The Royal Melbourne Hospital









Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

Grade 1 Exercise Physiologist

The Royal Melbourne Hospital

THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First

People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness

Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together

True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

Together 2035 - Our 10 year ambition positions the organisation to have a meaningful impact. Acknowledging the need for ability, adaptability and failing fast, it is assumed throughout this strategy cycle that nothing will stay stagnant. We will continuously strive fro excellence in health - through data insights, the latest research, responding to community sentiment, and global trends and importantly the views, needs and feedback of patients, consumers, carers and community.

Strategic Pillars
Redesigning Together - We are redesigning world-class care
Thriving Together - We are thriving through inspiration & curiosity
Innovating Together - We are leading research excellence for clinical impact

Strategic Drivers
Systems Thinking
Digital Intelligence
Performance & Sustainability

The Royal Melbourne Hospital

Position Description

Position Title:	Grade 1 Exercise Physiologist
Service:	Allied Health
Location:	The Royal Melbourne Hospital - City and Royal Park Campuses
Reports To:	Physiotherapy and Exercise Physiology Manager
Enterprise Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021–2026
Classification:	EP60-EP66 (Based on experience)
Employment Status:	Full Time,Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	August 2026

POSITION SUMMARY

The Grade 1 Exercise Physiologist is required to provide quality care to customers through competent clinical skills, effective communication and active participation within a multidisciplinary team. They will provide physical conditioning services to patients referred from the Aged Care, Neurological and Musculoskeletal streams in the CTS and inpatient wards. They will be involved in running balance groups, water based exercise groups and strength groups, as well as seeing clients on an individual basis. A strong commitment to referral and integration into community based activity/exercise providers is also expected.

The Grade 1 Exercise Physiologist participates in service improvement within the physiotherapy department and as part of their clinical area. The Grade 1 Exercise Physiologist assists senior Exercise Physiology staff in fostering multi-disciplinary team work both locally at a Clinical Service area and across the Physiotherapy Department. The Grade 1 Physiotherapist supports and participates in the Health Services OHS procedures, and assists in maintaining a safe work environment by reporting any incidents of unsafe work practices, site/areas or equipment.

The Grade 1 Exercise Physiologist will work under the guidance and supervision of Grade 2 staff and senior clinicians and is required to:

- Provide quality care to clients through competent clinical skills, effective communication, and active participation within a multidisciplinary team.
- Comply with Health Service and Divisional specific Regulations, Melbourne Health Policy and Procedures (available on MH intranet site http://info.mh.org.au), and the By-laws and Policies as apply from time to time.

DEPARTMENT DESCRIPTION

The Physiotherapy and Exercise Physiology team consists of approximately 130 EFT across RMH sites. We provide care to our patients within the acute, sub-acute and community therapy services. The department is supported by the Physiotherapy manager, Physiotherapy deputy manager, research leaders and senior clinicians. The Physiotherapy & Exercise Physiology team are committed to providing evidence-based intervention to improve physical function, independence and quality of life with a patient centred focus. Supervision, professional development and quality improvement initiatives are key focuses of Physiotherapy & Exercise Physiology at RMH.

The Allied Health team provides integrated multidisciplinary care across the acute, subacute and community sectors of Melbourne Health (with the exception of North West Mental Health). Allied Health professionals and support team work to improve the patient's physical and psychosocial functioning. The Allied Health structure complements a series of new and exciting developments aimed at supporting our workforce and creating innovative solutions in order to provide excellent patient care.

KEY ACCOUNTABILITIES

- Plan and implement an efficient, effective, culturally responsive and client centered exercise physiology assessment
- Involve the client and relevant others in the planning and implementation of safe and effective physiotherapy intervention using evidence based practice to inform decision making
- Contribute to the operational needs of the department across a 7 day service model
- Provide at least 85% patient related activities as per the Melbourne Health Allied Health benchmarks
- Use clear accurate, sensitive and effective communication to effectively communicate and record exercise physiology assessment findings, outcomes and decisions with the client and relevant others
- Reflect and assess practice against relevant professional benchmarks, recognise the limits of clinical expertise and competence and take timely action to effectively manage risk
- Evaluate learning needs, engage in clinical supervision and relevant continuing professional development and recognise when to seek professional support
- Engage in an inclusive, collaborative, consultative, culturally responsive inter-professional and client-centered model of practice
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Participation in continuous quality improvement activities and/or relevant projects both within the clinical team and department as required
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical
- Comply with legal, professional, ethical and other relevant standards, codes and guidelines
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.

KEY RELATIONSHIPS

Internal

- Physiotherapy Managers
- Senior Exercise Physiologist/Supervisor
- Physiotherapists and Physiotherapy Assistants across the network
- RMH Nursing, Medical and Allied Health staff
- HARP team/s including HARP liaison
- RMH Direct access unit
- Post-Acute Care Services
- CLRAAC

External

- Clients and their family/carers
- Community Services
- Diagnosis Specific Services
- Department of Human Services

KEY SELECTION CRITERIA

Formal Qualifications

- An appropriate Bachelor of Science Degree, Applied Science Degree, Bachelor of Exercise and Sports Science Degree or equivalent.
- Eligible for accreditation as an Exercise Physiologist through Exercise and Sports Science Australia.
- Current Victorian Drivers Licence.

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Experience in rehabilitation and adaptation of exercise for people with a disability.
- Competent level of patient assessment, treatment and management in acute and/or sub-acute health
- Professional, culturally aware and ethical practitioner
- Effective verbal, non-verbal and written communication including conflict resolution skills
- Reflective practitioner and self-directed learner
- Collaborative practitioner: teamwork, promotes Exercise Physiology/ Allied Health
- Risk Management and safe working principles in the hospital environment
- Time management and prioritisation skills
- Computer literacy
- Satisfactory Police Check , Immunization Assesment and Working with Children Check

Desirable:

- Post Graduate qualifications in Exercise Physiology or equivalent.
- Accreditation as an Exercise Physiologist through Exercise and Sports Science Australia.
- Membership with Exercise and Sports Science Australia

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
  - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
  - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
  - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
  - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
  - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

/ /

Date