



# **HLT54115 Diploma of Nursing**

## **Inherent Requirements Statement**

## **INHERENT REQUIREMENTS – statement for Diploma of Nursing**

1. Introduction to inherent requirements
  - a. What are inherent requirements?
    - i. Inherent requirements are the essential components of a course or unit that demonstrate the abilities, knowledge, and skills to achieve the core learning outcomes of the course or unit.
  - b. The Disability Discrimination Act (1992) protects students who wish to gain the benefits of education, and ensures cannot be excluded from such courses ([www.legislation.gov.au](http://www.legislation.gov.au)) .
  - c. Discrimination because of a person's age, sex, religion or disability is unlawful ([www.humanrights.gov](http://www.humanrights.gov).)
  - d. However, there are inherent requirements of certain professions, that may include –
    - i. The ability to perform tasks which are essential to perform a job productively and to the required quality
    - ii. The ability to work effectively in a team or other organisation
    - iii. The ability to work safely.

**Students with a disability or chronic health condition may be able to have *reasonable adjustments* made to enable them to meet these requirements.**

2. **Reasonable adjustments** are changes to the work environment that allow people with disability to work safely and productively. Under the Equal Opportunity Act 2010, 'disability' includes: physical, psychological or neurological disease or disorder, illness, whether temporary or permanent ([www.humanrightscommission.vic.gov.au](http://www.humanrightscommission.vic.gov.au))
3. At STA, student welfare is of paramount importance. We are committed to making reasonable adjustments to learning, assessment, and other activities to enable student participation in the course. But it is also incumbent upon the student to have knowledge of the inherent requirements of a student nurse, to enable them to satisfactorily complete the course, and safely work as a nurse in industry. Reasonable adjustment must not change the nature of inherent requirements.
4. Inherent requirements are the essential components of a course or unit that demonstrate the capabilities, knowledge, and skills to achieve the core learning outcomes of the course or unit. There are 8 domains. Some of them are broken into sub-sections. These cover the following areas -
  - a. Ethical behaviour.
  - b. Behavioural stability and Mental Health
  - c. Legal.

- d. Communication.
- e. Cognition.
- f. Sensory ability.
- g. Strength and mobility.
- h. Sustainable performance

## 1. ETHICAL BEHAVIOUR

Introduction	<p>Enrolled Nursing is a profession governed by the following –</p> <p>NMBA EN Standards for Practice -  <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx</a></p> <p>Code of conduct for Nurses -  <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx</a></p> <p>&amp; Code of Ethics for Nurse in Australia -</p> <p>Nursing students are governed by these standards and codes of conduct. Additionally, nursing students are required to adhere to the student conduct policies of STA outlined in the Student Handbook, 2020 (copy distributed at Orientation).</p> <p>Students are accountable and responsible for their ethical and professional behaviour in the school and clinical settings.</p>
What do I need to be able to do?	<p>Students must behave in an ethical and professional manner in educational, simulation laboratory and clinical settings in accordance with the policies, standards and codes outlined above.</p> <p>Nursing students require the capacity work within their scope of practice as an Enrolled Nursing student (HLT54115 -  <a href="https://training.gov.au/Training/Details/HLT54115">https://training.gov.au/Training/Details/HLT54115</a> )</p> <p>and to understand and identify ethical issues in their educational and clinical environments.</p>
What are some examples of this?	<ul style="list-style-type: none"> <li>• Ensuring compliance with Working with Children (WWC) &amp; Police Check requirements.</li> <li>• Complying with NMBA Social Media Policy -  <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Policies/Social-media-policy.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Policies/Social-media-policy.aspx</a></li> <li>• Ensuring compliance with privacy &amp; confidentiality policies of STA, placement facilities and clients / patients' private information.</li> <li>• Identifying and complying with issues around consent.</li> <li>• Ensuring adherence to the principles laid out in the Declaration of Human Rights, and how it applies to the Nursing Profession.</li> </ul>

