POSITION DESCRIPTION

JOB TITLE	**HEALTH AND WELLNESS PROMOTER**
DEPARTMENT	**Residential - Wellness And Lifestyle**
REPORTS TO	**Residential Services Manager**
DIRECT REPORTS	**Nil**

ROLE PURPOSE

To provide a person centred safe and effective health and wellness service that provides opportunities for residents to be physically active through individual and group exercise programs that are tailored to meet each resident's needs, goals and preferences.

To act with a sense of urgency, as part of a multi -disciplined early intervention team, to identify and develop recovery and reablement pathways for residents at risk of decline and frailty.

To assess, design and deliver individually tailored exercise programs to improve strength, physical performance and balance with an emphasis on progressive resistance training.

KEY RESPONSIBILITIES

KEY OUTCOMES	KEY ACTIVITIES
Health promoting Services	• Work positively and collaboratively with other staff and qualified practitioners to provide proactive person centred service and support, that is safe and effective, for residents • Promote the benefits of a fitness and exercise program to improve mobility and quality of life with every resident • Empower customers using health literacy strategies to understand the impact of exercise on their physical performance and support them to set and achieve SMART goals that are meaningful to them • Contribute as part of a multi discipline early intervention team to identify and design early intervention strategies that apply an early re-enablement approach to delay any avoidable health decline in the resident's capacity • Design individual exercise programs including screening, fitness appraisal, program development and exercise instruction • Coordinate group exercise classes based on residents' needs, goals and preference and ensure regular reviews and updates are applied • Review any change in the resident's behaviour or condition and exercise sound professional judgement and/or seek input and advice from relevant qualified practitioners, as appropriate • Ensuring adequate records of each resident's goals and of their participation and achievements • Balance supporting resident's desire for independence and self determination to make their own choices against potential risks and duty. Discuss with the resident implications for their fitness and exercise plan
Person Centred people– our values	• Clearly communicate to residents opportunities to participate in exercise and how it will impact their wellbeing and ability to continue to engage in activities of meaning to them, for example through quarterly newsletters, monthly activity calendars and reminders

	● Treat residents respectfully and with dignity and listen to them (and their representatives) about their needs, goals and preferences ● Liaise with and seek advice from nurses and other health professionals to assess and evaluate risks on the resident's condition and functional ability in the design of fitness or reablement programs ● Consider resident's social, cultural, language, religious, spiritual, psychological and medical needs in developing safe and effective fitness and exercise plans ● Work collaboratively, and in partnership, with each resident to develop a person centred safe and effective fitness and exercise program tailored specifically to meet their needs, goals and preferences ● Reassess and redesign as necessary ● Listen empathetically to, and understand each resident's preferences and support them to make their own informed decisions to manage their day- to- day life so they are able to live as well as they can (better for life).
Aged Care friendly environment	● Ensure the Health & Wellness Centre (gym) is maintained in a clean and safe manner ● Ensure suitable resources are available for exercise programs ● Report any risks that have the potential to cause an accident or injury ● Report (immediately) any actual or suspected incidents of elder abuse ● Maintain privacy and confidentiality of all resident information ● Maintain current knowledge of contemporary best practice fitness and exercise for older people
Governance (quality control)	● Provide regular reports on progress to the Quality Team via the Roving Health and Wellness Promoter and RSM ● Conduct regular internal audits to ensure compliance with Standards ● Coordinate and support volunteers and students who are involved in assisting residents with their exercise and fitness programs ● Maintain accurate and up to date records of the fitness and exercise participation for each resident ● Use the continuous improvement/quality feedback system to provide suggestions for improving work practices to achieve best practice standard ● Oversee continuous improvement initiatives related to the wellness and lifestyle area in consultation with site management ● Monitor the effective use of resources and supplies to minimise waste ● Attend quarterly meetings and ensure compliance with organisational policies and procedures as directed by the Central Wellness & Lifestyle leadership team ● Other duties as deemed reasonable by supervisor
Safe Work Environment (WHS)	Personally work in a safe and healthy manner and take reasonable care to protect your own health and safety, and to avoid adversely affecting others including but not limited to: ● report for duty in a condition not adversely affected by alcohol or drugs to the extent that would endanger your own safety or the health and safety of others ● as far as is reasonably possible, use equipment provided for WHS purposes, obey reasonable WHS instructions, comply with all SCC WHS policies, procedures, safe working instructions, specified work practices and associated WHS documents ● identify and report any work health and safety hazards/near miss incidents/injuries and maintenance/repair issues

