



Charles Sturt  
University

# Inherent Requirements

Bachelor of Podiatric Medicine / Bachelor of Podiatric Medicine (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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>Compliance with relevant legislation, policies, guidelines, professional regulations and codes of conduct.</li> <li>Honest, ethical and professional behaviour</li> </ul>	<p>Podiatry is a profession governed by the Podiatry Board of Australia's <a href="#">Podiatry Guidelines for Mandatory notifications</a> , <a href="#">Podiatry Code of Conduct</a>  and <a href="#">Registration Standards</a> . Students must be able to demonstrate their ability to meet these standards.</p>	<ul style="list-style-type: none"> <li>Demonstrating appropriate behaviour with confidential information in classroom and professional experience placement learning settings.</li> <li>Demonstrating academic integrity in assessment tasks.</li> <li>Demonstrating honesty, integrity and professionalism in communication</li> </ul>	<ul style="list-style-type: none"> <li>Adjustments must ensure the codes and standards are not compromised or result in unethical behaviour.</li> <li>Adjustments must be consistent with legislative and regulatory requirements.</li> </ul>

		<p>with the University and placement providers.</p> <ul style="list-style-type: none"> <li>• Demonstrating appropriate behaviour with medico legal requirements relating to informed consent, privacy and confidentiality in academic and clinical settings.</li> <li>• Demonstrating ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour.</li> </ul>	
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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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Sustained appropriate behaviour in academic and clinical environments</li> <li>• Capacity to monitor own behaviour and emotions and adjust behaviour when required</li> <li>• Capacity to respond safely and effectively to stressful situations</li> <li>• Capacity to adapt to changing environments</li> </ul>	<ul style="list-style-type: none"> <li>• Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Podiatry students will be exposed to health care and disability contexts in which they will encounter unexpected and potentially challenging diversity in human experiences, students will be required to have behavioural stability to manage these events objectively and professionally.</li> </ul>	<ul style="list-style-type: none"> <li>• Being receptive and responding appropriately to constructive feedback in academic and professional settings.</li> <li>• Managing own emotions and behaviours and coping effectively when interacting with individuals, groups and co-workers in professional settings.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must support stable, effective and professional behaviour in academic and diverse clinical settings without impacting client safety or the student's exposure to a range of clinical settings and scenarios that are required to meet the course learning outcomes and professional accreditation requirements and scope of practice.</li> <li>• Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment</li> </ul>

## 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Verbal communication in English that is respectful, clear, empathetic and non-judgemental</li> <li>• Sensitivity to individual and/or cultural differences</li> <li>• Ability to understand and respond to verbal communication accurately, appropriately and in a timely manner</li> <li>• Ability to provide clear, relevant instructions in the context of a situation.</li> <li>• Ability to provide timely clear feedback and reporting.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicating in a way that displays respect and empathy to others develops trusting relationships that are essential to safe practice.</li> <li>• Fluency, speed and interactivity of communication is critical for individual safety, treatment and therapeutic relationships.</li> <li>• Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management.</li> </ul>	<ul style="list-style-type: none"> <li>• Contributing to class discussions and participating in intensive and clinic settings.</li> <li>• Responding appropriately to a care request in the clinical setting.</li> <li>• Providing education to clients and their families in the professional practice environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must address effectiveness, timeliness, clarity and accuracy of verbal communication to ensure safe, appropriate and effective practice.</li> </ul>

### 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Capacity to recognise, interpret and respond appropriately to behavioural cues</li> </ul>	<ul style="list-style-type: none"> <li>• Effective non-verbal communication is essential in the provision of safe, empathetic and effective care.</li> </ul>	<ul style="list-style-type: none"> <li>• Displaying appropriate and culturally sensitive non-verbal cues when working with people in academic and professional practice environments.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must enable the recognition, initiation of or appropriate response to non-verbal</li> </ul>

<ul style="list-style-type: none"> <li>• Consistent and appropriate awareness of own non-verbal cues</li> <li>• Sensitivity to individual and/or cultural differences</li> </ul>	<p>Accurate assessment is dependent on the timely recognition and interpretation of non-verbal cues.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Displaying consistent and appropriate facial expressions, maintaining suitable eye contact, being mindful of space, time boundaries, body movements and gestures promotes trust in academic and professional relationships.</li> <li>• Being sensitive to individual and/or cultural differences displays respect and empathy to others and develops trusting relationships.</li> </ul>		<p>communication in a timely and appropriate manner.</p>
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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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Effective written communication in English is a fundamental responsibility in podiatry with professional and legal ramifications.</li> <li>• Capacity to construct coherent written communication appropriate to the circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Accurate written communication, including record-keeping and client notes, is vital to provide consistent and safe professional care.</li> </ul>	<ul style="list-style-type: none"> <li>• Constructing written works to sufficient academic standards.</li> <li>• Constructing clinical reports and medical letter/reports in a timely manner that meets professional standards.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Adjustments must be able to be sustainably implemented in the clinical environment without</li> </ul>

