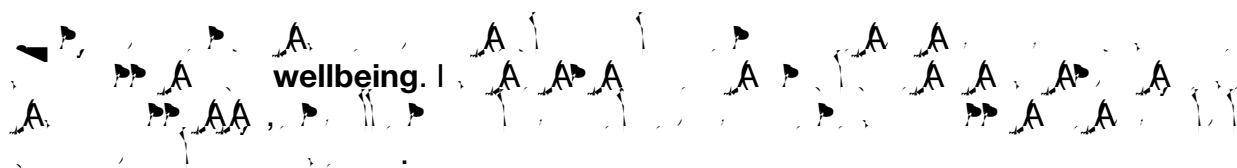




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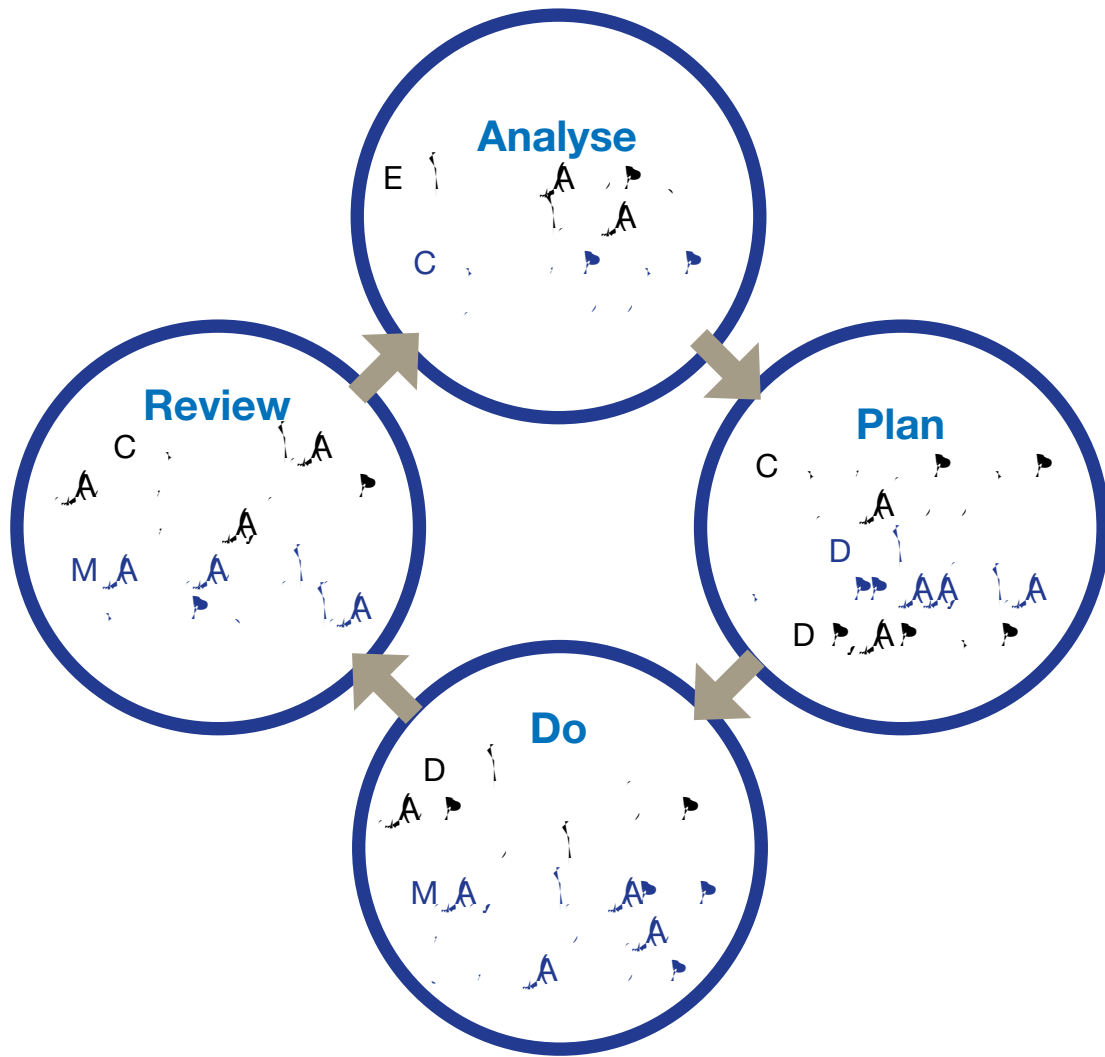
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What is this guide and who is it for?



▶ **A bold**





How does good commissioning make a difference?

directed preventative services, self-

[Westgate House - commissioners, providers and people who need care and support working together](#)

The best commissioners have the confidence to challenge the status quo, take on radical change, collaborate effectively with external stakeholders, gain a deep understanding of the need and target resources effectively to meet those needs

The Commissioning Academy

What do commissioners do?

