

# Bachelor of Nursing - BNSG

## Inherent Requirements and Program Rules

### Inherent Requirements

#### Introduction

Inherent requirements are the core activities, tasks, and skills students need to perform that are critical to successful completion of a program or course as well as helping students make informed choices about their study and career choices.

Inherent requirements help to ensure the academic integrity of a program and address the University's learning, assessment, and accreditation processes.

Successfully completing the program enables you to apply for registration as a registered nurse with the [Nursing and Midwifery Board of Australia \(NMBA\)](#), which is a partner board of the [Australian Health Practitioners Registration Authority \(AHPRA\)](#).

#### Inherent requirement statements

To support potential and current students' decision-making, a series of inherent requirement statements has been developed. These statements specify the requirements of undergraduate nursing students' progression. The statements are clustered under eight domains consisting of ethical behaviour, behavioural stability, legal, communication, cognition, sensory abilities, strength and mobility and sustainable performance.

The University of Southern Queensland is committed to providing an equitable environment for students with disability, injury, mental health, or medical condition that impacts on their ability to study and achieve academic success. Reasonable adjustments must not fundamentally change the nature of the inherent requirement. For further information, students should contact a Student Equity Officer (see more information here: <https://www.usq.edu.au/current-students/support/disability>) or the Program Director of their academic program.

#### *Ethical & Professional Behaviour:*

1. Nursing is a profession governed by competency standards, codes of ethics, professional conduct and professional boundaries where nurses are both accountable and responsible for ensuring professional behaviour in all contexts.
2. Student demonstrates knowledge of and engages in ethical behaviour in practice.  
Interact with individuals and groups in a professional manner in a range of settings.  
Demonstrate insight and be able to reflect on how personal behaviour impacts others and modify behaviour to ensure and maintain professionalism.
3. **Justification of inherent requirement:**  
Compliance with the standards, codes, guidelines and policies facilitates safe, competent interactions and relationships for students and/or the people with whom they engage. This supports the physical, psychological, emotional and spiritual wellbeing of all.
4. **Adjustments** must ensure the standards, codes, guidelines and policies are not compromised or result in unethical behaviour. Adjustments specific to the individual can be discussed with the Support Equity Officers.

### *Behavioural Stability*

1. Behavioural stability is required to function and adapt effectively and sensitively in this role.
2. Student demonstrates behavioural stability to work constructively in a diverse and changing academic and clinical environment.
3. **Justification of inherent requirement:** Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Nursing students will be exposed to emergency situations and human suffering (physical, emotional and psychological trauma, pain and death) and will be required to have behavioural stability to manage these events
4. **Adjustments** must ensure the standards, codes, guidelines and policies are not compromised or result in unethical behaviour. Adjustments specific to the individual can be discussed with the Support Equity Officers.

### *Legal*

1. Nursing practice is mandated by legislation to enable the safe delivery of care.
2. Student demonstrates knowledge and compliance with Australian Law, professional regulations and scope of practice.
3. **Justification of inherent requirement:** Knowledge, understanding, and compliance with legislative and regulatory requirements are necessary pre-requisites to clinical placements in order to reduce the risk of harm to self and others.
  - » Compliance with these professional regulations and the Australian Law ensures that students are both responsible and accountable for their practice.
4. **Adjustments** must be consistent with legislative and regulatory requirements. Adjustments specific to the individual can be discussed with the Support Equity Officers.

### *Communication: Verbal*

1. Effective verbal communication, in English, is an essential requirement to provide safe delivery of care.
2. Student demonstrates:
  - » Sensitivity and empathy to individuals and/or cultural differences
  - » The ability to understand and respond to verbal communication accurately, appropriately and in a timely manner
  - » The ability to provide clear instructions in the context of the situation
  - » Timely clear feedback and reporting
3. Provide timely and audible responses to classes and groups in all learning environments, including the classroom, laboratory, technology based forums (e.g., video links) and workplace settings
4. **Justification of inherent requirement:**
  - » Communicating in a way that displays respect and empathy to others and develops trusting relationships
  - » Communication may be restricted to verbal because of physical 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

5. **Adjustments** must address effectiveness, timeliness, clarity and accuracy issues to ensure safety and appropriate care. Adjustments specific to the individual can be discussed with the Support Equity Officers.

#### *Communication: Non-Verbal*

1. Effective non-verbal communication is fundamental to nursing and needs to be respectful, clear, attentive, empathetic and non-judgmental.
2. Student demonstrates:
  - » The capacity to recognise, interpret and respond appropriately to behavioural cues in all learning environments, including the classroom, laboratory, clinical and workplace settings
  - » Consistent and appropriate awareness of own behaviours
  - » Sensitivity to individual and/or cultural differences
3. **Justification of inherent requirement:**
  - » 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.
4. **Adjustments** must enable the recognition, initiation of or appropriate response to effective non-verbal communication in a timely and appropriate manner. Adjustments specific to the individual can be discussed with the Support Equity Officers.

