

## POSITION DESCRIPTION: CLINICAL EXERCISE PHYSIOLOGIST

*THIS POSITION DESCRIPTION IS SUPPORTED BY A ROLE SPECIFIC WORK PROGRAMME*

<b>Background</b>	<p>THINK Hauora is a network that designs, delivers and supports primary health care services across Otaki, Horowhenua, Manawatu and Tararua.</p> <p>THINK Hauora has a strong focus on equity and a commitment to collaborating and partnering with others to improve outcomes for our communities.</p> <p>This position description (PD) captures the expected functions of the position and is refreshed annually. The PD is supported by an annual work programme.</p>	
<b>Primary Functions</b>	<p>The primary function of the role is to –</p> <ol style="list-style-type: none"> <li>1. Provide a high quality, pro-active programme that promotes healthy lifestyles and supports reduction in poor health outcomes</li> <li>2. Promote improved health outcomes through supported physical activity and lifestyle change either individual or in groups</li> <li>3. Support the In-Home Strength and Balance programme</li> <li>4. Provide education and support to health care providers within the primary health care environment</li> </ol>	
<b>Reports to</b>	Clinical Exercise Physiologist Team Leader	
<b>Direct reports</b>	N/A	
<b>Functional Relationships</b>	<p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• CEP team members</li> <li>• Clinical Services Manager</li> <li>• Multidisciplinary Clinical Quality teams</li> <li>• Pasifika Health Service</li> <li>• THINK Hauora staff</li> <li>• Te Tihi</li> </ul>	<p><b>External</b></p> <ul style="list-style-type: none"> <li>• General Practice Teams (GPTs)</li> <li>• Specialist and Acute Care teams</li> <li>• Iwi and Maori providers</li> <li>• NGO's</li> <li>• Community organisations and providers (such as Manawatu, Horowhenua, Tararua Diabetes Trust)</li> <li>• Other services providers</li> </ul>
<b>Primary Location</b>	Based in the offices of THINK Hauora Palmerston North, with some travel across the MidCentral region	
<b>Salary Range</b>	Based on skills and experience	
<b>Nature of Position</b>	Permanent, full time position.	
<b>Hours</b>	Forty (40) hours per week (1.0 FTE), Monday to Friday	
<b>Status as described in the Vulnerable Children's Act 2014</b>	In line with the Vulnerable Children Act 2014 and our service agreement with MidCentral DHB, this position has been identified as a <b>Core worker</b> position.	
<b>Health and Safety</b>	All staff and governance at THINK Hauora participate in health and safety management practices, ensure that work is done in a safe environment, reports and works to eliminate, isolate or minimise any hazards, and applies THINK Hauora's health and safety policies and procedures.	

	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.
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**ORGANISATIONAL VISION, MISSION and VALUES**

<b>Our Vision</b>	<b>Tūhonotia te hapori ki te Ora – Connecting Communities for Wellbeing</b>
<b>Our Strategic Aims</b>	<p><b>Whānau Ora:</b> Developing a Whānau Ora approach to accelerate and ensure equity of Māori health outcomes</p> <p><b>Equity:</b> Driving equity of outcomes through people, community voice and data</p> <p><b>Access:</b> Ensuring access to health care is easy, available, cross-sectors</p> <p><b>Value:</b> Creating value through teams, technology and performance</p> <p><b>Innovation:</b> Activating innovation, engagement and delivery of excellence</p> <p><b>Networking:</b> Enabling networking and relationships to achieve partnerships</p> <p><b>Growth:</b> Driving sustainability through system and alignment focus</p>
<b>Our Values</b>	<p><b>Trust:</b> Maintaining open and honest relationships</p> <p><b>Respect:</b> Embracing diversity, uniqueness and ideas</p> <p><b>Unity:</b> Valuing strengths and skills</p> <p><b>Accountability:</b> Working in a transparent and responsible manner</p> <p><b>Courage:</b> Participating with confidence and enjoyment</p>
<b>Equity</b>	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.
<b>Commitment to Te Tiriti o Waitangi:</b>	<p>We are committed to Te Tiriti o Waitangi (The Treaty of Waitangi), recognising and respecting the principles of Partnership, Protection and Participation, and the articles of Kawanatanga – governance and the relationship between Treaty Partners, Tino Rangatiratanga – the right to be self-determining in all areas, Oritetanga – authentic contributions that drive equitable access and outcomes and Te Ritenga – honouring the beliefs, values and aspirations of Māori.</p> <ul style="list-style-type: none"> <li>• Implementing Te Tiriti o Waitangi articles and principles into the overall governance, planning and delivery of services.</li> <li>• Acknowledging Te Tiriti o Waitangi articles and principles that underpin our strategy.</li> <li>• Being responsive to Māori interests and ensuring these are protected.</li> </ul>

