

Introduction

Nurses / support workers work closely with people at some of the most intimate and challenging stages of their lives, so you must have insight into your own personal and professional capacity.

Inherent requirements in nursing / support worker training refer to the essential abilities, including personal caregiving, knowledge, and skills that a nursing student must possess. These requirements ensure that nursing / support worker students can meet the professional and academic standards needed to provide safe, competent and compassionate care. The inherent requirements are the abilities, knowledge and skills needed to complete a program that must be met by all students enrolled in that program.

How to read the inherent requirements statements

If you are intending to enrol in a nursing / support worker course at Fox Education and Consultancy, you should look at these inherent requirement statements and think about whether you may experience challenges in meeting these requirements. To be successful in your studies all course requirements need to be met which includes the academic, theoretical content and practical industry placement. The requirements ensure students understand what is expected to complete their studies and therefore make an informed decision about their chosen course of study.

Meeting these inherent requirements ensures that nursing students can deliver comprehensive and compassionate care to patients, addressing both their medical and personal care needs effectively.

The inherent requirements are made up of the following seven domains:

1. Ethical Integrity

Introduction

Nursing / support worker is a profession governed by codes, guidelines, and policies where practitioners are both accountable and responsible for ensuring professional behaviour in all contexts.

Description

Student demonstrates knowledge of and engages in ethical behaviour in practice.

Justification

Compliance with the standards, codes, guidelines and policies facilitates safe, competent interactions and relationships for students and/or the people with whom they engage. This supports the physical, psychological, emotional and spiritual wellbeing of all.

Adjustments

Must ensure the standards, codes, guidelines and policies are not compromised or result in unethical behaviour.

Exemplars

Protecting confidential information in clinical, educational and social contexts, including when using social media.

Maintaining privacy and dignity and patient confidentiality.

2. Behavioural Stability, Mental Endurance and Social Attributes

Introduction

Behavioural stability, mental endurance and demonstrable social attributes are required to function effectively and sensitively in a nursing / support worker role.

Description

Students are required to demonstrate the capacity to work constructively in various clinical and academic environments. Students must also be able to manage their own mental and physical health effectively.

Justification

Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Nursing / support worker 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 whilst maintaining empathy and compassion in a respectful manner.

Adjustments

Must support stable, effective and professional behaviour in both academic and professional settings.

Exemplars

Being receptive and responding appropriately to constructive feedback.

Coping with own emotions and behaviour effectively when dealing with individuals in the clinical setting.

Managing stress, emotional responses and maintaining composure in challenging situations.

3. Legislative compliance

Introduction

As a nursing / support worker student who will be registered by our school with the Australian Health Practitioner Regulation Agency (AHPRA), you must fulfil a range of legislative requirements.

Description

Students need to demonstrate knowledge and understanding of, and compliance with, Australian law, professional regulations and standards and scope of practice. This ensures you're both responsible and accountable for your practice.

Justification

Knowledge, understanding, and compliance with legislative and regulatory requirements are necessary pre-requisites to clinical placements to reduce the risk of harm to self and others.

Compliance with these professional regulations and the Australian Law ensures that students are both responsible and accountable for their practice

Adjustments

Adjustments must be consistent with legislative and regulatory requirements

Exemplars

Complying with legal requirements regarding all aspects of practice.

Complying with the requirement for student registration with AHPRA.

Complying with relevant child protection and safety legislation.

4. Communication – verbal, non-verbal and written literacy skills

Verbal Communication

Introduction

Clear, comprehensible verbal communication in English is an essential requirement to provide safe delivery of care

Description

Students must possess the ability to:

understand and respond to spoken English, delivered at conversational speed, effectively and respectfully

provide clear, intelligible instructions in the context of both academic and clinical contexts provide clear, intelligible feedback and timely reporting

Justification

Clear, timely verbal communication is necessary for ensuring individual safety, coordination of care and delivery of effective treatment. Respectful verbal communication is required for ensuring psychological and emotional well-being, and for developing therapeutic relationships.

Adjustments

Must address effectiveness, clarity and accuracy of verbal communication to ensure safe clinical care and to fulfil assessment requirements. Adjustments specific to the individual can be discussed with the Academic Manager.

Exemplars

Actively participating in tutorial, simulation and clinical discussions. Responding effectively and comprehensibly in the clinical environment.

Non – Verbal Communication

Introduction

Effective non-verbal communication is fundamental to nursing and needs to be respectful, clear, attentive, empathetic and non-judgmental.

