

Inherent Requirements for the Diploma of Nursing HLT54121

CIT is committed to making reasonable adjustments to learning, assessment, and other activities to enable student participation in the course. However, there are inherent requirements for the nursing profession, and it is important if potential students are considering working as a nurse to have knowledge of these. This will enable satisfactory course completion with the ability to work safely as a nurse in industry.

The inherent requirements of a job will vary depending on what the job is they may include:

- the ability to perform tasks which are essential to perform a job productively and to the required quality
- the ability to work effectively in a team or other organisation
- the ability to work safely

(Australian Human Rights Commission, 2022)

At CIT Students are required to undertake learning activities in mixed gender environments, which reflect the Australian health care context. Many of the activities associated with the nursing practice are time sensitive. Nurses are required to have the capacity to perform certain activities within specified time limits to reduce or avoid risks to patient safety and wellbeing. The safety and wellbeing of the student and the community is always of paramount importance.

To support potential and current students' decision making to whether they meet these requirements, a series of inherent requirement statements have been developed. Potential students should carefully consider the following inherent requirement statements, as a guide for learning during the course and as a way of identifying challenges they may have in meeting the requirements prior to enrolment.

The Nursing and Midwifery Board of Australia (NMBA) set the required standards expected of Enrolled Nurses. The core standards are the minimum standards that are applicable across diverse practice settings and health care populations. They are based on the Diploma of Nursing being the education standard.

The inherent requirements listed below reflect the level of competence required to meet the EN standards for practice for both beginning and experienced EN's. Please read these in conjunction with the EN Standards for Practice.

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

The statements are clustered under eight areas and consist of:

1. Legal, Ethical and Professional behaviour
2. Behavioural stability and mental health
3. Communication
4. Health Informatics and Health Technology
5. Cognition
6. Sensory abilities
7. Strength and mobility
8. Sustainable performance

1. Legal, Ethical & Professional Behaviour Enrolled Nurse Standard of Practice this statement relates to: Standard 1-10	
<p>Description</p> <p>Nursing practice is mandated by legislation to enable safe delivery of care. Several Acts underpin the regulation of nursing practice. In addition to this Enrolled Nursing is a profession governed by:</p> <ul style="list-style-type: none"> • Nursing and Midwifery Board of Australia Enrolled Nurse Standards for Practice • Code of conduct for Nurses • International Council of Nurses Code of ethics for nurses <p>For more information see Nursing and Midwifery Board of Australia - Professional standards (nursingmidwiferyboard.gov.au)</p> <p>All students at CIT are required to adhere to the CIT student conduct policies. Nursing students have an additional level of responsibility and accountability in that they are governed by the Nursing and Midwifery Board of Australia Enrolled Nurse Standards for Practice.</p> <p>Students are accountable and responsible for their ethical and professional behaviour at CIT, in the community and in all health settings. Students must demonstrate knowledge and compliance with Australian Law, professional regulations, and scope of practice.</p>	
<p>What are some examples of this?</p>	<ul style="list-style-type: none"> • Display qualities such as reliability, punctuality, dependability and present a professional appearance. • Maintain compliance with Working with Vulnerable People (WWVP), immunisation status and Police Check requirements (as per entry requirements). • Comply with NMBA social media Guidelines: Nursing and Midwifery Board of Australia - Social media: How to meet your obligations under the National Law (nursingmidwiferyboard.gov.au) • Comply with privacy & confidentiality policies of CIT and in health care settings. • Adhere to the principles laid out in the Declaration of Human Rights, and how it applies to the Nursing Profession
<p>Why is this important?</p>	<p>Nursing students are registered with Australian Health Practitioners Regulation Agency (APHRA) so students must comply with the same regulations as practicing nurses. It is important to promote positive, trusting interaction with clients, colleagues, and peers in all aspects of their career.</p>
<p>What reasonable adjustments could be considered?</p>	<p>Reasonable adjustment in this area is not applicable. Nurses care for vulnerable people and to protect all people trust is of paramount importance.</p>

2. Behavioural stability and mental health	
Enrolled Nurse Standard of Practice this statement relates to: Standard 5	
<p>Description</p> <p>Nursing is a demanding role and requires the nurse to work in a diverse, complex, and rapidly changing environment. Behavioural stability is required to function and adapt effectively and sensitively in both the academic and health care environments. Behaving responsibly and working within their scope of practice are essential capacities as a nurse.</p> <p>Stable and consistent mental health promotes optimal engagement in the education environment and in health care settings and allows for the development of the adaptive qualities the profession requires.</p>	
<p>What are some examples of this?</p>	<ul style="list-style-type: none"> • Able to work under pressure and function effectively in stressful situations • Be receptive to and respond appropriately to constructive feedback • Able to control emotions and reactions and withhold personal opinions • Able to tolerate close proximity with people (including physical contact and being alone with other students/supervisor/clients as appropriate) • Willingness to care/work with people regardless of social and cultural backgrounds, or gender, age, culture, sexuality or religion
<p>Why is this important?</p>	<p>People, nurses care for are unwell and vulnerable and depend upon the emotional stability of the nurses to ensure they feel safe.</p> <p>In the education environment, emotional stability ensures the wellbeing and safety of peers, staff, and colleagues. Students must be able to be receptive and respond to constructive feedback.</p>
<p>What reasonable adjustments could be considered?</p>	<p>Adjustments must support stable, effective, and professional behaviour in both academic and health care settings.</p> <p>Adjustments specific to the individual can be discussed with the course coordinator and/or appropriate support person at CIT student services.</p> <p>If the student becomes unwell, and is unable to adhere to the above criteria, individual counselling will occur to ensure the best outcome – whether that is deferment of the course or re-direction to another course.</p>

