



Charles Sturt
University

Inherent Requirements

Bachelor of Pharmacy(Honours)



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 Support Services</i>
Pharmacy is a profession governed by competency standards, codes of ethics, professional conduct and professional guidelines and policies, where pharmacists are both accountable and responsible for ensuring professional behaviour in all contexts.	Compliance with the codes, standards, guidelines and policies facilitates safe, competent interactions and relationships for students and/or the people with whom they work. This supports the physical, psychological, emotional and spiritual wellbeing of all.	- Demonstrating appropriate behaviour with confidential information in classroom and clinical settings. - Demonstrating ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour.	- Adjustments must ensure the codes and standards are not compromised or result in unethical behaviour. - Adjustments must be consistent with legislative and regulatory requirements.

• Knowledge of, and engagement in ethical behaviour in practice. • Knowledge, understanding and compliance with legislative and regulatory requirements. This compliance is pre-requisite to undertaking workplace learning in order to reduce the risk of harm to self and others. • Compliance with professional regulations and the Australian law.	• Compliance with professional regulations and the Australian Law in workplace learning settings ensures that students are both responsible and accountable for their practice.	• Work with others effectively, co-operatively, and in a professional manner in diverse and changing academic and practice settings (workplace, classrooms, laboratories) • Complying with Charles Sturt University Policies including the Student Conduct Rule.	• Adjustments specific to the individual can be discussed with Support Services.
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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 Support Services</i>
Behavioural stability is required to function and adapt effectively and sensitively in a demanding role. • 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	• Behavioural stability is required to work individually and in teams in changing and unpredictable environments. • Pharmacy students will be exposed to stressful situations and unpredictable environments and will be required to have behavioural stability and demonstrate appropriate interpersonal and social interactions to manage these events.	• Being receptive and responding appropriately to constructive feedback. • Coping with own emotions and behaviour effectively when dealing with individuals in the clinical setting. • Managing multiple tasks and complex demands with focus and composure. • Effectively prioritise competing demands to manage workload. • Accept and fulfil responsibility for patient care. • Be receptive and respond appropriately to constructive feedback. • Be able to work effectively in the face of uncertainty and adapt to challenging environments	• Must support stable, effective and professional behaviour in both academic and professional 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 Support Services</i>
Effective and efficient verbal communication, in English, is an essential requirement to enable safe and effective practice. • The ability to understand and respond to verbal communication accurately, appropriately and in a timely manner; • The ability to provide clear instructions in the context of the situation; and • Timely clear feedback and reporting.	• Communicating in a way that displays respect and empathy to others and develops trusting relationships is essential for the safe delivery of care. • 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 individual safety or treatment. • Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management.	• Participating in tutorial, simulation and applied clinical discussions. • Responding appropriately to a care request in the clinical environment. • Effectively communicating and confirming information in a noisy environment. • Communicating and presentation of information to other health professionals. • Questioning and confirming directions or decisions that are unclear.	• For impaired verbal communication must address effectiveness, timeliness, clarity and accuracy issues to ensure safe and appropriate care.

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 Support Services</i>
Effective non-verbal communication is fundamental to medicine and needs to be respectful, clear, attentive,	• The ability to observe and understand non-verbal cues assists with building a rapport with people	• Recognising and responding appropriately to non-verbal cues in the clinical environment.	• Must enable the recognition, initiation of or appropriate response to

empathetic, honest and non-judgemental. • The capacity to recognise, interpret and respond appropriately to behavioural cues; • Consistent and appropriate awareness of own behaviours; and • Sensitivity to individual differences	and gaining their trust and respect in academic and professional relationships. • Displaying consistent and appropriate facial expressions, appropriate eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust in academic and professional relationships. • Being sensitive to individual and/or cultural differences displays respect and empathy to others and develops trusting relationships. • The ability 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	• Recognising and responding appropriately to non-verbal cues in classroom situations. • Ability to recognise and communicate effectively with people in distress. • Communicate respectfully with people of different gender, sexuality, age, and from diverse cultural, religious and socio-economic backgrounds.	effective non-verbal communication in a timely and appropriate manner.
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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 Support Services</i>
Effective written communication is a fundamental medical responsibility with professional and legal ramifications. • 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, patient notes and instructions, is vital to	• Summarising, referencing and constructing a range of literature in academic assignments and information requests. • Constructing a report in a timely manner using grammatically correct and meaningful prose that meets professional standards. • Produce accurate, clear and concise patient notes or	• Must meet the necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in both academic and clinical settings.

	provide consistent and safe practice and patient care	information/ directions in both hand-written and electronic formats	
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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 Support Services</i>
Consistent knowledge and effective cognitive skills must be demonstrated to provide safe and competent practice. • The capacity to locate appropriate and relevant information. • The ability to recall and process information relevant to practice. • The ability to integrate and implement knowledge in practice.	• Safe and effective delivery of professional practice skills is based on comprehensive knowledge that must be sourced, understood and applied appropriately.	• Gather, comprehend and integrate information into a patient-focused medication plan. • Make safe and appropriate patient-care decisions from retained knowledge and sourced credible evidence. • Identify and respond to critical changes in instructions or reported information to ensure safe and effective care. • Engage in scientific, ethical and clinical reasoning. • Competently use information and communication technology, including software and professional practice systems.	• Must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded.

