Stability of behaviour by working constructively in a diverse and changing academic and clinical environment.

5.3 Justification of inherent requirement:

- a) Behavioural stability means to be able to work individually and in teams in changing and unpredictable environments. Nursing students will be exposed to emergency situations and human suffering (physical, emotional and psychological trauma, pain and death) and will be required to have behavioural stability to manage these events.

5.4 Adjustments:

- a) Adjustments must ensure the standards, codes, guidelines and policies are not compromised or result in unethical behaviour. Adjustments specific to the individual can be discussed with Student Support Services or the Course Coordinator.

6. Legal requirements

6.1 Nursing practice is governed by legislation to ensure the safe delivery of care.

6.2 Students are required to demonstrate:

- a) Knowledge and compliance with Australian law, professional regulations, and scope of practice.

6.3 Justification of inherent requirement:

- a) Knowledge, understanding, and compliance with legislative and regulatory requirements are essential prerequisites for clinical placements to reduce the risk of harm to oneself and others.
- b) Adherence to professional regulations and Australian law ensures that students are responsible and accountable for their practice.

6.4 Adjustments:

- a) Adjustments must align with legislative and regulatory requirements. Individual-specific adjustments can be discussed with Student Support Services or the Course Coordinator.

7. Communication requirements

7.1 Verbal Communication

7.1.1 Effective verbal communication, in English, is an essential requirement to provide safe delivery of care. Students must have the ability to communicate precisely and safely in a way that displays respect and empathy to others and develops trusting relationships.

7.1.2 Students are required to demonstrate:

- a) Clear and precise English language speaking and listening skills.
- b) Sensitivity to individual and/or cultural differences.
- c) The capability to understand and respond to verbal communication accurately, appropriately and in a timely manner.
- d) The capability to provide clear instructions in the context of the situation.
- e) Timely clear feedback and reporting.

7.1.3 Justification of inherent requirement:

- a) Communicating in a way that displays respect and empathy to others and develops trusting relationships.
- b) Communication may be restricted to verbal because of physical limitations of the individual (for example: injury, disease or congenital conditions).
- c) Speed and interactivity of communication may be critical for individual safety or treatment.
- d) Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management.

7.1.4 Adjustments

- a) Adjustments must address effectiveness, timeliness, clarity and accuracy issues to ensure safety and appropriate care. Adjustments specific to the individual can be discussed with Student Support Services or the Course Coordinator.

7.2 Non-verbal Communication

7.2.1 Effective non-verbal communication is fundamental to nursing and needs to be respectful, clear, attentive, empathetic and non-judgmental.

7.2.2 Students are required to demonstrate:

- a) The capability to recognise, interpret and respond appropriately to behavioural cues in all learning environments, including the classroom, laboratory, clinical, and workplace settings.
- b) Consistent and appropriate pensive awareness of own behaviours.
- c) Sensitivity to individual and/or cultural differences.

7.2.3 Justification of inherent requirement:

- a) The capability to observe and understand non-verbal cues that assists with building rapport with people and gaining their trust and respect in academic and professional relationships.
- b) Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures that promotes trust in academic and professional relationships.
- c) Being sensitive to individual and/or cultural differences by displaying respect and empathy to others and developing trusting relationships.
- d) The capability 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.

7.2.4 Adjustments

- a) Adjustments must enable the recognition, initiation of or appropriate response to effective non-verbal communication in a timely and appropriate manner. Adjustments specific to the individual can be discussed with Student Support Services or the Course Coordinator.

7.3 Written Communication

7.3.1 Effective written communication in English is a fundamental nursing responsibility with important professional and legal implications. Accurate, clear, and timely documentation is crucial for ensuring patient safety, maintaining continuity of care, and complying with legal and professional standards.

7.3.2 Students are required to demonstrate:

- a) The ability to construct coherent written communication appropriate to the circumstances.
- b) Effective use of electronic record-keeping and data management systems.

7.3.3 Justification of inherent requirement:

- a) Constructing written text-based assessment tasks that meet required academic standards is necessary to convey knowledge and skills in understanding relevant subject matter for professional practice.
- b) Accurate written communication, including record-keeping and patient notes, is essential for providing consistent and safe patient care.

7.3.4 Adjustments

- a) Adjustments must meet the necessary standards of clarity, accuracy, and accessibility to ensure effective recording and transmission of information in both academic and clinical settings. Individual-specific adjustments can be discussed with Student Support Services or the Course Coordinator.

