



Doctor of Medicine (MD) Inherent Requirements

Medicine is a fundamental clinical health care discipline that provides a broad spectrum of professional and clinical expertise for the safe management of patients, education and research. University training of medical professionals occurs via Commonwealth Supported Places, with the reasonable expectation from the community that this investment results in appropriately trained professionals who are capable of delivering high quality care in accord with the Medical Board of Australia guidelines “Good Medical Practise: A Code of Conduct of the Doctors in Australia”. It is also the case that Deakin University aspires to graduate students who are competent and have the ability to lead in their chosen profession.

Medicine is a challenging and rewarding profession that asks the professional to ensure safe, compassionate and effective care for patients. Increasingly, a focus of patient safety is emphasised with much evidence of an inherent link to wellbeing and health of the professionals themselves. Student welfare is considered central to the ongoing professional development of our current and graduated students. However, the School recognises and acknowledges the critical responsibility to public safety in health care provided by our students and graduates. It is therefore essential that all students who enter the Doctor of Medicine (MD) are able to progress through all 4 years, ensuring they are able to demonstrate and practise safe, effective and compassionate behaviour, skills and attitudes.

The Deakin University School of Medicine (SoM) has developed Inherent Requirements (IR) to ensure students are able to achieve the outcomes necessary to graduate as confident practitioners who deliver safe high quality care to the community. This document has been developed in consultation with Deakin Equity and Diversity and the University legal department. The Medical Deans Australia and New Zealand “Inherent requirement for studying medicine in Australian and New Zealand” (2015)¹ has been used as a source document and includes recommendations from the Higher Education Occupational Physicians (HEOPS)/ Practitioners: Medical students – standard of medical fitness to train². The School supports the rights of all people who wish to pursue a career in Medicine and is committed to making adjustments to teaching and learning, assessment and clinical practice to assist students with disabilities to achieve their goals, where reasonable and within the expectation of both the medical and wider communities.

The following statements describe the inherent requirements for successful admission and progression through the MD. The inherent requirements outlined below provide a guide for both students and staff when deciding whether you are able to meet these requirements, and the type of reasonable adjustments that could be put in place to allow you to complete the course without compromising the academic integrity of the course.

¹ Inherent Requirements Working Group. MDANZ (2015). <http://www.medicaldeans.org.au/projects-activities/other-activities/medical-education-collaboration-committee/>

² http://www.heops.org.uk/HEOPS_Medical_Students_fitness_standards_2013_v10.pdf



During the academic and clinical components of the medical course, students are required to attend seminars, classes, laboratory practicals, simulation sessions and clinical placements with periods of clinical training taking place in mixed gender environments, in a variety of private and public health service sites throughout Victoria. Attendance is required, and in some cases is compulsory, for these teaching and learning activities. During clinical placements, a component of the curriculum is delivered on-line. Students must pass written and clinical examinations in key professional and clinical skills areas before they are allowed to transfer their learning to clinical practice in a clinical placement setting. They are then assessed and required to demonstrate competency in all major areas of professional and clinical practice across a wide range of examinations and advanced skills experiences before they are eligible to apply for registration as a medical practitioner by the Australian Health Practitioner Regulation Agency through the Medical Board of Australia. The combined academic and clinical learning model prepares students for these examinations that assess scientific and clinical knowledge, clinical and communication skills, and professional attitudes and behavior.

There are a number of capabilities considered essential to complete the course and register for practice as a registered medical practitioner. Students and potential students should also be aware of the Mandatory Notification requirement placed upon educational providers by Section 143 of the Australian Health Practitioner Regulation National Law. This requirement mandates that the School of Medicine report any students to the National Agency (AHPRA) if they feel they have an impairment that in the course of clinical training may place the public at substantial risk of harm.

How to read the requirements³

If you are intending to enrol in the Deakin University MD you should look at these inherent requirement statements and think about whether you may experience challenges in meeting them. If you think you may experience challenges related to your disability, chronic health condition or any other reason, you should discuss your concerns with a campus Disability Resource Centre or the SoM staff, such as the Deputy Head of School or MD Course Director. 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 course information and Medical Board of Australia (MBA) publications such as Guidelines for Mandatory Notifications and Good Medical Practice – A Code of Conduct for Doctors in Australia.

