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<b>POSITION TITLE:</b>	<b>Exercise Physiologist</b>
<b>RESPONSIBLE TO:</b>	Director Community Health
<b>DEPARTMENT:</b>	Allied Health
<b>AWARD:</b>	Health Professionals
<b>CLASSIFICATION:</b>	Grade 1 or Grade 2 (As per Award)
<b>REPORTS TO:</b>	Manager Community & Clinical Services
<b>CONTRACT:</b>	As per employment contract

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### **POSITION STATEMENT**

Exercise Physiologists works as a sole practitioner to provide expert services to individuals and groups within the community to improve health outcomes. Working within a community-based team consisting of an Cardiac Rehabilitation Nurse, Diabetes Education Nurse, Occupational Therapist, Physiotherapist, Speech Therapist and Dietitian, you will provide services to patients across a number of ORH settings. Your role will require assessment, care planning and the use of evidence based interventions to manage chronic disease related conditions such as respiratory, cardiac, musculoskeletal, and neurological disorders which contribute to disease related burden within the community.

### **RESPONSIBILITIES AND KEY PERFORMANCE INDICATORS (Outcomes)**

- Delivery of quality exercise physiology services across the multi-purpose service including acute, residential aged care and community services, and within the broader community.
- Plan, implement and evaluate specific group and individual exercise physiology programs in consultation with multi-disciplinary team members, and contribute to assessments, care planning and review as required.
- Undertake and participate in case management of complex clients as agreed with clients, carers, health professionals and other relevant service providers.
- Actively participate in the health service through formal and informal case conferences, appropriate referrals and participation in clinical duties as required.
- To develop, facilitate and assist with the running of health promotion, rehabilitation and support programs.
- To assess and respond to the need for clinical, educational and support outreach services in exercise physiology.
- Establish and maintain accurate and up to date client files according to ORH policy.
- Collect statistical data for exercise physiology services and provide regular reports as requested.

- As part of the community services team, participate in the ongoing evaluation and review of exercise physiology services and resources, including the identification of exercise physiology service needs and forward planning and service development.
- Participate in professional networks and maintain currency of knowledge within the exercise physiology field.
- Supervise allied health assistants and ensure that educational and rehabilitation goals are met.
- Where required provide supervision for staff in the completion of their roles and responsibilities, with particular focus on clinical skills based competencies. This includes monitoring of performance and providing guidance and facilitating education and training where skills are not at the required standard.
- Actively contribute to the maintenance of good manual handling practices as they relate to workplace occupational health & safety.

## QUALIFICATIONS

Mandatory:

- A recognised degree in Exercise physiology.

Other requirements:

- Driver's licence, ability to travel to regional centres
- Eligible for membership of ESSA.

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## HUMAN RESOURCES

- Employees must comply with and demonstrate the Organisational Behavioural Values **Respect, Integrity, Compassion, Excellence, Community**
  - All employees of Orbest Regional Health are required to participate in an annual Performance review and planning process, ensuring all documentation is provided for the personnel file.
  - Participate in the annual review and planning process, completing an annual performance review which is in line with the strategic objectives of Orbest Regional Health
  - During the annual performance review discussion review the annual information updates as listed in attachment 2.
  - All employees will undertake an organisational orientation induction program and complete training requirements relevant to position, including mandatory training as listed in attachment 1.
  - On an annual basis complete mandatory training as per attachment 1.
  - ORH promotes the safety and wellbeing of all children and particularly those from culturally and/or linguistically diverse backgrounds. Working with children checks are required for staff who work with children under 16, and understanding of implementation of safe practices with children including mandatory reporting of child abuse is a requirement of ongoing employment.
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## **ADMINISTRATION**

- Be conversant with Orbest Regional Health policies and procedures and be able to demonstrate how to access relevant policies and procedures using the PROMPT system
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## **OCCUPATIONAL HEALTH AND SAFETY**

- Ensure that work practices are carried out in accordance to the Occupational Health and Safety policies, and the operational policies and procedures of the organisation.
  - Ensure daily tasks are carried out in such manner that minimises risks to patients/residents, other staff members and visitors.
  - Are confidently able to complete a Riskman incident report and report any safety issues immediately to the supervisor and/or Safety Representative.
  - Ensure that infection control guidelines and requirements are known and incorporated into daily work activities.
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## **QUALITY AND SAFETY**

- Demonstrate a commitment to the delivery of quality services.
  - Demonstrate a focus on partnering with consumers in the planning, delivery and evaluation of services and care, by actively seeking feedback and engaging consumers in their care planning as appropriate to employee role.
  - Ensure all Multi Purpose Service activities are in accordance with the
    - National Safety and Quality Health Service Standards (organisation wide)
    - Community Care Common Standards (Home and Community Care)
    - Department of Human Services Standards (Disability and Homelessness Support)
    - Royal Australian College of General Practitioners Standards (Medical Clinic);
    - Diagnostic Imaging Standards (Radiology).
  - Actively participate in the Orbest Regional Health quality program and accreditation processes against the above standards.
  - Are confidently able to complete a RiskmanQ quality activity.
  - Be able to identify risks and follow the Orbest Regional Health Risk Management Policy and procedure.
  - Have processes to monitor and evaluate the performance of the services provided by the work area.
  - Be aware of Orbest Regional Health's approach to quality and safety that includes: Risk management, Clinical governance, Patient centred care and Consumer rights and responsibilities, Diversity, Workplace Health, Safety & Wellbeing, Performance reporting and Monitoring, Partnering with Consumers, Quality Improvement and Open Disclosure. Refer Staff Guides located in Prompt.
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## **AUTHORITY AND CONDITIONS**

- All employees of Orbst Regional Health must sign a Confidentiality Statement. This is to ensure that employees shall not at any time, either during the period of employment, or at its completion, divulge either directly or indirectly to any person, confidential knowledge or information acquired during the course of this employment.
- All employees of Orbst Regional Health are required to recognise consumer rights and operate within the Charter of Human Rights.
- Adhere to the level of authority under the Organisation Instrument of Delegation.
- This position carries a Level NA under the Instrument of Delegation.

