

Digitalization Crucial for Team-Based-Work and Production Distribution at the National Land Survey of Sweden

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SUMMARY

The application documents for cadastral procedures are piling up in Sweden. This, combined with difficulties to recruit enough land surveyors has put the cadastral authority in a precarious situation. To overcome the problem the National Land Survey of Sweden (Lantmäteriet) has introduced team-based-work and production distribution. This paper will approach both benefits and difficulties regarding these two methods of working.

The production distribution, which started about 2 years ago, aims to give the applicant an equal service regardless where in Sweden the application for the cadastral procedure is filed. The production distribution has for the cadastral surveyors meant that you might be managing surveys more or less all over the country. To make this work each surveyor is reliant on colleagues at other offices in other regions of the country, for instance to do the field work, since the cadastral surveyor might be responsible for a survey regarding a property miles and miles away from the office.

Since there are not enough cadastral surveyors graduating in Sweden every year Lantmäteriet has a strategy to employ people with different professions. To enhance the productivity and to minimize the time to conduct each application Lantmäteriet is dependent of employers with different knowledges. The plan is to mix these people into production teams. How the teams are assembled and what knowledges each team has may vary. This could depend on both each individuals interests as well as what kind of surveys the team is managing. The main purpose is to use everyone's area of expertise to make each team as efficient as possible.

For some time back Lantmäteriet started gathering those within the organization with the same area of expertise in different groups. These groups called pools were created to support the cadastral surveyors. The pools made it possible for the surveyors to spare time and get help from colleagues

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with specific knowledge, for instance field work, maps and archives inquiry. Compared to how the pools are handled the idea with team-based-work is to create continuous teams. By building confidence between the members of the team hope is to utilize each and everyone's capacity optimally.

In order to implement what has been discussed above the digitalization has been crucial. Digitalization both enables, improves as well as simplifies flexibility and utilization of the capacity within the cadastral authority. The improved flexibility leads to uniformity managing the surveys which very much according to the Administrative Procedure Act.

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