The inherent requirements are categorised under the headings of the course learning outcomes for medical programs produced by the Australian Medical Council⁴.

³ Deakin University School of Medicine would like to acknowledge the work by University of Western Sydney School of Medicine in development and organization of these inherent requirements.

⁴ <http://www.amc.org.au/joomla-files/images/Accreditation/FINAL-Standards-and-Graduate-Outcome-Statements-20-December-2012.pdf> (accessed 2015)



Each inherent requirement is made up of the following five levels:

Level 1 – introduction to the inherent requirement

Level 2 – description the inherent requirement

Level 3 – explanation of why this is an inherent requirement of the course

Level 4 – the nature of any adjustments that may be made to allow you to meet the requirement

Level 5 – examples of things you must be able to do to show you've met the requirement



DOMAIN 1

SCIENCE AND SCHOLARSHIP: THE MEDICAL GRADUATE AS SCIENTIST AND SCHOLAR

On entry to professional practice, Australian and New Zealand graduates are able to:

- 1.1 Demonstrate an understanding of established and evolving biological, clinical, epidemiological, social, and behavioural sciences.
- 1.2 Apply core medical and scientific knowledge to individual patients, populations and health systems.
- 1.3 Describe the aetiology, pathology, clinical features, natural history and prognosis of common and important presentations at all stages of life.
- 1.4 Access, critically appraise, interpret and apply evidence from the medical and scientific literature.
- 1.5 Apply knowledge of common scientific methods to formulate relevant research questions and select applicable study designs.
- 1.6 Demonstrate a commitment to excellence, evidence based practice and the generation of new scientific knowledge.

MD inherent requirements - Knowledge and Cognitive Skills

1. Consistent and effective knowledge and cognitive skills must be demonstrated to provide safe and competent medical care.
2. Student demonstrates:
 - Capacity to locate appropriate and relevant information
 - Ability to process information relevant to practice
 - Ability to integrate and implement knowledge in practice
3. Justification of inherent requirement:
Safe and effective delivery of medical care is based on comprehensive knowledge that must be sourced, understood and applied appropriately
4. Adjustments must ensure that a clear demonstration of knowledge and cognitive skills is not compromised or impeded.
5. Exemplars:
 - Ability to conceptualise and use appropriate knowledge in response to academic assessment items
 - Appropriately applying knowledge of policy and procedures in the clinical setting
 - Ability to practice clinical reasoning skills using appropriate knowledge



- Demonstration of clinical reasoning skills in time pressured environment to ensure safe patient care

MD inherent requirements - Literacy (language)

1. Competent literacy skills are essential to provide safe and effective delivery of medical care.
2. Student demonstrates:
 - Ability to accurately acquire information and convey appropriate, effective messages
 - 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, diagnosis, treatment and delivery of care
 - The ability to read, interpret and comprehend multiple sources of information is fundamental for safe and effective delivery of medical care
4. Adjustments to address literacy issues must meet accuracy, clarity and availability requirements and demonstrate a capacity to effectively comprehend, apply and communicate information in a timely manner.
5. Exemplars:
 - Conveying a spoken message accurately and effectively in a clinical setting
 - Demonstrate ability to convey important information to peers and supervisors to ensure safe patient care
 - Paraphrasing, summarising and referencing in accordance with appropriate academic conventions in assignments
 - Producing accurate, concise and clear medical documentation which meets legal requirements

MD inherent requirements - Numeracy

1. Competent and accurate numeracy skills are essential for safe and effective patient care.
2. Student interprets and correctly applies data, measurements and numerical criteria.
3. Justification of inherent requirement:
 - Competent application of numeracy skills is essential in medicine to facilitate the safe and effective delivery of medical care
 - Organisation and time management skills are essential for medical students to reduce and manage stress and work load
4. Adjustments must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner.



