

## Exercise Physiologist

<b>position number</b>	
<b>status</b>	Part Time, Fixed term (TP)
<b>network</b>	Services
<b>agreement</b>	Allied Health Professionals(Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026
<b>classification</b>	Grade 1 or Grade 2
<b>reports to</b>	Program Facilitator Allied Health Central

<b>about us</b>	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, and northern and western suburbs.
<b>what we do</b>	Our work aims to improve the health and wellbeing of our communities and address health and social inequality.
<b>our organisation</b>	cohealth is a community health organisation with an ambitious strategic plan. Our mission is to improve health and wellbeing for all and tackle inequality, in partnership with people and the communities they live in.
<b>our people</b>	People who work at cohealth are committed to designing and delivering high quality health care and promoting and protecting human rights.
<b>diversity and inclusion</b>	We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click <a href="#">here</a>

## network overview

### Services Network

The Services Network is responsible for delivering a wide range of health and social support services in Melbourne's CBD, and northern and western suburbs.

## position overview and purpose

The Exercise Physiologist (EP) is responsible for providing quality community-based outpatient Exercise Physiology services to individuals and groups within our community. This includes working in close collaboration with our team of Physiotherapists and Allied Health Assistants (AHAs) to develop and lead a consistent program of physical activity across cohealth and work closely with partner organisations to promote accessible exercise options for cohealth clients in the local community. Working closely with our Physiotherapists and Allied Health Assistants increase opportunities for top of scope work delivering 1:1 remedial exercise and promotion of exercise service delivery models of care.

The Exercise Physiologist will work within a multidisciplinary team and liaise closely with the medical team to provide holistic, client centred and coordinated healthcare. Our multidisciplinary team comprises physiotherapists, occupational therapists, podiatrists, DNEs, dieticians, nursing and counseling services. All service provision is underpinned by principles of inter professional practice (IPP) and service coordination. Using a strengths-based approach cohealth Exercise Physiologist will collaborate with clients, their carers and other service providers, to help clients develop meaningful goals and care plans.

Drawing on the findings of the assessment and the care planning process, care is provided utilising appropriate evidenced based interventions. This includes a focus on educating and empowering clients to adopt self-management strategies to improve their health which is underpinned by health literacy principles.

## key accountabilities

<p><b>Direct Care Services</b></p>	<ul style="list-style-type: none"> <li>• Provide high quality Exercise Physiology services to clients and groups of clients in accordance with agreed targets.</li> <li>• Provide a high quality and flexible Exercise Physiology service to clients from marginalised backgrounds.</li> <li>• Provide a welcoming environment where the consumers can inquire and learn about a range of health-related matters and engage in self-management.</li> <li>• Participate in multidisciplinary coordinated care and care planning activities to meet the needs of the target group.</li> <li>• To liaise with our Physiotherapists and Allied Health Assistants to promote opportunities and efficiencies in exercise service delivery models of care.</li> <li>• Refer, consult and liaise with staff within the organisation, nursing and medical teams and other local agencies to ensure a holistic multi-disciplinary approach to health care provision.</li> <li>• To liaise with internal and external service providers in relation to individual client needs and to support clients to transition from the health care setting to sustainable community-based exercise</li> <li>• Develop, review and evaluate Exercise Physiology direct care, group exercise and health promotion programs using a codesign approach.</li> <li>• Incorporate health education into direct care contacts using health literacy principles.</li> <li>• To develop and lead a service, in collaboration with the Physiotherapy Practice Excellence Coach, that supports client capacity building and self-management in physical activity.</li> <li>• Provide Allied Health Assistant supervision and Grade 1 Exercise Physiology supervision which results in increased confidence, skill level, self-awareness and job satisfaction for the supervisee, as required.</li> <li>• Participate in and contribute to quality student supervision and related tasks to support student placements and professional skill development.</li> <li>• Perform other duties consistent with the aims and objectives of cohealth as directed by the program coordinator.</li> </ul>
<p><b>Health Education and Health Promotion</b></p>	<ul style="list-style-type: none"> <li>• Contribute to and participate in health education and promotion programs aimed at maximising good health and preventing illness in accordance with program development and evaluation strategies in response to community needs.</li> <li>• Liaise with the Prevention and Population Health Team as appropriate.</li> <li>• Act as an advocate for individual clients/groups of clients as appropriate.</li> </ul>

