



JUL 23 2019

Department of Interior  
U.S. Fish and Wildlife Service  
**Federal Fish and Wildlife Permit Application Form**

U.S. Fish and Wildlife Service  
Division of Management Authority  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity

**IMPORT OF SPORT-HUNTED TROPHIES under Appendix I of the Convention on International Trade in Endangered Species (CITES) and/or U.S. Endangered Species Act (ESA)**

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details. Instructions on how to make your application complete and help avoid unnecessary delays are attached.

**Section A: Complete if applying as an individual**

1.a. Last Name <b>Moleski</b>	1.b. First Name <b>Thomas</b>	1.c. Middle Name/Initial <b>Alfred</b>	1.d. Suffix
2. Date of Birth (month/day/year) <b>(b) (6)</b>			

**Section B: Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution**

1.a. Name of business, agency, Tribe, or institution		1.b. Doing business as (DBA)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First Name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		6. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

**Section C: All applicants complete address information**

1.a. Physical address (Street address; Apartment #, Suite #, or Room #; no P.O. Boxes) <b>(b) (6)</b>				
1.b. City <b>Bristol</b>	1.c. State <b>IN</b>	1.d. Zip code/Postal code <b>(b) (6)</b>	1.e. Country/Province <b>Elkhart</b>	1.f. Country <b>USA</b>
2.a. Mailing address (include if different than physical address; include name of contact person if applicable)				
2.b. City	2.c. State	2.d. Zip code/Postal code	2.e. Country/Province	2.f. Country

**Section D: All applicants MUST complete**

1. Attach the nonrefundable application processing fee in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee—attach documentation of fee exempt status as outlined in instructions [50 CFR 13.11(d)].	
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in <i>Title 50 Part 13 of the Code of Federal Regulations</i> and the other applicable parts in subchapter B of Chapter I of Title 50, and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.	
<b>(b) (6)</b>	
Date of signature (mm/dd/yyyy) <b>7/12/19</b>	
Please continue to next page	

**E. IMPORT OF SPORT-HUNTED TROPHIES (Appendix I of CITES and/or ESA)**

**Note 1:** This form should be used to request authorization to import trophies of species listed on Appendix I of CITES and/or as threatened or endangered under the ESA (examples include elephants, lions, cheetahs, wood bison, and markhor).

**PLEASE USE FORM 3-200-19 FOR SOUTHERN AFRICAN LEOPARD TROPHIES AND SOUTHERN WHITE RHINOCEROS TROPHIES TAKEN IN NAMIBIA.**

**Note 2:** If you hold an import permit for a trophy that you did not use, please return the unused original permit. If you are requesting reissuance of a permit because you have taken a trophy, but were unable to import it prior to the expiration of the permit, please use the renewal form (3-200-52) and return your original permit with that form.

**Note 3:** Applications for species listed as endangered under the U.S. Endangered Species Act are published in the Federal Register for a 30-day public comment period. Please allow at least 90 days for the application to be processed.

**Note 4:** *Sport-hunted trophy* is defined at 50 CFR 23.74 as follows: *Sport-hunted trophy* means a whole dead animal or a readily recognizable part or derivative of an animal specifically identified on the accompanying CITES document that meets the following criteria:

- Is raw, processed, or manufactured;
- Was legally obtained by the hunter through hunting for his or her personal use;
- Is being imported, exported, or re-exported by or on behalf of the hunter as part of the transfer from its country of origin ultimately to the hunter's country of usual residence; and
- Includes worked, manufactured, or handicraft items made from the sport-hunted animal only when:
  - i. Such items are contained in the same shipment as raw or tanned parts of the sport-hunted animal and are for the personal use of the hunter,
  - ii. The quantity of such items is no more than could reasonably be expected given the number of animals taken by the hunter as shown on the license or other documentation of the authorized hunt accompanying the shipment; and
  - iii. The accompanying CITES documents (export document and, if appropriate, import permit) contain a complete itemization and description of all items included in the shipment.

**Note 5:** Certain hunting trophies, including elephants, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

Please provide the following information. Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use a separate sheet of paper. On all attachments or separate sheets you are submitting, please indicate the application question number you are addressing. If applying for more than one trophy, be sure to answer questions 4-6 for each trophy addressed in this application. If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.

1. Name and address where you wish the permit to be mailed, if different from page 1. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via the U.S. Postal Service. N/A
  
2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

Thomas Alfred Maleski

(b) (6)

3. Disqualification factor. A conviction, or entry of a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court; and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

4. For each trophy to be imported, provide:
- Scientific name (genus, species, and, if applicable, subspecies) and common name.  
Genus: *Loxodonta* Species: *Loxodonta Africana*  
Common name: Elephant
  - Sex (if known) Male
5. IF ANIMAL IS CURRENTLY LIVING IN THE WILD, please enter the following information:
- Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild: N/A
  - Date wildlife is to be hunted: N/A
  - Name of hunting outfitter, safari company, or professional hunter you will be hunting with: N/A

6. IF THE TROPHY HAS ALREADY BEEN TAKEN, please enter the following information:

- Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife was removed from the wild:  
Country: Zimbabwe Management Area: Matetsi National Park Nearest City: Bulawayo  
Conservancy: Matetsi Unit 3 GIS: Grid Reference 5 18'30.448E / 025'47.32S
- Date wildlife was hunted:  
April 21, 2017

- c. Name of hunting outfitter, safari company, or professional hunter you hunted with:
- SAFARI OPERATOR  
Vexford Investments (Pvt) Ltd  
Plot 1 Tarquinnia Farm  
Karoo  
PROFESSIONAL HUNTER  
Fidelis Muchenje
- d. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the foreign export/re-export document].

Matabeleland Taxidermist  
16 Birmingham Road  
Belmont  
Bulawayo  
Zimbabwe

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so). Documents included in package

8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from Namibia, you must provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name:

Business Name: Matabeleland Taxidermist

Address: 16 Birmingham Road, Belmont

City: Bulawayo

State/Province: N/A

Country, Postal Code: Zimbabwe

Freight Consultants  
3 Trojan Street  
Belmont  
Bulawayo

9. For species listed under the U.S. Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service (Service) must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful for our review if you could provide it. Please submit such information on a separate page with your application.

- a. Do you have any information regarding the population status or trend data on the species hunted? NA

- b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, local community, or government?

Elephant Trophy Fee US\$ 9200.00

- c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or landowner that provide a conservation benefit to the species being hunted/species hunted? NA

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

- 10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a Power of Attorney to act on your client's behalf and sign the following statement

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying for the import of an elephant trophy, I understand that my client may import no more than two elephant trophies in one calendar year.

Taxidermist/Broker's signature: \_\_\_\_\_ Date: \_\_\_\_\_

- 11. If you are the hunter applying to import your own trophy, please read and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying for the import of an elephant trophy, I understand that I may import no more than two elephant trophies in one calendar year.

Applicant's signature: \_\_\_\_\_ Date: 7/12/19

*Be aware that there may be additional permitting or approval requirements by your local or state governments, as well as required by other Federal agencies or foreign governments to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

- 12. All international shipments must be through a designated port. A list of designated ports (where an inspector is posted) is available from [the list of designated ports](#). If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

## HUNTING RETURN FORM - TRAS2 APPLICATION FOR HUNTING NP/CITES

Issued in terms of Exchange Control Act (Chapter 22:05),  
The Parks and Wild Life Act (Chapter 20:14) and the Tourism Act (Chapter 14:20)

0000078778  
COMPLETED

### 1. DETAILS OF THE SAFARI OPERATOR

Name of Operator	Vexford Investments (Pvt) Ltd	Client's Full Name	Thomas Alfred Moleksi
ZTA (HOP) No.	HOP0305	Passport Number	(b) (6)
Address	Plot 1 Tarquinia farm Karoi vexfordsafari@gmail.com	Country of Issue	UNITED STATES
Name of Professional Hunter	FIDELIS MUCHENJE	Address	(b) (6) Bristol, IN (b) (6) USA
Telephone		Licence No.	(b) (6)
Number of Accompanying Guests		Fax	0
Are the trophies being exported after tanning and mounting?			
Are the trophies being exported after primary treatment?			
Name of Processing Agent or Taxidermist	MATABELELAND TAXIDERMIST	Address	18 BIRMINGHAM RD BELMONT BULAWAYO
Name of Shipping Agent		Address	
Name of Foreign Agent	CHATTARONGA SAFARIS	Address	FARM CONCONDIA LIMPOPO R.A P.O. BOX 32 ALLDAYS LIMPOPO R.S.A 0909

### 2. HUNTING AREAS

Hunting Area Name	Province	Signature of Land Authority
1 Matetsi Safari Area - Unit 3	Matabeleland North	
2 Matetsi Safari Area - Unit 4	Matabeleland North	
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		

Date of Safari From	18-04-2017
Date of Safari To	29-04-2017
Daily Rate Charged For Big Game USD	350.00
Daily Rate Charged For Plains Game USD	350.00
Daily Rate Charged for Non hunting guests USD	350.00
Number of Accompanying Guests	2

ZPWMA  
Date Stamp



AUG - 2 2019



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the Convention on International Trade in Endangered  
Species (CITES) and/or U.S. Endangered Species Act (ESA)**

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details. Instructions on how to make your application complete and help avoid unnecessary delays are attached.

**Section A: Complete if applying as an individual**

1.a. Last Name <b>WATKINS</b>	1.b. First Name <b>JOSEPH</b>	1.c. Middle Name/initial <b>JOHN</b>	1.d. Suffix
2. Date of Birth (mm/dd/yyyy) <b>(b) (6)</b>	3. Telephone Number <b>(b) (6)</b>	3.a. Alternate Telephone Number	4. E-mail address <b>cindi.rulon@procargousa.com</b>

**Section B: Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution**

1.a. Name of business, agency, Tribe, or institution		1.b. Doing business in (CEA)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First Name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		5. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

**Section C: All applicants complete address information**

1.a. Physical address (Street address, Apartment #, Suite #, or Room #; no P.O. Boxes) <b>(b) (6)</b>				
1.b. City <b>OCALA</b>	1.c. State <b>FLORIDA</b>	1.d. Zip code/Postal code <b>(b) (6)</b>	1.e. County/Province <b>MARION</b>	1.f. Country <b>USA</b>
2.a. Mailing address (include if different than physical address; include name of contact person if applicable) <b>SAME</b>				
2.b. City	2.c. State	2.d. Zip code/Postal code	2.e. County/Province	2.f. Country

**Section D: All applicants MUST complete**

1.	Attach the nonrefundable application processing fee in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee--attach documentation of fee exempt status as outlined in instructions (50 CFR 13.11(d)).
2.	Certification: I hereby certify that I have read and am familiar with the regulations contained in <i>Title 50 Part 13 of the Code of Federal Regulations</i> and the other applicable parts in subchapter B of Chapter I of Title 50, and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.

Permit (No photocopied or stamped signatures) Date of signature (mm/dd/yyyy)

*copy in foot*

**07/26/2019**

Please continue to next page



3. Disqualification factor. A conviction, or entry of a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court; and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

4. For each trophy to be imported, provide:

a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

LOXODANTA AFRICAN AFRICAN ELEPHANT

b. Sex (if known). MALE

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

b. Date wildlife is to be hunted:

c. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

6. **IF THE TROPHY HAS ALREADY BEEN TAKEN**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife was removed from the wild:

ZAMBIA SANDWE GAME MANAGMENT AREA LUANGUA VALLEY NEAR PETAUKE  
COORDINATES S 13 DEGREES 44 822 EAST 31 DEGREES 05 362

b. Date wildlife was hunted:

SEPTEMBER 24, 2018

- c. Name of hunting outfitter, safari company, or professional hunter you hunted with:

KAHTANTA HUNTING SAFARIS PH: VALERIO VENTRIGLIA

- d. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the foreign export/re-export document]:

SPLITTING IMAGE TAXIDERMY  
PO BOX 27582 GREENACRE  
PORT ELIZABETH 6057 SOUTH AFRICA

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so). ATTACHED

8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from Namibia, you must provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name:

Business Name: KAHTANTA HUNTING SAFARIS  
Address: NOOLA LIME ROAD PLOT 1468  
City: NOOLA  
State/Province: ZAMBIA  
Country, Postal Code:

9. For species listed under the U.S. Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service (Service) must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful for our review if you could provide it. Please submit such information on a separate page with your application.

- a. Do you have any information regarding the population status or trend data on the species hunted?

POPULATION OF ELEPHANTS IS VERY STABLE AND VISIBLE ALL YEAR ROUND. poaching HAS BEEN SIGNIFICANTLY REDUCED THROUGH FUNDS RECEIVED FROM MANAGED HUNTING

- b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, local community, or government?

THE HUNT COST 45,000 USD 50%GOES TO THE DEPARTMENT OF NATIONAL PARKS AND WLDLIFE 45% GOES TO THE COMMUNITY AND 5% GOES TO THE CHEIF THESE FUNDES SUPPORT 16 MEN YEAR ROUND FOR ANTI POACHING PATROLS

- c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or landowner that provide a conservation benefit to the species being hunted/species hunted?

THE COMMUNITY IS ABLE TO HIRE ADDITIONAL SCOUTS TO ASSIST WITH ANTI POACHING EFFORTS AND OTHER PROGRAMS THAT SUPPORT WLDLIFE IN THE AREA

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

- 10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a Power of Attorney to act on your client's behalf and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying for the import of an elephant trophy, I understand that my client may import no more than two elephant trophies in one calendar year.

Taxidermist/Broker's signature: \_\_\_\_\_

*atty in fact* Date: 07/26/2019

- 11. If you are the hunter apply for a permit, please read and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying to import an elephant trophy, I understand that I may import no more than two elephant trophies in one calendar year.

Applicant's signature: \_\_\_\_\_ Date: \_\_\_\_\_

*Be aware that there may be additional permitting or approval requirements by your local or state governments, as well as required by other Federal agencies or foreign governments to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

- 12. All international shipments must be through a designated port. A list of designated ports (where an inspector is posted) is available from **the list of designated ports**. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

Original

NFW FORM 1

0001787

REPUBLIC OF ZAMBIA  
Zambia Wildlife Act, 2015  
(No. 24 of 2015)  
**THE ZAMBIA WILDLIFE  
Management and Control Regulations, 2017**  
(Regulation 3 (2))  
**HUNTING LICENCE - NON RESIDENT**

Name of Issuer: Chilanga Date of Issue: 10/9/18

**DETAILS OF LICENCEE**

Full Name: \_\_\_\_\_ VPO No./Passport No. \_\_\_\_\_  
 Nationality: \_\_\_\_\_ Age: \_\_\_\_\_  
 Sex: \_\_\_\_\_  
 Full Name of Self: Zambiya Bwalya  
 Certificate of Registration No. \_\_\_\_\_ Date of Issuance: \_\_\_\_\_  
 Postal Address: P.O. Box 10000 Lusaka Telephone Number: \_\_\_\_\_  
 Physical Address: \_\_\_\_\_  
 Type of Client: \_\_\_\_\_

Any other relevant information which may be relevant to the application (eg. previous hunting licences held or previous hunting experiences)

The above named Self is hereby licensed to hunt in the Republic of Zambia under the guidance of the Professional Hunters in accordance with the provisions of the Wildlife Act, 2015 and the Wildlife Management and Control Regulations, 2017.

Species of Animals	Number	Period	Hunting Period	Fees - Total (Kwacha equivalent of US\$)
Elephant	1	0000123	2018	10,000
		4816 14717		

That Applicant has paid the licence equivalent of  
 US\$ 10,000  
 US\$ 2,500  
 US\$ 3,500

*[Signature]*  
 Chairperson of the Commission

*[Stamp]*

Find attachments of the answered questions and the permit of the elephant already purchased in advance prior to client having hunted the same.  
 This information remains confidential to all parties copied on email.

Regards  
 Valerio Ventriglia

Inviato da iPhone

Il giorno 11 set 2018, alle ore 12:20, Warrick <[warrick@splittingimageraxidermy.co.za](mailto:warrick@splittingimageraxidermy.co.za)> ha scritto:

Good Day Valerio,



# John Rulon CHB

15619 Morales Rd. Houston, Texas 77032 281-220-3158

BELOW IS A POWER OF ATTORNEY FORM WHICH IS REQUIRED BY U.S. CUSTOMS, TO ALLOW US TO TRANSACT U.S. CUSTOMS CLEARANCE ON YOUR BEHALF.  
U.S. Customs Services 141.32 C.R.

## CUSTOMS POWER OF ATTORNEY

SS# \_\_\_\_\_  
Cell Phone \_\_\_\_\_  
Email address: \_\_\_\_\_

Individual

KNOW ALL MEN BY THESE PRESENTS: That,  Joseph John watkins (Full Name of Person), residing at  (b) (6) hereby constitutes and appoints each of the following persons - John Rulon CHB

may act through any of its offices or any employees with Power of Attorney on file with this licensed broker as required by the Regional Commission of Customs as a true and lawful agent and attorney of the grantor named above for and in the name, place, stead of said grantor from this date and in all Customs Districts, and in no other name. To make, endorse, sign, declare, or swear to any entry, withdrawal, declaration, certificate, bill of lading, or other document required by law or regulation in connection with the importation, transportation, or exportation of any merchandise shipped or consigned by or to said grantor; to perform any act or condition which may be required by law or regulation in connection with such merchandise; to receive any merchandise deliverable to said grantor. To make endorsements on bills of lading conferring authority to transfer title, make entry or collect drawback, and to make, sign, declare, or swear to any statement, supplemental statement, schedule, supplemental schedule, certificate of delivery, certificate of manufacture, certificate, and delivery abstract of manufacturing records, declaration of proprietor on drawback entry, declaration of exporter on drawback entry, or any other affidavit or document which may be required by law or regulation for drawback purposes, regardless of whether such bill of lading, sworn statement, schedule, certificate, abstract, declaration, or other affidavit or document is intended for filing in any customs district. To sign, seal, and deliver for and as the act of said grantor any bond required by law or regulation in connection with the entry or withdrawal of imported merchandise or merchandise exported with or without benefit of drawback, or in connection with the entry, clearance, lading, unloading or navigation of any vessel or other means of conveyance owned or operated by said grantor, and any and all bonds which may be voluntarily given and accepted under applicable laws and regulations, consignee's and owners declarations provided for in section 485, Tariff Act of 1930, as amended, or affidavits in connection with the entry of merchandise: To sign and swear to any document, and to perform any act that may be necessary or required by law or regulation in connection with the entering, clearing, lading, unloading, or operation of any vessel or other means of conveyance owned or operated said grantor. To authorize other Customs Brokers to act as grantor's agent; to receive, endorse and collect checks issued for Customs duty refunds in grantors name drawn on the Treasurer of the United States; if the grantor is a nonresident of the United States, to accept service of process on behalf of the grantor. And generally to transact at the customhouses in said district any and all customs business, including making, signing, and filing of protests under section 514 of the Tariff Act of 1930. In which said grantor is or may or may be concerned or interested and which may properly be transacted or performed by an agent and attorney, giving to said agent attorney full power and authority to do anything whatever requisite and necessary to be done in the premises as fully as said grantor could do if present and acting, hereby ratifying and confirming all that the said agent and attorney shall lawfully do by virtue of these presents, the forgoing power of attorney to remain in full force and effect until notice of revocation in writing is duly given to and received by the District Director of customs of the district aforesaid. If the donor of this power of attorney is a partnership, the said power shall in no case have any force or effect after the expiration of 2 years from the date of its execution. Or until revoked. Pursuant to 19 CFR 111.36(a), election is made waiving the right to receive invoices, supporting documents and correspondences from John Rulon CHB, who is directed to forward all documents and inquiries concerning our imports to their customs brokerage services, to our freight forwarder, who will pay John Rulon CHB, for duties, and services performed on our behalf. It is understood the right to revoke said waiver is continuing.

### Customs Rules on Discharge of Importers Liability for Duties

The U.S. Customs Service has issued a final amendment of the regulations to provide an alternative procedure for an importer record to pay duties on imported merchandise through a licensed customhouse broker. Present rules provide for the payment of duties to Customs by a broker on behalf of the importer. Under the alternative procedure, the importer may elect to submit to the broker a separate check or bank draft for the duties payable to the "U.S. Customs Service". The broker would then deliver the importer's check or bank draft to Customs. The new rule also requires brokers to provide written notification to their clients, advising that if the client is an importer of record, payment to the broker will not relieve the client of liability for Customs charges in the event that the charges are not paid by the broker. Brokers will be required to provide this notification to all active clients annually during the month of February. Additionally, brokers will be required to provide such information on a power of attorney executed on or after the effective date of the new rule. These amendments are effective as of September 27, 1982

(Print name)  Joseph John watkins  
has caused these presents to be sealed and signed:  
(Signature)  (b) (6)  
(Date)  9/13/2018



RCVD AUG 08 2019 LB

### Department of Interior U.S. Fish and Wildlife Service Federal Fish and Wildlife Permit Application Form

Type of Activity

U.S. Fish and Wildlife Service  
Division of Management Authority  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

**IMPORT OF SPORT-HUNTED TROPHIES under Appendix I of the Convention on International Trade in Endangered Species (CITES) and/or U.S. Endangered Species Act (ESA)**

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details. Instructions on how to make your application complete and help avoid unnecessary delays are attached.

#### Section A: Complete if applying as an individual

1.a. Last Name <b>KROTTINGER</b>	1.b. First Name <b>KERRY</b>	1.c. Middle Name/Initial <b>L</b>	1.d. Suffix
2. Date of Birth (mm/dd/yyyy) <b>(b) (6)</b>	3. Telephone Number	4. E-mail address <b>(b) (6)</b>	

#### Section B: Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution

1.a. Name of business, agency, Tribe, or institution		1.b. Doing business as (DBA)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First Name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		5. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

#### Section C: All applicants complete address information

1.a. Physical address (Street address; Apartment #, Suite #, or Room #; no P.O. Boxes) <b>(b) (6)</b>					
1.b. City <b>WICHITA FALLS</b>	1.c. State <b>TX</b>	1.d. Zip Code/Postal code <b>(b) (6)</b>	1.e. County/Province	1.f. Country <b>USA</b>	
2.a. Mailing address (include if different than physical address; include name of recipient)					
2.b. City	2.c. State	2.d. Zip code/Postal code	2.e. County/Province	2.f. Country	

#### Section D: All applicants MUST complete

1. Attach the nonrefundable application processing fee in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee-- attach documentation of fee exempt status as outlined in instructions [50 CFR 13.11(d)].
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in Title 50 Part 13 of the Code of Federal Regulations and the other applicable parts in subchapter B of Chapter I of Title 50, and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.
<b>(b) (6)</b> Principal Officer for permit (No photocopied or stamped signatures) Date of signature (mm/dd/yyyy) <b>7-31-19</b>
<b>Please continue to next page</b>

**E. IMPORT OF SPORT-HUNTED TROPHIES (Appendix I of CITES and/or ESA)**

**Note 1:** This form should be used to request authorization to import trophies of species listed on Appendix I of CITES and/or as threatened or endangered under the ESA (examples include elephants, lions, cheetahs, wood bison, and markhor).

PLEASE USE FORM 3-200-19 FOR SOUTHERN AFRICAN LEOPARD TROPHIES AND SOUTHERN WHITE RHINOCEROS TROPHIES TAKEN IN NAMIBIA.

**Note 2:** If you hold an import permit for a trophy that you did not use, please **return the unused original permit**. If you are requesting reissuance of a permit because you have taken a trophy, but were unable to import it prior to the expiration of the permit, please use the renewal form (3-200-52) and return your original permit with that form.

**Note 3:** Applications for species listed as endangered under the U.S. Endangered Species Act are published in the Federal Register for a 30-day public comment period. Please allow at least **90 days** for the application to be processed.

**Note 4:** *Sport-hunted trophy* is defined at 50 CFR 23.74 as follows: *Sport-hunted trophy* means a whole dead animal or a readily recognizable part or derivative of an animal specifically identified on the accompanying CITES document that meets the following criteria:

- Is raw, processed, or manufactured;
- Was legally obtained by the hunter through hunting for his or her personal use;
- Is being imported, exported, or re-exported by or on behalf of the hunter as part of the transfer from its country of origin ultimately to the hunter's country of usual residence; and
- Includes worked, manufactured, or handicraft items made from the sport-hunted animal only when:
  - i. Such items are contained in the same shipment as raw or tanned parts of the sport-hunted animal and are for the personal use of the hunter;
  - ii. The quantity of such items is no more than could reasonably be expected given the number of animals taken by the hunter as shown on the license or other documentation of the authorized hunt accompanying the shipment; and
  - iii. The accompanying CITES documents (export document and, if appropriate, import permit) contain a complete itemization and description of all items included in the shipment.

**Note 5:** Certain hunting trophies, including elephants, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

Please provide the following information. Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use a separate sheet of paper. On all attachments or separate sheets you are submitting; please indicate the application question number you are addressing. If applying for more than one trophy, be sure to answer questions 4-6 for each trophy addressed in this application. If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.

1. Name and address where you wish the permit to be mailed, if different from page 1. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via the U.S. Postal Service.
  
2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

Lee Bear, (b) (6)

3. Disqualification factor. A conviction, or entry of a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court; and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

4. For each trophy to be imported, provide:

a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

Loxodonta africana, Elephant

b. Sex (if known). Male

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

b. Date wildlife is to be hunted:

c. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

6. **IF THE TROPHY HAS ALREADY BEEN TAKEN**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife was removed from the wild:

Zimbabwe, Tsholotsho District Area 2 South Campfire, Matabeleland North Province

b. Date wildlife was hunted:

03/17/2018 and 03/21/2018

- c. Name of hunting outfitter, safari company, or professional hunter you hunted with:

Trophy Quest Botswana (Pty) Ltd, Leonard Taylor - Professional Hunter

- d. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the foreign export/re-export document]:

7 Aluminium Street, White River, South Africa, 1240

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so). They are attached
8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from **Namibia**, you must provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].
- Name:
- Business Name: Life-Form Taxidermy
- Address: 7 Aluminum Street
- City: White River
- State/Province: Mpumalanga
- Country, Postal Code: South Africa, 1240
9. For species listed under the U.S. Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service (Service) must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful for our review if you could provide it. Please submit such information on a separate page with your application.

- a. Do you have any information regarding the population status or trend data on the species hunted?

No

- b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, local community, or government?

I have no information on how the fees were used. The fee amounts are listed on the attached permits. The trophy fees were US \$35,000 for one elephant and US \$30,000 for the second elephant

- c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or landowner that provide a conservation benefit to the species being hunted/species hunted?

No

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

- 10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a Power of Attorney to act on your client's behalf and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying for the import of an elephant trophy, I understand that my client may import no more than two elephant trophies in one calendar year.

Taxidermist/Broker's signature: \_\_\_\_\_ Date: \_\_\_\_\_

- 11. If you are the hunter applying to import your own trophy, please read and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying to import an elephant trophy, I understand that I may import no more than two elephant trophies in one calendar year.

Applicant's signature: (b) (6) \_\_\_\_\_ Date: 7-31-19

*Be aware that there may be additional approval requirements by your local or state governments, as well as required by other Federal agencies or foreign governments to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

- 12. All international shipments must be through a designated port. A list of designated ports (where an inspector is posted) is available from [the list of designated ports](#). If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

# HUNTING RETURN FORM - TRAS2

## APPLICATION FOR HUNTING NP/CITES

Issued in terms of Exchange Control Act (Chapter 22:05),  
The Parks and Wild Life Act (Chapter 20:14) and the Tourism Act (Chapter 14:20)

**000080081**  
ACQUITTED

### 1. DETAILS OF THE SAFARI OPERATOR

<p><b>Name of Operator</b> Lodzi Hunters (Pvt) Ltd</p> <p><b>ZTA (HOP) No.</b> HOP0181</p> <p><b>Address</b> KABUBA CAMP, KARIANGWE MISSION LUSULU CAMPFIRE CONCESSION BINGA lodzi@outlook.com</p> <p><b>Name of Professional Hunter</b> LEONARD TAYLOR</p> <p><b>Telephone</b></p> <p><b>Number of Accompanying Guests</b> 0</p> <p><b>Are the trophies being exported after tanning and mounting?</b> No</p> <p><b>Are the trophies being exported after primary treatment?</b> Yes</p> <p><b>Name of Processing Agent or Taxidermist</b> CHIPITANI SAFARI COMPANY P/L</p> <p><b>Name of Shipping Agent</b> LD FORWARDING CO. LTD</p> <p><b>Name of Foreign Agent</b> TWO DEES ENT</p>	<p><b>Client's Full Name</b> Mr. Kerry Lyn Krottinger</p> <p><b>Passport Number</b> (b) (6)</p> <p><b>Country of Issue</b> UNITED STATES</p> <p><b>Address</b> (b) (6) Wichita Falls Texas (b) (6) U.S.A.</p> <p><b>Licence No.</b> 358</p> <p><b>Fax</b> 0712629312</p> <p><b>Address</b> 8 RIVONIA ROAD MOUNT PLEASANT HARARE</p> <p><b>Address</b> P O BOX GD467 GREENDALE HARARE TEL 492650</p> <p><b>Address</b> P.O. BOX 785 FRANCISTOWN BOTSWANA</p>
--	---

### 2. HUNTING AREAS

Hunting Area Name	Province	Signature of Land Authority
1 Tsholotsho District Area 2 - South	Matabeleland North	
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		

<b>Date of Safari From</b>	15-03-2018
<b>Date of Safari To</b>	30-03-2018
<b>Daily Rate Charged For Big Game USD</b>	1,350.00
<b>Daily Rate Charged For Plains Game USD</b>	.00
<b>Daily Rate Charged for Non hunting guests USD</b>	.00
<b>Number of Accompanying Guests</b>	0

ZPWMA  
Date Stamp



† BARON BERTRAND DES CLERS, PH.D.  
† JAMES G. TEER, PH.D.  
† BART O'GARA, PH.D.  
† DON LINDSAY  
† BERT KLINEBURGER

**BOARD OF DIRECTORS:**  
JOHN J. JACKSON, III, J.D.  
CHRISSIE JACKSON  
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SHANE MAHONEY  
RENEE SNIDER

August 16, 2019

RCVD AUG 20 2019

U. S Fish and Wildlife Service  
Division of Management Authority (DMA)  
Branch of Permits, MS: IA  
5275 Leesburg Pike, Falls Church, Virginia 22041

**RE: Application for an Elephant Trophy Import from Zimbabwe for Michael Condon**

Dear Chief Cogliano:

Enclosed please find one application for a permit to import a sport-hunted trophy from the Savé Valley Conservancy (SVC) in Zimbabwe. Mr. Condon's hunt is planned for the 1 September to 15 September, 2019.

Conservation Force and Zimbabwe's Parks and Wildlife Management Authority (ZPWMA) have submitted extensive information about the healthy elephant population in the SVC and the benefits generated by regulated hunting for the protection of the elephant, lion, rhino and a range of other species. Please refer to that information, including the October 2016 non-detriment finding, January 2016 report related to the African Lion, June 20, 2105 response to the Fish and Wildlife Service's information request and the attached Zimbabwe National Elephant Management Plan (2015-2020) in making a positive enhancement finding for this applicant.

Please do not hesitate to contact us if you have questions about this permit application.

Sincerely,



John J. Jackson III

Encl: Permit Application for Michael Condon  
\$100 Check made payable to USFWS  
Notice of Representation  
Copy of Zimbabwe National Elephant Management Plan (2015-2020)



Department of the Interior  
U.S. Fish and Wildlife Service

Federal Fish and Wildlife Permit Application Form

RCVD AUG 20 2019

LB

Return to: U.S. Fish and Wildlife Service  
Division of Management Authority (DMA)  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity: Elephant / Zimbabwe / Appendix II

IMPORT OF SPORT-HUNTED TROPHIES  
(Appendix I of CITES and/or ESA)

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details.  
See attached instruction pages for information on how to make your application complete and help avoid unnecessary delays.

A. Complete if applying as an individual			
1.a. Last name Condon	1.b. First name Michael	1.c. Middle name or initial J	1.d. Suffix
2. Date of birth (mm/dd/yyyy) (b) (6)	3. Telephone number	3.a. Alternate telephone number	4. E-mail address

B. Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution			
1.a. Name of business, agency, Tribe, or institution		1.b. Doing business as (dba)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		6. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

C. All applicants complete address information			
1.a. Physical address (Street address; Apartment #, Suite #, or Room #; no P.O. Boxes) (If Broker or Taxidermist is applying on behalf of a foreign national, provide Broker or Taxidermist's name and address in this block; U.S. hunters must provide their U.S. address) (b) (6)			
1.b. City Fleming Island	1.c. State FL	1.d. Zip code/Postal code: (b) (6)	1.e. County/Province USA
2.a. Mailing Address (include if different than physical address; include name of contact person if applicable) (b) (6)			
2.b. City Fleming Island	2.c. State FL	2.d. Zip code/Postal code: (b) (6)	2.e. County/Province USA

D. All applicants MUST complete	
1. Attach check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100, nonrefundable processing fee. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee - <b>attach documentation of fee exempt status as outlined in instructions.</b> (50 CFR 13.11(d))	
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in <b>Title 50, Part 13 of the Code of Federal Regulations</b> and the other <b>applicable parts in subchapter B of Chapter I of Title 50</b> , and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties	
(b) (6)	08/13/2019
(b) (6)	Date of signature (mm/dd/yyyy)

or stamped signatures)

continue to next page

**E. IMPORT OF SPORT-HUNTED TROPHIES** (~~Appendix I of CITES and/or~~ **ESA**) Appendix II

**Note 1:** This form should be used to request authorization to import trophies of species listed on Appendix I of CITES and/or as threatened or endangered under the ESA (examples include elephants, lions, cheetahs, wood bison, and markhor).

PLEASE USE FORM 3-200-19 FOR SOUTHERN AFRICAN LEOPARD TROPHIES AND SOUTHERN WHITE RHINOCEROS TROPHIES TAKEN IN NAMIBIA.

**Note 2:** If you hold an import permit for trophy/trophies that you did not use, please **return the unused original permit**. If you are requesting reissuance of a permit because you have taken a trophy, but were unable to import it prior to the expiration of the permit, please use the renewal form (3-200-52) and return your original permit with that form.

**Note 3:** Applications for species listed as endangered under the U.S. Endangered Species Act are published in the Federal Register for a 30-day public comment period. Please allow at least **90 days** for the application to be processed.

**Note 4:** *Sport-hunted trophy* is defined at 50 CFR 23.74 as follows: *Sport-hunted trophy* means a whole dead animal or a readily recognizable part or derivative of an animal specifically identified on the accompanying CITES document that meets the following criteria:

- (1) Is raw, processed, or manufactured;
- (2) Was legally obtained by the hunter through hunting for his or her personal use;
- (3) Is being imported, exported, or re-exported by or on behalf of the hunter as part of the transfer from its country of origin ultimately to the hunter's country of usual residence; and
- (4) Includes worked, manufactured, or handicraft items made from the sport-hunted animal only when:
  - (i) Such items are contained in the same shipment as raw or tanned parts of the sport-hunted animal and are for the personal use of the hunter;
  - (ii) The quantity of such items is no more than could reasonably be expected given the number of animals taken by the hunter as shown on the license or other documentation of the authorized hunt accompanying the shipment; and
  - (iii) The accompanying CITES documents (export document and, if appropriate, import permit) contain a complete itemization and description of all items included in the shipment.

**Note 5:** Certain hunting trophies, including elephants, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

Please provide the following information. Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use a separate sheet of paper. On all attachments or separate sheets you are submitting; please indicate the application question number you are addressing. If applying for more than one trophy, be sure to answer questions 1-6 for each trophy addressed in this application. If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.

- 
1. Name and address where you wish the permit to be mailed, **if different from page 1**. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via regular mail through the U.S. Postal Service.

please use address on page 1

2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

John J. Jackson III, Conservation Force, e. [permits@conservationforce.org](mailto:permits@conservationforce.org) p. 504-837-1233

3. Have you or your client (if a broker applying on behalf of your client), been assessed a civil penalty or convicted of any criminal provision of any statute or regulation relating to the activity for which the

application is filed; been convicted, or entered a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act; forfeited collateral; OR are currently under charges for any violation of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court, and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

N/A

4. For each trophy to be imported, provide:

a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

Loxodonta africa, African Elephant

b. Sex (if known). Male

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

Zimbabwe, Sango Ranch, Save Valley Conservancy. Nearest town Masvingo

b. Date wildlife is to be hunted: September 1-15, 2019

b. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

Crane Safaris PH: Brendan Coaton

6. **IF THE TROPHY HAS ALREADY BEEN TAKEN**, please enter the following:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where trophy was removed from the wild:

b. Date wildlife was hunted:

b. Name of hunting outfitter, safari company, or professional hunter you hunted with:

c. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the export/re-export document]:

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so). I have not hunted yet, so no permits are available.

8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from Namibia, you **must** provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name: Crane Safaris  
Business Name: 3 Normandy Road  
Address: Alexandra Park  
City: Harare  
State/Province: Zimbabwe  
Country, Postal Code:

9. For species listed under the Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful to our review if you could provide it. Please submit such information on a separate page with your application.

- a. Do you have any information regarding the population status or trend data on the species hunted?

The Save Valley is known for their excellent wildlife management. The Conservancy maintains increasing populations of elephants. The annual elephant hunting quota is 3 Bulls. In a 2014 Elephant survey, the Save Valley showed an estimated population of 1,585 Elephants and in an aerial survey that same year 474 were in Sango. Please see attached statement and an enclosed copy of the Zimbabwe National Elephant Management Plan (2015-2020).

- b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, community, or government?

I paid around \$75,000.00 for the hunt. Regulated hunting revenues are reinvested in wildlife management and protection. Please see page 31 of the Zimbabwe National Elephant Management Plan which estimates they need approx. \$12,000,000 annually to protect the nearly 60,000 km of elephant range in the Country. See page 11 of the Zim. Nat. Elephant Plan, re: role of sport hunting in Elephant Conservation.

- c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or land owner that provide a conservation benefit to the species being hunted/species hunted?

The Save Valley is known for their excellent wildlife management. The Lowveld Rhino Trust (LRT) works in this region, they do biological monitoring and auditing of the Rhino population. The SVC also has a rigorous Anti-poaching team with at the ranch scout level in total they support around 200 scouts. Funds from hunting are used to support these salaries.

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a **Power of Attorney** to act on your client's behalf and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). I understand that my client may only import two leopard trophies and two elephant trophies within the same calendar year (if applicable). In addition, I have advised my client that raw ivory, once imported into the United States, cannot be re-exported.

Taxidermist/Broker's signature: \_\_\_\_\_ Date: \_\_\_\_\_

11. If you are the hunter applying to import your own trophy, please read and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). I understand that I may only import two leopard trophies and two elephant trophies within the same calendar year. In addition, I understand that raw ivory, once imported into the United States, cannot be re-exported.

Applicant's signature:  \_\_\_\_\_ Date: 08/12/2018

*Be aware that there may be additional permitting or approval requirements by your local or state governments, as well as required by other Federal agencies or foreign government to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

All international shipment(s) must be imported through a designated port. A list of designated ports (where an inspector is posted) is available from <http://www.fws.gov/le/designated-ports.html>. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

**NOTICE OF REPRESENTATION**

This is a notice to the U.S. Fish and Wildlife Service that I have appointed John J. Jackson, III of the non-profit firm Conservation Force as my attorney and legal representative for all matters concerning my application for a permit to import a lawfully hunted elephant trophy.

This authority is inclusive and extends to all applications and filings, whether administrative or judicial, including but not limited to any request for reconsideration, appeal, and litigation.

In the case of a permit an ESA endangered listed species this is also a request for Ten Days Notice before the permit is issued so I and my attorney can know of approval as soon as those that may have opposed the issuance of the permit.

Conservation Force  
3240 S. I-10 Service Road W., Suite 200  
Metairie, Louisiana 70001 USA  
T: (504) 837-1233  
F: (504) 837-1145  
E: cf@conservationforce.org

Signature: (b) (6)

Name: Michael J. Condon

Date: 13 August 2019

# **ZIMBABWE NATIONAL ELEPHANT MANAGEMENT PLAN (2015-2020)**



**Zimbabwe Parks and Wildlife  
Management Authority**



## FOREWORD BY THE MINISTER

The Government of Zimbabwe considers elephants as an important part of our national heritage, a keystone species ecologically, and a valuable natural resource that contributes to conservation and rural development. We presently have, here in Zimbabwe, the second largest elephant population on the African continent and both a national and international responsibility to protect and manage our elephant population responsibly for the benefit of our people and those beyond our borders.

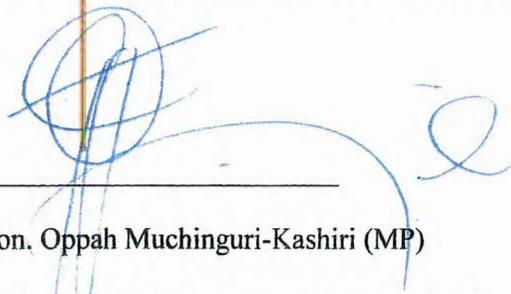
The 2014 National Elephant Aerial Survey provided an estimate of 82,000 elephants in the country. There are probably a further thousand elephants in small populations that were not surveyed. The country's elephants are dispersed in four populations. In two of these populations in the Zambezi Valley there was marked decline in numbers, mostly as result of illegal killing of elephants. Other countries have faced even more serious losses as a result of poaching, and so we have succeeded to a point. We as a country, in cooperation with the international community, need to strengthen our ability to protect and effectively manage our elephant populations to achieve our vision:

*To conserve elephants at levels that will enable them to contribute to the conservation of biodiversity, national development and Zimbabwe's cultural heritage.*

In signing this Action Plan for Elephant Conservation and Management in Zimbabwe, the Government recognises and appreciates the heavy responsibility borne by those who dedicate themselves to conserving and managing elephant populations and their habitats in Zimbabwe. The Government is aware of the pressure in the current conservation environment that perceives an approaching extinction of elephant in Africa and opposes sustainable use of the species. The Government perceives this pressure to be a factor that limits the resources available to conserve elephants and their habitats, and the range of plant and animal species that occur in these wildlife areas. Sustainable use of natural resources has been and remains a central pillar of successful conservation in this country. The Government has every intention of maintaining its policy in this regard.

In signing this Action Plan, the Government recognises and supports the efforts that are being made on the ground and elsewhere, by a wide range of individuals and institutions, to protect and manage our elephant populations. We thank all of those involved in this vital and honourable work, and urge them to continue their efforts.

We believe this document will provide clear guidance on the way forward to improved protection and management of our elephants and a framework for effective and ongoing collaboration between all stakeholders involved in this noble effort.



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Hon. Oppah Muchinguri-Kashiri (MP)

**Minister of Environment, Water and Climate**

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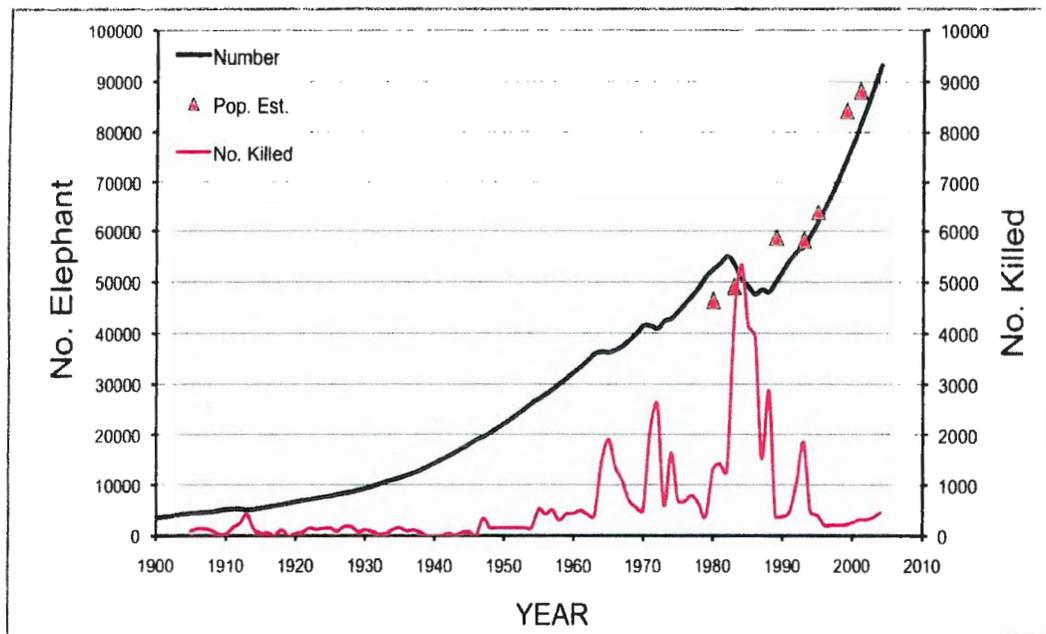
## ACRONYMS AND ABBREVIATIONS

AM	Area Manager
CA	CAMPFIRE Association
CE	Chief Ecologist
DC	Conservation Director
DG	Director General
EM	Elephant Manager
HEC	Human Elephant Conflict
HMS	Head Management Services
HRM	Head Human Resources
IM	Investigations Manager
NGO	Non Governmental Organisation
PRM	Public Relations Manager
RDC	Rural District Council
RM	Regional Manager
SOAZ	Safari Operators Association Zimbabwe
ZHA	Zimbabwe Hunters Association
ZPGHA	Zimbabwe Professional Guides and Hunters Association
ZRP	Zimbabwe Republic Police
TFCA	Transfrontier Conservation Area

## 1. INTRODUCTION AND BACKGROUND

By any standards Zimbabwe has a proud history of successful elephant conservation. Elephant populations in most of Africa were reduced to very low numbers by the late 19<sup>th</sup> Century. In 1897 approximately 100,000 tonnes of ivory was exported from Africa [42]. In 1900 it was feared that elephant might become extinct south of the Zambezi River [6]. Using historical accounts of elephant numbers, backwards extrapolations based on population growth rates, and known levels of elephant kills it is unlikely that Zimbabwe held more about 4,000 elephants in 1900 [8,10,14,16]. More than one hundred years later, in 2014, this number had increased twenty-fold to nearly 83,000 elephants (**Fig. 1 and Table 1**) despite attempts to limit elephant population growth between 1960 and 1989 by culling 45,000 elephant in tsetse control areas and state protected areas (**Fig. 1**) [5,32]. The primary rationale for limiting elephant numbers in protected areas was to reduce their impact on woodland habitats and the loss of plant and animal species as result of elephant-induced habitat change [9,12,44]. Elephant impacts on woodlands and associated and biodiversity is still a concern today [15, 46,47].

Between 1990 and 2006 elephant populations grew exponentially but growth has since been limited by an escalation of illegal killing [18]. However, the overall population in the country remains at more than 80,000 elephants (**Table 1**), which is more than twice the national target population envisaged in the 1908s.



**Figure 1.** Growth of elephant population in Zimbabwe between 1900 and 2001, number of elephant killed (lower graph), and aerial census estimates (triangular point) in those years in which the entire elephant range was covered. The numbers killed before 1960 are based on the amount of ivory exported from the country. The high numbers killed in the 1980s represent the large-scale culls that were carried out during that period in an effort to reduce their environmental impact.

Zimbabwe is one of the key elephant range states and home to the second largest estimated elephant population of nearly 83,000 individuals following Botswana, which is estimated to hold more than 130,000 elephants. Zimbabwe thus has a clear obligation to ensure the survival of the species for the benefit of present and future generations of all stakeholders<sup>1</sup>.

Zimbabwe first adopted a specific Policy and Plan for Elephant Management in 1997<sup>[33]</sup> with the long term vision to "*Conserve elephants at levels that will enable them to contribute to the conservation of biodiversity, national development and Zimbabwe's cultural heritage.*" As a matter of policy the plan required that at least four demographically and genetically viable populations of elephants be maintained, that elephant densities be kept below the levels at which they might compromise biodiversity, and that elephant range remain at or above the 1996 level. At the time illegal killing of elephants was at a very low level and the plan placed little emphasis on law enforcement. That situation has since changed drastically, with poaching at a crisis state in some countries, although not to the same extent in Zimbabwe. Furthermore, elephant range has been constrained by increasing human population densities in many rural areas. Accordingly, the Zimbabwe Parks and Wildlife Management Authority (ZPWMA) convened a participatory workshop in Hwange Safari Lodge (from 2<sup>nd</sup> to 4<sup>th</sup> December 2014) to develop an agreed "*Strategic Elephant Conservation Policy and Management Plan Framework*". The policy and primary objectives of the 1997 plan were incorporated into the December 2014 framework, and the objectives and action items were updated to reflect new challenges to elephant management that were not in focus in 1997. The framework developed at the December 2014 workshop, together with input from the two-day CAMPFIRE Association workshop held in November 2014, form the basis of the current elephant management plan. The national workshop included stakeholders with varied interests from the wildlife and tourism industry, conservation NGOs, technical experts from Zimbabwe and the international community, and government representatives from wildlife agencies in neighbouring countries that share elephant populations with Zimbabwe.

At the Hwange workshop, participants agreed that each of the four primary elephant ranges needed a regional plan to address the specific challenges and advantages of elephant in that area. Accordingly, from 30 April to 2 May, 2015, a workshop was held to discuss an anti-poaching strategy for Mana Pools National Park, which was later expanded to cover the mid-Zambezi Valley region. Similarly, in May and September 2015, workshops were held in the Sebungwe and the South East Lowveld, respectively, to develop action plans for each region. An anti-poaching strategy workshop for Hwange National Park was held in June 2015 and, together the management plan for the park, provided a basis for completing an action plan for Northwest Matabeleland. These action plans are appended in Annexes 9.4 to 9.7.

The current conservation status of African elephants is that they are listed as Vulnerable under the IUCN Red List, as Endangered in CITES Appendix I, apart from the populations of Botswana, Namibia, South Africa and Zimbabwe that are listed under CITES Appendix II. In Zimbabwe, African elephant are not included on the list of "specially protected animals" because their population is so large. However, they are listed on the "Schedule of Animals with High Economic Value."

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<sup>1</sup> Note that the African elephant comprises two species, namely the forest elephant and the savanna elephant. Given the high proportion of the continent's savanna elephants that occur in Zimbabwe this places increasing responsibility for their conservation on the country.

## 1.1 Numbers, distribution and regional trends of elephant in Zimbabwe

Elephants are distributed in four main regional populations in Zimbabwe, namely, Northwest Matabeleland, the Sebungwe, the mid-Zambezi Valley, and the South East Lowveld (Fig. 2). Crude ecological densities vary between 2.16 elephant/km<sup>2</sup> in Northwest Matabeleland and 0.46 elephant/km<sup>2</sup> in the Sebungwe region (Table 1).

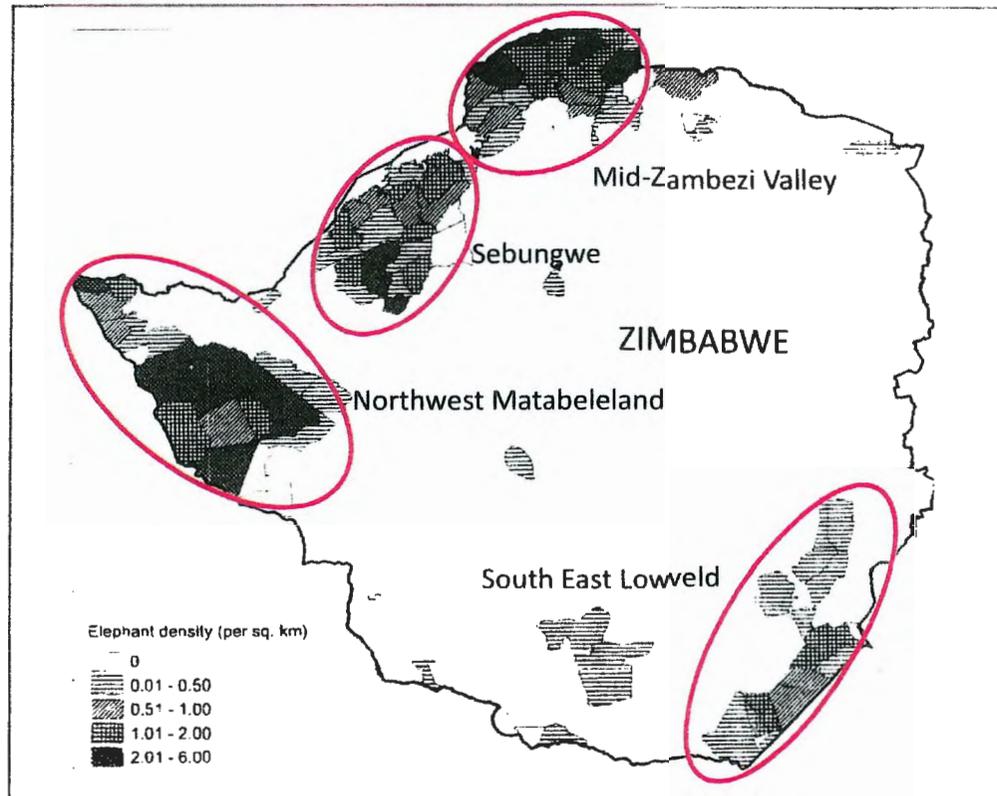
**Table 1. Numbers and densities of elephants in the four regions of elephant range within Zimbabwe. (Source: Draft 2014 Elephant Survey results) [22, 23, 24, 25].**

Name of Region & Area	Area (km <sup>2</sup> )	Estimated Number of Elephants	Density of Elephants/km <sup>2</sup>
<b>NW Matabeleland</b>	<b>24,989</b>	<b>53,991</b>	<b>2.16</b>
Hwange National Park	15,180	45,846	3.02
Matetsi Complex	4,402	4,843	1.10
Forest Areas	2,332	1,101	0.47
Communal Lands	3,075	2,201	0.72
<b>Sebungwe</b>	<b>15,529</b>	<b>3,407</b>	<b>0.22</b>
Parks & Wildlife Estate	6,234	2,894	0.46
Forest Areas	261	16	0.06
Communal Lands	9,034	497	0.06
<b>Mid-Zambezi Valley</b>	<b>16,014</b>	<b>11,656</b>	<b>0.73</b>
Parks & Wildlife Estate	12,257	9,752	0.80
Communal Lands	3,757	1,904	0.51
<b>South East Lowveld</b>	<b>8,835</b>	<b>13,037</b>	<b>1.48</b>
Gonarezhou NP & Malapati SA	5,118	11,120	2.17
Save Conservancy	3,496	1,585	0.45
Communal Lands	221	332	1.50
<i>Mozambique Border</i>	<i>1,574</i>	<i>0</i>	<i>0</i>
<b>National Total*</b>	<b>65,367</b>	<b>82,091</b>	<b>1.23</b>
Parks & Wildlife Estate	43,191	74,455	1.75
Forest Areas	2,593	1,117	0.43
Save Conservancy	3,496	1,585	0.45
Communal Lands	16,087	4,934	0.18

\* The survey did not include Buby Valley Conservancy or the Tuli Safari Area and some other small populations that likely add another 1,000 elephants to the estimated total for the country. The area surveyed in Mozambique is not included in the national total or in the South East Lowveld total area

**The elephant range in Northwest Matabeleland** covers an area of approximately 25,000 km<sup>2</sup> and includes national parks, safari areas, forest areas, commercial farmland, and communal land - mostly on Kalahari sands (Fig. 2). The population of some 54,000 elephants is part of the larger regional population of about 250,000 in south-eastern Angola, Botswana, Namibia and south-western Zambia. The major component of 45,000 elephants is found in Hwange National Park. At the onset of the rains some elephants disperse from Zimbabwe into Botswana resulting in a shared population between the two countries.

The elephant population in Hwange National Park was approximately 2,000 animals when it was first declared a Game Reserve in 1928 <sup>[10]</sup>. Elephant impacts on vegetation reached alarming levels by 1964 and a representative of WWF-US advised the then minister of natural resources to act on what was perceived to be an over-population of elephants. The first major cull of elephants took place in the park in 1965 <sup>[10]</sup>. A major factor contributing to the growth of the elephant population (with a current density of 3/km<sup>2</sup> in 2014), and of other species, was the provision of artificial water supplies through the dry season <sup>[10,37]</sup>. The Matetsi Safari Area to the north of Hwange National Park was established in 1972, on what had been a commercial farming area, and the complex, that includes two national parks, carries a lower density of elephant (1.1/km<sup>2</sup>). Estimated growth of the elephant population since 1980 in Northwest Matabeleland is shown in Fig. 3 below.



**Figure 2.** The four regional elephant populations occur within the encircled areas. (Elephant densities are from the 2001 survey <sup>[19]</sup>)

Following the large culls of the 1980s the elephant population of Hwange National Park grew rapidly from 13,000 in 1986 to about 35,000 in the early 1990s and appeared to stabilise at about this number <sup>[7]</sup>. However, the 2001, 2007 and 2014 dry season estimates of between c. 35,000 and 45,000 <sup>[23]</sup> suggest that the elephant population in the park may now have stabilised at about this number (or a density of 2 to 3 elephants/km<sup>2</sup>), with rainfall and water supplies acting as limiting factors.

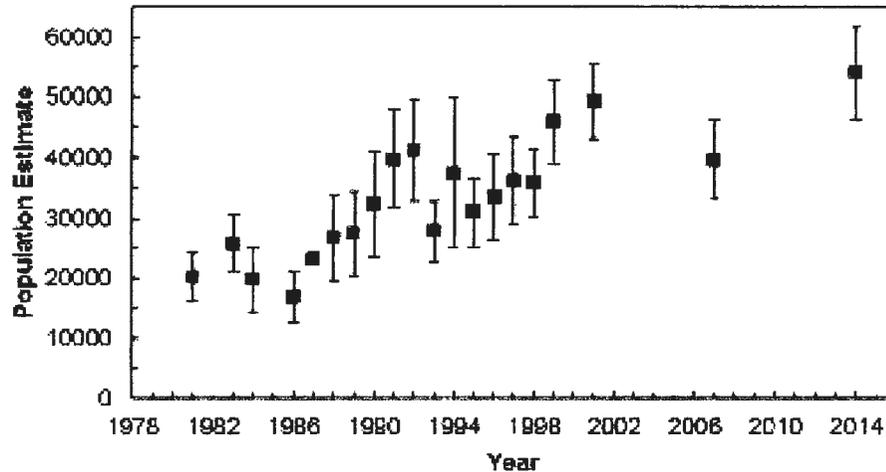


Figure 3. Number of elephant estimated to be NW Matabeleland since 1981. (Source: 2014 Aerial census [24]).

The **Sebungwe region** covers an arc of 15,000 km<sup>2</sup> to the south of Lake Kariba. Historically the area was demarcated by tsetse control fences that ran from Binga on the lakeshore in the west southwards to the Sengwa Wildlife Research Area and then north-eastwards to the Kanayati River and Matusadona National Park (**Fig. 2**). The Parks and Wildlife Estate covers 6,234 km<sup>2</sup> and includes two national parks and two safari areas. There is a single forest area within the region and the remaining area of c. 9,000 km<sup>2</sup> is communal land. As in the other regions the elephant population grew from about 2,000 elephant in the 1920s to c. 15,000 in 2006 [9,17]. It was recently reduced to an estimated population of 3,500 in 2014 [23] (**Fig. 4**). The human population in the three districts of the Sebungwe has increased from 45,000 in 1950 to some 700,000 in 2013 with population densities of more than 30 per km<sup>2</sup> in Gokwe North and Gokwe South. The threshold human density at which elephants disappear from settled areas is approximately 15 people/km<sup>2</sup> [27].

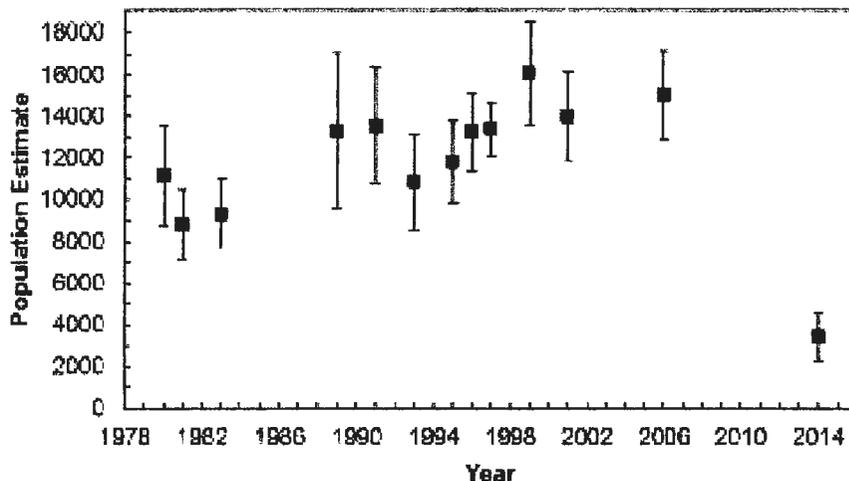
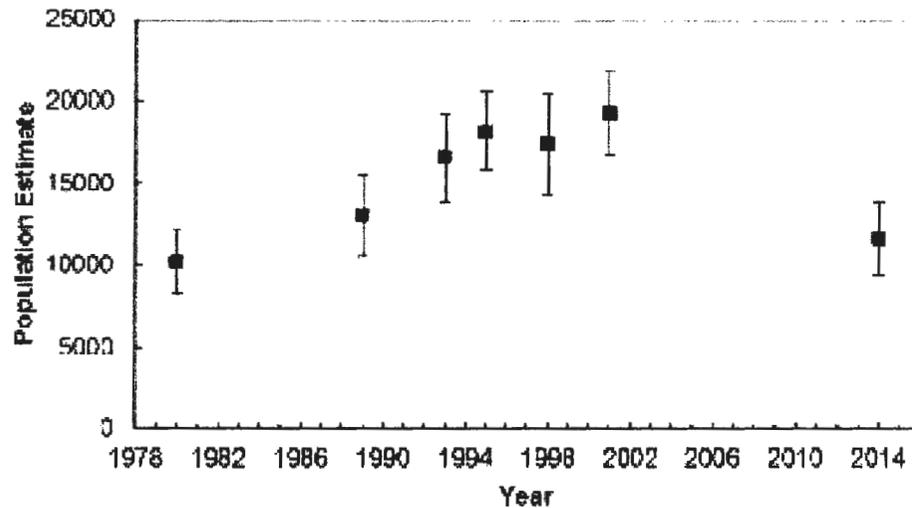


Figure 4. Number of elephant estimated to be in the Sebungwe since 1980 [23].

The mid-Zambezi Valley area of 11,000 km<sup>2</sup> includes Mana Pools National Park, six safari areas and small, adjacent areas of communal land. Returns from hunting leases and quotas provide an important source of revenue for ZPWLMA. Unlike the Sebungwe the protected areas are contiguous. The elephant population reached a high of 19,000 in 2001 and between 2001 and 2014 was reduced to 11,000 elephants [22] (Fig. 5). Culling took place in the escarpment areas of Charara, Nyakasanga and Mana Pools during the 1980s. As in North West Matabeleland, the elephant population in the mid-Zambezi Valley is shared with Zambia in the Lower Zambezi National Park and with Mozambique.



**Figure 5.** Number of elephants estimated to be in the mid-Zambezi Valley since 1980 [19].

Recent estimates of elephant in the adjacent 16,500 km<sup>2</sup> in Mozambique south of Cabora Bassa are 1,985 elephants in 2010 [19], and 1,600 in 2014 - a decline of 19%. In Zambia, an aerial survey of the Chiawa Game Management Area and of the Lower Zambezi National Park in Zambia in October 2013 [45] estimated elephant populations of 405 and 1,795 in the two areas respectively. The elephant density in Chiawa GMA was 0.16/km<sup>2</sup> and in the Lower Zambezi National Park was 0.41/km<sup>2</sup>.

**The South East Lowveld** elephant population is centred on the Gonarezhou National Park population of c. 11,000 elephant in 5,000 km<sup>2</sup> that has been growing at about 5% per annum for the last 20 years (Fig. 6). The population falls within the Great Limpopo Transfrontier Conservation Area (TFCA) and there is some movement of elephant between Gonarezhou and Kruger National Park and across the park boundary into Mozambique. Separate elephant populations occur in the Malilangwe, Savé Valley, and Bulyebe Valley conservancies. There is also a small population in the Tuli Safari Area that is shared with South Africa and Botswana in the Mapungubwe TFCA. Overall there are about 13,000 elephant in this range [25]. The 2014 survey recorded no live elephants in the Mozambique blocks adjacent to Gonarezhou National Park but returned an estimate of more than 160 elephant carcasses [25].

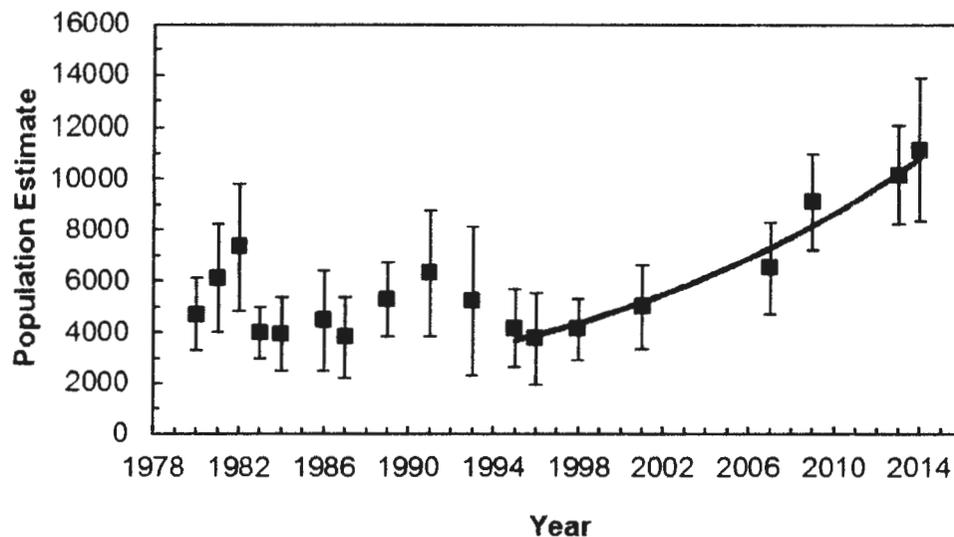


Figure 6. Trend in the number of elephant in Gonarezhou National Park since 1980 [25].

