

PAMCAM ANALYSIS

1. CORPORATE GOVERNANCE

BASELINE ASSESSMENT	CURRENT POSITION
Current Governance split across directorates	Corporate Landlord model will require governance to be via property. Progress has been made on this with Strategic Property Group (SPG) having representation from all service areas that have an interface with property. This has raise awareness of the move towards corporate landlord model. SPG is chaired by Executive Director Growth and Regeneration with Deputy Co-Chairs, Director Economy of Place (Property in remit) and Director Commercialisation, Citizens and Shareholder liaison (Facilities Management in remit). This ensure integration between Property and FM.
Some decision making taking place within services without oversight from property teams	Awareness has been raise across service areas regarding involvement of property and the move towards a corporate landlord model. Support has increased from Corporate Leadership Board and property has now been included as sign-off in each service area in business plans for 2020. Moving forward, Corporate Landlord model will require governance via property.
No single point of responsibility to manage corporate estate e.g. Head of Property	Head of Property currently being recruited. Corporate Landlord approach will bring all of the estate under Property control. Stability in Director and appointment made to permanent Executive Director.
Delegated Authorities require review	Reviewed as at May 2019
Strategic Property Group not well established and TOR unclear	New TOR agreed July 2019. Chaired by Executive Director Growth and Regeneration with Deputy Co-Chairs, Director Economy of Place (Property in remit) and Director Commercialisation, Citizens and Shareholder liaison (Facilities Management in remit). Required

	attendees extended to include all service areas with interface with property.
No central decision making forum at a corporate level to ensure consistent and strategic approach.	Strategic Property Group will, on behalf of CLB, provide a steer and direction for physical asset and land related programmes/projects, ensuring integration and alignment with corporative objectives. Matters will be raised to CLB if necessary.
Political and executive interest not helped by the lack of a Corporate Property Strategy.	Property Strategy drafted and being consulted on prior to going to Cabinet.

2. ORGANISATIONAL STRUCTURE, ROLES AND RESPONSIBILITIES

BASELINE ASSESSMENT	CURRENT POSITION
Corporate Landlord approach not in place	Draft Property Strategy is based on implementing a corporate Landlord approach. Governance structure revised with establishment of Strategic Property Group and attendance of services across council to raise awareness and move towards corporate landlord model.
FM service separated from remaining core property services	Draft Property Strategy puts the Building Practice (Hard FM function) within the same directorate as the remaining core property services to form a Corporate landlord. Director for Commercialisation, where FM sits, is a Deputy co-chair and required attendee at Strategic Property Group
Lack of centralised pool of skilled staff causes inefficiencies e.g. H&S compliance	Draft Property Strategy puts the Building Practice (Hard FM function) within the same directorate as the remaining core property services to form a Corporate landlord. Director for Commercialisation, where FM sits, is a Deputy co-chair and required attendee at Strategic Property Group
Property budgets are dispersed	The draft property strategy requires property budgets to be in one place and managed by the property team. Where possible and practical budgets and responsibility for property assets has

	started to move from service areas to property.
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3. PAM POLICY, OBJECTIVES AND STRATEGY

BASELINE ASSESSMENT	CURRENT POSITION
Lack of an approved Property Strategy and Asset Management Plan	Property Strategy drafted and being consulted on prior to going to Cabinet.

4. PAM INFORMATION SYSTEMS

BASELINE ASSESSMENT	CURRENT POSITION
Key data sets incomplete or missing	The Asset Management Plan will address gaps in data held by prioritising a series of property reviews and by programming the procurement of condition and other surveys where required.
Multi information systems within the Council that are not linked on a real time basis e.g. Finance, estate management, compliance. No single portal that allows officers to “self-serve”	It is acknowledged that there are disparate systems both within Property and within the Council as a whole where property data can be stored. Some improvements have been made (e.g. financial information linked by Property ID,) and further improvements will be explored and implemented as part of the Asset Management Plan.

5. PAM PLANNING

BASELINE ASSESSMENT	CURRENT POSITION
Formal asset planning process required supporting joint working between property and services	Methodology contained in draft Property Strategy. Services engaged as part of consultation on strategy and all services represented on Strategic Property Group.

6. ASSETS ACQUISITION AND DISPOSAL

BASELINE ASSESSMENT	CURRENT POSITION
Short term financial planning is driving property decisions	Director of Finance has been consulted and has fed in to the Property Strategy.

	The Baseline assessment acknowledges the management of surplus assets by the property team and this has been strengthened with decisions on the future of surplus assets being made at Strategic Property Group.
Lack of an overarching strategy means decisions on acquisitions or disposals are taken in a vacuum.	Property Strategy drafted and being consulted on prior to going to Cabinet

7. ASSETS IN USE PERFORMANCE

BASELINE ASSESSMENT	CURRENT POSITION
No procedures in place to monitor and measure the performance of property assets in use.	As acknowledged in the Baseline Assessment this is linked to the information section and cannot happen at the moment due to lack of comprehensive data and access to a single source of information.

8. PAM PERFORMANCE REVIEW

BASELINE ASSESSMENT	CURRENT POSITION
With the exception of financial targets there is a lack of key performance indicators	Linked to the measurement of the performance of assets. Once we have the necessary data key performance indicators will be agreed and reported on.

9. PAM AUDIT

BASELINE ASSESSMENT	CURRENT POSITION
No process in place for regular auditing of property asset management e.g.:- Measuring performance Understanding service risk Service benchmarking Understanding staff capability	Consulted with Chief Audit Officer and will input into Asset Management Strategy and Plan. Recruitment to Head of Property post underway. Currently performance objectives set and measures with three senior property managers, programme plans with Director for Economy of Place. Service planning being undertaken and programme plans established and being revised.