



Charles Sturt
University

Inherent Requirements

Bachelor of Veterinary Technology



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>
<ul style="list-style-type: none">Engagement in ethical behaviour and practiceCompliance with legislative and regulatory requirementsCompliance with professional regulations and the Australian law	<ul style="list-style-type: none">Veterinary practice is governed by legislation to enable safe delivery of veterinary care.Students will be expected to comply with the professional guidelines of the Veterinary Practitioners Board of NSW	<ul style="list-style-type: none">Students will need to comply with professional standards and display equitable and respectful behaviours.Students will need to demonstrate appropriate behaviour with confidential information.Students will need to identify and report any animal welfare concerns.	<ul style="list-style-type: none">Adjustments must ensure the codes and standards are not compromised or result in unethical behaviour.Adjustments must be consistent with legislative and regulatory requirements.Adjustments must not impose an ethically unacceptable cost on the

	<ul style="list-style-type: none"> Veterinary medicine is a profession governed by the Australian Veterinary Association Code of Professional Conduct which veterinary technologists must comply with. Compliance with the code ensures safe, competent interactions and the maintenance of the welfare of individual animals and populations of animals. 		use of animals in teaching or research.
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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>
<ul style="list-style-type: none"> Behavioural stability to work constructively in diverse, challenging and/or changing, time-constrained environments. Ability to monitor their own mental and physical health and their behaviour, and to seek help when required. 	<ul style="list-style-type: none"> Veterinary medicine is a profession in which veterinary technologists must balance the welfare of animals, their owners and clients, and colleagues, often in conflicting scenarios. Behavioural and emotional stability is required to function and adapt effectively and sensitively in the demanding roles in the profession. Veterinary technologists will be exposed to emergency situations and animal suffering, and will be required to have the behavioural stability to manage these events objectively and professionally. 	<ul style="list-style-type: none"> Students will need to cope with emotions and behaviours effectively when dealing with adverse clinical settings. 	<ul style="list-style-type: none"> 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 Support Services</i>
<ul style="list-style-type: none"> • Ability to understand and respond to verbal communication in English accurately, appropriately and in a timely manner, including in noisy, busy professional environments. • Ability to provide clear instructions in English in the context of the situation. • Ability to direct and interact with animals by verbalising in a safe and confident manner. 	<ul style="list-style-type: none"> • Effective verbal communication, in English, is an essential requirement to ensure personnel and animal safety and for the delivery of animal care. • Effective verbal communication to direct and control animal behaviour is an essential requirement for preserving human safety and animal welfare. • Adequate communication with clients is essential to the diagnosis and management process in veterinary science. • Timely, accurate and effective delivery of instructions is critical to client safety and animal safety, treatment and welfare. 	<ul style="list-style-type: none"> • Students will need to respond appropriately to a care request in the clinical environment. • Students will need to safely and efficiently verbally direct the movement of herds and flocks in a field setting. 	<ul style="list-style-type: none"> • Adjustments must maintain verbal effectiveness, timeliness, clarity and accuracy to ensure personnel safety and animal welfare.

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>
<ul style="list-style-type: none"> • Capacity to recognise, interpret and respond professionally to non-verbal 	<ul style="list-style-type: none"> • Effective non-verbal communication is fundamental to the safety of people 	<ul style="list-style-type: none"> • Students will need to respond appropriately to cues in the clinical environment. 	<ul style="list-style-type: none"> • Adjustments must maintain the ability to recognise and initiate appropriate

<p>behavioural cues of people and domestic animals.</p> <ul style="list-style-type: none"> • Consistent and appropriate awareness of own non-verbal cues and behaviours. • Sensitivity to individual and/or cultural differences. • Ability to direct and safely interact with all animals in a safe and confident manner. 	<p>handling animals, and to the animals being restrained or handled.</p> <ul style="list-style-type: none"> • Effective non-verbal communication needs to be respectful, clear, attentive, empathetic and non-judgmental. • In relation to people, displaying appropriate facial expressions, eye contact and being mindful of boundaries and body movements is essential for professional conduct. • In relation to animals, displaying consistent and appropriate facial expressions, eye contact, body movements and gestures, with awareness of fear and flight distances, is essential for safe animal handling and protects the welfare of animals. 	<ul style="list-style-type: none"> • Students will need to safely and efficiently non-verbally direct the movement of herds and flocks in a field setting. 	<p>responses to non-verbal communication.</p> <ul style="list-style-type: none"> • Adjustments must maintain the capacity to interact safely with domestic animals using non-verbal cues.
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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>
<ul style="list-style-type: none"> • Capacity to construct coherent written communication, in English, appropriate to the circumstances. 	<ul style="list-style-type: none"> • Effective written communication is a fundamental veterinary professional and legal responsibility. • Accurate written communication, including medical record-keeping, is vital to provide consistent and safe patient care. 	<ul style="list-style-type: none"> • Students will need to use precise and appropriate language to construct a veterinary medical record in a timely manner that meets professional standards. • Students will need to provide written advice to clients using appropriate language. 	<ul style="list-style-type: none"> • Adjustments must not compromise standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information.

