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Annexure A

QUESTIONNAIRE FOR STRUCTURED INTERVIEWS

1. Tell me shortly how you came to work in the local authority, and what your career history was to date.
2. Were you involved in the transformation process? If yes, in what way?
3. What do you think about the transformation of the City Planning Function?
4. Are things better or worse now than before the transformation started? Why?
5. Do you think the changes made to the structure and leadership of the City Planning Function were positive or negative? Please explain why you feel this way.
6. What are the main frustrations that you are experiencing at the moment?
7. How do you feel about top management (the Mayor, the incumbent Councillor, the Municipal Manager, the Strategic Executive Officer)?
8. Have you ever seen the Mayor face to face? And the Municipal Manager? How do you feel about this?
9. How would you describe an effective town planner?
10. As a town planner, do you feel that you are effective at the moment? Please explain why (not).
11. Do you think the way in which local government has been transformed in Tshwane has made town planners more effective? Why do you say that?
12. Do you feel more loyal, or less loyal to the local authority now than before the transformation process? Try to describe your loyalty before and now in terms of a scale from 1-10, where 10 is extremely loyal and 1 not loyal at all.
13. How would you describe the team spirit or relationship between the town planners as a group?
14. How would you describe the relationship between the planners and a) other horizontal groups (e.g. the transportation engineers) and b) top management?

15. What do you think planners can contribute towards the aims of developmental local government?
16. What do you think can be done to make the Tshwane planners more effective?
17. Do you feel motivated towards your work at the moment? Why (not)?
18. Are you satisfied with your job at the moment? If not, were you at one time?
19. Do you feel that the reward system in the CTMM is such that planners will be rewarded for being effective? What kind of behaviour is rewarded and how?
20. Has transformation succeeded in addressing/rectifying any of your problems thus far?
21. How do you see your future at the CTMM? How does that make you feel?
22. Is there a common goal/vision shared by all the Tshwane planners? If so, what is that goal?
23. Do you see yourself playing a positive role in the transformation the organization and of the city? Why (not)?
24. Do you experience a sense of belonging to the CTMM? Do you experience a sense of belonging to the group of town planners?

Annexure B

GLOSSARY OF KEY LEGISLATION

Local Government Legislation:

The Development Facilitation Act, 1995 (Act 67 of 1995) (also known as the DFA)

The Remuneration of Public Office-bearers Act, 1998 (Act 20 of 1998)

Local Government Municipal Demarcation Act, 1998 (Act 27 of 1998)

Local Government Municipal Structures Act, 1998 (Act 117 of 1998) (also known as the Structures Act)

White Paper on Local Government. 1998

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The Promotion of Access to Information Act, 2000 (Act 2 of 2000)

Promotion of Administrative Justice Act, 2000 (Act 3 of 2000).

The Local Government Municipal Electoral Act, 2000 (Act 27 of 2000)

Local Government Municipal Systems Act, 2000 (Act 32 of 2000) (also known as the MSA)

The Local Government Municipal Finance Management Act, 2003 (Act 56 of 2003) and the Policy Framework for Municipal Borrowing and Financial Emergencies.

The Local Government Property Rates Act, 2004 (Act 6 of 2004)

Labour Legislation:

The Labour Relations Act, 1995 (Act 66 of 1995) (also known as the LRA)

The Basic Conditions of Employment Act, 1997 (Act 75 of 1997)

The Employment Equity Act, 1998 (Act 55 of 1998) (also known as the EE Act)

The Skills Development Act, 1998 (Act 97 of 1998)

The Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act 4 of 2000)

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