

# BRIEFING TO THE PORTFOLIO COMMITTEE ON TOURISM

## SECOND QUARTERLY PERFORMANCE REPORT FOR 2025/26 FINANCIAL YEAR

17 FEBRUARY 2026

broadening horizons



**tourism**

Department:  
Tourism  
REPUBLIC OF SOUTH AFRICA



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# I. PERFORMANCE OVERVIEW



# FIRST QUARTER PERFORMANCE (1 APRIL – 30 JUNE 2025)

Branches	Achieved	Not achieved; significant work done	Not achieved; intervention required
<b>Administration</b>	94,44% (17 of 18)	5,56% (1 of 18)	0,00% (0 of 18)
<b>Tourism Research, Policy and International Relations</b>	92,31% (12 of 13)	0,00% (0 of 13)	7,69% (1 of 13)
<b>Destination Development</b>	91,67% (11 of 12)	0,00% (0 of 12)	8,33% (1 of 12)
<b>Tourism Sector Support Services</b>	95,45% (21 of 22)	4,55% (1 of 22)	0,00% (0 of 22)
<b>Total</b>	<b>93,85% (61 of 65)</b>	<b>3,08% (2 of 65)</b>	<b>3,08% (2 of 65)</b>



## SECOD QUARTER PERFORMANCE (1 JULY – 30 SEPTEMBER 2025)

Branches	Achieved	Not achieved; significant work done	Not achieved; intervention required
<b>Administration</b>	100,00% (19 of 19)	0,00% (0 of 19)	0,00% (0 of 19)
<b>Tourism Research, Policy and International Relations</b>	92,86% (13 of 14)	7,14% (1 of 14)	0,00% (0 of 14)
<b>Destination Development</b>	84,62% (11 of 13)	0,00% (0 of 13)	15,38% (2 of 13)
<b>Tourism Sector Support Services</b>	95,24% (20 of 21)	0,00% (0 of 21)	4,76% (1 of 21)
<b>Total</b>	<b>94,03% (63 of 67)</b>	<b>1,49% (1 of 67)</b>	<b>4,48% (3 of 67)</b>