<b>KEY RESPONSIBILITIES</b>		
<b>Key Competency</b>	<b>Activities</b>	<b>Expectations</b>
<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>• Work with clients to ensure improved health outcomes are supported and achieved</li> <li>• Clinical assessment, monitoring and evaluation of clients with complex long-term condition health needs during supported physical activity</li> <li>• Maintain appropriate standards of clinical care consistent with MOH and the NZ Guidelines Groups Evidence Based Best Practice Guideline Dec 2003</li> <li>• Participates in service delivery initiatives</li> <li>• Work in a professional and responsive manner in the delivery of service</li> <li>• Provide In-Home Strength and Balance programme</li> </ul>	<ul style="list-style-type: none"> <li>• The patient self manages their physical activity requirements with reduced risk and improved health outcomes</li> <li>• Data acknowledges service delivery is equitable and supports improved health outcomes of clients</li> <li>• Maintains and updates knowledge and skills base in line with role requirements</li> <li>• Routine Clinical Audit supports expectation that appropriate standards of clinical care are delivered.</li> <li>• Actively engages in and supports service initiatives and activities</li> <li>• Consistently demonstrates a positive, can do attitude that instils confidence in staff and clients</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Maintains clear and accurate records of all patient supported activities</li> <li>• Provides regular and timely updates to General practice teams and others who refer to the service</li> <li>• Participates in staff meetings and meets internal communication requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Accurate and timely client records are kept.</li> <li>• Reports are regularly sent to General Practice teams to update and inform on progress.</li> <li>• Is well informed and contributes clearly and appropriately at relevant meetings</li> </ul>
<b>Improve Health outcomes of Maori</b>	<ul style="list-style-type: none"> <li>• Engage with and further develop relationships with regional iwi/Maori providers to enhance equity and responsiveness of service delivery</li> <li>• Engage with and support health providers to identify and refer Maori who might benefit from PAE support <ul style="list-style-type: none"> <li>• Support sustainable organisational commitment to Ka Ao, Ka Awatea</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates active participation with regional iwi/Maori providers and clients</li> <li>• Builds and maintains relationships with local health providers (General Practice /IFHCs etc) and actively promotes the service</li> </ul>
<b>Team Work</b>	<ul style="list-style-type: none"> <li>• Work cooperatively with others in the team: <ul style="list-style-type: none"> <li>▫ Share expertise</li> <li>▫ Work for solutions that all team members can support</li> <li>▫ Listen and respond constructively to others' ideas and proposals</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Works as a competent member of a team willingly providing back up support when appropriate and actively supports group goals.</li> <li>• Confidently promotes and displays the organisations values in day to day activity</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>• Ensure that work is done in a safe environment</li> <li>• Report and work to eliminate, isolate or minimise any hazards</li> </ul>	<ul style="list-style-type: none"> <li>• All health and safety risks identified are reported to line manager promptly.</li> <li>• The organisation complies with its responsibilities under the Health and</li> </ul>

	<ul style="list-style-type: none"> <li>• Participate in health and safety management practices for all employees</li> <li>• Apply the organisation's health and safety policies and procedures</li> </ul>	<p>Safety at Work Act 2015 and any subsequent amendments or replacements legislation.</p> <ul style="list-style-type: none"> <li>• Be able to demonstrate actions in an emergency that are specific to the workplace and are designed to keep individuals safe.</li> </ul>
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<b>PERSONAL SPECIFICATIONS</b>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• A relevant university degree and experience in exercise and/or sports science.</li> </ul>
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Demonstrated high standard of practice and expertise in relation to delivery of physical activity programmes</li> <li>• An ability to motivate lifestyle change in individuals with long term conditions</li> <li>• Role models a high level of personal fitness and a healthy lifestyle</li> <li>• Excellent written and oral communication skills</li> <li>• Experience with exercise prescription and implementation</li> <li>• An ability to work independently and within a team</li> <li>• An understanding of the principles of the Treaty of Waitangi (Te Tiriti o Waitangi) and its importance in New Zealand's primary health care environment</li> <li>• An understanding of the relevance and impact of culturally appropriate service provision and how culture influences behaviour both internal and external to the organisation.</li> <li>• A commitment to continuing professional development</li> </ul>
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Personal and professional sports and recreation networks both regionally and nationally</li> <li>• Experience in developing and implementing equitable and culturally responsive strategies</li> <li>• Demonstrated flexibility</li> <li>• Ability to effect change in a changing environment</li> <li>• Training and presentation skills including experience in developing written resource material</li> <li>• Experience with Practice Management Systems (PMS) eg MedTech</li> <li>• Intermediate level computer skills – Word, Excel, PowerPoint,</li> </ul>