Why do I need to be able to do this?	<p>Compliance with AHPRA and NMBA is a requirement of student registration with the National Board.</p> <p>Student registration is mandatory for all students enrolled in an approved program of study for entry-level nursing training.</p> <p>The goal is to promote positive, trusting interaction with clients, colleagues, and peers in all aspects of their career.</p>
What reasonable adjustments could be considered?	<p>Trust in the nursing profession is of paramount importance, given the fragile and vulnerable population being cared for. Compliance with the Code of Conduct for Nurse and Code of Ethics for Nurses in Australia must be adhered to.</p> <p>Reasonable adjustment in this area is not applicable.</p>

## 2. BEHAVIOURAL STABILITY & MENTAL HEALTH

Introduction	<p>Nursing is a demanding role. Behavioural stability is required to function and adapt effectively and sensitively in both the academic and clinical environments. Nursing students need to be able to demonstrate these qualities across a range of settings and contexts. Behaving with dignity and demonstrating responsibility for their own actions and professional conduct and being able to work within their scope of practice are essential capacities as a nurse.</p> <p>Stable and consistent mental health promotes optimal engagement in academic and clinical settings and allows for the adaptive qualities the profession requires.</p> <p>Code of conduct for Nurses - <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx</a></p> <p>Specifically - <i>Principle 4: Professional Behaviour</i>.</p>
What do I need to be able to do?	<p>Students need to be able to demonstrate behavioural stability to work constructively in a challenging, diverse, and changing academic and clinical environment. Academic timelines are a critical feature of study, and mental stability aids in the management of this and other stressors.</p>
What are some examples of this?	<ul style="list-style-type: none"> <li>• Reflecting on practice and responding appropriately to constructive feedback in Academic and clinical practice settings.</li> <li>• Managing personal emotions and behaviour affectively when dealing with peers, staff, and patients in the academic and clinical environments.</li> </ul>
Why do I need to be able to do this?	<p>In the clinical environment students need to be able to take on board immediate intervention and feedback from instructors, to maintain safe clinical practice, and ensure educational outcomes are consistent.</p>

	<p>Students must be able to reflect on their practice and demonstrate the ability to change and improve as required, utilising best practice, evidence based and research evidence. This ability is mandated in standards 8 &amp; 9 of the EN Standards for Practice –</p> <p><b>Standard 8: Provides nursing care that is informed by research evidence</b></p> <p><b>Standard 9: Practises within safety and quality improvement guidelines and standards</b></p> <p>Patients / clients 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>
What reasonable adjustments could be considered?	<p><b>Adjustments</b> must support stable, effective, and professional behaviour in both academic and clinical settings. Adjustments specific to the individual can be discussed with the appropriate support person at STA.</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. LEGAL REQUIREMENTS

Introduction	Nursing practice is mandated by legislation to enable safe delivery of care. A number of Acts underpin the regulation of nursing practice.
What do I need to be able to do?	<p>Student demonstrates knowledge and compliance with Australian Law, professional regulations, and scope of practice</p> <p>NMBA EN Standards for Practice - <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx</a></p> <p>Specifically - <i>Standard 1: Functions in accordance with the law, policies and procedures affecting EN practice</i></p> <p>Code of conduct for Nurses - <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx</a></p> <p>Specifically – <i>Principle 1 – Legal Compliance.</i></p>
What are some examples of this?	<ul style="list-style-type: none"> <li>Understanding and implementing the following common concepts – Negligence, Confidentiality, Privacy, Assault and battery, Legal capacity, Consent, Vicarious liability, and how these are applied within the scope of practice.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintenance and management of personal compliance – police checks, WWC, immunization status, as per student registration requirements.</li> <li>• Ensuring familiarity with individual policies in each of the clinical placements.</li> </ul>
Why do I need to be able to do this?	<p>Knowledge, understanding, and compliance with legislative and regulatory requirements are necessary pre-requisites to clinical placements in order to reduce the risk of harm to self and others</p> <p>Compliance with these professional regulations and the Australian Law ensures that students are both responsible and accountable for their practice. This is as per the NMBA EN Standards for Practice -domain – <i>Professional and collaborative practice</i> –</p> <ul style="list-style-type: none"> <li>• <i>accepts accountability and responsibility for own actions (p. 3).</i></li> </ul>
What reasonable adjustments could be considered?	<p>Students are required to adhere to the regulatory and compliance requirements of the profession. No adjustments can be made for this.</p>

