



## Statement of Inherent Requirements

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| <b>Faculty</b>     | Health   |
| <b>Disciplines</b> | Pharmacy   |
| <b>Courses</b>     | <b>Undergraduate Course</b><br>Bachelor of Pharmacy [HLB301]<br><br><b>Postgraduate Courses</b><br>Master of Pharmacy [HLM501] |

### Ethical Behaviour

#### Inherent Requirement

- Behave ethically and professionally in academic and professional environments, complying with relevant standards and codes of ethics applicable to the profession.

#### Rationale

- Compliance with relevant professional standards and/or codes of conduct, and commonly accepted standards of professional behaviour facilitates safe, competent interactions and relationships for students and the people they engage with in all contexts. This supports the physical, psychological, emotional and spiritual wellbeing of all.

Related Professional Requirements: Pharmaceutical Society of Australia's ['Professional Practice Standards'](#) and ['Code of Ethics for Pharmacists'](#).

#### Examples

- Apply ethical behaviour in the management of confidential and sensitive personal information.
- Reflect on ethical dilemmas and issues, and take responsibility for ensuring awareness of ethical behaviour.
- Operate within own role and responsibilities in the clinical setting.

### Legal Compliance

#### Inherent Requirement

- Comply with Australian Law, professional regulations and/or scope of practice relevant to the profession.

## Rationale

- Knowledge, understanding and compliance with Australian Law and professional regulations facilitates effective, professional, responsible and accountable pharmacists, and is necessary to work effectively and meet professional registration requirements.

Related Professional Requirements: [Privacy Act 1988](#), [Health Practitioner Regulation National Law \(ACT\)](#), [Australian Health Practitioner Regulation Agency \(AHPRA\)](#)

## Examples

- Comply with the requirements for student registration with the Australian Health Practitioner Regulation Agency (AHPRA), and policies of clinical facilities (e.g. Work Health and Safety Act and uniform requirements).
- Obtain informed consent prior to assessment and intervention in the clinical setting.
- Prepare and provide documentation according to legal requirements and accepted procedures and standards.

## Communication Skills

### 1. Expressive Communication Skills

#### Inherent Requirement

- Ability to communicate effectively, in English, to a standard that allows clear, scholarly, and professional-level messages and text with language use and style appropriate to the audience.

#### Rationale

- Communication skills are an essential requirement to develop and maintain trusting relationships, and to perform effectively in an academic and complex professional environment, as well as solve problems and communicate knowledge and understanding of relevant subject matter effectively.

#### Examples

- Communicate health information and medication directions in verbal and oral formats.
- Accurately dispense prescriptions.
- Accurately record patient notes.

### 2. Receptive Language Skills

#### Inherent Requirement

- Ability to assess concepts and meaning in English, using knowledge of language, background knowledge, critical thinking skills and self-reflection.

#### Rationale

- Communication skills are an essential requirement to develop and maintain trusting relationships, and to perform effectively in an academic and complex professional environment, as well as solve problems and communicate knowledge and understanding of relevant subject matter effectively.

#### Examples

- Read and comprehend information presented in a variety of formats such as written documentation, and

graphical formats such as charts.

- Participate in tutorial, simulation and professional placement discussions.
- Read and comprehend written and oral prescription orders and medical records.

### 3. Interpersonal Communication Skills

#### Inherent Requirement

- Respectful communication with others, including the ability to listen, display and respect empathy, build rapport and gain trust to ensure meaningful and effective interactions with people they engage with.

#### Rationale

- Communication skills are an essential requirement to develop and maintain trusting relationships, and to perform effectively in an academic and complex professional environment, as well as solve problems and communicate knowledge and understanding of relevant subject matter effectively.

#### Examples

- Communicate respectfully with people of different gender, sexuality and age, and from diverse cultural, religious, socio-economic and educational backgrounds.
- Create and develop rapport with peers, academic and profession staff conducive to effecting working relationships.
- Cultural competence, sensitivity and willingness to work with individuals in a complex and diverse Australian educational setting.
- Clinical placements, tutorials, group activities, oral assessments.
- Question directions and decisions which are unclear.

