



THE UNIVERSITY OF NOTRE DAME AUSTRALIA

Program Code: 4180

PROGRAM REQUIREMENTS:

Graduate Certificate in Contemporary Midwifery

GradCertContMid

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2 AMENDMENTS

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

Version	Date Amended	Amendment Details	Approved by
1	April 2022	New regulations created	Dean
2	January 2023	Amended from regulations to requirements	

3 PURPOSE

These Program Requirements set out the approved requirements for the Graduate Certificate in Contemporary Midwifery.

4 OVERVIEW

4.1 Campus Availability

The Graduate Certificate in Contemporary Midwifery has been approved for delivery on the Broome, Fremantle, and Sydney campuses.

4.2 Student Availability

The Graduate Certificate in Contemporary Midwifery is available for enrolment to domestic students only.

4.3 Australian Qualifications Framework

The Graduate Certificate in Contemporary Midwifery is accredited by the University as a Level 8 AQF qualification.

4.4 Duration

The Volume of Learning for the Graduate Certificate in Contemporary Midwifery is 0.5 years of equivalent full-time study.

An accelerated option to complete the Program is not available.

4.5 Maximum Duration

The maximum period of time within which a student is permitted to complete Graduate Certificate in Contemporary Midwifery is 1 year (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 Graduate Certificate in Contemporary Midwifery is offered in a mix of online and face to face.

4.7 Professional Accreditation

The Graduate Certificate in Contemporary Midwifery is accredited by the Australian Nursing and Midwifery Accreditation Council (ANMAC).

4.8 Advanced Standing

Credit is not available to students seeking entry into the Graduate Certificate in Contemporary Midwifery.

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

Applicants:

5.2.1 must meet the English requirements for this program: IELTS Academic score of 7.0

5.2.2 must be midwives previously registered in Australia or those who have been out of the workforce for

between five and ten years and wish to regain registration

- 5.2.3 Must provide a letter of referral from the Nursing and Midwifery board of Australia (NMBA) confirming
 - prior registration as a midwife, qualifications, and recency of practice history
- 5.2.4 Meet inherent requirements for midwifery professional practice
- 5.2.5 Prior to undertaking any clinical experience, applicants must:
 - 5.2.5.1 provide their immunisation history
 - 5.2.5.2 apply for a National Police Check
 - 5.2.5.3 apply for Criminal Screening Card (WA)
 - 5.2.5.4 apply for Working with Children Check (WA and NSW)
 - 5.2.5.5 meet UNDA Inherent requirements (see Appendix B)
 - 5.2.5.6 sign any required WA/NSW Health forms.

6 PRACTICUM REQUIREMENTS

- 6.1 The Graduate Certificate in Contemporary Midwifery includes a minimum of 360 hours of professional workplace experience. Students must meet all the clearance requirements to attend the professional workplace experience.
- 6.2 This is outlined in the School of Nursing and Midwifery Student Clinical Handbook.

7 PROGRAM REQUIREMENTS

6.3 Program Description

This program is designed for midwives re-entering the workforce or midwives seeking to update their knowledge and skills. Students will be orientated to the midwife's professional obligations in meeting all Nursing and Midwifery Board of Australia codes, standards, and guidelines, and to meet their legal and ethical obligations as a registered midwife. There will be a focus on critical thinking, clinical reasoning, reflection and the use of current evidence and research to make sound clinical judgments to practice safely in maternity environments. Students will explore current and emerging national and regional health priorities, health research, health policy and reform.

Medication management, pharmacology and the relationship to physiology and pathophysiology will be addressed. Woman-centred care, communication and cultural competence will be explored in both the theoretical and professional practice components of the program. There will also be a focus on caring for Aboriginal and Torres Strait Islander Peoples.

This program has been accredited by the Nursing and Midwifery Accreditation Council (ANMAC) and on successful completion the student will be eligible to apply for re-registration as a Registered Midwife with the Nursing and Midwifery Board of Australia (NMBA).

6.4 Program Learning Outcomes

Upon successful completion of the Graduate Certificate in Contemporary Midwifery, graduates will be able to:

1. Practice as competent professionals and industry ready graduates who can critically appraise and problem solve in practical and creative ways enabling them to practice in diverse midwifery settings.

