

## PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2013/14

Name	Department
Nick Macpherson	HM Treasury

1. Business delivery objectives:	Performance Measures:	Milestones:
<ul style="list-style-type: none"> <li>• Ensure the delivery of HM Treasury's 2013-14 Business Plan/Work Programme, in particular:               <ol style="list-style-type: none"> <li>1. Ensure the fiscal consolidation programme remains on track, with public expenditure outturn consistent with plans.</li> <li>2. Promote sustainable economic growth, through supply side reform, and implementation of pro-growth measures, eg through Infrastructure UK (working with departments to deliver infrastructure plan and improve commercial capacity)</li> <li>3. Ensure contingency plans are in place in event of further pressure on the banking system; that the strategy for HMT's shareholdings continues to make progress; that there is further progress on implementation of financial service regulatory reform taking into account the conclusions</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>• Feedback from the Chancellor, HMT ministers, Lead Non-Executive Director, Cabinet Secretary and Head of the Civil Service</li> <li>• Performance against work programme and business plan metrics</li> <li>• Fiscal projections consistent with mandate and spending consistent with plan.</li> <li>• Long term interest rates relative to competitors</li> <li>• Coherent and substantive measures to support growth, including continued implementation of measures in National Infrastructure plan and measures that increase the supply of credit to the real economy. Tax measures, including simplification, that support growth</li> <li>• Stability of UK Banks relative to G7 partners.</li> <li>• Implementation of Govt work programme on Scotland</li> <li>• Peer review of evidence for the Union</li> </ul>	<ul style="list-style-type: none"> <li>• Work programme and resource allocation in place by the start of the financial year</li> <li>• Six month challenge sessions demonstrate HMT is on track to deliver work programme objectives</li> <li>• Quarterly performance and risk reports</li> <li>• Budget and Autumn Statement</li> <li>• National infrastructure plan update before summer and publication of infrastructure capacity plans in April.</li> <li>• Infrastructure guarantees</li> <li>• Royal assent of banking reform Bill by end January 2014</li> <li>• Implementation of Help to Buy (Mortgages) by January 2014</li> <li>• Publication of additional papers to support the case for the union, including on currency and</li> </ul>

<p>of the Tyrie Commission; and implement measures which increase supply of credit to the real economy, e.g. through the Funding for Lending Scheme (FLS) and Help to Buy.</p> <p>4. Support Ministers in their objective of keeping Scotland within the UK, as part of the Government's preparations for a referendum in Scotland in September 2014</p> <p>5. Support the international economic agenda, ensuring a successful UK hosted G7 and G8, tight EU budget settlements and a sensible single market for financial services.</p> <ul style="list-style-type: none"> <li>• Lead the Treasury's relationship with Bank of England, and ensure the successful transition to the new Governor</li> <li>• Discharge responsibility as Principal Accounting Officer for the Treasury Group to the highest standard; and maintain a strong Accounting Officer framework for public expenditure as a whole</li> </ul>	<ul style="list-style-type: none"> <li>• External comment</li> <li>• National Audit Office (NAO) and Public Accounts Committee (PAC) reports</li> <li>• External comment</li> </ul>	<p>monetary policy</p> <ul style="list-style-type: none"> <li>• G7, G20, European Council and Ecofin meetings</li> <li>• Monetary Policy Committee (MPC) reports on use of intermediate targets in August</li> <li>• Publication of relevant accounts before recess</li> <li>• Key decisions relating to HMT's asset holdings</li> </ul>
<p><b>2. Corporate objectives:</b></p> <ul style="list-style-type: none"> <li>• Promote value for money across Whitehall, ensure departments live within their spending plans for 2013-14, agree totals for 15-16 and set out plans for 2014-15 and 15-16, working with the Cabinet Office.</li> <li>• Play an active role in the management of the</li> </ul>	<p><b>Performance Measures:</b></p> <ul style="list-style-type: none"> <li>• Feedback from the Chief Secretary, Paymaster General and others</li> <li>• Public spending outturns in line with plans; service performance maintained or improved</li> <li>• Implementation of civil service reform plan</li> </ul>	<p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>• Public Expenditure Outturn White Paper; Supplementary estimates</li> <li>• Departmental Reports/Quarterly Data Summaries</li> <li>• Spending round completed June 2013</li> <li>• Quarterly civil service reform plan updates; main milestones met</li> </ul>

<p>Civil Service through: Chairmanship of the Heads of Analysis Group, membership of the Civil Service Board, the Senior Leadership Committee, the Remuneration Committee and appointment panels</p>		
<p><b>3. Capability building objectives:</b></p> <ul style="list-style-type: none"> <li>• Provide effective leadership for HM Treasury, setting direction, delivering results and developing its people; and in particular to maintain strength of senior management team to support twin objectives of growth and fiscal consolidation.</li> <li>• Working with Board, actively plan, manage and prioritise HMT resources to achieve agreed headcount reductions whilst delivering Work Programme objectives and remaining responsive to emerging and cross-cutting issues.</li> <li>• Contribute corporately and departmentally to the delivery of the Civil Service Reform Programme.</li> </ul>	<p><b>Performance Measures:</b></p> <ul style="list-style-type: none"> <li>• Measured through headcount and budget outturns throughout the year, and successful resourcing of new pressures in year. Credible plans for HMT for 2014-15 and 15-16</li> <li>• Quality of senior team: feedback from Non-executive directors (NEDs)</li> <li>• All Capability/ White review actions continue to be implemented on time. Succession Plan in place for top team</li> <li>• Maintain staff turnover between 15 and 20%</li> <li>• Treasury to exemplify Civil Service reform</li> </ul>	<p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>• Senior appointments</li> <li>• 6 month work programme review</li> <li>• Board meetings</li> <li>• Capability review milestones</li> <li>• Board sub-committee talent discussion</li> <li>• Staff survey</li> </ul>