## PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2013/14

Name	Department		
Jonathan Thompson	Ministry of Defence (MOD)		

1. Business delivery objectives:	Feedback from Secretary of State, departmental Ministers, Lead Non Executive Director, Cabinet Secretary and Head of the Civil Service	Milestones:
Deliver the Ministry of Defence Business Plan 2013	Deliver the Ministry of Defence     Business Plan 2013	All Business Plan deliverables for 2013/14 are delivered within the year
Reform the Ministry of Defence to improve performance across the organisation and implement Lord Levene's report of 2010	Effective accountability mechanism in place, ensuring senior leaders are delivering against their objectives	<ul> <li>Agree budget allocation with Ministers</li> <li>Implement new Defence Framework Operating Model including formal Holding To Account system for 2013/14 to improve accountability – reporting to the Defence Board as appropriate</li> </ul>
	Ensure progress is maintained on all 54 recommendations of Levene	Deliver all 53 recommendations by 31 March 2014
	Decide on a way forward on acquisition and the future of Defence Equipment and Support (DE&S)	Finalise way forward in Q1 and progress (depending on decision further targets to set)
	Conclude the market process for the future of Defence Infrastructure	Conclude current market process and advise Ministers on way forward for the Defence Infrastructure Organisation (DIO) by end November 2013
Improve the management of defence assets	Improve the management of defence	Develop a plan to recover, release or scrap

Ensure that the Ministry of Defence supports United Kingdom (UK) growth, using its budget to encourage innovation to support UK Small Medium Enterprises (SMEs), while promoting defence exports consistent with export control criteria  To deliver fixed according to the second se	<ul> <li>Increase in proportion of Ministry of Defence's procurement budget spent in SMEs</li> <li>Ministry of Defence provide appropriate support to HM Government export priorities, as agreed by the National Security Council</li> </ul>	<ul> <li>assets in Afghanistan and agree with Ministers (timing to be agreed)</li> <li>Develop a plan to tackle significant issues with inventory management and agree with Ministers (timing to be agreed)</li> <li>In conjunction with other government departments work towards successful outcomes in current National Security Council priority campaigns in Saudi Arabia, Oman, United Arab Emirates and Malaysia</li> </ul>
To 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	Treasury assessment	
2. Corporate objectives:	Performance Measures:  • Feedback from other Permanent Secretaries, Head of the Civil Service and Cabinet Secretary	
Deliver Ministry of Defence financial plan within the Spending Review settlement for 2012-15	Keep within the Ministry of Defence budget 2013/14	<ul> <li>End of March 2014 closing financial position against the budget</li> </ul>
Deliver the actions set out in the single savings plan for government once this has been agreed between Departments, HM Treasury and Efficiency and Reform Group, including all existing Public Expenditure Committee: sub committee on Efficiency and Reform (PEX(ER)) mandates and those agreed during 2013/14	Deliver further efficiency plan for the Ministry of Defence 2015-2020 for the Spending Review 13	

•	Contribute corporately and departmentally to the delivery of the Civil Service Reform Programme	•	Implement relevant changes across the Civil Service Reform Plan	•	Implement changes to terms and conditions during 2013/14 Implement new performance management policy from April 2013
•	Delivery of public land sales commitment	•	Delivery of public land sales commitment	•	Meet agreed land sales target sufficient to deliver 7,880 new houses
3.	Capability building objectives:	Pe	rformance Measures:	Mi	lestones:
•	Develop the capability of the Senior Civil Service (SCS) and other leaders in the Ministry of Defence	•	Agree a leadership offer for the entire SCS to improve standards across the Board Review all Director and Deputy Director posts	•	Complete review of leadership learning and development offer for the SCS by end of May 13 - launch the offer and ensure Civil Service Learning involved in solution – ensure all SCS participate in 2013/14 Complete review of all Director and Deputy
•	SCS delivering against clear and measurable objectives	•	SMART objectives, reflecting ministerial policies, in place for SCS, and cascaded below by managers	•	Director posts by 30 September and agree implementation plan thereafter Set out required capability objective for whole of SCS from Permanent Secretary and sample check objectives to ensure aims set