

**Statement of Inherent Requirements**

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| **Faculty** | Health |
| **Disciplines** | Counselling |
| **Courses** | **Undergraduate Course**  Breadth Major in Counselling Studies (BM0043**)**  **Postgraduate Courses**    Graduate Certificate in Counselling [SCC401]  Graduate Diploma in Counselling [SCG401]  Master of Counselling [SCM401] |

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| **Legal Compliance** |
| **Inherent Requirement**  • Comply with Australian Law, professional regulations and/or scope of practice relevant to the profession. |

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| **Ethical Behaviour** |
| **Inherent Requirement**  • Demonstrate knowledge and practice of ethical and professional behaviour in academic and professional environments, through compliance with 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:  Australian Counselling Association code of ethics:  [https://theaca.net.au/wp-content/uploads/2024/05/ACA-Code-of-Ethics-and-Practice-v16.pdf](about:blank)  PACFA code of ethics  [https://www.pacfa.org.au/portal/portal/Prac-Res/code-of-ethics.aspx?hkey=ed53740f-fe01-4bf6-9e10-c88fa20de8f1](about:blank) |
| **Examples**   * Demonstrate knowledge of codes, guidelines and policies governing practice in counselling as per accreditation and professional guidelines requirements. * 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. * Practice within your level of competency * Demonstrate ability to meet the requirements of professional registration body and abide by professional code of ethics. |

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| **Rationale**   * Knowledge, understanding and compliance with Australian law and professional regulations facilitates effective, professional, responsible and accountable counsellors and is necessary to work effectively and meet professional registration requirements.     Related Professional Requirements[: Privacy Act 1988,](about:blank) Australian state and territory child protection and mandatory reporting laws. |
| **Examples**   * Comply with the requirements for student registration with the Australian Counselling Association (ACA), and policies of clinical facilities (e.g. Work Health and Safety Act, privacy and confidentiality policies) * 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. * Comply with ACA/PACFA code of ethics and professional requirements for accreditation and membership. |

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| **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. This includes communication via e-mail, phone, text messages, online telehealth programs and virtual classrooms/ video conferencing tools. |
| **Rationale**   * Communication skills are an essential requirement to develop and maintain trusting relationships in counselling setting, and to perform effectively in an academic and complex professional environment. * Professional communication is required to participate in academic learning as well as solve problems and communicate knowledge and understanding of relevant subject matter effectively. |
| **Examples**   * Construct coherent written communication to an academic and professional standard as appropriate to the circumstances. * Respectfully and professionally engage in online discussion forums, video conferences and tutorials * Constructing client notes, reports and information sheets in a timely manner that meets legal and professional standards. * Advocate for the needs of others and facilitate behavioural change and self-management in others. |
| **2. Receptive Language Skills** |
| **Inherent Requirement**  • Ability to assess concepts and meanings 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**   * Participate in tutorial and clinical discussions. * Engage in verbal reflections with peers, tutors and clients. |
| **3. Interpersonal Communication Skills** |
| **Inherent Requirement**   * Respectful communication with others, in person, online, by phone, text, or telehealth 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 is different in person compared with phone or internet and developing and maintaining trusting relationships across different modes is essential to perform effectively. |
| **Examples**   * Communicate respectfully with people of different gender, sexuality and age, and from diverse cultural, religious, socio-economic and educational backgrounds. * Establish and build rapport with clients in order to engage them in effective counselling while on placement. * Effectively using interpersonal skills to manage the therapeutic alliance with clients. * Respond appropriately to requests from clients, academic staff, supervisors and other health professionals in the clinical setting. * Cultural competence, sensitivity and willingness to work with individuals in a complex and diverse Australian educational setting. |

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| **Behavioural Stability** |
| **Inherent Requirement**   * Behavioural stability refers to an individual’s ability to moderate their own behaviour. * Behaviour that is adaptable to effectively manage changing situations and maintain academic and professional standards and relationships. * Behaviour that demonstrates self-awareness and reflective capacity in order to ensure safe and effective practice across all communication modalities. |
| **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. * Exposure to complex and unpredictable human situations will require students to be mentally robust and demonstrate behavioural stability in order to manage these events competently and professionally E.g., managing personal emotions and behaviour effectively when dealing with peers, staff and clients in on-campus and professional experience placement settings * Counselling practice requires sound self-awareness and a capacity for reflection. This requires practitioner to consistently take into account and reflect on their own values, actions and behaviours and consider how these impact on their relationship and work with clients. |
| **Examples**   * Rather than responding immediately to academic feedback, talking time to reflect and consider comments made by the marker. * Reflecting on practice and responding appropriately to constructive feedback. * Coping with own emotions and behaviour effectively when dealing with individuals in the clinical setting (e.g. * maintaining professional empathy and objectivity in the context of a dying client). * Identifying limitations in clinical skills/abilities (personal issues or lack of clinical expertise where it might negatively impact the therapeutic outcome). * Reflecting on ethical issues arising from the therapeutic setting/alliance. * Bringing to supervision difficult areas of practice. * Manage own academic/work schedule to maximise safety, efficiency and effectiveness. |

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| **Sensory Skills** |
| **Inherent requirement**   * Sufficient sensorimotor skills, to function with the scope of training and practice. |
| **Rationale**   * Counselling requires Sufficient sensorimotor skills to be able to consistently provide safe and effective care and minimise the risk of harm to self and others. |
| **Examples**   * Ability to engage with clients in a purposeful therapeutic process, be aware of client’s non-verbal communication and the nuances of their language, and respond appropriately. |

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| **Cognitive Skills** |
| **Inherent Requirement**   * 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. |
| **Rationale**   * Cognitive skills are essential in acquisition and application of knowledge in both the academic and professional environment. |
| **Examples**   * Ability to conceptualise and use appropriate knowledge in response to academic assessment items. * Ability to conduct sessions for clients based on relevant therapeutic intervention plan on placement. |

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| **ICT Capacity** |
| **Inherent Requirement**   * Sufficient competency in the use of information and communications technology (ICT) skills in an appropriate and effective manner, to be able to adapt to work in a range of systems in both the academic and professional setting. * Willingness and ability to adapt and learn new technologies |
| **Rationale**   * Competent ICT skills are essential to successfully access, apply and communicate information. * Counselling can be provided via telehealth, text messaging, e-mail or telephone and each requires adaption and a level of comfort with different technology |

**Examples**

* Interacting with clients, students, academics and clinicians online.
* Recording and submitting roleplays to the learning management system
* Using online research databases/libraries
* Creating electronic clinical records.
* Developing accessible resources for clients.

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| **Sustainable Performance** |
| **Inherent requirements**   * Consistently completes tasks in a timely manner and within a designated time period, where required, while maintaining consistency and quality of performance. |
| **Rationale**   * Academic and professional tasks must be completed consistently and with respect to academic and industry/workplace defined timeframes. |
| **Examples**   * Participation in lectures and tutorials * Submission of assignments * Management of administrative and clinical aspects of professional practice during required framework including in placement. * Appropriate and consistent placement practice as required by the learning agreement contract and within the timeframe negotiated with placement agency. |