

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2012/13

Name	Department
Nick Macpherson	HM Treasury

<p>1. Business delivery objectives:</p> <ul style="list-style-type: none"> • Ensure the delivery of HM Treasury's 2012-13 Business Plan/Work Programme, in particular: <ol style="list-style-type: none"> 1. Ensure the fiscal consolidation programme remains on track, with public expenditure outturn consistent with plans. 2. Promote sustainable economic growth, through supply side reform, while supporting implementation of pro-growth measures, eg through Infrastructure UK (working in partnership with the department for Business, Innovation and Skills and the Cabinet Office) 3. Ensure contingency plans are in place in event of further pressure on banking system; that strategy for RBS and Lloyds continues to make progress; and that there is further progress on implementation of financial service regulatory reform taking into account the conclusions of the Tyrie Commission. 4. Support Ministers in their objective of keeping Scotland within the UK, as part of the Government's preparations for a 	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Feedback from the Chancellor and departmental ministers, and the Cabinet Secretary • Performance against work programme and business plan metrics • Fiscal projections consistent with mandate and spending consistent with plan. • Long term interest rates lower than France • Coherent and substantive measures to support growth, including implementation of measures in National Infrastructure plan • Tax measures, including simplification, that support growth • Stability of UK Banks relative to G7 partners. 	<p>Milestones:</p> <ul style="list-style-type: none"> • Work programme in place by the start of the financial year • Six month challenge sessions demonstrate HMT is on track to deliver work programme objectives • Quarterly performance and risk reports • Budget and Autumn Statement • Autumn update on National Infrastructure plan • Publication of White Paper on banking reform • FS bill receiving Royal Assent by December 2012 and commencement by the end of Q1 2013 • Establish and chair HMT programme board to develop economic case for the Union
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<p>referendum in Scotland in 2013 or 2014</p> <ul style="list-style-type: none"> • Lead the Treasury's relationship with Bank of England, and ensure the successful appointment of the new Governor. • Discharge responsibility as Principal Accounting Officer for the Treasury Group to the highest standard; and maintain a strong AO framework for public expenditure as a whole 	<ul style="list-style-type: none"> • Successful launch of Govt work programme on Scotland • Peer review of evidence for the Union • New Governor appointed and endorsed by Treasury Committee • National Audit Office and Public Accounts Committee reports • External comment 	<ul style="list-style-type: none"> • • • • • • • • Post advertised by September and new Governor announced by December • Publication of relevant accounts before recess • Key decisions relating to HMT's asset holdings
<p>2. Corporate objectives:</p> <ul style="list-style-type: none"> • Promote value for money across Whitehall and ensure departments live with their Spending Review 2010 settlements while preparing for future spending reviews, working with the Cabinet Office • Play an active role in the management of the Civil Service through: Chairmanship of the Heads of Analysis Group, membership of the Civil Service Board, the Senior Leadership Committee, the Fast Stream Task and Finish group, the Remuneration 	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Feedback from the Chief Secretary, Minister for the Cabinet Office • Public spending outturns in line with plans; service performance maintained or improved • Implementation of civil service reform plan 	<p>Milestones:</p> <ul style="list-style-type: none"> • Public Expenditure Outturn White Paper; Supplementary estimates • Departmental Reports/Quarterly Data Summaries • Civil service reform plan published and main milestones met

<p>Committee and the Economy Honours Committee, in particular, lead work on strengthening the accountability of civil servants to Parliament</p>		<ul style="list-style-type: none"> Managing Public Money reviewed and, as necessary, revised (Dec 2012)
<p>3. Capability building objectives:</p> <ul style="list-style-type: none"> Provide effective leadership for HM Treasury, setting direction, delivering results and developing its people; and in particular to strengthen senior management team to support twin objectives of growth and fiscal consolidation. Working with Board, actively plan, manage and prioritise HMT resources to achieve agreed headcount reductions whilst delivering Work Programme objectives and remaining responsive to emerging and cross-cutting issues. 	<p>Performance Measures:</p> <ul style="list-style-type: none"> Measured through headcount and budget outturns throughout the year, and successful resourcing of new pressures in year Quality of senior team working on growth All Capability/ White review actions implemented on time. Succession Plan in place for top team Increase in number of HMT Senior Civil Servants identified as future talent Staff turnover reduced from 25% to 15-20% 	<p>Milestones:</p> <ul style="list-style-type: none"> Monthly headcount figures Senior appointments 6 month work programme review Board meetings Capability review milestones Board sub-committee talent discussion Respond to the Review of Treasury's management response to the financial crisis by July 2012 Staff survey