Commissioning Skills and Competencies

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

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

A reminder…

Commissioning
Analyse
Plan
Legislation & guidance
Population needs assessment
Review service provision
Resource analysis
Gap analysis
Commissioning strategy/prospectus
Business case and Options Appraisal
Service design
Procurement
Assess individual needs
Analyse providers
Resource allocation
Develop specification and contract/SLA
Purchasing plan
Support plan
Outcomes for people
Contract monitoring
Review individual outcomes
Secure services/ treatment/ support
Contract management
Evaluation of services
Review of plans
Review of market performance
Assessment against outcomes
Market/supplier development
Capacity building
Manage provider relationships
Review
Do

Effective commissioners – what skills do you need?

- In three groups, using the IPC commissioning model, come to a consensus about 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

- Full group: Review the skills required to deliver strategic commissioning

Back to the office…

- Use the outcomes of the exercise to help you form a picture of the balance of skills in your team/service area

- Any thoughts about your own/your service/team's development areas

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

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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