

Tourism

Budget summary

R million	2022/23				2023/24	2024/25
	Current payments	Transfers and subsidies	Payments for capital assets	Total	Total	Total
MTEF allocation						
Administration	321.4	0.2	3.5	325.1	325.6	339.3
Tourism Research, Policy and International Relations	79.4	1 335.5	1.1	1 416.0	1 431.4	1 495.9
Destination Development	393.7	–	0.1	393.9	378.2	391.8
Tourism Sector Support Services	126.6	229.9	0.1	356.6	357.1	377.3
Total expenditure estimates	921.1	1 565.6	4.8	2 491.6	2 492.3	2 604.2
Executive authority	Minister of Tourism					
Accounting officer	Director-General of Tourism					
Website	www.tourism.gov.za					

The Estimates of National Expenditure is available at www.treasury.gov.za. Additional tables in Excel format can be found at www.treasury.gov.za and www.vulekamali.gov.za.

Vote purpose

Promote and support the growth and development of an equitable, competitive and sustainable tourism sector, enhancing its contribution to national priorities.

Mandate

The mandate of the Department of Tourism, as outlined in the Tourism Act (2014), is to promote the growth and development of the tourism sector; promote quality tourism products and services; provide for the effective domestic and international marketing of South Africa as a tourist destination; enhance cooperation and coordination between all spheres of government in developing and managing tourism; and promote responsible tourism for the benefit of South Africa and for the enjoyment of all its residents and foreign visitors.

In recognition of tourism as a national priority with the potential to contribute significantly to economic development, the 1996 White Paper on the Development and Promotion of Tourism in South Africa provides for the promotion of domestic and international tourism. The national tourism sector strategy provides a blueprint for the sector to meet the growth targets contained in the National Development Plan.

Selected performance indicators

Table 38.1 Performance indicators by programme and related priority

Indicator	Programme	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Number of monitoring and evaluation reports produced per year	Tourism Research, Policy and International Relations	Priority 2: Economic transformation and job creation	1	1	1	1	1	1	1
Number of work opportunities created through the Working for Tourism programme per year	Destination Development		3 199	4 331	2 772	3 826	4 104	4 133	4 133
Number of programmes implemented to increase the participation of SMMEs in the tourism sector for inclusive economic growth per year	Tourism Sector Support Services		4	4	3	1	1	1	1
Number of capacity-building programmes implemented per year	Tourism Sector Support Services		9	9	4	10	10	10	10

Expenditure overview

The department considers it vital to protect and reignite the demand for tourism to ensure that the sector lives up to its potential for contributing to South Africa's economic growth. Over the medium term, this will entail a

focus on strengthening capabilities within the department to ensure the long-term sustainability of the sector; enhancing and maintaining core tourism assets and infrastructure, and in so doing creating work opportunities; supporting historically disadvantaged tourism enterprises; implementing norms and standards for safe operations across the tourism value chain; and enhancing tourism safety in collaboration with the South African Police Service.

The department has a total allocation of R7.6 billion over the medium term. Transfers to the department's entity, South African Tourism, account for an estimated 53.3 per cent (R4.1 billion) of this amount. Expenditure is expected to increase at an average annual rate of 0.8 per cent, from R2.5 billion in 2021/22 to R2.6 billion in 2024/25. To strengthen capacity within the department, an additional R92.2 million is reprioritised across goods and services to raise the expenditure ceiling for compensation of employees. This is expected to enable a targeted 37 critical posts to be filled over the MTEF period in corporate services and critical areas of service delivery that entail facilitating the recovery of the industry.

To enhance tourism assets and infrastructure projects – such as national and provincial parks, botanical and zoological gardens and heritage sites – the department has reprioritised R240 million over the medium term from the *Tourism Incentive Programme* subprogramme in the *Tourism Sector Support Services* programme towards the *Destination Development programme*. Spending in this programme accounts for an estimated 16.1 per cent (R1.2 billion) of the department's total allocation for the MTEF period. This expenditure is expected to give rise to the creation of an estimated 12 370 work opportunities over the period ahead through expenditure of R856.5 million through the expanded public works programme.

R87.1 million over the medium term is set aside to promote small, medium and micro enterprises (SMMEs), women and young people in the tourism sector, with an estimated 225 of these enterprises expected to receive training on the norms and standards for safe operations within the tourism sector in the context of the COVID-19 pandemic and beyond. To achieve these targets, expenditure in the *Tourism Incentive Programme* subprogramme is expected to amount to R741.7 million over the medium term.

In support of the objectives of enterprise development and transformation, the department will aim to fast-track the piloting of the Tourism Equity Fund, which offers for capital investment in the form of grant funding to commercially viable black-owned tourism enterprises. An amount of R360 million over the medium term is allocated to the fund to support an estimated 31 qualifying tourism enterprises. The fund will also seek to develop skills and ensure that the sector is sufficiently equipped to meet increased demand and expectations by implementing capacity-building programmes such as the wine service training programme, the hospitality youth programme, and food and beverage programmes. In collaboration with the South African Police Service, the department has set aside R300 million for enhancing tourism safety. To this end, the department plans to roll out phase 1 of the tourism safety monitors programme. Currently, the department has 700 monitors stationed in various national parks, botanical gardens and zoological gardens.

Expenditure trends and estimates

Table 38.2 Vote expenditure trends and estimates by programme and economic classification

Programmes												
1. Administration												
2. Tourism Research, Policy and International Relations												
3. Destination Development												
4. Tourism Sector Support Services												
Programme	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)	
R million	2018/19	2019/20	2020/21	2021/22	2018/19 - 2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25			
Programme 1	260.7	287.3	289.8	309.8	5.9%	13.4%	325.1	325.6	339.3	3.1%	12.8%	
Programme 2	1 283.9	1 419.1	479.5	1 382.7	2.5%	53.4%	1 416.0	1 431.4	1 495.9	2.7%	56.5%	
Programme 3	398.4	430.0	427.5	466.3	5.4%	20.1%	393.9	378.2	391.8	-5.6%	16.1%	
Programme 4	291.7	248.0	195.4	386.6	9.8%	13.1%	356.6	357.1	377.3	-0.8%	14.6%	
Total	2 234.8	2 384.4	1 392.2	2 545.3	4.4%	100.0%	2 491.6	2 492.3	2 604.2	0.8%	100.0%	
Change to 2021 Budget estimate				115.7			7.7	-	-			

Table 38.2 Vote expenditure trends and estimates by programme and economic classification

Economic classification	Audited outcome			Adjusted appropriation 2021/22	Average growth rate (%) 2018/19 - 2021/22	Average Expenditure/ Total (%) 2018/19 - 2021/22	Medium-term expenditure estimate			Average growth rate (%) 2021/22 - 2024/25	Average Expenditure/ Total (%) 2021/22 - 2024/25
	2018/19	2019/20	2020/21				2022/23	2023/24	2024/25		
R million											
Current payments	707.1	864.7	637.0	972.2	11.2%	37.2%	921.1	906.2	942.8	-1.0%	36.9%
Compensation of employees	313.5	329.4	330.7	340.8	2.8%	15.4%	370.8	363.5	379.8	3.7%	14.4%
Goods and services ¹	393.7	535.3	306.3	631.4	17.1%	21.8%	550.4	542.6	563.0	-3.8%	22.6%
of which:											
Consultants: Business and advisory services	23.6	21.2	24.0	48.6	27.2%	1.4%	48.8	36.9	38.8	-7.2%	1.7%
Agency and support/outsourced services	0.4	171.5	50.8	76.8	461.3%	3.5%	107.8	110.7	90.9	5.8%	3.8%
Operating leases	43.3	37.8	30.7	43.8	0.4%	1.8%	35.9	37.3	39.0	-3.8%	1.5%
Property payments	4.1	9.0	44.6	146.5	229.2%	2.4%	48.2	47.0	118.5	-6.8%	3.6%
Travel and subsistence	53.5	52.1	11.5	79.9	14.3%	2.3%	72.8	73.3	75.7	-1.8%	3.0%
Training and development	95.3	176.7	39.7	117.9	7.4%	5.0%	137.3	136.8	95.1	-6.9%	4.8%
Transfers and subsidies¹	1 421.7	1 499.2	498.6	1 569.1	3.3%	58.3%	1 565.6	1 581.8	1 656.9	1.8%	62.9%
Departmental agencies and accounts	1 274.0	1 358.0	426.2	1 304.3	0.8%	51.0%	1 333.7	1 349.3	1 409.9	2.6%	53.3%
Foreign governments and international organisations	2.3	2.8	3.0	2.6	4.0%	0.1%	2.5	2.6	2.7	0.7%	0.1%
Public corporations and private enterprises	75.9	131.7	50.5	258.0	50.3%	6.0%	225.2	225.7	239.9	-2.4%	9.4%
Non-profit institutions	0.5	0.4	-	0.4	-3.0%	0.0%	0.4	0.4	0.5	2.1%	0.0%
Households	68.9	6.2	18.9	3.7	-62.2%	1.1%	3.8	3.8	4.0	2.1%	0.2%
Payments for capital assets	105.6	20.0	256.6	4.0	-66.5%	4.5%	4.8	4.4	4.6	4.6%	0.2%
Buildings and other fixed structures	94.2	10.1	240.1	-	-100.0%	4.0%	-	-	-	0.0%	0.0%
Machinery and equipment	8.5	8.7	9.7	3.0	-29.1%	0.4%	3.9	3.4	3.5	4.9%	0.1%
Software and other intangible assets	2.8	1.3	6.7	0.9	-30.6%	0.1%	1.0	1.0	1.1	3.8%	0.0%
Payments for financial assets	0.4	0.4	0.0	-	-100.0%	0.0%	-	-	-	0.0%	0.0%
Total	2 234.8	2 384.4	1 392.2	2 545.3	4.4%	100.0%	2 491.6	2 492.3	2 604.2	0.8%	100.0%

1. Tables with expenditure trends, annual budget, adjusted appropriation and audited outcome are available at www.treasury.gov.za and www.vulekamali.gov.za.

Transfers and subsidies expenditure trends and estimates

Table 38.3 Vote transfers and subsidies trends and estimates

	Audited outcome			Adjusted appropriation 2021/22	Average growth rate (%) 2018/19 - 2021/22	Average Expenditure/ Total (%) 2018/19 - 2021/22	Medium-term expenditure estimate			Average growth rate (%) 2021/22 - 2024/25	Average Expenditure/ Total (%) 2021/22 - 2024/25
	2018/19	2019/20	2020/21				2022/23	2023/24	2024/25		
R thousand											
Households											
Social benefits											
Current	747	5 277	1 038	-	-100.0%	0.1%	-	-	-	-	-
Employee social benefits	747	5 277	1 038	-	-100.0%	0.1%	-	-	-	-	-
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	1 274 023	1 358 033	426 199	1 304 348	0.8%	87.5%	1 333 682	1 349 291	1 409 888	2.6%	84.7%
Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority	179	157	172	181	0.4%	-	188	194	203	3.9%	-
South African Tourism	1 208 048	1 354 161	423 027	1 297 038	2.4%	85.8%	1 329 206	1 344 672	1 405 061	2.7%	84.4%
Tourism incentive programme	61 548	-	-	-	-100.0%	1.2%	-	-	-	-	-
National tourism careers expo	4 248	3 715	-	4 129	-0.9%	0.2%	4 288	4 425	4 624	3.8%	0.3%
Technology Innovation Agency	-	-	3 000	3 000	-	0.1%	-	-	-	-100.0%	-
Households											
Other transfers to households											
Current	68 184	971	17 869	3 714	-62.1%	1.8%	3 816	3 782	3 952	2.1%	0.2%
Employee social benefits	10	37	-	-	-100.0%	-	-	-	-	-	-
Gifts and donations	-	10	30	-	-	-	-	-	-	-	-
Bursaries for non-employees	4 639	924	559	3 714	-7.1%	0.2%	3 816	3 782	3 952	2.1%	0.2%
Expanded public works programme	40 630	-	-	-	-100.0%	0.8%	-	-	-	-	-
Expanded public works programme incentive	22 905	-	-	-	-100.0%	0.5%	-	-	-	-	-
Act of grace	-	-	17 280	-	-	0.3%	-	-	-	-	-
Non-profit institutions											
Current	472	413	-	431	-3.0%	-	443	439	459	2.1%	-
Federated Hospitality Association of South Africa	472	413	-	431	-3.0%	-	443	439	459	2.1%	-
Public corporations and private enterprises											
Other transfers to private enterprises											
Current	75 939	131 736	50 523	258 000	50.3%	10.3%	225 172	225 692	239 870	-2.4%	14.9%
Tourism incentive programme	75 939	131 736	50 523	258 000	50.3%	10.3%	225 172	225 692	239 870	-2.4%	14.9%
Foreign governments and international organisations											
Current	2 348	2 772	2 998	2 641	4.0%	0.2%	2 502	2 582	2 698	0.7%	0.2%
United Nations World Tourism Organisation	2 348	2 772	2 998	2 641	4.0%	0.2%	2 502	2 582	2 698	0.7%	0.2%
Total	1 421 713	1 499 202	498 627	1 569 134	3.3%	100.0%	1 565 615	1 581 786	1 656 867	1.8%	100.0%

Personnel information

Table 38.4 Vote personnel numbers and cost by salary level and programme¹

Programmes		Number and cost ² of personnel posts filled/planned for on funded establishment															Average growth rate (%)	Average Salary level/ Total (%)	
Number of posts estimated for 31 March 2022		Actual			Revised estimate			Medium-term expenditure estimate						2021/22 - 2024/25					
Number of funded posts	Number of posts additional to the establishment							2022/23		2023/24		2024/25							
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Tourism	494	33	494	330.7	0.7	487	340.8	0.7	508	370.8	0.7	499	363.5	0.7	498	379.8	0.8	0.7%	100.0%
Salary level																			
1 – 6	115	33	115	27.3	0.2	115	29.6	0.3	108	28.9	0.3	105	27.0	0.3	107	28.6	0.3	-2.4%	21.8%
7 – 10	211	–	211	120.0	0.6	197	116.8	0.6	207	125.4	0.6	203	121.1	0.6	199	125.3	0.6	0.3%	40.5%
11 – 12	102	–	102	95.2	0.9	110	105.6	1.0	124	120.9	1.0	123	119.6	1.0	124	125.8	1.0	4.1%	24.1%
13 – 16	64	–	64	83.6	1.3	63	83.9	1.3	67	90.8	1.4	66	90.9	1.4	66	95.0	1.4	1.6%	13.1%
Other	2	–	2	4.7	2.3	2	4.7	2.4	2	4.8	2.4	2	4.9	2.4	2	5.1	2.6	–	0.4%
Programme	494	33	494	330.7	0.7	487	340.8	0.7	508	370.8	0.7	499	363.5	0.7	498	379.8	0.8	0.7%	100.0%
Programme 1	255	18	255	156.1	0.6	242	156.1	0.6	266	174.1	0.7	263	169.9	0.6	262	177.5	0.7	2.7%	51.9%
Programme 2	67	4	67	48.1	0.7	72	54.1	0.8	71	57.4	0.8	71	57.0	0.8	70	59.6	0.9	-0.9%	14.3%
Programme 3	73	5	73	55.0	0.8	75	56.6	0.8	70	59.9	0.9	67	59.2	0.9	69	61.9	0.9	-2.7%	14.1%
Programme 4	99	6	99	71.6	0.7	98	74.0	0.8	101	79.4	0.8	98	77.5	0.8	97	80.9	0.8	-0.3%	19.8%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Departmental receipts

Table 38.5 Departmental receipts by economic classification

R thousand	Audited outcome			Adjusted estimate	Revised estimate	Average growth rate (%)	Average Receipt item/ Total (%)	Medium-term receipts estimate			Average growth rate (%)	Average Receipt item/ Total (%)
	2018/19	2019/20	2020/21					2021/22	2022/23	2023/24		
Departmental receipts	2 482	4 250	11 857	80 432	69 594	203.8%	100.0%	2 705	2 760	2 815	-65.7%	100.0%
Sales of goods and services produced by department	70	69	169	185	84	6.3%	0.4%	171	173	175	27.7%	0.8%
Sales by market establishments	70	69	67	85	33	-22.2%	0.3%	86	87	88	38.7%	0.4%
of which:												
Rent collected from the letting of open and covered parking	70	69	67	85	33	-22.2%	0.3%	86	87	88	38.7%	0.4%
Other sales	–	–	102	100	51	–	0.2%	85	86	87	19.5%	0.4%
of which:												
Commission received on deduction of insurance and other premiums from employees' salaries	–	–	102	100	51	–	0.2%	85	86	87	19.5%	0.4%
Sales of scrap, waste, arms and other used current goods	94	97	–	–	–	-100.0%	0.2%	–	–	–	–	–
of which:												
Sales of scrap, waste, arms and other used current goods	94	97	–	–	–	-100.0%	0.2%	–	–	–	–	–
Interest, dividends and rent on land	127	179	1 221	103	43	-30.3%	1.8%	104	105	106	35.1%	0.5%
Interest	127	179	1 221	103	43	-30.3%	1.8%	104	105	106	35.1%	0.5%
Sales of capital assets	44	254	–	64	11	-37.0%	0.4%	65	66	67	82.6%	0.3%
Transactions in financial assets and liabilities	2 147	3 651	10 467	80 080	69 456	218.6%	97.2%	2 365	2 416	2 467	-67.1%	98.5%
Total	2 482	4 250	11 857	80 432	69 594	203.8%	100.0%	2 705	2 760	2 815	-65.7%	100.0%

Programme 1: Administration

Programme purpose

Provide strategic leadership, management and support services to the department.

Expenditure trends and estimates

Table 38.6 Administration expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation 2021/22	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	
	2018/19	2019/20	2020/21		2018/19	2021/22	2022/23	2023/24	2024/25	2021/22	2024/25
R million											
Ministry	23.4	38.8	29.7	36.6	16.1%	11.2%	40.1	40.0	40.5	3.4%	12.1%
Management	2.9	3.3	2.5	3.0	0.6%	1.0%	3.3	3.2	3.4	4.1%	1.0%
Corporate Management	153.7	154.7	173.1	172.5	3.9%	57.0%	182.2	181.1	189.5	3.2%	55.8%
Financial Management	35.6	51.5	50.9	52.1	13.5%	16.6%	62.3	62.5	65.4	7.8%	18.6%
Office Accommodation	45.0	39.1	33.6	45.5	0.4%	14.2%	37.3	38.8	40.6	-3.8%	12.5%
Total	260.7	287.3	289.8	309.8	5.9%	100.0%	325.1	325.6	339.3	3.1%	100.0%
Change to 2021				4.5			13.9	9.3	8.8		
Budget estimate											
Economic classification											
Current payments	250.8	272.4	272.9	306.3	6.9%	96.1%	321.4	321.8	335.3	3.1%	98.9%
Compensation of employees	138.2	153.0	156.1	156.1	4.2%	52.6%	174.1	169.9	177.5	4.4%	52.1%
Goods and services	112.6	119.5	116.8	150.2	10.1%	43.5%	147.3	152.0	157.8	1.7%	46.7%
of which:											
Audit costs: External	5.6	9.6	8.1	11.2	26.2%	3.0%	11.8	12.2	12.8	4.5%	3.7%
Communication	4.6	6.9	15.3	10.0	29.3%	3.2%	13.0	13.2	11.7	5.5%	3.7%
Computer services	9.7	10.3	12.2	12.9	10.0%	3.9%	13.4	13.8	14.4	3.8%	4.2%
Consultants: Business and advisory services	8.5	9.2	7.4	11.3	9.9%	3.2%	12.7	13.0	14.1	7.5%	3.9%
Operating leases	43.3	37.8	30.7	43.8	0.4%	13.6%	35.9	37.3	39.0	-3.8%	12.0%
Travel and subsistence	15.3	19.0	6.1	23.2	15.0%	5.5%	21.3	21.8	21.6	-2.4%	6.8%
Economic classification											
Transfers and subsidies	1.0	6.3	1.2	0.2	-44.1%	0.8%	0.2	0.2	0.2	3.9%	0.1%
Departmental agencies and accounts	0.2	0.2	0.2	0.2	0.4%	0.1%	0.2	0.2	0.2	3.9%	0.1%
Households	0.9	6.1	1.0	-	-100.0%	0.7%	-	-	-	-	-
Payments for capital assets	8.8	8.4	15.7	3.3	-28.1%	3.1%	3.5	3.6	3.7	4.8%	1.1%
Machinery and equipment	5.9	7.2	8.9	2.3	-27.0%	2.1%	2.6	2.6	2.7	5.2%	0.8%
Software and other intangible assets	2.8	1.3	6.7	0.9	-30.6%	1.0%	1.0	1.0	1.1	3.8%	0.3%
Payments for financial assets	0.1	0.2	0.0	-	-100.0%	-	-	-	-	-	-
Total	260.7	287.3	289.8	309.8	5.9%	100.0%	325.1	325.6	339.3	3.1%	100.0%
Proportion of total programme expenditure to vote expenditure	11.7%	12.1%	20.8%	12.2%	-	-	13.0%	13.1%	13.0%	-	-
Details of transfers and subsidies											
Households											
Social benefits											
Current	0.2	5.2	0.5	-	-100.0%	0.5%	-	-	-	-	-
Employee social benefits	0.2	5.2	0.5	-	-100.0%	0.5%	-	-	-	-	-
Households											
Other transfers to households											
Current	0.7	0.9	0.6	-	-100.0%	0.2%	-	-	-	-	-
Bursaries for non-employees	0.7	0.9	0.6	-	-100.0%	0.2%	-	-	-	-	-
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	0.2	0.2	0.2	0.2	0.4%	0.1%	0.2	0.2	0.2	3.9%	0.1%
Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority	0.2	0.2	0.2	0.2	0.4%	0.1%	0.2	0.2	0.2	3.9%	0.1%