5. Exemplars:

- Performing accurate drug calculations
- Demonstrate accurate interpretation of patient's fluid balance status
- Know timing for distances and travel in ensuring punctuality for placement



DOMAIN 2

CLINICAL PRACTICE: THE MEDICAL GRADUATE AS PRACTITIONER

On entry to professional practice, Australian and New Zealand graduates are able to:

- 2.1 Demonstrate by listening, sharing and responding, the ability to communicate clearly, sensitively and effectively with patients, their family/carers, doctors and other health professionals.
- 2.2 Elicit an accurate, organised and problem-focussed medical history, including family and social occupational and lifestyle features, from the patient, and other sources.
- 2.3 Perform a full and accurate physical examination, including a mental state examination, or a problem-focused examination as indicated.
- 2.4 Integrate and interpret findings from the history and examination, to arrive at an initial assessment including a relevant differential diagnosis. Discriminate between possible differential diagnoses, justify the decisions taken and describe the processes for evaluating these.
- 2.5 Select and justify common investigations, with regard to the pathological basis of disease, utility, safety and cost effectiveness, and interpret their results.
- 2.6 Select and perform safely a range of common procedural skills.
- 2.7 Make clinical judgements and decisions based on the available evidence. Identify and justify relevant management options alone or in conjunction with colleagues, according to level of training and experience.
- 2.8 Elicit patients' questions and their views, concerns and preferences, promote rapport, and ensure patients' full understanding of their problem(s). Involve patients in decision-making and planning their treatment, including communicating risk and benefits of management options.
- 2.9 Provide information to patients, and family/carers where relevant, to enable them to make a fully informed choice among various diagnostic, therapeutic and management options.
- 2.10 Integrate prevention, early detection, health maintenance and chronic condition management where relevant into clinical practice.
- 2.11 Prescribe medications safely, effectively and economically using objective evidence. Safely administer other therapeutic agents including fluid, electrolytes, blood products and selected inhalational agents.
- 2.12 Recognise and assess deteriorating and critically unwell patients who require immediate care. Perform common emergency and life support procedures, including caring for the unconscious patient and performing CPR.



- 2.13 Describe the principles of care for patients at the end of their lives, avoiding unnecessary investigations or treatment, and ensuring physical comfort including pain relief, psychosocial support and other components of palliative care.
- 2.14 Place the needs and safety of patients at the centre of the care process. Demonstrate safety skills including infection control, graded assertiveness, adverse event reporting and effective clinical handover.
- 2.15 Retrieve, interpret and record information effectively in clinical data systems (both paper and electronic).

MD inherent requirements - Verbal Communication

1. Effective and efficient verbal communication, in English, is an essential requirement to provide safe delivery of care. HEOPS promulgate the requirement to be understood at 3 m in a quiet room.
2. Student demonstrates:
 - 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
 - Speak English clearly
 - Timely clear feedback and reporting
3. Justification of inherent requirement: Adequate communication with patients is essential to the diagnosis and management process in medicine
 - Communication may be restricted to verbal because of physical limitations of the individual for whom the doctor is caring (e.g. injury, disease or congenital conditions)
 - Speed and interactivity of communication is critical for patient safety and treatment
 - Timely, accurate and effective delivery of instructions is critical to patient safety, treatment and management
4. Adjustments for impaired verbal communication must address effectiveness, timeliness, clarity and accuracy issues to ensure patient safety.
5. Exemplars:
 - Participating in tutorial, simulation and clinical discussions
 - Responding appropriately to a care request in the clinical environment
 - Demonstrating accurate and timely transmission of information necessary for effective team work and collaboration



MD inherent requirements - Non-verbal Communication

1. Effective non-verbal communication is fundamental to medicine and needs to be respectful, clear, attentive, empathetic, honest and non judgemental.
2. Student demonstrates:
 - The capacity to recognise, interpret and respond appropriately to behavioural cues
 - Consistent and appropriate awareness of own behaviours
 - Sensitivity to individual difference
3. Justification of inherent requirement:
 - The ability to observe and understand non-verbal cues assists with building a rapport with people and gaining their trust and respect in academic and professional relationships
 - Displaying consistent and appropriate awareness of non-verbal behaviours e.g. facial expressions, eye contact, being mindful of space, time boundaries and body movements and gestures promotes trust in academic and professional relationships
 - Being sensitive to individual differences, display 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 patient symptoms and reactions to facilitate the diagnosis and treatment of patients
4. Adjustments must maintain the capacity to recognise, respond to or initiate effective non-verbal communication or its equivalent in a timely and appropriate manner.
5. Exemplars:
 - Recognising and responding appropriately in classroom situations
 - Recognising and responding appropriately to cues in the clinical environment
 - Demonstrate respectful attitudes to patients, their significant others and staff
 - Demonstrate respectful attitudes to faculty staff, fellow students and colleagues

