

MIDVAAL LOCAL MUNICIPALITY



PROFESSIONALIZATION OF LOCAL GOVERNMENT

Table of Contents

1. Background
2. Introduction
3. Key elements
4. Create a local government where staff are specialist
5. Good governance
6. Ethical leadership
7. Consequence management
8. Professional body
9. Political Will
10. Conclusion



Background

The Constitution of the Republic of South Africa (1996) mandates local government to: provide democratic and accountable government for local communities, ensure the provision of services to communities in a sustainable manner, promote social and economic development, promote a safe and healthy environment



INTRODUCTION

Local government inevitably has a complex set of roles to play but it will not be up to the task without the necessary human capital that is leveraged above mediocrity through the injection of professionalisation and professional practices.

Professionalisation of local government is a critical component of sustainable capacity building and the entirety of the process of administration.

The aim of professionalisation should be seen as an effort to improve local government capability



EFFORTS TO PROFESSIONALIZE LOCAL GOVERNMENT HINGES ON THE FOLLOWING KEY ELEMENTS:

- Create a local government service where staffs are specialists
- Good Governance
- Ethical Leadership
- Consequence Management
- Professional Body
- Political Will



CREATING A LOCAL GOVERNMENT WHERE STAFFS ARE SPECIALIST

- It should be about ensuring that local government staff have the right mix of skills and expertise to enable them to deliver effective services to citizens.
- It should also be about ensuring that staff and leaders have the right attitude and behaviours for serving their citizens and communities better
- It is about injecting dignity into local government administration by moving away from the concepts of "generalist" and "specialist", and to create a Local Government sector where all staff is specialists of one form or another and leadership is distributed



GOOD GOVERNANCE

- Adequate reporting performance standard
- Raising professional standards is a core strand of public sector reforms
- Ensuring that you have systems and processes in place, financials are reliable and compliant
- Taxpayers money is spend on delivering services efficiently to our communities



ETHICAL LEADERSHIP

- Leadership demonstrating and promoting 'normatively appropriate conduct through personal actions and interpersonal relations
- Create a positive influence on organizational commitment and willingness to serve
- An ethical leader forsakes personal success so that they can drive and inspire others to achieve a shared vision, dream and goal
- A leader with high moral value, represent the struggle of the time



COSEQUENCE MANAGEMENT

- Zero tolerance policy when it comes to misappropriation of resources
- Enforces accountability on both the political and administrative level
- Leadership is answerable to the public and responsible for the decisions, actions and policies
- Any form of misappropriation is acted upon with the necessary rigour in all instances – This helps restore confidence in the institution



PROFESSIONAL BODY

- Maintains an oversight of the knowledge, skills, conduct and practice of the profession or occupation
- Only a member in good standing can be eligible for the executive responsibilities in the institution (i.e Municipal Managers)
- To enforce code of conduct and to guide professional behaviour
- This will ensure that public interests are protected



POLITICAL WILL

- Achieving success in professionalizing local government, our efforts depends on a key strategic element which is, the mobilization of political will.
- Political will is the atrium where action begins. It is the engine of change and the most powerful tool in the transformation of local government; and it is needed to reach agreements on what needs to be done and to start taking immediate action.
- To move forward with the professionalisation agenda, political leaders will have to take decisions that involve risks and political costs.
- Ability to be decisive and take unpopular decisions in order to achieve desired results
- Not being afraid to stand alone in what you believe will take the institution forward



CONCLUSION

what do we need to do?

When we start to professionalise local government, the impact will be clean audit which will translate into a better quality living for our communities. This will ensure service delivery satisfaction.

We need to consciously and willingly embark on a journey of professionalising our Local Government, this will help accelerate progressive institutions that achieve desired result :- This agenda cannot be postponed any longer.

The rationale for professionalisation is based on the conviction that a strong and vibrant Local Government is essential to the attainment of a society and region in which all citizens have access to basic services; equal opportunities; and have real opportunities to participate in and shape their local communities

