

University of Queensland

Bachelor of Veterinary Sciences (Honours)

Inherent Requirements Statement

The University of Queensland School of Veterinary Science has a proud tradition of graduating excellent veterinarians trained for all aspects of veterinary practice and research. The School of Veterinary Science (SVS) is committed to equipping our students to deliver veterinary services to a diverse population. The School aims to provide a work and study environment where others are treated with mutual respect and where the progress of all our students is supported. The School has an ethical responsibility to society to protect the welfare of veterinary patients and their human owners and other members of our diverse environments and communities.

We recognise that the veterinary profession is demanding, requiring a high degree of commitment from its practitioners. To this end, the School has established a list of essential attributes required from our students. These Inherent Requirements are put in place to assist students make informed choices about their study and to assist them to meet the daily challenges of veterinary practice upon graduation. It is expected that students in the UQ Bachelor of Veterinary Science (Honours) program will meet these requirements during their studies and retain them on graduation. **This Inherent Requirements statement meets the Royal College of Veterinary Surgeons Statement on Fitness for Practice and conforms with the University of Queensland Fitness to Practise Policy, Procedures and Guidelines (<https://ppl.app.uq.edu.au/content/3.30.14-fitness-practise>).**

The University of Queensland is committed to addressing the reasonable needs of all students equitably, regardless of individual differences such as gender, religion, ethnicity, age, sexuality, disability or mode of study. The University is further committed to providing each student with assistance to develop the skills and values that enable people with diverse beliefs, personal characteristics and backgrounds to work together and learn successfully. Accordingly, the University will make reasonable accommodations to assist the progress of otherwise qualified candidates who have a disability. These accommodations will not bring about substantial alteration of the UQ veterinary program, neither will they significantly lower standards, nor cause harm to the health or safety of animals or people.

Each graduate of our program is participating in a journey of vocational learning and will acquire the knowledge and essential skills to practice in their vocation. However, students must be able to meet the inherent physical, mental and emotional requirements, as well as core skills in communication, professional behaviour and the ability to think critically and decisively.

On the following pages, we list the inherent requirements required of graduates of the UQ veterinary science program. Students will need to be able to meet these requirements, with appropriate supports and accommodations as determined by the university.

Part of this document has been reproduced from the Inherent Requirements Statement prepared for the University of Sydney School of Veterinary Science for their Doctor of Veterinary Medicine Program. The permission of the Dean of the University of Sydney School of Veterinary Science to use this material is gratefully acknowledged.

Inherent Requirements Statement

Communication

Veterinarians must be effective communicators, able to listen, interpret and communicate. As a UQ veterinary science student, you will be able to:

1. Communicate clearly, audibly and intelligibly in English.
2. Understand spoken English delivered at conversational speed (including in noisy environments, such as veterinary clinics and classrooms).
3. Understand and respond to verbal communications accurately, appropriately and in a timely manner.
4. Comprehend written, video and audio information, presented in a range of formats.
5. Form opinions decisively and be able to express these with confidence.
6. Differentiate sound across a wide spectrum of tone, pitch and volume (including distinguishing speech, background noise, alarms and monitors).
7. Record information accurately and make coherent notes.
8. Perceive non-verbal communication from others (peers, patients and their owners) and respond appropriately (in context).

Interpersonal skills

Veterinarians must behave in a courteous, respectful and professional manner. As a UQ veterinary science student, you will be able to:

1. Express ideas effectively to clients, the community, professional colleagues and authorities.
2. Listen effectively and respond with empathy to clients and others, using language in a form appropriate to and respectful of the audience and the context.
3. Communicate respectfully with people of different gender, sexuality and age, and from diverse cultural, religious, socio-economic and educational backgrounds.
4. Control the expression of your own emotions.
5. Work effectively with teams or independently in a variety of circumstances, uncertainties and against deadlines.
6. Respect personal and professional boundaries.
7. Dress appropriately and safely for the clinical workplace, farm and other professional environments.

8. Recognise interpersonal conflict and appropriately negotiate the difficulties that it may create.
9. Ensure that your own motives, attitudes and behaviours do not adversely affect patients/clients.

Personal Responsibilities

Veterinarians should take care of themselves. This aspect relates to healthy attitudes to life, and to an individual's mental health and well-being. As professionals in the community, veterinarians are expected to conduct themselves ethically and respectfully, including acknowledging and reporting a criminal history and acting responsibly if a harmful association with medicinal or recreational drugs (including alcohol) exists. As a UQ veterinary science student, you will be able to:

1. Place high priority on your personal well-being.
2. Take responsibility for your physical and mental health, seek treatment and limit practice where necessary and seek assistance from universities or relevant authorities.
3. Have a responsible attitude to medicinal and recreational drugs, and alcohol and avoid dependence harmful to you, your patients or other people. You should seek assistance from the university or authorities wherever possible if a dependency is recognised.
4. Disclose to the university if a criminal conviction or caution is received.
5. Disclose cautions or convictions related to animal cruelty or other matters that may preclude registration with Australian or New Zealand Veterinary Boards.
6. Be vaccinated against transmissible diseases, including tetanus, Q Fever and rabies.
7. Act with integrity, courtesy and honesty in dealing with staff, peers and clients.
8. Abide by the policies and procedures of the University and other organizations linked to your studies.

Observation skills and abilities

A veterinarian should have strong visual skills to assess the condition of patients, and interpret results of diagnostic tests. A veterinarian should have sufficient visual ability to perform fine motor tasks, including surgical procedures. When working with animals, a veterinarian should be aware of the condition of patients at all times, so that the safety of the patient, the veterinarian and other people is maintained. As a UQ veterinary science student, you will be able to:

1. Be observant of patients always, and be able to monitor patient environment, patient appearance, behaviour, posture and movement.
2. Be observant and sensitive to clients and other members of the public as you carry out your duties.
3. Have the visual acuity to:
 - Judge the quality of diagnostic images and tests;
 - Operate a light microscope;
 - Coordinate fine surgical and medical procedures.

- Observe animals to identify clinical signs and to be aware of signals of stress, aggression and danger to yourself and others

Physical Capacity

Being a veterinarian can be physically demanding, and also requires practitioners to perform tasks requiring fine motor skills. As a UQ veterinary science student, you will be able to:

1. Approach animals with confidence.
2. Operate equipment for restraint of animals and for medical procedures.
3. Lift animals or objects weighing up to 20 kg and be able to identify procedures for lifting heavier animals or instruments.
4. Gather and interpret information through touch.
5. Physically restrain and examine a wide variety of species including large and small animals. These animals include, but are not limited to, cats, dogs, guinea pigs, rabbits, ferrets, rodents, cattle, sheep, horses, poultry, pigs, aviary birds, exotic pets, Australian native wildlife.
6. Be in close proximity to animals for extended periods.
7. Clean hands and forearms using disinfecting products and wear gloves as required, and when appropriate to procedures .
8. Independently manipulate and carry instruments, materials and equipment necessary for clinical care.
9. Effectively manipulate small objects.
10. Maintain a standing position while using both upper limbs to perform a task.
11. Work, including sitting, standing and walking for prolonged periods.

Intellectual Capacity

As part of their practice, veterinarians collect, organise and critically appraise information, make clinical judgements, and act within an ethical framework. As a UQ veterinary science student, you will be able to:

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.
6. Engage in scientific and clinical reasoning.
7. Engage in rational and ethical reasoning.
8. Understand and respect 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.