## SKILLS AND KNOWLEDGE

The following level of Knowledge and Skills are required for the role. These are grouped under the Core, Information and Knowledge and Leadership and Management dimensions of the THINK Hauora Interdisciplinary Knowledge and Skills Framework (IKSF). You must be at, or working towards, the level identified in each area (see levels below).

Level 1: Beginner

Level 2: Competent

Level 3: Proficient

Level 4: Expert

### DIMENSION 1: CORE KNOWLEDGE AND SKILLS (MANDATORY)

<b>C1</b> Teamwork	L3	Collaborates with interdisciplinary team members, sharing knowledge, skills and expertise
<b>C2</b> Communication	L3	Communicates effectively with clients and members of the team
<b>C3</b> Ethical Practice	L3	Complies with ethical codes, principles, and legislation, encouraging others to do so.
<b>C4</b> Māori Cultural Responsiveness	L3	Demonstrate an understanding and application of Māori Health, Treaty of Waitangi and Cultural safety in own work and encourage others to do so
<b>C5</b> Health, Safety and Risk Management	L3	Monitors and maintains health, safety and security of self and others.
<b>C6</b> Service Improvement	L3	Contributes to the improvement of services
<b>C7</b> Quality Improvement	L3	Maintains quality in own work and encourage others to do so
<b>C8</b> Personal Development	L3	Develops own knowledge and skills and provides information to others to help their development

### DIMENSION 2: HEALTH AND WELLBEING (FOR CLINICIANS)

<b>HWB1</b> Promotion of health and wellbeing and prevention of adverse effects on health and wellbeing	L3	Plan, develop and implement programmes to promote health and wellbeing and prevent adverse effects on health and wellbeing
<b>HWB2</b> Assessment and health and wellness planning to meet health and wellbeing needs	L3	Assess health and wellbeing needs and develop, monitor and review care plans to meet specific needs
<b>HWB3</b> Provision of care to meet health and wellbeing needs	L3	Plan, deliver and evaluate care to meet health and wellbeing needs of people with a greater degree of dependency
<b>HWB4</b> Self-management and self-management support to meet health and wellbeing needs	L3	Enable people to address specific needs in relation to health and wellbeing
<b>HWB5/HE</b> Health Educations and Health Literacy	L3	Enable people to address specific health needs

<b>HWB6/LS</b> Lifestyle: Physical Activity	L4	Empower people to realise and maintain their potential through health education
<b>HWB6/LS</b> Lifestyle: Smoking Cessation (Generic)	L3	Give brief advice for smoking cessation based on national guidelines and standards of practice
<b>DIMENSION 4: INFORMATION AND KNOWLEDGE (IK)</b>		
<b>IK1: Data Collection</b>	L2	Identifies, interprets and disseminates data and information relevant to an issue
<b>IK2: Data Analysis</b>	L2	Maintains, protects and preserves information by complying with relevant legislation and policies
<b>IK3: Using data to drive service improvement</b>	L2	Finds on-line data and information from multiple sources
<b>DIMENSION 5: TRANSFORMATIONAL LEADERSHIP AND MANAGEMENT</b>		
<b>TLM1</b> Managing self and personal skills	L3	Participates in continuing professional development to achieve organisational goals
<b>TLM2</b> Providing Direction: Strategic and Operational Planning	L2	Clearly and enthusiastically communicates organization vision, objectives and operational plans
<b>TLM3</b> Leading and managing change	L2	Defines and initiates change, identifying leverage points for change in processes and work habits
<b>TLM4</b> Leading and building interdisciplinary teams: working with people	L2	Allocates and monitors the progress and quality of work in area of responsibility

## EMPLOYEE ACCEPTANCE

This Position Description has been agreed between:

\_\_\_\_\_  
Management Representative (print then sign)

\_\_\_\_\_  
Date:

and

\_\_\_\_\_  
Employee (print then sign)

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Date: