

LIST OF SOURCES

ACTS OF PARLIAMENT

South Africa (Republic). 1923. **Black (Urban Areas) Act, 1923 (Act 21 of 1923)**. Pretoria: Government Printer.

South Africa (Republic). 1945. **Black (Urban Areas) Consolidation Act, 1945 (Act 25 of 1945)**. Pretoria: Government Printer.

South Africa (Republic). 1961. **Urban Black Councils Act, 1961 (Act 79 of 1961)**. Pretoria: Government Printer.

South Africa (Republic). 1971. **Black Affairs Administration Act, 1971 (Act 45 of 1971)**. Pretoria: Government Printer.

South Africa (Republic). 1977. **Community Councils Act, 1977 (Act 125 of 1977)**. Pretoria: Government Printer.

South Africa (Republic). 1982. **Black Local Authorities Act, 1982 (Act 102 of 1982)**. Pretoria: Government Printer.

South Africa (Republic). 1989. **Auditor-General Act, 1989 (Act 52 of 1989)**. Pretoria: Government Printer.

South Africa (Republic). 1993. **Local Government Transition Act, 1993 (Act 209 of 1993)**. Pretoria: Government Printer.

South Africa (Republic). 1993. **Occupational Health and Safety Act, 1993 (Act 85 of 1993)**. Pretoria: Government Printer.

South Africa (Republic). 1994. **Public Service Act, 1994 (Proclamation 103 of 1994)**. Pretoria: Government Printer.

South Africa (Republic). 1995. **The Labour Relations Act, 1995 (Act 66 of 1995)**. Pretoria: Government Printer.

South Africa (Republic). 1995. **The South African Qualifications Authority Act, 1995 (Act 58 of 1995)**. Pretoria: Government Printer.

South Africa (Republic). 1996 **Local Government Transition Act, Second Amendment, 1996 (Act 97 of 1996)**. Pretoria: Government Printer.

South Africa (Republic). 1996. **Constitution of the Republic of South Africa, 1996 (Act 108 of 1996)**. Pretoria: Government Printer.

South Africa (Republic). 1997. **Basic Conditions of Employment Act, 1997 (Act 75 of 1997)**. Pretoria: Government Printer.

South Africa (Republic). 1998. **Employment Equity Act, 1998 (Act 55 of 1998)**. Pretoria: Government Printer.

South Africa (Republic). 1998. **Environmental Conservation Act, 1998 (Act 107 of 1998)**. Pretoria: Government Printer.

South Africa (Republic). 1998. **Municipal Demarcation Act, 1998 (Act 27 of 1998)**. Pretoria: Government Printer.

South Africa (Republic). 1998. Local Government : Municipal Structures Act, 1998 (Act 117 of 1998). Pretoria: Government Printer.

South Africa (Republic). 1999. **National Environmental Management Act, 1998 (Act 107 of 1998)**. Pretoria: Government Printer

South Africa (Republic). 1999. **The Public Finance Management Act, 1999 (Act 1 of 1999)**. Pretoria: Government Printer.

ARTICLES

Bekker, K. and Janeke, H. 1996. “n Projekbestuursbenadering vir Gemeenskapsontwikkeling”. **SAIPA**, vol.30, no.2.

Brynard, D.J. 1989. “Citizen Participation in the Administrative and Functional Aspects of Public Affairs”. **Administratio Publica**, vol. 1, no. 1.

Brynard, D.J. 1992. “The Changing Public Sector: A New Approach to Public Management”. **Administratio Publica**, vol.4, no.1.

Brynard, P.A. and Van Rooyen, E.J. 1995. “Uitkontraktering van Dienste in Munisipale Owerhede”. **SAJEMS**, vol. 17. Summer.

Cameron, R.G. 1991. “An analysis of the structure and functioning of Coloured and Indian local authorities since the introduction of the tricameral parliament”. **Politikon**, vol 18, no.1.

Cloete, F. 1994. “Local Government Restructuring”. **Politikon**, vol. 21, no. 1.

Devas, S. 1989. “Issues in the Financing of Local Government in Indonesia”. **Planning and Administration**, vol. 2, no.3.

Engelbrecht, A. 1978. “Guidelines and Standards for Curriculum Development for Public Administration/Public Management”. **The Public Servant**, vol. 3, no.6.

- Filkin, G. and Moor, R. 1997. "Reflections on the Local Government Review". **Public Administration**, vol. 75, no. 1.
- Halachmi, A. 1978. "From Descriptive, Explanatory and Prescriptive Views of Policy Analysis to a Spiral Perspective". **Indian Journal of Public Administration**, vol. XXIV, no.4.
- Kroukamp, H. 1995. "The Culture of Non-Payment of Services as a Constraint in Financial Policy Management for Local Authorities in South Africa". **Administratio Publica**, vol.3, no.2.
- Maslow, A.H. 1943. "Theory of Human Motivation". **Psychological Review**, vol. 50, no.2.
- Mosola, M. 1997. "Private Sector Involvement in South African Local Government". **Logical Steps**, May.
- Oosthuizen, D., Oosthuizen, O. and Venter J. 1998. "Making Performance Management Work". **People Dynamics**, pp. 42-46, August.
- Radmore, J.P. 1998. "In with the New, out with the Old". **People Dynamics**, pp.14, May.
- Roux, B. 1971. "Probleemontleding in die Publieke Administrasie". **SAIPA**, vol. 6, no. 1.
- Schwella, E. and Ballard, H. 1996. "South African Local Government: A Systems Perspective". **SAIPA**, vol, 31. no, 1.

