Charles Sturt University

Inherent Requirements

Bachelor of Diagnostic Radiography

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
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
A comprehensive understanding of, and adherence to, legal, ethical, and professional standards that govern medical radiation science practice. This includes compliance with legislation, regulatory requirements, professional codes, and guidelines to ensure	Medical radiation science is a regulated profession where legal compliance and ethical integrity are essential for patient safety, public trust, and professional accountability. Students must understand and follow legal obligations and ethical standards to reduce	**Legal Compliance:** ○ Meet Australian Health Practitioner Regulation Agency (Ahpra) - Student Registration requirements.	Reasonable adjustments can be made to support students in meeting these requirements without compromising academic standards or essential professional competencies. In academic contexts, adjustments may include extended deadlines

the safe, responsible, and accountable delivery of care.	risks of harm, uphold the wellbeing of patients, and maintain the integrity of the healthcare system. Compliance with these requirements is necessary before engaging in clinical placements to safeguard both students and the people they serve.	○ Adhere to legislation covering child protection, workplace health and safety, anti-discrimination, and radiation safety. ○ Practise in line with federal and state radiation safety/environmental protection regulations. ○ Comply with immunisation and health screening requirements for clinical placements. ○ Follow relevant Workplace Health and Safety policies. **Ethical Behaviour**: ○ Comply with academic and non-academic codes of conduct, including guidelines on informed consent, privacy, and maintaining professional boundaries. ○ Work collaboratively and professionally in academic and clinical settings, respecting diverse teams and adapting to dynamic environments. ○ Practise within the Medical Radiation Practice Board of Australia (MRPBA) Professional Capabilities for Medical Radiation Practice. ○ Ensure the physical, psychological, emotional, and spiritual wellbeing of patients through ethical, respectful, and person-centred care.	for assessments, alternative formats for assignments such as oral presentations, access to lecture slides and recordings, the use of assistive technologies like speech-to-text software, and additional time or separate rooms for examinations. In classroom and lecture settings, students may receive scheduled breaks for health management, preferred seating arrangements such as seating near exits, and access to wheelchair-accessible or ergonomic classrooms. For workplace learning, adjustments can include modified placement locations, regular rest breaks or access to quiet spaces, and flexibility for attending medical appointments. These adjustments aim to ensure that students can fully participate in both academic and clinical environments while still meeting the inherent requirements of the course.

Charles Sturt University

Domain – Behavioural and emotional stability

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Behavioural and emotional stability to effectively manage the academic and clinical demands of medical radiation science. This includes the ability to regulate emotions, maintain professional conduct, and respond appropriately in challenging, high-pressure, or emotionally charged environments while ensuring patient safety and fostering collaborative relationships.	Medical radiation science practice often involves exposure to stressful situations, including medical emergencies, complex procedures, and interactions with distressed or vulnerable patients. Emotional regulation and behavioural stability are essential to make sound clinical decisions, communicate effectively, and provide safe, person-centred care. The ability to maintain professionalism and composure in dynamic environments is critical to patient safety, teamwork, and the delivery of quality healthcare.	• Manage emotional responses during exposure to distressing clinical scenarios, such as trauma cases or critically ill patients. • Maintain professional boundaries and conduct, even in high-stress situations or when dealing with difficult patients or colleagues. • Demonstrate resilience and emotional regulation when receiving constructive feedback or managing workload pressures. • Adapt behaviour appropriately when faced with rapidly changing clinical environments or complex patient needs. • Engage empathetically and respectfully with patients, families, and healthcare teams, regardless of personal stressors or challenges. • Uphold professional integrity while managing personal emotions in situations involving conflict or ethical dilemmas.	Reasonable adjustments may include access to mental health support services, stress management resources, or modified workloads to support emotional wellbeing. These adjustments will not compromise the student's ability to maintain behavioural and emotional stability required for safe and effective clinical practice.

Charles Sturt University

Domain – Communication

Subdomain – Verbal communication

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Effective verbal English communication skills to interact safely and effectively with patients, peers, academic staff, and clinical teams. This includes the ability to communicate clearly, accurately, and sensitively in diverse and sometimes challenging environments, ensuring the safety and wellbeing of patients while supporting collaborative healthcare practices.	Verbal communication is essential for building rapport, developing trust, and ensuring the safe delivery of care. It allows students to give and receive instructions, explain procedures, confirm understanding, and respond to patient needs. Effective verbal communication is critical when interacting with individuals who may rely solely on verbal cues due to physical limitations.	• Engage in two-way discussions at conversational speed, using clear, audible, and appropriately toned speech. • Build rapport with patients to encourage trust and cooperation during medical radiation procedures. • Communicate and confirm instructions effectively in noisy environments. • Question unclear directions or decisions to ensure patient safety. • Present information to health professionals in academic and clinical settings. • Communicate sensitively with patients, carers, and healthcare teams from diverse backgrounds, showing respect, empathy, and compassion.	Reasonable adjustments may include the use of assistive technologies (e.g., speech-to-text software or voice amplifiers), alternative assessment formats (e.g., recorded presentations), or the provision of quieter environments for communication. Adjustments will be made without compromising the requirement to communicate clearly and effectively in English.