#### 4. COMMUNICATION

##### i. Verbal Expression and Comprehension.

Introduction	<p>Effective and efficient verbal communication, in English, is an essential requirement to provide safe delivery of care. The ability to understand complex verbal instructions, and communicate effectively with clients, family members, peers, medical staff, and other people in the professional context.</p> <p>Specifically, <i>Standard 5: Collaborates with the RN, the person receiving care and the healthcare team when developing plans of care, and</i></p> <p><i>Standard 7: Communicates and uses documentation to inform and report care</i></p> <p><a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx</a></p> <p>Code of Conduct for nurses – <i>Principle 3: Cultural Practice and respectful relationships</i></p>
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	<ul style="list-style-type: none"> <li>• 3.3 – <i>Effective Communication</i>.</li> <li>• <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx</a></li> </ul>
What do I need to be able to do?	<p>Student needs to be able to demonstrate:</p> <ul style="list-style-type: none"> <li>○ Sensitivity to individual and/or cultural differences</li> <li>○ The ability to understand and respond to verbal communication accurately, appropriately and in a timely manner</li> <li>○ The ability to follow instructions</li> <li>○ The ability to provide clear instructions in the context of the situation</li> <li>○ Timely clear feedback and reporting</li> <li>○ The ability to ensure the patient understands any information communicated to them via feedback and questioning.</li> </ul>
What are some examples of this?	<ul style="list-style-type: none"> <li>• Participating in class &amp; tutorial discussions and demonstrating therapeutic communication in simulation and clinical activities.</li> <li>• Demonstrating the ability to follow instructions from education staff, clinical facilitators, and staff in the clinical environment.</li> <li>• Responding appropriately to a care request from clients in the clinical environment.</li> <li>• Being able to quickly adapt and facilitate communication to suit the sensory requirements of clients (hearing impaired, visually impaired, speech impaired).</li> </ul>
Why do I need to be able to do this?	<p>Learning occurs in many ways. To fulfil the English language registration requirements AHPRA dictates to be able to safely practice nursing, HLT54115 is taught and facilitated in English at Diploma level. Learning material is delivered by various means, including verbally.</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>
What reasonable adjustments could be considered?	<p><b>Adjustments</b> must address effectiveness, timeliness, clarity, and accuracy issues to ensure safety and appropriate care. Adjustments specific to the individual can be discussed with the Course Coordinator.</p> <p>Extra time may be allowed for the student to manage communication effectively within the simulated environment, but students need to be mindful that timeliness and effective communication is required in the clinical environment. The inability to communicate in a timely and effective manner could have adverse consequences.</p>

## ii. Social Communication – Non-verbal Expression and Comprehension.

Introduction	Effective non-verbal communication is fundamental to nursing and needs to be respectful, clear, attentive, empathetic, and non-judgmental.
What do I need to be able to do?	<p>Students need to be able to demonstrate:</p> <p>The capacity to recognise, interpret and respond appropriately to behavioural cues, for example, facial expressions, eye contact, being mindful of space, time boundaries, body movements and gestures.</p> <p>Sensitivity to individual and cultural differences</p>
What are some examples of this?	<ul style="list-style-type: none"> <li>• Recognising and responding appropriately to non-verbal cues in classroom situations with peers and the academic staff.</li> <li>• Recognising and responding appropriately to non-verbal cues in the clinical environment – areas of particular importance are around behaviours indicating pain, discomfort, deteriorating physical and mental conditions, and fear and distress.</li> <li>• Cues are listed above.</li> <li>• Responding appropriately to patients by using social communication skills, like open body language, eye contact, facial expressions to enable the development of empathy and understanding in the therapeutic relationship.</li> </ul>
Why do I need to be able to do this?	<p>The ability to observe and understand non-verbal cues assists with building rapport with people and gaining their trust and respect in academic and professional relationships</p> <p>Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust in academic and professional relationships.</p> <p>Being sensitive to individual differences displays respect and empathy to others and develops trusting relationships.</p> <p>The ability to observe and understand non-verbal cues is essential for the safe and effective observation of patient symptoms and reactions to facilitate the assessment and treatment of patients.</p>
What reasonable adjustments could be considered?	<b>Adjustments</b> must enable the recognition, initiation of or appropriate response to effective non-verbal communication in a timely and appropriate manner. Adjustments specific to the individual can be discussed with the Course Coordinator.