2. Reflect on knowledge and belief to share practice and foster self-regulated behaviours to implement the concept of life-long learning, which will assist in the professional growth and development of self and others
3. Be able to think critically, reason and use judgment in all aspects of midwifery practice.
4. Critically review emerging local, national, and global maternity care priorities, and apply midwifery evidence-based knowledge to provide holistic and woman centred care across the childbirth continuum, to pregnant and childbearing women and their families, with a focus of continually improving the quality and delivery of care.
5. Integrate knowledge, humanistic values, clinical skills, and reflective thinking to an advanced level of critical analysis to provide safe, culturally congruent, equitable, high quality midwifery care for women, babies, families, and communities.
6. Meet the National Competency Standards for the Midwife and gain re- registration as a midwife with the Nursing and Midwifery Board of Australia.

6.5 Required Courses

To be eligible for the award of Graduate Certificate in Contemporary Midwifery, students must complete 100 Units of Credit from the courses listed in Appendix A

6.6 Elective Courses

There are no elective courses in the Graduate Certificate in Contemporary Midwifery.

6.7 Honours

The Graduate Certificate in Contemporary Midwifery Award is not offered with Honours.

6.8 Course substitutions

There are no approved course substitutions permitted in this Award.

8 DEFINITIONS

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

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

9 LIST OF APPENDICES

APPENDIX A: Graduate Certificate in Contemporary Midwifery

COURSE CODE	COURSE TITLE	PRE-REQUISITE	Unit of Credit
MIDW6000	Contemporary Midwifery Practice (Theory)		25
MIDW6001	Contemporary Midwifery Skills (Theory)		25
MIDW6002	Professional Midwifery Practice (Practice)	MIDW6000 Contemporary Midwifery Practice MIDW6001 Contemporary Midwifery Skills	50

APPENDIX B: Inherent Requirements for Midwifery (postgraduate) Programs

Introduction to Inherent Requirements for Midwifery (postgraduate) Programs

The School of Nursing, Midwifery, Health Sciences and Physiotherapy at the University of Notre Dame Australia, (Freemantle, Broome & Sydney Campuses) strongly support the rights of all people who wish to pursue a program in midwifery to achieve their potential and career objectives. The School is committed to making reasonable adjustments to teaching and learning, assessment, practice experiences and other activities to address the impact of students' disabilities so that they can participate in their midwifery program.

Every occupation, including midwifery, has certain characteristics that are integral to its profession. Providing care for women, babies and their families during pregnancy, labour and birth can be emotionally challenging as well as physically strenuous. Many of the activities associated with the professional practice of midwifery are time sensitive. The capacity to perform certain activities by students and registered midwives within specified time limits is required to reduce or avoid risks to the safety and wellbeing of women and/or their newborns. The safety and wellbeing of midwifery students and others is always of paramount importance. Midwifery students are required to undertake placement activities in culturally diverse environments which reflect the Australian health care context. Successfully completing the programs enables midwifery students to apply for registration as a registered midwife with the Nursing and Midwifery Board of Australia (NMBA), which is a partner board of the Australian Health Practitioners Registration Authority (AHPRA).

To support potential and current midwifery students' decision making, a series of inherent requirement statements have been developed. These statements specify the program requirements of both the Graduate Diploma of Midwifery and the Graduate Certificate in Contemporary Midwifery, for student admission and progression. The statements are clustered under eight domains consisting of ethical behaviour, behavioural and emotional stability, legal, communication, cognition, sensory abilities, strength and mobility and sustainable performance.

The Inherent Requirements outlined below provide a guide for students and staff when deciding about the ability of whether these requirements can be met, and the type of reasonable adjustments that could be put in place to allow midwifery students to complete the programs without compromising the academic integrity of the programs.

How to read the Inherent Requirement statements

Students who are intending to enrol in the Graduate Diploma of Midwifery or the Graduate Certificate in Contemporary Midwifery programs at the University of Notre Dame Australia, should carefully read the Inherent Requirement statements and consider the commitment and challenges in meeting these requirements.

If students think they may experience challenges in meeting these requirements for any reason, they should discuss your concerns with the co-ordinator of the program you want to apply for/enrol in or contact the Notre Dame Access and Inclusion Service. The staff will work collaboratively with students to determine reasonable adjustments to assist them in meeting the Inherent Requirements. In the

case where it is determined that Inherent Requirements cannot be met with reasonable adjustments, the University staff can provide guidance regarding other study options.

