Inherent Requirements for Veterinary Medicine

To assist students to make informed choices about their study, we have identified and set out below the Inherent Requirements for coursework award courses in Veterinary Medicine.

The University of Sydney welcomes and encourages applications from students with disabilities, and from diverse social and cultural backgrounds. Where there are physical, intellectual, cultural, religious or other factors that impact on a student's ability to meet the inherent requirements, the University will make reasonable adjustments to assist the student to meet the requirements.

To successfully complete their award course, students must meet the academic requirements set out in the Faculty and course resolutions – these are set out in the Faculty handbook.

In addition, students in all courses are required to comply with Australian laws and University rules and policies, including the *Code of Conduct for Students*. The University of Sydney upholds the academic standards of each degree and discipline so that all students graduate with the skills and knowledge expected of a graduate of the award conferred.

With appropriate supports and reasonable accommodations, students must be able to carry out the list of inherent requirements described below, in order to successfully complete the veterinary medicine course.

Communication tasks

1. Comprehend spoken English delivered at conversational speed (including in noisy environments, such as veterinary clinics and classrooms).
2. Differentiate sound across a wide spectrum of tone, pitch and volume (including distinguishing speech, background noise, alarms and monitors).
   E.g. perform cardiac auscultation
3. Understand and respond to verbal communications accurately, appropriately and in a timely manner.
   E.g. respond appropriately to a care request in the clinical environment
4. Communicate clearly, audibly and intelligibly in English.
   E.g. conduct a field interview
5. Actively participate in group discussions. *E.g. case discussion*
6. Read and comprehend information presented in a variety of standard formats.
   E.g. handwritten clinical notes, test results, graphical formats such as charts, journal articles and access digital information.
7. Record information accurately and make coherent notes.
   E.g. patient notes, case reports, laboratory and/or field data collection
8. Perceive non-verbal communication from others (peers, patients and their owners) and respond appropriately (in context).
   E.g. patient in pain or distress, owner in distress
9. Communicate respectfully with people of different gender, sexuality and age, and from diverse cultural, religious, socio-economic and educational backgrounds.
   Veterinary medicine students treat and provide preventative care for animals owned by people across the lifespan and from a wide range of cultural and linguistic backgrounds. Students must be able to understand and appreciate the wide range of cultural perspectives on animal ownership and use.

Observation/sensory tasks

1. Assess patient appearance, behaviour, posture and movement.
   E.g. observe and recognise behavioural signals of stress, perform an assessment of the way

an animal moves

2. Monitor the broader practice environment (including observing multiple patients, co-workers and events simultaneously).
3. Judge the quality of images produced, having sufficient visual acuity to allow for distinction of optical contrast, low contrast and small image details.
   E.g. interpret radiographs and digital medical images
4. Have sufficient visual acuity to identify and interpret results of many diagnostic tests, via direct observation and microscopic examination.
   E.g. examine tissue sections and smears via light microscope

Physical tasks

1. Gather and interpret information through touch.
   E.g. ability to distinguish changes in both hard and soft tissue, perform cattle pregnancy diagnosis via rectal examination
2. Physically restrain and examine a wide variety of species including large and small animals. This includes cats, dogs, guinea pigs, rabbits, ferrets, rodents, cattle, sheep, horses, poultry, pigs, aviary birds, exotic pets, Australian native wildlife, etc.
   E.g. put a halter on a horse and lead for examination, lift a small to medium sized dog onto an examination table, capture and restrain a chicken for examination, herd pigs from one pen or area to another
3. Cleanse hands and forearms using disinfecting products.
   This is a work health and safety and patient safety requirement.
4. Wear clothing and masks designed to minimise the spread of infection and protect the wearer from infection or other hazards.
   This is a work health and safety and patient safety requirement.
5. Meet initial and ongoing immunisation requirements.
   It is compulsory for students to be immunised for Q fever before entering the course and to maintain a current tetanus immunisation. Other immunisations may be required for some placements. Detail is available on our website:
   http://sydney.edu.au/vetscience/dvm/vaccinations.shtml
6. Independently manipulate and carry instruments, materials and equipment necessary for clinical care.
7. Effectively manipulate small objects.
   Have the manual dexterity to perform a range of skills during patient care and in a laboratory setting which include cutting, extending, pinching, pulling and twisting skills. E.g. place an intravenous catheter
8. Maintain a standing position while using both upper limbs to perform a task.
   E.g. physical examination of a large animal species such as a cow
9. Effectively manoeuvre around equipment and in confined spaces.
   E.g. within a box stall containing a horse and other veterinary and technical staff to administer general anaesthetic, or when examining an animal held within a cattle crush
10. Work, including sitting, standing and walking for prolonged periods (e.g. 3-4 hours).
    E.g. providing patient care in the clinical setting, while scrubbed in for surgery, providing patient care on-farm.
11. Attend clinical or practicum placements in a range of physical settings, including clinics, farms and abattoirs, in a range of geographical locations (e.g. urban, rural) and for the required number of hours.
    Participation in both intramural and extramural placements on farms, clinics and abattoirs is an accreditation requirement. Students may work outdoors, be exposed to a variety of weather conditions and work in areas with uneven ground or uncertain footing. Students may be required to undertake regular shift and weekend work.

