

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2013/14

Name	Department
Bronwyn Hill	Department for Environment, Food and Rural Affairs (Defra)

1. Business delivery objectives	Performance Measures:	Milestones:
<ul style="list-style-type: none"> Drive implementation of Defra's Business Plan and ten point growth plan, in particular: 	<p>Feedback from Secretary of State (SofS), departmental ministers, No 10, Cabinet office, Lead Non Executive Director, Cabinet Secretary and Head of the Civil Service</p>	<p>Key milestones as set out in Defra's Business plan and Ten Point Growth Plan</p>
<ul style="list-style-type: none"> Work with Department for Business, Innovation and Skills/UK Trade and Investment/Foreign and Commonwealth Office/Department for International Development and UK businesses to increase food & drink exports and take forward the United Kingdom's (UK)s first Agri-Tech strategy 	<p>Export action plan has specific performance measures for increasing exports by sector</p>	<p>AgricTech Strategy published (June 2013)</p>
<ul style="list-style-type: none"> Work with Department for Culture, Media and Sport/Department for Communities and Local Government on rural broadband and mobile phone access; effective application of Rural Development Programme for England (RDPE) funds to stimulate the rural economy 	<p>Main programme: 90% of premises to have access to superfast broadband by 2015</p> <p>Deliver the £20m Rural community (RCBF) programme by 2015</p>	

<ul style="list-style-type: none"> • Unblock growth potential by making it simpler and quicker to comply with environmental regulations 		
<ul style="list-style-type: none"> • Proactively safeguard animal and plant health 	<p>Response to a major animal disease outbreak</p> <p>Proxy measure is self-assessment against small/medium/large outbreaks</p>	<p>Government response to Tree Health and Plant Biosecurity Taskforce (Summer 2013)</p> <p>Exercise Walnut on response to Classic Swine Fever (Summer)</p>
<ul style="list-style-type: none"> • Secure conditions for delivery of major projects including Thames Tideway Tunnel, and Environment Agency flood defence programme 		<p>(i) Thames Tunnel -MPRG review (July) Planning inquiry (Sept) ITT (Nov)</p> <p>(ii) Thames Estuary Phase 1: Agreement to OBC and procurement (Summer 13)</p>
<p>Common Agricultural Policy reform:</p>		
<ul style="list-style-type: none"> • Defra leads work with other Government Departments, devolved administrations, network bodies and stakeholders on reform that meets UK objectives for a smaller, simpler and greener Common Agricultural Policy • Common Agricultural Policy delivery programme is “digital by default” and enables start of new schemes in England 	<p>Effective implementation of new Common Agricultural Policy (CAP) schemes in England in 2015</p>	<p>European Union high level agreement on policy June 2013 More detailed regulations and decisions on application to UK and England (2013/14) Key decisions to EU (Dec 13)</p> <p>Start of new Common Agricultural Policy (CAP) schemes (2014-15)</p> <p>Launch of agile products for testing with customers (Nov). FBC to HMT by Dec 13.</p>

		Agree decisions on UK allocations and use of transfer between P1 and P2 (Dec) Decisions on policy options in England (early 2014)
<ul style="list-style-type: none"> Implement strategy on action to tackle Bovine TB (tuberculosis) in England 	Long term reduction in incidence of Bovine Tuberculosis (BtB) and costs of managing the disease	<p>(i) Publish refreshed Bovine Tuberculosis (BtB) strategy and consult (2013)</p> <p>(ii) Two farmer led badger culling pilots proceed (Summer 2013) and decision on further roll out in light of evidence of safety, effectiveness, humaneness and vfm (2014)</p>
<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 Drive infrastructure delivery by improving commercial expertise and portfolio management. 	<p>Treasury assessment</p> <p>Publish Infrastructure Capacity Plan by end June 2013.</p>	Agree Budget allocations with Ministers Spending Round outcome June 2013; balanced budgets set by December each year
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. 	<p>Feedback from other Permanent Secretaries, Head of the Civil Service, Cabinet Secretary and the Minister for the Cabinet Office</p> <p>As agreed with the Cabinet Office & HM Treasury</p> <p>Quarterly progress reports to Cabinet office/HM Treasury</p>	As agreed with the Cabinet Office & HMT

<ul style="list-style-type: none"> Contribute to wider civil service leadership 		
3. Capability building objectives	Performance Measures:	Milestones:
<ul style="list-style-type: none"> Ensure that stronger leadership & better staff engagement drives Ministerial priorities with pace 	Improved staff engagement scores in 2013 People survey	<p>Pulse surveys in Spring and Summer suggest people recognise actions taken; less clear how much this will change the overall scores.</p> <p>New Exco People panel established to oversee this work; and to ensure we improve workforce planning</p>
<ul style="list-style-type: none"> Provide strategic leadership of the wider Defra network of delivery bodies to improve alignment and deliver outcomes more efficiently 	Success of cross network action to realise further efficiencies/deliver value medium term	Outcome of Triennial review of Environment Agency and Natural England (Summer 2013)
<ul style="list-style-type: none"> Implement commercial strategy for Defra 	Improved commercial awareness and better outcomes	Regular reporting to Defra Board (on going) of portfolio of major projects in place
<ul style="list-style-type: none"> Improve Departmental capacity and working with No 10, Cabinet Office and other departments on response to emergencies and other unforeseen events 	Quarterly progress reports to Cabinet Office & Defra	Agree arrangements with Cabinet Office, No 10 and others to handle “sub Cobra” (Cabinet Office Briefing Room) events (media and operational)
Contribute corporately and departmentally to the delivery of the Civil Service Reform Programme		