

# Austin Health Position Description



## Position Title: Grade 2 Exercise Physiologist, Inpatient Rehabilitation

Classification:	Grade 2 EP67 – EP70
Business Unit/ Department:	Physiotherapy
Agreement:	VICTORIAN PUBLIC HEALTH SECTOR (HEALTH AND ALLIED SERVICES, MANAGERS AND ADMINISTRATIVE WORKERS) SINGLE INTEREST ENTERPRISE AGREEMENT 2021-2026
Employment Type:	Fixed Term Full-Time or Part-Time
Hours per week:	40 hours per week, ADO per 4 weeks worked
Reports to:	Stream Leader, Royal Talbot Rehabilitation Centre
Date:	December 2024

### About Austin Health

Austin Health is one of Victoria's largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home and community-based health services; Austin Health is an internationally recognised leader in clinical teaching, training and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses and delivers a full range of leading edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is in excess of \$960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne's north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health's current vision is to change healthcare for the better through world class research, education and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve, and we shape the future. [www.austin.org.au/about-us](http://www.austin.org.au/about-us)

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop

further. Find more at <http://www.austin.org.au>

## Position Purpose

- To safely and effectively manage an individual exercise physiology clinical caseload of mixed inpatient rehabilitation wards, including delivering evidence-based care to patients with stroke, acquired brain injury, amputation, post liver transplant, critical illness survivors, orthopaedic injury and general deconditioning. This includes delivery of 1:1 and group interventions.
- To safely and effectively manage and provide an evidence-based aquatic therapy service to this inpatient population
- To actively promote the role and expertise of exercise physiology within the Physiotherapy Department and organisation as a whole
- To develop and foster an exercise physiology community of practice at Austin Health
- To provide clinical supervision to exercise physiology students
- To maintain the safe operation of all equipment used in the programs

## About the Physiotherapy Department

This position is based within Austin Health's Physiotherapy Department. This department forms part of the Division of Allied Health, which comprises the following services:

- Allied Health therapies: Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics & Prosthetics, Podiatry, Clinical and Neuropsychology (Royal Talbot site) and Creative and Leisure Services
- Tracheostomy Review and Management Service
- Spiritual Care
- Language Services
- Ngarra Jarra (Aboriginal Health) Program

The Physiotherapy Department comprises about 92 EFT staff at the Austin Hospital, Heidelberg Repatriation Hospital and the Royal Talbot Rehabilitation Centre. It provides seven days per week, 12 hours per day services to acute and aged care areas. There is also a seven day a week primary care service for soft tissue injuries in the Emergency Department.

The Royal Talbot Rehabilitation Centre (RTRC) physiotherapy stream provides a comprehensive and coordinated range of services to clients with a wide range of needs. These include programs for people with spinal cord injury, neurological conditions, acquired brain injury, orthopaedic conditions, amputations, and multi-trauma.

Our department is focused on providing high quality evidence-based care to all patients and clinical research is a priority of the department. Austin Health is a major clinical school for the University of Melbourne with responsibility for about 180 students from 1<sup>st</sup> through to 3<sup>rd</sup> year for the Doctorate of Physiotherapy (DPT) course. In addition, the department is also a major clinical school for Swinburne University. The Department is also responsible for supervising exercise physiology students from Deakin University, Victoria University and Latrobe University.

## Accountabilities

### Role Specific:

#### Patient Care

Inpatient rehabilitation – Mellor, Acquired Brain Injury & Spinal Cord Injury wards, Royal Talbot Rehabilitation Centre

- Provide evidence-based, best patient care including assessment, exercise prescription and management
- Manage an inpatient caseload including coordinating and timetabling
- Liaise appropriately with patients' families, caregivers and/or relevant others to promote patient care
- Appropriately document and provide detailed clinical handover of patient management
- Communicate / liaise with other health professionals within the treating team regarding patient progress / issues
- Liaise with and refer to other personnel and/or institutions as appropriate
- Act as a resource for physiotherapists, nursing, allied health and medical staff as required
- Assess and treat patients referred from physiotherapy and other staff as appropriate. This may include 1:1 patient treatment or group exercise programs
- Provide education on physical fitness and exercise to other patient groups as indicated

#### Administration/Management

- Participate actively in Physiotherapy Department and senior management team meetings
- Maintain accurate clinical documentation / statistics as directed
- Complete discharge summaries and TAC or NDIS paperwork for patients under your care
- Deliver clear and consistent messages that can stimulate valuable discussion amongst your team
- Ensure maintenance of gym and equipment, advising the Business Manager and /or Manager of Physiotherapy on relevant issues and concerns e.g. resource needs or maintenance requirements

