

Decision under Delegated Powers

Officer Requesting Decision

Physical Activity & Well Being Manager

Officer Making the Decision

Chief Executive

Recommendation

That approval is given:

- To create a new part time (18.5 hours) 12-month fixed term Active Ageing Exercise Instructor post, Grade C from the start date of the successful applicant.
- The post will report to post M003 Community Sport and Physical Activity Development Officer (S.Balram).
- This externally funded post will be in cost centre L035.

Reason

To ensure that Charnwood Borough Council benefits from a funding opportunity from Active Together (County Sports Partnership) to;

1. Develop a wider older adult physical activity pathway, which compliments (but does not replace) existing funded programmes of work.
2. Provide the Active Charnwood team with additional capacity to deliver Charnwood's Let's Get Moving sport and physical activity commissioning plan 2024-25.
3. Contribute towards the Living and Supporting Well agenda detailed in Charnwood's Community Health and Wellbeing Plan 2023 - 2026.

Authority for Decision

The Head of Paid Service (Chief Executive) has delegated authority to agree changes to the establishment, within budget and without major operational disruption or interruption of services or involving a change from direct to indirect provision or vice-versa or other policy implications.

Decision and Date



16/02/2024

Background

In partnership with Active Together Active Charnwood has been exploring how we can further support targeted populations to become more active.

Charnwood's Community Health and Wellbeing Plan 2023 - 2026 highlights that Charnwood has very high levels of hip fractures in people aged 65 and over, with values significantly higher than regional and national averages. 5,266 people registered to GP practices located in Charnwood are diagnosed with osteoporosis.

Falls prevention exercise has proven to be extremely effective in reducing falls. It plays an important role in the falls care pathway both in terms of primary and secondary prevention and can significantly contribute to reducing the financial burden on the NHS and social care by avoiding fractures and avoidable hospital admissions.

Active Together are in the position to offer localities a one-off funding grant of £25,489 to support this agenda. This funding will enable localities to develop a wider older adult physical activity pathway, which compliments (but does not replace) existing funded programmes of work. There will be specific deliverables attached to the funding.

The funding will need to be utilised during a 15-month period, with planning from January - March 2024 and delivery from April 2024-March 2025. The funding available for this pathway is non-recurring and must be spent within the specified duration. A 50% payment will be made this financial year 2023/24 and the remainder in 2024/25.

It is proposed to recruit a new 12-month fixed term part time (18.5 hours) Active Ageing Exercise instructor who will be responsible for: providing chair based, strength and balance, and falls prevention exercises programmes to people in group settings in the community.

Specifically, the successful post holder will be responsible for:

- Co-ordinating and promoting the delivery of older adult physical activity programmes.

- Completing assessments of clients' current physical health and fitness at the start of the programme, and at the end of the programme to measure progress.
- Discussing the clients' goals and objectives for the programme.
- Delivering group sessions within the community including Falls Prevention Programmes, Seated Exercise and Maintainers Classes.
- Tailoring exercise sessions as required for clients living with specific health conditions such as Parkinson's, Rheumatoid Arthritis, and those recovering from stroke.

This 12-month fixed term post will be fully funded from external monies.

HR Comments

HR Adviser: Nicola Ward

This new post has been job evaluated at Grade C. The normal recruitment process should be followed.

Financial Implications

Cost of Temporary Fixed Term Post

Calculations based on 2024/25 costings which include estimated 5% pay award:

18.5hours grade C including full oncosts on spc. 12 (top of scale) estimated £19.4K

(2023/24 pay scale 37hours £26,421 x5% estimated pay award = £27.7k x 40% oncosts = £38.8K /37hrs x18.5hrs £19.4k)

Car allowance costs c £500

Total estimated costs £19.9K

The council will receive a grant of £25,489 from Active Together this will be paid into L035 J0225 to cover these costs. Any additional costs above the estimated 5% pay award will also be covered from this external funding, resulting in no cost to the Council. Any excess of funding at the end of 12 months will be paid back to Active Together.

There are no redundancy costs associated with this post.

Risk Management

Risk Identified	Likelihood	Impact	Risk Management Actions Planned
Failure to recruit to this post would impact in the Borough	Low	Medium	Utilise funding for agreed purpose.

Council achieving local sport, physical activity, and health priorities.			
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Key Decision No

Background Papers:

- Job Profile for Active Ageing Exercise Instructor compiled Jan 2024.
- Signed SLA Older Adult Physical Activity Pathway between Active Together and Charnwood Borough Council Jan 2024.
- Charnwood Sport & Physical Activity Commissioning Locality Plan 2024/25.
- Charnwood's Community Health and Wellbeing Plan 2023 - 2026.