Wissink, H.F. and Hilliard, V.G. 1996. "An Argument for Stronger Municipal Powers". **Municom Forum**, vol 23, no.7.

BOOKS

Aaker, D.A. and Day, G.S. 1990. **Marketing Research**, fourth edition. New York: Wiley Press.

Ackoff, R.L. 1974. **Redesigning the Future: A Systems Approach to Societal Problems**. New York: John Wiley.

Adlem, J. and Du Pisani, A. 1982. **Stedelike Politiek en Administrasie: 'n Inleiding**. Pretoria: HAUM.

Anderson, J.E. 1979. **Public Policymaking: An Introduction**, second edition. Boston: Houghton Mifflin.

Andrews, Y. 1988. **The Personnel Function**. Pretoria: HAUM.

Anthony, R.N. and Dearden, J. 1980. **Management Control Systems**. Illinois: Richard D. Irwin.

Armstrong, M. 1991. **A Handbook of Personnel Management Practices**, fourth edition. London: Kogan Page.

Bahl, R.W. and Linn, J.F. 1992. **Urban Public Finance in Developing Countries**. New York: Oxford University Press.

Ballinger, M. 1969. **From Union to Apartheid**. Cape Town: Juta.

Barton, R., and Chappell, W.I. 1985. **Public Administration: The work of Government**. Illinois: Scott, Foresman and Co.

Bateman, T.S. and Zeithmal, C.P. 1993. **Management: Function and Strategy**. Homewood: Irwin.

Bayat, M.S. and Meyer, I.H. 1994. **Public Administration: Concepts, Theory and Practice**. Halfway House: Southern Book Publishers.

Beach, D.S. 1985. **Personnel: The Management of People at Work**. New York: Macmillan.

Beardwell, I. and Holden, L. 1994. **Human Resource Management: A Contemporary Perspective**. London: Pitman Publishing.

Beatty, R.W. and Scheier, C.E. 1986. **Personnel and Human Resources Management Today**, second edition. Reading: Addison-Wesley.

Bekker, J.C.O. 1985. **Beleidsbepaling by munisipale owerhede**. Bloemfontein: Universiteit van die Oranje-Vrystaat.

Bekker, K (ed.). 1997. **Citizen Participation in Local Government**. Pretoria: J.L. van Schaik.

Bendix, S. 1996. **Industrial Relations in South Africa**. Cape Town: Juta.

Bittel, L.R. and Newstrom, J.W. 1990. **What Every Supervisor Should Know**, sixth edition. Singapore: McGraw Hill.

Botes, P.S. 1997. **Aspects of Supervision: A Guide for the Contemporary Public Manager**. Halfway House: Southern.

- Botes, P.S., Brynard P.A., Fourie, D.J. and Roux, N.J. 1996. **Public Administration and Management**. Pretoria: Kagiso.
- Brynard, P.A. and Erasmus, K. 1995. **Public Management and Administration: Casestudy Resource Book**. Pretoria: Van Schaik.
- Caiden, C.E. 1971. **The Dynamics of Public Administration: Guidelines to Current Transformation in Theory and Practice**. Illinois: Dryden Press.
- Caldwell, W.E. and Gyles, M.F. 1966. **The Ancient World**. Illinois: Dryden Press.
- Cameron, R.G. and Stone, A.B. 1995. **Servicing the Public. A Guide for Practitioners and Students**. Pretoria: J.L.van Schaik.
- Carrell, M.R. 1996. **Human Resource Management in South Africa**. Johannesburg: J.L. van Schaik.
- Carson, G.D. and Williams, G.O. 1982. **Public Administration: Concepts, Readings, Skills**. Boston: Allyn and Bacon.
- Cheminais, J.W.A., Bayat, S., Van der Waldt, G., and Fox, W. 1998. **The Fundamentals of Public Personnel Management**. Kenwyn: Juta.
- Cheminais, J.W.A., Van der Waldt, G. and Bayat, S. 1998. **The Provision and Maintenance of Public Personnel**. Kenwyn: Juta.
- Cloete, F. 1995. **Local Government Transformation in South Africa**. Pretoria: J.L. van Schaik.

- Cloete, J.J.N. 1989. **Public Administration and Management**. Pretoria: J.L. van Schaik.
- Cloete, J.J.N. 1990. **Accountable Government and Administration for the Republic of South Africa**. Pretoria: Van Schaik.
- Cloete, J.J.N. 1995. **Public Administration Dictionary**. Kenwyn: Juta.
- Cloete, J.J.N. 1996. **Accountable Government and Administration for the Republic of South Africa**. Pretoria: Van Schaik.
- Cloete, J.J.N. 1997. **South African Municipal Government and Administration**. Pretoria: J.L. van Schaik.
- Conyers, D. and Hills, P. 1989. **An Introduction to Development Planning in the Third World**. New York: John Wiley.
- Craythorne, D.L. 1980. **The Role of the Town Clerk in Municipal Government in South Africa**. Cape Town: Unpublished thesis.
- Craythorne, D.L. 1997. **Municipal Administration: A Handbook**. Kenwyn: Juta.
- Dahl, R.A. 1973. **Modern Political Analysis**. New York: Prentice-Hall.
- De Beer, J. and Lourens, L. 1995. **Local Government: The Road to Democracy**. Midrand: Educum.
- De Villiers, P.F.A. **Efficient and Effective Local Government and Administration** (paper read at North Cape Development Board, Kimberley. 24 May 1985).

