BRIEFING TO THE PORTFOLIO COMMITTEE

FIRST QUARTER PERFORMANCE REPORT

FOR 2026/27 FINANCIAL YEAR

11 AUGUST 2026

broadening horizons

tourism

Department:
Tourism
REPUBLIC OF SOUTH AFRICA

2030 NDP

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1. PERFORMANCE OVERVIEW

FIRST QUARTER PERFORMANCE (1 APRIL – 30 JUNE 2026)

BRANCHES	Achieved	Not achieved; significant work done	Not achieved; intervention required	Insufficient information to express opinion
Administration	87,50% (14 of 16)	6,25% (1 of 16)	6,25% (1 of 16)	0,00% (0 of 16)
Tourism Research, Policy and International Relations	84,62% (11 of 13)	0,00% (0 of 13)	15,38% (2 of 13)	0,00% (0 of 13)
Destination Development	85,71% (6 of 7)	0,00% (0 of 7)	0,00% (0 of 7)	14,29% (1 of 7)
Tourism Sector Support Services	75,00% (12 of 16)	12,50% (2 of 16)	12,50% (2 of 16)	0,00% (0 of 16)
Total	**82,69% (43 of 52)**	**5,77% (3 of 52)**	**9,62% (5 of 52)**	**1,92% (1 of 52)**

2. PROGRAMME PERFORMANCE INFORMATION

2.1 Programme 1: Administration

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
1. Audit outcome on financial statements and performance information.	Unqualified audit on financial statements and performance information.	Financial and non-financial performance information submitted to the Auditor-General South Africa (AGSA) and National Treasury (NT).	**Achieved:** Financial and non-financial performance information was submitted to the Auditor-General South Africa (AGSA) and National Treasury (NT).

