



**Swan Hill**  
**District Health**  
*my hospital*



Respect – Professionalism – Care – Commitment – Collaboration

## Exercise Physiologist - Grade 1 or Grade 2

Swan Hill District Health is seeking an accredited Exercise Physiologist to join our Physiotherapy team. This full time position will involve working within the physiotherapy department with an active role in exercise and rehabilitation intervention for a variety of physiotherapy clients. Generous salary packaging and attractive relocation support is offered.

### Key Selection Criteria:

- A Tertiary Qualification in Human Movement / Sports Science (Bachelor of Human Movement or equivalent) from a recognised university or college institution.
- Strong interpersonal and written communication and organisational skills, including the ability to ensure client comfort and confidentiality.
- Demonstrate clinical skills in Exercise Physiology practice, including assessment and provision of appropriate exercise programs to people with various health conditions, inpatient and community based.
- Ability to work unsupervised and show leadership within a multi-disciplinary team with a variety of community members.
- Experience and confidence in a group environment, attentive and proactive.
- Ability to support, develop and supervise Exercise Physiology students.
- To be flexible and adaptable to work in all aspects of Exercise Physiology/Physiotherapy care.
- Current Victorian Driver's License with the ability to travel after hours when required.

The Physiotherapy Department is currently staffed by seven Physiotherapists, three Exercise Physiologists and an Allied Health Assistant and is supported by an expanding Primary Care Division, including Health Promotion, Counselling, Dental, Community Rehabilitation, Aboriginal Hospital Liaison and Allied Health Departments

Swan Hill is located in rural Victoria, Australia on the Murray River 344 km north west of Melbourne.

### Want More Info?

Contact Emma Brown Exercise Physiologist – E:[ebrown@shdh.org.au](mailto:ebrown@shdh.org.au) or phone (03) 5033 9390.

Applications including the names of three referees should be forwarded to: Human Resources Manager Email: [Employment@shdh.org.au](mailto:Employment@shdh.org.au) or address to Human Resources Manager, Swan Hill District Health, PO Box 483, Swan Hill 3585, Victoria. **Email applications are preferred.**

Applications will only be accepted if they address the Key Selection Criteria and include an APPLICATION FOR EMPLOYMENT FORM.

**Closing date: Sunday, 27<sup>th</sup> May 2018**



<b>Position:</b>	<b>EXERCISE PHYSIOLOGIST</b>
<b>Classification:</b>	EXERCISE PHYS GR 1
<b>Department:</b>	Physiotherapy
<b>Reports to:</b>	Chief Physiotherapist
<b>Position Summary:</b>	The position will involve working within the physiotherapy department with an active role in education, exercise and rehabilitation intervention for a variety of hospital and community based clients.
<b>Responsibilities:</b>	<p><b>1. Clinical</b></p> <ul style="list-style-type: none"><li>• Provide client focused initial consultations and therapy sessions. This may include designing exercise programs, providing exercise demonstration and supervision, providing advice and writing reports for patients and doctors.</li><li>• Participate in interdisciplinary care planning meetings to optimize client outcome.</li><li>• Assess, prescribe and implement exercise, mobility and rehabilitation programs to various individual clients and therapy groups – primarily through the Community Rehabilitation Centre, Transitional Care Program, Community Health Service and Rural Outreach Program.</li><li>• Facilitate the smooth transition of clients through the health care system, liaising with relevant staff and community agencies to ensure continuity of care for individual clients and their families.</li><li>• Provision of health promotion activities and group planning as required. Involvement in departmental and SHDH activities as directed by Physiotherapy Department Head.</li><li>• Observe and reports changes in client condition to the treating therapist and appropriately document such changes in the patients' medical record.</li><li>• Maintain a clean and tidy work environment and treatment area.</li><li>• Ensure all clinical activity undertaken fulfils or exceeds the competency standards of the profession.</li><li>• To be flexible and rotate through different service areas as directed by the department head. The position may involve change in duties and work role, as demand on services and staff changes occur. Hour allocation will be determined by Chief Physiotherapist.</li></ul> <p><b>2. Administrative</b></p> <ul style="list-style-type: none"><li>• Participate in departmental and service meetings as required, to facilitate communication and decision making skills, and to ensure holistic client management and service provision.</li><li>• Record accurate and timely workload data to assist with statistics and departmental reporting requirements.</li><li>• Participate in in-service and continuing education programs.</li><li>• Assist in the supervision of physiotherapy and Human Movement undergraduate students.</li><li>• Participate in departmental quality improvement program and the wider organisation accreditation activities as required.</li></ul> <p><b>3. Communication</b></p> <ul style="list-style-type: none"><li>• Maintain timely, effective and professional oral and written communication at all levels within SHDH and with external professionals and agencies as required.</li></ul>