MD inherent requirements - Written Communication

1. Effective written communication is a fundamental medical responsibility with professional and legal ramifications.
2. Student demonstrates capacity to construct coherent and contemporaneous written communication appropriate to the circumstances. This includes the ability to record and communicate their thoughts.
3. Justification of inherent requirement:
 - 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 patient notes, is vital to provide consistent and safe patient care



- Contemporaneous written communication, including record keeping and patient notes, is vital to provide consistent and safe patient care
4. Adjustments must meet necessary standards of clarity, accuracy, accessibility, transferability and portability to ensure effective recording and transmission of information in both academic and clinical settings.
 5. Exemplars:
 - Constructing an essay to academic standards
 - Constructing a medical report in a timely manner that meets professional standards
 - Composing a written publication for peer reviewed journal
 - Adhering to necessary record keeping requirements for clinical and other placements

MD inherent requirements - Visual Sensory Ability

1. Adequate visual acuity is required to provide safe and effective medical care. HEOPS identify a visual acuity with maximal correction of N8 and/or 6/18 (or better) is required for the practice of medicine.
2. Student demonstrates sufficient visual acuity to perform the required range of skills.
3. Justification of inherent requirement:
 - Sufficient visual acuity is necessary to demonstrate the required range of skills, through the performance of relevant tasks and assessments whilst maintaining consistent, accurate and safe care to self and others
 - Visual observations, examination and assessment are fundamental to safe and effective medical practice
4. Adjustments must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of a Vision Impairment must be effective, consistent and not compromise treatment or safety. Students who do not meet requirements may require assessment by an ophthalmologist.
5. Exemplars:
 - Accurately preparation, dosage and administration of medication
 - Observing and detecting subtle changes in patient's response to medical procedures
 - Observing patients in light variability throughout the 24 hour time period
 - Sufficient visual acuity to perform the required range of skills including
 - Reading small print on ampoules or similar
 - Reading a monitor across a bed
 - Responding to visual alarms
 - Removal of foreign body
 - Suturing



MD inherent requirements - Auditory Sensory Ability

1. Adequate auditory ability is required to provide effective and safe medical care. HEOPS identify a student, wearing functional hearing aids (if required), should demonstrate
 - The ability to understand a human voice at 1m.
 - Less than 40 db loss across speech frequencies.
2. Student demonstrates sufficient aural function to undertake the required range of tasks.
3. Justification of inherent requirement:
 - Sufficient auditory ability is necessary to monitor, assess and manage patient health needs consistently and accurately
 - Auditory assessments and observations are fundamental to safe and effective medical practice
 - Sufficient auditory ability is necessary to contribute to team based learning activities and multidisciplinary meetings in health care
4. Adjustments must address the need to perform the full range of tasks involved in clinical practice. Any strategies to address the effects of Hearing Impairment must be effective, consistent and not compromise treatment or safety.
5. Exemplars:
 - Accurately detecting heart sounds by auscultation
 - Work effectively in emergency situation
 - Accurately undertaking a blood pressure measurement by auscultation
 - Engaging effectively in team-based activities where a number of people may be talking
 - Accurately hearing patients response e.g. to pain or discomfort during a physical examination

MD inherent requirements - Tactile Sensory Ability

1. Sufficient tactile ability is required to perform competent and safe medical care.
2. Student demonstrates sufficient tactile function to undertake the required range of skills and assessments.
3. Justification of inherent requirement:
 - Sufficient tactile ability is necessary to monitor, assess and detect patients' physical characteristics and act on any abnormalities detected to provide safe and appropriate medical care
 - Tactile assessments and observations are fundamental to safe and effective medical practice
4. Adjustments must have the capacity to make effective assessments of physical characteristics and abnormalities within safe time frames.
5. Exemplars:
 - Detecting any changes in circulation observations e.g. temperature and pulse palpation
 - Conducting a physical assessment and detecting any anatomical abnormalities