Intellectual tasks

1. Gather, comprehend and organise information.
2. Integrate theory and knowledge from various sources.
3. Develop options and assess and compare their respective merits.
4. Accurately recall information without reference.
   E.g. patient observations, to provide a summary of clinical details for discussion with the supervising Clinical Educator.
5. Accurately undertake arithmetic calculations.
   E.g. determine medication dosages.
6. Engage in scientific and clinical reasoning.
7. Engage in rational and ethical reasoning.
   E.g. give consideration to owner preferences and financial constraints alongside animal welfare in developing treatment plans
8. Understand another person's perspective.
9. Complete clinical tasks in a safe and reasonable time frame.
10. Maintain a sufficient level of concentration to focus on an activity to completion.

Interpersonal and social interactions

1. Participate in compulsory procedures, including those that you may have personal or ethical objections to, or that you find confronting. These include:
   - participating in farm management and animal husbandry procedures across the major and emerging animal industries including procedures, such as tail docking of lambs;
   - observing, assisting or performing humane animal slaughter, both religious and conventional, in accordance with local laws and customs;
   - speying and neutering animals;
   - observing, assisting, performing reproductive procedures including pregnancy diagnosis, semen collection, artificial insemination, embryo manipulation, mating and assisting with birthobserving, assisting or performing humane euthanasia of animals; and
   - interacting with animal cadavers and cadaveric specimens, including anatomy dissections, post-mortem examinations and as part of surgical training
2. Control the expression of his or her own emotions.
   E.g. give priority to patient care regardless of your own feelings.
3. Work effectively in the face of uncertainty and adapt to changing environments.
   E.g. learn to make and justify decisions based on the available information, which may be incomplete; recognise and keep up with the changes that constantly occur in the organisation and delivery of animal health care.
4. Accept responsibility that is given to you and be accountable for your actions, appropriate to your level of training.
5. Manage your own physical and mental health effectively.
   This includes seeking help and/or notifying others if your physical and/or mental health is impaired.
6. Respect personal and professional boundaries.
   As veterinary professionals, students must possess the ability to manage appropriate relationships with clients and colleagues.
7. Dress appropriately and safely for the clinical workplace, farm and other professional environments.
   This is a professional expectation and work health and safety requirement.
8. Recognise interpersonal conflict and appropriately negotiate the difficulties that it may create.

Students must be able to work within a team to deliver appropriate care for patients in a professional environment.

9. Ensure that your own motives, attitudes and behaviours do not adversely affect patients/clients.
   Patient-focused treatment must be delivered by students for all patients assigned to their care. Students must be able to communicate effectively the full range of treatment options with owners of animals under their care.

FREQUENTLY ASKED QUESTIONS

Why have a list of Inherent Requirements for Veterinary courses?

We think it's important for students to be aware of the inherent requirements they will need to meet in university subjects and courses. This information enables prospective students to make informed decisions about their subject and career choices. In the case of Veterinary Medicine and other veterinary and animal science degrees, many of the inherent requirements relate to patient contact. This contact increases with each year of the course and we believe it's important to be clear from the beginning about what is required to be able to successfully complete the course.

