



Position Description

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| Position Title | Exercise Physiologist |
| Division / Team | Client Services / Allied Health |
| Reports to | Exercise Physiology Clinical Lead |
| Agreement / Award | Allied Health Professionals (Victorian Community Health Centres) (Multi-Employer) Enterprise Agreement 2022–2026 |
| Classification | AHP1 Grade 2 |
| EFT / Term | As per contract of employment |
| Work Location | As per contract of employment |
| Date Approved | February 2026 |

About Ballarat Community Health

Ballarat Community Health (BCH) provides a wide range of community health and wellbeing services across Ballarat and Western Victoria. We are passionate about improving the health and wellbeing of the communities we support and addressing health and social inequality. We strive for safe, effective, connected, person centred quality services, and advocate to improve systems to bring about positive outcomes for the broader community. Our work is guided by our core values. These values inform how we work with each other, the partnerships we develop, as well as how we collaborate with and support our community. At BCH we believe our people are our greatest asset. We know that developing and retaining a skilled workforce is fundamental to our success. We are committed to nurturing an inclusive, capable and diverse workforce, and creating environments where our people thrive and excel.

Our Purpose

Creating healthy communities through the provision of accessible, affordable and quality health and wellbeing services.

Our Leading Principles

Address health inequity and inequality
Improve the health and wellbeing of our community
Have impact and be sustainable.

Values

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| Respect Valuing other points of view and treating people with respect | Integrity Acting with sincerity and honesty | Courage Strength in the face of challenges |
| Resilience The ability to be strong in adversity, and bounce back with renewed hope | Responsibility Being reliable and accountable to others | Optimism Focusing on potential and abilities |

Diversity Statement

Ballarat Community Health recognises and celebrates the diversity of the community within which we work. We acknowledge the first peoples of Australia and their unique contribution. We welcome and work with people of all ages and health status, of all races, abilities, gender identities, sexual orientations, religious, cultural and linguistic backgrounds and financial status.

Position Summary

The Exercise Physiologist works with individuals, groups and the broader community to attain, maintain and promote health through evidence-based exercise therapy. The role involves undertaking comprehensive assessments, designing and delivering safe and effective exercise interventions, providing education, supporting behaviour change, and contributing to case coordination as required.

The Allied Health Team comprises Physiotherapy, Exercise Physiology, Podiatry, Dietetics, Cardiac Nursing, Diabetes Education, Integrated Chronic Disease Counselling, Paediatric Speech Pathology, Paediatric Occupational Therapy, Paediatric Psychology, and a dedicated Intake Team.

The Exercise Physiologist works as part of a multidisciplinary team to support clients to optimise health, wellbeing and functional capacity through physical activity. In collaboration with Physiotherapists and other allied health professionals, the role includes assessing clients' suitability for exercise participation and delivering individual and group-based exercise programs tailored to clinical needs, goals and abilities.

The position includes delivery of exercise physiology services across Community Health and active involvement in the Seniors Lifestyle Program, which supports older people experiencing mild to moderate frailty to improve strength, balance, endurance, functional capacity and independence. Programs are delivered within a wellness and reablement framework, with a focus on goal-directed exercise, self-management and confidence to remain active.

The Exercise Physiologist contributes to health promotion and prevention activities across the community, including falls prevention programs, group exercise classes, education sessions and screening activities, in partnership with other community-based health services. The Exercise Physiologist provides engagement, coaching and integrated care in collaboration with the Seniors multidisciplinary team. This includes active participation in team huddles to support coordinated care, risk identification and timely decision-making.

Clinical supervision is provided, and the Exercise Physiologist is expected to engage in ongoing professional development. Services are delivered to clients accessing Community Health, HACC PYP, CHSP, Support at Home, NDIS, MBS and DVA funded programs, and within an aged care setting.

Principal Areas of Responsibility

- Provide client-centred care through assessment, information and monitoring of individuals and groups and quality projects.
- Coordinate and deliver physical activity programs and/or classes
- Coordinate the day-to-day physical activity programs to meet the client's needs
- Provision of health coaching and care coordination
- Receive and generate referrals as required, both internally and externally
- Assist with the recruiting of clients to programs and classes as appropriate
- Plan and evaluate exercise group programs on an annual basis
- Develop appropriate physical activity programs to meet identified needs
- Focus on self-management principles
- Service Coordination including but not limited to initial needs identification, assessment, feedback reports, referrals, care planning, and update My Aged Care portal client information
- Supervision of tertiary level exercise physiology and allied health assistant students
- Maintain appropriate, accurate client records, program planning, evaluation, and statistical records as directed.

