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Commissioning Skills and Competencies

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http://ipc.brookes.ac.uk

How did you become involved in ‘commissioning’?

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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

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Role 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

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A reminder…

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Effective commissioners – what skills do you need?

- Individually: Identify the top three skills you need in relation to Analyse, Plan, Do and Review, as well as Core Skills. Write on Post-Its
- In groups: Lay out your Post-Its, and come to a consensus about your top three skills for each segment of the cycle – including Core
- All: Review the skills required to deliver strategic commissioning
- Take away:
  - A picture of the balance of skills in your team
  - Thoughts about your own/your team's development areas

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National Occupational Standards for Commissioning in the 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

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Further resources

- **National Occupational Standards: Commissioning, Procurement and Contracting for Care Services** http://www.ccwales.org.uk/qualifications-and-nos-finder/n/commissioning-procurement-and-contracting/
- **Commissioning Support Programme: Individual Skills Assessment Framework**
- **The Leadership Qualities Framework for Adult Social Care** https://www.nsasocialcare.co.uk/about-us/leadership-qualities-framework
- **The Healthcare Leadership Model** http://www.leadershipacademy.nhs.uk/discover/leadershipmodel/

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