Where necessary, after confidential registration of a disability, reasonable adjustments are negotiated for the student with the relevant Faculty. Adjustments to coursework and assessments may also be made for students with carer's responsibilities, or cultural or religious needs. These adjustments may include such things as building and timetabling modifications, recording teaching material and special examination provisions. For fieldwork placements, it may include negotiating with supervisors in advance of the placement for reasonable adjustments. Adjustments must be reasonable and cannot compromise the academic integrity of a course. Reasonable adjustments are provided to assist students to achieve the inherent requirements, not as a substitute for them.

How are lists of inherent requirements developed?

They are developed from the required learning outcomes of the courses. Course structure and content, including learning outcomes, are designed to ensure that the course meets required standards. In addition to meeting general higher education standards, the veterinary professional course is accredited (inspected and approved) by specialist groups. Profession specific boards or councils are responsible for assessing programs of study and education providers against accreditation standards.

In the case of many university subjects, the inherent requirements are purely cognitive. However, the veterinary professional course, in addition to teaching cognitive skills, trains students to diagnose and treat clients and patients. Students' abilities to do this are assessed in structured examinations and students are required to perform supervised care of clients and patients satisfactorily when on placement. Patient and client safety must be ensured at all times and the healthcare institutions, the registered practitioners supervising, and, the University have a duty of care to these patients and clients. Students are required to comply with relevant requirements for placement organizations. Veterinary placement requirements are at: http://sydney.edu.au/vetscience/dvm/experience.shtml

Do I have to make a declaration? Is there an assessment?

No, the information on inherent requirements is provided for your guidance.

What should I do if I am worried about my ability to successfully undertake a listed inherent requirement? You can make initial contact with a course advisor via the Veterinary Science Student Services Team or with Disability Services to discuss your specific issue. Liaison will occur, if necessary, with appropriate protection of your privacy. The Veterinary Science Student Services Officer can be contacted on +61 2 9351 8783. The Disability Services Team can be contacted on +61 2 86278422 or

disability.services@sydney.edu.au.

What is an adjustment?
These are modifications or accommodations made by the University that have the effect of assisting a student with a disability to participate or access something on the same basis as someone without a disability. Common accommodations include aids to vision or hearing (which many people of course wear every day). Disability Services at Sydney University works to support students with disabilities, including negotiating reasonable adjustments for students. These adjustments are frequently related to assessment, e.g. extra time in examinations, allowing students to type instead of handwrite, or may relate to such issues as timetabling or access. Other assistance for fieldwork may include adjusting hours of work and the allocation of the type of placement may also be adjusted where needed to ensure the psychological safety of the student.

Sydney University has obligations under the *Disability Discrimination Act* 1992 (Cth), the *Anti-Discrimination Act* 1977 (NSW) and the *Disability Standards for Education* 2005 (Cth) to ensure that reasonable adjustments are available. Adjustments must be reasonable and cannot compromise the academic integrity of a course. Reasonable adjustments are provided to assist students to achieve the inherent requirements, not as a substitute for them.

Can I enrol even if I am not sure I will be able to carry out some of the inherent requirements?
Yes. In fact, it will usually be unlawful for the University to restrict enrolment on the basis of disability, or to discriminate against students with a disability in other ways.

What happens if I do enrol and I am unable to carry out some of the inherent requirements?
Assessment is carried out with approved reasonable adjustments.
The Faculty is accountable to external accreditation bodies that its veterinary graduates meet registration requirements. If, even with reasonable adjustments, you are unable to carry out some of the inherent requirements, you may fail an inherent component of the course. In this event, you will be unable to graduate with a Doctor of Veterinary Medicine (DVM).

Inherent Requirements for Animal and Veterinary Bioscience

To assist students to make informed choices about their study, we have identified and set out below the Inherent Requirements for coursework award courses in Animal and Veterinary Bioscience.

The University of Sydney welcomes and encourages applications from students with disabilities, and from diverse social and cultural backgrounds. Where there are physical, intellectual, cultural, religious or other factors that impact on a student's ability to meet the inherent requirements, the University will make reasonable adjustments to assist the student to meet the requirements.

To successfully complete their award course, students must meet the academic requirements set out in the Faculty and course resolutions – these are set out in the Faculty handbook.

