

**Inherent
requirements
for
Postgraduate
Psychology**



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Inherent requirements for post graduate psychology

Griffith University and the School of Applied Psychology strongly supports the right of all people to pursue a postgraduate psychology program.

Introduction to inherent requirements

Inherent requirements are the essential components of a program or course that demonstrate the abilities, knowledge and skills to achieve the core learning outcomes of the program or course, while preserving the academic integrity of the university's learning, assessment and accreditation processes. The inherent requirements are the abilities, knowledge and skills needed to complete the program that must be met by all students. Students with a disability or chronic health condition may be able to have reasonable adjustments made to enable them to meet these requirements. You may wish to refer to the [Student Disability and Accessibility](#) website.

Inherent requirements are specific to a particular program or area of study. In the University context, in addition to inherent requirements, there are also compulsory requirements of a program or course. These are broader and can include both compliance with the policies, procedures, and regulations which are applicable to all students at the University and also the mandatory requirements associated with the course of study, such as attendance and completion of assessment items.

Griffith University and the School of Applied Psychology are committed to making reasonable adjustments to teaching and learning, assessment, clinical practice, and other activities to enable students to participate in their program. Reasonable adjustments must not fundamentally change the nature of the inherent requirement. Students are required to undertake activities which reflect the Australian health care context which may include mixed gender, religious and culturally diverse environments. For further information contact your Program Director.

To support potential and current students' decision making, a series of inherent requirement statements has been developed. These statements specify the requirements of the post graduate psychology programs for student admission and progression. The statements are clustered under eight domains.

These inherent requirements apply to the following programs:

- Master of Professional Psychology 5747
- Master of Clinical Psychology 5070
- Master of Clinical Psychology Practice 5753

How to read the inherent requirement statements

If you are intending to enrol in the Master of Clinical Psychology, Master of Professional Psychology, or Master of Clinical Psychology Practice in the School of Applied Psychology, you should look at these inherent requirement statements and think about whether you may experience challenges in meeting these requirements.

If you think you may experience challenges related to your disability, chronic health condition or any other reason, you should discuss your concerns with the Griffith Disability and Accessibility team. These staff can work collaboratively with you to determine reasonable adjustments to assist you to meet the Inherent Requirements. 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 program information and the codes, guidelines, and policies of the PsyBA and the Australian Psychology Accreditation Council standards and guidelines.

There are eight domains of inherent requirements for post graduate Psychology programs. Some domains have a number of sub-domains.

1. Ethical behaviour
2. Behavioural stability
3. Legal
4. Communication
5. Cognition
6. Reflective skills
7. Relational skills
8. Sustainable performance.

The inherent requirements are made up of the following components:

- **Inherent requirements statements:** Introduction to, and description of, the inherent requirement
- **Justification of inherent requirement:** Explanation of why this is an inherent requirement of the program
- **Adjustments:** The nature of any adjustments that may be made to allow you to meet the requirement
- **Exemplars:** Examples of tasks that show how you meet or have met the requirement. These are examples only and not a comprehensive list.

GRIFFITH UNIVERSITY

Inherent Requirements for Post Graduate Psychology

#	Domain	Inherent requirements statements	Justification of inherent requirement	Adjustments	Exemplars
1.	Ethical behaviour	<ul style="list-style-type: none"> Psychology is a profession governed by the codes, guidelines and policies of the Psychology Board of Australia where psychologists are both accountable and responsible for ensuring professional behaviour in all contexts. Students should demonstrate knowledge and engage in ethical behaviour in practice. Student demonstrates knowledge of, and engages in, ethical behaviour in practice. 	<ul style="list-style-type: none"> Compliance with the codes, guidelines and policies facilitates safe, competent interactions and relationships for students and/or the people they engage with. This ensures the physical, psychological, emotional, and spiritual wellbeing of all. 	<ul style="list-style-type: none"> Adjustments must not compromise the codes, guidelines and policies of the Psychology Board of Australia or result in unethical behaviour. Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Complying with conduct required to maintain provisional registration as a psychologist. ➤ Understanding and practising appropriate professional boundaries including confidentiality and duty of care in work with clients on placement.
2.	Behavioural stability	<ul style="list-style-type: none"> Behavioural stability is required to function and adapt effectively and sensitively in this demanding role. Student demonstrates behavioural stability to work constructively in a diverse and changing academic and clinical environment, which may at times be challenging and unpredictable. 	<ul style="list-style-type: none"> Behavioural stability is required to work individually and in teams in changing and unpredictable environments. Students will be exposed to situations which are challenging and unpredictable, and will be required to have the behavioural stability to manage these objectively and professionally. 	<ul style="list-style-type: none"> Adjustments must support stable, effective and professional behaviour in both academic and clinical settings. Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Being receptive and responding appropriately to constructive feedback. ➤ Managing own emotional state in order to be able to develop and maintain an appropriate relationship with a diverse range of clients, professional colleagues and supervisors, academic staff and peers.