I have read, understood and accepted this Position Description.

.....  
**(Employee Name)**

.....  
**Executive Title**

.....  
**Signature**

.....  
**Signature**

.....  
**Date**

.....  
**Date**

*Orbst Regional Health reserves the right to review and amend this document at its discretion.*

## ***KEY SELECTION CRITERIA***

### **Essential Criteria**

- A recognised degree in Exercise Physiology.
- Eligible for membership of ESSA.
- Demonstrated level of professional competence and understanding of contemporary Exercise Physiology theory and practice.
- Demonstrated competence in clinical and problem solving skills.
- Demonstrated skills and abilities in time and workload management.
- Demonstrated ability to work as an effective member of a multi-disciplinary team.
- Ability to work independently and be self-motivated.
- Experience in planning, implementing and evaluating Exercise Physiology programs
- An understanding of quality processes and standards
- Current Police Check, WWC or Working with Aged as relevant
- Drivers Licence

**Orbost Regional Health Position Description - Attachment 1**  
**Organisation wide – Mandatory Training**

<b>Focus area</b>	<b>Frequency</b>	<b>Classification</b>	<b>Staff</b>	<b>Training Type</b>	<b>Committee Responsible</b>
<b>Emergency Response</b>	Orientation & Annual	Mandatory	All ORH Staff	Online training	Emergency Preparedness & Resilience
<b>Manual Handling</b>	Orientation & Annual	Mandatory	All ORH Staff	Online training	OH&S
<b>No Lift</b>	Orientation & Annual	Mandatory	Nursing Staff	Online training and practical assessment	OH&S
<b>Hand Hygiene</b>	Orientation & Annual	Mandatory	All ORH Staff	Online training	Infection Control
<b>Basic Life Support</b>	Orientation & Annual	Mandatory	All Nursing Staff Medical Staff	Self-directed learning package- clinical skills practical assessment	Clinical Standards
<b>Medication Administration General Adult &amp; IV competency</b>	Orientation & Annual	Mandatory	All Nursing staff (including medication endorsed ENs).	Online training	Clinical standards
<b>Falls Prevention</b>	Orientation & Annual	Mandatory	All nursing staff	Online training	Clinical Standards
<b>Neonatal Resuscitation</b>	Orientation & Annual	Mandatory	All Midwives	Online training	Clinical Standards
<b>Advanced Life Support</b>	Orientation & Annual	Mandatory	All ALS responders – grade 5/ ANUMs	Self-directed learning package- clinical skills practical assessment	Clinical Standards
<b>Triage</b>	Orientation & Annual	Mandatory	Grade 5 / ANUM	Online Training	Clinical Standards
<b>Blood Safe</b>	Orientation & Annual	Mandatory	All Nursing Staff	Online Training	Clinical Standards
<b>Aseptic Technique</b>	Orientation & Annual	Mandatory	All Nursing & Medical Staff	Online Training	Infection Control
<b>Bullying and Harassment</b>	Orientation	Mandatory	All ORH Staff	Online Training	People and Culture
<b>Risk Management</b>	Orientation & Annual	Mandatory	Managers	Online Training	OH&S
<b>Occupational Violence</b>	Orientation	Mandatory	All ORH Staff	Online Training	OH&S
<b>OHS</b>	Orientation	Mandatory	All ORH Staff	Online Training	OH&S
<b>Cybersecurity training for health services</b>	Orientation	Mandatory	All ORH Staff	Online Training	MPS Managers
<b>NDIS Worker Orientation Program</b>	Orientation (post June 2020)	Mandatory	NDIS workers	Online Training	People and Culture

**Orbost Regional Health Position Description – Attachment 2**  
**Organisation wide – Orientation & Annual Information Update**

<b>Focus area</b>	<b>Frequency</b>	<b>Classification</b>	<b>Staff</b>	<b>Training Type</b>
<b>Occupational Health &amp; Safety</b>	Orientation & Annual	Info Update	All ORH Staff	Manager Discussion
<b>People &amp; culture</b>	Orientation & Annual	Info Update	All ORH Staff	Workshop
<b>Diversity</b>	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion
<b>Clinical Governance</b>	Orientation & annual	Info Update	All ORH staff	Manager Discussion
<b>Resource Management</b>	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion
<b>Risk Management</b>	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
<b>Quality Improvement</b>	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
<b>Partnering with Consumers</b>	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
<b>Performance Reporting and Monitoring</b>	Orientation & 2 years	Info Update	All ORH staff	Manager Discussion
<b>Patient Rights &amp; Responsibilities</b>	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
<b>Emergency management &amp; Business Continuity</b>	Orientation & Annual	Info Update	All ORH staff	Manager Discussion
<b>Review &amp; Planning Process</b>	Orientation & 2years	Info Update	All ORH staff	Manager Discussion
<b>Environmental sustainability</b>	Orientation & 2years	Info Update	All ORH staff	Manager Discussion