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter I targets	Quarter I progress
2. Percentage spending in line with departmental strategic priorities and outcomes.	75% budget spent directly related to growth and job creation.	23% of budget spent directly related to growth and job creation.	**Partially Achieved:** 21,83% of budget was spent directly related to growth and job creation. **Reasons for Variance:** **Programme 2** Delays in procurement processes relating to the development of the Tourism Amendment Bill together with reduced spending on operational payments and international travel, have contributed to the variance. The variance is also attributable to data licenses paid in foreign currency, with the fluctuations in exchange rates not aligning with the amounts estimated and budgeted for. **Programme 3** There has been good progress with EPWP spending which tracks spending on work opportunities. In the Working for Tourism Chief Directorate, the variance between the projected spend of R 447 000 and actual spend is as a result of planned travel and accommodation for project inductions, training and verifications that needed to be delayed as projects had not yet commenced. In the Chief Directorate Planning & Investment progressed with processes to support municipalities, coordinate investment for stakeholders, and monitor the completion of infrastructure projects. The combined R2,46 million underspend resulted mainly from i) reconceptualised programmes, as well as, and across the board, ii) cancelling or shifting most planned physical stakeholder sessions to virtual ones mainly at stakeholders' request. These changes affected spending on planned travel, accommodation, venue hire, and catering. In the Destination Enhancement Chief Directorate, there are still a large number of vacancies which similarly affected spend on planned travel and accommodation.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
2. Percentage spending in line with departmental strategic priorities and outcomes.	75% budget spent directly related to growth and job creation.	23% of budget spent directly related to growth and job creation.	**Reasons for Variance… continued:** **Programme 4** Overall expenditure on strategic priorities in Q1 was below target due to the underspending that is attributed to slower procurement processes, Slower processes of partners in onboarding the youth and finding host employers. Expenditure was incurred earlier than anticipated for Demand Led Skills Development Programme. The actual expenditure was below the projected drawdowns for the Tourism Incentive Programme due to fewer trade platforms supported and lower beneficiary numbers. The variance under the Tourism Monitors stems from slow procurement processes in appointing Service Providers, 4 out of 9 service providers were appointed to date and the tender for the remaining 5 is underway, also participant dropouts and intermittent PPE delivery affecting invoice processing affected the spending. SANParks' delay in appointing a Service Provider which accounts for a substantial amount of the budget, contributed to the variance under Tourism Visitor Services. **Corrective Actions:** **Programme 2:** Once the Terms of Reference have been approved, funds will be utilised accordingly for the development of the Tourism Amendment Bill. **Programme 3:** The underspending of approximately R 4 million will be spent in the next quarter. **Programme 4:** The expenditure projections for the month of July 2026 for the Tourism Monitors Programme is estimated at R9.5 million. The projected expenditure will primarily relate to the payment of the work readiness training stipends to tourism monitors and the first Milestone payments for the four appointed Service Providers as well as outstanding uniform payments (uniform invoices are currently with SCM and Finance).The Demand Led Skills assisted by spending earlier than projected in June. The expenditure projections for the month of July 2026 for Tourism Graduate Programme and Culinary Programme is R6 million. The projected expenditure will primarily relate to the payment of beneficiary stipends for both Programmes.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
3. Percentage procurement of goods and services from SMMEs.	40% expenditure achieved on procurement of goods and services from SMMEs.	40% expenditure achieved on procurement of goods and services from SMMEs.	**Achieved:** 78,18% expenditure on procurement of goods and services from SMMEs was achieved. **Reason for Variance:** 38,18% overachieved. Target reported in line with the Technical Indicator Description (TID). The Qualifying Small Enterprises (QSEs) and Emerging Qualifying Enterprises (EMEs) were preferred by the application of the Supply Chain Management (SCM) policy on Historically Disadvantaged Individuals (HDIs) specific goals scoring.
4. Percentage of compliant invoices paid within prescribed timeframes.	100% Payment of all compliant invoices within 30 days.	100% of all compliant invoices paid within 30 days.	**Achieved:** 100% of all compliant invoices were paid within 30 days.
5. Percentage of procurement spend from women-owned businesses.	40% procurement spend from women-owned businesses.	40% procurement spend from compliant women-owned businesses.	**Achieved:** 60,01% procurement spend from compliant women-owned businesses was achieved. **Reason for Variance:** 20,01% 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.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
6. Number of public entity oversight reports developed.	Four SA Tourism quarterly oversight reports developed.	SA Tourism quarterly oversight report developed.	**Achieved:** SA Tourism quarterly oversight report was developed.
7. Departmental capacity aligned to strategic priorities.	Implementation of the outcomes and recommendations of the organisational capacity alignment project.	Identification and prioritisation of the functional areas for capacity alignment.	**Achieved:** Functional areas for capacity alignment were identified and prioritised.
		Development and approval of the Project Plan for execution of outcomes and recommendations of the capacity alignment project.	**Achieved:** Project Plan for execution of outcomes and recommendations of the capacity alignment project was developed and approved.
8. Percentage implementation of the Human Resource (HR) Plan.	100% implementation of the HR Plan.	100% implementation of the HR Plan.	**Achieved:** 100% of the HR Plan was implemented.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
9. Percentage of vacancy rate.	Vacancy Rate below 10%.	Vacancy Rate below 10%.	**Not Achieved:** Vacancy Rate was 11,7%. **Reason for Variance:** 7 out of 13 posts filled for the quarter were filled through internal promotions which does not contribute to lowering the vacancy rate. **Corrective Action:** Filling of posts to continue during Quarter 2.
10. Percentage of compliance with Departmental Employment Equity (EE) target.	SMS women representation at a minimum of 50%.	SMS Women representation at a minimum of 50%.	**Achieved:** SMS women representation was 52,3%.
	Persons with disabilities' representation at 3%.	Persons with disabilities' representation at 3%.	**Achieved:** Persons with disabilities' representation was 4,5%.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
11. Percentage of Workplace Skills Plan (WSP) implemented in alignment to responsive skills development.	100% implementation of the WSP in alignment with responsive skills development.	100% implementation of WSP in alignment with responsive skills development.	**Achieved:** 100% of WSP in alignment with responsive skills development was implemented.
12. Percentage implementation of the Communications Implementation Plan aligned to the MTDP, TGPP, and GAIN.	100% implementation of the 2026/27 Communications Implementation Plan aligned to the MTDP, TGPP, and GAIN.	100% implementation of the Communications Implementation Plan aligned to the MTDP, TGPP, and GAIN.	**Achieved:** 100% of the Communications Implementation Plan aligned to the MTDP, TGPP, and GAIN was implemented.
13. Percentage implementation of the Annual Internal Audit Plan.	100% implementation of the Annual Internal Audit Plan.	20% implementation of the Annual Internal Audit Plan.	**Achieved:** 20% of the Annual Internal Audit Plan was implemented.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
14. Percentage implementation of the prioritised Digital Transformation projects.	100% implementation of the following four prioritised Digital Transformation projects: • HR Systems (e-recruitment and initiation of PMDS). • Upgrade and refresh the ICT Network Infrastructure. • Migrate all departmental users from GroupWise to Microsoft Exchange. • Network stability improvement (Bandwidth increased from 80Mbpt to 300Mbpt).	100% implementation of the Digital Transformation Plan for the prioritised projects.	**Achieved:** 100% of the Digital Transformation Plan for the prioritised projects was implemented.

