



Charles Sturt  
University

# Inherent Requirements

Bachelor of Oral Health (Therapy & Hygiene)



## 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>
<ul style="list-style-type: none"><li>Engagement in ethical behaviour and practice.</li><li>Compliance with legislative and regulatory requirements.</li><li>Compliance with professional regulations and the Australian law.</li></ul>	<ul style="list-style-type: none"><li>Dentists, Oral Health Therapists and Hygienists are governed by Registration Standards, Policies, Codes and Guidelines under which they are accountable and responsible for ensuring professional behaviours in all contexts.</li></ul>	<ul style="list-style-type: none"><li>Students will need to comply with professional standards and display equitable and respectful behaviours.</li><li>Students will need to display these behaviours in order to meet student registration requirements for the Australian Health Practitioner Regulation Agency (Ahpra).</li></ul>	<ul style="list-style-type: none"><li>Adjustments must ensure the codes and standards are not compromised or result in unethical behaviour.</li><li>Adjustments must be consistent with legislative and regulatory requirements.</li></ul>

	<ul style="list-style-type: none"> <li>Students will be expected to comply with the codes, standards, guidelines and policies that govern the profession to ensure safe and competent interactions between students, staff and the people with whom they work.</li> </ul>		
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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>
<ul style="list-style-type: none"> <li>Behavioural stability to work constructively in diverse, challenging and/or changing, time-constrained environments.</li> </ul>	<ul style="list-style-type: none"> <li>Behavioural stability is required to function and adapt effectively and sensitively in this role. Students and practitioners will be exposed to unpredictable environments, including emergency situations and human suffering, requiring behavioural stability on their part.</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to be able to cope with their emotions and behaviour effectively.</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments must ensure that performance can be consistent and sustained over a given period.</li> <li>Adjustments must support stable, effective and professional behaviour in both academic and workplace learning settings.</li> </ul>

## 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>
<ul style="list-style-type: none"> <li>Ability to understand and respond to verbal communication in English</li> </ul>	<ul style="list-style-type: none"> <li>Effective verbal communication, in English, is an essential requirement to</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to understand and respond to verbal communication</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments must maintain verbal effectiveness, timeliness, clarity and</li> </ul>

<p>accurately, appropriately and in a timely manner.</p> <ul style="list-style-type: none"> <li>• Ability to provide clear instructions in English in the context of the situation.</li> <li>• Sensitivity to individual and/or cultural differences.</li> </ul>	<p>provide safe delivery of dental and oral health practice.</p> <ul style="list-style-type: none"> <li>• Communicating in a way that displays respect and empathy to others facilitates the development of trusting relationships.</li> <li>• Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management.</li> </ul>	<p>accurately and professionally in a time-constrained environment.</p> <ul style="list-style-type: none"> <li>• Students will need to be able to build rapport with patients to encourage full disclosure of information critical to dental treatment including medical, dental and social histories.</li> </ul>	<p>accuracy to ensure safe and appropriate practice.</p>
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### 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>
<ul style="list-style-type: none"> <li>• Capacity to recognise, interpret and respond professionally to non-verbal behavioural cues.</li> <li>• Consistent and appropriate awareness of own non-verbal cues and behaviours.</li> <li>• Sensitivity to individual and/or cultural differences.</li> </ul>	<ul style="list-style-type: none"> <li>• Effective non-verbal communication is fundamental to dental and oral health practice and needs to be respectful, clear, attentive, empathetic and non-judgmental.</li> <li>• The ability to observe and interpret non-verbal cues is essential for the safe and effective observation of a patient's presentation and reactions.</li> <li>• Displaying appropriate facial expressions, eye contact and being mindful of spatial boundaries and body movements is essential for professional conduct.</li> </ul>	<ul style="list-style-type: none"> <li>• Students will need to recognise cues in facial expression, appearance, behaviour, posture and movement, and adjust their own behaviours accordingly.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must maintain the ability to recognise and initiate appropriate responses to non-verbal communication.</li> </ul>

## 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>
<ul style="list-style-type: none"> <li>Capacity to construct coherent written communication, in English, appropriate to the circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>Effective written communication is fundamental to dental and oral health practice.</li> <li>Accurate written communication, including record-keeping and client notes, is vital to provide consistent and safe practice.</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to use precise and appropriate language to contribute to medical records in a time-constrained environment.</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments must not compromise standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information.</li> <li>Adjustments must ensure record-keeping meets guidelines and standards required for clinical patient notes.</li> </ul>

