

POSITION DESCRIPTION

Position Title	Grade 1 Exercise Physiologist
Directorate	Community Services & Wellbeing
Operationally reports to:	Ambulatory Care Manager
Professionally reports to:	Exercise Physiology Professional Lead
Direct Reports	No
Enterprise Agreement	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Classification	As per award
Employment Status	Refer to contract of employment
Hours of work	Refer to contract of employment
Amendment Date	June 2026
Our Organisation	
Dhelkaya Health is a new health service on Dja Dja Wurrung country; it is the coming together of Castlemaine Health, Maldon Hospital and CHIRP Community Health. Dhelkaya Health is shaping a better health system for the people of Mount Alexander Shire and beyond, while staying true and local in everything it does. Dhelkaya Health delivers a diverse range of inpatient, outpatient, aged care, community health and outreach services to Mount Alexander Shire. It also delivers assessment, rehabilitation and allied health services to neighbouring shires. Dhelkaya Health is committed to the quality, accessibility and sustainability of acute, aged and community-based healthcare, and family and housing services. Dhelkaya Health has campuses in Castlemaine and Maldon.	
Position Overview	
The Grade 1 Exercise Physiologist position is responsible for delivering high quality person-centred Exercise Physiology interventions at Dhelkaya Health. This will involve home, hospital or centre based service delivery and client education. This role works in close collaboration with a range of health professionals and other community-based service providers to deliver the best outcomes for the client, their family and carers. This role will work primarily in the Ambulatory Care team. The Ambulatory Care team provides a range of high-quality multidisciplinary allied health and nursing services including Musculoskeletal, Neurological, Pain Management, Falls and Balance, Cardiac and Pulmonary, Older Persons' Program and more. The Ambulatory Care team also provide allied health services in our Residential Aged Care Facilities. This role is expected to work across a range of clinical areas, including, but not limited to, the above. The Grade 1 Exercise Physiologist will actively participate in staff supervision and support the ongoing quality improvement of the Exercise Physiology and organisation as a whole.	
Specific Accountabilities	
Client Assessment & Care: - Plan, deliver and evaluate Exercise Physiology services to clients, which build on client strengths, needs and priorities. - Develop person-centred client goal plans that identify mutually agreed responsibilities, tasks, and time frames.	

- Deliver Exercise Physiology services that are evidence based and informed by best practice standards.
- Actively participate in case conferences and facilitate a collaborative multidisciplinary team approach to achieve optimal client outcomes and coordinated care.
- Provide services and supports in collaboration with others and maintain positive and productive working relationships with colleagues, community care providers, clients and families.
- Deliver relevant education to groups or individuals as required.

Reporting, Quality and Sustainability:

- Maintain timely and accurate clinical records and data reporting, according to organisational requirements.
- Actively contribute to service development, evaluation and improvement.
- Contribute to the viability and sustainability of services through working in a way that supports organisational strategies.
- Demonstrate an understanding and ability to provide services and supports within the parameters of the funding available.

Leadership and Culture

- Actively participate in the promotion of a positive, supportive and engaging team culture
- Perform any other duties as required commensurate with the position classification and the employee's skills, knowledge, experience and qualifications, which may include provision of services to other clinical areas within Dhelkaya Health as directed by the manager.
- Actively participate in team meetings and other organisational committees where required

Education, Learning and Improvement:

- Participate in regular internal, external and self-directed professional development opportunities to keep up with current developments.
- Actively seek and maintain professional networks to support best clinical and professional practice.
- Participate in clinical supervision programs within Dhelkaya Health.
- Assist senior staff with student placement programs by taking a supporting role in student supervision and facilitating a positive and safe learning environment.

Any other duties as required commensurate with the position classification and the employee's skills, knowledge, experience and qualifications.

Organisational Accountabilities
Confidentiality

All staff members must comply with the principles of confidentiality relating to patients, residents, clients and other staff members.

Infection Control

All staff members are responsible for minimising the risk of patients, residents, clients, visitors and other staff members acquiring or being exposed to infections arising from activities within the health care environment. Staff members are to support risk management strategies by adhering to relevant Infection Control Guidelines.

No-Smoking Policy

To ensure a healthy and safe work environment for staff, volunteers, patients, residents, clients and visitors, smoking is not permitted on health service grounds, in buildings and offices or in any vehicle.

Occupational Health & Safety

All staff members have the right to a safe working environment and should advise their direct line manager of any risk or condition likely to result in accident or injury. All staff members have the responsibility to take reasonable care of their own health and safety, to co-operate with OH&S policies, and to participate in appropriate safety education and evaluation activities.

