

## Job Description

<b>Job title</b>	Fitness Instructor	<b>Job family</b>	Healthcare
<b>Reporting to</b>	Therapy Services Manager	<b>Job code</b>	TY/005
<b>Location</b>	Various, across division	<b>Evaluation Date</b>	11/02/2013

### Main Purpose

Develops, implements and evaluates the delivery of an agreed fitness programme designed to aid the development and well-being of patients, learners and young people using Priory facilities, which works in conjunction with agreed therapeutic /care interventions.

### Key Accountabilities

#### Quality

1. Responds to referrals made by the therapy team ensuring risk-assessments are completed to establish to best meet the physical needs of individual patients with a safe and beneficial fitness programme.
2. Plans, co-ordinates and undertakes individual and group fitness sessions ensuring these are delivered on time, within budget and to the agreed quality standards.
3. Maintains accurate and up-to-date records ensuring important information, observations and events are recorded and/or reported as appropriate in accordance with Priory policies and procedures.
4. Collaborates with professional and clinical colleagues, participating in departmental meetings and occasionally contributing at case conferences or multi-disciplinary team meetings as directed.
5. Assists and supports professional and clinical colleagues with the analysis and reporting of statistical data and information for research and audit purposes.
6. Ensures that all equipment is maintained and operated to regulatory standards, as well as maintaining security of the fitness area.

#### Innovation

7. Adopts new services that are already introduced within the group.

#### Value

8. Regularly reviews the service and pricing point, adjusting to the demand for the service.

## **Knowledge & Skills**

The role holder will hold an appropriate Level 3 (Advanced Instructors) qualification and will be registered under the REPS scheme. A first Aid certificate (including cardiopulmonary resuscitation) will be required. A thorough knowledge of the part played by diet and nutrition in health is essential for this role.

## **Experience**

Relevant experience gained in an environment where the role holder has been coaching people from different social and cultural backgrounds with a wide range of physical and psychological needs.

## **Autonomy & Impact**

Working mainly to short-term objectives the role holder is responsible for the effective delivery of fitness sessions through the design, development and evaluation of fitness regimes, which are integral to the individual's general therapy programme.

## **Intelligent Problem Solving**

The majority of problem solving relies upon acquired knowledge and experience where the role holder may have to adapt their approach, methods or techniques to meet the needs of patients, learners and young people. However, they are expected to keep abreast of the latest research and best practice and to recommend improvements where appropriate.

## **Responsibility**

### **Staff**

May occasionally be required to supervise trainees or more junior staff.

### **Budgets & equipment**

Responsible for ensuring that equipment and facilities are regularly inspected and properly setup and maintained.

### **Informatics**

Responsibility for the accuracy and security of risk assessment records relating to fitness and shared responsibility for the accuracy and timeliness of case file notes.

## **Communication & Interaction**

The role holder will need a comprehensive range of interpersonal and communication skills to be able to engage and motivate patients, students or pupils to undertake, sustain and complete their individual fitness plan.

## **Working environment**

Regularly operating within a working environment where the work requires physical stamina and/or emotional resistance.

## Special Features

Lifesaver skills may be required where a swimming pool forms part of the unit's recreational facilities.

## Upholding Company Values

Competency	Req'd Level	Descriptors
<b>Quality - Of care, treatment, of facilities and of staff</b>	<b>2</b>	<ul style="list-style-type: none"> <li>✓ Checks quality of own work</li> <li>✓ Follows procedures</li> <li>✓ Corrects errors and mistakes</li> <li>✓ Complies with relevant regulatory and statutory requirements</li> </ul>
		<ul style="list-style-type: none"> <li>✓ Double checks accuracy of own and work of others</li> <li>✓ Carefully monitors and checks the accuracy and quality of others' work</li> <li>✓ Values the input and expertise of colleagues</li> <li>✓ Keeps clear, detailed records and files</li> </ul>
<b>Innovation - Being forward thinking and thought leaders</b>	<b>2</b>	<ul style="list-style-type: none"> <li>✓ Adapts new services already introduced in other areas within the group</li> <li>✓ Amends these services to suit the needs of the local service</li> </ul>
		<ul style="list-style-type: none"> <li>✓ Proposes new services to regional management, taking into account the local needs of the area</li> <li>✓ Assists and supports regional management with developing and implementing these new services</li> </ul>
<b>Value - Due to transparency and flexibility</b>	<b>2</b>	<ul style="list-style-type: none"> <li>✓ Prices services in line with local needs</li> <li>✓ Reacts to local feedback regarding pricing of services</li> </ul>
		<ul style="list-style-type: none"> <li>✓ Regularly reviews services and price points adjusting where appropriate</li> <li>✓ Adjusts prices in line with demand for services</li> </ul>