POSITION DESCRIPTION: Clinical Exercise Physiologist		
Background	THINK Hauora designs, delivers and supports primary health care services across Ōtaki, Horowhenua, Manawatū and Tararua. We are committed to equity, partnership, and improving outcomes for our communities. This position description outlines the expected functions of the Clinical Exercise Physiologist (CEP) and is aligned to THINK Hauora's Long-Term Conditions (LTC) Model of Care. The role description is reviewed annually and supported by an agreed annual work programme.	
Primary Functions	The primary function of the Clinical Exercise Physiologist is to: 1. Provide high-quality, proactive physical activity interventions that support people and whānau living with long-term conditions 2. Improve health outcomes through safe, progressive, and supported physical activity delivered individually and in groups 3. Contribute specialist exercise physiology expertise within an integrated, transdisciplinary LTC team 4. Support people to build confidence, self-management capability, and sustainable movement habits 5. Enable effective transition and handover back to general practice and community-based supports	
Reports to	Primary Health Network Manager	
Direct reports	N/A	
Functional Relationships	**Internal** • Clinical Exercise Physiologist team members • Multidisciplinary Clinical and Network Services teams • LTC Nurses and Nurse Prescribers • Clinical Dietitians • Primary Care Support Pharmacists • Integrated Support services • THINK Hauora staff	**External** • General Practice Teams (GPTs) • Iwi and Māori providers • Community and allied health providers • NGO and community organisations • Specialist and acute care services
Primary Location	Based at THINK Hauora offices (Palmerston North), with travel across the MidCentral region including Horowhenua and Tararua as required.	
Salary Range	Based on skills and experience	
Nature of Position	Permanent, full-time position.	
Hours	Forty (40) hours per week (1.0 FTE)	
Status as described in the Vulnerable Children's Act 2014	In line with the Vulnerable Children Act 2014 and relevant service agreements, this position is identified as a **Core Worker** role.	

Health and Safety	All staff at THINK Hauora are responsible for: • Working in a safe manner • Identifying, reporting, and managing hazards • Complying with THINK Hauora health and safety policies, procedures, and legislative requirements • Demonstrating appropriate actions in emergency situations
	Staff must act to ensure that THINK Hauora complies with its responsibilities under the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation. Be able to demonstrate actions in an emergency situation that are specific to the workplace and are designed to keep individuals safe.

ORGANISATIONAL VALUES AND EQUITY **Our Strategy, Vision and Values**	
Our Vision	Tūhonotia te hapori ki te Ora – Connecting Communities for Wellbeing
Our Purpose	Strengthening primary and community care to improve health and wellbeing for people and whānau
Our Strategic Goals	1. Strengthening hauora Māori and equity 2. Enabling primary care services in the right place at the right time 3. Facilitating integrated community, primary, and secondary systems 4. Strengthening collective action for hauora through partnerships Advancing organisational excellence, discipline and capabilities.
Our values	**Tūturu:** We act with trust and integrity in all that we do **Manaakitanga:** We respect and care for our people **Kotahitanga:** We work in partnership and unity **Mana:** We are responsible and accountable to our people **Māia:** We act with courage
Equity	THINK Hauora is committed to improving access to services and achieving equity of health outcomes across communities. We provide support and guidance to the wider workforce to do the same. THINK Hauora believes in equity and requires staff to "stop, look, listen and think" about how they can design, develop and deliver services that create and maintain equitable environments to effect change and ensure that whānau flourish.
Commitment to Te Tiriti o Waitangi:	Te Tiriti o Waitangi is the founding document of Aotearoa New Zealand. It established a partnership between Rangatira and the British Crown and placed obligations on the Crown to iwi and hapū. The longstanding clearly evidenced disparities in health and other socio-economic outcomes for iwi and hapū reflect the Crown's failure to uphold these obligations. As a Primary Health Organisation (PHO) providing primary health services, we acknowledge those same obligations. This reflects our commitment to uphold them, which we summarise below:

Article 1: Kāwanatanga	We are responsible stewards of our network, enabling and connecting health services to provide for all our communities
Article 2: Tino Rangatiratanga	We are honourable Tiriti partners, recognising the hauora sovereignty of mana whenua
Article 3: Ōritetanga	We are committed to equitable health access, treatment, and outcomes for Māori

Our commitment to Te Tiriti also encompasses the five Treaty principles identified in the Waitangi Tribunal's WAI 2575 Stage One Hauora report: Tino rangatiratanga, Equity, Active Protection, Options, and Partnership.