- Ensure appropriate clinical records are maintained and statistical reports are completed to funding body standard
 - Maintain a clean and safe working environment for staff and clients
 - Consult with medical practitioners and other health professionals on client management as appropriate.
 - Apply sound understanding of funded program requirements, eligibility criteria and reporting obligations across Community Health, HACC PYP, CHSP, Support at Home, NDIS, MBS and DVA to ensure appropriate service delivery and compliance
 - Assist with developing resources for use by other health professionals and community members.
 - Maintain appropriate, accurate client records, program planning, evaluation, and statistical records as directed by the Allied Health Manager.
 - Perform other duties as required by the Exercise Physiology Clinical Lead |
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Scope

- To follow leadership and management direction and seek advice on all matters outside usual scope of practice.
 - Practice in a manner consistent with the requirements of the relevant professional registration requirements and relevant registration board
 - Maintain ongoing professional development and continuing education to keep abreast of clinical advancements.
 - To maintain accreditation with Exercise and Sports Science (ESSA)
 - To practice within Exercise and Sports Science Australia Code of Professional Conduct and Ethical Practice.
 - To work within ESSA Accredited Exercise Physiologist (AEP) Scope of Practice
 - In line with ESSA AEP, it is not within scope of practice of this position to
 - Provide invasive services (except for point of care testing)
 - Provide diagnostic tests or procedures
 - Perform joint manipulation, massage or ultrasound therapies
 - Prescribe pharmaceutical medications
 - To maintain competency requirements to facilitate accredited group programs |
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Organisational Responsibilities

- Be aware of and perform all duties in accordance with the organisation's stated policies and procedures
 - Understand practice frameworks relating to the Multi Agency Risk Assessment and Management (MARAM) framework and Information Sharing Schemes
 - Establish and maintain cooperative working relationships with staff and ensure alignment with the BCH values at all times
 - Work within professional boundaries and relevant scope of practise at all times
 - Maintain relevant professional registration
 - Work cooperatively across the teams to provide a comprehensive coordinated health promotion service
 - Attend approved professional development sessions and keep up to date with current developments, theories and practises in the field
 - Participate in compulsory BCH training programs
 - Ensure that client and staff confidentiality is respected and upheld at all times
 - Attend and actively participate in meetings as required
 - Represent and promote Ballarat Community Health appropriately, taking into consideration BCH advocacy statements and values
 - Participate in performance development plans and supervision
 - Participate in the organisation's continuous quality improvement programs and activities
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**Qualification and
Immunisation
requirements**

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- Tertiary qualification in exercise rehabilitation and human movement or equivalent
Current registration with (or ability to obtain with) ESSA)
 - Refer to BCH Staff Immunisation and Infectious Diseases Policy and Procedure for recommended vaccinations
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**Key Selection
Criteria**

1. Experience:

- Experience working with adults and older adults in a group exercise setting
- Experience in, and strong understanding of, early intervention approaches for people with chronic disease.
- An understanding and commitment to the principles of community health and chronic disease management
- Sound understanding of, and commitment to, the social model of health, including working with older people in the community. Demonstrated ability to plan, facilitate and evaluate appropriate group-based activities
- Demonstrated client focus on the process of assessment, education, support, monitoring and evaluation of individual clients and groups.
- Proven client focus in assessment, education and support of individual clients and groups.
- Demonstrated enthusiasm for working in a multidisciplinary team, delivering physiotherapy services, and contributing to service development as new opportunities arise.
- Interest in the promotion and delivery of workplace health and wellbeing initiatives.
- Demonstrated ability to engage with and navigate community-based services, support referral pathways and work collaboratively with stakeholders.
- Experience working in partnership with multidisciplinary teams, external providers and community organisations to support coordinated care.

2. Interpersonal Skills:

- Effective oral and verbal communication skills, including the ability to show empathy and patience towards clients and staff
- An existing network of professional contacts in the field
- Effective liaison skills with clients, carers, and colleagues across the full spectrum of health and welfare services.
- Self-reliance and ability to work independently and innovatively with a multi-disciplinary team with regard to policy and protocol

3. Written Communication:

- Clear and concise oral and written communication skills, including the ability to prepare client reports, educational materials, and program documentation.

4. Computer Skills:

- Strong knowledge of and ability to use the Microsoft Office Suite and Windows based programs and database management systems

5. Organisational Skills:

- Ability to prioritise workloads and conflicting tasks and manage deadlines
- Proven ability to use initiative to solve problems
- High attention to detail

6. Alignment with BCH values:

- Ability to align with the BCH values in all areas of work
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**Conditions of
Employment and
other relevant
information**

- The successful applicant will be required to maintain a current driver's licence.
 - BCH strongly supports Equal Opportunity and Access to Services, and requires all staff to be sensitive and inclusive of individual needs including but not limited to cultural, religious and sexual orientation
 - The successful applicant will be required to undertake a police records check. Appointment is subject to the outcome of this check.
 - The successful applicant will be required to obtain and maintain a valid employment Working with Children Check whilst employed in this position.
 - The successful applicant will be required to obtain and maintain a valid NDIS Worker Screening Check whilst employed in this position.
 - Prior to being appointed to this position it is required that there is a full disclosure of any pre-existing injuries or disease that might be affected by employment in this position.
 - BCH reserves the right to vary the location of the position according to the needs of BCH and its clients and any future changes to the BCH's areas of operation.
 - Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s). Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
 - Salary sacrifice arrangements are available to all staff subject to BCH's ongoing Fringe Benefits Tax exempt status.
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