



Charles Sturt
University

Inherent Requirements

Graduate Diploma of Midwifery



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>
Midwifery is a profession governed by a Code of Ethics, Code of Conduct and Professional Standards, where midwives are both accountable and responsible for ensuring professional and ethical behaviour that complies with legislation in all contexts.	Compliance with the ethical, legal and professional conduct codes, standards and guidelines and policies facilitates patient safety and safe, competent interactions and relationships for students and/or people with whom they work. This supports the physical,	<ul style="list-style-type: none">• Demonstrating appropriate professional behaviour with confidential information in classroom and workplace learning• Demonstrating the ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour.	<ul style="list-style-type: none">• Adjustments must ensure the codes and standards are not comprised or result or result in unethical behaviour.

<ul style="list-style-type: none"> 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. 	<p>psychological, emotional and spiritual wellbeing of all.</p>	<ul style="list-style-type: none"> Compliance with professional regulations and the Australian law ensures that students are both responsible and accountable for their practice ensuring patient safety 	
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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>
<p>Midwifery practice requires both physical and mental performance at a consistent and sustained level. Behavioural and emotional stability is required to function and adapt effectively and sensitively in this role.</p> <ul style="list-style-type: none"> Consistent and sustained level of physical energy and mental endurance to complete a specific task in a timely manner and over time. The ability to perform repetitive activities with a level of concentration that ensures a capacity to focus on the activity until it is completed appropriately. The capacity to maintain consistency and quality of performance throughout the designated period of time. Behavioural and emotional stability to work constructively in a diverse and 	<ul style="list-style-type: none"> Sufficient physical and mental endurance is an essential requirement to perform multiple tasks in an assigned time period to provide safe and effective practice. Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Midwifery students will be exposed to emergency situations and human suffering and will be required to have behavioural stability to manage these events. 	<ul style="list-style-type: none"> Consistent practice over a negotiated time-frame. Being receptive and responding appropriately to constructive feedback. Coping with own emotions and regulating behaviour effectively when dealing with staff and clients in simulation, laboratories and workplace learning 	<ul style="list-style-type: none"> Adjustments must ensure that performance is consistent and sustained over a given period. Adjustments must support stable, effective and professional behaviour in workplace learning settings.

changing workplace learning environment.			
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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>
<p>Effective communication is an essential requirement for safe practice.</p> <ul style="list-style-type: none"> • Ability to understand, comprehend and respond to verbal communication accurately, appropriately and in a timely manner for patient safety. • Ability to provide clear instructions in the context of the situation. • Ability to communicate effectively and clearly in professional settings, such as healthcare facilities where miscommunication can lead to critical consequences. • The ability to provide clear feedback and document clinical interactions. 	<ul style="list-style-type: none"> • Communication may be restricted because of limitations of the individual (e.g. injury, disease or congenital conditions). • Speed and interactivity of communication is critical for individual safety or treatment. • Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management. 	<ul style="list-style-type: none"> • Is able to provide clinical handover • Is able to provide patient education • Responding appropriately to requests from patients, supervisors and other health professionals in the clinical setting. 	<ul style="list-style-type: none"> • Adjustments must address effectiveness, timeliness, clarity and accuracy issues to ensure safety and appropriate practice.

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>

<p>Effective non-verbal communication is fundamental to safe midwifery practice.</p> <ul style="list-style-type: none"> • Ability to recognise and respond appropriately to non-verbal cues, such as patient distress signals • Capacity to recognise, interpret and respond appropriately to behavioural and clinical cues. • Consistent and appropriate awareness of own professional behaviours. • Sensitivity to individual and/or cultural differences 	<ul style="list-style-type: none"> • The ability to observe and understand non-verbal cues assists with building rapport with people and gaining their trust and respect in professional relationships. • Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust with patients and builds 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 symptoms and reactions to facilitate the assessment and treatment 	<ul style="list-style-type: none"> • Recognising non-verbal cues and responding appropriately in simulation, laboratories and workplace learning settings. 	<ul style="list-style-type: none"> • Adjustments must enable the recognition, initiation of or appropriate response to 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>
<p>Effective written communication is a fundamental midwifery responsibility with professional and legal ramifications.</p> <ul style="list-style-type: none"> • Capacity to construct coherent written communication appropriate to the clinical circumstances. • Ability to keep accurate written communication, including legal requirements, record-keeping and 	<ul style="list-style-type: none"> • Accurate written communication, including record-keeping and patient notes is vital to provide consistent and safe care. 	<ul style="list-style-type: none"> • Constructing a written midwifery report that meets professional and legal requirements 	<ul style="list-style-type: none"> • Adjustments must meet necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in the clinical and workplace learning settings.

patient notes to provide consistent and safe patient care			
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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>
<p>Consistent knowledge and effective cognitive skills must be demonstrated to provide safe and competent midwifery practice.</p> <ul style="list-style-type: none"> The ability to apply critical thinking to make informed and timely decisions in professional scenarios, such as emergency situations in clinical practice, where rapid judgment is required The capacity to locate appropriate and relevant information. The ability to process information relevant to practice. The ability to integrate and implement knowledge in practice 	<ul style="list-style-type: none"> Safe and effective delivery of midwifery practice is based on comprehensive knowledge that must be sourced, understood and applied appropriately 	<ul style="list-style-type: none"> Ability to conceptualise and use appropriate knowledge in response to clinical scenarios Applying knowledge of policy and procedures in simulation, laboratories and workplace learning 	<ul style="list-style-type: none"> Adjustments 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 the individual can be discussed with Support Services</i>