Dessler, G. 1997. **Human Resource Management**. New Jersey: Prentice Hall.

Dimock, M.E. and Dimock, G.O. 1964. **Public Administration, third edition**. New York: Holt, Rinehart and Winston.

Dolbeare, K.M., and Edelman, M.J. 1974. **American Politics: Policies, Power and Change**. Massachusetts: D.C. Heath.

Dror, Y. 1968. **Public Policy-Making Re-examined**. Pennsylvania: Chandler Publishing Co.

Dror, Y. 1986. **Policymaking Under Adversity**. New York: Transaction Press.

Dunn, W.N. 1994. **Public Policy Analysis: An Introduction**. New Jersey: Prentice-Hall.

Dunsire, A. 1973. **Administration: The Word and the Science**. London: Martin Robertson.

Dye, 1987. **Politics in States and Communities**, tenth edition, Englewood Cliffs: Prentice Hall.

Easton, D. 1953. **A Systems Analysis of Political Life**. New York: John Wiley and Sons.

Erasmus, P.W. and Visser, C.B. 1997. **Government Finance: The First Step**. Kenwyn: Juta.

Etzioni, A. 1965. **Modern Organisations**, Englewood Cliffs: Prentice-Hall.

Fenwick, J. 1995. **Managing Local Government**. Englewood Cliffs: Chapman and Hall.

Fielding, M. 1997. **Effective Communication in Organisations**. Cape Town: Juta.

Finnemore, M. 1998. **Introduction to Industrial Relations in South Africa**, fourth edition. Johannesburg: Lexicon.

Flippo, E.B. 1983. **Personnel Management**. Toyko: McGraw-Hill.

Fowler, A. 1995. **Human Resource Management in Local Government**, second edition. London: Pitman Publishing.

Fox, W. and Meyer, I. 1995. **Public Administration Dictionary**. Cape Town: Juta.

Franszen, D.G. (ed.). 1967. **Owerheidsfinansies in Suid-Afrika**. Durban: Butterworth.

Gerber, P.D., Nel, P.S. and Van Dyk, P.S. 1995. **Human Resources Management**, third edition. Halfway House: International Thompson Publishing.

Gildenhuys, J.S.H. 1993. **Public Financial Management**. Pretoria: Van Schaik.

Gildenhuys, J.S.H. 1997. **Ethics in the Public Sector**. Cape Town: Juta.

Gladden, M. 1958. **The Essentials of Public Administration**, second edition. London: Staples.

- Glueck, W.F. 1982. **Personnel: A Diagnostic Approach**. Texas: Business Publications.
- Goldsmith, M. 1984. **Politics, Planning and the City**. London: Hutchinson.
- Graham, H.T. and Bennett, R. 1995. **Human Resources Management**, eight edition. Singapore: Longman Group.
- Griffin, R.W. 1993. **Management**, fourth edition. Boston: Houghton Mifflin.
- Gyford, M.E. 1991. **Ethical Decision-Making in Everyday Work Situations**. New York: Quorum Books.
- Hall, R.H. 1980. **Organisations: Structures, Processes and Outcomes**, sixth edition. New Jersey: Prentice-Hall.
- Hall, R.H. 1996. **Organisations: Structures, Processes and Outcomes**, sixth edition. New Jersey: Prentice-Hall.
- Hanekom, S.X. 1996. **Public Policy: Framework and Instrument for Action**, fifth edition. Johannesburg: Southern.
- Hanekom, S.X. and Thornhill, C. 1983. **Public Administration in Contemporary Society: A South Africa Perspective**. Johannesburg: Macmillan.
- Hattingh, J.J. 1998. **Governmental Relations: A South African Perspective**. Pretoria: UNISA.
- Hays, S.W. and Kearney, R.C. (eds.). 1995. **Public Personnel Administration: Problems and Prospects**, third edition. New Jersey: Prentice-Hall.

Hendry, C. 1995. **Human Resource Management: A Strategic Approach to Employment**. Oxford: Butterworth-Heinemann Ltd.

Hepworth, N.P. 1984. **The Finance of Local Government**. London: George and Allen.

Herzberg, F. 1968. **Work and the Nature of Man**. London: Crosby Lockwood Staples.

Hilsman, R. 1971. **The Politics of Policy-Making in Defence and Foreign Affairs**. New York: Harper and Row.

Hodgetts R.M. and Kroeck, K.G. 1992. **Personnel and Human Resource Management**. Fort Worth: Dryden.

Hogwood, B.W. and Gunn, L.A. 1984. **Policy Analysis for the Real World**. Oxford: Oxford University Press.

Hollis, G. 1994. **The Structure of Local Government**. The Hague: International Union of Local Authorities.

