

## Inherent Requirements for the Diploma of Nursing HLT54121

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There are Inherent Requirements (IRs) that you need to be aware of, and fulfil, to achieve the core outcomes of the units and course. IRs are the essential capabilities, knowledge, behaviours and skills that are needed to complete a unit or course.

Please note that in some instances there may be similarities between course, entry and inherent requirements.

If you experience difficulties meeting these requirements, reasonable adjustments may be made upon contacting [accessibility@cqu.edu.au](mailto:accessibility@cqu.edu.au). Adjustments must not compromise the academic integrity of the degree or course chosen at CQUniversity or the legal requirements of the profession.

The Nursing and Midwifery Board of Australia (NMBA) set the required standards expected of Enrolled Nurses. The standards can be viewed here: [Nursing and Midwifery Board of Australia - Enrolled nurse standards for practice \(nursingmidwiferyboard.gov.au\)](http://nursingmidwiferyboard.gov.au)

#### **1. Ethical behaviour:**

You need to behave in a way consistent with the values of society, the law, institutions, organisations and professional bodies. This relates to Enrolled Nurse Standard of Practice: Standard 1-10.

#### **Examples are:**

Complying with academic and non-academic misconduct policies and procedures such as CQUniversity's Student Charter, Student Misconduct Policy, Student Behavioural Misconduct Procedure, Student Academic Integrity Policy and Procedure, Assessment Policy and Procedure (Higher Education Coursework).

- Treating personal information obtained in classroom and clinical settings as private and confidential.
- Respecting an individual's/group's diversity by demonstrating sensitivity to religious cultural and individual differences.
- Demonstrating an ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour.

## 2. Behavioural Stability

**You need to behave in a consistent and stable manner in various circumstances and environments during the course of study and work placement.**

This relates to Enrolled Nurse Standard of Practice: Standard 5.

### Examples are:

- Being receptive and responding appropriately to different viewpoints, to constructive feedback and to direction from academics and clinical staff.
- Interacting positively and effectively in groups with other students while attending activities related to the course.
- Contributing to on-line discussion forums and tutorials with peers and academics whilst using respectful language and tone.
- Coping with your own emotions, responses and behaviour effectively when dealing with challenging situations in the clinical setting.

## 3. Legal Compliance:

**You need to comply with the law, rules of the organisation, and act in a responsible manner with staff, students and during work placement.** This relates to Enrolled Nurse Standard of Practice: Standards 1-10.

### Examples are:

- Complying with the requirement for student registration with the Australian Health Practitioner Regulation Agency (AHPRA). Adhering to the policies, procedures, guidelines and statements specific to the Nursing and Midwifery Board of Australia.
- Complying with mandatory reporting requirements.
- Understanding and adhering to professional policy around the use of social media.
- Undertaking nursing care within the scope of practice relevant to the required knowledge and level of progression through your course of study.
- Understanding and adhering to legal requirements associated with the administration of medications.

## 4. Communication skills (verbal, non-verbal, written and technology):

**You need to effectively and appropriately communicate verbally in English; effectively and appropriately communicate in written English; recognise, interpret and respond to cues such as facial expressions, eye contact and body gestures and demonstrate appropriate and proficient understanding and use of computer and associated technologies in a wide variety of contexts.**

This relates to Enrolled Nurse Standard of Practice: Standard 7.

**Examples are:**

- Using language that is appropriate to the context of the individual or group.
- Responding appropriately to a care request in the clinical environment.
- Providing the health care team with verbal handover reports related to patient care.
- Recognising and interpreting non-verbal cues of the health care team, peers, patients and others and responding appropriately during clinical placement.
- Constructing a legible nursing report in a timely manner that meets professional standards and clearly communicates the intended message.
- Accurately documenting in patients' charts and records meeting legal and professional requirements.
- Regularly accessing email for communication with university staff and others

**5. Cognitive abilities (Knowledge and cognitive skills, literacy and numeracy):**

**You need to process information to gain an understanding of a wide range of topics. Skills include understanding, leaning and remembering; effectively and proficiently reading and writing in English in a wide variety of contexts; capacity of using numbers in conjunction with mathematical concepts and operations.**

This relates to Enrolled Nurse Standard of Practice: Standard 4.

**Examples are:**

- Completing academic learning activities and assessment tasks and performing clinical skills within reasonable set timeframes.
- Applying knowledge of policy and procedures in the clinical setting.
- Applying theoretical knowledge and understanding of health history when undertaking patient assessment during admissions in clinical practice.
- Actively listening to information within a variety of academic and clinical situations.
- Reading and accurately interpreting plans of care and medication orders for patients.
- Performing accurate drug calculations in a timely manner in medication administration assessments and in clinical practice.