These Inherent Requirements should be read in conjunction with other program information and NMBA publications such as Guidelines for Mandatory Notifications, A Midwife's Guide to Professional Boundaries and National Competency Standards for the Registered Midwife.

The Inherent Requirements are made up of the following five levels:

- Level 1 – introduction to the Inherent Requirement
- Level 2 – description of what the Inherent Requirement is
- Level 3 – explanation of why this is an Inherent Requirement of midwifery entry-to-practice programs
- Level 4 - the nature of any adjustments that may be made to allow students to meet the Inherent Requirements
- Level 5 – examples of tasks that show students have met the Inherent Requirements (these are examples only and are not a comprehensive list)

Inherent Requirement domains

There are eight domains of Inherent Requirements in each of the midwifery programs at the University of Notre Dame Australia. Some have a number of sub-domains:

- Ethical behaviour
- Behavioural and emotional stability
- Legal
- Communication
- Cognition
- Sensory abilities
- Strength and mobility
- Sustainable performance

Ethical Behaviour

Inherent Requirements statements

1. Introduction

Midwifery is a profession governed by competency standards, codes of ethics, professional conduct expectations and professional boundaries, where midwives are both accountable and responsible for ensuring professional behaviour in all contexts.

2. Description

Students demonstrate knowledge of and engages in ethical behaviour in practice.

3. Justification of Inherent Requirements

Compliance with the standards, codes, guidelines, and policies facilitates safe, competent interactions and relationships for students and/or the people with whom they engage. This ensures the physical, psychological, emotional, and spiritual wellbeing of the individual is not placed at risk.

4. Reasonable adjustments

Adjustments must not compromise the standards, codes, guidelines, and policies, or result in unethical behaviour. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Access and Inclusion Service.

5. Examples

- Compliance with academic and non-academic misconduct policies.
- Demonstration of appropriate behaviour with confidential information in classroom and practice settings.
- Demonstration of ability to reflect on ethical dilemmas and issues and take responsibility for ensuring awareness of ethical behaviour.

Behavioural and emotional stability

Inherent Requirements Statements

1. Introduction

Behavioural and emotional stability are required to function and adapt sensitively and effectively in the role of a midwife.

2. Description

Students should demonstrate behavioural stability to work constructively in a diverse and changing academic and practice environment.

3. Justification of inherent requirement

Behavioural and emotional stability is required to work individually and in teams, within changing and unpredictable clinical environments. Midwifery students will be exposed to a woman's private and emotionally charged pregnancy, labour, birth, and post birth period, which may include complex and emergency situations. Midwifery students will be required to have behavioural stability to manage these events objectively and professionally.

4. Reasonable adjustments

Adjustments must support stable, effective, and professional behaviour in both academic and clinical practice settings. Adjustments specific to an individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Midwifery students should be receptive and respond appropriately to constructive feedback.
- Midwifery students are expected to cope effectively with their own emotions and behaviour when working with women and their families when providing maternity care.

Legal

Inherent Requirements statements

1. Introduction

Midwifery practice is mandated by legislation to enable the safe provision and delivery of care.

2. Description

Midwifery students are required to demonstrate knowledge and compliance with Australian law, professional regulations, and scope of practice.

3. Justification of Inherent Requirements

Knowledge, understanding, and compliance with legislative and regulatory requirements are necessary pre-requisites for clinical practice placements, in order to reduce the risk of harm to self and others. Compliance with these professional regulations and the Australian law ensures that midwifery students are both responsible and accountable for their practice.

4. Reasonable adjustments

Adjustments must be consistent with legislative and regulatory requirements. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Complying with the requirement for midwifery registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Complying with relevant child protection and other safety legislation.
- Complying with relevant drugs and poisons legislation.

Communication

The two midwifery programs require effective, verbal, non-verbal and written communication skills.

Verbal communication

Inherent Requirements statements

1. Introduction

Effective and efficient verbal communication, in English, is an essential requirement to provide safe delivery of maternity care.

2. Description

Midwifery students must demonstrate:

- The ability to understand and respond to verbal communication accurately, appropriately and in a timely manner.
- The ability to provide clear instructions in the context of the situation.
- Timely clear feedback and reporting.
- Sensitivity to individual and/or cultural differences.

3. Justification of inherent requirement

Communicating in a way that displays respect and empathy to others and develops trusting relationships is a necessary part of midwifery. Communication may be restricted to verbal 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.