### iii. Writing (Written language).

Introduction	<p>Effective written communication is a fundamental nursing responsibility with professional and legal ramifications.</p> <p>Specifically, <i>Standard 5: Collaborates with the RN, the person receiving care and the healthcare team when developing plans of care</i>, and</p> <p><i>Standard 7: Communicates and uses documentation to inform and report care</i></p> <p><a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx</a></p> <p>Code of Conduct for nurses – <i>Principle 3: Cultural Practice and respectful relationships</i></p> <ul style="list-style-type: none"> <li>• 3.3 – <i>Effective Communication.</i></li> <li>• <a href="http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx">http://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx</a></li> </ul>
What do I need to be able to do?	Student demonstrates the capacity to construct coherent written communication appropriate to the AQF level 5 requirements of the Diploma of Nursing.
What are some examples of this?	<ul style="list-style-type: none"> <li>• Constructing written assessments such as exams, reports, essays, and case studies to academic standards (AQF level 5).</li> <li>• Contributing to patient health care records and reports in a clear, concise, and accurate and timely manner that meets professional and legal standards.</li> <li>• Structuring, paraphrasing, summarising, and referencing to APA standards, as required by the academic requirements set out in the student handbook.</li> </ul>
Why do I need to be able to do this?	<p><b>AQF level 5 (Diploma level) criteria determine that</b></p> <p>Graduates at this level will have a broad range of cognitive, technical and communication skills to select and apply methods and technologies to:</p> <ul style="list-style-type: none"> <li>• analyse information to complete a range of activities</li> <li>• provide and transmit solutions to sometimes complex problems</li> <li>• transmit information and skills to others</li> </ul> <p><a href="https://www.aqf.edu.au/aqf-levels">https://www.aqf.edu.au/aqf-levels</a></p> <p>Construction of written text-based assessment tasks to reflect the required academic standards are necessary to convey knowledge and understanding of relevant subject matter for professional practice.</p> <p>Accurate written communication, including record-keeping and patient notes, is vital to provide consistent and safe patient care.</p> <p>This is dictated by NMBA EN standards - specifically 7.4 - <i>Prepares and delivers written and verbal care reports such as clinical handover, as a part of the multidisciplinary healthcare team.</i></p>

What reasonable adjustments could be considered?	<p><b>Students may use specialised software to support their literacy. The practicality of using such software during clinical placements may not be appropriate.</b></p> <p><b>Adjustments</b> must meet necessary standards of clarity, accuracy, and accessibility to ensure effective recording and transmission of information in both academic and clinical settings. Adjustments specific to the individual can be discussed with the Course Coordinator.</p>
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#### iv. Reading

Introduction	The nursing program requires students to be able to demonstrate effective reading and reading comprehension.
What do I need to be able to do?	<p>Students need to be able to read and comprehend a variety of information related to patient care records, doctors' instructions, patient notes, and medication charts.</p> <p>Students need to be able to read and comprehend range of academic material from various sources. This is to ensure adherence with best practice guidelines, and also to participate in Professional Development.</p> <p>This is dictated by NMBA EN standards, specifically <i>Standard 7: Communicates and uses documentation to inform and report care</i>, and <i>Standard 10: Engages in ongoing development of self as a professional</i>.</p>
What are some examples of this?	<ul style="list-style-type: none"> <li>Students need to be able to read and comprehend patient notes, records, medication charts, doctors' notes, regulations, laws, and policy documents.</li> <li>Students need to be able to read, comprehend and apply to practice and studies research documents and articles, best practice guidelines, evidence based material and suitable websites. Students need to be able to review websites and determine appropriate sources for research and studies.</li> </ul>
Why do I need to be able to do this?	<p>The ability to understand written information is a critical component of study at Diploma level - <i>Graduates at this level will have a broad range of cognitive, technical and communication skills to select and apply methods and technologies to:</i></p> <ul style="list-style-type: none"> <li><i>analyse information to complete a range of activities</i></li> <li><i>provide and transmit solutions to sometimes complex problems</i></li> <li><i>transmit information and skills to others</i></li> </ul> <p><a href="https://www.aqf.edu.au/aqf-levels">https://www.aqf.edu.au/aqf-levels</a></p> <p>Students need to be able to read, interpret, decode, and comprehend multiple sources of written information to effectively facilitate collaborative and patient-centred care.</p>
What reasonable adjustments could be considered?	Delivery of written matter can be adjusted to accommodate specific requirements, such as larger font on the power points and handouts. Access

	to assistive technology can be discussed, remembering that use in the clinical environment may not be appropriate.
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## 5. COGNITION