**Summary Comment.** Law enforcement, mitigating human-elephant conflict [27,35,36], and building supportive and beneficial relationships between protected areas and their neighbours [41] are key issues in all regions. In the Sebungwe, rapid human population growth and settlement in previously uninhabited areas is reducing the range available to elephants and limiting movement between protected areas. Here, rehabilitating protected areas and implementing strong incentives [43] for elephant conservation in the communal lands will be strategically important steps for that region. For all of the four elephant ranges in the country further key specific issues and actions to tackle them will be tackled through the action plans that have been developed for each region (Annexes 9.4 - 9.7). The development of regional action plans and the devolution this involves will also serve to reduce the risk of scale mismatches between institutional/social and ecological scales [17].

## 1.2 Targets for elephant numbers in relation to conserving biodiversity

Specifying a positive target figure for the number of elephants a country wishes to conserve is entirely appropriate where an elephant population has been greatly reduced as, in the Sebungwe region. In countries, or areas of countries, where there may be an over-population of elephant a legitimate objective may be to reduce their number. The three targets that were adopted as a matter of policy in 1997 by the Zimbabwe Government are:

1. *To maintain at least four demographically and genetically viable elephant populations in Zimbabwe*
2. *To maintain or increase core protected area range of elephant in Zimbabwe*
3. *To maintain numbers / densities of elephant at levels that do not adversely impact on biodiversity conservation goals while contributing to economically viable and sustainable wildlife-based land uses in Zimbabwe*

Maintaining four regional populations each of between 5,000 and 10,000 elephants would meet the first target of maintaining four demographically and genetically viable populations [2]. However, the third target is not likely to be met unless there is sufficient range, in each of the four regions, in which to hold these numbers without compromising the range of biodiversity that the country is committed to protecting in terms of its policy and legislation. The core state protected area (National Parks and Safari Areas) of elephant range in Zimbabwe is close to 42,000 km<sup>2</sup>. At present this area is carrying more than 70,000 elephants (**Table 1**) or a crude density of about 1.75 elephants/km<sup>2</sup>, a density at which woodlands and biodiversity are compromised [1,3,9,12,15,31,46]. At densities as low as 0.3 elephants/km<sup>2</sup> woody plant species can be lost and species diversity of birds and invertebrates reduced [15,34]. In miombo woodlands, which form the predominant type of protected habitat in the Zambezi Valley, woody plant species and some animal species will be lost at elephant densities as low as one elephant to 10 km<sup>2</sup> [31]. As an example, in a miombo woodland area in the Sengwa Wildlife Research Area (southern Chirisa) elephants at a density of < 1/km<sup>2</sup> were responsible for removing 45% of the woody biomass in just four years [26]. In Chizarira National Park, with elephant densities in excess of 1 per km<sup>2</sup> tree canopy cover declined from 75% in 1979 to less than 10% in 1993 [44,11]. The only tall trees remaining with dead wood to provide refuges for hole-using birds were found on large termitaria [28].

These examples highlight the dilemma that arises between attempting to protect as many elephants as possible at all costs on the one hand, and to preserve a full range of plant and animal species in protected areas on the other hand [14]. These examples also highlight the consequences of making single resource decisions (e.g. preserve all elephants) that can result in multiple resource consequences (e.g. loss of large trees, plant species, and animal diversity). Recent work in Addo Elephant National Park in South Africa shows that high elephant densities do not increase eco-tourism opportunities and their associated ecological costs are not a requirement for eco-tourism financial sustainability [30].

It is clear that the choice of target elephant population size and density for a particular area or country depends on peoples' values and the values of decision-makers involved [4]. Ecological science can only provide guidance on the likely consequences of the targets that are chosen. For Zimbabwe the current elephant population is considerably higher than was envisaged in the 1980s when the target was to maintain a countrywide population of about 35,000 elephants [13,15]. Elephants are clearly a keystone species and primary ecological engineers in savanna ecosystems [12], and particularly so at high densities in confined ranges. A sensible strategy, therefore, would be to match targets to different areas and habitats and to vary these targets adaptively in time and space depending on long term trends and the results of appropriate programs monitoring the impacts of elephants on ecosystem structure, function and species diversity.

As a result of the above considerations a decision on a target number of elephant for the country is expressed in terms of an upper and lower limit of elephant density that is presently set at between one and two or three square kilometres per elephant (i.e. 0.3 to 0.5 elephants per km<sup>2</sup>). However, ZPWMA recognises that density is only one factor to be considered as part of population target setting. All the regional population densities except Sebungwe already exceed these density limits, and this will be taken into account in each regional action plan in establishing thresholds of potential concern relating to ecological, economic and social impacts of elephants.

A series of regional action plans has been developed and in the Sebungwe a *tentative target* of 5,000 elephant has been set where the present population is approximately 3,000 in about 7,000 km<sup>2</sup> of available habitat. This is based on the likelihood that a population of 5,000 will be both genetically and demographically viable<sup>[2]</sup> and attainable given the land presently available to elephants. The elephant populations in the remaining regions are well above the thresholds established in the 1980s. An important component of the regional management plans is to carry out the necessary research on the ecological, economic and social impacts of elephants and to develop appropriate, spatially nuanced thresholds, for the management of these populations

Management approaches to maintain elephant populations within the still to be set acceptable upper and lower limits will vary with each region but will, in all areas, focus on improved protection and minimising the illegal killing of elephant. In some areas the management of water supplies may be used and the protection of sensitive habitats may require creating a "landscape or ecology of fear"<sup>2</sup> through appropriate disturbance of elephants visiting such areas. The most straightforward method of dealing with over-population of a species is culling. However, because the sale of ivory was previously required to cover the costs of large-scale population reductions this option was effectively closed in 1989 by the CITES listing of elephant on Appendix I. Despite the listing of Zimbabwe's elephant on Appendix II in 1997 and the subsequent sales of stockpiled ivory in 1998 and 2008 trade in ivory has since continued to be constrained by a nine-year moratorium on the sale of ivory. The moratorium is unlikely to be lifted in 2017. The present poaching crisis affecting elephant populations in central and eastern Africa and associated public sentiment also militates against the introduction of culling to manage elephant populations in Zimbabwe.

## 1.3 Implementation of the Strategy

### 1.3.1 Institutions and Roles

#### i) Zimbabwe Parks and Wildlife Management Authority

ZPWMA, through the Parks and Wildlife Act Chapter 20:14, has a national mandate to manage wildlife in the country. By the same instrument it is the lead agency in elephant management, i.e. protection, research, monitoring and sustainable utilization. It forms collaborative arrangements with other institutions to manage elephants in the country.

#### ii) Intra-governmental institutions

ZPWMA works jointly with security organizations such as Zimbabwe Republic Police (ZRP), Zimbabwe Defence Forces, and the President's Office to protect the elephant and curb illegal trade in elephant products. ZPWMA works with these institutions through the Joint Operation Command and also on bilateral arrangements. ZPWMA also works with Customs at ports of exit and entry to improve control of the illegal movement of wildlife products across boundaries.

#### iii) Intergovernmental organizations

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<sup>2/</sup> This concept arose following the re-introduction of wolves into Yellowstone National Park in the USA. Elk avoided habitats in which they were likely to be killed by wolves and this allowed a rapid regeneration of woody plant species that had been over-browsed for years <sup>[29, 39]</sup>.

ZPWMA works closely with sister organizations from neighbouring countries such as Zambia, Mozambique, South Africa and Botswana in wildlife protection, information sharing and elephant monitoring through bilateral and regional arrangements (SADC). At international levels, ZPWMA is both the CITES Management Authority and CITES Scientific Authority and works with other countries through CITES and other inter-governmental agreements to control trade in elephants and to protect elephants.

**iv) Non-governmental organizations**

Both local and international organizations partner with ZPWMA in elephant management. They mobilize resources for protection, research and monitoring, and assist with elephant monitoring and research, information sharing and advocacy.

**v) Private sector**

The corporate community participates in elephant management mainly through resource mobilization. Safari operators report poaching and assist in anti-poaching patrols. Through lease and trophy fees they provide revenue to ZPWMA. They help develop infrastructure, provide funds to communities and supplement diets with meat from trophy animals.

Zimbabwe subscribes to the principle of sustainable utilisation of wildlife resources including elephants. Sport hunting is the principal form of wildlife utilisation whereby offtakes are adaptively managed and monitored through a participatory and science based process. This process allows for sustainable offtakes, and rigorous resource monitoring programmes that allow recruitment within a population to ensure the continued survival of the population in the wild. The high economic value conferred to the elephant through consumptive utilisation has also resulted in increased tolerance by local communities.

**BOX 1: The Role of Sport Hunting in Elephant Conservation**

Elephants are a charismatic species but can also be destructive when they destroy crops, threaten livestock and even human lives.

To have a future, elephants must have value. Value to the governing authorities and to the local people. The greater the value, the greater the tolerance of them is likely to be. The local people who live closest to them will determine the long-term survival of species like elephant.

Regulated sport hunting converts wildlife into assets for the benefit of local people and the country as a whole. Wildlife can be a most valuable asset and in turn empower local communities and provide basic necessities. When it is viewed as a valuable asset, wildlife becomes an economically competitive land use in Zimbabwe, which leads to habitat preservation instead of habitat destruction and conversion to agriculture or livestock production. Game animals have a survival advantage because of user-pay stewardship systems where use revenue generated from tourist hunters is paid through to wildlife authorities and local communities.

The presence of regulated hunting can also reduce illegal activities. Many hunting operators in Zimbabwe have specialised anti-poaching units. Private operators' lease agreements are being reviewed to include anti-poaching as an obligation of the concessionaire. Regulated hunting is the opposite of poaching. One is a lawful activity designed by government wildlife authorities and experts to perpetuate resources and the other is prohibited thievery outside of and away from the system. The first is like making a bank deposit and the second is like a bank robbery, without sustainable limits.

Trophy hunting revenues are vital because there are not enough tourists to otherwise generate income to support all protected areas. Eco-tourism revenues are typically sufficient to cover the costs of only some of the parks and certainly not to justify wildlife as a land use outside of protected areas. Hunting is able to generate revenues under a wider range of scenarios than eco-tourism, including in remote areas lacking infra-structure, attractive scenery, or high densities of viewable wildlife.

Consequently, elephant and other wildlife populations will be negatively affected through reduced conservation efforts arising from low funding and reduced goodwill from the communities, when in reality the elephant has the economic potential to raise adequate funds to support itself and other species. For these reasons, Zimbabwe confirms its commitment to the sustainable use of elephant and other wildlife in this Action Plan.

**vi) Local communities**

Local communities are involved in elephant management in CAMPFIRE areas, through sharing

### **BOX 2: The Importance of Community Based Conservation to the Future of Elephant Management in Zimbabwe**

The Community Areas Management Programme for Indigenous Resources (CAMPFIRE) of Zimbabwe has been widely regarded as one of Africa's most successful contemporary conservation initiatives. It permits the residents of communal lands – basically the poor rural communities – to share in the benefits generated by wildlife utilization on those lands by granting Appropriate Authority to Rural District Councils (RDCs) to manage wildlife on communal lands and requiring a certain percentage of revenue to be paid to the wards and councils.

CAMPFIRE operates in about 50,000 km<sup>2</sup> (12.7%) of land in Zimbabwe. This is roughly equivalent landmass to the Parks and Wildlife Estate. CAMPFIRE encompasses about 777,000 households with an average family size of five, who face food insecurity and deep poverty (average income \$1 a day).

Between 1994 and 2012, CAMPFIRE generated \$39 million of which \$21.5 million was allocated to communities and used for resource management (22%), household benefits (26%), and community projects (52%). About 90% of CAMPFIRE's revenue comes from hunting, with elephant hunting contributing more than 70% of annual revenue.

Based on the Constitution of the CAMPFIRE Association as amended in 2007, all major hunting RDCs use CAMPFIRE revenue-sharing guidelines. In these districts safari operators pay revenue directly into community-controlled bank accounts using the following breakdown: CAMPFIRE community share (55%), RDC fees (41%), CAMPFIRE Association levy (4%).

Despite its achievements CAMPFIRE still faces fundamental challenges. In particular, the development strategies of households in CAMPFIRE areas focus on land uses that are incompatible with wildlife such as human immigration to rural areas, the extension of basic agricultural schemes and increased livestock numbers. Other CAMPFIRE challenges include: (i) the downturn in Zimbabwe's economy and tourism sector post-2000, (ii) great reliance on consumptive trophy hunting and less focus on other uses and non-consumptive uses of natural resources, (iii) increasing human populations averaging 16-20 people per km<sup>2</sup> in some key wildlife districts, and (iv) lack of re-investment in development, fixed assets, human capital, and management and protection of wildlife in CAMPFIRE areas.

Despite these challenges, CAMPFIRE stands very high in the agenda of Zimbabwe's Government, and a review dedicated to improving the programme, including greater devolution of ownership of wildlife to communities, is ongoing and should be finalized by the end of 2015. Zimbabwe's Government recognizes that the survival of wild animals depends entirely on those among whom they live. Unless local people want to save them, wildlife will be poached to the point where just a few remain in fortified reserves. CAMPFIRE is meant to avoid this and the future of wildlife in communal areas rests on the success of this programme.

of information, advocacy and wildlife protection. They report human-elephant conflicts and carryout some of the conflict management activities.

### **1.3.2 Funding and resource mobilization**

Adequate and sustainable funding and provision of other resources are important to effective protection of the elephant and curbing illegal trade in elephant products. Resources are mobilized from within ZPWMA, by the private sector, and by intergovernmental and non-governmental organizations. Partnerships between ZPWMA and other stakeholders are some of the innovative measures being developed to secure funding for elephant conservation. There may be a need for the Government to provide additional support to the conservation of elephants given the present poaching crisis affecting the species continentally.

#### **1.3.3 Coordination**

##### **i) ZPWMA**

ZPWMA takes the lead in coordinating other institutions in elephant conservation activities in the country. It will convene and chair the Elephant Management Committee meetings.

##### **ii) Elephant Manager**

This Action Plan provides for the appointment of an Elephant Manager within ZPWMA who will be responsible for coordinating elephant management in the country. The Elephant Manager will primarily work through various Elephant Management Committees that will be established pursuant to this Action Plan. The Elephant Manager will liaise with the International Conservation Office on international matters affecting elephant conservation and also liaise with the CAMPFIRE office for matters affecting the conservation of elephants in CAMPFIRE districts. The draft Terms of Reference for the Elephant Manager are provided in Annex 9.7.

### **iii) Elephant Management Committees**

A National Elephant Management Committee and four Regional Elephant Management Committees (Zambezi Valley, Sebungwe, Northwest Matabeleland and South East Lowveld) will be established. The National Elephant Management Committee will meet at least once annually to review progress in implementing the Action Plan. The National Committee will document that progress in implementing and any suggested revisions to the Action Plan, and make their report available to the Director General of ZPWMA.

The four Regional Elephant Management Committees will meet at least twice in a year to review the implementation of each regional plan. The Committees will strengthen links with various bodies at national and regional levels including within the TFCA framework. ZPWMA will convene and chair the regional Committee meetings. The draft Terms of Reference for the Elephant Management Committees are provided in Annex 9.5.

#### **1.3.4 Monitoring and evaluation**

Monitoring implementation of this Action Plan will be done using the Key Performance Indicators contained in Section 4. Monitoring the implementation will be done and reported on by the Elephant Manager on a monthly and annual basis. A major evaluation of progress will be done every five years. Monitoring and evaluation will be done at each area level in a given elephant region, at the regional level and at the national level.

#### **1.3.5 Links with continental (African Elephant Action Plan / SADC) and other regional initiatives**

This Action Plan recognizes the existence of the African Elephant Action Plan and initiatives that are currently taking place at a continental level, including by the African Union. These include the development of the Common Strategy on Combating Illegal Exploitation and Illegal Trade in Wild Fauna and Flora in Africa. At the SADC level initiatives involve developing a Plan of Action and implementing the SADC Protocol on Wildlife Conservation and Law Enforcement. This Action Plan will be reviewed periodically in the light of developments that are taking place in the SADC Region, Africa and beyond.

#### **1.3.6 Regional strategies within Zimbabwe**

The devolution of management oversight to regional levels, with more detailed action plans within the national plan, provides the basis for effective adaptive management at regional and local levels.

As set forth in the framework below (Sections 3 and 4), four regional plans have been drafted to address the unique challenges of each region, and will implement the broader goals of this national Action Plan at a more specific level.

In addition, Park-level plans for specific protected areas (including Hwange National Park, Mana Pools National Park, and Gonarezhou National Park) contribute to this Action Plan and govern the management of elephant within those protected areas.

**BOX 3: Towards Greater Coordination with the AEAP**

The African Elephant Action Plan (AEAP) was finalized and approved as a consensus document by all 37 African elephant range states in the margins of the 15th meeting of the Conference of the Parties to CITES (Doha, Qatar 13-25 March 2010).

The AEAP contains eight prioritised objectives identified as the most important measures required to protect African elephants across their range.

OBJECTIVE 1: Reducing illegal killing of elephants and illegal trade in elephant products

OBJECTIVE 2: Maintaining elephant habitats and restoring connectivity

OBJECTIVE 3: Reducing human-elephant conflict

OBJECTIVE 4: Increasing awareness on elephant conservation and management of key stakeholders (e.g. policy makers and local communities among other interest groups)

OBJECTIVE 5: Strengthening range states' knowledge on African elephant management

OBJECTIVE 6: Strengthening cooperation and understanding among range states

OBJECTIVE 7: Improving local communities cooperation and collaboration on African elephant conservation

OBJECTIVE 8: Implementing the AEAP

The objectives of the AEAP were considered and included in drafting this action plan. ZPWMA has been careful to address its international obligations in this Action Plan.

**1.3.7 Protecting elephant for the future**

Poaching and the illegal wildlife trade are serious concerns for all range states. Poaching has decimated elephant populations in central and eastern Africa, and in Mozambique. Although the 1997 Policy and Plan for Elephant Management in Zimbabwe did not need to prioritise law enforcement, protecting elephant for the future has become a primary objective of this Action Plan, and will be a primary focus of resource utilisation by ZPWMA.

**1.3.8 Human elephant conflict**

As Zimbabwe's human population grows, elephants are being restricted to smaller areas and as their populations expand they increasingly move out of their designated habitat, and raid crops and sometimes threaten human lives. As a result in many rural areas where elephants exist in Zimbabwe, human-elephant conflicts are increasing, creating substantial negative attitudes to the conservation efforts of elephants. These are often among the poorest rural farmers, which makes the issue complex in social and economic terms. Unresolved conflicts stimulate poaching or retaliation. Poachers or retaliators can be seen as "local heroes" because they provide meat to the communities and resolve the conflict. A major challenge for elephant management is keeping human-elephant conflicts to a minimum.

Developing a Social, Economic, and Cultural Framework has been identified as a Key Component of this Action Plan in an effort to address and reduce human-elephant conflicts.

**BOX 4: Towards a Comprehensive Strategy to Reduce Human-Elephant Conflict**

Some methods of reducing human-elephant conflict focus on curing the effects, not the cause. Such methods include chilli sprays, fences, and evening patrols to scare off marauding elephants. However, these are not necessarily long-term solutions. Long-term solutions require growing the tolerance of local communities for elephant by ensuring the communities benefit from having elephant on their lands. Tolerance is likely to increase if communities realise and appreciate economic returns earned from the sustainable use of elephant. Economic returns may be generated by consumptive and non-consumptive tourism. The devolution of decision-making on aspects of problem animal control to communities may result in better outcomes for the management of the costs and benefits of this activity.

Problem animal control includes disturbing, removing, translocating, or ultimately killing those elephant that persist in damaging crops or threatening human life. Clearly, no one management option will successfully deal with all problem elephants and conflict situations. As part of this Action Plan, ZPWMA will undertake additional research on problem animal control and minimizing conflict, and will develop new solutions and a more comprehensive response to these issues.

## 2. LOGIC AND STRUCTURE OF THE PLAN

The strategic framework developed at the Hwange workshop in December was based on the Logical Framework structure and the development of clearly stated objectives, outputs and the necessary and sufficient activities (or actions) required to achieve the outputs within a specified time frame (**Table 2**). The structure requires a set of key performance indicators that are intended, as far as possible, to be SMART, i.e. Specific, Measurable, Achievable, Realistic and Time-bound. The five key components of the plan are:

1. Protection and law enforcement
2. Biological monitoring and management
3. Socio-economic and cultural sustainability
4. Building conservation capacity
5. Coordination, collaboration and programme management

**Table 2. Structure of the Action Plan for Elephant Conservation and Management in Zimbabwe**

<b>Long-term Vision</b>	The Long-term Vision has retained the essential components of the 1997 plan and remains applicable to the period of this plan.
<b>Targets</b>	The three Targets included in the 1997 plan are retained but the provision to maintain or increase elephant range is not linked to a specific national benchmark as it was in 1997 because this will vary in the four elephant ranges or regions
<b>Key Components</b>	The five Key Components are the primary themes or headings of the strategy under which the framework is organised. The ten policy and management objectives included in the 1997 plan fall within these headings.
<b>Strategic Objectives</b>	The Strategic Objectives reflect briefly but more explicitly the policy intention for the respective components.
<b>Outputs (expected outcomes)</b>	The Outputs are statements that reflect the expected results that will be realised during the time frame of the Action Plan. Outputs are therefore expressed in the past tense.
<b>Key Activities (actions)</b>	Key Activities represent the necessary and sufficient actions that need to be completed to achieve the Outputs. They are the actions on which the major emphasis should be placed. <i>National level Activities can be cast as Outputs at the regional level, with more detailed time specific activities, KPIs and budgets at that level.</i>
<b>Key Performance Indicators (KPIs)</b>	The KPIs provide a basis on which to measure and monitor the success or otherwise of the Strategic Objectives, Outputs and Activities.
<b>Means of Verifying the KPIs</b>	It is clearly necessary for the verification and monitoring of KPIs that the manner in which they can be tracked and verified need to be clearly established. Equally important is the need for monitoring protocols to be standardised across local and regional levels so that national and regional level KPIs and statistics can be compiled. This will then allow valid comparisons of performance across regions and local areas to be made.
<b>Implementation Strategy</b>	ZPWMA, the Elephant Manager and the Elephant Management Committees will interact and collaborate with a wide range of agencies and stakeholders in the implementation of this Action Plan.

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The top-level strategic components of the Action Plan encompassing the Long-term Vision, Targets, Key Components, Strategic Objectives and Outputs are summarised on page 17 in Section 3 below. The top-level components of the plan are then followed by a set of tables in Section 4 (page 18) that provide action plans for the expected Outputs (or outcomes) of each the five strategic components of the plan. The Activities and KPIs within these tables are set at a national strategic level. They will be taken up, as appropriate, during the development of Regional Action Plans for each of the four regional elephant populations in the country. **Activities** listed at the national level will, for the most part, form **Outputs** at the regional level. These Outputs have generated more detailed regional and local specific activities and actions with specific KPIs and means of verification.

The four regional Elephant Action Plans that have been developed as part of the National Action Plan are included in Annexes 9.1 to 9.4.

### 3. VISION, TARGETS, AND KEY COMPONENTS

**Long-term Vision:** To conserve elephants at levels that will enable them to contribute to the conservation of biodiversity, national development and Zimbabwe's cultural heritage

**Targets:**

1. To maintain at least four demographically and genetically viable elephant populations in Zimbabwe
2. To maintain or increase core protected range of elephant in Zimbabwe
3. To maintain numbers / densities of elephant at levels that do not adversely impact on biodiversity conservation goals while contributing to economically viable and sustainable wildlife-based land uses in Zimbabwe

Key Components	1. Protection and Law Enforcement	2. Biological Monitoring and Management	3. Social, Economic and Cultural Framework	4. Building Conservation Capacity	5. Coordination, Collaboration and Programme Management
Strategic Objectives	<b>Objective 1.</b> Ensuring effective protection of all populations of elephant in Zimbabwe	<b>Objective 2.</b> Implementing effective biological and ecological management to achieve populations that are within upper and lower acceptable limits in numbers and distribution	<b>Objective 3.</b> Implementing strategies that enhance the contribution of elephant to rural livelihoods and national development	<b>Objective 4.</b> Ensuring that sufficient and appropriately trained personnel, equipment, infrastructure and financing are mobilised, available and used efficiently and effectively	<b>Objective 5.</b> Ensuring effective coordination and collaboration with national and international stakeholders to achieve these strategic objectives
Outputs	<b>Output #1:</b> Management actions, security and law enforcement to minimise illegal losses of elephants and their habitats from all populations implemented	<b>Output #2:</b> Adaptive management to achieve viable populations in all four sub-populations implemented	<b>Output #3:</b> Fair distribution of financial benefits from elephants improved and tolerance for living with elephants increased	<b>Output #4:</b> Sufficient numbers of trained, equipped, motivated and effective personnel are deployed and operational	<b>Output #5:</b> Coordination mechanisms to assess and review adaptive elephant population management and strategic planning established and operating

## 4. ACTION PLANS

### 4.1 Protection and Law Enforcement - Ensuring effective protection of all populations of elephant in Zimbabwe

**Output:** Management actions, security and law enforcement to minimise illegal losses of elephants and their habitats from all populations implemented

**KPI:** Illegal losses of elephant from at least 90% of elephant populations reduced to less than 5% by 2020, and less than 5% of elephant habitats encroached by settlements by 2020

**MV:** National level monitoring data on illegal activity, successful convictions, carcass records, status and trends of all elephant populations; verified data on extent of encroachment and of available elephant habitat

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. For each key population establish a highly trained rapid response anti-poaching unit for deployment to areas under threat	1. An equipped rapid response unit established and operating jointly with ZRP in each region by June 2016	Inception report for each unit Monthly reports of operation from each unit Number of joint operations	By June 2016	ZPWA / ZRP DG, DC, RMs
2. Informer systems enhanced and supported at national, regional, national and local levels	1. An active informer system/network operating within each region at both regional and local levels by Jan. 2016 2. National level informer system targeting middle men and higher crime syndicates operating by Jan. 2016	Operational reports Records of arrests and successful prosecutions resulting from informer reports Records of payments for information	By January 2016 [	DG, IM, RMs
3. Improve investigation and prosecution of crimes	1. At least two of law enforcement staff trained in scene of crime collection and preservation of evidence, ballistics evidence, etc. in each area/station level 2. Percentage of investigations resulting in successful prosecutions from each region greater than in 2014 3. Monthly liaison sessions on wildlife crime and law enforcement held with members of the judiciary	Staff training records Monthly reports Court records Minutes of meetings with judiciary (prosecutors and magistrates)	Immediate and ongoing	IM, RMs, AMs

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
4. Set up and maintain national and local intelligence databases	1. National, regional and local databases recording and analysing illegal activity (nature, time and locality of activity and profiles of those involved if known)	Inspection of operating databases	Immediate and ongoing	IM, RMs, AMs
5. Enhance social (community) involvement in law enforcement through incentive schemes and introduction of hotlines for reporting wildlife crime	1. Incentive schemes (see Section 4.3) that encourage the public and members of rural communities to contribute to law enforcement (e.g. through informer hotline) established in each region 2. Larger number of incidents of community contribution to law enforcement (e.g. whistle blowers) by Dec. 2017 3. Number of hotlines established and assessment of their performance	Record and analysis of operating incentive schemes and hotline reports Record and analysis of performance of hotlines	Immediate and ongoing	RMs and AMs
6. Reduce illegal settlement in all wildlife areas	1. Illegal settlements reduced to less than 5% of wildlife areas by 2020 (i.e. state and community protected areas)	Records and maps of illegal settlements and of wildlife land recovered	Ongoing to 2020	DG, AMs, CE, CAMPFIRE Assoc. RDCs
7. Ensure full compliance with hunting and guiding regulations and quotas set	1. Quota setting models reviewed and, if necessary, revised models implemented by Dec. 2015 annum by Dec. 2016	Proceedings of workshop and revised models Record of infringements and penalties and analysis of trends	Immediate and ongoing	DG, DC, RMs, IM, and SOAZ, ZHA, ZPGHA
8. Revisit the appointment of honorary officers to assist in law enforcement	1. Proposed revision to the Parks and Wildlife Act drafted and submitted to Ministry EWC by Dec. 2015	Draft of proposed revision to the Act and letters to Ministry	Dec. 2015	DG, legal officer in ZPWMA
9. Enhance international and transboundary collaboration in law enforcement	1. Quarterly meetings on law enforcement collaboration and activities between law enforcement agencies of neighbouring countries established at regional / transboundary park level by Oct. 2015 2. Broader collaboration with Interpol, TRAFFIC, TWENS, and other international law enforcement entities	Minutes of meetings Record of joint cross border law enforcement activities Records of participation in workshops, TWENS, etc.	Oct. 2015 Immediate and ongoing	DC, RMs, IM, AMs, TFCA Coordinator

An example of a National level **Activity** being used as an **Output** at the regional level is provided on below. The example is drawn from the Action plan for the Sebungwe region. It can be seen that what was an Activity (#2 in the table above) at the national strategic level can be defined more specifically to suit the local situation and in much greater detail at this level than is appropriate in the national Action Plan.

**Example extracted from Sebungwe regional plan**

<b>LAW ENFORCEMENT</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative Costs</b>	<b>Lead agency</b>
2. Informer network, Investigation and intelligence system strengthened	1. Recruit informers and contacts 2. Maintain hotline for whistle-blowers 3. Procurement of two vehicles and two motor bikes . Recruit and train investigators (6) and deploy strategically . Constant liaison with informers . Standardise rewards to informers	1. Number of arrests and successful convictions based on information from intelligence system 2. Number of incursions reported on/reacted to by local communities 3. Number of reports per informer leading to arrests and convictions	Validation of informer record Records and reports of training sessions Whistle-blower reports	Within one year and then ongoing	Vehicles Reward payments Telecommunications equipment Vehicle maintenance and fuel	ZRP/PWMA

**4.2 Biological monitoring and management** - Implementing effective biological and ecological management to achieve elephant populations that are within upper and lower acceptable limits to change in numbers and distribution

**Output:** Monitoring programmes and research to support science based adaptive management of elephants in all populations implemented

**KPI:** Elephant population within each sub-region is genetically and demographically viable and within the preferred lower and upper limits in 2020

**MV:** Results of aerial and other censuses and analyses of population structure and viability

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Monitor elephant population numbers, structure, mortality and trends using aerial, ground and ranger based methods among others	1. Elephant populations and carcass ratios estimated and distribution determined from aerial surveys at least every three years for each regional population 2. Records available for all areas of all elephant deaths with data on dates, locations, cause of death, reason killed (trophy hunting, problem animal control, natural mortality, management, illegally killed elephants, etc.), age, sex, tusk size	1. Survey and patrol reports 2. Completed annual returns for elephant mortality from all areas	1. Next aerial surveys due in 2017 2. Immediate and ongoing	DG, CE, RMs, AMs
2. Monitor impacts of elephants on habitats and diversity of selected indicator plants and animal species	1. Annual trends in tree canopy cover 2. Annual trends in species diversity 3. Annual trends in selected indicator species	Monitoring reports	Ongoing Annual reviews	DC, CE
3. Use research findings, expert opinion and informed public opinion to establish thresholds of potential concern (TPCs) to initiate management action in respect of elephant impacts on protected areas	1. Thresholds of potential concern (TPCs) established for at least five key areas / habitats and selected indicators of change monitored every two years	Documented TPCs	Ongoing through to 2019	DG, DC, CE, Universities (MOUs) and Researchers
4. Carry out appropriate management actions when populations exceed, or are projected to exceed, TPCs	1. Management actions taken in relation to TPCs being exceeded (e.g. manipulate water supplies)	Records of management actions considered and actions taken	2017-2019	DG, DC

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
5. Monitor age and quality of trophies and adjust quotas to maintain desired levels of trophy quality	1. Database and field recording protocols and forms established and operating by Dec. 2015 2. Annual analysis of trophies taken as % of quota, and trend in trophy quality and ages of trophies	Consolidated annual records of trophies taken Annual report of trophy quality by region for quota setting workshop	Dec. 2015, then annual and ongoing	DC, CE, AMs, SOAZ
6. Define current elephant range and explore options for extending range and maintaining connectivity between fragmented populations	1. Map of current elephant range based on 2014 survey results and other information available 2. Estimates every two years of range expansion / contraction for each region based on all available information 3. Use and effectiveness of corridors assessed, inter alia, from aerial surveys, ground sightings and reports, satellite collared animals	Current estimate of elephant range and subsequent bi-annual estimates and associated maps Reports on elephant locations from ground and aerial sightings	Initial map by Dec. 2015 Immediate and at bi-annual intervals	DC, CE, RMs, AMs in conjunction with SOAZ, ZPGHA and CAMPFIRE Association
7. Reporting to international monitoring systems (e.g. AED, ETIS, and MIKE)	1. Timely reports submitted as required with copies to regional and national levels	Copies of reports lodged at regional and national levels	Annual or as required by international obligation	DC
8. Recognising the long response time of elephants to management interventions, use modelling to project alternative outcomes or scenarios of management	1. Number of instances in which models were used to project alternative outcomes of elephant management actions	Management and associated modelling reports	Ongoing	CE, Researchers

### 4.3 Social, Economic and Cultural Framework - Implementing strategies that enhance the contribution of elephant to rural livelihoods and national development

**Output:** Fair distribution of financial benefits from elephants improved and tolerance for living with elephants increased

**KPIs:** 1. Annual assessment of elephant derived benefits reveals that they increasingly dispersed more equitably between deserving stakeholders and the contribution to national development is assessed. 2. Trends in elephant numbers and human wildlife conflict in non-protected areas assessed and reduced.

**MV:** Report on annual assessment of the distribution of revenues from consumptive and non-consumptive use of elephants and record of HWC incidents

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Provide incentives and promote partnerships and joint venture opportunities to strengthen elephant management, including across land use boundaries	1. Policy instruments that demonstrate and establish incentives to conserve elephants 2. Higher levels and growing trends of private and community investment in elephant conservation measures 3. Lower number of poaching incidents/ higher number of arrests based on prior information and leads from communities / land holders	Documented policies and list of operating partnerships / joint ventures that promote elephant conservation and management Record of investments in elephant conservation measures assembled by elephant programme manager/ coordinator	Ongoing	DG, CA, RDCs, Private sector
2. Explore additional elephant-based tourism and sustainable utilization opportunities	1. Higher number of elephant-based tourism and / or sustainable use projects established (e.g. PPCPs)	Record of projects initiated and their success rates	Ongoing	DG, CA, RDCs, Private sector
3. Facilitate the transparent distribution of the benefits and costs of elephant management and conservation	1. Policy instruments adopted that result in more transparent and equitable benefit distribution than benchmark assessed in 2015	Annual record of distribution of elephant derived benefits (revenue, development projects, products received by beneficiaries) and costs of elephant conservation	Ongoing	DG, CA, RDCs, Private sector

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
4. Implement effective techniques and land use strategies, and protocols to mitigate human-elephant conflict	1. Higher levels of investment (funds and manpower) provided for mitigating human elephant conflict by ZWMA, communities and partners 2. Protocols for land use and HEC developed and implemented by June 2016 3. Conduct research and develop strategy for wildlife-based land use systems and promotion of the establishment of community conservancies for areas within the elephant range with high human population densities and human settlements	Records of human-elephant Conflict incidents (in HEC Database) Summaries from human-elephant conflict database reported at annual meetings of Elephant Management Committees Research report on strategies to develop wildlife-based land used system	Protocols developed by June 2016 and ongoing Research report by Dec. 2016	DG, CA, RDCs, Traditional Leaders, Private sector
5. Promote effective recovery and use of all products from dead elephants	1. Proportion of dead elephants from which products were recovered 2. Revenue from products recovered	Records of items recovered and revenue realised from raw products	Ongoing	AMs, RDCs, Private sector
6. Include information on elephants and their conservation in school curricula and promote environmental education in rural areas adjacent to key elephant populations	1. Number and quality of elephant information packages developed and delivered to schools 2. Proportion of schools in, or neighbouring, elephant areas receiving and using information on elephants	1. Information packages developed 2. Reports of delivery and use of elephant conservation information packages	By June 2017 and Ongoing	ZPWMA Extension and Interpretation, NGOs, Ministry of Education
7. Develop and implement an effective communication strategy for local, regional and international	Information strategy developed and launched by June 2016	Information strategy document	By June 2016 and ongoing	DG, PRM

**Notes:** 1. Activity #1 above is difficult to define precisely at this stage and will require further examination both in terms of policies that may be required and in terms of the precise mechanisms that may be introduced to encourage more active participation by a range of stakeholders in the conservation and management of elephants (and wildlife in general).

2. Activity #3 includes components of capacity building in partners/stakeholders in order for them to take on additional responsibilities that will merit a greater share of benefits.

#### 4.4 Building Conservation Capacity - Ensuring that sufficient and appropriately trained personnel, equipment, infrastructure and financing are mobilised, available and use efficiently and effectively

**Output:** Sufficient numbers of trained, equipped, motivated and effective personnel are deployed and operational

**KPI:** Law enforcement, monitoring and research staff are trained, equipped, and deployed at a levels that enables them to implement this action plan as specified in the activities under components 1, 2 and 3

**MV:** KPIs for components 1,2 and 3 are being met, staff training records, equipment register, staff deployed for elephant conservation

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Secure funding to initiate the implementation of this Action Plan	1. Funds and allocated budget for elephant conservation meet annual requirements for effective conservation as measured by KPIs for activities 2-8 below and those of Components 1, 2, and 3 2. More than 75% of revenue derived from elephants channelled into elephant conservation and management	Record of funds available (USD) and investment by ZPWMA, Private sector, NGOS, and CAMPFIRE in elephant conservation measures (Compiled annually by Elephant Manager)	Ongoing	DG, EM
2. Establish sustainable funding programs to build and maintain necessary human resources to strengthen elephant conservation and management capacity	1. Manpower density for protection of elephant (No. of km <sup>2</sup> /operational field person) 2. Level of effective deployment of field staff (e.g. record % of available man days spent on patrol in the field - see example of records envisaged under Section 8 Notes on monitoring, page 29)	Consolidated record of number of field personnel and days operational (law enforcement, research and monitoring, elephant management) for each area in the elephant range compiled and reported on at annual planning meetings Records of vehicle months, VHF radio operation, fully functional stations, operating research facilities, compiled and consolidated at station, area and regional levels and reported on to the Elephant Management Committees bi-annually	By June 2016 Immediate action for some key areas (e.g. Sebungwe and Zambezi Valley) and by June 2016 for all regions	DG, DC
3. Analyse current capacity and identify needs	1. Current capacity assessed, needs identified and plan developed to meet needs	Assessment and needs report	By Dec. 2015	DC, CE, HMS, HRM, RMs, AMs

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
4. Maintain and/or initiate continuity in research and monitoring necessary for the conservation and adaptive management of elephants and habitats	<ol style="list-style-type: none"> <li>1. Number of research programs</li> <li>2. Research-person days spent on monitoring / assessing elephant impacts in relation to TPCs</li> <li>3. Research person days spent on monitoring elephant population parameters in each population/region</li> </ol>	Research reports and papers on elephant conservation and management	Ongoing	DC, CE
5. Strengthen research capacity in ZPWMA and collaborate with other research institutions	<ol style="list-style-type: none"> <li>1. Number of researchers (internal and external), budgets, equipment, vehicles, and active research programmes increased by more than 25% by Jul 2016 and 50% by July 2017</li> </ol>	Staff register, budget allocations, Asset register, research permits issued, MOUs with collaborators, reports and published papers on elephant conservation and management	Immediate and ongoing through 2016 and 2107	DC, CE
6. Establish training and in-service retraining of personnel in law enforcement, research and monitoring, education and awareness, community elephant management, etc.	<p>Increased levels (50 to 100%?) compared to June 2015 levels in:</p> <ol style="list-style-type: none"> <li>1. Number of training days and programmes initiated</li> <li>2. Number of staff trained (rangers, ecologists, extension officers)</li> <li>3. Number of communities trained and implementing elephant management programmes</li> <li>4. Number of elephant management campaigns conducted</li> </ol>	<p>Record of staff training and re-training in staff files and annual summary report of training</p> <p>Record of communities trained</p> <p>Record of training programmes</p>	Immediate and ongoing through to 2019	DC, CE, HMS, HRM
7. Strive to achieve best standards for elephant management, including any forms of utilization	<ol style="list-style-type: none"> <li>1. Best standards for elephant management in Zimbabwe, based on international standards, drafted and distributed to all practitioners</li> </ol>	Record of best practices complied with/ not complied with	By June 2016 and ongoing	DG, DC, CE, HMS
8. Engage available external expertise	<ol style="list-style-type: none"> <li>1. Number of expert driven decisions made from consultations</li> <li>2. Number of collaborative and outsourced projects with external experts</li> </ol>	Reports and record of collaboration with external experts	Ongoing	CE, HMS

**4.5 Coordination, collaboration and programme management** - Ensuring effective coordination and collaboration with national and international stakeholders to achieve these strategic objectives

**Output:** Coordination mechanisms to assess and review adaptive elephant population management and strategic planning established and operating

**KPI:** National Elephant Manager (Coordinator?) appointed and national and regional elephant conservation committees with appropriate stakeholder participation appointed and information dissemination programme in place

**MV:** National Coordinator monthly reports, minutes of committee meetings and planned actions completed

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Establish a national elephant conservation & management steering/implementing committee that includes stakeholders meetings at least bi-annually to review progress and to develop an annual implementation plan	1. National committee functional and meeting once a year (or more if required) 2. Committee meeting minutes, with actionable points approved, circulated within one month of meetings 3. Number of resolutions/action points, acted upon	Record of meetings, minutes, actions approved and completed	Immediate with first meeting by 30 <sup>th</sup> Nov 2015	DC, EM
2. Establish four regional management committees to meet at least twice each year and implement regional plans	1. Four regional committee functional and meeting twice a year 2. Committee meeting minutes, with actionable points approved, circulated within one month of meetings 3. Number of resolutions/action points, acted upon	Record of meetings, minutes, actions approved and completed	Immediate with first meetings before 30 <sup>th</sup> Nov 2015 Regional plans completed by 30 Oct.	RMs, AMs
3. Strengthen links with neighbouring states to confer on the management of shared elephant populations, particularly in relation to TFCA populations	1. Consultative meetings held with neighbouring states on shared elephant populations at least twice each year 2. Joint cross border projects initiated and completed	Record of attendance at and reporting to regional and international elephant conservation bodies of which Zimbabwe is a member Record of project initiated/completed	Ongoing and projects initiated in 2016	DG, DC, TFCA Coordinator

<b>Key Activities/Actions</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frames</b>	<b>Responsibility</b>
4. Establish a full-time elephant manager to be responsible for coordinating the implementation of the Action Plan	1. Elephant manager appointed with full terms of reference 2. Monthly reports from elephant manager on implementation	Elephant manager's contract and date of appointment Record of reports by the person in the elephant management position	Immediate and by November 2016	DG
5. Strengthen coordination between the hunting industry and the elephant management programme	1. Regular meetings and a workshops convened with the hunting industry on hunting and elephant management issues 2. Key issues resolved by June 2016	Record of meeting and workshop proceedings Record of elephant hunting issues resolved	Immediate and ongoing	DC, EM
6. Implement an effective information dissemination and communication strategy, including regular progress reports on the implementation of the plan	1. Outreach programmes conducted 2. Information packages produced on elephant conservation 3. Research papers published	Reports, brochures, flyers, web site Published papers	Ongoing	PR, CE, HMS

## 5. NOTES ON MONITORING

Monitoring of a wide range of activities and actions will necessarily form an important, if not vital, component in the implementation of the action plans. It will require careful thought as to precisely what should be monitored and in the design of the recording protocols and forms that will be used. Ideally records should in a form that can be aggregated from field to head office level to provide local, regional and national level statistics of progress in elephant conservation and management. The following table (adapted from the Zimbabwe rhino policy and management framework 2011-2016) provides an example of the data that needs to be compiled for each population to gauge progress in population status, performance and law enforcement.

SEE NOTES BELOW	Name of person completing this data form					
	Date on which this data form was completed					
Name of area covered						
Size of area in km <sup>2</sup>						
YEAR	2015	2016	2017	2018	2019	
	Date of aerial census population estimate					
	Aerial census elephant population estimate (number)					
	Aerial census carcass ratio (%)					
	No of natural mortalities					
	No of tusks recovered					
	No killed illegally					
	No killed on PAC					
	No killed for rations					
	No killed on trophy hunts					
	No of carcasses found that died in previous years					
	<b>Total mortalities</b>					
1	No of elephant poaching incursions/attempts detected					
	No of incursions/poaching attempts intercepted					
	Elephant poachers arrested during the year					
	- How many were given bail					
	- How many were given jail sentences					
2	- Of these how many received mandatory sentences					
	Number of poachers killed during the year					
	Number of firearms recovered from poachers					
3	Total man-days spent on patrol					
4	Average number of staff available to patrol at any one time					
5	Total number of vehicle months available during the year					
6	% of the area that has secure HF radio communications					
7	% of the year that the VHF system was functional					
8	Number of incursions reported on / reacted to by local community					
9	Hunting regulations infringements					

### NOTES:

1	These are incursions into the area by poachers clearly intending to use firearms, poison, heavy snares, etc to kill elephants and/or rhinos, or attempted incursions that were intercepted before they took place
2	Mandatory sentences for elephant / rhino poachers or dealers are 9 years for first offence and 11 years on second
3	This is actual patrolling effort expressed in patrol man-days carried out per year (not total staff x 365 days)
4	This is the average number of men (including deployments from other areas) in the field at any one time
5	Each vehicle available for law enforcement operations should be multiplied by the number of months it was available for field operations
6	e.g. if only three-quarters of the area has VHF radio reception then this figure will be 75
7	e.g. if the VHF radio system was only functional for 3 months of the year then this figure would be 25
8	Refers to the number of times the local community (not paid informers) volunteered information on actual or potential incursions of elephant/rhino poachers, and/or freely provided information/help leading to interception/ arrests
9	Refers to infringements of the regulations by safari operators/hunters/guides (e.g. shooting under age trophies, exceeding quotas, transfers of quotas from other areas, hunting from vehicles, etc.

## **6. CONCLUDING COMMENT**

This is an ambitious plan that will require the cooperation of all stakeholders to achieve its aims. The provision in the plan to establish regional elephant management committees that will include representative from the range of stakeholders that have a strong interest in elephant conservation is a major step in devolution of responsibility.

Implementing the action plan will also require more human and financial resources than are currently available for the conservation and management of elephant in Zimbabwe. An urgent requirement is for more fully equipped men on the ground to combat illegal killing of elephant, improved monitoring and research, and incentives to maintain, if not increase, elephant range. They will require resources to cover the ground effectively and at a rough estimate it will require at least \$12,000,000 per annum in operational budget alone to protect the nearly 60,000 km<sup>2</sup> of elephant range in the country. This estimate is based on the rule of thumb of \$200 per km<sup>2</sup>. If the threat of poaching escalates this requirement may double.

Elephant are an ecologically and economically keystone species and, if effectively conserved and managed, will act as an umbrella species for the conservation of a full range of wildlife within their range. Investment in elephant conservation will thus have wide-ranging effects on wildlife conservation in Zimbabwe.

These considerations suggest that an initial injection of substantial funding will be required to kick-start the Action Plan while providing the basis for a much wider investment in biological conservation.

## **7. ACKNOWLEDGEMENTS**

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## 9. ANNEXES

### 9.1 Terms of Reference for the National Elephant Management Committee

**Function:** To annually review the Action Plan for Elephant Management and Conservation in Zimbabwe and progress in implementing the Action Plan; to review budget and policy decisions by the Elephant Manager; to guide the Ministry of Environment and Tourism and Parks and Wildlife Management Authority; to assume overall executive responsibility for elephant conservation and management in Zimbabwe.

**Role of Individual Committee Members:** The role of the individual members includes:

- Understanding the strategic implications and outcomes of initiatives being pursued through the Action Plan Outputs;
- Appreciating the significance of the Action Plan's implementation for major stakeholders and for the future of elephant conservation;
- Being committed to and actively involved in, implementing the most efficient and effective Action Plan;
- Being willing to suggest changes to the Action Plan or any regional action plan to achieve efficiency and effectiveness.

**Duties:** The Committee's primary responsibilities include:

- Ratifying major technical decisions concerned with elephant conservation and management;
- Developing and implementing elephant policy;
- Ensuring the successful implementation of all required actions;
- Advising the Elephant Manager and PWMA on sourcing of funds;
- Monitoring funding, expenditure and effectiveness.

**Composition:** The members of the National Elephant Management Committee include:

- Director ZPWMA (Chair);
- Elephant Manager (Secretary);
- Representatives of ZPWMA , Ministry, CAMPFIRE, ZRP;

**Time Frame:** The Committee will meet at least twice a year, and can be called upon to meet more frequently as the need arises.

**Minutes and Meeting Papers:** Minutes will be kept by the Elephant Manager. Minutes will be circulated within one month of Committee meetings. Resolutions and action points will be kept by the Elephant Manager.

Actions may be taken without a meeting by a signed unanimous consent circulated, compiled, and maintained by the Elephant Manager.

**Quorum Requirements:** A quorum exists when [75%] of the Committee members are present.

## 9.2 Terms of Reference for the Regional Elephant Management Committees

**Function:** To semi-annually review implementation of each regional action plan; to review budget and policy decisions in each specific region; to strengthen links with various bodies at the national and regional levels (including within the TFCA framework).

**Duties:** Each regional Committee's primary responsibilities include:

- Ratifying major technical decisions concerned with elephant conservation and management in the specific region;
- Developing and implementing elephant policy in the specific region, in keeping with the regional action plan and national Action Plan;
- Developing and implementing elephant policy in the specific region, in keeping with the regional action plan and national Action Plan;
- Ensuring the successful implementation of all required actions;
- Advising the Elephant Manager, PWMA, and regional stakeholders on sourcing of funds;
- Liaising with regional stakeholders to appropriately represent concerns and local issues at the national level;
- Participating in quota-setting for the region.

**Composition:** The members of each regional Committee will include:

- ZPWMA (Chair);
- Area Ecologist (Secretary);
- Elephant Manager;
- Senior Parks Wardens;
- Research Scientists;

**Time Frame:** Each regional Committee will meet at least twice a year, and can be called upon to meet more frequently as the need arises.

**Minutes and Meeting Papers:** Minutes will be kept by the Secretary. Minutes will be circulated within one month of Committee meetings. Resolutions and action points will be kept by the Secretary.

Actions may be taken without a meeting by a signed unanimous consent circulated, compiled, and maintained by the Secretary.

**Quorum Requirements:** A quorum exists when [75%] of the Committee members are present.

### **9.3 Terms of Reference for the National Elephant Manager**

**Function:** To coordinate elephant management in Zimbabwe; to work with stakeholders including the National and Regional Committees, ZPWMA, communities, private landowners, safari operators, and researchers

**Duties:** The Elephant Manager's duties include:

- Coordinating major technical decisions concerned with elephant conservation and management;
- Developing and implementing elephant policy;
- Ensuring the successful implementation of all required actions;
- Advising the Elephant Committees;
- Liaising with stakeholders;
- Collecting, collating and disseminating required reports under the Action Plan;

The following regional action plans are appended below

#### **9.4 Northwest Matabeleland Elephant Management Action Plan**

#### **9.5 Sebungwe Elephant Management Action Plan**

#### **9.6 Mid-Zambezi Valley Elephant Management Action Plan**

#### **9.7 South East Lowveld Elephant Management Action Plan**

## ANNEX 9.4 Northwest Matabeleland Action Plan

9.4.1. Protection and Law Enforcement (Northwest Matabeleland)						
Output	Activities	Key Performance Indicators	Means of Verification	Time Frame	Indicative inputs/costs	Lead Agencies
1.1 Highly trained rapid response anti-poaching units established/ strengthened	<ul style="list-style-type: none"> <li>- Assess / audit current law enforcement capacity, prioritise needs</li> <li>- Mobilise resources to meet shortfalls in personnel and equipment and new technology</li> <li>- Recruit rangers, train and retrain staff</li> <li>- Review / establish Standard Operating Procedures (SOPs) for all law enforcement operations</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment of enforcement capacity completed</li> <li>- Fully staffed and trained anti-poaching units in place and operating</li> <li>- SOPs established and being implemented</li> <li>- Trends in illegal killing of elephants documented</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment report</li> <li>- Staff recruitment and training records</li> <li>- Monthly and annual reports of operations</li> <li>- Illegal activity reports and records</li> </ul>	Immediate and ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Equipment</li> </ul>	ZPWMA, FC RM, AMs ZRP
1.2 Informer network, investigation and intelligence system strengthened / established and operating	<ul style="list-style-type: none"> <li>- Recruit informers and contacts</li> <li>- Recruit investigators and deploy strategically</li> <li>- Train investigators</li> <li>- Set up anonymous whistle-blowing system (through hotline)</li> <li>- Carry out awareness campaign within communities on value of conservation and how to report illegal activity (to stimulate social involvement)</li> <li>- Establish intelligence database</li> </ul>	<ul style="list-style-type: none"> <li>- Number of arrests based on information from intelligence system</li> <li>- Number of investigators recruited and trained</li> <li>- Number of calls to whistle blowing system that result in effective follow up</li> <li>- Number of incursions reported on by local communities and reacted to by ZPWMA/ZRP</li> </ul>	<ul style="list-style-type: none"> <li>- Inspection of informer reports / database</li> <li>- Records and reports of training session</li> <li>- Whistle-blower system reports</li> <li>- Records / reports</li> </ul>	Established over the first year, then ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Rewards and payments to informers</li> <li>- Telecommunications costs</li> <li>-</li> </ul>	ZPWMA, FC ZRP
1.3 Investigation and prosecution of wildlife crimes improved	<ul style="list-style-type: none"> <li>- Establish Standard Operating Procedures (to include guidelines in collaboration with ZRP, Prosecutors, Magistrates, EMA, etc., and evidence gathering)</li> <li>- Identify gaps (e.g. ballistics and forensics) and solicit external expertise</li> <li>- Establish regular training and retraining schedule</li> <li>- Procure / hire specialized equipment that may be required</li> </ul>	<ul style="list-style-type: none"> <li>- Proportion of arrests leading to prosecution</li> <li>- Proportion of successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>- Court records</li> <li>- Law enforcement data base</li> </ul>	SOPs to be established within 3 months. On going	<ul style="list-style-type: none"> <li>- Training costs</li> <li>- Expert costs</li> <li>- Specialized equipment</li> </ul>	ZPWMA, FC, ZRP Judiciary NGOs

<b>9.4.1. Protection and Law Enforcement (Northwest Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
1.4 Database that is compliant with national database established	<ul style="list-style-type: none"> <li>- Set up databases at regional HQ and field stations that can feed compliant information through to regional and national databases</li> <li>- Train staff in appropriate data collection and data capture using standardised recording forms and procedures</li> </ul>	<ul style="list-style-type: none"> <li>- Databases bases established and operational</li> <li>- Recording protocols in place and being used</li> </ul>	<ul style="list-style-type: none"> <li>- Database system being used and operational</li> <li>- Reports from database</li> </ul>	Immediate and ongoing	Computers and software Database design and roll out	ZPWMA, FC
1.5 Joint law enforcement operations within the NWM region	<ul style="list-style-type: none"> <li>- Conduct joint operations</li> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Conduct awareness campaigns for other law enforcement agencies</li> <li>- Agree on operational order / SOPs (including information sharing)</li> </ul>	<ul style="list-style-type: none"> <li>- Number of joint operations leading to arrests and successful prosecutions</li> <li>- Number of meetings held per year</li> <li>- Number of successes from shared wildlife crime information</li> </ul>	<ul style="list-style-type: none"> <li>- Minutes</li> <li>- Joint operation reports</li> <li>- Records</li> <li>- Manpower involved (by agency)</li> </ul>	Immediate and ongoing Meetings: Quarterly and Monthly (cross-border)	Meeting costs (travel, etc.) Operational costs	ZPWMA ZRP ZDF FC
1.6 Full compliance with hunting and guiding regulations enforced	<ul style="list-style-type: none"> <li>- Ensure all operators within the region are fully aware of regulations</li> <li>- Appropriate measures are taken to fine / apprehend / prosecute breaches of regulations</li> </ul>	Implementation of revised quota setting models in the NWM	Proceedings of hunting workshop and revised models Record of infringements and penalties and analysis of trends	Immediate and ongoing	Staff time and meeting costs	ZPWMA, FC SOAZ, ZPGHA ZHA
1.7 Illegal settlement / human encroachment in designated wildlife areas reduced / reversed	<ul style="list-style-type: none"> <li>- Liaise with RDCs, Traditional Leaders, ZRP and DA's office, and Lands Office</li> <li>- Conduct awareness, education, extension programmes in areas affected</li> <li>- Conduct regular satellite monitoring of areas likely to be affected</li> </ul>	Percentage of designated wildlife area in the NWM that are settled has not increased, or has declined, from 2015 levels	Satellite monitoring records	Immediate and ongoing	Satellite imagery Meeting costs Awareness and educational materials	ZPWMA, FC, RDCs Traditional Leaders
1.8 Collaboration in law enforcement with neighbouring countries established	<ul style="list-style-type: none"> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Agree on standard operational procedures</li> <li>- Conduct joint cross border operations</li> </ul>	<ul style="list-style-type: none"> <li>- Agreed SOPs for cross border law enforcement operations</li> <li>- Number of joint operations leading to arrests and successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>Minutes of joint meetings</li> <li>Record of agreed SOPs</li> <li>Reports of cross border operations</li> <li>Record of arrests and prosecutions</li> </ul>	Immediate and ongoing	Travel and meeting costs	ZPWMA, FC ZRP JOC

<b>9.4.2. Biological Monitoring and Management (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
2.1 Elephant population numbers, structure, mortality (using aerial, ground, and ranger based methods) regularly monitored	<ul style="list-style-type: none"> <li>- Carry out regular surveys</li> <li>- Carry out aerial monitoring of wildlife and illegal activities</li> <li>- Adopt standardized databases for all stations, forest areas, and RDCs in NWM</li> <li>- Introduce ranger-based monitoring across all stations in NWM</li> <li>- Analyze the data and report on trends</li> <li>- Annual water hole count continued</li> </ul>	<ul style="list-style-type: none"> <li>- Information on trends in elephant numbers, structure and mortality analysed and available</li> </ul>	<ul style="list-style-type: none"> <li>- Databases and reports</li> </ul>	<ul style="list-style-type: none"> <li>Aerial surveys every 3 years</li> <li>Ground and waterhole counts annually</li> <li>Illegal activities and ranger patrol ground counts reported monthly</li> <li>Database and monitoring ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Aerial survey – USD 150,000</li> <li>Computers and software</li> <li>Training in SMART, MIKES, etc.</li> <li>Travel &amp; Subsistence and equipment</li> </ul>	ZPWMA FC Research Partners
2.2 Impacts of elephants on selected habitats, selected indicator plant and animal species, and water use and supplies monitored and assessed	<ul style="list-style-type: none"> <li>- Measure and monitor vegetation indicators, e.g. woodland cover and changes in specific species e.g. Baobabs</li> <li>- Measure and monitor functional biodiversity indicators, e.g. bird species richness and responses to structural changes in woodlands</li> <li>- Measure and assess water use and its sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Elephant impacts on selected habitats monitored, analysed and reported</li> <li>Elephant impacts on indicator species measured analysed and reported</li> <li>Sustainability of water use completed</li> </ul>	<ul style="list-style-type: none"> <li>Copies of research and monitoring reports</li> </ul>	2016-2019	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Field equipment</li> </ul>	ZPWMA FC Research partners
2.3 Upper and lower thresholds of potential concern (TPCs) related to spatial and temporal impacts (ecological, social, economic) of elephants established	<ul style="list-style-type: none"> <li>- Compile and analyse historical trends in habitats, selected species, economic performance of consumptive and non-consumptive use, and HWC in the region</li> <li>- Consultations with experts and the public on acceptable limits to change</li> <li>- Propose TPCs for elephant impacts and densities</li> </ul>	<ul style="list-style-type: none"> <li>- Research reports completed</li> <li>- PCP consultation results analysed and reported</li> <li>- TPC recommendations submitted</li> <li>- Results of timely analyses and expert and public opinion being used in determining adaptive management measures</li> </ul>	<ul style="list-style-type: none"> <li>- Copies of reports, papers and recommendations</li> </ul>	<ul style="list-style-type: none"> <li>Provisional TPCs provided with in 3 years</li> </ul>	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Aerial photos</li> <li>Satellite imagery</li> <li>Stakeholder meetings</li> </ul>	ZPWMA FC Research partners

<b>9.4.2. Biological Monitoring and Management (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
2.4 Appropriate adaptive management actions undertaken when TPCs approached or exceeded	<ul style="list-style-type: none"> <li>- Regularly monitor levels and trends in TPC indicators that have been developed</li> <li>- Alert management when and if trends indicate that TPCs are likely to be exceeded</li> <li>- Decide on and implement appropriate management action</li> </ul>	<ul style="list-style-type: none"> <li>- Adaptive management actions taken in response to elephant impacts</li> </ul>	<ul style="list-style-type: none"> <li>- Monitoring records and reports</li> <li>- Use of monitoring and research results in determining management actions</li> <li>- Management action taken in respect of TPCs being approached or exceeded</li> </ul>	2018	Monitoring and implementation of management actions	ZPWMA, FC RDCs SOAZ ZPGHA ZHA Traditional Leaders
2.5 Age and quality of all elephant killed (trophies, PAC, rations, culls, poached) monitored and quotas to meet desired trophy quality adjusted	<ul style="list-style-type: none"> <li>- Record age, sex and tusk size (length and weights) of all elephants killed each year</li> <li>- Set up and maintain database</li> <li>- Analyse trends and adjust quotas as necessary to meet desired trophy size</li> <li>- Introduce flexible and adaptable quota system (review fixed quota system)</li> <li>- Produce annual report</li> </ul>	<p>Age, sex and tusk sizes for all elephant killed recorded</p> <p>Elephant trophy quality is maintained or improved in relation to the stipulated desired age and trophy size.</p>	Record of trophy quality of elephants obtained in each year	Immediate and ongoing	Staff training and time, Safari operators training and time	ZPWMA, FC SOAZ ZPGHA ZHA
2.6 Elephant range defined and managed to maintain (and/or recover) habitats and elephant populations, and connectivity between fragmented populations and buffer zone populations initiated	<ul style="list-style-type: none"> <li>- Define elephant range use and existing buffer zones and potential connectivity</li> <li>- Identify priority corridors and land use barriers</li> <li>- Conduct spatial analyses to inform land use planning to facilitate connectivity and reduce human-wildlife conflict</li> </ul>	<ul style="list-style-type: none"> <li>- Elephant range maintained and lost habitats recovered</li> <li>- Corridors between fragmented elephant populations maintained/ established</li> </ul>	Elephant range use maps and reports	2016 - 2019	Staff time, S&T, satellite imagery and mapping, GIS software	ZPWMA, FC RDCs Traditional Leaders Neighbouring countries
2.7 Reports to international monitoring systems prepared and submitted (e.g. AED, ETIS, MIKE, MIKES)	<ul style="list-style-type: none"> <li>- Timely reports prepared and submitted as required to regional and national levels for transmission to international agencies</li> </ul>	<ul style="list-style-type: none"> <li>- Required reports submitted on time</li> </ul>	Record of reports submitted	Ongoing	Staff time	ZPWMA RM, AM

