

# **Estimates of National Expenditure 2023**

## **Vote 38: Tourism**

**National Treasury  
Republic of South Africa**





# Vote 38

## Tourism

### Budget summary

R million	2023/24				2024/25	2025/26
	Current payments	Transfers and subsidies	Payments for capital assets	Total	Total	Total
<b>MTEF allocation</b>						
Administration	321.9	0.2	2.8	324.9	338.4	355.1
Tourism Research, Policy and International Relations	83.5	1 351.0	0.7	1 435.2	1 499.8	1 567.0
Destination Development	401.1	–	0.0	401.1	415.6	433.4
Tourism Sector Support Services	132.5	230.6	–	363.0	383.4	399.6
<b>Total expenditure estimates</b>	<b>939.0</b>	<b>1 581.8</b>	<b>3.5</b>	<b>2 524.2</b>	<b>2 637.2</b>	<b>2 755.0</b>
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](http://www.treasury.gov.za). Additional tables in Excel format can be found at [www.treasury.gov.za](http://www.treasury.gov.za) and [www.vulekamali.gov.za](http://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		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
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		4 331	2 772	3 682	4 104	4 133	4 133	4 133
Number of programmes implemented per year to increase SMME participation in the tourism sector for inclusive economic growth	Tourism Sector Support Services		4	3	6	1	4	2	2
Number of capacity-building programmes implemented per year	Tourism Sector Support Services		9	4	10	4	5	5	5

## Expenditure overview

Over the medium term, the department will continue its efforts to protect and reignite the demand for tourism to ensure that the sector lives up to its potential to contribute to South Africa's economic growth. To do this, it intends to focus on: enhancing growth and development in the sector, thereby contributing to broader economic growth; enhancing and maintaining core tourism assets and infrastructure while creating work opportunities; and supporting historically disadvantaged tourism enterprise.

The department has a total budget of R7.9 billion over the medium term, increasing at an average annual rate of 3.3 per cent, with transfers to South African Tourism accounting for an estimated 53.3 per cent (R4.2 billion) of this amount. Most of the department's activities are carried out through the expanded public works programme, which, in the tourism sector, is aimed at enhancing and developing tourism infrastructure through labour-intensive methods targeted at young people, women, unemployed people, people with disabilities and small, medium and micro enterprises (SMMEs). The expanded public works programme is allocated R944.8 million over the MTEF period in the *Destination Development* programme.

The tourism incentive programme is geared at enhancing growth and development, and includes the green tourism incentive, the market access support programme and the tourism grading support programme. The green tourism incentive provides financial support to privately owned tourism enterprises and promotes responsible practices by offering solutions for the sustainable management of resources. The market access support programme provides financial support to qualifying enterprises for inclusion in selected marketing platforms such as exhibitions. The tourism grading support programme offers a measured structure for diversified inclusivity, which entails reducing the cost of quality grading for small enterprises. The programme is allocated R715 million over the medium term in the *Tourism Sector Support Services* programme. To provide developmental support to enterprises while establishing a channel of emerging operators within the tourism sector, R82.7 million over the MTEF period is allocated to fund operational expenditure within the *Enterprise Development and Transformation* subprogramme in the *Tourism Sector Support Services* programme.

The department aims to implement spatial planning and infrastructure projects over the MTEF period to build capacity in township and rural economies, and is working to maintain infrastructure on properties managed by South African National Parks. These initiatives garner support for community-based projects and ultimately contribute to tourism development and work opportunities in rural areas. These projects are primarily funded through the Working for Tourism programme, which forms part of the expanded public works programme, to enable the creation of a targeted 12 399 work opportunities over the medium term.

## 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 (%)		Medium-term expenditure estimate			Average growth rate (%)	
	2019/20	2020/21	2021/22	2022/23	2019/20	2022/23	2023/24	2024/25	2025/26	2022/23	2025/26	
R million												
Programme 1	287.3	289.8	288.5	330.2	4.7%	13.6%	324.9	338.4	355.1	2.5%	12.9%	
Programme 2	1 419.1	479.5	1 358.6	1 417.5	0.0%	53.0%	1 435.2	1 499.8	1 567.0	3.4%	56.8%	
Programme 3	430.0	427.5	527.2	395.6	-2.7%	20.2%	401.1	415.6	433.4	3.1%	15.8%	
Programme 4	248.0	195.4	363.5	359.1	13.1%	13.2%	363.0	383.4	399.6	3.6%	14.4%	
<b>Total</b>	<b>2 384.4</b>	<b>1 392.2</b>	<b>2 537.8</b>	<b>2 502.4</b>	<b>1.6%</b>	<b>100.0%</b>	<b>2 524.2</b>	<b>2 637.2</b>	<b>2 755.0</b>	<b>3.3%</b>	<b>100.0%</b>	
Change to 2022 Budget estimate				10.8			31.9	32.9	34.1			

**Table 38.2 Vote expenditure trends and estimates by programme and economic classification (continued)**

Economic classification	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2019/20 - 2022/23	2023/24		
R million											
<b>Current payments</b>	<b>864.7</b>	<b>637.0</b>	<b>754.7</b>	<b>931.9</b>	<b>2.5%</b>	<b>36.2%</b>	<b>939.0</b>	<b>977.0</b>	<b>1 020.8</b>	<b>3.1%</b>	<b>37.1%</b>
Compensation of employees	329.4	330.7	337.5	381.5	5.0%	15.6%	374.5	390.9	408.1	2.3%	14.9%
Goods and services <sup>1</sup>	535.3	306.3	417.3	550.4	0.9%	20.5%	564.5	586.1	612.7	3.6%	22.2%
of which:											
Consultants: Business and advisory services	21.2	24.0	25.2	48.8	32.0%	1.4%	26.1	28.8	30.2	-14.8%	1.3%
Agency and support/outsourced services	171.5	50.8	79.2	107.8	-14.3%	4.6%	135.8	117.1	169.0	16.2%	5.1%
Operating leases	37.8	30.7	28.3	35.9	-1.8%	1.5%	37.5	39.2	41.2	4.7%	1.5%
Property payments	9.0	44.6	122.7	48.2	74.8%	2.5%	51.3	122.9	8.5	-43.9%	2.2%
Travel and subsistence	52.1	11.5	29.8	72.8	11.8%	1.9%	74.4	76.4	80.1	3.3%	2.9%
Training and development	176.7	39.7	47.0	137.3	-8.1%	4.5%	140.8	99.0	175.8	8.6%	5.3%
<b>Transfers and subsidies<sup>1</sup></b>	<b>1 499.2</b>	<b>498.6</b>	<b>1 569.3</b>	<b>1 565.6</b>	<b>1.5%</b>	<b>58.2%</b>	<b>1 581.8</b>	<b>1 656.9</b>	<b>1 729.9</b>	<b>3.4%</b>	<b>62.7%</b>
Departmental agencies and accounts	1 358.0	426.2	1 562.1	1 333.7	-0.6%	53.1%	1 349.3	1 409.9	1 473.1	3.4%	53.4%
Foreign governments and international organisations	2.8	3.0	2.4	2.5	-3.4%	0.1%	2.6	2.7	2.8	4.1%	0.1%
Public corporations and private enterprises	131.7	50.5	-	225.2	19.6%	4.6%	225.7	239.9	249.5	3.5%	9.0%
Non-profit institutions	0.4	-	0.4	0.4	2.4%	0.0%	0.4	0.5	0.5	2.7%	0.0%
Households	6.2	18.9	4.3	3.8	-15.2%	0.4%	3.8	4.0	4.1	2.7%	0.2%
<b>Payments for capital assets</b>	<b>20.0</b>	<b>256.6</b>	<b>213.5</b>	<b>4.8</b>	<b>-37.7%</b>	<b>5.6%</b>	<b>3.5</b>	<b>3.3</b>	<b>4.3</b>	<b>-4.1%</b>	<b>0.2%</b>
Buildings and other fixed structures	10.1	240.1	206.3	-	-100.0%	5.2%	-	-	-	0.0%	0.0%
Machinery and equipment	8.7	9.7	7.2	3.9	-23.6%	0.3%	3.5	3.3	4.3	3.4%	0.1%
Software and other intangible assets	1.3	6.7	-	1.0	-8.4%	0.1%	-	-	-	-100.0%	0.0%
<b>Payments for financial assets</b>	<b>0.4</b>	<b>0.0</b>	<b>0.2</b>	<b>-</b>	<b>-100.0%</b>	<b>0.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Total</b>	<b>2 384.4</b>	<b>1 392.2</b>	<b>2 537.8</b>	<b>2 502.4</b>	<b>1.6%</b>	<b>100.0%</b>	<b>2 524.2</b>	<b>2 637.2</b>	<b>2 755.0</b>	<b>3.3%</b>	<b>100.0%</b>