Introduction	<p>“Cognition is involved with thinking: perception, language, learning, memory and problem solving.” Koutoukidis, Stainton and Hughson, 2017. P. 259.</p> <p>This course requires knowledge of theory and the skills of cognition, literacy, and numeracy. It also involves the requirement to apply these skills to clinical practice.</p>
What do I need to be able to do?	<p>Student must be able to demonstrate:</p> <p>The capacity to locate appropriate and relevant information and consolidate this knowledge to complete assessments required at diploma level.</p> <p>The ability to process theory, research and practice gained from academic sessions and simulation and implement into clinical practice.</p> <p>The ability to engage, focus and concentrate with patients / clients for a designated period of time.</p>
What are some examples of this?	<ul style="list-style-type: none"> <li>• Ability to conceptualise and use appropriate knowledge in response to academic assessments.</li> <li>• Applying knowledge of theory, research, best practice, policy and procedures in the clinical setting.</li> <li>• Being able to effectively time manage the shift and determine care priorities according to shifting parameters of patient care.</li> </ul>
Why do I need to be able to do this?	<p>Safe and effective delivery of nursing care is based on comprehensive knowledge that must be sourced, understood, and applied appropriately. This must be done on a consistent basis throughout the care process.</p> <p>This requires cognitive and emotional endurance, sufficient to perform multiple tasks in a shifting landscape, during an assigned period of care.</p>
What reasonable adjustments could be considered?	<p><b>Adjustments</b> 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. Adjustments specific to the individual can be discussed with the Course Coordinator.</p>

## 6. SENSORY ABILITIES

### i. Vision

Introduction	Adequate visual acuity is required to provide safe and effective nursing care. Nursing is an inherently visual practice.
What do I need to be able to do?	Student demonstrates sufficient visual acuity to perform the required range of skills, tasks, written and physical assessments. These skills will ensure a safe, accurate, and consistent environment. The ability to visualise a patient and make rapid adjustments to the priority of care is essential for safety.
What are some examples of this?	<ul style="list-style-type: none"> <li>• Accurately drawing up medication to administer to patients</li> <li>• Observing, charting, and detecting subtle changes in wound management</li> <li>• Rapidly reviewing patient charts and medical records to determine care</li> <li>• Observing patient health care status and adjusting care to suit individual requirements.</li> </ul>
Why do I need to be able to do this?	<p>Sufficient visual acuity is necessary to demonstrate the required range of skills, tasks and assessments to maintain consistent, accurate and safe care to self and others</p> <p>Visual observations, examination and assessment are fundamental to safe and effective nursing practice.</p>
What reasonable adjustments could be considered?	<p><b>Adjustments</b> must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the vision impairment must be effective, consistent, and not compromise treatment or safety. Application of visual adjustments into the clinical environment need to be assessed individually.</p> <p>Adjustments specific to the individual can be discussed with the Course Coordinator.</p>

## ii. Hearing

Introduction	The nursing program requires students to have sufficient Auditory ability to provide safe and effective nursing care
What do I need to be able to do?	Student demonstrates sufficient aural function to undertake the required range of skills. These skills will ensure a safe, accurate, and consistent environment.
What are some examples of this?	<ul style="list-style-type: none"> <li>• Accurately undertaking a blood pressure measurement by auscultation</li> <li>• Detecting care request by activation of call bell or calls for help</li> <li>• Being able to respond appropriately to machine alarms – e.g. IV pumps, telemetry, SC delivery devices.</li> <li>• Following instructions in a timely and effective manner</li> <li>• Being able to detect changes in respiration quality and rate.</li> </ul>
Why do I need to be able to do this?	Sufficient auditory ability is necessary to monitor, assess and manage individual's health needs consistently and accurately. Auditory assessments and observations are fundamental to safe and effective nursing practice.

