BRIEFING TO THE PORTFOLIO COMMITTEE ON TOURISM

FOURTH QUARTERLY PERFORMANCE REPORT FOR 2025/26 FINANCIAL YEAR

11 AUGUST 2026

broadening horizons

tourism
Department:
Tourism
REPUBLIC OF SOUTH AFRICA

NDP 2030

TABLE OF CONTENTS

1. PERFORMANCE OVERVIEW

FOURTH QUARTER PERFORMANCE (1 JANUARY – 31 MARCH 2026)

Branches	Achieved	Not achieved; significant work done	Not achieved; intervention required
Administration	100% (17 of 17)	0,00% (0 of 17)	0,00% (0 of 17)
Tourism Research, Policy and International Relations	100% (12 of 12)	0,00% (0 of 12)	0,00% (0 of 12)
Destination Development	90,91% (10 of 11)	9,09% (1 of 11)	0,00% (0 of 11)
Tourism Sector Support Services	100% (20 of 20)	0,00% (0 of 20)	0,00% (0 of 20)
Total	**98,33% (59 of 60)**	**1,67% (1 of 60)**	**0,00% (0 of 60)**

2. PROGRAMME PERFORMANCE INFORMATION

2.1 Programme 1:

Administration

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	Quarter 4 progress
1. Audit outcome on financial statements and performance information.	Unqualified audit on financial statements and performance information.	Implementation of audit action plan as per AGSA outcomes.	**Achieved:** Audit action plan as per AGSA outcomes was implemented.
2. Percentage spending in line with departmental strategic priorities and outcomes.	76% budget spent directly related to growth and job creation.	Report on percentage spend on strategic priorities.	**Achieved:** 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.	40% expenditure achieved on procurement of goods and services from SMMEs.	**Achieved:** 75,07% expenditure was achieved on procurement of goods and services from SMMEs.
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 paid within 30 days.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	Quarter 4 progress
5. Percentage of procurement spend from compliant women-owned businesses.	40% procurement spend from compliant women-owned businesses.	40% procurement spend from compliant women-owned businesses.	**Achieved:** 61,55% procurement spend from compliant women-owned businesses was achieved.
6. Number of public entity oversight instruments developed.	Four SA Tourism quarterly oversight reports developed.	SA Tourism quarterly oversight report developed.	**Achieved:** SA Tourism quarterly oversight report was developed.
7. Capacity alignment exercise conducted.	Conduct an exercise to align departmental capacity to strategic priorities.	No target for quarter 4.	No target for quarter 4.
8. Assessment of the current skills profile for employees conducted.	An assessment of the current skills profile of employees conducted.	Report on the current skills profile.	**Achieved:** Report on the current skills profile was developed.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	Quarter 4 progress
9. Human Resource (HR) Strategy developed and implemented.	Development and implementation of the Human Resource Strategy.	Implementation of an approved HR strategy commenced.	**Achieved:** Implementation of an approved HR strategy commenced.
	Report on the implementation of HR Strategy developed.	Report on the Implementation of HR Strategy developed.	**Achieved:** Report on the Implementation of HR Strategy was developed.
10. Academic excellence recognition programme for tourism graduates implemented.	Pilot academic excellence recognition programme for tourism graduates.	Pilot the programme for the 2026 academic year.	**Achieved:** The programme for the 2026 academic year was piloted.
11. Compliance with prescribed recruitment timeframes.	Recruitment cycle for all posts approved for filling concluded within prescribed timeframes.	Monitoring report for all posts approved for filling developed.	**Achieved:** Monitoring report for all posts approved for filling was developed.
12. Percentage of compliance with Departmental Employment Equity target.	SMS women representation at a minimum of 50%.	SMS women representation at a minimum of 50%.	**Achieved:** SMS women representation was at a minimum of 51,6%.
	Persons living with disability representation maintained above 3%.	Persons with disability representation maintained at 3%.	**Achieved:** Persons with disability representation was maintained at 4,8%.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	**Quarter 4 progress**
13. Percentage of Workplace Skills Plan (WSP) implemented.	100% implementation of WSP.	100% of WSP Quarter 4 targets achieved.	**Achieved:** 100% of WSP Quarter 4 targets was achieved.
14. Percentage implementation of the Communications Implementation Plan.	100% implementation of the 2025/26 Communications Implementation Plan aligned to the MTDP.	100% implementation of the Quarter 4 Communications Implementation Plan.	**Achieved:** 100% of the Quarter 4 Communications Implementation Plan was implemented.
