



LOCAL GOVERNMENT PROFESSIONALISATION INDABA _____ 2023



“STRONG PARTNERSHIPS FOR RESTORING TRUST IN A CAPABLE AND DEVELOPMENTAL LOCAL GOVERNMENT: A CLARION CALL TO DRIVE THE LOCAL GOVERNMENT PROFESSIONALISATION AGENDA”

PROFESSIONALISATION PERSPECTIVES: CAREER MOBILITY FOR SAICA MEMBERS IN THE PUBLIC SECTOR

PRESENTATION FLOW

- Introduction and background
- Research problem, purpose of the study
- Career mobility and professionalisation
- Data collection
- Insights and findings
- Recommendations





 | SAICA | DIFFERENCE
MAKERS™

*"STRONG PARTNERSHIPS FOR RESTORING TRUST IN A CAPABLE AND DEVELOPMENTAL LOCAL
GOVERNMENT: A CLARION CALL TO DRIVE THE LOCAL GOVERNMENT PROFESSIONALISATION AGENDA"*

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PROFESSIONALISATION
INDABA 2023**

PROBLEM, PURPOSE

- CA(SA) highly sought after, valued in the market
- Feedback by members in the public sector
- Intimidation, ethics, opportunities.
- Stigma, perceptions, career mobility
- Insights, causes, possible solutions
- Support for members, government and professionalisation



MOBILITY, PROFESSIONALISATION

- Mobility has morphed over the years, complex HR topic
- Movement of employees
- Possible measure: performance, calibre, and capabilities + professionalisation
- Employee vs employer perspectives (benefits, challenges)
- Millennials and Gen Z employment trends
- Career progression and career incidents - framework



DATA COLLECTION

- SAICA members, associates, trainees and stakeholders
- Questionnaires, social media, round tables
- 464 responses, 9 stakeholders, 2 recruitment agencies, 5 round tables

Total respondents	Public sector	Private sector	Not specified
464 (100%)	390 (84%)	28 (6%)	46 (10%)





DATA COLLECTION

Total respondents	Members CAs(SA)	Associates AGAs/ATs(SA)	Trainees	Not specified
464 (100%)	209 (45%)	43 (9%)	171 (37%)	41 (9%)

Considered moving	Actually moved	Not moved	Not specified
264 (57%)	79 (17%)	84 (18%)	37 (8%)

Between 26 and 35
 288 (62%)

Platform	Votes cast	Intimidation and threats	Negative perception	Remuneration	Other
Twitter	79	32,9%	39,2%	11,4%	16,5%
LinkedIn	763	34%	39%	20%	7%
TechTalk	56	21%	55%	9%	14%*

Reasons for not moving into public sector

INSIGHTS AND FINDINGS

- The negative perception
- Challenges faced by public sector organisations
- Members want to work in the public sector
- Academic, training and professional experience
- Current remuneration trends, and prospects
- Reporting and assurance practices and trends
- Mobility within the sector “not easy”



INSIGHTS AND FINDINGS

- Enabling career mobility - Adaptive mindset, agility and self-development and the acumens.
- Advantages of working in the sector
 - Purpose, service, performance information, compliance expertise, relational acumen, specialized knowledge
- Recruiters – differences between sectors, lack of knowledge/understanding, negative perception on government entities



RECOMMENDATIONS

- Professionalisation of the public sector
- Advocacy: fit-for-purpose policies and regulations
- Promotion of the many positives by SAICA members and the public sector
- Educating the profession, business about the work of the sector
- Public sector value proposition
- Secondments and flexibility



RECOMMENDATIONS

- Professional values and attitudes and enabling competencies
- Enhanced and effective partnerships and collaborations





- Thank you
- Questions