What reasonable adjustments could be considered?	<b>Adjustments</b> must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of the Hearing impairment must be effective, consistent, and not compromise treatment or safety. Adjustments specific to the individual can be discussed with the Course Coordinator.
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### iii. Tactile abilities

Introduction	Tactile perception, also called touch perception, is the brain's ability to perceive information coming from the skin, particularly the skin on the hands.  Sufficient tactile ability is required to perform competent and safe nursing care.
What do I need to be able to do?	Student demonstrates adequate tactile function sufficient to undertake the required range of skills and assessments.
What are some examples of this?	<ul style="list-style-type: none"> <li>• Detecting any changes in observations e.g. pulse palpation</li> <li>• Conducting a physical assessment and detecting any anatomical abnormalities – lumps, changes to abdominal tension.</li> <li>• Being able to detect discreet changes in patient surface temperature and detect changes in circulation status – e.g. Cool and clammy skin.</li> <li>• Being able to provide therapeutic touch to comfort a patient.</li> </ul>
Why do I need to be able to do this?	Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide thorough nursing care. Tactile assessments and observations are fundamental to safe and effective nursing practice.
What reasonable adjustments could be considered?	<b>Adjustments</b> 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.

## 7. STRENGTH AND MOBILITY

### i. Gross Motor Skills

Introduction	Gross motor skills are the bigger movements that use both skeletal system and the large muscles in the arms, legs, torso, and feet. Nursing involves significant physical demands. The nurse must be able to provide safe and effective care in a timely manner during simulated and clinical environments.
What do I need to be able to do?	Student demonstrates the ability to perform gross motor skills to function within scope of practice. These movements can include walking, lifting, carrying, bending, pushing, pulling, and standing.
What are some examples of this?	Maintaining balance while safely mobilising and transferring individuals or resources. For example:

	<ul style="list-style-type: none"> <li>• Manipulating standing and lifting machines to assist the movement and mobilisation of clients.</li> <li>• Assisting clients from lying to sitting, sitting to standing.</li> <li>• Positioning clients for assessment or treatment in the clinical environment.</li> </ul> <p>Able to safely retrieve and utilise stock and equipment.</p>
Why do I need to be able to do this?	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 and safely to reduce the risk of harm to self and others.
What reasonable adjustments could be considered?	<b>Adjustments</b> 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.

## ii. Fine Motor Skills

Introduction	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 do I need to be able to do?	Student demonstrates the ability to use fine motor skills to provide safe effective care.
What are some examples of this?	<ul style="list-style-type: none"> <li>• Performing an aseptic wound dressing</li> <li>• Able to prime, accurately insert and set prescribed rate on an infusion device</li> <li>• Manipulation of a sphygmomanometer</li> <li>• Being able to effectively communicate with a client</li> <li>• Writing assessments</li> <li>• Performing physical assessments &amp; other client assessment skills</li> </ul>
Why do I need to be able to do this?	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.
What reasonable adjustments could be considered?	<b>Adjustments</b> should facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care. Adjustments specific to the individual can be discussed with the Course Coordinator.

## 8. SUSTAINABLE PERFORMANCE.

Introduction	<p>The word 'sustainable' is an adjective describing the ability to maintain something at a certain rate or level over a period of time.</p> <p>Nursing practice requires emotional, physical, and mental performance at a consistent level over a period of time.</p>
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What do I need to be able to do?	<p>Student needs to be able to demonstrate:</p> <p>Consistent and sustained level of physical energy to complete a specific task in a timely manner and over time</p> <p>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</p> <p>The capacity to maintain consistency and quality of performance throughout the designated period of time.</p> <p>The capacity to manage fatigue from roster and shift changes and perform at high levels of professionalism throughout the designated period of work.</p>
What are some examples of this?	<ul style="list-style-type: none"> <li>• Maintaining extended periods of mobility (walking) for the designated work period</li> <li>• Being able to focus consistently on patient care, assessment, reporting and facilitation of care requirements for the designated work period.</li> <li>• Being able to manipulate large equipment for aiding client mobility.</li> </ul>
Why do I need to be able to do this?	Sufficient physical 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?	<b>Adjustments</b> must ensure that performance is consistent and sustained over a given period. Adjustments specific to the individual can be discussed with the Course Coordinator.