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- redistribute material from this website [except for content specifically and expressly made available for redistribution] --
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You must not use this website in any way that causes, or may cause, damage to the website or impairment of the availability or accessibility of the website; or in any way which is unlawful, illegal, fraudulent or harmful, or in connection with any unlawful, illegal, fraudulent or harmful purpose or activity. You must not use this

website to copy, store, host, transmit, send, use, publish or distribute any material which consists of (or is linked to) any spyware, computer virus, Trojan horse, worm, keystroke logger, toolkit or other malicious computer software.

You must not conduct any systematic or automated data collection activities (including without limitation scraping, data mining, data extraction and data harvesting) on or in relation to this website without F. Minnaar's express written consent.

You must not use this website to transmit or send unsolicited commercial communications.

You must not use this website for any purposes related to marketing without F. Minnaar's express written consent.

Restricted access

Access to certain areas of this website is restricted. F. Minnaar reserves the right to restrict access to [other] areas of its websites (or the entire sites) at F. Minnaar discretion. If F. Minnaar provides you with a user ID and password to enable you to access restricted areas of this website or other content or services, you must ensure that the user ID and password are kept confidential.

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- this website will be constantly available, or available at all; or
- the information on this website is complete, true, accurate or non-misleading.

Limitations of liability

F. Minnaar will not be liable to you (whether under the law of contact, the law of torts or otherwise) in relation to the contents of, or use of, or otherwise in connection with, this website:

- for any direct loss;
- for any indirect, special or consequential loss; or
- for any business losses, loss of revenue, income, profits or anticipated savings, loss of contracts or business relationships, loss of reputation or goodwill, or loss or corruption of information or data.

These limitations of liability apply even if F. Minnaar has been expressly advised of the potential loss.

Note that there are multiple widgets, links and feeds on this website that, if clicked, transfer the user to third-party sites or contents that are not under Frans Minnaar’s control, and that he cannot, and will not, be held liable for any losses or risks that may result from such links.

Other parties

You accept that, as a limited liability entity, F. Minnaar has an interest in limiting the personal liability of its officers and employees. You agree that you will not bring any claim personally against F. Minnaar's employees in respect of any losses you suffer in connection with the website.

Without prejudice to the foregoing paragraph, you agree that the limitations of warranties and liability set out in this website disclaimer will protect F. Minnaar's employees, agents, subsidiaries, successors, assigns and sub-contractors.



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Unenforceable provisions

If any provision of this website disclaimer is, or is found to be, unenforceable under applicable law, that will not affect the enforceability of the other provisions of this website disclaimer.

Indemnity

You hereby indemnify F. Minnaar and undertake to keep F. Minnaar indemnified against any losses, damages, costs, liabilities and expenses (including without limitation legal expenses and any amounts paid by F. Minnaar to a third party in settlement of a claim or dispute on the advice of F. Minnaar legal advisers) incurred or suffered by F. Minnaar arising out of any breach by you of any provision of these terms and conditions, or arising out of any claim that you have breached any provision of these terms and conditions.

Breaches of these terms and conditions

Without prejudice to F. Minnaar's other rights under these terms and conditions, if you breach these terms and conditions in any way, F. Minnaar may take such action as F. Minnaar deems appropriate to deal with the breach, including suspending your access to the website, prohibiting you from accessing the website, blocking computers

using your IP address from accessing the website, contacting your internet service provider to request that they block your access to the website and/or bringing court proceedings against you.

Variation

F. Minnaar may revise these terms and conditions from time-to-time. Revised terms and conditions will apply to the use of this website from the date of the publication of the revised terms and conditions on this website. Please check this page regularly to ensure you are familiar with the current version.

Assignment

F. Minnaar may transfer, sub-contract or otherwise deal with F. Minnaar's rights and/or obligations under these terms and conditions without notifying you or obtaining your consent. You may not transfer, sub-contract or otherwise deal with your rights and/or obligations under these terms and conditions.

Severability

If a provision of these terms and conditions is determined by any court or other competent authority to be unlawful and/or unenforceable, the other provisions will continue in effect. If any unlawful and/or unenforceable provision would be lawful or enforceable if part of it were deleted, that part will be deemed to be deleted, and the rest of the provision will continue in effect.



