

Uniting AgeWell Position Description

Position Information

Position Title:	Exercise Physiologist	
Division/Department:	As per employment agreement	
Reporting to:	Operations Manager	
Enterprise/Individual Agreement:	As per employment agreement	
Classification/Grade:	As per employment agreement	
Location:	As per employment agreement	
Employment Status:	As per employment agreement	
Resource Management	Direct Reports: N/A	Indirect reports: N/A
Key Relationships:	Internal: <ul style="list-style-type: none"> • Clients and their representatives • Uniting AgeWell Operations Manager Allied Health, • Exercise Physiotherapy Practice Lead • UA Community staff • Therapy and ancillary staff 	External: <ul style="list-style-type: none"> • Relevant service providers/referral • Suppliers • General Public
Position Specific Credentials, Qualifications & Experience	<ul style="list-style-type: none"> • Recognised qualification from an approved Tertiary Institution • Accredited with Exercise and Sports Science Australia (ESSA) • Demonstrated experience in community aged care, fitness, active living and/or rehabilitation • Experience in safety in the Aged Care or Health Sectors • Expertise in implementation and evaluation of fitness and exercise programs • Experience in working as part of a multi-disciplinary team or independently as the circumstances require • Knowledge in aged care with a commitment to high quality community care • High level problem solving skills and computer skills • Excellent interpersonal skills and attention to detail • Excellent presentation, communication, and a current drivers licence is required • Capacity to work effectively with a diverse range of people • Ability to work autonomously and as part of a team • Capability to identify and contribute to continuous improvement activities • Capacity to develop, promote and evaluate active living programs that are linked to community needs and focus on demonstrated outcomes for clients • Ability to effectively plan, evaluate and deliver the program in conjunction with UA staff • Aptitude to conduct client assessments and deliver a program appropriate to the clients' individual needs and goals • Capacity to effectively manage competing priorities and meet strict deadlines • Flexibility to cope effectively with a diverse and demanding work agenda • Capacity to commit to continuing self-education and development • A satisfactory National Criminal Police Record Check (PRC) is required prior to commencement • Working With Children Check (VIC) or Registration to work with Vulnerable People (TAS) • Driver's License (if required) • An obligation to have an annual vaccination(s) as per our vaccination policy • Capacity and willingness to travel throughout Victoria and Tasmania as required 	



Uniting AgeWell

As an organisation of the Uniting Church in Australia, Uniting AgeWell has a long and proud history of providing residential and community services for older Australians across Victoria and Tasmania. Through a diverse range of integrated service options, we aim to provide our customers with continuity of care, enabling them to live well with choice and peace of mind. Services include independent retirement living, home care, social support, allied health and therapy programs, respite and carer support and residential care communities.

Our Vision

A national leader, creating thriving and inclusive communities where innovative, high quality aged care services are delivered with respect and kindness.

Our Purpose

Uniting AgeWell strives to create and deliver innovative, high quality and accessible services to people through their ageing journey. In doing this, we address the physical, cognitive, emotional, social and spiritual wellbeing of those to whom we provide care and support.

We build our services from a foundation of research, education, partnership and respect, enabling us to better understand the needs and aspirations of our customers and their families and friends.

We celebrate and value the diversity of our communities, staff and volunteers.

Our Workplace Culture and Values

At Uniting AgeWell we provide a workplace culture based on the **BEST** philosophy – **Believe, Excel, Support and Trust** – underpinned by **our values of Kindness, Respect, Integrity, Innovation and Inclusion**, and our Customer Service Charter and Promise to shape and inform all that we do.

More information can be found on the Uniting AgeWell website www.unitingagewell.org

Position Purpose

The Exercise Physiologist is responsible for assessing, prescribing and providing programs for clients offered through centre based individual and group programs that are respectful and reflective of the goals and priorities of the clients, as well as through the use of virtual platforms and 1:1 home and community support.

The Exercise Physiologist will be required to deliver services to clients that meet their goals and builds on their strengths when how and where they are requested.

- To conduct client assessments and deliver a program appropriate to the clients' individual needs
- To ensure that each client has a relevant documented assessment and care plan
- To implement an active lifestyle program in a safe environment with adequate supervision and instruction
- To maintain accurate client records and statistics of services provided.