Subdomain – Non-verbal communication

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
The ability to recognize, interpret, and respond appropriately to non-verbal cues in clinical and academic settings. This includes maintaining appropriate body language, facial expressions, eye contact, and spatial awareness to facilitate trust and empathetic relationships.	Non-verbal communication is crucial in healthcare for building rapport, establishing trust, and understanding patients' unspoken needs. Sensitivity to non-verbal cues supports respectful and empathetic engagement, particularly when working with individuals from diverse cultural backgrounds or those unable to communicate verbally.	• Recognise and respond appropriately to non-verbal cues to build trust in professional relationships. • Use consistent facial expressions, eye contact, and appropriate gestures to foster rapport. • Show sensitivity to individual and cultural differences through non-verbal communication. • Communicate effectively with people in distress using open and empathetic body language. • Demonstrate respect through appropriate eye contact and facial expressions when interacting with individuals from diverse backgrounds.	Reasonable adjustments may include training in recognizing non-verbal cues, access to cultural awareness resources, or the use of assistive devices to support interpretation of visual cues. Adjustments will not compromise the student's ability to engage respectfully and empathetically with patients and colleagues.

Subdomain – Written communication

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
The ability to communicate effectively in written English, producing accurate, concise, and coherent documentation for academic, clinical, and professional purposes. This includes adhering to academic writing	Written communication is essential for accurate record-keeping, clear documentation of patient care, and the effective sharing of information among healthcare professionals.	• Produce accurate, concise, and timely clinical documentation that meets professional standards. • Communicate effectively in writing with patients and healthcare team members	Reasonable adjustments may include the use of assistive technologies (e.g., grammar and spell-check tools, text-to-speech software), extended time for written assessments, or access to academic writing support services.

conventions and professional standards in clinical documentation.	It also underpins academic success and the ability to convey evidence-based arguments.	using electronic devices and medical records systems. • Summarize and appropriately reference literature in academic assignments. • Construct cohesive academic arguments using grammatically correct and meaningful sentences. • Produce accurate reports from laboratory and clinical work.	Adjustments will not compromise the requirement to produce accurate and coherent written communication.

Domain – Cognitive skills

Subdomain – Knowledge and cognitive skills

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must consistently demonstrate effective knowledge acquisition, cognitive processing, and critical thinking skills to ensure safe and competent practice in medical radiation science. This includes the ability to gather, process, recall, and apply information, engage in problem-solving and clinical reasoning, and make informed decisions in a timely and accurate manner.	Medical radiation science requires the integration of complex information from diverse sources to support accurate diagnosis and treatment. The ability to process information, pay attention to detail, and make sound clinical decisions is essential for patient safety and the effective delivery of care. Cognitive skills are also fundamental to life-long learning and adapting to advances in medical radiation science.	• Gather, comprehend, and integrate patient histories and medical imaging data. • Make safe and appropriate patient-care decisions using retained knowledge and evidence-based practices. • Recognize and respond to critical changes in imaging parameters, patient conditions, or procedural instructions. • Engage in scientific, clinical, and ethical reasoning during diagnostic procedures. • Use information and communication technologies (e.g., PACS, RIS) to manage imaging data and documentation. • Understand and apply three-dimensional spatial relationships in anatomical structures.	Reasonable adjustments may include the use of assistive technologies, memory aids, or additional time for information processing tasks. Adjustments will support the development of cognitive skills without compromising the ability to apply knowledge accurately and safely in clinical contexts.

		• Process and apply clinical information efficiently to meet time-sensitive demands in practice.	

Subdomain – Literature (language)

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must demonstrate competence in reading, comprehension, and written English to effectively engage with academic and clinical materials. This includes the ability to interpret technical documents, integrate information from multiple sources, and accurately convey information in both academic and clinical settings.	Literacy skills are essential for interpreting patient records, medical imaging reports, safety protocols, and other critical documents. Accurate comprehension and written communication are vital for maintaining patient safety, adhering to clinical protocols, and ensuring effective collaboration within healthcare teams.	• Read and comprehend handwritten, printed, and digital medical documents, including imaging referrals and reports. • Interpret technical documents such as standard operating procedures, risk assessments, and material safety data sheets. • Understand hazard warnings, safety signs, and radiation protection guidelines. • Summarize and integrate information from academic and clinical literature in assignments and clinical documentation. • Accurately document imaging procedures, patient information, and clinical notes in medical records systems.	Reasonable adjustments may include access to reading aids, text-to-speech software, or additional time for reading and writing tasks. These adjustments will not compromise the requirement to interpret, comprehend, and accurately convey critical information in clinical and academic contexts.