# 2. PROGRAMME PERFORMANCE INFORMATION



# 2.1 Programme I: Administration



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 Targets	Quarter 2 targets	Quarter 2 progress
1. Audit outcome on financial statements and performance information.	Unqualified audit on financial statements and performance information.	<b>Achieved:</b> Financial and non-financial performance information was submitted to the AGSA and NT.	AGSA audit report received.	<b>Achieved:</b> AGSA audit report was received on 31 July 2025. The Department received an unqualified audit report with no material findings (Clean Audit).
2. Percentage spending in line with departmental strategic priorities and outcomes.	76% budget spent directly related to growth and job creation.	<b>Achieved:</b> Report on percentage spend on strategic priorities was developed.	Report on percentage spend on strategic priorities.	<b>Achieved:</b> Report on percentage spend on strategic priorities was developed.
3. Percentage procurement of goods and services from SMMEs.	40% expenditure achieved on procurement of goods and services from SMMEs.	<p><b>Achieved:</b> 91,56% expenditure achieved on procurement of goods and services from SMMEs were achieved.</p> <p><b>Reason for Variance:</b> 51,56% overachieved. Target reported in line with the TID. The Qualifying Small Enterprises (QSE's) and Emerging Qualifying Enterprises (EME's) were preferred by the application of SCM policy on Historically Disadvantaged Individuals (HDIs) specific goals scoring.</p>	40% expenditure achieved on procurement of goods and services from SMMEs.	<b>Achieved:</b> 81,12% expenditure achieved on procurement of goods and services from SMMEs was achieved.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 Targets	Quarter 2 targets	Quarter 2 progress
4. Percentage of compliant invoices paid within prescribed timeframes.	100% Payment of all compliant invoices within 30 days.	<p><b>Partially Achieved:</b> 99,96% of all compliant invoices paid within 30 days.</p> <p><b>Reason for Variance:</b> 2,775 invoices were received for quarter 1; 2,774 were paid on time, and 1 invoice was paid late. The invoice was captured on Logis system but was not posted to the next level for further processing. The official who captured the invoice went on leave, and when he returned, he realised that the invoice was still in his domain. By the time the invoice was processed, it was already late. The value of the invoice is R2 438.00 and was duly reported to the NT.</p> <p><b>Corrective Action:</b> Generate the transaction report of invoices captured on LOGIS daily to ensure that all posted invoices are processed. Register invoices received in the department in a central place.</p>	100% of all compliant invoices paid within 30 days.	<b>Achieved:</b> 100% of all compliant invoices paid within 30 days.
5. Percentage of procurement spend from compliant women-owned businesses.	40% procurement spend from compliant women-owned businesses.	<p><b>Achieved:</b> 77,96% procurement spend from compliant women-owned businesses was achieved.</p> <p><b>Reason for Variance:</b> 37,96% overachieved. Target reported in line with the TID. The women-owned enterprises were preferred by the application of SCM policy on HDI specific goals scoring.</p>	40% procurement spend from compliant women-owned businesses.	<b>Achieved:</b> 68,67% procurement spend from compliant women-owned businesses was achieved.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
6. Number of public entity oversight instruments developed.	Four SA Tourism quarterly oversight reports developed.	<b>Achieved:</b> SA Tourism quarterly oversight report was developed.	SA Tourism quarterly oversight report developed.	<b>Achieved:</b> SA Tourism quarterly oversight report was developed.
7. Capacity alignment exercise conducted.	Conduct an exercise to align departmental capacity to strategic priorities.	<b>Achieved:</b> Approval of strategic priorities was finalised.	Finalise assessment of capacity alignment gaps.	<b>Achieved:</b> Assessment of capacity alignment gaps was finalised.
		<b>Achieved:</b> Assessment of capacity alignment gaps was initiated.	Draft report on gap analysis.	<b>Achieved:</b> Draft report on gap analysis was developed.
8. Assessment of the current skills profile for employees conducted.	An assessment of the current skills profile of employees conducted.	<b>Achieved:</b> Terms of Reference for employee skills Profiling were developed and finalised.	Appointment of Service Provider.	<b>Achieved:</b> Service Provider was appointed.
			Data Collection and analysis of the current skills profile of employee conducted.	<b>Achieved:</b> Data Collection and analysis of the current skills profile of employee was conducted.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
9. Human Resource (HR) Strategy developed and implemented.	Development and implementation of the Human Resource Strategy.	<b>Achieved:</b> HR Strategy review was conducted.	Consultation on the draft strategy undertaken and the draft refined based on feedback.	<b>Achieved:</b> Consultation on the draft strategy was undertaken and the draft refined based on feedback.
	Report on the implementation of HR Strategy developed.	No target for Quarter 1.	No target for Quarter 2.	No target for Quarter 2.
10. Academic excellence recognition programme for tourism graduates implemented.	Pilot academic excellence recognition programme for tourism graduates.	<b>Achieved:</b> Design of academic excellence recognition programme for tourism graduates was initiated.	Finalise design of academic excellence recognition programme for tourism graduates.	<b>Achieved:</b> Design of academic excellence recognition programme for tourism graduates was finalised.
11. Compliance with prescribed recruitment timeframes.	Recruitment cycle for all posts approved for filling concluded within prescribed timeframes.	<b>Achieved:</b> Monitoring report for all posts approved for filling was developed.	Monitoring report for all posts approved for filling developed.	<b>Achieved:</b> Monitoring report for all posts approved for filling was developed.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
12. Percentage of compliance with Departmental Employment Equity target.	SMS women representation at a minimum of 50%.	<b>Achieved:</b> SMS women representation was maintained at a minimum of 52,4%.	SMS women representation at a minimum of 50%.	<b>Achieved:</b> SMS women representation was maintained at a minimum of 51,6%.
	Persons living with disability representation maintained above 3%.	<b>Achieved:</b> Persons with disability representation was maintained at 4,8%.	Persons with disability representation maintained at 3%.	<b>Achieved:</b> Persons with disability representation was maintained at 5%.
13. Percentage of Workplace Skills Plan (WSP) implemented.	100% implementation of WSP.	<b>Achieved:</b> 100% of WSP Quarter 1 targets was achieved.	100% of WSP Quarter 2 targets achieved.	<b>Achieved:</b> 100% of WSP Quarter 2 targets was achieved.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
14. Percentage implementation of the Communications Implementation Plan.	100% implementation of the 2025/26 Communications Implementation Plan aligned to the MTDP.	<b>Achieved:</b> 100% of the Quarter 1 Communications Implementation Plan was implemented.	100% implementation of the Quarter 2 Communications Implementation Plan.	<b>Achieved:</b> 100% of the Quarter 1 Communications Implementation Plan was implemented.
15. Percentage implementation of the Annual Internal Audit Plan.	100% implementation of the Annual Internal Audit Plan.	<b>Achieved:</b> 20% of the Annual Internal Audit Plan was implemented.	30% implementation of the Annual Internal Audit Plan.	<b>Achieved:</b> 30% of the Annual Internal Audit Plan was implemented.
16. Digital Transformation initiative monitored.	Report on the implementation of the Digital Transformation initiative.	<b>Achieved:</b> Reporting Framework for the Digital Transformation initiative was developed.	Quarter 1 Report on the Digital Transformation initiative.	<b>Achieved:</b> Quarter 1 Report on the Digital Transformation initiative was developed.



