Program Code: 3575
CRICOS Code: 109029D

PROGRAM REQUIREMENTS:

Bachelor of Nursing

BNurs

1 TABLE OF CONTENTS

2 AMENDMENTS

Amendments to these requirements will be made in accordance with the General Regulations.

Version	Date Amended	Amendment Details	Approved by
1	December 2021	Newly created	NHOS
2	August 2022	Amendments to Appendix D	NHOS
3	January 2023	Amendments to Core Curriculum courses	NHOS
4	January 2024	Amendments to course equivalencies	NHOS

3 PURPOSE

These Program Requirements set out the approved requirements for the Bachelor of Nursing (3575).

4 OVERVIEW

4.1. Campus Availability
The Bachelor of Nursing has been approved for delivery on the Fremantle, Sydney, and Broome Campus as an integrated national program.

4.2. Student Availability
The Bachelor of Nursing is available for enrolment to domestic students and international students with a student visa.

4.3. Australian Qualifications Framework
The Bachelor of Nursing is accredited by the University as a Level 7 AQF qualification.

4.4. Duration
The Volume of Learning for the Bachelor of Nursing is three (3) years of equivalent full-time study. Part-time enrolment is available in consultation with the Program Coordinator.

4.5. Maximum Duration
The maximum period of time within which a student is permitted to complete the Bachelor of Nursing Award is 8 years (including any periods of approved leave of absence) from the date on which they were first enrolled into the program by the University.

4.6. Study Mode
The Bachelor of Nursing is offered in internal mode.

4.7. Professional Accreditation
The Bachelor of Nursing is accredited by the Australian Nursing and Midwifery Accreditation Council (ANMAC).

4.8. Student registration with the Nurses and Midwives Board of Australia
Students will be registered with the Nurses and Midwives Board of Australia (NMBA) while they are enrolled in the program.

4.9. Inherent requirements
The inherent requirements for this program can be found in Appendix E: Inherent requirements.

5 ENTRY REQUIREMENTS

5.1. University Admission Requirements
To be eligible for admission to The University of Notre Dame Australia, all applicants must meet the [University's minimum requirements for admission](). The requirements for admission are detailed in the University's Policy: *Admissions.*

5.2. Specific Program Requirements for Admission
Students must meet the ANMAC English Language Proficiency Requirement (ELP) as well as any specific entry requirements for Nursing as set out from time to time by the University Admissions Policy, Procedure, and practice.

5.2.1. English language requirements
- Students must provide a signed declaration that English is their primary language; or
- Evidence that they have achieved the minimum English language test results as specified in the NMBA's English language skills registration standard.

5.2.2. Enrolled Nurse (Division 2) are eligible for admission to the Bachelor of Nursing applicants and must also meet the following specific requirements:
- Must have completed an Australian Nursing and Midwifery Accreditation Council Accredited Diploma of Nursing (in the previous 6 years).
- Evidence of registration with Australian Health Practitioner Regulation Agency as an Enrolled Nurse (Div. 2).

Applicants who meet the above criteria for entry from EN (Div. 2) may be eligible for Advanced Standing as outlined below:

Semester 1		Semester 2	
NURS1038	Human Body 1	NURS1041	Human Body 2
NURS1037	Foundations of Nursing	NURS1043	Professional Practice 2 (Nursing Practice 2)
NURS1039	Health and Wellness	NURS2039	Mental Health and Wellbeing
NURS1040	Professional Practice 1 (Nursing Practice 1)		

6 PRACTICUM OR INTERNSHIP REQUIREMENTS

6.1. Students are required to complete the Bachelor of Nursing that includes 800 - 1200 hours of Professional Practice.

7 PROGRAM REQUIREMENTS

7.1. Program Learning Outcomes
On completion of this program, students should be able to:

1. Be competent and confident registered nurses who use their knowledge and skills in the ethical care of individuals, families, and communities.
2. Reflect and self-evaluate to be a lifelong learner.
3. Think critically, reason and use judgment in all aspects of nursing practice.
4. Integrate evidence-based practice in all aspects of care and service delivery.
5. Identify the values of the nursing profession and reflect on personal values and beliefs and be empowered to advocate for people in their care.
6. Be reflexive practitioners to be culturally competent, empathetic registered nurses.

7.2. Required Courses
To be eligible for the award of the Bachelor of Nursing students must complete a minimum of 600 Units of Credit as outlined in Appendix A.

