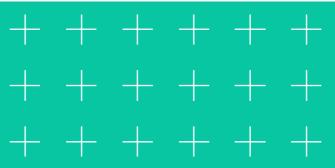


Advancing health for everyone, every day.

Could this be you?

Join the Royal Melbourne Hospital team





Position Description

Exercise Physiologist, Grade One Fixed term Full time

Royal Melbourne Hospital Mental Health Service

Community Team 2





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



Lead with Kindness



Excellence Together



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.

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

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.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

- 1. Be a great place to work and a great place to receive care
- 2. Grow our Home First approach
- 3. Realise the potential of the Melbourne Biomedical Precinct
- 4. Become a digital health service
- 5. Strive for sustainability





Position Description

Position Title: Exercise Physiologist, Grade One

Service: RMH Mental Health Services

Location: Community Team 2 / JCU1

Reports To: Program/Unit Manager, Team Leader, Exercise

Physiology Supervisor, Exercise Physiology Clinical

Educator

Enterprise Agreement: Allied Health Professionals (Victorian Public Sector)

(Single Interest Employers) Enterprise Agreement 2021-

2026

Classification: EP61 – EP66

Employment Status: Full time Fixed Term

Immunisation Risk Category: Category A

Date of Review: November 2025

POSITION SUMMARY

Royal Melbourne Hospital Mental Health Services provides person-centred, recovery-oriented care, treatment and support through our multi-disciplinary workforce of skilled and dynamic clinicians, and Lived and Living experience (LLE) consumer and carer experts. We are dedicated to providing caring and high-quality specialist community and hospital-based mental health services for adults and older adults who are experiencing, or are at risk of developing a serious mental illness. We are committed to working with consumers during their recovery by offering trauma informed holistic and evidence-based treatment, which is inclusive of family, carers and kin and provided by staff with well-developed skills. Staff employed within the service are expected to identify evidence-based practice approaches and to use these within their work.

We have a robust future ahead as the lead mental health service for the Victorian Collaborative Centre for Mental Health and Wellbeing Service, and also for the Statewide Trauma Service. These leading programs will drive mental health reform across the sector, and will offer a wide range of opportunities for involvement of staff within the RMH MHS. Our partnerships with multiple community and academic organisations support our program and enable a sophisticated learning structure, with a focus on research translation.

The Entry Level Program (ELP) offers Exercise Physiologist new graduates and early career Exercise Physiologists the opportunity to develop skills in clinical mental health with a strong focus on supervision, reflective practice, education and training, and self-care.

Graduate Exercise Physiologists work in multidisciplinary teams, in a clinical setting for 24 months (some with an opportunity to rotate to different settings) and are well supported as they develop their general mental health and discipline specific clinical skills. Clinicians engage in regular discipline specific supervision,





facilitated peer support sessions and a targeted program of professional development over the 24 month program.

The graduate program provides competency-based learning and supports graduates in meeting graduate key competencies. Each position is a full-time contract at eighty hours per fortnight including monthly ADO. This role may include some weekend work.

EXERCISE PHYSIOLOGY

Exercise Physiology provides services to people experiencing mental health and wellbeing concerns; and their families and supports. This is done through utilizing both generic clinical mental health and discipline specific skills and knowledge.

There are multiple opportunities to develop skills and experience in mental health assessment, formulation, treatment, and support (brief or enhanced) and other evidence-based interventions. This can be done within a wide range of mental health settings, including acute inpatient units, residential community programs, and through community and outreach teams.

Exercise Physiologists commonly use a strengths-based and biopsychosocial practice approaches with a focus on optimising physical health and mental wellbeing and community participation within a recovery-oriented practice approach. Exercise Physiologists collaborate with Aboriginal and Torres Strait Islander consumers, are inclusive of diversity and work with consumers' families, supporters and their communities to encourage optimal recovery, healing and emotional wellbeing in a mental health setting.

Exercise Physiologists provide safe, ethical care while working effectively within the frameworks of the Victorian Mental Health and Wellbeing Act 2022 and other relevant legislations. Exercise Physiology assessments and interventions, group work, performance and participation, NDIS screening, metabolic monitoring all contribute to the role of an Exercise Physiologist within clinical mental health settings.

Exercise Physiologists must have current accreditation as an AEP through Exercise and Sport Science Australia (ESSA) and engage in regular clinical supervision for the purposes of support, education, and accountability to ensure competency-based skills are achieved.





