

SCHOOL OF NURSING, MIDWIFERY AND PARAMEDICINE

GUIDELINE

INHERENT REQUIREMENTS

These inherent requirements apply to nursing courses including Bachelor of Science (Nursing), Master of Nursing Practice (Graduate Entry) and Master of Nurse Practitioner courses and have been developed to ensure that all students understand the expectations required by Curtin University and the Nursing and Midwifery Board of Australia (NMBA).

Introduction

The Curtin nursing courses including the Bachelor of Science (Nursing), Master of Nursing Practice (Graduate Entry) and Master of Nurse Practitioner aims to provide its graduates with the skills, knowledge and competencies required for the practice of nursing.

It is recognised that there are certain inherent requirements or abilities that are necessary for the student to be able to successfully progress through the curriculum and complete the course. Inherent requirements also form the foundation for future career options and continuous self-directed learning.

The skills and abilities necessary for safe practice in the clinical area are listed below. These statements are not intended to preclude individuals with a disability.

It is necessary for students to provide essential health and legal checks prior to clinical placement, as located on the School website, <https://healthsciences.curtin.edu.au/schools/nursing-midwifery-paramedicine/fieldwork/>

The inherent requirements should be read in conjunction with other course information in the online Curtin Handbook, together with NMBA publications such as: Registered Nurse Standards for Practice; Code of Ethics for Nurses; and Code of Conduct for Nurses. Nurse Practitioner Standards build on these standards and codes.

According to the Code of Ethics for Nurses, “Nurses have four fundamental responsibilities: to promote health, to prevent illness, to restore health and to alleviate suffering. The need for nursing is universal. Inherent in nursing is a respect for human rights, including cultural rights, the right to life and choice, to dignity and to be treated with respect. Nursing care is respectful of and unrestricted by considerations of age, colour, creed, culture, disability or illness, gender, sexual orientation, nationality, politics, race or social status. Nurses render health services to the individual, the family and the community and coordinate their services with those of related groups” (International Council of Nurses, 2012).

INHERENT REQUIREMENTS	
With appropriate support and reasonable accommodation, a nursing student must possess the ability to acquire the inherent requirements below to successfully complete the course.	
Physical	<p>Sensory Ability This course requires visual and auditory acuity as well as tactile and olfactory (smell) ability.</p> <p>Visual – Adequate visual acuity is required.</p> <ul style="list-style-type: none"> Students must demonstrate adequate visual acuity in order demonstrate safe practice in clinical labs, simulation and during clinical placements

	<ul style="list-style-type: none"> • Exemplars: Assessment of patients <p>Auditory – Adequate auditory ability is required</p> <ul style="list-style-type: none"> • Students must demonstrate adequate auditory ability in order demonstrate safe practice in clinical labs, simulation and during clinical placements • Exemplars: Assessment of patients <p>Tactile – Adequate tactile ability is required</p> <ul style="list-style-type: none"> • Students must demonstrate adequate tactile ability in order demonstrate safe practice in clinical labs, simulation and during clinical placements • Exemplars: Assessment of patients <p>Smell – Adequate smell ability is required</p> <ul style="list-style-type: none"> • Students must demonstrate adequate smelling ability in order demonstrate safe practice in clinical labs, simulation and during clinical placements • Exemplars: Assessment of patients <p>Strength and Mobility</p> <p>Gross Motor – This course involves physical demands and gross motor function.</p> <ul style="list-style-type: none"> • Students must demonstrate an ability to perform gross motor skills including positioning, supporting, bending, twisting, pushing, pulling, lifting, carrying equipment and or patients, utilising manual handling techniques and available aids. <p>Fine Motor – This course requires manual dexterity and fine motor skills.</p> <ul style="list-style-type: none"> • Students must demonstrate the ability to use fine motor skills including being able to grasp, press, pull, push, turn, squeeze and manipulate objects and individuals patients using appropriate techniques. <p>Other – (any other specific requirements)</p>
<p>Behaviour/psychological expectations</p>	<p>Knowledge and Cognitive Skills</p> <p>Consistent knowledge and effective cognitive skills must be demonstrated to undertake a nursing degree.</p> <p>Student demonstrates:</p> <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 • Ability to plan and undertake these plans • Ability to organise and manage time and activities • The above are consistent with the Registered Nurse Standards for Practice <p>Adjustments:</p> <p>Adjustments must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded. Refer to adjustment statement at the end of this document.</p>
<p>Reflective Skills</p>	<p>This course requires self-awareness and a capacity for reflection and reflexivity in order to consider the effect of one’s own issues, actions, values and behaviours on practice.</p> <p>Student demonstrates:</p> <ul style="list-style-type: none"> • Ability to accurately reflect on their performance • Ability to engage in critical reflection • Ability to reflect on their beliefs, actions and values • Ability to be reflexive in the reflective process • Ability to accept feedback and respond constructively • Ability to be conscientious of how your behaviour and actions impact others <p>Exemplars:</p> <p>The above are consistent with the Registered Nurse Standards for Practice and may include any or all of the following (not exhaustive):</p> <ul style="list-style-type: none"> • Students must be able to identify their scope of practice and understand the need to practice within their scope. They should be able to identify when an issue is outside their scope and how to refer the patient to another member of the multidisciplinary team.

