



“DECC is a small department delivering large and complex programmes that are central to economic recovery and growth - as well as our climate and energy goals. Civil Service Reform is helping us achieve these objectives. DECC is open to outside ideas and support: building on our extensive shared services and opening-up policy. We are supporting our people: implementing the modern employment offer, strengthening our highly-rated learning and development and improving our working environment. And we are focused on our customers: making information easier to access and going digital by default.”

- Stephen Lovegrove, Permanent Secretary

Total FTE Reduction between Q2 2010 - Q1 2013:	+23% (+264)
Employee Engagement Index in 2012 (CS benchmark 58%):	58% (down 2 percentage points on 2011)

Progress against department-focused actions in the Reform Plan

Action 2: Digital by Default	DECC's Digital Strategy was published in December 2012. Two exemplar digital projects are in progress: the Energy Saving Advice Service and the One-Stop Shop for Solicitors. A Chief Information Officer with overall responsibility for our digital agenda was recruited in April 2013. Recruitment is also underway for a small Digital Service Delivery Unit, which is due to be in place by end July 2013.
Actions 3 and 4: Shared and Sharing Services	DECC is already a customer of DEFRA's Shared Service centre. It will become a customer of the second independent shared service centre (ISSC2) in October 2013. DECC takes a shared internal audit service from BIS/DCLG and has a procurement partnership with DfE. We are also currently piloting a continuous improvement service with MoJ. DECC lawyers are expected to merge with TSol on 31 December 2013.
Action 5: Open Policy Making	We have submitted two bids to the Contestable Policy Fund: the first in March 2013, and the second in April 2013. Funding has been agreed for both.
Action 6: Matching Resources to Government Priorities	Review of our portfolio was completed in summer 2012, with Ministers agreeing allocation of additional resources to priorities. A programme management office is being established with the support of the MPA.
Action 9: Management Information	The Quarterly Data Summary completion rate for Q3 was 86% for DECC's core Department submission and 100% for the Nuclear Decommissioning Authority. We are consulting with members of our departmental board about using QDS data and developing a revised departmental scorecard. A standardised highlight report has been introduced for managing and reporting project and programme information.

Action 12: Skills, Learning and Development	DECC has adopted the new Civil Service Competency Framework . We offer five days of learning and development to all staff. 100% of staff have signed-up to Civil Service Learning. The Civil Service Capabilities Plan has been communicated as part of DECC's learning offer. The DECC school provides learning and development opportunities for project planning, project initiation, DECC project lifecycle, risk management, procurement and customer insight.
Action 14: Secondments and Interchanges	In 2012/13, 8 DECC staff were seconded to the private sector and 26 external secondees were in DECC.
Action 16: Departmental Improvement Plans	DECC was not one of the five pilot departments. Work to develop our Improvement Plan is planned for Autumn 2013, in order to deliver by March 2014.
Action 17: Creating a Modern Employment Offer	DECC has adopted the new performance management framework. We have implemented the first phase of our terms and conditions review.
Creating a Modern Workplace	We have upgraded our IT, including ensuring that our buildings are wifi enabled. We operate a desk ratio of 8:10 and all staff work on laptops to promote flexible working. We also share a security pass with BIS and Defra, with plans to extend this further.

Wider reform in DECC:

Following DECC's 2012 Capability Review, there continues to be significant work to improve Project and Programme Management capability.

- Performance of major projects is reported to every meeting of the departmental board and the board has a programme of deep-dive risk reviews for major projects.
- 7 DECC SROs have completed or are undertaking the Major Projects Leadership Academy. DECC has established an SRO Community of Practice to disseminate knowledge to those who have not attended.
- DECC commissioned external Programme Development Support Plans for eight of the Department's major programmes to provide intensive, tailored support and raise the level of PPM expertise and practice. DECC has designed and released a suite of PPM tools and guidance to establish a standardised approach to PPM within the department.