7.3. Elective Courses
Students enrolled in the Bachelor of Nursing are required to complete **one (1)** elective course in the third year (See Appendix A) of the program. Typically, this elective would be reflective of the student's practicum specialisation for Stage 6 of the Program. A student can choose **one (1)** of the following

elective courses:

Course Code	Course Title	Credit Points
NURS3060	Advanced Mental Health Nursing	25
NURS3061	Critical Care Nursing	25
NURS3062	Maternal Care	25
NURS3063	Paediatric Nursing	25
NURS3064	Palliative Care Nursing	25
NURS3065	Perioperative Nursing	25
NURS3066	Rural and Remote Nursing	25

7.4. Course substitutions

There are no approved course substitutions permitted in this Award.

7.5. Minors

Mental Health

Students undertaking a Mental Health minor must complete the following courses.

NURS2037	Clinical Therapeutics 2
NURS2039	Mental Health and Wellbeing
NURS3054	Mental Health Nursing
NURS3055	Professional Practice 5 (Recognising and Responding to the Deteriorating Patient)
NURS3060	Advanced Mental Health Nursing
NURS3059	Professional Practice 6

8 DEFINITIONS

For the purpose of these Requirements, the following definitions are available in the General Regulations.

- Leave of Absence
- Major
- Units of Credit
- Pre-requisite Course
- Minor
- Elective
- Co-requisite Course
- Specialisation
- General Elective

9 LIST OF APPENDICES

APPENDIX A: Bachelor of Nursing

YEAR ONE					
Stage One			**Stage Two**		
Course code	**Course title**	**Units of credit**	**Course code**	**Course title**	**Units of credit**
NURS1037	Foundations of Nursing	25	CORE1000	Foundations of Wisdom	25
NURS1038	Human Body 1	12.5	NURS1041	Human Body 2	12.5
NURS1039	Health and Wellness	12.5	NURS1042	Research for Practice	12.5
NURS1040	Professional Practice 1 (Nursing Practice 1)	50	NURS1043	Professional Practice 2 (Nursing Practice 2)	50
	Total Units of Credit for Y1 S1	100		**Total Units of Credit for Y1 S2**	100
				Total Units of Credit Year One	200
YEAR TWO					
Stage Three			**Stage Four**		
Course code	**Course title**	**Units of credit**	**Course code**	**Course title**	**Units of credit**
NURS2034	Clinical Therapeutics 1	12.5	NURS2037	Clinical Therapeutics 2	12.5
Core Elective	Core Curriculum Elective	25	NURS2038	Illness Prevention and Management	25
NURS2035	Law and Ethics	12.5	NURS2039	Mental Health and Wellbeing	12.5
NURS2036	Professional Practice 3 (Nursing Practice 3)	50	NURS2040	Professional Practice 4 (Nursing Practice 4)	50
	Total Units of Credit for Y2 S1	100		**Total Units of Credit for Y2 S2**	100
				Total Units of Credit Year Two	200
YEAR THREE					
Stage Five			**Stage Six**		
Course code	**Course title**	**Units of credit**	**Course code**	**Course title**	**Units of credit**
NURS3022	Aboriginal and Torres Strait Islander Peoples Health	12.5	NURS3056	Leadership and Governance	25
NURS3053	Complex Care and Palliation	25	NURS3057	Transition to Practice	12.5
NURS3054	Mental Health Nursing	12.5	NURS3058	Public and Global Health	12.5
NURS3055	Professional Practice 5 (Recognising & Responding to Clinical Deterioration)	50	NURS3059	Professional Practice 6	25
			NURS3060	Advanced Mental Health Nursing, or	25
			NURS3061	Critical Care Nursing, or	25
			NURS3062	Maternal Care, or	25
			NURS3063	Paediatric Nursing, or	25
			NURS3064	Palliative Care Nursing, or	25
			NURS3065	Perioperative Nursing, or	25
			NURS3066	Rural and Remote Nursing	25
	Total Units of Credit for Y3 S1	100		**Total Units of Credit for Y3 S2**	100
				Total Units of Credit Year Three	200
				TOTAL PROGRAM UNITS OF CREDIT:	600

