Charles Sturt University

Inherent Requirements

Bachelor of Medical Laboratory Science (Pathology)

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 – Behavioural and emotional stability

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• 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 academic and workplace learning environments.	• Behavioural stability is required to work individually and in teams in changing and unpredictable environments. • Medical laboratory science students will be exposed to emergency situations and human suffering and will be required to have behavioural stability to manage these events.	• Participating in tutorials, lectures, simulation laboratories and workplace learning. • Provide consistent practice over a negotiated time frame. • Being receptive and responding appropriately to constructive feedback.	• Adjustments must support stable, effective and professional behaviour in both academic and workplace learning settings.

		• Coping with own emotions and behaviours and maintain a professional approach.	

Domain – Communication

Subdomain – Verbal communication

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• Sensitivity to individual and/or cultural differences. • Ability to understand and respond to verbal communication accurately, appropriately and in a timely manner. • Ability to provide clear instructions in the context of the situation. • Timely clear feedback and reporting.	• Communicating in a way that displays respect and empathy to others develops trusting relationships. • Communication may be restricted because of 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 tutorials, lectures, simulation laboratories and workplace learning. • Responding appropriately to a change in protocol in the laboratory setting. • Communicating in a professional manner towards other students, academics and workplace learning supervisors.	• Adjustments must address effectiveness, timeliness, clarity and accuracy issues to ensure safety and appropriate practice.

Subdomain – Non-verbal communication

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*

• Capacity to recognise, interpret and respond appropriately to behavioural cues. • Consistent and appropriate awareness of own behaviours. • Sensitivity to individual and/or cultural differences	• The ability to observe and understand non-verbal cues assists with building rapport with people and gaining their trust and respect in academic and professional relationships. • Displaying consistent and appropriate facial expressions, 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 in tutorials, lectures, simulation laboratories and workplace learning settings.	• Adjustments must enable the recognition, initiation of or appropriate response to effective non-verbal communication in a timely and appropriate manner.

Subdomain – Written communication

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• 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 and patient notes is vital to provide consistent and safe patient practice.	• Constructing an essay to academic standards. • Accurately providing the necessary information in a lab book in a timely manner that meets professional standards. • Producing accurate, concise and clear scientific documentation.	Adjustments must meet necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in both academic and workplace learning settings.

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Domain – Cognitive skills

Subdomain – Knowledge and cognitive skills

Inherent requirement	Justification	Exemplars	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• 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.	• Safe and effective delivery of nursing practice is based on comprehensive knowledge that must be sourced, understood and applied appropriately	• Ability to conceptualise and use appropriate knowledge in response to academic assessment items. • Applying knowledge of policy and procedures in tutorials, simulation laboratories and workplace learning. • Appropriately applying knowledge of policy and procedures in the laboratory and biomedical setting.	• 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
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• 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 practice. • The ability to read, decode, interpret and comprehend multiple sources of information is fundamental for the safe and effective delivery of medical laboratory science practice.	• Conveying a spoken message accurately and effectively. • Paraphrasing, summarising and referencing in accordance with appropriate academic conventions in written assignments. • Producing accurate, concise and clear scientific documentation.	• 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
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• The ability to interpret and correctly apply data, measurements and numerical criteria.	• Competent application of numeracy skills is essential in nursing to facilitate the safe and effective delivery of medical laboratory science practice.	• Understand and use mathematical concepts to perform accurate biomedical experiments and provide accurate, reliable data. • Critical analysis of relevant literature, including numeracy in statistics.	• 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
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• 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 practice of self and to others. • Visual observations, examination and assessment are fundamental to safe and effective medical laboratory science practice.	• Accurately choosing the correct reagent in laboratory experiments. • Observing and detecting subtle changes of histological slides, specimens and experiments.	• Adjustments must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the vision impairment must be effective, consistent and not compromise treatment or safety.

Subdomain – Auditory

Inherent requirement	Justification	Exemplars .	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• 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 medical laboratory science practice.	• Identifying noises indicating instability in centrifuge machines, identifying timers and alarms that are aimed at accuracy and safety in the biomedical setting. • Detecting sounds that indicate another person in the laboratory has been injured and the affected person is in danger.	• 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
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• Adequate tactile function sufficient to undertake the required range of skills and assessments.	• Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide thorough medical laboratory science practice. • Tactile assessments and observations are fundamental to safe and effective medical laboratory science practice.	• Determining whether pipette tips are properly inserted, whether single or multiple fibre filters are being used.	• Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.

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Domain – Strength and mobility

Subdomain – Gross motor skills

Inherent requirement	Justification	Exemplars.	Adjustments
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• Ability to perform gross motor skills to function within scope of practice.	• 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.	• Respond safely in emergency situations. • Maintaining balance while safely working in the biomedical setting. • Safely retrieve, set-up and operate equipment.	• 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
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• Ability to use fine motor skills to provide safe effective practice.	• 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.	• Staining histology slides. • Calibration of pipettes.	• 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
Description of knowledge, abilities, skills and qualities students will need to be able to demonstrate	*Explanation of why this is an inherent requirement for the course*	*Examples of tasks that require this knowledge, ability, skill or quality. This is not a comprehensive or exhaustive list.*	*The nature of any reasonable adjustments that may be made. Adjustments specific to the individual can be discussed with Support Services*
• 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.	• Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective practice.	• Participating in tutorials, lectures, simulation laboratories and workplace learning. • Provide consistent practice over a negotiated time frame. • Being receptive and responding appropriately to constructive feedback.	• Adjustments must ensure that performance is consistent and sustained over a given period.

Approval details

The inherent requirements for the **Bachelor of Medical Laboratory Science (Pathology)** were approved as follows:

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