- Palpation of surface anatomy

MD inherent requirements - Gross Motor Skills

1. Utilisation of appropriate gross motor skills is required in medicine to undertake appropriate clinical care.
2. Student demonstrates the ability to perform gross motor skills to function within scope of practice.
3. Justification of inherent requirement:
Sufficient gross motor skills are necessary to perform, coordinate and prioritise care. Tasks that involve gross motor skills include lifting, carrying, pushing, pulling, standing, twisting and bending. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others
4. Adjustments must facilitate functional effectiveness, safety of self and others and a capacity to provide appropriate care.
5. Exemplars:
 - Undertaking emergency basic and advanced life support over an extended time period
 - Performing a physical assessment such as percussion and/or palpation of body parts
 - Ensuring patient physical safety in difficult situations including but not limited to seizures, unconsciousness, anaesthetized.
 - Must be able to attend emergencies when required

MD inherent requirements - Fine Motor Skills

1. Medicine is a profession that requires manual dexterity and possession of fine motor skills is fundamental in providing adequate clinical care.
2. Student demonstrates the ability to use fine motor skills to provide safe effective diagnosis, treatment and clinical care.
3. Justification of inherent requirement:
Sufficient fine motor skills are necessary to perform, coordinate and prioritise care. Tasks that include fine motor skills include being able to grasp, press, push, turn, squeeze and manipulate various objects and individuals. Students must be able to demonstrate and perform these tasks consistently and safely to reduce the risk of harm to self and others
4. Adjustments must facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care.
5. Exemplars:
 - Manipulating instruments in diagnostic procedures
 - Performing treatment techniques e.g. cannulation and/ or venipuncture
 - Assist in emergency situations e.g. drug preparation, surgical assisting, intubation



MD inherent requirements - Sustainable Performance

1. Medical practice requires both physical and mental performance at a consistent and sustained level to meet individual needs over time.
2. Student demonstrates:
 - Consistent and sustained level of physical energy 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 in a 24 hour time period
 - The ability to undertake the course as a full time student
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 care without compromise
4. Adjustments must ensure that performance is consistent and sustained over a given period.
5. Exemplars:
 - Participating in tutorials, lectures, skills throughout the day
 - Providing consistent care over a negotiated time frame
 - Demonstrating time management skills for personal and professional life
 - Ability to maintain concentration and prioritising skills with multiple requirements in the academic and clinical environment
 - Undertaking emergency basic and advanced life support over an extended time period

MD inherent requirements – Interruptions to consciousness

1. Medical practice requires the student to be conscious and aware at all times when interacting with patients. Unexpected interruptions to consciousness place patients at risk.
2. Student demonstrates:
 - No risk to interruptions of consciousness that would present a risk to patients.
 - The ability to maintain consciousness during times of stress including busy shifts, operating theatre, resuscitations scenarios.
 - Control of interruptions to consciousness due to an on-going or chronic condition including epilepsy, diabetes, narcolepsy and repetitive fainting.
4. Justification for the inherent requirement
 - Control of interruptions to consciousness is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective patient care without compromise.
 - Adjustments must facilitate functional effectiveness, safety to self and others and a capacity to provide appropriate care. Adjustments will require careful assessment and treatment to ensure the School can advocate the student is a safe practitioner.



5. Exemplars:

- Participating in tutorials, lectures, skills throughout the day
- Ability to maintain concentration during written and clinical assessment tasks
- Providing consistent care over a negotiated time frame
- Ability to maintain concentration and prioritising skills with multiple requirements in the academic and clinical environment
- Undertaking emergency basic and advanced life support over an extended time period
- Perform simulated clinical skills scenarios with sustained consciousness



DOMAIN 3

HEALTH AND SOCIETY: THE MEDICAL GRADUATE AS A HEALTH ADVOCATE

On entry to professional practice, Australian and New Zealand graduates are able to:

- 3.1 Accept responsibility to protect and advance the health and wellbeing of individuals, communities and populations.
- 3.2 Explain factors that contribute to the health, illness, disease and success of treatment of populations, including issues relating to health inequities and inequalities, diversity of cultural, spiritual and community values, and socio-economic and physical environment factors.
- 3.3 Communicate effectively in wider roles including health advocacy, teaching, assessing and appraising.
- 3.4 Understand and describe the factors that contribute to the health and wellbeing of Aboriginal and Torres Strait Islander peoples and/or Māori, including history, spirituality and relationship to land, diversity of cultures and communities, epidemiology, social and political determinants of health and health experiences. Demonstrate effective and culturally competent communication and care for Aboriginal and Torres Strait Islander peoples and/or Māori.
- 3.5 Explain and evaluate common population health screening and prevention approaches, including the use of technology for surveillance and monitoring of the health status of populations. Explain environmental and lifestyle health risks and advocate for healthy lifestyle choices.
- 3.6 Describe a systems approach to improving the quality and safety of health care.
- 3.7 Understand and describe the roles and relationships between health agencies and services, and explain the principles of efficient and equitable allocation of finite resources, to meet individual, community and national health needs.
- 3.8 Describe the attributes of the national systems of health care including those that pertain to the health care of Aboriginal and Torres Strait Islander peoples and/or Maori.
- 3.9 Demonstrate an understanding of global health issues and determinants of health and disease including their relevance to health care delivery in Australia and New Zealand and the broader Western Pacific region.

See statements relating to Verbal Communication and Written Communication



DOMAIN 4

PROFESSIONALISM AND LEADERSHIP: THE MEDICAL GRADUATE AS A PROFESSIONAL AND LEADER

On entry to professional practice, Australian and New Zealand graduates are able to:

- 5.1 Provide care to all patients according to “Good Medical Practice: A Code of Conduct for Doctors in Australia” and “Good Medical Practice: A Guide for Doctors” in New Zealand.
- 5.2 Demonstrate professional values including commitment to high quality clinical standards, compassion, empathy and respect for all patients. Demonstrate the qualities of integrity, honesty, leadership and partnership to patients, the profession and society.
- 5.3 Describe the principles and practice of professionalism and leadership in health care.
- 5.4 Explain the main principles of ethical practice and apply these to learning scenarios in clinical practice. Communicate effectively about ethical issues with patients, family and other health care professionals.
- 5.5 Demonstrate awareness of factors that affect doctors’ health and wellbeing, including fatigue, stress management and infection control, to mitigate health risks of professional practice. Recognise their own health needs, when to consult and follow advice of a health professional and identify risks posed to patients by their own health.
- 5.6 Identify the boundaries that define professional and therapeutic relationships and demonstrate respect for these in clinical practice.
- 5.7 Demonstrate awareness of and explain the options available when personal values or beliefs may influence patient care, including the obligation to refer to another practitioner.
- 5.8 Describe and respect the roles and expertise of other health care professionals, and demonstrate ability to learn and work effectively as a member of an Inter-professional team or other professional group.
- 5.9 Self-evaluate their own professional practice; demonstrate lifelong learning behaviours and fundamental skills in educating colleagues. Recognise the limits of their own expertise and involve other professionals as needed to contribute to patient care.
- 5.10 Describe and apply the fundamental legal responsibilities of health professionals especially those relating to ability to complete relevant certificates and documents, informed consent, duty of care to patients and colleagues, privacy, confidentiality, mandatory reporting and notification. Demonstrate awareness of financial and other conflicts of interest.



MD inherent requirements - Ethical Behaviour

1. Medicine is a profession governed by codes, guidelines and policies where practitioners are both accountable and responsible for ensuring professional behaviour in all contexts.
2. Student demonstrates knowledge of, and engages in ethical behaviour in practice.
 - A student can behave ethically at all times including times of stress
 - Satisfactorily complete the required Criminal Record Check and self declaration
3. Justification of inherent requirement:
Compliance with the codes, guidelines and policies facilitates safe, competent interactions and relationships for students and/or the people with which they engage. This includes engagement with colleagues, peers and staff. This ensures the physical, psychological, emotional and spiritual wellbeing of individuals are not placed at risk.
4. Adjustments must not compromise codes, guidelines and policies or result in unethical behaviour.
5. Exemplars:
 - Complying with academic and non-academic misconduct policies
 - Demonstrating appropriate behaviour with confidential information in classroom and clinical settings
 - Demonstrate respect for staff and colleagues
 - Ability to work effectively in teams
 - Demonstrate professional behaviour in on-line environment

MD inherent requirements – Monitor and manage own health

1. Behavioural stability is required to function and adapt effectively and sensitively in a demanding role. This involves the medical student's ability to monitor and manage their own health.
2. Student demonstrates behavioural stability to work constructively in a diverse and changing academic and clinical environment.
 - Students are expected to display the resilience and flexibility to satisfactorily deal with the demands of being a medical student.
 - Students are expected to monitor their own health and behaviour and to seek help when required.
3. Justification of inherent requirement:
Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Medical students will be exposed to emergency situations and human suffering and will be required to have behavioural stability to manage these events objectively and professionally.
4. Adjustments must support stable, ongoing, effective and professional behaviour in both academic and clinical settings.



