

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2013/14

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1. Business delivery objectives:	Performance Measures:	Milestones:
<ul style="list-style-type: none"> Office for National Statistics to produce trusted and timely statistics, analysis and reports that meet our users' needs. Maintain development and investment programme to address future priorities 	<ul style="list-style-type: none"> Deliver monthly, quarterly and annual statistics to agreed timetables and quality standards User feedback 360 degree feedback from Authority Chair reflects effective support to Authority Board 	<ul style="list-style-type: none"> Ongoing End-year assessments End year/monthly Board meetings
<ul style="list-style-type: none"> Ensure the UK Statistics Authority Board promotes and safeguards the production and publication of official statistics that serve the public good and support the delivery of its strategy Work with the UK Statistics Authority, the producer community and others to build the public profile and 	<ul style="list-style-type: none"> Maintain and improve the quality of statistical outputs across departments Improve the accessibility and impact of statistical releases across departments Effective leadership of the Government Statistical Service to ensure the application of the Code of Practice for Official Statistics Effective engagement with external stakeholders 	<ul style="list-style-type: none"> Ongoing Ongoing Improvement in Authority Assessment Reports of Government Statistical Service (GSS) outputs

<p>trustworthiness of official statistics and the use of statistics in policy making, evaluation and accountability</p>		
<ul style="list-style-type: none"> • Maintain and enhance the United Kingdom's (UK) international reputation for, and contribution to, statistics, through international collaboration 	<ul style="list-style-type: none"> • Improvement in scores in European Code of Practice Peer Review • Implementation of international methods and standards, measured by legislative compliance • Effective participation and representation of the UK at key international meetings and conferences 	<ul style="list-style-type: none"> • End of year • Ongoing • Chair of Organisation for Economic Co-operation and Development (OECD) Committee for Statistics • European Statistical System Committee • Eurostat Director Generals of the National Statistical Institutes (DGINS) Conference • United Nations Statistical Commission Conference • Conference of European Statisticians • Bureau of the Conference of European Statisticians

2. Corporate objectives:	Performance Measures:	Milestones:
<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 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 	<ul style="list-style-type: none"> To be agreed 	<ul style="list-style-type: none"> To be agreed
<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"> Ensure implementation of Civil Service Reform Plan actions in Office for National Statistics, updating departmental policies and procedures where necessary 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> As Head of the Government Statistical Service (GSS), provide strategic leadership to the GSS 	<ul style="list-style-type: none"> Support departmental statistical Heads of Professions in their roles Credible succession plans in place within Office for National Statistics and for the pool of departmental Heads of Profession Ensure that statistical standards and commentary across government 	<ul style="list-style-type: none"> Ongoing Ongoing Ongoing

	departments are maintained and improved	
3. Capability building objectives:	Performance Measures:	Milestones:
<ul style="list-style-type: none"> Ensure Office for National Statistics Senior Civil Servants are delivering against clear and measurable objectives and are addressing the priorities set out in the Civil Service Capability Plan. 	<ul style="list-style-type: none"> Effective accountability mechanisms in place, ensuring senior leaders are delivering against all of their objectives SMART objectives in place for Senior Civil Service, and cascaded below by managers 	<ul style="list-style-type: none"> End year End year
<ul style="list-style-type: none"> Drive improvements in the capability levels of the official statistics producer community 	<ul style="list-style-type: none"> Full integration of new competency framework for statisticians across government Implement proposals for Government Statistical Service career and talent management 	<ul style="list-style-type: none"> End year End year
<ul style="list-style-type: none"> Engender a stronger community of analytical professions across government 	<ul style="list-style-type: none"> Through leadership of the Government Statistical Service and the Departmental Directors of Analysis Network, demonstrate cooperation/collaboration with other analytical professions 	<ul style="list-style-type: none"> Ongoing

<ul style="list-style-type: none">• Create an environment where staff are engaged and motivated to add value, innovate and contribute to the vision for the department	<ul style="list-style-type: none">• Reduce year on year the gap between Office for National Statistics and the Civil Service highest performing benchmark for employee engagement by a minimum of two points in the Civil Service People Survey• Increase year on year results for the theme of 'Leadership and managing change' in the Civil Service People Survey• Ensure the department has a culture of inclusion and fair treatment by undertaking equality impact assessments on all policies and procedures	<ul style="list-style-type: none">• People Survey results • People Survey results • Ongoing
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