

Employment

# Position Description

<b>Position:</b>	Exercise Physiologist
<b>Award:</b>	Lyndoch Living Health Professionals Enterprise Agreement 2018-2022
<b>Classification:</b>	As per Enterprise Agreement
<b>Status:</b>	As per Contract of Employment
<b>Qualifications:</b>	Degree in Exercise Physiology, Science, Applied Science, Exercise and Sports Science or equivalent / Accreditation with Exercise and Sports Science Australia (ESSA)

## Position Objective(s)

The position requires an Exercise Physiologist to:

- Utilise specialist knowledge to assess, develop, implement and review goal directed therapy/exercise programs; specifically addressing the impacts of aging, disability and/or health issues on quality of life
- Provide therapy in a holistic, goal focused and person centred manner, with a strong emphasis on self-management and reablement
- Deliver individual and group interventions and/or therapy programs within a variety of different settings
- Work closely with the multidisciplinary allied health team to provide a flexible and responsive service that works to meet each consumer's identified goals

## Lyndoch Living Vision

By recognising each person for the individual they are, we will strive to provide them with the specific services, care and support they need to enjoy a lifestyle that is their own – dignified, engaging, fulfilling and rewarding.

## The Lyndoch Way

To support a positive work environment and culture that we believe will best fit the future we are strategically planning for, "nine pillars" have been identified.

### **One Team**

We value and recognise individuality as a vital part of developing a unified voice.

### **Pride**

We support pride and passion in our work and in doing so, we attract others who share our values.

**Welcoming Workplace**

We encourage warm, friendly and respectful interactions across all aspects of our service.

**Yes Culture**

We always start with 'yes' in every deliberation.

**Customer Service**

We ensure that customers feel engaged and valued in every interaction.

**Innovation**

We will enhance our services and exceed customers' expectations, by embracing innovation and fresh ideas.

**Fun and Enjoyment**

We recognise that fun and enjoyment are critical to success.

**Social Purpose**

Through the social conscience of the staff and consumers we actively engage with causes that impact the local community.

**Safety**

We actively promote safety and wellbeing through the provision of innovative and high quality training, monitoring of risk, and compliance, with OHS regulations.

## Key Responsibilities and Duties

- Provide exercise physiology intervention for both consumers and participants including
  - assessment, program design, implementation and review processes in accordance with best evidence based practice
  - holistic goal setting with consumer / participant with measurable outcomes and timeframes
  - flexible delivery within the consumer / participant's home, the Community Rehabilitation Centre and/or the community
  - delivery in one to one, and group environments
  - individualised and generic programs
  - transiting consumer/participant to an alternative appropriate service when clinical indicated or goals achieved
- Develop, organise and supervise exercise programs in collaboration with team members including physiotherapists and allied health assistants, and undertaking a clinical leadership role
- Demonstrate an ability to work as part of a multidisciplinary team; and be responsible for a clinical case load.
- Work independently and demonstrate sound decision making, communication and problem solving skills, throughout intervention
- Identify need and generate referrals to other discipline and services/supports
- Accept accountability and responsibility for own decisions, actions, behaviours and the delegation of clinical intervention to Allied Health Assistants
- Provide education, training and supervision of allied health assistants and students.

- Demonstrate a commitment to ongoing professional development that ensures interventions provided are in accordance with evidence based best practice, in a correct, safe and professional manner, that meets the competency standards required by the profession and Lyndoch Living
- Participate in quality improvement activities and assist in the development of the service
- To maintain clinical documentation to a medico-legal standard including provision care and engagement with internal and external key stakeholders
- Ensure compliance to all Work, Health and Safety policies and procedures
- Demonstrate knowledge of and adheres to the Exercise and Sports Science Australia (ESSA) Professional Standards, and ensures integration with organisational policies and guidelines.
- Analysis and maintain processes to identify and or mitigate actual or potential risk and implement strategies to minimise risk as required, including initiation, follow up and completion of RISKMAN entries
- There is an expectation that the role will include direction to perform other duties that must be reasonable in relation to the employee's skills and abilities.

## Organisational Relationships

<b>Reports to:</b>	Allied Health & Reablement Manager
<b>Supervises:</b>	Nil
<b>Internal Contacts:</b>	All Lyndoch staff, consumers, clients, families, volunteers
<b>External Contacts:</b>	Members of the Public, Contractors, Suppliers

## Specialist Knowledge and Skills

The following knowledge and skills are required to be utilised:

- Understand needs and requirements of older people, the aging process and safe implementation of exercise programs.
- Understand needs and requirements of young adults with a disability and best approach to support exercise program implementation.
- Understand medical conditions that client's experience, to ensure the safe implementation of exercise physiology services.
- Consult with colleagues regarding best practice outcomes for consumers/participants.
- Foster increased consumer understanding of health promotion principles and practice to support client self-management to enable appropriate goal setting and assist overcome barriers to achieving goals
- As relevant imbed the principles of the:
  - Aged Care Standards
  - National Disability Insurance Scheme
  - National Safety and Quality Health Service Standards

## Management Skills

The following management skills are required to be utilised:

- Ability to provide guidance and intervention when implementing therapeutic strategies that are respectful of consumer / participant choice.
- Demonstrated ability to support and direct staff, carers, family, students and volunteers who are required to assist with delivery of services.
- Ability to ensure clinical documentation standards are met, and consumer / participant statistics are recorded in a timely manner.
- Ability to independently manage discipline specific caseload, including completing initial discipline specific assessments and ongoing therapy within a timely manner, and manage delivery of group programs.
- Demonstrated computer literacy and working knowledge of software applications.
- Genuine interest in being involved in organisational continuous improvement processes that promote best practice and quality driven outcomes for consumers/ participants.
- Willingness to embrace a learning environment and supervise students as required.
- Supervision of students as required.
- Participate in a team focused work environment that encourages input from team members, enhancing job satisfaction and team performance.

## Interpersonal Skills

The following interpersonal skills are required to be demonstrated:

- Participate in a team focused work environment that encourages input from team members with a focus on enhancing job satisfaction and team performance.
- Demonstrated capacity to communicate in an efficient and effective manner implemented sound clinical judgment and reasoning
- Able to adjust communication to meet needs of all consumers/participants and their key stakeholder.
- Proven ability to work with and relate to a diverse range of people and adults of all ages, their carers, family and relevant others.
- Ability to problem solve and resolve conflict to bring about a measureable outcome.

## General

- Conduct work in line with all relevant OH&S legislation, and in accordance with organisational policies and procedures and ensure a safe clean work environment is maintained at all times
- Participate in relevant training to ensure continued professional development for the betterment of the organisation.
- Complete all required mandatory training
- Participate in continuous improvement activities in accordance with good work practice and accreditation guidelines.
- Respect diversity in values, customs and beliefs.

- Develop and deliver training to staff, students, volunteers and clients on topics relevant to clinical role and experience.
- There is an expectation that the role will include direction to perform other duties that must be reasonable in relation to the employee's skills and abilities.

## Agreement

I accept and agree to the duties in this Position Description. I understand that this Position Description is to be read in conjunction with the General Terms and Conditions of Employment and I agreed to abide by terms and conditions stipulated therein.

Name (Please print)	
Signature	Date

Authorised by: Director of Innovation & Organisational Development  
Date: August 2022