Subdomain – Numeracy

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must demonstrate competent and accurate numeracy skills to safely and effectively perform medical radiation science procedures. This includes the ability to interpret and apply numerical data, perform calculations, and understand measurements critical to imaging practices.	Accurate numeracy skills are essential for ensuring patient safety and the effective operation of medical imaging equipment. Medical radiation practitioners must perform calculations related to radiation dosage, image acquisition parameters, and patient positioning. Errors in numerical interpretation or calculations can result in compromised image quality or patient safety risks.	• Calculate and adjust radiation exposure settings based on body habitus and clinical indications. • Accurately interpret and record measurements (e.g., distances, angles, and field sizes) for imaging procedures. • Perform dose calculations to ensure adherence to safety guidelines and ALARA (As Low As Reasonably Achievable) principles. • Use numerical data to evaluate image quality and make necessary adjustments. • Monitor and record contrast media volumes and flow rates during imaging procedures.	Reasonable adjustments may include the use of calculators, visual aids, or extended time for performing calculations. Adjustments will support the development of numeracy skills without compromising the ability to apply accurate and timely calculations in clinical practice.

Domain – Sensory abilities

Subdomain – Visual

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must have adequate visual acuity to safely and effectively engage in academic and clinical learning environments. This includes the ability to observe, detect, and interpret	Visual acuity is critical in medical radiation science for the accurate interpretation of medical images, safe operation of equipment, and observation of subtle patient cues. Visual	• Detect subtle changes in a patient's physical condition during medical radiation procedures.	Reasonable adjustments may include the use of corrective lenses, magnification tools, adaptive technologies, or modified equipment displays. Adjustments will not compromise the

visual information essential for the accurate assessment, operation of medical imaging equipment, and delivery of safe patient care.	skills support patient safety, precise imaging practices, and adherence to procedural standards.	• Independently set up and safely operate medical imaging equipment. • Interpret medical images, including recognizing differences in colour, contrast, and grey-scale gradients. • Process visual information from referrals, imaging displays, medical charts, and handwritten notes. • Recognize and respond to visual alarms, safety warnings, and procedural indicators in academic and clinical settings.	ability to safely interpret visual information essential for patient care.

Subdomain – Auditory

Inherent requirement	Justification	Exemplars .	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must demonstrate adequate auditory ability to effectively monitor, assess, and manage patient care in both academic and clinical settings. This includes the ability to perceive and interpret auditory cues that are critical to safe and effective practice.	Auditory skills are essential for detecting patient sounds, responding to alarms, and communicating effectively within healthcare teams. The ability to accurately hear and interpret spoken information ensures patient safety, promotes teamwork, and supports effective clinical decision-making.	• Recognize subtle changes in patients' bodily sounds, such as breathing patterns or wheezing. • Respond promptly to auditory alarms, safety alerts, and verbal directions in clinical environments. • Follow and interpret spoken instructions during imaging procedures and in classroom or lab settings. • Engage in discussions with healthcare colleagues regarding patient care and imaging protocols.	Reasonable adjustments may include the use of hearing aids, amplified devices, or visual alert systems to complement auditory information. Adjustments will not compromise the student's ability to perceive and respond to critical auditory cues.

Charles Sturt University

Subdomain – Tactile

Inherent requirement	Justification	Exemplars .	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must demonstrate sufficient tactile ability to perform safe and effective medical radiation science procedures. This includes the capacity to palpate, apply appropriate pressure, and engage in patient care activities that require precise touch and manual dexterity.	Tactile skills are essential for positioning patients, operating imaging equipment, and ensuring patient comfort and safety. The ability to use touch appropriately supports accurate imaging practices and enhances the quality of care provided.	• Apply appropriate pressure when positioning patients and manipulating imaging equipment. • Palpate surface anatomy to accurately identify anatomical landmarks for imaging procedures. • Comfortably and professionally touch patients of all ages, genders, and backgrounds for positioning, immobilisation, and first aid. • Use touch to ensure accurate placement of equipment and maintain patient safety during procedures.	Reasonable adjustments may include the use of adaptive devices, modified equipment, or alternative positioning techniques. Adjustments will not compromise the student's ability to safely and effectively perform tactile assessments and procedures.

