



POSITION DESCRIPTION

Name:	Exercise Physiologist
Commencement / Last Date Reviewed:	December 2020
Reviewed By:	Manager of Community Nursing
EBA:	Allied Health Professionals EBA 2016 - 2020

ORGANISATIONAL STRUCTURE

Position Title	Role / Team	Area	Direct Reports
Exercise Physiologist	Community Nursing	Allied Health	Allied Health Assistants
Location	Employment Type	Reports To	Professional Accountability
Wangaratta	Part Time - Fixed Term	Coordinator Community Nursing	NHW

OUR VISION

To Be Recognised Leaders In Rural Health Care

OUR VALUES

CARING

EXCELLENCE

RESPECT

INTEGRITY

FAIRNESS

POSITION PURPOSE

Northeast Health Wangaratta (NHW) is a busy sub-regional integrated health service of 228 beds and is the major referral facility for the greater part of North East Victoria. NHW provides a wide range of acute specialist services including; an emergency department, critical care unit, medical and surgical wards, obstetrics and gynaecology, paediatrics and specialised aged care, inpatient rehabilitation, community rehabilitation, outpatient and community health services as well as inpatient, community, aged and psycho-geriatric mental health services.

The primary role of the Exercise Physiologist is to provide best practice Exercise Physiology services to NHW patients admitted into the Transition Care Program including both bed and community based packages as well as those referred into the Cancer Wellness and Exercise Program. They will possess a high level of clinical knowledge, act as a clinical resource for staff and be expected to undertake supervision of junior Exercise Physiology staff, Allied Health Assistants and students.

The Exercise Physiologist is expected to continuously update their skills and knowledge relevant to their designated area and work collaboratively with clients, peers and multidisciplinary staff across all program areas at Northeast Health Wangaratta and external service providers.

The duties of this position are to be performed with adherence to the purpose and values of Northeast Health Wangaratta's strategic plan and compliance with the Code of Behaviour for staff of Northeast Health Wangaratta.



RESPONSIBILITIES AND MEASURES OF SUCCESS IN THE ROLE

The following table breaks down the key performance areas of responsibility for the incumbent. Measurements for performance areas will be agreed to with the Manager of Community Nursing.

PERFORMANCE AREA	RESPONSIBILITY
Core Role	<ul style="list-style-type: none"> - Model a high level of professional skill and professional competency. - Provide high quality clinical services across clients' care trajectory: assessment, care planning, therapy, review and discharge planning. - Demonstrate evidence based practice. - Be an active consumer of evidence and strive to be an evidence generator through participating or leading research related activities. - Provide clinical support and supervision to junior exercise physiology staff and allied health assistants as required. - Able to manage own time and prioritise competing demands to ensure completion of clinical work within designated timeframes. - Initiates and promotes innovative service delivery - Work collaboratively within a multi-disciplinary team and external service providers to offer exercise physiology liaison, consultation, education and clinical practice towards the goals of optimum client assessment and client centered care planning and delivery. - Involve clients / carers in the decision making of treatment goals and discharge plans - Utilise validated outcome measures as part of routine exercise physiology practice - Provide education to clients / carers appropriate to their needs - Identify relevant referrals to other disciplines, services and organisations in a timely manner - Attendance at regular client case reviews and family meetings to ensure effective communication and dissemination of information - Maintain accurate and current clinical records ensuring documentation meets professional and legal standards, in accordance with NHW policies. - Promptly report vital client observations that are outside the normal range as per clinical guidelines. - Supervise exercise physiology students, in-line with university requirements. - Act as a positive advocate for the Exercise Physiology profession.
	<p>KPI for this section</p> <ul style="list-style-type: none"> - Demonstration of NHW values and be a role model for these values - Promote a continuous improvement culture in line with "Hardwiring for Excellence" - Practice within relevant professional and ethical standards. - Communicate effectively and professionally with inter-disciplinary team members. - Attend discipline specific program in-services and education. - Participate in performance appraisals upon completion of probationary period and annually ongoing. - Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure. - Maintain professional expertise through professional development
Quality & Safety	<ul style="list-style-type: none"> - Assist the team and the Management of Community Nursing in the development and continuous improvement of exercise physiology and program based protocols and procedures, incorporating the best available evidence. - Evaluate service provision and review, update and improve services based on client feedback, data analysis and available evidence. - Maintain awareness of and compliance with processes and systems implemented for OH&S in the workplace. - Maintain an awareness of and responsibility for applying emergency procedures within the workplace. - Maintain a proactive approach to the identification, management and reduction of risk - Maintain awareness of and compliance with ACHS Standards and EQuIP Accreditation requirements. - Ensure that consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided. - Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.
	<p>KPI for this section</p> <ul style="list-style-type: none"> - Collect statistics and service improvement data. - Evaluate and interpret service-related data.