15. 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.
16. Digital Transformation initiative monitored.	Report on the implementation of the Digital Transformation initiative.	Quarter 3 Report on the Digital Transformation initiative.	**Achieved:** Quarter 3 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 4 targets	Quarter 4 progress
1. Number of tourism monitoring and evaluation initiatives implemented.	**Four tourism monitoring and evaluation initiatives implemented:**		
	1. Monitoring of International Memoranda of Understanding (MoU).	Monitoring report on the implementation of international MoUs was developed.	**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 was developed.	**Achieved:** Monitoring report on the implementation of the White Paper was developed.
	3. National Tourism Statistics Plan Implementation Report for economic growth and job creation.	Implementation report on the implementation of National Tourism Statistics Plan for economic growth and job creation was developed.	**Achieved:** 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.	Quarter 4 TSMP implementation report was developed.	**Achieved:** Quarter 4 TSMP implementation report was developed.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	**Quarter 4 progress**
2. Number of departmental systems digitalised.	**Two departmental systems digitalised**		
	1. National Tourism Information and Monitoring System (NTIMS) developed.	NTIMS deployed.	**Achieved:** NTIMS was deployed.
	2. Implementation of the National Register of Tourist Guide Information System (TGIS).	TGIS implemented.	**Achieved:** TGIS was implemented.
3. Number of initiatives implemented to create an enabling policy and regulatory environment for tourism growth and development.	**Three initiatives implemented:**		
	1. Policy and regulatory reforms plan developed and implemented together with relevant departments to deliver growth and employment.	Report on the implementation of the reforms plan.	**Achieved:** Report on the implementation of the reforms plan was developed.
	2. Red tape reduction action plan developed and implemented.	Report on the implementation of the red tape reduction plan.	**Achieved:** Report on the implementation of the red tape reduction plan was developed.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	Quarter 4 progress
3. Number of initiatives implemented to create an enabling policy and regulatory environment for tourism growth and development.	**Three initiatives implemented … continued:**		
	3. Short term rental framework developed.	Short-Term Rental Framework developed.	**Achieved:** Short-Term Rental Framework was developed.
4. Tourism Growth Partnership Plan (TGPP) developed and implemented.	TGPP developed.	Implementation of TGPP.	**Achieved:** TGPP was implemented.
5. Number of intergovernmental coordination initiatives implemented.	**Two initiatives implemented:**		
	1. Nine tourism District Development Model (DDM) supporting outreaches conducted.	Three tourism DDM supporting outreaches conducted.	**Achieved:** Five tourism DDM supporting outreaches were conducted. **Reason for Variance:** SSP collaborated with TSSS to incorporate DDM outreach into (2x) Tourism Peer Learning Networking sessions.
	2. Two tourism MINMEC hosted.	One tourism MINMEC hosted.	**Achieved:** One MINMEC was hosted during quarter 3.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	Quarter 4 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.	No target for quarter 4.	No target for quarter 4.
7. Number of outreach programmes to the diplomatic community implemented	Two outreach programmes to prioritised market (Africa & Asia).	Two outreach programmes in prioritised country hosted.	**Achieved:** Two outreach programmes in prioritised countries were hosted.

2.3 Programme 3

Destination Development

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	**Quarter 4 progress**
1. Number of destination planning and investment coordination initiatives undertaken.	**Four initiatives undertaken:**		
	1. Implementation of the budget resort network and brand concept.	Report on implementation of the budget resort network and brand concept.	**Achieved:** Report on implementation of the budget resort network and brand concept was developed.
	2. A pipeline of nationally prioritised tourism investment opportunities 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.
	3. One investment promotion platform hosted.	Leads from the Tourism Investment Platform followed up on.	**Achieved:** Leads from the Tourism Investment Platform were followed up on.
	4. Tourism partnership plan with departments and entities developed.	Tourism partnership plan with departments and entities finalised.	**Achieved:** Tourism partnership plan with departments and entities finalised.

