

POSITION DESCRIPTION

Position Title:	Exercise Physiologist – Grade 1
Award:	Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022-2026
Classification:	AHP Grade 1 - Year dependent upon qualifications and experience
Site:	This position is primarily based at our Eaglehawk site however may be required to work from White Hills or Kangaroo Flat BCHS site as negotiated.
Hours per fortnight:	45.6 hours per fortnight (0.6 EFT)
Tenure:	Fixed term (2 years)
Position description developed:	March 2025
Responsible to:	Senior Leader Podiatry and Physical Activity

ABOUT BENDIGO COMMUNITY HEALTH SERVICES (BCHS)

BCHS is located across five sites in the City of Greater Bendigo, Central Victoria. BCHS has a proud 50-year history and provides more than 50 services across medical and allied health, family services, drug and alcohol, mental health, settlement services, health promotion and more, with a focus on vulnerable people and communities.

The organisation has more than 280 staff supporting people of all ages and stages of life to access quality, person-centred care. We foster a values-aligned, positive and thriving culture where staff feel safe and supported. Staff have clarity of roles and work in an environment of accountability. The success of BCHS is dependent on our staff who provide a high level of professionalism and dedication.

VISION

Better health and wellbeing across generations.

PURPOSE

Supporting you and your family to live healthy lives.

VALUES

Lived and Living Experience: We listen to understand. We value our communities, their backstories, lived and living experiences and cultures and learn from them to tailor our services.

Equity: We provide equitable and inclusive health and wellbeing services, ensuring they are culturally responsive and accessible.

People: We maintain a skilled, engaged and professional workforce, including people with lived experience, and enable a culture of continuous learning.

Partnership: We understand trust and partnerships are key to achieving our purpose. We listen and learn - and share our knowledge and expertise in collaboration and co-design with our community, ensuring we are providing local solutions to community need.

Integrity: We uphold the values of the Universal Declaration of Human Rights and approach all we do with kindness and respect. We are ethical in all we do.

TEAM ROLE

The Podiatry and Physical Activity Programs team includes podiatrists, exercise physiologists, physiotherapist and Social Support Group staff who work collaboratively to improve the health and wellbeing of clients and the community. The primary focus of the Podiatry and Physical Activity Programs team is to provide coordinated and holistic care and referral pathways internally and externally across a range of multidisciplinary services.

POSITION ROLE

The role of the position is to provide an effective, safe and high-quality exercise physiology service within the Podiatry and Physical Activity Programs team. The role requires the individual to work with people with a range of presentations including chronic medical conditions, injuries, and/or disabilities to improve their health, fitness, well-being and/or prevent the development of chronic conditions.

POSITION RESPONSIBILITIES

The responsibilities of the position are:

- Work independently to facilitate physical activity programs across a variety of sites and locations.
- Provide comprehensive, consumer-centred assessment and management of BCHS physical activity program participants within scope of practice.
- Design, evaluate and modify individual exercise interventions for physical activity program participants, taking into consideration the health, well-being and/or physical limitations of the individuals.
- Provide health and physical activity education, advice and support, and lifestyle modifications, with a focus on achieving behavioural change.
- Participate in supervision of undergraduate exercise physiology students and students of other disciplines where appropriate.
- Identify and respond to any potential risks for participants/staff involved in physical activity programs (e.g. respond to heat health warnings, clients in physical distress, client injury prevention and management, respond to client health concerns).
- Facilitate the referral to and liaison with a range of services required to provide comprehensive, integrated health care.
- Ensure all clinical activity undertaken fulfils or exceeds the competency standards of the profession.
- Ensure information is managed in line with organisational, allied health and exercise physiology standards, including the use of BCHS electronic client management systems
- Ensure recording of statistical data and documentation requirements within required timeframes.
- Assist with other team administrative tasks (including but not limited to set-up/pack-up of equipment, routine cleaning of equipment, intake/triage, evaluation of services and service development).
- Participate in BCHS continuous quality improvement activities, including taking a lead role in documenting at least one QI activity annually for exercise physiology.
- Participate in research activities and implementation of evidence-based practice.

- Participate as required in the development of new policies, procedures and processes that impact on the service and on the achievement of relevant accreditation standards.
- Maintain and develop clinical and professional skills, in addition to monitoring new developments in exercise physiology and allied health through continuing professional development.
- Participate in the monitoring and review of the demand for BCHS exercise physiology and physical activity service and programs to ensure services remain accessible and equitable.
- Actively promote BCHS' exercise physiology and physical activity services and programs, in addition to other BCHS services, to current and future clients.
- Facilitate the referral to and liaison with a range of services required to provide comprehensive, integrated health care.
- Other duties as directed.

KEY SELECTION CRITERIA

Essential

1. Tertiary qualification in Exercise Physiology (equivalent or higher).
2. Current registration with Exercise and Sports Science Australia (ESSA).
3. Demonstrated experience (including through placements) in providing sensitive practice in response to client preferences, needs and diversity.
4. Demonstrated experience in working as a member of a multidisciplinary team.
5. The ability to build and develop positive relationships with both internal and external stakeholders.
6. Excellent interpersonal and communication skills.
7. Ability to obtain Medicare Provider numbers for relevant locations prior to commencing in role.
8. A current employee Working with Children Check and a current driver's licence.
9. Current first aid and CPR.
10. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check.

Desirable

1. Demonstrated understanding of the social model of health.
2. Intermediate skills (or higher) in Microsoft Office programs.
3. Experience in working with electronic client management systems.

PROBATIONARY PERIOD

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

STAFF REVIEW & DEVELOPMENT (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the position role and responsibilities and key selection criteria in addition to the relevant team plans and the following performance indicators.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Provide high-quality service delivery to, at a minimum, the target required by the funding service agreements and team performance models.
- Demonstrate positive outcomes for clients through appropriate management and interventions.
- Demonstrate a client-centred service delivery approach which meets individual preferences, needs and diversity.
- Demonstrate a holistic and integrated service delivery approach for clients.
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with the BCHS privacy and confidentiality procedures.

Communication and Teamwork:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers.

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' vision, values, and strategic directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect BCHS' values.

Administration and Documentation:

Through the use of the BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and teamwork plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

DIVERSITY AND CULTURE

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

CHILD SAFETY

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **all** children reach their individual potential.

OTHER ESSENTIAL REQUIREMENTS

Staff will:

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCHS believes that *"Quality is everyone's business, safety is my responsibility"*

Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

OTHER INFORMATION

- Salary packaging would be available to the successful applicant.
- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an equal opportunity employer.
- All BCHS sites are smoke and vape free workplaces.
- BCHS has a commitment to environmental sustainability.