	<ul style="list-style-type: none"> <li>To liaise with internal and external service providers in relation to individual client needs and to support clients to transition from the health care setting to sustainable community-based exercise.</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>Ensure safety and maintenance of exercise equipment and supplies.</li> <li>Adhere to infection control policy.</li> <li>Participate in professional development.</li> <li>Develop and lead organisational and discipline-specific Quality Improvement activities.</li> </ul>
<b>Administrative Responsibilities</b>	<ul style="list-style-type: none"> <li>Maintain and complete client files and statistical/program records in keeping with the organisation's policy and funding requirements.</li> <li>Have appropriate knowledge of the funding agreements underpinning their role and be accountable to meeting those requirements.</li> <li>Participate in the recruitment and selection of staff as appropriate.</li> <li>Monitor and order educational materials, literature and clinic supplies.</li> <li>Independently manage stock and maintain current ordering processes with budgetary constraints.</li> </ul>
<b>Team &amp; Policy Development</b>	<ul style="list-style-type: none"> <li>Advocacy for the role of the exercise physiologist within community health.</li> <li>Participate in multi-disciplinary team meetings and discipline team meetings.</li> <li>Develop and deliver appropriate health strategies and information for clients;</li> <li>Participate in the planning, development and evaluation of discipline and Multidisciplinary Team services and models of care.</li> <li>Professional conduct in the execution of all duties by regulating own behaviour and understanding organisational structure and culture.</li> <li>Establish and maintain effective working relationships with stakeholders and regularly participate in team and organisational activities.</li> </ul>
<b>culture and teamwork</b>	<ul style="list-style-type: none"> <li>Champion cohealth's culture to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values.</li> </ul>
<b>quality and continuous improvement</b>	<ul style="list-style-type: none"> <li>Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures.</li> <li>Contribute to the implementation and improvement of the quality systems within cohealth, in particular the Services Network, and ensure compliance with documented procedures and processes.</li> </ul>

## health & safety compliance

- Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers).
- Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment.
- Take corrective action to remedy safety hazards or risks and restore a safe working environment

## position requirements

- Eligible for accreditation as an Exercise Physiologist with Exercise and Sports Science Australia (ESSA).
- At least two years' experience as an Exercise Physiologist is desired.
- Demonstrated clinical competency in the areas of assessment, exercise prescription and the delivery of group exercise programs.
- Ability to work effectively across a multi-disciplinary service and with a wide range of diverse client groups, forming collaborative working relationships, as well as an ability to work independently
- Experience in developing, implementing and evaluating a range of preventative and community education / health promotion programs.
- Demonstrated capacity to manage competing priorities and to deliver high quality outcomes.
- Ability to strengthen key agency partnerships.
- Understand budget parameters and where possible present possible strategies for improvement.
- Sound decision making skills with a focus on identifying and understanding issues, problems and opportunities.
- Be conversant with computer systems and other technology relevant to the position.
- Practices in a way that recognises all clients are at risk of misunderstanding health information
- Uses easy to understand language and appropriate visual aids, understanding that clients learn best when a limited number of new concepts are presented at any time
- Demonstrates effective use of a teach back or "show me" techniques for assessing patients' understanding
- Be client centred and use verbal/non-verbal active listening techniques that are social and culturally appropriate
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check
- Victorian Driver's License
- Immunisation Category A proof to be produced for sighting upon request

## Key selection criteria



- Eligible for accreditation as an Exercise Physiologist with Exercise and Sports Science Australia (ESSA) and demonstrated experience in Exercise Physiology, preferably in a community-based setting.
- Demonstrated understanding and commitment to the principles of community health and principles of chronic disease management.
- Commitment to professional development and quality improvement including skills in program planning, implementation and evaluation.
- Experience (or a desire to participate) in supervision including the supervision of students, grade 1 Exercise Physiologists and Allied Health Assistants (Grade 2 applicants).
- Highly developed communication and interpersonal skills.
- Experience working both independently and within a multidisciplinary team.
- Demonstrated commitment to community participation and ongoing engagement with consumers.
- Well-developed computer skills and a current Drivers Licence.
- Strong belief and personal alignment in cohealth Values and Mission

*cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.*

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