1. Tables with expenditure trends, annual budget, adjusted appropriation and audited outcome are available at [www.treasury.gov.za](http://www.treasury.gov.za) and [www.vulekamali.gov.za](http://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	Average growth rate (%)	Average Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2019/20 - 2022/23	2023/24		
R thousand											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	<b>5 277</b>	<b>1 038</b>	<b>2 929</b>	<b>-</b>	<b>-100.0%</b>	<b>0.2%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	5 277	1 038	2 929	-	-100.0%	0.2%	-	-	-	-	-
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	<b>1 358 033</b>	<b>426 199</b>	<b>1 562 137</b>	<b>1 333 682</b>	<b>-0.6%</b>	<b>91.2%</b>	<b>1 349 291</b>	<b>1 409 888</b>	<b>1 473 051</b>	<b>3.4%</b>	<b>85.2%</b>
Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority	157	172	181	188	6.2%	-	194	203	212	4.1%	-
South African Tourism	1 354 161	423 027	1 297 038	1 329 206	-0.6%	85.8%	1 344 672	1 405 061	1 468 008	3.4%	84.9%
Tourism incentive programme	-	-	258 000	-	-	5.0%	-	-	-	-	-
National tourism careers expo	3 715	-	3 918	4 288	4.9%	0.2%	4 425	4 624	4 831	4.1%	0.3%
Technology Innovation Agency	-	3 000	3 000	-	-	0.1%	-	-	-	-	-
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	<b>971</b>	<b>17 869</b>	<b>1 380</b>	<b>3 816</b>	<b>57.8%</b>	<b>0.5%</b>	<b>3 782</b>	<b>3 952</b>	<b>4 129</b>	<b>2.7%</b>	<b>0.2%</b>
Employee social benefits	37	-	-	-	-100.0%	-	-	-	-	-	-
Gifts and donations	10	30	10	-	-100.0%	-	-	-	-	-	-
Bursaries for non-employees	924	559	1 370	3 816	60.4%	0.1%	3 782	3 952	4 129	2.7%	0.2%
Act of grace	-	17 280	-	-	-	0.3%	-	-	-	-	-
<b>Foreign governments and international organisations</b>											
<b>Current</b>	<b>2 772</b>	<b>2 998</b>	<b>2 437</b>	<b>2 502</b>	<b>-3.4%</b>	<b>0.2%</b>	<b>2 582</b>	<b>2 698</b>	<b>2 819</b>	<b>4.1%</b>	<b>0.2%</b>
United Nations World Tourism Organisation	2 772	2 998	2 437	2 502	-3.4%	0.2%	2 582	2 698	2 819	4.1%	0.2%
<b>Non-profit institutions</b>											
<b>Current</b>	<b>413</b>	<b>-</b>	<b>431</b>	<b>443</b>	<b>2.4%</b>	<b>-</b>	<b>439</b>	<b>459</b>	<b>480</b>	<b>2.7%</b>	<b>-</b>
Federated Hospitality Association of South Africa	413	-	431	443	2.4%	-	439	459	480	2.7%	-
<b>Public corporations and private enterprises</b>											
<b>Other transfers to private enterprises</b>											
<b>Current</b>	<b>131 736</b>	<b>50 523</b>	<b>-</b>	<b>225 172</b>	<b>19.6%</b>	<b>7.9%</b>	<b>225 692</b>	<b>239 870</b>	<b>249 465</b>	<b>3.5%</b>	<b>14.4%</b>
Tourism incentive programme	131 736	50 523	-	225 172	19.6%	7.9%	225 692	239 870	249 465	3.5%	14.4%
<b>Total</b>	<b>1 499 202</b>	<b>498 627</b>	<b>1 569 314</b>	<b>1 565 615</b>	<b>1.5%</b>	<b>100.0%</b>	<b>1 581 786</b>	<b>1 656 867</b>	<b>1 729 944</b>	<b>3.4%</b>	<b>100.0%</b>

## Personnel information

**Table 38.4 Vote personnel numbers and cost by salary level and programme<sup>1</sup>**

Programmes		Number of posts estimated for 31 March 2023		Number and cost <sup>2</sup> 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									2022/23 - 2025/26				
		2021/22		2022/23		2023/24			2024/25			2025/26									
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
<b>Tourism</b>		<b>492</b>	<b>31</b>		<b>492</b>	<b>337.5</b>	<b>0.7</b>	<b>526</b>	<b>381.5</b>	<b>0.7</b>	<b>521</b>	<b>374.4</b>	<b>0.7</b>	<b>509</b>	<b>390.9</b>	<b>0.8</b>	<b>522</b>	<b>408.1</b>	<b>0.8</b>	<b>-0.3%</b>	<b>100.0%</b>
Salary level																					
1 – 6	85	–	85	25.4	0.3	87	27.0	0.3	84	25.4	0.3	82	26.5	0.3	83	27.4	0.3			-1.6%	16.2%
7 – 10	239	28	239	125.6	0.5	261	142.5	0.5	257	137.5	0.5	248	141.2	0.6	252	146.2	0.6			-1.2%	49.0%
11 – 12	102	1	102	96.2	0.9	106	104.3	1.0	112	108.9	1.0	111	114.5	1.0	119	124.1	1.0			3.9%	21.6%
13 – 16	64	2	64	90.3	1.4	70	103.1	1.5	66	97.8	1.5	66	103.7	1.6	66	105.3	1.6			-1.9%	12.9%
Other	2	–	2	–	–	2	4.6	2.3	2	4.7	2.4	2	5.0	2.5	2	5.1	2.5			–	0.4%
<b>Programme</b>		<b>492</b>	<b>31</b>		<b>492</b>	<b>337.5</b>	<b>0.7</b>	<b>526</b>	<b>381.5</b>	<b>0.7</b>	<b>521</b>	<b>374.4</b>	<b>0.7</b>	<b>509</b>	<b>390.9</b>	<b>0.8</b>	<b>522</b>	<b>408.1</b>	<b>0.8</b>	<b>-0.3%</b>	<b>100.0%</b>
Programme 1	252	17	252	158.4	0.6	266	179.2	0.7	255	169.1	0.7	249	176.6	0.7	253	184.4	0.7			-1.7%	49.2%
Programme 2	66	4	66	49.1	0.7	75	58.9	0.8	78	60.8	0.8	77	63.5	0.8	79	66.3	0.8			1.7%	14.9%
Programme 3	70	4	70	55.3	0.8	73	61.7	0.8	72	61.1	0.8	70	63.8	0.9	71	66.6	0.9			-0.9%	13.8%
Programme 4	104	6	104	74.7	0.7	112	81.8	0.7	116	83.4	0.7	113	87.1	0.8	119	90.9	0.8			2.0%	22.1%