KEY ACCOUNTABILITIES

- 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
- Contribute to organisation-wide and service/division initiatives and planning activities
- Involve the consumer and relevant others in the planning and implementation of safe and effective Exercise Physiology intervention using evidence-based • practice to inform decision making
- Monitor and achieve relevant KPIs and targets and operate within their allocated budget

- 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.
- Create a psychologically safe work environment where everyone feels safe to speak up.
- Clinical work as allocated, including individual, group and capacity building interventions
- Comply with legal, professional, ethical and other relevant standards, codes and guidelines
- Active participation in managerial and discipline specific supervision
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Plan and implement an efficient, effective, culturally responsive and consumer centred Exercise Physiology assessment
- Participation in continuous quality improvement activities and/or relevant projects both within the clinical team and department as required
 - Attend and participate in team meetings, clinical reviews and team education sessions including those with a managerial and/or clinical focus
- Attend and participate in all components of the Entry Level Program

KEY RELATIONSHIPS

Internal

- Program or Unit Manager
- · Allied Health Manager
- Director Allied Health & Professional Development
- Team Leader
- Multidisciplinary Team
- · Consumers and Carers
- Exercise Physiology Supervisor
- Exercise Physiology Clinical Educator
- Entry Level Program Coordinator and Discipline Lead

External

- Key community stakeholders, including but not limited to:
- Other Health Services
- Local councils and leisure centres
- General Practitioners
- Private practitioners
- University Partners
- NDIS providers
- My Aged Care
- ESSA





KEY SELECTION CRITERIA

Formal Qualifications & Registration

- Bachelor of Exercise and Sport Science or equivalent as per ESSA approved courses
- Meets eligibility criteria to be an Accredited Exercise Physiologist AEP (AEP) through ESSA
- Current accreditation as an AEP through ESSA

Essential:

- Commitment to live the Melbourne Way putting people first, leading with kindness and achieving excellence together
- An understanding of the concept of Recovery as it relates to mental health
- A basic understanding of the mental health service system and the Mental Health and Wellbeing Act 2022
- Competence in applying Exercise Physiology theory to practice, with skills in assessment, treatment and management of acute, sub-acute and chronic health
- Demonstrates sound knowledge of best practice exercise and health guidelines and evidence-based exercise interventions and prescription
- Ability to undertake a range of Exercise Physiology assessments and interventions, including individual, group work and community liaison
- Fieldwork, paid or voluntary experience in a mental health or health or aged care setting and/or demonstrated interest in developing knowledge and skills in the mental health area
- · Ability to transfer skills and knowledge to the mental health sector from previous experience
- Ability to work with consumers, family and carers from a range of cultural backgrounds and to provide gender sensitive services
- Demonstrated interest in ongoing professional development and ability to reflect and learn from experience
- Collaborative and autonomous practitioner promoting Exercise Physiology throughout the organisation
- Effective verbal, non-verbal and written communication including conflict resolution skills
- · Risk Management and safe working principles in the mental health environment
- Demonstrates initiative in contributing to quality improvement and/or research projects
- Effective skills in time management, organisation, planning and priority setting
- Demonstrates innovative approaches to problem solving for individual consumers and/or service delivery
- Current Victorian Drivers Licence

Desirable:

- Ability to speak a community language in addition to English
- Aboriginal and Torres Straight Islanders and/or those with experience in working with ACCHO and Aboriginal Communities and Families are highly encouraged to apply

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

• Demonstration of RMH values





- Achievement of role 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, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.

I acknowledge and accept that this position description represents the duties, responsibilities and

• 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.

ACCEPTANCE

Date

the right to modify position	on descriptions as required, however I will be consulted when this occurs.
Employee Signature	
Employee Name (please	print)
1	I

accountabilities that are expected of me in my employment in the position. I understand that the RMH reserves







Community Core and Specific Evidence-Based Practice

Psychological Interventions	Family, Carers and Supporters Work	Health & Wellbeing	Activity, Participation & Employment	Lived Experiences	Overcoming Hurdles
Early Warning Signs & RWP discussion	Initial Conversation with Family/Carer	Physical health screening	Initial Conversation about activity, participation and	Initial Conversation about consumer peer support Initial Conversation about family, carer and supporters peer support	LSI-R:SV
CBT Fundamentals	Family/Carer Fundamentals		vocation APQ6		SUBA AOD Harm Minimisation
CBT for Psychosis		Physical health conversations	Driving Screen		AOD Relapse Prevention
	Family Violence Screen	Physical health assessment	Sensory Approaches		Specialist Supportive Clinical Management for Eating Disorders
	V	Metabolic		Consumer led inpatient groups Consumer Peer Supportled Community Groups	Lading Disorders
Acceptance &	Single Session Family Consultation	monitoring Medication safety, education & advocacy	Activity Engagement		Forensic Risk Management Planning
Commitment Therapy (ACT)	Multiple Family Group	V	Therapeutic Activity Groups		Forensic Risk Reduction Treatment
Therapies for Borderline Personality Disorder		Equally Well Physical Health Program	Vocation and Employment Support		AOD Motivational interviewing
	Family Therapy			Individual Consumer Peer Support	
CBT for co-morbid Anxiety & Depression	FaPMI Programs	Medication Alliance	Sensory Assessment & Interventions		Refer to Detox
				Family Peer Support-led Groups	Autism Consultation and
Be Well Live Well - Early Warning Signs Relapse Prevention Program	Family Violence Assessment (MARAM)	QUIT Program	Driving Assessment	Individual Family, Carer & Supporters Peer Support	Evaluation Services (ACES)