

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2012/13

Name Jonathan Thompson	Department Ministry of Defence
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<p>1. Business delivery objectives:</p> <ul style="list-style-type: none"> • Reform the MoD to improve performance across the organisation and implement Lord Levene's report of 2010 • Deliver the MoD Business Plan 2012 • Ensure that the MoD promotes defence exports consistent with export control criteria 	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Feedback from SofS, departmental ministers, , Lead NED, Cabinet Secretary and Head of the Civil Service • Effective accountability mechanism in place, ensuring senior leaders are delivering against all of their objectives • Ensure progress is maintained on all 53 recommendations of Levene • Decide on a way forward on acquisition and the future of DE&S • Implement delegated finance and equipment planning model by 31st March • Improve accountability in the MoD • Deliver the MoD Business Plan 2012 • MOD provide appropriate support to HMG export priorities, as agreed by the NSC 	<p>Milestones:</p> <ul style="list-style-type: none"> • Agree budget allocation with ministers • Ensure all 53 recommendations are at least Amber rated on delivery by 31st March 2013 • Ensure Ministers have advice and options on acquisition reform before 31st December • Implement first stage financial and equipment plan delegations by 31st March • Conduct first Holding To Account of service chiefs and other budget holders before 31st December • All Business Plan deliverables for 2012/3 are delivered within the year • In conjunction with OGD's, work towards successful outcomes in current NSC priority campaigns in Saudi Arabia, Oman, UAE and Malaysia
<p>2. Corporate objectives:</p>	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Feedback from other Permanent Secretaries, Head of the Civil Service, Cabinet Secretary and the Minister for the Civil Service 	<p>Milestones:</p> <p style="text-align: right;">End of March 2013 closing financial position</p>

<ul style="list-style-type: none"> • Deliver MoD financial plan within the Spending Review settlement for 2012-15 • Secure the effective delivery of the agreed Efficiency and Reform Action Plans for MOD • Review the governance of the MoD to ensure improved decision making • Delivery of Civil Service Reform objectives 	<ul style="list-style-type: none"> • Keep within the MoD budget 2012/13 • Agree a long term efficiency plan for the MoD 2012-2020 • Develop the Footprint Strategy plan to rationalise the defence estate in the UK and return the Army from Germany and release land for housing development • Conduct review, and implement, of delegation framework, committees and boards and decision making 	<p>against the budget</p> <ul style="list-style-type: none"> • Agreeing a long term efficiency plan with ERG and HM Treasury by 31 January 2013 • Agree with MoD Ministers a draft Footprint Strategy by 31st December with a view to publication in early 2013 • Conduct review and implement findings by 31st March 2013 • Review and change MoD policy on performance management and agree new arrangements for implementation from 1 April 2013
<p>3. Capability building objectives:</p> <ul style="list-style-type: none"> • Develop the capability of the Senior Civil Service and other leaders in the MoD • Progress plans to enhance capability by working with other organisations • Senior Civil Servants delivering against clear and measurable objectives • Radically improved performance management 	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Review all Director General and Director posts in the MoD • Deliver a 'liability review' of all posts down to Band B • Progress Defence Infrastructure, Logistics and Information Services strategic partnering processes • Improved performance management with managers encouraging and rewarding good performance, while dealing rigorously with poor performers • SMART objectives, reflecting ministerial policies, in place for senior civil service, and cascaded below by managers 	<p>Milestones:</p> <ul style="list-style-type: none"> • Complete review, and action plan, by 31st December • Complete 'liability review' by 30th November and agree implementation plan • Progress at least one of the three projects to partner selection by 31st March and have a clear plan for partner selection for the other two.