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 (%)
	2019/20	2020/21	2021/22					2022/23	2023/24	2024/25		
<b>Departmental receipts</b>	<b>4 250</b>	<b>11 857</b>	<b>81 858</b>	<b>2 882</b>	<b>2 882</b>	<b>-12.1%</b>	<b>100.0%</b>	<b>2 933</b>	<b>2 989</b>	<b>3 045</b>	<b>1.9%</b>	<b>100.0%</b>
<b>Sales of goods and services produced by department</b>	<b>69</b>	<b>169</b>	<b>206</b>	<b>190</b>	<b>190</b>	<b>40.2%</b>	<b>0.6%</b>	<b>191</b>	<b>193</b>	<b>195</b>	<b>0.9%</b>	<b>6.5%</b>
Sales by market establishments	69	67	66	90	90	9.3%	0.3%	90	91	92	0.7%	3.1%
of which:												
Rent collected from the letting of open and covered parking	69	67	66	90	90	9.3%	0.3%	90	91	92	0.7%	3.1%
Other sales	–	102	140	100	100	–	0.3%	101	102	103	1.0%	3.4%
of which:												
Commission received on deduction of insurance and other premiums from employees' salaries	–	102	140	100	100	–	0.3%	101	102	103	1.0%	3.4%
<b>Sales of scrap, waste, arms and other used current goods</b>	<b>97</b>	<b>–</b>	<b>–</b>	<b>20</b>	<b>20</b>	<b>-40.9%</b>	<b>0.1%</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>4.8%</b>	<b>0.7%</b>
of which:												
Sales of scrap, waste, arms and other used current goods	97	–	–	20	20	-40.9%	0.1%	21	22	23	4.8%	0.7%
<b>Interest, dividends and rent on land</b>	<b>179</b>	<b>1 221</b>	<b>60</b>	<b>105</b>	<b>105</b>	<b>-16.3%</b>	<b>1.6%</b>	<b>105</b>	<b>106</b>	<b>107</b>	<b>0.6%</b>	<b>3.6%</b>
Interest	179	1 221	60	105	105	-16.3%	1.6%	105	106	107	0.6%	3.6%
<b>Sales of capital assets</b>	<b>254</b>	<b>–</b>	<b>1 074</b>	<b>66</b>	<b>66</b>	<b>-36.2%</b>	<b>1.4%</b>	<b>66</b>	<b>67</b>	<b>68</b>	<b>1.0%</b>	<b>2.3%</b>
<b>Transactions in financial assets and liabilities</b>	<b>3 651</b>	<b>10 467</b>	<b>80 518</b>	<b>2 501</b>	<b>2 501</b>	<b>-11.8%</b>	<b>96.3%</b>	<b>2 550</b>	<b>2 601</b>	<b>2 652</b>	<b>2.0%</b>	<b>87.0%</b>
<b>Total</b>	<b>4 250</b>	<b>11 857</b>	<b>81 858</b>	<b>2 882</b>	<b>2 882</b>	<b>-12.1%</b>	<b>100.0%</b>	<b>2 933</b>	<b>2 989</b>	<b>3 045</b>	<b>1.9%</b>	<b>100.0%</b>

## 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	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)
	2019/20	2020/21	2021/22		2022/23	2019/20	2022/23	2023/24	2024/25		
R million											
Ministry	38.8	29.7	37.7	40.7	1.6%	12.3%	37.6	38.0	39.7	-0.8%	11.6%
Management	3.3	2.5	2.5	3.4	0.8%	1.0%	3.4	3.5	3.7	3.0%	1.0%
Corporate Management	154.7	173.1	156.2	185.4	6.2%	56.0%	182.0	190.3	199.4	2.5%	56.1%
Financial Management	51.5	50.9	63.8	63.4	7.2%	19.2%	63.2	66.1	69.7	3.2%	19.5%
Office Accommodation	39.1	33.6	28.3	37.3	-1.5%	11.6%	38.8	40.6	42.5	4.5%	11.8%
<b>Total</b>	<b>287.3</b>	<b>289.8</b>	<b>288.5</b>	<b>330.2</b>	<b>4.7%</b>	<b>100.0%</b>	<b>324.9</b>	<b>338.4</b>	<b>355.1</b>	<b>2.5%</b>	<b>100.0%</b>
Change to 2022 Budget estimate				5.1			5.1	5.2	5.3		
<b>Economic classification</b>											
<b>Current payments</b>	<b>272.4</b>	<b>272.9</b>	<b>278.3</b>	<b>326.5</b>	<b>6.2%</b>	<b>96.2%</b>	<b>321.9</b>	<b>335.2</b>	<b>350.9</b>	<b>2.4%</b>	<b>99.0%</b>
Compensation of employees	153.0	156.1	158.4	179.2	5.4%	54.1%	169.1	176.6	184.4	1.0%	52.6%
Goods and services	119.5	116.8	119.9	147.3	7.2%	42.1%	152.7	158.6	166.6	4.2%	46.4%
of which:											
Audit costs: External	9.6	8.1	7.7	11.8	7.3%	3.1%	12.1	12.6	13.3	4.0%	3.7%
Communication	6.9	15.3	22.2	13.0	23.2%	4.8%	15.8	16.6	17.4	10.3%	4.7%
Computer services	10.3	12.2	15.1	13.4	9.2%	4.3%	14.8	15.5	16.4	7.2%	4.5%
Consultants: Business and advisory services	9.2	7.4	7.0	12.7	11.4%	3.0%	14.6	15.3	16.1	8.2%	4.4%
Operating leases	37.8	30.7	28.3	35.9	-1.8%	11.1%	37.5	39.2	41.2	4.7%	11.4%
Travel and subsistence	19.0	6.1	14.8	21.3	3.8%	5.1%	21.7	21.5	22.5	1.9%	6.5%
<b>Transfers and subsidies</b>	<b>6.3</b>	<b>1.2</b>	<b>3.6</b>	<b>0.2</b>	<b>-68.9%</b>	<b>0.9%</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>4.1%</b>	<b>0.1%</b>
Departmental agencies and accounts	0.2	0.2	0.2	0.2	6.2%	0.1%	0.2	0.2	0.2	4.1%	0.1%
Households	6.1	1.0	3.5	-	-100.0%	0.9%	-	-	-	-	-
<b>Payments for capital assets</b>	<b>8.4</b>	<b>15.7</b>	<b>6.4</b>	<b>3.5</b>	<b>-25.2%</b>	<b>2.8%</b>	<b>2.8</b>	<b>2.9</b>	<b>3.9</b>	<b>3.5%</b>	<b>1.0%</b>
Machinery and equipment	7.2	8.9	6.4	2.6	-29.1%	2.1%	2.8	2.9	3.9	15.4%	0.9%
Software and other intangible assets	1.3	6.7	-	1.0	-8.4%	0.8%	-	-	-	-100.0%	0.1%
<b>Payments for financial assets</b>	<b>0.2</b>	<b>0.0</b>	<b>0.1</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>287.3</b>	<b>289.8</b>	<b>288.5</b>	<b>330.2</b>	<b>4.7%</b>	<b>100.0%</b>	<b>324.9</b>	<b>338.4</b>	<b>355.1</b>	<b>2.5%</b>	<b>100.0%</b>
Proportion of total programme expenditure to vote expenditure	12.1%	20.8%	11.4%	13.2%	-	-	12.9%	12.8%	12.9%	-	-
<b>Details of transfers and subsidies</b>											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	<b>5.2</b>	<b>0.5</b>	<b>2.8</b>	<b>-</b>	<b>-100.0%</b>	<b>0.7%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	5.2	0.5	2.8	-	-100.0%	0.7%	-	-	-	-	-
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	<b>0.9</b>	<b>0.6</b>	<b>0.6</b>	<b>-</b>	<b>-100.0%</b>	<b>0.2%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Bursaries for non-employees	0.9	0.6	0.6	-	-100.0%	0.2%	-	-	-	-	-
Gifts and donations	0.0	0.0	0.0	-	-100.0%	-	-	-	-	-	-
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>6.2%</b>	<b>0.1%</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>4.1%</b>	<b>0.1%</b>
Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority	0.2	0.2	0.2	0.2	6.2%	0.1%	0.2	0.2	0.2	4.1%	0.1%