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</i>

			<i>the individual can be discussed with Support Services</i>
Competent literacy skills are essential for safe and effective practice. • The ability to acquire information and accurately convey appropriate, effective messages. • The ability to read and comprehend a range of literature and information. • The capacity to understand and implement academic conventions to construct written text in a scholarly manner.	• The ability to acquire information and to accurately convey messages is fundamental to ensure safe and effective assessment, treatment and delivery of care. • The ability to read, decode, interpret and comprehend multiple sources of information is fundamental for safe and effective practice.	• Ability to listen to information. • Ability to read handwritten, online and printed information. • Ability to convey a spoken message accurately. • Ability to paraphrase, summarise and reference in accordance with appropriate academic conventions. • Ability to draft accurate, concise and clear documentation. • Understand hazards signs and warnings. • Comprehend technical documents including risk assessments, standard operating procedures and material safety data sheets.	• Must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information.

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 Support Services</i>
Competent and accurate numeracy skills are essential for safe and effective practice. • The ability to interpret, process and correctly apply data, measurements and numerical criteria.	• Competent application of numeracy skills is essential to facilitate the safe and effective delivery of pharmaceutical care.	• Performing accurate calculations in a range of pharmaceutical applications including stability, dosing and disposition of medicines. • Accurately and efficiently perform calculations for the preparation of pharmaceutical products. • Correctly apply data, measurements and numerical criteria. • Recognise inaccurate or inappropriate doses, strengths and quantities of pharmaceuticals.	• Must demonstrate a capacity to perform mathematical processes, interpret and apply concepts 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 Support Services</i>
Adequate visual acuity is required for safe and effective practice. Sufficient visual acuity to perform the required range of skills.	Sufficient visual acuity is necessary to demonstrate the required range of skills, tasks and assessments to maintain consistent, accurate and safe care of self and others.	- Observe and detect subtle changes and differences in clarity or colour of chemical or pharmaceutical preparations, or in diagnostic/monitoring devices. - Independently set up and use laboratory and practical equipment that requires safe operation (eg sharps, hot plates, glassware). - Make observations and accurately take measurements using instruments such as balances, point of care devices, blood pressure monitors. - Read the small font on medicine packaging eg ampoules, blister packaging. - Read and process visual information on medicines, labels and containers eg identification markings of medications, dispensing labels. - Observe and assess physical symptoms in patients eg rashes, colour changes, swelling; and appearance including behaviour, posture, movements	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 Support Services</i>
Auditory ability is required for safe and effective practice. • Sufficient aural function to undertake the required range of skills	• Sufficient auditory ability is necessary to monitor, assess and manage an individual's health needs consistently and accurately. • Auditory assessments and observations are fundamental to safe and effective practice	• Accurately record and interact with spoken information and instructions. Follow and participate in discussions with other health care professionals regarding patients. • Listen for diagnostics cues in patient presentations eg wheezing, coughing. • Observe auditory alarms, warnings and directions in the workplace and university environments	• Must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the hearing loss must be effective, consistent and not compromise treatment or safety.

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 Support Services</i>
Sufficient tactile ability is required for competent and safe practice. • Adequate tactile function sufficient to undertake the required range of skills and assessments	• Functional touch sensation, ability to apply pressure, and appropriate use of touch are required to manage in the university and workplace environments.	• Apply appropriate pressure when mixing and preparing pharmaceuticals. • Detect grittiness of powders when preparing pharmaceuticals. • Apply compression with appropriate pressure when applying first aid in a practice setting. • Comfortable to touch people of any age or gender regardless of sexual, cultural, religious, socio-economic background in a professionally appropriate manner eg deliver immunisation, assessing symptoms,	• Must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.

		taking body measurements, measuring blood pressure, point of care testing, providing first aid.	
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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 Support Services</i>
Pharmacy practice involves physical demands and requires gross motor function. The ability to perform gross motor skills required in 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 sufficient strength, coordination, range of movement and independent mobility to perform these tasks consistently and safely to meet safe and effective practice needs in a time-constrained environment.	- Sit, stand and walk for periods of 2–4 hours at a time. - Maintaining an upright posture and using both upper limbs to perform a task. - Maintaining balance while safely mobilising and transferring resources. - Able to mobilise in confined spaces safely to retrieve and utilise stock and equipment. - Independently carry and manipulate equipment and materials on varying surfaces, to complete tasks within constrained timeframes. - Have the physical capacity to provide emergency first aid and CPR. - Travel to and participate in pharmacy placements and other field work, and meet the physical demands of those sites and workplaces.	Should 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 Support Services</i>
Pharmacy is a profession that requires manual dexterity and fine motor skills. The ability to use fine motor skills for safe and effective practice.	- Sufficient fine motor skills are necessary to perform, coordinate and prioritise care. Tasks that involve fine motor skills include being able to grasp, press, push, turn, squeeze and manipulate various objects. - Students must be able to demonstrate and perform these tasks consistently and safely to meet safe and effective practice needs in a time-constrained environment.	- Remove/replace lids and open/close containers and pharmaceutical packaging. - Measure/weigh small amounts of liquids and solids using micro-pipettes, and use spatulas. - Use computer hardware/systems eg mouse, touchscreen, keyboard, pointer. - Safely use and handle syringes and needles. - Demonstrate use of medication devices without shaking eg eyedrops. - Appropriately apply wound dressings.	Should facilitate functional effectiveness, safety of 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 Support Services</i>
Pharmacy practice requires physical, cognitive and psychosocial performance at a consistent and sustained level. - Consistent and sustained level of energy to complete a specific task safely in a timely manner and over time. - The ability to perform repetitive activities with a level of concentration	Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care.	- Sustain concentration to focus on study practices (participating in tutorials, lectures, practicals), and in workplace performance. - Participating in full-time clinical placements to ensure effective learning and application of learning.	Must ensure that performance is consistent and sustained over a given period.

that ensures a capacity to focus on the activity until it is completed appropriately in a time-constrained environment. • The capacity to maintain consistency and quality of performance throughout the designated period of time.		• Provide consistent, competent practice and care over a negotiated time frame.	
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Approval details

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

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