**9.4.3. Social, Economic and Cultural Framework (North West Matabeleland)**

Output	Activities	Key Performance Indicators	Means of Verification	Time Frame	Indicative inputs/costs	Lead Agencies
3.1 Joint venture and sustainable use opportunities to strengthen elephant conservation and management explored	<ul style="list-style-type: none"> <li>- Initiate policy formulation and /or protocols for the development of joint ventures involving public, private, community partnerships (PPCPs)</li> <li>- Involve all relevant stakeholders in identifying potential areas and in the planning / selection process for potential joint ventures / PPCPs</li> <li>- Implement identified and feasible joint ventures / PPCPs</li> </ul>	<ul style="list-style-type: none"> <li>- Policy framework and protocols for establishing Joint Ventures /PPCPs in NWM adopted</li> <li>- At least three Joint Ventures / PPCPs initiated and operating by 2018</li> </ul>	<ul style="list-style-type: none"> <li>Policy framework document</li> <li>Record of operational Joint ventures / PPCPs</li> </ul>	2016-2018	Workshops, facilitating PPCPs, drafting policy	ZPWMA, FC RDCs Traditional Leaders CAMPFIRE Association
3.2 Transparent distribution of the benefits and costs of elephant management and conservation facilitated	<ul style="list-style-type: none"> <li>- Develop instruments / protocols to:               <ul style="list-style-type: none"> <li>o Increase elephant revenues at the ward level.</li> <li>o Provide for traditional leaders to be involved in the management and distribution of elephant related benefits.</li> </ul> </li> <li>- Revise CAMPFIRE guidelines to increase the share of revenues at the ward level beyond 55%.</li> <li>- Develop a system to ensure accountability of the revenue sharing mechanism from District to ward level.</li> <li>- Periodically audit the revenue sharing system</li> </ul>	<ul style="list-style-type: none"> <li>- A greater proportion of revenues from wildlife utilisation accrue to communities</li> <li>- Traditional leaders involved in elephant management and revenue sharing</li> <li>- Revenues from wildlife accounted for and audited</li> </ul>	<ul style="list-style-type: none"> <li>Records of revenue earned by and disbursed to communities</li> <li>Report on annual consultation with Traditional Leaders</li> <li>Audit reports</li> </ul>	By Dec 2016	Meetings, Drafting Legal review	ZPWMA, FC RDCs CAMPFIRE Association Traditional Leaders
3.3 Effective techniques and land use strategies and protocols to mitigate human-wildlife conflict (HWC) implemented.	<ul style="list-style-type: none"> <li>- Review current human-elephant conflict mitigation measures and potential incentives / policies to reduce conflict</li> <li>- Implement proposals / options emerging from review</li> <li>- Monitor levels of HWC, enter data in database, analyse trends</li> </ul>	<ul style="list-style-type: none"> <li>Land use strategies and protocols for mitigating HWC adopted and implemented</li> <li>Trends in HWC incidents show reduced levels of conflict</li> </ul>	<ul style="list-style-type: none"> <li>Reports and records of implementation</li> <li>Database records and trend analysis reports</li> </ul>	Immediate and ongoing	Equipment Review costs Monitoring costs	ZPWMA RDCs Traditional Leaders
3.4 Recovery and use of all products from legally killed elephants improved	<ul style="list-style-type: none"> <li>- Provide guidelines for the effective recovery, treatment, storage, and sale of elephant products</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>Proportion of legally killed elephants from which products were effectively recovered</li> <li>Revenue earned</li> </ul>	<ul style="list-style-type: none"> <li>Database records and reports</li> </ul>	Immediate and ongoing		ZPWMA, FC RDCs, Community leaders

<b>9.4.3. Social, Economic and Cultural Framework (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
3.5 Information on elephant conservation, management and benefits in communal areas neighbouring key elephant populations included in school curricula	<ul style="list-style-type: none"> <li>- Liaise with Ministry of Primary and Secondary Education on the development, production, and inclusion of elephant conservation material in school curricula</li> <li>- Engage with specialists and communities to develop suitable educational material on elephant conservation and management for NWM</li> <li>- Distribute material developed and undertake awareness campaigns on elephant conservation in selected areas</li> </ul>	<ul style="list-style-type: none"> <li>- Number and quality of elephant information items developed and delivered to schools in NWM</li> <li>- Proportion of schools within or neighbouring elephant areas receiving and using information provided</li> </ul>	<ul style="list-style-type: none"> <li>Elephant information items produced and distributed</li> <li>Reports/ records of delivery and use of elephant conservation information packages</li> </ul>	By June 2016 and ongoing	<ul style="list-style-type: none"> <li>Design and production of educational material</li> <li>Printing and distribution costs</li> </ul>	<ul style="list-style-type: none"> <li>ZPWMA, FC</li> <li>NGOs</li> <li>Min Education</li> <li>RDCs</li> <li>Traditional Leaders</li> </ul>

<b>9.4.4. Building Conservation Capacity (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means Of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/Costs</b>	<b>Lead Agencies</b>
4.1 Funding to initiate and sustain the implementation of this plan secured	<ul style="list-style-type: none"> <li>- Develop and submit bankable project proposals to identified potential funders</li> <li>- Explore potential partnerships (NGOs, Private Sector)</li> <li>- Review fee structure for elephant hunting and the potential generation and distribution of revenues for conservation and communities from alternative models</li> </ul>	<ul style="list-style-type: none"> <li>- Value of funding and support in kind for conservation of elephants in NWM realised each year</li> </ul>	Records maintained by ZPWMA, NGOS, RDCs, Tour and Safari Operators	Annual assessment		ZPWMA, FC, NGOs, RDCs Tour and Safari Operators
4.2 Current capacity and staff, training, and equipment needs identified	<ul style="list-style-type: none"> <li>- Carry out full audit of current human and financial resources required to implement this plan and identify needs</li> </ul>	Capacity needs assessment (audit) completed by June 2016	Capacity needs assessment report	By June 2016	Time and travel costs of lead agencies and travel costs Consultant costs?	ZPWMA, FC
4.3 Capacity for sustained research and monitoring strengthened and collaboration with research institutions enhanced [Linked to and informed by Components 2 and 3]	<ul style="list-style-type: none"> <li>- Develop and implement a multi-disciplinary research and monitoring strategy for the NWM</li> <li>- Develop and implement a research programme based on that strategy</li> <li>- Provide appropriate tertiary level training for ZPWMA</li> <li>- Engage universities to establish in-service mentoring system</li> <li>- Identify and provide needed equipment</li> <li>- Identify and recruit community research/ monitoring personnel</li> <li>- Identify and train community monitors in the use and application of the Event Book System</li> </ul>	<ul style="list-style-type: none"> <li>- Explicit research strategy for the LZV developed by June 2016</li> <li>- Functional research programme in place by June 2017</li> <li>- No of research proposals developed, submitted, funded, and equipped</li> <li>- 2 persons trained per annum</li> <li>- No of research personnel on the ground</li> <li>- Research publications</li> <li>- No of active community monitors using the Event Book system</li> </ul>	<ul style="list-style-type: none"> <li>- Copy of research Strategy</li> <li>- Trained personnel in place for stipulated minimum period of time</li> <li>- Project proposals</li> <li>- Technical reports and research papers</li> <li>- Annual State of the LZV Report</li> <li>- Event Book records / reports</li> </ul>	Immediate and ongoing Annual NWM report commencing with baseline report for 2015	A range of training costs	ZPWMA, FC, Universities, NWM Working Group, NGOs

<b>9.4.4. Building Conservation Capacity (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means Of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/Costs</b>	<b>Lead Agencies</b>
4.4 Training and in-service retraining of personnel in law enforcement, research and monitoring, education awareness community elephant management, etc., established & operating	<ul style="list-style-type: none"> <li>- Use capacity training needs assessment (4.2) to develop training modules / curricula</li> <li>- Draw up training/retraining programme</li> </ul>	<ul style="list-style-type: none"> <li>- Training modules and curricula developed and being used</li> <li>- 50 to 100% increase in:               <ul style="list-style-type: none"> <li>a) No. of training days and programmes initiated</li> <li>b) No. of staff trained</li> <li>c) No. of communities trained and implementing elephant management programmes</li> <li>d) No. of elephant management campaigns conducted</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Record of training modules</li> <li>Record of training courses completed</li> <li>Records of personnel / communities trained</li> <li>Individual staff files</li> </ul>	Initiated by March 2016	Cost of training staff and re-training	ZPWMA, FC NGOs Universities
4.5 Infrastructure and housing to facilitate effective protection, conservation and management of elephant in the NWM developed	<ul style="list-style-type: none"> <li>- Rebuild / refurbish all main access and internal roads within NWM wildlife areas</li> <li>- Maintain / establish necessary airstrips</li> <li>- Undertake a feasibility study for the strategic development of new bases and pickets to support effective law enforcement, research and monitoring</li> <li>- Review staff accommodation requirements for the NWM</li> <li>- Renovate existing buildings</li> <li>- As needed develop staff accommodation and associated infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>- Roads, bridges, airstrips refurbished and maintained as planned</li> <li>- Feasibility study of required field stations completed by June 2016</li> <li>- Identified infrastructure requirements prioritized and required developments undertaken and completed by 2018</li> </ul>	<ul style="list-style-type: none"> <li>Housing, field units, feasibility study review report</li> <li>On site inspection of roads, airstrips and constructed housing units</li> </ul>	Immediate and ongoing through 5-year period	USD 3 million+	ZPWMA FC RDCs ZINARA Donor support
4.6 Effective, secure communications network across the region established	<ul style="list-style-type: none"> <li>- Establish digital VHF and GPS communication and tracking systems across the NWM (repeater links, base sets, handhelds, mobile radio sets, computers for monitoring purposes</li> </ul>	Fully operational secure communications system in place and being maintained	Reports and tests of system	Immediate ongoing	USD 310,000	ZPWMA, FC NGOs/Donors

<b>9.4.5. Coordination, Collaboration and Programme Management (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
5.1 Regional elephant management committee with membership from key stakeholders established and operating	<ul style="list-style-type: none"> <li>- Appoint committee members</li> <li>- Hold meetings twice each year</li> <li>- Circulate minutes and actionable points within one month of each meeting</li> </ul>	<ul style="list-style-type: none"> <li>- Timely minutes of each bi-annual meeting produced and circulated</li> <li>- Number of committee resolutions and actionable points initiated and acted upon</li> </ul>	Meeting minutes Actions and recommendations approved and implemented	Immediate and ongoing	Costs of meetings (venue and travel)	ZPWMA, FC Private sector agencies, RDCs Traditional Leaders
5.2 Technical support team to assist in implementation of the plan established and operational	<ul style="list-style-type: none"> <li>- Convene technical support team of volunteers</li> <li>- Establish Terms of Reference for the team with ZPWMA &amp; FC</li> </ul>	<ul style="list-style-type: none"> <li>- Functional team established</li> <li>- Technical support provided in keeping with TORs and planned activities implemented</li> </ul>	Meeting minutes Technical activities implemented	Immediate and ongoing	Costs of meetings (venue and travel) Equipment	ZPWMA, FC NGOs
5.3 Effective communication and collaboration between Private sector, NGOs, State Agencies, and neighbouring communities (via a Forum) established	<ul style="list-style-type: none"> <li>- Establish a formal forum for private sector agencies to interact with ZPWMA and FC</li> <li>- Establish terms of reference and recognition as a formal entity</li> <li>- Establish effective engagement with RDCs, and Traditional Leaders in NWM and neighbouring communities</li> </ul>	<ul style="list-style-type: none"> <li>- Formal recognition by ZPWMA / FC achieved</li> <li>- Meetings held</li> <li>- Effective engagement with neighbours</li> </ul>	Minutes of meetings	By early 2016	Costs of meetings (venue and travel)	NGOs, Private Sector ZPWMA, FC
5.4 Links with neighbouring Botswana, Namibia and Zambia to confer on the management of shared elephant populations established / strengthened	<ul style="list-style-type: none"> <li>- Establish links with Botswana, Namibia and Zambia to confer on cross border elephant management issues</li> </ul>	<ul style="list-style-type: none"> <li>- Links established and operating</li> </ul>	Records of meetings and any joint elephant management initiatives	By June 2016 and ongoing	Costs of meetings (venue and travel)	ZPWMA, FC RDCs NGOs Researchers
5.5 Information dissemination strategy developed and implemented	<ul style="list-style-type: none"> <li>- Undertake an awareness campaign to promote and market the plan locally and internationally</li> <li>- Produce and disseminate regular progress reports on the implementation of the plan</li> </ul>	<ul style="list-style-type: none"> <li>- At least one awareness campaign conducted each year</li> <li>- Annual progress reports produced</li> <li>- Number of briefs / news releases on major developments or progress released</li> <li>- Funds raised to support elephant conservation</li> </ul>	Reports Campaign materials Press releases Funds raised	Initial campaign by June 2016	Preparation of campaign material	ZPWMA NGOs Private sector

## ANNEX 9.5 Sebungwe Action Plan

## 9.5.1 Protection and Law Enforcement (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
<p>1. Joint operation reaction team established and existing base renovated at Bumi Hills old ZRP Camp as primary base. Followed by 3 others (Binga, Siabuwa, Old Chizarira Lodge/ Sengwa Wildlife Research Institute)</p> <p><i>Manpower</i> <i>Vehicles</i> <i>Aircrafts</i> <i>Communication – eg radios</i> <i>Equipment eg firearms, boats</i> <i>Training</i> <i>Central database</i> <i>Intelligence networks</i></p>	<p><b>Manpower</b> – Draw up 20 man reaction team from law enforcement agencies and other stakeholders from the whole Sebungwe sub-region. (Prioritise Bumi, Sengwa)</p> <p><b>Refurbish main base</b></p> <p><b>Training</b> – Initial database training Refresher course</p> <p><b>Transport and Equipment</b> Procurement of 3 vehicles (land cruisers) Procurement of 3 boats ( speedboats – 1 mothership and 2 patrol boats)</p> <p><b>Communications</b> – establish an independent inter-agency communication network</p>	<ul style="list-style-type: none"> <li>- Number of arrests</li> <li>- Number of cases detected</li> <li>- Number of recoveries made (eg ivory, firearms etc)</li> <li>- Number of patrols conducted</li> <li>- Number cases finalized (convictions)</li> <li>- Number of carcasses detected</li> <li>- Number of joint operations carried out</li> <li>- Number of refresher courses carried out</li> <li>- Number of failed cases</li> </ul>	<p>Population census (elephant carcass ratios) MIKE site data Patrol effort indices Number of arrests and convictions Number of reports received from communities Number of reports on training sessions carried out</p>	1 year June 2015 to May 2016 and then ongoing	<p>S&amp;T, Incentives - \$54,000 Good accommodation – \$100,000 Medical aid support , insurance - \$30,000 year trained medic on deployment, CASEVAC – \$165,000 Assistance benefits on bereavement Transport – \$333,000 Boats – \$182,000 Aircraft hire – \$25,000 year Communications – \$120,000 Total Capex - \$600,000? Recurrent = \$300,000? Sub-station budget considerations</p>	ZRP/ZPWMA
1.2 Informer network, investigation and intelligence system strengthened	<ul style="list-style-type: none"> <li>- Recruit informers and contacts</li> <li>- Maintain hotline for whistle-blowers</li> <li>- Procurement of 2 vehicles and 2 motorbikes</li> <li>- Recruit investigators (6) and deploy strategically</li> <li>- Train investigators</li> <li>- Constant liaison with informers</li> <li>- Rewards to informers standardized</li> </ul>	<ul style="list-style-type: none"> <li>- Number arrests and successful convictions based on information from intelligence system</li> <li>- Number of incursions reported on/reacted to by local communities</li> <li>- Number of informer reports per informer leading to arrests and convictions</li> </ul>	<p>Validation of informer record Records and reports of training session Whistle blower system reports</p>	1 year and then ongoing	<p>Transport – \$132,000 Rewards and payments to informers – \$40,000 Telecommunications costs -\$60,000 Repair and Maintenance, fuel - \$66,000 Total \$298,000</p>	ZRP/ZPWMA

**9.5.1 Protection and Law Enforcement (Sebungwe)**

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative Inputs/Costs	Lead agencies
1.3 Zambezi Valley deployment tactics revisited and implemented	<ul style="list-style-type: none"> <li>-ZV deployment tactics revised</li> <li>-Identification of OP sites, crossing points etc</li> <li>-Identification and procurement of specialized equipment (eg night vision)</li> <li>-Provision of dry rations for operations</li> <li>-Introduction of aerial surveillance flights</li> </ul>	<ul style="list-style-type: none"> <li>- Resource books</li> <li>- Number of successes on detections</li> <li>- Number of contacts</li> <li>- Number of recoveries</li> <li>- Patrol effort (surveillance)</li> </ul>	<ul style="list-style-type: none"> <li>Exhibits register</li> <li>Crime register</li> <li>Reports</li> <li>Briefing and debriefing register</li> </ul>	3-4 months	<ul style="list-style-type: none"> <li>Field allowances – \$30,000</li> <li>Specialised equipment costs – \$80,000</li> <li>Aircraft hire and maintenance</li> <li>Staff dry rations costs \$100,000 pa</li> <li>Camping equipment costs – \$60,000</li> <li>Total \$270,000</li> </ul>	ZRP/ZPWMA
1.4 Ranger patrols strengthened	<ul style="list-style-type: none"> <li>-Establish effective patrolling force of deployable rangers</li> <li>-Establish (or review) standard operating procedures (SOP)</li> <li>-Establish well-equipped reaction teams</li> <li>-Honorary Officer system re-established to support ranger patrols</li> <li>-Increase support for establishing/improving dedicated APU for every concession.</li> </ul>	<ul style="list-style-type: none"> <li>-Number of deployable rangers at any one time</li> <li>-Total man-days spent on patrol</li> <li>-SOPs in place</li> <li>-Area patrolled each month</li> <li>-Reaction time to incidents</li>   <li>- Number of APUs established</li> </ul>	<ul style="list-style-type: none"> <li>Monthly reports</li> <li>Subsistence claims</li> <li>Number of approved honorary officers</li>   <li>Monthly Reports from APUs</li> </ul>	<ul style="list-style-type: none"> <li>SOPs to be established in 3 months</li> <li>Staffing established within 6 months</li> <li>Ongoing</li>   <li>Six Months?</li> </ul>	<ul style="list-style-type: none"> <li>Salaries</li> <li>Equipment</li> <li>Vehicles</li> </ul>	ZPWMA
1.5 Training of staff enhanced	<ul style="list-style-type: none"> <li>• Establish regular training and retraining schedule (includes training on weaponry, bushcraft, tracking, information gathering, crime scene management, Judiciary procedures etc</li> <li>• Training on standard operation procedures (harmonization)</li> </ul>	<ul style="list-style-type: none"> <li>• Number of training and retraining sessions carried out</li> </ul>	<ul style="list-style-type: none"> <li>• Individual training records</li> </ul>	Immediate and ongoing	\$100,000	ZRP/ZPWMA

**9.5.1 Protection and Law Enforcement (Sebungwe)**

<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative inputs/Costs</b>	<b>Lead agencies</b>
1.6 Conviction rates improved	<ul style="list-style-type: none"> <li>• Judiciary sensitization (incl. workshops)</li> <li>• Formulation of proper charges, indictment and summons</li> <li>• Gathering all evidence available using legal means</li> <li>• Completion of dockets timeously, submission and concluding cases in a reasonable time</li> <li>• Creation of a district sub-committee on elephant and wildlife issues</li> <li>• Hold workshops to share information on wildlife issues</li> </ul>	<ul style="list-style-type: none"> <li>• Number of successful prosecutions</li> <li>• Decrease in number of crimes committed</li> <li>• Number of workshops or meetings held</li> </ul>	<ul style="list-style-type: none"> <li>• Crime records</li> <li>• Dockets</li> </ul>	Ongoing	\$50,000	ZPWMA/ZRP

### 9.5.2 Biological Monitoring and Management (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
2.1 Viable population, geographical distribution, and habitat connectivity targets established.	<ul style="list-style-type: none"> <li>- Establish TPC for all areas to set viable population target.</li> <li>- Collect spatial data (livestock densities, human population densities, forest cover, and agricultural cover) to map potential geographic distribution of elephants</li> <li>- Identify potential connectivity areas and promote wildlife-based land uses in those areas.</li> </ul>	<ul style="list-style-type: none"> <li>- Viable population target of minimum 5,000 for the region with minimum and maximum thresholds in different land categories</li> <li>- Updated geographical distribution map and spatial datasets</li> <li>- Number of conservancies approved/ green-lighted by communities</li> </ul>	<ul style="list-style-type: none"> <li>Censuses of elephants</li> <li>Distribution and records of elephant movement</li> <li>Records of meetings to establish conservancies</li> </ul>	One year, then ongoing	<ul style="list-style-type: none"> <li>Computers and software, transport for ground surveys and trthing \$50,000</li> <li>Meeting logistics, and transport, \$15,000</li> </ul>	ZPWMA with participation from the Tashinga Initiative, WWF HSBBCP, and the private sector
2.2 Monitoring system for population trends, habitat, and impacts designed and implemented.	<ul style="list-style-type: none"> <li>- Establish regional database for data on population, habitat, HEC, patrolling, poaching, and trophies (for trophies, see also Output 5).</li> <li>- Design and adopt standardized reporting formats. (i.e. MOMS)</li> <li>- Report to the regional management committee to review data and decide on management actions.</li> <li>- Conduct annual aerial surveys for the "core area" (to be defined).</li> </ul>	<ul style="list-style-type: none"> <li>- Regional database operational</li> <li>- Number of reporting formats designed and distributed</li> <li>- Number of persons, patrols, and sectors submitting data</li> <li>- Quarterly reports</li> <li>- Quarterly reviews</li> </ul>	<ul style="list-style-type: none"> <li>Database</li> <li>Reporting formats</li> <li>Records of data submitted</li> <li>Reports and reviews</li> </ul>	One year for having the database established and the first committee meeting, then ongoing Immediate, quarterly and ongoing	For the first year, \$300,000, with \$150,000 for subsequent years	ZPWMA, with participation by RDCs, NGOs, and safari/tour operators
2.3 Direct and indirect causes of decline (2006-2014) researched.	<ul style="list-style-type: none"> <li>- Causes of mortality quantified using the regional database.</li> <li>- Gather information from local communities and experts.</li> <li>- Examine potential socio-economic factors related to decline</li> <li>- Research habitat changes.</li> <li>- Publish research in scientific publication.</li> </ul>	Data and analyses	Reports and publications	One year (published or submitted to peer reviewed journals)	\$25,000	ZPWMA

### 9.5.2 Biological Monitoring and Management (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
2.4 Viable population, geographical distribution, and habitat connectivity achieved and maintained.	<ul style="list-style-type: none"> <li>- Establish wildlife-based land-use system (not a land use plan) with community conservancies acting as corridors between protected areas</li> <li>- Reduce human-elephant conflict to acceptable levels.</li> <li>- Implement responsible habitat management (with regard to fires, REDD+, mining, illegal and legal settlement)</li> <li>- Conduct integrated land-use planning.</li> <li>- Support extension of REDD initiative</li> </ul>	<ul style="list-style-type: none"> <li>- Number of operational conservancies/ corridors</li> <li>- Elephant Population data</li> <li>- Number of elephants and people involved in "serious HEC incidents"</li> <li>- Effective, non-lethal elephant deterrents in place</li> <li>- Regional land-use plan</li> <li>- Number of stakeholders, meetings in planning process</li> <li>- Utilization of corridors by elephants</li> </ul>	<ul style="list-style-type: none"> <li>Censuses of elephants</li> <li>Distribution and records of elephant movement</li> <li>Records of meetings to establish conservancies</li> <li>Legal instruments for conservancy establishment (e.g. via Town &amp; Country Planning Act, Communal Land Act)</li> </ul>	Starting in 2016 and ongoing	Unknown, but large expenditure	ZPWMA, conservancies, etc.
2.5 Sustainable offtakes established through participatory quota setting and monitored through adaptive management.	<ul style="list-style-type: none"> <li>- Establish a database of offtakes, trophy qualities, and age classes (See Output 2, Activity 1).</li> <li>- Using participatory quota setting following best practices, set optional quotas based on scientific survey data, with no more than 0.5% of the estimate as the elephant quota for the region.</li> <li>- Revisit quota system and establish optional quotas as opposed to fixed quotas</li> <li>- Set minimum trophy size and a variable trophy fee with large increments based on size</li> <li>- Identify and enforce best hunting practices through a code of conduct incorporated in lease agreements and hunting permits.</li> </ul>	<ul style="list-style-type: none"> <li>- Trophy quality improving</li> <li>- Record of hunting practice transgressions</li> </ul>	Trophy database	Database and code of conduct review within 6 months Revised quotas set annually Minimum trophy size defined before first revised quota	\$20,000	ZPWMA and RDCs

### 9.5.2 Biological Monitoring and Management (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
2.6 Robust and comprehensive research program enhanced and maintained.	<ul style="list-style-type: none"> <li>- Research the impact of decline on population dynamics.</li> <li>- Investigate migration hypothesis.</li> <li>- Develop applied research projects, especially interdisciplinary and multidisciplinary research.</li> <li>- Establish research oversight body, building on existing approval processes.</li> </ul>	Publications, particularly with management guidance	Publications and raw data	Ongoing and long-term	Annual budget: \$200,000	ZPWMA, local government, and academic institutions

### 9.5.3 Social, Economic and Cultural Framework (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative Inputs / Costs	Lead agencies
3.1 Transparent and equitable distribution of benefits established	<ul style="list-style-type: none"> <li>-Develop an instrument to increase elephant revenues at the ward level.</li> <li>-Instrument to provide for traditional leaders to be involved in management and distribution of elephant related benefits.</li> <li>-Revise CAMPFIRE guide lines to increase the share of revenues at the ward level beyond 55%.</li> <li>-Develop a system to ensure accountability of the revenue sharing mechanism from District to ward level.</li> <li>-Periodic auditing of the revenue sharing system.</li> </ul>	<ul style="list-style-type: none"> <li>- Instrument approved.</li> <li>- CAMPFIRE guidelines revised and approved</li> <li>- Revenue accountability system established</li> <li>- Number of audits</li> </ul>	<ul style="list-style-type: none"> <li>Publication of instruments and guidelines.</li> <li>Audit documents</li> </ul>	One year		ZPWMA/ CAMPFIRE
3.2 Economic management of consumptive and non-consumptive tourism of elephants in Sebungwe improved.	<ul style="list-style-type: none"> <li>-Preventing human settlement in protected areas</li> <li>-Review length of concession leases to encourage greater investment.</li> <li>-Rehabilitate the depleted Safari areas</li> <li>-Promote PPCPs</li> </ul>	<ul style="list-style-type: none"> <li>- Number of eviction notices issued.</li> <li>- Number of reviewed leases</li> <li>- Number of safari areas under proper management/concessions</li> <li>- Record of PPCPs established.</li> </ul>	<ul style="list-style-type: none"> <li>Records and reports of the points (6)KPI</li> </ul>	Over a year		ZPWMA/ CAMPFIRE, Safari/ tour operators
3.3 Land use strategies to mitigate human elephant conflicts (HEC) established	<ul style="list-style-type: none"> <li>-Review of human elephant conflict measures (consultancy)</li> <li>-Increase sense of ownership of wildlife as a mitigation measure to HEC (review)</li> <li>-Traditional leaders to set up a compensation scheme for land holders directly affected by HEC.</li> <li>-Support review and development of land –use plans to optimize agricultural livestock and farming activities</li> </ul>	<ul style="list-style-type: none"> <li>- Reports</li> <li>-Link with activity 1 and 2 output1(benefits)</li> <li>- Compensation scheme functioning and record of HEC in place.</li> <li>- Land use plans supported</li> </ul>	<ul style="list-style-type: none"> <li>Reports endorsed at local level</li> <li>Revenues increased.</li> <li>Records of HEC available</li> <li>Plans approved and published.</li> </ul>	1 to 3 years		ZPWMA/ CAMPFIRE

<b>9.5.3 Social, Economic and Cultural Framework (Sebungwe)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative Inputs / Costs</b>	<b>Lead agencies</b>
3.4 Investment of wildlife revenue in income generating community products established	<ul style="list-style-type: none"> <li>-Revitalize technical support services to communities/ community initiatives</li> <li>-Participatory business plan at community level.</li> <li>-Explore micro financing opportunities</li> <li>-Explore markets for community projects related to elephant conservation</li> </ul>	<ul style="list-style-type: none"> <li>- Technical support services established through proper instrument.</li> <li>- Participatory business plan adopted.</li> </ul>	Micro finance projects Record of business plan Inventory of support services	Ongoing		CAMPFIRE Private Sector
3.5 Relationship and communication mechanism established	<ul style="list-style-type: none"> <li>-Sebungwe WG to include Traditional leaders and RDCs</li> <li>-Methodologies for regular communication with communities and their leaders established</li> </ul>	<ul style="list-style-type: none"> <li>- Traditional leaders and RDC included in the WG</li> <li>- Communication strategy developed</li> </ul>	Reports of the WG, Communication strategy reports.	6 Months		CAMPFIRE/ZP WMA/RDC/ Traditional Leaders
3.6 Education on elephant conservation in the community increased	<ul style="list-style-type: none"> <li>-Information campaign explaining reasons for quota decrease (see Biological Component for cross check)</li> <li>- Explain what trophy hunting means and how it links to benefits</li> <li>-Share census results and explain implications</li> <li>-Extend conservation education to Sebungwe wards (NGOs?)</li> </ul>	<ul style="list-style-type: none"> <li>- Number of Outreach meetings with Traditional leaders / Wards/ RDC including the 4 key activities</li> </ul>	Outreach meetings reports	One Year		CAMPFIRE/ZP WMA/RDC/ Traditional Leaders

### 9.5.4 Building Conservation Capacity Component (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
4.1 Capacity needs for elephant management in Parks and CAMPFIRE areas analysed and identified	<ul style="list-style-type: none"> <li>- Draw up TOR</li> <li>- Appoint consultant</li> </ul>	Report produced	Report	3 months	10,000	Sebungwe WG
4.2 Training provided	<ul style="list-style-type: none"> <li>- Analyse training needs</li> <li>- Prioritise and develop training curricula if not already available</li> <li>- Implement in-service training and re-training</li> </ul>	Numbers of people trained and certified	Training reports	Ongoing over 5 years	500,000	Sebungwe WG
4.3 Best practice standards for elephant management in place	<ul style="list-style-type: none"> <li>- Standards defined by and through National Elephant Policy and CAMPFIRE Principles and Guidelines</li> <li>- Define clear objectives for elephant management in the Sebungwe</li> <li>- Support CITES MIKES site(s) and application of SMART and RBM</li> </ul>	<ul style="list-style-type: none"> <li>- MIKES PIKE database</li> <li>- SMART database</li> </ul>	CITES MIKE Reports SMART Reports	Minimum 5 years	10,000	Sebungwe WG
4.4 Research and monitoring capacity strengthened	<ul style="list-style-type: none"> <li>- Provide appropriate tertiary level training for ZPWMA</li> <li>- Engage universities to establish in-service mentoring systems</li> <li>- Identify equipment needs, source and provide</li> <li>- Identify and recruit community research/ monitoring personnel</li> <li>- Identify and train community monitors in the use and application of the Event Book System</li> </ul>	<ul style="list-style-type: none"> <li>- 2 persons trained per annum</li> <li>- 5+ people in mentoring system each year</li> <li>- Equipment procured and in place</li> <li>- Active community research programme underway</li> <li>- Event Book System functional and operationalised</li> </ul>	Trained personnel in place for stipulated minimum period of time Technical reports and research papers Annual State of the Sebungwe Report	Immediate and ongoing  Sebungwe report annually commencing with baseline report 2015		ZPWMA, Universities, Sebungwe WG  (Also in many pages in plan SWG)
4.5 Funding secured	<ul style="list-style-type: none"> <li>- Complete Sebungwe Elephant Management Plan and disseminate for funding purposes</li> <li>- Development of funding proposals for each of the components, if necessary</li> <li>- Identify donors (e.g. bilateral, WB GEF, NGO, other)</li> <li>- Submit proposals</li> <li>- Develop Sebungwe branding and marketing campaign</li> </ul>	Number of successfully funded proposals	Record of funding proposals developed and funded	Immediate and ongoing		ZPWMA, Sebungwe WG NGOs Universities

**9.5.4 Building Conservation Capacity Component (Sebungwe)**

<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative inputs/Costs</b>	<b>Lead agencies</b>
4.6 Infrastructure refurbished and functioning	- Roads rehabilitation: Parks and CL - Karoi-Binga road - Airstrips	- 2,000 km repaired to standard - Airstrips registered and functioning	Roads in regular use	5 years	10,000,000 7,500,000 1,200,000 ~20,000,000	Min Transport, DDF, RDCs ZPWMA Private Sector Sebungwe WG
4.7 Communications	- Procure and install radio communications systems	System installed and operational	Effective repeater linked radio communication throughout Sebungwe	1 year	500,000	Sebungwe WG

<b>9.5.5 Coordination and Programme Management (Sebungwe)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative Inputs/Costs</b>	<b>Lead agencies</b>
1. Sebungwe Management Committee with an Elephant Working Task Force and Project Coordinator established	<ul style="list-style-type: none"> <li>- Identify committee members, select WTF and appoint Coordinator</li> <li>- ToR for each institution (from national plan)</li> </ul>	Committee meeting twice yearly; WTF meets quarterly, identifies priority activities and oversees implementation by Coordinator	Meeting minutes Identified implementation activities completed as per milestones	Annual	3,000 3,000 50,000	ZPWMA & CAMPFIRE to establish structures
2. Coordination and communication between Traditional Authorities, their communities and the elephant management programme and plan strengthened	<ul style="list-style-type: none"> <li>- Address the community through CAMPFIRE and traditional leadership</li> <li>- Introduce elephant management plan in easily understandable format – maps and graphs – and disseminate through all levels/actors in Sebungwe</li> </ul>	<ul style="list-style-type: none"> <li>• Management plan documents for dissemination</li> </ul>	Record of meetings	On-going process	20,000 pa	SEWTF and RDC
3. Coordination between Sebungwe safari operators and implementation of the elephant management plan strengthened	<ul style="list-style-type: none"> <li>- SOAZ, ZPHGA appoint liaison officer for Sebungwe elephant management plan</li> <li>- Encourage non-members of associations to participate in plan implementation</li> </ul>	Liaison officer appointed and operating and non-members of associating participating in implementation of the action plan	Report by Liaison Officer	Immediate and ongoing		SOAZ, ZPHGA, ZPWMA
3. Links with neighbouring states established – shared elephant management	<ul style="list-style-type: none"> <li>- Establish relationship with KAZA Secretariat</li> <li>- Establish links and synergies with transboundary natural resource mgmt</li> <li>- Bilateral JOC to focus on illegal wildlife trade and trade routes</li> <li>- Establish links with TRAFFIC</li> </ul>	<ul style="list-style-type: none"> <li>• KAZA Secretariat aware of Sebungwe elephant management plan</li> <li>• TBNRM established and functional</li> <li>• Reduced illegal trade</li> </ul>	<ul style="list-style-type: none"> <li>• Correspondence</li> <li>• Records of minutes meetings held</li> </ul>	Ongoing	Nominal	SEMG JOC Permanent Commissions etc ZPWMA

## ANNEX 9.6 Lower Zambezi Valley Action Plan

9.6.1. Protection and Law Enforcement (Lower Zambezi Valley)						
Output	Activities	KPIs	Means of Verification	Time Frame	Indicative inputs/costs	Lead Agencies
1.1 Highly trained rapid response anti-poaching units established/ strengthened	<ul style="list-style-type: none"> <li>- Assess / audit current law enforcement capacity, prioritise needs</li> <li>- Mobilise resources to meet shortfalls in personnel and equipment and new technology</li> <li>- Recruit rangers, train and retrain staff</li> <li>- Review / establish Standard Operating Procedures (SOPs) for all law enforcement operations</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment of enforcement capacity completed</li> <li>- Fully staffed and trained anti-poaching units in place and operating</li> <li>- SOPs established and being implemented</li> <li>- Trends in illegal killing of elephants</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment report</li> <li>- Staff recruitment and training records</li> <li>- Monthly and annual reports of operations</li> <li>- Illegal activity reports and records</li> </ul>	Immediate and ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Equipment</li> </ul>	ZPWMA RM, AMs ZRP
1.2 Informer network, investigation and intelligence system established	<ul style="list-style-type: none"> <li>- Recruit informers and contacts</li> <li>- Recruit investigators and deploy strategically</li> <li>- Train investigators</li> <li>- Set up anonymous whistle-blowing system (through hotline)</li> <li>- Carry out awareness campaign within communities on value of conservation and how to report illegal activity (to stimulate social involvement)</li> <li>- Establish intelligence database</li> </ul>	<ul style="list-style-type: none"> <li>- Number of arrests based on information from intelligence system</li> <li>- Number of investigators recruited and trained</li> <li>- Number of calls to whistle blowing system that result in effective follow up</li> <li>- Number of incursions reported on by local communities and reacted to by ZPWMA/ZRP</li> </ul>	<ul style="list-style-type: none"> <li>- Inspection of informer reports / database</li> <li>- Records and reports of training session</li> <li>- Whistle-blower system reports</li> <li>- Records / reports</li> </ul>	Incremental set up over 1 year, then ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Rewards and payments to informers</li> <li>- Telecommunications costs</li> <li>-</li> </ul>	ZPWMA ZRP
1.3 Investigation and prosecution of wildlife crimes improved	<ul style="list-style-type: none"> <li>- Establish Standard Operating Procedures (to include guidelines on collaboration with ZRP, Prosecutors, Magistrates, EMA, etc., and evidence gathering)</li> <li>- Identify gaps (e.g. ballistics and forensics) and solicit external expertise</li> <li>- Establish regular training and retraining schedule</li> <li>- Procure / hire specialized equipment that may be required</li> </ul>	<ul style="list-style-type: none"> <li>- Proportion of arrests leading to prosecution</li> <li>- Proportion of successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>- Court records</li> <li>- Law enforcement data base</li> </ul>	SOPs to be established within 3 months. On going	<ul style="list-style-type: none"> <li>- Training costs</li> <li>- Expert costs</li> <li>- Specialized equipment</li> </ul>	ZPWMA ZRP Tikki Hywood Trust

<b>9.6.1. Protection and Law Enforcement (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>KPIs</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
1.4 Database that is compliant with national database established	<ul style="list-style-type: none"> <li>- Set up databases at regional HQ and field stations that can feed compliant information through to regional and national databases</li> <li>- Train staff in appropriate data collection and data capture using standardised recording forms and procedures</li> </ul>	<ul style="list-style-type: none"> <li>- Databases bases established and operational</li> <li>- Recording protocols in place and being used</li> </ul>	<ul style="list-style-type: none"> <li>- Database system being used and operational</li> <li>- Reports from database</li> </ul>	Immediate and ongoing	Computers and software Database design and roll out	ZPWMA
1.5 Joint law enforcement operations within the LZV	<ul style="list-style-type: none"> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Conduct awareness campaigns for other law enforcement agencies</li> <li>- Agree on operational order / SOPs (including information sharing)</li> <li>- Conduct joint operations</li> </ul>	<ul style="list-style-type: none"> <li>- Number of meetings held per year</li> <li>- Number of successes from shared wildlife crime information</li> <li>- Number of joint operations leading to arrests and successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>- Minutes</li> <li>- Joint operation reports</li> <li>- Records</li> <li>- Manpower involved (by agency)</li> </ul>	Meetings: Quarterly (national) and Monthly (cross-border) On going	Meeting costs (travel, etc.) Operational costs	ZPWMA ZRP ZNA
1.6 Full compliance with hunting and guiding regulations enforced	<ul style="list-style-type: none"> <li>- Ensure all operators within the region are fully aware of regulations</li> <li>- Appropriate measures are taken to fine / apprehend / prosecute breaches of regulations</li> </ul>	Implementation of revised quota setting models in the LZV	Proceedings of hunting workshop and revised models Record of infringements and penalties and analysis of trends	Immediate and ongoing	Staff time and meeting costs	ZPWMA SOAZ, ZPGHA ZHA
1.7 Illegal settlement / human encroachment in designated wildlife areas reduced / reversed	<ul style="list-style-type: none"> <li>- Liaise with RDCs, Traditional Leaders, ZRP and DA's office, and Lands Office</li> <li>- Conduct awareness, education, extension programmes in areas affected</li> <li>- Conduct regular satellite monitoring of areas likely to be affected</li> </ul>	Percentage of designated wildlife area in the LZV settled has not increased, or has declined, from 2015 levels	Satellite monitoring records	Immediate and ongoing	Satellite imagery Meeting costs Awareness and educational materials	ZPWMA, RDCs Traditional Leaders
1.8 Collaboration in law enforcement with neighbouring countries established	<ul style="list-style-type: none"> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Agree on standard operational procedures</li> <li>- Conduct joint cross border operations</li> </ul>	<ul style="list-style-type: none"> <li>- Agreed SOPs for cross border law enforcement operations</li> <li>- Number of joint operations leading to arrests and successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>Minutes of joint meetings</li> <li>Record of agreed SOPs</li> <li>Reports of cross border operations</li> <li>Record of arrests and prosecutions</li> </ul>	Immediate and ongoing	Travel and meeting costs	ZPWMA ZRP JOC

<b>9.6.2. Biological Monitoring and Management (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
2.1 Elephant population numbers, structure, mortality (using aerial, ground, and ranger based methods) regularly monitored	<ul style="list-style-type: none"> <li>- Carry out regular surveys</li> <li>- Carry out aerial monitoring of wildlife and illegal activities</li> <li>- Adopt standardized databases for all stations and RDCs in LZV</li> <li>- Introduce ranger-based monitoring (SMART, MIKE, ETIS) across all stations in LZV</li> <li>- Analyze the data and report on trends</li> </ul>	<ul style="list-style-type: none"> <li>- Information on trends in elephant numbers, structure and mortality analysed and available</li> </ul>	<ul style="list-style-type: none"> <li>- Databases and reports</li> </ul>	<ul style="list-style-type: none"> <li>Aerial surveys done every 3 years (LZV)</li> <li>Ground and waterhole counts annually</li> <li>Illegal activities and ranger patrol ground counts reported monthly</li> <li>Database and monitoring ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Aerial survey – USD 150,000</li> <li>Computers and software</li> <li>Training in SMART, MIKE, etc.</li> </ul>	ZPWMA Research Partners
2.2 Impacts of elephants on selected habitats and selected indicator plant and animal species monitored and assessed	<ul style="list-style-type: none"> <li>- Measure and monitor vegetation indicators, e.g. woodland cover and changes in specific species e.g. Baobabs</li> <li>- Measure and monitor functional biodiversity indicators, e.g. bird species richness and responses to structural changes in woodlands</li> </ul>	<ul style="list-style-type: none"> <li>Elephant impacts on selected habitats monitored, analysed and reported</li> <li>Elephant impacts on indicator species measured analysed and reported</li> </ul>	<ul style="list-style-type: none"> <li>Copies of research and monitoring reports</li> </ul>	2016-2019	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Field equipment</li> </ul>	ZPWMA Research partners
2.3 Upper and lower thresholds of potential concern (TPCs) related to spatial and temporal impacts (ecological, social, economic) of elephants established	<ul style="list-style-type: none"> <li>- Compile and analyse historical trends in habitats, selected species, economic performance of consumptive and non-consumptive use, HWC, in the LZV</li> <li>- Consultations with experts and the public on acceptable limits to change</li> <li>- Propose TPCs for elephant impacts and densities</li> </ul>	<ul style="list-style-type: none"> <li>- Research report completed</li> <li>- Survey results analysed and reported</li> <li>- TPC recommendations submitted</li> <li>- Results of timely analyses and expert and public opinion being used in determining adaptive management measures</li> </ul>	<ul style="list-style-type: none"> <li>- Copies of reports, papers and recommendations</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>Provisional TPCs provided with in 3 years</li> </ul>	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Aerial photos</li> <li>Satellite imagery</li> <li>Stakeholder meetings</li> </ul>	ZPWMA Research partners

<b>9.6.2. Biological Monitoring and Management (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
2.4 Appropriate adaptive management actions undertaken when TPCs approached or exceeded	<ul style="list-style-type: none"> <li>- Regularly monitor levels and trends in TPC indicators that have been developed</li> <li>- Alert management when and if trends indicate that TPCs are likely to be exceeded</li> <li>- Decide on and implement appropriate management action</li> </ul>	<ul style="list-style-type: none"> <li>- Adaptive management actions taken in response to elephant impacts</li> </ul>	<ul style="list-style-type: none"> <li>- Monitoring records and reports</li> <li>- Use of monitoring and research results in determining management actions</li> <li>- Management action taken in respect of TPCs being approached or exceeded</li> </ul>	2018	??	ZPWMA RDCs SOAZ ZPGHA ZHA Traditional Leaders
2.5 Age and quality of all elephant killed (trophies, PAC, rations, culls, poached) monitored and quotas to meet desired trophy quality adjusted	<ul style="list-style-type: none"> <li>- Record age, sex and tusk size (length and weights) of all elephants killed each year</li> <li>- Set up and maintain database</li> <li>- Analyse trends and adjust quotas as necessary to meet desired trophy size</li> <li>- Introduce flexible and adaptable quota system (review fixed quota system)</li> <li>- Produce annual report</li> </ul>	Elephant trophy quality is maintained or improved in relation to the stipulated desired trophy size.	Record trophy quality of elephants obtained in each year	Immediate and ongoing	Staff training and time, Safari operators training and time	ZPWMA SOAZ ZPGHA ZHA
2.6 Current elephant range defined and management to recover habitats and elephant populations and maintain connectivity between fragmented populations and buffer zone populations initiated	<ul style="list-style-type: none"> <li>- Define elephant range use and existing buffer zones and potential connectivity</li> <li>- Identify priority corridors and land use barriers</li> <li>- Conduct spatial analyses to inform land use planning to facilitate connectivity and reduce human-wildlife conflict</li> </ul>	<ul style="list-style-type: none"> <li>- Elephant range and maintained and lost habitats recovered</li> <li>- Corridors between fragmented elephant populations maintained/ established</li> </ul>	Elephant range use maps and reports	2016 - 2019	Staff time, S&T, satellite imagery and mapping, GIS software	ZPWMA RDCs Traditional Leaders Neighbouring countries
2.7 Reports to international monitoring systems prepared and submitted (e.g. AED, ETIS, MIKE, MIKES)	<ul style="list-style-type: none"> <li>- Timely reports prepared and submitted as required to regional and national levels for transmission to international agencies</li> </ul>	<ul style="list-style-type: none"> <li>- Required reports submitted on time</li> </ul>	Record of reports submitted	Ongoing	Staff time	ZPWMA RM, AM

<b>9.6.3 Social, Economic and Cultural Framework (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
3.1 Joint venture and sustainable use opportunities to strengthen elephant conservation and management explored	<ul style="list-style-type: none"> <li>- Initiate policy formulation and /or protocols for the development of joint ventures involving public, private, community partnerships (PPCPs)</li> <li>- Involve all relevant stakeholders in identifying potential areas and in the planning / selection process for potential joint ventures / PPCPs</li> <li>- Implement identified and feasible joint ventures / PPCPs</li> </ul>	<ul style="list-style-type: none"> <li>- Policy framework and protocols for establishing Joint Ventures /PPCPs in the LZV adopted</li> <li>- At least three Joint Ventures / PPCPs initiated and operating by 2018</li> </ul>	<ul style="list-style-type: none"> <li>Policy framework document</li> <li>Record of operational Joint ventures / PPCPs</li> </ul>	2016-2018	?	ZPWMA RDCs Traditional Leaders CAMPFIRE Association
3.2 Transparent distribution of the benefits and costs of elephant management and conservation facilitated	<ul style="list-style-type: none"> <li>- Develop instruments / protocols to:               <ul style="list-style-type: none"> <li>o Increase elephant revenues at the ward level.</li> <li>o Provide for traditional leaders to be involved in the management and distribution of elephant related benefits.</li> </ul> </li> <li>- Revise CAMPFIRE guidelines to increase the share of revenues at the ward level beyond 55%.</li> <li>- Develop a system to ensure accountability of the revenue sharing mechanism from District to ward level.</li> <li>- Periodically audit the revenue sharing system</li> </ul>	<ul style="list-style-type: none"> <li>- A greater proportion of revenues from wildlife utilisation accrue to communities</li> <li>- Traditional leaders involved in elephant management and revenue sharing</li> <li>- Revenues from wildlife accounted for and audited</li> </ul>	<ul style="list-style-type: none"> <li>Records of revenue earned by and disbursed to communities</li> <li>Report on annual consultation with Traditional Leaders</li> <li>Audit reports</li> </ul>	By Dec 2016	Meetings, Drafting Legal review	ZPWMA RDCs CAMPFIRE Association Traditional Leaders
3.3 Effective techniques and land use strategies and protocols to mitigate human-wildlife conflict (HWC) implemented.	<ul style="list-style-type: none"> <li>- Review current human-elephant conflict mitigation measures and potential incentives / policies to reduce conflict</li> <li>- Implement proposals / options emerging from review</li> <li>- Monitor levels of HWC, enter data in database, analyse trends</li> </ul>	<ul style="list-style-type: none"> <li>Land use strategies and protocols for mitigating HWC adopted and implemented</li> <li>Trends in HWC incidents show reduced levels of conflict</li> </ul>	<ul style="list-style-type: none"> <li>Reports and records of implementation</li> <li>Database records and trend analysis reports</li> </ul>	Immediate and ongoing	??	ZPWMA RDCs Traditional Leaders
3.4 Recovery and use of all products from legally killed elephants improved	<ul style="list-style-type: none"> <li>- Provide guidelines for the effective recovery, treatment, storage, and sale of elephant products</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>Proportion of legally killed elephants from which products were effectively recovered</li> <li>Revenue earned</li> </ul>	<ul style="list-style-type: none"> <li>Database records and reports</li> </ul>	Immediate and ongoing	??	ZPWMA RDCs, Community leaders

<b>9.6.3 Social, Economic and Cultural Framework (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
3.5 Information on elephant conservation, management and benefits in communal areas neighbouring key elephant populations included in school curricula	<ul style="list-style-type: none"> <li>- Liaise with Ministry of Primary and Secondary Education on the development, production, and inclusion of elephant conservation material in school curricula</li> <li>- Engage with specialists and communities to develop suitable educational material on elephant conservation and management for the LZV</li> <li>- Distribute material developed and undertake awareness campaigns on elephant conservation in selected areas</li> </ul>	<ul style="list-style-type: none"> <li>- Number and quality of elephant information items developed and delivered to schools in the LZV</li> <li>- Proportion of schools within or neighbouring elephant areas receiving and using information provided</li> </ul>	<p>Elephant information items produced and distributed</p> <p>Reports/ records of delivery and use of elephant conservation information packages</p>	By June 2016 and ongoing	Design and production of educational material Printing and distribution costs	ZPWMA NGOs Min Education RDCs Traditional Leaders

<b>9.6.4 Building Conservation Capacity (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
4.1 Funding to initiate and sustain the implementation of this plan secured	<ul style="list-style-type: none"> <li>- Develop and submit bankable project proposals to identified potential funders</li> <li>- Explore potential partnerships (NGOs, Private Sector)</li> <li>- Review fee structure for elephant hunting and the potential generation and distribution of revenues for conservation and communities from alternative models</li> </ul>	<ul style="list-style-type: none"> <li>- No of project proposals developed, submitted and funded</li> <li>- Value of funding and support in kind for conservation of elephants in LZV realised each year</li> </ul>	Records maintained by ZPWMA, NGOS, RDCs, Tour and Safari Operators	Annual assessment		ZPWMA, NGOs, RDCs, Tour and Safari Operators
4.2 Current capacity and staff, training, and equipment needs identified	<ul style="list-style-type: none"> <li>- Carry out full audit of current human and financial resources required to implement this plan and identify needs</li> </ul>	Capacity needs assessment (audit) completed by June 2016	Capacity needs assessment report	By June 2016	Time and travel costs of lead agencies and travel costs Consultant costs?	ZPWMA
4.3 Capacity for sustained research and monitoring strengthened and collaboration with research institutions enhanced [Linked to and informed by Components 2 and 3]	<ul style="list-style-type: none"> <li>- Develop and implement a multi-disciplinary research and monitoring strategy for the LZV</li> <li>- Develop and implement a research programme based on that strategy</li> <li>- Provide appropriate tertiary level training for ZPWMA</li> <li>- Engage universities to establish in-service mentoring system</li> <li>- Identify equipment needs and provide</li> <li>- Identify and recruit community research/ monitoring personnel</li> <li>- Identify and train community monitors in the use and application of the Event Book System</li> </ul>	<ul style="list-style-type: none"> <li>- Explicit research strategy for the LZV developed by June 2016</li> <li>- Functional research programme in place by June 2017</li> <li>- No of research proposals developed, submitted, funded, and equipped</li> <li>- 2 persons trained per annum</li> <li>- No of research personnel on the ground</li> <li>- Research publications</li> <li>- No of active community monitors using the Event Book system</li> </ul>	<ul style="list-style-type: none"> <li>- Copy of research Strategy</li> <li>- Trained personnel in place for stipulated minimum period of time</li> <li>- Project proposals</li> <li>- Technical reports and research papers</li> <li>- Annual State of the LZV Report</li> <li>- Event Book records / reports</li> </ul>	Immediate and ongoing Annual LZV report commencing with baseline report for 2015	A range of training costs	ZPWMA, Universities, LZV Working Group

<b>9.6.4 Building Conservation Capacity (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
4.4 Training and in-service retraining of personnel in law enforcement, research and monitoring, education awareness community elephant management, etc., established & operating	<ul style="list-style-type: none"> <li>- Use capacity training needs assessment (4.2) to develop training modules / curricula</li> <li>- Draw up training/retraining programme</li> </ul>	<ul style="list-style-type: none"> <li>- Training modules and curricula developed and being used</li> <li>- 50 to 100% increase in:               <ul style="list-style-type: none"> <li>a) No. of training days and programmes initiated</li> <li>b) No. of staff trained</li> <li>c) No. communities trained and implementing elephant management programmes</li> <li>d</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Record of training modules</li> <li>Record of training courses completed</li> <li>Records of personnel /c communities trained</li> <li>Individual staff files</li> </ul>	Initiated by March 2016	Cost of training staff and training	ZPWMA NGOs Universities
4.5 Infrastructure and housing to facilitate effective protection, conservation and management of elephant in the LZV developed	<ul style="list-style-type: none"> <li>- Rebuild / refurbish all main access roads to the LZV (c.150 km)</li> <li>- Repair, clear, grade where necessary some 600 km of internal roads and several bridges</li> <li>- Maintain / establish necessary airstrips</li> <li>- Undertake a feasibility study for the strategic development of new bases and pickets to support effective law enforcement, research and monitoring</li> <li>- Review staff accommodation requirements for the LZV</li> <li>- Renovate existing buildings</li> <li>- As needed develop staff accommodation and associated infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Roads, bridges, airstrips refurbished and maintained as planned</li> <li>Feasibility study of required field stations completed by June 2016</li> <li>Identified infrastructure requirements prioritised and required developments undertaken and completed</li> </ul>	<ul style="list-style-type: none"> <li>Housing, field units, feasibility study review report</li> <li>On site inspection of roads, airstrips and constructed housing units</li> </ul>	Immediate and ongoing through 5-year period	USD 3 million+ ??	ZPWMA Donor support
4.6 Effective, secure communications network across the region established	<ul style="list-style-type: none"> <li>- Establish digital VHF and GPS communication and tracking systems across the LZV (repeater links, base sets, handhelds, mobile radio sets, computers for monitoring purposes</li> </ul>	Fully operational communications system in place and being maintained	Reports and tests of system	Immediate ongoing	USD 310,000	Tashinga Initiative ZPWMA

<b>9.6.5 Coordination, Collaboration and Programme Management (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
5.1 Regional elephant management committee with membership from key stakeholders established and operating	<ul style="list-style-type: none"> <li>- Appoint committee members</li> <li>- Hold meetings twice each year</li> <li>- Circulate minutes and actionable points within one month of each meeting</li> </ul>	<p>Timely minutes of each meeting produced and circulated</p> <p>Committee resolutions and actionable points initiated and acted upon</p>	<p>Meeting minutes</p> <p>Actions and recommendations approved and implemented</p>	Immediate and ongoing	Costs of meetings (venue and travel)	ZPWMA Private sector agencies, RDCs Traditional Leaders
5.2 Technical support team to assist in implementation of the plan established and operational	<ul style="list-style-type: none"> <li>- Convene technical support team of volunteers</li> <li>- Establish Terms of Reference for the team with ZPWMA</li> </ul>	<p>Functional team established</p> <p>Technical support provided in keeping with TORs and planned activities implemented</p>	<p>Meeting minutes</p> <p>Technical activities implemented</p>	Immediate and ongoing	Costs of meetings (venue and travel)	TTI ZPWMA NGOs
5.3 Effective communication and collaboration between Private sector, NGOs, State Agencies, and neighbouring communities (via a Forum) established	<ul style="list-style-type: none"> <li>- Establish a formal forum for private sector agencies to interact with ZPWMA</li> <li>- Establish terms of reference and recognition as formal entity</li> <li>- Establish effective engagement with RDCs, and Traditional Leaders in the LZV and neighbouring communities</li> </ul>	<p>Formal recognition by ZPWMA achieved</p> <p>Meetings held</p> <p>Effective engagement with neighbours</p>	<p>Minutes of meetings</p>	By early 2016	Costs of meetings (venue and travel)	TTI Private Sector ZPWMA
5.4 Links with neighbouring Zambia and Mozambique to confer on the management of shared elephant populations established / strengthened	<ul style="list-style-type: none"> <li>- Establish links with Zambia and Mozambique to confer on cross border elephant management issues</li> </ul>	<p>Links established and operating</p>	<p>Records of meetings and any joint elephant management initiatives</p>	By June 2016 and ongoing	Costs of meetings (venue and travel)	ZPWMA RDCs NGOs Researchers
5.5 Information dissemination strategy developed and implemented	<ul style="list-style-type: none"> <li>- Undertake an awareness campaign to promote and market the plan locally and internationally</li> <li>- Produce and disseminate regular progress reports on the implementation of the plan</li> </ul>	<p>At least one awareness campaign conducted each year</p> <p>Annual progress reports produced</p> <p>Briefs / news releases on major developments or progress released</p> <p>Funds raised to support elephant conservation</p>	<p>Reports</p> <p>Campaign materials</p> <p>Press releases</p> <p>Funds raised</p>	Initial campaign by June 2106	Preparation of campaign material	ZPWMA NGOs Private sector

## ANNEX 9.7 South East Lowveld Action Plan

9.7.1 Protection and Law Enforcement (South East Lowveld)						
Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
1.1 Highly trained rapid response anti-poaching units strengthened	<ul style="list-style-type: none"> <li>- Appoint anti poaching coordinator (for region and/or separate areas)</li> <li>- Recruit staff</li> <li>- Train staff</li> <li>- Procure vehicles and equipment</li> <li>- Deploy unit</li> <li>- Support existing units</li> </ul>	Trained and fully equipped units established and operating with relevant security agency by June 2016	Inception reports Daily and monthly reports, including details on patrols, arrests, and incursions Training reports	Established where needed by June 2016	US\$ 230,000	ZPWMA ZRP Conservancies + MT
1.2 Informer and intelligence systems established and/or strengthened	<ul style="list-style-type: none"> <li>- Identify and recruit informers</li> <li>- Establish and implement incentive protocols</li> <li>- Set up, implement hotline for anonymous reports and communicate it to the public</li> <li>- Analyse and use information</li> <li>- Ensure information is included in database outlined in Output 1.6</li> </ul>	An active informer system/network operating within the SEL by Jan. 2016  Hotline widely advertised and operational by Jan 2016	Operational reports Recoveries Records of arrests and successful prosecutions Records of payments for information Records of hotline reports	By Jan 2016	Informer incentives  Airtime  Cost of setting up hotline	ZPWMA Security agencies Conservancies + MT
1.3 Investigation of wildlife crime improved	<ul style="list-style-type: none"> <li>- Implement training programmes for investigation personnel</li> <li>- Ensure collaboration between Parks, ZRP and intelligence officers</li> <li>- Recruit more investigators</li> <li>- Put in place Investigator incentive system</li> <li>- Collaborate with forensic scientists and ballistic experts, as well as agencies such as EMA and approved universities (e.g. Chinhoyi University of Technology, University of Zimbabwe, National University of Science and Technology)</li> </ul>	At least two law enforcement staff trained in scene of crime collection and preservation of evidence, ballistics evidence, etc. in SEL.  Percentage of investigations resulting in successful prosecutions in SEL greater than in 2014	Reports on intelligence-led operations (arrests, dockets, convictions, multi-agency involvement)  Training reports, including investigators wildlife crime manual	3 Months Ongoing 3 Months Ongoing Ongoing	\$25,000	ZRP ZPWMA
1.4 Prosecution of wildlife crimes improved	<ul style="list-style-type: none"> <li>- Train prosecutors on legislation and processes available to deal with wildlife crimes</li> <li>- Conduct awareness / outreach programs with Prosecution, Judiciary</li> <li>- Utilize ancillary laws, such as those dealing with economic crime, organized crime, money laundering,</li> <li>- Communicate status of prosecutions to the public via ZPWMA website</li> <li>- Clear backlog of wildlife cases</li> <li>- Explore the possibility of appointing dedicated wildlife crime prosecutors at Regional and National level</li> </ul>	Monthly liaison sessions on wildlife crime and law enforcement held with members of the judiciary Relevant legislation available and being used Wildlife crime prosecutors available and being used in SEL	Reports on arrests, dockets, convictions, sentences  Court records  Monthly liaison meeting reports  ZPWMA website	Starting 3 months, and fully operational by December 2016		ZPWMA Judiciary Prosecutor-General's Office District and Provincial Public Prosecutors

9.7.1 Protection and Law Enforcement (South East Lowveld)						
Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
1.5 Law enforcement in collaboration with communities enhanced	<ul style="list-style-type: none"> <li>- Engage and collaborate on curbing wildlife crimes (ZRP &amp; Communities)</li> <li>- Establish anti-poaching clubs/ community natural resource monitors that collaborate with ZPWMA and ZRP</li> <li>- Lobby support from Chiefs to deal with local poachers</li> <li>- Hold workshops with Chiefs and communities about wildlife and wildlife crimes</li> <li>- Establish incentives for communities to provide information</li> </ul>	<p>Incentive schemes that encourage the public and members of rural communities to contribute to law enforcement (e.g. through informer hotline) established in SEL</p> <p>Increasing number of incidents of community contribution to law enforcement (e.g. whistle blowers) by Dec. 2017</p>	<p>Reports received through informers or hotlines</p> <p>Trends in reporting from communities</p> <p>Intelligence reports and minutes of meetings</p> <p>Reports on poaching incidents dealt with through traditional leaders</p> <p>Reduced levels of wildlife and environmental crime in the SEL</p>	<p>Ongoing</p> <p>Ongoing</p>	\$5,000	<p>ZPWMA</p> <p>RDCs</p> <p>Traditional Leaders</p> <p>ZRP</p>
1.6 Local wildlife law enforcement database established	<ul style="list-style-type: none"> <li>- Set up database, as per national database</li> <li>- Ensure inclusion of prosecution status in database</li> <li>- Implement national data recording protocols</li> <li>- Train data entry staff and crime analysts</li> </ul>	<p>Local database established and operating</p> <p>Illegal activities recorded and analyzed</p>	<p>Inspection of database</p> <p>Operational database</p> <p>Monthly and annual analysis reports</p>	6 months	<p>\$10,000</p> <p>-Computer</p> <p>-Software</p> <p>-Training</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Security agencies</p>
1.7 Illegal settlements / grazing in wildlife areas reduced  [Links to activities on land use mapping and planning in Component 2 – Output 2.2 and incentivization / alternative livelihood activities in Component 3]	<ul style="list-style-type: none"> <li>- Liaise with RDC, Traditional Leaders and ZRP, DA's Office</li> <li>- Conducted Education programmes</li> <li>- Regular updated satellite mapping</li> </ul>	<p>Illegal settlements reduced to less than 5% of wildlife areas by 2020 (i.e. state protected areas, conservancies and community wildlife areas)</p>	<p>Records and maps of illegal settlements and of wildlife land recovered</p>	Ongoing to 2020		<p>ZPWMA</p> <p>CAMPFIRE</p> <p>RDCs</p> <p>Conservancies + MT</p>

<b>9.7.2 Biological Monitoring and Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
2.1 Research programme to understand temporal and spatial drivers of elephants established	<ul style="list-style-type: none"> <li>- Create enabling opportunities and environment for research</li> <li>- Prioritise research needs</li> <li>- Conduct localised case studies and research projects</li> <li>- Monitor and evaluate poaching and other drivers - hunting, water, food, human disturbance</li> <li>- Explore possibility of GLTFCA flagship research programme for elephants [linked to Component 5]</li> <li>- Carry out ground surveys to monitor distribution and density</li> </ul>	Research programme that enables local and international researchers, and links with the GLTFCA research programme, in place and producing reports	Annual summary research report Number of research projects Number of essential research projects Number of affiliations with national, regional and international institutions Reports and reviews Publications	5 year plan and annual review	Aerial surveys Ground counts Satellite collars Remote sensing data layers Research operations Research permit costs	ZPWMA Conservancies + MT Universities FZS GLTFCA Joint Management Board / Coordinator RDCs Technical colleges
2.2 Current elephant range defined and options for extending range and maintaining connectivity between fragmented populations explored	<ul style="list-style-type: none"> <li>- Define elephant range use, and existing and potential connectivity</li> <li>- Identify priority corridors and human land use barriers</li> <li>- Conduct spatial analyses to inform land use planning</li> <li>- Advocate land use planning to facilitate connectivity and reduce human wildlife conflict</li> <li>- Explore options for translocating elephants to under-stocked areas</li> </ul>	Identified priority corridors for elephant connectivity within SEL, between SEL and other areas in Zimbabwe, and with neighbouring countries	Elephant and human range use reports and maps	December 2016	Aerial surveys Satellite collars Remote sensing data layers Research operations Permit costs	ZPWMA Conservancies + MT Universities FZS DA's Office RDCs