2.2 Programme 2

Tourism Research, Policy and International Relations

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
1. Number of tourism monitoring and evaluation initiatives implemented.	**Four tourism monitoring and evaluation initiatives implemented:**		
	1. Monitoring of the implementation of Active International MoUs.	Monitoring report on the implementation of international MoUs.	**Achieved:** Monitoring report on the implementation of international MoUs was developed.
	2. Monitoring of the implementation of the White Paper.	Monitoring report on the implementation of the White Paper.	**Achieved:** Monitoring report on the implementation of the White Paper was developed.
	3. National Tourism Statistics Plan Implementation Report.	Progress report on the development of the 2025/26 National Tourism Statistics Plan Implementation Report.	**Achieved:** Progress report on the development of the 2025/26 National Tourism Statistics Plan Implementation Report was developed.
	4. Four quarterly TGPP implementation reports developed.	Quarterly TGPP implementation report developed.	**Achieved:** Quarterly TGPP implementation report developed.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
2. Academic excellence recognition programme for tourism graduates implemented.	Implementation of the Academic Excellence Recognition Programme for tourism graduates.	Concept document on the implementation of the Academic Excellence Recognition Programme for tourism graduates developed.	**Achieved:** Concept document on the implementation of the Academic Excellence Recognition Programme for tourism graduates was developed.
3. Number of departmental systems digitalised.	**Three departmental platforms digitalised, maintained, and enhanced:**		
	1. Maintenance and enhancement of the National Tourism Information and Monitoring System (NTIMS).	Progress report on the maintenance and enhancement of the National Tourism Information and Monitoring System (NTIMS).	**Achieved:** Progress report on the maintenance and enhancement of the National Tourism Information and Monitoring System (NTIMS) was developed.
	2. Maintenance and enhancement of the National Register of Tourist Guide Information System (TGIS).	Progress report on the maintenance and enhancement of the National Register of Tourist Guide Information System.	**Achieved:** Progress report on the maintenance and enhancement of the National Register of Tourist Guide Information System was developed.
	3. Maintenance, support, and enhancement of the TGPP dashboard.	Progress report on the maintenance and enhancement of the TGPP dashboard.	**Achieved:** Progress report on the maintenance and enhancement of the TGPP dashboard was developed.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
4. Number of initiatives implemented to create an enabling policy and regulatory environment for tourism growth and development.	**Three initiatives implemented:**		
	1. Report on the implementation of the TGPP ease of access initiatives (visa reforms & tourism transport).	Quarterly report on the implementation of the TGPP ease of access initiatives (visa reforms & tourism transport).	**Achieved:** Quarterly report on the implementation of the TGPP ease of access initiatives (visa reforms & tourism transport) was developed.
	2. Short-Term Rental (STR) Code of Good Practice developed.	STR Code of Good Practice gazetted for public comments.	**Achieved:** STR Code of Good Practice was gazetted for public comments.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
4. Number of initiatives implemented to create an enabling policy and regulatory environment for tourism growth and development.	**Three initiatives implemented:**		
	3. Tourism Amendment Bill developed.	Draft Tourism Amendment Bill developed.	**Not Achieved:** Draft Tourism Amendment Bill was not developed. **Work undertaken during the quarter to Support the Development of the Bill** • To oversee and monitor the development of the Tourism Amendment Bill and provide strategic guidance on potential challenges, an Internal Review Committee has been established, chaired by the Director-General and comprises of technical experts from the Department. • To ensure participation in the legislative review process and alignment of legislation across spheres of government, SA Tourism and provincial departments responsible for tourism were informed through formal letters issued by the DG and Minister respectively. **Reason for Variance:** The appointment of a Senior Counsel by the State Attorney to develop the Draft Tourism Amendment Bill could not be finalised. **Corrective Action:** • Legal Services has been in constant contact with the State Attorney to fast-track and finalise the appointment of the Senior Counsel in line with the State Attorney's procurement processes. • Framework identifying key areas to be reviewed for the development of the Draft Amendment Bill was developed and revised based on Minister's inputs.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
5. Number of intergovernmental coordination initiatives implemented.	**One initiative implemented:** Two tourism MINMEC hosted.	One tourism MINMEC hosted.	**Not Achieved:** One tourism MINMEC was not hosted. **Work undertaken to host MINMEC:** In preparation for MINMEC meeting, the following agenda items were tabled at MIPTECH, which took place on 08 June 2026: - Implementation of Route Marketing Plan (SA Tourism); - Implementation of Electronic Travel Authorisation (ETA) system; and - Short Term Rentals (STR). Feedback received from MIPTECH under scored the importance of continued understanding & coordination required on the phased rollout of the ETA system and its implication on tourism flows; and the consultation process with provinces on the STR, particularly on the implementation, local tourism impact and regulatory alignment. The items were recommended for tabling at the next joint MINMEC. **Reason for Variance:** Lack of quorum to convene the Joint MINMEC meeting. **Corrective Action:** The Joint MINMEC Meeting has been rescheduled for 13 July 2026.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
6. Number of outreach programmes to prioritised markets undertaken.	Two outreach programmes to prioritised markets undertaken.	No target for Quarter 1.	No target for Quarter 1.
7. Number of structured cooperation activities implemented under prioritised international agreements.	Eight (8) structured cooperation activities implemented under prioritised international agreements	Two (2) structured cooperation activities implemented under prioritised international agreements.	**Achieved:** Two (2) structured cooperation activities were implemented under prioritised international agreements.
8. Number of fora prioritised to advance South Africa's tourism interests at regional level.	**One forum prioritised:** Participation in the tourism activities under the Southern African Development Community (SADC).	No target for Quarter 1.	No target for Quarter 1.

2.3 Programme 3

Destination Development

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
1. Number of destination planning and investment coordination initiatives undertaken..	**Two initiatives undertaken:**		
	1. A pipeline of nationally prioritised tourism investment opportunities (greenfield and brownfield projects) managed.	Quarterly Report on the management of a pipeline of nationally prioritised tourism investment opportunities developed.	**Achieved:** Quarterly Report on the management of a pipeline of nationally prioritised tourism investment opportunities was developed.
	2. One (1) investment promotion platform hosted.	Preparations for the tourism investment promotion platform finalised.	**Achieved:** Preparations for the tourism investment promotion platform were finalised.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
2. Number of destination enhancement initiatives supported.	**Four initiatives supported:**		
	1. Handover Agreements of seventeen (17) community-based tourism projects submitted to the Owning Entities for signing.	Status report towards Final Completion and Closeout of the projects.	**Achieved:** Status report towards Final Completion and Closeout of the projects was developed.
	2. Eleven (11) maintenance project sites completed.	Status report towards completion eleven maintenance project sites.	**Achieved:** Status report towards completion eleven maintenance project sites was developed.
	3. Post-construction support for the sustainable operations of community projects implemented.	Implementation of the post construction support for sustainable operations of community projects as per the project plan.	**Achieved:** Implementation of the post construction support for sustainable operations of community projects as per the project plan was conducted.
	4. Implementation of twelve (12) Tourism infrastructure projects by various entities monitored.	Implementation of twelve (12) tourism infrastructure projects by various entities monitored.	**Achieved:** Implementation of twelve (12) tourism infrastructure projects by various entities monitored.
3. Number of work opportunities created through Working for Tourism projects.	6174 Work opportunities created.	2160	Progress not yet available.