## Personnel information

Table 38.7 Administration personnel numbers and cost by salary level<sup>1</sup>

Administration	Number of posts estimated for 31 March 2023		Number and cost <sup>2</sup> 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										
			2021/22	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26											
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	252	17	252	158.4	0.6	266	179.2	0.7	255	169.1	0.7	249	176.6	0.7	253	184.4	0.7	-1.7%	100.0%
1-6	73	-	73	21.8	0.3	75	23.2	0.3	73	22.0	0.3	72	23.2	0.3	71	23.5	0.3	-1.8%	28.4%
7-10	103	14	103	50.4	0.5	115	59.1	0.5	109	54.5	0.5	104	55.1	0.5	104	56.3	0.5	-3.3%	42.2%
11-12	48	1	48	44.8	0.9	44	43.2	1.0	44	43.0	1.0	44	45.6	1.0	49	51.2	1.0	3.7%	17.7%
13-16	26	2	26	41.4	1.6	30	49.0	1.6	27	44.9	1.7	27	47.7	1.8	27	48.4	1.8	-3.5%	10.9%
Other	2	-	2	-	-	2	4.6	2.3	2	4.7	2.4	2	5.0	2.5	2	5.1	2.5	-	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:
  - conducting an impact evaluation study of the local government project
  - monitoring capacity building programmes such as the hospitality youth programme, the national youth chefs training programme, the tourism monitors programme and the food safety quality assurers programme
  - finalising and publishing the 3 state of tourism reports
  - producing 4 tourism sector recovery plan implementation reports
  - assessing the state of key public attractions in South Africa.
- Create an enabling policy and regulatory environment for the growth and development of the tourism sector by submitting the white paper on the development and promotion of tourism in South Africa for approval over the medium term.
- 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 implementing, maintaining and enhancing the tourism skills and employment portal; and implementing and maintaining the tourism data analytics system over the medium term.
- Encourage regional integration by implementing 6 outreach programmes within the diplomatic community by 2025/26.
- Advance Africa's tourism interests at the regional, continental and global levels through engagements in multilateral forums and hosting a workshop on sharing best practices targeted at African countries with whom South Africa signed tourism agreements and strategic formations over the medium term.

### **Subprogrammes**

- *Tourism Research, Policy and International Relations Management* provides strategic direction, comprehensive administration and operational support services, 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 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
R million											
Tourism Research, Policy and International Relations Management	8.4	5.7	5.4	9.7	5.3%	0.6%	10.0	10.4	10.9	3.8%	0.7%
Research and Knowledge Management	23.2	21.5	26.2	32.6	11.9%	2.2%	34.7	36.3	37.9	5.2%	2.4%
Policy Planning and Strategy	12.0	10.7	10.8	15.7	9.6%	1.1%	15.4	16.1	16.9	2.3%	1.1%
South African Tourism	1 354.2	423.0	1 297.0	1 329.2	-0.6%	94.2%	1 344.7	1 405.1	1 468.0	3.4%	93.7%
International Relations and Cooperation	21.3	18.6	19.0	30.2	12.3%	1.9%	30.5	31.9	33.4	3.4%	2.1%
<b>Total</b>	<b>1 419.1</b>	<b>479.5</b>	<b>1 358.6</b>	<b>1 417.5</b>	<b>-</b>	<b>100.0%</b>	<b>1 435.2</b>	<b>1 499.8</b>	<b>1 567.0</b>	<b>3.4%</b>	<b>100.0%</b>
Change to 2022				1.5			1.7	1.7	1.8		
Budget estimate											
<b>Economic classification</b>	<b>61.7</b>	<b>53.2</b>	<b>58.0</b>	<b>80.8</b>	<b>9.4%</b>	<b>5.4%</b>	<b>83.5</b>	<b>87.7</b>	<b>91.7</b>	<b>4.3%</b>	<b>5.8%</b>
<b>Current payments</b>											
Compensation of employees	50.1	48.1	49.1	58.9	5.5%	4.4%	60.8	63.5	66.2	4.0%	4.2%
Goods and services	11.5	5.1	8.9	22.0	24.0%	1.0%	22.8	24.3	25.5	5.1%	1.6%
of which:											
Advertising	0.3	0.1	0.1	0.2	-11.5%	-	0.6	0.7	0.7	43.7%	-
Communication	0.3	0.6	0.6	0.7	30.8%	-	0.7	0.8	0.8	6.1%	0.1%
Computer services	1.7	2.2	1.2	0.2	-48.1%	0.1%	2.0	2.1	2.2	109.2%	0.1%
Consultants: Business and advisory services	1.2	1.0	4.3	0.1	-56.2%	0.1%	-	1.5	1.5	148.0%	0.1%
Travel and subsistence	5.9	0.4	1.3	12.3	28.0%	0.4%	13.6	13.8	14.5	5.5%	0.9%
Venues and facilities	0.9	0.1	0.2	2.7	42.7%	0.1%	3.3	3.2	3.3	7.4%	0.2%
<b>Transfers and subsidies</b>	<b>1 357.0</b>	<b>426.1</b>	<b>1 300.3</b>	<b>1 335.5</b>	<b>-0.5%</b>	<b>94.5%</b>	<b>1 351.0</b>	<b>1 411.7</b>	<b>1 475.0</b>	<b>3.4%</b>	<b>94.1%</b>
Departmental agencies and accounts	1 354.2	423.0	1 297.0	1 329.2	-0.6%	94.2%	1 344.7	1 405.1	1 468.0	3.4%	93.7%
Foreign governments and international organisations	2.8	3.0	2.4	2.5	-3.4%	0.2%	2.6	2.7	2.8	4.1%	0.2%
Households	0.0	0.1	0.8	3.8	346.0%	0.1%	3.8	4.0	4.1	2.7%	0.3%
<b>Payments for capital assets</b>	<b>0.4</b>	<b>0.2</b>	<b>0.3</b>	<b>1.1</b>	<b>39.9%</b>	<b>-</b>	<b>0.7</b>	<b>0.4</b>	<b>0.4</b>	<b>-31.4%</b>	<b>-</b>
Machinery and equipment	0.4	0.2	0.3	1.1	39.9%	-	0.7	0.4	0.4	-31.4%	-
<b>Payments for financial assets</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>1 419.1</b>	<b>479.5</b>	<b>1 358.6</b>	<b>1 417.5</b>	<b>-</b>	<b>100.0%</b>	<b>1 435.2</b>	<b>1 499.8</b>	<b>1 567.0</b>	<b>3.4%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>59.5%</b>	<b>34.4%</b>	<b>53.5%</b>	<b>56.6%</b>	<b>-</b>	<b>-</b>	<b>56.9%</b>	<b>56.9%</b>	<b>56.9%</b>	<b>-</b>	<b>-</b>
<b>Details of transfers and subsidies</b>											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	<b>0.0</b>	<b>0.1</b>	<b>0.1</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	0.0	0.1	0.1	-	-100.0%	-	-	-	-	-	-
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	<b>-</b>	<b>-</b>	<b>0.7</b>	<b>3.8</b>	<b>-</b>	<b>0.1%</b>	<b>3.8</b>	<b>4.0</b>	<b>4.1</b>	<b>2.7%</b>	<b>0.3%</b>
Bursaries for non-employees	-	-	0.7	3.8	-	0.1%	3.8	4.0	4.1	2.7%	0.3%
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	<b>1 354.2</b>	<b>423.0</b>	<b>1 297.0</b>	<b>1 329.2</b>	<b>-0.6%</b>	<b>94.2%</b>	<b>1 344.7</b>	<b>1 405.1</b>	<b>1 468.0</b>	<b>3.4%</b>	<b>93.7%</b>
South African Tourism	1 354.2	423.0	1 297.0	1 329.2	-0.6%	94.2%	1 344.7	1 405.1	1 468.0	3.4%	93.7%
<b>Foreign governments and international organisations</b>											
<b>Current</b>	<b>2.8</b>	<b>3.0</b>	<b>2.4</b>	<b>2.5</b>	<b>-3.4%</b>	<b>0.2%</b>	<b>2.6</b>	<b>2.7</b>	<b>2.8</b>	<b>4.1%</b>	<b>0.2%</b>
United Nations World Tourism Organisation	2.8	3.0	2.4	2.5	-3.4%	0.2%	2.6	2.7	2.8	4.1%	0.2%

