



Charles Sturt
University

Inherent Requirements

Bachelor of Nursing



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">Compliance with relevant legislation, policies, guidelines, professional regulations and codes of conduct.Honest, ethical and professional behaviour	<ul style="list-style-type: none">Nursing is a profession that is committed to maintaining safety of the public and is governed by the Code of Ethics, Code of Conduct, and Professional Standards where nurses are both accountable and responsible for ensuring professional and ethical behavior that complies	<ul style="list-style-type: none">Demonstrating appropriate behaviour with confidential information in classroom and professional experience placement learning settings.Demonstrating academic integrity in assessment tasks.	<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.

	with relevant legislation in all contexts.	<ul style="list-style-type: none"> Demonstrating honesty, integrity and professionalism in communication with the University and placement providers 	
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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"> Appropriate emotional responses in academic and clinical environments. Sustained appropriate behaviour in academic and clinical environments. Capacity to monitor own behaviour and emotions and adjust behaviour when required. Capacity to respond safely and effectively to stressful situations. Capacity to adapt to changing environments. 	<ul style="list-style-type: none"> Nurses are exposed to unplanned, stressful situations including but not limited to illness, trauma, human suffering and death. Students must have the capacity to tolerate and adapt to the physical, emotional and mental demands of the academic and clinical environment and function safely and effectively under stress. Behavioural and emotional stability is required to work safely and effectively in changing, unpredictable and demanding professional environments. 	<ul style="list-style-type: none"> Being receptive and responding appropriately to constructive feedback in academic and professional settings. Responding sensitively and professionally when responding to a critically ill patient and their family. Managing allocated patient load to maintain continuity of care and appropriate monitoring in unplanned and stressful situations 	<ul style="list-style-type: none"> Adjustments must support stable, effective and professional behaviour in academic and diverse clinical settings without impacting patient safety or the student's exposure to a range of clinical settings and scenarios that are required to meet the course learning outcomes and the Nursing and Midwifery Board of Australia's (NMBA) Registered Nurse Standards for Practice. Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.

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"> Verbal communication in English that is respectful, clear, empathetic and non-judgemental. 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. Ability to provide timely clear feedback and reporting. 	<ul style="list-style-type: none"> Communicating in a way that displays respect and empathy to others develops trusting relationships essential to safe practice. Fluency, speed and interactivity of communication is critical for individual safety or treatment. Timely, accurate and effective delivery of and response to instructions is critical for safe and effective care. 	<ul style="list-style-type: none"> Contributing to class discussions and participating in simulation laboratory sessions. Providing verbal handover to members of the interdisciplinary healthcare team. Responding appropriately and sensitively to information provided by recipients of care in the clinical environment. Providing education to patients and their families in the professional practice environment. 	<ul style="list-style-type: none"> Adjustments must address effectiveness, timeliness, clarity and accuracy of verbal communication to ensure safe, appropriate and effective 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>
<ul style="list-style-type: none"> Capacity to recognise, interpret and respond appropriately to behavioural cues. Consistent and appropriate awareness of own non-verbal cues. Sensitivity to individual and/or cultural differences. 	<ul style="list-style-type: none"> Effective non-verbal communication is essential to the provision of safe, empathetic and effective nursing care. Accurate assessment is dependent on the timely recognition and interpretation on non-verbal cues. 	<ul style="list-style-type: none"> Recognising and responding appropriately to non-verbal signs of pain in an unwell person. Displaying appropriate and culturally sensitive non-verbal cues when working with people who are 	<ul style="list-style-type: none"> Adjustments must enable the recognition, initiation of or appropriate response to non-verbal communication in a timely and appropriate manner.

	<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 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. 	distressed in the academic or professional practice environments.	
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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 and accurate written communication in English, appropriate to the circumstances 	<ul style="list-style-type: none"> Accurate written communication, including digital record-keeping and patient notes is vital to provide consistent and safe patient practice. 	<ul style="list-style-type: none"> Writing an accurate and coherent nursing report in a timely manner that meets professional standards Accurately responding to written care instructions. 	<ul style="list-style-type: none"> Adjustments must meet necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of written and digital information in both academic and professional practice settings. Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.