#### *Communication: Written*

1. Effective written communication, in English, is a fundamental nursing responsibility with professional and legal ramifications.
2. Student demonstrates the capacity to construct coherent written communication appropriate to the circumstances.
3. Effectively use electronic record keeping and data management systems
4. **Justification of inherent requirement:**
  - » 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 care.
5. **Adjustments** must meet necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in both academic and clinical settings. Adjustments specific to the individual can be discussed with the Support Equity Officers.

### *Cognition: Knowledge and Cognitive Skills*

1. Consistent knowledge and effective cognitive skills must be demonstrated to provide safe and competent nursing care.
2. Student demonstrates:
  - » 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
3. **Justification of inherent requirement:**
  - » Safe and effective delivery of nursing care is based on comprehensive knowledge that must be sourced, understood and applied appropriately.
4. **Adjustments** must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded. Adjustments specific to the individual can be discussed with the Support Equity Officers.

### *Cognition: Language (Literacy)*

1. Competent literacy skills are essential to provide safe and effective delivery of care.
2. Student demonstrates:
  - » 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
3. **Justification of inherent requirement:**
  - » 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 nursing care.
4. **Adjustments** must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information. Adjustments specific to the individual can be discussed with the Support Equity Officers.

### *Cognition: Numeracy*

1. Competent and accurate numeracy skills are essential for safe and effective care.
2. Student demonstrates the ability to interpret and correctly apply data, measurements and numerical criteria.
3. **Justification of inherent requirement:**
  - » Competent application of numeracy skills is essential in nursing to facilitate the safe and effective delivery of nursing care.
4. **Adjustments** must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner. Adjustments specific to the individual can be discussed with the Support Equity Officers.

### *Sensory Ability: Visual*

1. Adequate visual acuity is required to provide safe and effective nursing care.

2. Student demonstrates sufficient visual acuity to perform the required range of skills.
3. **Justification of inherent requirement:**
  - » 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.
  - » Visual observations, examination and assessment are fundamental to safe and effective nursing practice.
4. **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. Adjustments specific to the individual can be discussed with the Support Equity Officers.

#### *Sensory Ability: Auditory*

1. Auditory ability is required to provide safe and effective nursing care.
2. Student demonstrates sufficient aural function to undertake the required range of skills.
3. **Justification of inherent requirement:**
  - » 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.
4. **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. Adjustments specific to the individual can be discussed with the Support Equity Officers.

#### *Sensory Ability: Tactile*

1. Sufficient tactile ability is required to perform competent and safe nursing care.
2. Student demonstrates adequate tactile function sufficient to undertake the required range of skills and assessments.
3. **Justification of inherent requirement:**
  - » Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide thorough nursing care.
  - » Tactile assessments and observations are fundamental to safe and effective nursing practice.
4. **Adjustments** must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames. Adjustments specific to the individual can be discussed with the Support Equity Officers.

#### *Strength and Mobility: Gross Motor*

1. Nursing involves physical demands and requires gross motor function.
2. Student demonstrates the ability to perform gross motor skills to function within scope of practice.
3. **Justification of inherent requirement:**
  - » 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 reduce the risk of harm to self and others.

4. **Adjustments** should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care. Adjustments specific to the individual can be discussed with the Support Equity Officers.

#### *Strength and Mobility: Fine Motor*

1. Nursing is a profession that requires manual dexterity and fine motor skills.
2. Student demonstrates the ability to use fine motor skills to provide safe effective care.
3. **Justification of inherent requirement:**
  - » Sufficient fine motor skills are necessary to perform, coordinate and prioritise care. 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.
4. **Adjustments** should facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care. Adjustments specific to the individual can be discussed with the Support Equity Officers.

#### *Sustainable Performance*

1. Nursing practice requires both physical and mental performance at a consistent and sustained level.
2. Student demonstrates:
  - » 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
3. **Justification of inherent requirement:**
  - » Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care.
4. **Adjustments** must ensure that performance is consistent and sustained over a given period. Adjustments specific to the individual can be discussed with the Support Equity Officers.