Ismail, N. Bayat, S. and Meyer I. 1997. **Local Government Management**. Johannesburg: International Thompson Publishing.

Jerling, K. 1997. **The Education, Training and Development Process**. Kagiso: Pretoria.

John, L. 1997. **Integrated Development Planning: A Handbook for community leaders**. Braamfontein: Planact.

Johnson, K. 1994. **Urban Governance: The South African Experience**. Cape Town: Inlogov.

Jones, B. 1996. **Financial Management in the Public Sector**. London: McGraw-Hill.

Keeling, D. 1972. **Management in Government**. London: George Allen and Unwin.

Kendall, F. and Louw, L. 1989. **Let the People Govern**. Johannesburg: Amagi.

Klinger, D.E. 1980. **Public Personnel Management**. New Jersey: Prentice Hall.

Koontz, H. and C. O'Connell. 1986. **Principle of Management: An analysis of managerial functions**, fourth edition. New York: McGraw-Hill.

Kotze, H.J. and Van Wyk, J.J. 1986. **Basiese Konsepte in die Politiek**. Johannesburg: Mcgraw-Hill.

Kotze, H.J.N. 1992. **Munisipale Finansiële Administrasie in Suid-Afrika**. Bloemfontein: P.J. de Villiers.

Kroon, J. (ed.). 1990. **Algemene Bestuur**. Pretoria: Kagiso.

Landy, F., Fedeck, S. and Cleveland, J. 1983. **Performance Management and Theory**. London: L.E. Associate Publishers.

Lasswell, H.G. 1958. **Politics: Who gets what, when and how**. New York: Meridian Books.

- Levine, H.M. 1982. **Political Issues Debated: An Introduction to Politics**. New Jersey: Prentice-Hall.
- Lindblom, C.E. 1961. **The Policy-Making Process**. New York: Prentice Hall.
- Lineberry, R.L. 1977. **American Public Policy: What Government Does and What Difference It Makes**. New York: Harper and Row.
- Lipson, L. 1970. **The Great Issues of Politics: An Introduction to Political Science**. New York: Prentice-Hall.
- Locke, J. 1965. **Two Treatises on Government**. Edited by Peter Laslett. New York: New American Library.
- Macridis, R.C. 1980. **Contemporary Political Ideologies: Movements and Regimes**. Massachusetts: Winthrop Publishers.
- Mead L.M. 1985. **The New Politics of Poverty**. New York: Basic Books.
- Megginson, L.C. 1987. **Personnel and Human Resources Administration**, fifth edition. Illinois: Irwin.
- Mill, J.S. 1958. **Consideration on Representative Government**. New York: Bobbs-Merrill, Library of Liberal Arts.
- Mitchell, R. 1979. **Governing for prosperity**. Boston: Little, Brown and Co.
- Nigro, F.A. and Nigro, L.G. 1986. **The New Public Personnel Administration**, third edition. New Jersey: Prentice Hall.

Nkuhlu, W. 1993. **Affirmative Action for South Africa in Transition: From Theory to Action** in Adams, C (ed.). 1993. **Affirmative Action in a Democratic South Africa**. Cape Town: Juta.

Pearce, J.A. and Robinson, R.B. 1989. **Management**. New York: McGraw-Hill.

Pienaar, W.D. and Spoelstra, H.I.J. 1991. **Negotiation: Theories, Strategies and Skills**. Cape Town: Juta.

Pigors, P and Myers, C.A. 1983. **Personnel Administration: A point of view and method**. Kogakusha: McGraw-Hill.

Pitt, D.C. 1993. **Revolutionary Public Administration**. London: Harvester Press.

Plunkett, W.R. 1993. **Supervision: Diversity And Teams In The Workplace**, fifth edition. New Jersey: Prentice Hall.

Plunkett, W.R. 1996. **Supervision: Diversity And Teams In The Workplace**, eighth edition. New Jersey: Prentice Hall.

Rapp, B.W. and Patitucci, F.M. 1977. **Managing Local Government for Improved Performance: A Practical Approach**. Colorado: Westview Press.

Ready, R.K. 1967. **The Administrator's Job: Issues and Dilemmas**. New York: McGraw-Hill.

Reddy, P.S. (ed.). 1996. **Readings in local government management and development**. Cape Town: Juta.

- Reynders, H.J.J. 1971. **Die Taak van die Bedryfsleier**, fourth edition. Pretoria: Van Schaik.
- Robbins, S.P. 1980. **The Administrative Process: Integrating Theory and Practice**, second edition. Englewood Cliffs: Prentice Hall.
- Robbins, S.P. and Coulter, M. 1996. **Management**. New Jersey: Prentice Hall.
- Robbins, S.P. and De Cenzo, D.A. 1998. **Supervision Today**, second edition. New Jersey: Prentice Hall.
- Roskin, M., Cord, R.L., Medeiros, J.A., and Jones, W.S. 1997. **Political Science: An Introduction**. Sixth Edition. New Jersey: Prentice Hall.
- Ross, J.E. 1995. **Total Quality Management, Text, Cases and Readings**. Florida: St Lucie Press.
- Rourke, F.E. 1976. **Bureaucracy, Politics and Public Policy**. Boston: Little, Brown and Co.
- Scarpello, V.G. 1995. **Human Resources Management: Environments and Functions, second edition**. Cincinnati: South-Western College Publishers.
- Schwella, E., Burger, J., Fox, W. and Muller, J. 1996. **Public Resource Management**. Kenwyn: Juta.
- Shafritz, J.M. 1985. **Personnel Management in Government: Politics and Process**, fourth edition. New York: Macel Dekker.
- Sherman, A.W. and Bohlander, G.W. 1992. **Managing Human Resources**, ninth edition. Cincinnati: South-Western Publishers.

