



INHERENT REQUIREMENTS STATEMENT – Diploma of Health Science

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 – Diploma of Health Science are applicable to all students, prospective and enrolled, considering or studying the ACC Diploma of Health Science. 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 Diploma of Health Science is to assist students to understand the knowledge, skills and capabilities they need to have mastered to successfully complete the program. 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.

STATEMENT

Inherent Requirements

In order to successfully complete the ACC's Diploma of Health Science 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 and the law.

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
- Demonstrated ability to engage in academic debate responsibly.

2. Behavioural Stability

Behavioural stability is required to function and adapt effectively and sensitively whilst studying.

Student demonstrates behavioural stability to work constructively in diverse, complex and dynamic academic 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. Students will be exposed to situations which require assessment of healthcare in other students and staff and will be required to have behavioural stability to manage situations objectively and confidentially.

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.

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

Effective and efficient verbal communication, in English, as the program is delivered in English. 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 during a healthcare assessment
- Speed and interactivity of communication may be critical for individual safety.
- 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 and health assessment simulation
- Responding appropriately to feedback from an individual during a health care assessment.

Effective non-verbal communication is fundamental to health interactions 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 and work relationships
- Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust in academic and work 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 during an individual's health care assessment.

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 health care assessment environment.

Effective written communication, in English, is a fundamental academic requirements in order to express understanding of the learning outcomes..

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.

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 the academic environment.

Exemplars:

- Constructing an essay to academic standards

- Constructing a report in a timely manner that expresses understanding of the learning outcome 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 fulfil learning outcome requirements. They will have the capacity to locate appropriate and relevant information, the ability to process information relevant to their study, and an ability to integrate and implement knowledge in a timely manner.

Justification of inherent requirement:

- Understanding of health science 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 study setting.

Literacy (language)- Competent literacy skills are essential to understand and communicate health science concepts. 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 express understanding of the learning outcomes.

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 understanding health science concepts and undertake health care assessments. 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 undertake safe and effective healthcare assessments.

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 healthcare assessment. 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 health care assessment. Any strategies to address the effects of the vision impairment must be effective, consistent and not compromise 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 health care assessment.

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 measures of vital signs and individual cues from others.

Auditory- Adequate auditory ability is required for safe and effective healthcare assessment.

A student will demonstrate sufficient aural function to undertake the required range of tasks and skills. 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 effectively observe and monitor health care assessment measures and cues.

Exemplars:

- Accurately interpreting verbal cues from an individual.

Tactile- Sufficient tactile ability is required to perform competent healthcare assessment.

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 abnormalities within a health care assessment.

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.

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 – Diploma of Health Science* 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

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