These principles influence every interaction we have - with whānau, partners, communities, and each other.

KEY RESPONSIBILITIES

Key Competency	Activities	Expectations
Service Delivery	• Deliver safe, evidence-based physical activity interventions for people with long-term conditions (e.g. cardiac, pulmonary, diabetes, multimorbidity) • Complete clinical assessment, monitoring, and evaluation during supported physical activity • Work to a shared LTC plan of care in collaboration with the multidisciplinary team • Contribute to individual and group-based programmes aligned to LTC pathways • Support transition from supervised activity to independent, sustainable movement	• People are supported to self-manage physical activity safely • Health outcomes are improved and risks reduced • Service delivery reflects equity and cultural safety • Clinical standards are maintained and reviewed through audit and supervision
Communication	• Maintain clear, accurate, and timely clinical records • Provide regular updates and discharge summaries to General Practice Teams • Participate in MDT meetings, staff forums, and internal communication processes	• Documentation is accurate and completed in a timely manner • General practice is well informed of progress and next steps • The CEP contributes constructively to team discussions

Improve Health outcomes of Maori	• Actively support Māori engagement and participation in LTC programmes • Build and maintain relationships with iwi and Māori providers • Work in partnership to reduce access barriers and improve equity of outcomes • Align practice with Ka Ao, Ka Awatea and Te Tiriti o Waitangi principles	• Demonstrated commitment to Māori health equity • Practice reflects partnership, protection, and participation • Services are culturally safe and responsive
Team Work	• Work collaboratively within the CEP team and wider MDT • Share expertise and support collective problem-solving • Actively contribute to team goals and service development	• Works as an effective and supportive team member • Demonstrates THINK Hauora values in day-to-day practice
Health and Safety	• Ensure that work is done in a safe environment • Report and work to eliminate, isolate or minimise any hazards	• All health and safety risks identified are reported to line manager promptly. • The organisation complies with its responsibilities under the Health and
	• Participate in health and safety management practices for all employees • Apply the organisation's health and safety policies and procedures	Safety at Work Act 2015 and any subsequent amendments or replacements legislation. • Be able to demonstrate actions in an emergency that are specific to the workplace and are designed to keep individuals safe.
PERSONAL SPECIFICATIONS		
Qualifications	• Recognised Clinical Exercise Physiology qualification or relevant university degree • Eligibility for appropriate professional registration	
Essential	• Experience delivering physical activity interventions for people with long-term conditions • Ability to motivate and support lifestyle change • Strong clinical reasoning and exercise prescription skills • Ability to work independently and within multidisciplinary teams • Excellent written and verbal communication skills • Understanding of Te Tiriti o Waitangi and culturally appropriate service delivery • Commitment to continuing professional development	
Desirable	• Experience in cardiac and/or pulmonary rehabilitation • Experience working in primary care or community settings • Experience contributing to service improvement or co-design • Confidence using Practice Management Systems and digital tools • Intermediate level computer skills – Word, Excel, PowerPoint,	
ORGANISATIONAL VALUES AND EQUITY		

THINK Hauora is committed to equity and improving access to health services so that whānau can flourish. Staff are expected to:

- Stop, look, listen, and think about how services impact different communities
- Design and deliver services that reduce inequities
- Uphold THINK Hauora values of Trust, Respect, Unity, Accountability, and Courage

EMPLOYEE ACCEPTANCE

This Position Description has been agreed between:

Management Representative (print then sign) Date:

and

Employee (print then sign) Date: