

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2014/15

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Role

Permanent Secretaries are responsible for supporting their Secretary of State on the implementation of the Government's priorities in their Department and for responding effectively to new challenges. The Coalition Agreement and the Structural Reform Plans set out the Government's priorities in detail.

Working to the Cabinet Secretary and Head of the Civil Service, Permanent Secretaries are collectively responsible for supporting proper and effective decision making and effective implementation of the Government's overall priorities. They also have an individual responsibility to maintain the underlying capability and responsiveness of the departments they lead.

Permanent Secretaries are also responsible for the long-term health and stewardship of their Departments, in particular for ensuring the maintenance of an impartial Civil Service that commands the confidence of Ministers and MPs of all political parties. They have particularly to pay attention to the overall capability of their Departments, including through talent management, succession planning and the effective implementation of the Departmental Improvement Plan.

Stephen Lovegrove is a member of the National Security Council (Officials) Group. He is also appointed by the Treasury as Accounting Officer with responsibilities to Parliament for financial management, value for money and the running of the Department as set out in Managing Public Money.

2014/15 Priorities

In the Department of Energy and Climate Change (DECC), the priorities in 2014/15 include reaching acceptable European outcomes on carbon targets, maintaining security of supply, affordability, and better co-ordination of our energy efficiency activities.

Corporate and Capability Management

Permanent Secretaries are also required to contribute to the corporate leadership of the Civil Service and support Civil Service Reform. Stephen Lovegrove is a member of the Commercial Review of Government Panel.

In addition to these generic responsibilities, Permanent Secretaries – like all other civil servants – have specific objectives to achieve during the course of each year. And like all other civil servants, they have responsibilities to learn, develop and acquire new skills needed to discharge their roles. Stephen Lovegrove's specific objectives for 2014/15 are set out overleaf.

Objective	How progress will be judged
<p><i>Business objectives</i></p> <p>(a) Maintaining security of supply and increased low carbon investment through electricity market reform in the short and medium term</p>	<p>Overall: feedback from Secretary of State and lead Non-Executive Director (NED), 360 feedback and People Survey</p> <ul style="list-style-type: none"> • Successful completion of Hinkley Project • Signing of early Contracts for Difference (CfDs) in April/May 2014 • Effective Capacity Auction before year end
<p>(b) Ensure effective Department for Energy and Climate Change (DECC) promotion of Energy Efficiency measures</p>	<ul style="list-style-type: none"> • Successful update of Green Deal Programme by Autumn 2014 • Successful implement of phase I of Smart Meter Programme in 2014/15 and phase II launch in Q4-15
<p>(c) Drive Europe wide effort to agree 2030 climate change target, a new energy security strategy and measures to take forward single energy market</p>	<ul style="list-style-type: none"> • An ambitious 2030 greenhouse gas target that is technology neutral for low carbon electricity • Successful state aid results on Hinkley Point C, Final Investment Decision-enabling for renewable CfDs and Capacity Auction • Measures to improve Europe's energy security
<p>(d) The effective implementation of the Government's 2013 agreement on energy bills, including £50 bill reduction and measures to ensure carbon neutrality</p>	<ul style="list-style-type: none"> • Retail Market Reform • Support for Market Investigation Reference • Reform of Energy Company Obligation (ECO) • Fuel Poverty Strategy to launch by summer recess • Successful take up of Green Deal home improvement fund
<p>(e) Managing the UK's Nuclear Legacy</p>	<ul style="list-style-type: none"> • Step-change in progress at Sellafield, including Sellafield Security Enhancement programme – End 2014
<p>(f) Early progress on UK fracking and rapid implementation of the Wood Review</p>	<ul style="list-style-type: none"> • Complete consultation on new framework for access for shale gas and geothermal, and to take forward proposals following this step-change in feedback from regulators and industry on the future of the North-Sea Oil and Gas sector
<p><i>Cross Government Working and Civil Service Reform</i></p> <p>(g) Kingman-Crothers Review of Commercial Capability</p> <p>Robbins Review of Membership of Top 200/600 Design Team</p>	<ul style="list-style-type: none"> • Response to findings of reviews according to agreed timescales
<p><i>Capability</i></p> <p>(h) Materially strengthen DECC's commercial capability and programme management</p>	<ul style="list-style-type: none"> • Complete recruitment of commercial specialists • Major Projects Authority (MPA) endorsement of revised project list
<p>(i) Improvement of DECC's communications capability</p>	<ul style="list-style-type: none"> • Feedback from Secretary of State and No 10