## 2.2 Programme 2

# Tourism Research, Policy and International Relations



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
I. Number of tourism monitoring and evaluation initiatives implemented.	<b>Four tourism monitoring and evaluation initiatives implemented:</b>			
	1. Monitoring of International Memoranda of Understanding (MoU).	<b>1. Achieved:</b> Monitoring report on the implementation of international MoUs was developed.	Monitoring report on the implementation of international MoUs was developed.	<b>Achieved:</b> Monitoring report on the implementation of international MoUs was developed.
	2. Monitoring of the implementation of the White Paper.	<b>2. Achieved:</b> Monitoring Report on the implementation of the White Paper was developed.	Monitoring report on the implementation of the White Paper was developed.	<b>Achieved:</b> Monitoring report on the implementation of the White Paper was developed.
	3. National Tourism Statistics Plan Implementation Report for economic growth and job creation.	<b>3. Achieved:</b> Implementation report on the implementation of National Tourism Statistics Plan for economic growth and job creation was developed.	Implementation report on the implementation of National Tourism Statistics Plan for economic growth and job creation was developed.	<b>Achieved:</b> Implementation report on the implementation of National Tourism Statistics Plan for economic growth and job creation was developed.
4. Quarterly Tourism Sector Masterplan (TSMP) Implementation Reports developed.	<b>4. Achieved:</b> Quarter 1 TSMP implementation report was developed.	Quarter 2 TSMP implementation report was developed.	<b>Achieved:</b> Quarter 2 TSMP implementation report was developed.	



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
2. Number of departmental systems digitalised.	<b>Two departmental systems digitalised</b>			
	1. National Tourism Information and Monitoring System (NTIMS) developed.	<b>Achieved:</b> NTIMS requirements gathering was conducted.	NTIMS functionalities were developed.	<b>Achieved:</b> NTIMS functionalities were developed.
	2. Implementation of the National Register of Tourist Guide Information System (TGIS).	<b>Achieved:</b> TGIS requirements gathering was conducted.	TGIS functionalities were developed.	<b>Achieved:</b> TGIS functionalities were developed.
3. Number of initiatives implemented to create an enabling policy and regulatory environment for tourism growth and development.	<b>Three initiatives implemented:</b>			
	1. Policy and regulatory reforms plan developed and implemented together with relevant departments to deliver growth and employment.	<b>Achieved:</b> Policy and regulatory reforms plan was developed.	Report on the implementation of the reforms plan.	<b>Achieved:</b> Report on the implementation of the reforms plan was developed.
	2. Red tape reduction action plan developed and implemented.	<b>Achieved:</b> Red tape reduction plan was developed.	Report on the implementation of the red tape reduction plan.	<b>Achieved:</b> Report on the implementation of the red tape reduction plan was developed.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
3. Number of initiatives implemented to create an enabling policy and regulatory environment for tourism growth and development.	<b>Three initiatives implemented ... continued:</b>			
	3. Short term rental framework (STR) developed.	<b>3. Achieved:</b> Draft STR framework was developed.	Draft STR framework submitted for consultation with stakeholders.	<b>Not Achieved:</b> The Draft STR Framework was submitted for consultation with stakeholders; however, no consultations were undertaken.  <b>Reason for Variance:</b> Directive was issued to halt consultations with stakeholders until the STR work was finalised.  <b>Corrective Measure:</b> Minister provided guidance on the 2 October 2025 on how to proceed with the STR Framework: Code of Good Practice and the approach to consultations. Minister indicated that there must be consultations with Short Term Rentals industry players in November 2025 and that she will lead those consultations.
4. Tourism Growth Partnership Plan (TGPP) developed and implemented.	TGPP developed.	<b>Achieved:</b> TGPP was developed and actions identified by partner working groups.	Implementation of TGPP.	<b>Achieved:</b> TGPP was developed and actions identified by partner working groups.

Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
5. Number of intergovernmental coordination initiatives implemented.	<b>Two initiatives implemented</b> Nine tourism District Development Model (DDM) supporting outreaches conducted.	<b>Achieved:</b> DDM framework in place. Concept note developed based on existing DDM framework.	Three tourism DDM supporting outreaches conducted.	<b>Achieved:</b> Six tourism DDM supporting outreaches were conducted.  <b>Reason for Variance:</b> Additional sessions were conducted due to the Minister's directive to conduct individual district engagements.
	Two tourism MINMEC hosted.	<b>Not Achieved:</b> Tourism MINMEC was not hosted.  <b>Reason for Variance:</b> Dates were not confirmed.  <b>Corrective Action:</b> Tourism MINMEC has been hosted during Quarter 2.	No target for quarter 2	No target for quarter 2



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
6. Number of fora prioritised to advance South Africa's tourism interests at regional, continental and global level through multilateral and other groupings.	South Africa's tourism interests promoted through hosting the G20 Tourism Meetings.	<b>Achieved:</b> 2nd G20 Tourism Working Group Meeting was hosted on 11-13 May 2025 in Durban.	Host 3rd G20 Tourism Working Group Meeting.	<b>Achieved:</b> 3rd G20 Tourism Working Group Meeting was hosted.
			Host the G20 Ministerial Meeting.	<b>Achieved:</b> G20 Ministerial Meeting was hosted.
7. Number of outreach programmes to the diplomatic community implemented	Two outreach programmes to prioritised market (Africa & Asia).	No target for Quarter 1.	Concept document for the outreach programmes developed and approved.	<b>Achieved:</b> Concept document for the outreach programmes was developed and approved.



## 2.3 Programme 3

# Destination Development



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
I. Number of destination planning and investment coordination initiatives undertaken.	<b>Four initiatives undertaken:</b>			
	1. Implementation of the budget resort network and brand concept.	<b>Achieved:</b> Report on implementation of the budget resort network and brand concept was developed.	Report on implementation of the budget resort network and brand concept.	<b>Achieved:</b> Report on implementation of the budget resort network and brand concept was developed.
	2. A pipeline of nationally prioritised tourism investment opportunities managed.	<b>Achieved:</b> Quarterly Report on the management of a pipeline of nationally prioritised tourism investment opportunities was developed.	Quarterly Report on the management of a pipeline of nationally prioritised tourism investment opportunities developed.	<b>Achieved:</b> Quarterly Report on the management of a pipeline of nationally prioritised tourism investment opportunities was developed.
	3. One investment promotion platform hosted.	<b>Achieved:</b> Preparations for the tourism investment conference scheduled for Quarter 2 were finalised.	One (1) tourism investment platform hosted.	<b>Achieved:</b> One (1) tourism investment platform was hosted.
	4. Tourism partnership plan with departments and entities developed.	<b>Achieved:</b> Concept to develop tourism partnership plan with departments and entities was finalised.	Consultations with departments and entities initiated.	<b>Achieved:</b> Consultations with departments and entities were initiated.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
2. Number of destination enhancement initiatives supported.	<b>Seven initiatives supported:</b>			
	1. Seventeen (17) community-based tourism projects completed.	<b>Achieved:</b> Status report towards completion of projects was developed.	Status report towards completion of projects.	<b>Achieved:</b> Status report towards completion of projects was developed.
	2. Implementation of five (5) community-based tourism projects monitored.	<b>Achieved:</b> Implementation of five (5) community-based tourism projects was monitored.	Implementation of five (5) community-based tourism projects monitored.	<b>Achieved:</b> Implementation of five (5) community-based tourism projects was monitored.
	3. Develop and implement support model for sustainable operations on community projects.	<b>Achieved:</b> Concept to host matchmaking event/s with owning entities and potential operators and investors was finalised.	Matchmaking event/s with owning entities and potential operators and investors hosted.	<b>Achieved:</b> Matchmaking event/s with owning entities and potential operators and investors were hosted.
	4. Implementation of fourteen (14) tourism infrastructure projects by various entities monitored.	<b>Achieved:</b> Implementation of fourteen (14) tourism infrastructure projects by various entities was monitored.	Implementation of fourteen (14) tourism infrastructure projects by various entities monitored.	<b>Achieved:</b> Implementation of fourteen (14) tourism infrastructure projects by various entities was monitored.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
2. Number of destination enhancement initiatives supported.	<b>Seven initiatives supported ... continued:</b>			
	5. Thirty-three (33) completed maintenance project sites handed back to owning entities.	<b>Achieved:</b> Status report towards hand-over of projects was developed.	Thirteen (13) completed maintenance project sites handed back to owning entities.	<b>Not Achieved:</b> Zero (0) completed maintenance project sites handed back to owning entities.  <b>Reason for Variance:</b> Late submission of compliance documentation for verification.  <b>Corrective Measure:</b> Thirteen (13) completed maintenance project sites handed back to owning entities will be achieved in quarter 3.
	6. DBSA implementation of two (2) maintenance projects monitored.	<b>Achieved:</b> DBSA implementation of two (2) maintenance projects was monitored.	DBSA implementation of two (2) maintenance projects monitored.	<b>Achieved:</b> DBSA implementation of two (2) maintenance projects was monitored.
	7. Condition assessment in five (5) identified heritage sites completed.	<b>Not Achieved:</b> Terms of Reference (ToR) to appoint a service provider to conduct condition assessments were not finalised.  <b>Reason for Variance:</b> Administrative delays in finalising the ToR.  Corrective Action: ToR were finalised during Quarter 2.	Appoint a service provider to conduct condition assessments.  Condition assessment in five (5) identified heritage sites commenced.	<b>Achieved:</b> Bid process has been abandoned and considered conducting condition assessment inhouse.  <b>Achieved:</b> Condition assessment in five (5) identified heritage sites have commenced.

Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
3. Number of work opportunities created through Working for Tourism projects.	1400 Work opportunities created.	<p><b>Achieved:</b> 735 Work opportunities were created against the target of 400.</p> <p><b>Reason for Variance:</b> The overlapping implementation of the Tourism Monitors programme contributed to the overachievement of targets for this quarter. Six projects from the TM Programme were reported as follows: <b>April:</b> EC - Tourism Monitors (130), Ezemvelo Tourism Monitors (123), ACSA Tourism Monitors (32), Limpopo Tourism Monitors (26), SANBI Tourism Monitors (47), and WC-Tourism Monitors (192). Stipends were paid in Quarter 1 (May and June).</p>	500 Work Opportunities created.	<p><b>Not Achieved:</b> 13 Work opportunities were created.</p> <p><b>Reason for variance:</b> Skills projects start date is extremely delayed.</p> <p><b>Corrective Measure:</b> Approval to fund projects that solely create job opportunities such as cleaning projects.</p>



## **2.4 Programme 4**

# **Tourism Sector Support Services**



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
I. Number of incentives implemented to support tourism SMMEs.	<b>Four incentive programmes implemented to stimulate inclusive growth and job creation:</b>			
	1. Green Tourism Incentive Programme (GTIP); 2. Tourism Transformation Fund (TTF); 3. Market Access Support Programme (MASP).	<b>Achieved:</b> Progress reports on the implementation of the three incentive programmes: GTIP, TTF and MASP to stimulate inclusive growth and job creation were submitted	Progress reports on the implementation of the three incentive programmes: GTIP, TTF and MASP to stimulate inclusive growth and job creation were submitted.	<b>Achieved:</b> Progress reports were submitted on the implementation of the three incentive programmes: GTIP, TTF and MASP to stimulate inclusive growth and job creation.
	4. Tourism Equity Fund (TEF) migrated to another implementing agent	<b>Achieved:</b> Progress report on the migration of TEF to another implementing agent was developed.	Progress report on the migration of TEF to another implementing agent was developed.	<b>Achieved:</b> Progress report on the migration of TEF to another implementing agent was developed.
	Review the Tourism Incentive Programme (TIP).	<b>Achieved:</b> Progress report on review of TIP including the review of the Standard Operating Procedures, return on investment / efficiencies of the programme was developed.	Progress report on review of TIP including the review of the Standard Operating Procedures, return on investment / efficiencies of the programme was developed.	<b>Achieved:</b> Progress report on review of TIP was developed.

Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
2. Number of Tourism Monitors enrolled to enhance visitor service and experiences.	Training and placement of 1500 Tourism Monitors in 9 provinces	<p><b>Partially Achieved:</b> Recruitment and selection of Tourism Monitors was conducted in KwaZulu-Natal.</p> <p><b>Reason for Variance:</b> Delays in the approval of the concept document, to recruit, train and deploy the remaining number of Monitors.</p> <p><b>Corrective Action:</b> Recruitment and selection of Tourism Monitors was finalised during quarter 2.</p>	Induction, placement and training was conducted for the Tourism Monitors.	<b>Achieved:</b> Induction, placement and training was conducted for the Tourism Monitors.
3. Number of sessions implemented on Visitor Experience Enhancement Programme with government institutions.	Ten (10) Visitor Experience Enhancement Programme sessions implemented with government institutions	<p><b>Achieved:</b> Identification of government institutions was conducted.</p> <p><b>Achieved:</b> Training programme for Visitor Experience Enhancement Programme was developed.</p>	Two (2) sessions conducted for Visitor Experience Enhancement Programme.	<p><b>Achieved:</b> Three sessions were conducted for Visitor Experience Enhancement Programme.</p> <p><b>Reason for Variance:</b> Department conducted three sessions instead of two, following a request from Border Management Authority to include Richards Bay Harbor considering the expected increase of tourists at the cruise terminal during September and October period.</p>



