



Statement of Inherent Requirements

Faculty	Health
Disciplines	Nursing
Courses	Undergraduate Course Bachelor of Nursing [364JA] Bachelor of Nursing Advanced [365JA] Postgraduate Courses Master of Nursing [261JA]] Postgraduate Diploma in Nursing [260JA] Professional Doctorate of Nurse Practitioner (253JA)

Ethical Behaviour

Inherent Requirement

- Behave ethically and professionally in academic and professional environments, complying with relevant standards and codes of ethics applicable to the profession.

Rationale

- Compliance with relevant professional standards and/or codes of conduct, and commonly accepted standards of professional behaviour facilitates safe, competent interactions and relationships for students and the people they engage with in all contexts. This supports the physical, psychological, emotional and spiritual wellbeing of all.

Related Professional Requirements: [Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

AHPRA: [Professional Codes & Guidelines](#).

Examples

- Apply ethical behaviour in the management of confidential and sensitive personal information.
- Reflects on ethical dilemmas and issues, and take responsibility for ensuring awareness of ethical behaviour.
- Demonstrate appropriate behaviour with confidential information in classroom and clinical settings.
- Practices in accordance to professional practice standards.
- Adheres to social media policies.

Legal Compliance

Inherent Requirement

- Comply with Australian Law, professional regulations and/or scope of practice relevant to the profession.

Rationale

- Knowledge, understanding and compliance with Australian Law and professional regulations, facilitates effective, professional, responsible and accountable Nurses, and is necessary to work effectively and meet professional registration requirements.

Related Professional Requirements: [Privacy Act 1988](#), [Health Practitioner Regulation National Law \(ACT\)](#), [Australian Health Practitioner Regulation Agency \(AHPRA\)](#)

<http://www.nursingmidwiferyboard.gov.au/Registration-Standards/Criminal-history.aspx>

[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

Examples

- Complying with the requirements for student registration with the Australian Health Practitioner Regulation Agency (AHPRA), and policies of clinical facilities (e.g. Work Health and Safety Act and uniform requirements).
- Obtaining informed consent prior to assessment and intervention in the clinical setting.
- Complying with relevant child protection and safety legislation.
- Prepare and provide documentation according to legal requirements and accepted procedures and standards.
- Eligible to obtain working with vulnerable peoples card and comply with health checks.

Communication Skills

1. Expressive Communication Skills

Inherent Requirement

- Ability to communicate effectively, in English, to a standard that allows clear, scholarly, and professional-level messages and text with language use and style appropriate to the audience.

Rationale

- Communication skills are an essential requirement to develop and maintain trusting relationships, and to perform effectively in an academic and complex professional environment, as well as solve problems and communicate knowledge and understanding of relevant subject matter effectively.

Examples

- Participating in tutorial, simulation and clinical discussions.
- Constructing a nursing report in a timely manner that meets professional standards.
- Responding appropriately to a care request in the clinical environment.
- Construct accurate, appropriate clinical documentation.
- Accurately escalate a deteriorating patient.
- Able to meet the professional standards for practice:
[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

2. Receptive Language Skills

Inherent Requirement

- Ability to assess concepts and meaning in English, using knowledge of language, background knowledge, critical thinking skills, and self-reflection.

Rationale

- Communication skills are an essential requirement to develop and maintain trusting relationships, and to perform effectively in an academic and complex professional environment, as well as solve problems and communicate knowledge and understanding of relevant subject matter effectively.

Examples

- Read and comprehend information presented in a variety of formats such as written documentation, and graphical formats such as charts.
- Participate in tutorial, simulation, and professional placement discussions.
- Appropriately respond to, and report a deteriorating patient
- Able to meet the professional standards for practice:
[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

3. Interpersonal Communication Skills

Inherent Requirement

- Respectful communication with others, including the ability to listen, display and respect empathy, build rapport and gain trust to ensure meaningful and effective interactions with people they engage with.

Rationale

- Communication skills are an essential requirement to develop and maintain trusting relationships, and to perform effectively in an academic and complex professional environment, as well as solve problems and communicate knowledge and understanding of relevant subject matter effectively.