APPENDIX B: LIST OF PRE-REQUISITES

COURSE CODE	COURSE TITLE	PRE-REQUISITE	Co-requisite
CORE1001	CORE 1	No pre-requisite	
CORE1002	CORE 2	No pre-requisite	
NURS1038	Human Body 1	No pre-requisite	
NURS1037	Foundations of Nursing	No pre-requisite	
NURS1039	Health and Wellness	No pre-requisite	
NURS1040	Professional Practice 1 (Nursing Practice 1)	No pre-requisite	
NURS1041	Human Body 2	NURS1038 Human Body 1	
NURS1042	Research for Practice	NURS1037 Foundations of Nursing	
NURS2035	Law and Ethics	NURS1037 Foundations of Nursing	
NURS2037	Clinical Therapeutics 2	NURS2034 Clinical Therapeutics 1	
NURS2038	Illness Prevention and Management	NURS1039 Health and Wellness	
NURS2039	Mental Health and Wellbeing	NURS1039 Health and Wellness	
NURS1043	Professional Practice 2 (Nursing Practice 2)	NURS1040 Professional Practice 1 (Nursing Practice 1)	
NURS2034	Clinical Therapeutics 1	NURS1038 Human Body 1 NURS1041 Human Body 2	
NURS2036	Professional Practice 3 (Nursing Practice 3)	NURS1043 Professional Practice 2 (Nursing Practice 2)	
NURS2040	Professional Practice 4 (Nursing Practice 4)	NURS2036 Professional Practice 3 (Nursing Practice 3)	
NURS3022	Aboriginal and Torres Strait Islander Peoples Health	NURS1037 Foundations of Nursing NURS1039 Health and Wellness	
NURS3053	Complex Care and Palliation	NURS2040 Professional Practice 4 (Nursing Practice 4) NURS2038 Illness Prevention and Management	
NURS3056	Leadership and Governance	NURS1037 Foundations of Nursing NURS2035 Law and Ethics NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	NURS3057 Transition to Practice
NURS3060	Advanced Mental Health Nursing	NURS3054 Mental Health Nursing NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	
NURS3061	Critical Care Nursing	NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	
NURS3062	Maternal Care	NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	
NURS3054	Mental Health Nursing	NURS2038 Mental Health and Wellbeing NURS2040 Professional Practice 4 (Nursing Practice 4)	
NURS3055	Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	NURS2040 Professional Practice 4 (Nursing Practice 4)	NURS3054 Mental Health Nursing
NURS3057	Transition to Practice	NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	NURS3056 Leadership and Governance
NURS3065	Perioperative Nursing	NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	

COURSE CODE	COURSE TITLE	PRE-REQUISITE	Co-requisite
NURS3063	Paediatric Nursing	NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	
NURS3064	Palliative Care Nursing	NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	
NURS3066	Rural and Remote Nursing	NURS2038 Illness Prevention and Management NURS3022 Aboriginal and Torres Strait Islander Peoples Health NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	
NURS3059	Professional Practice 6	NURS3055 Professional Practice 5 (Recognising and Responding to Clinical Deterioration)	
NURS3058	Public and Global Health	No pre-requisite	NURS3059 Professional Practice 6

