

Position Description

Position Title	Exercise Physiologist Grade 2
Position Number	30010909
Division	Clinical Operations
Department	Physiotherapy and Exercise Physiology
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification Description	Exercise Physiologist Grade 2
Classification Code	EP67-EP70
Reports to	Manager Physiotherapy and Exercise Physiology via delegate
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 5,000 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Community and Continuing Care Division

The Community and Continuing Care Division provides a broad range of high-quality, person-centred care programs and services to consumers in inpatient, outpatient, and community settings. Each service within the division is designed to ensure holistic care and improve the overall well-being of our patients and communities.

The Community Services team is dedicated to enhancing the health and wellbeing outcomes of the communities in the Loddon Mallee with six regional offices. This team includes: Aged Care Assessment undertaken on behalf of My Aged Care; Community Allied Health; Community Care; Carer Support and Community Nursing & Home Care.

The Continuing Care team delivers high-quality services across the Loddon Mallee region including: Dental Care; Chronic Disease Management; Outpatient Rehabilitation; Support for People Transitioning Home; Diabetes Management and Geriatric Management and Assessment.

The Allied Health team provides comprehensive, high-quality care across the continuum, including expert services in: audiology, dietetics, exercise physiology, occupational therapy, physiotherapy, podiatry, psychology, social work, speech pathology and allied health assistants who work with these disciplines.

The Geriatric Medicine Team includes Geriatricians, Rehabilitation physicians, Palliative care physicians, registrars and junior medical staff. The Team work across inpatients, outpatients and home settings.

In addition, the Community and Continuing Care Division holds the professional portfolio of Chief Allied Health Officer. The Chief Allied Health Officer and allied health discipline managers provide professional governance for all allied health across Bendigo Health.

The Physiotherapy and Exercise Physiology Department

The Allied Health team at Bendigo Health comprises over 300 staff including Occupational Therapy, Physiotherapy / Exercise Physiology, Podiatry, Social Work, Dietetics, Psychology, Audiology, Speech Pathology and Allied Health Assistance. Allied Health Clinicians work in a very broad range of roles and are valued in the contribution they make to the multi-disciplinary team.

The Physiotherapy and Exercise Physiology team (including Allied Health Assistants and Administrative Support staff), work together to provide high quality physiotherapy and exercise physiology services to patients across the full continuum of care. All members of the team are valued in the contribution they make to ensure our clinical and teaching services are consistently customer focussed.

Physiotherapists assess, diagnose, treat and work to prevent disease and disability through physical means. The team are experts in movement and function who work in partnership with patients and the multidisciplinary team to maximise a patient's function. The Physiotherapy team work across a wide variety of clinical areas including but not limited to paediatric to geriatric, neurological to orthopaedic and musculoskeletal and can help to recover from injury, reduce pain and stiffness and increase mobility.

Exercise Physiologists play an important role as physical activity and exercise specialists as an integral treatment for primary and secondary prevention and the treatment of chronic disease. Exercise Physiologists work across a variety of clinical conditions including patients currently with existing injury, that require rehabilitation to improve physical function; and patients in need of lifestyle change through risk factor modification, at all levels of readiness to behavioural change.

The Physiotherapy department has an active role in education and research. Bendigo Health Physiotherapy have a partnership with the La Trobe Rural Health School Physiotherapy Discipline where Senior Bendigo Health Physiotherapy staff are actively involved in the provision of clinical supervision and academic teaching, particularly to the third and fourth year Physiotherapy students. Exercise Physiology team have partnership with a number of tertiary providers to conduct high quality student placement for 4th year Exercise Physiology students.

The Position

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement and the Allied Health Grade Level Capabilities: Grade 2 Allied Health Professional. Please refer to links provided to these documents.

The Grade Two Exercise Physiologist is responsible for the provision of Exercise Physiology Services within a designated clinical caseload, appropriate to their level of experience and competency. Grade Two level Exercise Physiologists are required to display autonomy of practice, whilst also contributing constructively to the interdisciplinary team. The purpose of this position is to:

- Provide evidence-based practice, client-centred and goal directed care to acute musculoskeletal clients in Physiotherapy Specialist Clinics
- To provide training and supervision of exercise physiology students, where appropriate.
- To supervise staff including clinical supervision of Grade 1 Exercise Physiology staff, where appropriate.
- To contribute to the development of the Physiotherapy and exercise physiology department on working parties and/or committees where required.
- Where required this position may be rostered to work weekends and public holidays

Responsibilities and Accountabilities

Key Responsibilities

Key Responsibilities	Demonstrated by
1. Provision of care	<ul style="list-style-type: none">• Work independently within approved scope of practice to provide safe, evidence-based care according to organisational policies and protocols, taking responsibility for the quality of care at the point of care.