<b>9.7.2 Biological Monitoring and Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
2.3 Elephant population numbers, structure, mortality and trends monitored, quotas adjusted, and desired levels of trophy quality maintained	<ul style="list-style-type: none"> <li>- Undertake standardised, regular, aerial and ground surveys of the elephant range</li> <li>- Explore methods to monitor elephant presence and abundance in Mozambique (to Zinave) and up to the Chimanimani range</li> <li>- Undertake trend analysis</li> <li>- Define elephant age and sex structures and extract birth and death rates</li> <li>- Establish annual monitoring plans</li> <li>- Record and analyse elephant mortalities (all causes e.g. poaching, PAC, natural, hunting, etc.)</li> <li>- Monitor trophy quality and age</li> <li>- Develop and implement an age-based and size-based trophy quota</li> </ul>	<p>Elephant range surveyed at regular intervals</p> <p>Demographic data available and analysed</p> <p>Annual monitoring plans implemented</p> <p>Evidence-based and research-based information and recommendations (consumptive, non-consumptive) provided to managers and used in quota setting</p>	<p>Aerial survey reports</p> <p>Minutes of the elephant management committee meeting</p> <p>Minutes of quota setting meetings</p> <p>Reports on mortality, population structure, and trophy quality and age</p>	<p>Aerial surveys - at least every three years</p> <p>Ongoing monitoring</p> <p>Annual reports</p>	<p>Aerial surveys</p> <p>Remote sensing data layers</p> <p>Monitoring operations</p> <p>Permit costs</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Universities</p> <p>FZS</p> <p>International donors</p>
2.4 Elephant impacts on their habitats and selected indicator species of biodiversity monitored	<ul style="list-style-type: none"> <li>- Establish annual monitoring plans</li> <li>- Measure vegetation indicators such as woodland cover</li> <li>- Measure other functional biodiversity indicators e.g. bird responses to structural changes to woodlands</li> <li>- Measure ecosystem functions</li> <li>- Relate desired impact to measures of elephant abundance and spatial use</li> <li>- Research other drivers of ecological impact (climate change, change in land use, water provision, and fencing, amongst others)</li> <li>- Use research findings, expert opinion and informed public opinion to establish thresholds of potential concern (TPC or limits to change) to initiate management action in respect of elephant impacts in protected areas and effects in communal land</li> <li>- Identify areas with key vegetation communities that are utilized by elephants</li> </ul>	<p>Annual monitoring plans defined and implemented for selected indicator species of biodiversity</p> <p>TPC's established</p> <p>Evidence-based and research-based information and recommendations (consumptive, non-consumptive) provided to managers</p>	<p>Annual ecological impact monitoring reports</p> <p>Published research papers and reports</p> <p>Minutes of the elephant management committee meeting</p>	<p>Annual</p>	<p>Ecological surveys</p> <p>Remote sensing data layers</p> <p>Monitoring operations</p> <p>Permit costs</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Universities</p> <p>FZS</p> <p>GLTFCA Coordinator</p>

<b>9.7.2 Biological Monitoring and Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
2.5 Costs and benefits of elephants to local and national economy monitored and costs of elephants to local communities reduced	<ul style="list-style-type: none"> <li>- Monitor and evaluate extent and costs of human-wildlife conflict incidents</li> <li>- Relate human-wildlife conflict to elephant abundance and spatial use</li> <li>- Understand drivers and social and economic consequences of human-wildlife conflict</li> <li>- Evaluate the direct and indirect contribution (financial, economic and social) and the direct and indirect costs of elephants to the well-being of people and to conservation, through both consumptive and non-consumptive uses</li> <li>- Implement ongoing and new mitigation for human-wildlife conflict</li> </ul>	<p>Annual monitoring plans implemented</p> <p>Evidence-based and research-based information and recommendations (consumptive, non-consumptive) provided to managers</p>	<p>Annual monitoring reports</p> <p>Human Wildlife Conflict Reports</p> <p>Research reports provided to managers</p> <p>Minutes of the elephant management committee meeting</p>	Annual	<p>Questionnaire Surveys</p> <p>Centralized database setup and maintenance</p> <p>Monitoring operational costs</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Universities</p> <p>FZS</p>
2.6 Adaptive elephant management framework adopted and implemented	<ul style="list-style-type: none"> <li>- Ensure collaboration between Regional Elephant Management Committee and regional and local resource management committees (e.g. LOCAL Forum)</li> <li>- Implement annual process of adaptive planning, implementation and monitoring in line with elephant management objectives and TPCs within the SEL</li> <li>- Develop and implement localised management plans (e.g. SVC plan)</li> <li>- Ensure alignment and harmonisation with other Zimbabwean, regional and international plans</li> </ul>	Annual elephant management plans developed, adopted and implemented	<p>Elephant Management Committee Minutes</p> <p>Planning and monitoring reports</p> <p>Annual elephant management plans</p>	Annual	<p>Meeting costs</p> <p>Monitoring and analysis costs</p>	<p>ZPWMA</p> <p>Regional Elephant Management Committee</p>
2.7 Alternative outcomes modelled	<ul style="list-style-type: none"> <li>- Develop framework for examining and modelling potential linked impacts between biodiversity issues, elephant issues, and societal issues, including any 'surprises', such as disease or extreme weather events.</li> <li>- Implement the modelling framework to define the outcomes of various management scenarios</li> </ul>	Established modelling framework being used to guide adaptive management Scenario outcome recommendations and being used in management	<p>Elephant Management Committee Minutes</p> <p>Reports on models and scenarios</p> <p>Recommendations</p>	Begin immediately Ongoing annual reports through 2020	<p>Meeting costs</p> <p>Staff and consultants costs</p> <p>Software costs</p>	<p>ZPWMA</p> <p>Regional Elephant Management Committee</p> <p>Research institutions</p> <p>Researchers</p>
2.8 SEL reporting to meet national / international standards achieved	<ul style="list-style-type: none"> <li>- Advocate key summary set of elephant KPIs/outcomes for national reporting (e.g. potential population sizes against actual population sizes)</li> <li>- Comply with national and international legal obligations</li> <li>- Explore the designation of GNP as a MIKE site</li> </ul>	<p>CITES reporting requirements met</p> <p>National reporting compliance requirements</p>	<p>SEL regional Reports</p> <p>CITES Reports</p>	Annual	Monitoring costs	<p>ZPWMA</p> <p>Regional Elephant Management Committee</p>

9.7.3 Social, Economic and Cultural Framework (South East Lowveld)						
Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
3.1 Community partnerships and joint venture opportunities are incentivised and facilitated	<ul style="list-style-type: none"> <li>- Establish protocols, policies and models for development of joint ventures (PPCPs)</li> <li>- Identify potential areas</li> <li>- Facilitate development of new, and strengthen existing, institutional frameworks and legal entities for beneficiaries at sub-district level</li> <li>- Develop concepts, business plans and prospectuses for different areas through consultative processes with Communities</li> <li>- Develop a SEL Tourism plan and review potential concessions within the framework of this Plan</li> <li>- Develop mechanisms for inclusive and transparent engagement and selection of operators and JV partners.</li> <li>- Facilitate communication, endorsement and support of JVs</li> <li>- Explore potential incentives and avenues of material and technical support that can be provided by Local Government and Authorities to promote establishment and sustainability of Community JVs</li> <li>- Promote access to affordable capital funding</li> <li>- Enhance capacity of community members to engage in wildlife and tourism management through training and employment</li> </ul>	<p>Models and protocols for joint ventures established</p> <p>Community institutions to engage in joint ventures established</p> <p>Joint ventures established and operating, resulting in financial benefit to communities</p> <p>SEL tourism developed and potential concessions identified</p> <p>Mechanisms of support and incentivisation to JVs established</p>	<p>Community institution documents (e.g. Trust deeds)</p> <p>Concept notes, business plans and prospectuses for JVs</p> <p>JV agreements and leases</p> <p>Records of meetings, negotiations and consultations</p> <p>SEL Tourism Plan</p> <p>RDC resolutions</p> <p>Community resolutions</p> <p>Record of incentives</p> <p>Project reports &amp; accounts</p> <p>Training reports</p>	Within 12-24 months, and then ongoing	<p>Travel</p> <p>Meetings</p> <p>Drafting</p> <p>Consultants</p> <p>NGO support</p>	<p>RDCs</p> <p>Traditional Leaders and relevant community institutions</p> <p>NGOs</p> <p>Pvt Sector</p> <p>ZPWMA</p>
3.2 Elephant management in community wildlife areas improved	<ul style="list-style-type: none"> <li>- Promote improved and professionalized elephant management and security in community wildlife areas through establishment and maintenance of improved capacity, infrastructure, security and management systems</li> <li>- Develop and implement a transparent Performance Based Quota system which incentivises improved management and security systems for elephant in community hunting areas and which promotes effective buffering of source populations</li> <li>- Update terms of lease agreements in community wildlife areas to confer a broader range of roles and responsibilities on operators including resource management and protection; re-investment and infrastructure development; employment targets; local sourcing; etc.</li> <li>- Review key cooperation opportunities across different land uses and countries within GLTFCA, e.g. Sengwe-Tshipise Wildemess Corridor</li> </ul>	<p>Infrastructure, equipment and systems for elephant management in community wildlife areas established and operational</p> <p>Reduced human-elephant conflict</p> <p>Community capacity for wildlife management improved</p> <p>Opportunities for cooperation within GLTFCA identified</p>	<p>Project reports</p> <p>Asset / infrastructure register</p> <p>Number of rangers / employees</p> <p>Leases, Business Plans</p> <p>Resource monitoring data</p> <p>Trophy data</p> <p>Number of people / locals employed</p> <p>Invoices and receipts for local goods and services</p> <p>Meeting records</p> <p>Constitutions and agreements signed</p> <p>Workshop reports</p>	<p>Ongoing</p> <p>Within 12 months</p>	<p>Capital expenditure on infrastructure and equipment</p> <p>Maintenance</p> <p>Electricity</p> <p>Communications</p> <p>Operational costs: Staff and training, Travel, Research and Monitoring, Workshops</p>	<p>JV partners</p> <p>NGOs &amp; donors</p> <p>Local authorities</p> <p>GLTFCA</p>
3.3	<ul style="list-style-type: none"> <li>- Promote awareness and marketing of iconic tuskers</li> </ul>	Corridors identified and	Tourism records	As part of	As part of SEL	All

<b>9.7.3 Social, Economic and Cultural Framework (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Agencies</b>
3.3 Additional elephant-based tourism and sustainable utilisation opportunities explored	<ul style="list-style-type: none"> <li>– Explore opportunities for expansion of community wildlife areas in viable wildlife corridors to enable establishment of additional sustainable utilisation areas and enterprises. [Links to Output 2.2 – identification of corridors]</li> </ul>	<p>Agreements concluded</p> <p>Tourism and awareness campaigns undertaken</p>	<p>Marketing materials</p> <p>Business plans</p> <p>Meeting and workshop reports</p> <p>Agreements signed</p> <p>Reports and maps of corridors</p>	<p>SEL Tourism Plan</p> <p>Within 12 months and ongoing</p>	<p>Tourism Plan, workshops and consultations</p>	<p>stakeholders</p> <p>RDCs</p> <p>Communities</p>
3.4 Transparent distribution of the benefits and costs of elephant management and conservation facilitated  [Links to Output 2.5]	<ul style="list-style-type: none"> <li>– Conduct regular and comprehensive Community Awareness campaigns regarding quotas, revenues and distribution within Communities</li> <li>– Capacitate and incorporate direct community involvement in management of Community Wildlife Areas, enterprises and JVs.</li> <li>– Diversify downstream natural resources enterprises to multiply the revenues from CBNRM, e.g. NTFPs</li> </ul>	<p>Awareness campaigns conducted</p> <p>Community structures have improved capacity to manage NRs and wildlife areas</p> <p>CBNRM revenues are invested in establishment of natural-resource based enterprises</p> <p>Community realises greater employment and financial benefit from CBNRM revenues</p>	<p>Meeting records</p> <p>Training materials &amp; records</p> <p>Number of enterprises established</p> <p>Books of account</p> <p>Number of employees &amp; beneficiaries</p>	<p>Within 12 months and ongoing</p>	<p>Consultations</p> <p>Scoping and feasibility studies</p> <p>Awareness campaigns</p> <p>Company set up and administration</p>	<p>ZPWMA</p> <p>Traditional leaders</p> <p>Communities</p> <p>RDCs</p> <p>Pvt Sector</p> <p>NGOs</p>
3.5 Effective techniques and land use strategies to mitigate human-elephant conflict are implemented	<ul style="list-style-type: none"> <li>– Review land use zonation through consultative processes [link to Output 2.2]</li> <li>– Promote awareness and adoption of effective HEC mitigation measures</li> <li>– Promote improved rangeland rehabilitation and grazing management to reduce competition between livestock and wildlife.</li> <li>– Promote improved and rationalised crop production and alternative mechanisms to promote food security to reduce habitat destruction for inefficient dry land cropping (e.g. irrigation development; carbon sequestration credits to generate income &amp; purchase of staple grains).</li> </ul>	<p>HEC is effectively reduced</p> <p>Availability and application of HEC mitigation measures improved</p> <p>There is participation in effective grazing management schemes</p> <p>Grazing is better managed and rangeland health is improved</p> <p>There is increased uptake of improved cropping techniques</p> <p>Crop yields are improved</p> <p>Alternative land uses evaluated</p>	<p>Land use plans</p> <p>Meeting records</p> <p>Land use plans &amp; agreements concluded</p> <p>Training &amp; awareness materials</p> <p>HEC data</p> <p>Pasture monitoring data</p> <p>Crop production data</p>	<p>Within 12 months and ongoing</p>	<p>Workshops and consultations</p> <p>Training materials</p> <p>Consultants</p> <p>Input costs</p> <p>Irrigation development</p>	<p>Communities</p> <p>RDC</p> <p>ZPWMA</p> <p>Pvt Sector</p> <p>NGOs (technical &amp; financial support)</p>

**9.7.3 Social, Economic and Cultural Framework (South East Lowveld)**

Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
3.6 Information on elephants and their conservation is included in school curriculae and environmental education adjacent to key elephant populations in the SEL is promoted	<ul style="list-style-type: none"> <li>- Promote awareness of elephant conservation (and other issues) through cultural events, art, plays, sport, etc.</li> <li>- Participate in syllabus review of national environmental science curriculum approved by the Ministry of Education</li> <li>- Develop approved environmental training and extension material and promote dissemination to different stakeholder groups within the community</li> <li>- Promote the formation of environmental science clubs at schools</li> <li>- Coordinate various education, training and extension campaigns operating within the district</li> </ul>	<p>School children and communities have greater appreciation of elephant conservation issues</p> <p>Greater participation in environmental clubs at schools with greater understanding of environmental issues</p> <p>More social events linked to environmental and conservation awareness are held</p> <p>Elephant conservation messages are conveyed through art and cultural events &amp; competitions</p> <p>Parallel education programmes are coordinated through stakeholder planning sessions at district level</p>	<p>Test Results</p> <p>Competitions</p> <p>Community focus groups</p> <p>Attendance registers</p> <p>Event documentation</p> <p>Number and type of events</p> <p>Workplans</p> <p>Meeting outputs &amp; records</p>	12 months and ongoing	<p>Consultants</p> <p>Endorsements</p> <p>Community consultations</p> <p>Materials and dissemination</p> <p>School visits</p> <p>Training of trainers / teachers</p> <p>Event costs</p> <p>Marketing</p> <p>Sport kit</p> <p>Coordination costs</p>	<p>NGOs</p> <p>RDCs</p> <p>ZPWMA</p> <p>DEO</p> <p>Communities</p>
3.7 Cultural tourism is developed and marketed as a centre-piece of SEL attractions and linked explicitly to conservation of flagship species including elephant	<ul style="list-style-type: none"> <li>- Promote existing cultural tourism events and attractions and promote incorporation of messages of elephant conservation within these – e.g. Machangana Cultural Festival; GL-Cultural Festival</li> <li>- Explore and develop additional cultural tourism opportunities – including development of interpretive centres, craft centres, museums, monuments, events, etc. and market these</li> <li>- Document and communicate the specific cultural importance of elephant to communities in the SEL and incorporate this into education, marketing, event and cultural messages and interpretative centres.</li> </ul>	<p>Community participation and tourist attendance of cultural events is increased</p> <p>Messages relating to elephant conservation and environmental issues are key themes</p> <p>The number of cultural tourism developments and enterprises is increased</p> <p>Anecdotes, artifacts and oral tradition regarding cultural importance of elephants are recorded and insinuated into marketing strategies and event messages</p>	<p>Tourism records</p> <p>Event records &amp; themes</p> <p>Number of enterprises registered</p> <p>Documents compiled</p>	Ongoing	<p>Costs for :</p> <p>Cultural events</p> <p>Planning</p> <p>Awareness and marketing</p> <p>Travel and events</p> <p>Scoping, feasibility and planning</p> <p>Workshops and consultations</p> <p>Establishment and registration</p> <p>Capex, Opex</p> <p>Marketing</p> <p>Travel &amp; meeting costs</p> <p>Workshops and publications</p>	<p>Communities</p> <p>Traditional leaders</p> <p>Local authorities,</p> <p>Private sector</p> <p>NGOs</p> <p>JV partners</p> <p>Consultants</p>

**9.7.3 Social, Economic and Cultural Framework (South East Lowveld)**

Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
3.8 Regional tourism is promoted	<ul style="list-style-type: none"> <li>- Promote the development of infrastructure critical to accessibility of the region: e.g. border crossing at Pafuri; road development and maintenance; scheduled flights to Chiredzi; etc.</li> <li>- Promote diversification, branding and marketing of SEL-specific tourism products linked within the region and with other attractions in Zimbabwe and neighbouring countries.</li> <li>- Focus special attention on development of community-led tourism initiatives that contribute to the sustainability of the STWC as a movement corridor for elephant</li> <li>- Clear mines from STWC</li> </ul>	<p>Increased tourism traffic and arrivals</p> <p>Infrastructure upgrades</p> <p>Scheduled flights established</p> <p>Pafuri border crossing operational</p> <p>Tourism products are diversified</p> <p>Marketing and branding consultants engaged to develop branding and strategy</p> <p>Scoping, feasibility studies are undertaken</p> <p>Increased number of CB enterprises are operational</p>	<p>Tourism &amp; economic data</p> <p>Upgraded infrastructure</p> <p>Border post</p> <p>Flight schedules</p> <p>Tourism enterprise info</p> <p>Marketing materials</p> <p>Scoping and feasibility documents</p> <p>Business plans and registrations</p>	ongoing	<p>Scoping studies</p> <p>Tenders</p> <p>Workshops and consultations</p> <p>Scoping studies</p> <p>Consultants</p> <p>Development of business plans</p> <p>Infrastructure, equipment, operational costs</p> <p>Marketing</p>	<p>Central Government</p> <p>Local Authorities</p> <p>Communities</p> <p>GLTFCA</p> <p>Donors</p> <p>Private sector</p> <p>RDCs</p> <p>NGOs</p> <p>JV partners</p>
3.9 Policy framework for conservation and CBNRM is well understood by communities and other stakeholders in SEL	<ul style="list-style-type: none"> <li>- Compile factsheets on policy framework for conservation and CBNRM and disseminate to communities and other stakeholders</li> </ul>	<p>Communities have access to existing CBNRM and Policy frameworks</p>	<p>Awareness materials</p> <p>Focus groups &amp; attendance registers</p> <p>Enterprise records</p> <p>Employment records</p>	12 months ongoing	<p>Consultation &amp; document compilation</p> <p>Drafting and production of awareness materials</p> <p>Dissemination of materials</p>	<p>Traditional Leadership</p> <p>Communities</p> <p>RDCs</p> <p>ZPWMA</p> <p>NGOs</p>
[Consider moving to national plan]	<ul style="list-style-type: none"> <li>- Consider innovative mechanisms for transboundary resource sharing and expanding "space for elephants" [National level activity]</li> </ul>	<p>Workshops conducted</p>	<p>Workshop outputs and resolutions</p>	Within 12 months	<p>Stakeholder workshops (and attendant costs)</p> <p>Community consultations (AAC)</p>	<p>All stakeholders</p> <p>GLTFCA</p>

<b>9.7.4 Building Conservation Capacity (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Agencies</b>
4.1 Funding to implement the plan secured	<ul style="list-style-type: none"> <li>- Implement variable / graduated trophy fee structure based on trophy size [national-level decision]</li> <li>- Review levy / fee structure for elephant hunting and the distribution of these revenues for conservation and communities</li> <li>- Develop and submit bankable project proposals to potential funders</li> <li>- Explore potential business partnerships</li> <li>- Increase capacity and law enforcement coverage by ensuring that all key stakeholders contribute to and are engaged in law enforcement activities: hunting operators, tour operators, and community anti-poaching teams [Links to Output 1.1]</li> <li>- Explore the potential for a dedicated elephant fund for SEL.</li> </ul>	Revised trophy fee structure developed, resulting in increased funds available or secured for elephant conservation Number of project proposals developed submitted and funded Number of developed and functional partnerships contributing to improved elephant management	Record of funds available for elephant conservation Record of project proposals	2016 and ongoing		ZPWMA Conservancies + MT NGOs
4.2 Current capacity analyzed and needs identified	<ul style="list-style-type: none"> <li>- Analyze current capacity</li> <li>- Carry out a needs assessment across the full range of human resources</li> <li>- Carry out a needs assessment for equipment and infrastructure</li> <li>- Develop a strategy to address the identified needs</li> </ul>	Needs assessment report	Records and reports	2016 and ongoing		ZPWMA
4.3 Capacity for research and monitoring strengthened and collaboration with research institutions enhanced  [Linked to and informed by Components 2 and 3]	<ul style="list-style-type: none"> <li>- Develop and implement a multi-disciplinary research and monitoring strategy</li> <li>- Develop and implement a research programme based on that strategy, including graduate studies, post graduate and external researchers as well as ZPWMA researchers</li> <li>- Undertake periodic research meetings / conferences</li> <li>- Recruit and meet demands and requirements for research personnel in Parks and surrounding areas</li> <li>- Collaborate with external research institutions</li> <li>- Develop and implement a mentoring programme for researchers</li> <li>- Procure relevant research equipment</li> </ul>	Functional research programme in place Research meetings held Publications Number of research projects developed and implemented Number of research personnel on the ground Number of collaborative projects Mentoring plan / number of days spent with experienced researchers Inventory of equipment for research procured	Reports and publications Minutes of meetings Records of field personnel	2016 and ongoing	USD 100,000?	ZPWMA, Universities, NGOs, External Researchers ZPWMA, Universities, NGOs, External Researchers, SVC

<b>9.7.4 Building Conservation Capacity (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Agencies</b>
4.4 Training and retraining programmes established	<ul style="list-style-type: none"> <li>- Carry out a training needs assessment for law enforcement, resource and wildlife management, research and monitoring, education and awareness, community elephant management, etc.</li> <li>- Develop and implement strategies based on the needs assessment</li> <li>- Standardise and harmonize training in law enforcement</li> </ul>	<p>Training needs assessment report</p> <p>Training programmes established</p>	Inventory records / assets check list	2016 and ongoing		ZPWMA, RDCs, NGOs, Universities

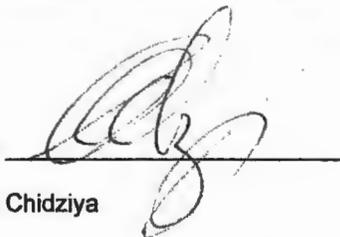
<b>9.7.5 Coordination, Collaboration and Programme Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
<p>5.1 SEL Regional elephant conservation and management steering committee of 8 established (ZPWMA, SVC, MT, Bubi Conservancy, Chiefs' rep, GCP, ZRP, RDC)</p> <p>This committee should include a core set of competencies (and can co-opt expertise if needed).</p>	<ul style="list-style-type: none"> <li>- Develop TOR for the steering committee</li> <li>- Identify members</li> <li>- Oversee the implementation of the regional elephant strategy as per national mandate</li> <li>- Meet biannually</li> <li>- Attend national elephant management meetings</li> </ul>	<p>Functional committee meetings held biannually with adequate attendance</p>	<p>Minutes with action points</p>	<p>Established within 60 days of the Regional strategy final document</p>	<p>\$1500 (Fuel, Accommodation)</p> <p>\$3,000 (Biannual Meeting)</p> <p>National Elephant Management Meeting - Cost</p> <p><u>Total Budget \$4500.00</u></p>	<p>Regional Manager, Southern Region, ZPWMA</p>
<p>5.2 Links with neighbouring states to confer on the management of shared elephant populations strengthened</p>	<ul style="list-style-type: none"> <li>- GLTFCA coordinator to identify relevant stakeholders to participate in the implementation of the regional elephant action plan</li> <li>- Sustain collaboration with regional partners+(one committee member for the regional committee meetings)</li> <li>- Share knowledge / data of all 5 key components of the plan with the regional partners</li> </ul>	<p>Number of consultative meetings held</p> <p>Tangible regional collaboration and participation</p>	<p>Minutes and action items</p>	<p>Ongoing</p>	<p><i>To get confirmation from the GLTFCA coordinator.</i></p> <p>1xcommittee member travelling to SA or MZ</p> <p>MZ=\$1440</p> <p>SA=\$1320</p> <p>Zim=\$1540</p> <p>Total=\$4500</p>	<p>Regional Manager, Southern</p> <p>GLTFCA Coordinator</p>
<p>5.3 Coordination between the tourism industry (consumptive and non-consumptive) and the elephant management programme strengthened</p>	<ul style="list-style-type: none"> <li>- Identify consumptive and non-consumptive operators in SEL</li> <li>- Liaise with SOAZ, ZPHGA, ZATSO, ZHA, etc.</li> <li>- Encourage non-members to be affiliated to relevant associations</li> <li>- Hold quarterly meetings with operators</li> <li>- Consider scale of operations in non-consumptive tourism</li> </ul>	<p>Regular meetings and workshops convened with the operators</p>	<p>Record of meetings and workshop proceedings</p> <p>Database of operators</p>	<p>Immediate and ongoing</p>	<p>-Sunk</p> <p>-Sunk</p> <p>-Sunk</p> <p>-11 people x one night x 4 times/year=\$3080</p> <p>Fuel=\$546x4times=\$2184</p> <p>Total Budget=\$5400</p>	<p>Regional Manager, Southern-ZPWMA</p> <p>ZPHGA</p> <p>SOAZ</p> <p>ZATSO</p> <p>ZHA</p>
<p>5.4 Effective information dissemination and communication strategy implemented</p>	<ul style="list-style-type: none"> <li>- Ensure clear communication of progress against action plan to all relevant stakeholders</li> <li>- Identify target groups, i.e. traditional leaders, school groups, amongst others</li> <li>- Develop a communications strategy, making use of relevant media (print, social, road shows)</li> <li>- Implement communication strategy</li> <li>- Monitor and evaluate</li> </ul>	<p>Outreach programmes conducted</p>	<p>Community strategy document</p> <p>Flyer, brochure, websites, published papers, videos, dramas</p>	<p>Ongoing</p>	<p>-Sunk</p> <p>-Sunk</p> <p>-Website setting, double side flyers and media, outreach costs=\$10,000</p>	<p>Regional Manager, Southern</p> <p>Steering Committee</p>

# Approval Page

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The Honourable Minister of Environment, Water and Climate, Zimbabwe Parks and Wildlife Management Authority Board of Directors and the Director General have approved the implementation of the Zimbabwe National Elephant Management Plan (2015-2020).

Signature: \_\_\_\_\_



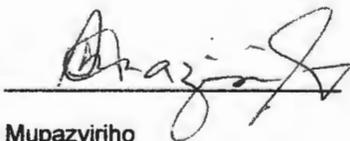
Mr. Edson Chidziya

Date: \_\_\_\_\_

20/1/16

**Director-General - Zimbabwe Parks and Wildlife Management Authority**

Signature: \_\_\_\_\_



Mr. Prince Mupazviriho

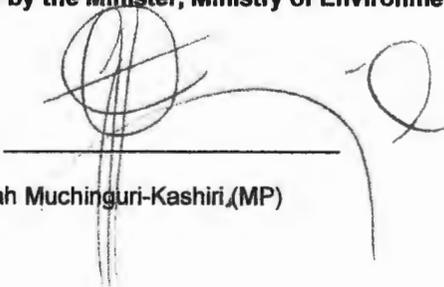
Date: \_\_\_\_\_

20/1/16

**Secretary, Ministry of Environment, Water and Climate**

**Approved by the Minister, Ministry of Environment, Water and Climate**

Signature: \_\_\_\_\_



Hon. Oppah Muchinguri-Kashiri (MP)

Date: \_\_\_\_\_

21/1/16

† BARON BERTRAND DES CLERS, PH.D.  
† JAMES G. TEER, PH.D.  
† BART O'GARA, PH.D.  
† DON LINDSAY  
† BERT KLINEBURGER

**BOARD OF DIRECTORS:**  
JOHN J. JACKSON, III, J.D.  
CHRISSE JACKSON  
PHILIPPE CHARDONNET, D.V.M.  
SHANE MAHONEY  
RENEE SNIDER

August 27, 2019

RCVD SEP 4 2019

U. S Fish and Wildlife Service  
Division of Management Authority (DMA)  
Branch of Permits, MS: IA  
5275 Leesburg Pike, Falls Church, Virginia 22041

**RE: Application for an Elephant Trophy Import from Zimbabwe for John Johnson**

Dear Chief Cogliano:

Enclosed please find one application for a permit to import a sport-hunted African elephant trophy from Zimbabwe. The elephant was harvested on April 13, 2015 in the Mbire Guruve East Area 3 & Ward II, locstat 665224.

Conservation Force and Zimbabwe's Parks and Wildlife Management Authority (ZPWMA) have submitted extensive information about the healthy elephant population and the benefits generated by regulated hunting for the protection of the elephant, lion, rhino and a range of other species. Please refer to that information, including the October 2016 non-detriment finding, January 2016 report related to the African Lion, June 20, 2105 response to the Fish and Wildlife Service's information request and the attached Zimbabwe National Elephant Management Plan (2015-2020) in making a positive enhancement finding for this applicant.

Please do not hesitate to contact us if you have questions about this permit application.

Sincerely,



John J. Jackson III

Encl: Permit Application for John Johnson  
\$100 Check made payable to USFWS  
Notice of Representation  
Copy of Zimbabwe National Elephant Management Plan (2015-2020)  
Map of Dande East  
Copy of hunting permits  
Copy of DAPU first Period Newsletter, 2019, Charlton McCallum Safaris

**NOTICE OF REPRESENTATION**

This is a notice to the U.S. Fish and Wildlife Service that I have appointed John J. Jackson, III of the non-profit firm Conservation Force as my attorney and legal representative for all matters concerning my application for a permit to import a lawfully hunted elephant trophy.

This authority is inclusive and extends to all applications and filings, whether administrative or judicial, including but not limited to any request for reconsideration, appeal, and litigation.

In the case of a permit an ESA endangered listed species this is also a request for Ten Days Notice before the permit is issued so I and my attorney can know of approval as soon as those that may have opposed the issuance of the permit.

Conservation Force  
3240 S. I-10 Service Road W., Suite 200  
Metairie, Louisiana 70001 USA  
T: (504) 837-1233  
F: (504) 837-1145  
E: cf@conservationforce.org

Signed: \_\_\_\_\_

(b) (6)

Name: \_\_\_\_\_

John R. Johnson, DVM

Date: \_\_\_\_\_

8/20/19



Department of the Interior  
U.S. Fish and Wildlife Service

## Federal Fish and Wildlife Permit Application Form

Return to: U.S. Fish and Wildlife Service  
Division of Management Authority (DMA)  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity: Elephant / Zimbabwe / Appendix II

**IMPORT OF SPORT-HUNTED TROPHIES**  
~~(Appendix I of CITES and/or ESA)~~

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details.  
See attached instruction pages for information on how to make your application complete and help avoid unnecessary delays.

A. Complete if applying as an individual			
1.a. Last name Johnson	1.b. First name John	1.c. Middle name or initial Robert	1.d. Suffix
2. Date of birth (mm/dd/yyyy) (b) (6)	3. Telephone number (b) (6)	3.a. Alternate telephone number N/A	4. E-mail address (b) (6)

B. Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution			
1.a. Name of business, agency, Tribe, or institution		1.b. Doing business as (dba)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		6. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

C. All applicants complete address information					
1.a. Physical address (Street address; Apartment #, Suite #, or Room #; no P.O. Boxes) (If Broker or Taxidermist is applying on behalf of a foreign national, provide Broker or Taxidermist's name and address in this block; U.S. hunters must provide their U.S. address) (b) (6)					
1.b. City San Antonio	1.c. State Texas	1.d. Zip code/Postal code: (b) (6)	1.e. County/Province	1.f. Country USA	
2.a. Mailing Address (include if different than physical address; include name of contact person if applicable) N/A					
2.b. City	2.c. State	2.d. Zip code/Postal code:	2.e. County/Province	2.f. Country	

D. All applicants MUST complete	
1. Attach check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100, nonrefundable processing fee. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee – <b>attach documentation of fee exempt status as outlined in instructions.</b> (50 CFR 13.11(d))	
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in <b>Title 50, Part 13 of the Code of Federal Regulations</b> and the other <b>applicable parts in subchapter B of Chapter I of Title 50</b> , and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001. (b) (6)	
Signature of applicant/Principal Officer for permit (No photocopied or stamped signatures)	Date of signature (mm/dd/yyyy) 8/20/19

Please continue to next page

**E. IMPORT OF SPORT-HUNTED TROPHIES** (~~Appendix I of CITES and/or ESA~~) Appendix II

**Note 1:** This form should be used to request authorization to import trophies of species listed on Appendix I of CITES and/or as threatened or endangered under the ESA (examples include elephants, lions, cheetahs, wood bison, and markhor).

PLEASE USE FORM 3-200-19 FOR SOUTHERN AFRICAN LEOPARD TROPHIES AND SOUTHERN WHITE RHINOCEROS TROPHIES TAKEN IN NAMIBIA.

**Note 2:** If you hold an import permit for trophy/trophies that you did not use, please **return the unused original permit**. If you are requesting reissuance of a permit because you have taken a trophy, but were unable to import it prior to the expiration of the permit, please use the renewal form (3-200-52) and return your original permit with that form.

**Note 3:** Applications for species listed as endangered under the U.S. Endangered Species Act are published in the Federal Register for a 30-day public comment period. Please allow at least **90 days** for the application to be processed.

**Note 4:** *Sport-hunted trophy* is defined at 50 CFR 23.74 as follows: *Sport-hunted trophy* means a whole dead animal or a readily recognizable part or derivative of an animal specifically identified on the accompanying CITES document that meets the following criteria:

- (1) Is raw, processed, or manufactured;
- (2) Was legally obtained by the hunter through hunting for his or her personal use;
- (3) Is being imported, exported, or re-exported by or on behalf of the hunter as part of the transfer from its country of origin ultimately to the hunter's country of usual residence; and
- (4) Includes worked, manufactured, or handicraft items made from the sport-hunted animal only when:
  - (i) Such items are contained in the same shipment as raw or tanned parts of the sport-hunted animal and are for the personal use of the hunter;
  - (ii) The quantity of such items is no more than could reasonably be expected given the number of animals taken by the hunter as shown on the license or other documentation of the authorized hunt accompanying the shipment; and
  - (iii) The accompanying CITES documents (export document and, if appropriate, import permit) contain a complete itemization and description of all items included in the shipment.

**Note 5:** Certain hunting trophies, including elephants, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

Please provide the following information. Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use a separate sheet of paper. On all attachments or separate sheets you are submitting; please indicate the application question number you are addressing. If applying for more than one trophy, be sure to answer questions 1-6 for each trophy addressed in this application. If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.

- 
1. Name and address where you wish the permit to be mailed, **if different from page 1**. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via regular mail through the U.S. Postal Service.

please use address on page 1

2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

John Jackson III, Conservation Force, e. [permits@conservationforce.org](mailto:permits@conservationforce.org) p. 504-837-1233

3. Have you or your client (if a broker applying on behalf of your client), been assessed a civil penalty or convicted of any criminal provision of any statute or regulation relating to the activity for which the

application is filed; been convicted, or entered a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act; forfeited collateral; OR are currently under charges for any violation of the laws mentioned above?

No X Yes \_\_\_\_\_

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court, and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

N/A

4. For each trophy to be imported, provide:

a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

Loxodonta africana (African Elephant)

b. Sex (if known). Male

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

b. Date wildlife is to be hunted:

b. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

6. **IF THE TROPHY HAS ALREADY BEEN TAKEN**, please enter the following:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where trophy was removed from the wild:

Zimbabwe, Mbire Guruve East Area 3 & Ward II, locstat 665224

b. Date wildlife was hunted: April 13, 2015

b. Name of hunting outfitter, safari company, or professional hunter you hunted with:

Charlton McCallum Safaris, PH: Richard Tabor (license no. 470)

c. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the export/re-export document]:

14 Yellow Wood Lane, Kambanji, Harare, Zimbabwe

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so). Please see attached permits.

8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from Namibia, you **must** provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name: Charlton McCallum Safaris  
Business Name: 14 Yellow Wood Lane  
Address: Kambanji  
City: Harare  
State/Province: Zimbabwe  
Country, Postal Code:

9. For species listed under the Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful to our review if you could provide it. Please submit such information on a separate page with your application.

- a. Do you have any information regarding the population status or trend data on the species hunted?

Yes, according to the Zimbabwe Elephant Management Plan 2015-2020, the mid-Zambezi Valley has an estimated number of 11,656 elephants. With a density of .73 elephants per a kilometer (page 3 of report). Please see page 5 & 6 for population trends.

- b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, community, or government?

I paid around \$41,235.00 for the hunt. Regulated hunting revenues are reinvested in wildlife management and protection. Please see page 31 of the Zimbabwe National Elephant Management Plan which estimates they need approx. \$12,000,000 annually to protect the nearly 60,000 km of elephant range in the Country. See page 11 of the Zim. Nat. Elephant Plan, re: role of sport hunting in Elephant Conservation.

- c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or land owner that provide a conservation benefit to the species being hunted/species hunted?

Yes, please see attached the first period newsletter from the DAPU (Dande Anti Poaching Unit) supported by Charlton McCallum Safaris. They report that poaching is at an all time low. They have also outlined some goals for 2019 which include some water projects. Extending pipeline in certain areas to bring water to otherwise areas that were previously dry. DAPU also contributes 200 liters of petrol a month towards the efforts of illegal fishing in a 50km stretch along the Zambezi River. Please see attached newsletter.

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a **Power of Attorney** to act on your client's behalf and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). I understand that my client may only import two leopard trophies and two elephant trophies within the same calendar year (if applicable). In addition, I have advised my client that raw ivory, once imported into the United States, cannot be re-exported.

Taxidermist/Broker's signature: \_\_\_\_\_ Date: \_\_\_\_\_

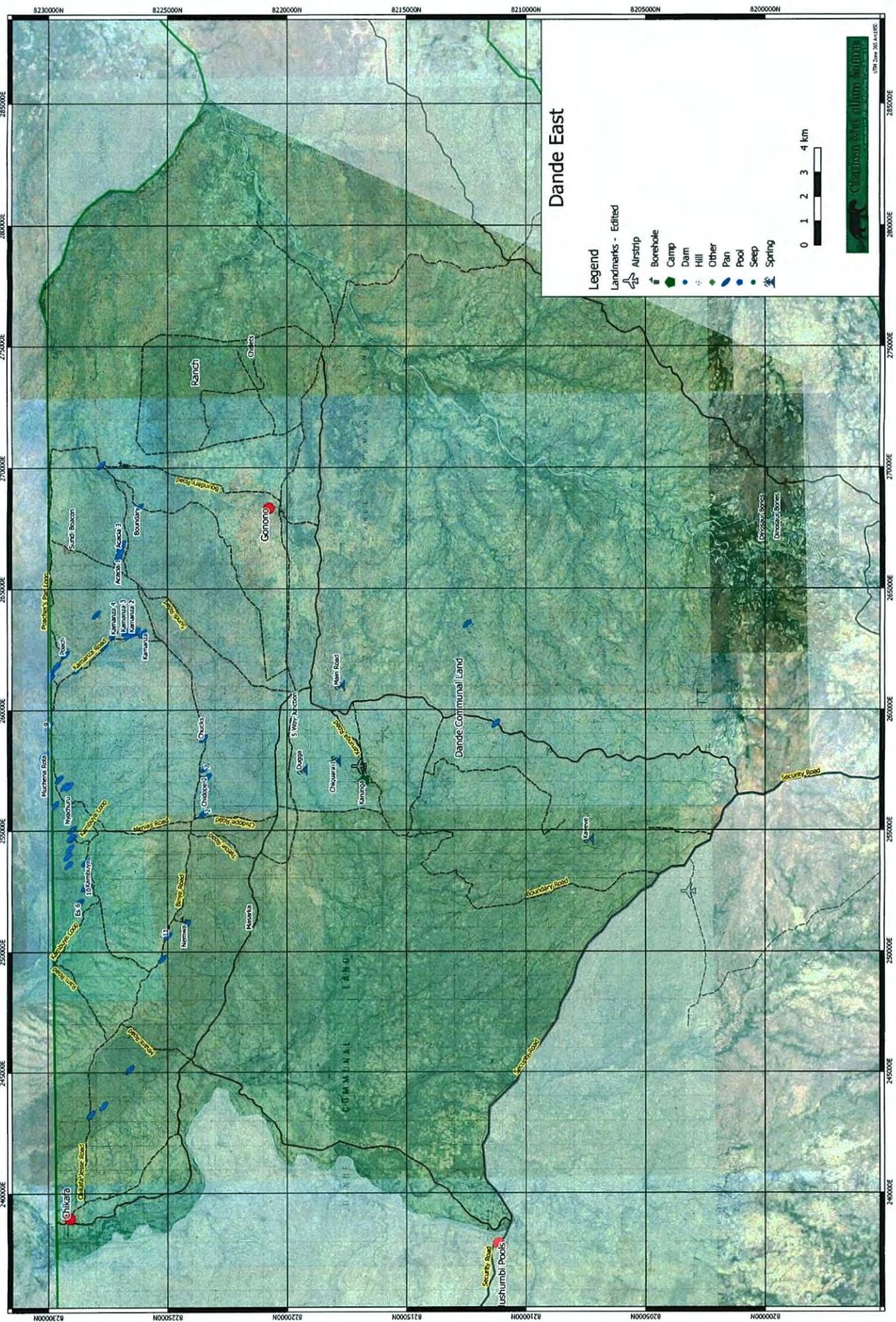
11. If you are the hunter applying to import your own trophy, please read and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). I understand that I may only import two leopard trophies and two elephant trophies within the same calendar year. In addition, I understand that raw ivory, once imported into the United States, cannot be re-exported.

Applicant's signature: \_\_\_\_\_ (b) (6) \_\_\_\_\_ Date: 8/26/19

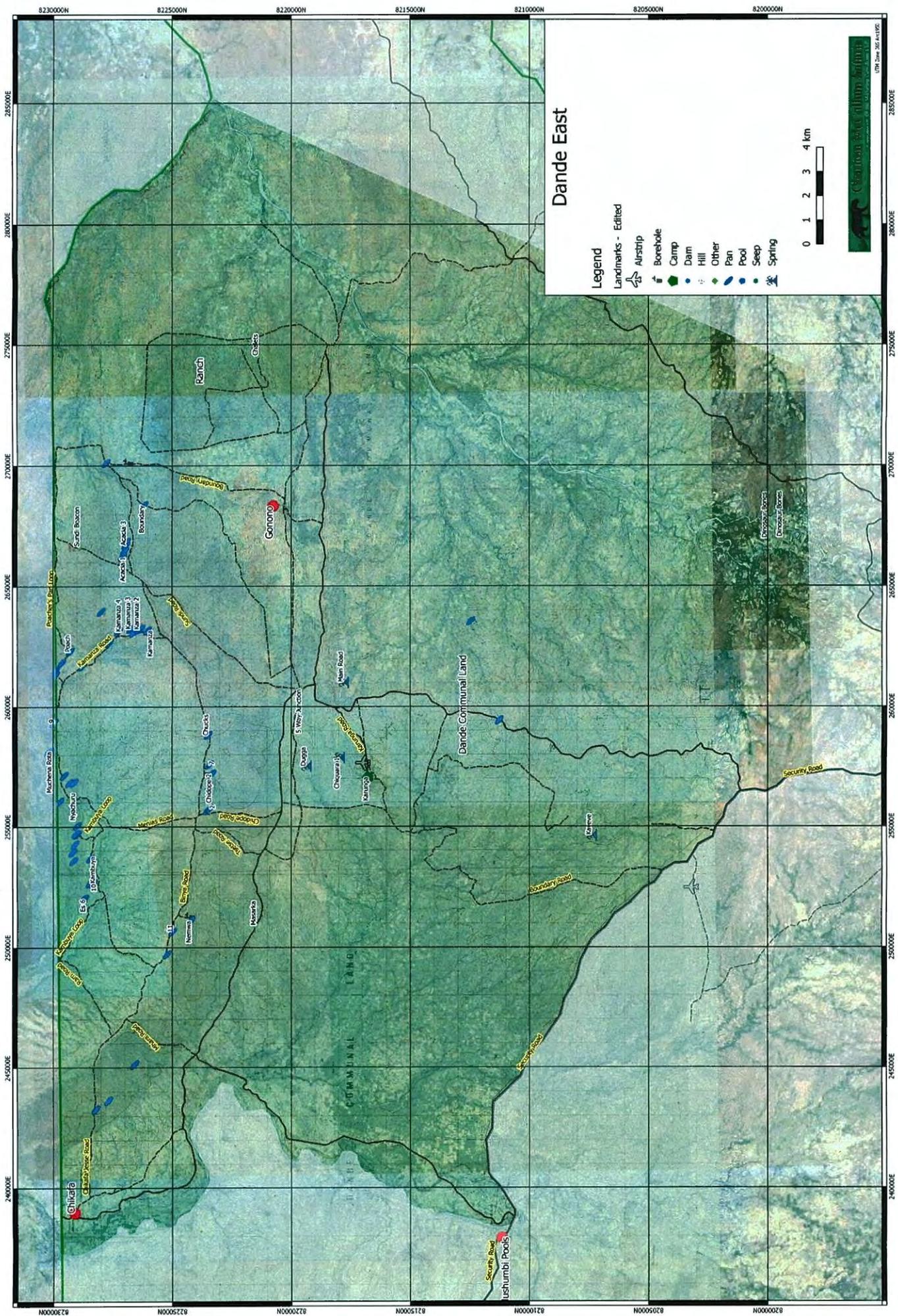
*Be aware that there may be approval requirements by your local or state governments, as well as required by other Federal agencies or foreign government to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

All international shipment(s) must be imported through a **designated port**. A list of designated ports (where an inspector is posted) is available from <http://www.fws.gov/le/designated-ports.html>. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).



# Dande East

- Legend**
- Landmarks - Edited
  - Airstrip
  - Borehole
  - Camp
  - Dam
  - Hill
  - Other
  - Pan
  - Pool
  - Seep
  - Spring



**CERTIFICATE OF OWNERSHIP OF IVORY AND RHINOCEROS HORN**  
(Issued in terms of section 77 of the Parks and Wildlife (General) Regulations, 1990)

Cert. No 118590

Name: John R Johnson (b) (6)

Address: [Redacted] (b) (6)  
USA

Specified officer's signature and date-stamp  
[Signature]

Specified officer's signature and date-stamp

Tusk serial number: ZWAD150033  
Tusk mass (kg): 12  
Tusk length (metric): 130  
Sex: M

Authority: [Signature] (b) (6)  
Signature of holder: [Signature]

- 1. This certificate must be returned to the Director, Department of National Parks and Wildlife Management, P.O. Box CY 140, Causeway, in the event of the tusk being cut up for manufacturing purposes, lost, stolen or exported.
- 2. Transfer/sale of ivory or horn is to be done at National Parks offices.

**CERTIFICATE OF OWNERSHIP OF IVORY AND RHINOCEROS HORN**  
(Issued in terms of section 77 of the Parks and Wildlife (General) Regulations, 1990)

Cert. No 118591

Name: John R Johnson (b) (6)

Address: [Redacted] (b) (6)  
USA

Specified officer's signature and date-stamp  
[Signature]

Specified officer's signature and date-stamp

Tusk serial number: ZWAD150034  
Tusk mass (kg): 12  
Tusk length (metric): 125  
Sex: M

Authority: [Signature] (b) (6)  
Signature of holder: [Signature]

- 1. This certificate must be returned to the Director, Department of National Parks and Wildlife Management, P.O. Box CY 140, Causeway, in the event of the tusk being cut up for manufacturing purposes, lost, stolen or exported.
- 2. Transfer/sale of ivory or horn is to be done at National Parks offices.

**ELEPHANT**  
TROPHY EXPORT TAG



ZW 065/500/2015-LOX

ZW /2015-LOX

## HUNTING RETURN FORM - TRAS2 APPLICATION FOR HUNTING NP/CITES

Issued in terms of Exchange Control Act (Chapter 22:05).

The Parks and Wild Life Act (Chapter 20:14) and the Tourism Act (Chapter 14:20)

0000078201

HUNT\_FUNDS\_CAPTURED

### 1. DETAILS OF THE SAFARI OPERATOR

<p><b>Name of Operator</b> Chariton McCallum Safaris</p> <p><b>ZTA (HOP) No.</b> HOP0259</p> <p><b>Address</b> Opping Investments 14 Yellowwood Lane, Kambanje, Borrowdale Harare</p> <p><b>Name of Professional Hunter</b> R TABOR</p> <p><b>Telephone</b></p> <p><b>Number of Accompanying Guests</b></p> <p>Are the trophies being exported after tanning and mounting?</p> <p>Are the trophies being exported after primary treatment?</p> <p><b>Name of Processing Agent or Taxidermist</b></p> <p><b>Name of Shipping Agent</b> AFROPRIDE FREIGHT EXPRESS</p> <p><b>Name of Foreign Agent</b> GLOBAL MARKETING CONSULTANTS</p>	<p><b>Client's Full Name</b> John R. Johnson</p> <p><b>Passport Number</b> (b) (6)</p> <p><b>Country of Issue</b> US</p> <p><b>Address</b> (b) (6) Spring Texas (b) (6) USA</p> <p><b>Licence No.</b> 470</p> <p><b>Fax</b> N/A</p> <p><b>Address</b></p> <p><b>Address</b> 1303 PICNIC PARK WATERFALLS HARARE</p> <p><b>Address</b> LLC, 400 400 PINE STREET, USA</p>
--	--

### 2. HUNTING AREAS

#	Hunting Area Name	Province	Signature of Land Authority
1	MBIRE (GURUVE) EAST AREA 3 & WARD 11	Mashonaland Central	
2	DANDE SAFARI AREA	Mashonaland West	
3	MBIRE(GURUVE) NORTH AREA 1	Mashonaland Central	
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

Date of Safari From	01-04-2015	
Date of Safari To	14-04-2015	
Daily Rate Charged For Big Game USD	800	ZPWMA
Daily Rate Charged For Plains Game USD	0	Date Stamp
Daily Rate Charged for Non hunting guests USD	0	
Number of Accompanying Guests	0	



**INVOICE**

Invoice from: Global Marketing Consultants  
400 Pine Street, Suite 800  
Abilene, Texas  
79601-5140, USA

Invoice to: Client Name **John Johnson**

TR2 No: **076201**

HUNT TYPE: **Elephant/Sable**

Area Hunted: **Dande East** Hunt dates: From: **1-Apr-15** To: **14-Apr-15**

**TROPHIES KILLED OR WOUNDED**

Species	Number	T/Fee	Total US\$	Species	Number	T/Fee	Total US\$
Baboon		80	\$0.00	Impala bait		150	
Buffalo Bull		5,000	\$0.00	Jackal		250	
Buffalo Cow		1,250	\$0.00	Klipspringer		750	
Bushbuck		850	\$0.00	Kudu		1,200	
Bushpig		400	\$0.00	Leopard		5,500	
Civet Cat		350	\$0.00	Lion		10,000	
Crocodile		5,000	\$0.00	Lioness		4,500	
Doves		5	\$0.00	Porcupine		200	
Ducks/geese		5	\$0.00	Sable		5,500	
Duiker		300	\$0.00	Sandgrouse		5	
Elephant	1	15,000	\$15,000.00	Serval		500	
Elephant - tuskless		4,500	\$0.00	Vervet Monkey		25	
Francolin		5	\$0.00	Warthog		450	
Grysbok		450	\$0.00	Waterbuck female		600	
Guinea Fowl		5	\$0.00	Waterbuck male		1,750	
Hippopotamus		5,000	\$0.00	Wildcat		250	
Hyena		550	\$0.00	Zebra		1,250	
Impala	1	250	\$250.00	Zebra bait		600.00	
<b>Subtotal</b>			<b>\$15,250.00</b>	<b>Subtotal</b>			

	Clients	Rate	Days	Total
Daily Rate - Client	1	1,400.00	14	\$19,600.00
Observer				\$0.00
2% Govt levy				\$392.00
Trophy fees				\$15,250.00
4% Govt levy				\$610.00
CITES tag(Ele/Croc/Leop)	1	100.00	1	\$100.00
Dip & Pack	1	600.00	1	\$600.00
Medivac	1	10.00	14	\$140.00
				\$0.00
				\$0.00
<b>Subtotal</b>				<b>\$36,692.00</b>

		Rate	Days	Total
Camera	1	170.00	14	\$2,380.00
Editing		100.00		\$0.00
Road transfer	1	500.00	1	\$500.00
Air charter		1,110.00		\$0.00
Battery 12 V	1	100.00	1	\$100.00
VAT Daily rate	150	14.00	15%	\$315.00
1% DAPU(Total DR&TF)				\$348.50
Gun bags	3	300.00	1	\$900.00
				\$0.00
<b>Subtotal B/F</b>				<b>\$36,692.00</b>
<b>Total Due</b>				<b>\$41,235.50</b>

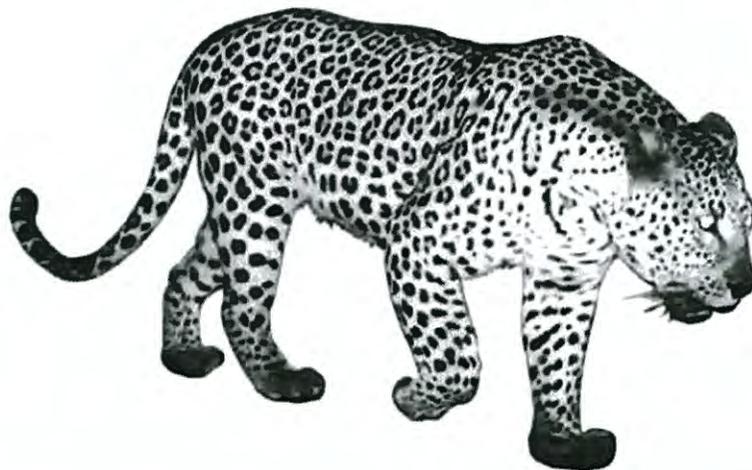
PH Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Client signature: \_\_\_\_\_ Date: \_\_\_\_\_

Deposit 1 **\$5,000.00**  
Deposit 2 **\$35,000.00**  
Deposit 3 **\$20,000.00**  
**US\$ Balance Due - \$18,764.50**  
**Paid amount of: Credit 2016**

# DAPU First Period Newsletter 2019

Charlton McCallum Safaris

14th May 2019



visit us at [www.dapuzim.com](http://www.dapuzim.com)

Dear Friends,

Thank you all so much for your unwavering support. DAPU's first period for 2019 has been all about Human Wildlife Conflict. We came off the Christmas period with a little poaching in January but none recorded in February, March and April. All DAPU teams have been in the villages from 1<sup>st</sup> February to end of April, taking care of Problem Animal Control. They actually go back to their home villages with the idea being that they will work double hard looking after their own fields.

We have continued to meticulously document all of our support, deployments, wins and losses and here we share a summary with everyone who so graciously and generously supported all of our efforts both financially and in kind. As we grow from strength to strength we look forward to your continued support.

With Regards,

Myles E. McCallum  
James D. Charlton  
Charles Nondo

Harare, Zimbabwe  
22<sup>nd</sup> May 2019

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## 1. Changes

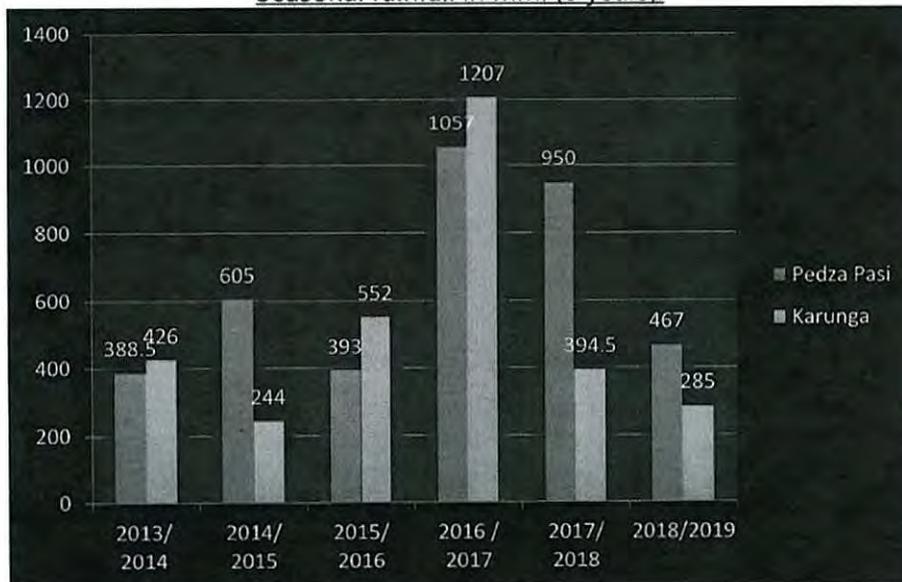
The major change in Dande has been that Charlton McCallum Safaris successfully renewed their contracts for another 10 years in the "Dande North". Now we are feeling much more secure and inclined to really roll up our sleeves and invest! There is scope to at least double our game populations in Dande, and this is our mission! So it stands to reason that we will need to double up on DAPU too.

Bongi continues to head up DAPU operations, deputized by Owen, Muno and Alfa. The scouts are all enjoying much better morale, and the whole unit is infinitely more professional and settled than it was in 2018. We have committed to trying to facilitate at least one short training course per annum, in order to keep DAPU moving in the right trajectory and of course allow personal growth for all staff.

## 2. The "Wet" season.

The 2018/ 2019 rainy season was erratic and has been officially classified as a drought. Crops are universally poor in Dande, with some families harvesting nothing at all. We can certainly expect a heavy poaching season – and this starting soon, and running all the way to February 2020. Whilst crops have almost universally failed – there is still plenty of grazing and browsing for the game. Most of the North is blessed with magnificent natural springs, so water there is not a problem. However in the East water remains an ever-present challenge.

Seasonal rainfall in mm. (6 years).



This is a reminder to us all that Dande is firmly in "agro ecological region 5" which is at best, marginal for agriculture, BUT is absolutely perfectly suited to wildlife. So as responsible custodians we need to make sure that these magnificent concessions continue to improve. They also need to remain commercially viable to continue to out compete conflicting land uses.

### 3. Snaring and General poaching first period 2019.

We have had a truly extraordinary year so far in terms of results. In January, Alfa and his East team managed to arrest and convict 9 meat poachers and Bongi's team in the North caught and convicted 1 meat poacher. These arrests really set the tone for the first period and we have seen very little evidence of any poaching at all. As usual when we start hunting, we will get top class information from our hunters and hopefully they tell us the same ... that poaching is at an all time low.



*End of road for 3 x kudu poachers!*



*Owen Zvinazwa removing a "kudu snare".*

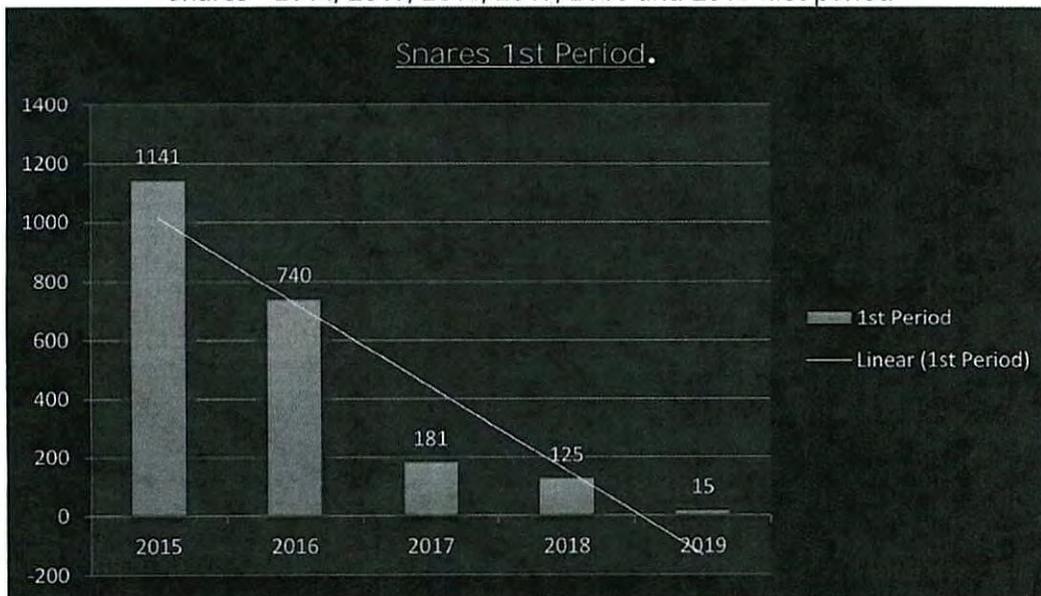


Poachers escorted off to the vehicle.



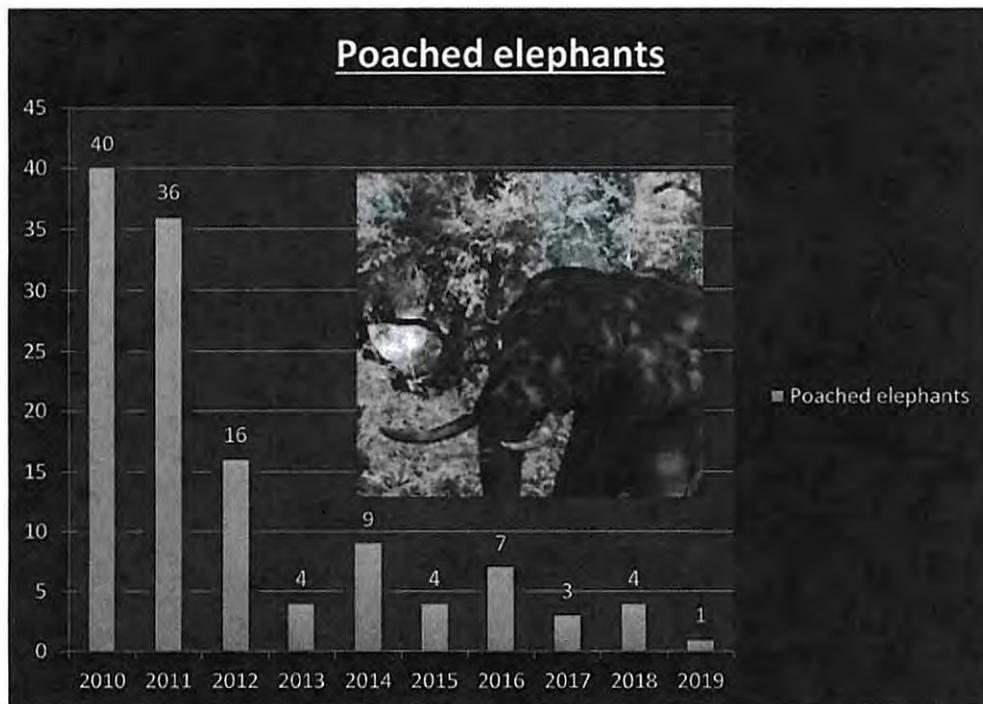
Muneyi and team with a haul of snares.

Snares - 2014, 2015, 2016, 2017, 2018 and 2019 first period



#### 4. Elephant poaching

There has been one elephant poached in Dande thus far in 2019, which we know about. There may be more that we have not yet found. This elephant was clearly wounded first then died close to a village. We were informed before the poachers could make off with the ivory. Two arrests were made, and one unlicensed rifle was taken out of circulation. Whilst we were sure that these were the two suspects, they were acquitted due to insufficient evidence.



**\*\*\* graph only shows 1<sup>st</sup> period for 2019 compared to full year all other years\*\*\***



*.303 British recovered from dead elephant. It must have taken a week for the animal to die.*



*Banga & Parks with the .303.*

*Big, old cow elephant, poached.*

### 5. Problem Animal Control

Duties for DAPU scouts also include attending to Problem Animal reports (PAC). Obviously "the peak season" for PAC is the cropping season running from January to the end of April. The two major culprit species are elephants and lions. Both elephant and lion are extremely difficult to wean from their bad habits and are notoriously stubborn!

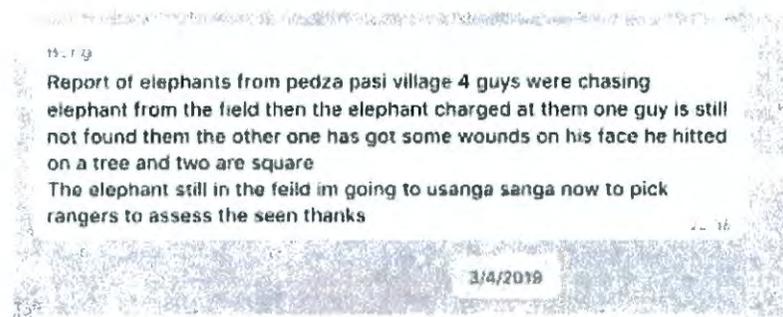
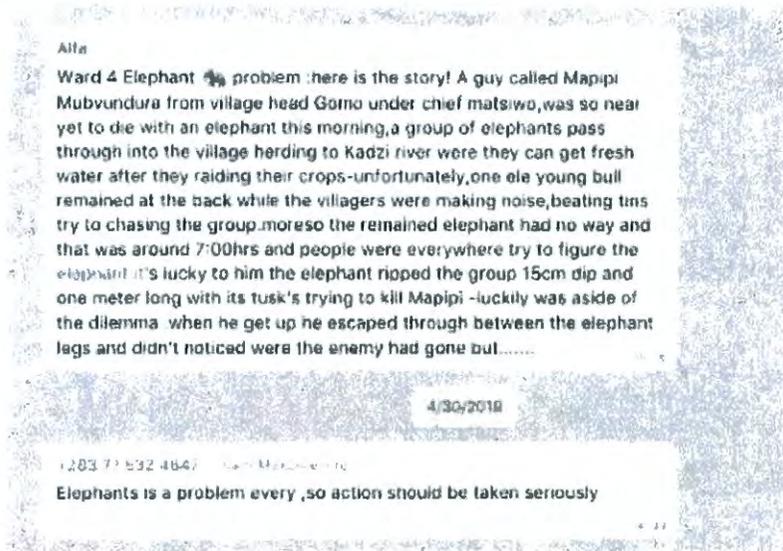
Always our goal with PAC is:

- a. Protect human life.
- b. Protect property.
- c. IF POSSIBLE deal with the offending animal by chasing it or them away.
- d. Last resort is to shoot that animal, but in times where life or property is threatened we do not hesitate.

