

PERMANENT SECRETARY INDIVIDUAL PERFORMANCE OBJECTIVES 2012/13

Name	Department
Sir David Nicholson	Department of Health

<p>1. Business delivery objectives:</p> <p><u>Set Direction:</u> Supporting the Coalition Government's priorities, including through support for new organisations and managing change effectively.</p> <p>1.To lead the development of the new commissioning system including building the Board itself, supporting the development of Clinical Commissioning Groups (CCGs), and supporting a new system of commissioning support.</p> <p>2.To oversee the broader transition including the development of the new provider system, new education and training system and extension of choice and information system.</p> <p>3. To continue to advise on and develop policy.</p> <p><u>Deliver Results</u> Delivering business plan commitments, including efficiencies, and contributing to a reduction in the fiscal deficit.</p> <p>4.To ensure delivery of key financial, performance and quality measures across the NHS as set out in the 2012/13 Operating Framework.</p> <p>5.To oversee the 2013/14 planning process and the</p>	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Development of strategy which enables establishment of Clinical Commissioning Groups and Commissioning Support Units • NHS Commissioning Board development • Foundation Trust (FT) pipeline • NHS Trust Development Authority (NTDA) establishment • Health Education England (HEE) establishment • Completion of information strategy • Development of secondary legislation. • Detailed measures from 2012/13 Operating Framework 	<p>Milestones:</p> <ul style="list-style-type: none"> • Full or partial authorisation for all CCGs by April 2013 • Board to take up full role April 2013 • Completion of majority of FT pipeline by 2014 • NTDA operational by April 2013 • HEE operational by April 2013 • Strategic Health Authority (SHA) and Primary Care Trusts (PCTs) closedown by April 2013 • Quarterly results published
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<p>development of objectives and enabling policies.</p> <p>6. To improve the uptake of clinically and cost-effective innovations in the NHS, and embed a culture that encourages and values research and innovation and partnerships with industry.</p>	<ul style="list-style-type: none"> • Completion of national process on planning assumptions and objectives, based on Commissioning Board mandate • Establishment of Academic Health Science Networks (AHSN's) • Working with UK Trade and Investment (UKTI), the establishment of a proactive, entrepreneurial NHS Global (Healthcare UK) • Increased patient recruitment to research and increased performance of the NHS in initiating and delivering clinical research to time and target • Introduction of a new legal duty for Clinical Commissioning Groups (CCGs) and the NHS Commissioning Board to promote innovation 	<ul style="list-style-type: none"> • National process complete by end 2012; local plans agreed by Apr 2013 • Establishment of AHSNs by April 2013 • Establishment of NHS Global during summer 2012 • Increased patient recruitment and performance by April 2013 • Legal duties to apply from October 2012 for the Board and April 2013 for CCGs
<p>2. Corporate objectives:</p> <p><u>Live our Values:</u></p> <p>1. Working with the Department of Health (DH) Permanent Secretary, to oversee a programme to develop common purpose between the key national organisations in the reformed health and social care system in order to improve coherence and alignment.</p>	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Develop strong relationships with our external stakeholders • Establish effective ways of working with the new organisations in the health and care system 	
<p>3. Capability building objectives:</p> <p><u>Develop People:</u> Improving staff engagement and building departmental capability.</p> <p>1. To oversee the transition of staff to the new NHS Commissioning Board, ensuring there is sufficient capacity to deliver the range of the Board's functions and that key talent is retained</p>	<p>Performance Measures:</p> <ul style="list-style-type: none"> • Completion of senior appointments • Development of organisational development 	

2. To oversee leadership development and the transition to the Leadership Academy	• Establishment of Leadership Academy	
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