Organisational Values

All staff members must demonstrate and uphold their health service's vision, mission and values. This includes accepting accountability and responsibility for their actions, demonstrating a commitment to ongoing education and professional development, and working within current scope of practice.

Pre-Employment Security Screening

All staff members must obtain and/or maintain a current and satisfactory National Police Check for the duration of employment. A Working with Children Check and National Disability Insurance Scheme (NDIS) check may also be required for particular positions.

Quality Improvement

Staff members are required to participate in Continuous Quality Improvement programs to encourage excellence of care and ensure effective and safe use of resources. Staff members have a role and responsibility in identifying opportunities for improvement and implementing strategies to do so.

Our Health Services are committed to providing an environment that promotes quality learning and further education. Where relevant, staff are required to contribute to the planning and delivery of further education placements, participate in appropriate staff development, training and education opportunities and share knowledge with other staff members.

All staff members are required to participate in regular formal and informal performance review meetings.

Risk Management

All staff members have a duty to take a proactive role in contributing to the identification, management and reporting of risks, including near misses and hazards. Staff members who identify a risk are required to take first line action to minimise the risk and to then report it to their direct line manager for further management. All staff members are required to report any incidents that occur during the course of their duties.

Workplace Behaviour and Codes of Conduct

- All staff members are required to carry out lawful and reasonable directions as outlined in this position description or as delegated to them
- All staff members are required to comply with the legal requirements associated with general employment and those specific to their qualifications and area of work
- Where required, staff members must abide by professional standards and codes of conduct and ethics issued by the professional association relevant to their discipline
- All staff members are required to demonstrate behaviours that are consistent with their health service's Codes of Conduct and the Code of Conduct for Victorian Public Sector Employees.
- All staff members have the right to equal opportunity and a work environment free from any form of workplace harassment and bullying. All staff members must adhere to their health service's policies in this regard and participate in education and training
- All staff members must demonstrate an understanding of appropriate behaviours when engaging with children in line with their health service's child safety policies and codes of conduct.

Qualifications**Essential:**

- Recognised tertiary degree in Exercise Physiology
- Membership of Exercise & Sports Science Australia (ESSA) as an Accredited Exercise Physiologist (AEP).
- Current Victoria Drivers Licence
- NDIS Worker Screening Check

Key Selection Criteria

Essential experience and knowledge:

- High quality communication and interpersonal skills, with the ability to establish positive relationships with clients and colleagues.
- Experience delivering Exercise Physiology services in inpatient, residential aged care and community-based rehabilitation within a public health setting.
- Commitment to working as an effective member of a multidisciplinary team in delivering person-centred services.
- Demonstrated ability to be flexible and to respond constructively to change.
- Commitment to evidence-based practice and ongoing learning.
- Demonstrated ability to provide person-centred care.
- Demonstrated effective utilisation of clinical supervision to further develop clinical and non-clinical skills.
- Developed skills and understanding of the quality improvement process to effectively support successful project outcomes.

Additional Information

Diversity and Inclusion

Diversity is important to Dhelkaya Health because we want a workforce that is as diverse as the communities we work with. Our staff are encouraged to draw from their identity - in lived experience, ethnicity, race, age, disability, sexuality, neurodiversity, gender, culture and belief - in being part of a workplace that is safe, respectful, welcoming and inclusive. -

Health and Wellbeing

Our health service has a strong commitment to staff wellbeing and supports the professional growth and accountability of all staff through organisational supervision and a multidisciplinary team approach.

Innovation

Staff members recognise that innovation contributes to the successful delivery of contemporary health services to the community. All staff members are encouraged to demonstrate innovation through exploring ideas that solve problems and create solutions.

Person Centred Care

Person Centred Care (PCC) is a philosophical approach to how health services provide care to patients, residents, clients and interact with other customers, including staff, volunteers and visitors. PCC is based on the principles of respect, value of the individual and the need to deliver service in an environment that supports peoples' physical, emotional, social and psychological needs. PCC is underpinned by a culture of collaboration and partnership and all staff of our health services are required to adhere to these principles.

Social Model of Health

Where programs and services operate within the Social Model of Health, an understanding of the social determinants of health will be incorporated in the planning and delivery of programs and services. Staff members will engage and partner with clients and communities to achieve optimal health outcomes.

Other

- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required.
- This Position Description may be amended and activities added or removed as the need arises. Any such amendments will be made in consultation with the relevant staff member/s.

Employee Acceptance

I acknowledge that:

- I have read and understood the requirements of the position as outlined in the Position Description.



- I possess the necessary skills, knowledge, experience and abilities to successfully perform in this position

Name (print):

Signature:

Date:

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