Smit, P.J. and Cronje, G.J. 1997. **Management Principles: A Contemporary Edition for Africa**, second edition. Kenwyn: Juta.

Spanier, J. 1978. **Games Nations Play**, eight edition. Washington: CQ Press.

Starling, G. 1979. **Managing the Public Sector**. California: Wadsworth Publishing.

Stewart, A.T. 1994. **Modern Local Government: Challenges and Perspectives**. Cincinnati: South-Western College Publishers.

Stewart, J. 1998. **Understanding the Management of Local Government: Its special purposes, conditions and tasks**. London: Longman.

Strong, C.F. 1966. **Modern Political Constitutions**. London: Sedgwick and Jackson.

Sunter, C. 1987. **The World and South Africa in the 1990's**. Cape Town Tafelberg.

Tanner, D. and Tanner, L. 1975. **Curriculum Development: Theory and Practice**. New York: Macmillan Publishing Company.

Theron, F and Schwella, E. (ed) 2000. **The State of Public and Development Management in South Africa**. Stellenbosch: School of Public Management and Planning.

Thompson, A.M. 1993. **Urbanisation and Urban Growth. Research Report, No. 7**. Sandton: DBSA.

- Thornhill, C and Hanekom, S.X. (eds.). 1995. **The Public Sector Manager**. Durban: Butterworths.
- Thornhill, C and Hanekom, S.X. 1984. **Die Taak van die Leidinggewende Beampte**, revised edition, Durban: Butterworth.
- Thornhill, C. 1993. **Die Begroting in die Openbare Finansiële Administrasie**. Pretoria: Van Schaik.
- Thornhill, C. 1995. **Local Government – Government Closer to the People** Pretoria: HSRC.
- Thucydides, S. 1951. **The History of the Peloponnesian War**. Edited and translated by Sir Richard Livingston. Oxford: Oxford University Press.
- Toad, O. 1959. **Administration: Its Purpose and Performance**. New York: Harper and Brothers.
- Van Der Waldt, G. and Helmbold, R. 1995. **The Constitution and a New Public Administration**. Cape Town: Juta and Company.
- Van Der Waldt, G., and Du Toit, D.F.P. 1997. **Managing for Excellence in the Public Sector**. Kenwyn: Juta.
- Van Niekerk. W.P. 1997. **Contemporary Management**. Durban: Butterworths.
- Venter, A. (ed) **Government and Politics in the New South Africa**. 1998. Johannesburg: J.L. van Schaik.
- Weber, M. 1962. **Basic Concepts in Sociology**. London: Peter Owen.

Wildavsky, A. 1979. **The Art and Craft of Policy Analysis**. London: Macmillan.

Williams, R.L. 1994. **Essentials of Quality Management**. New York: AMACOM.

Wit, D. 1953. **Comparative Political Institutions**. New York: Henry Holt.

Woll, P. 1974. **Public Policy**. Cambridge: Winthrop Publishers.

GOVERNMENT GAZETTE

South Africa (Republic). 1999. **Municipal Systems Bill, 1999 (Government Gazette No. 20357, of 1999)**. Pretoria: Government Printer.

INTERNET

DCD Library. 1999. Available at <http://www.doj.gov.za> (12 October 1999)

Encarta. 1999. Available at <http://www.encarta.msn.com>. (12 October 1999)

Local elections. 1999. Available at [http://www.gov.za/elections/\(gcis'98\)](http://www.gov.za/elections/(gcis'98)) (15 October 1999)

The World Fact Book. 1999. Available at <http://www.odci.gov/cia/publications/factbook/geos/sf.html>. (17 June 1999)

INTERVIEWS

Carrim, Y. Chairman of Parliament's Constitutional Affairs Portfolio Committee. 1998. **Personal interview**. 24 November, Cape Town.

Cloete, R. Disaster Management Executive Officer, Greater Johannesburg Metropolitan Council. 1999. **Personal interview.** 27 March, Johannesburg.

Coetzee, R. Democratic Party Spokesman. 2000. **Personal interview.** 14 February, Pretoria.

Dawson, B. Councillor, Midrand Council. 1999. **Personal interview.** 19 June, Pretoria.

Dinat, K. Member of Krugersdorp Audit Committee. 1999. **Personal interview.** 6 June, Krugersdorp.

Du Toit, J.T. Councillor, Carletonville Town Council. 1998. **Personal interview.** 13 June, Carletonville.

Gordhan, K. Executive Officer for the Greater Johannesburg Metropolitan Council. 2000. **Personal interview.** 7 February, Johannesburg.

Maartens, J. Personnel Officer, Westonaria Municipality. 1998. **Personal interview.** 14 November, Westonaria.