<ul style="list-style-type: none"> • The ability to acquire information and accurately convey appropriate, effective messages for safe clinical practice. • The ability to read and comprehend a range of literature and information to inform clinical practice 	<ul style="list-style-type: none"> • 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 the safe and effective delivery of midwifery care. 	<ul style="list-style-type: none"> • Demonstrates the ability to listen to information in the clinical setting. • Demonstrates the ability to convey a spoken message accurately in the clinical setting. • Demonstrates accurate, concise and clear midwifery documentation 	<ul style="list-style-type: none"> • Adjustments must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information.
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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>
<ul style="list-style-type: none"> • The ability to interpret and correctly apply data, measurements and numerical criteria. • The ability to undertake drug calculations 	<ul style="list-style-type: none"> • To ensure that medications can be safely administered. 	<ul style="list-style-type: none"> • Performing accurate drug calculations. • Demonstrating accurate recording on a fluid balance chart 	<ul style="list-style-type: none"> • Adjustments must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner.

Domain – Sensory abilities

Subdomain – Visual

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services</i>
Adequate visual acuity is required to provide safe and effective midwifery practice.	<ul style="list-style-type: none"> • Sufficient visual acuity is necessary to demonstrate the required range of skills, tasks and assessments to 	<ul style="list-style-type: none"> • Accurately drawing up medication to administer. 	<ul style="list-style-type: none"> • Adjustments must address the need to perform the full range of tasks involved in clinical practice. Any

<ul style="list-style-type: none"> Sufficient visual acuity to perform the required range of skills for safe midwifery practice 	<p>maintain consistent, accurate and safe care to self and others</p> <ul style="list-style-type: none"> Visual observations, examination and assessment are fundamental to safe and effective midwifery practice. 	<ul style="list-style-type: none"> Observing and detecting subtle changes in the appearance of a woman or neonate 	<p>strategies to address the effects of the vision impairment must be effective, consistent and not compromise treatment or safety.</p>
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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>
<p>Auditory ability is required to provide safe and effective midwifery practice.</p> <ul style="list-style-type: none"> Sufficient aural function to undertake the required range of midwifery skills. 	<ul style="list-style-type: none"> Sufficient auditory ability is necessary to monitor, assess and manage an individual's health needs consistently and accurately and ensure patient safety. Auditory assessments and observations are fundamental to safe and effective midwifery practice 	<ul style="list-style-type: none"> Accurately assessing fetal heart sounds by auscultation. Detecting care request by activation of call bell or calls for help 	<ul style="list-style-type: none"> Adjustments 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>
<p>Sufficient tactile ability is required to perform competent and safe midwifery practice.</p> <ul style="list-style-type: none"> Adequate tactile function sufficient to undertake the required range of skills and assessments for safe midwifery practice. 	<ul style="list-style-type: none"> Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide thorough midwifery care. Tactile assessments and observations are fundamental to safe and effective midwifery practice. 	<ul style="list-style-type: none"> Detecting any changes in circulation observations e.g. temperature and pulse palpation. Conducting a physical assessment and detecting any anatomical abnormalities Palpating the abdomen. 	<ul style="list-style-type: none"> Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.

Domain – Strength and mobility

Subdomain – Gross motor skills

Inherent requirement	Justification	Exemplars	Adjustments
<i>Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate</i>	<i>Explanation of why this is an inherent requirement for the course</i>	<i>Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.</i>	<i>The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services</i>
<p>Midwifery involves physical demands and requires gross motor function.</p> <ul style="list-style-type: none"> Ability to perform gross motor skills to function within scope of practice 	<p>Sufficient gross motor skills are necessary to perform, coordinate and prioritise practice. Tasks that involve gross motor skills include lifting, carrying, pushing, pulling, standing, twisting and bending. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others.</p>	<ul style="list-style-type: none"> Maintaining balance while safely mobilising and transferring individuals or resources. Holding neonates Able to safely retrieve and utilise stock and equipment 	<ul style="list-style-type: none"> Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate practice.

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>
<p>Midwifery is a profession that requires manual dexterity and fine motor skills.</p> <ul style="list-style-type: none"> Ability to use fine motor skills to provide safe effective practice 	<p>Sufficient fine motor skills are necessary to perform, coordinate and prioritise practice. Tasks that involve fine motor skills include being able to grasp, press, push, turn, squeeze and manipulate various objects and individuals. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others.</p>	<ul style="list-style-type: none"> Drawing up medications Caring for neonates Performing an aseptic wound dressing. Able to prime, accurately insert and set prescribed rate on an infusion device 	<ul style="list-style-type: none"> Adjustments should facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate practice.

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>
<p>Midwifery practice requires both physical and mental performance at a consistent and sustained level. Behavioural stability is required to function and adapt effectively and sensitively in this role.</p> <ul style="list-style-type: none"> Consistent and sustained level of physical energy to complete a specific task in a timely manner and over time. The ability to perform repetitive activities with a level of concentration that ensures a capacity to focus on the activity until it is completed appropriately. The capacity to maintain consistency and quality of performance throughout the designated period of time. Behavioural stability to work constructively in a diverse and changing workplace learning environment 	<ul style="list-style-type: none"> Sufficient physical and mental endurance is an essential requirement to perform multiple tasks in an assigned time period to provide safe and effective practice. Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Midwifery students will be exposed to emergency situations and human suffering and will be required to have behavioural stability to manage these events 	<ul style="list-style-type: none"> Participating in simulation, laboratories and workplace learning. Consistent practice over a negotiated time-frame. Undertaking workplace learning 	<ul style="list-style-type: none"> Adjustments must ensure that performance is consistent and sustained over a given period. Adjustments must support stable, effective and professional behaviour in both academic and workplace learning settings.

Approval details

The inherent requirements for the **Graduate Diploma of Midwifery** were approved as follows:

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