8. Cognitive requirements

8.1 Cognition: Knowledge and cognitive skills

8.1.1 Consistent relevant knowledge and effective cognitive skills must be demonstrated to provide safe and competent nursing care. Nursing students must be able to think critically to analyse, synthesise, and evaluate complex oral, written, and visual information. This analysis is essential for problem-solving, clinical reasoning, and providing timely, relevant interventions.

8.1.2 Students are required to demonstrate:

- a) Numeracy and literacy skills to perform accurate drug calculations.
- b) The capability to retain information, processes, and procedures to provide a range of nursing interventions.
- c) The ability to apply knowledge of policies and procedures in clinical setting and ability to process relevant to practice.
- d) The capability to locate appropriate and relevant information and ability to integrate and implement knowledge in practice.

8.1.3 Justification of inherent requirement:

- a) The safe and effective delivery of nursing care relies on comprehensive knowledge that must be sourced, understood, and appropriately applied.

8.1.4 Adjustments

- a) Adjustments should ensure that the individual's ability to clearly demonstrate knowledge and cognitive skills is not hindered or compromised. Specific adjustments tailored to the individual can be discussed with Student Support Services or the Course Coordinator.

8.2 Cognition: Literacy (language)

8.2.1 Proficient technical literacy skills are essential for safely and effectively delivering patient care. Competent literacy in various communication modes ensures the delivery of care/practice that is appropriate, safe, and effective.

8.2.2 Students are required to demonstrate:

- a) The capability to acquire information and communicate effectively with accuracy.
- b) The capability to read and comprehend diverse literature and information sources.
- c) The ability to apply academic conventions to produce scholarly written work.
- d) The capability to summarise and reference literature following academic guidelines.
- e) The ability to interpret verbal and written instructions for patient care.
- f) The capability to create precise and legally compliant nursing documentation.

8.2.3 Justification of inherent requirement:

- a) The ability to acquire information and accurately convey messages is fundamental to ensure the safe and effective assessment, treatment, and delivery of care.
- b) Proficiency in reading, decoding, interpreting, and comprehending multiple sources of information is fundamental for the safe and effective delivery of nursing care.

8.2.4 Adjustments

- a) Students must demonstrate the capacity to effectively acquire, comprehend, apply, and communicate accurate information. Adjustments specific to individual needs can be discussed with Student Support Services or the Course Coordinator.

8.3 Cognition: Numeracy

8.3.1 Competent and accurate numeracy skills are crucial for ensuring safe and effective patient care. These skills involve precise processing and reasoning with numerical concepts to make informed decisions in patient care.

8.3.2 Students are required to demonstrate:

- a) Proficiency in interpreting data, measurements, and numerical criteria.
- b) The capability to accurately apply data, measurements, and numerical criteria in their work.

8.3.3 Justification of inherent requirement:

- a) Competent application of numeracy skills is essential in nursing to ensure the safe and effective delivery of care.

8.3.4 Adjustments

- a) Students must demonstrate the capacity to effectively acquire, comprehend, apply, and communicate accurate information. Adjustments specific to individual needs can be discussed with Student Support Services or the Course Coordinator.

9. Sensory ability requirements

9.1 Visual ability

9.1.1 Adequate visual acuity is crucial for carrying out the necessary skills, tasks, and assessments to ensure consistent, accurate, and safe care for oneself and others. The ability to observe, examine, and assess visually is fundamental to delivering safe and effective nursing practice. The ability to effectively engage with visual information is necessary for managing learning environments and meeting patient care needs.

9.1.2 Students are required to demonstrate:

- a) The ability to recognize and respond to visual cues from peers, instructors, healthcare professionals, patients, and their families during program-related activities.
- b) The capability to maintain safety while working under various lighting conditions, such as dim lighting in a ward or bright fluorescent lighting in an operating room.
- c) That they can interpret documentation and medication orders from various formats, including electronic medical records and handwritten notes.
- d) The ability to accurately calculate drip rates for intravenous fluid administration and precisely measure and administer medications.
- e) The ability to read measurements accurately on different devices, such as those for blood pressure, temperature, and oxygen saturation.

- f) Demonstrate the capability to detect physical changes in patients, such as changes in respiration, blood flow, and identifying anatomical abnormalities.

9.1.3 Justification of inherent requirement:

- a) Sharp visual acuity is crucial for executing the necessary skills, tasks, and assessments to ensure consistent, precise, and safe care for oneself and others. Visual observation, examination, and assessment are vital components of safe and effective nursing practice.