## Personnel information

Table 38.9 Tourism Research, Policy and International Relations personnel numbers and cost by salary level<sup>1</sup>

Number of posts estimated for 31 March 2023	Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment												Average growth rate (%) 2022/23 - 2025/26	Average: Salary level/Total (%)					
	Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate										
			2021/22	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26											
<b>Tourism Research, Policy and International Relations</b>																			
Salary level	66	4	66	49.1	0.7	75	58.9	0.8	78	60.8	0.8	77	63.5	0.8	79	66.3	0.8	1.7%	100.0%
1-6	4	-	4	1.2	0.3	4	1.3	0.3	4	1.2	0.3	4	1.3	0.3	4	1.4	0.3	-	5.2%
7-10	38	4	38	21.2	0.6	41	24.0	0.6	41	23.7	0.6	41	25.2	0.6	42	26.5	0.6	0.8%	53.4%
11-12	12	-	12	11.0	0.9	18	17.2	1.0	21	19.5	0.9	20	19.6	1.0	21	20.8	1.0	5.3%	25.9%
13-16	12	-	12	15.6	1.3	12	16.3	1.4	12	16.3	1.4	12	17.3	1.4	12	17.6	1.5	-	15.5%

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:
  - facilitating the implementation of developed tourism concepts in eThekweni metro, and the OR Tambo, Pixley Ka Seme and Namakwa districts
  - implementing the budget resort network and brand concept
  - managing a pipeline of nationally prioritised greenfield and brownfield tourism investment opportunities
  - facilitating 4 investment promotion platforms.
- Support destination enhancement initiatives over the medium term by:
  - implementing infrastructure maintenance programmes in 18 national parks
  - implementing infrastructure maintenance and beautification programmes in 4 provincial state-owned attractions
  - supporting the implementation of 30 community-based tourism projects.
- Create 12 399 work opportunities 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, people with disabilities 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 (%)
	2019/20	2020/21	2021/22				2022/23	2023/24	2024/25		
R million											
Destination Development Management	11.9	15.5	114.7	28.3	33.4%	9.6%	10.7	11.2	11.7	-25.5%	3.8%
Tourism Enhancement	18.3	14.8	16.3	23.7	9.0%	4.1%	24.2	25.3	26.5	3.9%	6.1%
Destination Planning and Investment Coordination	23.6	20.6	20.9	31.2	9.7%	5.4%	31.5	33.0	34.5	3.4%	7.9%
Working for Tourism	376.2	376.6	375.4	312.4	-6.0%	80.9%	334.8	346.1	360.6	4.9%	82.3%
<b>Total</b>	<b>430.0</b>	<b>427.5</b>	<b>527.2</b>	<b>395.6</b>	<b>-2.7%</b>	<b>100.0%</b>	<b>401.1</b>	<b>415.6</b>	<b>433.4</b>	<b>3.1%</b>	<b>100.0%</b>
Change to 2022 Budget estimate				1.7			22.8	23.7	24.7		

**Table 38.10 Destination Development expenditure trends and estimates by subprogramme and economic classification (continued)**

Economic classification	Audited outcome			Adjusted appropriation 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/ Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/ Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
R million											
<b>Current payments</b>	<b>419.3</b>	<b>186.9</b>	<b>320.6</b>	<b>395.5</b>	<b>-1.9%</b>	<b>74.3%</b>	<b>401.1</b>	<b>415.6</b>	<b>433.4</b>	<b>3.1%</b>	<b>100.0%</b>
Compensation of employees	54.2	55.0	55.3	61.7	4.4%	12.7%	61.1	63.8	66.6	2.6%	15.4%
Goods and services	365.1	132.0	265.3	333.8	-2.9%	61.6%	339.9	351.8	366.7	3.2%	84.6%
of which:											
Consultants: Business and advisory services	5.5	5.2	3.9	21.7	58.4%	2.0%	3.8	3.9	4.1	-42.6%	2.0%
Agency and support/outourced services	166.9	49.8	78.5	107.3	-13.7%	22.6%	131.0	112.1	163.8	15.1%	31.3%
Consumable supplies	1.2	0.0	0.2	0.5	-24.1%	0.1%	1.9	2.0	2.1	58.7%	0.4%
Property payments	7.5	40.5	122.3	44.9	81.2%	12.1%	49.7	121.3	6.7	-46.8%	13.5%
Travel and subsistence	13.2	3.4	8.7	20.3	15.4%	2.6%	20.3	21.4	22.4	3.3%	5.1%
Training and development	168.3	31.2	42.5	131.1	-8.0%	21.0%	129.8	87.5	163.8	7.7%	31.1%
<b>Transfers and subsidies</b>	<b>0.0</b>	<b>0.1</b>	<b>0.1</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Households	0.0	0.1	0.1	-	-100.0%	-	-	-	-	-	-
<b>Payments for capital assets</b>	<b>10.5</b>	<b>240.5</b>	<b>206.4</b>	<b>0.1</b>	<b>-76.3%</b>	<b>25.7%</b>	<b>0.0</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>
Buildings and other fixed structures	10.1	240.1	206.3	-	-100.0%	25.6%	-	-	-	-	-
Machinery and equipment	0.4	0.3	0.2	0.1	-29.5%	0.1%	0.0	-	-	-100.0%	-
<b>Payments for financial assets</b>	<b>0.2</b>	<b>0.0</b>	<b>0.1</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>430.0</b>	<b>427.5</b>	<b>527.2</b>	<b>395.6</b>	<b>-2.7%</b>	<b>100.0%</b>	<b>401.1</b>	<b>415.6</b>	<b>433.4</b>	<b>3.1%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>18.0%</b>	<b>30.7%</b>	<b>20.8%</b>	<b>15.8%</b>	<b>-</b>	<b>-</b>	<b>15.9%</b>	<b>15.8%</b>	<b>15.7%</b>	<b>-</b>	<b>-</b>
<b>Details of transfers and subsidies</b>											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>		<b>0.1</b>	<b>0.1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	-	0.1	0.1	-	-	-	-	-	-	-	-
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	<b>0.0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	0.0	-	-	-	-100.0%	-	-	-	-	-	-