#### 5.1.1 Elephant.

In general, as in 2019, the elephants have made a serious nuisance of themselves. All night, every night the DAPU crews have been chasing them.

One old lady from Irira villages was killed on the 29<sup>th</sup> March whilst walking from her fields back home. It appears that they walked into a cow elephant that had just given birth. Two people hospitalized and no elephants shot in 2019. Our DAPU crews have been on full time elephant PAC rosters from February through to the end of April, but are now back on ordinary patrols.



### 5.1.2 Lion

Lots and lots of reports of cattle and goats being killed all over the district. Our teams did their very best to chase these lions by firing shotguns, hooting and yelling. In the end against all odds, we have managed to avoid shooting any lions to date. These cats are persistent problems and my feeling is that we will end up having to shoot one or two at some point during the year.

Bongi

Report of lions caught two goats in pedza village sabhuku chokubooka they were grazing around the homestead

Thanks

Just advise the villagers to put their goats in strong secure kraals before we arrive for reaction.

17 04

Bongi

Thanks

Is this the response which I can advise the owner of the goats since here with us here in camp no other action taken

Thanks .

18 02

W/O Dande Wachanuka

Yes, we are going to react but definitely, but they (the owners) have to do something to protect their goats like putting them in strong secure kraals before we arrive for reaction.

18 15

Bongi

W/O Dande Wachanuka

Yes, we are going to react but definitely, but they (the owners) have to do something to protect their goats like putting them in strong secure kraals before we arrive for reaction.

Thanks i will advise them.

18 26



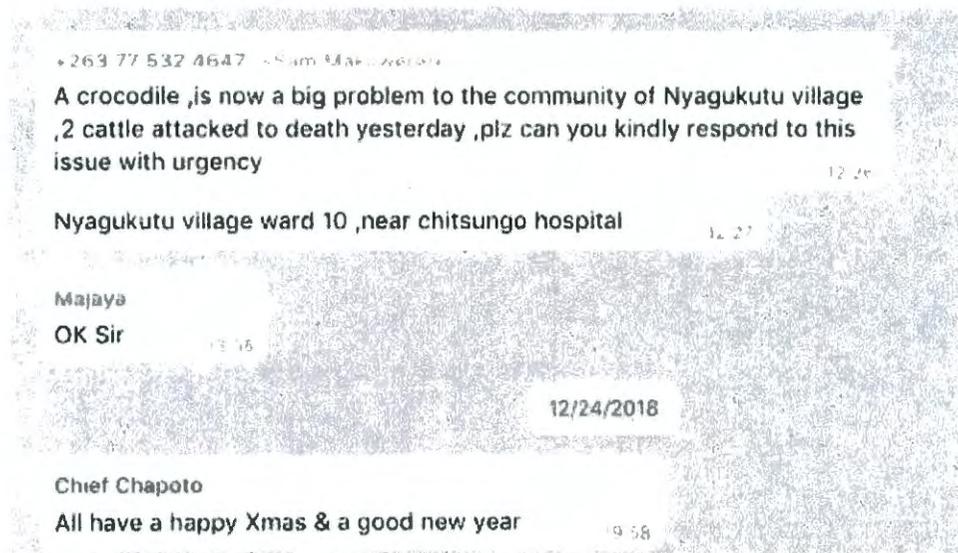
Cow injured by lions.

5.1.3 Buffalo

No reported serious problems to date in 2019.

5.1.4 Crocodile

No one killed or injured that we know of so far in 2019 but crocs continue to take livestock!



#### 5.1.5 Hippo

No reported serious problems to date in 2019.

#### 5.1.6 Snakes

No reported deaths to date in 2019

### 6. Netting on the Zambezi

DAPU will continue to contribute 200 liters of petrol per month toward efforts to eliminate all illegal fishing in a 50km stretch of the Zambezi River. As a general rule the illegal netting has been much reduced, and sport anglers and legal netters are reporting better catches.

In the big picture this is actually important, as often fish poachers were not only poaching fish but elephant and other game too. Also the diameters of their nets had gotten smaller and smaller over the years, which clearly was an indication of seriously depleted, fish reserves.

### 7. Goals for 2019

Being a drought year has really galvanized us to try even harder with water in the East and in Ward I and this is going to be our primary focus in 2019.

#### Water Projects

C.M Safaris has decided to go ahead with some substantial water projects in 2019.

1. Extend pipeline from D.S.A into ward I for 5km – total of two pans servicing approximately 20,000 acres that was previously dry.
2. Extend pipeline from Kabveve in the East back towards camp for 5km – total of two pans servicing approximately 20,000 acres that was previously dry.
3. A pipeline to tank gravity system feeding 7 pans, watering 60,000 acres that was previously dry.

They are all quite major projects. C.M Safaris will self-financing projects 1 and 2, but we are hoping for some help from the UNDP for number 3!

#### Game Relocation 2019

A serious drought in the South Western areas of Zimbabwe has meant that we can hopefully get some game into the Dande North at competitive prices. The UNDP has offered some funding which we are hoping to take advantage of to bring in several hundred head of Zebra, Impala, some Waterbuck and Eland. IF this comes off ... together with the water projects we can expect Dande to really change significantly – and all good change.

Summary of goals 2019

1.	Continue with anti-poaching patrols	First period quietest ever.
2.	Early burning will start in May or June, as soon as it is dry enough.	Already started.
3.	Extend pipeline in North.	To complete by July.
4.	Extend Pipeline in East.	Partially complete by July.
5.	Game re location into North.	

8. Flying for Wildlife and Others

We must also extend our profound thanks to:

1. Flying for Wildlife for their aerial patrols that are conducted on request. These are volunteer pilots in their own machines and they help us at NO cost to DAPU, which is tremendous. Richard Tennant, Hannes Scholtz and Edward Whitfield continue to give extremely generously of their time and machines to DAPU.



2. Trackit (Richard Tennant and Hannes Scholtz) who provide free, real time satellite monitoring of the two DAPU vehicles. This has really saved significantly on fuel and vehicle costs. Also of course we have been able to be much smarter with servicing, and positioning of vehicles.



Thank you Mr. Mike Core for these ... GPS's. They are linked to satellite so game scouts can send text messages whilst on patrol in areas of no cell coverage and we can also track their patrols live.

**DAPU Income and Expenses 2019 (first period)**

**2019 income**

Jerry Beardmore	\$500.00
Mike Tenney	\$500.00
Jeff Norman	\$100.00
Catherine Smencer	\$100.00
Kelly Gill	\$60.00
David Adams	\$5,000.00
Jerry jurena	\$1,000.00
Jack & Marjorie Schillinger Family Foundation.	\$10,000.00
Mike Core	\$1,000.00
Myron Repka	\$250.00
<b>Total</b>	<b>US\$18,510</b>

<b>Hunting clients</b>	<b>US\$0</b>
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<b>Charlton McCallum Safaris</b>	<b>US\$13,645</b>
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<b>Total Income</b>	<b>US\$32,155</b>
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**2019 Expenses**

**# 1 Wages, rewards and rations.**

<u>Month</u>	<u>Game Scouts</u>	<u>Management Bongji, Owen Muno &amp; Alfa</u>	<u>Rations</u>	<u>Rewards</u>	<u>Anti Netting</u>	<u>Total</u>
January	US\$1,100	US\$1,605	US\$770	US\$1,754	US\$200	US\$5,429
February	US\$1,100	US\$1,605	US\$770	US\$0	US\$200	US\$3,675
March	US\$1,100	US\$1,605	US\$770	US\$0	US\$200	US\$3,675
April	US\$1,100	US\$1,605	US\$560	US\$0	US\$200	US\$3,465
	<b>US\$4,400</b>	<b>US\$6,420</b>	<b>US\$2,870</b>	<b>US\$1,754</b>	<b>US\$800</b>	<b>US\$16,244</b>

**# 2 2019 DAPU equipment expenses**

Ammunition 12 guage	US\$1,062.26
ACX 3232 tires	US\$1,260.00
AAX 9832	US\$4,242.00
	<b>US\$6,564</b>

**# 3 Vehicles (2).**

ACX 3232 = 9063 km x \$0.5 /km	US\$4,532
AAX 9832 = 9,631km x \$.05/km	US\$4,816
	<b>US\$9,347</b>

<b>Total expenses</b>	<b>US\$32,155</b>
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<b>Total Income</b>	<b>US\$32,155</b>
---------------------	-------------------

<b>Shortfall</b>	<b>US\$0</b>
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# **ZIMBABWE NATIONAL ELEPHANT MANAGEMENT PLAN (2015-2020)**



**Zimbabwe Parks and Wildlife  
Management Authority**



## FOREWORD BY THE MINISTER

The Government of Zimbabwe considers elephants as an important part of our national heritage, a keystone species ecologically, and a valuable natural resource that contributes to conservation and rural development. We presently have, here in Zimbabwe, the second largest elephant population on the African continent and both a national and international responsibility to protect and manage our elephant population responsibly for the benefit of our people and those beyond our borders.

The 2014 National Elephant Aerial Survey provided an estimate of 82,000 elephants in the country. There are probably a further thousand elephants in small populations that were not surveyed. The country's elephants are dispersed in four populations. In two of these populations in the Zambezi Valley there was marked decline in numbers, mostly as result of illegal killing of elephants. Other countries have faced even more serious losses as a result of poaching, and so we have succeeded to a point. We as a country, in cooperation with the international community, need to strengthen our ability to protect and effectively manage our elephant populations to achieve our vision:

*To conserve elephants at levels that will enable them to contribute to the conservation of biodiversity, national development and Zimbabwe's cultural heritage.*

In signing this Action Plan for Elephant Conservation and Management in Zimbabwe, the Government recognises and appreciates the heavy responsibility borne by those who dedicate themselves to conserving and managing elephant populations and their habitats in Zimbabwe. The Government is aware of the pressure in the current conservation environment that perceives an approaching extinction of elephant in Africa and opposes sustainable use of the species. The Government perceives this pressure to be a factor that limits the resources available to conserve elephants and their habitats, and the range of plant and animal species that occur in these wildlife areas. Sustainable use of natural resources has been and remains a central pillar of successful conservation in this country. The Government has every intention of maintaining its policy in this regard.

In signing this Action Plan, the Government recognises and supports the efforts that are being made on the ground and elsewhere, by a wide range of individuals and institutions, to protect and manage our elephant populations. We thank all of those involved in this vital and honourable work, and urge them to continue their efforts.

We believe this document will provide clear guidance on the way forward to improved protection and management of our elephants and a framework for effective and ongoing collaboration between all stakeholders involved in this noble effort.



Hon. Oppah Muchinguri-Kashiri (MP)

**Minister of Environment, Water and Climate**

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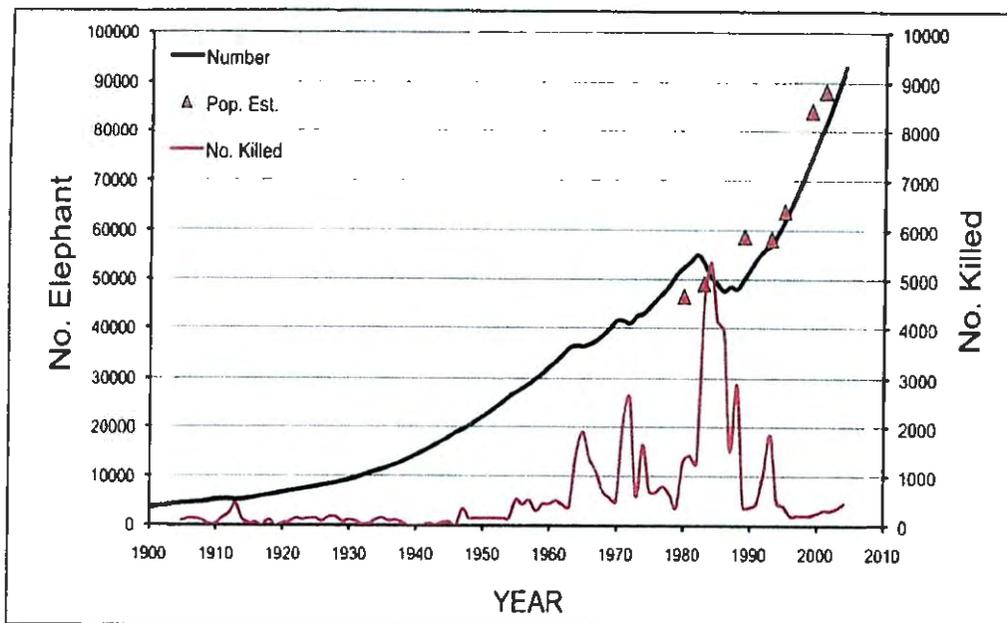
## **ACRONYMS AND ABBREVIATIONS**

AM	Area Manager
CA	CAMPFIRE Association
CE	Chief Ecologist
DC	Conservation Director
DG	Director General
EM	Elephant Manager
HEC	Human Elephant Conflict
HMS	Head Management Services
HRM	Head Human Resources
IM	Investigations Manager
NGO	Non Governmental Organisation
PRM	Public Relations Manager
RDC	Rural District Council
RM	Regional Manager
SOAZ	Safari Operators Association Zimbabwe
ZHA	Zimbabwe Hunters Association
ZPGHA	Zimbabwe Professional Guides and Hunters Association
ZRP	Zimbabwe Republic Police
TFCA	Transfrontier Conservation Area

## 1. INTRODUCTION AND BACKGROUND

By any standards Zimbabwe has a proud history of successful elephant conservation. Elephant populations in most of Africa were reduced to very low numbers by the late 19<sup>th</sup> Century. In 1897 approximately 100,000 tonnes of ivory was exported from Africa [42]. In 1900 it was feared that elephant might become extinct south of the Zambezi River [6]. Using historical accounts of elephant numbers, backwards extrapolations based on population growth rates, and known levels of elephant kills it is unlikely that Zimbabwe held more about 4,000 elephants in 1900 [8,10,14,16]. More than one hundred years later, in 2014, this number had increased twenty-fold to nearly 83,000 elephants (**Fig. 1 and Table 1**) despite attempts to limit elephant population growth between 1960 and 1989 by culling 45,000 elephant in tsetse control areas and state protected areas (**Fig. 1**) [5,32]. The primary rationale for limiting elephant numbers in protected areas was to reduce their impact on woodland habitats and the loss of plant and animal species as result of elephant-induced habitat change [9,12,44]. Elephant impacts on woodlands and associated and biodiversity is still a concern today [15, 46,47].

Between 1990 and 2006 elephant populations grew exponentially but growth has since been limited by an escalation of illegal killing [18]. However, the overall population in the country remains at more than 80,000 elephants (**Table 1**), which is more than twice the national target population envisaged in the 1908s.



**Figure 1.** Growth of elephant population in Zimbabwe between 1900 and 2001, number of elephant killed (lower graph), and aerial census estimates (triangular point) in those years in which the entire elephant range was covered. The numbers killed before 1960 are based on the amount of ivory exported from the country. The high numbers killed in the 1980s represent the large-scale culls that were carried out during that period in an effort to reduce their environmental impact.

Zimbabwe is one of the key elephant range states and home to the second largest estimated elephant population of nearly 83,000 individuals following Botswana, which is estimated to hold more than 130,000 elephants. Zimbabwe thus has a clear obligation to ensure the survival of the species for the benefit of present and future generations of all stakeholders<sup>1</sup>.

Zimbabwe first adopted a specific Policy and Plan for Elephant Management in 1997<sup>[33]</sup> with the long term vision to “*Conserve elephants at levels that will enable them to contribute to the conservation of biodiversity, national development and Zimbabwe’s cultural heritage.*” As a matter of policy the plan required that at least four demographically and genetically viable populations of elephants be maintained, that elephant densities be kept below the levels at which they might compromise biodiversity, and that elephant range remain at or above the 1996 level. At the time illegal killing of elephants was at a very low level and the plan placed little emphasis on law enforcement. That situation has since changed drastically, with poaching at a crisis state in some countries, although not to the same extent in Zimbabwe. Furthermore, elephant range has been constrained by increasing human population densities in many rural areas. Accordingly, the Zimbabwe Parks and Wildlife Management Authority (ZPWMA) convened a participatory workshop in Hwange Safari Lodge (from 2<sup>nd</sup> to 4<sup>th</sup> December 2014) to develop an agreed “*Strategic Elephant Conservation Policy and Management Plan Framework*”. The policy and primary objectives of the 1997 plan were incorporated into the December 2014 framework, and the objectives and action items were updated to reflect new challenges to elephant management that were not in focus in 1997. The framework developed at the December 2014 workshop, together with input from the two-day CAMPFIRE Association workshop held in November 2014, form the basis of the current elephant management plan. The national workshop included stakeholders with varied interests from the wildlife and tourism industry, conservation NGOs, technical experts from Zimbabwe and the international community, and government representatives from wildlife agencies in neighbouring countries that share elephant populations with Zimbabwe.

At the Hwange workshop, participants agreed that each of the four primary elephant ranges needed a regional plan to address the specific challenges and advantages of elephant in that area. Accordingly, from 30 April to 2 May, 2015, a workshop was held to discuss an anti-poaching strategy for Mana Pools National Park, which was later expanded to cover the mid-Zambezi Valley region. Similarly, in May and September 2015, workshops were held in the Sebungwe and the South East Lowveld, respectively, to develop action plans for each region. An anti-poaching strategy workshop for Hwange National Park was held in June 2015 and, together the management plan for the park, provided a basis for completing an action plan for Northwest Matabeleland. These action plans are appended in Annexes 9.4 to 9.7.

The current conservation status of African elephants is that they are listed as Vulnerable under the IUCN Red List, as Endangered in CITES Appendix I, apart from the populations of Botswana, Namibia, South Africa and Zimbabwe that are listed under CITES Appendix II. In Zimbabwe, African elephant are not included on the list of “specially protected animals” because their population is so large. However, they are listed on the “Schedule of Animals with High Economic Value.”

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<sup>1</sup> Note that the African elephant comprises two species, namely the forest elephant and the savanna elephant. Given the high proportion of the continent’s savanna elephants that occur in Zimbabwe this places increasing responsibility for their conservation on the country.

## 1.1 Numbers, distribution and regional trends of elephant in Zimbabwe

Elephants are distributed in four main regional populations in Zimbabwe, namely, Northwest Matabeleland, the Sebungwe, the mid-Zambezi Valley, and the South East Lowveld (Fig. 2). Crude ecological densities vary between 2.16 elephant/km<sup>2</sup> in Northwest Matabeleland and 0.46 elephant/km<sup>2</sup> in the Sebungwe region (Table 1).

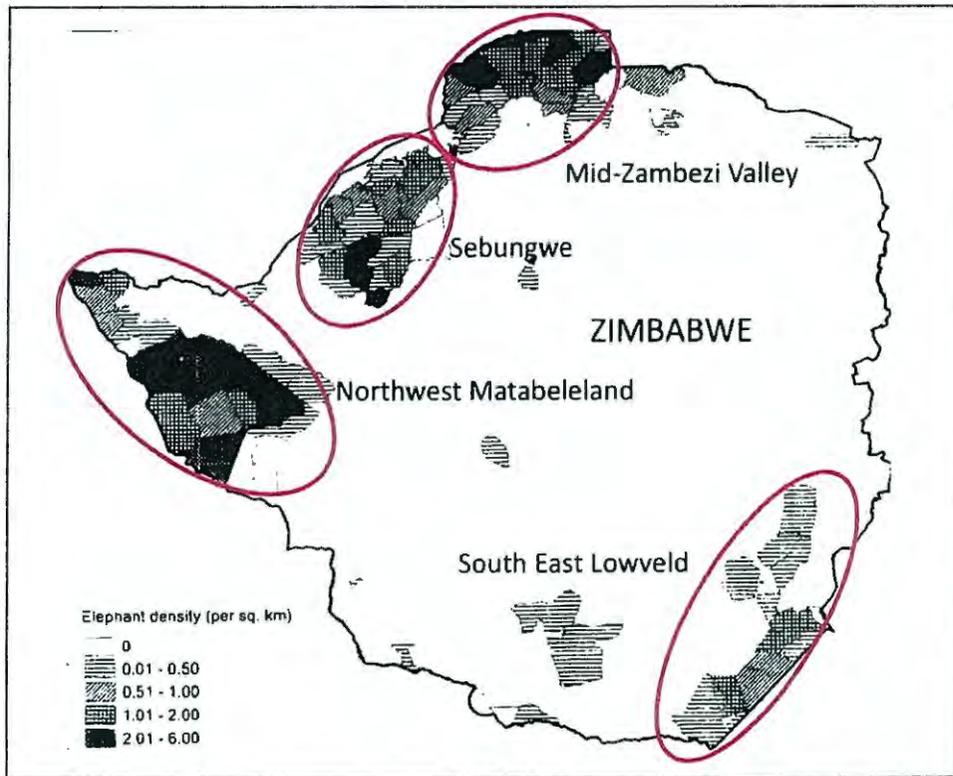
**Table 1. Numbers and densities of elephants in the four regions of elephant range within Zimbabwe. (Source: Draft 2014 Elephant Survey results) [22, 23, 24, 25].**

Name of Region & Area	Area (km <sup>2</sup> )	Estimated Number of Elephants	Density of Elephants/km <sup>2</sup>
<b>NW Matabeleland</b>	<b>24,989</b>	<b>53,991</b>	<b>2.16</b>
Hwange National Park	15,180	45,846	3.02
Matetsi Complex	4,402	4,843	1.10
Forest Areas	2,332	1,101	0.47
Communal Lands	3,075	2,201	0.72
<b>Sebungwe</b>	<b>15,529</b>	<b>3,407</b>	<b>0.22</b>
Parks & Wildlife Estate	6,234	2,894	0.46
Forest Areas	261	16	0.06
Communal Lands	9,034	497	0.06
<b>Mid-Zambezi Valley</b>	<b>16,014</b>	<b>11,656</b>	<b>0.73</b>
Parks & Wildlife Estate	12,257	9,752	0.80
Communal Lands	3,757	1,904	0.51
<b>South East Lowveld</b>	<b>8,835</b>	<b>13,037</b>	<b>1.48</b>
Gonarezhou NP & Malapati SA	5,118	11,120	2.17
Save Conservancy	3,496	1,585	0.45
Communal Lands	221	332	1.50
Mozambique Border	1,574	0	0
<b>National Total*</b>	<b>65,367</b>	<b>82,091</b>	<b>1.23</b>
Parks & Wildlife Estate	43,191	74,455	1.75
Forest Areas	2,593	1,117	0.43
Save Conservancy	3,496	1,585	0.45
Communal Lands	16,087	4,934	0.18

\* The survey did not include Buby Valley Conservancy or the Tuli Safari Area and some other small populations that likely add another 1,000 elephants to the estimated total for the country. The area surveyed in Mozambique is not included in the national total or in the South East Lowveld total area

The elephant range in Northwest Matabeleland covers an area of approximately 25,000 km<sup>2</sup> and includes national parks, safari areas, forest areas, commercial farmland, and communal land - mostly on Kalahari sands (Fig. 2). The population of some 54,000 elephants is part of the larger regional population of about 250,000 in south-eastern Angola, Botswana, Namibia and south-western Zambia. The major component of 45,000 elephants is found in Hwange National Park. At the onset of the rains some elephants disperse from Zimbabwe into Botswana resulting in a shared population between the two countries.

The elephant population in Hwange National Park was approximately 2,000 animals when it was first declared a Game Reserve in 1928 <sup>[10]</sup>. Elephant impacts on vegetation reached alarming levels by 1964 and a representative of WWF-US advised the then minister of natural resources to act on what was perceived to be an over-population of elephants. The first major cull of elephants took place in the park in 1965 <sup>[10]</sup>. A major factor contributing to the growth of the elephant population (with a current density of 3/km<sup>2</sup> in 2014), and of other species, was the provision of artificial water supplies through the dry season <sup>[10,37]</sup>. The Matetsi Safari Area to the north of Hwange National Park was established in 1972, on what had been a commercial farming area, and the complex, that includes two national parks, carries a lower density of elephant (1.1/km<sup>2</sup>). Estimated growth of the elephant population since 1980 in Northwest Matabeleland is shown in **Fig. 3** below.



**Figure 2.** The four regional elephant populations occur within the encircled areas. (Elephant densities are from the 2001 survey <sup>[19]</sup>)

Following the large culls of the 1980s the elephant population of Hwange National Park grew rapidly from 13,000 in 1986 to about 35,000 in the early 1990s and appeared to stabilise at about this number <sup>[7]</sup>. However, the 2001, 2007 and 2014 dry season estimates of between c. 35,000 and 45,000 <sup>[23]</sup> suggest that the elephant population in the park may now have stabilised at about this number (or a density of 2 to 3 elephants/km<sup>2</sup>), with rainfall and water supplies acting as limiting factors.

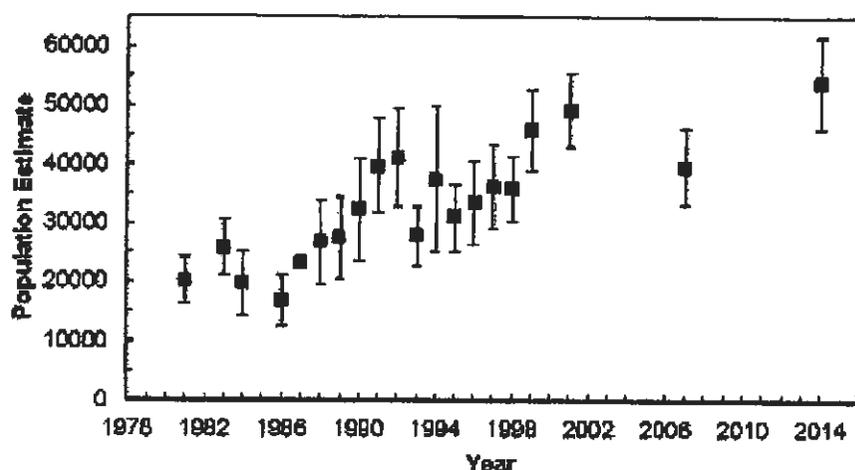


Figure 3. Number of elephant estimated to be in NW Matabeleland since 1981. (Source: 2014 Aerial census [24]).

The Sebungwe region covers an arc of 15,000 km<sup>2</sup> to the south of Lake Kariba. Historically the area was demarcated by tsetse control fences that ran from Binga on the lakeshore in the west southwards to the Sengwa Wildlife Research Area and then north-eastwards to the Kanayati River and Matusadona National Park (Fig. 2). The Parks and Wildlife Estate covers 6,234 km<sup>2</sup> and includes two national parks and two safari areas. There is a single forest area within the region and the remaining area of c. 9,000 km<sup>2</sup> is communal land. As in the other regions the elephant population grew from about 2,000 elephants in the 1920s to c. 15,000 in 2006 [9,17]. It was recently reduced to an estimated population of 3,500 in 2014 [23] (Fig. 4). The human population in the three districts of the Sebungwe has increased from 45,000 in 1950 to some 700,000 in 2013 with population densities of more than 30 per km<sup>2</sup> in Gokwe North and Gokwe South. The threshold human density at which elephants disappear from settled areas is approximately 15 people/km<sup>2</sup> [27].

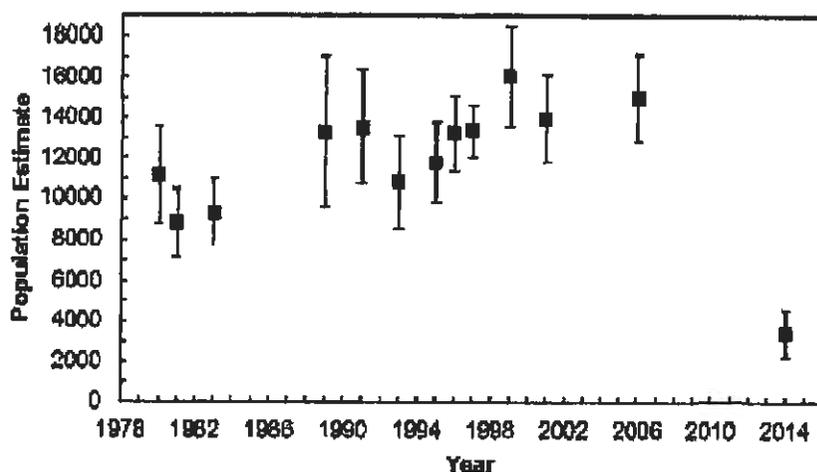


Figure 4. Number of elephants estimated to be in the Sebungwe since 1980 [23].

The mid-Zambezi Valley area of 11,000 km<sup>2</sup> includes Mana Pools National Park, six safari areas and small, adjacent areas of communal land. Returns from hunting leases and quotas provide an important source of revenue for ZPWLMA. Unlike the Sebungwe the protected areas are contiguous. The elephant population reached a high of 19,000 in 2001 and between 2001 and 2014 was reduced to 11,000 elephants <sup>[22]</sup> (Fig. 5). Culling took place in the escarpment areas of Charara, Nyakasanga and Mana Pools during the 1980s. As in North West Matabeleland, the elephant population in the mid-Zambezi Valley is shared with Zambia in the Lower Zambezi National Park and with Mozambique.

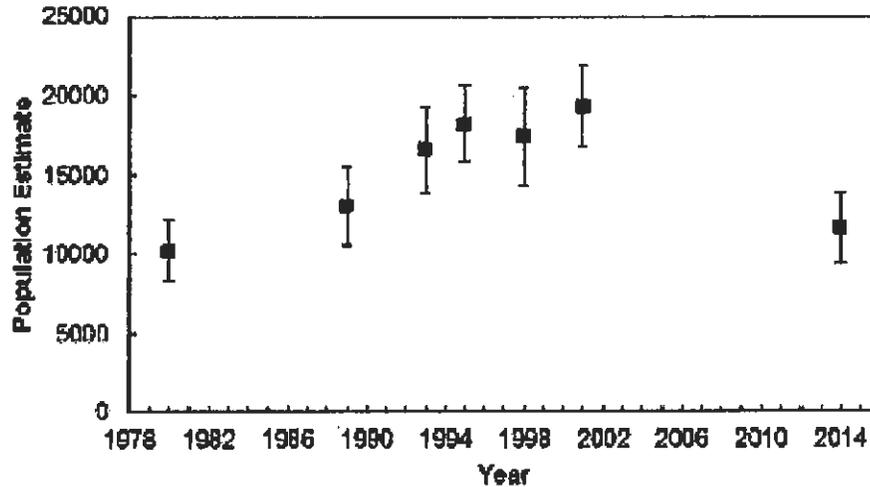


Figure 5. Number of elephants estimated to be in the mid-Zambezi Valley since 1980 <sup>[19]</sup>.

Recent estimates of elephant in the adjacent 16,500 km<sup>2</sup> in Mozambique south of Cabora Bassa are 1,985 elephants in 2010 <sup>[19]</sup>, and 1,600 in 2014 - a decline of 19%. In Zambia, an aerial survey of the Chiawa Game Management Area and of the Lower Zambezi National Park in Zambia in October 2013 <sup>[45]</sup> estimated elephant populations of 405 and 1,795 in the two areas respectively. The elephant density in Chiawa GMA was 0.16/km<sup>2</sup> and in the Lower Zambezi National Park was 0.41/km<sup>2</sup>.

The South East Lowveld elephant population is centred on the Gonarezhou National Park population of c. 11,000 elephant in 5,000 km<sup>2</sup> that has been growing at about 5% per annum for the last 20 years (Fig. 6). The population falls within the Great Limpopo Transfrontier Conservation Area (TFCA) and there is some movement of elephant between Gonarezhou and Kruger National Park and across the park boundary into Mozambique. Separate elephant populations occur in the Malilangwe, Savé Valley, and Buby Valley conservancies. There is also a small population in the Tuli Safari Area that is shared with South Africa and Botswana in the Mapungubwe TFCA. Overall there are about 13,000 elephant in this range <sup>[25]</sup>. The 2014 survey recorded no live elephants in the Mozambique blocks adjacent to Gonarezhou National Park but returned an estimate of more than 160 elephant carcasses <sup>[25]</sup>.

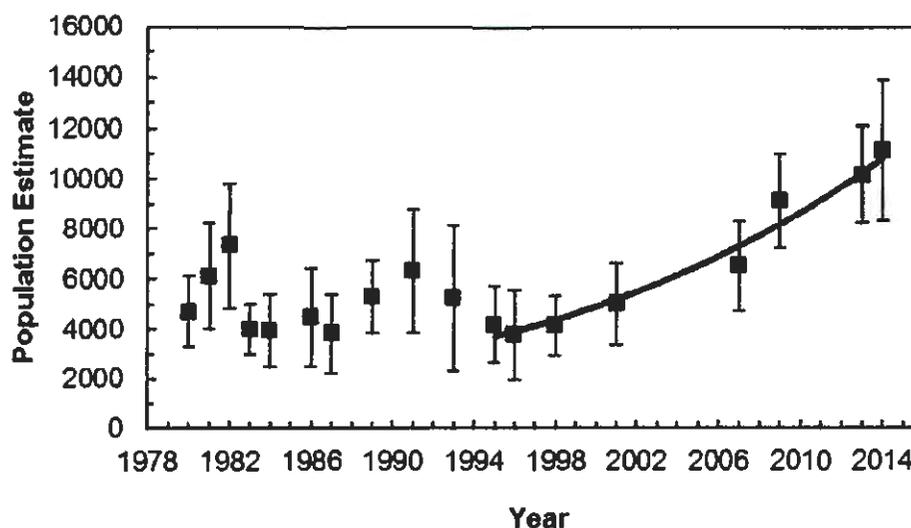


Figure 6. Trend in the number of elephant in Gonarezhou National Park since 1980 [25].

**Summary Comment.** Law enforcement, mitigating human-elephant conflict [27,35,36], and building supportive and beneficial relationships between protected areas and their neighbours [41] are key issues in all regions. In the Sebungwe, rapid human population growth and settlement in previously uninhabited areas is reducing the range available to elephants and limiting movement between protected areas. Here, rehabilitating protected areas and implementing strong incentives [43] for elephant conservation in the communal lands will be strategically important steps for that region. For all of the four elephant ranges in the country further key specific issues and actions to tackle them will be tackled through the action plans that have been developed for each region (Annexes 9.4 - 9.7). The development of regional action plans and the devolution this involves will also serve to reduce the risk of scale mismatches between institutional/social and ecological scales [17].

## 1.2 Targets for elephant numbers in relation to conserving biodiversity

Specifying a positive target figure for the number of elephants a country wishes to conserve is entirely appropriate where an elephant population has been greatly reduced as, in the Sebungwe region. In countries, or areas of countries, where there may be an over-population of elephant a legitimate objective may be to reduce their number. The three targets that were adopted as a matter of policy in 1997 by the Zimbabwe Government are:

1. *To maintain at least four demographically and genetically viable elephant populations in Zimbabwe*
2. *To maintain or increase core protected area range of elephant in Zimbabwe*
3. *To maintain numbers / densities of elephant at levels that do not adversely impact on biodiversity conservation goals while contributing to economically viable and sustainable wildlife-based land uses in Zimbabwe*

Maintaining four regional populations each of between 5,000 and 10,000 elephants would meet the first target of maintaining four demographically and genetically viable populations [2]. However, the third target is not likely to be met unless there is sufficient range, in each of the four regions, in which to hold these numbers without compromising the range of biodiversity that the country is committed to protecting in terms of its policy and legislation. The core state protected area (National Parks and Safari Areas) of elephant range in Zimbabwe is close to 42,000 km<sup>2</sup>. At present this area is carrying more than 70,000 elephants (**Table 1**) or a crude density of about 1.75 elephants/km<sup>2</sup>, a density at which woodlands and biodiversity are compromised [1,3,9,12,15,31,46]. At densities as low as 0.3 elephants/km<sup>2</sup> woody plant species can be lost and species diversity of birds and invertebrates reduced [15,34]. In miombo woodlands, which form the predominant type of protected habitat in the Zambezi Valley, woody plant species and some animal species will be lost at elephant densities as low as one elephant to 10 km<sup>2</sup> [31]. As an example, in a miombo woodland area in the Sengwa Wildlife Research Area (southern Chirisa) elephants at a density of < 1/km<sup>2</sup> were responsible for removing 45% of the woody biomass in just four years [26]. In Chizarira National Park, with elephant densities in excess of 1 per km<sup>2</sup> tree canopy cover declined from 75% in 1979 to less than 10% in 1993 [44,11]. The only tall trees remaining with dead wood to provide refuges for hole-using birds were found on large termitaria [28].

These examples highlight the dilemma that arises between attempting to protect as many elephants as possible at all costs on the one hand, and to preserve a full range of plant and animal species in protected areas on the other hand [14]. These examples also highlight the consequences of making single resource decisions (e.g. preserve all elephants) that can result in multiple resource consequences (e.g. loss of large trees, plant species, and animal diversity). Recent work in Addo Elephant National Park in South Africa shows that high elephant densities do not increase eco-tourism opportunities and their associated ecological costs are not a requirement for eco-tourism financial sustainability [30].

It is clear that the choice of target elephant population size and density for a particular area or country depends on peoples' values and the values of decision-makers involved [4]. Ecological science can only provide guidance on the likely consequences of the targets that are chosen. For Zimbabwe the current elephant population is considerably higher than was envisaged in the 1980s when the target was to maintain a countrywide population of about 35,000 elephants [13,15]. Elephants are clearly a keystone species and primary ecological engineers in savanna ecosystems [12], and particularly so at high densities in confined ranges. A sensible strategy, therefore, would be to match targets to different areas and habitats and to vary these targets adaptively in time and space depending on long term trends and the results of appropriate programs monitoring the impacts of elephants on ecosystem structure, function and species diversity.

As a result of the above considerations a decision on a target number of elephant for the country is expressed in terms of an upper and lower limit of elephant density that is presently set at between one and two or three square kilometres per elephant (i.e. 0.3 to 0.5 elephants per km<sup>2</sup>). However, ZPWMA recognises that density is only one factor to be considered as part of population target setting. All the regional population densities except Sebungwe already exceed these density limits, and this will be taken into account in each regional action plan in establishing thresholds of potential concern relating to ecological, economic and social impacts of elephants.

A series of regional action plans has been developed and in the Sebungwe a *tentative target* of 5,000 elephant has been set where the present population is approximately 3,000 in about 7,000 km<sup>2</sup> of available habitat. This is based on the likelihood that a population of 5,000 will be both genetically and demographically viable<sup>[2]</sup> and attainable given the land presently available to elephants. The elephant populations in the remaining regions are well above the thresholds established in the 1980s. An important component of the regional management plans is to carry out the necessary research on the ecological, economic and social impacts of elephants and to develop appropriate, spatially nuanced thresholds, for the management of these populations

Management approaches to maintain elephant populations within the still to be set acceptable upper and lower limits will vary with each region but will, in all areas, focus on improved protection and minimising the illegal killing of elephant. In some areas the management of water supplies may be used and the protection of sensitive habitats may require creating a "landscape or ecology of fear"<sup>2</sup> through appropriate disturbance of elephants visiting such areas. The most straightforward method of dealing with over-population of a species is culling. However, because the sale of ivory was previously required to cover the costs of large-scale population reductions this option was effectively closed in 1989 by the CITES listing of elephant on Appendix I. Despite the listing of Zimbabwe's elephant on Appendix II in 1997 and the subsequent sales of stockpiled ivory in 1998 and 2008 trade in ivory has since continued to be constrained by a nine-year moratorium on the sale of ivory. The moratorium is unlikely to be lifted in 2017. The present poaching crisis affecting elephant populations in central and eastern Africa and associated public sentiment also militates against the introduction of culling to manage elephant populations in Zimbabwe.

## 1.3 Implementation of the Strategy

### 1.3.1 Institutions and Roles

#### i) Zimbabwe Parks and Wildlife Management Authority

ZPWMA, through the Parks and Wildlife Act Chapter 20:14, has a national mandate to manage wildlife in the country. By the same instrument it is the lead agency in elephant management, i.e. protection, research, monitoring and sustainable utilization. It forms collaborative arrangements with other institutions to manage elephants in the country.

#### ii) Intra-governmental institutions

ZPWMA works jointly with security organizations such as Zimbabwe Republic Police (ZRP), Zimbabwe Defence Forces, and the President's Office to protect the elephant and curb illegal trade in elephant products. ZPWMA works with these institutions through the Joint Operation Command and also on bilateral arrangements. ZPWMA also works with Customs at ports of exit and entry to improve control of the illegal movement of wildlife products across boundaries.

#### iii) Intergovernmental organizations

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<sup>2/</sup> This concept arose following the re-introduction of wolves into Yellowstone National Park in the USA. Elk avoided habitats in which they were likely to be killed by wolves and this allowed a rapid regeneration of woody plant species that had been over-browsed for years <sup>[29, 39]</sup>.

ZPWMA works closely with sister organizations from neighbouring countries such as Zambia, Mozambique, South Africa and Botswana in wildlife protection, information sharing and elephant monitoring through bilateral and regional arrangements (SADC). At international levels, ZPWMA is both the CITES Management Authority and CITES Scientific Authority and works with other countries through CITES and other inter-governmental agreements to control trade in elephants and to protect elephants.

**iv) Non-governmental organizations**

Both local and international organizations partner with ZPWMA in elephant management. They mobilize resources for protection, research and monitoring, and assist with elephant monitoring and research, information sharing and advocacy.

**v) Private sector**

The corporate community participates in elephant management mainly through resource mobilization. Safari operators report poaching and assist in anti-poaching patrols. Through lease and trophy fees they provide revenue to ZPWMA. They help develop infrastructure, provide funds to communities and supplement diets with meat from trophy animals.

Zimbabwe subscribes to the principle of sustainable utilisation of wildlife resources including elephants. Sport hunting is the principal form of wildlife utilisation whereby offtakes are adaptively managed and monitored through a participatory and science based process. This process allows for sustainable offtakes, and rigorous resource monitoring programmes that allow recruitment within a population to ensure the continued survival of the population in the wild. The high economic value conferred to the elephant through consumptive utilisation has also resulted in increased tolerance by local communities.

**BOX 1: The Role of Sport Hunting in Elephant Conservation**

Elephants are a charismatic species but can also be destructive when they destroy crops, threaten livestock and even human lives.

To have a future, elephants must have value. Value to the governing authorities and to the local people. The greater the value, the greater the tolerance of them is likely to be. The local people who live closest to them will determine the long-term survival of species like elephant.

Regulated sport hunting converts wildlife into assets for the benefit of local people and the country as a whole. Wildlife can be a most valuable asset and in turn empower local communities and provide basic necessities. When it is viewed as a valuable asset, wildlife becomes an economically competitive land use in Zimbabwe, which leads to habitat preservation instead of habitat destruction and conversion to agriculture or livestock production. Game animals have a survival advantage because of user-pay stewardship systems where use revenue generated from tourist hunters is paid through to wildlife authorities and local communities.

The presence of regulated hunting can also reduce illegal activities. Many hunting operators in Zimbabwe have specialised anti-poaching units. Private operators' lease agreements are being reviewed to include anti-poaching as an obligation of the concessionaire. Regulated hunting is the opposite of poaching. One is a lawful activity designed by government wildlife authorities and experts to perpetuate resources and the other is prohibited thievery outside of and away from the system. The first is like making a bank deposit and the second is like a bank robbery, without sustainable limits.

Trophy hunting revenues are vital because there are not enough tourists to otherwise generate income to support all protected areas. Eco-tourism revenues are typically sufficient to cover the costs of only some of the parks and certainly not to justify wildlife as a land use outside of protected areas. Hunting is able to generate revenues under a wider range of scenarios than eco-tourism, including in remote areas lacking infra-structure, attractive scenery, or high densities of viewable wildlife.

Consequently, elephant and other wildlife populations will be negatively affected through reduced conservation efforts arising from low funding and reduced goodwill from the communities, when in reality the elephant has the economic potential to raise adequate funds to support itself and other species. For these reasons, Zimbabwe confirms its commitment to the sustainable use of elephant and other wildlife in this Action Plan.

**vi) Local communities**

Local communities are involved in elephant management in CAMPFIRE areas, through sharing

### **BOX 2: The Importance of Community Based Conservation to the Future of Elephant Management in Zimbabwe**

The Community Areas Management Programme for Indigenous Resources (CAMPFIRE) of Zimbabwe has been widely regarded as one of Africa's most successful contemporary conservation initiatives. It permits the residents of communal lands – basically the poor rural communities – to share in the benefits generated by wildlife utilization on those lands by granting Appropriate Authority to Rural District Councils (RDCs) to manage wildlife on communal lands and requiring a certain percentage of revenue to be paid to the wards and councils.

CAMPFIRE operates in about 50,000 km<sup>2</sup> (12.7%) of land in Zimbabwe. This is roughly equivalent landmass to the Parks and Wildlife Estate. CAMPFIRE encompasses about 777,000 households with an average family size of five, who face food insecurity and deep poverty (average income \$1 a day).

Between 1994 and 2012, CAMPFIRE generated \$39 million of which \$21.5 million was allocated to communities and used for resource management (22%), household benefits (26%), and community projects (52%). About 90% of CAMPFIRE's revenue comes from hunting, with elephant hunting contributing more than 70% of annual revenue.

Based on the Constitution of the CAMPFIRE Association as amended in 2007, all major hunting RDCs use CAMPFIRE revenue-sharing guidelines. In these districts safari operators pay revenue directly into community-controlled bank accounts using the following breakdown: CAMPFIRE community share (55%), RDC fees (41%), CAMPFIRE Association levy (4%).

Despite its achievements CAMPFIRE still faces fundamental challenges. In particular, the development strategies of households in CAMPFIRE areas focus on land uses that are incompatible with wildlife such as human immigration to rural areas, the extension of basic agricultural schemes and increased livestock numbers. Other CAMPFIRE challenges include: (i) the downturn in Zimbabwe's economy and tourism sector post-2000, (ii) great reliance on consumptive trophy hunting and less focus on other uses and non-consumptive uses of natural resources, (iii) increasing human populations averaging 16-20 people per km<sup>2</sup> in some key wildlife districts, and (iv) lack of re-investment in development, fixed assets, human capital, and management and protection of wildlife in CAMPFIRE areas.

Despite these challenges, CAMPFIRE stands very high in the agenda of Zimbabwe's Government, and a review dedicated to improving the programme, including greater devolution of ownership of wildlife to communities, is ongoing and should be finalized by the end of 2015. Zimbabwe's Government recognizes that the survival of wild animals depends entirely on those among whom they live. Unless local people want to save them, wildlife will be poached to the point where just a few remain in fortified reserves. CAMPFIRE is meant to avoid this and the future of wildlife in communal areas rests on the success of this programme.

of information, advocacy and wildlife protection. They report human-elephant conflicts and carryout some of the conflict management activities.

### **1.3.2 Funding and resource mobilization**

Adequate and sustainable funding and provision of other resources are important to effective protection of the elephant and curbing illegal trade in elephant products. Resources are mobilized from within ZPWMA, by the private sector, and by intergovernmental and non-governmental organizations. Partnerships between ZPWMA and other stakeholders are some of the innovative measures being developed to secure funding for elephant conservation. There may be a need for the Government to provide additional support to the conservation of elephants given the present poaching crisis affecting the species continentally.

#### **1.3.3 Coordination**

##### **i) ZPWMA**

ZPWMA takes the lead in coordinating other institutions in elephant conservation activities in the country. It will convene and chair the Elephant Management Committee meetings.

##### **ii) Elephant Manager**

This Action Plan provides for the appointment of an Elephant Manager within ZPWMA who will be responsible for coordinating elephant management in the country. The Elephant Manager will primarily work through various Elephant Management Committees that will be established pursuant to this Action Plan. The Elephant Manager will liaise with the International Conservation Office on international matters affecting elephant conservation and also liaise with the CAMPFIRE office for matters affecting the conservation of elephants in CAMPFIRE districts. The draft Terms of Reference for the Elephant Manager are provided in Annex 9.7.

### **iii) Elephant Management Committees**

A National Elephant Management Committee and four Regional Elephant Management Committees (Zambezi Valley, Sebungwe, Northwest Matabeleland and South East Lowveld) will be established. The National Elephant Management Committee will meet at least once annually to review progress in implementing the Action Plan. The National Committee will document that progress in implementing and any suggested revisions to the Action Plan, and make their report available to the Director General of ZPWMA.

The four Regional Elephant Management Committees will meet at least twice in a year to review the implementation of each regional plan. The Committees will strengthen links with various bodies at national and regional levels including within the TFCA framework. ZPWMA will convene and chair the regional Committee meetings. The draft Terms of Reference for the Elephant Management Committees are provided in Annex 9.5.

#### **1.3.4 Monitoring and evaluation**

Monitoring implementation of this Action Plan will be done using the Key Performance Indicators contained in Section 4. Monitoring the implementation will be done and reported on by the Elephant Manager on a monthly and annual basis. A major evaluation of progress will be done every five years. Monitoring and evaluation will be done at each area level in a given elephant region, at the regional level and at the national level.

#### **1.3.5 Links with continental (African Elephant Action Plan / SADC) and other regional initiatives**

This Action Plan recognizes the existence of the African Elephant Action Plan and initiatives that are currently taking place at a continental level, including by the African Union. These include the development of the Common Strategy on Combating Illegal Exploitation and Illegal Trade in Wild Fauna and Flora in Africa. At the SADC level initiatives involve developing a Plan of Action and implementing the SADC Protocol on Wildlife Conservation and Law Enforcement. This Action Plan will be reviewed periodically in the light of developments that are taking place in the SADC Region, Africa and beyond.

#### **1.3.6 Regional strategies within Zimbabwe**

The devolution of management oversight to regional levels, with more detailed action plans within the national plan, provides the basis for effective adaptive management at regional and local levels.

As set forth in the framework below (Sections 3 and 4), four regional plans have been drafted to address the unique challenges of each region, and will implement the broader goals of this national Action Plan at a more specific level.

In addition, Park-level plans for specific protected areas (including Hwange National Park, Mana Pools National Park, and Gonarezhou National Park) contribute to this Action Plan and govern the management of elephant within those protected areas.

**BOX 3: Towards Greater Coordination with the AEAP**

The African Elephant Action Plan (AEAP) was finalized and approved as a consensus document by all 37 African elephant range states in the margins of the 15th meeting of the Conference of the Parties to CITES (Doha, Qatar 13-25 March 2010).

The AEAP contains eight prioritised objectives identified as the most important measures required to protect African elephants across their range.

**OBJECTIVE 1:** Reducing illegal killing of elephants and illegal trade in elephant products

**OBJECTIVE 2:** Maintaining elephant habitats and restoring connectivity

**OBJECTIVE 3:** Reducing human–elephant conflict

**OBJECTIVE 4:** Increasing awareness on elephant conservation and management of key stakeholders (e.g. policy makers and local communities among other interest groups)

**OBJECTIVE 5:** Strengthening range states' knowledge on African elephant management

**OBJECTIVE 6:** Strengthening cooperation and understanding among range states

**OBJECTIVE 7:** Improving local communities cooperation and collaboration on African elephant conservation

**OBJECTIVE 8:** Implementing the AEAP

The objectives of the AEAP were considered and included in drafting this action plan. ZPWMA has been careful to address its international obligations in this Action Plan.

### 1.3.7 Protecting elephant for the future

Poaching and the illegal wildlife trade are serious concerns for all range states. Poaching has decimated elephant populations in central and eastern Africa, and in Mozambique. Although the 1997 Policy and Plan for Elephant Management in Zimbabwe did not need to prioritise law enforcement, protecting elephant for the future has become a primary objective of this Action Plan, and will be a primary focus of resource utilisation by ZPWMA.

### 1.3.8 Human elephant conflict

As Zimbabwe's human population grows, elephant are being restricted to smaller areas and as their populations expand they increasingly move out of their designated habitat, and raid crops and sometimes threaten human lives. As a result in many rural areas where elephants exist in Zimbabwe, human–elephant conflicts are increasing, creating substantial negative attitudes to the conservation efforts of elephants. These are often among the poorest rural farmers, which makes the issue complex in social and economic terms. Unresolved conflicts stimulate poaching or retaliation. Poachers or retaliators can be seen as "local heroes" because they provide meat to the communities and resolve the conflict. A major challenge for elephant management is keeping human–elephant conflicts to a minimum.

Developing a Social, Economic, and Cultural Framework has been identified as a Key Component of this Action Plan in an effort to address and reduce human–elephant conflicts.

**BOX 4: Towards a Comprehensive Strategy to Reduce Human-Elephant Conflict**

Some methods of reducing human-elephant conflict focus on curing the effects, not the cause. Such methods include chilli sprays, fences, and evening patrols to scare off marauding elephants. However, these are not necessarily long-term solutions. Long-term solutions require growing the tolerance of local communities for elephant by ensuring the communities benefit from having elephant on their lands. Tolerance is likely to increase if communities realise and appreciate economic returns earned from the sustainable use of elephant. Economic returns may be generated by consumptive and non-consumptive tourism. The devolution of decision-making on aspects of problem animal control to communities may result in better outcomes for the management of the costs and benefits of this activity.

Problem animal control includes disturbing, removing, translocating, or ultimately killing those elephant that persist in damaging crops or threatening human life. Clearly, no one management option will successfully deal with all problem elephants and conflict situations. As part of this Action Plan, ZPWMA will undertake additional research on problem animal control and minimizing conflict, and will develop new solutions and a more comprehensive response to these issues.

## 2. LOGIC AND STRUCTURE OF THE PLAN

The strategic framework developed at the Hwange workshop in December was based on the Logical Framework structure and the development of clearly stated objectives, outputs and the necessary and sufficient activities (or actions) required to achieve the outputs within a specified time frame (Table 2). The structure requires a set of key performance indicators that are intended, as far as possible, to be SMART, i.e. Specific, Measurable, Achievable, Realistic and Time-bound. The five key components of the plan are:

1. Protection and law enforcement
2. Biological monitoring and management
3. Socio-economic and cultural sustainability
4. Building conservation capacity
5. Coordination, collaboration and programme management

**Table 2. Structure of the Action Plan for Elephant Conservation and Management in Zimbabwe**

<b>Long-term Vision</b>	The Long-term Vision has retained the essential components of the 1997 plan and remains applicable to the period of this plan.
<b>Targets</b>	The three Targets included in the 1997 plan are retained but the provision to maintain or increase elephant range is not linked to a specific national benchmark as it was in 1997 because this will vary in the four elephant ranges or regions
<b>Key Components</b>	The five Key Components are the primary themes or headings of the strategy under which the framework is organised. The ten policy and management objectives included in the 1997 plan fall within these headings.
<b>Strategic Objectives</b>	The Strategic Objectives reflect briefly but more explicitly the policy intention for the respective components.
<b>Outputs (expected outcomes)</b>	The Outputs are statements that reflect the expected results that will be realised during the time frame of the Action Plan. Outputs are therefore expressed in the past tense.
<b>Key Activities (actions)</b>	Key Activities represent the necessary and sufficient actions that need to be completed to achieve the Outputs. They are the actions on which the major emphasis should be placed. <i>National level Activities can be cast as Outputs at the regional level, with more detailed time specific activities, KPIs and budgets at that level.</i>
<b>Key Performance Indicators (KPIs)</b>	The KPIs provide a basis on which to measure and monitor the success or otherwise of the Strategic Objectives, Outputs and Activities.
<b>Means of Verifying the KPIs</b>	It is clearly necessary for the verification and monitoring of KPIs that the manner in which they can be tracked and verified need to be clearly established. Equally important is the need for monitoring protocols to be standardised across local and regional levels so that national and regional level KPIs and statistics can be compiled. This will then allow valid comparisons of performance across regions and local areas to be made.
<b>Implementation Strategy</b>	ZPWMA, the Elephant Manager and the Elephant Management Committees will interact and collaborate with a wide range of agencies and stakeholders in the implementation of this Action Plan.

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The top-level strategic components of the Action Plan encompassing the Long-term Vision, Targets, Key Components, Strategic Objectives and Outputs are summarised on page 17 in Section 3 below. The top-level components of the plan are then followed by a set of tables in Section 4 (page 18) that provide action plans for the expected Outputs (or outcomes) of each the five strategic components of the plan. The Activities and KPIs within these tables are set at a national strategic level. They will be taken up, as appropriate, during the development of Regional Action Plans for each of the four regional elephant populations in the country. **Activities** listed at the national level will, for the most part, form **Outputs** at the regional level. These Outputs have generated more detailed regional and local specific activities and actions with specific KPIs and means of verification.

The four regional Elephant Action Plans that have been developed as part of the National Action Plan are included in Annexes 9.1 to 9.4.

### 3. VISION, TARGETS, AND KEY COMPONENTS

**Long-term Vision:** To conserve elephants at levels that will enable them to contribute to the conservation of biodiversity, national development and Zimbabwe's cultural heritage

**Targets:**

1. To maintain at least four demographically and genetically viable elephant populations in Zimbabwe
2. To maintain or increase core protected range of elephant in Zimbabwe
3. To maintain numbers / densities of elephant at levels that do not adversely impact on biodiversity conservation goals while contributing to economically viable and sustainable wildlife-based land uses in Zimbabwe

Key Components	1. Protection and Law Enforcement	2. Biological Monitoring and Management	3. Social, Economic and Cultural Framework	4. Building Conservation Capacity	5. Coordination, Collaboration and Programme Management
Strategic Objectives	Objective 1. Ensuring effective protection of all populations of elephant in Zimbabwe	Objective 2. Implementing effective biological and ecological management to achieve populations that are within upper and lower acceptable limits in numbers and distribution	Objective 3. Implementing strategies that enhance the contribution of elephant to rural livelihoods and national development	Objective 4. Ensuring that sufficient and appropriately trained personnel, equipment, infrastructure and financing are mobilised, available and used efficiently and effectively	Objective 5. Ensuring effective coordination and collaboration with national and international stakeholders to achieve these strategic objectives
Outputs	Output #1: Management actions, security and law enforcement to minimise illegal losses of elephants and their habitats from all populations implemented	Output #2: Adaptive management to achieve viable populations in all four sub-populations implemented	Output #3: Fair distribution of financial benefits from elephants improved and tolerance for living with elephants increased	Output #4: Sufficient numbers of trained, equipped, motivated and effective personnel are deployed and operational	Output #5: Coordination mechanisms to assess and review adaptive elephant population management and strategic planning established and operating

## 4. ACTION PLANS

### 4.1 Protection and Law Enforcement - Ensuring effective protection of all populations of elephant in Zimbabwe

**Output:** Management actions, security and law enforcement to minimise illegal losses of elephants and their habitats from all populations implemented

**KPI:** Illegal losses of elephant from at least 90% of elephant populations reduced to less than 5% by 2020, and less than 5% of elephant habitats encroached by settlements by 2020

**MV:** National level monitoring data on illegal activity, successful convictions, carcass records, status and trends of all elephant populations; verified data on extent of encroachment and of available elephant habitat

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. For each key population establish a highly trained rapid response anti-poaching unit for deployment to areas under threat	1. An equipped rapid response unit established and operating jointly with ZRP in each region by June 2016	Inception report for each unit Monthly reports of operation from each unit Number of joint operations	By June 2016	ZPWA / ZRP DG, DC, RMs
2. Informer systems enhanced and supported at national, regional, national and local levels	1. An active informer system/network operating within each region at both regional and local levels by Jan. 2016 2. National level informer system targeting middle men and higher crime syndicates operating by Jan. 2016	Operational reports Records of arrests and successful prosecutions resulting from informer reports Records of payments for information	By January 2016 [	DG, IM, RMs
3. Improve investigation and prosecution of crimes	1. At least two of law enforcement staff trained in scene of crime collection and preservation of evidence, ballistics evidence, etc. in each area/station level 2. Percentage of investigations resulting in successful prosecutions from each region greater than in 2014 3. Monthly liaison sessions on wildlife crime and law enforcement held with members of the judiciary	Staff training records Monthly reports Court records Minutes of meetings with judiciary (prosecutors and magistrates)	Immediate and ongoing	IM, RMs, AMs

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
4. Set up and maintain national and local intelligence databases	1. National, regional and local databases recording and analysing illegal activity (nature, time and locality of activity and profiles of those involved if known)	Inspection of operating databases	Immediate and ongoing	IM, RMs, AMs
5. Enhance social (community) involvement in law enforcement through incentive schemes and introduction of hotlines for reporting wildlife crime	1. Incentive schemes (see Section 4.3) that encourage the public and members of rural communities to contribute to law enforcement (e.g. through informer hotline) established in each region 2. Larger number of incidents of community contribution to law enforcement (e.g. whistle blowers) by Dec. 2017 3. Number of hotlines established and assessment of their performance	Record and analysis of operating incentive schemes and hotline reports Record and analysis of performance of hotlines	Immediate and ongoing	RMs and AMs
6. Reduce illegal settlement in all wildlife areas	1. Illegal settlements reduced to less than 5% of wildlife areas by 2020 (i.e. state and community protected areas)	Records and maps of illegal settlements and of wildlife land recovered	Ongoing to 2020	DG, AMs, CE, CAMPFIRE Assoc. RDCs
7. Ensure full compliance with hunting and guiding regulations and quotas set	1. Quota setting models reviewed and, if necessary, revised models implemented by Dec. 2015 annum by Dec. 2016	Proceedings of workshop and revised models Record of infringements and penalties and analysis of trends	Immediate and ongoing	DG, DC, RMs, IM, and SOAZ, ZHA, ZPGHA
8. Revisit the appointment of honorary officers to assist in law enforcement	1. Proposed revision to the Parks and Wildlife Act drafted and submitted to Ministry EWC by Dec. 2015	Draft of proposed revision to the Act and letters to Ministry	Dec. 2015	DG, legal officer in ZPWMA
9. Enhance international and transboundary collaboration in law enforcement	1. Quarterly meetings on law enforcement collaboration and activities between law enforcement agencies of neighbouring countries established at regional / transboundary park level by Oct. 2015 2. Broader collaboration with Interpol, TRAFFIC, TWENS, and other international law enforcement entities	Minutes of meetings Record of joint cross border law enforcement activities Records of participation in workshops, TWENS, etc.	Oct. 2015 Immediate and ongoing	DC, RMs, IM, AMs, TFCA Coordinator

An example of a National level **Activity** being used as an **Output** at the regional level is provided on below. The example is drawn from the Action plan for the Sebungwe region. It can be seen that what was an Activity (#2 in the table above) at the national strategic level can be defined more specifically to suit the local situation and in much greater detail at this level than is appropriate in the national Action Plan.

**Example extracted from Sebungwe regional plan**

<b>LAW ENFORCEMENT</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative Costs</b>	<b>Lead agency</b>
2. Informer network, Investigation and intelligence system strengthened	1. Recruit informers and contacts 2. Maintain hotline for whistle-blowers 3. Procurement of two vehicles and two motor bikes . Recruit and train investigators (6) and deploy strategically . Constant liaison with informers . Standardise rewards to informers	1. Number of arrests and successful convictions based on information from intelligence system 2. Number of incursions reported on/reacted to by local communities 3. Number of reports per informer leading to arrests and convictions	Validation of informer record Records and reports of training sessions Whistle-blower reports	Within one year and then ongoing	Vehicles Reward payments Telecommunications equipment Vehicle maintenance and fuel	ZRP/PWMA

**4.2 Biological monitoring and management** - Implementing effective biological and ecological management to achieve elephant populations that are within upper and lower acceptable limits to change in numbers and distribution

**Output:** Monitoring programmes and research to support science based adaptive management of elephants in all populations implemented

**KPI:** Elephant population within each sub-region is genetically and demographically viable and within the preferred lower and upper limits in 2020

**MV:** Results of aerial and other censuses and analyses of population structure and viability

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Monitor elephant population numbers, structure, mortality and trends using aerial, ground and ranger based methods among others	1. Elephant populations and carcass ratios estimated and distribution determined from aerial surveys at least every three years for each regional population 2. Records available for all areas of all elephant deaths with data on dates, locations, cause of death, reason killed (trophy hunting, problem animal control, natural mortality, management, illegally killed elephants, etc.), age, sex, tusk size	1. Survey and patrol reports 2. Completed annual returns for elephant mortality from all areas	1. Next aerial surveys due in 2017 2. Immediate and ongoing	DG, CE, RMs, AMs
2. Monitor impacts of elephants on habitats and diversity of selected indicator plants and animal species	1. Annual trends in tree canopy cover 2. Annual trends in species diversity 3. Annual trends in selected indicator species	Monitoring reports	Ongoing Annual reviews	DC, CE
3. Use research findings, expert opinion and informed public opinion to establish thresholds of potential concern (TPCs) to initiate management action in respect of elephant impacts on protected areas	1. Thresholds of potential concern (TPCs) established for at least five key areas / habitats and selected indicators of change monitored every two years	Documented TPCs	Ongoing through to 2019	DG, DC, CE, Universities (MOUs) and Researchers
4. Carry out appropriate management actions when populations exceed, or are projected to exceed, TPCs	1. Management actions taken in relation to TPCs being exceeded (e.g. manipulate water supplies)	Records of management actions considered and actions taken	2017-2019	DG, DC

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
5. Monitor age and quality of trophies and adjust quotas to maintain desired levels of trophy quality	1. Database and field recording protocols and forms established and operating by Dec. 2015 2. Annual analysis of trophies taken as % of quota, and trend in trophy quality and ages of trophies	Consolidated annual records of trophies taken Annual report of trophy quality by region for quota setting workshop	Dec. 2015, then annual and ongoing	DC, CE, AMs, SOAZ
6. Define current elephant range and explore options for extending range and maintaining connectivity between fragmented populations	1. Map of current elephant range based on 2014 survey results and other information available 2. Estimates every two years of range expansion / contraction for each region based on all available information 3. Use and effectiveness of corridors assessed, inter alia, from aerial surveys, ground sightings and reports, satellite collared animals	Current estimate of elephant range and subsequent bi-annual estimates and associated maps Reports on elephant locations from ground and aerial sightings	Initial map by Dec. 2015 Immediate and at bi-annual intervals	DC, CE, RMs, AMs in conjunction with SOAZ, ZPGHA and CAMPFIRE Association
7. Reporting to international monitoring systems (e.g. AED, ETIS, and MIKE)	1. Timely reports submitted as required with copies to regional and national levels	Copies of reports lodged at regional and national levels	Annual or as required by international obligation	DC
8. Recognising the long response time of elephants to management interventions, use modelling to project alternative outcomes or scenarios of management	1. Number of instances in which models were used to project alternative outcomes of elephant management actions	Management and associated modelling reports	Ongoing	CE, Researchers

### 4.3 Social, Economic and Cultural Framework - Implementing strategies that enhance the contribution of elephant to rural livelihoods and national development

**Output:** Fair distribution of financial benefits from elephants improved and tolerance for living with elephants increased

**KPIs:** 1. Annual assessment of elephant derived benefits reveals that they increasingly dispersed more equitably between deserving stakeholders and the contribution to national development is assessed. 2. Trends in elephant numbers and human wildlife conflict in non-protected areas assessed and reduced.

