

 BOND UNIVERSITY	FITNESS TO PRACTICE POLICY
Policy Owner	University Registrar
Contact Officer	Director, Student Success and Wellbeing
Endorsement Authority	University Registrar
Date of Next Review	August 2028

1. PURPOSE AND OBJECTIVES

Bond University acknowledges its obligation as a higher education provider to ensure students enrolled in professionally accredited programs of study containing compulsory clinical and/or professional experience components are [Fit to Practice](#). By meeting expected standards of conduct, compliance, performance and capacity, students can assure regulators and accrediting bodies that they are suitable, safe and competent in the corresponding profession prior to and after they graduate. Accordingly, where a notification of [Fitness to Practice Concerns](#) is made, clear mechanisms will be applied to safeguard the student, the University, and the placement provider together with its patients or clients.

2. AUDIENCE AND APPLICATION

All Bond University students enrolled in professionally accredited programs which include completion of compulsory clinical and/or professional experience components.

3. ROLES AND RESPONSIBILITIES

Role	Responsibility
University Registrar	<ul style="list-style-type: none"> ▪ Making determinations in Fitness to Practice cases in consultation with the Provost and the Faculty Executive Dean after due consideration of recommendations from the Faculty Fitness to Practice Panel ▪ Issuing Executive Suspension orders in response to Fitness to Practice Concerns where warranted
Provost	<ul style="list-style-type: none"> ▪ Making determinations in Fitness to Practice cases in consultation with the University Registrar and the Faculty Executive Dean after due consideration of recommendations from the Faculty Fitness to Practice Panel ▪ Issuing Executive Suspension orders in response to Fitness to Practice Concerns where warranted
Faculty Executive Dean	<ul style="list-style-type: none"> ▪ Ensuring all relevant programs adhere to this Policy and have processes in place to assess and monitor students' capacity to undertake their clinical and/or professional placements ▪ Responding to notifications of Fitness to Practice Concerns ▪ Conveying the recommendations of the Faculty Fitness to Practice Panel to the University Registrar and the Provost together with the Panel's reasons for the recommendations ▪ Making determinations in Fitness to Practice cases in consultation with the University Registrar and the Provost after due consideration of recommendations from the Faculty Fitness to Practice Panel ▪ Determining whether a student may be re-enrolled at the end of a period of Required Leave
Faculty SASQ Team	<ul style="list-style-type: none"> ▪ Identifying and referring students as requiring additional support through appropriate channels ▪ Assisting the Executive Dean when a notification of Fitness to Practice Concern is received ▪ Ensuring support is offered to students who are facing Fitness to Practice Concerns
Faculty Fitness to Practice Panel	<ul style="list-style-type: none"> ▪ Making written recommendations to the Executive Dean in Fitness to Practice cases
Student Success & Wellbeing Team	<ul style="list-style-type: none"> ▪ Ensuring support is available to students who are facing Fitness to Practice Concerns
Students	<ul style="list-style-type: none"> ▪ Familiarising themselves with Bond's Inherent Requirements and those of their program where relevant, together with the standards and expectations of the corresponding profession ▪ Ensuring relevant information regarding their physical and/or mental health and wellbeing which may impact their Fitness to Practice is disclosed and up to date ▪ Seeking advice from relevant staff if unsure about what should be disclosed

4. POLICY STATEMENT

This Policy and its [affiliated procedures](#) set out Bond University's approach to identification, intervention, and redress of Fitness to Practice Concerns regarding students enrolled in professionally accredited programs containing compulsory clinical and/or professional experience components. Concerns managed under this Policy relate to a student's conduct, compliance, performance, and/or capacity, relative to the standards expected in the corresponding profession. The Fitness to Practice Policy and Flowchart for Dealing with Fitness to Practice Concerns and associated procedures, are to be read in conjunction with the [Support for Students Policy](#) and [Fitness to Study Procedure](#).

4.1 Bond University Responsibilities

As outlined in the Support for Students Policy, the University implements a range of strategies to identify students experiencing concerns in coping with study and encourages referral, including self-referral, of these students to Central Student Support Services or the relevant Faculty SASQ Team. Depending on the circumstances, the concerns the student is experiencing may be escalated by the University for consideration under the Fitness to Study Procedure.

The University also recognises that there may be instances when a student's conduct, compliance, performance, and/or capacity raises Fitness to Practice Concerns. Reports of such concerns will be managed in accordance with this Policy and its affiliated procedures.

Possible outcomes arising from Fitness to Practice Concerns about a student include:

- Dismissal of the matter;
- Application for [Leave of Absence](#) submitted by the student;
- Application for withdrawal from program, or change of program, submitted by the student;
- [Notice of Redress](#) issued to the student;
- [Remedial Action Directive](#) issued to the student;
- Placing the student on [Required Leave](#);
- Cancellation of the student's enrolment;
- For AHPRA-registered students, [Mandatory Notification](#) to AHPRA;
- For students outside healthcare professions, notification to the relevant program's professional accrediting body or regulatory authority where there is an obligation to do so.

Several outcomes listed above may be applied concurrently where warranted.