<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 4 targets</th><th>Quarter 4 progress</th></tr>
<tr><td rowspan="5">2. Number of destination enhancement initiatives supported.</td><td colspan="3">Seven initiatives supported:</td></tr>
<tr><td>1. Seventeen (17) community-based tourism projects completed.</td><td>4 community-based tourism projects completed.</td><td>Achieved: 5 community-based tourism projects were completed.

Reason for Variance: The fifth project was not completed in quarter 3 and only reached Practical Completion during quarter 4.</td></tr>
<tr><td>2. Implementation of five (5) community-based tourism projects monitored.</td><td>Implementation of five (5) community-based tourism projects monitored.</td><td>Achieved: Implementation of five (5) community-based tourism projects was monitored.</td></tr>
<tr><td>3. Develop and implement support model for sustainable operations on community projects.</td><td>Support to community owning entities to match with interested operators / investors provided.</td><td>Achieved: Support to community owning entities to match with interested operators / investors was provided.</td></tr>
<tr><td>4. Implementation of fourteen (14) tourism infrastructure projects by various entities monitored.</td><td>Implementation of fourteen (14) tourism infrastructure projects by various entities monitored.</td><td>Achieved: Implementation of fourteen (14) tourism infrastructure projects by various entities was monitored.</td></tr>
</table>

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	**Quarter 4 progress**
2. Number of destination enhancement initiatives supported.	**Seven initiatives supported … continued:**		
	5. Thirty-three (33) completed maintenance project sites handed back to owning entities.	Six (6) completed maintenance project sites handed back to owning entities.	**Partially Achieved:** 9 maintenance projects were completed; however, zero (0) were handed back to owning entities. **Reason for Variance:** Due diligence is being completed on final project documents. **Corrective Measure:** 11 maintenance project sites to be completed and closed in the new financial year.
	6. DBSA implementation of two (2) maintenance projects monitored.	DBSA implementation of two (2) maintenance projects monitored.	**Achieved:** DBSA implementation of two (2) maintenance projects was monitored.
	7. Condition assessment in five (5) identified heritage sites completed.	Condition assessment in five (5) identified heritage sites continued.	**Achieved:** Condition assessment in five (5) identified heritage sites was conducted.
3. Number of work opportunities created through Working for Tourism projects.	1400 Work opportunities created.	No target for quarter 4.	No target for quarter 4.