Personnel information

Table 38.7 Administration personnel numbers and cost by salary level¹

Administration	Number of posts estimated for 31 March 2022		Number and cost ² of personnel posts filled/planned for on funded establishment												Average growth rate (%)	Average: Salary level/ Total (%)			
	Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate										
			2020/21	2021/22	2022/23	2023/24	2024/25	2021/22	2024/25										
Salary level	255	18	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost					
1 – 6	87	18	255	156.1	0.6	242	156.1	0.6	266	174.1	0.7	263	169.9	0.6	262	177.5	0.7	2.7%	100.0%
7 – 10	94	-	87	22.0	0.3	86	23.5	0.3	93	25.7	0.3	93	24.6	0.3	92	25.6	0.3	2.3%	35.2%
11 – 12	45	-	94	50.2	0.5	79	43.7	0.6	87	49.4	0.6	86	48.3	0.6	86	50.6	0.6	2.9%	32.7%
13 – 16	27	-	45	42.0	0.9	50	48.4	1.0	58	56.4	1.0	58	56.2	1.0	58	58.7	1.0	5.1%	21.7%
Other	2	-	27	37.2	1.4	25	35.8	1.4	26	37.9	1.5	24	35.9	1.5	24	37.5	1.6	-1.3%	9.6%
			2	4.7	2.3	2	4.7	2.4	2	4.8	2.4	2	4.9	2.4	2	5.1	2.6	-	0.8%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Programme 2: Tourism Research, Policy and International Relations

Programme purpose

Enhance the strategic policy environment, monitor the tourism sector's performance and enable stakeholder relations.

Objectives

- Monitor and evaluate tourism projects and initiatives over the medium term by:
 - finalising and publishing the 2020/21 State of Tourism report and developing a progress report to monitor the performance of the sector
 - monitoring capacity-building programmes such as the hospitality youth programme, the national youth chefs training programme, the tourism monitors programme, the food safety quality assurers programme and the tourism incubator programme
 - monitoring and evaluating the tourism sector recovery plan and the national tourism sector strategy implementation reports.
- Create an enabling policy and regulatory environment for the growth and development of the tourism sector by reviewing the green paper on the development and promotion of tourism in South Africa by 2022/23.
- Provide oversight by developing 4 reports on the governance and performance of South African Tourism over the medium term.
- Provide a digital market where tourism businesses can source skilled human resources while linking work seekers with employment opportunities by developing and implementing an integrated tourism knowledge system through the collection and verification of data in line with national tourism information and monitoring system regulations over the medium term.
- Encourage regional integration by implementing outreach programmes within the diplomatic community by 2022/23.
- Advance South Africa's tourism interests at regional, continental and global levels by engaging in bilateral and multilateral processes and strategic formations over the medium term.

Subprogrammes

- *Tourism Research, Policy and International Relations Management* provides strategic direction, comprehensive administration and operational support, research, and information and knowledge management services. This subprogramme also manages policy development and evaluation and promotes sector transformation and responsible tourism.
- *Research and Knowledge Management* oversees tourism research, knowledge management and impact evaluation in the sector.
- *Policy Planning and Strategy* oversees and guides policy and strategy development for the tourism sector and ensures the efficient and effective management of stakeholder relations.
- *South African Tourism* stimulates sustainable international and domestic demand for South African tourism experiences and regulates the standard of tourism facilities and services.
- *International Relations and Cooperation* drives South Africa's interests through international relations and cooperation.

Expenditure trends and estimates

Table 38.8 Tourism Research, Policy and International Relations expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation 2021/22	Average growth rate (%) 2018/19 - 2021/22	Average: Expenditure/Total (%) 2021/22	Medium-term expenditure estimate			Average growth rate (%) 2021/22 - 2024/25	Average: Expenditure/Total (%) 2021/22 - 2024/25
	2018/19	2019/20	2020/21				2022/23	2023/24	2024/25		
R million											
Tourism Research, Policy and International Relations Management	7.5	8.4	5.7	9.0	6.4%	0.7%	9.7	9.7	10.2	4.3%	0.7%
Research and Knowledge Management	33.5	23.2	21.5	33.5	–	2.4%	31.4	31.6	33.1	-0.4%	2.3%
Policy Planning and Strategy	11.8	12.0	10.7	14.1	6.3%	1.1%	15.6	15.8	16.5	5.2%	1.1%
South African Tourism	1 208.0	1 354.2	423.0	1 297.0	2.4%	93.8%	1 329.2	1 344.7	1 405.1	2.7%	93.9%
International Relations and Cooperation	23.2	21.3	18.6	29.0	7.8%	2.0%	30.0	29.7	31.1	2.3%	2.1%
Total	1 283.9	1 419.1	479.5	1 382.7	2.5%	100.0%	1 416.0	1 431.4	1 495.9	2.7%	100.0%
Change to 2021 Budget estimate				0.4			0.5	(0.3)	(0.2)		
Economic classification											
Current payments	68.6	61.7	53.2	78.7	4.7%	5.7%	79.4	79.8	83.6	2.0%	5.6%
Compensation of employees	51.1	50.1	48.1	54.1	1.9%	4.5%	57.4	57.0	59.6	3.3%	4.0%
Goods and services	17.6	11.5	5.1	24.7	12.0%	1.3%	22.0	22.8	24.0	-0.8%	1.6%
<i>of which:</i>											
<i>Catering: Departmental activities</i>	<i>0.5</i>	<i>0.3</i>	<i>0.1</i>	<i>0.6</i>	<i>5.8%</i>	<i>–</i>	<i>0.5</i>	<i>0.7</i>	<i>0.7</i>	<i>3.3%</i>	<i>–</i>
<i>Communication</i>	<i>0.3</i>	<i>0.3</i>	<i>0.6</i>	<i>0.7</i>	<i>25.3%</i>	<i>–</i>	<i>0.7</i>	<i>0.7</i>	<i>0.7</i>	<i>3.7%</i>	<i>–</i>
<i>Travel and subsistence</i>	<i>9.1</i>	<i>5.9</i>	<i>0.4</i>	<i>13.1</i>	<i>12.9%</i>	<i>0.6%</i>	<i>12.3</i>	<i>12.7</i>	<i>13.4</i>	<i>0.8%</i>	<i>0.9%</i>
<i>Training and development</i>	<i>0.5</i>	<i>0.1</i>	<i>0.0</i>	<i>1.1</i>	<i>29.8%</i>	<i>–</i>	<i>0.7</i>	<i>1.2</i>	<i>1.2</i>	<i>3.8%</i>	<i>0.1%</i>
<i>Operating payments</i>	<i>2.2</i>	<i>0.5</i>	<i>0.6</i>	<i>3.1</i>	<i>13.4%</i>	<i>0.1%</i>	<i>2.3</i>	<i>2.8</i>	<i>3.0</i>	<i>-1.8%</i>	<i>0.2%</i>
<i>Venues and facilities</i>	<i>3.3</i>	<i>0.9</i>	<i>0.1</i>	<i>3.7</i>	<i>3.5%</i>	<i>0.2%</i>	<i>2.7</i>	<i>2.6</i>	<i>2.7</i>	<i>-9.6%</i>	<i>0.2%</i>
Transfers and subsidies	1 214.4	1 357.0	426.1	1 303.4	2.4%	94.2%	1 335.5	1 351.0	1 411.7	2.7%	94.3%
Departmental agencies and accounts	1 208.0	1 354.2	423.0	1 297.0	2.4%	93.8%	1 329.2	1 344.7	1 405.1	2.7%	93.9%
Foreign governments and international organisations	2.3	2.8	3.0	2.6	4.0%	0.2%	2.5	2.6	2.7	0.7%	0.2%
Households	4.0	0.0	0.1	3.7	-2.3%	0.2%	3.8	3.8	4.0	2.1%	0.3%
Payments for capital assets	0.9	0.4	0.2	0.5	-16.1%	–	1.1	0.6	0.6	3.8%	–
Machinery and equipment	0.9	0.4	0.2	0.5	-16.1%	–	1.1	0.6	0.6	3.8%	–
Payments for financial assets	0.0	0.0	0.0	–	-100.0%	–	–	–	–	–	–
Total	1 283.9	1 419.1	479.5	1 382.7	2.5%	100.0%	1 416.0	1 431.4	1 495.9	2.7%	100.0%
Proportion of total programme expenditure to vote expenditure	57.5%	59.5%	34.4%	54.3%	–	–	56.8%	57.4%	57.4%	–	–
Details of transfers and subsidies											
Households											
Social benefits											
Current	–	0.0	0.1	–	–	–	–	–	–	–	–
Employee social benefits	–	0.0	0.1	–	–	–	–	–	–	–	–
Households											
Other transfers to households											
Current	4.0	–	–	3.7	-2.3%	0.2%	3.8	3.8	4.0	2.1%	0.3%
Bursaries for non-employees	4.0	–	–	3.7	-2.3%	0.2%	3.8	3.8	4.0	2.1%	0.3%
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	1 208.0	1 354.2	423.0	1 297.0	2.4%	93.8%	1 329.2	1 344.7	1 405.1	2.7%	93.9%
South African Tourism	1 208.0	1 354.2	423.0	1 297.0	2.4%	93.8%	1 329.2	1 344.7	1 405.1	2.7%	93.9%
Foreign governments and international organisations											
Current	2.3	2.8	3.0	2.6	4.0%	0.2%	2.5	2.6	2.7	0.7%	0.2%
United Nations World Tourism Organisation	2.3	2.8	3.0	2.6	4.0%	0.2%	2.5	2.6	2.7	0.7%	0.2%

Personnel information

Table 38.9 Tourism Research, Policy and International Relations personnel numbers and cost by salary level¹

Number of posts estimated for 31 March 2022		Number and cost ² of personnel posts filled/planned for on funded establishment												Average growth rate (%)	Average: Salary level/ Total (%)				
Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate											
		2020/21		2021/22		2022/23		2023/24		2024/25		2021/22 - 2024/25							
Tourism Research, Policy and International Relations		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Salary level	67	4	67	48.1	0.7	72	54.1	0.8	71	57.4	0.8	71	57.0	0.8	70	59.6	0.9	-0.9%	100.0%
1 – 6	8	4	8	1.6	0.2	8	1.7	0.2	3	0.7	0.2	5	1.0	0.2	5	1.1	0.2	-14.5%	7.4%
7 – 10	33	–	33	19.2	0.6	34	20.9	0.6	37	23.2	0.6	35	21.9	0.6	33	22.0	0.7	-1.0%	48.9%
11 – 12	14	–	14	12.4	0.9	17	15.2	0.9	18	16.9	0.9	17	16.0	0.9	18	17.6	1.0	1.9%	24.7%
13 – 16	12	–	12	14.9	1.2	13	16.3	1.3	13	16.6	1.3	14	18.0	1.3	14	18.8	1.3	2.5%	19.0%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Programme 3: Destination Development

Programme purpose

Facilitate and coordinate tourism destination development.

Objectives

- Implement 5 destination enhancement and route development projects over the medium term to diversify tourism offerings and enhance visitor experience in identified priority areas by:
 - piloting the budget resort network and brand concept
 - incorporating prioritised initiatives from tourism spatial master plans in eThekweni metro, and the OR Tambo, Pixley Ka Seme and Namakwa districts
 - managing a pipeline of nationally prioritised tourism investment opportunities (greenfield projects)
 - managing a database of distressed high-impact tourism projects (brownfield projects)
 - facilitating 4 investment-promotion platforms.
- Support destination enhancement initiatives over the medium term by:
 - implementing infrastructure maintenance programmes in 19 national parks
 - implementing infrastructure maintenance programmes at identified and prioritised state-owned assets
 - supporting the implementation of 30 community-based tourism projects.
- Create 12 370 work opportunities created through Working for Tourism projects over the medium term.

Subprogrammes

- *Destination Development Management* provides strategic leadership and administrative support to the programme.
- *Tourism Enhancement* increases the competitiveness of South Africa's tourism industry.
- *Destination Planning and Investment Coordination* ensures that tourism infrastructure supports the growth of the sector.
- *Working for Tourism* facilitates the development of tourism infrastructure projects under the expanded public works programme through labour-intensive methods targeted at young people, women, unemployed people, disabled people and SMMEs.

Expenditure trends and estimates

Table 38.10 Destination Development expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)
	2018/19	2019/20	2020/21				2021/22	2022/23	2023/24		
R million											
Destination Development Management	19.7	11.9	15.5	33.3	19.2%	4.7%	28.3	10.6	11.0	-30.8%	5.1%
Tourism Enhancement	17.6	18.3	14.8	24.5	11.7%	4.4%	23.0	23.7	24.9	0.4%	5.9%
Destination Planning and Investment Coordination	22.2	23.6	20.6	31.5	12.4%	5.7%	30.9	31.0	32.5	1.0%	7.7%
Working for Tourism	339.0	376.2	376.6	377.0	3.6%	85.3%	311.7	313.0	323.5	-5.0%	81.3%
Total	398.4	430.0	427.5	466.3	5.4%	100.0%	393.9	378.2	391.8	-5.6%	100.0%
Change to 2021 Budget estimate				160.8			78.7	78.2	78.4		
Economic classification											
Current payments	269.1	419.3	186.9	466.2	20.1%	77.9%	393.7	378.0	391.7	-5.6%	100.0%
Compensation of employees	53.4	54.2	55.0	56.6	2.0%	12.7%	59.9	59.2	61.9	3.0%	14.6%
Goods and services	215.7	365.1	132.0	409.6	23.8%	65.2%	333.8	318.8	329.8	-7.0%	85.4%
<i>of which:</i>											
<i>Consultants: Business and advisory services</i>	7.4	5.5	5.2	23.6	47.3%	2.4%	21.7	9.0	9.4	-26.4%	3.9%
<i>Agency and support/outsourced services</i>	–	166.9	49.8	76.1	–	17.0%	107.3	110.1	90.3	5.9%	23.5%
<i>Property payments</i>	–	7.5	40.5	142.0	–	11.0%	44.9	43.6	114.8	-6.8%	21.2%
<i>Travel and subsistence</i>	10.2	13.2	3.4	24.6	34.1%	3.0%	20.3	19.3	20.3	-6.1%	5.2%
<i>Training and development</i>	83.9	168.3	31.2	110.7	9.7%	22.9%	131.1	130.0	87.7	-7.5%	28.2%
<i>Venues and facilities</i>	0.8	0.6	0.0	2.7	48.5%	0.2%	1.8	1.2	1.2	-23.1%	0.4%
Transfers and subsidies	63.6	0.0	0.1	–	-100.0%	3.7%	–	–	–	–	–
Households	63.6	0.0	0.1	–	-100.0%	3.7%	–	–	–	–	–
Payments for capital assets	65.6	10.5	240.5	0.1	-87.3%	18.4%	0.1	0.1	0.2	3.8%	–
Buildings and other fixed structures	64.9	10.1	240.1	–	-100.0%	18.3%	–	–	–	–	–
Machinery and equipment	0.8	0.4	0.3	0.1	-43.6%	0.1%	0.1	0.1	0.2	3.8%	–
Payments for financial assets	0.2	0.2	0.0	–	-100.0%	–	–	–	–	–	–
Total	398.4	430.0	427.5	466.3	5.4%	100.0%	393.9	378.2	391.8	-5.6%	100.0%
Proportion of total programme expenditure to vote expenditure	17.8%	18.0%	30.7%	18.3%	–	–	15.8%	15.2%	15.0%	–	–
Details of transfers and subsidies											
Households											
Social benefits											
Current	0.0	–	0.1	–	-100.0%	–	–	–	–	–	–
Employee social benefits	0.0	–	0.1	–	-100.0%	–	–	–	–	–	–
Households											
Other transfers to households											
Current	63.5	0.0	–	–	-100.0%	3.7%	–	–	–	–	–
Employee social benefits	0.0	0.0	–	–	-100.0%	–	–	–	–	–	–
Expanded public works programme	40.6	–	–	–	-100.0%	2.4%	–	–	–	–	–
Expanded public works programme incentive	22.9	–	–	–	-100.0%	1.3%	–	–	–	–	–