Description

Student demonstrates:

The capacity to recognise, interpret and respond appropriately to behavioural cues.

Consistent and appropriate insight into and awareness of own behaviour.

Sensitivity to individual and/or cultural differences.

Justification

The ability to understand and interpret non-verbal cues is essential for effective observation of a person's symptoms and responses/reactions to care and treatment. The ability to observe and understand non-verbal cues assists with building rapport with people, gaining trust, and expressing respect in academic, professional and therapeutic relationships.

Adjustments

Must enable the recognition, initiation or appropriate response of effective non-verbal communication in a timely and appropriate manner. Adjustments specific to the individual can be discussed with the Academic Manager.

Exemplars

Recognising and responding appropriately in classroom situations.

Recognising and responding appropriately to cues in the clinical environment.

Written

Introduction

Effective written communication, in English, is a fundamental nursing responsibility with professional and legal ramifications.

Description

Students must demonstrate the capacity to communicate clearly, concisely, coherently, to paraphrase, to summarise and reference in accordance with academic conventions.

Justification

Written academic work must meet requisite academic standards such that the student can convey knowledge and understanding in ways that are intelligible to academic faculty.

Clear, accurate written communication, including record-keeping and in patient notes, is vital to provide safe, coordinated and effective treatment and care.

Adjustments

Must meet the necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in both academic and clinical settings.

Exemplars

Constructing an assessment to academic standards.

Constructing a nursing report in a timely manner and that meets professional standards.

5. Critical thinking, literacy and numeracy skills

Introduction

Achievement of program learning outcomes through knowledge acquisition. This requires effective critical thinking and problem solving, memory and concentration as necessary for providing safe and competent care. This includes technological proficiency.

Description

Student demonstrates:

The capacity to locate appropriate and relevant information.

The ability to process information and critically analyse situations relevant to safe practice.

The ability to integrate and implement knowledge in practice.

Justification

Safe and effective delivery of nursing / support worker care based on comprehensive knowledge that must be sourced, understood and applied appropriately.

Adjustments

Must ensure that a clear demonstration of knowledge and cognitive skills are not compromised or impeded. Adjustments specific to the individual can be discussed with the Academic Manager.

Exemplars

Conceptualise and apply knowledge to meet assessment requirements and perform sound decisions in patient care.

Accurately perform medication calculations, determine intravenous fluid administration rates, and maintain an accurate fluid balance record.

Understand and apply requirements of institutional policies and procedures in the clinical setting.

Capacity to retain and recall information and maintain focus over extended periods.

Competence in using healthcare technologies, including electronic health records and medical equipment.

6. Sensory ability

Introduction

Nursing / support worker requires adequate visual, olfactory, auditory and tactile abilities to assess patients in healthcare and respond to non-verbal cues.

Description

Student demonstrates:

Visual acuity to ensure safe interpretation of medicines and labels, read charts, observe patient conditions, and perform procedures.

Auditory ability to hear alarms, auscultate heart and lung sounds and communicate effectively.

Tactile ability to have sensitivity in hands and fingers to perform assessments and procedures accurately such as pulse checks and skin assessments.

Olfactory ability to smell changes in bodily excretions.

Justification

Sufficient visual, olfactory, auditory and tactile abilities are required to monitor, assess and manage individual's health care needs.

Adjustments

Must address the sensory needs to perform the full range of tasks involved in clinical practise. Any adjustments must be effective, consistent and not compromise patient care.

Exemplars

Maintaining accurate assessment collections and perform within the full scope of to provide clinical assessments including tasks such as hearing call bells, detecting changes in observations e.g. pulse palpation.

7. Physical strength, mobility and adaptability.

Introduction

Nursing / support worker requires physical strength and mobility involving adequate fine and gross motor function including the provision of care activities such as bathing, dressing, feeding and toileting patients.

Description

Student demonstrates:

The ability to perform fine and gross motor skills to function within scope of practice. Consistency and sustained level of physical energy to complete specific tasks in a timely manner.

The ability to perform repetitive activities with a level of concentration that ensures a capacity to focus on the activity until it is completed.

Justification

Adaptability and sufficient fine and 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. 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.

Adjustments

Should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care.

Exemplars

Maintaining balance while safely mobilising and transferring individuals or resources.

Able to safely retrieve and utilise stock and equipment.

Adapting to clinical situations as they arise without harm to patient care needs.

Provision of activities of daily living repetitively and subjectively.