## Domain – Cognitive skills

### Subdomain – Knowledge and cognitive 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>
<ul style="list-style-type: none"> <li>Ability to acquire information and to read and comprehend a range of literature and information.</li> </ul>	<ul style="list-style-type: none"> <li>The ability to acquire information, read, decode, comprehend, interpret, and reflect upon multiple sources of information is fundamental for safe, effective and evidence-based dental and oral health practice.</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to be able to interpret data, photographs, radiographs and information from diagnostic tests.</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments must maintain the capacity to effectively acquire, comprehend, apply and communicate accurate information.</li> </ul>

## 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>
<ul style="list-style-type: none"> <li>Sufficient visual acuity to perform the required range of skills.</li> </ul>	<ul style="list-style-type: none"> <li>Sufficient visual acuity is necessary to maintain consistent, accurate and safe practice.</li> <li>Visual observations, examination and assessment are fundamental to safe and effective dental and oral health practice.</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to be able to clearly operate to fine level of resolution within the visual operating and surgical field.</li> <li>Students will need to set up, safely use and store instruments, analgesic drugs and materials including colour-coded materials and/or equipment in dental and oral health practice.</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments to address the effects of vision impairment must be effective, consistent and not compromise treatment or safety.</li> </ul>

### 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>
<ul style="list-style-type: none"> <li>Sufficient aural function to understand an individual's articulations and audible responses.</li> </ul>	<ul style="list-style-type: none"> <li>Sufficient auditory ability is necessary to understand, monitor, assess and manage an individual's needs and are fundamental to safe and effective dental and oral health practice.</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to be able to detect and discriminate changes in a patient's audible pain responses and/or breathing, and understand and follow a patient's articulations during interactions.</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments to address the effects of hearing loss must be effective, consistent and not compromise treatment or safety.</li> </ul>

## 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>
<ul style="list-style-type: none"> <li>Sufficient tactile function to undertake the required range of skills.</li> </ul>	<ul style="list-style-type: none"> <li>Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide safe and effective dental and oral health practice.</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to detect and discriminate fine levels of hardness, softness and elasticity.</li> <li>Students will need apply appropriate pressure when inserting needles or using dental instruments.</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments must not compromise the ability to make effective assessments of physical characteristics and abnormalities within safe time frames.</li> </ul>

## 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>
<ul style="list-style-type: none"> <li>Ability to perform gross motor skills including lifting, carrying, pushing, pulling, standing, twisting, bending, bimanual palpitation and manipulation of materials, equipment and tissues.</li> </ul>	<ul style="list-style-type: none"> <li>Dental and oral health practice involves physical demands and requires gross motor function.</li> <li>Practitioners must be able to perform a wide range of physical patient-care actions, to provide safe and effective practice.</li> </ul>	<ul style="list-style-type: none"> <li>Students will need to maintain balance while safely delivering treatment, and move readily around patients, between work areas and clients, and around varying surfaces and levels, to complete tasks within timeframes.</li> <li>Students will need to access and/or move chairside equipment; safely across patients and sterile areas.</li> <li>Students will need to provide basic life support if required.</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate practice.</li> </ul>

## 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>
<ul style="list-style-type: none"> <li>• Ability to use fine motor skills including grasping, pressing, pushing, turning, squeezing, bimanual palpitation and manipulation of materials, equipment and tissues.</li> <li>• Ability to manipulate materials and instruments with a high level of accuracy and precision.</li> <li>• Ability to take accurate handwritten and electronic records.</li> </ul>	<ul style="list-style-type: none"> <li>• Dental and oral health practice involves manual dexterity and fine motor skills.</li> <li>• Practitioners must be able to perform fine motor skills consistently and safely to reduce the risk of harm to self and others.</li> </ul>	<ul style="list-style-type: none"> <li>• Students will need to manipulate dental instruments with a high level of accuracy and precision, including cutting, pulling, probing, cleaning, reorientating and twisting.</li> <li>• Students will need to take responsibility for preparing accurate handwritten and electronic medical and dental records.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate practice.</li> </ul>

## 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>
<ul style="list-style-type: none"> <li>• Consistent and sustained level of physical energy to complete a specific task in a timely manner over time, maintaining quality.</li> <li>• Ability to perform repetitive activities with a level of concentration that ensures focus on the activity until completion.</li> </ul>	<ul style="list-style-type: none"> <li>• Dentists, Oral Health Therapists and Hygienists require both physical and mental performance at a consistent and sustained level, including clinical procedures and record-keeping to provide clinically and culturally safe and effective practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Students will need to sustain a working posture, associated manual tasks, engagement, performance, level and emotional control for the full duration of a clinical practice process, including successive and extended client assessments with minimal breaks.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must ensure that performance can be consistent and sustained over a given period.</li> </ul>

#### Approval details

The inherent requirements for the **Bachelor of Oral Health (Therapy and Hygiene)** were approved as follows:

Approved by	Date	Resolution
University Courses Committee	30 April 2025	UCC36/11