Domain – Strength and mobility

Subdomain – Gross motor skills

Inherent requirement	Justification	Exemplars.	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must demonstrate sufficient gross motor function to safely and effectively perform medical radiation science procedures. This includes the strength, coordination, range of motion, and mobility (with or without aids)	Medical radiation science practice involves physical demands that require gross motor skills to safely maneuver equipment, position patients, and respond to emergency situations. Adequate gross motor function ensures the safe handling of both patients and	• Maintain an upright posture while operating medical imaging equipment with both hands. • Maneuver around clinical equipment and confined spaces, such as imaging suites and laboratories.	Reasonable adjustments may include the use of mobility aids, ergonomic tools, or modified workspaces to support gross motor tasks. Adjustments will not compromise the

necessary to manage physical tasks in academic and clinical environments.	imaging equipment, reducing the risk of harm and supporting effective patient care.	• Safely lift, carry, push, and pull equipment or materials, including positioning aids and mobile imaging units. • Provide emergency life support and assist in patient transfers when necessary. • Travel to clinical placements and fieldwork sites, meeting the physical demands of those environments. • Practice safe handling techniques when working with medical radiation science equipment and positioning patients. • Perform CPR of a minimum of two minutes. • Coordinate gross and fine motor movements, balance, and sensory input (touch and vision) during complex imaging procedures.	student's ability to perform essential physical tasks safely and effectively.

Subdomain – Fine motor skills

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must demonstrate fine motor skills and manual dexterity to perform precise tasks involved in medical radiation science procedures. This includes the ability to manipulate equipment controls, handle delicate materials, and execute procedures that require precision and control.	Fine motor skills are essential in medical radiation science for tasks requiring precision, such as adjusting equipment settings, positioning imaging devices, and ensuring accurate image capture. Manual dexterity supports the safe and effective operation of imaging equipment and contributes to high-quality patient care.	• Adjust small controls such as levers, knobs, and dials on imaging equipment with precision. • Manipulate imaging devices and accessories to accurately position patients and equipment. • Perform coordinated actions that require a combination of fine motor control, gross motor movement, and sensory feedback (touch and vision). • Secure immobilization devices and apply positioning aids with precision.	Reasonable adjustments may include adaptive equipment, assistive devices, or modified techniques that support fine motor control without compromising the precision required for safe practice.

		• Handle small or delicate components, such as radiation markers, shielding devices, or contrast media injectors.	

Domain – Sustainable performance

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
Students must demonstrate functional and sustainable physical, cognitive, and psychosocial performance to complete complex and extended tasks safely and effectively in time-constrained environments. This includes the ability to maintain physical stamina, mental focus, and emotional resilience throughout academic and clinical activities.	Medical radiation science practice involves prolonged periods of physical and mental activity, often under pressure, requiring sustained concentration and endurance. The ability to perform tasks consistently and effectively over time is essential to ensure patient safety, maintain procedural accuracy, and deliver high-quality care. Managing workload demands while maintaining professional and personal wellbeing is fundamental to sustainable practice.	• Maintain concentration and focus to complete tasks accurately, even during repetitive or extended activities. • Perform repetitive tasks such as typing, positioning equipment, or walking between departments for extended periods, with appropriate breaks. • Sustain study practices and workplace performance to support continuous learning and the application of knowledge in clinical settings. • Manage multiple tasks within assigned timeframes while maintaining safe and effective care. • Recognize and work within personal and professional limits to ensure safe practice and patient safety.	Reasonable adjustments may include modified scheduling, structured breaks, reduced workloads, or the use of assistive technologies to support physical or cognitive endurance. These adjustments will not compromise the student's ability to perform tasks safely and effectively over extended periods.

Domain – Reflective skills

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to*

			the individual can be discussed with Support Services
Evaluate their thoughts, behaviours, and professional performance. This includes the ability to assess personal values, actions, and decisions and understand their impact on learning, clinical practice, and interpersonal interactions.	Reflective skills are essential in medical radiation science to support continuous professional growth, ensure safe and effective practice, and foster self-improvement. The ability to critically reflect allows students to recognize personal biases, adapt to challenges, learn from mistakes, and integrate feedback into their academic and clinical development. Reflective practice also promotes effective teamwork, ethical decision-making, and patient-centred care.	• Manage uncertainties in scientific and clinical decision-making by reflecting on reasoning processes. • Demonstrate self-awareness in interpersonal and team interactions, taking responsibility for one's role in collaborative environments. • Recognize differing perspectives in professional settings and respond respectfully to diverse viewpoints. • Receive and respond constructively to academic and clinical feedback, using it to improve future performance. • Reflect on professional setbacks and challenges, identifying strategies for improvement and growth. • Continuously evaluate one's learning strategies and adapt to new challenges in academic and clinical environments.	Reasonable adjustments may include access to mentoring programs, reflective practice workshops, or structured feedback sessions to support reflective skill development. These adjustments will not compromise the student's ability to critically evaluate their own performance and apply reflective insights to improve practice.

Approval details

The inherent requirements for the **Bachelor of Diagnostic Radiography** were approved as follows:

Approved by	Date	Resolution
University Courses Committee	03 October 2025	UCC40/11