

Inherent Requirements for Diploma of Nursing HLT54121

Introduction:

Inherent requirements for nursing qualifications describe a range of cognitive, behavioural, and physical capabilities which are required for the delivery of safe nursing care. These requirements reflect the Nursing and Midwifery Board of Australia (NMBA) required standards for practice of an Enrolled Nurse (NMBA 2016) . It is important that potential students are aware of these professional and personal requirements and can identify any challenges they may have meeting these requirements prior to enrolment.

ANMEC remains committed to making reasonable adjustment to its teaching, learning, assessment, and clinical practice to enable student participation in the course, but these do not change the nature of the inherent requirements:

1. Professional and legal behaviour

Description

Enrolled Nursing practice is mandated by legislation to ensure safe practice of nursing care. As a nursing student who is registered with the Australian Health Practitioner Regulation Agency (AHPRA) you are **subject to comply with the Australian law, professional regulations , standards, codes of behaviour required by the NMBA.**

For more information see [Nursing and Midwifery Board of Australia- Professional standards \(nursingmidwiferyboard.gov.au\)](http://nursingmidwiferyboard.gov.au)

Examples of expected behaviours of required professional and legal behaviour:

- Demonstration of behaviour required by NMBA Code of Conduct for nurses
- Demonstration of punctuality and a professional appearance
- Maintain compliance with required immunisation status, police check and other required clearances (NDIS, Working with Children, Vulnerable, Aged)
- Comply with NMBA Social media guideline- [Nursing and Midwifery Board of Australia- Social media: How to meet your obligations under the National Law \(nursingmidwiferyboard.gov.au\)](http://nursingmidwiferyboard.gov.au)
- Meet confidentiality and privacy requirements in classroom and clinical settings

Opportunities for reasonable adjustment:

Reasonable adjustment is not applicable. Nurses work closely with people who are vulnerable, and the professional and legal requirements of nursing practice are designed to ensure safe care of all people receiving care.

2. Behavioural requirements

Description

Studying nursing and undertaking the role of a nurse requires the student/nurse to work with in a diverse, complex, and fast changing environment. This includes demonstrating stable behaviour that enables the student/nurse to work and study in mixed gender environments, demonstrates an ability adapt rapidly to unexpected situations, and to ensure own thoughts and actions ensure the physical and psychological safety of patients and colleagues.

Examples of expected behavioural requirements:

- Responding receptively to constructive feedback
- Effectively manage own emotions and behaviours when dealing with individuals or situations in the study or clinical setting
- Provide a caring and therapeutic approach to the care of patients regardless of social and cultural background, gender, age, sexuality, or religion.
- Work collaboratively with colleagues and staff regardless of educational level, social and cultural background, gender, age sexuality or religion
- Ability to tolerate close proximity with people (including physical contact and being alone with other students/supervisors/clients as appropriate to nursing role)
- Capacity for self-awareness to monitor your own health and wellbeing

Opportunities for reasonable adjustment:

Any reasonable adjustments must still support the performance of stable professional behaviour that promotes the physical and psychological safety of others within the study and clinical setting.

Adjustments may only be made after discussions with ANMEC/HERC Course Manager and Student Support.

Students who become unwell and are unable to meet the behavioural requirements may be counselled toward deferral or course re-direction until they are well enough to meet the stable behavioural requirements.

3. Communication

Description

Nursing care requires an ability to communicate safely and in a way that communicates respect (non-judgemental) and empathy towards others. This requires effective verbal, non-verbal and written communication skills. In addition nurses must satisfy the NMBA English language entry requirement as a condition of study and registration <https://www.ahpra.gov.au/Registration/Registration-Standards/English-language-skills.aspx>

Examples of expected communication behaviour:

- Demonstrate an ability to comprehend and follow verbal instructions from clinical placement staff and supervisors and education/teaching staff
- Demonstrate an ability to use clear English language to speak to colleagues, patients, and staff
- Participate in group discussions including communicating with multiple people at once
- Listen and communicate clearly with people from a diverse range of backgrounds and communication styles
- Read and analyse complex health related terms
- Complete written assignments to AQF Level 5
- Accurately complete clinical documentation including documentation stored on digital/electronic systems

- Ability to use information technology to support the communication of data and knowledge in nursing practice. This includes but is not limited to ability to use email, and manage passwords and updates to ensure safety in data storage and sharing
- Recognize and respond to non-verbal communication in the clinical environment, including recognising physical or environmental cues that may indicate risk or change in clinical status
- An ability to adapt own communication style to ensure effective and supportive communication with others who have differing cognitive/sensory/cultural/social needs.

Opportunities for reasonable adjustment

Any reasonable adjustments must still support the performance of safe communication behaviour that promotes the physical and psychological safety of others within the study and clinical setting. Adjustments may only be made after discussions with ANMEC/HERC Course Manager and Student Support.