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3.	Legal	<ul style="list-style-type: none"> Psychology practice is mandated by legislation to enable the safe delivery of care. Student demonstrates knowledge and compliance with Australian Law and professional regulations. 	<ul style="list-style-type: none"> Knowledge, understanding, and compliance with legislative and regulatory requirements are necessary pre-requisites to 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. 	<ul style="list-style-type: none"> Adjustments must be consistent with legislative and regulatory requirements. Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Complying with the requirement for registration with the Australian Health Practitioner Regulation Agency (AHPRA). ➤ Complying with legal requirements regarding all aspects of practice.
4.	Communication	The Psychology profession, and this program, requires effective verbal, non-verbal and written communication skills.			

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4a	Communication - Verbal	<ul style="list-style-type: none"> • Effective verbal communication, in English, is an essential requirement to provide safe delivery of psychological care. • Student demonstrates: <ul style="list-style-type: none"> - 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. - Timely clear feedback and reporting. - Sensitivity to individual and/or cultural differences. 	<ul style="list-style-type: none"> • The practice of psychology depends on effective verbal communication with clients and members of the professional team. • Speed and accuracy of communication may be critical for individual safety and/or treatment. • Communicating in a way that displays respect and empathy to others and develops trusting relationships. 	<ul style="list-style-type: none"> • Adjustments must address effectiveness, timeliness, clarity and accuracy issues to ensure safety and appropriate care. • Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Collecting information from clients by asking questions during assessments. ➤ Explaining a treatment plan to a client. ➤ Discussing the client's progress with other professionals. ➤ Participating in workshops, simulation, and applied psychology discussions.

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4b	Communication - Non-Verbal	<ul style="list-style-type: none"> • Effective non-verbal communication is fundamental to psychological practice and needs to be respectful, clear, attentive, empathetic, honest, and non-judgmental. • Student demonstrates: <ul style="list-style-type: none"> - The capacity to recognise, interpret and respond appropriately to behavioural cues - Consistent and appropriate awareness of own behaviours - Sensitivity to individual and/or cultural differences. 	<ul style="list-style-type: none"> • The ability to observe and understand non-verbal cues assists with building rapport with people and gaining their trust and respect in academic and professional relationships. • Displaying consistent and appropriate 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 and/or cultural differences displays respect and empathy to others and permits the development of trusting relationships required to work with clients during placements. • The ability to observe and understand non-verbal cues is essential for the safe and effective observation of clients' symptoms and reactions as part of their assessment and treatment. 	<ul style="list-style-type: none"> • Adjustments must enable the recognition, initiation of or appropriate response to effective non-verbal communication in a timely and appropriate manner. • Adjustments must enable the recognition, interpretation, and appropriate response to non-verbal cues as well as initiation of effective non-verbal communication in a timely and appropriate manner. • Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Recognising and responding appropriately in classroom situations. ➤ Recognising and responding appropriately to cues in the » ➤ Recognising and responding to non-verbal cues indicating a change in the emotional state of a client during placements. ➤ Recognising and responding to non-verbal cues in classroom situations.
4c	Communication - Written	<ul style="list-style-type: none"> • Effective written communication, in English, is a fundamental responsibility with professional and legal ramifications in psychology. • Student demonstrates the capacity to construct coherent 	<ul style="list-style-type: none"> • Construction of written text-based assessment tasks to reflect the required academic standards are necessary to convey knowledge and understanding of relevant 	<ul style="list-style-type: none"> • Adjustments must meet necessary standards of clarity, accuracy and accessibility to ensure effective recording and transmission of information in 	<ul style="list-style-type: none"> ➤ Constructing written work to academic standards including appropriate referencing of sources. ➤ Preparing psychological reports which are appropriate to the purpose and audience,

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		written communication appropriate to the circumstances.	subject matter for professional practice. <ul style="list-style-type: none"> Accurate written communication, including record-keeping and client notes, is vital to provide consistent and safe care. 	both academic and clinical settings. <ul style="list-style-type: none"> Adjustments specific to the individual can be discussed with a Disability Advisor. 	and completed in a timely manner.
5.	Cognition	The Psychology profession, and this program, requires knowledge of theory and the skills of cognition, literacy, and numeracy.			
5a	Cognition - Knowledge and cognitive skills	<ul style="list-style-type: none"> Consistent and effective knowledge and cognitive skills must be demonstrated to provide safe and competent psychological care. Student demonstrates: <ul style="list-style-type: none"> The capacity to locate appropriate and relevant information The ability to process information relevant to practice The ability to integrate and implement knowledge in practice. 	<ul style="list-style-type: none"> Effective psychological practice is based on knowledge that must be sourced, understood and applied appropriately. 	<ul style="list-style-type: none"> Adjustments must not compromise or impede a student's ability to demonstrate the minimum acceptable level of knowledge and cognitive skill required to practice safely. Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Ability to apply academic knowledge to practice during placements, for example through developing and testing hypotheses, developing and conducting treatment plans for clients based upon this. ➤ Applying knowledge of policy and procedures in placement settings.
5b	Cognition - Literacy (language)	<ul style="list-style-type: none"> Competent literacy skills are essential to provide safe and effective delivery of care. Student demonstrates: <ul style="list-style-type: none"> The ability to acquire information and accurately convey appropriate, effective messages 	<ul style="list-style-type: none"> The ability to acquire information and to accurately convey messages is fundamental to ensure safe and effective assessment, treatment and delivery of care. The ability to read, decode, interpret and comprehend 	<ul style="list-style-type: none"> Adjustments must demonstrate a capacity to effectively acquire, comprehend, apply and communicate accurate information. 	<ul style="list-style-type: none"> ➤ Demonstrates the ability to listen to information. ➤ Demonstrates the ability to convey a spoken message accurately. ➤ Demonstrates ability to paraphrase, summarise and reference in accordance with

