



INHERENT REQUIREMENTS STATEMENT – Bachelor of Chiropractic

DEFINITIONS

Terms in this document, for which definitions are not provided in the text or may not be self-evident or for which usage at ACC may differ to that in other higher education institutions are as follows:

Inherent Requirements: Those fundamental skills, capabilities and knowledge that students must be able to demonstrate in order to achieve the essential learning outcomes of the program, including each of the units within it, while maintaining the academic integrity of that program. Students with a disability or chronic health condition may be able to have reasonable adjustments made to enable them to meet these requirements. Similarly, reasonable adjustments may be considered in relation to a student’s cultural and religious background/beliefs, which may impact on participation in their program or particular units within it. However, reasonable adjustments must not fundamentally change the nature of inherent requirements.

Reasonable adjustment: A measure or action taken by the ACC which enables a student with disability to participate in their studies on the same basis as a student without a disability. An adjustment is reasonable if it balances the interests of all affected parties.

Student with disability: A student identified as having a disability as defined under the Disability Discrimination Act 1992 (Cth).

SCOPE

The Inherent Requirements Statement – Bachelor of Chiropractic are applicable to all students, prospective and enrolled, considering or studying the ACC Bachelor of Chiropractic. This Statement is also applicable to the academic staff who teach them and the administrative staff who provide support services.

PURPOSE

The purpose of this Statement on inherent requirements of the Bachelor of Chiropractic is to assist students to understand the knowledge, skills and capabilities they need to have mastered to successfully complete the degree program and apply for registration as chiropractors. The Statement is available in full to current and prospective students via the following sources:

- ACC Website
- Student Handbook
- Student Clinic Manual.

It is to be read in conjunction with the Inherent Requirements Policy and policies, procedures and frameworks relating to Disability, Diversity and Equity, and Code of Conduct.

In the event that there are physical, intellectual, cultural, religious or other factors that impact on a student’s ability to accomplish the mastery of knowledge, skills and capabilities required to graduate, the ACC provides guidance on the type of assistance available through the College and the reasonable adjustments that the College may make.

It is important to note that any approved adjustments will not compromise the academic integrity of the degree and/or the legal requirements pertaining to clinical placements, and/or professional accreditation requirements.

STATEMENT

Inherent Requirements

In order to successfully complete the ACC's Chiropractic degree program, with appropriate supports and reasonable accommodations, students must be able to demonstrate the capabilities described below.

1. Ethical Behaviour

Students are required to behave in a manner that is consistent with the values of society, the law, and relevant institutions, organisations and professional bodies. Chiropractic is a profession that is governed by a code of conduct, standards, guidelines and policies, in which chiropractors are both accountable and responsible for ensuring safe and professional behaviour in all contexts.

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

Justification of inherent requirement:

- Compliance with the codes, standards, 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

Any adjustments must ensure the codes and standards are not compromised or result in unethical behaviour.

Exemplars:

- Demonstrated ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour
- Complying with requirements relating to informed consent, privacy and confidentiality with client information in academic and clinical environments

2. Behavioural Stability

Behavioural stability is required to function and adapt effectively and sensitively in a demanding role and program of study in chiropractic.

Student demonstrates behavioural stability to work constructively in diverse, complex and dynamic academic and clinical placement environments, which may be challenging and unpredictable.

Justification of inherent requirement:

- Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Chiropractic students will be exposed to human suffering in the clinical setting and will be required to have behavioural stability to manage situations objectively and professionally.

Adjustments must support stable, effective and professional behaviour in both academic and clinical 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

3. Effective Communications (Verbal, Non-verbal, Written and Information)

Effective and efficient verbal communication, in English, is an essential requirement to provide safe delivery of care. A student will demonstrate sensitivity to individual and/or cultural differences, an ability to understand and respond to verbal communication accurately and appropriately and in a timely manner, an ability to provide clear instructions in the context of the situation and timely clear feedback and reporting.

Justification of inherent requirement:

- Communication may be restricted to verbal interaction because of physical limitations of the individual (e.g. injury, disease or congenital conditions)
- Speed and interactivity of communication may be critical for individual safety or treatment
- Timely, accurate and effective delivery of instructions is critical to individual safety, treatment and management

Adjustments for impaired verbal communication must address effectiveness, timeliness, clarity and accuracy issues to ensure safety.

Exemplars:

- Participate productively in tutorial, simulation and clinical discussions
- Responding appropriately to a care request in the clinical environment

Effective non-verbal communication is fundamental to chiropractic and needs to be respectful, clear, attentive, empathetic, honest and non-judgmental. A student will demonstrate the capacity to recognise, interpret and respond appropriately to behavioural cues; a consistent and appropriate awareness of their own behaviours; and sensitivity to individual and/or cultural differences.