In addition, students in all courses are required to comply with Australian laws and University rules and policies, including the *Code of Conduct for Students*. The University of Sydney upholds the academic standards of each degree and discipline so that all students graduate with the skills and knowledge expected of a graduate of the award conferred.

With appropriate supports and reasonable accommodations, students must be able to carry out the list of inherent requirements described below, in order to successfully complete the veterinary medicine course.

Communication tasks

1. Comprehend spoken English delivered at conversational speed (including in noisy environments, such as on farms and in classrooms).
2. Differentiate sound across a wide spectrum of tone, pitch and volume (including distinguishing speech, background noise, alarms and monitors).
3. Understand and respond to verbal communications accurately, appropriately and in a timely manner.
4. Communicate clearly, audibly and intelligibly in English.
5. Actively participate in group discussions and tutorials.
6. Read and comprehend information presented in a variety of standard formats.
   e.g. test results, graphical formats such as charts, journal articles and access digital information.
7. Record information accurately and make coherent notes.
   e.g. laboratory or experimental notes
8. Perceive non-verbal communication from others (animals and their owners) and respond appropriately (in context).
   e.g. animal in pain or distress
9. Communicate respectfully with people of different gender, sexuality and age, and from diverse cultural, religious, socio-economic and educational backgrounds.
   Students interact with animals owned by people across the lifespan and from a wide range of cultural and linguistic backgrounds. Students must be able to understand and appreciate the wide range of cultural perspectives on animal ownership and use.

Observation/sensory tasks

1. Assess animal appearance, behaviour, posture and movement.
   e.g. observe and recognise behavioural signals of stress
2. Have sufficient visual acuity to identify and interpret results of diagnostic tests, via direct observation and microscopic examination.
   e.g. examine tissue sections and smears via light microscope

Physical tasks

1. Gather and interpret information through touch.
   e.g. ability to distinguish changes in both hard and soft tissue

2. Physically restrain and inspect a wide variety of animal species. This includes cattle, sheep, poultry, pigs, fish.
   e.g. determine the age of a sheep by inspection of the teeth
3. Cleanse hands and forearms using disinfecting products.
   This is a work health and safety and patient safety requirement.
4. Wear clothing and masks designed to minimise the spread of infection and protect the wearer from infection or other hazards.
   This is a work health and safety and patient safety requirement.
5. Meet immunisation requirements.
   It is compulsory for students to be immunised for Q fever before entering the course. Detail is available on our website: http://sydney.edu.au/vetscience/avb/vaccinations.shtml
6. Effectively manoeuvre around equipment and in confined spaces.
   e.g. when yarding cattle and using a cattle crush
7. Work, including sitting, standing and walking for prolonged periods (e.g. 2-4 hours).
   e.g. participating in animal management and care on-farm.
8. Attend placements in a range of physical settings, including businesses, farms and research facilities, in a range of geographical locations (e.g. urban, rural) and for the required number of hours.
   Participation in extramural placements on farms and in animal-related businesses and research facilities is a degree requirement. Students may work outdoors, be exposed to a variety of weather conditions and work in areas with uneven ground or uncertain footing. Students may be required to undertake work on weekends and after hours.

Intellectual tasks

1. Gather, comprehend and organise information.
2. Integrate theory and knowledge from various sources.
3. Develop options and assess and compare their respective merits.
4. Accurately recall information without reference.
5. Accurately undertake arithmetic calculations.
   e.g. undertaking calculations related to formulating rations
6. Engage in scientific and clinical reasoning.
7. Engage in rational and ethical reasoning.
8. Understand another person's perspective.
9. Maintain a sufficient level of concentration to focus on an activity to completion.

Interpersonal and social interactions

1. Participate in compulsory procedures, including those that you may have personal or ethical objections to, or that you find confronting. These include:
   - participating in farm management and animal husbandry procedures across the major and emerging animal industries including procedures, such as tail docking of sheep;
   - observing, assisting or performing humane animal slaughter, both religious and conventional, in accordance with local laws and customs
   - interacting with animal cadavers and cadaveric specimens, including anatomy dissections
   - observing, assisting, performing reproductive procedures including pregnancy diagnosis, semen collection, artificial insemination, embryo manipulation, mating and assisting with birth
2. Control the expression of his or her own emotions.
   e.g. Give priority to animal care regardless of your own feelings
3. Work effectively in the face of uncertainty and adapt to changing environments.
   e.g. learn to make and justify decisions based on the available information, which may be incomplete; recognise and keep up with the changes that constantly occur in the organisation

and delivery of animal health care.