Where the Fitness to Practice Concerns about a student include that their conduct may constitute misconduct, the matter will generally be dealt with under the [Student Code of Conduct Policy](#).

4.1.1 Executive Dean Responsibilities

Promoting awareness of this Policy is a particular responsibility of the Faculty Executive Dean (or delegate) who must ensure that professionally accredited programs with compulsory clinical and/or professional experience components have processes in place for:

- Making information available to applicants and students about Fitness to Practice requirements, including but not limited to the [Inherent Requirements](#) and compliance requirements of the program; and
- Ensuring external stakeholders supervising students are advised of this Policy and its affiliated procedures.

4.2 Student Responsibilities

It is crucial that students are aware of their responsibilities for maintaining their own health and wellbeing while studying. The Support for Students Policy outlines these responsibilities in detail. Students must ensure relevant information regarding their physical and/or mental health and wellbeing which may impact their Fitness to Practice is disclosed and up to date.

Additionally, students enrolled in professionally accredited programs should familiarise themselves with Bond's Inherent Requirements and those of their program where relevant, as well as the professional standards and expectations they need to meet during their studies and future careers.

4.3 Support for Students

It is recognised that students facing Fitness to Practice Concerns may require personal support. Bond University offers advice and support tailored to individual student needs. Students are encouraged to contact the Student

Success & Wellbeing Team for assistance in identifying the advice and support required. A comprehensive list of available services can be accessed [here](#).

A student may seek the assistance of the Student Advocacy services provided by the Bond University Student Association (BUSA) to navigate any stage of the University's grievance management process and may be accompanied by a Student Advocate or other support person (not acting as legal counsel or solicitor) at any stage of the process.

4.4 Executive Suspension

The University Registrar or Provost may exercise an individual discretion to suspend ([Executive Suspension](#)) a student from enrolment and/or attendance at the University if the University Registrar or Provost reasonably believes this is necessary to avert a substantial risk of injury to a person, damage to property, or serious disruption of a University activity.

The suspension continues until any proceedings instituted under the Fitness to Practice Procedure are finalised, or the suspension is lifted by the University Registrar or Provost once satisfied that the risk or circumstances that necessitated it have passed.

5. DEFINITIONS, TERMS, ACRONYMS

AHPRA	The Australian Health Practitioner Regulation Agency, which plays a critical role in implementing the National Registration and Accreditation Scheme and administering the Health Practitioner Regulation National Law.
Central Student Support Services	For the purposes of this Policy, these services include Student Success and Wellbeing, Student Assist, Campus Life, Office of Integrity, and Academic Secretariat.
Executive Dean	Most senior decision maker in the Bond Business School, Faculty of Health Sciences & Medicine, Faculty of Law, and Faculty of Society & Design.
Executive Suspension	Provisional debarment of a student from enrolment and/or attendance at the University as determined by the University Registrar or Provost. There is no avenue within the University for review or appeal of an executive suspension.
Faculty	Includes Bond Business School, Faculty of Health Sciences & Medicine, Faculty of Law, and Faculty of Society & Design.
Fit/Fitness to Practice	<p>The student:</p> <ul style="list-style-type: none">▪ satisfies Bond's Inherent Requirements and those applicable to their program of study;▪ has psychological or functional needs that do not adversely impact members of the University community (including other students), or a placement provider and its patients or clients, and may be managed through reasonable accommodations and adjustments;▪ demonstrates competent knowledge and performance in the professional standards and ethical obligations critical to their current level of enrolment as set out in the program's subject learning outcomes;▪ complies with the rules, regulations, or standards of practice in the profession necessary for undertaking a clinical and/or professional placement; and▪ demonstrates capacity to manage any health condition or disability to a standard the profession requires.
Fitness to Practice Concerns	One or more concerns that a student may be Unfit to Practice .
Fitness to Practice Panel	A Faculty panel convened to consider the circumstances of student cases and make recommendations to the Executive Dean regarding Fitness to Practice Concerns. The panel includes a representative from another Faculty's panel who has not participated in any prior stage of the investigative processes.
Impairment	For healthcare professionals, the National Law defines 'Impairment' as 'a physical or mental Impairment, disability, condition or disorder (including substance abuse or dependence) that detrimentally affects or is likely to detrimentally affect the student's capacity to carry out clinical training:'

- as part of the approved program of study in which the student is enrolled; or
- arranged by an education provider.’

Inherent Requirements

The University has inherent requirements for all programs which reflect the essential knowledge, skills and experience required for Bond students to successfully complete a program. Program-specific inherent requirements have also been developed for certain accredited programs. Refer to the University’s Inherent Requirements [webpage](#) for more information.

Leave of Absence

Permission to suspend a program once the student is part way through by not enrolling in a semester. Refer to the [Enrolment Policy](#).

Mandatory Notification

Relevant to AHPRA registered students enrolled in healthcare disciplines including, but not limited to, medical doctors, physiotherapists, occupational therapists, and psychologists. A Mandatory Notification about a student can only be triggered by concerns about [Impairment](#). An Impairment is different to a health condition. An illness or condition that does not have a detrimental impact on a student’s capacity to undertake clinical training is not an Impairment.

