

INHERENT REQUIREMENTS – ENROLLED NURSE PROGRAM AT VU



INTRODUCTION

Victoria University Polytechnic, Health department strongly supports the rights of all people who wish to pursue a nursing course to achieve 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.

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

1. Ethical and legal behaviour,
2. Behavioural stability,
3. Communication,
4. Cognition,
5. Sensory abilities,
6. Strength and mobility; and
7. 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. The safety and wellbeing of you and others is always of paramount importance.

Students are required to undertake learning activities in mixed gender environments, which reflect the Australian health care context. The inherent requirements outlined below provide a guide for students and staff members when deciding whether you are able to meet these requirements and the type of reasonable adjustments that could be put in place to allow you to complete the course without compromising the academic integrity of the course.

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WHAT ARE INHERENT REQUIREMENTS?

Inherent requirements are the abilities, attributes, skills and behaviours needed to meet the learning outcomes of the course.

You should carefully consider the following inherent requirement statements, as a:

- Guide for your learning during the course
- Way to identify challenges you may have in meeting the requirements.

If you have challenges related to a disability or health condition, contact Accessibility Services to discuss possible strategies and reasonable adjustments.

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1. ETHICAL AND LEGAL BEHAVIOUR

Nursing is a profession 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 ensuring professional behaviour in all contexts.

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

2. BEHAVIOURAL STABILITY

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

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 and will be required to have behavioural stability to manage these events objectively and professionally. Students must be able to cope with their own emotions and behaviour effectively when dealing with individuals in the clinical setting.

3. 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 fundamental to nursing and needs to be 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
- Consistent and appropriate awareness of own behaviours
- Sensitivity to individual differences
- Capacity to construct coherent written communication appropriate to the circumstances

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4. COGNITION

This course requires knowledge of theory and the skills of knowledge cognition, literacy and numeracy.

Knowledge cognition

Consistent and effective knowledge and cognitive skills must be demonstrated to provide safe, effective and timely nursing services.

Students must demonstrate:

- Capacity to locate appropriate and relevant information
- Ability to process information relevant to practice
- Ability to integrate and implement knowledge in practice

Safe and effective nursing care is based on comprehensive knowledge that must be sourced, understood and applied appropriately.

Literacy

Competent literacy skills are essential to provide safe and effective professional care.

Students must demonstrate:

- The ability to accurately acquire information and convey appropriate, effective messages
- Ability to read and comprehend a range of literature and information

Numeracy

Competent and accurate numeracy skills are essential for safe and effective care.

Student demonstrates:

- Ability to interpret and correctly applies data, measurements and numerical criteria.
- Accurate preparation, calculation, administration and documentation of medications

5. SENSORY ABILITY

Students must demonstrate sufficient visual acuity to perform the required range of skills in environments which may be difficult and hostile.

Students must demonstrate sufficient aural function to undertake the required range of skills.

Students must demonstrate sufficient tactile function to undertake the required range of skills and assessments.

Any strategies to address the effects of vision, auditory and tactile impairment must be effective, consistent and not compromise treatment or safety.

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6. STRENGTH AND MOBILITY

Nursing practice involves physical demands and requires gross motor function. 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, repetitively and safely to reduce the risk of harm to self and others.

Nursing practice is a profession that requires manual dexterity and fine motor skills. 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.

7. SUSTAINABLE PERFORMANCE

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

These inherent requirements should be read in conjunction with other Victoria University Polytechnic and Victoria University 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 a campus Disability Advisor or Course Coordinator. 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, the Polytechnic staff can provide guidance regarding other study options.