

# **Professionalizing Local Government Management**

**iLGM Women's Conference  
2010**

**Richard's Bay**



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# What is Professionalization?

- An occupation for which the necessary preliminary training is ordinarily intellectual in character and strategic in content
- Entails involvement in intensive education and training at acknowledged and accredited higher education institutions

# What is Professionalization?

- It is an occupation in which a **code of conduct** exists
- **Mental** rather than manual work is performed
- **Expected commitment** to one's work as a calling and not just a job

# Characteristics of A Professional

Six characteristics of a Professional Local Government are denoted to be:

- A body of scientific knowledge
- An enforceable code of ethics
- A cast of mind/self-awareness (Esprit de corps)
- A social ideal embedded in Constitution
- A formal organization of like-minded individuals
- Recognition of outstanding leadership

# Why Professionalize?

- Scientific law of entropy:-

”a system left to itself will naturally wind down to even greater levels of disorder”

Clem Sunter’s ‘High Road’

**“Become the change you want to see”**

Mahatma Gandhi

## Why Professionalize?

- Local government is a contested, complex environment, a space of competing divergent interests, and a conglomeration of disparate services;
- Skilled and knowledgeable practitioners are required to practice-e. g. like in medicine, engineering, planning, legal and accounting;

## Why Professionalize?

- To raise the standards of service delivery – that will help curb service delivery unrests;
- To produce very clear guiding principles to managers/ leaders
- International Best Practice
- To ensure compliance with a code of ethics and lead in the realm of good governance.

# Historical Context

- Institute for Town Clerks-governed by the Profession of Town Clerks Act, Act 75 of 1988;
- Institute was exclusivist in approach-involved only town clerks
- Need arose for Black managers to participate in LG Management

## Historical Context

- Conference held in Bloemfontein in **May 1996**;
- Culminated in the creation of Institute of Municipal Managers (IMM);
- Later evolved into the iLGM to be inclusive;

## Historical Context

- iLGM launched in Pretoria in 1996
- One of the key mandates was to transform local government management to reflect the new order;
- Professionalization of the sector will conclude mandate and add the ethos of a caring, efficient and effective leadership;

# Implementation Process

“ Nothing is as powerful as an idea  
whose time has come”

Martin Luther King Jr.

# Implementation Process

## Phase 1

- Proposing a progressive professionalization-introduce legislation that compels belonging to a professional association
- Process proposal and lobbying for support-summit to be held in April 2010

# Implementation

## Phase 2

Set up structures for:

- Education and academic support
- Compliance with Code of Ethics
- Standards
- Choice to be a statutory body or professional association

# Implementation

## Phase 3

- Initiate process by compliance with Treasury Regulation in 2011
- Process of implementation to be completed by 2014

**THANK YOU  
REALEBOGA  
BAIE DANKIE  
ENKOSI  
SIYABONGA**



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