## Personnel information

**Table 38.11 Destination Development personnel numbers and cost by salary level<sup>1</sup>**

Destination Development	Number of posts estimated for 31 March 2023	Number of posts additional to the funded posts	Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment												Average growth rate (%) 2022/23 - 2025/26	Average: Salary level/ Total (%)			
			Actual		Revised estimate		Medium-term expenditure estimate												
			2021/22	Unit cost	2022/23	Unit cost	2023/24		2024/25		2025/26								
Salary level	70	4	70	55.3	0.8	73	61.7	0.8	72	61.1	0.8	70	63.8	0.9	71	66.6	0.9	-0.9%	100.0%
1 – 6	4	-	4	1.2	0.3	4	1.2	0.3	3	0.9	0.3	4	1.3	0.3	4	1.3	0.3	-	5.2%
7 – 10	36	4	36	21.1	0.6	36	22.0	0.6	34	20.3	0.6	31	20.2	0.7	30	20.3	0.7	-5.9%	45.8%
11 – 12	20	-	20	19.9	1.0	22	22.7	1.0	25	25.4	1.0	25	27.0	1.1	27	29.4	1.1	7.1%	34.6%
13 – 16	10	-	10	13.2	1.3	11	15.7	1.4	10	14.4	1.4	10	15.3	1.5	10	15.6	1.6	-3.1%	14.3%

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 medium term.
- Stimulate growth in domestic tourism by implementing 4 domestic tourism awareness programmes over the medium term.

- Encourage inclusive economic growth in the tourism sector 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 over the medium term.
- Implement initiatives in each year of the medium term to increase the participation of women in the tourism sector by facilitating the United Nations Women in Tourism pilot programme in Limpopo's Vhembe and Mopani districts.
- Enhance visitor service and experience over the medium term by implementing the service excellence standard, focusing on identified improvement initiatives and structured support.
- Facilitate skills development by implementing 5 capacity-building programmes across the sector over the medium term.

## 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	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2023/24	2024/25		
R million					2019/20 - 2022/23		2023/24	2024/25	2025/26	2022/23 - 2025/26	
Tourism Sector Support Services Management	11.8	6.1	4.3	11.3	-1.4%	2.9%	11.7	12.3	12.9	4.3%	3.2%
Tourism Human Resource Development	29.0	18.6	27.1	30.7	1.8%	9.0%	31.6	33.0	34.5	4.0%	8.6%
Enterprise Development and Transformation	34.7	41.7	37.4	48.2	11.6%	13.9%	50.1	52.4	54.9	4.4%	13.7%
Tourism Visitor Services	24.1	22.1	23.4	26.1	2.6%	8.2%	26.4	27.6	28.8	3.4%	7.2%
Tourism Incentive Programme	148.3	106.8	271.4	242.8	17.9%	66.0%	243.1	258.1	268.5	3.4%	67.3%
<b>Total</b>	<b>248.0</b>	<b>195.4</b>	<b>363.5</b>	<b>359.1</b>	<b>13.1%</b>	<b>100.0%</b>	<b>363.0</b>	<b>383.4</b>	<b>399.6</b>	<b>3.6%</b>	<b>100.0%</b>
Change to 2022 Budget estimate				2.5			2.3	2.4	2.4		
<b>Economic classification</b>											
<b>Current payments</b>	<b>111.4</b>	<b>124.0</b>	<b>97.8</b>	<b>129.1</b>	<b>5.1%</b>	<b>39.6%</b>	<b>132.5</b>	<b>138.5</b>	<b>144.8</b>	<b>3.9%</b>	<b>36.2%</b>
Compensation of employees	72.1	71.6	74.7	81.9	4.3%	25.7%	83.4	87.1	90.9	3.6%	22.8%
Goods and services	39.3	52.4	23.2	47.3	6.4%	13.9%	49.1	51.4	53.9	4.5%	13.4%
<i>of which:</i>											
<i>Catering: Departmental activities</i>	1.9	0.9	1.5	2.0	0.8%	0.5%	3.0	3.2	3.4	19.5%	0.8%
<i>Consultants: Business and advisory services</i>	5.4	10.4	10.1	14.3	38.5%	3.4%	7.7	8.1	8.5	-15.9%	2.6%
<i>Agency and support/outsourced services</i>	4.3	0.0	0.0	0.0	-87.3%	0.4%	4.4	4.6	4.9	715.0%	0.9%
<i>Travel and subsistence</i>	14.0	1.6	5.0	18.8	10.4%	3.4%	18.9	19.8	20.7	3.3%	5.2%
<i>Training and development</i>	6.9	7.2	2.0	2.4	-29.8%	1.6%	8.3	8.7	9.1	56.2%	1.9%
<i>Venues and facilities</i>	3.8	3.3	1.5	5.0	9.7%	1.2%	2.2	2.3	2.4	-21.6%	0.8%
<b>Transfers and subsidies</b>	<b>135.9</b>	<b>71.2</b>	<b>265.3</b>	<b>229.9</b>	<b>19.1%</b>	<b>60.2%</b>	<b>230.6</b>	<b>245.0</b>	<b>254.8</b>	<b>3.5%</b>	<b>63.8%</b>
Departmental agencies and accounts	3.7	3.0	264.9	4.3	4.9%	23.7%	4.4	4.6	4.8	4.1%	1.2%
Public corporations and private enterprises	131.7	50.5	-	225.2	19.6%	34.9%	225.7	239.9	249.5	3.5%	62.5%
Non-profit institutions	0.4	-	0.4	0.4	2.4%	0.1%	0.4	0.5	0.5	2.7%	0.1%
Households	0.1	17.7	-	-	-100.0%	1.5%	-	-	-	-	-
<b>Payments for capital assets</b>	<b>0.7</b>	<b>0.3</b>	<b>0.4</b>	<b>0.1</b>	<b>-53.8%</b>	<b>0.1%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>
Machinery and equipment	0.7	0.3	0.4	0.1	-53.8%	0.1%	-	-	-	-100.0%	-
<b>Payments for financial assets</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>248.0</b>	<b>195.4</b>	<b>363.5</b>	<b>359.1</b>	<b>13.1%</b>	<b>100.0%</b>	<b>363.0</b>	<b>383.4</b>	<b>399.6</b>	<b>3.6%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>10.4%</b>	<b>14.0%</b>	<b>14.3%</b>	<b>14.4%</b>	<b>-</b>	<b>-</b>	<b>14.4%</b>	<b>14.5%</b>	<b>14.5%</b>	<b>-</b>	<b>-</b>

**Table 38.12 Tourism Sector Support Services expenditure trends and estimates by subprogramme and economic classification (continued)**

Details of transfers and subsidies	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2023/24	2024/25		
	R million										
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	0.1	0.4	–	–	-100.0%	–	–	–	–	–	–
Employee social benefits	0.1	0.4	–	–	-100.0%	–	–	–	–	–	–
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	–	17.3	–	–	–	1.5%	–	–	–	–	–
Gifts and donations	–	0.0	–	–	–	–	–	–	–	–	–
Act of grace	–	17.3	–	–	–	1.5%	–	–	–	–	–
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	3.7	3.0	264.9	4.3	4.9%	23.7%	4.4	4.6	4.8	4.1%	1.2%
Tourism incentive programme	–	–	258.0	–	–	22.1%	–	–	–	–	–
National tourism careers expo	3.7	–	3.9	4.3	4.9%	1.0%	4.4	4.6	4.8	4.1%	1.2%
Technology Innovation Agency	–	3.0	3.0	–	–	0.5%	–	–	–	–	–
<b>Public corporations and private enterprises</b>											
<b>Private enterprises</b>											
<b>Other transfers to private enterprises</b>											
<b>Current</b>	131.7	50.5	–	225.2	19.6%	34.9%	225.7	239.9	249.5	3.5%	62.5%
Tourism incentive programme	131.7	50.5	–	225.2	19.6%	34.9%	225.7	239.9	249.5	3.5%	62.5%
<b>Non-profit institutions</b>											
<b>Current</b>	0.4	–	0.4	0.4	2.4%	0.1%	0.4	0.5	0.5	2.7%	0.1%
Federated Hospitality Association of South Africa	0.4	–	0.4	0.4	2.4%	0.1%	0.4	0.5	0.5	2.7%	0.1%

