

Road Efficiency Group: Asset Management Competency Framework



“As a sector we must ensure we have the right teams of appropriately skilled and experienced people to plan for and deliver great service to our communities.”

Andrew McKillop, Road Efficiency Group

EXECUTIVE SUMMARY

The Road Efficiency Group (REG) partnered with Company-X to build a survey and report portal to help transport sector professionals begin a personal development journey.

ABOUT THE ROAD EFFICIENCY GROUP

REG's work aims to address high variability in service and costs across the national road network.

REG is a collaborative initiative between Waka Kotahi, Local Government New Zealand (LGNZ) and the Road Controlling Authorities (RCAs) of New Zealand. REG was formed in 2012 as the authority to implement the recommendations of the broader Road Maintenance Task Force. The REG partnership is focused on delivering change that will transform the transport sector as the network transitions from private vehicle/freight centric to a modern integrated system that includes all modes and available technologies and aligns the objectives of local, regional, and central government.

REG exists to support RCAs as they work to understand the changes upon them as described in the Government Policy Statement on land transport or due to challenges within the sector. The success of the REG programme has been the combined partnership of local government and Waka Kotahi promoting the 'sector to support the sector', helping RCAs become 'smarter buyers' and the partnership's ability to apply constructive pressure on the sector to improve performance.

THE CHALLENGES

The transport sector needed to ensure it had the right teams of appropriately skilled and experienced people to plan for and deliver great service under extraordinary pressures.

An objective scorecard was needed that could be applied to teams working in diverse organisations across the sector, from city and district councils to Waka Kotahi and contractors.

Developing an approach that worked sector wide was important because of its public mandate to manage activities and assets appropriately. Organisations also have legal obligations associated with their stewardship approach.

THE SOLUTION

The Asset Management Competency Framework (AMCF) helps individuals and organisations to measure their capability and make smart decisions regarding staff skills and workforce development.

The AMCF allows organisations to measure levels then identify appropriate competencies for different aspects of asset management.

The AMCF is built on best practice and aligns with the ISO 55000 asset management standard. This assessment tool has been set up in an asset agnostic manner so it will be able to be used across other asset types too.

REG partnered with Company-X to build a survey and report portal to help transport sector professionals begin a personal development journey.

THE RESULTS

The AMCF survey and report portal covers capabilities needed to govern, procure, and deliver effective management of transport assets.

Those who log in are invited to assess their competency in the areas of:

- Organisational strategy
- Organisational culture, leadership, and people
- Knowledge management
- Asset management strategy
- Planning and decision making
- Delivery
- Performance management
- Continuous improvement

Capability profiles are built using a six-step assessment: Level 0 is not relevant, 1 is novice, 2 is beginner, 3 is competent, 4 is proficient and 5 is expert.

The project seeks to understand the wider capabilities required to make sound investment decisions for transport activities.

Data collected from the AMCF portal will be used in individual, organisational and sector development, as well as recruitment.

REG acknowledges the significant industry input from local government, industry groups, and the consultant and supplier fraternities in the development of the AMCF.



“REG is proud to provide an online platform for the sector that will allow professionals to begin their journey of improvement,”

Adam Bevans, Road Efficiency Group Sector Excellence Work Group

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✓ Organisational Strategy

✓ Organisational culture, leadership and people

✓ Knowledge management

✓ Asset management strategy

✓ Planning and decision making

✓ Delivery

7 Performance management

Performance management

7.4 Evaluate performance of the asset management system

Please rate your level of competence for each statement

7.4.1 Assure the quality of the asset management system and processes

N/A12345

7.4.2 Review and audit compliance with legislative, regulatory, ethical and social requirements

N/A12345

7.4.3 Identify learnings from the performance outcomes and make recommendations for change

N/A12345

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