The School of Nursing and Midwifery inherent requirement statements have been developed from UNE Inherent Requirements for Health Courses and UWS Inherent Requirements-Nursing



Inherent Requirements <http://www.westernsydney.edu.au/ir>

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## Program Rules:

### Admission

- 1.1 Applicants need to meet the following requirements for admission:
  - Achieved a minimum Australian Tertiary Admission Rank (ATAR) of 65.6 or equivalent qualification
- 1.2 Applicants are required to meet the English language skills standards:
  - Subject pre-requisite: English (Units 3 & 4, C) or equivalent
  - English Language Proficiency requirements for Category 4.
- 1.3 Applicants must also address the following:
  - Recommended Prior Study: General Mathematics (Units 3 & 4, C) or equivalent and one of Biological Science, Chemistry or Physics (Units 3 & 4, C) or equivalent.
- 1.4 Diploma of Nursing (up to 5 years)
  - Prospective students to hold NMBA Enrolled Nurse (EN) registration. ENs will be required to provide evidence of Registration in their application and upon enrolment.
- 1.5 Diploma of Nursing (completed more than 5 years previously)
  - Additional evidence of currency of practice is required (employer letter, resume, professional development).
  - Prospective students to hold NMBA Enrolled Nurse registration (EN). ENs will be required to provide evidence of Registration in their application and upon enrolment.
  - Prospective students to hold NMBA Enrolled Nurse registration (EN). ENs will be required to provide evidence of Registration in their application and upon enrolment.
- 1.6 Students must meet the inherent requirements to complete this program. For students who are uncertain if they can meet these requirements, we strongly recommend they contact USQ Student Support to better understand the reasonable adjustments that can be made during their enrolment.

*EN note: EN's with notations or conditions on their AHPRA registration will be individually assessed for eligibility for EN admission or exemptions.*

### Mandatory non-academic requirements during the program

- 2.1 Before students commence their first clinical placement they must obtain:
  - a blue card and hold a current blue card or working with children card (WWC card) for the duration of the program.
  - **NDIS worker screening check** if attending a clinical placement with an NDIS registered provider

- CPR certificate and update their CPR qualification every 12 months for the duration of the program.
  - An Australian criminal history check and provide a National police certificate. Students must immediately notify the Professional Experience Placement Team if there are any changes got their criminal history during the program.
- 2.2 Before students commence their clinical placements the following immunisations need to be completed:
- Hepatitis B
  - Measles, Mumps and Rubella immunisation
  - Varicella immunisation
  - Pertussis immunisation
  - Influenza immunisation
  - Tuberculosis Risk Assessment
  - Other immunisations as required by health services.
- 2.3 USQ Student Declaration
- 2.4 Queensland Health Student Orientation Requirements
- Queensland Health iLearn Certificates
- 2.5 COVID-19 Infection Control Training
- COVID-19 Student Placement Declaration
- 2.6 GUC students ONLY: WA Department of Health - Criminal Record Screening card
- 2.7 Students must meet and maintain the Inherent Requirements for the duration of the program. For students who are uncertain if they can meet these requirements, we strongly recommend they contact USQ Student Support to better understand the reasonable adjustments that can be made during their enrolment. Additionally, if you experience challenges for any reason, you should discuss your concerns with the School of Nursing and Midwifery staff, such as your Course Examiner or Program Director. These staff can work collaboratively with you to determine reasonable adjustments to assist you to meet the Inherent Requirements. In the case where it is determined that inherent Requirements cannot be met with reasonable adjustments University staff can provide guidance regarding other study options.
- 2.8 Students must meet the requirements for student registration according to the [Australian Health Practitioner Registration Agency](#) for the duration of the program.

**This list may be subject to change depending on any Public Health Directions issued by the State and/or Federal Governments**

### **Mandatory academic requirements during the program**

- 3.1 Students are required to meet all mandatory course requirements including:
- mandatory residential school or clinical laboratory requirements where this is present in courses.

- 3.2 Students are required to satisfactorily complete 100% of clinical placement hours as specified by the Australian Nursing & Midwifery Accreditation Council (ANMAC).

*Please note:* Students who do not satisfactorily complete and/or demonstrate unsatisfactory performance in a clinical placement will need to discuss their performance with the Course Examiner in the first instance to discuss their Clinical Development Plan, and/or the Associate Head Clinical Education before withdrawing from a placement course or enrolling in any subsequent placement courses. Students will be unable to enrol in any placement course from which they have withdrawn from in the same teaching period.

- 3.3 Students must submit and make a genuine attempt to complete all assessment items in a course.

- 3.4 Students must maintain satisfactory academic standing during the duration of the program, and they must maintain a Grade Point Average (GPA) of not less than 3.00. This is consistent with the USQ [Academic standing, progression, and exclusion procedure](#).

### **Completion**

- 4.1 Students must satisfactorily complete 24 credit point units (24 mandatory courses) as listed in the standard progression to graduate from the program.

- 4.2 Students must complete the program within 6 years.