Malapane, T.M. Spokesman, Braamfontein Hawkers Front. 1999. **Personal interview.** 27 September, Johannesburg.

Malinga, F. Personnel Officer, Atteridgeville Municipality. 1998. **Personal interview.** 17 September, Pretoria.

Malope, J. Councillor, Akasia-Soshanguve Town Council. 1998. **Personal interview.** 17 November, Pretoria.

Marais, A.N. Partner, Broll Property Group. 1999. **Personal interview.** 18 September, Sandton.

Marsden, M. Director of Municipal Services, Pretoria Metropolitan Council. 1999. **Personal interview.** 20 July, Pretoria.

Matjila, C. Chairman of Executive Committee, Greater Johannesburg Metropolitan Council. 1999. **Personal interview.** 29 June, Johannesburg.

Metjure, S. Personnel Officer, Westonaria Municipality. 1999. **Personal interview.** 17 October, Bekkersdal.

Mogapi, S. Senior Administrative Officer, Department of Provincial Affairs and Local Government. 1999. **Personal interview.** 12 October, Pretoria.

Moloi, P. Personnel Officer, Greater Johannesburg Metropolitan Council. 1999. **Personal interview.** 22 June, Johannesburg.

Moriathy, M. Spokesman for the Democratic Party. 1999. **Personal interview.** 17 February, Kempton Park.

Mthombeni, M.R. Spokesman, Independent Municipal and Allied Workers Union. 1999. **Personal interview.** 22 May, Pretoria.

Murphy, J. Director Human Resource Development, South African Local Government Association. 1997. **Personal interview.** 20 October, Pretoria.

Murphy, J. Director Human Resource Development, South African Local Government Association. 1998. **Personal interview.** 12 February, Pretoria.

Naidoo, W.J. Councillor, Johannesburg Southern Metropolitan Council. 1999. **Personal interview.** 5 April, Johannesburg.

Nayager, R. Provincial Auditor-General. 1999. **Personal interview.** 3 April, Johannesburg.

Njonwe, Z. Superintendent for the Pretoria Academic Hospital. 1999. **Personal Interview.** 12 November, Pretoria.

Radebe, L. Personnel Officer, Lekoa Vaal Municipality. 1999. **Personal interview.** 18 October, Johannesburg.

Retief, F. Chief Engineer, Greater Johannesburg Metropolitan Council. 1999. **Personal interview.** 18 July, Sandton.

Roux, A. Director for Futuristic Research, University of Stellenbosch. 2000. **Personal interview.** 14 December 2000.

Serfontein, G. Manager of Forensic Auditing, Gauteng Provincial Government. 1999. **Personal interview.** 3 August, Johannesburg.

Setshedi, D. Transport Planner, Pretoria Metropolitan Council. 1999. **Personal interview.** 7 June, Pretoria.

Shabalala, J. Mayor, Lekoa Vaal Council. 2000. **Personal interview.** 19 February, Johannesburg.

Sintu, S. Councillor, Benoni Town Council. 1999. **Personal interview.** 27 October, Johannesburg.

Sithole, J. Personnel Officer, Mdutjana Local Council. 1998. **Personal interview.** 7 February, Lydenburg.

Swart, C. Director of the Institute for Local Government. 1995. **Personal interview.** 14 March, Cape Town.

Tabane, R. Spokesman, Department of Constitutional Development. 1998. **Personal interview.** 27 March, Pretoria.

Tlaka, M. Spokesman, Atteridgeville-Saulsville Concerned Residents' Association. 1999. **Personal interview.** 26 June, Pretoria.

Tshabalala, R. Spokesman, South African Municipal Workers' Union. 1999. **Personal interview.** 21 October, Pretoria.

Van Breda, M. Councillor, Delmas Town Council. 1999. **Personal interview.** 9 May, Delmas.

Van Schoor, A. Assistant Director, Department of Provincial Affairs and Local Government. 1998. **Personal interview.** 25 February, Pretoria.

MINUTES

Akasia-Soshanguve Town Council. 1998. **Minutes of Akasia-Soshanguve Town Council Meeting:** 8/1998, p.7-8.

Akasia-Soshanguve Town Council. 1999. **Minutes of Akasia-Soshanguve Town Council Meeting:** 4/1999, p.4.

Akasia-Soshanguve Town Council. 1999. **Minutes of Akasia-Soshanguve Town Council Meeting:** 3/1999, p.8, 14-15.

Akasia-Soshanguve Town Council. 2000. **Minutes of Akasia-Soshanguve Town Council Meeting: 4/2000, p.8-9.**

Alberton Town Council. 1999. **Minutes of Alberton Town Council Meeting: 3/1999, p.12-13.**

Alberton Town Council. 2000. **Minutes of Alberton Town Council Meeting: 3/2000, p.3.**

Alexandra Town Council. 1999. **Minutes of Alexandra Town Council Meeting: 2/1999, p.5.**

Attridgeville Town Council. 1999. **Minutes of Attridgeville Town Council Meeting: 2/1999, p.5.**

Attridgeville Town Council. 1999. **Minutes of Attridgeville Town Council Meeting: 5/1999, p.7.**

Benoni Town Council. 1998. **Minutes of Benoni Town Council Meeting: 2/1998, p.5.**

Braamfontein Town Council. 1998. **Minutes of Braamfontein Town Council Meeting: 6/1998, p.2.**

Carletonville Town Council. 1997. **Minutes of Carletonville Town Council Meeting: 11/1997, Annexure 2.**

Centurion Town Council. 1999. **Minutes of Centurion Town Council Meeting: 2/1999, p.7.**

Centurion Town Council. 1999. **Minutes of Centurion Town Council Meeting:** 3/1999, p.2 and 12.