4. Reasonable adjustments

Adjustments for impaired verbal communication must address effectiveness, timeliness, clarity, and accuracy issues to ensure safety and appropriate care. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Midwifery students will participate in tutorial, clinical simulation, and clinical discussions.
- Midwifery students will respond appropriately to a care request in the practice environment.

Non-verbal communication

Inherent Requirements statements

1. Introduction

Effective non-verbal communication is fundamental to midwifery practice, and needs to be respectful, clear, attentive, empathetic, honest, and non-judgmental.

2. Description

Midwifery students should demonstrate:

- The capacity to recognise, interpret and respond appropriately to behavioural cues.
- Be aware of consistent and appropriate awareness of their own behaviours.
- Have sensitivity to individual and/or cultural differences.

3. Justification of Inherent Requirements

The ability to observe and understand non-verbal cues assists with building rapport with people, and gaining their trust and respect is required in academic and professional relationships. Displaying consistent and appropriate facial expressions, eye contact, being mindful of space, time, boundaries, body movements and gestures, promotes trust in academic and professional relationships. Being sensitive to individual and/or cultural 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 a woman's and/or newborn's symptoms and reactions to facilitate the assessment and treatment of women and/or their newborn.

4. Reasonable adjustments

Adjustments 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 program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

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

Written communication

Inherent Requirements statements

1. Introduction

Effective written communication is a fundamental midwifery responsibility with professional and legal ramifications.

2. Description

Midwifery students must be able to demonstrate the capacity to construct coherent written communication, in English, appropriate to circumstances.

3. Justification of Inherent Requirements

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. Accurate written communication, including record-keeping and women's and newborns' notes, are vital to provide consistent and safe midwifery care.

4. Reasonable adjustments

Adjustments must meet necessary standards of clarity, accuracy, and accessibility to ensure effective recording and transmission of information in both academic and clinical practical settings. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Constructing an essay to academic standards.
- Documenting midwifery notes in a woman's maternity record in a timely manner that meets professional standards.

Cognition

Both of the midwifery programs require knowledge of theory and the skills of cognition, literacy and numeracy.

Knowledge and cognitive skills

Inherent Requirements statements

1. Introduction

Consistent knowledge and effective cognitive skills must be demonstrated to provide safe and competent midwifery care.

2. Description

Midwifery students demonstrate:

- The capacity to locate appropriate and relevant information.

- The ability to process information relevant to practice.
- The ability to integrate and implement knowledge in practice.

3. Justification of inherent requirement

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

4. Reasonable adjustments

Adjustments must ensure that a clear demonstration of knowledge and cognitive skills are not compromised or impeded. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Midwifery students should demonstrate the ability to conceptualise and use appropriate knowledge in response to academic assessment items.
- Midwifery students should demonstrate ability to apply knowledge of policy and procedures in the clinical practice setting.

Literacy (language)

Inherent Requirements statements

1. Introduction

Competent literacy skills are essential to provide safe and effective delivery of care.

2. Description

Midwifery students must demonstrate:

- The ability to acquire information and accurately convey appropriate, effective messages.
- The ability to read and comprehend a range of literature and information.
- The capacity to understand and implement academic conventions to construct written text in a scholarly manner.

3. Justification of inherent requirement

The ability to acquire information and to accurately convey messages is fundamental to ensure safe and effective assessment, treatment, and delivery of care. The ability to read, decode, interpret, and comprehend multiple sources of information is fundamental for the safe and effective delivery of midwifery care.

4. Reasonable adjustments

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

Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Access and Inclusion Service.

5. Examples

- Demonstrating the ability to listen to and retain information.
- Demonstrating the ability to convey a spoken message accurately.
- Paraphrasing, summarising, and referencing in accordance with appropriate academic conventions.
- Producing accurate, concise, and clear midwifery documentation which meets legal requirements.

Numeracy

Inherent Requirements statements

1. Introduction

Competent and accurate numeracy skills are essential for providing safe and effective maternity care.

2. Description

Midwifery students should be able to demonstrate the ability to interpret and correctly apply data, measurements, and numerical criteria.

3. Justification of inherent requirement

Competent application of numeracy skills is essential in midwifery practice to facilitate the safe and effective delivery of midwifery care.

4. Reasonable adjustments

Adjustments must enable a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner. Adjustments specific to the individual can be discussed with the program coordinator and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Performing accurate drug calculations.
- Demonstrating accurate recording on a fluid balance chart.