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	<b>Ten demand led skills development programmes implemented across the sector to create jobs and work opportunities with skills programmes identified according to demand:</b>			
	1. Tourism Graduate Recruitment Programme.	<b>Achieved:</b> Project plan for the Tourism Graduate Recruitment Programme was developed.	Recruitment and selection of graduates for the Tourism Graduate Recruitment Programme finalised.	<b>Achieved:</b> Recruitment and selection of graduates for the Tourism Graduate Recruitment Programme was finalised.
	2. Artisan Recognition of Prior Learning (ARPL) Programme	<b>Achieved:</b> Project Plan for the ARPL Programme was developed.	Recruitment and selection of the learners for ARPL Programme finalised.	<b>Achieved:</b> Recruitment and selection of the learners for ARPL Programme was finalised.
		<b>Achieved:</b> Recruitment and selection of the learners for ARPL Programme was initiated.	The ARPL Programme implementation initiated.	<b>Achieved:</b> The ARPL Programme implementation was initiated with induction of learners in Limpopo on 26 September and in Mpumalanga on 30 September 2025.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	<b>Ten demand led skills development programmes implemented across the sector to create jobs and work opportunities with skills programmes identified according to demand ... continued:</b>			
	3. Resource Efficiency Cleaner Production (RECP)	<b>Achieved:</b> The RECP Programme was implemented.	The RECP Programme implemented.	<b>Achieved:</b> The RECP Programme was implemented.
	4. Learn and Earn Youth Placement Programme	<b>Achieved:</b> Project Plan for the Learn and Earn Youth Placement Programme was developed.	Recruitment and selection of the youth for the Learn and Earn Youth Placement Programme finalised.	<b>Achieved:</b> Recruitment and selection of the youth for the Learn and Earn Youth Placement was finalised.
	5. Women Executive Development Programme	<b>Achieved:</b> Project Plan for the Women Executive Development Programme was developed.	Report on the implementation of the Women Executive Development Programme developed.	<b>Achieved:</b> Report on the implementation of the Women Executive Development Programme was developed.
	6. Tourist Guides Training	<b>Achieved:</b> Project Plan for the implementation of the Tourist Guides Training was developed.	Recruitment and selection of the Tourist Guides for training finalised.	<b>Achieved:</b> Recruitment and selection of the Tourist Guides for training was finalised.
	7. Educator Development Programme	<b>Achieved:</b> Project Plan for the Educator Development Programme was developed.	Recruitment and selection for the Educator Development Programme finalised.	<b>Achieved:</b> Recruitment and selection for the Educator Development Programme was finalised.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	<b>Ten demand led skills development programmes implemented across the sector to create jobs and work opportunities with skills programmes identified according to demand ... continued:</b>			
	8. Small, Micro Medium Enterprises (SMMEs) training on Occupational Health and Safety Norms and Standards.	<b>Achieved:</b> Project Plan for the SMMEs training on training on Occupational Health and Safety Norms and Standards was developed.	Recruitment and selection for the SMMEs training on Occupational Health and Safety Norms and Standards finalised	<b>Achieved:</b> Recruitment and selection for the SMMEs training on training on Occupational Health and Safety Norms and Standards was finalised.
	9. Integrated Service Excellence focusing on townships, villages, small towns.	<b>Achieved:</b> Project Plan for Integrated Service Excellence focusing on townships, villages, small towns was developed.	Integrated Service Excellence focusing on townships, villages, small towns implemented.	<b>Not Achieved:</b> Integrated Service Excellence focusing on townships, villages, small towns was not implemented.  <b>Reason for Variance:</b> Delays in finalisation and approval of the concept document impacted the implementation.  <b>Corrective Measure:</b> Recruitment, selections, interviews and skills programme training to be finalised in the third quarter.
10. Culinary Programme.	<b>Achieved:</b> Project Plan for implementation of Culinary Programme was developed.	Culinary Programme implemented.	<b>Achieved:</b> Culinary Programme was implemented.	