2.4 Programme 4

Tourism Sector Support Services

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
1. Number of incentives implemented to support tourism SMMEs.	**Three incentive programmes implemented to stimulate inclusive growth and job creation:**		
	285 enterprises approved for support in three incentive programmes: 1. Green Tourism Incentive Programme (GTIP) (95)	Progress report submitted on the implementation of the GTIP.	**Achieved:** Progress report on the implementation of the GTIP was submitted.
	2. Tourism Transformation Fund (TTF) (10)	Progress report submitted on the implementation of the TTF.	**Achieved:** Progress report on the implementation of the TTF was submitted.
	3. Market Access Support Programme (MASP) (180)	Progress report submitted on the implementation of the MASP.	**Achieved:** Progress report on the implementation of the MASP was submitted.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
2. Number of Tourism Monitors enrolled to enhance visitor service and experiences.	1500 Tourism Monitors trained and placed to enhance visitor service and experience.	800 Tourism Monitors trained and placed.	**Partially Achieved:** 1059 Tourism Monitors were trained and 449 were placed at Boarder Management Authority and SANParks. **Reasons for Variance:** **Training:** Additional learners were recruited, during the first phase of the programme to mitigate the risk of dropouts. **Placement:** Full placement was not possible in the absence of service providers. **Corrective Action:** Learners have since been handed over the service providers, who are tasked to facilitate full placement.
3. Number of sessions implemented on the Visitor Experience Enhancement Programme with institutions.	Twelve (12) Tourism Sessions implemented in collaboration with BMA and ACSA.	Updating of the training programme for sessions on Visitor Experience Enhancement.	**Achieved:** • Training programme for sessions on Visitor Experience Enhancement was updated. • One (1) Visitor Experience Session was conducted. **Reason for Variance:** Over-achievement was due to a request from DIRCO for the Department to train their officials due to be posted to the SA Missions abroad.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	**Nine (9) demand-led skills development initiatives implemented across the sector to create jobs and work opportunities, with skills programmes identified according to demand:**		
	1. 494 Youth recruited and placed with host employers through the Tourism Graduate Recruitment Programme (TGRP).	100 Youth recruited and placed with host employers through the TGRP.	**Achieved:** 156 Youth were recruited and placed with host employers through the TGRP. **Reason for Variance:** The overachievement is due to the high demand for the programme, from both graduates and host employers.
	2. 820 youth recruited in the Work Integrated Learning Programme (WILP).	400 youth recruited in the WILP.	**Achieved:** 624 youth were recruited in the WILP. **Reason for Variance:** The overachievement is due to the demand and responses from students.
	3. 50 students entering the Hackathon Challenge.	Institution of Higher Learning and partners identified.	**Achieved:** Institution of Higher Learning and partners were identified.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter I targets	Quarter I progress
4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	**Nine (9) demand-led skills development initiatives implemented across the sector to create jobs and work opportunities, with skills programmes identified according to demand:**		
	4. 20 youth recruited and trained in Resource Efficiency Cleaner Production (RECP).	20 students recruited for training in RECP.	**Not Achieved:** 20 students were not recruited for training in RECP. However, the following was done: • Draft MoA and Advert developed; • Funding for the implementation of the programme secured from Green Tourism Incentive Programme (GTIP). **Reason for Variance:** Recruitment dependent on completion of Memorandum of Agreement (MoA). Signing of MOA delayed due to various layers of management that it has to pass through between the two organisations. **Corrective Action:** Draft advert ready. Draft MOA done and initiated for approval and vetting by Legal Services. MOA anticipated to be finalised by Q2.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	Quarter 1 progress
4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	**Nine (9) demand-led skills development initiatives implemented across the sector to create jobs and work opportunities, with skills programmes identified according to demand:**		
	5. 1000 youth trained in customer services and the Integrated Service Excellence Programme (ISEP) implemented with host employers in townships, villages, and small towns.	Training 100 youth in customer service and ISEP implemented.	**Partially Achieved:** Training of ninety-eight (98) youth in Customer Care Service and ISEP was implemented. **Reason for Variance:** Two (2) youth have dropped out of the programme for better employment opportunities. **Corrective Action:** The two (2) that dropped out are being replaced.
	6. 800 youth entering various demand-led skills training: Culinary and other identified travel and hospitality Programmes.	Recruitment, training, and placement of 100 youth with host employers for Culinary and other travel and hospitality Programmes.	**Achieved:** Recruitment, training, and placement of 100 youth with host employers for Culinary and other travel and hospitality Programmes was conducted.