## Personnel information

**Table 38.13 Tourism Sector Support Services personnel numbers and cost by salary level<sup>1</sup>**

Number of posts estimated for 31 March 2023	Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment															Average growth rate (%)	Average: Salary level/ Total (%)			
	Number of posts additional to the funded posts	Actual			Revised estimate			Medium-term expenditure estimate												
		2021/22	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26													
Tourism Sector Support Services	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	2022/23 - 2025/26				
Salary level	104	6		104	74.7	0.7	112	81.8	0.7	116	83.4	0.7	113	87.1	0.8	119	90.9	0.8	2.0%	100.0%
1 – 6	4	–		4	1.2	0.3	4	1.3	0.3	4	1.2	0.3	2	0.6	0.3	4	1.3	0.3	–	3.0%
7 – 10	62	6		62	33.0	0.5	69	37.3	0.5	73	39.0	0.5	72	40.7	0.6	76	43.1	0.6	3.3%	63.0%
11 – 12	22	–		22	20.5	0.9	22	21.2	1.0	22	21.0	1.0	22	22.3	1.0	22	22.7	1.0	–	19.1%
13 – 16	16	–		16	20.0	1.2	17	22.1	1.3	17	22.1	1.3	17	23.5	1.4	17	23.8	1.4	–	14.8%

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		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Annual brand strength index (leisure) score	Leisure tourism marketing		– <sup>1</sup>	39.9	39.9	42.2	42.8	42.8	42.8
Number of domestic deal-driven campaigns implemented per year	Leisure tourism marketing		– <sup>1</sup>	– <sup>1</sup>	4	3	3	3	3
Number of regional brand campaigns implemented per year	Leisure tourism marketing	Priority 7: A better Africa and world	– <sup>1</sup>	– <sup>1</sup>	1	1	4	4	4
Number of bids supported for international and regional business events per year	Business events		115	55	84	93	93	107	123
Number of graded establishments per year	Visitor experience		5 173	– <sup>1</sup>	4 707	5 355	5 462	5 625	5 805

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 while monitoring and evaluating the performance of the tourism sector. In support of this, over the MTEF period, the entity will continue to prioritise support to domestic, regional and international tourism.

Over the period ahead, South African Tourism will focus on efforts to bid to host events such as business meetings, conferences and exhibitions in rural areas and (small) towns to boost the tourism industry in 6 focal sectors: mining and minerals, manufacturing, travel and tourism, agriculture, finance, and wholesale and retail trade. For this work, R303 million is allocated for research and R278 million for analytics. The entity also plans to support bids to host 380 international and regional business events over the period ahead through an additional allocation of R303 million.

Ensuring that visitors enjoy their experience is a key component of the entity's work, and part of South African Tourism's revitalisation plan entails assuring that tourism establishments are of a high standard. As such, the number of graded establishments is expected to increase from 5 355 in 2022/23 to 5 805 in 2025/26 at a projected cost of R168.5 million over the medium term.

The entity is set to derive 94.9 per cent (R4.4 billion) of its revenue over the period ahead through transfers from the department and the remainder through voluntary levies collected from the private sector, income from grading fees, exhibitions and interest from investments.

### Programmes/Objectives/Activities

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

R million	Audited outcome			Revised estimate 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
Administration	152.2	111.3	148.1	154.8	0.6%	12.9%	161.7	169.0	177.1	4.6%	10.9%
Business enablement	79.1	39.8	81.0	84.6	2.3%	6.1%	88.4	92.4	96.8	4.6%	6.0%
Leisure tourism marketing	948.6	382.5	909.4	1 072.6	4.2%	68.7%	1 074.7	1 122.9	1 172.3	3.0%	73.1%
Business events	178.9	30.8	88.3	92.2	-19.8%	7.7%	96.4	100.7	105.5	4.6%	6.5%
Visitor experience	77.0	34.5	49.1	51.4	-12.6%	4.6%	53.7	56.1	58.8	4.6%	3.6%
<b>Total</b>	<b>1 435.7</b>	<b>599.0</b>	<b>1 275.9</b>	<b>1 455.6</b>	<b>0.5%</b>	<b>100.0%</b>	<b>1 474.8</b>	<b>1 541.1</b>	<b>1 610.5</b>	<b>3.4%</b>	<b>100.0%</b>

### 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 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
<b>Revenue</b>											
<b>Non-tax revenue</b>	<b>155.9</b>	<b>26.7</b>	<b>36.7</b>	<b>74.0</b>	<b>-22.0%</b>	<b>5.9%</b>	<b>76.2</b>	<b>79.6</b>	<b>83.4</b>	<b>4.1%</b>	<b>5.1%</b>
Sale of goods and services other than capital assets	110.2	7.8	21.6	61.1	-17.8%	3.6%	63.0	65.8	69.0	4.1%	4.3%
Other sales	110.2	7.8	21.6	61.1	-17.8%	3.6%	63.0	65.8	69.0	4.1%	4.3%
Other non-tax revenue	45.7	18.9	15.0	12.8	-34.5%	2.3%	13.2	13.8	14.5	4.1%	0.9%
<b>Transfers received</b>	<b>1 389.8</b>	<b>431.0</b>	<b>1 355.9</b>	<b>1 381.6</b>	<b>-0.2%</b>	<b>94.1%</b>	<b>1 398.6</b>	<b>1 461.5</b>	<b>1 527.1</b>	<b>3.4%</b>	<b>94.9%</b>
<b>Total revenue</b>	<b>1 545.7</b>	<b>457.7</b>	<b>1 392.5</b>	<b>1 455.6</b>	<b>-2.0%</b>	<b>100.0%</b>	<b>1 474.8</b>	<b>1 541.1</b>	<b>1 610.5</b>	<b>3.4%</b>	<b>100.0%</b>
<b>Expenses</b>											
<b>Current expenses</b>	<b>1 435.7</b>	<b>599.0</b>	<b>1 275.9</b>	<b>1 455.6</b>	<b>0.5%</b>	<b>100.0%</b>	<b>1 474.8</b>	<b>1 541.1</b>	<b>1 610.5</b>	<b>3.4%</b>	<b>100.0%</b>
Compensation of employees	218.5	218.5	227.4	236.7	2.7%	21.4%	246.2	252.3	264.5	3.8%	16.4%
Goods and services	1 209.1	371.4	1 039.0	1 208.9	-	77.7%	1 218.2	1 277.8	1 334.6	3.4%	82.9%
Depreciation	8.0	9.0	9.5	10.0	7.4%	0.9%	10.4	11.0	11.5	4.8%	0.7%
<b>Total expenses</b>	<b>1 435.7</b>	<b>599.0</b>	<b>1 275.9</b>	<b>1 455.6</b>	<b>0.5%</b>	<b>100.0%</b>	<b>1 474.8</b>	<b>1 541.1</b>	<b>1 610.5</b>	<b>3.4%</b>	<b>100.0%</b>
<b>Surplus/(Deficit)</b>	<b>110.0</b>	<b>(141.3)</b>	<b>116.6</b>	<b>-</b>	<b>-100.0%</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	