Centurion Town Council. 1999. **Minutes of Centurion Town Council Meeting:** 5/1999, p.7-8.

Chrissiesmeer Local Council. 1999. **Minutes of Chrissiesmeer Local Council Meeting:** 4/1999, p.2.

Delmas Town Council. 1998. **Minutes of Delmas Town Council Meeting:** 7/1998, p.3.

Delmas Town Council. 1999. **Minutes of Delmas Town Council Meeting:** 2/1999, p.2-3.

Delmas Town Council. 1999. **Minutes of Delmas Town Council Meeting:** 3/1999, p.5.

Delmas Town Council. 1999. **Minutes of Delmas Town Council Meeting:** 7/1999, p.15.

Delmas Town Council. 1999. **Minutes of Delmas Town Council Meeting:** 9/1999, p.5.

Eastern Gauteng Services Council. 1999. **Minutes of Eastern Gauteng Services Council Meeting:** 9/1999, p.17-18.

Ekanlanga Local Council. 1998. **Minutes of Ekanlanga Local Council Meeting:** 8/1998, p.8-9.

Emfuleni Local Council. 1999. **Minutes of Emfuleni Local Council Meeting:** 3/1999, p.12.

Greater Johannesburg Metropolitan Council. 1999. **Minutes of GJMC Meeting:** 1-14/1999.

Greater Johannesburg Metropolitan Council. 1999. **Minutes of GJMC Meeting:** 2/1999, p.9-10.

Greater Johannesburg Metropolitan Council. 1999. **Minutes of GJMC Meeting:** 5/1999, p.12, 17-18.

Greater Johannesburg Metropolitan Council. 1999. **Minutes of GJMC Meeting:** 6/1999, p.8-9.

Groblersdal Local Council. 1999. **Minutes of Groblersdal Local Council Meeting:** 2/1999, p.3.

Krugersdorp Town Council. 1998. **Minutes of Krugersdorp Town Council Meeting:** 8/1998, p.2-3.

Krugersdorp Town Council. 1998. **Minutes of Krugersdorp Town Council Meeting:** 9/1998, p.7-8.

Krugersdorp Town Council. 1999. **Minutes of Krugersdorp Town Council Meeting:** 6/1999, p.8.

Krugersdorp Town Council. 1999. **Minutes of Krugersdorp Town Council Meeting:** 2/1999, p.18-20.

Lydenburg Local Council. 1999. **Minutes of Lydenburg Local Council Meeting:** 11/1999, p.6.

Marlboro Local Council. 1999. **Minutes of Marlboro Local Council Meeting:** 7/1999.

Midvaal Council. 1998. **Minutes of Midvaal Council Meeting:** 7/1998, p.6.

Pretoria Metropolitan Council. 1999. **Minutes of Pretoria Metropolitan Council Meeting:** 3/1999, p.4-5.

Pretoria Metropolitan Council. 1999. **Minutes of Pretoria Metropolitan Council Meeting:** 5/1999, p.19.

Sandton Town Council. 1999. **Minutes of Sandton Town Council Meeting:** 4/1999, p.4-6.

Springs Town Council. 1999. **Minutes of Springs Town Council Meeting:** 10/1999, p.17.

Tembisa Town Council. 1998. **Minutes of Tembisa Town Council Meeting:** 4/1998, p.5.

Vereniging Town Council. 1998. **Minutes of Vereniging Town Council Meeting:** 5/1998, p.1.

Warmbaths Town Council. 1999. **Minutes of Warmbaths Town Council Meeting:** 6/1999, p.4.

Westonaria Town Council. 1999. **Minutes of Westonaria Town Council Meeting:** 11/1999, p.6.

Westonaria Town Council. 1999. **Minutes of Westonaria Town Council Meeting:** 3/1999, p.3.

Westonaria Town Council. 1999. **Minutes of Westonaria Town Council Meeting:** 5/1999, p.3.

Westonaria Town Council. 1999. **Minutes of Westonaria Town Council Meeting:** 8/1999, p.12.

Westonaria Town Council. 2000. **Minutes of Westonaria Town Council Meeting:** 2/2000, p.9.

Westonaria Town Council. 2000. **Minutes of Westonaria Town Council Meeting:** 3/2000, p.4-5.

PAPERS

Beeld. 2000. 12 January: 4.

Business Day. 1998. 15 October: 2.

Business Day. 1998. 16 October: 2; 5.

Business Day. 1998. 18 December: 2.

Business Day. 1998. 7 August: 5.

Business Day. 1999. 1 September: 3.

Business Day. 1999. 18 March: 7.

Business Day. 1999. 21 July: 2, 7-8.

Business Day. 1999. 24 August: 2.

Business Day. 1999. 25 June: 3.

Business Day. 1999. 29 April: 8.

