



Charles Sturt  
University

# Inherent Requirements

Bachelor of Clinical Science (Medicine) / Doctor of Medicine



## Definition

Inherent requirements are the fundamental components that demonstrate the abilities, knowledge and skills required to achieve the core learning outcomes of a course. They are based on course learning outcomes, which are designed to reflect professional standards. Reasonable adjustments can be made to meet the requirements; however, any adjustment must not fundamentally change the nature of the inherent requirement.



## Related webpage and policy

[Inherent requirements](#)

[Admissions Policy](#), [Course and Subject Design \(Coursework\) Procedure](#), [Disability and Work or Study Adjustment Policy](#), [Fitness for Study Procedure](#), [Workplace Learning for Students with Disability Guidelines](#).

## Domain – Ethical, legal, and professional behaviour

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Medicine is a profession governed by codes, guidelines and policies where practitioners are both accountable and responsible for ensuring professional behaviour in all contexts. Student demonstrates knowledge of, and engages in ethical behaviour in practice. Medical practice is mandated by specific	Compliance with the codes, guidelines and policies facilitates safe, competent interactions and relationships for students and/or the people they engage with. This ensures the physical, psychological, emotional and spiritual wellbeing of the individual is not placed at risk.	Complying with academic and non-academic misconduct policies. Demonstrating appropriate behaviour with confidential information in classroom and clinical settings. Demonstrate respect for staff, colleagues, patients and carers. Ability to work effectively in teams.	Adjustments must not compromise codes, guidelines and policies or result in unethical behaviour.  Adjustments must be consistent with legislative and regulatory requirements

legislation to enable the safe delivery of care. Student demonstrates knowledge and compliance with Australian Law, professional regulations and scope of practice.	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.	Responding to the requirement for student registration with the Australian Health Practitioner Regulation Agency (AHPRA). Complying with relevant child protection and safety legislation. Complying to legal requirements for privacy of patient information including on-line environment and clinical photography.	
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## Domain – Behavioural and emotional stability

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Behavioural stability is required to function and adapt effectively and sensitively in a demanding role.	Student demonstrates behavioural stability to work constructively in a diverse and changing academic and clinical environment. Monitor their own health and behaviour and seek help when required.	Being receptive and responding appropriately to constructive feedback. Coping with own emotions & behaviour effectively when dealing with individuals in the clinical setting. Coping with own emotions and behaviour effectively when dealing with multiple demands in assessment and completing work. Demonstrating professional responsibility to ensure self-care of any physical and mental health issues.	Adjustments must support stable, effective and professional behaviour in both academic and clinical settings.

## Domain – Communication

### Subdomain – Verbal communication

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
<p>Effective and efficient verbal communication, in English, is an essential requirement to provide safe delivery of care. Student demonstrates:</p> <ul style="list-style-type: none"> <li>• The ability to understand and respond to verbal communication accurately, appropriately and in a timely manner;</li> <li>• The ability to provide clear instructions in the context of the situation; and</li> <li>• Timely clear feedback and reporting.</li> </ul>	<p>Adequate communication with patients is essential to the diagnosis and management process in medicine. 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 patient safety or treatment. Timely, accurate and effective delivery of instructions is critical to patient safety, treatment and management.</p>	<p>Participating in tutorial, simulation and clinical discussions. Responding appropriately to a care request in the clinical environment.</p>	<p>Adjustments for impaired verbal communication must address effectiveness, timeliness, clarity and accuracy issues to ensure patient safety.</p>

### Subdomain – Non-verbal communication

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
<p>Effective non-verbal communication is fundamental to medicine and needs to be respectful, clear, attentive, empathetic, honest and non-judgemental. Student demonstrates:</p>	<p>The ability to observe and understand non-verbal cues assists with building a 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</p>	<p>Recognising and responding appropriately in classroom situations. Recognising and responding appropriately to cues in the clinical environment. Demonstrate respectful attitudes to University staff, fellow students, colleagues patients and carers</p>	<p>Adjustments must maintain the capacity to recognise, respond to or initiate effective non-verbal communication or its equivalent in a timely and appropriate manner.</p>

<ul style="list-style-type: none"> <li>• The capacity to recognise, interpret and respond appropriately to behavioural cues;</li> <li>• Consistent and appropriate awareness of own behaviours; and</li> <li>• Sensitivity to individual differences.</li> </ul>	<p>movements and gestures promotes trust in academic and professional relationships. Being sensitive to individual differences displays respect and empathy to others and develops trusting relationships. The ability to observe and understand non-verbal cues is essential for safe and effective observation of patient symptoms and reactions to facilitate the diagnosis and treatment of patients</p>		
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### Subdomain – Written communication

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Effective written communication is a fundamental medical responsibility with professional and legal ramifications. Student demonstrates capacity to construct coherent written communication appropriate to the circumstances.	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.	Constructing an essay to academic standards. Constructing medical documentation that meets professional standards and expectations.	Adjustments must meet necessary standards of clarity, accuracy, accessibility, transferability and portability to ensure effective recording and transmission of information in both academic and clinical settings.

