

INTRODUCTION

Box Hill Institute, Nursing department strongly support the rights of all people who aspire to pursue a nursing course to accomplish their potential and career objectives. Our department is committed to making reasonable adjustments to learning and teaching, assessment, clinical practice and other activities to address the impact of students' disabilities so that they are able to participate in the course. Reasonable adjustments must not fundamentally change the nature of the inherent requirement. Students are required to undertake activities, which reflect the current Australian health care context, which may include mixed gender, religious and culturally diverse environments.

To support potential and current students' decision-making a set of inherent requirement statements have been developed. These statements specify the course requirements of the nursing course for student admission and progression. The statements are clustered under seven (7) domains consisting of:

- Ethical and legal behaviour,
- Behavioural stability,
- Communication,
- Cognition,
- Sensory abilities,
- Strength and mobility; and
- Sustainable performance.

Many of the activities associated with the professional practice of a nursing are time sensitive, where the capacity to perform certain activities within specified time limits is required to reduce or avoid risks to patient safety and wellbeing of you and others is always of paramount importance.

WHAT ARE INHERENT REQUIREMENTS?

In the Diploma of Nursing course, there are inherent requirements that are essential components of the units/course. The inherent requirements refers to a person's "ability to perform tasks which are essential to perform a job productively and to the required quality; the ability to work effectively in a team or organization; the ability to work safely (Australian Human Rights Commission). Box Hill Institute's aim is to ensure students are well informed prior to their enrolment of the knowledge and skills to achieve the core learning outcomes of the course.

Students with disabilities or health conditions must be assessed on their current ability to demonstrate the abilities, knowledge and skills.

Students should carefully consider the following inherent requirement statements:

- As a guide for learning during the course
- As a way to identify challenges that arise in meeting the requirements

If you have challenges related to a disability, health condition or any other reason, contact Disability Liaison Services to discuss possible strategies and reasonable adjustments that do not change the fundamental nature of the inherent requirement. In a situation where it is determined that Inherent Requirements cannot be met with reasonable adjustments, Box Hill Institute staff can provide guidance regarding other study options.

These inherent requirements should be read in conjunction with other course information and NMBA publications such as Standards for Practice: Enrolled Nursing (1 January 2016), competency standards, Codes of Ethics, Codes of Professional Conduct for Nurses and Professional Boundaries for Nurses.

ETHICAL AND LEGAL BEHAVIOUR

Enrolled Nursing is a career that is governed by industry and professional competency standards, federal and state government legislation, policies and protocols where nurses are both accountable and responsible for warranting professional behaviour in all frameworks.

Nursing practice is mandated by specific legal and regulatory requirements and standards to empower the safe delivery of care. Students must demonstrate knowledge and compliance with Australian Law, professional regulations and scope of practice.

BEHAVIOURAL STABILITY

Behavioural stability is essential to function and adapt effectively and sensitively in a challenging role. Students must exhibit behavioural stability to work constructively in a diverse and rapidly changing academic and dynamic clinical environment.

Behavioural stability is vital to work individually and in teams in changing and unpredictable environments. Nursing students will be exposed to emergency situations and human suffering and will be required to have behavioural stability to succeed in these events objectively and professionally. Students must be able to manage their own emotions and behaviours efficiently when dealing with individuals in the clinical setting.

COMMUNICATION

This course requires effective, verbal, non-verbal and written communication skills. Effective and efficient verbal communication, in English, is an essential requirement to provide safe delivery of care. Effective non-verbal communication is essential to nursing and requires being respectful, clear, attentive, empathetic, honest and non-judgmental. Effective written communication is a fundamental nursing responsibility with professional and legal ramifications.

Students must demonstrate:

- 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
- The capacity to recognise, interpret and respond appropriately to behavioural cues
- Reliable and appropriate awareness of own behaviours
- Sensitivity to individual and/or cultural differences
- Capacity to construct coherent written communication appropriate to the circumstances

COGNITION

This course requires knowledge of theory and the skills of knowledge cognition, literacy and numeracy. Consistent and effective knowledge and cognitive skills must be demonstrated to provide safe and competent nursing care. Competent literacy and

numeracy skills are essential to provide safe and effective delivery of care. Students must demonstrate:

- The capacity to locate appropriate and relevant information
- The ability to process information relevant to practice in a timely manner
- The ability to integrate and implement knowledge into practice
- The ability to acquire information and to accurately convey messages
- The ability to read, decode, interpret and comprehend multiple sources of information
- The ability to interpret and correctly apply date, measurements and numerical criteria

SENSORY ABILITY

Students must demonstrate appropriate visual acuity to perform the required range of skills in environments, which may be difficult and hostile. Sufficient visual acuity is necessary to demonstrate the essential range of skills, tasks and assessments to maintain consistent, accurate and safe care to self and others. Visual observations, examination and assessment are fundamental to safe and effective nursing practice.

Students must demonstrate appropriate auditory function to undertake the required range of skills. Sufficient auditory ability is necessary to monitor, assess and manage individuals health needs consistently and accurately. Auditory assessments and observations are fundamental to safe and effective nursing practice.

Students must demonstrate appropriate tactile function 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 nursing care. Tactile assessments and observations are fundamental to safe and effective nursing practice.

Any strategies to address the effects of vision, auditory and tactile impairment must be effective, consistent and not compromise treatment or safety. Students must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.

STRENGTH AND MOBILITY

Nursing practice requires physical, mental and emotional performance at a consistent and sustained level over time.

Students must demonstrate:

- 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 duty

- Sufficient physical, emotional and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care
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These inherent requirements should be read in conjunction with other Box Hill Institute course information and industry publications such as the Enrolled Nurse Practice Standards, the Code of Professional Conduct for Nurses, and the Code of Ethics for Nurses published by the Nursing and Midwifery Board of Australia.

If you think you may experience challenges related to your disability, chronic health condition or any other reason, you should discuss your concerns with Disability Liaison Services. They can work collaboratively with you to determine reasonable adjustments to assist you to meet the Inherent Requirements.

Requirements cannot be met with reasonable adjustments; Box Hill Institute staff can provide guidance regarding other study options.