<table>
<tr><th rowspan="2">Output Indicator</th><th rowspan="2">Annual Target</th><th colspan="2">Quarterly Performance Against Targets</th></tr>
<tr><th>Quarter 1 targets</th><th>Quarter 1 progress</th></tr>
<tr><td rowspan="2">4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.</td><td colspan="3">Nine (9) demand-led skills development initiatives implemented across the sector to create jobs and work opportunities, with skills programmes identified according to demand:</td></tr>
<tr><td>7. Tourist Guides training:
• 30 in Astro tourism and trained for a foreign language
• 50 in Business and Enterprise Development Skills</td><td>Recruitment and selection of 80 Tourist Guides.</td><td>Not Achieved: 30 guides were recruited for Astro Tourism / Night Sky Guide / Mandarin.

50 guides not yet recruited for Business Enterprise Development.

Reason for Variance: There were delays in finalising the Request For Quotation (RFQ) for the 50 Business Enterprise Development guides. RFQ was submitted and closed on 13 May 2026 and Service Provider to conduct the recruitment, selection and training yet to be appointed.

Corrective Action: Recruitment, selection and training to be conducted in quarter two.</td></tr>
</table>

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 1 targets	**Quarter 1 progress**
4. Number of demand-led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	**Nine (9) demand-led skills development initiatives implemented across the sector to create jobs and work opportunities, with skills programmes identified according to demand:**		
	8. 20 Women recruited and trained for executive positions in the tourism and hospitality sector.	Progress Report on the implementation of women executive development programme.	**Achieved:** Progress Report on the implementation of women executive development programme was developed.
	9. ARPL process for 50 Chefs to undergo for a qualification.	Recruitment of learners for the ARPL process conducted.	**Achieved:** Recruitment of learners for the ARPL process was conducted.
5. Number of initiatives to support the implementation of the District Development Model (DDM).	Twelve (12) DDM stakeholder outreach sessions implemented.	Project plan (12) for the DDM stakeholder outreach sessions developed.	**Achieved:** Project plan (12) for the DDM stakeholder outreach sessions was developed.
		Three (3) DDM stakeholder outreach sessions implemented.	**Achieved:** Three (3) DDM stakeholder outreach sessions were implemented.

3. HUMAN RESOURCE INFORMATION

WORKFORCE REPRESENTATIVITY AS AT END OF JUNE 2026

TOTAL ESTABLISHMENT		
Race	**Number**	**Percentage**
Africans	392	87,7
Coloureds	25	5,6
Asians	15	3,4
Whites	15	3,4
TOTAL	**447**	**100**
Persons with Disabilities	20	4,5

EMPLOYEES PER OCCUPATIONAL BANDS: JUNE 2026

OCCUPATIONAL BAND	MALE				FEMALE				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management.	1	0	0	0	3	0	1	1	**6**
Senior Management.	25	1	2	2	20	2	4	3	**59**
Professionally qualified and experienced specialists and mid-management.	90	0	4	4	101	10	4	4	**217**
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents.	40	2	0	0	76	7	0	0	**125**
Semi-skilled and discretionary decision-making.	21	1	0	1	12	2	0	0	**37**
Unskilled and defined decision-making.	1	0	0	0	2	0	0	0	**3**
TOTAL	**178**	**4**	**6**	**7**	**214**	**21**	**9**	**8**	**447**