Justification of inherent requirement:

- The ability to observe and understand non-verbal cues assists with building rapport with people and gaining their trust and respect in academic, work and professional relationships
- Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust in academic, work and professional relationships
- Being sensitive to individual differences displays respect and empathy to others and develops trusting relationships
- The ability to observe and understand non-verbal cues is essential for safe and effective observation of an individual's symptoms and reactions to facilitate the individual's assessment and treatment

Adjustments must enable the recognition, initiation of, or appropriate response to effective non-verbal communication in a timely and appropriate manner.

Exemplars:

- Recognising and responding appropriately to behavioural cues in classroom situations
- Recognising and responding appropriately to cues in the clinical environment

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

A student will demonstrate the capacity to construct coherent written communication appropriate to the circumstances.

Justification of inherent requirement:

- Construction of multiple essays/assignments to academic standards is required in order to convey knowledge and understanding of relevant subject matter, procedures and professional practice
- Accurate written communication, including record-keeping and individual's clinical notes, is vital to provide consistent and safe person centred care

Adjustments must meet the necessary standards of functional effectiveness, timeliness, clarity and accuracy to ensure safe and appropriate care, ensure effective recording and transmission of information in both academic and clinical environments.

Exemplars:

- Constructing an essay to academic standards
- Constructing a report in a timely manner that meets professional standards
- Producing accurate, concise and clear chiropractic documentation which meets legal requirements

4. **Cognitive Abilities (Knowledge and Cognitive Skills, including Literacy and Numeracy)**

This area of study requires knowledge of theory and the skills of cognition, literacy (language) and numeracy.

Consistent and effective knowledge and cognitive skills must be demonstrated to provide safe and competent care. They will have the capacity to locate appropriate and relevant information, the ability to process information relevant to practice, and an ability to integrate and implement knowledge into practice in a timely manner.

Justification of inherent requirement:

- Safe and effective delivery of chiropractic care is based on comprehensive knowledge that must be sourced, understood and applied appropriately

Adjustments must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded.

Exemplars:

- Ability to conceptualise and use appropriate knowledge in response to academic assessment items
- Appropriately applying knowledge of policy and procedures in the clinical setting
- Know and correctly interpret a wide range of clinical findings to provide safe person centred care

Literacy (language)- Competent literacy skills are essential to provide safe and effective delivery of person centred care in chiropractic practice. A student will demonstrate the ability to acquire information and accurately convey appropriate, effective messages; read and comprehend a range of literature and information; construct written communication appropriate to the circumstances.

Justification of inherent requirement:

- The ability to acquire and comprehend information from multiple sources and to accurately convey messages is fundamental to ensure safe and effective assessment, treatment and delivery of chiropractic care

Adjustments to address literacy issues must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information..

Exemplars:

- Conveying a spoken message accurately and effectively in a clinical setting
- Paraphrasing, summarising and referencing in accordance with appropriate academic conventions in written assignments

Numeracy- competent and accurate numeracy skills are essential for safe and effective care. A student will demonstrate the ability to interpret and correctly apply data, measurements and numerical criteria.

Justification of inherent requirement:

- Competent application of numeracy skills is essential to facilitate the safe and effective delivery of chiropractic care

Adjustments must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner.

Exemplars:

- Performing accurate calculations (e.g. range of motion)
- Critical analysis of relevant literature, including numeracy in statistics

5. **Observation/Sensory Abilities (Visual, Auditory, Tactile)**

Visual- Adequate Visual acuity is required for safe and effective chiropractic care. A student will demonstrate sufficient visual acuity to perform the required range of tasks and skills.

Adjustments 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.

Justification of inherent requirement:

- 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
- Visual observations, examination and assessment are fundamental to safe and effective chiropractic practice

Adjustments must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of vision impairment must be effective, consistent and not compromise treatment or safety.

Exemplars:

- Accurately observing signs of disease, pathologies, postural abnormalities, and other biological indicators (e.g. range of motion, individual's colour)

Auditory- Adequate auditory ability is required for safe and effective chiropractic care.

A student will demonstrate sufficient aural function to undertake the required range of tasks and skills. Adjustments must address the need to perform the range of tasks involved in clinical practice. Any strategies to address the effects of hearing loss must be effective, consistent and not compromise treatment of safety.

Justification of inherent requirement:

- Sufficient auditory ability is necessary to monitor, assess and manage individual health needs consistently and accurately
- Auditory assessments and observations are fundamental to safe and effective chiropractic practice

Exemplars:

- Accurately interpreting verbal cues from an individual's history
- Detecting care request by calls for help
- Performing cardiac and pulmonary auscultation

Tactile- Sufficient tactile ability is required to perform competent and safe chiropractic care.

A student will demonstrate sufficient tactile function to undertake the required range of skills and assessments. Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.