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>
<ul style="list-style-type: none"> Ability to acquire information and to read and comprehend a range of literature and information 	<ul style="list-style-type: none"> The ability to acquire information, read, decode, interpret and comprehend multiple sources of information is fundamental for safe and effective assessment, diagnosis, treatment and delivery of veterinary care. 	<ul style="list-style-type: none"> Students will need to be able to produce accurate, concise and clear veterinary medical records which meet legal requirements. Students will need to appropriately apply acquired knowledge in the clinical setting, including triaging emergency presentations. 	<ul style="list-style-type: none"> Adjustments must maintain the capacity to effectively acquire, comprehend, apply and communicate accurate information.

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>
<ul style="list-style-type: none"> Sufficient visual acuity (maximal correction of N8 and/or 6/18) to perform the required range of skills. <p><i>Students whose vision does meet these criteria or who have significant other visual problems (such as visual field</i></p>	<ul style="list-style-type: none"> Sufficient visual acuity with a maximal correction of N8 and/or 6/18 is required for veterinary practice, and is necessary to demonstrate the required range of clinical skills. Visual observations, examination and assessment and fundamental to safe and effective veterinary practice. 	<ul style="list-style-type: none"> Students will need to accurately draw up medication to administer. Students will need to observe and detect subtle changes in a patient's response to medical procedures. Students will need to read small print on ampoules or similar, read a monitor at a distance of 2 metres and respond to visual alarms. 	<ul style="list-style-type: none"> Adjustments to address the effects of vision impairment must be effective, consistent and not compromise treatment or safety.

defects or nystagmus) may require assessment by an ophthalmologist.

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>
<ul style="list-style-type: none"> Sufficient aural function to understand an individual's articulations. <p><i>Students should be able to understand the human voice at 1 metre with less than 40db loss across speech frequencies.</i></p>	<ul style="list-style-type: none"> Sufficient auditory ability is necessary to understand, monitor, assess and manage an individual's needs and are fundamental to safe and effective veterinary practice. 	<ul style="list-style-type: none"> Students will need to be able to accurately detect heart sounds and blood pressure measurements by auscultation. 	<ul style="list-style-type: none"> Adjustments to address the effects of 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>
<ul style="list-style-type: none"> Sufficient tactile function to undertake the required range of skills 	<ul style="list-style-type: none"> Sufficient tactile ability is necessary to monitor, assess and detect animals' physical characteristic and act on any abnormalities detected to provide safe and veterinary practice. Tactile assessments and observations are fundamental to safe and effective veterinary practice, including surgery. 	<ul style="list-style-type: none"> Students will need to detect any changes in circulation observations (e.g., temperature and pulse palpation). Students will need to conduct physical assessments and be able to detect anatomical abnormalities. Students will need sufficient fine touch to palpate vessels and organs 	<ul style="list-style-type: none"> Adjustments must not compromise the ability to make effective assessments of physical characteristics and abnormalities within safe time frames.

		<p>of cattle and horses using rectal palpation.</p> <ul style="list-style-type: none"> Students will need to complete surgical procedures such as ovariohysterectomy in dogs. 	
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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>
<ul style="list-style-type: none"> Ability to perform gross motor skills including lifting, carrying, pushing, pulling, standing, walking, running, twisting, bending, and restraining animals. 	<ul style="list-style-type: none"> Veterinary practice involves physical demands and requires gross motor function. Veterinary technologists must be able to perform a wide range of physical actions, to provide safe and effective practice and reduce the risk of harm to self and others, and to animals. 	<ul style="list-style-type: none"> Students will need to perform physical assessments such as percussion and/or palpation of animal body parts. Students will need to perform various manoeuvres such as escaping quickly from a box stall, lifting small animal patients to the examination table, transporting anaesthetised small animal patients, controlling and trotting a horse using a halter and/or twitch, operating a cattle crush and restraining sheep. 	<ul style="list-style-type: none"> Adjustments 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>
<ul style="list-style-type: none"> Ability to use fine motor skills including grasping, pressing, pushing, turning, squeezing, and manipulating various objects and animals. 	<ul style="list-style-type: none"> Veterinary practice involves manual dexterity and fine motor skills. Veterinary technologists must be able to perform fine motor skills consistently and safely to reduce the risk of harm to self and others, and to ensure animal welfare. 	<ul style="list-style-type: none"> Students will need to manipulate instruments in diagnostic procedures, perform treatment techniques (e.g., cannulation and/or venipuncture) and complete surgical procedures such as suturing. Students will need to safely and gently hold and restrain small animals such as rats, mice and birds. 	<ul style="list-style-type: none"> Adjustments 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>
<ul style="list-style-type: none"> A consistent and sustained level of physical energy to complete a specific task in a timely manner. The ability to perform repetitive activities with a level of concentration that ensures a capacity to focus on an activity until completion. The capacity to maintain consistency and quality of performance throughout a designated period of duty. 	<ul style="list-style-type: none"> Veterinary practice requires both physical and mental performance at a consistent and sustained level to meet the need for animal care. Veterinary practice requires veterinary technologists to be conscious and aware at all times when interacting with animals and clients. Unexpected interruptions to consciousness place self, others and animals at risk. 	<ul style="list-style-type: none"> Students will need to be able to complete any surgical procedure that has been initiated e.g., long term monitoring of anaesthesia. Students will need to provide consistent care over a negotiated timeframe. 	<ul style="list-style-type: none"> Adjustments must ensure that performance can be consistent and sustained over a negotiated timeframe. Repeated periods of loss of consciousness (e.g., due to epilepsy, narcolepsy or repetitive fainting) will need to be effectively treated.

Approval details

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

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