<p><b>Key Selection Criteria:</b></p>	<ol style="list-style-type: none"> <li>1. A Tertiary Qualification in Human Movement / Sports Science (Bachelor of Human Movement or equivalent) from a recognized university or college institution.</li> <li>2. Strong interpersonal, and written, communication and organisational skills, including the ability to ensure client comfort and confidentiality.</li> <li>3. Demonstrate clinical skills in exercise physiology practice, including assessment and provision of appropriate exercise programs to people with various health conditions, inpatient and community based.</li> <li>4. Ability to work unsupervised and within a multi-disciplinary team, with a variety of community members.</li> <li>5. Experience and confidence in a group environment, attentive and proactive</li> <li>6. To be flexible and adaptable to work in all aspects of exercise physiology/physiotherapy care.</li> <li>7. Current Victorian Drivers License with the ability to travel after hours when required.</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>1. A good knowledge of quality improvement and the public hospital system</li> <li>2. Ability to work independently and with initiative</li> <li>3. Experience in public speaking and providing group education</li> <li>4. Current First Aid certificate</li> </ol> <p><b>Qualifications/Skills Experience/Competencies:</b></p> <ul style="list-style-type: none"> <li>• Bachelor Degree in Human Movement /Sports Science with preferred Exercise Science/Physiology Major</li> <li>• Candidates must be ESSA accredited</li> <li>• Must be able to obtain a Medicare Provider number for SHDH site/s as required and commit to the contracted 100% donation model of MBS revenue to SHDH</li> </ul>
<p><b>Salary/Award:</b></p>	<p>Salary in accordance with Allied Health Professionals (Victorian Public Health Sector) <i>Single Interest Enterprise Agreement 2016-2020</i>. Hours of duty as negotiated.</p>
<p><b>Infection Control:</b></p>	<ul style="list-style-type: none"> <li>• Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public.</li> <li>• The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.</li> </ul>
<p><b>Continuous Quality Improvement:</b></p>	<ul style="list-style-type: none"> <li>• Each staff member is expected to demonstrate a commitment to best practice.</li> <li>• All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care.</li> <li>• All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards.</li> <li>• It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies &amp; Protocols</li> <li>• We recognise diversity is part of every person &amp; as such providers of health care must be actively involved in developing models of care that are person centered.</li> </ul>
<p><b>Person Centered Care:</b></p>	<p>The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care. Recognise diversity is part of every person &amp; as such providers of health</p>