**Table 38.16 South African Tourism statements of financial performance, cash flow and financial position (continued)**

Cash flow statement			Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)	
Audited outcome						2023/24	2024/25	2025/26			
R million	2019/20	2020/21	2021/22	2022/23	2019/20 - 2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26		
<b>Cash flow from operating activities</b>	<b>17.8</b>	<b>(454.2)</b>	<b>433.4</b>	<b>–</b>	<b>-100.0%</b>	<b>–</b>	<b>–</b>	<b>0.0</b>	<b>0.0</b>	<b>–</b>	<b>–</b>
<b>Receipts</b>											
<b>Non-tax receipts</b>	<b>114.6</b>	<b>26.7</b>	<b>27.0</b>	<b>126.4</b>	<b>3.3%</b>	<b>6.1%</b>	<b>130.2</b>	<b>136.0</b>	<b>142.5</b>	<b>4.1%</b>	<b>8.8%</b>
Sales of goods and services other than capital assets	93.1	26.7	22.3	126.4	10.7%	5.6%	130.2	136.0	142.5	4.1%	8.8%
Other sales	93.1	26.7	22.3	126.4	10.7%	5.6%	130.2	136.0	142.5	4.1%	8.8%
Other tax receipts	21.5	–	4.7	–	-100.0%	0.5%	–	–	–	–	–
<b>Transfers received</b>	<b>1 369.3</b>	<b>423.0</b>	<b>1 297.0</b>	<b>1 329.2</b>	<b>-1.0%</b>	<b>93.9%</b>	<b>1 344.7</b>	<b>1 405.1</b>	<b>1 472.5</b>	<b>3.5%</b>	<b>91.2%</b>
<b>Total receipts</b>	<b>1 484.0</b>	<b>449.7</b>	<b>1 324.0</b>	<b>1 455.6</b>	<b>-0.6%</b>	<b>100.0%</b>	<b>1 474.8</b>	<b>1 541.1</b>	<b>1 615.0</b>	<b>3.5%</b>	<b>100.0%</b>
<b>Payment</b>											
<b>Current payments</b>	<b>1 466.1</b>	<b>904.0</b>	<b>890.7</b>	<b>1 455.6</b>	<b>-0.2%</b>	<b>100.0%</b>	<b>1 474.8</b>	<b>1 541.1</b>	<b>1 615.0</b>	<b>3.5%</b>	<b>100.0%</b>
Compensation of employees	218.5	236.9	232.3	236.4	2.6%	20.9%	245.8	258.1	270.5	4.6%	16.6%
Goods and services	1 247.6	667.1	658.4	1 219.2	-0.8%	79.1%	1 229.0	1 282.9	1 344.5	3.3%	83.4%
<b>Total payments</b>	<b>1 466.1</b>	<b>904.0</b>	<b>890.7</b>	<b>1 455.6</b>	<b>-0.2%</b>	<b>100.0%</b>	<b>1 474.8</b>	<b>1 541.1</b>	<b>1 615.0</b>	<b>3.5%</b>	<b>100.0%</b>
<b>Net cash flow from investing activities</b>	<b>(2.2)</b>	<b>(0.7)</b>	<b>(21.0)</b>	<b>–</b>	<b>-100.0%</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
Acquisition of property, plant, equipment and intangible assets	(2.4)	(0.8)	(21.0)	–	-100.0%	–	–	–	–	–	–
Proceeds from the sale of property, plant, equipment and intangible assets	0.2	0.0	–	–	-100.0%	–	–	–	–	–	–
Other flows from investing activities	(0.1)	0.1	0.0	–	-100.0%	–	–	–	–	–	–
<b>Net cash flow from financing activities</b>	<b>(0.2)</b>	<b>–</b>	<b>(0.0)</b>	<b>–</b>	<b>-100.0%</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
Repayment of finance leases	(0.2)	–	(0.0)	–	-100.0%	–	–	–	–	–	–
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>15.4</b>	<b>(455.0)</b>	<b>412.4</b>	<b>–</b>	<b>-100.0%</b>	<b>-10.6%</b>	<b>–</b>	<b>0.0</b>	<b>0.0</b>	<b>–</b>	<b>–</b>
<b>Statement of financial position</b>											
Carrying value of assets	90.4	69.9	80.0	138.2	15.2%	14.9%	144.5	151.0	158.2	4.6%	15.1%
<i>of which:</i>											
Acquisition of assets	(2.4)	(0.8)	(21.0)	–	-100.0%	–	–	–	–	–	–
Loans	0.2	0.1	0.1	–	-100.0%	–	–	–	–	–	–
Receivables and prepayments	57.8	64.9	89.5	28.3	-21.2%	10.7%	29.5	30.9	32.3	4.6%	3.1%
Cash and cash equivalents	624.9	170.0	647.0	752.1	6.4%	74.4%	785.9	821.2	860.6	4.6%	81.9%
<b>Total assets</b>	<b>773.3</b>	<b>304.9</b>	<b>816.7</b>	<b>918.6</b>	<b>5.9%</b>	<b>100.0%</b>	<b>959.9</b>	<b>1 003.0</b>	<b>1 051.2</b>	<b>4.6%</b>	<b>100.0%</b>
Accumulated surplus/(deficit)	240.6	30.2	173.4	–	-100.0%	15.6%	–	–	–	–	–
Capital and reserves	76.7	52.1	52.1	96.4	7.9%	11.0%	100.7	105.3	110.3	4.6%	10.5%
Finance lease	0.1	0.1	0.1	0.3	36.3%	–	0.3	0.3	0.3	4.6%	–
Trade and other payables	426.1	190.4	555.2	762.4	21.4%	67.1%	796.7	832.5	872.5	4.6%	83.0%
Provisions	29.8	32.1	35.8	59.5	25.9%	6.3%	62.2	65.0	68.1	4.6%	6.5%
<b>Total equity and liabilities</b>	<b>773.3</b>	<b>304.9</b>	<b>816.7</b>	<b>918.6</b>	<b>5.9%</b>	<b>100.0%</b>	<b>959.9</b>	<b>1 003.0</b>	<b>1 051.2</b>	<b>4.6%</b>	<b>100.0%</b>

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

Number of posts estimated for 31 March 2023		Number and cost <sup>1</sup> 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					2022/23 - 2025/26						
		2021/22		2022/23		2023/24		2024/25		2025/26									
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost		Unit cost					
South African Tourism	241	241	241	227.4	0.9	241	236.7	1.0	241	246.2	1.0	241	252.3	1.0	241	264.5	1.1	–	100.0%
Salary level	241	241	241	227.4	0.9	241	236.7	1.0	241	246.2	1.0	241	252.3	1.0	241	264.5	1.1	–	100.0%
1 – 6	39	39	39	5.4	0.1	39	5.4	0.1	39	5.5	0.1	39	5.6	0.1	39	6.0	0.2	–	16.2%
7 – 10	75	75	75	44.1	0.6	75	45.7	0.6	75	47.6	0.6	75	48.9	0.7	75	55.1	0.7	–	31.1%
11 – 12	42	42	42	41.7	1.0	42	43.3	1.0	42	45.0	1.1	42	46.2	1.1	42	51.0	1.2	–	17.4%
13 – 16	80	80	80	123.8	1.5	80	129.2	1.6	80	134.4	1.7	80	137.7	1.7	80	138.9	1.7	–	33.2%
17 – 22	5	5	5	12.5	2.5	5	13.2	2.6	5	13.7	2.7	5	14.0	2.8	5	13.4	2.7	–	2.1%

1. Rand million.