	<ul style="list-style-type: none"> • Provide specialist knowledge, advice or guidance to other clinicians and consult with supervisor and senior staff to escalate concerns, risks, clinical complexity and barriers where required. • Use specialist clinical reasoning to ensure timely and responsive management of referrals and waitlists, and guide others to prioritise and fairly distribute workloads, liaising with the team and other stakeholders as required. • Document in the medical history consistent with relevant Bendigo Health procedures and departmental requirements. • Complete required program reporting and statistical records for client – related and other activities within specified timeframes. • Demonstrate understanding of ethical and cultural issues and vulnerable population groups and integrate this into practice.
2. Collaborative practice	<ul style="list-style-type: none"> • Work collaboratively with clients, their families and other stakeholders to establish a client focused multidisciplinary management plan, consistent with professional standards and evidenced based practice. • Work collaboratively with the multidisciplinary team to deliver safe client-focused care, liaising with health professionals and agencies internal and external to Bendigo Health regarding clinical management where necessary. • Provide clinical handover to ensure client care is maintained. • Promote understanding, respect and trust between different groups to enable collaboration and positive care outcomes. • Facilitate the smooth transition of clients through the health care system, collaborating and liaising with relevant services to ensure continuity of care for individual clients and their families.
3. Quality, innovation and improvement	<p>Innovation and change</p> <ul style="list-style-type: none"> • Proactively work with clients and colleagues to develop practical and creative solutions to workplace problems. • Show initiative in developing and implementing an innovative and evidence-based approach to Allied Health service delivery. • Contribute constructively to new ideas or change processes within the organisation, to promote a supportive, inclusive and cooperative work environment. <p>Quality improvement and research projects</p> <ul style="list-style-type: none"> • Contribute to the attainment and sharing of professional clinical expertise through initiating, supporting and/or leading quality and research activities as directed and supported by senior staff. • Contribute to translating evidence into practice, through identifying clinical practice gaps, implementing and evaluating evidence-based care. • Use specialist knowledge to assist in the development of relevant unit business and quality plans, policies and protocols, underpinned by best available evidence, data analysis and client feedback. <p>Safety and risk management</p> <ul style="list-style-type: none"> • Carry out compliance and improvement against the key elements of quality, safety and accreditation requirements as directed. • Observe safe working practices and as far as able, protect own and others' health and safety.

	<ul style="list-style-type: none"> • Lead and contribute to designated evaluation of service provision and risk management, in line with current evidence-based practice, data analysis and customer feedback.
4. Professional conduct	<ul style="list-style-type: none"> • Demonstrate well-developed oral and written communication skills. • Recognise issues that may lead to conflict, constructively addressing issues as they arise, and where required escalating for advice and resolution in line with Bendigo Health procedures and values. • Display professionalism and well-developed interpersonal skills. • Demonstrate understanding of own personal and professional limitations, as well as that of supervisees and other staff, and escalate as required. • Adhere to profession specific standards of professional practice. • Participate in discipline and program meetings and working parties, or external forums, as directed. • Assume responsibility for delegated discipline, program or organisational portfolios and projects. • Work with operational and professional managers, or their delegates, to ensure that adequate time is allocated for non-clinical responsibilities such as participating in and providing clinical supervision, education, quality improvement and research, delegated portfolios, and attendance at meetings and committees.
5. Learning and Development	<ul style="list-style-type: none"> • Provide orientation, supervision and training of students, Grade 1 clinicians and Allied Health Assistants as required. • Participate in clinical supervision in accordance with the Allied Health Clinical Supervision protocol. • Demonstrate a commitment to lifelong learning and evidence-based practice through participating in professional development for self and supporting the knowledge and skill development of other professional groups. • Use self-reflection techniques effectively to enhance care provision and interpersonal relationships. • Complete all mandatory and required training and professional development requirements. • Support management to implement effective recruitment, retention, recognition and development strategies as delegated.

Required Capabilities for Allied Health

Further to the key responsibilities outlined in this position description, Allied Health staff are required to demonstrate the capabilities outlined in the Bendigo Health Allied Health Grade Level Capabilities.

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. A degree in Exercise Physiology or equivalent tertiary qualification, current registration as an Exercise Physiologist with Exercise and Sport Science Australia and ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Professional Standards document.

2. Demonstrated understanding of contemporary practice and principles and evidence based service delivery models for acute musculoskeletal clients within the outpatient specialist clinics setting. Experience working with this patient cohort is preferred.
3. Demonstrated ability to work collaboratively with multidisciplinary teams to deliver safe client-focused care, providing specialist knowledge in exercise physiology including musculoskeletal and orthopaedic populations.
4. Demonstrated ability to work autonomously with effective organisation and time management skills to actively plan and manage clinical and non-clinical priorities and meet timeframes.
5. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with client, carers, staff and the community.
6. Demonstrated ability to apply critical thinking, evaluate service delivery and contribute to the development of evidence-based and innovative services.
7. Demonstrated ability to provide clinical supervision to students and staff.

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

All Bendigo Health sites, workplaces and vehicles are smoke free.

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. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.