



## Statement of Inherent Requirements

<b>Faculty</b>	Health
<b>Disciplines</b>	Nursing & Midwifery
<b>Courses</b>	<b>Undergraduate Courses</b> Bachelor of Midwifery (HLB001) Master of Midwifery Practice (HLM001) Graduate Certificate in Midwifery (Re-entry) (HLC001)

### 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: [Nursing & Midwifery Board of Australia](#): Code of Professional Conduct for Midwives in Australia, Code of Ethics for Midwives, Professional Boundaries for Midwives and Midwifery Competency Standards.

#### 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.
- Exercise professional duty of care in clinical and placement settings.

### 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 midwives, and is necessary to work effectively and meet professional registration requirements.

Related Professional Requirements: Section 53(a) of [the Health Practitioner Regulation National Law \(National Law\)](#)

## Examples

- Compliance with the [University of Canberra Privacy Policy](#), which complies with the [Information Privacy Act 2014 \(ACT\) \(the Privacy Act\)](#) and [Territory Privacy Principles \(TPP's\)](#).
- Practicing within midwifery's scope of practice and under the supervision of a midwife.
- Obtaining informed consent before conducting any healthcare intervention(s) on a pregnant woman.

## Communication Skills

### 1. Expressive Communication Skills

#### Inherent Requirement

- 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

- Construct coherent written communication to an academic and professional standard as appropriate to the circumstances.
- Advocate for the needs of others and facilitate behavioural change and self-management in others.
- Document case notes, for example care attended, drugs administered, and consent gained.

### 2. Receptive Language Skills

#### Inherent Requirement

- Internally formulate and assess conceptual meaning from verbal language and written messages and/or text, in English, using knowledge of language, background knowledge, critical thinking skills, self-reflection and other emotional intelligence markers.

#### 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 standard formats such as handwritten notes; test results, graphical formats such as charts and accessing computerised information.
- Comprehend spoken English delivered at conversational speed (including in noisy environments, such as hospital wards).
- Participating in tutorial, simulation, clinical and placement discussions.

### 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.
- Recognise, interpret and respond appropriately to behavioural cues.
- Observe and interpret a woman's and/or newborn's behaviour and visual symptoms.

### Behavioural Stability

#### Inherent Requirement

- Behaviour that is adaptable to effectively manage changing situations sufficiently to maintain academic and professional relationships to acceptable community standards.

#### 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

- Being receptive and responding appropriately to constructive feedback.
- Managing own emotions and behaviour effectively when dealing with individuals and/or groups in the academic environment and clinical settings.
- Undertake reflective practice, and seek personal and professional support and/or assistance when needed.

<b>Motor Skills</b>
<p><b>Inherent requirement</b></p> <ul style="list-style-type: none"> <li>• Sufficient tactile function, strength and mobility to function within the midwifery scope of practice.</li> </ul>
<p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>• Midwifery requires gross and fine motor function to consistently provide safe and effective midwifery 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>• Maintaining balance while safely assisting, mobilising and transferring women, or babies or resources.</li> <li>• Undertake fine motor tasks include taking blood, inserting cannulae and catheters, giving intravenous medications.</li> <li>• Appropriately and safely carry and use stock and equipment.</li> </ul>

<b>Sensory Skills</b>
<p><b>Inherent requirement</b></p> <ul style="list-style-type: none"> <li>• Sufficient sensorimotor skills, including visual, auditory and tactile acuity to function with the midwifery scope of practice.</li> </ul>
<p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>• Midwifery requires visual, auditory and tactile acuity to consistently provide safe and effective midwifery care in order minimise the risk of harm to self and others.</li> </ul>
<p><b>Examples</b></p> <ul style="list-style-type: none"> <li>• Assess and detect changes in circulation observations (e.g. temperature and pulse palpation).</li> <li>• Conduct an abdominal palpation during labour and detecting deviations from normal (e.g. breech presentation).</li> <li>• Interpret the verbal sounds other than speech made by a woman in labour, which may indicate the progression of labour stages and the imminent birth of the baby.</li> </ul>

<b>Cognitive Skills</b>
<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 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>

### Examples

- Safely measure and administer medications.
- Conceptualise and use appropriate knowledge in response to academic assessment items.
- Applying knowledge of policy and procedures in the clinical and placement setting.

## ICT Capacity

### Inherent Requirement

- 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.

### Rationale

- Competent ICT skills are essential to successfully access, apply and communicate information.

### Examples

- Submit assessment items online.
- Use ICT to access information and to complete assessment tasks as required.
- Use ICT in the clinical setting, such as completing case notes in the health record system.

## Sustainable Performance

### Inherent requirements

- Complete tasks in a timely manner and within a designated period, where required, while maintaining consistency and quality of performance.

### Rationale

- Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care.

### Examples

- Participating in the academic environment.
- Participate in a woman's labour for the required amount of time.