	<ul style="list-style-type: none"> • Students are required to actively engage in clinical reasoning and critical reflection related to practice and other experiences • Students should be able to appropriately give and receive constructive feedback especially in the clinical setting and utilise the feedback to improve their practice. • Students must be aware of their own beliefs, actions and values and behave in a manner that reflects professional practice consistent within a Registered Nurse • Students must be able to identify goals and set objectives, particularly for the clinical practice setting, that are specific, measurable, achievable, realistic and timely in order to reflexively improve <p>Adjustments: Adjustments must not compromise the student's ability to demonstrate an acceptable minimum level of capacity in this area. Refer to adjustment statement at the end of this document.</p>
Relational Skills	<p>Nursing requires the ability to use highly developed interpersonal skills and establish and maintain strong relationships with people.</p> <p>Student demonstrates:</p> <ul style="list-style-type: none"> • The ability to establish and maintain rapport with health consumers, academic staff, supervisors and peers • The ability to effectively and empathetically engage with others • The ability to engage and relate appropriately in individual and group settings, including clinical supervision and experiential learning groups in the educational environment • The ability to establish and maintain positive professional relationships with other students, school staff and others • The ability to be conscientious regarding how their behaviour and actions impacts upon others. <p>Exemplars: The above are consistent with the Registered Nurse Standards for Practice and may include any or all of the following (not exhaustive):</p> <ul style="list-style-type: none"> • building rapport with a health consumer in order to engage them effectively; • using relational and interpersonal skills to manage the therapeutic relationship with health consumers; • relating effectively, openly and sensitively to academic staff, supervisors, peers, patients and their families <p>Adjustments: The ability to demonstrate effective relational skills must be maintained through any adjustments. Refer to adjustment statement at the end of this document.</p>
Behavioural Stability	<p>This course requires students to demonstrate behavioural stability to work constructively in diverse and changing academic and professional environments. Students will be exposed to situations which are challenging and unpredictable, and will be required to have the behavioural stability to manage these objectively and professionally.</p> <p>Exemplars: The above statement is consistent with the Registered Nurse Standards for Practice and may include any or all of the following (not exhaustive):</p> <ul style="list-style-type: none"> • being receptive and responding to feedback • managing own emotions and behaviour effectively when dealing with individuals and situations <p>Adjustments: Adjustments must support stable, effective and professional behaviour in both academic and clinical settings. Refer to adjustment statement at the end of this document.</p>

<p>Sustainable Performance</p>	<p>Nursing requires both physical and mental performance at a constant and sustained level. Students must demonstrate:</p> <ul style="list-style-type: none"> • A 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 • Capacity to maintain consistency and quality of performance throughout the designated period of time <p>Exemplars:</p> <p>The above are consistent with the Registered Nurse Standards for Practice and may include any or all of the following (not exhaustive):</p> <ul style="list-style-type: none"> • participate and complete required tasks in workshops and practicums; • demonstrate sustained physical and mental resilience during clinical assessments; • demonstrate consistent placement practice over a negotiated time frame. <p>Adjustments:</p> <p>Adjustments must ensure that performance is consistent and sustained over a given period. Refer to adjustment statement at the end of this document.</p>
<p>Health</p>	<p>To meet infection control requirements, students accepted into this course complete medical screening and immunisation checks. Students should consider and discuss pre-existing medical conditions, or effects of ongoing medication, effects on their ability to fulfil the inherent requirements of the course.</p> <p>Students should consider the:</p> <ul style="list-style-type: none"> • Degree of risk to the University, academics, supervisors, peers and health consumers • Student's current ability to undertake the inherent requirements of the course • University's ability to provide reasonable adjustments to compensate for the student/applicants attributes without making unreasonable accommodations • Compliance with the Registered Nurse Standards for Practice, Code of Conduct, Code of Ethics and relevant State and Federal equal opportunity and anti-discrimination legislation • (for Nurse Practitioner students) compliance with the Nurse Practitioner Standards for Practice. <p>Adjustments:</p> <p>Refer to adjustment statement at the end of this document.</p>

Adjustments Statement:

Curtin University has a commitment to equal opportunity which is reflected in a range of [policies](#) and [support services](#) to ensure all students and staff, irrespective of race, gender, disability, beliefs or culture, receive fair and just treatment. We are committed to making reasonable adjustments to provide a positive, barrier-free University experience, therefore, if you have any support or access requirements, we encourage you to advise us at time of application.

If you are not able to meet Curtin's standard entry requirements due to a disability or medical condition, you may be eligible for special consideration entry. More information is available on the *Future Student* portal on the University's website.

We also recommend that you contact Curtin's [disability and accessibility support](#) services for assistance with the application process and to discuss your support needs.

We suggest that, before you enrol, you should discuss the course requirements and any assistance you need with the Head of the School or Department teaching the course.

Adjustments specific to the individual due to a religious or cultural need can be discussed with [Multi-Faith Services](#).

For other adjustments, contact [Curtin Connect](#).

Contact Person	Professor Phillip Della AM Head of School
Initial Reference Group	Helen Godwin, John Taplin
Courses Teaching and Learning Endorsement	
Director's Approval	Out of session – 30 th November 2020
Review Date	26 th November 2024

REVISION HISTORY

<i>Revision Ref. No.</i>	<i>Approved/ Amended/ Rescinded</i>	<i>Date</i>	<i>Committee</i>	<i>Resolution Number</i>	<i>Document Reference</i>
New	Approved				