Personnel information

Table 38.11 Destination Development personnel numbers and cost by salary level¹

Destination Development	Number of posts estimated for 31 March 2022		Number and cost ² of personnel posts filled/planned for on funded establishment										Average growth rate (%)	Average: Salary level/ Total (%)					
	Number of funded posts	Number of posts additional to the establishment	Actual		Revised estimate		Medium-term expenditure estimate												
			2020/21	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25											
			Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost					
Salary level	73	5	73	55.0	0.8	75	56.6	0.8	70	59.9	0.9	67	59.2	0.9	69	61.9	0.9	-2.7%	100.0%
1–6	10	5	10	1.9	0.2	12	2.6	0.2	5	1.2	0.2	2	0.5	0.2	5	1.0	0.2	-25.3%	8.5%
7–10	31	–	31	19.3	0.6	32	20.7	0.6	30	20.3	0.7	30	20.2	0.7	29	20.6	0.7	-3.2%	43.1%
11–12	21	–	21	19.9	0.9	21	20.7	1.0	23	22.9	1.0	23	22.8	1.0	23	23.8	1.0	3.1%	32.0%
13–16	11	–	11	13.9	1.3	10	12.7	1.3	12	15.5	1.3	12	15.8	1.3	12	16.5	1.4	6.2%	16.4%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Programme 4: Tourism Sector Support Services

Programme purpose

Enhance transformation, increase skill levels and support the development of the sector to ensure that South Africa is a competitive tourism destination.

Objectives

- Accelerate transformation in the tourism sector by implementing the Tourism Equity Fund and the green tourism incentive programme over the MTEF period.
- Stimulate growth in domestic tourism by implementing the domestic tourism scheme in 2022/23.
- Encourage inclusive economic growth in the tourism sector over the period ahead by increasing the participation of SMMEs through incubation programmes to provide business support and development in areas such as technology, tour operations and food services.
- Implement initiatives in each year to increase the participation of women in the tourism sector through:
 - providing business development and support services to 225 women in 25 women-owned SMMEs across all provinces through the Women in Tourism programme
 - facilitating the United Nations Women in Tourism pilot programme in Limpopo's Vhembe and Mopani districts.
- Enhance visitor service and experience by implementing the service excellence programme in Northern Cape and Limpopo over the medium term.
- Facilitate skills development by implementing 10 capacity-building programmes across the sector over the MTEF period.

Subprogrammes

- *Tourism Sector Support Services Management* provides administrative support to the programme's activities.
- *Tourism Human Resource Development* facilitates the efficient management and implementation of human resource development initiatives for the tourism sector.
- *Enterprise Development and Transformation* facilitates inclusive participation and sustainability in the tourism sector.
- *Tourism Visitor Services* ensures the integrity of information and facilitates accurate tourism information.
- *Tourism Incentive Programme* manages the establishment of capital and non-capital tourism incentives to promote and encourage the development and growth of the tourism sector.

Expenditure trends and estimates

Table 38.12 Tourism Sector Support Services expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation 2021/22	Average growth rate (%) 2018/19 - 2021/22	Average: Expenditure/ Total (%) 2018/19 - 2021/22	Medium-term expenditure estimate			Average growth rate (%) 2021/22 - 2024/25	Average: Expenditure/ Total (%) 2021/22 - 2024/25
	2018/19	2019/20	2020/21				2022/23	2023/24	2024/25		
R million											
Tourism Sector Support Services Management	9.0	11.8	6.1	11.1	7.4%	3.4%	11.3	11.6	12.1	3.0%	3.1%
Tourism Human Resource Development	30.4	29.0	18.6	28.6	-2.0%	9.5%	30.3	30.0	31.3	3.1%	8.1%
Enterprise Development and Transformation	44.7	34.7	41.7	49.0	3.1%	15.2%	47.6	48.0	50.2	0.8%	13.2%
Tourism Visitor Services	24.2	24.1	22.1	22.7	-2.1%	8.3%	25.4	25.1	26.3	5.0%	6.7%
Tourism incentive programme	183.5	148.3	106.8	275.2	14.5%	63.6%	242.0	242.4	257.4	-2.2%	68.8%
Total	291.7	248.0	195.4	386.6	9.8%	100.0%	356.6	357.1	377.3	-0.8%	100.0%
Change to 2021 Budget estimate				(50.0)			(85.3)	(87.2)	(87.0)		

Table 38.12 Tourism Sector Support Services expenditure trends and estimates by subprogramme and economic classification