PERSON REQUIREMENTS

Essential Requirements

Qualifications

- Certificate IV (or higher) in Fitness, Sport Science, Human Movement or Exercise Physiology
- Accreditation with Physical Activity Australia, AusActive or Exercise and Sports Science Australia

Experience

- Experience in designing and implementing exercise programs for older people, including people living with cognitive impairment and frailty

Skills

- Sound best practice skills appropriate to the role
- Well-developed technical skills to design, implement and evaluate safe and effective exercise interventions for older people.
- Well developed skills to monitor and take appropriate action regarding adverse signs and symptoms that may arise during exercise and/or recovery.
- Ability to teach, coach and motivate clients, using models of behaviour change, scientific evidence, clinical reasoning, and accounting for sociocultural and individual factors.
- Sound best practice skills for early identification of social withdrawal and decline and case management to improve resident outcomes
- Sound communication skills with a level of English literacy to speak in manner that older people can understand, to be able to read written instructions and to write clearly and concisely
- Time management skills to manage own workload to meet deadlines and to support other staff
- Excellent problem solving skills to balance supporting resident's desire for independence and self determination to make their own choices against potential risks and duty of care
- Physical and emotional ability to perform the job requirements
- Manual handling skills to prevent injury to self and others
- Proficiency in the use of Microsoft Office, Word and proprietary healthcare records software

Knowledge

- Excellent contemporary best practice knowledge of fitness and exercise programs in aged care
- Sound understanding of values based goal setting, appreciative inquiry and motivational techniques
- Understanding of the requirements to support residents living with dementia including those who display challenging behaviours
- Sound knowledge of referral pathways and health literacy for those residents who require specialised support
- Sound knowledge of the Aged Care Standards particularly as they relate to accreditation

Personal Attributes

- Ability to fit the work culture and with a commitment to SCC's Values & Better for Life model
- Ability to build positive relationships with residents and their representatives
- Ability to remain calm and to make rational decisions in emergency situations
- Commitment to work collaboratively as a positive and productive team member
- Demonstration of integrity and personal resilience
- Commitment to provide person centred customer service.

Desirable Requirements

- Previous experience working in an aged care environment
- Active Ageing Australia Moving For Life Accreditation or willingness to undertake required studies
- Previous experience in using PCS (person centred software)

STATEMENT OF ACCOUNTABILITY

I have read, understand and accept the requirements of this position description, including but not limited to the obligation to:

- Work to and demonstrate commitment to SCC's "Better for life" model in everything I do
- Perform all duties and behave at all times in accordance with the SCC Code of Conduct
- Perform my duties to meet contemporary best practice professional standards applicable to my role
- Treat all residents, clients and their family and support persons, staff and volunteers with respect, dignity and good humour
- Participate in a performance review during the probationary period and at subsequent annual and as required reviews
- Exercise a duty of care and comply with other common law and regulatory requirements in the performance of my duties
- Work in a safe and healthy manner at all times
- Maintain privacy and confidentiality standards applicable to residents, clients and SCC
- Work to and promote SCC's approach to healthy ageing and person centred care
- Comply, as applicable, to all legislative and regulatory requirements including the Aged Care standards
- I commit to modelling SCC's values at all times:

SERVICE	Be the difference to people in our community, through your service, dedication and positive commitment to helping others.
COURAGE	Be the difference by having the courage to step out of your comfort zone to do what needs to be done and trusting in your teammates to do the same.
COMPASSION	Be the difference by working with compassion, a deep sense of empathy, concern and humanity towards others.

- I acknowledge that the duties of my role may change with duties added to, deleted or modified, and I may be required to do additional duties over those listed in this PD from time to time in line with the skills requirement of the role
- I understand the consequences of not adhering to the requirements of the position description may involve disciplinary action up to and including termination of employment.

YOU			
Name			
Signed		**Date**	

Version No	*Updated*	*Approved by*	*Date approved*	*HR Review date*	*HR Reviewer*
5	14/05/2025				