External partners
Internal partners

Commissioning can be a very

External partners

Internal partners

Internal partners

procurement contracting

Internal partners

[Tom Johnson, Commissioning Officer](#)

[Susan Carter, Commissioning Manager](#)

[Tim Napper, Commissioning Manager](#)

[Ruth Harrington, Head of Commissioning](#)

Commissioning roles

Example of a commissioning role: A person who is responsible for identifying and procuring services to meet the needs of the community.

C... AA... A...
C... AA... O...

C... AA... L.../M...
H... C... AA...

Example of a commissioning role: A person who is responsible for identifying and procuring services to meet the needs of the community. (Example of a commissioning role: A person who is responsible for identifying and procuring services to meet the needs of the community.)

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Example of a commissioning role: A person who is responsible for identifying and procuring services to meet the needs of the community. [here](#).

Example of a commissioning role: A person who is responsible for identifying and procuring services to meet the needs of the community.

It's all about having a varied, diverse team with different experience to bring to the table.

You don't need to be an expert, it's more important to be an expert at finding the answer.

Kent County Council

Could I work in commissioning?

C

Experience

P



A

We have a strong project management culture and look for individuals with good personal skills and a 'can do' attitude.

Kent County Council

We keep an open mind and look beyond qualifications to make sure we recruit people with the right skills for commissioning.

Solihull Council

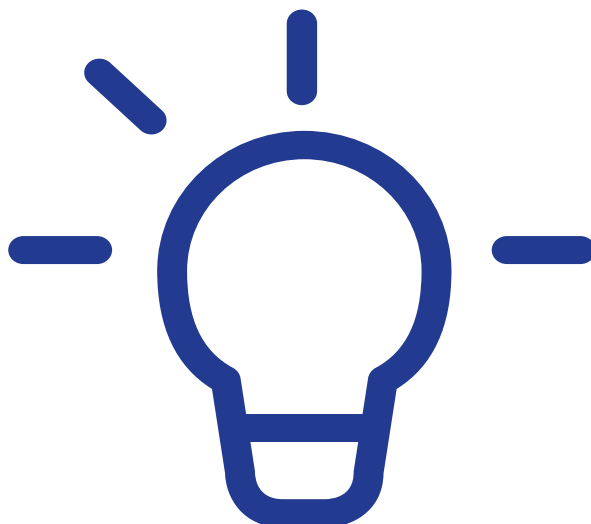
Skills, abilities, knowledge and understanding

C ▶▶ A ▶ || ▶ A ▶ ▶▶ A ▶ ||▶ A ▶ ▶▶ A ▶ ▶▶ A

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Further support and resources

BL
I
Jim.Thomas@skillsforcare.org.uk

Guidance documents

[Workforce shaping and commissioning for better outcomes](#)

[Adult social care market shaping](#)

C Q C A(CQC).

[Think Local, Act Personal - Top Tips: Commissioning for Market Diversity](#)

[The Commissioning Academy – Framework document – An introduction to commissioning](#)

[Think Local, Act Personal - People not process: co-production in commissioning](#)

C - C A A 2014.

Toolkits

[Institute of Public Care – Market-shaping toolkit](#)

[Social care market sustainability toolkit](#)

Learning and development

Academy for Justice Commissioning



The Commissioning Academy



Team Manager, Joint Commissioning and Performance Management

Dave Wilson, Tameside Metropolitan Borough Council

Commissioning Specialist, Adults with Learning Disabilities

Manny Jhavar-Gill, Telford and Wrekin Council

Tell us about the service area(s) you currently commission

Career journeys into commissioning

Head of Community Wellbeing Commissioning

Ruth Harrington, Hertfordshire County Council

Tell us about the service area(s) you currently commission

I have been working in the Health and Social Care Commissioning team at Hertfordshire County Council since 2014. My current role is Head of Community Wellbeing Commissioning, where I lead the commissioning of services for the community wellbeing team. This includes commissioning services for mental health, substance use, and physical health. I also oversee the commissioning of services for the community wellbeing team, including the commissioning of services for the community wellbeing team.

What inspired you to work in commissioning?

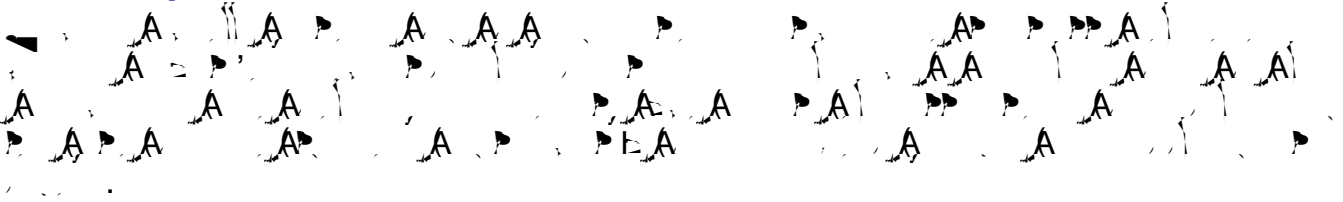
I was inspired to work in commissioning because I have always been interested in how services are delivered and how they can be improved. I have always been a problem solver and I enjoy working with others to find solutions to complex problems. I also enjoy working in a team and I believe that commissioning is a team effort. I was inspired to work in commissioning because I have always been interested in how services are delivered and how they can be improved. I have always been a problem solver and I enjoy working with others to find solutions to complex problems. I also enjoy working in a team and I believe that commissioning is a team effort.