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Entire agreement

These terms and conditions, together with the disclaimer, privacy policy and related notices and conditions selectively placed on the website, constitute the entire agreement between you and F. Minnaar in relation to your use of this website, and supersede all previous agreements in respect of your use of this website.

These terms and conditions will be governed by and construed in accordance with relevant South African and (where applicable) international law, and any disputes relating to these terms and conditions will be subject to the [non-]exclusive jurisdiction of the courts of the Republic of South Africa.

Engaging on the website

This website contains multiple widgets and platforms where site-visitors can post comments and remarks, or address written enquiries to Frans Minnaar. When engaging in communication on, or through, this site, please take note of the following:

The contents of this conduct-requirements must be construed as F. Minnaar's site policy for all forums and electronic platforms that engage visitors and clients in conversation or interactive participation.

Non-adherence to the provisions of this code could result in Frans Minnaar suspending your benefits or allowances to participate in online exchanges.

F. Minnaar encourages you to make full use of the opportunity to engage in debate granted by the use of these platforms.

However, please remember that it is a public space, and that your questions and comments will be read by other participants or subscribers as well.

Refrain from using deliberately derogative language, and especially remarks or comments that can be construed as hate-speech or discriminatory in any way, especially if it lacks proper context or non-compliance with this Code in its interpretation. Please also do not breach any of SA's copyright laws or laws regulating social conduct during the use of the platforms.

Also note that Dr. Frans Minnaar, in terms of his administrative duties over the maintenance of this website, and the activity on it, reserve the right to terminate your continuous use of the platforms, regardless of your status as a subscriber / member, if your use thereof constitutes unnecessary risk or may lead to legal exposure or liability.



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As a general disclaimer, the questions, comments and remarks on the platforms are those of the participants, and Frans Minnaar does not accept any responsibility for damage, losses or disputes that may result from the use thereof.

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Who I am

Frans Minnaar specialises in government and management. During the scope of his professional career, he has been a government experts and management consultant.

Frans Minnaar has a Ph.D in Public Administration and Management from the University of the Free State (2004).

Frans has worked as a part-time lecturer, lecturing to under – and post graduate students, including Ph.D students, and offering short courses, at the University of the Free State in Public Administration and Management between 1996 and 2016. He has also facilitated training sessions in Public Management to hundreds of working adults during his career as a management consultant.

Frans has started his career in 1994 in the public service. Since 2003, he has been self-employed as a management consultant, focusing on the government sector, municipalities and start-off businesses. In this capacity, I have been an advisor to various Training and Development institutes in South Africa, Namibia and other African countries. I have also made presentations about the SA administrative and public governance system to municipalities and other government institutions. I have written strategic plans and Integrated Development Plans and implemented Performance Management Systems at government institutions. I have furthermore assisted with performance in these institutions, and compiled performance and annual reports.



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What I do

Frans Minnaar offers the following contents through his website, YouTube channel and related electronic platforms:

1. YouTuber and Blogger

Frans offers commentary and opinions about South African politics, economy, society and governance through the contents on his YouTube channel and the Site Blog on his website.

2. Activist

Frans Minnaar engages in political, social, economic and governance activism, in pursued

of the following values or aims:

- 2.1 Equality without provisions for any type of discrimination.
- 2.2 Constitutional freedom and recognition of pluralism.
- 2.3 Economic freedom.
- 2.4 Good governance, management efficiency and enterprise excellence.

3, Compliance

Frans analyse government legislation impacting on citizens, communities, business and enterprises. He post advisory opinions in this regard on the "Online Programs" platform of his website.

What I do

4. Risks and Analyses

Frans Minnaar collects data and high quality qualitative information, from reputable sources, such as government statistical agencies, academic institutions and research foundations; process the results of the analyses into risk assessments, and publish summaries of the outcomes on his website.

This include identifying, assessing and reporting political, economic, social, governance and enterprise risks.

These analyses include political trends and risks, economic trends and risks, social trends and risks and governance trends and risks.

5. Management Support

Frans Minnaar has been a management consultant for more than twenty five years. He offers management resources and advisory services to start-off, - medium size and corporate clients.

Frans' focus, in terms of his Management offerings, are on:

- 5.1 Planning and Strategy.
- 5.2 Performance Management.
- 5.3 Project Management.