**MV:** Report on annual assessment of the distribution of revenues from consumptive and non-consumptive use of elephants and record of HWC incidents

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Provide incentives and promote partnerships and joint venture opportunities to strengthen elephant management, including across land use boundaries	1. Policy instruments that demonstrate and establish incentives to conserve elephants 2. Higher levels and growing trends of private and community investment in elephant conservation measures 3. Lower number of poaching incidents/ higher number of arrests based on prior information and leads from communities / land holders	Documented policies and list of operating partnerships / joint ventures that promote elephant conservation and management Record of investments in elephant conservation measures assembled by elephant programme manager/ coordinator	Ongoing	DG, CA, RDCs, Private sector
2. Explore additional elephant-based tourism and sustainable utilization opportunities	1. Higher number of elephant-based tourism and / or sustainable use projects established (e.g. PPCPs)	Record of projects initiated and their success rates	Ongoing	DG, CA, RDCs, Private sector
3. Facilitate the transparent distribution of the benefits and costs of elephant management and conservation	1. Policy instruments adopted that result in more transparent and equitable benefit distribution than benchmark assessed in 2015	Annual record of distribution of elephant derived benefits (revenue, development projects, products received by beneficiaries) and costs of elephant conservation	Ongoing	DG, CA, RDCs, Private sector

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
4. Implement effective techniques and land use strategies, and protocols to mitigate human-elephant conflict	<ol style="list-style-type: none"> <li>Higher levels of investment (funds and manpower) provided for mitigating human elephant conflict by ZWMA, communities and partners</li> <li>Protocols for land use and HEC developed and implemented by June 2016</li> <li>Conduct research and develop strategy for wildlife-based land use systems and promotion of the establishment of community conservancies for areas within the elephant range with high human population densities and human settlements</li> </ol>	<p>Records of human-elephant Conflict incidents (in HEC Database)</p> <p>Summaries from human-elephant conflict database reported at annual meetings of Elephant Management Committees</p> <p>Research report on strategies to develop wildlife-based land used system</p>	<p>Protocols developed by June 2016 and ongoing</p> <p>Research report by Dec. 2016</p>	<p>DG, CA, RDCs, Traditional Leaders, Private sector</p>
5. Promote effective recovery and use of all products from dead elephants	<ol style="list-style-type: none"> <li>Proportion of dead elephants from which products were recovered</li> <li>Revenue from products recovered</li> </ol>	<p>Records of items recovered and revenue realised from raw products</p>	<p>Ongoing</p>	<p>AMs, RDCs, Private sector</p>
6. Include information on elephants and their conservation in school curricula and promote environmental education in rural areas adjacent to key elephant populations	<ol style="list-style-type: none"> <li>Number and quality of elephant information packages developed and delivered to schools</li> <li>Proportion of schools in, or neighbouring, elephant areas receiving and using information on elephants</li> </ol>	<ol style="list-style-type: none"> <li>Information packages developed</li> <li>Reports of delivery and use of elephant conservation information packages</li> </ol>	<p>By June 2017 and Ongoing</p>	<p>ZPWMA Extension and Interpretation, NGOs, Ministry of Education</p>
7. Develop and implement an effective communication strategy for local, regional and international	<p>Information strategy developed and launched by June 2016</p>	<p>Information strategy document</p>	<p>By June 2016 and ongoing</p>	<p>DG, PRM</p>

**Notes:** 1. Activity #1 above is difficult to define precisely at this stage and will require further examination both in terms of policies that may be required and in terms of the precise mechanisms that may be introduced to encourage more active participation by a range of stakeholders in the conservation and management of elephants (and wildlife in general).

2. Activity #3 includes components of capacity building in partners/stakeholders in order for them to take on additional responsibilities that will merit a greater share of benefits.

**4.4 Building Conservation Capacity** - Ensuring that sufficient and appropriately trained personnel, equipment, infrastructure and financing are mobilised, available and use efficiently and effectively

**Output:** Sufficient numbers of trained, equipped, motivated and effective personnel are deployed and operational

**KPI:** Law enforcement, monitoring and research staff are trained, equipped, and deployed at a levels that enables them to implement this action plan as specified in the activities under components 1, 2 and 3

**MV:** KPIs for components 1,2 and 3 are being met, staff training records, equipment register, staff deployed for elephant conservation

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Secure funding to initiate the implementation of this Action Plan	<p>1. Funds and allocated budget for elephant conservation meet annual requirements for effective conservation as measured by KPIs for activities 2-8 below and those of Components 1, 2, and 3</p> <p>2. More than 75% of revenue derived from elephants channelled into elephant conservation and management</p>	Record of funds available (USD) and investment by ZPWMA, Private sector, NGOS, and CAMPFIRE in elephant conservation measures (Compiled annually by Elephant Manager)	Ongoing	DG, EM
2. Establish sustainable funding programs to build and maintain necessary human resources to strengthen elephant conservation and management capacity	<p>1. Manpower density for protection of elephant (No. of km<sup>2</sup>/operational field person)</p> <p>2. Level of effective deployment of field staff (e.g. record % of available man days spent on patrol in the field - see example of records envisaged under Section 8 Notes on monitoring, page 29)</p>	<p>Consolidated record of number of field personnel and days operational (law enforcement, research and monitoring, elephant management) for each area in the elephant range compiled and reported on at annual planning meetings</p> <p>Records of vehicle months, VHF radio operation, fully functional stations, operating research facilities, compiled and consolidated at station, area and regional levels and reported on to the Elephant Management Committees bi-annually</p>	By June 2016 Immediate action for some key areas (e.g. Sebungwe and Zambezi Valley) and by June 2016 for all regions	DG, DC
3. Analyse current capacity and identify needs	1. Current capacity assessed, needs identified and plan developed to meet needs	Assessment and needs report	By Dec. 2015	DC, CE, HMS, HRM, RMs, AMs

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
4. Maintain and/or initiate continuity in research and monitoring necessary for the conservation and adaptive management of elephants and habitats	<ol style="list-style-type: none"> <li>1. Number of research programs</li> <li>2. Research-person days spent on monitoring / assessing elephant impacts in relation to TPCs</li> <li>3. Research person days spent on monitoring elephant population parameters in each population/region</li> </ol>	Research reports and papers on elephant conservation and management	Ongoing	DC, CE
5. Strengthen research capacity in ZPWMA and collaborate with other research institutions	1. Number of researchers (internal and external), budgets, equipment, vehicles, and active research programmes increased by more than 25% by Jul 2016 and 50% by July 2017	Staff register, budget allocations, Asset register, research permits issued, MOUs with collaborators, reports and published papers on elephant conservation and management	Immediate and ongoing through 2016 and 2107	DC, CE
6. Establish training and in-service retraining of personnel in law enforcement, research and monitoring, education and awareness, community elephant management, etc.	<p>Increased levels (50 to 100%?) compared to June 2015 levels in:</p> <ol style="list-style-type: none"> <li>1. Number of training days and programmes initiated</li> <li>2. Number of staff trained (rangers, ecologists, extension officers)</li> <li>3. Number of communities trained and implementing elephant management programmes</li> <li>4. Number of elephant management campaigns conducted</li> </ol>	<p>Record of staff training and re-training in staff files and annual summary report of training</p> <p>Record of communities trained</p> <p>Record of training programmes</p>	Immediate and ongoing through to 2019	DC, CE, HMS, HRM
7. Strive to achieve best standards for elephant management, including any forms of utilization	1. Best standards for elephant management in Zimbabwe, based on international standards, drafted and distributed to all practitioners	Record of best practices complied with/ not complied with	By June 2016 and ongoing	DG, DC, CE, HMS
8. Engage available external expertise	<ol style="list-style-type: none"> <li>1. Number of expert driven decisions made from consultations</li> <li>2. Number of collaborative and outsourced projects with external experts</li> </ol>	Reports and record of collaboration with external experts	Ongoing	CE, HMS

**4.5 Coordination, collaboration and programme management** - Ensuring effective coordination and collaboration with national and international stakeholders to achieve these strategic objectives

**Output:** Coordination mechanisms to assess and review adaptive elephant population management and strategic planning established and operating

**KPI:** National Elephant Manager (Coordinator?) appointed and national and regional elephant conservation committees with appropriate stakeholder participation appointed and information dissemination programme in place

**MV:** National Coordinator monthly reports, minutes of committee meetings and planned actions completed

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frames	Responsibility
1. Establish a national elephant conservation & management steering/implementing committee that includes stakeholders meetings at least bi-annually to review progress and to develop an annual implementation plan	1. National committee functional and meeting once a year (or more if required) 2. Committee meeting minutes, with actionable points approved, circulated within one month of meetings 3. Number of resolutions/action points, acted upon	Record of meetings, minutes, actions approved and completed	Immediate with first meeting by 30 <sup>th</sup> Nov 2015	DC, EM
2. Establish four regional management committees to meet at least twice each year and implement regional plans	1. Four regional committee functional and meeting twice a year 2. Committee meeting minutes, with actionable points approved, circulated within one month of meetings 3. Number of resolutions/action points, acted upon	Record of meetings, minutes, actions approved and completed	Immediate with first meetings before 30 <sup>th</sup> Nov 2015 Regional plans completed by 30 Oct.	RMs, AMs
3. Strengthen links with neighbouring states to confer on the management of shared elephant populations, particularly in relation to TFCA populations	1. Consultative meetings held with neighbouring states on shared elephant populations at least twice each year 2. Joint cross border projects initiated and completed	Record of attendance at and reporting to regional and international elephant conservation bodies of which Zimbabwe is a member Record of project initiated/completed	Ongoing and projects initiated in 2016	DG, DC, TFCA Coordinator

<b>Key Activities/Actions</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frames</b>	<b>Responsibility</b>
4. Establish a full-time elephant manager to be responsible for coordinating the implementation of the Action Plan	1. Elephant manager appointed with full terms of reference 2. Monthly reports from elephant manager on implementation	Elephant manager's contract and date of appointment Record of reports by the person in the elephant management position	Immediate and by November 2016	DC
5. Strengthen coordination between the hunting industry and the elephant management programme	1. Regular meetings and a workshops convened with the hunting industry on hunting and elephant management issues 2. Key issues resolved by June 2016	Record of meeting and workshop proceedings Record of elephant hunting issues resolved	Immediate and ongoing	DC, EM
6. Implement an effective information dissemination and communication strategy, including regular progress reports on the implementation of the plan	1. Outreach programmes conducted 2. Information packages produced on elephant conservation 3. Research papers published	Reports, brochures, flyers, web site Published papers	Ongoing	PR, CE, HMS

## 5. NOTES ON MONITORING

Monitoring of a wide range of activities and actions will necessarily form an important, if not vital, component in the implementation of the action plans. It will require careful thought as to precisely what should be monitored and in the design of the recording protocols and forms that will be used. Ideally records should in a form that can be aggregated from field to head office level to provide local, regional and national level statistics of progress in elephant conservation and management. The following table (adapted from the Zimbabwe rhino policy and management framework 2011-2016) provides an example of the data that needs to be compiled for each population to gauge progress in population status, performance and law enforcement.

SEE NOTES BELOW	Name of person completing this data form					
	Date on which this data form was completed					
	Name of area covered					
	Size of area in km <sup>2</sup>					
	YEAR	2015	2016	2017	2018	2019
		Date of aerial census population estimate				
		Aerial census elephant population estimate (number)				
		Aerial census carcass ratio (%)				
		No of natural mortalities				
		No of tusks recovered				
	No killed illegally					
	No killed on PAC					
	No killed for rations					
	No killed on trophy hunts					
	No of carcasses found that died in previous years					
	<b>Total mortalities</b>					
1	No of elephant poaching incursions/attempts detected					
	No of incursions/poaching attempts intercepted					
	Elephant poachers arrested during the year					
	- How many were given bail					
	- How many were given jail sentences					
2	- Of these how many received mandatory sentences					
	Number of poachers killed during the year					
	Number of firearms recovered from poachers					
3	Total man-days spent on patrol					
4	Average number of staff available to patrol at any one time					
5	Total number of vehicle months available during the year					
6	% of the area that has secure HF radio communications					
7	% of the year that that the VHF system was functional					
8	Number of incursions reported on / reacted to by local community					
9	Hunting regulations infringements					

### NOTES:

1	These are incursions into the area by poachers clearly intending to use firearms, poison, heavy snares, etc to kill elephants and/or rhinos, or attempted incursions that were intercepted before they took place
2	Mandatory sentences for elephant / rhino poachers or dealers are 9 years for first offence and 11 years on second
3	This is actual patrolling effort expressed in patrol man-days carried out per year (not total staff x 365 days)
4	This is the average number of men (including deployments from other areas) in the field at any one time
5	Each vehicle available for law enforcement operations should be multiplied by the number of months it was available for field operations
6	e.g. if only three-quarters of the area has VHF radio reception then this figure will be 75
7	e.g. if the VHF radio system was only functional for 3 months of the year then this figure would be 25
8	Refers to the number of times the local community (not paid informers) volunteered information on actual or potential incursions of elephant/rhino poachers, and/or freely provided information/help leading to interception/ arrests
9	Refers to infringements of the regulations by safari operators/hunters/guides (e.g. shooting under age trophies, exceeding quotas, transfers of quotas from other areas, hunting from vehicles, etc.

## **6. CONCLUDING COMMENT**

This is an ambitious plan that will require the cooperation of all stakeholders to achieve its aims. The provision in the plan to establish regional elephant management committees that will include representative from the range of stakeholders that have a strong interest in elephant conservation is a major step in devolution of responsibility.

Implementing the action plan will also require more human and financial resources than are currently available for the conservation and management of elephant in Zimbabwe. An urgent requirement is for more fully equipped men on the ground to combat illegal killing of elephant, improved monitoring and research, and incentives to maintain, if not increase, elephant range. They will require resources to cover the ground effectively and at a rough estimate it will require at least \$12,000,000 per annum in operational budget alone to protect the nearly 60,000 km<sup>2</sup> of elephant range in the country. This estimate is based on the rule of thumb of \$200 per km<sup>2</sup>. If the threat of poaching escalates this requirement may double.

Elephant are an ecologically and economically keystone species and, if effectively conserved and managed, will act as an umbrella species for the conservation of a full range of wildlife within their range. Investment in elephant conservation will thus have wide-ranging effects on wildlife conservation in Zimbabwe.

These considerations suggest that an initial injection of substantial funding will be required to kick-start the Action Plan while providing the basis for a much wider investment in biological conservation.

## **7. ACKNOWLEDGEMENTS**

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## 9. ANNEXES

### 9.1 Terms of Reference for the National Elephant Management Committee

**Function:** To annually review the Action Plan for Elephant Management and Conservation in Zimbabwe and progress in implementing the Action Plan; to review budget and policy decisions by the Elephant Manager; to guide the Ministry of Environment and Tourism and Parks and Wildlife Management Authority; to assume overall executive responsibility for elephant conservation and management in Zimbabwe.

**Role of Individual Committee Members:** The role of the individual members includes:

- Understanding the strategic implications and outcomes of initiatives being pursued through the Action Plan Outputs;
- Appreciating the significance of the Action Plan's implementation for major stakeholders and for the future of elephant conservation;
- Being committed to and actively involved in, implementing the most efficient and effective Action Plan;
- Being willing to suggest changes to the Action Plan or any regional action plan to achieve efficiency and effectiveness.

**Duties:** The Committee's primary responsibilities include:

- Ratifying major technical decisions concerned with elephant conservation and management;
- Developing and implementing elephant policy;
- Ensuring the successful implementation of all required actions;
- Advising the Elephant Manager and PWMA on sourcing of funds;
- Monitoring funding, expenditure and effectiveness.

**Composition:** The members of the National Elephant Management Committee include:

- Director ZPWMA (Chair);
- Elephant Manager (Secretary);
- Representatives of ZPWMA, Ministry, CAMPFIRE, ZRP;

**Time Frame:** The Committee will meet at least twice a year, and can be called upon to meet more frequently as the need arises.

**Minutes and Meeting Papers:** Minutes will be kept by the Elephant Manager. Minutes will be circulated within one month of Committee meetings. Resolutions and action points will be kept by the Elephant Manager.

Actions may be taken without a meeting by a signed unanimous consent circulated, compiled, and maintained by the Elephant Manager.

**Quorum Requirements:** A quorum exists when [75%] of the Committee members are present.

## **9.2 Terms of Reference for the Regional Elephant Management Committees**

**Function:** To semi-annually review implementation of each regional action plan; to review budget and policy decisions in each specific region; to strengthen links with various bodies at the national and regional levels (including within the TFCA framework).

**Duties:** Each regional Committee's primary responsibilities include:

- Ratifying major technical decisions concerned with elephant conservation and management in the specific region;
- Developing and implementing elephant policy in the specific region, in keeping with the regional action plan and national Action Plan;
- Developing and implementing elephant policy in the specific region, in keeping with the regional action plan and national Action Plan;
- Ensuring the successful implementation of all required actions;
- Advising the Elephant Manager, PWMA, and regional stakeholders on sourcing of funds;
- Liaising with regional stakeholders to appropriately represent concerns and local issues at the national level;
- Participating in quota-setting for the region.

**Composition:** The members of each regional Committee will include:

- ZPWMA (Chair);
- Area Ecologist (Secretary);
- Elephant Manager;
- Senior Parks Wardens;
- Research Scientists;

**Time Frame:** Each regional Committee will meet at least twice a year, and can be called upon to meet more frequently as the need arises.

**Minutes and Meeting Papers:** Minutes will be kept by the Secretary. Minutes will be circulated within one month of Committee meetings. Resolutions and action points will be kept by the Secretary.

Actions may be taken without a meeting by a signed unanimous consent circulated, compiled, and maintained by the Secretary.

**Quorum Requirements:** A quorum exists when [75%] of the Committee members are present.

### **9.3 Terms of Reference for the National Elephant Manager**

**Function:** To coordinate elephant management in Zimbabwe; to work with stakeholders including the National and Regional Committees, ZPWMA, communities, private landowners, safari operators, and researchers

**Duties:** The Elephant Manager's duties include:

- Coordinating major technical decisions concerned with elephant conservation and management;
- Developing and implementing elephant policy;
- Ensuring the successful implementation of all required actions;
- Advising the Elephant Committees;
- Liaising with stakeholders;
- Collecting, collating and disseminating required reports under the Action Plan;

The following regional action plans are appended below

**9.4 Northwest Matabeleland Elephant Management Action Plan**

**9.5 Sebungwe Elephant Management Action Plan**

**9.6 Mid-Zambezi Valley Elephant Management Action Plan**

**9.7 South East Lowveld Elephant Management Action Plan**

## ANNEX 9.4 Northwest Matabeleland Action Plan

9.4.1. Protection and Law Enforcement (Northwest Matabeleland)						
Output	Activities	Key Performance Indicators	Means of Verification	Time Frame	Indicative Inputs/costs	Lead Agencies
1.1 Highly trained rapid response anti-poaching units established/strengthened	<ul style="list-style-type: none"> <li>- Assess / audit current law enforcement capacity, prioritise needs</li> <li>- Mobilise resources to meet shortfalls in personnel and equipment and new technology</li> <li>- Recruit rangers, train and retrain staff</li> <li>- Review / establish Standard Operating Procedures (SOPs) for all law enforcement operations</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment of enforcement capacity completed</li> <li>- Fully staffed and trained anti-poaching units in place and operating</li> <li>- SOPs established and being implemented</li> <li>- Trends in illegal killing of elephants documented</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment report</li> <li>- Staff recruitment and training records</li> <li>- Monthly and annual reports of operations</li> <li>- Illegal activity reports and records</li> </ul>	Immediate and ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Equipment</li> </ul>	ZPWMA, FC RM, AMs ZRP
1.2 Informer network, investigation and intelligence system strengthened / established and operating	<ul style="list-style-type: none"> <li>- Recruit informers and contacts</li> <li>- Recruit investigators and deploy strategically</li> <li>- Train investigators</li> <li>- Set up anonymous whistle-blowing system (through hotline)</li> <li>- Carry out awareness campaign within communities on value of conservation and how to report illegal activity (to stimulate social involvement)</li> <li>- Establish intelligence database</li> </ul>	<ul style="list-style-type: none"> <li>- Number of arrests based on information from intelligence system</li> <li>- Number of investigators recruited and trained</li> <li>- Number of calls to whistle blowing system that result in effective follow up</li> <li>- Number of incursions reported on by local communities and reacted to by ZPWMA/ZRP</li> </ul>	<ul style="list-style-type: none"> <li>- Inspection of informer reports / database</li> <li>- Records and reports of training session</li> <li>- Whistle-blower system reports</li> <li>- Records / reports</li> </ul>	Established over the first year, then ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Rewards and payments to informers</li> <li>- Telecommunications costs</li> </ul>	ZPWMA, FC ZRP
1.3 Investigation and prosecution of wildlife crimes improved	<ul style="list-style-type: none"> <li>- Establish Standard Operating Procedures (to include guidelines in collaboration with ZRP, Prosecutors, Magistrates, EMA, etc., and evidence gathering)</li> <li>- Identify gaps (e.g. ballistics and forensics) and solicit external expertise</li> <li>- Establish regular training and retraining schedule</li> <li>- Procure / hire specialized equipment that may be required</li> </ul>	<ul style="list-style-type: none"> <li>- Proportion of arrests leading to prosecution</li> <li>- Proportion of successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>- Court records</li> <li>- Law enforcement data base</li> </ul>	SOPs to be established within 3 months. On going	<ul style="list-style-type: none"> <li>- Training costs</li> <li>- Expert costs</li> <li>- Specialized equipment</li> </ul>	ZPWMA, FC, ZRP Judiciary NGOs

<b>9.4.1. Protection and Law Enforcement (Northwest Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/costs</b>	<b>Lead Agencies</b>
1.4 Database that is compliant with national database established	<ul style="list-style-type: none"> <li>- Set up databases at regional HQ and field stations that can feed compliant information through to regional and national databases</li> <li>- Train staff in appropriate data collection and data capture using standardised recording forms and procedures</li> </ul>	<ul style="list-style-type: none"> <li>- Databases bases established and operational</li> <li>- Recording protocols in place and being used</li> </ul>	<ul style="list-style-type: none"> <li>- Database system being used and operational</li> <li>- Reports from database</li> </ul>	Immediate and ongoing	Computers and software Database design and roll out	ZPWMA, FC
1.5 Joint law enforcement operations within the NWM region	<ul style="list-style-type: none"> <li>- Conduct joint operations</li> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Conduct awareness campaigns for other law enforcement agencies</li> <li>- Agree on operational order / SOPs (including information sharing)</li> </ul>	<ul style="list-style-type: none"> <li>- Number of joint operations leading to arrests and successful prosecutions</li> <li>- Number of meetings held per year</li> <li>- Number of successes from shared wildlife crime information</li> </ul>	<ul style="list-style-type: none"> <li>- Minutes</li> <li>- Joint operation reports</li> <li>- Records</li> <li>- Manpower involved (by agency)</li> </ul>	Immediate and ongoing Meetings: Quarterly and Monthly (cross-border)	Meeting costs (travel, etc.) Operational costs	ZPWMA ZRP ZDF FC
1.6 Full compliance with hunting and guiding regulations enforced	<ul style="list-style-type: none"> <li>- Ensure all operators within the region are fully aware of regulations</li> <li>- Appropriate measures are taken to fine / apprehend / prosecute breaches of regulations</li> </ul>	Implementation of revised quota setting models in the NWM	Proceedings of hunting workshop and revised models Record of infringements and penalties and analysis of trends	Immediate and ongoing	Staff time and meeting costs	ZPWMA, FC SOAZ, ZPGHA ZHA
1.7 Illegal settlement / human encroachment in designated wildlife areas reduced / reversed	<ul style="list-style-type: none"> <li>- Liaise with RDCs, Traditional Leaders, ZRP and DA's office, and Lands Office</li> <li>- Conduct awareness, education, extension programmes in areas affected</li> <li>- Conduct regular satellite monitoring of areas likely to be affected</li> </ul>	Percentage of designated wildlife area in the NWM that are settled has not increased, or has declined, from 2015 levels	Satellite monitoring records	Immediate and ongoing	Satellite imagery Meeting costs Awareness and educational materials	ZPWMA, FC, RDCs Traditional Leaders
1.8 Collaboration in law enforcement with neighbouring countries established	<ul style="list-style-type: none"> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Agree on standard operational procedures</li> <li>- Conduct joint cross border operations</li> </ul>	<ul style="list-style-type: none"> <li>- Agreed SOPs for cross border law enforcement operations</li> <li>- Number of joint operations leading to arrests and successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>- Minutes of joint meetings</li> <li>- Record of agreed SOPs</li> <li>- Reports of cross border operations</li> <li>- Record of arrests and prosecutions</li> </ul>	Immediate and ongoing	Travel and meeting costs	ZPWMA, FC ZRP JOC

<b>9.4.2. Biological Monitoring and Management (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
2.1 Elephant population numbers, structure, mortality (using aerial, ground, and ranger based methods) regularly monitored	<ul style="list-style-type: none"> <li>- Carry out regular surveys</li> <li>- Carry out aerial monitoring of wildlife and illegal activities</li> <li>- Adopt standardized databases for all stations, forest areas, and RDCs in NWM</li> <li>- Introduce ranger-based monitoring across all stations in NWM</li> <li>- Analyze the data and report on trends</li> <li>- Annual water hole count continued</li> </ul>	<ul style="list-style-type: none"> <li>- Information on trends in elephant numbers, structure and mortality analysed and available</li> </ul>	<ul style="list-style-type: none"> <li>- Databases and reports</li> </ul>	<ul style="list-style-type: none"> <li>Aerial surveys every 3 years</li> <li>Ground and waterhole counts annually</li> <li>Illegal activities and ranger patrol ground counts reported monthly</li> <li>Database and monitoring ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Aerial survey – USD 150,000</li> <li>Computers and software</li> <li>Training in SMART, MIKES, etc.</li> <li>Travel &amp; Subsistence and equipment</li> </ul>	<ul style="list-style-type: none"> <li>ZPWMA</li> <li>FC</li> <li>Research Partners</li> </ul>
2.2 Impacts of elephants on selected habitats, selected indicator plant and animal species, and water use and supplies monitored and assessed	<ul style="list-style-type: none"> <li>- Measure and monitor vegetation indicators, e.g. woodland cover and changes in specific species e.g. Baobabs</li> <li>- Measure and monitor functional biodiversity indicators, e.g. bird species richness and responses to structural changes in woodlands</li> <li>- Measure and assess water use and its sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Elephant impacts on selected habitats monitored, analysed and reported</li> <li>Elephant impacts on indicator species measured analysed and reported</li> <li>Sustainability of water use completed</li> </ul>	<ul style="list-style-type: none"> <li>Copies of research and monitoring reports</li> </ul>	2016-2019	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Field equipment</li> </ul>	<ul style="list-style-type: none"> <li>ZPWMA</li> <li>FC</li> <li>Research partners</li> </ul>
2.3 Upper and lower thresholds of potential concern (TPCs) related to spatial and temporal impacts (ecological, social, economic) of elephants established	<ul style="list-style-type: none"> <li>- Compile and analyse historical trends in habitats, selected species, economic performance of consumptive and non-consumptive use, and HWC in the region</li> <li>- Consultations with experts and the public on acceptable limits to change</li> <li>- Propose TPCs for elephant impacts and densities</li> </ul>	<ul style="list-style-type: none"> <li>- Research reports completed</li> <li>- PCP consultation results analysed and reported</li> <li>- TPC recommendations submitted</li> <li>- Results of timely analyses and expert and public opinion being used in determining adaptive management measures</li> </ul>	<ul style="list-style-type: none"> <li>- Copies of reports, papers and recommendations</li> </ul>	Provisional TPCs provided with in 3 years	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Aerial photos</li> <li>Satellite imagery</li> <li>Stakeholder meetings</li> </ul>	<ul style="list-style-type: none"> <li>ZPWMA</li> <li>FC</li> <li>Research partners</li> </ul>

<b>9.4.2. Biological Monitoring and Management (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/costs</b>	<b>Lead Agencies</b>
2.4 Appropriate adaptive management actions undertaken when TPCs approached or exceeded	<ul style="list-style-type: none"> <li>- Regularly monitor levels and trends in TPC indicators that have been developed</li> <li>- Alert management when and if trends indicate that TPCs are likely to be exceeded</li> <li>- Decide on and implement appropriate management action</li> </ul>	<ul style="list-style-type: none"> <li>- Adaptive management actions taken in response to elephant impacts</li> </ul>	<ul style="list-style-type: none"> <li>- Monitoring records and reports</li> <li>- Use of monitoring and research results in determining management actions</li> <li>- Management action taken in respect of TPCs being approached or exceeded</li> </ul>	2018	Monitoring and implementation of management actions	ZPWMA, FC RDCs SOAZ ZPGHA ZHA Traditional Leaders
2.5 Age and quality of all elephant killed (trophies, PAC, rations, culis, poached) monitored and quotas to meet desired trophy quality adjusted	<ul style="list-style-type: none"> <li>- Record age, sex and tusk size (length and weights) of all elephants killed each year</li> <li>- Set up and maintain database</li> <li>- Analyse trends and adjust quotas as necessary to meet desired trophy size</li> <li>- Introduce flexible and adaptable quota system (review fixed quota system)</li> <li>- Produce annual report</li> </ul>	<p>Age, sex and tusk sizes for all elephant killed recorded</p> <p>Elephant trophy quality is maintained or improved in relation to the stipulated desired age and trophy size.</p>	Record of trophy quality of elephants obtained in each year	Immediate and ongoing	Staff training and time, Safari operators training and time	ZPWMA, FC SOAZ ZPGHA ZHA
2.6 Elephant range defined and managed to maintain (and/or recover) habitats and elephant populations, and connectivity between fragmented populations and buffer zone populations initiated	<ul style="list-style-type: none"> <li>- Define elephant range use and existing buffer zones and potential connectivity</li> <li>- Identify priority corridors and land use barriers</li> <li>- Conduct spatial analyses to inform land use planning to facilitate connectivity and reduce human-wildlife conflict</li> </ul>	<ul style="list-style-type: none"> <li>- Elephant range maintained and lost habitats recovered</li> <li>- Corridors between fragmented elephant populations maintained/ established</li> </ul>	Elephant range use maps and reports	2016 - 2019	Staff time, S&T, satellite imagery and mapping, GIS software	ZPWMA, FC RDCs Traditional Leaders Neighbouring countries
2.7 Reports to international monitoring systems prepared and submitted (e.g. AED, ETIS, MIKE, MIKES)	<ul style="list-style-type: none"> <li>- Timely reports prepared and submitted as required to regional and national levels for transmission to international agencies</li> </ul>	<ul style="list-style-type: none"> <li>- Required reports submitted on time</li> </ul>	Record of reports submitted	Ongoing	Staff time	ZPWMA RM, AM

<b>9.4.3. Social, Economic and Cultural Framework (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
3.1 Joint venture and sustainable use opportunities to strengthen elephant conservation and management explored	<ul style="list-style-type: none"> <li>- Initiate policy formulation and /or protocols for the development of joint ventures involving public, private, community partnerships (PPCPs)</li> <li>- Involve all relevant stakeholders in identifying potential areas and in the planning / selection process for potential joint ventures / PPCPs</li> <li>- Implement identified and feasible joint ventures / PPCPs</li> </ul>	<ul style="list-style-type: none"> <li>- Policy framework and protocols for establishing Joint Ventures /PPCPs in NWM adopted</li> <li>- At least three Joint Ventures / PPCPs initiated and operating by 2018</li> </ul>	<ul style="list-style-type: none"> <li>Policy framework document</li> <li>Record of operational Joint ventures / PPCPs</li> </ul>	2016-2018	Workshops, facilitating PPCPs, drafting policy	ZPWMA, FC RDCs Traditional Leaders CAMPFIRE Association
3.2 Transparent distribution of the benefits and costs of elephant management and conservation facilitated	<ul style="list-style-type: none"> <li>- Develop instruments / protocols to:               <ul style="list-style-type: none"> <li>o Increase elephant revenues at the ward level.</li> <li>o Provide for traditional leaders to be involved in the management and distribution of elephant related benefits.</li> </ul> </li> <li>- Revise CAMPFIRE guidelines to increase the share of revenues at the ward level beyond 55%.</li> <li>- Develop a system to ensure accountability of the revenue sharing mechanism from District to ward level.</li> <li>- Periodically audit the revenue sharing system</li> </ul>	<ul style="list-style-type: none"> <li>- A greater proportion of revenues from wildlife utilisation accrue to communities</li> <li>- Traditional leaders involved in elephant management and revenue sharing</li> <li>- Revenues from wildlife accounted for and audited</li> </ul>	<ul style="list-style-type: none"> <li>Records of revenue earned by and disbursed to communities</li> <li>Report on annual consultation with Traditional Leaders</li> <li>Audit reports</li> </ul>	By Dec 2016	Meetings, Drafting Legal review	ZPWMA, FC RDCs CAMPFIRE Association Traditional Leaders
3.3 Effective techniques and land use strategies and protocols to mitigate human-wildlife conflict (HWC) implemented.	<ul style="list-style-type: none"> <li>- Review current human-elephant conflict mitigation measures and potential incentives / policies to reduce conflict</li> <li>- Implement proposals / options emerging from review</li> <li>- Monitor levels of HWC, enter data in database, analyse trends</li> </ul>	<ul style="list-style-type: none"> <li>Land use strategies and protocols for mitigating HWC adopted and implemented</li> <li>Trends in HWC incidents show reduced levels of conflict</li> </ul>	<ul style="list-style-type: none"> <li>Reports and records of implementation</li> <li>Database records and trend analysis reports</li> </ul>	Immediate and ongoing	Equipment Review costs Monitoring costs	ZPWMA RDCs Traditional Leaders
3.4 Recovery and use of all products from legally killed elephants improved	<ul style="list-style-type: none"> <li>- Provide guidelines for the effective recovery, treatment, storage, and sale of elephant products</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>Proportion of legally killed elephants from which products were effectively recovered</li> <li>Revenue earned</li> </ul>	<ul style="list-style-type: none"> <li>Database records and reports</li> </ul>	Immediate and ongoing		ZPWMA, FC RDCs, Community leaders

<b>9.4.3. Social, Economic and Cultural Framework (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/costs</b>	<b>Lead Agencies</b>
3.5 Information on elephant conservation, management and benefits in communal areas neighbouring key elephant populations included in school curricula	<ul style="list-style-type: none"> <li>- Liaise with Ministry of Primary and Secondary Education on the development, production, and inclusion of elephant conservation material in school curricula</li> <li>- Engage with specialists and communities to develop suitable educational material on elephant conservation and management for NWM</li> <li>- Distribute material developed and undertake awareness campaigns on elephant conservation in selected areas</li> </ul>	<ul style="list-style-type: none"> <li>- Number and quality of elephant information items developed and delivered to schools in NWM</li> <li>- Proportion of schools within or neighbouring elephant areas receiving and using information provided</li> </ul>	<ul style="list-style-type: none"> <li>Elephant information items produced and distributed</li> <li>Reports/ records of delivery and use of elephant conservation information packages</li> </ul>	By June 2016 and ongoing	<ul style="list-style-type: none"> <li>Design and production of educational material</li> <li>Printing and distribution costs</li> </ul>	<ul style="list-style-type: none"> <li>ZPWMA, FC</li> <li>NGOs</li> <li>Min Education</li> <li>RDCs</li> <li>Traditional Leaders</li> </ul>

<b>9.4.4. Building Conservation Capacity (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means Of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/Costs</b>	<b>Lead Agencies</b>
4.1 Funding to initiate and sustain the implementation of this plan secured	<ul style="list-style-type: none"> <li>- Develop and submit bankable project proposals to identified potential funders</li> <li>- Explore potential partnerships (NGOs, Private Sector)</li> <li>- Review fee structure for elephant hunting and the potential generation and distribution of revenues for conservation and communities from alternative models</li> </ul>	<ul style="list-style-type: none"> <li>- Value of funding and support in kind for conservation of elephants in NWM realised each year</li> </ul>	Records maintained by ZPWMA, NGOs, RDCs, Tour and Safari Operators	Annual assessment		ZPWMA, FC, NGOs, RDCs Tour and Safari Operators
4.2 Current capacity and staff, training, and equipment needs identified	<ul style="list-style-type: none"> <li>- Carry out full audit of current human and financial resources required to implement this plan and identify needs</li> </ul>	<ul style="list-style-type: none"> <li>- Capacity needs assessment (audit) completed by June 2016</li> </ul>	Capacity needs assessment report	By June 2016	Time and travel costs of lead agencies and travel costs Consultant costs?	ZPWMA, FC
4.3 Capacity for sustained research and monitoring strengthened and collaboration with research institutions enhanced [Linked to and informed by Components 2 and 3]	<ul style="list-style-type: none"> <li>- Develop and implement a multi-disciplinary research and monitoring strategy for the NWM</li> <li>- Develop and implement a research programme based on that strategy</li> <li>- Provide appropriate tertiary level training for ZPWMA</li> <li>- Engage universities to establish in-service mentoring system</li> <li>- Identify and provide needed equipment</li> <li>- Identify and recruit community research/monitoring personnel</li> <li>- Identify and train community monitors in the use and application of the Event Book System</li> </ul>	<ul style="list-style-type: none"> <li>- Explicit research strategy for the LZV developed by June 2016</li> <li>- Functional research programme in place by June 2017</li> <li>- No of research proposals developed, submitted, funded, and equipped</li> <li>- 2 persons trained per annum</li> <li>- No of research personnel on the ground</li> <li>- Research publications</li> <li>- No of active community monitors using the Event Book system</li> </ul>	<ul style="list-style-type: none"> <li>- Copy of research Strategy</li> <li>- Trained personnel in place for stipulated minimum period of time</li> <li>- Project proposals</li> <li>- Technical reports and research papers</li> <li>- Annual State of the LZV Report</li> <li>- Event Book records / reports</li> </ul>	Immediate and ongoing Annual NWM report commencing with baseline report for 2015	A range of training costs	ZPWMA, FC, Universities, NWM Working Group, NGOs

<b>9.4.4. Building Conservation Capacity (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means Of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/Costs</b>	<b>Lead Agencies</b>
4.4 Training and in-service retraining of personnel in law enforcement, research and monitoring, education awareness community elephant management, etc., established & operating	<ul style="list-style-type: none"> <li>- Use capacity training needs assessment (4.2) to develop training modules / curricula</li> <li>- Draw up training/retraining programme</li> </ul>	<ul style="list-style-type: none"> <li>- Training modules and curricula developed and being used</li> <li>- 50 to 100% increase in:               <ul style="list-style-type: none"> <li>a) No. of training days and programmes initiated</li> <li>b) No. of staff trained</li> <li>c) No. of communities trained and implementing elephant management programmes</li> <li>d) No. of elephant management campaigns conducted</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Record of training modules</li> <li>Record of training courses completed</li> <li>Records of personnel / communities trained</li> <li>Individual staff files</li> </ul>	Initiated by March 2016	Cost of training staff and re-training	ZPWMA, FC NGOs Universities
4.5 Infrastructure and housing to facilitate effective protection, conservation and management of elephant in the NWM developed	<ul style="list-style-type: none"> <li>- Rebuild / refurbish all main access and internal roads within NWM wildlife areas</li> <li>- Maintain / establish necessary airstrips</li> <li>- Undertake a feasibility study for the strategic development of new bases and pickets to support effective law enforcement, research and monitoring</li> <li>- Review staff accommodation requirements for the NWM</li> <li>- Renovate existing buildings</li> <li>- As needed develop staff accommodation and associated infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>- Roads, bridges, airstrips refurbished and maintained as planned</li> <li>- Feasibility study of required field stations completed by June 2016</li> <li>- Identified infrastructure requirements prioritized and required developments undertaken and completed by 2018</li> </ul>	<ul style="list-style-type: none"> <li>Housing, field units, feasibility study review report</li> <li>On site inspection of roads, airstrips and constructed housing units</li> </ul>	Immediate and ongoing through 5-year period	USD 3 million+	ZPWMA FC RDCs ZINARA Donor support
4.6 Effective, secure communications network across the region established	<ul style="list-style-type: none"> <li>- Establish digital VHF and GPS communication and tracking systems across the NWM (repeater links, base sets, handhelds, mobile radio sets, computers for monitoring purposes</li> </ul>	Fully operational secure communications system in place and being maintained	Reports and tests of system	Immediate ongoing	USD 310,000	ZPWMA, FC NGOs/Donors

<b>9.4.5. Coordination, Collaboration and Programme Management (North West Matabeleland)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
5.1 Regional elephant management committee with membership from key stakeholders established and operating	<ul style="list-style-type: none"> <li>- Appoint committee members</li> <li>- Hold meetings twice each year</li> <li>- Circulate minutes and actionable points within one month of each meeting</li> </ul>	<ul style="list-style-type: none"> <li>- Timely minutes of each bi-annual meeting produced and circulated</li> <li>- Number of committee resolutions and actionable points initiated and acted upon</li> </ul>	Meeting minutes Actions and recommendations approved and implemented	Immediate and ongoing	Costs of meetings (venue and travel)	ZPWMA, FC Private sector agencies, RDCs Traditional Leaders
5.2 Technical support team to assist in implementation of the plan established and operational	<ul style="list-style-type: none"> <li>- Convene technical support team of volunteers</li> <li>- Establish Terms of Reference for the team with ZPWMA &amp; FC</li> </ul>	<ul style="list-style-type: none"> <li>- Functional team established</li> <li>- Technical support provided in keeping with TORs and planned activities implemented</li> </ul>	Meeting minutes Technical activities implemented	Immediate and ongoing	Costs of meetings (venue and travel) Equipment	ZPWMA, FC NGOs
5.3 Effective communication and collaboration between Private sector, NGOs, State Agencies, and neighbouring communities (via a Forum) established	<ul style="list-style-type: none"> <li>- Establish a formal forum for private sector agencies to interact with ZPWMA and FC</li> <li>- Establish terms of reference and recognition as a formal entity</li> <li>- Establish effective engagement with RDCs, and Traditional Leaders in NWM and neighbouring communities</li> </ul>	<ul style="list-style-type: none"> <li>- Formal recognition by ZPWMA / FC achieved</li> <li>- Meetings held</li> <li>- Effective engagement with neighbours</li> </ul>	Minutes of meetings	By early 2016	Costs of meetings (venue and travel)	NGOs, Private Sector ZPWMA, FC
5.4 Links with neighbouring Botswana, Namibia and Zambia to confer on the management of shared elephant populations established / strengthened	<ul style="list-style-type: none"> <li>- Establish links with Botswana, Namibia and Zambia to confer on cross border elephant management issues</li> </ul>	<ul style="list-style-type: none"> <li>- Links established and operating</li> </ul>	Records of meetings and any joint elephant management initiatives	By June 2016 and ongoing	Costs of meetings (venue and travel)	ZPWMA, FC RDCs NGOs Researchers
5.5 Information dissemination strategy developed and implemented	<ul style="list-style-type: none"> <li>- Undertake an awareness campaign to promote and market the plan locally and internationally</li> <li>- Produce and disseminate regular progress reports on the implementation of the plan</li> </ul>	<ul style="list-style-type: none"> <li>- At least one awareness campaign conducted each year</li> <li>- Annual progress reports produced</li> <li>- Number of briefs / news releases on major developments or progress released</li> <li>- Funds raised to support elephant conservation</li> </ul>	Reports Campaign materials Press releases Funds raised	Initial campaign by June 2016	Preparation of campaign material	ZPWMA NGOs Private sector

## ANNEX 9.5 Sebungwe Action Plan

9.5.1 Protection and Law Enforcement (Sebungwe)						
Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
<p>1. Joint operation reaction team established and existing base renovated at Bumi Hillis old ZRP Camp as primary base. Followed by 3 others (Binga, Siabuwa, Old Chizarira Lodge/ Sengwa Wildlife Research Institute)</p> <p><i>Manpower</i> <i>Vehicles</i> <i>Aircrafts</i> <i>Communication – eg radios</i> <i>Equipment eg firearms, boats</i> <i>Training</i> <i>Central database</i> <i>Intelligence networks</i></p>	<p><b>Manpower</b> – Draw up 20 man reaction team from law enforcement agencies and other stakeholders from the whole Sebungwe sub-region. (Prioritise Bumi, Sengwa)</p> <p><b>Refurbish main base</b></p> <p><b>Training</b> – Initial database training Refresher course</p> <p><b>Transport and Equipment</b> Procurement of 3 vehicles (land cruisers) Procurement of 3 boats ( speedboats – 1 mothership and 2 patrol boats)</p> <p><b>Communications</b> – establish an independent inter-agency communication network</p>	<ul style="list-style-type: none"> <li>- Number of arrests</li> <li>- Number of cases detected</li> <li>- Number of recoveries made (eg Ivory, firearms etc)</li> <li>- Number of patrols conducted</li> <li>- Number cases finalized (convictions)</li> <li>- Number of carcasses detected</li> <li>- Number of joint operations carried out</li> <li>- Number of refresher courses carried out</li> <li>- Number of failed cases</li> </ul>	<p>Population census (elephant carcass ratios) MIKE site data Patrol effort indices Number of arrests and convictions Number of reports received from communities Number of reports on training sessions carried out</p>	1 year June 2015 to May 2016 and then ongoing	<p>S&amp;T, Incentives - \$54,000 Good accommodation – \$100,000 Medical aid support , insurance - \$30,000 year trained medic on deployment, CASEVAC – \$165,000 Assistance benefits on bereavement Transport – \$333,000 Boats – \$182,000 Aircraft hire – \$25,000 year Communications – \$120,000 Total Capex - \$600,000? Recurent = \$300,000? Sub-station budget considerations</p>	ZRP/ZPWMA
<p>1.2 Informer network, investigation and intelligence system strengthened</p>	<ul style="list-style-type: none"> <li>- Recruit informers and contacts</li> <li>- Maintain hotline for whistle-blowers</li> <li>- Procurement of 2 vehicles and 2 motorbikes</li> <li>- Recruit investigators (6) and deploy strategically</li> <li>- Train investigators</li> <li>- Constant liaison with informers</li> <li>- Rewards to informers standardized</li> </ul>	<ul style="list-style-type: none"> <li>- Number arrests and successful convictions based on information from intelligence system</li> <li>- Number of incursions reported on/reacted to by local communities</li> <li>- Number of informer reports per informer leading to arrests and convictions</li> </ul>	<p>Validation of informer record Records and reports of training session Whistle blower system reports</p>	1 year and then ongoing	<p>Transport – \$132,000 Rewards and payments to informers – \$40,000 Telecommunications costs -\$60,000 Repair and Maintenance, fuel - \$66,000 Total \$298,000</p>	ZRP/ZPWMA

### 9.5.1 Protection and Law Enforcement (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	indicative inputs/Costs	Lead agencies
1.3 Zambezi Valley deployment tactics revisited and implemented	<ul style="list-style-type: none"> <li>- ZV deployment tactics revised</li> <li>- Identification of OP sites, crossing points etc</li> <li>- Identification and procurement of specialized equipment (eg night vision)</li> <li>- Provision of dry rations for operations</li> <li>- Introduction of aerial surveillance flights</li> </ul>	<ul style="list-style-type: none"> <li>- Resource books</li> <li>- Number of successes on detections</li> <li>- Number of contacts</li> <li>- Number of recoveries</li> <li>- Patrol effort (surveillance)</li> </ul>	<ul style="list-style-type: none"> <li>Exhibits register</li> <li>Crime register</li> <li>Reports</li> <li>Briefing and debriefing register</li> </ul>	3-4 months	<ul style="list-style-type: none"> <li>Field allowances – \$30,000</li> <li>Specialised equipment costs – \$80,000</li> <li>Aircraft hire and maintenance</li> <li>Staff dry rations costs \$100,000 pa</li> <li>Camping equipment costs – \$60,000</li> <li>Total \$270,000</li> </ul>	ZRP/ZPWMA
1.4 Ranger patrols strengthened	<ul style="list-style-type: none"> <li>- Establish effective patrolling force of deployable rangers</li> <li>- Establish (or review) standard operating procedures (SOP)</li> <li>- Establish well-equipped reaction teams</li> <li>- Honorary Officer system re-established to support ranger patrols</li> <li>- Increase support for establishing/ improving dedicated APU for every concession.</li> </ul>	<ul style="list-style-type: none"> <li>- Number of deployable rangers at any one time</li> <li>- Total man-days spent on patrol</li> <li>- SOPs in place</li> <li>- Area patrolled each month</li> <li>- Reaction time to incidents</li> <li>- Number of APUs established</li> </ul>	<ul style="list-style-type: none"> <li>Monthly reports</li> <li>Subsistence claims</li> <li>Number of approved honorary officers</li> <li>Monthly Reports from APUs</li> </ul>	<ul style="list-style-type: none"> <li>SOPs to be established in 3 months</li> <li>Staffing established within 6 months</li> <li>Ongoing</li> <li>Six Months?</li> </ul>	<ul style="list-style-type: none"> <li>Salaries</li> <li>Equipment</li> <li>Vehicles</li> </ul>	ZPWMA
1.5 Training of staff enhanced	<ul style="list-style-type: none"> <li>• Establish regular training and retraining schedule (includes training on weaponry, bushcraft, tracking, information gathering, crime scene management, Judiciary procedures etc</li> <li>• Training on standard operation procedures (harmonization)</li> </ul>	<ul style="list-style-type: none"> <li>• Number of training and retraining sessions carried out</li> </ul>	<ul style="list-style-type: none"> <li>• Individual training records</li> </ul>	Immediate and ongoing	\$100,000	ZRP/ZPWMA

<b>9.5.1 Protection and Law Enforcement (Sebungwe)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative inputs/Costs</b>	<b>Lead agencies</b>
1.6 Conviction rates improved	<ul style="list-style-type: none"> <li>• Judiciary sensitization (incl. workshops)</li> <li>• Formulation of proper charges, indictment and summons</li> <li>• Gathering all evidence available using legal means</li> <li>• Completion of dockets timeously, submission and concluding cases in a reasonable time</li> <li>• Creation of a district sub-committee on elephant and wildlife issues</li> <li>• Hold workshops to share information on wildlife issues</li> </ul>	<ul style="list-style-type: none"> <li>• Number of successful prosecutions</li> <li>• Decrease in number of crimes committed</li> <li>• Number of workshops or meetings held</li> </ul>	<ul style="list-style-type: none"> <li>• Crime records</li> <li>• Dockets</li> </ul>	Ongoing	\$50,000	ZPWMA/ZRP

### 9.5.2 Biological Monitoring and Management (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
2.1 Viable population, geographical distribution, and habitat connectivity targets established.	<ul style="list-style-type: none"> <li>- Establish TPC for all areas to set viable population target.</li> <li>- Collect spatial data (livestock densities, human population densities, forest cover, and agricultural cover) to map potential geographic distribution of elephants</li> <li>- Identify potential connectivity areas and promote wildlife-based land uses in those areas.</li> </ul>	<ul style="list-style-type: none"> <li>- Viable population target of minimum 5,000 for the region with minimum and maximum thresholds in different land categories</li> <li>- Updated geographical distribution map and spatial datasets</li> <li>- Number of conservancies approved/ green-lighted by communities</li> </ul>	<ul style="list-style-type: none"> <li>Censuses of elephants</li> <li>Distribution and records of elephant movement</li> <li>Records of meetings to establish conservancies</li> </ul>	One year, then ongoing	<ul style="list-style-type: none"> <li>Computers and software, transport for ground surveys and trudging \$50,000</li> <li>Meeting logistics, and transport, \$15,000</li> </ul>	ZPWMA with participation from the Tashinga Initiative, WWF HSBCP, and the private sector
2.2 Monitoring system for population trends, habitat, and impacts designed and implemented.	<ul style="list-style-type: none"> <li>- Establish regional database for data on population, habitat, HEC, patrolling, poaching, and trophies (for trophies, see also Output 5).</li> <li>- Design and adopt standardized reporting formats. (i.e. MOMS)</li> <li>- Report to the regional management committee to review data and decide on management actions.</li> <li>- Conduct annual aerial surveys for the "core area" (to be defined).</li> </ul>	<ul style="list-style-type: none"> <li>- Regional database operational</li> <li>- Number of reporting formats designed and distributed</li> <li>- Number of persons, patrols, and sectors submitting data</li> <li>- Quarterly reports</li> <li>- Quarterly reviews</li> </ul>	<ul style="list-style-type: none"> <li>Database</li> <li>Reporting formats</li> <li>Records of data submitted</li> <li>Reports and reviews</li> </ul>	One year for having the database established and the first committee meeting, then ongoing Immediate, quarterly and ongoing	For the first year, \$300,000, with \$150,000 for subsequent years	ZPWMA, with participation by RDCs, NGOs, and safari/tour operators
2.3 Direct and indirect causes of decline (2006-2014) researched.	<ul style="list-style-type: none"> <li>- Causes of mortality quantified using the regional database.</li> <li>- Gather information from local communities and experts.</li> <li>- Examine potential socio-economic factors related to decline</li> <li>- Research habitat changes.</li> <li>- Publish research in scientific publication.</li> </ul>	Data and analyses	Reports and publications	One year (published or submitted to peer reviewed journals)	\$25,000	ZPWMA

### 9.5.2 Biological Monitoring and Management (Sebungwe)

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative inputs/Costs	Lead agencies
2.4 Viable population, geographical distribution, and habitat connectivity achieved and maintained.	<ul style="list-style-type: none"> <li>- Establish wildlife-based land-use system (not a land use plan) with community conservancies acting as corridors between protected areas</li> <li>- Reduce human-elephant conflict to acceptable levels.</li> <li>- Implement responsible habitat management (with regard to fires, REDD+, mining, illegal and legal settlement)</li> <li>- Conduct integrated land-use planning.</li> <li>- Support extension of REDD initiative</li> </ul>	<ul style="list-style-type: none"> <li>- Number of operational conservancies/ corridors</li> <li>- Elephant Population data</li> <li>- Number of elephants and people involved in "serious HEC incidents"</li> <li>- Effective, non-lethal elephant deterrents in place</li> <li>- Regional land-use plan</li> <li>- Number of stakeholders, meetings in planning process</li> <li>- Utilization of corridors by elephants</li> </ul>	Censuses of elephants Distribution and records of elephant movement Records of meetings to establish conservancies Legal instruments for conservancy establishment (e.g. via Town & Country Planning Act, Communal Land Act)	Starting in 2016 and ongoing	Unknown, but large expenditure	ZPWMA, conservancies, etc.
2.5 Sustainable offtakes established through participatory quota setting and monitored through adaptive management.	<ul style="list-style-type: none"> <li>- Establish a database of offtakes, trophy qualities, and age classes (See Output 2, Activity 1).</li> <li>- Using participatory quota setting following best practices, set optional quotas based on scientific survey data, with no more than 0.5% of the estimate as the elephant quota for the region.</li> <li>- Revisit quota system and establish optional quotas as opposed to fixed quotas</li> <li>- Set minimum trophy size and a variable trophy fee with large increments based on size</li> <li>- Identify and enforce best hunting practices through a code of conduct incorporated in lease agreements and hunting permits.</li> </ul>	<ul style="list-style-type: none"> <li>- Trophy quality improving</li> <li>- Record of hunting practice transgressions</li> </ul>	Trophy database	Database and code of conduct review within 6 months Revised quotas set annually Minimum trophy size defined before first revised quota	\$20,000	ZPWMA and RDCs

**9.5.2 Biological Monitoring and Management (Sebungwe)**

<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative inputs/Costs</b>	<b>Lead agencies</b>
2.6 Robust and comprehensive research program enhanced and maintained.	<ul style="list-style-type: none"> <li>-Research the impact of decline on population dynamics.</li> <li>-Investigate migration hypothesis.</li> <li>-Develop applied research projects, especially interdisciplinary and multidisciplinary research.</li> <li>-Establish research oversight body, building on existing approval processes.</li> </ul>	Publications, particularly with management guidance	Publications and raw data	Ongoing and long-term	Annual budget: \$200,000	ZPWMA, local government, and academic institutions

<b>9.5.3 Social, Economic and Cultural Framework (Sebungwe)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative Inputs / Costs</b>	<b>Lead agencies</b>
3.1 Transparent and equitable distribution of benefits established	<ul style="list-style-type: none"> <li>-Develop an instrument to increase elephant revenues at the ward level.</li> <li>-Instrument to provide for traditional leaders to be involved in management and distribution of elephant related benefits.</li> <li>-Revise CAMPFIRE guide lines to increase the share of revenues at the ward level beyond 55%.</li> <li>-Develop a system to ensure accountability of the revenue sharing mechanism from District to ward level.</li> <li>-Periodic auditing of the revenue sharing system.</li> </ul>	<ul style="list-style-type: none"> <li>- Instrument approved.</li> <li>- CAMPFIRE guidelines revised and approved</li> <li>- Revenue accountability system established</li> <li>- Number of audits</li> </ul>	Publication of instruments and guidelines. Audit documents	One year		ZPWMA/ CAMPFIRE
3.2 Economic management of consumptive and non-consumptive tourism of elephants in Sebungwe improved.	<ul style="list-style-type: none"> <li>- Preventing human settlement in protected areas</li> <li>- Review length of concession leases to encourage greater investment.</li> <li>- Rehabilitate the depleted Safari areas</li> <li>- Promote PPCPs</li> </ul>	<ul style="list-style-type: none"> <li>- Number of eviction notices issued.</li> <li>- Number of reviewed leases</li> <li>- Number of safari areas under proper management/concessions</li> <li>- Record of PPCPs established.</li> </ul>	Records and reports of the points (6)KPI	Over a year		ZPWMA/ CAMPFIRE, Safari/ tour operators
3.3 Land use strategies to mitigate human elephant conflicts (HEC) established	<ul style="list-style-type: none"> <li>- Review of human elephant conflict measures (consultancy)</li> <li>- Increase sense of ownership of wildlife as a mitigation measure to HEC (review)</li> <li>- Traditional leaders to set up a compensation scheme for land holders directly affected by HEC.</li> <li>- Support review and development of land use plans to optimize agricultural livestock and farming activities</li> </ul>	<ul style="list-style-type: none"> <li>- Reports</li> <li>- Link with activity 1 and 2 output1(benefits)</li> <li>- Compensation scheme functioning and record of HEC in place.</li> <li>- Land use plans supported</li> </ul>	Reports endorsed at local level Revenues increased. Records of HEC available Plans approved and published.	1 to 3 years		ZPWMA/ CAMPFIRE

**9.5.3 Social, Economic and Cultural Framework (Sebungwe)**

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative Inputs / Costs	Lead agencies
3.4 Investment of wildlife revenue in income generating community products established	<ul style="list-style-type: none"> <li>-Revitalize technical support services to communities/ community initiatives</li> <li>-Participatory business plan at community level.</li> <li>-Explore micro financing opportunities</li> <li>-Explore markets for community projects related to elephant conservation</li> </ul>	<ul style="list-style-type: none"> <li>- Technical support services established through proper instrument.</li> <li>- Participatory business plan adopted.</li> </ul>	<ul style="list-style-type: none"> <li>Micro finance projects</li> <li>Record of business plan</li> <li>Inventory of support services</li> </ul>	Ongoing		CAMPFIRE Private Sector
3.5 Relationship and communication mechanism established	<ul style="list-style-type: none"> <li>-Sebungwe WG to include Traditional leaders and RDCs</li> <li>-Methodologies for regular communication with communities and their leaders established</li> </ul>	<ul style="list-style-type: none"> <li>- Traditional leaders and RDC included in the WG</li> <li>- Communication strategy developed</li> </ul>	<ul style="list-style-type: none"> <li>Reports of the WG,</li> <li>Communication strategy reports.</li> </ul>	6 Months	/	CAMPFIRE/ZP WMA/RDC/ Traditional Leaders
3.6 Education on elephant conservation in the community increased	<ul style="list-style-type: none"> <li>-Information campaign explaining reasons for quota decrease (see Biological Component for cross check)</li> <li>-Explain what trophy hunting means and how it links to benefits</li> <li>-Share census results and explain implications</li> <li>-Extend conservation education to Sebungwe wards (NGOs?)</li> </ul>	<ul style="list-style-type: none"> <li>- Number of Outreach meetings with Traditional leaders / Wards/ RDC including the 4 key activities</li> </ul>	<ul style="list-style-type: none"> <li>Outreach meetings reports</li> </ul>	One Year		CAMPFIRE/ZP WMA/RDC/ Traditional Leaders

**9.5.4 Building Conservation Capacity Component (Sebungwe)**

Output	Activities	Key Performance Indicators	Means of Verification	Timeframe	Indicative Inputs/Costs	Lead agencies
4.1 Capacity needs for elephant management in Parks and CAMPFIRE areas analysed and identified	<ul style="list-style-type: none"> <li>- Draw up TOR</li> <li>- Appoint consultant</li> </ul>	Report produced	Report	3 months	10,000	Sebungwe WG
4.2 Training provided	<ul style="list-style-type: none"> <li>- Analyse training needs</li> <li>- Prioritise and develop training curricula if not already available</li> <li>- Implement in-service training and re-training</li> </ul>	Numbers of people trained and certified	Training reports	Ongoing over 5 years	500,000	Sebungwe WG
4.3 Best practice standards for elephant management in place	<ul style="list-style-type: none"> <li>- Standards defined by and through National Elephant Policy and CAMPFIRE Principles and Guidelines</li> <li>- Define clear objectives for elephant management in the Sebungwe</li> <li>- Support CITES MIKES site(s) and application of SMART and RBM</li> </ul>	<ul style="list-style-type: none"> <li>- MIKES PIKE database</li> <li>- SMART database</li> </ul>	CITES MIKE Reports SMART Reports	Minimum 5 years	10,000	Sebungwe WG
4.4 Research and monitoring capacity strengthened	<ul style="list-style-type: none"> <li>- Provide appropriate tertiary level training for ZPWMA</li> <li>- Engage universities to establish in-service mentoring systems</li> <li>- Identify equipment needs, source and provide</li> <li>- Identify and recruit community research/ monitoring personnel</li> <li>- Identify and train community monitors in the use and application of the Event Book System</li> </ul>	<ul style="list-style-type: none"> <li>- 2 persons trained per annum</li> <li>- 5+ people in mentoring system each year</li> <li>- Equipment procured and in place</li> <li>- Active community research programme underway</li> <li>- Event Book System functional and operationalised</li> </ul>	Trained personnel in place for stipulated minimum period of time Technical reports and research papers Annual State of the Sebungwe Report	Immediate and ongoing  Sebungwe report annually commencing with baseline report 2015		ZPWMA, Universities, Sebungwe WG  (Also in many paces in plan SWG)
4.5 Funding secured	<ul style="list-style-type: none"> <li>- Complete Sebungwe Elephant Management Plan and disseminate for funding purposes</li> <li>- Development of funding proposals for each of the components, if necessary</li> <li>- Identify donors (e.g. bilateral, WB GEF, NGO, other)</li> <li>- Submit proposals</li> <li>- Develop Sebungwe branding and marketing campaign</li> </ul>	Number of successfully funded proposals	Record of funding proposals developed and funded	Immediate and ongoing		ZPWMA, Sebungwe WG NGOs Universities

<b>9.5.4 Building Conservation Capacity Component (Sebungwe)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative Inputs/Costs</b>	<b>Lead agencies</b>
4.6 Infrastructure refurbished and functioning	-Roads rehabilitation: Parks and CL -Karozi-Binga road -Airstrips	-2,000 km repaired to standard -Airstrips registered and functioning	Roads in regular use	5 years	10,000,000 7,500,000 1,200,000 ~20,000,000	Min Transport, DDF, RDCs ZPWMA Private Sector Sebungwe WG
4.7 Communications	-Procure and install radio communications systems	System installed and operational	Effective repeater linked radio communication throughout Sebungwe	1 year	500,000	Sebungwe WG