### Behavioural Stability

#### Inherent Requirement

- Behaviour that is consistently appropriate and professional in a variety of contexts.

#### Rationale

- Behavioural stability is essential in managing personal emotional responses and behaviour in academic and complex professional environments, including situations of potential human distress. It is required to work constructively in culturally and socially diverse settings and to deal with challenging issues, timelines and ambiguously defined problems.

#### Examples

- Reflecting on practice and responding appropriately to constructive feedback.
- Manage own work schedule to maximise safety, efficiency and effectiveness.
- Maintain professional standards when working in a stressful and demanding environment such as oral exams, class group activities, clinical placement and OSCE.
- Accept instruction and professional criticism.

| <b>Motor Skills</b>  |
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| <p><b>Inherent requirement</b></p> <ul style="list-style-type: none"> <li>• Sufficient tactile function, strength and mobility to function within scope of practice.</li> </ul>  |
| <p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>• Pharmacists require gross and fine motor function in order to consistently provide safe and effective care in order to minimise the risk of harm to self and others.</li> </ul>     |
| <p><b>Examples</b></p> <ul style="list-style-type: none"> <li>• Using technical equipment (e.g. Laboratory activities), working with computer devices, clinical placements.</li> <li>• Demonstrate use of medical and medication devices.</li> </ul> |

| <b>Sensory Skills</b>  |
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| <p><b>Inherent requirement</b></p> <ul style="list-style-type: none"> <li>• Sufficient sensorimotor skills, including visual, auditory and tactile acuity to function within the pharmacy scope of practice.</li> </ul>                              |
| <p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>• Pharmacy requires visual, auditory and tactile acuity in order to consistently provide safe and effective care in order to minimise the risk of harm to self and others.</li> </ul> |
| <p><b>Examples</b></p> <ul style="list-style-type: none"> <li>• Using technical equipment (e.g. Laboratory activities), working with computer devices, clinical placements.</li> <li>• Demonstrate use of medical and medication devices.</li> </ul> |

| <b>Cognitive Skills</b>   |
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| <p><b>Inherent Requirement</b></p> <ul style="list-style-type: none"> <li>• Acquire knowledge, process information, analyse, think critically and synthesise information to apply knowledge of the discipline and sufficiently meet learning outcomes and academic standards relevant to the course, utilising cognitive, numeracy and literacy skills, including focus, memory and attention to detail.</li> </ul> |
| <p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>• Cognitive skills are essential in acquisition and application of knowledge in both the academic and professional environment.</li> </ul>   |
| <p><b>Examples</b></p> <ul style="list-style-type: none"> <li>• Ability to conceptualise and use appropriate knowledge in response to academic assessment items.</li> <li>• Clinical placements, tutorials, group activities, reflective practice.</li> <li>• Perform drug calculations.</li> </ul>   |

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| <b>ICT Capacity</b>  |
| <p><b>Inherent Requirement</b></p> <ul style="list-style-type: none"> <li>Acquire and employ information and communications technology (ICT) skills in an appropriate and effective manner, utilising a range of systems in both the academic and professional setting.</li> </ul>   |
| <p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>Competent ICT skills are essential to successfully access, apply and communicate information.</li> </ul>  |
| <p><b>Examples</b></p> <ul style="list-style-type: none"> <li>Creating and maintaining electronic medical records.</li> <li>Developing accessible resources for clients.</li> <li>Researching electronic journals and submitting assignments online.</li> <li>Dispensing prescriptions, Clinical placement, medicines information management.</li> </ul> |

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| <b>Sustainable Performance</b>  |
| <p><b>Inherent requirements</b></p> <ul style="list-style-type: none"> <li>Consistently completes tasks in a timely manner and within a designated period, where required, while maintaining consistency and quality of performance.</li> </ul> |
| <p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>Tasks must be completed consistently and with respect to industry or workplace defined timeframes.</li> </ul>  |
| <p><b>Examples</b></p> <ul style="list-style-type: none"> <li>Complete clinical placements with a specified timeframe.</li> </ul>   |