3. Communication	
Enrolled Nurse Standard of Practice this statement relates to: Standard 7	
<p>Description</p> <p>To provide safe and effective care nursing requires effective, verbal, non-verbal and written communication skills. Effective non-verbal communication is fundamental to nursing and needs to</p>	

<p>be respectful, clear, attentive, empathetic, honest, and non-judgmental. Effective written communication is a fundamental nursing responsibility with professional and legal ramifications.</p>	
<p>What are some examples of this?</p>	<ul style="list-style-type: none"> • Participate in group discussions, learning activities and simulation. • Follow instructions from teaching staff, placement facilitators, and staff in the health care environment. • Complete written assessments such as exams, reports, essays, and case studies to AQF level 5. • Respond appropriately to patients by using open body language, eye contact, facial expressions. • Recognise and respond appropriately to non-verbal cues in the health environment – including client behaviours indicating pain, discomfort, fear, and distress (this can be in the form of a grunt or laboured breathing). • Adapt and facilitate communication to suit the sensory requirements of clients (hearing impaired, visually impaired, speech impaired). • Complete patient health care records and reports in a clear, concise, accurate and timely manner that meets professional and legal standards. • Awareness to notice changes in people’s health conditions and the environment and provide a speedy reaction and response • Understand other people’s perspectives/opinions and respect their choices
<p>Why is this important?</p>	<p>Communicating in a way that displays respect and empathy to others and develops trusting relationships.</p> <p>Rapid and timely communication and delivery of communication may be critical for individual and patient safety, treatment, or management.</p> <p>Accurate written and verbal communication, including record-keeping and patient notes, is vital to provide consistent and safe patient care.</p>
<p>What reasonable adjustments could be considered?</p>	<p>Adjustments must address effectiveness, timeliness, clarity, and accuracy issues to ensure safety and appropriate care. Extra time may be allowed for the student to manage communication effectively within the learning environment, but students need to be mindful that timeliness and effective communication is required in the health care environment. The inability to communicate in a timely and effective manner could have adverse consequences.</p> <p>Adjustments specific to the individual can be discussed with the course coordinator and/or appropriate support person at CIT student services.</p>

4. Health Informatics and Health Technology Enrolled Nurse Standard of Practice this statement relates to: Standard 7	
Description Nursing informatics relates to knowledge and skills required by the nurse to integrate, manage, communicate data, information, and knowledge in nursing practice. Health technology refers to the application of organised knowledge and skills in the form of devices, medicines, vaccines, procedures, and systems developed to solve a health problem and improve quality of people's lives.	
What are some examples of this?	<ul style="list-style-type: none"> • Operational knowledge of computers/smart devices, including capacity to use industry specific tools, software and equipment • Use information technology to support communication (e.g. computer for reports, email and documents) • Able to use useful key words when searching the internet • Able to strengthen a password and updates when prompted • Able to participate in a group message chat e.g. WhatsApp, eLearn or other • Ability to reply, reply all and forward emails appropriately • Able to create a digital presentation, e.g. PowerPoint • Able to download an eBook
Why is this important?	Ensures beginning practitioners are adequately prepared to use an array of technologies and informatics in nursing contexts. In preparation for contemporary practice nurses need to be educationally prepared for safe and competent use of health technologies and be able to critically evaluate their effect on the consumer and the healthcare system.
What reasonable adjustments could be considered?	Allocation of additional time for students in Stage One of the program to become familiar with the technology. Access to technology whilst on campus e.g Library. Adjustments specific to the individual can be discussed with the course coordinator and/or appropriate support person at CIT student services.

