

**JOB DESCRIPTION**

**PHYSICAL ACTIVITY SPECIALIST/SERVICE MANAGER – MERTON FRAILTY SERVICE**

# MAIN PURPOSE

To manage and deliver The London Borough of Merton’s Frailty and physical activity service. You will be working to improve health outcomes of older adults with mild – moderate frailty through group activity sessions in various community settings.

* In line with NICE guidance, be responsible and accountable for the delivery of a high quality, evidence-based physical activity and prescribed exercise service for adults 65+, for those seeking to improve strength, balance and mobility and reduce frailty.
* Working as part of a small multi-disciplinary team (MDT), providing specialist prescribed exercise and support (1-2-1 and group) across Merton
* Plan, deliver and monitor the service, capturing pre and post data to evidence the effectiveness of the service

## SUMMARY OF RESPONSIBILITIES AND DUTIES

Responsible and accountable for:

* To plan, organise, deliver and evaluate the physical activity and prescribed exercise for older adults
* Provide comprehensive assessment and provision of individual physical activity advice and exercise prescription, together with on-going support to patients, in group and 1-2-1 settings implementing skills and knowledge of behaviour change theories.
* Ensure exercise prescription is continually monitored and progressed / regressed, to reflect individual needs.
* Facilitate and empower patients to change behaviour and adopt positive lifestyle changes by providing health education and evidence-based advice regarding increasing habitual physical activity, helping patients to address barriers to change.
* To conduct on-going specialist physical activity support for those accessing the service including patient reviews and on-going case management, through 1-2-1 support where required, or support delivery of group sessions, for those who require this level of intervention.
* Contribute to ‘board meetings’ to discuss caseloads, care plans, case management and specific patient care including discharge planning, on-going management in conjunction with other relevant professionals.
* Accountable for ensuring programme delivery is monitored using validated tools to collect and analyse patient performance outcome measures and evaluation, to ensure that the contractual KPI’s are achieved and an excellent service is demonstrated; critical and rigorous implementation of all physical activity and functional capacity measures at key milestones across the services, ensuring excellent recording, monitoring and reporting on patient outcomes.
* Utilising the Everyone Health data collection system and internal reporting procedures to ensure rigorous data collection processes are robust, to evidence service efficacy through generation of excellent health outcome data, contributing to an internal qualitative and quantitative evidence base, and demonstrate best practice and value for money.
* Keep accurate records and written reports, ensuring patient personal information is recorded in accordance with Everyone Health’s and Local Authority policies; Caldicott Guardian, Information Governance, Data Protection and Data Sharing compliance.
* Work with the Clinical Governance manager to achieve continual service improvement and client/patient-centred services in accordance with participant feedback, NICE guidance, national and local recommendations, professional competences and EH policies and procedures.
* Be compliant with all relevant policies, procedures and guidelines; including the appropriate code(s) of conduct associated with this post; maintain awareness of safeguarding issues, report and acting on concerns in accordance with Everyone Health and Local Authority policies and procedures.
* Ensure the safety of all patients by undertaking: risk assessments, health and safety checks, equipment checks etc., as directed by the Service Manager. Respond to any relevant clinical / colleague issues / incidences to manage a mitigate risk, and maintain best practice.
* To have sound knowledge of common co-morbidities associated with obesity and the ability to liaise with the GP and other health professionals / agencies as necessary.
* Work as a cohesive member of the team through regular communication and liaise with community partners and referrers to ensure the successful recruitment and retention of patients within the service.
* To be responsible and accountable for achievement of relevant contractual targets including referrals, uptake, completion percentage targets and effective outcome measures, through delivery of high standard physical activity care.
* Support community engagement: build a network of key contacts and undertake networking publicity and promotional activity to raise the profile of the service and to identify and engage with target populations.
* Respect colleague’s professional roles and scope of practice, ensuring a supportive and proactive member of the multi-disciplinary team.
* Take responsibility for own CPD and participate in Everyone Health’s induction, training and continual professional development as required; recognise and work within own competence and professional code of conduct as regulated by professional body.
* Evaluate patients’ response to health care provision and the effectiveness of care.
* To work within the requirements of the 6 C’s: care, compassion, competence, communication, courage and commitment.
* Ensure that commitment to equality and diversity is reflected at all stages of project planning, delivery and evaluation, in line with agreed service standards.
* Support in administrative duties related to the patients where necessary, for example letters to referrers, follow up phone calls, motivational text messages as required.
* Prioritise, organise and manage own workload in a manner that maintains and promotes high quality.
* Be an ambassador for Everyone Health.
* Contribute to the growth of Everyone Health by working collaboratively with Managers / colleagues to develop and have some responsibility for an expanding portfolio of services and products.