4. Manage your own physical and mental health effectively.
   This includes seeking help and/or notifying others if your physical and/or mental health is impaired.
5. Respect personal and professional boundaries.
6. Dress appropriately and safely for professional business and farm environments.
   This is a professional expectation and work health and safety requirement.
7. Recognise interpersonal conflict and appropriately negotiate the difficulties that it may create.
8. Ensure that your own motives, attitudes and behaviours do not adversely affect animals, fellow students, and external stakeholders.
   Students must be able to participate in all aspects of standard animal care and management at the direction of placement supervisors. Judgements about people's attitudes to animal care and welfare can impair a student's ability to appreciate and understand the nature of a particular animal industry

FREQUENTLY ASKED QUESTIONS

Why have a list of Inherent Requirements for the Animal and Veterinary Bioscience courses?

We think it's important for students to be aware of the inherent requirements they will need to meet in university subjects and courses. This information enables prospective students to make informed decisions about their subject and career choices. In the case of animal science degrees, many of the inherent requirements relate to animal contact. This contact increases with each year of the course and we believe it's important to be clear from the beginning about what is required to be able to successfully complete the course.

Where necessary, after confidential registration of a disability, reasonable adjustments are negotiated for the student with the relevant Faculty. Adjustments to coursework and assessments may also be made for students with carer's responsibilities, or cultural or religious needs. These adjustments may include such things as building and timetabling modifications, recording teaching material and special examination provisions. For fieldwork placements, it may include negotiating with supervisors in advance of the placement for reasonable adjustments. Adjustments must be reasonable and cannot compromise the academic integrity of a course. Reasonable adjustments are provided to assist students to achieve the inherent requirements, not as a substitute for them.

How are lists of inherent requirements developed?

They are developed from the required learning outcomes of the courses. Course structure and content, including learning outcomes, are designed to ensure that the course meets required standards.

In the case of many university subjects, the inherent requirements are purely cognitive. However, the animal science courses, in addition to teaching cognitive skills, train students to handle and interact with animals and their owners. Students' abilities to do this are assessed in structured examinations and students are required to perform satisfactorily when on placement. Animal and owner safety must be ensured at all times and the University has a duty of care to these animals and their owners. Students are required to comply with relevant requirements for placement organisations. Animal and Veterinary Bioscience placement requirements are at: http://sydney.edu.au/vetscience/avb/program.shtml

Do I have to make a declaration? Is there an assessment?

No, the information on inherent requirements is provided for your guidance.

What should I do if I am worried about my ability to successfully undertake a listed inherent requirement? You can make initial contact with a course advisor via the Veterinary Science Student Services Team or with Disability Services to discuss your specific issue. Liaison will occur, if necessary,

with appropriate protection of your privacy. The Veterinary Science Student Services Officer can be contacted on +61 2 9351 8783. The Disability Services Team can be contacted on +61 2 86278422 or disability.services@sydney.edu.au.

What is an adjustment?
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Sydney University has obligations under the *Disability Discrimination Act* 1992 (Cth), the *Anti-Discrimination Act* 1977 (NSW) and the *Disability Standards for Education* 2005 (Cth) to ensure that reasonable adjustments are available. Adjustments must be reasonable and cannot compromise the academic integrity of a course. Reasonable adjustments are provided to assist students to achieve the inherent requirements, not as a substitute for them.

Can I enrol even if I am not sure I will be able to carry out some of the inherent requirements?
Yes. In fact, it will usually be unlawful for the University to restrict enrolment on the basis of disability, or to discriminate against students with a disability in other ways.

What happens if I do enrol and I am unable to carry out some of the inherent requirements?
Assessment is carried out with approved reasonable adjustments. If, even with reasonable adjustments, you are unable to carry out some of the inherent requirements, you may fail an inherent component of the course. In this event, you will be unable to graduate with a Bachelor of Animal and Veterinary Bioscience.