4. FINANCIAL INFORMATION

Budget and Expenditure Review as at 30 June 2026

Programme	2026/27 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	%	
Administration	392 369	96 216	25%	98 900	25%	2 684	1%	The bulk of the underspending lies within Compensation of Employees which has occurred due to unfilled positions.
Tourism Research, Policy and International Relations (Excl. SAT)	99 479	22 707	23%	26 039	26%	3 332	3%	The underspending is mainly attributable to delays in procurement processes relating to the development of the Tourism Amendment Bill together with reduced spending on operational payments and international travel which has all contributed to the variance. The underspending on Compensation of Employees has occurred due to unfilled positions.
SA Tourism	1 277 844	511 437	40%	511 437	40%	-	0%	

Budget and Expenditure Review as at 30 June 2026

Programme	2026/27 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	%	
Destination Development	420 772	43 849	10%	50 157	12%	6 308	1%	The underspend resulted mainly from reconceptualised programmes as well as cancelling or shifting most planned physical stakeholder sessions to virtual ones mainly at stakeholders' request. These changes affected spending on planned travel, accommodation, venue hire, and catering. The underspending on Compensation of Employees has occurred due to unfilled positions.
Tourism Sector Support Services	350 087	30 326	9%	56 781	16%	26 455	8%	The underspending is mainly attributed to slow procurement processes in appointing service providers as well as slower processes of partners in onboarding the youth and finding host employers. The actual expenditure was below the projection for the Tourism Incentive Programme due to fewer trade platforms supported and lower beneficiary numbers. The underspending on Compensation of Employees has occurred due to unfilled positions.
Total	**2 540 551**	**704 536**	**27.7%**	**743 314**	**29.3%**	**38 778**	**1.5%**	

Expenditure per Economic Classification as at 30 June 2026

Economic Classification	2026/27 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	%
Current Payments							
- Compensation of Employees	451 784	101 770	23%	112 956	25%	11 186	2%
- Goods and Services	517 606	78 697	15%	102 039	20%	23 342	5%
Transfers and Subsidies							
- Departmental Agencies and Accounts	1 278 066	513 357	40%	513 966	40%	609	0%
- Foreign Governments and International Organisations	3 005	2 531	84%	3 005	100%	474	16%
- Public Corporations and Private Enterprises	151 565	1 292	1%	6 000	4%	4 708	3%
- Non-Profit Institutions	5 561	-	0%	-	0%	-	0%
- Households	7 909	4 451	56%	3 586	45%	(865)	-11%
Capital Assets							
- Buildings and other fixed structures	119 759	-	0%	-	0%	-	0%
- Machinery and Equipment	5 296	2 437	46%	1 762	33%	(675)	-13%
Payment for Financial Assets			0%	-		-	0%
Total	**2 540 551**	**704 536**	**27.7%**	**743 314**	**29.3%**	**38 778**	**1.5%**

5. LIST OF ACRONYMS AND ABBREVIATIONS

ACSA	Airports Company South Africa	NTIMS	National Tourism Information and Monitoring System
AGSA	Auditor-General of South Africa	PPE	Personal Protective Equipment
ARPL	Artisan Recognition of Prior Learning	PMDS	Performance Management and Development System
BMA	Border Management Authority	QSEs	Qualifying Small Enterprises
DDM	District Development Model	RECP	Resource Efficiency Cleaner Production
EE	Employment Equity	RFQ	Request for Quotation
EMEs	Emerging Qualifying Enterprises	SADC	Southern African Development Community
EPWP	Expanded Public Works Programme	SANParks	South African National Parks
GAIN	Growth Acceleration and Inclusion	SAT	South African Tourism
GTIP	Green Tourism Incentive Programme	SMS	Senior Management Services
HR	Human Resources	SMMEs	Small, Medium and Micro-sized Enterprises
HDIs	Historically Disadvantaged Individuals	STR	Short-Term Rental
ICT	Information and Communications Technology	TGIS	Tourism Guide Information System
ISEP	Integrated Service Excellence Programme	TGPP	Tourism Growth Partnership Plan
MASP	Market Access Support Programme	TGRP	Tourism Graduate Recruitment Programme
MoA	Memorandum of Agreement	TID	Technical Indicator Description
MoUs	Memoranda of Understanding	TTF	Tourism Transformation Fund
MINMEC	Minister and Members of Executive Council	WSP	Workplace Skills Plan
MTDP	Medium Term Development Plan	WILP	Work Integrated Learning Programme
NT	National Treasury		

END.