<b>9.5.5 Coordination and Programme Management (Sebungwe)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Timeframe</b>	<b>Indicative Inputs/Costs</b>	<b>Lead agencies</b>
1. Sebungwe Management Committee with an Elephant Working Task Force and Project Coordinator established	<ul style="list-style-type: none"> <li>- Identify committee members, select WTF and appoint Coordinator</li> <li>- ToR for each institution (from national plan)</li> </ul>	Committee meeting twice yearly; WTF meets quarterly, identifies priority activities and oversees implementation by Coordinator	Meeting minutes Identified implementation activities completed as per milestones	Annual	3,000 3,000 50,000	ZPWMA & CAMPFIRE to establish structures
2. Coordination and communication between Traditional Authorities, their communities and the elephant management programme and plan strengthened	<ul style="list-style-type: none"> <li>- Address the community through CAMPFIRE and traditional leadership</li> <li>- Introduce elephant management plan in easily understandable format – maps and graphs – and disseminate through all levels/actors in Sebungwe</li> </ul>	<ul style="list-style-type: none"> <li>• Management plan documents for dissemination</li> </ul>	Record of meetings	On-going process	20,000 pa	SEWTF and RDC
3. Coordination between Sebungwe safari operators and implementation of the elephant management plan strengthened	<ul style="list-style-type: none"> <li>- SOAZ, ZPHGA appoint liaison officer for Sebungwe elephant management plan</li> <li>- Encourage non-members of associations to participate in plan implementation</li> </ul>	Liaison officer appointed and operating and non-members of associating participating in implementation of the action plan	Report by Liaison Officer	Immediate and ongoing		SOAZ, ZPHGA, ZPWMA
3. Links with neighbouring states established – shared elephant management	<ul style="list-style-type: none"> <li>- Establish relationship with KAZA Secretariat</li> <li>- Establish links and synergies with transboundary natural resource mgmt</li> <li>- Bilateral JOC to focus on illegal wildlife trade and trade routes</li> <li>- Establish links with TRAFFIC</li> </ul>	<ul style="list-style-type: none"> <li>• KAZA Secretariat aware of Sebungwe elephant management plan</li> <li>• TBNRM established and functional</li> <li>• Reduced illegal trade</li> </ul>	<ul style="list-style-type: none"> <li>• Correspondence</li> <li>• Records of minutes meetings held</li> </ul>	Ongoing	Nominal	SEMG JOC Permanent Commissions etc ZPWMA

## ANNEX 9.6 Lower Zambezi Valley Action Plan

9.6.1. Protection and Law Enforcement (Lower Zambezi Valley)						
Output	Activities	KPIs	Means of Verification	Time Frame	Indicative inputs/costs	Lead Agencies
1.1 Highly trained rapid response anti-poaching units established/strengthened	<ul style="list-style-type: none"> <li>- Assess / audit current law enforcement capacity, prioritise needs</li> <li>- Mobilise resources to meet shortfalls in personnel and equipment and new technology</li> <li>- Recruit rangers, train and retrain staff</li> <li>- Review / establish Standard Operating Procedures (SOPs) for all law enforcement operations</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment of enforcement capacity completed</li> <li>- Fully staffed and trained anti-poaching units in place and operating</li> <li>- SOPs established and being implemented</li> <li>- Trends in illegal killing of elephants</li> </ul>	<ul style="list-style-type: none"> <li>- Assessment report</li> <li>- Staff recruitment and training records</li> <li>- Monthly and annual reports of operations</li> <li>- Illegal activity reports and records</li> </ul>	Immediate and ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Equipment</li> </ul>	ZPWMA RM, AMs ZRP
1.2 Informer network, investigation and intelligence system established	<ul style="list-style-type: none"> <li>- Recruit informers and contacts</li> <li>- Recruit investigators and deploy strategically</li> <li>- Train investigators</li> <li>- Set up anonymous whistle-blowing system (through hotline)</li> <li>- Carry out awareness campaign within communities on value of conservation and how to report illegal activity (to stimulate social involvement)</li> <li>- Establish intelligence database</li> </ul>	<ul style="list-style-type: none"> <li>- Number of arrests based on information from intelligence system</li> <li>- Number of investigators recruited and trained</li> <li>- Number of calls to whistle blowing system that result in effective follow up</li> <li>- Number of incursions reported on by local communities and reacted to by ZPWMA/ZRP</li> </ul>	<ul style="list-style-type: none"> <li>- Inspection of informer reports / database</li> <li>- Records and reports of training session</li> <li>- Whistle-blower system reports</li> <li>- Records / reports</li> </ul>	Incremental set up over 1 year, then ongoing	<ul style="list-style-type: none"> <li>- Staff salaries</li> <li>- Vehicles and S&amp;T</li> <li>- Rewards and payments to informers</li> <li>- Telecommunications costs</li> <li>-</li> </ul>	ZPWMA ZRP
1.3 Investigation and prosecution of wildlife crimes improved	<ul style="list-style-type: none"> <li>- Establish Standard Operating Procedures (to include guidelines on collaboration with ZRP, Prosecutors, Magistrates, EMA, etc., and evidence gathering)</li> <li>- Identify gaps (e.g. ballistics and forensics) and solicit external expertise</li> <li>- Establish regular training and retraining schedule</li> <li>- Procure / hire specialized equipment that may be required</li> </ul>	<ul style="list-style-type: none"> <li>- Proportion of arrests leading to prosecution</li> <li>- Proportion of successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>- Court records</li> <li>- Law enforcement data base</li> </ul>	SOPs to be established within 3 months. On going	<ul style="list-style-type: none"> <li>- Training costs</li> <li>- Expert costs</li> <li>- Specialized equipment</li> </ul>	ZPWMA ZRP Tikki Hywood Trust

9.6.1. Protection and Law Enforcement (Lower Zambezi Valley)						
Output	Activities	KPIs	Means of Verification	Time Frame	Indicative inputs/costs	Lead Agencies
1.4 Database that is compliant with national database established	<ul style="list-style-type: none"> <li>- Set up databases at regional HQ and field stations that can feed compliant information through to regional and national databases</li> <li>- Train staff in appropriate data collection and data capture using standardised recording forms and procedures</li> </ul>	<ul style="list-style-type: none"> <li>- Databases bases established and operational</li> <li>- Recording protocols in place and being used</li> </ul>	<ul style="list-style-type: none"> <li>- Database system being used and operational</li> <li>- Reports from database</li> </ul>	Immediate and ongoing	Computers and software Database design and roll out	ZPWMA
1.5 Joint law enforcement operations within the LZV	<ul style="list-style-type: none"> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Conduct awareness campaigns for other law enforcement agencies</li> <li>- Agree on operational order / SOPs (including information sharing)</li> <li>- Conduct joint operations</li> </ul>	<ul style="list-style-type: none"> <li>- Number of meetings held per year</li> <li>- Number of successes from shared wildlife crime information</li> <li>- Number of joint operations leading to arrests and successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>- Minutes</li> <li>- Joint operation reports</li> <li>- Records</li> <li>- Manpower involved (by agency)</li> </ul>	Meetings: Quarterly (national) and Monthly (cross-border) On going	Meeting costs (travel, etc.) Operational costs	ZPWMA ZRP ZNA
1.6 Full compliance with hunting and guiding regulations enforced	<ul style="list-style-type: none"> <li>- Ensure all operators within the region are fully aware of regulations</li> <li>- Appropriate measures are taken to fine / apprehend / prosecute breaches of regulations</li> </ul>	Implementation of revised quota setting models in the LZV	Proceedings of hunting workshop and revised models Record of infringements and penalties and analysis of trends	Immediate and ongoing	Staff time and meeting costs	ZPWMA SOAZ, ZPGHA ZHA
1.7 Illegal settlement / human encroachment in designated wildlife areas reduced / reversed	<ul style="list-style-type: none"> <li>- Liaise with RDCs, Traditional Leaders, ZRP and DA's office, and Lands Office</li> <li>- Conduct awareness, education, extension programmes in areas affected</li> <li>- Conduct regular satellite monitoring of areas likely to be affected</li> </ul>	Percentage of designated wildlife area in the LZV settled has not increased, or has declined, from 2015 levels	Satellite monitoring records	Immediate and ongoing	Satellite imagery Meeting costs Awareness and educational materials	ZPWMA, RDCs Traditional Leaders
1.8 Collaboration in law enforcement with neighbouring countries established	<ul style="list-style-type: none"> <li>- Convene joint meetings of law enforcement agencies</li> <li>- Agree on standard operational procedures</li> <li>- Conduct joint cross border operations</li> </ul>	<ul style="list-style-type: none"> <li>- Agreed SOPs for cross border law enforcement operations</li> <li>- Number of joint operations leading to arrests and successful prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>Minutes of joint meetings</li> <li>Record of agreed SOPs</li> <li>Reports of cross border operations</li> <li>Record of arrests and prosecutions</li> </ul>	Immediate and ongoing	Travel and meeting costs	ZPWMA ZRP JOC

<b>9.6.2. Biological Monitoring and Management (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/costs</b>	<b>Lead Agencies</b>
2.1 Elephant population numbers, structure, mortality (using aerial, ground, and ranger based methods) regularly monitored	<ul style="list-style-type: none"> <li>- Carry out regular surveys</li> <li>- Carry out aerial monitoring of wildlife and illegal activities</li> <li>- Adopt standardized databases for all stations and RDCs in LZV</li> <li>- Introduce ranger-based monitoring (SMART, MIKE, ETIS) across all stations in LZV</li> <li>- Analyze the data and report on trends</li> </ul>	<ul style="list-style-type: none"> <li>- Information on trends in elephant numbers, structure and mortality analysed and available</li> </ul>	<ul style="list-style-type: none"> <li>- Databases and reports</li> </ul>	<ul style="list-style-type: none"> <li>Aerial surveys done every 3 years (LZV)</li> <li>Ground and waterhole counts annually</li> <li>Illegal activities and ranger patrol ground counts reported monthly</li> <li>Database and monitoring ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Aerial survey – USD 150,000</li> <li>Computers and software</li> <li>Training in SMART, MIKE, etc.</li> </ul>	ZPWMA Research Partners
2.2 Impacts of elephants on selected habitats and selected indicator plant and animal species monitored and assessed	<ul style="list-style-type: none"> <li>- Measure and monitor vegetation indicators, e.g. woodland cover and changes in specific species e.g. Baobabs</li> <li>- Measure and monitor functional biodiversity indicators, e.g. bird species richness and responses to structural changes in woodlands</li> </ul>	<ul style="list-style-type: none"> <li>Elephant impacts on selected habitats monitored, analysed and reported</li> <li>Elephant impacts on indicator species measured analysed and reported</li> </ul>	<ul style="list-style-type: none"> <li>Copies of research and monitoring reports</li> </ul>	2016-2019	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Field equipment</li> </ul>	ZPWMA Research partners
2.3 Upper and lower thresholds of potential concern (TPCs) related to spatial and temporal impacts (ecological, social, economic) of elephants established	<ul style="list-style-type: none"> <li>- Compile and analyse historical trends in habitats, selected species, economic performance of consumptive and non-consumptive use, HWC, in the LZV</li> <li>- Consultations with experts and the public on acceptable limits to change</li> <li>- Propose TPCs for elephant impacts and densities</li> </ul>	<ul style="list-style-type: none"> <li>- Research report completed</li> <li>- Survey results analysed and reported</li> <li>- TPC recommendations submitted</li> <li>- Results of timely analyses and expert and public opinion being used in determining adaptive management measures</li> </ul>	<ul style="list-style-type: none"> <li>- Copies of reports, papers and recommendations</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>Provisional TPCs provided with in 3 years</li> </ul>	<ul style="list-style-type: none"> <li>Staff salaries and S&amp;T</li> <li>Aerial photos</li> <li>Satellite imagery</li> <li>Stakeholder meetings</li> </ul>	ZPWMA Research partners

<b>9.6.2. Biological Monitoring and Management (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative Inputs/costs</b>	<b>Lead Agencies</b>
2.4 Appropriate adaptive management actions undertaken when TPCs approached or exceeded	<ul style="list-style-type: none"> <li>- Regularly monitor levels and trends in TPC indicators that have been developed</li> <li>- Alert management when and if trends indicate that TPCs are likely to be exceeded</li> <li>- Decide on and implement appropriate management action</li> </ul>	<ul style="list-style-type: none"> <li>- Adaptive management actions taken in response to elephant impacts</li> </ul>	<ul style="list-style-type: none"> <li>- Monitoring records and reports</li> <li>- Use of monitoring and research results in determining management actions</li> <li>- Management action taken in respect of TPCs being approached or exceeded</li> </ul>	2018	??	ZPWMA RDCs SOAZ ZPGHA ZHA Traditional Leaders
2.5 Age and quality of all elephant killed (trophies, PAC, rations, culls, poached) monitored and quotas to meet desired trophy quality adjusted	<ul style="list-style-type: none"> <li>- Record age, sex and tusk size (length and weights) of all elephants killed each year</li> <li>- Set up and maintain database</li> <li>- Analyse trends and adjust quotas as necessary to meet desired trophy size</li> <li>- Introduce flexible and adaptable quota system (review fixed quota system)</li> <li>- Produce annual report</li> </ul>	Elephant trophy quality is maintained or improved in relation to the stipulated desired trophy size.	Record trophy quality of elephants obtained in each year	Immediate and ongoing	Staff training and time, Safari operators training and time	ZPWMA SOAZ ZPGHA ZHA
2.6 Current elephant range defined and management to recover habitats and elephant populations and maintain connectivity between fragmented populations and buffer zone populations initiated	<ul style="list-style-type: none"> <li>- Define elephant range use and existing buffer zones and potential connectivity</li> <li>- Identify priority corridors and land use barriers</li> <li>- Conduct spatial analyses to inform land use planning to facilitate connectivity and reduce human-wildlife conflict</li> </ul>	<ul style="list-style-type: none"> <li>- Elephant range and maintained and lost habitats recovered</li> <li>- Corridors between fragmented elephant populations maintained/ established</li> </ul>	Elephant range use maps and reports	2016 - 2019	Staff time, S&T, satellite imagery and mapping, GIS software	ZPWMA RDCs Traditional Leaders Neighbouring countries
2.7 Reports to international monitoring systems prepared and submitted (e.g. AED, ETIS, MIKE, MIKES)	<ul style="list-style-type: none"> <li>- Timely reports prepared and submitted as required to regional and national levels for transmission to international agencies</li> </ul>	<ul style="list-style-type: none"> <li>- Required reports submitted on time</li> </ul>	Record of reports submitted	Ongoing	Staff time	ZPWMA RM, AM

<b>9.6.3 Social, Economic and Cultural Framework (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
3.1 Joint venture and sustainable use opportunities to strengthen elephant conservation and management explored	<ul style="list-style-type: none"> <li>- Initiate policy formulation and /or protocols for the development of joint ventures involving public, private, community partnerships (PPCPs)</li> <li>- Involve all relevant stakeholders in identifying potential areas and in the planning / selection process for potential joint ventures / PPCPs</li> <li>- Implement identified and feasible joint ventures / PPCPs</li> </ul>	<ul style="list-style-type: none"> <li>- Policy framework and protocols for establishing Joint Ventures /PPCPs in the LZV adopted</li> <li>- At least three Joint Ventures / PPCPs initiated and operating by 2018</li> </ul>	<ul style="list-style-type: none"> <li>Policy framework document</li> <li>Record of operational Joint ventures / PPCPs</li> </ul>	2016-2018	?	ZPWMA RDCs Traditional Leaders CAMPFIRE Association
3.2 Transparent distribution of the benefits and costs of elephant management and conservation facilitated	<ul style="list-style-type: none"> <li>- Develop instruments / protocols to:               <ul style="list-style-type: none"> <li>o Increase elephant revenues at the ward level.</li> <li>o Provide for traditional leaders to be involved in the management and distribution of elephant related benefits.</li> </ul> </li> <li>- Revise CAMPFIRE guidelines to increase the share of revenues at the ward level beyond 55%.</li> <li>- Develop a system to ensure accountability of the revenue sharing mechanism from District to ward level.</li> <li>- Periodically audit the revenue sharing system</li> </ul>	<ul style="list-style-type: none"> <li>- A greater proportion of revenues from wildlife utilisation accrue to communities</li> <li>- Traditional leaders involved in elephant management and revenue sharing</li> <li>- Revenues from wildlife accounted for and audited</li> </ul>	<ul style="list-style-type: none"> <li>Records of revenue earned by and disbursed to communities</li> <li>Report on annual consultation with Traditional Leaders</li> <li>Audit reports</li> </ul>	By Dec 2016	Meetings, Drafting Legal review	ZPWMA RDCs CAMPFIRE Association Traditional Leaders
3.3 Effective techniques and land use strategies and protocols to mitigate human-wildlife conflict (HWC) implemented.	<ul style="list-style-type: none"> <li>- Review current human-elephant conflict mitigation measures and potential incentives / policies to reduce conflict</li> <li>- Implement proposals / options emerging from review</li> <li>- Monitor levels of HWC, enter data in database, analyse trends</li> </ul>	<ul style="list-style-type: none"> <li>Land use strategies and protocols for mitigating HWC adopted and implemented</li> <li>Trends in HWC incidents show reduced levels of conflict</li> </ul>	<ul style="list-style-type: none"> <li>Reports and records of implementation</li> <li>Database records and trend analysis reports</li> </ul>	Immediate and ongoing	??	ZPWMA RDCs Traditional Leaders
3.4 Recovery and use of all products from legally killed elephants improved	<ul style="list-style-type: none"> <li>- Provide guidelines for the effective recovery, treatment, storage, and sale of elephant products</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>Proportion of legally killed elephants from which products were effectively recovered</li> <li>Revenue earned</li> </ul>	<ul style="list-style-type: none"> <li>Database records and reports</li> </ul>	Immediate and ongoing	??	ZPWMA RDCs, Community leaders

<b>9.6.3 Social, Economic and Cultural Framework (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
3.5 Information on elephant conservation, management and benefits in communal areas neighbouring key elephant populations included in school curricula	<ul style="list-style-type: none"> <li>- Liaise with Ministry of Primary and Secondary Education on the development, production, and inclusion of elephant conservation material in school curricula</li> <li>- Engage with specialists and communities to develop suitable educational material on elephant conservation and management for the LZV</li> <li>- Distribute material developed and undertake awareness campaigns on elephant conservation in selected areas</li> </ul>	<ul style="list-style-type: none"> <li>- Number and quality of elephant information items developed and delivered to schools in the LZV</li> <li>- Proportion of schools within or neighbouring elephant areas receiving and using information provided</li> </ul>	<p>Elephant information items produced and distributed</p> <p>Reports/ records of delivery and use of elephant conservation information packages</p>	By June 2016 and ongoing	Design and production of educational material Printing and distribution costs	ZPWMA NGOs Min Education RDCs Traditional Leaders

<b>9.6.4 Building Conservation Capacity (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
4.1 Funding to initiate and sustain the implementation of this plan secured	<ul style="list-style-type: none"> <li>- Develop and submit bankable project proposals to identified potential funders</li> <li>- Explore potential partnerships (NGOs, Private Sector)</li> <li>- Review fee structure for elephant hunting and the potential generation and distribution of revenues for conservation and communities from alternative models</li> </ul>	<ul style="list-style-type: none"> <li>- No of project proposals developed, submitted and funded</li> <li>- Value of funding and support in kind for conservation of elephants in LZV realised each year</li> </ul>	Records maintained by ZPWMA, NGOS, RDCs, Tour and Safari Operators	Annual assessment		ZPWMA, NGOs, RDCs, Tour and Safari Operators
4.2 Current capacity and staff, training, and equipment needs identified	<ul style="list-style-type: none"> <li>- Carry out full audit of current human and financial resources required to implement this plan and identify needs</li> </ul>	Capacity needs assessment (audit) completed by June 2016	Capacity needs assessment report	By June 2016	Time and travel costs of lead agencies and travel costs Consultant costs?	ZPWMA
4.3 Capacity for sustained research and monitoring strengthened and collaboration with research institutions enhanced [Linked to and informed by Components 2 and 3]	<ul style="list-style-type: none"> <li>- Develop and implement a multi-disciplinary research and monitoring strategy for the LZV</li> <li>- Develop and implement a research programme based on that strategy</li> <li>- Provide appropriate tertiary level training for ZPWMA</li> <li>- Engage universities to establish in-service mentoring system</li> <li>- Identify equipment needs and provide</li> <li>- Identify and recruit community research/ monitoring personnel</li> <li>- Identify and train community monitors in the use and application of the Event Book System</li> </ul>	<ul style="list-style-type: none"> <li>- Explicit research strategy for the LZV developed by June 2016</li> <li>- Functional research programme in place by June 2017</li> <li>- No of research proposals developed, submitted, funded, and equipped</li> <li>- 2 persons trained per annum</li> <li>- No of research personnel on the ground</li> <li>- Research publications</li> <li>- No of active community monitors using the Event Book system</li> </ul>	<ul style="list-style-type: none"> <li>- Copy of research Strategy</li> <li>- Trained personnel in place for stipulated minimum period of time</li> <li>- Project proposals</li> <li>- Technical reports and research papers</li> <li>- Annual State of the LZV Report</li> <li>- Event Book records / reports</li> </ul>	Immediate and ongoing Annual LZV report commencing with baseline report for 2015	A range of training costs	ZPWMA, Universities, LZV Working Group

<b>9.6.4 Building Conservation Capacity (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
4.4 Training and in-service retraining of personnel in law enforcement, research and monitoring, education awareness community elephant management, etc., established & operating	<ul style="list-style-type: none"> <li>- Use capacity training needs assessment (4.2) to develop training modules / curricula</li> <li>- Draw up training/retraining programme</li> </ul>	<ul style="list-style-type: none"> <li>- Training modules and curricula developed and being used</li> <li>- 50 to 100% increase in:               <ul style="list-style-type: none"> <li>a) No. of training days and programmes initiated</li> <li>b) No. of staff trained</li> <li>c) No. communities trained and implementing elephant management programmes</li> <li>d)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Record of training modules</li> <li>Record of training courses completed</li> <li>Records of personnel /c communities trained</li> <li>Individual staff files</li> </ul>	Initiated by March 2016	Cost of training staff and training	ZPWMA NGOs Universities
4.5 Infrastructure and housing to facilitate effective protection, conservation and management of elephant in the LZV developed	<ul style="list-style-type: none"> <li>- Rebuild / refurbish all main access roads to the LZV (c.150 km)</li> <li>- Repair, clear, grade where necessary some 600 km of internal roads and several bridges</li> <li>- Maintain / establish necessary airstrips</li> <li>- Undertake a feasibility study for the strategic development of new bases and pickets to support effective law enforcement, research and monitoring</li> <li>- Review staff accommodation requirements for the LZV</li> <li>- Renovate existing buildings</li> <li>- As needed develop staff accommodation and associated infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Roads, bridges, airstrips refurbished and maintained as planned</li> <li>Feasibility study of required field stations completed by June 2016</li> <li>Identified infrastructure requirements prioritised and required developments undertaken and completed</li> </ul>	<ul style="list-style-type: none"> <li>Housing, field units, feasibility study review report</li> <li>On site inspection of roads, airstrips and constructed housing units</li> </ul>	Immediate and ongoing through 5-year period	USD 3 million+ ??	ZPWMA Donor support
4.6 Effective, secure communications network across the region established	<ul style="list-style-type: none"> <li>- Establish digital VHF and GPS communication and tracking systems across the LZV (repeater links, base sets, handhelds, mobile radio sets, computers for monitoring purposes)</li> </ul>	Fully operational communications system in place and being maintained	Reports and tests of system	Immediate ongoing	USD 310,000	Tashinga Initiative ZPWMA

<b>9.6.5 Coordination, Collaboration and Programme Management (Lower Zambezi Valley)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time Frame</b>	<b>Indicative inputs/costs</b>	<b>Lead Agencies</b>
5.1 Regional elephant management committee with membership from key stakeholders established and operating	<ul style="list-style-type: none"> <li>- Appoint committee members</li> <li>- Hold meetings twice each year</li> <li>- Circulate minutes and actionable points within one month of each meeting</li> </ul>	<p>Timely minutes of each meeting produced and circulated</p> <p>Committee resolutions and actionable points initiated and acted upon</p>	<p>Meeting minutes</p> <p>Actions and recommendations approved and implemented</p>	Immediate and ongoing	Costs of meetings (venue and travel)	ZPWMA Private sector agencies, RDCs Traditional Leaders
5.2 Technical support team to assist in implementation of the plan established and operational	<ul style="list-style-type: none"> <li>- Convene technical support team of volunteers</li> <li>- Establish Terms of Reference for the team with ZPWMA</li> </ul>	<p>Functional team established</p> <p>Technical support provided in keeping with TORs and planned activities implemented</p>	<p>Meeting minutes</p> <p>Technical activities implemented</p>	Immediate and ongoing	Costs of meetings (venue and travel)	TTI ZPWMA NGOs
5.3 Effective communication and collaboration between Private sector, NGOs, State Agencies, and neighbouring communities (via a Forum) established	<ul style="list-style-type: none"> <li>- Establish a formal forum for private sector agencies to interact with ZPWMA</li> <li>- Establish terms of reference and recognition as formal entity</li> <li>- Establish effective engagement with RDCs, and Traditional Leaders in the LZV and neighbouring communities</li> </ul>	<p>Formal recognition by ZPWMA achieved</p> <p>Meetings held</p> <p>Effective engagement with neighbours</p>	Minutes of meetings	By early 2016	Costs of meetings (venue and travel)	TTI Private Sector ZPWMA
5.4 Links with neighbouring Zambia and Mozambique to confer on the management of shared elephant populations established / strengthened	<ul style="list-style-type: none"> <li>- Establish links with Zambia and Mozambique to confer on cross border elephant management issues</li> </ul>	<p>Links established and operating</p>	<p>Records of meetings and any joint elephant management initiatives</p>	By June 2016 and ongoing	Costs of meetings (venue and travel)	ZPWMA RDCs NGOs Researchers
5.5 Information dissemination strategy developed and implemented	<ul style="list-style-type: none"> <li>- Undertake an awareness campaign to promote and market the plan locally and internationally</li> <li>- Produce and disseminate regular progress reports on the implementation of the plan</li> </ul>	<p>At least one awareness campaign conducted each year</p> <p>Annual progress reports produced</p> <p>Briefs / news releases on major developments or progress released</p> <p>Funds raised to support elephant conservation</p>	<p>Reports</p> <p>Campaign materials</p> <p>Press releases</p> <p>Funds raised</p>	Initial campaign by June 2106	Preparation of campaign material	ZPWMA NGOs Private sector

## ANNEX 9.7 South East Lowveld Action Plan

9.7.1 Protection and Law Enforcement (South East Lowveld)						
Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
1.1 Highly trained rapid response anti-poaching units strengthened	<ul style="list-style-type: none"> <li>- Appoint anti poaching coordinator (for region and/or separate areas)</li> <li>- Recruit staff</li> <li>- Train staff</li> <li>- Procure vehicles and equipment</li> <li>- Deploy unit</li> <li>- Support existing units</li> </ul>	Trained and fully equipped units established and operating with relevant security agency by June 2016	Inception reports Daily and monthly reports, including details on patrols, arrests, and incursions Training reports	Established where needed by June 2016	US\$ 230,000	ZPWMA ZRP Conservancies + MT
1.2 Informer and intelligence systems established and/or strengthened	<ul style="list-style-type: none"> <li>- Identify and recruit informers</li> <li>- Establish and implement incentive protocols</li> <li>- Set up, implement hotline for anonymous reports and communicate it to the public</li> <li>- Analyse and use information</li> <li>- Ensure information is included in database outlined in Output 1.6</li> </ul>	An active informer system/network operating within the SEL by Jan. 2016  Hotline widely advertised and operational by Jan 2016	Operational reports Recoveries Records of arrests and successful prosecutions Records of payments for information Records of hotline reports	By Jan 2016	Informer incentives Airtime Cost of setting up hotline	ZPWMA Security agencies Conservancies + MT
1.3 Investigation of wildlife crime improved	<ul style="list-style-type: none"> <li>- Implement training programmes for investigation personnel</li> <li>- Ensure collaboration between Parks, ZRP and intelligence officers</li> <li>- Recruit more investigators</li> <li>- Put in place investigator incentive system</li> <li>- Collaborate with forensic scientists and ballistic experts, as well as agencies such as EMA and approved universities (e.g. Chinhoyi University of Technology, University of Zimbabwe, National University of Science and Technology)</li> </ul>	At least two law enforcement staff trained in scene of crime collection and preservation of evidence, ballistics evidence, etc. in SEL.  Percentage of investigations resulting in successful prosecutions in SEL greater than in 2014	Reports on intelligence-led operations (arrests, dockets, convictions, multi-agency involvement)  Training reports, including investigators wildlife crime manual	3 Months Ongoing 3 Months Ongoing Ongoing	\$25,000	ZRP ZPWMA
1.4 Prosecution of wildlife crimes improved	<ul style="list-style-type: none"> <li>- Train prosecutors on legislation and processes available to deal with wildlife crimes</li> <li>- Conduct awareness / outreach programs with Prosecution, Judiciary</li> <li>- Utilize ancillary laws, such as those dealing with economic crime, organized crime, money laundering.</li> <li>- Communicate status of prosecutions to the public via ZPWMA website</li> <li>- Clear backlog of wildlife cases</li> <li>- Explore the possibility of appointing dedicated wildlife crime prosecutors at Regional and National level</li> </ul>	Monthly liaison sessions on wildlife crime and law enforcement held with members of the judiciary Relevant legislation available and being used Wildlife crime prosecutors available and being used in SEL	Reports on arrests, dockets, convictions, sentences  Court records  Monthly liaison meeting reports  ZPWMA website	Starting 3 months, and fully operational by December 2016		ZPWMA Judiciary Prosecutor-General's Office District and Provincial Public Prosecutors

9.7.1 Protection and Law Enforcement (South East Lowveld)						
Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
1.5 Law enforcement in collaboration with communities enhanced	<ul style="list-style-type: none"> <li>- Engage and collaborate on curbing wildlife crimes (ZRP &amp; Communities)</li> <li>- Establish anti-poaching clubs/ community natural resource monitors that collaborate with ZPWMA and ZRP</li> <li>- Lobby support from Chiefs to deal with local poachers</li> <li>- Hold workshops with Chiefs and communities about wildlife and wildlife crimes</li> <li>- Establish incentives for communities to provide information</li> </ul>	<p>Incentive schemes that encourage the public and members of rural communities to contribute to law enforcement (e.g. through informer hotline) established in SEL</p> <p>Increasing number of incidents of community contribution to law enforcement (e.g. whistle blowers) by Dec. 2017</p>	<p>Reports received through informers or hotlines</p> <p>Trends in reporting from communities</p> <p>Intelligence reports and minutes of meetings</p> <p>Reports on poaching incidents dealt with through traditional leaders</p> <p>Reduced levels of wildlife and environmental crime in the SEL</p>	<p>Ongoing</p> <p>Ongoing</p>	\$5,000	<p>ZPWMA</p> <p>RDCs</p> <p>Traditional Leaders</p> <p>ZRP</p>
1.6 Local wildlife law enforcement database established	<ul style="list-style-type: none"> <li>- Set up database, as per national database</li> <li>- Ensure inclusion of prosecution status in database</li> <li>- Implement national data recording protocols</li> <li>- Train data entry staff and crime analysts</li> </ul>	<p>Local database established and operating</p> <p>Illegal activities recorded and analyzed</p>	<p>Inspection of database</p> <p>Operational database</p> <p>Monthly and annual analysis reports</p>	6 months	<p>\$10,000</p> <p>-Computer</p> <p>-Software</p> <p>-Training</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Security agencies</p>
1.7 Illegal settlements / grazing in wildlife areas reduced  [Links to activities on land use mapping and planning in Component 2 – Output 2.2 and Incentivization / alternative livelihood activities in Component 3]	<ul style="list-style-type: none"> <li>- Liaise with RDC, Traditional Leaders and ZRP, DA's Office</li> <li>- Conducted Education programmes</li> <li>- Regular updated satellite mapping</li> </ul>	<p>Illegal settlements reduced to less than 5% of wildlife areas by 2020 (i.e. state protected areas, conservancies and community wildlife areas)</p>	<p>Records and maps of illegal settlements and of wildlife land recovered</p>	Ongoing to 2020		<p>ZPWMA</p> <p>CAMPFIRE</p> <p>RDCs</p> <p>Conservancies + MT</p>

<b>9.7.2 Biological Monitoring and Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
2.1 Research programme to understand temporal and spatial drivers of elephants established	<ul style="list-style-type: none"> <li>- Create enabling opportunities and environment for research</li> <li>- Prioritise research needs</li> <li>- Conduct localised case studies and research projects</li> <li>- Monitor and evaluate poaching and other drivers - hunting, water, food, human disturbance</li> <li>- Explore possibility of GLTFCA flagship research programme for elephants [linked to Component 5]</li> <li>- Carry out ground surveys to monitor distribution and density</li> </ul>	Research programme that enables local and international researchers, and links with the GLTFCA research programme, in place and producing reports	Annual summary research report Number of research projects Number of essential research projects Number of affiliations with national, regional and international institutions Reports and reviews Publications	5 year plan and annual review	Aerial surveys Ground counts Satellite collars Remote sensing data layers Research operations Research permit costs	ZPWMA Conservancies + MT Universities FZS GLTFCA Joint Management Board / Coordinator RDCs Technical colleges
2.2 Current elephant range defined and options for extending range and maintaining connectivity between fragmented populations explored	<ul style="list-style-type: none"> <li>- Define elephant range use, and existing and potential connectivity</li> <li>- Identify priority corridors and human land use barriers</li> <li>- Conduct spatial analyses to inform land use planning</li> <li>- Advocate land use planning to facilitate connectivity and reduce human wildlife conflict</li> <li>- Explore options for translocating elephants to understocked areas</li> </ul>	Identified priority corridors for elephant connectivity within SEL, between SEL and other areas in Zimbabwe, and with neighbouring countries	Elephant and human range use reports and maps	December 2016	Aerial surveys Satellite collars Remote sensing data layers Research operations Permit costs	ZPWMA Conservancies + MT Universities FZS DA's Office RDCs

<b>9.7.2 Biological Monitoring and Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
2.3 Elephant population numbers, structure, mortality and trends monitored, quotas adjusted, and desired levels of trophy quality maintained	<ul style="list-style-type: none"> <li>- Undertake standardised, regular, aerial and ground surveys of the elephant range</li> <li>- Explore methods to monitor elephant presence and abundance in Mozambique (to Zinave) and up to the Chimanimani range</li> <li>- Undertake trend analysis</li> <li>- Define elephant age and sex structures and extract birth and death rates</li> <li>- Establish annual monitoring plans</li> <li>- Record and analyse elephant mortalities (all causes e.g. poaching, PAC, natural, hunting, etc.)</li> <li>- Monitor trophy quality and age</li> <li>- Develop and implement an age-based and size-based trophy quota</li> </ul>	<p>Elephant range surveyed at regular intervals</p> <p>Demographic data available and analysed</p> <p>Annual monitoring plans implemented</p> <p>Evidence-based and research-based information and recommendations (consumptive, non-consumptive) provided to managers and used in quota setting</p>	<p>Aerial survey reports</p> <p>Minutes of the elephant management committee meeting</p> <p>Minutes of quota setting meetings</p> <p>Reports on mortality, population structure, and trophy quality and age</p>	<p>Aerial surveys - at least every three years</p> <p>Ongoing monitoring</p> <p>Annual reports</p>	<p>Aerial surveys</p> <p>Remote sensing data layers</p> <p>Monitoring operations</p> <p>Permit costs</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Universities</p> <p>FZS</p> <p>International donors</p>
2.4 Elephant impacts on their habitats and selected indicator species of biodiversity monitored	<ul style="list-style-type: none"> <li>- Establish annual monitoring plans</li> <li>- Measure vegetation indicators such as woodland cover</li> <li>- Measure other functional biodiversity indicators e.g. bird responses to structural changes to woodlands</li> <li>- Measure ecosystem functions</li> <li>- Relate desired impact to measures of elephant abundance and spatial use</li> <li>- Research other drivers of ecological impact (climate change, change in land use, water provision, and fencing, amongst others)</li> <li>- Use research findings, expert opinion and informed public opinion to establish thresholds of potential concern (TPC or limits to change) to initiate management action in respect of elephant impacts in protected areas and effects in communal land</li> <li>- Identify areas with key vegetation communities that are utilized by elephants</li> </ul>	<p>Annual monitoring plans defined and implemented for selected indicator species of biodiversity</p> <p>TPC's established</p> <p>Evidence-based and research-based information and recommendations (consumptive, non-consumptive) provided to managers</p>	<p>Annual ecological impact monitoring reports</p> <p>Published research papers and reports</p> <p>Minutes of the elephant management committee meeting</p>	<p>Annual</p>	<p>Ecological surveys</p> <p>Remote sensing data layers</p> <p>Monitoring operations</p> <p>Permit costs</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Universities</p> <p>FZS</p> <p>GLTFCA Coordinator</p>

<b>9.7.2 Biological Monitoring and Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
2.5 Costs and benefits of elephants to local and national economy monitored and costs of elephants to local communities reduced	<ul style="list-style-type: none"> <li>- Monitor and evaluate extent and costs of human-wildlife conflict incidents</li> <li>- Relate human-wildlife conflict to elephant abundance and spatial use</li> <li>- Understand drivers and social and economic consequences of human-wildlife conflict</li> <li>- Evaluate the direct and indirect contribution (financial, economic and social) and the direct and indirect costs of elephants to the well-being of people and to conservation, through both consumptive and non-consumptive uses</li> <li>- Implement ongoing and new mitigation for human-wildlife conflict</li> </ul>	<p>Annual monitoring plans implemented</p> <p>Evidence-based and research-based information and recommendations (consumptive, non-consumptive) provided to managers</p>	<p>Annual monitoring reports</p> <p>Human Wildlife Conflict Reports</p> <p>Research reports provided to managers</p> <p>Minutes of the elephant management committee meeting</p>	Annual	<p>Questionnaire Surveys</p> <p>Centralized database setup and maintenance</p> <p>Monitoring operational costs</p>	<p>ZPWMA</p> <p>Conservancies + MT</p> <p>Universities</p> <p>FZS</p>
2.6 Adaptive elephant management framework adopted and implemented	<ul style="list-style-type: none"> <li>- Ensure collaboration between Regional Elephant Management Committee and regional and local resource management committees (e.g. LOCAL Forum)</li> <li>- Implement annual process of adaptive planning, implementation and monitoring in line with elephant management objectives and TPCs within the SEL</li> <li>- Develop and implement localised management plans (e.g. SVC plan)</li> <li>- Ensure alignment and harmonisation with other Zimbabwean, regional and international plans</li> </ul>	Annual elephant management plans developed, adopted and implemented	<p>Elephant Management Committee Minutes</p> <p>Planning and monitoring reports</p> <p>Annual elephant management plans</p>	Annual	<p>Meeting costs</p> <p>Monitoring and analysis costs</p>	<p>ZPWMA</p> <p>Regional Elephant Management Committee</p>
2.7 Alternative outcomes modelled	<ul style="list-style-type: none"> <li>- Develop framework for examining and modelling potential linked impacts between biodiversity issues, elephant issues, and societal issues, including any 'surprises', such as disease or extreme weather events.</li> <li>- Implement the modelling framework to define the outcomes of various management scenarios</li> </ul>	<p>Established modelling framework being used to guide adaptive management</p> <p>Scenario outcome recommendations and being used in management</p>	<p>Elephant Management Committee Minutes</p> <p>Reports on models and scenarios</p> <p>Recommendations</p>	<p>Begin Immediately</p> <p>Ongoing annual reports through 2020</p>	<p>Meeting costs</p> <p>Staff and consultants costs</p> <p>Software costs</p>	<p>ZPWMA</p> <p>Regional Elephant Management Committee</p> <p>Research Institutions</p> <p>Researchers</p>
2.8 SEL reporting to meet national / international standards achieved	<ul style="list-style-type: none"> <li>- Advocate key summary set of elephant KPIs/outcomes for national reporting (e.g. potential population sizes against actual population sizes)</li> <li>- Comply with national and international legal obligations</li> <li>- Explore the designation of GNP as a MIKE site</li> </ul>	<p>CITES reporting requirements met</p> <p>National reporting compliance requirements</p>	<p>SEL regional Reports</p> <p>CITES Reports</p>	Annual	Monitoring costs	<p>ZPWMA</p> <p>Regional Elephant Management Committee</p>

9.7.3 Social, Economic and Cultural Framework (South East Lowveld)						
Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
3.1 Community partnerships and joint venture opportunities are incentivised and facilitated	<ul style="list-style-type: none"> <li>- Establish protocols, policies and models for development of joint ventures (PPCPs)</li> <li>- Identify potential areas</li> <li>- Facilitate development of new, and strengthen existing, institutional frameworks and legal entities for beneficiaries at sub-district level</li> <li>- Develop concepts, business plans and prospectuses for different areas through consultative processes with Communities</li> <li>- Develop a SEL Tourism plan and review potential concessions within the framework of this Plan</li> <li>- Develop mechanisms for inclusive and transparent engagement and selection of operators and JV partners.</li> <li>- Facilitate communication, endorsement and support of JVs</li> <li>- Explore potential incentives and avenues of material and technical support that can be provided by Local Government and Authorities to promote establishment and sustainability of Community JVs</li> <li>- Promote access to affordable capital funding</li> <li>- Enhance capacity of community members to engage in wildlife and tourism management through training and employment</li> </ul>	<ul style="list-style-type: none"> <li>Models and protocols for joint ventures established</li> <li>Community institutions to engage in joint ventures established</li> <li>Joint ventures established and operating, resulting in financial benefit to communities</li> <li>SEL tourism developed and potential concessions identified</li> <li>Mechanisms of support and incentivisation to JVs established</li> </ul>	<ul style="list-style-type: none"> <li>Community institution documents (e.g. Trust deeds)</li> <li>Concept notes, business plans and prospectuses for JVs</li> <li>JV agreements and leases</li> <li>Records of meetings, negotiations and consultations</li> <li>SEL Tourism Plan</li> <li>RDC resolutions</li> <li>Community resolutions</li> <li>Record of incentives</li> <li>Project reports &amp; accounts</li> <li>Training reports</li> </ul>	<ul style="list-style-type: none"> <li>Within 12-24 months, and then ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Travel</li> <li>Meetings</li> <li>Drafting</li> <li>Consultants</li> <li>NGO support</li> </ul>	<ul style="list-style-type: none"> <li>RDCs</li> <li>Traditional Leaders and relevant community institutions</li> <li>NGOs</li> <li>Pvt Sector</li> <li>ZPWMA</li> </ul>
3.2 Elephant management in community wildlife areas improved	<ul style="list-style-type: none"> <li>- Promote improved and professionalized elephant management and security in community wildlife areas through establishment and maintenance of improved capacity, infrastructure, security and management systems</li> <li>- Develop and implement a transparent Performance Based Quota system which incentivises improved management and security systems for elephant in community hunting areas and which promotes effective buffering of source populations</li> <li>- Update terms of lease agreements in community wildlife areas to confer a broader range of roles and responsibilities on operators including resource management and protection; re-investment and infrastructure development; employment targets; local sourcing; etc.</li> <li>- Review key cooperation opportunities across different land uses and countries within GLTFCA, e.g. Sengwe-Tshipise Wildemess Corridor</li> </ul>	<ul style="list-style-type: none"> <li>Infrastructure, equipment and systems for elephant management in community wildlife areas established and operational</li> <li>Reduced human-elephant conflict</li> <li>Community capacity for wildlife management improved</li> <li>Opportunities for cooperation within GLTFCA identified</li> </ul>	<ul style="list-style-type: none"> <li>Project reports</li> <li>Asset / infrastructure register</li> <li>Number of rangers / employees</li> <li>Leases, Business Plans</li> <li>Resource monitoring data</li> <li>Trophy data</li> <li>Number of people / locals employed</li> <li>Invoices and receipts for local goods and services</li> <li>Meeting records</li> <li>Constitutions and agreements signed</li> <li>Workshop reports</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Within 12 months</li> </ul>	<ul style="list-style-type: none"> <li>Capital expenditure on infrastructure and equipment</li> <li>Maintenance</li> <li>Electricity</li> <li>Communications</li> <li>Operational costs: Staff and training, Travel, Research and Monitoring, Workshops</li> </ul>	<ul style="list-style-type: none"> <li>JV partners</li> <li>NGOs &amp; donors</li> <li>Local authorities</li> <li>GLTFCA</li> </ul>
3.3	<ul style="list-style-type: none"> <li>- Promote awareness and marketing of iconic tuskers</li> </ul>	<ul style="list-style-type: none"> <li>Corridors identified and</li> </ul>	<ul style="list-style-type: none"> <li>Tourism records</li> </ul>	<ul style="list-style-type: none"> <li>As part of</li> </ul>	<ul style="list-style-type: none"> <li>As part of SEL</li> </ul>	<ul style="list-style-type: none"> <li>All</li> </ul>

<b>9.7.3 Social, Economic and Cultural Framework (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Agencies</b>
3.3 Additional elephant-based tourism and sustainable utilisation opportunities explored	<ul style="list-style-type: none"> <li>Explore opportunities for expansion of community wildlife areas in viable wildlife corridors to enable establishment of additional sustainable utilisation areas and enterprises. [Links to Output 2.2 – Identification of corridors]</li> </ul>	<ul style="list-style-type: none"> <li>Agreements concluded</li> <li>Tourism and awareness campaigns undertaken</li> </ul>	<ul style="list-style-type: none"> <li>Marketing materials</li> <li>Business plans</li> <li>Meeting and workshop reports</li> <li>Agreements signed</li> <li>Reports and maps of corridors</li> </ul>	<ul style="list-style-type: none"> <li>SEL Tourism Plan</li> <li>Within 12 months and ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Tourism Plan, workshops and consultations</li> </ul>	<ul style="list-style-type: none"> <li>stakeholders</li> <li>RDCs</li> <li>Communities</li> </ul>
3.4 Transparent distribution of the benefits and costs of elephant management and conservation facilitated  [Links to Output 2.5]	<ul style="list-style-type: none"> <li>Conduct regular and comprehensive Community Awareness campaigns regarding quotas, revenues and distribution within Communities</li> <li>Capacitate and incorporate direct community involvement in management of Community Wildlife Areas, enterprises and JVs.</li> <li>Diversify downstream natural resources enterprises to multiply the revenues from CBNRM, e.g. NTFPs</li> </ul>	<ul style="list-style-type: none"> <li>Awareness campaigns conducted</li> <li>Community structures have improved capacity to manage NRs and wildlife areas</li> <li>CBNRM revenues are invested in establishment of natural-resource based enterprises</li> <li>Community realises greater employment and financial benefit from CBNRM revenues</li> </ul>	<ul style="list-style-type: none"> <li>Meeting records</li> <li>Training materials &amp; records</li> <li>Number of enterprises established</li> <li>Books of account</li> <li>Number of employees &amp; beneficiaries</li> </ul>	<ul style="list-style-type: none"> <li>Within 12 months and ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Consultations</li> <li>Scoping and feasibility studies</li> <li>Awareness campaigns</li> <li>Company set up and administration</li> </ul>	<ul style="list-style-type: none"> <li>ZPWMA</li> <li>Traditional leaders</li> <li>Communities</li> <li>RDCs</li> <li>Pvt Sector</li> <li>NGOs</li> </ul>
3.5 Effective techniques and land use strategies to mitigate human-elephant conflict are implemented	<ul style="list-style-type: none"> <li>Review land use zonation through consultative processes [link to Output 2.2]</li> <li>Promote awareness and adoption of effective HEC mitigation measures</li> <li>Promote improved rangeland rehabilitation and grazing management to reduce competition between livestock and wildlife.</li> <li>Promote improved and rationalised crop production and alternative mechanisms to promote food security to reduce habitat destruction for inefficient dry land cropping (e.g. irrigation development; carbon sequestration credits to generate income &amp; purchase of staple grains).</li> </ul>	<ul style="list-style-type: none"> <li>HEC is effectively reduced</li> <li>Availability and application of HEC mitigation measures improved</li> <li>There is participation in effective grazing management schemes</li> <li>Grazing is better managed and rangeland health is improved</li> <li>There is increased uptake of improved cropping techniques</li> <li>Crop yields are improved</li> <li>Alternative land uses evaluated</li> </ul>	<ul style="list-style-type: none"> <li>Land use plans</li> <li>Meeting records</li> <li>Land use plans &amp; agreements concluded</li> <li>Training &amp; awareness materials</li> <li>HEC data</li> <li>Pasture monitoring data</li> <li>Crop production data</li> </ul>	<ul style="list-style-type: none"> <li>Within 12 months and ongoing</li> </ul>	<ul style="list-style-type: none"> <li>Workshops and consultations</li> <li>Training materials</li> <li>Consultants</li> <li>Input costs</li> <li>Irrigation development</li> </ul>	<ul style="list-style-type: none"> <li>Communities</li> <li>RDC</li> <li>ZPWMA</li> <li>Pvt Sector</li> <li>NGOs (technical &amp; financial support)</li> </ul>

<b>9.7.3 Social, Economic and Cultural Framework (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Agencies</b>
3.6 Information on elephants and their conservation is included in school curriculae and environmental education adjacent to key elephant populations in the SEL is promoted	<ul style="list-style-type: none"> <li>- Promote awareness of elephant conservation (and other issues) through cultural events, art, plays, sport, etc.</li> <li>- Participate in syllabus review of national environmental science curriculum approved by the Ministry of Education</li> <li>- Develop approved environmental training and extension material and promote dissemination to different stakeholder groups within the community</li> <li>- Promote the formation of environmental science clubs at schools</li> <li>- Coordinate various education, training and extension campaigns operating within the district</li> </ul>	<p>School children and communities have greater appreciation of elephant conservation issues</p> <p>Greater participation in environmental clubs at schools with greater understanding of environmental issues</p> <p>More social events linked to environmental and conservation awareness are held</p> <p>Elephant conservation messages are conveyed through art and cultural events &amp; competitions</p> <p>Parallel education programmes are coordinated through stakeholder planning sessions at district level</p>	<p>Test Results</p> <p>Competitions</p> <p>Community focus groups</p> <p>Attendance registers</p> <p>Event documentation</p> <p>Number and type of events</p> <p>Workplans</p> <p>Meeting outputs &amp; records</p>	12 months and ongoing	<p>Consultants</p> <p>Endorsements</p> <p>Community consultations</p> <p>Materials and dissemination</p> <p>School visits</p> <p>Training of trainers / teachers</p> <p>Event costs</p> <p>Marketing</p> <p>Sport kit</p> <p>Coordination costs</p>	<p>NGOs</p> <p>RDCs</p> <p>ZPWMA</p> <p>DEO</p> <p>Communities</p>
3.7 Cultural tourism is developed and marketed as a centre-piece of SEL attractions and linked explicitly to conservation of flagship species including elephant	<ul style="list-style-type: none"> <li>- Promote existing cultural tourism events and attractions and promote incorporation of messages of elephant conservation within these – e.g. Machangana Cultural Festival; GL-Cultural Festival</li> <li>- Explore and develop additional cultural tourism opportunities – including development of interpretive centres, craft centres, museums, monuments, events, etc. and market these</li> <li>- Document and communicate the specific cultural importance of elephant to communities in the SEL and incorporate this into education, marketing, event and cultural messages and interpretative centres.</li> </ul>	<p>Community participation and tourist attendance of cultural events is increased</p> <p>Messages relating to elephant conservation and environmental issues are key themes</p> <p>The number of cultural tourism developments and enterprises is increased</p> <p>Anecdotes, artifacts and oral tradition regarding cultural importance of elephants are recorded and insinuated into marketing strategies and event messages</p>	<p>Tourism records</p> <p>Event records &amp; themes</p> <p>Number of enterprises registered</p> <p>Documents compiled</p>	Ongoing	<p>Costs for :</p> <p>Cultural events</p> <p>Planning</p> <p>Awareness and marketing</p> <p>Travel and events</p> <p>Scoping, feasibility and planning</p> <p>Workshops and consultations</p> <p>Establishment and registration</p> <p>Capex, Opex</p> <p>Marketing</p> <p>Travel &amp; meeting costs</p> <p>Workshops and publications</p>	<p>Communities</p> <p>Traditional leaders</p> <p>Local authorities,</p> <p>Private sector</p> <p>NGOs</p> <p>JV partners</p> <p>Consultants</p>

<b>9.7.3 Social, Economic and Cultural Framework (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Agencies</b>
3.8 Regional tourism is promoted	<ul style="list-style-type: none"> <li>- Promote the development of infrastructure critical to accessibility of the region: e.g. border crossing at Pafuri; road development and maintenance; scheduled flights to Chiredzi; etc.</li> <li>- Promote diversification, branding and marketing of SEL-specific tourism products linked within the region and with other attractions in Zimbabwe and neighbouring countries.</li> <li>- Focus special attention on development of community-led tourism initiatives that contribute to the sustainability of the STWC as a movement corridor for elephant</li> <li>- Clear mines from STWC</li> </ul>	<p>Increased tourism traffic and arrivals</p> <p>Infrastructure upgrades</p> <p>Scheduled flights established</p> <p>Pafuri border crossing operational</p> <p>Tourism products are diversified</p> <p>Marketing and branding consultants engaged to develop branding and strategy</p> <p>Scoping, feasibility studies are undertaken</p> <p>Increased number of CB enterprises are operational</p>	<p>Tourism &amp; economic data</p> <p>Upgraded infrastructure</p> <p>Border post</p> <p>Flight schedules</p> <p>Tourism enterprise info</p> <p>Marketing materials</p> <p>Scoping and feasibility documents</p> <p>Business plans and registrations</p>	ongoing	<p>Scoping studies</p> <p>Tenders</p> <p>Workshops and consultations</p> <p>Scoping studies</p> <p>Consultants</p> <p>Development of business plans</p> <p>Infrastructure, equipment, operational costs</p> <p>Marketing</p>	<p>Central Government</p> <p>Local Authorities</p> <p>Communities</p> <p>GLTFCA</p> <p>Donors</p> <p>Private sector</p> <p>RDCs</p> <p>NGOs</p> <p>JV partners</p>
3.9 Policy framework for conservation and CBNRM is well understood by communities and other stakeholders in SEL	<ul style="list-style-type: none"> <li>- Compile factsheets on policy framework for conservation and CBNRM and disseminate to communities and other stakeholders</li> </ul>	<p>Communities have access to existing CBNRM and Policy frameworks</p>	<p>Awareness materials</p> <p>Focus groups &amp; attendance registers</p> <p>Enterprise records</p> <p>Employment records</p>	12 months ongoing	<p>Consultation &amp; document compilation</p> <p>Drafting and production of awareness materials</p> <p>Dissemination of materials</p>	<p>Traditional Leadership</p> <p>Communities</p> <p>RDCs</p> <p>ZPWMA</p> <p>NGOs</p>
[Consider moving to national plan]	<ul style="list-style-type: none"> <li>- Consider innovative mechanisms for transboundary resource sharing and expanding "space for elephants" [National level activity]</li> </ul>	<p>Workshops conducted</p>	<p>Workshop outputs and resolutions</p>	Within 12 months	<p>Stakeholder workshops (and attendant costs)</p> <p>Community consultations (AAC)</p>	<p>All stakeholders</p> <p>GLTFCA</p>

9.7.4 Building Conservation Capacity (South East Lowveld)						
Output	Activities	Key Performance Indicators	Means of Verification	Time frame	Indicative costs	Agencies
4.1 Funding to implement the plan secured	<ul style="list-style-type: none"> <li>- Implement variable / graduated trophy fee structure based on trophy size [national-level decision]</li> <li>- Review levy / fee structure for elephant hunting and the distribution of these revenues for conservation and communities</li> <li>- Develop and submit bankable project proposals to potential funders</li> <li>- Explore potential business partnerships</li> <li>- Increase capacity and law enforcement coverage by ensuring that all key stakeholders contribute to and are engaged in law enforcement activities: hunting operators, tour operators, and community anti-poaching teams [Links to Output 1.1]</li> <li>- Explore the potential for a dedicated elephant fund for SEL.</li> </ul>	<p>Revised trophy fee structure developed, resulting in increased funds available or secured for elephant conservation</p> <p>Number of project proposals developed submitted and funded</p> <p>Number of developed and functional partnerships contributing to improved elephant management</p>	<p>Record of funds available for elephant conservation</p> <p>Record of project proposals</p>	2016 and ongoing		ZPWMA Conservancies + MT NGOs
4.2 Current capacity analyzed and needs identified	<ul style="list-style-type: none"> <li>- Analyze current capacity</li> <li>- Carry out a needs assessment across the full range of human resources</li> <li>- Carry out a needs assessment for equipment and infrastructure</li> <li>- Develop a strategy to address the identified needs</li> </ul>	Needs assessment report	Records and reports	2016 and ongoing		ZPWMA
4.3 Capacity for research and monitoring strengthened and collaboration with research institutions enhanced  [Linked to and informed by Components 2 and 3]	<ul style="list-style-type: none"> <li>- Develop and implement a multi-disciplinary research and monitoring strategy</li> <li>- Develop and implement a research programme based on that strategy, including graduate studies, post graduate and external researchers as well as ZPWMA researchers</li> <li>- Undertake periodic research meetings / conferences</li> <li>- Recruit and meet demands and requirements for research personnel in Parks and surrounding areas</li> <li>- Collaborate with external research institutions</li> <li>- Develop and implement a mentoring programme for researchers</li> <li>- Procure relevant research equipment</li> </ul>	<p>Functional research programme in place</p> <p>Research meetings held</p> <p>Publications</p> <p>Number of research projects developed and implemented</p> <p>Number of research personnel on the ground</p> <p>Number of collaborative projects</p> <p>Mentoring plan / number of days spent with experienced researchers</p> <p>Inventory of equipment for research procured</p>	<p>Reports and publications</p> <p>Minutes of meetings</p> <p>Records of field personnel</p>	2016 and ongoing	USD 100,000?	ZPWMA, Universities, NGOs, External Researchers ZPWMA, Universities, NGOs, External Researchers, SVC

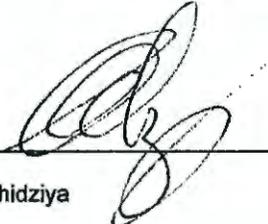
<b>9.7.4 Building Conservation Capacity (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Agencies</b>
4.4 Training and retraining programmes established	<ul style="list-style-type: none"> <li>- Carry out a training needs assessment for law enforcement, resource and wildlife management, research and monitoring, education and awareness, community elephant management, etc.</li> <li>- Develop and implement strategies based on the needs assessment</li> <li>- Standardise and harmonize training in law enforcement</li> </ul>	<p>Training needs assessment report</p> <p>Training programmes established</p>	Inventory records / assets check list	2016 and ongoing		ZPWMA, RDCs, NGOs, Universities

<b>9.7.5 Coordination, Collaboration and Programme Management (South East Lowveld)</b>						
<b>Output</b>	<b>Activities</b>	<b>Key Performance Indicators</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Indicative costs</b>	<b>Lead Agencies</b>
<p>5.1 SEL Regional elephant conservation and management steering committee of 8 established (ZPWMA, SVC, MT, Bubi Conservancy, Chiefs' rep, GCP, ZRP, RDC)</p> <p>This committee should include a core set of competencies (and can co-opt expertise if needed).</p>	<ul style="list-style-type: none"> <li>- Develop TOR for the steering committee</li> <li>- Identify members</li> <li>- Oversee the implementation of the regional elephant strategy as per national mandate</li> <li>- Meet biannually</li> <li>- Attend national elephant management meetings</li> </ul>	<p>Functional committee meetings held biannually with adequate attendance</p>	<p>Minutes with action points</p>	<p>Established within 60 days of the Regional strategy final document</p>	<p>\$1500 (Fuel, Accommodation)</p> <p>\$3,000 (Biannual Meeting)</p> <p>National Elephant Management Meeting - Cost</p> <p><u>Total Budget \$4500.00</u></p>	<p>Regional Manager, Southern Region, ZPWMA</p>
<p>5.2 Links with neighbouring states to confer on the management of shared elephant populations strengthened</p>	<ul style="list-style-type: none"> <li>- GLTFCA coordinator to identify relevant stakeholders to participate in the implementation of the regional elephant action plan</li> <li>- Sustain collaboration with regional partners+(one committee member for the regional committee meetings)</li> <li>- Share knowledge / data of all 5 key components of the plan with the regional partners</li> </ul>	<p>Number of consultative meetings held</p> <p>Tangible regional collaboration and participation</p>	<p>Minutes and action items</p>	<p>Ongoing</p>	<p><i>To get confirmation from the GLTFCA coordinator.</i></p> <p>1x committee member travelling to SA or MZ</p> <p>MZ=\$1440</p> <p>SA=\$1320</p> <p>Zim=\$1540</p> <p>Total=\$4500</p>	<p>Regional Manager, Southern</p> <p>GLTFCA Coordinator</p>
<p>5.3 Coordination between the tourism industry (consumptive and non-consumptive) and the elephant management programme strengthened</p>	<ul style="list-style-type: none"> <li>- Identify consumptive and non-consumptive operators in SEL</li> <li>- Liaise with SOAZ, ZPHGA, ZATSO, ZHA, etc.</li> <li>- Encourage non-members to be affiliated to relevant associations</li> <li>- Hold quarterly meetings with operators</li> <li>- Consider scale of operations in non-consumptive tourism</li> </ul>	<p>Regular meetings and workshops convened with the operators</p>	<p>Record of meetings and workshop proceedings</p> <p>Database of operators</p>	<p>Immediate and ongoing</p>	<p>-Sunk</p> <p>-Sunk</p> <p>-Sunk</p> <p>-11 people x one night x 4 times/year=\$3080</p> <p>Fuel=\$546x4times=\$2184</p> <p>Total Budget=\$5400</p>	<p>Regional Manager, Southern</p> <p>ZPWMA</p> <p>ZPHGA</p> <p>SOAZ</p> <p>ZATSO</p> <p>ZHA</p>
<p>5.4 Effective information dissemination and communication strategy implemented</p>	<ul style="list-style-type: none"> <li>- Ensure clear communication of progress against action plan to all relevant stakeholders</li> <li>- Identify target groups, i.e. traditional leaders, school groups, amongst others</li> <li>- Develop a communications strategy, making use of relevant media (print, social, road shows)</li> <li>- Implement communication strategy</li> <li>- Monitor and evaluate</li> </ul>	<p>Outreach programmes conducted</p>	<p>Community strategy document</p> <p>Flyer, brochure, websites, published papers, videos, dramas</p>	<p>Ongoing</p>	<p>-Sunk</p> <p>-Sunk</p> <p>-Website setting, double side flyers and media, outreach costs=\$10,000</p>	<p>Regional Manager, Southern</p> <p>Steering Committee</p>

# Approval Page

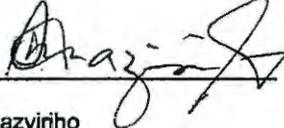
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The Honourable Minister of Environment, Water and Climate, Zimbabwe Parks and Wildlife Management Authority Board of Directors and the Director General have approved the implementation of the Zimbabwe National Elephant Management Plan (2015-2020).

Signature:   
Mr. Edson Chidziya

Date: 20/1/16

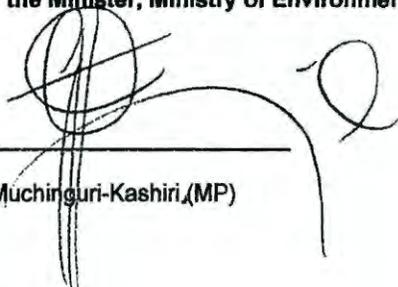
**Director-General - Zimbabwe Parks and Wildlife Management Authority**

Signature:   
Mr. Prince Mupazvirho

Date: 20/1/16

**Secretary, Ministry of Environment, Water and Climate**

**Approved by the Minister, Ministry of Environment, Water and Climate**

Signature:   
Hon. Oppah Muchinguri-Kashiri, (MP)

Date: 21/1/16



Department of Interior  
U.S. Fish and Wildlife Service

RCVD SEP 10 2019

LB

Federal Fish and Wildlife Permit Application Form

U.S. Fish and Wildlife Service  
Division of Management Authority  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity

IMPORT OF SPORT-HUNTED TROPHIES OF SOUTHERN  
AFRICAN LEOPARD AND NAMIBIAN SOUTHERN WHITE  
RHINOCEROS  
Elephant

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details.  
Instructions on how to make your application complete and help avoid unnecessary delays are attached.

