



## Statement of Inherent Requirements

<b>Faculty</b>	Health
<b>Discipline</b>	Speech Pathology
<b>Courses</b>	<b>Undergraduate Course</b>  <b>Postgraduate Courses</b> Master of Speech Pathology [371JA]

### 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:

[Speech Pathology Code of Ethics](#)

Competency Based Occupational 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.
- 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 will facilitate effective, professional, responsible and accountable speech-language therapists, and is necessary to work

effectively and meet professional accreditation requirements.

Related Professional Requirements:

[Note: Speech Pathology is not a registered profession, thus not covered by the National Health Practitioner Regulation Act or AHPRA]

[Privacy Act 1988](#), [Federal Discrimination Law](#): Age Discrimination Act 2004; Australian Human Rights Commission Act 1986; Disability Discrimination Act 1992; Racial Discrimination Act 1975

Australian Capital Territory – [Discrimination Act](#) 1991

[Communication Bill of Rights](#), [Speech Pathology Australia](#) - Scope of Practice; Principles of Practice; Parameters of Practice

### Examples

- Comply with 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.
- Use qualified interpreters where necessary
- 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 verbally and in writing, in English, to a standard that allows clear and professional-level messages, with language use and style tailored to meet the needs of diverse audiences.

#### 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

- Modify rate of speech and complexity of language to meet the needs of clients.
- Explain clinical processes to clients using diverse modes of communication as required.
- Engage in collaborative processes with clients to negotiate goals for intervention.
- Construct coherent written communication to a professional standard as appropriate to the circumstances, including the ability to generate texts using Easy English as necessary.
- Advocate for the needs of others and facilitate behavioural change and self-management in others.
- Construct patient notes, reports and information sheets in a timely manner that meets legal and professional standards.

### 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

<ul style="list-style-type: none"> <li>• 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 to solve problems and communicate knowledge and understanding of relevant subject matter effectively.</li> </ul>
<p><b>Examples</b></p> <ul style="list-style-type: none"> <li>• Ability to hear and analyse in real-time the precise elements of speech production and language output.</li> <li>• Ability to develop hypotheses about the intended action implied by various patterns of speech, language and silence.</li> </ul>
<p><b>3. Interpersonal Communication Skills</b></p>
<p><b>Inherent Requirement</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul>
<p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>• 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 to solve problems and communicate knowledge and understanding of relevant subject matter effectively.</li> </ul>
<p><b>Examples</b></p> <ul style="list-style-type: none"> <li>• Communicating respectfully with people of different gender, sexuality and age, and from diverse cultural, religious, socio-economic and educational backgrounds.</li> <li>• Establishing rapport with clients during assessment and intervention activities;</li> <li>• Responding appropriately to requests from patients, supervisors and other health professionals in the clinical setting.</li> <li>• Cultural competence, sensitivity and willingness to work with individuals in a complex and diverse Australian educational setting – including use of qualified interpreters where there is no shared language with the client.</li> </ul>

<p><b>Behavioural Stability</b></p>
<p><b>Inherent Requirement</b></p> <ul style="list-style-type: none"> <li>• Behaviour that is adaptable to effectively manage changing situations sufficiently to maintain academic and professional relationships to acceptable community standards.</li> </ul>
<p><b>Rationale</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul>
<p><b>Examples</b></p> <ul style="list-style-type: none"> <li>• Reflecting on practice and responding appropriately to constructive feedback.</li> <li>• 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 patient).</li> </ul>

- Managing own work schedule to maximise safety, efficiency and effectiveness.

## Sensory Skills

### Inherent requirement

- Sufficient sensorimotor skills including visual, auditory and tactile acuity to function within the speech pathology scope of practice.

### Rationale

- Speech-language pathology requires visual, auditory and tactile acuity in order to consistently provide safe and effective care through ability to recognize and minimise the risk of harm to self and others.
- Speech Pathology required auditory acuity in order to analyse spoken interaction in real time.
- Speech pathology requires visual acuity in order to recognize and analyse non-verbal aspects of communication.

### Examples

- Observation of non-verbal clients interacting with people and objects in the real-world.
- Evaluating client attempts to communicate using diverse modes of communication.
- Identifying potential barriers and facilitators in the natural environment of someone who has difficulty communicating.

## 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 process information from various sources, in real time, when working with clients.

## 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

- ICT are now routine elements of everyday interactions between people and technology use can be the primary focus of assessment and intervention for some clients.
- Competent ICT skills are essential to successfully access, apply and communicate information in diverse models of service delivery.

### Examples

- Using online meeting tools effectively.
- Evaluating and using various AAC devices.
- Managing audio-visual data created in the course of assessment and treatment sessions.
- Being able to use diverse ICT platforms to participate in professionally relevant 'communities of practice'.
- Creating electronic medical records.
- Developing accessible resources for clients.
- Researching electronic journals and submitting assignments online.

## Sustainable Performance

### Inherent requirements

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

### Rationale

- Tasks must be completed consistently and with respect to industry or workplace defined timeframes.

### Examples

- Transcribes audio-visual data using principles of conversation analysis.
- Writes up observations on the same day they occur.
- Writes assessment reports within 48 hours of completing assessment.