9.1.4 Adjustments

- a) Adjustments must ensure the ability to perform all tasks required in clinical practice. Solutions to accommodate vision impairments must be effective, reliable, and maintain the safety and integrity of treatment. Personalised adjustments can be discussed with Student Support Services or the Course Coordinator.

9.2 Hearing/ Auditory

9.2.1 Auditory ability is essential to providing safe and effective nursing care. Ensuring nurses possess adequate auditory capability is crucial to maintaining high standards of patient safety and care quality.

9.2.2 Students are required to demonstrate:

Sufficient aural function to undertake the necessary range of skills, including the ability to:

- a) Listen to instructions and feedback from multiple sources simultaneously, such as clinical staff, patients, and multi-disciplinary team members.
- b) Differentiate between various sounds, including background noise, alarms, and speech.
- c) Respond promptly to emergency signals, such as call bell systems and intravenous pump alerts.
- d) Hear and accurately respond to verbal communication from peers and lecturers during on-campus activities related to the program.
- e) Accurately measure blood pressure and listen to heart, lung, and bowel sounds by auscultation using a stethoscope.
- f) Interpret and respond appropriately to telephone conversations

9.2.3 Justification of inherent requirement:

- a) Auditory ability is essential for consistently and accurately monitoring, assessing, and managing individuals' health needs.
- b) Auditory assessments and observations are fundamental to safe and effective nursing practice.

9.2.4 Adjustments

- a) Reasonable adjustments must ensure the ability to perform the full range of tasks involved in clinical practice. Strategies to address the effects of hearing impairment must be effective, consistent, and not compromise treatment or safety. Individual-specific adjustments can be discussed with Student Support Services or the Course Coordinator.

9.3 Tactile

9.3.1 Sufficient tactile ability is essential to perform competent and safe nursing care. The ability to demonstrate tactile proficiency is crucial for maintaining high standards in nursing practice

9.3.2 Students are required to demonstrate:

Sufficient tactile ability to undertake the necessary range of skills and assessments, including the ability to:

- a) Detect changes in circulation observations, such as temperature and pulse, via palpation.
- b) Conduct physical assessments and identify anatomical abnormalities, such as a distended bladder or heat that may indicate infection.
- c) Monitor, assess, and detect a patient's physical state to provide thorough nursing care.
- d) Perform tactile assessments and observations fundamental to safe and effective nursing practice.

9.3.3 Justification of inherent requirement:

- a) Sufficient tactile ability is necessary to monitor, assess, and detect patients' physical characteristics and to act on any abnormalities detected, ensuring thorough nursing care.
- b) Tactile assessments and observations are fundamental to safe and effective nursing practice.

9.3.4 Adjustments

- a) Reasonable adjustments must ensure the capacity to make effective assessments of physical characteristics and detect abnormalities within safe time frames. Adjustments specific to the individual can be discussed with Student Support Services or the Course Coordinator.

10. Strength and mobility

10.1 Gross motor

10.1.1 Nursing is physically demanding and requires gross motor function, including assisting patients with weight-bearing, manual handling, transferring individuals, and moving equipment. Key actions involved in nursing include squatting, twisting, bending, kneeling, pushing, and pulling, often in confined spaces.

10.1.2 Students are required to demonstrate:

- a) The ability to perform gross motor skills necessary to function within the scope of practice.
- b) Maintaining balance while safely mobilising and transferring individuals.
- c) The ability to Perform procedures such as aseptic wound dressing, suctioning an airway, and connecting monitoring equipment.
- d) The ability to Stand for the majority of the time during simulated or clinical experiences.
- e) The ability to Pull, push, squat, kneel, twist, bend, lift, and carry.
- f) Moving with ease around patients' bedsides, bathrooms, and equipment while delivering care and responding to emergency situations.

10.1.3 Justification of inherent requirement:

- a) Sufficient gross motor skills are essential to perform, coordinate, and prioritise care. Tasks involving gross motor skills include lifting, carrying, pushing, pulling, standing, twisting, and bending. Students must consistently and safely demonstrate and perform these tasks to reduce the risk of harm to themselves and others.

10.1.4 Adjustments

- a) Reasonable adjustments should facilitate functional effectiveness, ensure safety for oneself and others, and enable the capacity to provide appropriate care. Individual-specific adjustments can be discussed with Student Support Services or the Course Coordinator.

10.2 Fine motor

10.2.1 Nursing requires manual dexterity and fine motor skills, including manipulating instruments and using hand-eye coordination to complete tasks. Actions such as grasping, pressing, pushing, turning, and squeezing are essential to provide safe and effective care.

