

Position Description

General Information	
Position title	Exercise Physiologist
Enterprise Agreement / Modern Award	Lyndoch Living Allied Health Professionals Enterprise Agreement 2018-2022
Classification	Exercise Physiologist Grade 2
Status	As per Contract of Employment
Qualifications	Degree in Exercise Physiology, Science, Applied Science, Exercise and Sports Science or equivalent/ Accreditation with Exercise and Sports Science Australia (ESSA)
Primary Location	Warrnambool – This position may be required to work across organisational areas and locations dependent on operational requirements.
Reports to	Allied Health & Enablement Manager
Direct Reports	Team Leader Allied Health
Key Internal Contacts	All Lyndoch staff, consumers (residents), families
Key External Contacts	Members of the Public, Contractors, Suppliers, Health Professionals
Infection Control Risk	Category A - Direct patient contact
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.	
Our Values	
Our Values represent how we conduct ourselves to support a positive workplace culture and achieve our strategic direction. Our Values are Respect, Care, Trust, Safety and Inclusion.	
Position Overview	
<p>The Position requires an Exercise Physiologist to:</p> <ul style="list-style-type: none">➤ 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	

Key Responsibilities and Key Performance Indicators (KPIs)

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.

Key Performance Indicators (KPIs)

Maintain up to date notes and 100% accuracy with all consumer paperwork

Maintain 100% up to date on all mandatory training within the organization.

Maintain current with all required licenses for holding an accreditation with Exercise and Sports Science Australia (ESSA)

<p><u>Leadership and management</u></p> <p>The following leadership and management skills are required to be utilised:</p> <ul style="list-style-type: none"> ➤ 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. 	<p>Feedback from consumer survey's</p>
<p><u>Provide excellence in consumer/customer care</u></p> <p>The following consumer/customer skills are required to be demonstrated:</p> <ul style="list-style-type: none"> ➤ 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. 	<p>100% of documentation completed as scheduled.</p>
<p><u>Ensure compliance with all relevant standards and legislation</u> Accreditation with Exercise and Sports Science Australia (ESSA)</p>	<p>100% documentation completed and submitted to relevant body Maintain current ESSA registration for Victoria</p>

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Key Responsibilities and Key Performance Indicators (KPIs)	
Key Responsibilities	Key Performance Indicators (KPIs)
<u>Quality Improvement and Risk Management</u> <ul style="list-style-type: none"> ➤ 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. 	<p>100% compliance with Infection Control processes</p> <p>100% of Incident Reports (Riskman) completed within 48 hours</p>
<u>Actively participate in professional development in order to deliver best practice</u> <ul style="list-style-type: none"> ➤ Remain current in all requirements for licensure ➤ Complete annual education modules allocated by the organisation. ➤ Participate, as directed, in the employee Support and Growth Plan. 	<p>100% of education modules completed annually</p> <p>Support and Growth Plan in place</p>
<u>Occupational Health & Safety</u> <ul style="list-style-type: none"> ➤ Follow Lyndoch Living's Health and safety policies, procedure, workplace instructions and conduct of conduct ➤ Take reasonable care for your own health and safety and for the health and safety of anyone else that may be affected by your actions or omissions, whilst at work ➤ Co-operate with your Manager/Supervisor in respect to actions taken by Lyndoch Living to comply with the requirements to provide a workplace that is safe and without risks to health ➤ Correctly wear and maintain items of personal protective clothing and equipment that are provided ➤ Immediately report any incidents within the workplace to your Manager/Supervision ➤ Be familiar with and follow emergency procedures and directions ➤ Participate in health and safety training programs as required 	<p>Zero workplace injuries</p> <p>100% compliance with PPE requirements</p>
<u>Organisational Values</u> <ul style="list-style-type: none"> ➤ All employees are expected to work in accordance with the organisational Values (Respect, Care, Trust, Safety, Inclusion) ➤ Contribute to creating a culture that values the contributions of employees, consumers and other stakeholders ➤ Role model the organisational Values 	<p>Consumer satisfaction survey results</p> <p>Employee Engagement Survey Results</p>

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Key Selection Criteria		
Qualifications	➤ Degree in Exercise Physiology, Science, Applied Science, Exercise and Sports Science or equivalent	Essential
	➤ Accreditation with Exercise and Sports Science Australia (ESSA) or equivalent	
	➤ Master's degree or higher of Exercise Science or equivalent	Desirable
Previous experience	➤ Demonstrated knowledge and experience in creating exercise programs for the aging population	Desirable
Skills and knowledge	➤ Knowledge of aging population and common health conditions	Desirable
	➤ Skilled in developing age appropriate exercise programs	Essential
	➤ Experience facilitating group based exercise programs	Desirable
	➤ Ability to build rapport with consumers and remain professional	Essential

Agreement

This position description is designed to reflect the inherent requirements and expectations of this position. The information and statements in this position description are intended to reflect a general overview of the responsibilities and not to be interpreted as being all-inclusive. Appointment to this position is conditional upon the successful candidate being fully able to perform the inherent requirements of this position.

Section 41 of the *Workplace Injury Rehabilitation and Compensation Act* (as amended), requires disclosure to your employer of any pre-existing injuries or disease that you have suffered, or existing injuries or disease that you continue to suffer of, which you are aware and could reasonably be expected to foresee, and could be affected by the nature of the proposed employment referred to above.

In relation to workers compensation, I understand that I may be ineligible to apply for WorkCover for any, reoccurrence, exacerbation, deterioration or aggravation to a pre-existing injury or disease.

I acknowledge that failure to disclose the information or provide false and misleading information may dis-entitle me to compensation, pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* (WorkCover) should I suffer any reoccurrence, aggravation, exacerbation, deterioration of a pre-existing injury, illness or disease arising from employment with Lyndoch Living.

I have read and understood the requirements and expectations outlined in this Position Description. I agree I have the physical and cognitive ability to fulfil the inherent requirements of the position and accept my role in fulfilling the requirements and expectations of this position.

Name (Please print):

Signature:

Date:

Authorisation – Version 1.0

Amendments:

N/A

Authorised by:

General Manager - Community Services

Review and authorisation date:

26 / 02 / 2024