

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2013/14

Name	Department
Mark Sedwill	Home Office (HO)

1. Business delivery objectives:	Performance Measures:	Milestones:
<ul style="list-style-type: none"> • Cut crime Support the police in cutting crime through work to: improve police accountability, transparency and integrity and public trust; improve police efficiency and effectiveness; lead targeted action on key crime types, such as anti-social behaviour; ensure police powers and regulations are proportionate and effective; protect vulnerable victims; and join up work across the wider Criminal Justice System. 	<ul style="list-style-type: none"> • Feedback from Secretary of State, departmental ministers, No 10, Cabinet Office and Lead Non Executive Director, Cabinet Secretary and Head of the Civil Service • Ministers supported to deliver actions in the Home Office's Business Plan. • National Crime Agency (NCA) launched on 7 October • Establishing the College of Policing • Anti Social Behaviour Crime and Policing bill delivered on time • Delivery of the Police IT Co to time and cost with efficiencies and benefits realised 	<ul style="list-style-type: none"> • Agree budget allocation with ministers • NCA shadow running from May 2013 • Launch of new Serious and Organised Crime Strategy October

	<ul style="list-style-type: none"> • Publish draft Modern Slavery Bill at end 2013 • Present Modern Slavery Bill March 2014 	
<ul style="list-style-type: none"> • Reduce immigration Continue to develop and implement policies to reduce net migration and tackle abuse, whilst attracting and retaining the brightest and best migrants to work, study or invest in the United Kingdom (UK). Transform the immigration system so that it commands public confidence and serves our economic interests. 	<ul style="list-style-type: none"> • UKBA dissolved and three new commands in the HO created April 2013 • Border Force (BF) delivery stays within agreed mandate and implements exit checks • Immigration Enforcement operations reviewed and new plans in place by mid year point. • Visas and Immigration correspondence backlogs to be cleared by end of financial year • Develop new overseas markets and visa services for premium visitors • BF – continue to meet or exceed seizures targets • Net migration continues on downward trend to 10's of thousands 	<ul style="list-style-type: none"> • All former UKBA functions brought into the HO by 1 July 2013 • New governance structures for BF, UK Visas and Immigration (UKVI) and Immigration Enforcement (IE) commands in place by June 2013 • Immigration Bill introduced 10 October

<ul style="list-style-type: none"> • Prevent terrorism Reduce the risk to the UK and its interests overseas from terrorism, so that people can go about their lives freely and with confidence. This will be achieved through work to deliver the UK's Strategy for Countering Terrorism (CONTEST) by stopping terrorist attacks; stopping people becoming terrorists or supporting terrorism; strengthening our protection against terrorist attacks and mitigating the impact of terrorist attacks. 	<ul style="list-style-type: none"> • Successful extradition of Qatada to Jordan • Successful extradition of Abu Hamza 	<ul style="list-style-type: none"> • Continued successful implementation of CONTEST strategy against background • Communications Data Bill way forward agreed
<ul style="list-style-type: none"> • Promote growth by keeping the UK safe Promote growth and support business through work to: cut crime; open up public services; improve the operation of our immigration system so it is an asset to UK competitiveness; build on the success of our world leading brands; and continue to support Small Medium Enterprises (SMEs) through our procurement strategy. 	<ul style="list-style-type: none"> • International partners are supportive of new Visa regimes and Services • G2G markets in security technologies opened and contracts signed 	<ul style="list-style-type: none"> • New China Visa offerings (incl premium services) in place by October 2013 • Security exports markets opened and new G2G contracts signed
<ul style="list-style-type: none"> • Reflect homeland security effectively in the national security strategy 	<ul style="list-style-type: none"> • Increased input and visibility of Homeland Security issues at National Security Council • Increased international engagement by senior officials overseas on Counter Terrorism issues 	<ul style="list-style-type: none"> • Trips to AfPak, Turkey, Europe throughout the year with measureable impacts.

<ul style="list-style-type: none"> • Work collaboratively with Ministry of Justice (MoJ) and the Crown Prosecution Service (CPS) to embed, expand and exploit technology and benefits of working in a streamlined digital way both within the Crown Prosecution Service and across the criminal justice system (CJS). 	<ul style="list-style-type: none"> • Measureable collaborative impact 	<ul style="list-style-type: none"> • Publish the Criminal Justice Strategy and action Plan by summer
<ul style="list-style-type: none"> • Deliver fiscal consolidation by ensuring spending outturns are consistent with plans; and by putting in place credible and sustainable plans to deliver spending totals agreed for 2014-15 and 2015-16 	<ul style="list-style-type: none"> • Treasury Assessment • Agreed KPIs and commitments for 2013-14 delivered 	
<p>2. Corporate objectives:</p>	<p>Performance Measures:</p>	<p>Milestones:</p>
<ul style="list-style-type: none"> • Deliver the actions set out in the single savings plan for government once this has been agreed between Departments, HM Treasury and ERG, including all existing Public Expenditure Committee: sub committee on Efficiency and Reform (PEX(ER)) mandates and those agreed during 2013/14. 	<ul style="list-style-type: none"> • Feedback from other Permanent Secretaries, Head of the Civil Service and the Minister of the Cabinet Office • Agreed efficiency savings delivered 	

<ul style="list-style-type: none"> • Build a motivated, skilled and engaged workforce and continuously improve the way we work to create efficient operations supported by modern Information Technology systems; save money; and open up public services. 	<ul style="list-style-type: none"> • Feedback from Cabinet Office, No.10, GDS 	<ul style="list-style-type: none"> • Complete review of IT and digital capability by end 2013 • IT programme portfolio review end 2013 • Complete review of Warning Index system and implement findings
<ul style="list-style-type: none"> • Contribute corporately and departmentally to the delivery of the Civil Service Reform Programme. 	<ul style="list-style-type: none"> • Feedback from the Cabinet Office and Permanent Secretaries 	
<ul style="list-style-type: none"> • Ensure Senior Civil Servants deliver against clear and measurable objectives 	<ul style="list-style-type: none"> • Effective accountability mechanisms in place, ensuring senior leaders are delivering against all of their objectives • SMART objectives, reflecting ministerial policies, in place for senior civil service, and cascaded below by managers 	