10.2.2 Students are required to demonstrate:

- a) The ability to use fine motor skills to provide safe and effective care.
- b) Safely retrieving, utilising, and replenishing stock and equipment.
- c) Manipulating intricate surgical instruments and equipment while dressing a wound.
- d) Handling syringes and needles during the preparation and administration of medications (oral, SC, IM, IV), ensuring safety for oneself and others.
- e) Priming an intravenous infusion line and accurately inserting and setting the prescribed rates on an infusion device.

10.2.3 Justification of inherent requirement:

- a) Sufficient fine motor skills are necessary to perform, coordinate, and prioritise care. Tasks involving fine motor skills include grasping, pressing, pushing, turning, squeezing, and manipulating various objects and individuals.
- b) Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to themselves and others.

10.2.4 Adjustments

- a) Reasonable adjustments should facilitate functional effectiveness, ensure safety for oneself and others, and enable the capacity to provide appropriate care. Individual-specific adjustments can be discussed with Student Support Services or the Course Coordinator.

11. Sustainable performance

11.1 Nursing study and practice require both physical and mental endurance at a consistent and sustained level. Sustained physical, cognitive, and psychosocial performance is necessary to provide safe and comprehensive patient care in a time-constrained environment. The core sustainable performance skill is the ability to maintain physical, mental, and emotional performance over extended periods. Nursing practice necessitates consistent and sustained physical and mental performance to meet individual needs over time

11.2 Students are required to demonstrate:

- a) Consistent and sustained physical energy to complete specific tasks in a timely manner and over extended periods.

- b) 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.
- c) The capacity to maintain consistency and quality of performance throughout the designated period of time.
- d) The ability to provide care for individuals with complex needs who may exhibit unpredictable responses during an assigned period of duty.
- e) The capacity to perform multiple or repetitive tasks during an assigned period of duty with a level of concentration that ensures a focus on patient care until completed appropriately.
- f) Sustained performance across multiple shifts, including days, evenings, nights, weekends, and public holidays.

11.3 Justification of inherent requirement:

Nurses must possess sufficient physical and mental endurance to effectively manage their responsibilities and provide high-quality care. This endurance is essential for the following reasons:

- a) Nurses must sustain a high level of concentration to complete tasks accurately and effectively. The ability to focus on activities until they are finished is crucial for ensuring proper patient care and safety.
- b) The role involves caring for individuals with acute and complex health issues, which demands both physical stamina and mental resilience. Nurses must be able to maintain their performance under demanding and varied conditions.
- c) Nursing often involves managing unpredictable and fluctuating workloads. Endurance enables nurses to respond promptly and effectively to sudden changes in patient conditions or workload demands.
- d) Given the unpredictable nature of healthcare work, nurses must be flexible regarding their rest periods and breaks. This flexibility ensures that they can remain attentive and provide continuous care even when their schedules are altered.
- e) Physical and mental endurance are critical for performing multiple tasks within the assigned period without compromising the quality of care. This endurance supports the ability to handle diverse responsibilities while ensuring patient safety and effective care.

11.4 Adjustments

- a) Reasonable adjustments must enable the completion of full shifts during Practical Experience Placements (PEP) and ensure consistent, safe performance in a clinical setting. These adjustments should address individual needs to maintain effective performance throughout the shift. Adjustments must be tailored to the individual's requirements and ensure that performance remains consistent and sustainable over the placement period. Specific adjustments can be discussed with Student Support Services or the Course Coordinator.

SECTION 3

Associated Information

Related Internal Documents	<ul style="list-style-type: none"> Access and Equity Policy Access and Equity Procedure Accessibility Policy Accessibility Procedure Admission and Enrolment Policy
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	Admission and Enrolment Procedure
Related Legislation, Standards, and Codes	Australian Human Rights Commission. Inherent Requirements Nursing and Midwifery Board: Registered Nurse Standards for Practice (2016)
Date Approved	07.08.2024
Date of Effect	08.08.2024
Date of Next Review	30.07.2027
Approval Authority	Academic Board Endorsed by Board of Directors
Responsibility for implementation	Academic Department
Document Custodian	Head, School of Nursing
IHM Doc ID	IHM-IRBN

Change History

Version Control		
Change Summary	Date	Short description of change, incl version number, changes, who considered, approved etc.
Version 1.0	02/08/2024	<ul style="list-style-type: none"> New Inherent Requirements for Bachelor of Nursing developed.
Version 1.1	04/11/2024	<ul style="list-style-type: none"> Updated the Internal Related Documents section to include links and cross-references to Admission and Enrolment Policy and Admission and Enrolment Procedure