Promote and participate in quality activities, and provide outstanding customer service maintaining friendly, supportive and professional relationships with clients, their relatives and friends. Support colleagues by sharing knowledge and expertise.

You will play an active role with the UA team, participating in building a community based culture that fosters a spirit of the **BEST** way of life, supporting our people to be their best, give their best and help our community to live their best.



All roles are linked to the Uniting AgeWell strategy and are fundamental in achieving its vision and purpose.
Strategic Priority 1: Our customers are at the heart of everything we do
Strategic Priority 2: We are an employer of choice
Strategic Priority 3: We are sustainable
Strategic Priority 4: We are proudly an expression of the Uniting Church
Strategic Priority 5: We are a learning organisation



Key Responsibilities and Measures

Key Responsibilities	Measures and Outcomes to be Achieved
<p>Teamwork and resources</p> <ul style="list-style-type: none"> To supervise and support any work experience students and/or volunteers. To maintain work area supplies, materials and equipment within budget guidelines. To promote an environment, which fosters a team approach and recognises the expertise and contributions of all team members. To work with other members of the team to develop holistic care for clients and support for carers. To ensure good communication with staff and co-workers and participate in team development activities and meetings. 	<ul style="list-style-type: none"> Staff and resources are well managed.
<p>Networking</p> <ul style="list-style-type: none"> To liaise with community agencies concerned with the client's care and program developments. To develop a network of community contacts to keep informed of issues relating to aged care rehabilitation and active living. To liaise with relevant staff working in other areas of UA community programs for peer support, information sharing and program development initiatives. To ensure referrals are made to other Health Professionals or Community Agencies when appropriate. 	<ul style="list-style-type: none"> UA Services are well known by local service agencies and referring bodies.
<p>Continuous improvement</p> <ul style="list-style-type: none"> To conduct specific educational programs for clients/ community groups to meet identified needs and to evaluate outcomes. To assist in the implementation of quality assurance standards and monitoring for the centre. To evaluate strength/ fitness programs on an ongoing basis. To participate in the review of procedure documentation, administration and methods of improving standards of care. To maintain and update professional knowledge and participate in educational programs that meet organisational needs and are within budget. To participate in quality activities facilitating communication and improvements in client care 	<ul style="list-style-type: none"> All staff contribute to quality improvement, new methods and trends in care and equipment are identified and evaluated, and feedback is encouraged from clients, their families, friends and staff. Allocated quality improvement activities are completed within the designated time frame.



and services.	
<p>Person Centered Care</p> <ul style="list-style-type: none"> Working collaboratively within a multi-disciplinary team and with our clients and their family members to provide an environment that supports peoples’ physical, emotional, social and psychological needs. Establish a meaningful relationship with clients, engage in communication with them and their families to develop a holistic understanding of their needs and lifestyle preferences. Promote and provide client choice where possible, within the scope or your role. Ensure any observations or concerns regarding the residents/clients health, safety and well-being are escalated appropriately and in a timely manner 	<ul style="list-style-type: none"> High quality strength and fitness programs and documentation are delivered in accordance with Uniting AgeWell policies and procedures and standards and guidelines. Care provision is based on person-centred care Comprehensive and accurate assessments are undertaken for all clients Individual plans, including goals and anticipated timeframes are developed for each client Measure increases in wellbeing and reablement against personal goals through a formal review process Clients are reviewed against the goals and timeframes of their care plans Client discharge is planned and appropriate Documentation is accurate and up to date Awareness of CALD clients requirements
<p>Customer Experience At Uniting AgeWell, the quality of life and experience of our customers is at the heart of everything we do. We are committed to the provision of excellent customer service to all of our people, clients and stakeholders including residents and external suppliers, this is outlined in our Customer Promise, Customer Charter, the UA values and BEST philosophy.</p>	<ul style="list-style-type: none"> Residents and clients are treated with respect and dignity Clients and residents are receiving person – centred and goal directed care in accordance with care plans Resident and client service satisfaction surveys within agreed targets Issues/complaints are resolved in a timely manner and escalated for further action where required
<p>Employee Experience Leading and supporting each other to be their BEST, give their BEST and help our community live their BEST To adhere to the BEST way of life in our daily work practices</p> <p>Believe we can make a difference everyday</p> <ul style="list-style-type: none"> Be committed to making a difference to the people we support and our community <p>Excel by improving the way we work and partner with others to share & gain wisdom</p> <ul style="list-style-type: none"> To excel by partnering and providing guidance to our people around quality, safe and sustainable work practices and improving the way we do things Participate in learning and development aligned with our BEST, Values and Customer Promise and Charter <p>Supporting our people and valuing their contribution, experience and differences</p> <ul style="list-style-type: none"> Support each other to adhere to the BEST way of life. <p>Trusting in our relationships to build strong and collaborative partnerships</p> <ul style="list-style-type: none"> To create a workplace culture of trust. 	<ul style="list-style-type: none"> The BEST way of life is evident in the individual’s daily contribution in the work place. Improvement in service delivery for residents and clients Audits and accreditation are met and our people are adhering to policies, procedures and safe work practices Cohesive and supportive team cultures is embedded A commitment to diversity and inclusion and living the UA values Promote a culture of continuous learning All mandatory training of individual and staff is completed within the required time frames, as determined by executive and site management The BEST way of life is evident in the way we practise our learnings and support and mentor others. Support others by sharing learnings demonstrating and implementing best practise