Sensory Abilities

The programs require midwifery students to use adequate visual, auditory, and tactile abilities.

Visual sensory ability

Inherent Requirements statements

1. Introduction

Adequate visual acuity is required to provide safe and effective midwifery care.

2. Description

Midwifery students should demonstrate sufficient visual acuity to perform a required range of skills.

3. 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 of self and to others. Visual observations, examinations, and assessments are fundamental to safe and effective midwifery practice.

4. Reasonable adjustments

Adjustments must address the need to perform the full range of tasks involved in the practice setting. Any strategies to address the effects of the vision impairment must be effective, consistent, and not compromise treatment or safety. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Accurately drawing up medication to administer.
- Observing and detecting subtle changes in a newborn's colour / observations.

Auditory sensory ability

Inherent Requirements statements

1. Introduction

Adequate auditory ability is required to provide safe and effective midwifery care.

2. Description

Midwifery students have sufficient aural function to undertake the required range of skills.

3. Justification of inherent requirement

Sufficient auditory ability is necessary to monitor, assess and manage a woman and newborn's health needs consistently and accurately. Auditory assessments and observations are fundamental to safe and effective midwifery practice.

4. Reasonable adjustments

Adjustments must address the need to perform the full range of tasks involved in clinical midwifery practice. Any strategies to address the effects of the hearing loss must be effective, consistent, and not compromise treatment or safety. Adjustments specific to the individual can be discussed with the program co-ordinator and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Accurately undertaking a blood pressure measurement by auscultation.
- Detecting the non-verbal sounds made by a woman in labour which may indicate birthing was in progress.
- Detecting care requests by activation of call bell or calls for help.

Tactile sensory ability

Inherent Requirements statements

1. Introduction

Sufficient tactile ability is required to perform competent and safe midwifery care.

2. Description

Midwifery students demonstrate adequate tactile function sufficient to undertake a required range of skills and assessments.

3. Justification of inherent requirement

Sufficient tactile ability is necessary to monitor, assess, and detect a woman's physical, psychological, and pregnancy related characteristics, and act on any deviation detected to provide thorough midwifery care. Tactile assessments and observations are fundamental to safe and effective midwifery practice.

4. Reasonable adjustments

Adjustments must enable 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 program co-ordinator and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Detecting any changes in circulation observations (e.g., temperature and pulse palpation).
- Conducting an abdominal palpation during labour and detecting deviations from normal (e.g., breech presentation).

Strength and Mobility

The programs require strength and mobility involving fine and gross motor skills.

Gross motor skills

Inherent Requirements statements

1. Introduction

Midwifery involves physical demands and requires gross motor function.

2. Description

Midwifery students should have the ability to perform gross motor skills to function within the scope of practice.

3. Justification of inherent requirement

Sufficient gross motor skills are necessary to perform, coordinate, and prioritise midwifery care. Tasks that involve gross motor skills include lifting, carrying, pulling, pushing, standing, twisting, and bending. Midwifery students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others.

4. Reasonable adjustments

Adjustments should facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Maintaining balance while safely mobilising and transferring women, or newborns or resources.
- Able to safely retrieve and utilise stock and equipment.

Fine motor skills

Inherent Requirements statements

1. Introduction

Midwifery is a profession that requires manual dexterity and fine motor skills.

2. Description

Midwifery students have the ability to use fine motor skills to provide safe and effective care.

3. Justification of inherent requirement

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. Midwifery students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others.

4. Reasonable adjustments

Adjustments 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 program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Performing the insertion of a urinary catheter.
- Able to prime, accurately insert and set prescribed rate on an infusion device.

Sustainable Performance

Inherent Requirements statements

1. Introduction

Midwifery practice requires both physical and mental performance at a consistent and sustained level to meet individual needs over time.

2. Description

Consistent and sustained level of physical energy is required 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. The capacity to maintain consistency and quality of performance throughout the designated period of duty.

3. 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 midwifery care.

4. Reasonable adjustments

Adjustments must ensure that performance is consistent and sustained over a given period. Adjustments specific to the individual can be discussed with the program co-ordinators and/or the University of Notre Dame Australia Access and Inclusion Service.

5. Examples

- Participating in tutorials, lectures, and skills workshops.
- Providing consistent care over a negotiated time frame.