	<ul style="list-style-type: none"> - Review and update education materials, patient booklets, exercise sheets and resources as required ensuring current best practice and up to date information regarding processes at NHW. - Lead and contribute to Quality projects. - Completion of all NHW mandatory competencies within designated timeframe - Utilise Riskman in the recording of incidents and near misses in accordance with NHW policy.
Partnerships	<ul style="list-style-type: none"> - Maintain awareness and understanding of community services available within the Northeast region and how these services work and compliment NHW and client care. - Foster engagement with the community and health partners - Establish and maintain networks with local, regional and state wide exercise physiologists
	<p>KPI for this section</p> <ul style="list-style-type: none"> - Consistent positive professional communication and consultation with relevant internal and external stakeholders - Ability to refer clients to services appropriate for their needs.

WORKING RELATIONSHIPS

INTERNAL

- Management of Community Nursing
- Allied Health Professionals and Assistants
- Illoura Nursing Staff
- Transition Care Program Coordinators

EXTERNAL

- External Health Services

KEY SELECTION CRITERIA

Essential

- University Degree in Exercise Physiology
- Current Exercise Physiology Accreditation with Exercise Sports Science Australia (ESSA)
- Advanced skills in managing a complex caseload independently
- Experience working in the exercise oncology setting
- Experience working in the community setting
- Evidence of strong interpersonal and communication skills, written and verbal
- Demonstrated ability to initiate and maintain effective professional relationships
- Demonstrated capacity to work within a multidisciplinary team
- Excellent organisational and time management skills, including ability to deal effectively with competing demands
- Commitment to improving knowledge and practice through completion of professional development
- Current valid drivers licence

Desirable

- Experience in supervising and coordinating allied health assistants
- Experience in supervising exercise physiology students

All staff must have and remain current for continued employment the following:

- A current National Police Check (renewed every 3 years)
- A current Working with Children Check (renewed every 5 years)
- Statutory Declaration for applicable workers who have lived overseas
- Ability to comply with the "Behavioural Outcomes" for this role



Standards of Behaviour

Above the line Our staff will always:

Below the line Our staff will not:

Caring

Show compassion to all people
 Demonstrate empathy and understanding
 Work as part of the team
 Mentor others
 Provide encouragement to others
 Care for others the way they would like to be cared for themselves

Be disrespectful
 Be self-centered
 Have inappropriate conversations with others
 Display rudeness

Excellence

Commit to the NHW Hardwiring Excellence expectations
 Have the courage to question what we do
 Persevere to do the best job they can
 Strive continuously to improve
 Be professional and enthusiastic
 Maintain customer focus

Give up
 Demonstrate a 'can't-do' attitude
 Accept mediocrity
 Be unreliable
 Pass the buck
 Ignore feedback given by patients or colleagues

Respect

Maintain confidentiality and privacy
 Listen to others and accept differences
 Be punctual
 Respond courteously
 Greet all people by saying hello, smiling and introducing themselves
 Be culturally informed and sensitive
 Respect diverse opinions

Be sarcastic
 Bully, harass or display aggression
 Be judgmental
 Withhold information
 Contribute to rumours
 Leave an untidy workplace

Integrity

Be open and honest
 Lead by example
 Be responsible and accountable for their own actions
 Stand up and take action
 Escalate issues or behaviors of concern

Be arrogant
 Be dishonest
 Be hypocritical
 Avoid responsibility
 Allow unacceptable behavior

Fairness

Demonstrate consistency
 Treat people equally
 Be considerate and understanding
 Be collaborative and collegial

Discriminate against others
 Demonstrate favoritism and exclusion
 Refuse to assist others with their workload

Received By Employee

Name: _____

Date: _____