	care must be actively involved in developing models of care that are person centered.
<b>Just Culture:</b>	All staff are expected to support a Just Culture in which reporting is actively encouraged, with an emphasis on learning from issues that arise as opposed to blaming those involved.
<b>Hardwiring for Excellence</b> <b>Values - Standards of Behaviour</b>	SHDH strategic direction has a specific focus on developing strong leaders by improving communication and accountability across the continuum. In line with the SHDH Organisational Values and Standards of Behaviour Charter 2017, staff are expected to align and demonstrate these behaviours, not 'sometimes' but 'always' so as to create and maintain a culture of high performance.
<b>Privacy and Confidentiality:</b>	SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.
<b>Mandatory Training:</b>	All employees must be aware of and complete designated mandatory training within the required time frame.
<b>Safety:</b>	<b>RESPONSIBILITIES: It is the responsibility of every staff member to:</b> <ul style="list-style-type: none"> <li>• Take reasonable care for your safety and the safety of others while at work.</li> <li>• Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system.</li> <li>• Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position.</li> <li>• Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual.</li> <li>• Complete all Mandatory training requirements as identified and directed.</li> <li>• Comply with the Occupational Health and Safety Act and all SHDH O.H. &amp; S. online Policies and Procedures.</li> </ul>
<b>Review:</b>	Completion of My Work Plan on a yearly basis.
<b>Date Written</b>	August 2011
<b>Reviewed:</b>	Feb 2014, May 2015, July 2016, Nov 2017, May 2018
<b>Managers Name:</b>	
<b>Managers Signature:</b>	
<b>Employees Name:</b>	
<b>Employees Signature:</b>	



<b>Position:</b>	<b>EXERCISE PHYSIOLOGIST</b>
<b>Classification:</b>	EXERCISE PHYS G2
<b>Department:</b>	Physiotherapy
<b>Reports to:</b>	Chief Physiotherapist
<b>Position Summary:</b>	The position will involve working within the physiotherapy department with an active role in education, exercise and rehabilitation intervention for a variety of hospital and community based clients.
<b>Responsibilities:</b>	<p><b>1. Clinical</b></p> <ul style="list-style-type: none"> <li>• Provide client centered initial consultations and therapy sessions. This may include designing and implementing evidence based exercise programs, supervise individual and group exercise session and complete required reports to appropriate stakeholders.</li> <li>• Participate in interdisciplinary care planning meetings to optimize client outcome.</li> <li>• Assess, prescribe and implement exercise, mobility and rehabilitation programs to various individual clients and therapy groups – primarily through the Community Rehabilitation Centre, Transitional Care Program, Community Health Service and Rural Outreach Program.</li> <li>• Facilitate the transition of clients through the health care system, liaising with relevant staff and community agencies to ensure continuity of care for individual clients and their families.</li> <li>• Provision of health promotion activities and group planning as required. Involvement in departmental and SHDH activities as directed by Physiotherapy Department Head.</li> <li>• Observe and reports changes in client condition to the treating therapist and appropriately document such changes in the patients' medical record.</li> <li>• Maintain a clean and tidy work environment and treatment area.</li> <li>• Ensure all clinical activity undertaken fulfils or exceeds the competency standards of the profession.</li> <li>• To be flexible and rotate through different service areas as directed by the department head. The position may involve change in duties and work role, as demand on services and staff changes occur. Hour allocation will be determined by Chief Physiotherapist.</li> </ul> <p><b>2. Administrative</b></p> <ul style="list-style-type: none"> <li>• Participate in departmental and service meetings as required, to facilitate communication and decision making skills, and to ensure holistic client management and service provision.</li> <li>• Record accurate and timely workload data to assist with statistics and departmental reporting requirements.</li> <li>• Participate in in-service and continuing education programs.</li> <li>• Coordinate the supervision of Exercise Physiology students.</li> <li>• Supervise Grade 1 Exercise Physiologists and contribute to the wider physiotherapy departmental supervision structure.</li> <li>• Participate in departmental quality improvement program and the wider organisation accreditation activities as required.</li> </ul> <p><b>3. Communication</b></p> <p>Maintain timely, effective and professional oral and written communication at all levels within SHDH and with external professionals and agencies as required.</p>