## **6. Sensory abilities (Visual, auditory, tactile):**

**You need to be able to see, hear and use the sense of touch in relation to the competent delivery of a task or role.**

This relates to Enrolled Nurse Standard of Practice: Standards 4 and 7.

### **Examples are:**

- Focusing on and recognising objects that are either near or far, e.g. reading learning resources such as lecture and tutorial screens face-to-face on-campus or on-line, reading examination papers and/or on-line computer quizzes; or during clinical placement.
- Accurately drawing up and administering medication.
- Detecting changes in skin colour and general tissue perfusion.
- Hearing verbal communication from other students and lecturers during activities related to the course.
- Accurately interpreting the verbal communication and direction of clinical staff during emergency situations.
- Accurately detecting a blood pressure measurement, listening to heart, lung and bowel sounds by auscultation using a stethoscope.
- Responding to a care request by activation of a call bell or calls for help.
- Detecting changes in circulation observations e.g. assessing skin temperature and palpating pulses.
- Conducting a physical assessment detecting anatomical abnormalities e.g. swelling or alteration in texture.
- Using touch appropriately as an alternative means of conveying positive messages to patients such as emotional support and encouragement.

## **7. Relational skills**

**You need the capacity to relate positively and effectively to a wide variety of clients and stakeholders to enable constructive relationships.**

This relates to Enrolled Nurse Standard of Practice: Standard 5 and 7.

### **Examples are:**

- Establishing, sustaining and concluding relationships in a way that differentiates the boundaries between professional and personal relationships.
- Communicating effectively and being respectful of a person's dignity, culture, values, beliefs and rights.
- Recognising that people are the experts in the experience of their life.

- Advocating on behalf of people in a manner that respects the person's autonomy and legal capacity.
- Using delegation, supervision, coordination, consultation and referrals in professional relationships to achieve improved health outcomes.
- Actively fostering a culture of safety and learning that includes engaging with health professionals and others, to share knowledge and practice that supports person-centred care.
- Effectively participating in groups and teams.

### **8. Reflective skills**

**You need to be able to reflect and give deep thought and consideration to particular issues, cases and situations.**

This relates to Enrolled Nurse Standard of Practice: Standard 8.

#### **Examples are:**

- Accessing, analysing and using the best available evidence, that includes research findings for safe quality practice.
- Developing practice through reflecting on experiences, knowledge, actions, feelings and beliefs to identify how these shape practice.
- Respecting all cultures and experiences, which includes responding to the role of family and community that underpin the health of Aboriginal and Torres Strait Islander peoples and people of other cultures.
- Evaluating and monitoring progress towards expected goals and outcomes.

### **9. Sustainable performance**

**You need to perform both physically and mentally at a sustained level to consistently complete a task or role.**

This relates to Enrolled Nurse Standard of Practice: Standards 1,6 and 9.

#### **Examples are:**

- Actively participating in activities related to the course.
- Undertaking examinations and on-line quizzes with adequate, sustained levels of physical energy and concentration.
- Participating in learning clinical skills and engaging in simulation activities during on-campus learning and teaching situations.
- Performing consistent care and complete repetitive tasks during clinical practice with sustained concentration and physical energy for an 8 to 12 hour period of time that may be at night.

### **10. Strength and mobility (gross motor skills and fine motor skills).**

This relates to Enrolled Nurse Standard of Practice: Standards 1,6 and 9.

#### **Examples are:**

- Incorporating a range of gross motor skills while participating effectively in activities related to the course.
- Maintaining balance while safely mobilising and transferring individuals or resources.
- Moving with ease around patients' bedsides, bathrooms and equipment items while performing delivery of care activities and responding to emergency situations.
- Safely retrieving and utilising stock and equipment.
- Manipulating intricate medical appliances and equipment.
- Manipulating syringes and needles during preparation and administration of medications addressing safety to self and others.

### **11. Interpersonal Engagement.**

This relates to Enrolled Nurse Standard of Practice: Standards 2, 5 and 7.

#### **Examples are:**

- Forming therapeutic relationships with people receiving care and others recognising professional boundaries.
- Interacting positively and effectively in groups with other students while attending activities related to the course.
- Using language that is appropriate to the context of the individual or group.
- Establishing, sustaining and concluding relationships in a way that differentiates the boundaries between professional and personal relationships.
- Communicating effectively and being respectful of a person's dignity, culture, values, beliefs and rights.

### **12. Information and Communication Technology (ICT) abilities.**

This relates to Enrolled Nurse Standard of Practice: Standard 7.

**Examples are:**

- Accessing relevant CQUniversity sites to facilitate effective engagement with course content and demonstrating understanding of course requirements.
- Accessing and entering information into a digital health system to enable safe patient care in the simulated environment and while attending clinical placement.