

Position Description

At REDHS, our vision is to be a trusted leader in our local rural health care. **Growing Together – Our People, Our Culture, Our Future.** reflects our commitment to achieving this by fostering a workplace where people feel valued, respected and connected.

As a trusted service provider, our actions shape our culture and influence the experience of those we serve. This Position Description outlines the responsibilities and expectations of the role and its contribution to our mission and strategic objectives. At REDHS, how we achieve outcomes is as important as the outcomes themselves. All employees are required to comply with the REDHS values and demonstrate them consistently in their daily work to support our people, strengthen our culture and positively impact our community.

Position Title	Exercise Physiologist
Position ID	
Department	Allied Health and Community Services
Award	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification	Exercise Physiologist Grade 1 or Grade 2
Employment Type	Part Time
Reports To	Allied Health Manager
Direct Reports	N/A
Date Document Approved	August 2026
Approved by	Director Allied Health & Community Services
Purpose of Position	
To provide quality exercise physiologist services to inpatients, aged care residents and community care clients (Commonwealth Home Support Program, Home and Community Care, National Disability Insurance Scheme, Medicare Benefits Scheme eligible, Transition Care Program and consumers of Support at Home Packages) of Rochester and Elmore District Health Service (REDHS) or those REDHS subcontracts to. The exercise physiologist will: • Work as part of a multidisciplinary team, and • Liaise with health care providers to provide appropriate assessment, referral and care, and promote awareness of exercise physiology to staff, consumers and the community.	

Key Accountabilities & Performance Indicators (Focus on 6–8 high-impact areas)

Key Accountabilities (Strategic Focus)	Performance Indicators (Measures of Success)
Clinical Service Delivery	• Completes comprehensive assessments, treatment plans, education and follow-up for allocated clients • Meets service delivery and caseload targets • Demonstrates evidence-based clinical practice • Positive client outcomes and goal attainment • Achieves KPIs as set by the department
Person-Centred Care and Care Coordination	• Participates in multidisciplinary team and discharge planning meetings • Develops and reviews client-centred care plans • Receives positive feedback from clients, carers and team members • Maintains effective communication with internal and external providers
Group Program Development and Delivery	• Assists with planning, implementation and evaluation of group programs • Meets program participation and completion targets • Achieves positive participant feedback and outcomes • Regular review and improvement of program content

Outreach Service	• Provides services at designated outreach sites as required • Maintains service accessibility and continuity across locations • Meets outreach activity targets and reporting requirements
Professional Development and Clinical Supervision	• Participates in regular clinical supervision sessions • Completes mandatory training and continuing professional development requirements • Demonstrates application of new knowledge and skills to practice • Able to work within ESSA scope of practice and meeting accreditation requirements
Supervision and Education of Staff and Students	• Provides effective supervision and delegation to Allied Health Assistants • Supports student placements and learning objectives • Positive feedback from students, assistants and supervisors • Compliance with supervision documentation requirements
Stakeholder Engagement and Service Representation	• Represents the service at relevant internal and external meetings • Maintains productive relationships with stakeholders and referral sources • Contributes to service promotion and community engagement activities
Quality Improvement and Risk Management	• Participates in quality improvement projects and service reviews • Contributes to education resources and client satisfaction initiatives • Demonstrates compliance with clinical governance and risk management processes • Implements improvements based on audit and feedback findings
Actively demonstrates and embeds the REDHS values in all actions, decisions and interactions, contributing to a safe, respectful, inclusive and high-performing culture aligned to Growing Together: Our People. Our Culture. Our Future.	• Consistently demonstrates behaviours aligned to REDHS values in daily practice • Treats consumers, colleagues and community members with respect, fairness and professionalism • Takes personal accountability for actions, follows through on commitments and raises concerns appropriately • Contributes positively to team culture and psychological safety • Participates in engagement, learning and improvement activities that strengthen service quality and sustainability • Uses organisational resources responsibly and supports environmentally and financially sustainable practices

Key Relationships

Internal Relationships
• Community Care Manager / Allied Health Manager • Community Care Team members • Allied Health Professionals (Physiotherapists, Occupational Therapists, Dietitians, Speech Pathologists, Social Workers, Podiatrists) • Nursing staff • Medical practitioners • Allied Health Assistants • Exercise Physiology and Allied Health students • Health Promotion staff • Quality and Clinical Governance staff
External Relationships (Community, Industry etc)

- Clients, families, and carers
- General Practitioners (GPs)
- Hospitals and discharge planning teams
- Residential Aged Care Facilities
- Community and aged care service providers
- NDIS and My Aged Care providers
- Local health networks and referral agencies
- Community groups and health promotion partners
- Universities and education providers
- Funding bodies and relevant government agencies

Key Selection Criteria & Capabilities

Key Selection Criteria
Qualifications
• Tertiary Qualification in Exercise Physiology or equivalent • Current registration with Exercise & Sports Science Australia (ESSA)
Essential Registrations
• Current and/or willingness to gain registration with Medicare as an exercise physiology service provider
Technical and Professional Capabilities
• Current Victorian Driver's Licence, National Criminal History Check, Working with Children Check and NDIS Worker Screening Check • Current Influenza Vaccinations (FluVax)
Personal & Leadership Capabilities
• Demonstrated experience in the provision of timely and appropriate exercise physiology services to inpatients, aged care residents, and primary care clients • Demonstrated highly developed organisational skills, including prioritization, time-management skills and appropriate case-load management • Demonstrated experience in person centered approach to goal directed care planning • Demonstrated experience in working independently, and as part of a multidisciplinary team

Growing Together – Our People. Our Culture, Our Future.

REDHS Values and Behaviours	
Our culture is shaped by the values and behaviours we demonstrate every day, and our commitment extends beyond our organisation into the community we serve. Employees are required to comply with the REDHS Values, as the way we behave in the workplace and the manner in which we undertake our roles is just as important as how we perform the tasks associated with them. We expect all employees to embrace the REDHS Values and demonstrate them consistently in their daily work, contributing positively to our people, strengthening our culture, and supporting our community.	
R	Reliability We are trustworthy and consistent in everything we do, ensuring safe, high-quality care for our patients, residents, and the community at all times.
E	Engagement We work collaboratively with colleagues, patients, and our community to address challenges, create opportunities, and bring about positive change in rural health and wellbeing.
D	Diversity We respect and embrace the unique needs, experiences, and perspectives of every individual, ensuring culturally safe and inclusive care for all.
H	Hospitality We welcome and treat everyone with warmth, empathy, and generosity, creating a positive and compassionate experience for patients, families, colleagues, and visitors.
S	Sustainability

	We deliver care responsibly today while making decisions and using resources that safeguard the health, wellbeing, and future of generations to come.
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Employment Obligations

Employment Principles
REDHS is committed to the employment principles that reinforce the public sector values. These principles ensure: • Employment decisions are based on merit and employees are treated fairly and reasonably • Employees have a reasonable avenue of redress against unfair or unreasonable treatment • Equal employment opportunity is provided • Human Rights are upheld in accordance with the Charter of Human Rights and Responsibilities Act 2006
Professional Conduct and Organisational Compliance
Employees of REDHS must perform the inherent requirements of their role to a professional standard and comply with all REDHS policies, procedures, Codes of Conduct, values and lawful directions, as well as applicable legislation, industrial instruments and accreditation standards. All staff must demonstrate the REDHS Values, maintain confidentiality, access information only as required for legitimate work purposes, participate in the Performance Review and Development program, complete mandatory training and engage in relevant professional development.
Personal Centred Care
All staff are required to support the REDHS “This is Me” philosophy by treating all individuals with dignity and respect, supporting informed decision-making and providing care and service that recognises individual needs and rights.
Work Health Safety & Risk
All employees must take reasonable care for their own health and safety and that of others, follow safe work practices, use personal protective equipment as required, report hazards, incidents and risks in accordance with REDHS systems, participate in emergency preparedness activities and contribute to organisational risk management and continuous quality improvement.
Clinical Practise Requirements (Clinical roles)
Employees in clinical roles must maintain current registration and/or licensing, practise within their approved scope, complete required competencies, deliver safe person-centred care aligned with NSQHS and professional standards, and participate in clinical risk management and multidisciplinary collaboration.
Employment Conditions
Appointment and ongoing employment are subject to satisfactory pre-employment checks including Police Records Check, Working with Children Check (where applicable), NDIS Worker Screening Check for identified risk-assessed roles, and staff immunisation clearance in accordance with REDHS policy, as well as disclosure of any pre-existing condition that may affect the inherent requirements of the role.

Additional Requirements

Position Review
• This Position Description may be reviewed and amended at any time, with approval from the relevant Director and in consultation with the employee. • Appointment is subject to satisfactory Staff Immunisation clearance and required pre-employment checks, including a Police Records Check, Working with Children Check and, where applicable, an NDIS Worker Screening Check. • This document outlines the general duties and responsibilities of the role and is not exhaustive. • An initial performance review will occur within three months of commencement and annually thereafter. These discussions provide an opportunity to review responsibilities, clarify expectations and set objectives for the year ahead.
Acceptance of the Position
This Position Description:

- Is to be read in conjunction with the employee's Contract of Employment, applicable Enterprise Agreement, and REDHS policies, procedures and Codes of Conduct.
- May be amended from time to time in consultation with the employee.
- Reflects the general duties and responsibilities of the role and is not intended to be exhaustive.

By signing below, the employee acknowledges that they have read, understood and agree to comply with the requirements and responsibilities outlined in this Position Description and associated employment documentation.

Name	
Date	
Signature	