<p><b>Key Selection Criteria:</b></p>	<ol style="list-style-type: none"> <li>1. A Tertiary Qualification in Human Movement / Sports Science (Bachelor of Human Movement or equivalent) from a recognized university or college institution.</li> <li>2. Strong interpersonal, and written, communication and organisational skills, including the ability to ensure client comfort and confidentiality.</li> <li>3. Demonstrate clinical skills in exercise physiology practice, including assessment and provision of appropriate exercise programs to people with various health conditions, inpatient and community based.</li> <li>4. Ability to work unsupervised and show leadership within a multi-disciplinary team, with a variety of community members.</li> <li>5. Experience and confidence in a group environment, attentive and proactive</li> <li>6. Ability to support, develop and supervise Exercise Physiology students.</li> <li>7. To be flexible and adaptable to work in all aspects of exercise physiology/physiotherapy care.</li> <li>8. Current Victorian Drivers License with the ability to travel after hours when required.</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>1. A good knowledge of quality improvement and the public hospital system</li> <li>2. Ability to work independently and with initiative to ensure effective case management.</li> <li>3. Experience in public speaking and providing group education</li> <li>4. Current First Aid certificate</li> </ol> <p><b>Qualifications/Skills Experience/Competencies:</b></p> <ul style="list-style-type: none"> <li>• Bachelor Degree in Human Movement /Sports Science with preferred Exercise Science/Physiology Major</li> <li>• Candidates must be ESSA accredited</li> </ul> <p>Must be able to obtain a Medicare Provider number for SHDH site/s as required and commit to the contracted 100% donation model of MBS revenue to SHDH</p>
<p><b>Salary/Award:</b></p>	<p>Salary in accordance with Allied Health Professionals (Victorian Public Health Sector) <i>Single Interest Enterprise Agreement 2016-2020</i>.</p>
<p><b>Infection Control:</b></p>	<ul style="list-style-type: none"> <li>• Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public.</li> <li>• The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.</li> </ul>
<p><b>Continuous Quality Improvement:</b></p>	<ul style="list-style-type: none"> <li>• Each staff member is expected to demonstrate a commitment to best practice.</li> <li>• All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care.</li> <li>• All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards.</li> <li>• It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies &amp; Protocols</li> <li>• We recognise diversity is part of every person &amp; as such providers of health care must be actively involved in developing models of care that are person centered.</li> </ul>
<p><b>Person Centered Care:</b></p>	<p>The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to</p>

	<p>participate in the provision of quality health care. Recognise diversity is part of every person &amp; as such providers of health care must be actively involved in developing models of care that are person centered.</p>
<b>Just Culture:</b>	All staff are expected to support a Just Culture in which reporting is actively encouraged, with an emphasis on learning from issues that arise as opposed to blaming those involved.
<b>Hardwiring for Excellence</b> <b>Values - Standards of Behaviour</b>	SHDH strategic direction has a specific focus on developing strong leaders by improving communication and accountability across the continuum. In line with the SHDH Organisational Values and Standards of Behaviour Charter 2017, staff are expected to align and demonstrate these behaviours, not 'sometimes' but 'always' so as to create and maintain a culture of high performance.
<b>Privacy and Confidentiality:</b>	<p>SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection.</p> <p>Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.</p>
<b>Mandatory Training:</b>	All employees must be aware of and complete designated mandatory training within the required time frame.
<b>Safety:</b>	<p><b>RESPONSIBILITIES: It is the responsibility of every staff member to:</b></p> <ul style="list-style-type: none"> <li>• Take reasonable care for your safety and the safety of others while at work.</li> <li>• Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system.</li> <li>• Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position.</li> <li>• Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual.</li> <li>• Complete all Mandatory training requirements as identified and directed.</li> <li>• Comply with the Occupational Health and Safety Act and all SHDH O.H. &amp; S. online Policies and Procedures.</li> </ul>
<b>Review:</b>	Completion of My Work Plan on a yearly basis.
<b>Date Written</b>	August 2011
<b>Reviewed:</b>	Feb 2014, May 2015, July 2016, December 2016, Oct 2017, May 18
<b>Managers Name:</b>	
<b>Managers Signature:</b>	
<b>Employees Name:</b>	
<b>Employees Signature:</b>	





### Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: \_\_\_\_\_

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

### Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

#### Disclosure advice:- (to be completed by the applicant)

---

---

---

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: \_\_\_\_\_ Date: ...../...../.....

**NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.**

#### Enquiries:

Email address: [hrmanager@shdh.org.au](mailto:hrmanager@shdh.org.au)

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585