Economic classification	Audited outcome			Adjusted appropriation 2021/22	Average growth rate (%) 2018/19 - 2021/22	Average: Expenditure/ Total (%) 2018/19 - 2021/22	Medium-term expenditure estimate			Average growth rate (%) 2021/22 - 2024/25	Average: Expenditure/ Total (%) 2021/22 - 2024/25
	2018/19	2019/20	2020/21				2022/23	2023/24	2024/25		
	R million										
Current payments	118.6	111.4	124.0	121.0	0.7%	42.3%	126.6	126.4	132.2	3.0%	34.3%
Compensation of employees	70.8	72.1	71.6	74.0	1.5%	25.7%	79.4	77.5	80.9	3.0%	21.1%
Goods and services	47.8	39.3	52.4	47.0	-0.6%	16.6%	47.3	49.0	51.3	3.0%	13.2%
<i>of which:</i>											
Advertising	0.9	0.6	0.3	1.0	2.4%	0.3%	1.1	1.1	1.1	3.8%	0.3%
Catering: Departmental activities	2.8	1.9	0.9	2.6	-1.8%	0.7%	2.0	2.1	2.2	-5.9%	0.6%
Consultants: Business and advisory services	7.6	5.4	10.4	13.6	21.1%	3.3%	14.3	14.8	15.3	4.0%	3.9%
Travel and subsistence	19.0	14.0	1.6	18.9	-	4.8%	18.8	19.5	20.4	2.5%	5.3%
Training and development	9.1	6.9	7.2	2.3	-36.8%	2.3%	2.4	2.5	2.8	7.4%	0.7%
Venues and facilities	4.1	3.8	3.3	4.8	5.4%	1.4%	5.0	5.1	5.4	4.1%	1.4%
Transfers and subsidies	142.7	135.9	71.2	265.6	23.0%	54.9%	229.9	230.6	245.0	-2.7%	65.7%
Departmental agencies and accounts	65.8	3.7	3.0	7.1	-52.3%	7.1%	4.3	4.4	4.6	-13.4%	1.4%
Public corporations and private enterprises	75.9	131.7	50.5	258.0	50.3%	46.0%	225.2	225.7	239.9	-2.4%	64.2%
Non-profit institutions	0.5	0.4	-	0.4	-3.0%	0.1%	0.4	0.4	0.5	2.1%	0.1%
Households	0.5	0.1	17.7	-	-100.0%	1.6%	-	-	-	-	-
Payments for capital assets	30.3	0.7	0.3	0.1	-87.0%	2.8%	0.1	0.1	0.1	3.9%	-
Buildings and other fixed structures	29.3	-	-	-	-100.0%	2.6%	-	-	-	-	-
Machinery and equipment	0.9	0.7	0.3	0.1	-58.8%	0.2%	0.1	0.1	0.1	3.9%	-
Payments for financial assets	0.1	0.0	0.0	-	-100.0%	-	-	-	-	-	-
Total	291.7	248.0	195.4	386.6	9.8%	100.0%	356.6	357.1	377.3	-0.8%	100.0%
Proportion of total programme expenditure to vote expenditure	13.1%	10.4%	14.0%	15.2%	-	-	14.3%	14.3%	14.5%	-	-
Details of transfers and subsidies											
Households											
Social benefits											
Current	0.5	0.1	0.4	-	-100.0%	0.1%	-	-	-	-	-
Employee social benefits	0.5	0.1	0.4	-	-100.0%	0.1%	-	-	-	-	-
Households											
Other transfers to households											
Current	-	-	17.3	-	-	1.5%	-	-	-	-	-
Act of grace	-	-	17.3	-	-	1.5%	-	-	-	-	-
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	65.8	3.7	3.0	7.1	-52.3%	7.1%	4.3	4.4	4.6	-13.4%	1.4%
Tourism incentive programme	61.5	-	-	-	-100.0%	5.5%	-	-	-	-	-
National tourism careers expo	4.2	3.7	-	4.1	-0.9%	1.1%	4.3	4.4	4.6	3.8%	1.2%
Technology Innovation Agency	-	-	3.0	3.0	-	0.5%	-	-	-	-100.0%	0.2%
Public corporations and private enterprises											
Private enterprises											
Other transfers to private enterprises											
Current	75.9	131.7	50.5	258.0	50.3%	46.0%	225.2	225.7	239.9	-2.4%	64.2%
Tourism incentive programme	75.9	131.7	50.5	258.0	50.3%	46.0%	225.2	225.7	239.9	-2.4%	64.2%
Non-profit institutions											
Current	0.5	0.4	-	0.4	-3.0%	0.1%	0.4	0.4	0.5	2.1%	0.1%
Federated Hospitality Association of South Africa	0.5	0.4	-	0.4	-3.0%	0.1%	0.4	0.4	0.5	2.1%	0.1%

Personnel information

Table 38.13 Tourism Sector Support Services personnel numbers and cost by salary level¹

Tourism Sector Support Services	Number of posts estimated for 31 March 2022		Number and cost ² of personnel posts filled/planned for on funded establishment												Average growth rate (%) 2021/22 - 2024/25	Average: Salary level/ Total (%)			
	Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate										
			2020/21			2021/22			2022/23		2023/24		2024/25						
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
Salary level	99	6	99	71.6	0.7	98	74.0	0.8	101	79.4	0.8	98	77.5	0.8	97	80.9	0.8	-0.3%	100.0%
1-6	10	6	10	1.8	0.2	9	1.8	0.2	7	1.4	0.2	5	1.0	0.2	5	1.0	0.2	-17.8%	6.6%
7-10	53	-	53	31.3	0.6	52	31.6	0.6	53	32.4	0.6	52	30.7	0.6	51	32.1	0.6	-0.6%	52.8%
11-12	22	-	22	20.8	0.9	22	21.5	1.0	25	24.6	1.0	25	24.5	1.0	25	25.6	1.0	4.3%	24.6%
13-16	14	-	14	17.7	1.3	15	19.2	1.3	16	20.9	1.3	16	21.2	1.3	16	22.2	1.4	2.2%	16.0%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

Entity

South African Tourism

Selected performance indicators

Table 38.14 South African Tourism performance indicators by programme/objective/activity and related priority

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Annual brand strength index (leisure) score	Leisure tourism marketing	Priority 7: A better Africa and world	-1	-1	39.9	39.9	42.2	42.8	42.8
Number of domestic deal-driven campaigns implemented per year	Leisure tourism marketing		-1	-1	-1	4	4	4	4
Number of new regional brand campaigns implemented per year	Leisure tourism marketing		-1	-1	-1	1	1	1	1
Number of business events hosted in South Africa per year	Business events		207	219	211	8	24	32	39
Number of bids supported for international and regional business events per year	Business events		109	115	48	77	93	112	134
Number of graded establishments per year	Visitor experience		5 147	5 173	-1	4 707	5 355	5 462	5 625
Number of basic quality verification programmes to support new accommodation entrants implemented in provinces per year	Visitor experience		-1	-1	-1	1	2	2	2

1. No historical data available.

Entity overview

The Tourism Act (2014) mandates South African Tourism to market South Africa internationally and domestically as a preferred tourism and business events destination and monitor and evaluate the performance of the tourism sector. As part of the national tourism recovery strategy, over the period ahead, the entity will continue to focus on interventions that promote the recovery of the tourism sector. These include increasing international and domestic demand for tourism within South Africa; diversifying and ensuring the supply of quality tourism products and services; leveraging data and technology to enhance operational and marketing efficiencies; and optimising the tourism portfolio by focusing on partnerships and collaboration in the tourism value chain.

Over the medium term, the entity will seek to revitalise South Africa as a premier tourist and business destination. Accordingly, the number of international business events hosted in South Africa is expected to increase from 8 in 2021/22 to 39 in 2024/25 at a projected cost of R289.3 million over the MTEF period. The entity also plans to support bids to host 339 international and regional business events over this period. Part of the entity's revitalisation plan also entails assuring that tourism establishments are of a high standard. As such, it plans to increase the number of graded establishments from 4 707 in 2021/22 to 5 625 in 2024/25 at a projected cost of R161.1 million over the medium term.

Expenditure is expected to increase at an average annual rate of 2.8 per cent, from R1.4 billion in 2021/22 to R1.5 billion in 2024/25. The entity expects to derive 91.3 per cent (R4.1 billion) of its revenue over the MTEF period through transfers from the department, and the rest from tourism marketing levies, grading income, interest on investments and sundry income from events such as exhibitions.

Programmes/Objectives/Activities

Table 38.15 South African Tourism expenditure trends and estimates by programme/objective/activity

R million	Audited outcome				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2018/19	2019/20	2020/21	2021/22				2022/23	2023/24	2024/25		
Administration	132.3	152.2	111.3	148.1	3.8%	12.1%	154.8	161.7	169.0	4.5%	10.8%	
Business enablement	85.9	79.1	39.8	81.0	-2.0%	5.9%	84.6	88.4	92.4	4.5%	5.9%	
Leisure tourism marketing	1 075.6	948.6	382.5	1 051.1	-0.8%	69.1%	1 072.6	1 074.7	1 122.9	2.2%	73.4%	
Business events	129.3	178.9	30.8	88.3	-11.9%	8.1%	92.2	96.4	100.7	4.5%	6.4%	
Visitor experience	65.8	77.0	34.5	49.1	-9.3%	4.8%	51.4	53.7	56.1	4.5%	3.6%	
Total	1 488.9	1 435.7	599.0	1 417.6	-1.6%	100.0%	1 455.6	1 474.8	1 541.1	2.8%	100.0%	

Statements of financial performance, cash flow and financial position**Table 38.16 South African Tourism statements of financial performance, cash flow and financial position**

