

POSITION DESCRIPTION

Position	Fitness Instructor
Date	August 2025
Primary purpose of position	<ul style="list-style-type: none"> To provide quality service delivery to the private clients of QE Health, plus facilitate personal and group fitness training sessions, and Allied Health Sessions.
Responsible to	Head of Services - Private
Functional relationships	<ul style="list-style-type: none"> Client's and families QE Allied Health Team
Hours of work	As Per IEA

Performance expectations

To provide professional fitness and rehabilitation services that promote health, recovery, and well-being. The instructor will work independently and collaboratively with other health professionals to assess, plan, implement and evaluate fitness and rehabilitation programs tailored to suit individual needs.

Key tasks	Expected results
Scope of Practice	<ul style="list-style-type: none"> Assess health and fitness needs using professional judgement and scientific knowledge. Deliver general and specific fitness programs to support physical health and rehabilitation. Develop and implement integrated care plans in partnership with individuals, families, whānau, and communities. Provide physical interventions and education to support self-management and recovery.
Professional Responsibility	<ul style="list-style-type: none"> Ensure practice aligns with professional, ethical, and legal standards. Supervise and evaluate care provided by fitness instructors and personal trainers. Promote a safe, culturally responsive, and empowering environment for clients. Maintain accountability for personal and team conduct and care outcomes.
Management of Rehabilitation and Fitness Care	<ul style="list-style-type: none"> Conduct comprehensive assessments across diverse settings. Document care accurately and maintain confidentiality. Clearly explain treatment options, effects, and alternatives to clients. Respond appropriately to unexpected client behaviours or crisis situations. Monitor and evaluate client progress toward health goals. Provide tailored health education and promote evidence-based practice. Engage in ongoing professional development and industry activities.

Interpersonal Relationships	<ul style="list-style-type: none"> • Build and maintain respectful, therapeutic relationships with clients. • Foster collaborative partnerships with clients and their support networks. • Communicate effectively with clients and multidisciplinary health teams. • Use appropriate language and techniques to support understanding and engagement.
Interpersonal Health Care and Quality Improvement	<ul style="list-style-type: none"> • Work collaboratively with health professionals to coordinate care. • Recognize and value the contributions of all team members. • Participate in quality improvement initiatives to enhance service delivery.
Team Player	<ul style="list-style-type: none"> • Support and encourage other team members. • Identify and/or develop collaborative working relationships. • Contribute to the wider team by supporting projects and wider QE Health activities. • Actively contributes to the development and success of QE Health's performance.
Health and Safety	<ul style="list-style-type: none"> • Company health and safety policies are read and understood and relevant procedures applied to their own work activities. • Workplace hazards are identified and reported, including self-management of hazards where appropriate. • Can identify health and safety representative for area. • To comply with current Health and Safety legislation.
General	<ul style="list-style-type: none"> • Other duties as may be reasonably assigned to this position and for which the position holder has received adequate training or instruction. • General Housekeeping of work area.

COMMUNICATION

- Responds appropriately to patients/staff questions, requests and problems.
- Establishes and maintains a rapport and trust with patients/ staff.
- Communicates clearly and appropriately within own team and with other teams in QE Health.
- Uses skills to clarify and to confirm understanding of information received.

PROFESSIONAL DEVELOPMENT

- Seeks to learn, develop and improve own practice.
- Contributes to continuous quality improvement in QE Health-wide service delivery.
- Participate in regular Professional supervision.

LEGAL AND ETHICAL RESPONSIBILITIES

- Acknowledges own personal beliefs and values, and works in a way that respects the right of others to hold their own personal beliefs and values.
- Operates within the intent of the Treaty of Waitangi by demonstrating cultural awareness through partnership, protection and participation.
- Complies with patients/staff confidentiality and privacy regulations.
- Challenges practices that could compromise patients/staff safety, dignity or privacy.

- Recognises expectations and limitations of own practice, ie scope of practice.
- Takes responsibility for own actions and outcomes.

SAFE ENVIRONMENT RESPONSIBILITIES

- Complies with relevant legislation, codes of practice and organisational policies and procedures.
- Takes responsibility for personal health and safety, and of clients and staff.
- Demonstrates a working knowledge of QE Health procedures in emergency and disaster situations.
- Undertakes any other duties requested by the employer from time to time.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Personal Training • Exercise Instruction 	<ul style="list-style-type: none"> • Certification in fitness training or related field (e.g., REPS, NASM, ACE)
Experience	<ul style="list-style-type: none"> • Experience is preferred but not essential • Experience in rehabilitation care management. • Class Program Design • Small group personal training 	<ul style="list-style-type: none"> • Experience in rehabilitation setting. • Experience in chronic pain and chronic care management.
Skills	<ul style="list-style-type: none"> • Excellent communication skills. • Good time management. • Computer literate 	
Qualities	<ul style="list-style-type: none"> • Honest • Trustworthy • Friendly • Flexible • Team player 	