4. Cognitive requirements

Description

As a nursing student and nurse, you are required to think critically to analyse a situation, plan and evaluate complex verbal, written and visual information. This requires the cognitive skills of language, numeracy, learning, memory and problem solving. Application of these skills results in safe nursing practice.

Examples of expected cognitive skills

- Ability to interpret information from multiple sources, apply learnings and formulate a response within the education or clinical setting
- Ability to use judgement/problem solving skills to respond to situations that may be a safety risk
- Ability to analyse a situation noticing changes in behaviour, physical condition and the environment and the ability to rapidly respond/report
- Competent numeracy and literacy skills to perform accurate medication calculations
- Ability to apply knowledge of anatomy and physiology to accurately measure and record observations of patient symptoms
- Ability to apply policy and procedures in the clinical setting

Opportunities for reasonable adjustment

Any reasonable adjustments must still ensure the performance of cognitive skills that promote the physical and psychological safety of others within the study and clinical setting. Adjustments may only be made after discussions with ANMEC/HERC Course Manager and Student Support.

5. Sensory

Description

As a nursing student and a nurse, you are required to recognise verbal, non-verbal and environmental cues to provide safe and effective nursing care. This requires visual, auditory and tactile skills.

Auditory

- Ability to respond to auditory alarms
- Ability to detect bowel and respiratory sounds, auscultation of blood pressure
- Ability to participate in verbal handovers
- Determine sounds that may be coming from a variety of locations
- Wearing of masks – which may affect the effectiveness of lip reading.

Visual

- Visual acuity to ensure safe interpretation of medication, including small print on syringes, medication container labels, expiry dates, test results
- Determining changes in colour including to skin and/or diagnostic tools e.g. urinalysis test sticks

Tactile

- Ability to detect changes through palpation e.g. pulse or palpation of lumps or swelling, abdominal firmness
- Ability to detect changes in temperature to skin

Opportunities for reasonable adjustment:

Any reasonable adjustments must still ensure the effectiveness of the assessments or interventions undertaken to ensure the physical and psychological safety of patients within the clinical environment. Adjustments may only be made after discussions with ANMEC/HERC Course Manager and Student Support.

6. Strength and Mobility

Description

Nursing requires a high level of physical capability to enable standing for extended periods of time, activities that may require bending, squatting, kneeling, and fine motor skills to manipulate various equipment (e.g. pumps, assessment equipment such as blood pressure monitoring devices)

Required strength and mobility

- Ability to bend, carry, push, pull, stand, twist, squat and kneel to undertake nursing care e.g. making a bed, assisting a client with washing/showering/dressing
- Assist patients with transfers and mobilising
- Manoeuvre equipment in small areas
- Ability to perform cardiopulmonary resuscitation (CPR) on the ground level for a minimum of two minutes
- Physical fine motor manipulation of grasping, pressing, pushing, turning, squeezing equipment e.g. preparing and administering an intramuscular injection or providing wound care

Opportunities for reasonable adjustment:

Any reasonable adjustments must still ensure the functional effectiveness to ensure the physical and psychological safety of patients within the education and clinical environment. Adjustments may only be made after discussions with ANMEC/HERC Course Manager and Student Support.

7. Sustained performance

Description

Nursing requires an ability to sustain physical, mental, and emotional performance in a time constrained environment.

Examples of expected ability to sustain performance:

- Demonstrates a consistent level of physical energy required to complete nursing care over a designated work period
- Sustain emotional stability to respond to unpredictable environments and emergency situations to respond professionally and objectively.
- Sustain a working posture to enable the completion of manual tasks such as catheterisation, wound dressings, ongoing repetitive assessments
- Attend study and clinical placement requirements as scheduled, meeting the time constraints of educational tasks and clinical interventions within the workplace.

Opportunities for reasonable adjustment:

Any reasonable adjustments must still ensure ability of the student/nurse to perform interventions or complete learning activities within a time constrained environment to ensure physical and psychological safety of patients. While some adjustment in teaching and learning may be possible within the educational environment, the ability to demonstrate sustained physical, mental and emotional performance is required within the clinical environment. Adjustments may only be made after discussions with ANMEC/HERC Course Manager and Student Support.

Not sure?

If you think you may experience challenges in meeting these requirements for any reason, including a disability or chronic health condition, it is important you discuss your concerns with the Course Manager Nursing and Clinical Services at ANMEC or the Educational Manager at HERC.

Both HERC and ANMEC are committed to meeting the requirements of the Disability Discrimination Act (1992) and the Disability Standards for Education (2005) and will work with you to determine how reasonable adjustment may be made. However, reasonable adjustment will not alter the inherent requirement as they are critical to the safe and effective performance in the clinical setting.