Statement of financial performance											
R million	Audited outcome			Revised estimate 2021/22	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	
	2018/19	2019/20	2020/21		2018/19	2021/22	2022/23	2023/24	2024/25	2021/22	2024/25
Revenue											
Non-tax revenue	118.3	155.9	26.7	70.6	-15.8%	7.3%	74.0	76.2	79.6	4.1%	5.1%
Other non-tax revenue	118.3	155.9	26.7	70.6	-15.8%	7.3%	74.0	76.2	79.6	4.1%	5.1%
Transfers received	1 329.6	1 389.8	431.0	1 347.0	0.4%	92.7%	1 381.6	1 398.6	1 461.5	2.8%	94.9%
Total revenue	1 447.9	1 545.7	457.7	1 417.6	-0.7%	100.0%	1 455.6	1 474.8	1 541.1	2.8%	100.0%
Expenses											
Current expenses	1 488.9	1 435.7	599.0	1 417.6	-1.6%	100.0%	1 455.6	1 474.8	1 541.1	2.8%	100.0%
Compensation of employees	191.7	218.5	218.5	227.4	5.9%	20.2%	236.7	246.2	252.3	3.5%	16.3%
Goods and services	1 284.2	1 209.1	371.4	1 180.7	-2.8%	78.9%	1 208.9	1 218.2	1 277.8	2.7%	83.0%
Depreciation	13.0	8.0	9.0	9.5	-9.9%	0.9%	10.0	10.4	11.0	4.8%	0.7%
Total expenses	1 488.9	1 435.7	599.0	1 417.6	-1.6%	100.0%	1 455.6	1 474.8	1 541.1	2.8%	100.0%
Surplus/(Deficit)	(41.0)	110.0	(141.3)	-	-100.0%	-	-	-	-	-	-
Cash flow statement											
Cash flow from operating activities	40.7	17.8	(141.3)	-	-100.0%	-	-	-	-	-	-
Receipts											
Non-tax receipts	235.3	114.6	34.7	120.6	-20.0%	10.0%	126.4	130.2	136.0	4.1%	8.7%
Sales of goods and services other than capital assets	198.1	93.1	34.7	120.6	-15.2%	9.0%	126.4	130.2	136.0	4.1%	8.7%
Other sales	198.1	93.1	34.7	120.6	-15.2%	9.0%	126.4	130.2	136.0	4.1%	8.7%
Other tax receipts	37.2	21.5	-	-	-100.0%	1.0%	-	-	-	-	-
Transfers received	1 208.0	1 369.3	423.0	1 297.0	2.4%	90.0%	1 329.2	1 344.7	1 405.0	2.7%	91.3%
Total receipts	1 443.3	1 484.0	457.7	1 417.6	-0.6%	100.0%	1 455.6	1 474.8	1 541.1	2.8%	100.0%
Payment											
Current payments	1 402.6	1 466.1	599.0	1 417.6	0.4%	100.0%	1 455.6	1 474.8	1 541.1	2.8%	100.0%
Compensation of employees	216.1	218.5	218.5	227.3	1.7%	20.7%	236.4	245.8	258.1	4.3%	16.4%
Goods and services	1 186.5	1 247.6	380.4	1 190.3	0.1%	79.3%	1 219.2	1 229.0	1 282.9	2.5%	83.6%
Total payments	1 402.6	1 466.1	599.0	1 417.6	0.4%	100.0%	1 455.6	1 474.8	1 541.1	2.8%	100.0%
Net cash flow from investing activities	(5.0)	(2.2)	-	-	-100.0%	-	-	-	-	-	-
Acquisition of property, plant, equipment and intangible assets	(6.0)	(2.4)	-	-	-100.0%	-	-	-	-	-	-
Acquisition of software and other intangible assets	(0.7)	-	-	-	-100.0%	-	-	-	-	-	-
Proceeds from the sale of property, plant, equipment and intangible assets	1.5	0.2	-	-	-100.0%	-	-	-	-	-	-
Other flows from investing activities	0.1	(0.1)	-	-	-100.0%	-	-	-	-	-	-
Net cash flow from financing activities	(0.0)	(0.2)	-	-	-100.0%	-	-	-	-	-	-
Repayment of finance leases	(0.0)	(0.2)	-	-	-100.0%	-	-	-	-	-	-
Net increase/(decrease) in cash and cash equivalents	35.7	15.4	(141.3)	-	-100.0%	-5.0%	-	-	-	-	-
Statement of financial position											
Carrying value of assets	94.2	90.4	64.9	133.1	12.2%	15.5%	138.2	144.5	151.0	4.3%	15.1%
<i>of which:</i>											
Acquisition of assets	(6.0)	(2.4)	-	-	-100.0%	-	-	-	-	-	-
Loans	0.1	0.2	0.1	-	-100.0%	-	-	-	-	-	-
Receivables and prepayments	28.8	57.8	55.9	27.2	-1.8%	8.5%	28.3	29.5	30.9	4.3%	3.1%
Cash and cash equivalents	609.5	624.9	166.6	723.9	5.9%	76.0%	752.1	785.9	821.2	4.3%	81.9%
Total assets	732.5	773.3	287.4	884.2	6.5%	100.0%	918.6	959.9	1 003.0	4.3%	100.0%
Accumulated surplus/(deficit)	45.0	240.6	21.3	-	-100.0%	11.2%	-	-	-	-	-
Capital and reserves	76.5	76.7	56.0	92.8	6.6%	12.6%	96.4	100.7	105.3	4.3%	10.5%
Finance lease	0.3	0.1	0.1	0.3	-1.1%	-	0.3	0.3	0.3	4.3%	-
Trade and other payables	560.3	426.1	179.6	733.9	9.4%	69.3%	762.4	796.7	832.5	4.3%	83.0%
Provisions	50.5	29.8	30.4	57.3	4.3%	7.0%	59.5	62.2	65.0	4.3%	6.5%
Total equity and liabilities	732.5	773.3	287.4	884.2	6.5%	100.0%	918.6	959.9	1 003.0	4.3%	100.0%

Personnel information**Table 38.17 South African Tourism personnel numbers and cost by salary level**

Number of posts estimated for 31 March 2022		Number and cost ¹ of personnel posts filled/planned for on funded establishment															Average growth rate of personnel posts (%)	Average: Salary level/ Total (%)	
Number of funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate											
		2020/21			2021/22			2022/23			2023/24			2024/25					
South African Tourism		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	2021/22 - 2024/25		
Salary level	241	241	241	218.5	0.9	241	227.4	0.9	241	236.7	1.0	241	246.2	1.0	241	252.3	1.0	3.5%	100.0%
1 – 6	39	39	39	5.3	0.1	39	5.4	0.1	39	5.4	0.1	39	5.5	0.1	39	5.6	0.1	1.0%	2.3%
7 – 10	75	75	75	42.4	0.6	75	44.1	0.6	75	45.7	0.6	75	47.6	0.6	75	48.9	0.7	3.5%	19.3%
11 – 12	42	42	42	40.0	1.0	42	41.7	1.0	42	43.3	1.0	42	45.0	1.1	42	46.2	1.1	3.5%	18.3%
13 – 16	80	80	80	118.8	1.5	80	123.8	1.5	80	129.2	1.6	80	134.4	1.7	80	137.7	1.7	3.6%	54.5%
17 – 22	5	5	5	12.0	2.4	5	12.5	2.5	5	13.2	2.6	5	13.7	2.7	5	14.0	2.8	3.9%	5.5%

1. Rand million.