2.4 Programme 4

Tourism Sector Support Services

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

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	**Quarter 4 progress**
2. Number of Tourism Monitors enrolled to enhance visitor service and experiences.	Training and placement of 1500 Tourism Monitors in 9 provinces	Report on the Tourism Monitors enrolled to enhance visitor service and experience.	**Achieved:** Report on the Tourism Monitors enrolled to enhance visitor service and experience was developed.
3. Number of sessions implemented on Visitor Experience Enhancement Programme with government institutions.	Ten (10) Visitor Experience Enhancement Programme sessions implemented with government institutions	Four (4) sessions conducted for Visitor Experience Enhancement Programme.	**Achieved:** Four (4) sessions were conducted for Visitor Experience Enhancement Programme.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	Quarter 4 progress
4. Number of demand- led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	**Ten demand led skills development programmes implemented across the sector to create jobs and work opportunities with skills programmes identified according to demand:**		
	1. Tourism Graduate Recruitment Programme.	Tourism Graduate Recruitment Programme implemented.	**Achieved:** Tourism Graduate Recruitment Programme was implemented.
	2. Artisan Recognition of Prior Learning (ARPL) Programme	The ARPL Programme implemented.	**Achieved:** The ARPL Programme was implemented.
	3. Resource Efficiency Cleaner Production (RECP)	The RECP Programme implemented.	**Achieved:** The RECP Programme was implemented.
	4. Learn and Earn Youth Placement Programme	Learn and Earn Youth Placement Programme implemented.	**Achieved:** Learn and Earn Youth Placement Programme was implemented.
	5. Women Executive Development Programme	Report on the implementation of the Women Executive Development Programme developed.	**Achieved:** Report on the implementation of the Women Executive Development Programme was developed.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	**Quarter 4 progress**
4. Number of demand- led skills initiatives implemented through collaboration with various social partners for tourism sector growth and sustainability.	**Ten demand led skills development programmes implemented across the sector to create jobs and work opportunities with skills programmes identified according to demand … continued:**		
	6. Tourist Guides Training	Tourist Guides Training implemented.	**Achieved:** Tourist Guides Training was implemented.
	7. Educator Development Programme	Educator Development Programme implemented.	**Achieved:** Educator Development Programme was implemented.
	8. Small, Micro Medium Enterprises (SMMEs) training on Occupational Health and Safety Norms and Standards.	SMMEs training on Occupational Health and Safety Norms and Standards implemented.	**Achieved:** SMMEs training on Occupational Health and Safety Norms and Standards was implemented.
	9. Integrated Service Excellence focusing on townships, villages, small towns.	Integrated Service Excellence focusing on townships, villages, small towns implemented.	**Achieved:** Integrated Service Excellence focusing on townships, villages, small towns was implemented.
	10. Culinary Programme.	Culinary Programme implemented.	**Achieved:** Culinary Programme was implemented.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	**Quarter 4 progress**
5. Number of initiatives implemented to support the targeted job and income earning opportunity programmes.	**Two initiatives implemented:**		
	1. Develop a concept to further collaboration with Pathway Management Network role-players to identify a pipeline of initiatives.	Income earning opportunity programmes implemented.	**Achieved:** Income earning opportunity programmes was implemented.
	2. Submit MoU with Pathway Management Network Role-players for signing.	Implement pipeline interventions and report on progress.	**Achieved:** Pipeline interventions were implemented and report on progress developed.
6. Roadmap developed for alignment of tourism skills supply with demand.	Roadmap developed and implemented.	Identified initiatives implemented.	**Achieved:** Identified initiatives were implemented.

Output Indicator	Annual Target	Quarterly Performance Against Targets	
		Quarter 4 targets	Quarter 4 progress
7. Number of initiatives implemented to promote sustainability and improve market access for SMMEs.	**Two initiatives implemented:**		
	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	Progress Report on the implementation of the following three initiatives: • Business Advisory Services Incubator • Homestay Incubation Programme • Compliance and Resilience support	**Achieved:** Progress Report was developed on the implementation of the following three initiatives: • Business Advisory Services Incubator • Homestay Incubation Programme • Compliance and Resilience support.
	2. Enterprise development programme for inclusive participation and sustainability in the tourism sector to ensure job creation reviewed.	Progress report on the review of the enterprise development programme.	**Achieved:** Progress report on the review of the enterprise development programme was developed.

3. HUMAN RESOURCE INFORMATION

WORKFORCE REPRESENTATIVITY AS AT END OF MARCH 2026

TOTAL ESTABLISHMENT		
Race	Number	Percentage
Africans	396	87.4%
Coloureds	26	5.7%
Indians	15	3.3%
Whites	16	3.5%
TOTAL	**453**	**100%**
Persons with Disabilities	22	4.9%

EMPLOYEES PER OCCUPATIONAL BANDS AS AT END OF MARCH 2026

OCCUPATIONAL BAND	MALE				FEMALE				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	1	0	0	0	3	0	1	2	**7**
Senior Management.	24	1	2	2	19	1	3	3	**55**
Professionally qualified and experienced specialists and mid-management.	91	1	4	4	103	11	5	4	**223**
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.	23	1	0	1	13	2	0	0	**40**
Unskilled and defined decision-making.	1	0	0	0	2	0	0	0	**3**
TOTAL	**180**	**5**	**6**	**7**	**216**	**21**	**9**	**9**	**453**

4. FINANCIAL INFORMATION

BUDGET AND EXPENDITURE REVIEW AS AT 31 MARCH 2026

Programme	2024/25 Final Allocation	Actual Expenditure	Actual Expenditure as % of Final Allocation	Variance	% Variance	Explanation of Material Variances
	R'000	R'000	%	R'000	%	
Administration	363 984	330 722	**91%**	33 262	**9%**	The variance is mainly attributable to savings in Office Accommodation, Cellphone costs, Audit Fees as well as Legal fees which was due to delayed/outstanding invoices from the office of the State Attorney. The underspending in Compensation of Employees is a result of vacant funded posts.
Tourism Research, Policy and International Relations (Excl. SAT)	107 908	96 761	**90%**	11 147	**10%**	The variance is primarily attributed to savings on Venues and Facilities, as well as Travel and Subsistence, driven by an increase in virtual meetings and changes in the delivery approach of some projects which reduced expenditure on these items. The savings under transfers and subsidies for the United Nations World Tourism Organisation (UNWTO) contributions is attributed to fluctuations in foreign currency exchange rates. The underspending in Compensation of Employees is due to moderate vacancy rate, mainly within management positions.
SA Tourism	1 300 207	1 300 207	**100%**	-	**0%**	
Destination Development	331 156	210 616	**64%**	120 540	**36%**	The variance is mainly attributable to underspending within the Expanded Public Works Programme (EPWP), arising from delays in the appointment of service providers for the skills projects as well as slower than expected progress with the infrastructure projects. Additional savings were realised on cellphone costs and Travel and Subsistence. The underspending in Compensation of Employees is due to vacant funded posts.
Tourism Sector Support Services	331 637	295 609	**89%**	36 028	**11%**	The variance is primarily attributable to savings on Travel and Subsistence and Consultants. The underspending in Compensation of Employees is due to vacant funded posts.
Total	**2 434 892**	**2 233 915**	**92%**	**200 977**	**8%**	

EXPENDITURE PER ECONOMIC CLASSIFICATION AS AT 31 MARCH 2026

Economic Classification	2025/26 Final Allocation	Actual Expenditure	Actual Expenditure as % of Final Allocation	Variance	% Variance
	R'000	R'000	%	R'000	%
Current Payments					
- Compensation of Employees	432 867	393 074	**91%**	39 793	**9%**
- Goods and Services	394 612	268 529	**68%**	126 083	**32%**
Transfers and Subsidies					
- Departmental Agencies and Accounts	1 321 938	1 321 938	**100%**	-	**0%**
- Foreign Governments and International Organisations	2 872	2 619	**91%**	253	**9%**
- Public Corporations and Private Enterprises	155 047	153 535	**99%**	1 512	**1%**
- Non-Profit Institutions	5 311	5 311	**100%**	-	**0%**
- Households	10 819	10 819	**100%**	-	**0%**
Capital Assets					
- Buildings and other fixed structures	104 700	71 364	**68%**	33 336	**32%**
- Machinery and Equipment	6 672	6 672	**100%**	-	**0%**
Payment for Financial Assets	54	54	**100%**	-	**0%**
Total	**2 434 892**	**2 233 915**	**92%**	**200 977**	**8%**

5. LIST OF ACRONYMS AND ABBREVIATIONS

ACRONYM	DESCRIPTION	ACRONYM	DESCRIPTION
AGSA	Auditor-General of South Africa	RECP	Resource Efficiency Cleaner Production
ARPL	Artisan Recognition of Prior Learning	SAT	South African Tourism
DBSA	Development Bank of Southern Africa	SMS	Senior Management Services
DDM	District Development Model	SMMEs	Small, Medium and Micro-sized Enterprises
GTIP	Green Tourism Incentive Programme	TEF	Tourism Equity Fund
HR	Human Resources	TGPP	Tourism Growth Partnership Plan
MASP	Market Access Support Programme	TGIS	Tourism Guide Information System
MinMEC	Minister and MECs Meeting	TIP	Tourism Incentive Programme
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
AGSA	Auditor-General of South Africa	RECP	Resource Efficiency Cleaner Production
ARPL	Artisan Recognition of Prior Learning	SAT	South African Tourism

END.