## PERSON SPECIFICATION 1. SKILLS & ABILITIES

* Ability to direct and co-ordinate programmes of care working autonomously and collaboratively.
* Ability to produce individual and detailed exercise programmes, considering special adaptations required to accommodate varying levels of frailty and ability.
* Ability to translate physical activity and exercise information into a format that is appropriate and understandable for patients to support compliance with increased levels of physical activity.
* A commitment to continuous service improvement with expert insight into patients’ needs, so that all patients receive high quality care.
* Passionate about putting patients first and delivering a high quality service.
* Proven ability to relate, motivate and confidently engage individuals in activities and discussion as part of a group and in a 1-2-1 situations.
* Ability to work independently and manage own work load; able to work effectively and supportively as a MDT member.
* Sound interpersonal skills with proven ability to work effectively with all levels of colleagues, including effective partnerships with other agencies and service providers.
* Evidence of experience in embracing and implementing change to provide high quality health outcomes.
* Good presentation of self: enthusiastic, innovative and flexible.
* Excellent verbal and written communication skills in order to effectively communicate with a wide range of individuals including participants, colleagues and external partners.
* Proven planning, organisational and evaluation skills.
* Ability to organise, monitor and check work to ensure no element of a task is left unfinished.
* Ability to use generic software packages.

## 2. KNOWLEDGE

* Sound knowledge of prescribing exercise and advising on physical activity to special populations specifically obesity (including pre/post pregnancy) as well as at population / community level.
* Sound knowledge of the complex care of those with mild/moderate frailty
* Knowledge of specific physical activity and exercise requirements for delivering appropriate programmes in the community for older adults
* Knowledge of behavioural and emotional development issues.
* Knowledge of stigma associated with obesity and effects on social and emotional well-being.
* Knowledge of weight management, nutrition and physical activity in relation to health improvement.
* Knowledge of psychological and behaviour change theoretical techniques in relation to supporting people to make positive lifestyle changes.
* Knowledge of NICE guidance relating to the treatment of obesity.
* Knowledge and understanding of the Patient Confidentiality Act and the Data Protection Act.

## 3. EXPERIENCE

* Minimum of two years’ experience working in an exercise setting
* Experience of working with both adults in a one-to-one and group environment, to support positive lifestyle change.
* Experience of delivering and prescribing exercise to those with co-morbidities and / or complex needs.
* Experience of taking accurate physical measures and contributing to helping individuals meet physical activity/exercise targets
* Experience of working with patients within a weight management or frailty programme
* Experience of working effectively as part of a MDT /team.
* Experience of working with patients of different cultures, genders and ages.
* Experience of working to time schedules.
* Evidence of experience in embracing and implementing change to provide high quality health outcomes.
* Experience of working to challenging performance targets and achieving excellent outcomes.

## 4. QUALIFICATIONS

* Degree or Diploma in relevant subject area, or equivalent knowledge and experience gained through working in a specialised physical activity role.
* REPs Level 3 Registration (REPS Level 4 desirable) and/or Member of CIMSPA at Practitioner level

## 5. SPECIAL CONDITIONS

* Highly motivated self-starter with resilience, determination and the ability to see jobs through to completion.
* Role incorporates evening / weekend working, with variable levels of travel across Merton, working in a variety of settings including the community, day centres, residential homes and community centres. ▪ Ability to travel across Merton. Access to a car for work.
* Evidence of a personal commitment to continuing professional development and to maintaining an up-to-date professional knowledge supporting the development of business within the company.
* This post involves working with children / young people / vulnerable adults and as such the post holder will be required to apply for a disclosure of criminal records at an enhanced level (DBS).