APPENDIX C: Program Transition/Teach-out Plan for BN3571 and BN3536 to BN3575

YEAR	SEMESTER 1		SEMESTER 2	
2022	WA	NSW	WA	NSW
	All students enrolled in 3536 *Current Fremantle/Broome **8-week** program*	All students enrolled in 3571 *Current Sydney **11-week** program*	Stage 1 – 3XXX	Stage 1 – 3571
			Stage 2 – 3536	Stage 2 – 3571
			Stage 3 – 3536	Stage 3 – 3571
			Stage 4 – 3536	Stage 4 – 3571
			Stage 5 – 3536	Stage 5 – 3571
			Stage 6 – 3536	Stage 6 – 3571
2023	**SEMESTER 1**		**SEMESTER 2**	
	WA	NSW	WA	NSW
	Stage 1 – 3XXX	Stage 1 – 3XXX	Stage 1 – 3XXX	Stage 1 – 3XXX
	Stage 2 – 3XXX	Stage 2 – 3571	Stage 2 – 3XXX	Stage 2 – 3XXX
	Stage 3 – 3536	Stage 3 – 3571	Stage 3 – 3XXX	Stage 3 – 3571
	Stage 4 – 3536	Stage 4 – 3571	Stage 4 – 3536	Stage 4 – 3571
	Stage 5 – 3536	Stage 5 – 3571	Stage 5 – 3536	Stage 5 – 3571
	Stage 6 – 3536	Stage 6 – 3571	Stage 6 – 3536	Stage 6 – 3571
2024	**SEMESTER 1**		**SEMESTER 2**	
	WA	NSW	WA	NSW
	Stage 1 – 3XXX	Stage 1 – 3XXX	Stage 1 – 3XXX	Stage 1 – 3XXX
	Stage 2 – 3XXX	Stage 2 – 3XXX	Stage 2 – 3XXX	Stage 2 – 3XXX
	Stage 3 – 3XXX	Stage 3 – 3XXX	Stage 3 – 3XXX	Stage 3 – 3XXX
	Stage 4 – 3XXX	Stage 4 – 3571	Stage 4 – 3XXX	Stage 4 – 3XXX
	Stage 5 – 3536	Stage 5 – 3571	Stage 5 – 3XXX	Stage 5 – 3571
	Stage 6 – 3536	Stage 6 – 3571	Stage 6 – 3536	Stage 6 – 3571
2025	**SEMESTER 1**		**SEMESTER 2**	
	WA	NSW	**All enrolled in NATIONAL 3XXX** ***10 week** curriculum*	
	Stage 1 – 6 3XXX	Stage 1 – 3XXX		
		Stage 2 – 3XXX		
		Stage 3 – 3XXX		
		Stage 4 – 3XXX		
		Stage 5 – 3XXX		
		Stage 6 – 3571		

APPENDIX D: Course Equivalencies from BN3571 and BN3536 to BN3575 Program

Bachelor of Nursing (3571)		Units of credit	Bachelor of Nursing (3575)		Units of credit
NURS1029	Human Body 1	20	NURS1038	Human Body 1	12.5
NURS1030	Knowing Nursing	20	NURS1037	Foundations of Nursing	25
NURS1032	Health and Wellness	20	NURS1039	Health and Wellness	12.5
NURS1031	Nursing Practice 1	20	NURS1040 Professional Practice 1 (Nursing Practice 1)		50
NURS1005	Professional Practice 1	20			
NURS1003	Human Body 2	20	NURS1041	Human Body 2	12.5
NURS1034	Research for Practice	15	NURS1042	Research for Practice	12.5
NURS1035	Nursing Practice 2	20	NURS1043 Professional Practice 2 (Nursing Practice 2)		50
NURS1010	Professional Practice 2	20			
NURS2000	Clinical Therapeutics 1	20	NURS2034	Clinical Therapeutics 1	12.5
NURS2032	Legal and Ethical Nursing	15	NURS2035	Law and Ethics	12.5
NURS2002	Nursing Practice 3	20	NURS2036 Professional Practice 3 (Nursing Practice 3)		50
NURS2004	Professional Practice 3	20			
NURS2005	Clinical Therapeutics 2	20	NURS2037	Clinical Therapeutics 2	12.5
NURS2033	Illness Prevention and Management	20	NURS2038	Illness Prevention and Management	25
NURS2007	Mental Health and Wellbeing	20	NURS2039	Mental Health and Wellbeing	12.5
NURS2006	Nursing Practice 4	20	NURS2040 Professional Practice 4 (Nursing Practice 4)		50
NURS2008	Professional Practice 4	20			
NURS3000	Aboriginal and Torres Strait Islander Peoples Health	20	NURS3022	Aboriginal and Torres Strait Islander Peoples Health	12.5
NURS3001	Complex Care and Palliation	20	NURS3053	Complex Care and Palliation	25
NURS3005	Leadership and Governance	20	NURS3056	Leadership and Governance	25
NURS3006	Transition to Practice	20	NURS3057	Transition to Practice	12.5
NURS3002	Recognising and Responding to Clinical Deterioration	20	NURS3055 Professional Practice 5 (Nursing Practice 5)		50
NURS3004	Professional Practice 5	20			
NURS3007	Perioperative Nursing	20	NURS3065	Perioperative Nursing	25
NURS3009	Paediatric Nursing	20	NURS3063	Paediatric Nursing	25
NURS3010	Palliative Care Nursing	20	NURS3064	Palliative Care Nursing	25
NURS3012	Critical Care Nursing	20	NURS3061	Critical Care Nursing	25
NURS3018	Rural and Remote Nursing	20	NURS3066	Rural and Remote Nursing	25
NURS3011	Advanced Mental Health Nursing	25	NURS3060	Advanced Mental Health Nursing	25
NURS3013	Professional Practice 6	20	NURS3059	Professional Practice 6	25

Bachelor of Nursing (3536)		Units of credit	Bachelor of Nursing (3575)		Units of credit
NURS1011	Anatomy and Physiology 1	15	NURS1038	Human Body 1	12.5
BESC1130	Developmental Psychology – Nursing	25	NURS1039	Health and Wellness	12.5
NURS1014	Social and Cultural Diversity	15			
NURS1013	Health Communications, Research and Informatics 1	15	NURS1042	Research for Practice	12.5
NURS1019	Health Research and Informatics 2				
NURS1012	Nursing Care 1 - Foundations	20	NURS1040 Professional Practice 1 (Nursing Practice 1)		50
NURS1015	Professional Practice 1	15			
NURS1017	Pathophysiology and Pharmacology 1	15	NURS2034	Clinical Therapeutics 1	12.5
NURS1018	Introduction to Public Health	15	NURS3058	Public and Global Health	12.5
NURS1022	Anatomy and Physiology 2	15	NURS1041	Human Body 2	12.5
NURS1020	Nursing Care 2 – Fundamentals	20	NURS1043 Professional Practice 2 (Nursing Practice 2)		50
NURS2021	Health Assessment in Nursing				
NURS1021	Professional Practice 2	15			
NURS2021	Health Assessment in Nursing	15			
NURS2019	Pathophysiology and Pharmacology 2	15	NURS2034	Clinical Therapeutics 1	12.5
NURS2022	Mental Health 1	15	NURS2039	Mental Health and Wellbeing	12.5
CORE1010	Introduction to Philosophy	25	CORE1010	CORE 1	25
NURS2020	Nursing Care 3 – Medical and Surgical	15	NURS2036 Professional Practice 3 (Nursing Practice 3)		50
NURS2023	Professional Practice 3	15			
NURS2024	Pathophysiology and Pharmacology 3	15	NURS2037	Clinical Therapeutics 2	25
NURS2025	Nursing Care 4 - Perioperative	15	NURS3065	Perioperative Nursing *(Perioperative becomes an elective)*	25
NURS2026	Transition to Practice 1 – Self-care and Professional Development	15	NURS3057	Transition to Practice And NURS2035 Law and Ethics	12.5
NURS3028	Transition to Practice 2 – Contemporary Practice				

CORE1020	Ethics	25	CORE1020	CORE 2 Ethics	25
NURS2027	Mental Health 2	15	NURS3054	Mental Health Nursing and Professional Practice	12.5
NURS2040	Professional Practice 4	50	NURS2028	Professional Practice 4	15
			NURS2025	Nursing Care 4 – Perioperative	15
			NURS2027	Mental Health 2	15
NURS2008	Professional Practice 4	15	*Nil equivalent*		
NURS3027	Clinical Reasoning and Judgement	15	NURS2038	Illness Prevention and Management	25
NURS3030	Aboriginal Health	20	NURS3022	Aboriginal and Torres Strait Islander Peoples Health	12.5
CORE1030	Introduction to Theology	25	No equivalency		
NURS3031	Professional Practice 5	15	NURS3055 Professional Practice 5 (Nursing Practice 5)		50
NURS2025	Perioperative Nursing	20	NURS3065	Perioperative Nursing	25
NURS3029	Paediatric Nursing	20	NURS3063	Paediatric Nursing	25
NURS3032	Nursing Care 5 - Critical Care Nursing	20	NURS3061	Critical Care Nursing	25
NURS3033	Transition to Practice 3 – Leadership and Management	15	NURS3056	Leadership and Governance	25
NURS3034	Primary Healthcare	15	NURS3053	Complex Care and Palliation	25
NURS3040	Advanced Wound Care	15	*Part of Professional Practice 4 (Nursing Skills 4) curriculum*		
NURS3037	Global Health	15	Now part of Public and Global Health		
NURS3038	Maternal Care	15	NURS3062	Maternal Care	25
NURS3036	Rural and Remote Nursing	15	NURS3066	Rural and Remote Nursing	25
NURS3039	Advanced Mental Health Nursing	15	NURS3060	Advanced Mental Health Nursing	25
NURS3035	Professional Practice 6	15	NURS3059	Professional Practice 6	25

APPENDIX E: Inherent requirements

1. **Introduction**

   In addition to meeting academic requirements for admission into the Bachelor of Nursing students must also demonstrate a range of cognitive, behavioural, and physical competencies (inherent requirements) necessary for ensuring the provision of safe, ethical nursing care. Consistent with schools of nursing nation-wide, these additional requirements have been adopted in recognition of the increased vulnerability of persons at times of illness, injury and/ or disability. In general, inherent requirements for nursing aim to capture those capabilities that nurses must possess in order to both complete the requisite courses of study, and to ensure the ethical integrity of care provided to persons, families and communities.

   The University of Notre Dame (Notre Dame) is committed to meeting the legislative requirements of the Disability Discrimination Act (1992) (DDA) and the Disability Standards for Education (2005). Notre Dame welcomes applications from students with a range of disabilities. Where a disability affects an inherent requirement, the School of Nursing will endeavour to make *reasonable adjustments* to assist students in meeting the relevant requirement(s).
   However, reasonable adjustments do *not* allow any changes to the fundamental nature of the actual inherent requirements.

2. **Deciding to Become a Nurse**

   Prior to enrolling in the National Bachelor of Nursing at Notre Dame, applicants can be supported in their decision- making by gaining an understanding of the inherent requirements for nurses. In doing so, potential applicants are given the opportunity to identify any concerns they might have in meeting these requirements prior to enrolment. In the case of these requirements not being able to be met, applicants can be provided with guidance regarding other program options.

   Given the increased vulnerability of persons in need of nursing care, and in light of the possible power imbalance between nurses and those for whom they care, it is necessary for student nurses to be able to work towards meeting the professional and ethical standards of practice, as determined by the Nursing and Midwifery Board of Australia:
   - Registered nurse standards for practice
   - Code of Conduct for Nurses
   - ICN Code of Ethics

   (https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx).

   As required by the University and Health care providers, student nurses must also provide documentary evidence of criminal record checks, and immunisation records (https://www.nursingmidwiferyboard.gov.au/Registration-and-Endorsement/Student-Registration/Fact- [sheet-FAQ-student-registration.aspx](https://www.nursingmidwiferyboard.gov.au/sheet-FAQ-student-registration.aspx)).

   As a further means of ensuring public safety and professional integrity, student nurses must also demonstrate sufficient capacity for meeting a range of inherent requirements to be recorded under the following domains:

   I. Ethical integrity
   II. Behavioural stability and mental endurance
   III. Legislative compliance
   IV. Effective verbal, non-verbal and written communication
   V. Critical thinking, literacy, and numeracy skills
   VI. Sensory ability
   VII. Physical strength and mobility.

3. **Inherent Requirements for Nursing Students (undergraduate)**

Domain I	Ethical integrity
Statement	Nursing practice is governed by a professional code of conduct, an international code of ethics, and the profession's standards for practice. It is expected that nurses are aware of these requirements and reliably uphold them in practice in order to protect the community from physical, psychological, emotional and/or spiritual harm.
Justification for Inherent Requirement	In order reliably to ensure that requisite ethical standards are upheld, it is necessary for nursing students to possess, firstly, ethical integrity. This capacity safeguards ethical behaviour, including when under stress, duress or when faced with ethical uncertainty. It also serves to strengthen professional boundaries and promote the requirement to act as patient advocate.
Possible Adjustments	Nurses practice in a morally pluralistic, culturally diverse society. It is expected that nurses provide care, unexceptionally, to all in health care need, irrespective of age, gender, ethnicity, social status, sexual orientation, or other arbitrary factors. Adjustments must be limited to situations in which ethical conflicts arise between deeply held personal values of the student and a limited number of medical *procedures*. Students should demonstrate an awareness of the legal right to raise a conscientious objection, as well as the limits of this right.
Exemplars	Protecting confidential information in clinical, educational, and social contexts, including when using social media.
	Identifying ethically sound ways to address ethical disagreement; e.g., knowing when and how to raise a conscientious objection to being implicated in a morally contentious procedure (e.g., termination of pregnancy).
	Speaking up on behalf of persons who are unable to do so for themselves; e.g., in cases where a person has not received effective pain relief.

Domain II	Behavioural Stability and Mental Endurance
Statement	Behavioural stability is required to function effectively and sensitively in a nursing role. Students are required to demonstrate the capacity to work constructively in various clinical and academic environments. Students must also be able to manage their own mental and physical health effectively.
Justification for Inherent Requirement	Behavioural stability is necessary for working constructively, individually and in teams, in changing and unpredictable environments. Nursing students will be exposed to emergency situations and human suffering and are required to possess behavioural stability and mental endurance in order to: • Focus on the needs of others, and • Contribute effectively and compassionately to the care of persons experiencing trauma, life-threatening conditions, aggressive behaviour, or significant loss.
Possible Adjustments	Adjustments must aim to assist student to achieve behavioural stability, such as counselling sessions. Adjustments specific to the individual can be discussed with the campus counselling service.

Domain II	Behavioural Stability and Mental Endurance
Exemplars	Being receptive and responding appropriately to constructive feedback. Capacity to creatively and respectfully address interpersonal conflict in both academic and clinical environments. Capacity to control the expression of own emotions and behaviour in academic and clinical settings. Acceptance of working with persons who suffer severe mental health conditions, including those involving aggression.

Domain III	Legislative Compliance
Statement	Nursing practice is mandated by specific legislation to enable the safe delivery of care. Student can demonstrate knowledge of, and compliance with, Australian Law, professional regulations, and designated scope of practice.
Justification for Inherent Requirement	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. Compliance with these professional regulations and the Australian Law ensures that students are both responsible and accountable for their practice.
Possible Adjustments	Adjustments must be consistent with legislative and regulatory requirements. Any adjustments specific to the individual must be discussed with the Head of School.
Exemplars	Complying with the requirement for student registration with the Australian Health Practitioner Regulation Agency (AHPRA). Providing authorised evidence of a criminal record check and immunisation record. Adhering to all vaccination requirements mandated by the state government affecting any aspect of progression in the BN including theoretical studies, professional practice, registration, and graduation.

Domain IV	Effective a) verbal, b) non-verbal and c) written communication/ literacy skills
Domain IV	a) Verbal Communication Skills
Statement	Clear, comprehensible verbal communication in English is an essential requirement to provide safe delivery of care. Students must possess the ability to: • Understand and respond to spoken English, delivered at conversational speed, effectively and respectfully; • Provide clear, intelligible instructions in the context of both academic and clinical contexts; and • Provide clear, intelligible feedback and timely reporting.
Justification for Requirement	Clear, timely verbal communication is necessary for ensuring individual safety, coordination of care and delivery of effective treatment. Respectful verbal communication is required for ensuring psychological and emotional

Domain IV	Effective a) verbal, b) non-verbal and c) written communication/ literacy skills
Domain IV	**a) Verbal Communication Skills**
	well-being, and for developing therapeutic relationships.
Possible Adjustments	Adjustments must address effectiveness, clarity, and accuracy of verbal communication to ensure safe clinical care and to fulfil assessment requirements.
	Adjustments specific to the individual can be discussed with the Course Coordinator and English language teacher(s).
Exemplars	Participating in tutorial, simulation and clinical discussions and oral presentations.
	Responding effectively and comprehensibly in the clinical environment.

Domain IV	Effective a) verbal, b) non-verbal and c) written communication/ literacy skills
Domain IV	**b) Non-Verbal Communication Skills**
Statement	Effective, non-verbal communication is fundamental to nursing. It must be respectful, attentive, empathetic and non-judgmental.
	Student must demonstrate:
	• Capacity to recognise, interpret and respond appropriately to behavioural cues;
	• Self-awareness; and
	• Awareness of, and sensitivity to, cultural differences.
Justification for Requirement	The ability to understand and interpret non-verbal cues is essential for effective observation of a person's symptoms and responses/reactions to care and treatment.
	The ability to observe and understand non-verbal cues assists with building rapport with people, gaining trust, and expressing respect in academic, professional, and therapeutic relationships.
	The ability to interpret and appropriately display facial expressions, eye contact, use of interpersonal space, body movement and gestures assists in developing personal understanding.
Possible Adjustments	Adjustments must support the capacity to recognise and respond effectively to non-verbal communication. Adjustments specific to an individual student can be discussed with the campus counselling service.
Exemplars	Interpreting and responding appropriately in both classroom situations and in the clinical environment.

Domain IV	Effective a) verbal, b) non-verbal and c) written communication/ literacy skills
Domain IV	**c) Written Communication Skills**
Statement	Effective written communication, in English, is fundamental to meeting professional and legal requirements of nursing practice.
	Students must demonstrate the capacity to communicate clearly, concisely, coherently, to paraphrase, to summarise and reference in accordance with academic

Domain IV	Effective a) verbal, b) non-verbal and c) written communication/ literacy skills
Domain IV	c) Written Communication Skills
	conventions.
Justification for Requirement	Written academic work must meet requisite academic standards such that student can convey knowledge and understanding in ways that are intelligible to academic faculty. Clear, accurate written communication, including record-keeping and in patient notes, is vital to provide safe, coordinated, and effective treatment and care.
Possible Adjustments	Adjustments must meet requisite standards of clarity, accuracy, and accessibility to demonstrate level of knowledge in an academic setting, as well as clear and accurate communication of information in the clinical setting.
Exemplars	Writing an essay or other written assessment to requisite academic standard. Writing a nursing report that is intelligible and accurate.

Domain V	Critical Thinking, Literacy and Numeracy Skills
Statement	Achievement of program learning outcomes, as well as effective cognitive skills, are necessary for providing safe and competent care.
Justification for Inherent Requirement	Student must demonstrate the capacity to: • Locate relevant sources of information and evidence to demonstrate understanding of program content; • Interpret, process, and integrate knowledge in practice; • Comprehend and interpret literature from a range of academic sources, including scientific, sociological, legal, ethical, psychological, and mathematical; and • Accurately interpret and perform numerical calculations, including medication dosage. The ability to read, decipher, interpret, and comprehend multiple sources of information is fundamental for the safe and effective delivery of nursing care. The ability to conduct accurate numerical calculations is essential for safe and effective treatment and care
Possible Adjustments	Adjustments must support the student's capacity to think critically, acquire and communicate knowledge, and to calculate numerical data accurately.
Exemplars	Conceptualise and apply knowledge to meet assessment requirements; Accurately perform medication calculations, determine intravenous fluid administration rates, and maintain an accurate fluid balance record; and Understand and apply requirements of institutional policies and procedures in the clinical setting.

Domain VI	Sensory (visual, auditory, and tactile) Ability
Statement	Adequate visual, auditory, and tactile ability is required to provide effective, competent, and safe care.
Justification for Inherent Requirement	Visual, auditory, and tactile observations are fundamental to conducting clinical assessments for the purpose of detecting signs of clinical recovery and/ or deterioration. These observational skills are fundamental to safeguarding a person's health and life.
Possible Adjustments	Adjustments must address the student's capacity to conduct the full range of observational skills required of nurses. Any strategies for addressing visual, auditory, or tactile impairments must be effective and not compromise treatment or safety in the clinical environment. Adjustments specific to an individual must be discussed with the Head of School and the counselling service.
Exemplars	Accurately drawing up medication from ampoules to administer to a person. Observing subtle changes in a person's wound or intravenous site. Auscultating a person's blood pressure or abdominal sounds. Detecting changes in a person's circulation by palpating a pulse.

Domain VII	Strength and Mobility
Statement	Nursing requires physical strength and mobility involving adequate fine and gross motor function.
Justification for Inherent Requirement	Sufficient gross and fine motor skills are necessary for performing, coordinating, and prioritising care. - Tasks involving gross motor skills include lifting, carrying, pushing, pulling, standing, twisting, and bending. - Tasks involving fine motor skills include grasping, pressing, pushing, turning, squeezing, and manipulating various objects. Students must be able to demonstrate and perform these tasks consistently and safely to both provide nursing care, as well as to reduce the risk of harm to self and others.
Possible Adjustments	Adjustments should promote functional effectiveness, safety of self and others, and the capacity to provide requisite care. Adjustments specific to the individual can be discussed with the Head of School and the counselling service.
Exemplars	Gross motor skills: maintaining balance while safely mobilising and transferring persons or equipment. Fine motor skills: performing an aseptic wound dressing; priming, inserting, and setting prescribed drip rates on infusion devices.

These inherent requirements have been based on the following:
- The Inherent Requirements content by the University of Western Sydney is subject to a Creative Commons Attribution-Non Commercial Share Alike 4.0 International licence.
- The details of the relevant licence conditions are available on the Creative Commons website www.creativecommons.org.au © University of Western Sydney The Inherent Requirements content in this document may be used subject to the Creative Commons terms, by