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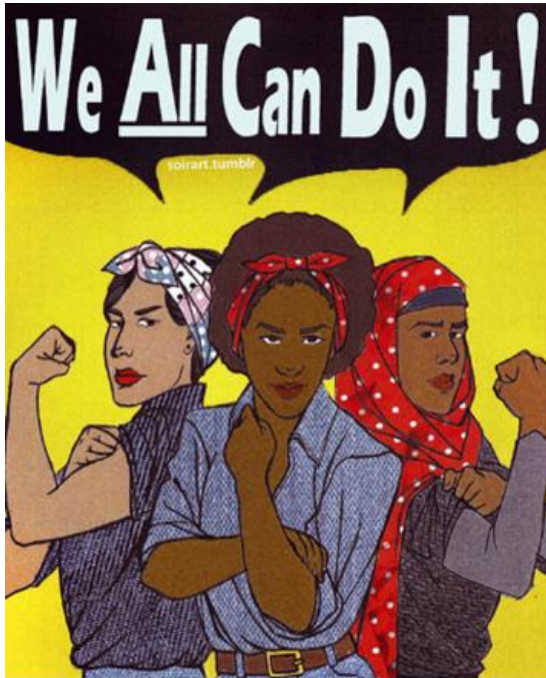
Commissioning Skills and Competencies

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How did you become involved in 'commissioning'?



Commissioning – a leadership task



- Working with partners to integrate services around the end user
- Moving from command and control to influencing and facilitation
- Communicating the local vision
- Cascading an understanding of the market across all partners, including local communities
- Securing effective engagement of people who use services
- Leading entrepreneurial thinking and service transformation

Roles of commissioners

Commissioners play at least three roles:

- Advocate for the patient or service user
- Advocate for communities
- Guardian of taxpayers' money

Taken together they create dilemmas and trade offs – the essence of the role of commissioning.

Commissioning for quality improvement – The Health Foundation

Effective commissioners – what skills do you need?

- Using the IPC commissioning model, what do you think are the top three skills needed for each segment of the cycle **Analyse**, **Plan**, **Do** and **Review**, as well as Core Skills to be an effective Commissioner



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Upskilling commissioning - DHSC

- Strategic leadership
- Understanding and shaping the market
- Using data and intelligence to generate actionable insights
- Meaningful engagement and collaboration

Commissioning skills and organisational development

- In pairs, thinking about what you have just heard, consider the the balance of skills in your team / service area
- Where are there strengths? Where are there development needs?
- What advice can you give each other to address any skill gaps identified?

National Occupational Standards for Commissioning in Public Sector

1. Engaging with individuals and stakeholders
2. Governance and management
3. Project management
4. Knowledge and skills training
5. Establish outcomes and priorities
6. Develop options
7. Strategy and policy
8. Work in partnership
9. Develop the market
10. Service procurement and contracting
11. Manage and monitor contracts
12. Review and evaluate commissioning activity

Your reflections on the course



We said:

- The aim of this programme is to understand the essential elements of commissioning and purchasing, and to share knowledge and compare practice.
- By the end of the training participants will:
 - Demonstrate good knowledge of the national agenda for commissioning
 - Analyse own organisation's commissioning arrangements against good practice
 - Use evidence-informed learning to implement good commissioning practice
 - Critically reflect on own learning and practice

Summary and Reflections

So, what does this all mean for you as a team / for you?

Thinking about each area of the commissioning cycle:

- What is your learning?
- What might you do differently?
- What would be your advice or recommendations for you and the team following the course?
- What are your next steps?



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