Justification of inherent requirement:

- Sufficient tactile ability is necessary to monitor, assess and detect individuals' physical characteristics and act on any abnormalities detected to provide thorough chiropractic care
- Tactile assessments and observations are fundamental to safe and effective chiropractic practice

Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.

Exemplars:

- Detecting any changes in circulation observations e.g. temperature and pulse palpation
- Conducting a physical assessment and detecting any anatomical abnormalities

6. Legal and Regulatory Compliance

A student is required to comply with the law and the rules of relevant organisations and acts in a responsible manner in any learning context. The practice of chiropractic is mandated by [legislation](#) to enable the safe delivery of care.

Justification of inherent requirement:

- Knowledge, understanding and compliance with legislative and regulatory requirements and standards 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 must be consistent with legislative and regulatory requirements.

Exemplars:

- Complying with the requirements for student registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Complying with the policies of clinical facilities e.g. Work Health and Safety Act and uniform requirements

Specific Clinical Requirements

Each student enrolled in the Bachelor of Chiropractic program at the ACC will be identified to the Australian Health Practitioner Registration Agency (AHPRA) in order that they be recorded as a Registered Student Chiropractor .

In the 3rd year of the program, prior to commencing clinical/WIL program placement for observation of, and engagement in individual's clinical care, each student must provide a current:

- Working with children's check
- A National Police Check
- Level 2 First Aid

There are no reasonable adjustments to these inherent clinical requirements.

7. Sustainable Performance - Chiropractic requires both physical and mental performance at a consistent and sustained level.

A student will demonstrate consistent and sustained level of physical energy to complete a specific task in a timely manner and over time; 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; and the capacity to maintain consistency and quality of performance throughout the designated period of time.

Justification of inherent requirement:

- Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care

Adjustments must ensure that performance is consistent and sustained over a given period.

Exemplars:

- Participating in tutorials, lectures, skills throughout the day
- Providing consistent care over a negotiated time frame

8. Physical Capabilities (Gross Motor and Fine Motor Skills)

Gross motor- Chiropractic is a profession that involves physical demands and requires gross motor function.

A student will demonstrate the ability to perform gross motor skills to function within the scope of practice.

Justification of inherent requirement:

- There is a need for sufficient gross motor skills which are necessary to perform the required level of care. These 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

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

Exemplars:

- Respond in an individual's safety emergency situations for example, administering CPR
- Safely handle individuals on adjusting tables in all positions
- Maintaining balance while safely mobilising and transferring individuals or resources

Fine motor- Chiropractic is a profession that requires manual dexterity and fine motor skills.

A student will demonstrate the ability to use fine motor skills to function within scope of practice to provide safe effective care.

Justification of inherent requirement:

- Sufficient fine motor skills are necessary to perform the required level of care. These 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 must facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care.

Exemplars:

- Tactile identification of joint mobility in palpatory (static and motion) techniques
- Ability to perform subtle manual diagnostic and therapeutic techniques

Staff Resources

Regarding all of the above inherent requirements, adjustments specific to the individual are to be discussed with the Marketing and Student Engagement Manager, in conjunction with the Academic Dean as appropriate.

It is up to the individual student to take the initiative, and students are encouraged to do so. Once decisions have been made on reasonable accommodations and adjustments, unit coordinators and other relevant staff will be apprised and they will assist with implementation.

IMPLEMENTATION and MONITORING

The Academic Dean is responsible for the implementation of this policy.

The Unit Coordinators and both academic and professional support staff are responsible for the delivery and application as agreed in relation to approved reasonable adjustment.

RELATED DOCUMENTS

- Inherent Requirements Policy
- Recruitment and Admissions Policy and Procedures.

REVIEW

The ACC's *Inherent Requirements Statement – Bachelor of Chiropractic* is normally reviewed every three years.

It is a policy of the ACC that any Policy or Procedure may be reviewed earlier as indicated by internal or external factors (including but not limited to such factors as changes in the guidelines of regulatory authorities, accreditation/registration requirements of the profession, or relevant legislation at state or federal level) as determined the Board of Directors and/or Academic Board.

VERSION CONTROL

Document: A012S Inherent Requirements Statement – Bachelor of Chiropractic		
Responsible Officer: Academic Dean		
Initially Approved by: Academic Board		Date: 1 September 2021
Reviewed and approved by: Academic Board		Date: 15 March 2023
Version: 2.0	Replaces Version: V1.0	Next Review: March 2026
HESF	2.2 Diversity and Equity 2.3 Wellbeing and Safety	2.2.1 2.3.3
Nature of Change	March 2023 <ul style="list-style-type: none"> • Specify as relevant to the Bachelor of Chiropractic as a separate Statement has been created for the Diploma of Health Science. • Include the Implementation and Monitoring and Review sections • Include the HESF reference in the Version Control Table. 	