			compromising safety or the efficiency of the environment.
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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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Capacity to locate appropriate and relevant information.</li> <li>• Ability to process, interpret and critique information relevant to practice.</li> <li>• Ability to integrate and implement knowledge in practice.</li> <li>• Ability to reflect on performance and develop action plans.</li> <li>• Capacity to develop professional reasoning skills.</li> <li>• Ability to acquire, read and comprehend a range of literature and accurately convey appropriate and effective messages.</li> <li>• Ability to interpret and correctly apply data, measurements and numerical criteria.</li> <li>• Ability to access and use technology, and adapt to technological changes.</li> </ul>	<ul style="list-style-type: none"> <li>• Safe and effective delivery of podiatry care is based on comprehensive knowledge that must be sourced, understood and applied appropriately.</li> <li>• Reflection, reasoning and professional development are essential for speech pathology practice.</li> <li>• The ability to acquire information and to accurately convey messages is fundamental to ensure safe and effective assessment, treatment and delivery of care.</li> <li>• Competent application of numeracy skills is essential in occupational therapy to facilitate the safe and effective delivery of care.</li> <li>• Have the capability to operate various digital technologies in diverse learning and professional settings.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to conceptualise and use appropriate knowledge in response to academic assessment items.</li> <li>• Ensuring client safety and effective healthcare provision by appropriately applying knowledge of theory, research evidence, policies and procedures in the professional environment.</li> <li>• Capacity to learn or change behaviours in response to feedback.</li> <li>• Accurately recording measurements in client notes.</li> <li>• Able to use computers to access online learning resources to support learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded.</li> <li>• Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.</li> <li>• Adjustments must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information.</li> </ul>

## 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Adequate visual acuity is required to provide safe and effective podiatric care.</li> <li>• Student demonstrates sufficient visual acuity to perform the required range of skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Sufficient visual acuity is necessary to demonstrate the required range of skills, tasks and assessments to maintain consistent, accurate and safe care of self and to others.</li> <li>• Visual observations, examination and assessment are fundamental to safe and effective podiatric practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Accurately drawing up medication to administer.</li> <li>• Observing and detecting subtle changes in wounds.</li> <li>• Observing and detecting subtle changes in posture and gait during assessment and treatment.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must address the need to perform the full range of tasks involved in professional practice.</li> <li>• Any strategies to address the effects of the vision impairment must be effective, consistent and not compromise treatment or safety</li> </ul>

### 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Sufficient auditory function to undertake the required range of skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Sufficient auditory ability is necessary to monitor, assess and manage a client's health needs consistently and accurately.</li> <li>• Assessments and observations using auditory information are fundamental to safe and effective podiatry practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Accurately undertaking an ankle brachial index measurement.</li> <li>• Accurately undertaking a diagnostic vascular doppler assessment.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Adequate tactile function sufficient to undertake the required range of skills and assessments.</li> </ul>	<ul style="list-style-type: none"> <li>• Sufficient tactile ability is necessary to monitor, assess and detect clients' physical characteristics and act on any differences.</li> <li>• Tactile assessments and observations are fundamental to safe and effective podiatric practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Detecting any changes in circulation observations e.g. temperature and pulse palpation.</li> <li>• Detecting differences in skin integrity, hyperkeratosis and nail structures during scalpel and ingrown nail debridement techniques.</li> <li>• Conducting a musculoskeletal assessment and detecting any anatomical or movement differences.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must have the capacity to make effective assessments of physical characteristics and differences within safe time frames.</li> </ul>

## 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Ability to perform gross motor skills to function within scope of practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Sufficient gross motor skills are necessary to perform, coordinate and prioritise care. 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</li> </ul>	<ul style="list-style-type: none"> <li>• Maintaining own and client's balance while safely mobilising and transferring individuals.</li> <li>• Able to safely retrieve and utilise stock and equipment.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care.</li> <li>• Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.</li> </ul>

	<p>reduce the risk of harm to self and others.</p> <ul style="list-style-type: none"> <li>• Ability to appropriately position self, client and equipment to perform tasks reliably and within a safe range of movement is required to reduce risk of harm to self and others.</li> </ul>		
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### 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Ability to use fine motor skills and manual dexterity to provide safe effective practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Sufficient fine motor skills are necessary to perform, coordinate and prioritise care. Tasks that include 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Performing a aseptic wound dressing.</li> <li>• Performing effective techniques such as scalpel debridement, local anaesthetic injections, soft tissue techniques, padding and strapping and orthoses fabrication.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments should facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care.</li> <li>• Adjustments must be able to be sustainably implemented in the clinical environment without compromising safety or the efficiency of the environment.</li> </ul>

### 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 <a href="#">Support Services</a></i>
<ul style="list-style-type: none"> <li>• Consistent and sustained level of physical energy to complete tasks in a timely manner and over time.</li> <li>• The ability to perform repetitive activities with a level of concentration</li> </ul>	<ul style="list-style-type: none"> <li>• Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to effectively engage in classroom learning activities and to</li> </ul>	<ul style="list-style-type: none"> <li>• Participating in tutorials, lectures and practical classes.</li> <li>• Providing consistent care over a negotiated time frame.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must ensure that performance and concentration is consistent and sustained over a given period.</li> </ul>



<p>that ensures a capacity to focus on the activity until it is completed appropriately.</p> <ul style="list-style-type: none"> <li>• The capacity to maintain consistency and quality of performance throughout the designated period of time.</li> </ul>	<p>provide safe and effective podiatry practice.</p>	<ul style="list-style-type: none"> <li>• Demonstrated sustained physical and mental resilience during clinical assessments over the required time frame.</li> </ul>	<ul style="list-style-type: none"> <li>• Adjustments must be able to be sustainably implemented in the university and professional environment without compromising safety or the efficiency of the environment.</li> </ul>
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### Approval details

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

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