



Charles Sturt
University

Inherent Requirements

Bachelor of Animal Science & Bachelor of Animal Science (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>
<ul style="list-style-type: none">Engagement in ethical behaviour in academic and practical environmentsCompliance with legislative and regulatory requirementsCompliance with professional regulations and the Australian law	<ul style="list-style-type: none">Compliance with the Animal Ethics code ensures safe and competent interactions, as well as the maintenance of the welfare of individual animals and populations.Compliance with governing bodies ensures that practices are within their legal purview	<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.	<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 use of animals in teaching or research.

		<ul style="list-style-type: none"> Students will need to identify and report any concerns regarding animal welfare. Follow appropriate attire guidelines for safety. 	
--	--	--	--

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. The ability to monitor their own mental and physical health and their behaviour and to seek help when required. 	<ul style="list-style-type: none"> Working within the livestock and wildlife conservation industry requires maintaining a balance between the welfare of animals, their caretakers, and colleagues, often in conflicting scenarios. Behavioural and emotional stability is required to function and adapt effectively. 	<ul style="list-style-type: none"> Students will need to cope with emotions and behaviours effectively when dealing with adverse settings and constructive feedback. 	<ul style="list-style-type: none"> Adjustments must support stable, effective, and professional behaviour in both academic and practical 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 	<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. 	<ul style="list-style-type: none"> Students will need to respond appropriately to a care request in the practical environment. 	<ul style="list-style-type: none"> Adjustments must maintain verbal effectiveness, timeliness, clarity and accuracy to ensure personnel safety and animal welfare.

<p>timely manner, including in noisy, busy professional environments.</p> <ul style="list-style-type: none"> • Ability to offer timely and clear responses in class or group discussions across different learning and assessment 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 to direct and control animal behaviour is an essential requirement for preserving human safety and animal welfare. • Timely, accurate and effective delivery of instructions is critical to human and animal safety, treatment and welfare. 	<ul style="list-style-type: none"> • Students will need to safely and efficiently verbally direct the movement of animals in a field setting. 	
--	---	--	--

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 behavioural cues of people and domestic animals. • 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. 	<ul style="list-style-type: none"> • Effective non-verbal communication is fundamental to the safety of people handling animals, and to the animals being restrained or handled. • 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 respond appropriately to cues in the practical environment. • Students will need to safely and efficiently non-verbally direct the movement of animals in a field setting. 	<ul style="list-style-type: none"> • Adjustments must maintain the ability to recognise and initiate appropriate responses to non-verbal communication. • Adjustments must maintain the capacity to interact safely with animals using non-verbal cues.

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 component of tertiary education and professional responsibility. Accurate written communication, including record-keeping, is vital to providing consistent and safe animal management. 	<ul style="list-style-type: none"> Students will need to use precise and appropriate language to construct and convey information in the written form. 	<ul style="list-style-type: none"> Adjustments must not compromise standards of clarity, accuracy, and accessibility to ensure effective information recording and transmission.

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 to read, comprehend and retain a range of literature and information, including numerical data. 	<ul style="list-style-type: none"> The ability to acquire information, read, calculate, interpret, and comprehend multiple sources of information is fundamental for the safe and effective management of animals. 	<ul style="list-style-type: none"> Students will need to appropriately apply acquired knowledge in industry settings. 	<ul style="list-style-type: none"> Adjustments must maintain the capacity to effectively acquire, comprehend, retain, 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. Students whose vision does meet these criteria or who have significant other visual problems (such as visual field defects or nystagmus) may require assessment by an ophthalmologist. 	<ul style="list-style-type: none"> Sufficient visual acuity with a maximal correction of N8 and/or 6/18 is necessary to observe the broader environment. Visual observations and assessment are fundamental to safe and effective industry practice. 	<ul style="list-style-type: none"> Students will need to assess animal appearance, posture and movement. Students will need to observe and recognise behavioural signals of stress. Students will need to read small print on ampoules or similar 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 welfare 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>
<ul style="list-style-type: none"> Sufficient aural function to understand an individual's articulations. Students should be able to understand the human voice at 1 metre with less than 40db loss across speech frequencies. 	<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 industry practice. 	<ul style="list-style-type: none"> Students will need to be able to receive auditory information, including when managing animals. 	<ul style="list-style-type: none"> Adjustments to address the effects of hearing loss must be effective, consistent and not compromise welfare 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 characteristics and act on any abnormalities. Tactile assessments and observations are fundamental to safe and effective industry practice. 	<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. 	<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.

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"> Managing horses involves physical demands and requires gross motor function. Individuals must be able to perform a wide range of physical actions to provide safe and effective practices and reduce the risk of harm to themselves 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 are expected to perform a range of physical tasks relevant to livestock and wildlife handling. These may include moving quickly and safely out of yards, crushes, or enclosures; lifting and carrying equipment such as feed bags, fencing materials, or capture gear; and safely leading or moving animals during routine handling procedures. 	<ul style="list-style-type: none"> Adjustments should facilitate functional effectiveness, safety of self and others, and a capacity to provide appropriate care.

		<ul style="list-style-type: none"> Students will be required to handle and manage a variety of livestock and wildlife species during husbandry and management tasks, including procedures such as hoof or foot care, restraint and examination, tagging or marking, and training or conditioning where appropriate. 	
--	--	--	--

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"> Managing animals involves manual dexterity and fine motor skills. Individuals must be able to perform fine motor skills consistently and safely to reduce the risk of harm to themselves and others, and to ensure animal welfare. 	<ul style="list-style-type: none"> Students will need to manipulate equipment in various management and husbandry procedures. Students will need to use intricate controls in laboratory equipment. 	<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 	<ul style="list-style-type: none"> Working within the animal industries requires both physical and mental performance at a consistent and sustained level to meet the need for animal care. 	<ul style="list-style-type: none"> Students will need to be able to complete any activity that has been initiated. 	<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,

<p>that ensures a capacity to focus on an activity until completion.</p> <ul style="list-style-type: none"> The capacity to maintain consistency and quality of performance throughout a designated period of duty. 	<ul style="list-style-type: none"> Working within the industry requires individuals to be conscious and aware at all times when interacting with animals and people. Unexpected interruptions to consciousness place self, others and animals at risk. 		<p>narcolepsy or repetitive fainting) will need to be effectively treated.</p>
--	---	--	--

Approval details

The inherent requirements for the **Bachelor of Animal Science** and **Bachelor of Animal Science (Honours)** were approved as follows:

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