Previous jobs		
	Job title and description	How many years?
Current	Head of Community Wellbeing Commissioning, Hertfordshire County Council	2
Previous 1	Director of Operations, Hertfordshire County Council	2
Previous 2	Assistant Director of Operations, Hertfordshire County Council	3.5
Previous 3	Assistant Director of Operations, Hertfordshire County Council	2
Previous 4	Assistant Director of Operations, Hertfordshire County Council	5
Previous 5	Assistant Director of Operations, Hertfordshire County Council	2
Previous 6	Assistant Director of Operations, Hertfordshire County Council	1

What do you like/ enjoy about working in commissioning?

I like working in a team and I enjoy working with others to find solutions to complex problems. I also enjoy working in a team and I believe that commissioning is a team effort. I was inspired to work in commissioning because I have always been interested in how services are delivered and how they can be improved. I have always been a problem solver and I enjoy working with others to find solutions to complex problems. I also enjoy working in a team and I believe that commissioning is a team effort.

How does your role make a difference?



On a personal level I have a strong team and I am working with colleagues and a management team that I respect. There is a culture of challenge and debate but it's also very supportive. I have learnt a lot in the last year, I am now keen to stay in the statutory sector for the foreseeable future and can see development and promotion opportunities ahead of me

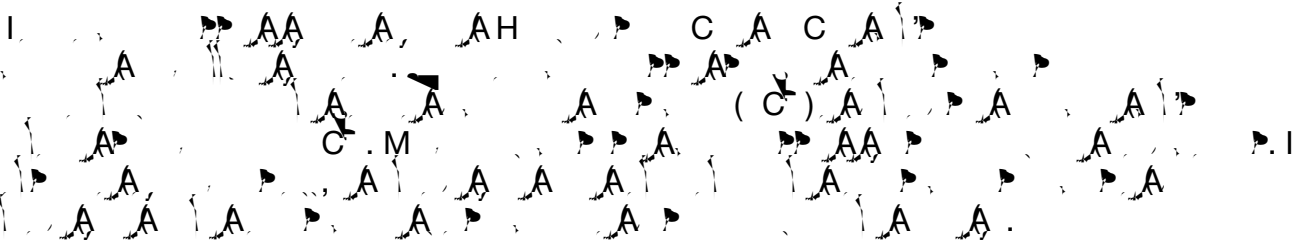
What would you say to someone considering a career in commissioning?



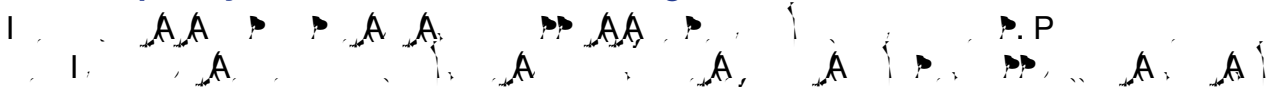
Commissioning manager (carers)

Tim Napper, Hertfordshire Council

Tell us about the service area(s) you currently commission



What inspired you to work in commissioning?



Previous jobs

	Job title and description	How many years?
Current	Commissioning Manager (C), Commissioning Manager, Health Services Commissioning	2
Previous 1	Project Officer / Project Officer - Local Commissioning, Health Services Commissioning	1
Previous 2	Project Officer - Commissioning, Health Services Commissioning	1
Previous 3	Commissioning Manager, Health Services Commissioning	2

What do you like/ enjoy about working in commissioning?

I like the challenge of working in commissioning, the opportunity to work with a variety of stakeholders, and the chance to make a difference to the health services. I also enjoy the collaborative nature of the role and the support from my colleagues.

How does your role make a difference?

My role makes a difference by ensuring that the health services are commissioned in a way that meets the needs of the community. I work closely with clinical and non-clinical staff to identify gaps in services and develop plans to address them. This helps to improve the quality of care and reduce costs.

What would you say to someone considering a career in commissioning?

Commissioning is a challenging but rewarding career. It offers the opportunity to work in a dynamic environment and make a real difference to the health services. If you are interested in health services and have a strong communication and negotiation skills, then commissioning could be a great career choice for you.



Outcome	
Partners	
Personalisation	
Person-centred	
Preventative services	
Procurement	
Providers	
Self-need them, id	1 T5 are services, etc.

Values	
Wellbeing	

Acknowledgements

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 D P H C A C A H A L I N K A C A C A
 L A C A C A L G A A A M C A N A C
 F N A D A I A O C A C A P H
 E A A P C A A C A C A C A



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Gardiner & Theobald
6 Garsington Road
Leamington Spa
CV32 3DP

Tel: 0113 245 1716
E: enquiries@gardinerandtheobald.com