Section A: Complete if applying as an individual

1.a. Last Name HETTERVIG		1.b. First Name MARK		1.c. Middle Name/Initial J		1.d. Suffix	
2. Date of Birth (mm/dd/yyyy) (b) (6)		3. Telephone Number (b) (6)		3.a. Alternate Telephone Number		4. E-mail address (b) (6)	

Section B: Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution

1.a. Name of business, agency, Tribe, or institution				1.b. Doing business as (DBA)			
2. Tax identification no.				3. Description of business, agency, Tribe, or institution			
4.a. Principal officer Last name		4.b. Principal officer First Name		4.c. Principal officer Middle name/initial		4.d. Suffix	
5. Principal officer title			6. Primary contact name				
7.a. Business telephone number		7.b. Alternate telephone number		7.c. Business fax number		7.d. Business e-mail address	

Section C: All applicants complete address information

1.a. Physical address (Street address; Apartment #, Suite #, or Room #; no P.O. Boxes) (b) (6)									
1.b. City OREGON CITY		1.c. State OR		1.d. Zip code/Postal code (b) (6)		1.e. County/Province (b) (6)		1.f. Country USA	
2.a. Mailing address (include if different than physical address; include name of contact person if applicable) 1976 SE OCHOCO STREET									
2.b. City MILWAUKIE		2.c. State OR		2.d. Zip code/Postal code (b) (6)		2.e. County/Province (b) (6)		2.f. Country USA	

Section D: All applicants MUST complete

1. Attach the nonrefundable application processing fee in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee – attach documentation of fee exempt status as outlined in instructions [50 CFR 13.11(d)].	
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in Title 50 Part 13 of the Code of Federal Regulations and the other applicable parts in subchapter B of Chapter I of Title 50, and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.	
Signature of applicant/Principal Officer for permit (No photocopied or stamped signatures) Date of signature (mm/dd/yyyy) (b) (6) 8-19-19	
Please continue to next page	

## E. IMPORT OF SPORT-HUNTED TROPHIES OF SOUTHERN AFRICAN LEOPARD AND NAMIBIAN SOUTHERN WHITE RHINOCEROS

**Note 1:** If you hold an import permit for trophy/trophies that you did not use, please **return the unused original permit to the address on page one.**

**Note 2:** If you are requesting reissuance of a permit because you have taken a trophy, but were unable to import it prior to the expiration of the permit, please use the renewal form ([3-200-52](#)) and return your original permit with that form.

**Note 3:** *Sport-hunted trophy* is defined at [50 CFR 23.74](#) as follows: *Sport-hunted trophy* means a whole dead animal or a readily recognizable part or derivative of an animal specifically identified on the accompanying CITES document that meets the following criteria:

- Is raw, processed, or manufactured;
- Was legally obtained by the hunter through hunting for his or her personal use;
- Is being imported, exported, or re-exported by or on behalf of the hunter as part of the transfer from its country of origin ultimately to the hunter's country of usual residence; and
- Includes worked, manufactured, or handicraft items made from the sport-hunted animal only when:
  - i. Such items are contained in the same shipment as raw or tanned parts of the sport-hunted animal and are for the personal use of the hunter;
  - ii. The quantity of such items is no more than could reasonably be expected given the number of animals taken by the hunter as shown on the license or other documentation of the authorized hunt accompanying the shipment; and
  - iii. The accompanying CITES documents (export document and, if appropriate, import permit) contain a complete itemization and description of all items included in the shipment.

**Note 4:** Certain hunting trophies, including leopard and rhinoceros hunting trophies, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

- **Complete all questions on the application.**
- **Mark questions that are not applicable with "N/A".**
- **If applying for more than one trophy, be sure to answer questions 2 and 3 for each trophy.**
- **If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.**

1. Name and address where you wish the permit to be mailed, if different from page 1. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via the U.S. Postal Service.

(b) (6)

2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

MARK HETTERVIG

(b) (6)

3. Disqualification factor. A conviction, or entry of a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court, and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

N/A

4. ENTER the quantity next to the name of the species you are applying to import (you may apply to import specimens of more than one species provided they have been/are being hunted in the same country):

**Elephant (*Loxodonta Africana*)**

- a. ~~Leopard (*Panthera pardus*)~~ Quantity: 1 (Limited to the import of two per calendar year). If you wish to import a leopard taken in northern or western Africa, please use form 3-200-20.
- b. Southern white rhinoceros (*Ceratotherium simum simum*) from Namibia  
Quantity: \_\_\_\_\_ (An import permit is not required for trophies harvested in South Africa or Swaziland. If you are looking to import from a different country, please use Form 3-200-20).

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, Please enter the following information:

- a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

N/A

- b. Date wildlife is to be hunted:

N/A

- c. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

N/A

6. IF THE ANIMAL HAS ALREADY BEEN TAKEN, please enter the following:

d. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

Zimbabwe, Sengwe 2, Chiredzi

e. Date wildlife was hunted: April 2019

f. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

SSG Safaris, Operator number - 0261

g. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the export/re-export document]:

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so).

8. Complete name and address of overseas person or business shipping the trophy to you.

a. If you are applying to import a trophy directly from **Namibia**, you **must** provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name:  
Business Name:  
Address:  
Address:  
City:  
State/Province:  
Country, Postal Code:

**CERTIFICATION STATEMENT** (original signature must be provided for either 9 or 10 below)

9. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a **Power of Attorney** to act on your client's behalf and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). If applying for the import of a leopard trophy, I understand that my client may only import two leopard trophies in one calendar year.

**Taxidermist/Broker's signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

10. If you are the hunter applying to import your own trophy, please read and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). If applying to import a leopard trophy, I understand that I may only import two leopard trophies in one calendar year.

Applicant's signature: \_\_\_\_\_

(b) (6)

Date: 8-19-19

*Be aware that there may be additional permitting or approval requirements by your local or state governments, as well as required by other Federal agencies or foreign government to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

11. All international shipment(s) must be through a designated port. A list of designated ports (where an inspector is posted) is available from [the list of designated ports](#). If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).



RCVD SEP 24 2019

Department of Interior  
U.S. Fish and Wildlife Service  
**Federal Fish and Wildlife Permit Application Form**

U.S. Fish and Wildlife Service  
Division of Management Authority  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity

**IMPORT OF SPORT-HUNTED TROPHIES under Appendix I of the Convention on International Trade in Endangered Species (CITES) and/or U.S. Endangered Species Act (ESA)**

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details. Instructions on how to make your application complete and help avoid unnecessary delays are attached.

**Section A: Complete if applying as an individual**

1.a. Last Name <i>Cartier</i>	1.b. First Name <i>Edward</i>	1.c. Middle Name/Initial <i>S.</i>	1.d. Suffix
----------------------------------	----------------------------------	---------------------------------------	-------------

(b) (6)

**Section B: Complete if applying on behalf of a business, corporation, public agency, tribe, or institution**

1.a. Name of business, agency, tribe, or institution		1.b. Doing business as (DBA)	
2. Tax identification no.		3. Description of business, agency, tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First Name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		6. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

**Section C: All applicants complete address information**

(b) (6)				
1.b. City <i>Belford</i>	1.c. State <i>New Jersey</i>	1.d. Zip code/Postal code <i>(b) (6)</i>	1.e. County/Province	1.f. Country <i>U.S.A.</i>
2.a. Mailing address (include if different than physical address; include same as physical address if not different)				
2.b. City	2.c. State	2.d. Zip code/Postal code	2.e. County/Province	2.f. Country

**Section D: All applicants MUST complete**

1. Attach the <b>nonrefundable application processing fee</b> in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee—attach documentation of fee exempt status as outlined in instructions [50 CFR 13.11(d)].
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in <b>Title 50 Part 13 of the Code of Federal Regulations</b> and the other <b>applicable parts in subchapter B of Chapter I of Title 50</b> , and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.
Signature: <i>(b) (6)</i> Date of signature (mm/dd/yyyy): <i>09/13/2019</i>
<b>Please continue to next page</b>

3. Disqualification factor. A conviction, or entry of a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court; and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

4. For each trophy to be imported, provide:

- a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

*Loxodonta Africana (African Elephant)*

- b. Sex (if known).

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following information:

- a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

*Zimbabwe Unit 2 of the Matetsi Safari Area  
Victoria Falls is the closest city.*

- b. Date wildlife is to be hunted:

*June 29 to July 17, 2020*

- c. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

*Johnson's Hunting d.b.a. Classic Hunting Ltd.*

6. **IF THE TROPHY HAS ALREADY BEEN TAKEN**, please enter the following information:

- a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife was removed from the wild:

- b. Date wildlife was hunted:

c. Name of hunting outfitter, safari company, or professional hunter you hunted with:

d. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the foreign export/re-export document]:

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so). *No permits have been applied for as of this date.*

8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from **Namibia**, you must provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name:

Business Name:

Address:

City:

State/Province:

Country, Postal Code:

9. For species listed under the U.S. Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service (Service) must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful for our review if you could provide it. Please submit such information on a separate page with your application.

a. Do you have any information regarding the population status or trend data on the species hunted?

*The Zimbabwe government reports that the elephant population in the Matetsi Area is stable and growing.*

b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, local community, or government?

*The total daily fees are \$16,800 USD, excluding the trophy fee. The money generated from the safari will go to fund conservation efforts, including enhancing game water supply and anti-poaching efforts.*

c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or landowner that provide a conservation benefit to the species being hunted/species hunted?

*The concession owner is in the process of adding bore holes to increase the water supply for all of the animals in the region.*

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

- 10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a Power of Attorney to act on your client's behalf and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying for the import of an elephant trophy, I understand that my client may import no more than two elephant trophies in one calendar year.

Taxidermist/Broker's signature: \_\_\_\_\_ Date: \_\_\_\_\_

- 11. If you are the hunter applying to import your own trophy, please read and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying to import an elephant trophy, I understand that I may import no more than two elephant trophies in one calendar year.

Applicant's signature

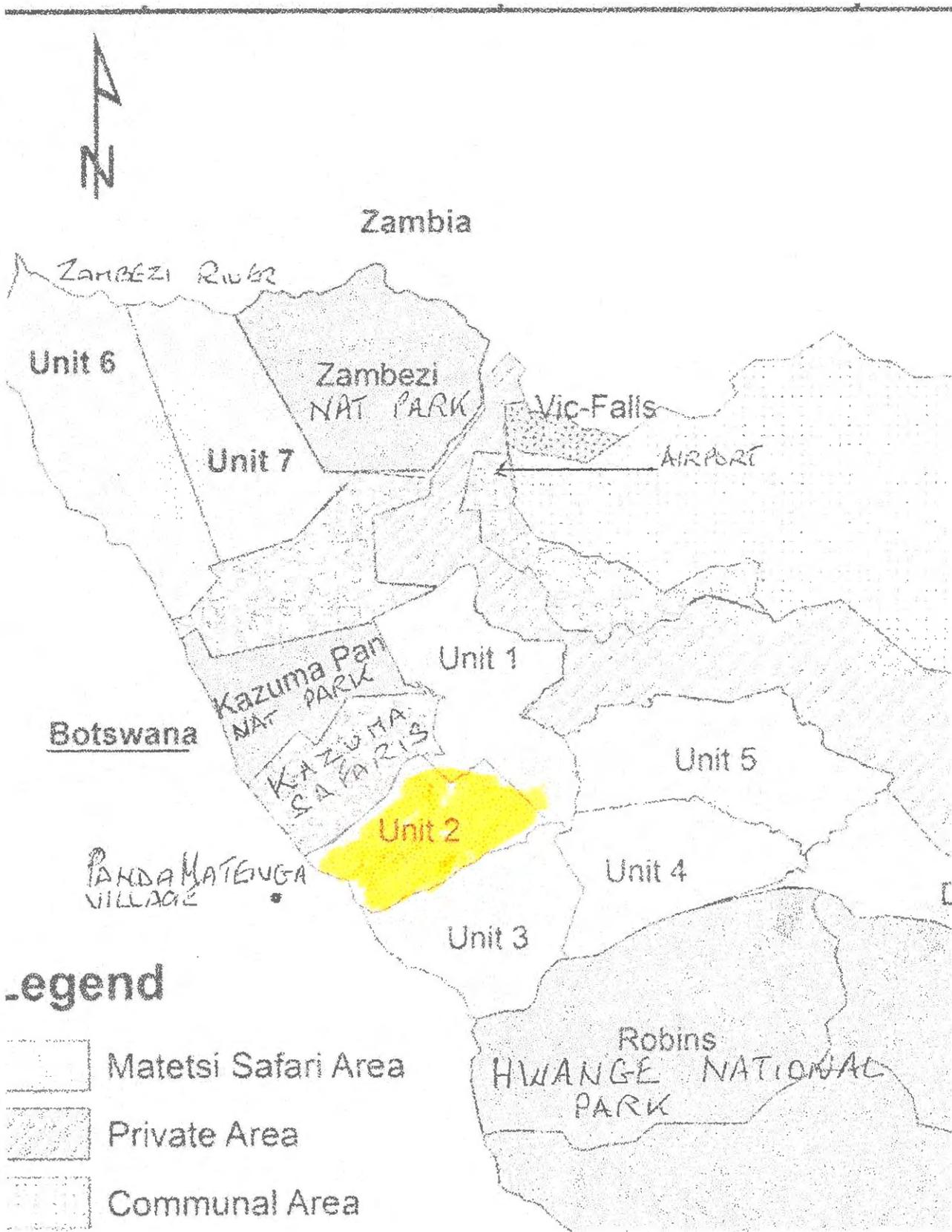
(b) (6)  
[Redacted Signature]

Date: 09/13/2019

*Be aware that there may be additional permitting or approval requirements by your local or state governments, as well as required by other Federal agencies or foreign governments to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

- 12. All international shipments must be through a designated port. A list of designated ports (where an inspector is posted) is available from the list of designated ports. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

map of north west zimbabwe matetsi



**From:** Johnsons Hunting (b) (6)  
**Sent:** Tuesday, July 09, 2019 1:57 AM  
**To:** Ed Cartier  
**Subject:** Re: Cartier Elephant 2020

Thanks Ed ..... We are in the process of about to drill two boreholes for game along the dry Botswana border . These should attract Elephant from Botswana as well as Sable , Zebra , Eland , Kudu and other game. In the next couple of months we will be putting in new water points in both the Kazuma an Unit 2 hunting areas for the animals at it is now becoming very dry and a lot of the natural water has dried up. You will not believe the number of Elephant bulls we saw , hundreds.

A lot of these animals must come from Botswana ..... all being very thirsty. The one water pump can hardly keep up with pumping sufficient water for the Elephant and it pumps 24hrs a day !!!!!!! ( diesel engine ). The solar pumps we have are working very well now that they have got over teething problems ..... I'm most impressed with them. I will be going down with a borehole drilling rig before the end of the month to Unit 2 and Kazuma to put down two holes ..... hope that we will get good water.

*" Your on the ground hunting consultants "*

**BIG & PLAINS GAME HUNTING IN CAMEROON & ZIMBABWE**

[www.classicafrikanhunting.com](http://www.classicafrikanhunting.com)





Department of the Interior  
U.S. Fish and Wildlife Service

OMB No. 1018-0093  
Expires 05/31/2017

Federal Fish and Wildlife Permit Application Form

Return to: U.S. Fish and Wildlife Service  
Division of Management Authority (DMA)  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity:  
IMPORT OF SPORT-HUNTED TROPHIES  
(Appendix I of CITES and/or ESA)

RCVD OCT 16 2019 *LB*

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details.  
See attached instruction pages for information on how to make your application complete and help avoid unnecessary delays.

A. Complete if applying as an individual			
1.a. Last name <b>HULSLANDER</b>	1.b. First name <b>DONALD</b>	1.c. Middle name or initial <b>JOSEPH</b>	1.d. Suffix <b>N/A</b>
2. Date of Birth (mm/dd/yyyy)			
3. Social Security Number			
4. Occupation			
5. Affiliation/Doing business as (see instructions)			
<b>(b) (6)</b>			
<b>(b) (6)</b>			

B. Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution			
1.a. Name of business, agency, Tribe, or institution		1.b. Doing business as (dba)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First name	4.c. Principal officer Middle name/ initial	4.d. Suffix
5. Principal officer title		6. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

C. All applicants complete address information			
<b>(b) (6)</b>			
1.b. City <b>CAPE CORAL</b>	1.c. State <b>FLORIDA</b>	<b>(b) (6)</b>	1.f. Country <b>USA</b>
2.a. Mailing Address (include if different than physical address; include name of contact person if applicable)			
2.b. City	2.c. State	2.d. Zip code/Postal code:	2.e. County/Province
2.f. Country			

D. All applicants MUST complete	
1.	Attach check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of \$100, nonrefundable processing fee. Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee – <i>attach documentation of fee exempt status as outlined in instructions.</i> (50 CFR 13.11(d))
2.	Do you currently have or have you ever had any Federal Fish and Wildlife permits? Yes <input type="checkbox"/> If yes, list the number of the most current permit you have held or that you are applying to renew/re-issue: _____ No <input checked="" type="checkbox"/>
3.	Certification: I hereby certify that I have read and am familiar with the regulations contained in <i>Title 50, Part 13 of the Code of Federal Regulations</i> and the other Federal Fish and Wildlife Service Regulations, and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief, and I understand that providing false information is a violation of the criminal penalties of 18 U.S.C. 1001. <b>(b) (E)</b>
	_____ Signatures) Date of signature (mm/dd/yyyy) <b>10-08-2019</b>

Please continue to next page

**E. IMPORT OF SPORT-HUNTED TROPHIES (Appendix I of CITES and/or ESA)**

**Note 1:** If you hold an import permit for trophy/trophies that you did not use, please **return the unused original permit**. If you are requesting reissuance of a permit because you have taken a trophy, but are unable to import it prior to the expiration of the permit, please use the renewal form (3-200-52; <http://www.fws.gov/international/permits/by-form-number/index.html>) and return your original permit with that form.

**Note 2:** Applications for species listed as endangered under the U.S. Endangered Species Act are published in the Federal Register for a 30-day public comment period. Please allow at least **90 days** for the application to be processed.

**Note 3:** USFWS has determined that a trophy consists of raw or tanned parts of a specimen taken by a hunter during sport hunt for personal use. It may include the bones, claws, hair, head, hide, hooves, horns, meat, skull, teeth, tusks, or any taxidermied part, including, but not limited to, a rug or taxidermied head, shoulder, or full mount. It does not include articles made from a trophy, such as worked, manufactured, or handicraft items for use as clothing, curios, ornamentation, jewelry, or other utilitarian items. If you wish to import such products, please contact the Division of Management Authority for the proper application form.

**Note 4:** Certain hunting trophies, including leopard, elephant, and rhinoceros hunting trophies, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

Please provide the following information. Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use a separate sheet of paper. On all attachments or separate sheets you are submitting; please indicate the application question number you are addressing. If applying for more than one trophy, be sure to answer questions 1-5 for each trophy addressed in this application. If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.

1. For each trophy to be imported, provide:

a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

ELEPHANT

b. Sex (if known).

MALE

2. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following:

a. Country and PLACE (area, region, GIS coordinates, ranch AND nearest city) where wildlife is to be taken from the wild:

b. Date wildlife is to be hunted:

c. Description of the trophy and parts you intend to import (e.g., skin, skull, shoulder mount, life size mount, claws, horn, tusks).

3. **IF THE ANIMAL IS DEAD**, please enter the following:

a. Country and PLACE (area, region, GIS coordinates, ranch AND nearest city) where wildlife was removed from the wild (provide a map if possible):

ZIMBABWE - MARBLELAND NORTH - MKASHI RANCH

b. Date wildlife was hunted:

20-JULY-2019

- c. Description of the trophy and parts you intend to import (e.g., skin, skull, shoulder mount, life size mount, claws, horn, tusks).

TUSKS

- d. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the export/re-export documents]:

TROPHY CONSULTANTS INTERNATIONAL  
4 JOSIAH CHINAMANO RD BELMONT BULAWAYO  
ZIMBABWE

4. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from Namibia, you must provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will also appear on your Namibian export permit and must match the U.S. import permit].

Name:

Business Name: MAPLE SHIPPING AND FREIGHT

Address: 4 BELMONT ROAD

Address:

City: BULAWAYO

State/Province:

Country, Postal Code: ZIMBABWE

5. Please be aware that the U.S. Fish and Wildlife Service must make a finding that your activities will enhance or benefit wild populations of the species involved. If you have any information that could support this finding (e.g., population status or trend data; how the funds from license/trophy fees will be spent; what portion of the hunting fee will support conservation), please submit such information on a separate page with your application.

CERTIFICATION STATEMENT (original signature must be provided for either 6 or 7 below)

6. If you are a broker or taxidermist applying on behalf of a foreign national, provide documentation to show you have a **Power of Attorney** to act on your client's behalf and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). I understand that my client may only import two leopard trophies in one calendar year (if applicable). In addition, I have advised my client that raw ivory, once imported into the United States, cannot be re-exported.

Taxidermist/Broker's signature: \_\_\_\_\_ Date: \_\_\_\_\_

7. If you are the hunter applying to import your own trophy, please read and sign the following statement.

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., **not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit**). I understand that I may only import two leopard trophies in one calendar year (if applicable). In addition, I understand that raw ivory, once imported into the United States, cannot be re-exported.

Applicant's signature: (b) (6) Date: 10-08-2019

*Be aware that there may be additional permitting or approval requirements by your local or state government, as well as required by other Federal agencies or foreign government to conduct your propose activity. While the Service will attempt to assist you, it is your responsibility to obtain such approval.*

8. All international shipment(s) must be through a designated port. A list of designated ports (where an inspector is posted) is available from <http://www.fws.gov/le/designated-ports.html>. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

9. Name and address where you wish permit mailed, if different from page 1 (All permits will be mailed via the U.S. Postal Service, unless you identify an alternative means below):

10. If you wish the permit to be delivered by means other than USPS regular mail, provide an air bill, pre-paid envelope, or billing information. If you do not have a pre-paid envelope or air bill and wish to pay for a courier service with your credit card, please check the box below. Please DO NOT include credit card number or other information; you will be contacted for this information.

If a permit is issued, please send it via a courier service to the address on page 1 or question 9. I understand that you will contact me for my credit card information once the application has been processed.

11. Who should we contact if we have questions about the application? (Include name, phone number, and email):

DONALD HULSLANDER (b) (6)

(b) (6)

12. \_\_\_\_\_ for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

Yes  No If you answered "Yes" provide: a) the individual's name, b) date of charge, c) charge(s), d) location of incident, e) court, and f) action taken for each violation.



RCVD OCT 30 2019

LB

**Department of Interior  
U.S. Fish and Wildlife Service  
Federal Fish and Wildlife Permit Application Form**

U.S. Fish and Wildlife Service  
Division of Management Authority  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity

**IMPORT OF SPORT-HUNTED TROPHIES under Appendix I of the Convention on International Trade in Endangered Species (CITES) and/or U.S. Endangered Species Act (ESA)**

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details. **Instructions on how to make your application complete and help avoid unnecessary delays are attached.**

**Section A: Complete if applying as an individual**

1.a. Last Name <b>ALLISON</b>	1.b. First Name <b>DAVID</b>	1.c. Middle Name/Initial	1.d. Suffix
(b) (6)	3.a. Alternate Telephone Number	4. E-mail address <b>cindi.rulon@procargousa.com</b>	

**Section B: Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution**

1.a. Name of business, agency, Tribe, or institution		1.b. Doing business as (DBA)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First Name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		6. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

**Section C: All applicants complete address information**

1.a. Physical address (Street address; Apartment #, Suite #, or Room #; no P.O. Boxes) (b) (6)			
1.b. City <b>PLANO</b>	1.c. State <b>TEXAS</b>	1.e. Country <b>USA</b>	(b) (6)
2.a. Mailing address (include if different than physical address; include name of contact person if applicable)			
2.b. City	2.c. State	2.d. Zip code/Postal code	2.e. County/Province
2.f. Country			

**Section D: All applicants MUST complete**

1.	Attach the <b>nonrefundable application processing fee</b> in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of <b>\$100</b> . Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee-- attach documentation of fee exempt status as outlined in instructions [50 CFR 13.11(d)].
2.	Certification: I hereby certify that I have read and am familiar with the regulations contained in <b>Title 50 Part 13 of the Code of Federal Regulations</b> and the other <b>applicable parts in subchapter B of Chapter I of Title 50</b> , and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.

(b) (6)	Permit (No photocopied or stamped signatures) Date of signature (mm/dd/yyyy) <b>atty in fact</b> <b>10/22/2019</b>
<b>Please continue to next page</b>	

**E. IMPORT OF SPORT-HUNTED TROPHIES (*Appendix I of CITES and/or ESA*)**

**Note 1:** This form should be used to request authorization to import trophies of species listed on Appendix I of CITES and/or as threatened or endangered under the ESA (examples include elephants, lions, cheetahs, wood bison, and markhor).

PLEASE USE FORM 3-200-19 FOR SOUTHERN AFRICAN LEOPARD TROPHIES AND SOUTHERN WHITE RHINOCEROS TROPHIES TAKEN IN NAMIBIA.

**Note 2:** If you hold an import permit for a trophy that you did not use, please **return the unused original permit**. If you are requesting reissuance of a permit because you have taken a trophy, but were unable to import it prior to the expiration of the permit, please use the renewal form (3-200-52) and return your original permit with that form.

**Note 3:** Applications for species listed as endangered under the U.S. Endangered Species Act are published in the Federal Register for a 30-day public comment period. Please allow at least **90 days** for the application to be processed.

**Note 4:** *Sport-hunted trophy* is defined at 50 CFR 23.74 as follows: *Sport-hunted trophy* means a whole dead animal or a readily recognizable part or derivative of an animal specifically identified on the accompanying CITES document that meets the following criteria:

- Is raw, processed, or manufactured;
- Was legally obtained by the hunter through hunting for his or her personal use;
- Is being imported, exported, or re-exported by or on behalf of the hunter as part of the transfer from its country of origin ultimately to the hunter's country of usual residence; and
- Includes worked, manufactured, or handicraft items made from the sport-hunted animal only when:
  - i. Such items are contained in the same shipment as raw or tanned parts of the sport-hunted animal and are for the personal use of the hunter;
  - ii. The quantity of such items is no more than could reasonably be expected given the number of animals taken by the hunter as shown on the license or other documentation of the authorized hunt accompanying the shipment; and
  - iii. The accompanying CITES documents (export document and, if appropriate, import permit) contain a complete itemization and description of all items included in the shipment.

**Note 5:** Certain hunting trophies, including elephants, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

Please provide the following information. Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use a separate sheet of paper. On all attachments or separate sheets you are submitting; please indicate the application question number you are addressing. If applying for more than one trophy, be sure to answer questions 4-6 for each trophy addressed in this application. If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.

1. Name and address where you wish the permit to be mailed, if different from page 1. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via the U.S. Postal Service.

PRO CARGO USA  
15619 MORALES ROAD ATTN CINDI RULON  
HOUSTON, TEXAS 77032

SELF ADDRESSED FED EX ENVELOPE ENCLOSED

2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

CINDI RULON CINDI.RULON@PROCARGOUSA.COM 281-220-3176

3. Disqualification factor. A conviction, or entry of a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court; and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

4. For each trophy to be imported, provide:

a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

LOXODANTA AFRICANA AFRICAN ELEPHANT

b. Sex (if known). MALE

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

b. Date wildlife is to be hunted:

c. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

6. **IF THE TROPHY HAS ALREADY BEEN TAKEN**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife was removed from the wild:

MATESI SAFARI AREA UNIT 4 MATABELELAND NORTH PROVINCE NEAR VICTORIA FALLS  
GPS SOUTH 18.21111 EAST 25.55993

b. Date wildlife was hunted:

JULY 14, 2017

- c. Name of hunting outfitter, safari company, or professional hunter you hunted with:

CHATTARONGA SAFARIS FIDELIS MUCHENJE PROFESSIONAL HUNTER

- d. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the foreign export/re-export document]:

FREIGHT CONSULTANTS 3 TROJAN STREET BELMONT BULAWAYO ZIMBABWE

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so).

ATTACHED

8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from **Namibia**, you must provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name:

Business Name: TROPHY CONSULTANTS

Address: 3 TROJAN STREET

City: BULAWAYO

State/Province: BELMONT

Country, Postal Code: ZIMBABWE

9. For species listed under the U.S. Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service (Service) must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful for our review if you could provide it. Please submit such information on a separate page with your application.

- a. Do you have any information regarding the population status or trend data on the species hunted?

SEE ATTACHED SHEET WITH DETAILS

- b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, local community, or government?

SEE ATTACHED SHEET WITH DETAILS

- c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or landowner that provide a conservation benefit to the species being hunted/species hunted?

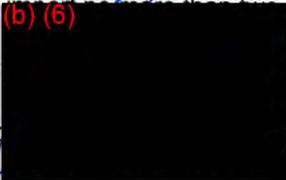
SEE ATTACHED SHEET WITH DETAILS.

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

- 10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a Power of Attorney to act on your client's behalf and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying for the import of an elephant trophy, I understand that my client may import no more than two elephant trophies in one calendar year.

Taxidermist/Broker's signature: \_\_\_\_\_



*attty in fact*

Date: 10/22/2019

- 11. If you are the hunter applying to import the trophy/trophies, please read and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported only for my personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying to import an elephant trophy, I understand that I may import no more than two elephant trophies in one calendar year.

Applicant's signature: \_\_\_\_\_ Date: \_\_\_\_\_

*Be aware that there may be additional permitting or approval requirements by your local or state governments, as well as required by other Federal agencies or foreign governments to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

- 12. All international shipments must be through a designated port. A list of designated ports (where an inspector is posted) is available from **the list of designated ports**. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

## HUNTING RETURN FORM - TRAS2 APPLICATION FOR HUNTING NP/CITES

Issued in terms of Exchange Control Act (Chapter 22:05),  
The Parks and Wild Life Act (Chapter 20:14) and the Tourism Act (Chapter 14:20)

0000079219  
HUNT\_FUNDS\_CAPTURED

### 1. DETAILS OF THE SAFARI OPERATOR

Name of Operator      Vexford Investments (Pvt) Ltd

Client's Full Name      David Lynn Allison

ZTA (HOP) No.          HOP0305

Passport Number      USA

Country of Issue      UNITED STATES

Address                  Plot 1 Tarquinia farm  
Karoo  
vexfordsafari@gmail.com

Address                  (b) (6)  
Plano, Texas  
(b)  
USA

Name of Professional Hunter      FIDELIS MUCHENJE

Licence No.              (b)

Telephone

Fax                          0

Number of Accompanying Guests

1

Are the trophies being exported after tanning and mounting?

Are the trophies being exported after primary treatment?

Name of Processing Agent      MATABELÉLAND TAXIDERMIST  
or Taxidermist

Address                  16 BIRMINGHAM RD  
BELMONT  
BULAWAYO

Name of Shipping Agent

Address

Name of Foreign Agent      CHATTARONGA SAFARIS

Address

FARM CONCONDIA LIMPOPO  
R.A.P.O. BOX 32 ALLDAYS  
LIMPOPO  
R.S.A 0909

### 2. HUNTING AREAS

	Hunting Area Name	Province	Signature of Land Authority
1	Matetsi Safan Area - Unit 3	Matabeleland North	
2	Matetsi River Ranch (Annasdale & Kayathu)	Matabeleland North	
3	Matetsi Safan Area - Unit 4	Matabeleland North	
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

Date of Safari From              05-07-2017  
Date of Safari To                  18-07-2017  
Daily Rate Charged For Big Game USD      350.00  
Daily Rate Charged For Plains Game USD      350.00  
Daily Rate Charged for Non hunting guests USD      350.00  
Number of Accompanying Guests      1

ZPWMA  
Date Stamp



## David Allison Elephant Report

Gathered from Conservation Force via DSC news:

### ZIMBABWE'S ELEPHANT POPULATION IS THE SECOND-LARGEST IN AFRICA

In 1900, it was estimated that Zimbabwe had a national population of 4,000 elephant. Since then, the population has grown to over 82,000 (a twenty-fold increase). The current population is double the target national population established in the 1980s, almost 40% larger than in 1992, when the FWS determined to maintain the Endangered Species Act (ESA) "threatened" listing for African elephant, and almost 20% larger than in 1997, when the FWS made a positive enhancement finding for import of elephant trophies from Zimbabwe. Elephant sub-populations in Zimbabwe are generally considered stable or increasing.

**North-West Matabeleland:** This population is estimated at 54,000, and is most dense in Hwange National Park (~45,000 elephant). In 1928, the estimated elephant population in Hwange was 2,000.

**Sebungwe:** This population is estimated at 3,500 and has declined since 2001 due to human population expansion into a previously unsettled area. The human population rapidly expanded from 45,000 in 1950 to over 700,000 in 2013, which explains the decline in the elephant population. Unlike other major elephant ranges in Zimbabwe, the habitat in this area is fragmented.

**Mid-Zambezi Valley:** This population is estimated at approximately 12,000 elephant. That number declined since the 2001 countrywide survey. The decline is due to cross-border poaching and perhaps cross-border movement of elephant during the survey period. Anti-poaching is a major component of the Zambezi Valley/Mana Pools Regional Elephant Management Action Plan, and recently the area has been chosen as a CITES MIKES site with an ongoing project.

**South-East Lowveld:** Most of this population inhabits Gonarezhou National Park, whose population has been growing consistently at 5% per annum over 20 years. This population is estimated at 13,000 elephant between the Park, surrounding communal areas, and nearby private conservancies.

### ELEPHANT HUNTING OFFTAKES IN ZIMBABWE ARE LOW AND SUSTAINABLE

Zimbabwe maintains a CITES export quota of 1,000 tusks from 500 bull elephants. A national quota of 500 elephants represents only 0.6% of a population of 82,630 elephant. Hunting offtakes are considerably lower, have a negligible impact on the overall population rate, and have declined in the past three years due to the import suspension.

Average Hunting Offtakes 2010-2013 (% of Total Elephant Population): 228 (0.276%)

2013 Hunting Offtakes (% of Total Elephant Population): 258 (0.312%)

2014 Hunting Offtakes (% of Total Elephant Population): 162 (0.196%)

2015 Hunting Offtakes (% of Total Elephant Population): 075 (0.091%)

#### ELEPHANT MANAGEMENT IN ZIMBABWE IS GUIDED BY APPROPRIATE LEGISLATION AND A STATE-OF-THE-ART MANAGEMENT PLAN

Governing Law: The Zimbabwe Parks and Wild Life Act is the governing law for ZPWMA and its programs. The Act created ZPWMA as a parastatal authority apart from the central government and established a separate fund to sustain ZPWMA's operations. The Act sets heavy penalties for elephant-related offenses. It was amended in 2010 to increase these sentences even more, and now imposes a nine-year minimum sentence for a first offense of elephant poaching. Under the Act, Rural District Councils and other land holders are granted "appropriate authority" to benefit directly from wildlife. Land holders are encouraged to maintain and increase wildlife populations because they retain the benefits of the sustainable use of that wildlife.

Elephant Management Plan: Zimbabwe's elephant management plan was kicked off by the FWS' elephant trophy import suspension. To develop a new plan, ZPWMA held a year of participatory stakeholder planning workshops, including a preparatory meeting of representatives from CAMPFIRE in November 2014; a national elephant management planning workshop in December 2014; an elephant management planning and anti-poaching workshop in Mana Pools (Zambezi Valley range) in March-April 2015; an elephant management planning workshop in the Sebungwe range in May 2015; and an elephant management planning workshop in the South East Lowveld range in September 2015. This process resulted in the Zimbabwe National Elephant Management Plan (2015-2020), the most up-to-date elephant management plan in Africa. The plan incorporates specific action items, deliverables, deadlines, and responsible parties. The plan identifies strategic objectives and sets targets to reach those objectives. It measures the success of reaching those targets through identifying outputs and Key Performance Indicators. The plan focuses on five major components: Protection and Law Enforcement; Biological Monitoring and Management; Social, Economic, and Cultural Framework; Building Conservation Capacity; and Program Management. The plan also creates the position of dedicated Elephant Coordinator at ZPWMA and establishes a national committee to coordinate and oversee implementation. The national plan is supplemented by four regional management plans that utilize the same framework to address the unique challenges for each major elephant range.

**ELEPHANT HUNTING IN ZIMBABWE GENERATES CONSERVATION BENEFITS THAT SATISFY THE “ENHANCEMENT” STANDARD:** Although hunting offtakes are negligible, elephant hunting fees are substantial and create extensive conservation incentives in Zimbabwe.

**Habitat:** Hunting areas in Zimbabwe cover ~130,000 km<sup>2</sup> of protected habitat. This area is over four times the size of Zimbabwe’s National Parks (~28,000 km<sup>2</sup>). Healthy elephant populations require large tracts of habitat; the areas set aside for regulated hunting are therefore essential to the elephant’s continued survival.

**Management and Enforcement Revenues:** Revenues generated from tourist hunting conducted on state lands comprised approximately 20% of ZPWMA’s revenue stream in 2014. Over \$6.2 million in trophy fees came from elephant hunts, with \$5 million accruing to ZPWMA to reinvest in elephant protection and species management. Over 50% of that revenue came from U.S. clients. Almost 80% of these revenues are allocated for law enforcement in the form of staff costs and patrol provisions. ZPWMA employs 1,500 active field rangers. Put simply, hunting revenues support anti-poaching efforts across Zimbabwe’s elephant range—and this is largely paid for by American elephant hunters.

**Operator Anti-Poaching:** In addition to supporting ZPWMA’s enforcement capacity, hunting operators deploy their own anti-poaching units to police the Safari Areas and fund community scouts in CAMPFIRE Areas. For example, a small sample of 14 operators surveyed by the Safari Operators Association of Zimbabwe spent \$957,843 on anti-poaching in 2013 and deployed 245 anti-poaching scouts. One operator, Charlton McCallum Safaris (CMS) in the Dande Safari Area and Mbire Communal Area, spends on average \$80,000-\$90,000 in anti-poaching costs and rewards. From 2010 to 2016, CMS’ efforts led to an 82% decline in elephant poaching in an important border region. As another example, the Save Valley and Buby Valley Conservancies together spend over \$1 million on anti-poaching each year. These efforts are funded by hunting revenues, and protect stable populations of elephant, increasing lion populations, and the third-largest black rhino population in the world.

**Regional Anti-Poaching:** According to the CITES “Monitoring the Illegal Killing of Elephants” (MIKE) data, poaching in the Southern African countries that depend upon regulated tourist hunting as a conservation tool, including Zimbabwe and Zambia, is lower than anywhere else on the continent and has never reached an unsustainable level. This stands in stark contrast to the West and Central African countries that do not allow tourist hunting.

**Community Benefits:** Zimbabwe’s CAMPFIRE program is the pioneering community-based natural resource management program in Africa. The program allows rural communities to financially benefit from wildlife, thereby incentivizing the use of communal land as wildlife habitat and the protection of wildlife through increased tolerance. An estimated 800,000 households benefit from CAMPFIRE revenues, ~200,000 direct participants and ~600,000 indirect beneficiaries. 90% of CAMPFIRE revenue is generated from regulated hunting, and 70% of this comes from elephant hunting. Thus, prior to the import suspension, elephant hunting generated over \$1.6 million per year for CAMPFIRE communities and was reinvested in the construction of classrooms and clinics, installation of water infrastructure and solar powered facilities, purchase of vehicles for anti-poaching support, compensation for destruction of crops or livestock by dangerous game, and other benefits which improve the livelihoods of the rural communities living in CAMPFIRE Areas. These benefits offset the damage caused by game species: from

2010 to 2015, elephant destroyed 7,495 hectares of crop fields in CAMPFIRE communities and claimed the lives of approximately 40 people.

The import of elephant trophies from Zimbabwe should not have been suspended in the first place. In April 2014, the FWS announced the suspension based on an asserted “lack of information.” The FWS suspended imports under a negative enhancement finding that it later admitted was incorrect with respect to Zimbabwe’s elephant population estimate, the level of poaching, and more. When the correct estimate is considered, Zimbabwe’s elephant population of almost 83,000 is 16,000 higher (almost 20%) than when the FWS made a positive enhancement finding in 1997. That estimate is double the size of the elephant populations of Namibia and South Africa put together, yet the FWS maintains positive enhancement findings for the import of elephant trophies from Namibia and South Africa. The trophy import suspension was based on a mistaken concern that Zimbabwe’s elephant population had declined. The FWS should have admitted the mistake and reversed the suspension immediately. The failure to do so suggests a political motivation, not a scientific one. In addition, suspending imports without first notifying and consulting Zimbabwe contradicts CITES Res. Conf. 6.7 and the Endangered Species Act, which requires the FWS to “encourage foreign conservation programs.”

Zimbabwe’s elephant population is not “the worst managed,” but among the best managed, in Africa. That Zimbabwe maintains a stable population of over 83,000 elephant, despite a despotic government, poor economy, and rapidly growing human population, is a testament to the country’s strong species management. That number is almost 40% higher than in 1992, when the FWS confirmed the “threatened” listing of elephant, and almost 20% higher than in 1997, when the FWS made a positive enhancement finding authorizing the import of elephant trophies from Zimbabwe. This strong management is due in part to ZPWMA being a parastatal separate and separately funded from the central government. It is also due to the commitment of Zimbabwe’s citizens to maintain their elephant populations, notwithstanding the costs—over 40 rural Zimbabweans were killed by elephant from 2010 to 2015. Zimbabwe’s strong species management is also evident in recent IUCN Red List assessments of lion and giraffe, which indicate increasing populations of these species in Zimbabwe. Overall, Zimbabwe is maintaining stable or increasing wildlife populations, which is evidence of strong management.

Zimbabwe’s elephant management plan is not “poor” or outdated; it is state-of-the-art and written by one of the world’s foremost elephant experts. The April 2014 suspension of elephant trophy imports was based in part on the fact Zimbabwe’s then-current elephant management plan dated to 1997. Although that plan was adaptively implemented and monitored, it was 17 years old. ZPWMA immediately began the process of developing a brand-new, state-of-the-art elephant management plan. This included a year of stakeholder planning workshops: a preparatory meeting of representatives from Zimbabwe’s community-based natural resources management program, CAMPFIRE, in November 2014; a national elephant management planning workshop in December 2014; an elephant management planning and anti-poaching workshop in Mana Pools (Zambezi Valley) in early April 2015; an elephant management planning workshop in the Sebungwe range in May 2015; and an elephant management planning workshop in the South East Lowveld region in September 2015. Zimbabwe focused on regional planning because the four regions face different management challenges. Each planning workshop produced a regional elephant management plan that was incorporated into the final document, which was drafted by a leading elephant scientist. The process was monitored throughout by the IUCN’s

African Elephant Specialist Group. The positive 2017 enhancement finding is largely based on the development and implementation of this excellent new plan.

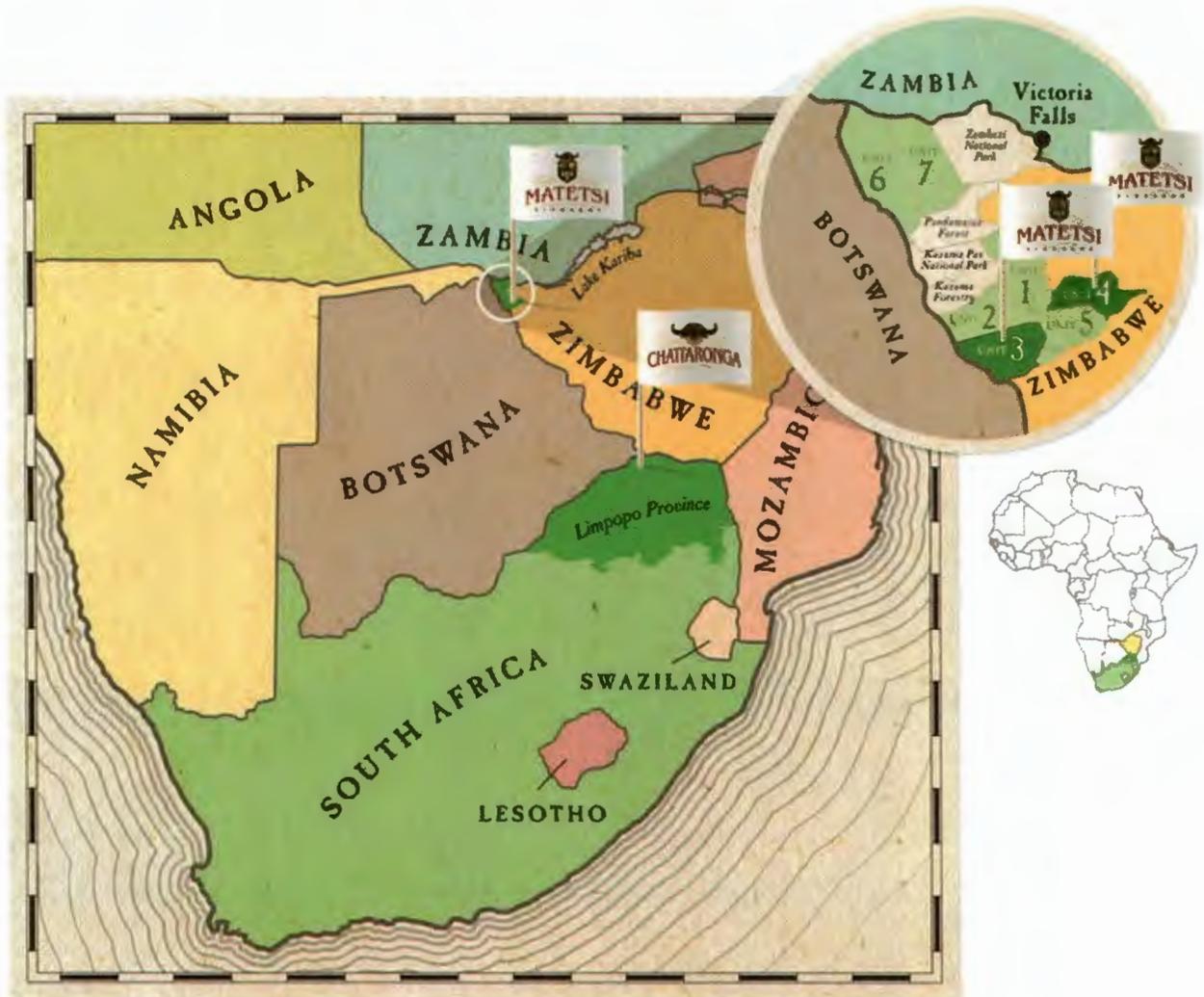
Regulated hunting is not poaching. By definition, “regulated” hunting is regulated and lawful—it is carefully monitored by ZPWMA, offtakes are recorded in a national database, and trophy tusks are marked in accordance with CITES resolutions to note the year of harvest. Moreover, regulated hunting revenues underwrite most anti-poaching expenses in Zimbabwe (and the rest of Southern Africa)—most of the fees paid to government wildlife authorities are used for enforcement, and operator-funded teams patrol concessions and keep poachers out. Finally, revenue-sharing and contributions by hunting operators create conservation incentives for the rural communities most affected by wildlife, which disincentivizes poaching. For example, Zimbabwe’s CAMPFIRE communities were receiving over \$1.6 million per year in revenues from elephant hunting prior to the import suspension. These funds built clinics and schools, paid teachers’ salaries, drilled boreholes, and so on. Similarly, hunting operators in Zambia are required to share at least 50% of harvested meat with rural communities. Many tons of meat can come from elephant hunts, to reduce the need and tolerance for bushmeat poaching and protect species in addition to elephant.

Allowing imports of elephant trophies will not damage the government’s efforts to control ivory trafficking. There is no support for this assertion, because hunting trophies are marked to show that they were lawfully hunted. Moreover, in the Southern African countries that depend upon regulated hunting as a conservation tool, poaching levels are lower than anywhere else in Africa. According to CITES MIKE data, Southern African countries (including Namibia, South Africa, Zambia, and Zimbabwe) have the lowest Proportion of Illegally Killed Elephant (PIKE) rates. PIKE, which is used to assess whether poaching levels are unsustainable, has never risen above the sustainability threshold in Southern Africa. PIKE at Zimbabwe’s MIKE sites is well below the sustainability threshold. According to the evidence, regulated hunting keeps poaching levels low.

Photographic tourism is not a substitute in most hunting areas. Opponents argue that photographic tourism would be a better option than hunting tourism. It is true that photo-tourism is available in some places; for example, some conservancies in Namibia benefit from photographic tourism revenues alone or along with hunting tourism. However, photo-tourism requires infrastructure and scenery, and dense wildlife populations to draw tourists. These features are not available in remote areas of a country without access to airports or other activities, where the wildlife populations are not dense enough to ensure a sighting during a two-hour game drive. And this is the situation in many CAMPFIRE Areas, where photographic tourism was tried and failed. In these areas, without the benefits of hunting, the habitat would be converted to agriculture and livestock. Benefits to the rural community stakeholders are less from photographic tourism than from tourism hunting.

## MATETSI INITS 3 AND 4, ZIMBABWE

281,000 acres. Untamed. Unspoiled.



-----David Allison elephant permit application-----



# John Rulon CHB

15619 Morales Rd. Houston, Texas 77032 281-220-3158

BELOW IS A POWER OF ATTORNEY FORM WHICH IS REQUIRED BY U.S. CUSTOMS, TO ALLOW US TO TRANSACT U.S. CUSTOMS CLEARANCE ON YOUR BEHALF.

U.S. Customs Services 141.32 C.R.

## CUSTOMS POWER OF ATTORNEY

SS# (b) (6)  
Cell Phone (b) (6)  
Email address (b) (6)

Individual

I, David Allison (Full Name of Person), residing at (b) (6) Plano, TX (b) (6) hereby constitutes

and appoints each of the following persons - John Rulon CHB

may act through any of its offices or any employees with Power of Attorney on file with this licensed broker as required by the Regional Commission of Customs as a true and lawful agent and attorney of the grantor named above for and in the name, place, stead of said grantor from this date and in all Customs Districts, and in no other name, to make, endorse, sign, declare, or swear to any entry, withdrawal, declaration, certificate, bill of lading, or other document required by law or regulation in connection with the importation, transportation, or exportation of any merchandise shipped or consigned by or to said grantor; to perform any act or condition which may be required by law or regulation in connection with such merchandise; to receive any merchandise deliverable to said grantor; To make endorsements on bills of lading conferring authority to transfer title, make entry or collect drawback, and to make, sign, declare, or swear to any statement, supplemental statement, schedule, supplemental schedule, certificate of delivery, certificate of manufacture, certificate, and delivery abstract of manufacturing records, declaration of proprietor on drawback entry, declaration of exporter on drawback entry, or any other affidavit or document which may be required by law or regulation for drawback purposes, regardless of whether such bill of lading, sworn statement, schedule, certificate, abstract, declaration, or other affidavit or document is intended for filing in any customs district. To sign, seal, and deliver for and as the act of said grantor any bond required by law or regulation in connection with the entry or withdrawal of imported merchandise or merchandise exported with or without benefit of drawback; or in connection with the entry, clearance, lading, unloading or navigation of any vessel or other means of conveyance owned or operated by said grantor, and any and all bonds which may be voluntarily given and accepted under applicable laws and regulations, consignee's and owners declarations provided for in section 485, Tariff Act of 1930, as amended, or affidavits in connection with the entry of merchandise; To sign and swear to any document, and to perform any act that may be necessary or required by law or regulation in connection with the entering, clearing, lading, unloading, or operation of any vessel or other means of conveyance owned or operated said grantor. To authorize other Customs Brokers to act as grantor's agents; to receive, endorse and collect checks issued for Customs duty refunds in grantors name drawn on the Treasurer of the United States; if the grantor is a nonresident of the United States, to accept service of process on behalf of the grantor. And generally to transact at the customhouses in said district any and all customs business, including making, signing, and filing of protests under section 514 of the Tariff Act of 1930. In which said grantor is or may or may be concerned or interested and which may properly be transacted or performed by an agent and attorney, giving to said agent attorney full power and authority to do anything whatever requisite and necessary to be done in the premises as fully as said grantor could do if present and acting, hereby ratifying and confirming all that the said agent and attorney shall lawfully do by virtue of these presents; the foregoing power of attorney to remain in full force and effect until notice of revocation in writing is duly given to and received by the District Director of customs of the district aforesaid. If the donor of this power of attorney is a partnership, the said power shall in no case have any force or effect after the expiration of 2 years from the date of its execution. Or until revoked. Pursuant to 19 CFR 111.36(a), election is made waiving the right to receive invoices, supporting documents and correspondences from John Rulon CHB, who is directed to forward all documents and inquiries concerning our imports to their customs brokerage services, to our freight forwarder, who will pay John Rulon CHB, for duties, and services performed on our behalf. It is understood the right to revoke said waiver is continuing.

### Customs Rules on Discharge of Importers Liability for Duties

The U.S. Customs Service has issued a final amendment of the regulations to provide an alternative procedure for an importer record to pay duties on imported merchandise through a licensed customhouse broker. Present rules provide for the payment of duties to Customs by a broker on behalf of the importer. Under the alternative procedure, the importer may elect to submit to the broker a separate check or bank draft for the duties payable to the "U.S. Customs Service". The broker would then deliver the importer's check or bank draft to Customs. The new rule also requires brokers to provide written notification to their clients, advising that if the client is an importer of record, payment to the broker will not relieve the client of liability for Customs charges in the event that the charges are not paid by the broker. Brokers will be required to provide this notification to all active clients annually during the month of February. Additionally, brokers will be required to provide such information on a power of attorney executed on or after the effective date of the new rule. These amendments are effective as of September 27, 1982.

David Allison

(Print name)

has (b) (6)

(Sign

03 March, 2019

((Date)

Check # 1109



RCVD OCT 30 2019

LS

Department of Interior  
U.S. Fish and Wildlife Service  
**Federal Fish and Wildlife Permit Application Form**

U.S. Fish and Wildlife Service  
Division of Management Authority  
Branch of Permits, MS: IA  
5275 Leesburg Pike  
Falls Church, VA 22041-3803  
1-800-358-2104 or 703-358-2104

Type of Activity

**IMPORT OF SPORT-HUNTED TROPHIES under Appendix I of the Convention on International Trade in Endangered Species (CITES) and/or U.S. Endangered Species Act (ESA)**

Complete Sections A or B, and C, D, and E of this application. U.S. address may be required in Section C, see instructions for details. Instructions on how to make your application complete and help avoid unnecessary delays are attached.

**Section A: Complete if applying as an individual**

1.a. Last Name <b>SCHUMACHER</b>	1.b. First Name <b>RANDY</b>	1.c. Middle Name/Initial <b>P</b>	1.d. Suffix
2. Date of Birth (mm/dd/yyyy)	3. Telephone Number	3.a. Alternate Telephone Number	4. E-mail address

(b) (6)

(b) (6)

**Section B: Complete if applying on behalf of a business, corporation, public agency, Tribe, or institution**

1.a. Name of business, agency, Tribe, or institution		1.b. Doing business as (DBA)	
2. Tax identification no.		3. Description of business, agency, Tribe, or institution	
4.a. Principal officer Last name	4.b. Principal officer First Name	4.c. Principal officer Middle name/initial	4.d. Suffix
5. Principal officer title		6. Primary contact name	
7.a. Business telephone number	7.b. Alternate telephone number	7.c. Business fax number	7.d. Business e-mail address

**Section C: All applicants complete address information**

1.a. Physical address (Street address, Apartment #, Suite #, or Room #; no P.O. Boxes)				1.f. Country	
(b) (6)				U.S.A	
1.b. City	1.c. State	1.d. Zip code/Postal code		1.e. County/Province	
COLORADO SPRINGS	CO.	(b) (6)			
2.a. Mailing address (include if different than physical address; include name of contact person)					
2.b. City	2.c. State	2.d. Zip code/Postal code	2.e. County/Province	2.f. Country	

**Section D: All applicants MUST complete**

1. Attach the <b>nonrefundable application processing fee</b> in the form of a check or money order payable to the U.S. FISH AND WILDLIFE SERVICE in the amount of <b>\$100</b> . Federal, Tribal, State, and local government agencies, and those acting on behalf of such agencies, are exempt from the processing fee--attach documentation of fee exempt status as outlined in instructions [50 CFR 13.11(d)].
2. Certification: I hereby certify that I have read and am familiar with the regulations contained in <b>Title 50 Part 13 of the Code of Federal Regulations</b> and the other <b>applicable parts in subchapter B of Chapter I of Title 50</b> , and I certify that the information submitted in this application for a permit is complete and accurate to the best of my knowledge and belief. I understand that any false statement herein may subject me to the criminal penalties of 18 U.S.C. 1001.

(b) (6)

(b) (6) signatures) Date of signature (mm/dd/yyyy)

6/18/2019

to next page

**E. IMPORT OF SPORT-HUNTED TROPHIES (Appendix I of CITES and/or ESA)**

**Note 1:** This form should be used to request authorization to import trophies of species listed on Appendix I of CITES and/or as threatened or endangered under the ESA (examples include elephants, lions, cheetahs, wood bison, and markhor).

PLEASE USE FORM 3-200-19 FOR SOUTHERN AFRICAN LEOPARD TROPHIES AND SOUTHERN WHITE RHINOCEROS TROPHIES TAKEN IN NAMIBIA.

**Note 2:** If you hold an import permit for a trophy that you did not use, please return the unused original permit. If you are requesting reissuance of a permit because you have taken a trophy, but were unable to import it prior to the expiration of the permit, please use the renewal form (3-200-52) and return your original permit with that form.

**Note 3:** Applications for species listed as endangered under the U.S. Endangered Species Act are published in the Federal Register for a 30-day public comment period. Please allow at least **90 days** for the application to be processed.

**Note 4:** *Sport-hunted trophy* is defined at 50 CFR 23.74 as follows: *Sport-hunted trophy* means a whole dead animal or a readily recognizable part or derivative of an animal specifically identified on the accompanying CITES document that meets the following criteria:

- Is raw, processed, or manufactured;
- Was legally obtained by the hunter through hunting for his or her personal use;
- Is being imported, exported, or re-exported by or on behalf of the hunter as part of the transfer from its country of origin ultimately to the hunter's country of usual residence; and
- Includes worked, manufactured, or handcraft items made from the sport-hunted animal only when:
  - i. Such items are contained in the same shipment as raw or tanned parts of the sport-hunted animal and are for the personal use of the hunter;
  - ii. The quantity of such items is no more than could reasonably be expected given the number of animals taken by the hunter as shown on the license or other documentation of the authorized hunt accompanying the shipment; and
  - iii. The accompanying CITES documents (export document and, if appropriate, import permit) contain a complete itemization and description of all items included in the shipment.

**Note 5:** Certain hunting trophies, including elephants, are subject to restrictions on their use after import into the United States. Please see 50 CFR 23.55 for more information or contact the Division of Management Authority.

Please provide the following information. Complete all questions on the application. Mark questions that are not applicable with "N/A". If needed, use a separate sheet of paper. On all attachments or separate sheets you are submitting; please indicate the application question number you are addressing. If applying for more than one trophy, be sure to answer questions 4-6 for each trophy addressed in this application. If importing trophies from more than one country, you must submit a separate application for each shipment in order to obtain separate import permits.

1. Name and address where you wish the permit to be mailed, if different from page 1. If you would like expedited shipping, please enclose a self-addressed, pre-paid, computer-generated, courier service airway bill. If unspecified, all documents will be mailed via the U.S. Postal Service.

Self Addressed Included  
UPS

2. Who should we contact if we have questions about the application (name, phone number, and e-mail)?

RANDY SCHUMACHER (b) (6)  
(b) (6)

3. Disqualification factor. A conviction, or entry of a plea of guilty or nolo contendere, for a felony violation of the Lacey Act, the Migratory Bird Treaty Act, or the Bald and Golden Eagle Protection Act disqualifies any such person from receiving or exercising the privileges of a permit, unless such disqualification has been expressly waived by the Service Director in response to a written petition. (50 CFR 13.21(c)) Have you or any of the owners of the business, if applying as a business, been convicted, or entered a plea of guilty or nolo contendere, forfeited collateral, or are currently under charges for any violations of the laws mentioned above?

No  Yes

If you answered "Yes" to Question 3, provide: a) the individual's name; b) date of charge; c) charge(s); d) location of incident; e) court; and f) action taken for each violation. Please be aware that a "Yes" response does not automatically disqualify you from getting a permit.

4. For each trophy to be imported, provide:

a. Scientific name (genus, species, and, if applicable, subspecies) and common name.

Loxodonta africana, African Elephant

b. Sex (if known). Male

5. **IF ANIMAL IS CURRENTLY LIVING IN THE WILD**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife is to be taken from the wild:

b. Date wildlife is to be hunted:

c. Name of hunting outfitter, safari company, or professional hunter you will be hunting with:

6. **IF THE TROPHY HAS ALREADY BEEN TAKEN**, please enter the following information:

a. Country and place (area, region, GIS coordinates, ranch, conservancy, management area, or hunting block, AND nearest city) where wildlife was removed from the wild:

Namibia, Balyerwe Conservancy,  
Katima Mulilo - Nearest city

b. Date wildlife was hunted:

September 11th, 2018

- c. Name of hunting outfitter, safari company, or professional hunter you hunted with:

Gideon Cloete, Omujeve Safaris

- d. The current location of the trophy (address and country) [the U.S. import permit will identify this country as the country of export/re-export and must match with the foreign export/re-export document]:

Omujeve Safaris  
Ongombo West Section 2, Number 56, Windhoek Namibia

7. Please provide a copy of any applicable foreign government permits or licenses that were required to remove this animal from the wild (if you have not hunted yet and do not currently hold any such permits or licenses, please indicate so). See attached Hunting License, Permit #182735
8. Complete name and address of overseas person or business shipping the trophy to you. If you are applying to import a trophy directly from **Namibia**, you must provide the name and address of the professional hunter listed on your Namibian hunting permit [this name will appear on the face of the export permit].

Name:

Business Name: Gideon Cloete  
Address: Omujeve Safaris P.O. Box 9453  
City: Ongombo West Section 2, Number 56  
State/Province: Windhoek  
Country, Postal Code: Namibia

9. For species listed under the U.S. Endangered Species Act, please be aware that the U.S. Fish and Wildlife Service (Service) must make a finding that your activities will enhance or benefit wild populations of the species involved. While we will communicate with the range country for the species you will hunt or hunted when making the required findings, if you have any information that could support this finding, it would be helpful for our review if you could provide it. Please submit such information on a separate page with your application.

- a. Do you have any information regarding the population status or trend data on the species hunted?

Based on CITES documents, the Namibian population of elephants in has grown from 7500 in 1995 to 22,711 in 2017, and is currently deemed to be at its carrying capacity. Therefore it's ever increasing.

- b. In order to hunt, you likely paid for licenses or trophy fees. What were those fees and do you have any information on how those funds were used by either the landowner, local community, or government?

My hunt provided much needed jobs to the local community employing (guides, skimmers, trackers, drivers, lodge staff) more than 40 people from multiple villages/townships. The meat from this elephant served a much needed source of protein for the local residents often their only source for much of the yr.

- c. Do you have information on other funding activities that are being carried out, or were carried out, by the safari outfitter, professional hunter, concession holder, or landowner that provide a conservation benefit to the species being hunted/species hunted?

The fees I paid were in excess of \$28,000 and were used to build/maintain infrastructure for the local community and patrol/provide anti-poaching within the Conservancy for elephants specifically. Multiple conservancy employees oversaw this hunt, and were funded by the proceeds.

**CERTIFICATION STATEMENT** (original signature must be provided for either 10 or 11 below)

- 10. If you are a broker or taxidermist applying on behalf of a U.S. hunter or foreign national, provide documentation to show you have a Power of Attorney to act on your client's behalf and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by my client and is being imported only for my client's personal use (i.e., not for sale, transfer, donation, or exchange that is reasonably likely to result in economic use, gain, or benefit). If applying for the import of an elephant trophy, I understand that my client may import no more than two elephant trophies in one calendar year.

Taxidermist/Broker's signature: \_\_\_\_\_ Date: \_\_\_\_\_

- 11. If you are the hunter applying to import your own trophy, please read and sign the following statement:

I acknowledge that the sport-hunted trophy/trophies to be imported has been/will be personally hunted by me and is being imported or (b) (6) donation, or exchange that is reasonably likely to result in [REDACTED] import an elephant trophy, I understand that I may import no more than [REDACTED]

Applicant's signature [REDACTED] Date: 6/18/19

*Be aware that there may be requirements from your local or state governments, as well as required by other Federal agencies or foreign governments to conduct your propose activity. While the Service will attempt to assist where possible, it is your responsibility to obtain such approval.*

- 12. All international shipments must be through a designated port. A list of designated ports (where an inspector is posted) is available from the list of designated ports. If you wish to use a port not listed, please contact the Office of Law Enforcement for a Designated Port Exemption Permit (form 3-200-2).

**MINISTRY OF ENVIRONMENT AND TOURISM**

Directorate Scientific Services  
 Private Bag 13306  
 Windhoek, Namibia  
 Enquiries: Permit Office  
 Tel +264-61-284 2538/2506



PERMIT No.:

182735

VALID FROM:

06.09.8

VALID TO:

16.09.8

RECEIPT No.:

5711053

**PERMIT TO HUNT FOR TROPHIES**

Permission is hereby granted in terms of the Nature Conservation Ordinance 1975 (Ord. 4 of 1975)

Name of Trophy Hunter:

P.R. Schumacher

Residential Address:

U.S.A

Country:

To hunt the specified number of game for the sake of trophies:

SPECIES: COMMON NAME	NUMBER	SPECIES: COMMON NAME	NUMBER	SPECIES: COMMON NAME	NUMBER	SPECIES: COMMON NAME	NUMBER
Blesbok	IX	Impala Common	/	Springbok	/	Other	/
Buffalo		Klipspringer		Steenbok		* Report within 14 days after hunt. * Animal must be in accordance with Regulations of Nature Conservation Ordinance of 1975 as amended.	
Crocodile		Kudu		Warthog			
Dik-Dik		Lechwe		Waterbuck			
Eland		Oryx (Gemsbok)		Wildebeest, Black			
* Elephant		Ostrich		Wildebeest, Blue			
Giraffe		Reedbuck		Zebra Burchell's			
Grey Duiker		Rhinoceros, Black		Zebra Hartmann's			
Hartebeest		Rhinoceros, White		Cheetah			
Hippopotamus		Roan		Leopard			
Impala Black-Faced		Sable		Lion			

On the following farms / hunting concessions / safari / guestfarm:

Balyerwe Conservancy

Guided by (name of guides):

G.P. Clute

*R. Hebes*

Official MET date stamp

**IMPORTANT: This permit is not valid if altered in any way and is not transferable.**