Examples

- Communicate respectfully with people of different gender, sexuality and age, and from diverse cultural, religious, socio-economic and educational backgrounds.
- Create and develop rapport with peers, academic and professional staff conducive to effecting working relationships.
- Cultural competence, sensitivity and willingness to work with individuals in a complex and diverse Australian educational setting.
- Show empathy and understanding towards others.
- Communicate respectfully within a professional team and work productively within a team.
- Able to meet the professional standards for practice:
[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

Behavioural Stability

Inherent Requirement

- Behaviour that is consistently appropriate and professional in a variety of contexts.

Rationale

- Behavioural stability is essential in managing personal emotional responses and behaviour in academic and complex professional environments, including situations of potential human distress. It is required to work constructively in culturally and socially diverse settings and to deal with challenging issues, timelines and ambiguously defined problems.

Examples

- Reflecting on practice and responding appropriately to constructive feedback.
- Manage own work schedule to maximise safety, efficiency and effectiveness.
- Manage own behaviour in line with standards for professional behaviour.
- Able to complete clinical placement hours in a range of areas to meet the requirement to register as a registered nurse.
- Able to meet the professional standards for practice:
[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

Motor Skills

Inherent requirement

- Sufficient tactile function, strength and mobility to function within scope of practice.

Rationale

- Nursing requires gross and fine motor function in order to consistently provide safe and effective care in order to minimise the risk of harm to self and others.

Examples

- Performing an aseptic wound dressing.
- Able to prime, accurately insert and set prescribed rate on an infusion device.
- Able to perform basic life support.
- Able to assist with a patient mobility needs.
- Able to meet the professional standards for practice:
[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

Sensory Skills

Inherent requirement

- Sufficient sensorimotor skills, including visual, auditory and tactile acuity to function with the registered nurse scope of practice.

Rationale

- Effective nursing care requires nurses to have sufficient vision, hearing and tactile acuity, to consistently provide safe and effective care in order to minimise the risk of harm to self and others.
- Impairments to any sensorimotor skill could impair the ability to perform safe and effective care that is responsive and timely. It may also prevent a full nurse registration being gained.

Examples

- Accurately drawing up medication to administer.
- Accurately undertaking a blood pressure measurement by auscultation.
- Detecting care request by activation of call bell or calls for help.
- Detecting any changes in circulation observations e.g. temperature and pulse palpation.
- Conducting a physical assessment and detecting any anatomical abnormalities.
- Appropriately respond to a patient in an emergency.
- Able to meet the professional standards for practice:
[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

Cognitive Skills

Inherent Requirement

- Acquire knowledge, process information, analyse, think critically and synthesise information to apply knowledge of the discipline and sufficiently meet learning outcomes and academic standards relevant to the course, utilising cognitive, numeracy and literacy skills, including focus, memory, and attention to detail.

Rationale

- Cognitive skills are essential in acquisition and application of knowledge in both the academic and professional environment.

Examples

- Ability to conceptualise and use appropriate knowledge in response to academic assessment items.
- Performing accurate drug calculations.
- Demonstrating accurate recording on a fluid balance chart.
- Ability to problem solve and recognise a deteriorating patient.
- Able to meet the professional standards for practice:
[Nursing and Midwifery Board of Australia - Registered nurse standards for practice](#)

ICT Capacity
<p>Inherent Requirement</p> <ul style="list-style-type: none"> Acquire, and employ information and communications technology (ICT) skills in an appropriate and effective manner, utilising a range of systems in both the academic and professional setting.
<p>Rationale</p> <ul style="list-style-type: none"> Competent ICT skills are essential to successfully access, apply and communicate information.
<p>Examples</p> <ul style="list-style-type: none"> Creating electronic medical records. Developing accessible resources for clients. Researching electronic journals and submitting assignments online. Using electronic monitoring equipment.

Sustainable Performance
<p>Inherent requirements</p> <ul style="list-style-type: none"> Consistently completes tasks in a timely manner and within a designated period, where required, while maintaining consistency and quality of performance.
<p>Rationale</p> <ul style="list-style-type: none"> Tasks must be completed consistently and with respect to industry or workplace defined timeframes.
<p>Examples</p> <ul style="list-style-type: none"> Participating in tutorials, lectures, skills. Provide consistent care over a negotiated timeframe. Can respond to patients in a timely manner. Is able to prioritise and manage time. Able to complete clinical placement hours in a range of areas to meet the requirement to register as a registered nurse. Able to meet the professional standards for practice: Nursing and Midwifery Board of Australia - Registered nurse standards for practice