

## INHERENT REQUIREMENTS

**For qualifications that lead to registration as either a Registered Nurse or Midwife with the Nursing and Midwifery Board of Australia** La Trobe has adopted the following inherent requirements, for current and prospective students, as developed by the University of Western Sydney (2017). Inherent requirements are statements that specify the course requirements and include a number of domains which are deemed necessary for accountable and responsible nursing and midwifery practice. Many of the activities associated with the professional practice of a Registered Nurse/Midwife 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. These statements are clustered under eight domains including:

- **Ethical Behaviour**

Nursing and midwifery students must demonstrate knowledge and engage in ethical behaviour in practice (academically and clinically) to facilitate safe, competent interactions and relationships with people to ensure their own and others' physical, psychological, emotional and spiritual wellbeing is not placed at risk.

- **Behavioural Stability**

Nursing and midwifery students must be able to demonstrate behavioural stability by functioning and adapting effectively and sensitively in a diverse and changing academic and clinical environment.

- **Legal Knowledge and Compliance**

Nursing and midwifery students must demonstrate knowledge and compliance with Australian law, professional regulations and scope of practice to enable the safe delivery of care. Nursing and midwifery students must be responsible and accountable for their practice to reduce the risk of harm to themselves and others.

- **Communication Skills – Verbal, Non-verbal and Written**

Nursing and midwifery practice requires effective verbal, non-verbal and written communication skills for the safe delivery of care. Nursing and midwifery students are required to have effective and efficient verbal communication in English. Nursing and midwifery students also need to be respectful, clear, attentive, empathetic, honest and non-judgmental; and have effective written communication skills - a fundamental nursing and midwifery responsibility with professional and legal ramifications.

- **Cognition Ability**

Nursing and midwifery practice requires comprehensive theoretical knowledge. Nursing and midwifery students must demonstrate consistent and effective knowledge and cognitive skills to provide safe and competent nursing and midwifery care.

- **Literacy Skills**

Competent literacy skills are essential for safe and effective delivery of nursing and midwifery care. Nursing and midwifery students must have the ability to accurately acquire information and accurately convey appropriate effective messages; to read and comprehend a range of literature and information; and the capacity to understand and implement academic conventions to construct written text in a scholarly manner.

- **Numeracy Skills**

Competent and accurate numeracy skills are essential for safe and effective nursing and midwifery care. Nursing and midwifery students must demonstrate the ability to interpret and correctly apply data, measurements and numerical criteria.

- **Sensory Ability – Visual, Auditory and Tactile**

Adequate visual, auditory, tactile acuity is required to provide safe and effective nursing and midwifery care. Nursing and midwifery students must demonstrate the following:

- adequate visual acuity to perform the required range of skills, tasks and assessments to maintain consistent, accurate and safe care to self and others
- adequate auditory ability to monitor, assess and manage individuals' health needs consistently and accurately
- adequate tactile ability to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide thorough nursing and midwifery care.

- **Strength and Mobility – Gross Motor, Fine Motor and Manual Dexterity**

Nursing and midwifery involve physical demands and requires gross motor function and manual dexterity and fine motor skills. Nursing and midwifery students must demonstrate sufficient gross motor function, manual dexterity and fine motor skills necessary to perform, coordinate, prioritise care and undertake tasks that involve (i) gross motor skills include lifting, carrying, pushing, pulling, standing, twisting and bending; and (ii) 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.

- **Sustainable Performance**

Nursing and midwifery practice require both physical and mental performance at a consistent and sustained level to meet individual needs over time. Nursing and midwifery students need sufficient physical and mental endurance to perform multiple tasks in an assigned period to provide safe and effective care. Students require the capacity to maintain consistency and quality of performance throughout the designated period of duty; and the ability to perform repetitive activities with a level of concentration to ensure focus on the activity until it is completed appropriately.

If prospective students are concerned that they may experience challenges related to a disability, chronic health condition or any other reason, they should discuss any such concerns with the Course Coordinator or an Equality and Diversity Advisor.

The inherent requirements should be read in conjunction with other course information and Nursing and Midwifery Board of Australia (NMBA) publications, available at

<http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx>

such as:

- the *Code of Conduct for Nurses* (effective from March 2018)
- the *Code of Conduct for Midwives* (effective from March 2018)
- the *Midwifery Competency Standards* (effective from July 2010) and
- the *Registered Nurse Standards for Practice* (effective from June 2016).