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		<ul style="list-style-type: none"> - The 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. 	multiple sources of information is fundamental for the safe and effective conduct during practice.	<ul style="list-style-type: none"> • Adjustments specific to the individual can be discussed with a Disability Advisor. 	<p>appropriate academic conventions.</p> <ul style="list-style-type: none"> ➤ Producing accurate, concise and clear documentation while on placement, and which meets legal and professional requirements.
5c	Cognition - Numeracy	<ul style="list-style-type: none"> • Competent and accurate numeracy skills are essential to provide safe and effective demonstration of psychological practice skills. • Student demonstrates the ability to interpret and correctly apply numerical data, measurements and numerical criteria. 	<ul style="list-style-type: none"> • As psychological practice relies in part on collecting data in a numerical form, for example psychometric assessments, students must be able to accurately record and manage numerical data and to interpret their findings. 	<ul style="list-style-type: none"> • Adjustments must demonstrate a capacity to interpret and apply concepts and processes appropriately in a timely, accurate and effective manner. • Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Accurately scoring and interpreting psychological test data while on placement.
6.	Reflective Skills	<p>Psychological practice requires self-awareness and a capacity for reflexivity in order to consider the effect of one's own issues, actions, values and behaviours on practice. Student demonstrates:</p> <ul style="list-style-type: none"> - The ability to accurately reflect on their professional performance - The ability to accept feedback on their professional practice and respond constructively - Awareness of own responses to clients 	<ul style="list-style-type: none"> • Professional psychology training requires well developed understanding of oneself in order to appropriately engage with clinical supervision of and feedback on work with clients. • Working with clients while on placement and understanding and responding to them requires adequate understanding of oneself and the ability to effectively manage one's reactions to situations that may arise 	<ul style="list-style-type: none"> • Adjustments must not compromise the student's ability to demonstrate an acceptable minimum level of capacity in this area. • Adjustments specific to the individual can be discussed with the Griffith Disability and Accessibility team. 	<ul style="list-style-type: none"> ➤ Identifying when a professional practice issue is outside one's scope or expertise, or when one's practice may be affected by an impairment. ➤ Identifying and bringing difficult areas of one's practice to supervision in order to reflexively improve therapeutic work with clients on placement

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7.	Relational Skills	<p>Psychological practice requires the ability to use highly developed interpersonal skills to make and maintain strong relationships with a wide range of people, often under stressful circumstances.</p> <p>Student demonstrates:</p> <ul style="list-style-type: none"> - The ability to make and maintain rapport with clients, staff, supervisors, and peers. <p>The ability to engage in effective counselling skills.</p> <ul style="list-style-type: none"> - The ability to engage in effective and empathic psychological practice. - The ability to engage and relate appropriately in individual and group supervision. 	<ul style="list-style-type: none"> • Highly developed relational skills are a cornerstone of effective therapeutic relationships that permit effective assessment and intervention 	<ul style="list-style-type: none"> • Adjustments must not compromise the student's ability to demonstrate an acceptable minimum level of capacity in this area. • Adjustments specific to the individual can be discussed with the Griffith Disability and Accessibility team. 	<ul style="list-style-type: none"> ➤ Rapidly building rapport with a client in order to engage them while on placement. ➤ Effectively using relational and interpersonal skills to manage the therapeutic relationship with clients on placement. ➤ Relating effectively, openly and sensitively to academic staff, supervisors and peers.

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8.	Sustainable performance	<ul style="list-style-type: none"> Psychology practice requires both physical and mental performance at a consistent and sustained level to meet clients' needs over time. Student demonstrates: <ul style="list-style-type: none"> - 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. 	<ul style="list-style-type: none"> Sufficient physical and mental endurance is an essential requirement needed to perform multiple tasks in an assigned period to provide safe and effective care. 	<ul style="list-style-type: none"> Adjustments must ensure that performance is consistent and sustained over a given period. Adjustments specific to the individual can be discussed with a Disability Advisor. 	<ul style="list-style-type: none"> ➤ Participating in educational settings (e.g., workshops) throughout the day. ➤ » Remaining focussed and providing consistent responses over a negotiated time frame during placement.

The Griffith University School of Applied Psychology inherent requirements for Post graduate Psychology have been adapted from those developed by the University of Western Sydney.

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