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
5. Number of initiatives implemented to support the targeted job and income earning opportunity programmes.	<b>Two initiatives implemented:</b>			
	1. Develop a concept to further collaboration with Pathway Management Network role-players to identify a pipeline of initiatives.	<b>Achieved:</b> Concept note was developed.	Initiatives to support income earning opportunity programmes identified.	<b>Achieved:</b> Initiatives to support income earning opportunity programmes were identified.
	2. Submit MoU with Pathway Management Network Role-players for signing.	<b>Achieved:</b> Mutual roles between department and National Pathway Manager were identified.	Finalise MOU with a pipeline of projects and targets.	<b>Achieved:</b> MOU with a pipeline of projects and targets was finalised.
6. Roadmap developed for alignment of tourism skills supply with demand.	Roadmap developed and implemented.	<b>Achieved:</b> Implementation plan was finalised with partners for the development of the roadmap.	Draft roadmap developed.	<b>Achieved:</b> Draft roadmap was developed.



Output Indicator	Annual Target	Quarterly Performance Against Targets		
		Quarter 1 targets	Quarter 2 targets	Quarter 2 progress
7. Number of initiatives implemented to promote sustainability and improve market access for SMMEs.	<b>Two initiatives implemented:</b> 1. Implement the incubation programme: i. Business Advisory Services Incubator with a bias towards women owned enterprises ii. Improve income generation at household level through Homestay Incubation Programme iii. Improve sustainability of tourism SMMEs through a compliance and resilience support	<b>Achieved:</b> Progress Report on the implementation of the following three initiatives: <ul style="list-style-type: none"> <li>• Business Advisory Services Incubator.</li> <li>• Homestay Incubation Programme.</li> <li>• compliance and Resilience support.</li> </ul>	Progress Report on the implementation of the following three initiatives: <ul style="list-style-type: none"> <li>• Business Advisory Services Incubator</li> <li>• Homestay Incubation Programme</li> <li>• Compliance and Resilience support</li> </ul>	<b>Achieved:</b> Progress Report was developed on the implementation of the following three initiatives: <ul style="list-style-type: none"> <li>• Business Advisory Services Incubator</li> <li>• Homestay Incubation Programme</li> <li>• Compliance and Resilience support.</li> </ul>
	2. Enterprise development programme for inclusive participation and sustainability in the tourism sector to ensure job creation reviewed.	<b>Achieved:</b> Progress report on the review of the enterprise development programme was developed.	Progress reports on the review of the enterprise development programme.	<b>Achieved:</b> Progress report on the review of the enterprise development programme was developed.



# **3. HUMAN RESOURCE INFORMATION**



## WORKFORCE REPRESENTATIVITY AS AT END OF SEPTEMBER 2025

### TOTAL ESTABLISHMENT

Race	Number	Percentage
Africans	380	87%
Coloureds	24	5,5%
Indians	15	3,4%
Whites	18	4,1%
<b>TOTAL</b>	<b>437</b>	<b>100%</b>
Persons with Disabilities	22	5%



## EMPLOYEES PER OCCUPATIONAL BANDS AS AT END OF SEPTEMBER 2025

OCCUPATIONAL BAND	MALE				FEMALE				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	2	0	0	0	3	0	1	2	8
Senior Management.	23	1	2	2	19	1	3	3	54
Professionally qualified and experienced specialists and mid-management.	89	1	4	4	103	10	5	5	221
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.	35	2	0	0	73	7	0	1	118
Semi-skilled and discretionary decision-making.	21	0	0	1	11	2	0	0	35
Unskilled and defined decision-making.	0	0	0	0	1	0	0	0	1
<b>TOTAL</b>	<b>170</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>210</b>	<b>20</b>	<b>9</b>	<b>11</b>	<b>437</b>



# 4. FINANCIAL INFORMATION



## BUDGET AND EXPENDITURE REVIEW AS AT 30 SEPTEMBER 2025

Programme	2025/26 ENE Allocation	Actual Expenditure	Actual Expenditure as % of ENE Allocation	Cumulative Projected Expenditure	% Cumulative Projected Expenditure	Variance from Cumulative Projected Expenditure	% Variance from Cumulative Projected Expenditure	Explanation of Material Variances from Projected Expenditure
	R'000	R'000	%	R'000	%	R'000	%	
<b>Administration</b>	364 184	152 825	42%	182 917	50%	30 092	8%	The underspending is primarily attributed to reduced expenditure resulting from delays in SITA facilitated procurement processes, which have impacted project implementation while the variance under Compensation of Employees is due to unfilled posts.
<b>Tourism Research, Policy and International Relations (Excl. SAT)</b>	107 807	50 905	47%	55 938	52%	5 033	5%	The underspending is primarily attributable to outstanding invoices related to expenditure on the G20. The underspending on Compensation of Employees has occurred due to unfilled positions.
<b>SA Tourism</b>	1 300 207	962 153	74%	1 092 174	84%	130 021	10%	The underspending is due to the delayed transfer payment to SA Tourism as guided by Section 29 of the PFMA .