<p>Health and Safety</p> <p>To ensure a safe workplace is provided for all employees and other personnel including contractors, agency staff, volunteers and students.</p> <ul style="list-style-type: none"> • Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace • Present at work fit for the physical and mental demands of your role. • Take reasonable care for your own safety, the safety of your employees, colleagues and clients • To attend and support staff meetings and staff training programs 	<ul style="list-style-type: none"> • To remain current in principles of infection control, to practice standard infection control precautions and any special organisational requirements to ensure compliance with food handling regulations • Adhere to Uniting AgeWell OHS policies, protocols and safe work procedures • Ensure all hazards, incidents and injuries are reported in Riskman within the required timeframe • Mandatory training completed within organisational determined timeframe and as directed by the site RSM
<p>Quality, Compliance & Risk Management</p> <p>Uniting AgeWell strives to provide the highest quality care for each and every customer. For the purpose of UA's framework, high quality care is defined as care that is 'Responsive, Integrated, Safe and Effective' (RISE)</p> <ul style="list-style-type: none"> • To maintain an understanding of the Aged Care Quality Standards; to seek opportunities for continuous improvement; and to participate in internal audits, customer satisfaction surveys and other quality improvement activities • To identify and report high impact- high prevalence clinical risks, ensuring that customer choice is considered and they are informed and supported in choice and decisions. • To work within the Clinical Governance Framework, as applicable 	<ul style="list-style-type: none"> • Compliance with the Aged Care Quality Standards and legal obligations • To adhere to the policies and procedures of the organisation • To participate in audits/quality reviews as required or as directed • Care and services provided are designed and delivered to minimise risk

Other Duties & Requirements of the Position

<p>Other Duties</p>	<ul style="list-style-type: none"> • Other reasonable duties as requested from time to time, completed effectively and within given time frames.
<p>Requirements</p>	<ul style="list-style-type: none"> • Capacity and willingness to work within the ethos of the Uniting Church in Australia • Dignity, Privacy and Confidentiality: To ensure that the personal dignity and privacy of all residents / clients, their representatives and other staff are maintained, and that all interactions with resident/clients and their representatives are treated confidentially • Professional Boundaries are to be adhered to at all times • Work in accordance with the UA Code of Conduct, all UA workplace policies and guidelines, our BEST philosophy, UA Values and our Customer Promise and Charter to understand and deliver the philosophy of care of UA as expressed in the organisation's Objectives, Vision, and Values. • Responsible for checking their electronic correspondence including but not limited to email, system specific to ensure they are up to date with any changes.



Employee Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Priorities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature:

Print Name:

Date:

Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
	May 22	Developed by P&C Reviewed by Recruitment – P&C