5. Cognition	
Enrolled Nurse Standard of Practice this statement relates to: Standard 4	
Description Cognition is the ability to perceive, process and understand information through language, learning, memory, and problem solving. This course requires knowledge of theory and the skills of cognition, literacy, and numeracy. It also involves the requirement to apply these skills to health care practice.	
What are some examples of this?	<ul style="list-style-type: none"> • Ability to read, write, understand and apply information and documents (e.g. reports, charts, and clinical documentation, workplace instructions, policies and procedures) • Able to use judgement/basic problem-solving skills e.g. to respond to immediate safety risks • Awareness to notice changes in people’s behaviour, ability and the environment and provide a speedy reaction and response • Competent and accurate numeracy skills to perform basic mathematical functions without the use of a calculator Maths is required for medication calculations includes addition, subtraction, multiplication, division, decimals, fractions, percentages, the metric system, metric conversion, and ratios. • Critical thinking ability • Time management skills including prioritising tasks • Understand other people’s perspectives/opinions and respect their choices
Why is this important?	Safe and effective nursing care is based on comprehensive knowledge that must be sourced, understood, and applied appropriately.
What reasonable adjustments could be considered?	<p>Adjustments must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded. Clinical environments are challenging and dynamic and require a consistent level of cognitive ability to manage effectively. Any adjustments made in the academic environment may not transfer to clinical practice.</p> <p>Adjustments specific to the individual can be discussed with the course coordinator and/or appropriate support person at CIT student services.</p>

6. Sensory Abilities	
Enrolled Nurse Standard of Practice this statement relates to: Standard 4,7	
Description	
Accurate visual acuity, sufficient auditory and tactile skills (ability to perceive information coming from the skin - touch) are all required to provide safe and effective nursing care.	
What are some examples of this?	<p>Visual:</p> <ul style="list-style-type: none"> • Accurately draw up medication to administer to patients • Adequate vision to read very small print (e.g. measurements along a syringe, medication container labels, expiry dates) • Perform documentation and rapidly review patient charts and medical records to determine care • Observing patient health care status and adjusting care to suit individual requirements <p>Hearing:</p> <ul style="list-style-type: none"> • Accurately take a blood pressure measurement by auscultation • Respond to care request by hearing call bell or calls for help • Able to respond appropriately to machine alarms – e.g. IV pumps instructions in a timely and effective manner • Able to detect changes in respiration quality and rate through sound. • Sufficient auditory and tactile ability is necessary to monitor, assess and manage individual’s health needs consistently and accurately • Verbal hand over of patient care is an important part of a normal working day in the life of a health care professional, which is taught and practiced at CIT • Sounds may be coming from behind and around you, requiring a rapid response to call for medical help • Wearing of masks and face shield are a requirement at CIT in the Simulated Learning Environment, which replicates the real work environment <p>Tactile:</p> <ul style="list-style-type: none"> • Detect changes in observations e.g. palpate a pulse • Conduct a physical assessment and detect any anatomical abnormalities – lumps, changes to abdominal tension. • Detect discreet changes in patient surface temperature and detect changes in circulation status – e.g. Cool and clammy or hot skin. • Provide therapeutic touch to comfort a patient
Why is this important?	Visual observations, examination and assessment are fundamental to safe and effective nursing practice.

	Sufficient auditory and tactile ability is necessary to monitor, assess and manage individual's health needs consistently and accurately.
What reasonable adjustments could be considered?	Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames. Adjustments specific to the individual can be discussed with the course coordinator and/or appropriate support person at CIT student services.

7. Strength and Mobility	
Enrolled Nurse Standard of Practice this statement relates to: Standard 1, 6, 9	
Description Nursing involves significant physical demands. The nurse must be able to provide safe and effective care in a timely manner during simulation and in health care environments. Gross motor skills are the bigger movements that use both skeletal system and the large muscles in the arms, legs, torso, and feet. Fine motor skills are small movements that use the small muscles of the fingers, toes, wrists, lips, and tongue. Nursing is a profession that requires manual dexterity and fine motor skills.	
What are some examples of this?	<p>Gross Motor</p> <ul style="list-style-type: none"> • Required movements include bending, carrying, pushing, pulling, standing, twisting, squatting, kneeling • Assist with moving or positioning clients • Moving equipment in confined spaces • Ability to perform Cardiopulmonary Resuscitation (CPR) - CPR must be practised on a manikin located at ground level <p>Fine Motor</p> <ul style="list-style-type: none"> • Required movements include grasping, pressing, pushing, turning, squeezing, and manipulating various objects and individuals • Pump up a blood pressure cuff, administering an injection, applying bandages • Writing assessments • Performing physical assessments & other client assessment skills
Why is this important?	Sufficient gross and fine motor skills are necessary to perform, coordinate and prioritise care. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others.
What reasonable adjustments could be considered?	Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care. Adjustments specific to the individual can be discussed with the course coordinator and/or appropriate support person at CIT student services.

8. Sustainable Performance	
Enrolled Nurse Standard of Practice this statement relates to: Standard 1, 6, 9	
Description Nursing practice requires physical, mental, and emotional performance at a consistent and sustained level over time.	
What are some examples of this?	<ul style="list-style-type: none"> • Maintain a consistent level of physical energy to complete specific tasks in a timely manner over a designated work period. • 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.
Why is this important?	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
What reasonable adjustments could be considered?	Adjustments must ensure that performance is consistent and sustained over a given period. Adjustments specific to the individual can be discussed with the course coordinator and/or appropriate support person at CIT student services.