## BUDGET AND EXPENDITURE REVIEW AS AT 30 SEPTEMBER 2025

Programme	2025/26 ENE Allocation	Actual Expenditure	Actual Expenditure as % of ENE Allocation	Cumulative Projected Expenditure	% Cumulative Projected Expenditure	Variance from Cumulative Projected Expenditure	% Variance from Cumulative Projected Expenditure	Explanation of Material Variances from Projected Expenditure
	R'000	R'000	%	R'000	%	R'000	%	
<b>Destination Development</b>	331 057	67 020	20%	108 273	33%	41 253	12%	The underspending is primarily due to delays in the appointment of service providers linked to the EPWP. The underspending in compensation of employees is due to unfilled positions.
<b>Tourism Sector Support Services</b>	331 637	81 360	25%	101 577	31%	20 217	6%	The underspending primarily stems from delays in appointing service providers and obtaining the necessary approvals, resulting in the deferral of several key projects and payments pending reviews, approvals, and the finalisation of procurement processes. The underspending in compensation of employees is due to unfilled positions.
<b>Total</b>	<b>2 434 892</b>	<b>1 314 263</b>	<b>54%</b>	<b>1 540 879</b>	<b>63%</b>	<b>226 616</b>	<b>9%</b>	



## EXPENDITURE PER ECONOMIC CLASSIFICATION AS AT 30 SEPTEMBER 2025

Economic Classification	2025/26 ENE Allocation	Actual Expenditure	Actual Expenditure as % of ENE Allocation	Cumulative Projected Expenditure	% Cumulative Projected Expenditure	Variance from Cumulative Projected Expenditure	% Variance from Cumulative Projected Expenditure
	R'000	R'000	%	R'000	%	R'000	%
<b>Current Payments</b>							
- Compensation of Employees	432 867	193 814	45%	216 456	50%	22 642	5%
- Goods and Services	402 359	105 089	26%	189 650	47%	84 561	21%
<b>Transfers and Subsidies</b>							
- Departmental Agencies and Accounts	1 305 250	982 153	75%	1 092 174	84%	110 021	8%
- Foreign Governments and International Organisations	2 872	2 619	91%	2 872	100%	253	9%
- Public Corporations and Private Enterprises	176 566	7 436	4%	26 500	15%	19 064	11%
- Non-Profit Institutions	480	480	100%	-	0%	(480)	-100%
- Households	4 129	545	13%	886	21%	341	8%
<b>Capital Assets</b>							
- Buildings and other fixed structures	104 700	18 919	18%	9 486	9%	(9 433)	-9%
- Machinery and Equipment	5 669	3 209	57%	2 855	50%	(354)	-6%
<b>Payment for Financial Assets</b>						-	0%
<b>Total</b>	<b>2 434 892</b>	<b>1 314 263</b>	<b>54%</b>	<b>1 540 879</b>	<b>63%</b>	<b>226 616</b>	<b>9%</b>



## 5. LIST OF ACRONYMS AND ABBREVIATIONS

ACRONYM	DESCRIPTION	ACRONYM	DESCRIPTION
AGSA	Auditor-General of South Africa	SANBI	South African National Biodiversity Institute
ACSA	Airports Company of South Africa	SA Tourism	South African Tourism
APRL	Artisan Recognition of Prior Learning	SMS	Senior Management Services
SCM	Supply Chain Management	SMME	Small, Medium and Micro-sized Enterprises
DBSA	Development Bank of Southern Africa	STR	Short-Term Rental
DDM	District Development Model	TEF	Tourism Equity Fund
EC	Eastern Cape	TGPP	Tourism Growth Partnership Plan
EME	Emerging Qualifying Enterprises	TGIS	Tourism Guide Information System
GTIP	Green Tourism Incentive Programme	TID	Technical Indicator Description
HDI	Historically Disadvantaged Individuals	TIP	Tourism Incentive Programme
HR	Human Resources	ToR	Terms of Reference
MASP	Market Access Support Programme	TSMP	Tourism Sector Master Plan
MoUs	Memoranda of Understanding	TSMP	Tourism Sector Master Plan
MTDP	Medium-Term Development Plan	TTF	Tourism Transformation Fund
NTIMS	National Tourism Information and Monitoring System	WSP	Workplace Skills Plan
NT	National Treasury		
PFMA	Public Finance Management Act		
QSE	Qualifying Small Enterprises (QSE's)		
RECP	Resource Efficiency Cleaner Production		



**END.**