#### Quality Improvement:

- Review and update clinical resources including relevant policies, procedures, guidelines, and patient information in line with the National Standards for Safety and Quality in Healthcare
- Identify and lead exercise physiology and sub-department quality improvement activities as appropriate

#### Training and Development - Self:

- Complete annual mandatory training requirements as specified by Austin Health
- Participate in regular supervision according to the Austin Health Allied Health Clinical Supervision Guideline

- Maintain a current knowledge of relevant clinical literature and clinical developments for best practice in rehabilitation and adult education theory and practice
- Maintain a current knowledge of relevant literature and developments in adult education theory and practice
- Participate in department in-services and activities
- Participate in other internal / external continuing education activities as appropriate e.g. ESSA, ACCRA, TSANZ, hospital lectures and courses.
- Participate in relevant local and organisation wide orientation programs on commencement
- Take regular ADOs, Annual Leave and holidays to help maintain work-life balance

#### **Training and Development - Others:**

- Contribute to the orientation, training and development, and supervision of Grade 1 exercise physiologists or Allied Health Assistants
- Contribute to the planning and development of clinical placements for exercise physiology students
- Plan, orientate, provide supervision, feedback and assessment for exercise physiology students

#### **Research:**

- Assist in identifying, developing and conducting research activities as appropriate

#### **All Employees:**

- Comply with Austin Health policies and procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- Participate in Austin Health's annual Performance Review and Development (PRD) program as required
- Engage in processes to monitor service delivery and participate in improvement activities
- Undertake not to reveal to any person or entity any confidential information relating to patients, employees, policies, and processes and not make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer
- Report incidents or near misses that could have impact on safety and participate in the identification and prevention of risks
- Participate in the emergency incident response activities as directed
- Undertake other duties as directed by department / hospital management
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements

## **Selection Criteria**

#### **Essential knowledge and skills:**

- Exercise Physiologist currently accredited with ESSA
- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve, we shape the future
- Minimum 2 years of relevant clinical experience

- Experience in the exercise management of patients with neurological injury, including stroke, non-traumatic spinal cord injury, traumatic brain injury acquired brain injury, functional neurological disorder and patients with behaviours of concern. This includes 1:1, group-interventions and aquatic therapy.
- Experience in the exercise management of patients with a wider variety of health conditions, including post amputation, pre/post organ transplant, orthopaedic conditions and chronic health conditions.
- Excellent communication skills
- Proven capacity to successfully work as part of a multidisciplinary team
- Strong commitment to evidence-based practice
- Strong commitment to ongoing education/postgraduate education
- Demonstrated initiative, problem solving skills and flexibility
- Experience and proficiency in keyboarding and computer skills
- Strong understanding and experience in NDIS

**Desirable but not essential for performance in the position:**

- Experience in the supervision of exercise physiology students
- A sound understanding of information technology including clinical systems, applications relevant to risk management reporting as required for the role
- Experience in QI and/or research projects
- Experience in clinical supervision and mentorship of Grade 1 exercise physiologists and Allied Health assistants
- Experience with traumatic spinal cord injured patients
- Experience in teaching advanced manual wheelchair skills

## Other Relevant Information

### Pre-Existing Injury

Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position.

### Immunisation

Maintain appropriate levels of immunisation in accordance with Austin Health's Workforce Immunisation/Screening Policies, in the interests of yourself, all Austin Health staff, patients and visitors.

## Austin Health Values

The Austin Health values play a critical role in shaping how we operate as an organisation. They influence our performance, planning, recruitment, training and development, along with our relationships with colleagues, work mates, patients and their relatives and friends. The Austin Health values set the standard that we expect all staff to live up to in the way they undertake their role and responsibilities across the organisation.

## **Our Values:**

### **Our actions show we care**

We are inclusive and considerate. We appreciate one another, always listening and interacting with compassion.

### **We bring our best**

We are guided by the needs of our patients, bringing commitment, integrity and energy to everything we do. We are passionate about delivering excellence.

### **Together we achieve**

Our culture of collaboration means we work openly with our people, our community and beyond to achieve great outcomes.

### **We shape the future**

Through research, education and learning we innovate, exploring new opportunities that will change health care for the better.

## **General Information**

### **Austin Health is a Child Safe Environment**

Austin Health is committed to child safety. We want children to be safe, happy and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

### **Equal Opportunity Employer**

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aborigineemployment/>

## **Document Review Agreement**

<b>Manager Signature</b>	
<b>Employee Signature</b>	
<b>Date</b>	