### Domain – Cognitive skills

#### Subdomain – Knowledge and cognitive skills

Inherent requirement	Justification	Exemplars	Adjustments
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<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
<p>Consistent and effective knowledge and cognitive skills must be demonstrated to provide safe and competent medical care. Student demonstrates:</p> <ul style="list-style-type: none"> <li>• Capacity to locate appropriate and relevant information;</li> <li>• Ability to process information relevant to practice; and</li> <li>• Ability to integrate and implement knowledge in practice.</li> </ul>	<p>Safe and effective delivery of medical care is based on comprehensive knowledge that must be sourced, understood and applied appropriately.</p>	<p>Ability to conceptualise and use appropriate knowledge in response to academic assessment items. Appropriately applying knowledge of policy and procedures in the clinical setting. Demonstration of clinical reasoning skills in stressful and time pressured environments to ensure safe patient care.</p>	<p>Adjustments must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded.</p>

### Subdomain – Literature (language)

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
<p>Competent literacy skills are essential to provide safe and effective delivery of medical care. Student demonstrates:</p> <ul style="list-style-type: none"> <li>• Ability to accurately acquire information and convey appropriate, effective messages;</li> <li>• Ability to read and comprehend a range of literature and information; and</li> <li>• The capacity to understand and implement academic conventions to construct written text in a scholarly</li> </ul>	<p>The ability to acquire information and to accurately convey messages is fundamental to ensure safe and effective assessment, diagnosis, treatment and delivery of care. The ability to read, decode, interpret and comprehend multiple sources of information is fundamental for safe and effective delivery of medical care.</p>	<p>Conveying a spoken message accurately and effectively in a clinical setting. Paraphrasing, summarising and referencing in accordance with appropriate academic conventions in written assignments. Producing accurate, concise and clear medical documentation which meets legal requirements. Demonstrate effective clinical handover and ability to convey important information to peers and supervisors to ensure safe patient care.</p>	<p>Adjustments to address literacy issues must meet accuracy, clarity and availability requirements and demonstrate a capacity to effectively comprehend, apply and communicate information.</p>

## Subdomain – Numeracy

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Competent and accurate numeracy skills are essential for safe and effective patient care. Student interprets and correctly applies data, measurements and numerical criteria.	Competent application of numeracy skills is essential in medicine to facilitate the safe and effective delivery of medical care.	Performing accurate drug calculations. Demonstrate accurate interpretation of patient's fluid balance status.	Adjustments must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner.

## Domain – Sensory abilities

### Subdomain – Visual

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Adequate visual acuity is required to provide safe and effective medical care. Student demonstrates sufficient visual acuity to perform the required range of skills.	Sufficient visual acuity is necessary to demonstrate the required range of skills, through the performance of relevant tasks and assessments whilst maintaining consistent, accurate and safe care to self and others. Visual observations, examination and assessment are fundamental to safe and effective medical practice.	Accurately drawing up medication to administer. Observing and detecting subtle changes in patient's response to medical procedures.	Adjustments must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of a Vision Impairment must be effective, consistent and not compromise treatment or safety.

### Subdomain – Auditory

Inherent requirement	Justification	Exemplars .	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Adequate auditory ability is required to provide effective and safe medical care. Student demonstrates sufficient aural function to undertake the required range of tasks.	Sufficient auditory ability is necessary to monitor, assess and manage individual health needs consistently and accurately. Auditory assessments and observations are fundamental to safe and effective medical practice.	Accurately detecting heart sounds by auscultation. Ability to effectively hear patients, staff and colleagues. Ability to work effectively in an emergency situation.	Adjustments must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of Hearing Impairment must be effective, consistent and not compromise treatment or safety.

### Subdomain – Tactile

Inherent requirement	Justification	Exemplars .	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Sufficient tactile ability is required to perform competent and safe medical care. Student demonstrates sufficient tactile function to undertake the required range of skills and assessments.	Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide safe and appropriate medical care. Tactile assessments and observations are fundamental to safe and effective medical practice.	Detecting any changes in circulation observations e.g. temperature and pulse palpation. Conducting a physical examination and detect any pathological abnormalities.	Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.

## Domain – Strength and mobility

### Subdomain – Gross motor skills

Inherent requirement	Justification	Exemplars.	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Utilisation of appropriate gross motor skills is required in medicine to undertake appropriate clinical care. Student demonstrates the ability to perform gross motor skills to function within scope of practice.	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.	Undertaking effective basic life support and assisting in the management of medical emergencies. Performing a physical assessment such as percussion, palpation of body parts and examination.	Adjustments must facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care.

### Subdomain – Fine motor skills

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
Medicine is a profession that requires manual dexterity and possession of fine motor skills and is fundamental in providing adequate clinical care. Student demonstrates the ability to use fine motor skills to provide safe effective diagnosis, treatment and clinical care.	Sufficient fine motor skills are necessary to perform, coordinate and prioritise care. Tasks that include 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.	Manipulating instruments in diagnostic and therapeutic procedures. Performing treatment techniques e.g. cannulation, venepuncture, suturing.	Adjustments must facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care.



## Domain – Sustainable performance

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with <a href="#">Support Services</a></i>
<p>Medical practice requires both physical and mental performance at a consistent and sustained level to meet individual needs over time. Student demonstrates:</p> <ul style="list-style-type: none"> <li>• Consistent and sustained level of physical energy to complete a specific task in a timely manner and over time;</li> <li>• 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; and</li> <li>• The capacity to maintain consistency and quality of performance throughout the designated period of duty.</li> <li>• The ability to undertake the course as a full time student.</li> </ul>	<p>Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care without compromise.</p>	<p>Participating in tutorials, lectures, skills throughout the day. Providing consistent care over a negotiated time frame. Demonstrating time management skills for personal and professional life. Ability to maintain concentration and prioritising skills with multiple requirements in the academic and clinical environment.</p>	<p>Adjustments must ensure that performance is consistent and sustained over a given period.</p>

### Approval details

The inherent requirements for the **Bachelor of Clinical Science (Medicine)/Doctor of Medicine** were approved as follows:

Approved by	Date	Resolution
University Courses Committee	18 June 2025	UCC37/5