Before making a Mandatory Notification about a registered student, a decision maker must have formed a reasonable belief that the Impairment gives rise to a substantial risk of harm to the public. In this context:

- ‘Reasonable belief’ means personal knowledge of reasonably trustworthy facts or circumstances that would justify a person of reasonable caution, acting in good faith, to believe that the concern and a risk to the public exists. This generally requires direct knowledge (usually from direct observation) of the incident or behaviour that led to the concern. It may also be based on a report from a reliable source who directly experienced or observed the incident or behaviour. A reasonable belief is a state of mind based on reasonable grounds. It is formed when all known considerations, including matters of opinion, are objectively assessed and taken into account.
- ‘The public’ means –
 - patients or clients exposed to the student in a clinical training environment; or
 - the wider community that could be put at risk of harm.

Decision makers should consult the [Guidelines: Mandatory notifications about registered students \(AHPRA\)](#) before making a Mandatory Notification.

National Law

Refers to the [Health Practitioner Regulation National Law Act 2009](#).

Notice of Redress

A document issued by the Executive Dean (or delegate) to the relevant student, outlining the Fitness to Practice Concerns that have been raised and the steps the student is required to take with reference to their behaviour, performance, health, and/or compliance to address those concerns. A Notice of Redress must include an allocated time frame for remediation.

Required Leave

A period of enforced leave from the University (not exceeding 12 months) which is intended to provide a student with an appropriate break from study in response to Fitness to Practice Concerns.

Remedial Action Directive

A directive to the student, issued by the University Registrar and Executive Dean, to undertake specific remedial actions to be able to continue to study.

SASQ Team

The Faculty-based team comprised, at a minimum, by the Associate Dean, Student Affairs & Service Quality, and the Student Affairs & Service Quality Manager.

Unfit to Practice

The student:

- fails to satisfy Bond’s [Inherent Requirements](#) or those applicable to their program of study, and/or poses a significant risk to their own or others’ safety or wellbeing;
- has psychological or functional needs that require support beyond what the University can reasonably be expected to provide either directly or indirectly, and/or adversely impact members of the University community (including other students) or a placement provider and its patients or clients;
- fails to demonstrate competent knowledge or performance in one or more professional standards or ethical obligations critical to the student’s current level of enrolment,

where normal educational processes have been unsuccessful in addressing these concerns;

- displays an inability or unwillingness to comply with the rules, regulations, or standards of practice in the profession necessary for undertaking a clinical and/or professional placement;
- is unwilling to engage in remediation following Fitness to Practice Concerns being raised by the University or a placement provider;
- fails to remedy Fitness to Practice Concerns raised through a Notice of Redress;
- has engaged in conduct that results in a conviction, finding of guilt, or fine for a serious criminal offence, regardless of whether a criminal conviction is recorded, that is detrimental to the reputation of the University, wherever the conduct that resulted in the conviction, finding of guilt, or fine occurred; and/or
- has a health condition or disability that, notwithstanding the provision of reasonable accommodations and adjustments, may impact the student's capacity to practice at the standard required by the profession, and/or an [Impairment](#) that requires [Mandatory Notification](#) to AHPRA, or notification to the relevant program's professional accrediting body or regulatory authority.

6. AFFILIATED PROCEDURES

[Flowchart for Dealing with Fitness to Practice Concerns](#)

[Fitness to Practice Procedure](#) (staff use only)

7. RELATED DOCUMENTS

[Fitness to Study Procedure](#)

[Support for Students Policy \(SS 5.8.2\)](#)

[Higher Degree by Research Students Support Policy \(RES 4.4.1\)](#)

[Academic Progress Policy \(SS 5.4.5\)](#)

[Accessibility and Inclusion Policy \(SS 5.8.6\)](#)

[Enrolment Policy](#)

[Student Code of Conduct Policy \(SS 5.2.1\)](#)

[Student General Misconduct Procedure](#)

[Student Review and Appeals Procedure](#)

[Student Grievance Management Policy \(SS 5.8.1\)](#)

[Anti-Discrimination and Anti-Racism Policy \(GOV 1.1.6\)](#)

[Privacy Policy \(INF 6.5.1\)](#)

[Student Critical Incident Management Policy \(SS 5.8.8\)](#)

[Student Industry Placement Policy](#)

[Guidelines: Mandatory notifications about registered students \(AHPRA\)](#)

[Higher Education Standards Framework \(Threshold Standards\) 2021](#) (Standards 1.1 Admission, 1.3 Orientation & Progression, and 2.3 Wellbeing & Safety)

Program-specific Inherent Requirements

[Doctor of Physiotherapy](#)

[Master of Occupational Therapy](#)

[Medical Program](#)

[Psychology Masters Programs](#)

8. MODIFICATION HISTORY

Date	Sections	Source	Details
19 August 2025		University Registrar	Minor amendment to align with Procedure
23 July 2025			Date first approved

APPROVAL AUTHORITY: Vice Chancellor

Flowchart for Dealing with Fitness to Practice Concerns