5. Exemplars:

- Being receptive and responding appropriately to constructive feedback
- Coping with own emotions & behaviour effectively when dealing with individuals in the clinical setting
- Coping with own emotions and behaviour effectively when dealing with multiple demands in assessment and completing work
- Demonstrating professional responsibility to ensure self-care of any health issues

MD inherent requirements - Legal

1. Medical practice is mandated by specific legislation to enable the safe delivery of care.

2. Student demonstrates knowledge and compliance with Australian Law, professional regulations and scope of practice.

3. Justification of inherent requirement:

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

4. Adjustments must be consistent with legislative and regulatory requirements.

5. Exemplars:

- Responding to the requirement for student registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Complying with relevant child protection and safety legislation
- Complying to legal requirements for privacy of patient information including on-line environment and clinical photography
- Complying with legal requirements for impairment notification to AHPRA



School of Medicine Policies and Procedures

Infectious Diseases

Students and medical practitioners are a potential source of infection for patients and colleagues, particularly for immune-compromised patients. Deakin University School of Medicine has developed an Infectious Diseases Policy to reduce this risk. All students are required to sign a statement that they will adhere to this policy as a condition of entry into the MD. The main features of the policy are:

- adherence to infection control procedures, including hand-washing, aseptic technique, disposal of sharps and clinical waste, use of single-use only equipment, sterilisation and disinfection of re-usable equipment, use of personal protective equipment and managing patients in various forms of isolation.
- compliance with an immunisation program against diphtheria, tetanus, polio, pertussis, measles, mumps, rubella (German measles), varicella (chicken pox), hepatitis A, hepatitis B and influenza.
- testing for hepatitis B, hepatitis C and Human Immunodeficiency Virus (HIV).
- for students who are infected with a blood-borne virus, mandatory consultation with a specialist medical practitioner to assess their medical condition and determine which clinical activities they can perform within accepted professional standards. Confidential advice may be sought from the Medical Radiation Practice Board of Australia, which may impose restrictions on course-related activities and medical imaging practice.
- adherence to University and health service protocols following exposure to blood or other body fluids.

The Infectious Diseases Policy is available from the School of Medicine.

Medical Practice Board of Australia Registration Declarations

On completion of the course, students wishing to register to practise as a medical practitioner will be required to sign a declaration pertaining to their character and capacity to practise in a safe manner. Failure to be able to sign this declaration, or the making of a false declaration, may result in the individual being unable to register and practise. Students should therefore ensure that they are able to sign and comply with all aspects of the declaration that can be found at the website of the Medical Board of Australia (MBA): <http://www.medicalboard.gov.au/>

When applying for registration, the MBA requires students to address the following key areas, as well as academic requirements and other areas on the declaration form.

Criminal history

MBA requires students to declare **any** criminal history and provide details about this requirement when they submit their paperwork.

Criminal history includes:

- every conviction of a person for an offence



- every plea of guilty or finding of guilt by a court of the person for an offence, whether or not a conviction is recorded for the offence , and
- every charge made against the person for an offence.

Examples of offences that require disclosure are provided by the MBA in its documents 'Criminal history registration standard' and 'Graduate Registration: what you need to know'. Further confidential advice may be obtained by contacting the Medical Board of Australia at <http://www.medicalboard.gov.au/>

English Language requirement

All graduates must meet the English language standard prior to general or provisional registration and supervised practice. Details are set out in the MBA's 'English Language Skills Registration Standard' at <http://www.medicalboard.gov.au/>

When completing the registration application form students are asked:

Did you undertake and complete your secondary education, in English, in one of the countries listed (ie. New Zealand, Canada, Ireland, UK, USA & South Africa)?

Answering 'YES' to this question and signing the application is a legal declaration that students have undertaken and completed their secondary education in English. The Board has the power to take immediate action where registration has been obtained based on false or misleading information.

If their secondary education was not completed in English students may be required to undertake an IELTS or other test.