Business Day. 1999. 29 June: 2.

Business Day. 1999. 4 September: 6.

Centurion. 1998. 17 July: 1.

Centurion. 1999. 10 June: 1.

Centurion. 1999. 24 January: 1-2.

Financial Mail. 1996. 14 January: 7-8.

Financial Mail. 2000. 6 January: 16.

Pretoria News. 1999. 14 January: 2.

Pretoria News. 1999. 15 March: 8.

Pretoria News. 1999. 16 September: 4.

Pretoria News. 1999. 17 March: 4.

Pretoria News. 1999. 2 November: 4.

Pretoria News. 1999. 8 January: 3.

Saturday Star. 1999. 27 March: 8.

Sowetan. 1999. 13 July: 4.

Sowetan. 1999. 18 March: 5.

Sowetan. 1999. 28 June: 4.

Sunday World. 1999. 14 March: 3.

The Citizen. 1999. 17 June: 13.

The Citizen. 1999. 26 March: 8.

The Citizen. 1999. 28 August: 8.

The Citizen. 1999. 4 September: 8.

The Citizen. 1999. 5 February: 8.

The Citizen. 1999. 5 May: 11.

The Citizen. 2000. 4 April: 7.

The Star. 1999. 1 March: 6.

The Star. 1999. 10 February: 2.

The Star. 1999. 14 June: 5.

The Star. 1999. 14 October: 5.

The Star. 1999. 14 November: 1-2.

The Star. 1999. 15 March: 2.

The Star. 1999. 18 September: 5.

The Star. 1999. 23 April: 2.

The Star. 1999. 24 September: 2.

The Star. 1999. 26 February: 2.

The Star. 1999. 27 June: 6.

The Star. 1999. 28 August: 10.

The Star. 1999. 29 October: 14.

The Star. 1999. 29 September: 5.

The Star. 1999. 3 August: 2.

The Star. 1999. 31 August: 6.

The Star. 1999. 7 July: 2.

Vaalweekblad. 1999. 23 April: 8.

REPORTS

Coopers and Lybrand. 1995. **Final Report: Funding Mechanisms Research Projects Studies 3 and 4 – Funding for Training in South Africa**. Pretoria: J.L. van Schaik.

Mosley, B. 1997. **Review of the Local Government Training Sector: Draft Recommendations to the Department of Constitutional Development**. Pretoria: Department of Constitutional Development.

Solace International/CEPAD Report. 1997. **Proposals for the Future Organisation of Education, Training and Development in the Local Government Sector**. Pretoria: Department of Constitutional Development.

SPEECHES

Mandela, N. 1995. South African President. **“Development and empowerment in South Africa”**, Stellenbosch: 16 February.

Mbeki, T. 1998. South African Deputy President. **“Debate on the budget vote of the office of the Deputy President”** Cape Town: 3 June.

SURVEYS

Institute for Democracy in South Africa. 1999. **“Are you satisfied with your local council?”**. Johannesburg: June.

Institute for Local Government. 1996. **“Community expectations – From Dreams to Reality”**. Cape Town: October.

Little and Prabahkar. 1998. **“Cost Efficiency of Local Governments”**. Johannesburg: May.

Wallis, M. 1992. **“Training for Local Government: A Survey of Selected National Experiences”**. Johannesburg: Planact.

UNPUBLISHED DOCUMENTS

Botha, P.A. 1996. **Die Rol en Funksies van Raadslede**. Unpublished M.A. thesis. Stellenbosch: University of Stellenbosch.

Cheminais, J.W.A. 1999. **Challenges for Local Government: 2000 and beyond**. Unpublished document. Pretoria: Public Sector Management Services.

Du Toit, D.F.P. 1985. **Die invloed van die omgewing op die ingesteldheid van swart studente in Publieke Administrasie**. Unpublished M.A. thesis. Sovenga: University of the North.

Ehlers, L. 1999. **Labour Relations - Guidelines for Public Managers**. Unpublished document. Pretoria: Public Sector Management Services.

Fourie, L .de W. 1999. **Fundamentals of South African Local Government and Administration**. Unpublished document. Pretoria: Public Sector Management Services.

Ismail, N. 1996. **Democratic Local Government: An alternative framework for South Africa**. Unpublished MA Thesis. Stellenbosch: University of Stellenbosch.

Lombard, C. 2000. **Ensuring a balance between ‘best practice’ and ‘legislation driven’**. Unpublished Document. Pretoria: Technikon Pretoria.

Murphy, J. 1998. **The Training of Councillors: The Future**. Pretoria: Unpublished Document. Pretoria: Department of Constitutional Development.

Rossouw, F.M.L. 1999. **South African Local Government: A Framework for Analysis**. Unpublished Document. Pretoria: Public Sector Management Services.

WHITE PAPERS

South Africa (Republic). 1997. **Batho Pele – People First: White Paper on Transforming Public Service Delivery, 1997 (No. 18340 of 1997)** Pretoria: Government Printer.

South Africa (Republic). 1998. **White Paper on Local Government, 1998 (No. 18739, of 1998)**. Pretoria: Government Printer.

WORKSHOP

Fourie, L.de W. 1999. **Resource Utilisation Workshop**. Johannesburg : March-April.