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"> Capacity to locate appropriate and relevant information Ability to process information relevant to practice Ability to integrate and implement knowledge in practice 	<ul style="list-style-type: none"> The capacity to learn and the cognitive ability to recall and apply complex information is essential for safe and effective nursing care. Safe and effective nursing care is based on comprehensive knowledge that is sourced, understood and applied appropriately. Nurses must have the capacity to develop and refine the skills needed to process information needed to make safe and appropriate clinical decision. Safe and effective nursing practice requires capacity for reflexivity and lifelong learning. 	<ul style="list-style-type: none"> Locate and appropriate and relevant information to complete assessment tasks. Interpret physical assessment findings and develop a plan for care. 	<ul style="list-style-type: none"> Adjustments must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded. Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.

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 to perform the required range of essential skills and assessments 	<ul style="list-style-type: none"> Sufficient visual acuity is necessary to demonstrate the required range of skills, tasks and assessments to maintain consistent, accurate and safe practice. Visual observations, examination and assessment are fundamental to safe and effective nursing practice. 	<ul style="list-style-type: none"> Accurately drawing up a medication to administer. Observing and detecting subtle changes in wounds or the colour of lips and nail beds. Observing and detecting subtle changes in individual behaviour. 	<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 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>
<ul style="list-style-type: none"> Sufficient aural function to undertake the required range of skills and assessments 	<ul style="list-style-type: none"> 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 nursing practice. 	<ul style="list-style-type: none"> Accurately taking a blood pressure measurement using a stethoscope. Hearing call bells or verbal calls for help. Hearing and responding to emergency alarms. Hearing and responding to verbal care instructions in noisy environments. 	<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>
<ul style="list-style-type: none"> Tactile function sufficient to accurately complete the required range of skills and assessments. 	<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 nursing practice. Tactile assessments and observations are fundamental to safe and effective nursing practice. 	<ul style="list-style-type: none"> Palpating pulses. Detecting changes in skin temperature. 	<ul style="list-style-type: none"> Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe timeframes.

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 to function within scope of practice, including standing for long periods, walking, lifting and moving quickly in response to time-critical situations. 	<ul style="list-style-type: none"> Sufficient gross motor skills are necessary to perform, coordinate and prioritise practice. Tasks that involve gross motor skills include lifting, carrying, pushing, pulling, standing for extending periods, twisting and bending. Students must be able to demonstrate and perform these tasks consistently and safely within the required timeframe to reduce the risk of harm to self and others. 	<ul style="list-style-type: none"> Maintaining balance while safely mobilising and transferring individuals or resources. Standing and bending to complete a complex wound dressing. Standing and raising arms above the head to prime an intravenous giving set Effectively performing basic and advanced life support (CPR). 	<ul style="list-style-type: none"> Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care. Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.

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 to provide safe effective practice. 	<ul style="list-style-type: none"> Nursing is a profession that requires manual dexterity and fine motor skills to complete precise coordinated movements of the hands. 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. 	<ul style="list-style-type: none"> Performing a wound dressing using forceps. Safely performing a range of procedures and assessments such as vital signs, intravenous fluid administration, catheterisation and ECG within scope of practice. 	<ul style="list-style-type: none"> Adjustments should facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate practice. Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.

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"> 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 	<ul style="list-style-type: none"> Functional and sustained physical and mental performance is required to safely and accurately complete multiple, complex and time-critical tasks in constantly changing environments. 	<ul style="list-style-type: none"> Participating in multiple tutorials, lectures, simulation laboratories and other learning activities each week. Attending professional experience placements for the required number of hours per day in accordance with the shift allocation. 	<ul style="list-style-type: none"> Adjustments must ensure that performance and concentration is consistent and sustained over a given period. Adjustments must be able to be sustainably implemented in the clinical environment without

<p>the activity until it is completed safely.</p> <ul style="list-style-type: none"> The capacity to maintain consistency and quality of performance throughout the designated period of time. 	<ul style="list-style-type: none"> Impairments in concentration or interruptions to consciousness present significant risks to the safety of the student and others in university and clinical environments. 	<ul style="list-style-type: none"> Managing interruptions and competing demands to perform repetitive and / or time-critical tasks and procedures safely and effectively. 	<p>compromising safety or the efficiency of the environment.</p>
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Approval details

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

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