BirdLife INTERNATIONAL
Africa Partnership

Action Plans for the Conservation of Globally Threatened Birds in Africa

Stakeholders Workshop to agree on the White-necked Picathartes National Species Action Plan for Sierra Leone

31 October-1 November 2003, YWCA Hall, Brookfields, Freetown, Sierra Leone

Workshop Report

NatureUganda BirdLife SOUTH AFRICA RSPB DARWIN INITIATIVE

International Co-ordinator for White-necked Picathartes:
Alhaji Siaka, Conservation Society of Sierra Leone

Facilitators:

Eric Sande, Nature Uganda,
Alhaji Siaka, Conservation Society of Sierra Leone
Hazell Thompson, BirdLife Africa Secretariat

Report:

Eric Sande, Nature Uganda,
Alhaji Siaka, Conservation Society of Sierra Leone
Hazell Thompson, BirdLife Africa Secretariat

Summary

A workshop to draw up the national species conservation action plan for the conservation of the White-necked Picathartes *Picathartes gymnocephalus*, for Sierra Leone was held from 31st October to 1st November 2003 at YWCA hall, Freetown, Sierra Leone. The workshop brought together species experts and representatives from different NGOs, the University of Sierra Leone, the Media and government departments of Sierra Leone. Facilitators included the National Species Action plan Coordinator for Sierra Leone, the Africa Species Working Group Coordinator and the Head of BirdLife Africa Secretariat.

This workshop followed the agreed format and process of translating an international action plan into the national context. It was one of the 15 national species action plan for globally threatened bird species in the 3 year species action plan project supported and implemented by 17 African BirdLife partner organisations and RSPB and co-funded by the UK Department for the Environment, Food and Rural Affairs (DEFRA) under the Darwin Initiative.

The aim of this 5-year action plan is to ensure that the *Population is stable or increasing at all strongholds* in Sierra Leone. In order to achieve this aim, seven strategic objectives and projects were set. The species action plan will be published in April 2004.

The workshop was officially opened and closed by the Honorary President of Conservation Society of Sierra Leone, Dr Sama Banya who was represented by the Assistant Secretary Mr John Gbondo. In his opening speech, Dr. Banya stressed that the conservation of the White-necked Picathartes is very important for Sierra Leone because the species is widely distributed in the country, and therefore, its conservation endeavours will benefit a big number of sites and the biodiversity they contain.

1. Introduction

Action Plans for the Conservation of Globally threatened birds in Africa is a 3-year project (SAP Project), which aims to build the capacity for species action planning and conservation in Africa. The project started in April 2001 and is coordinated on behalf of the BirdLife International Africa Species Working Group by Nature Uganda, BirdLife South Africa and the RSPB (BirdLife Partners in Uganda, South Africa and UK respectively). It is implemented by BirdLife partner organisations in 17 African countries and co-funded by the UK Department for the Environment, Food and Rural Affairs (DEFRA) under the Darwin Initiative and the RSPB.

BirdLife International African partnership defined a Species Action Plan "*as a scientifically authoritative, strategic document that defines specific, measurable objectives and actions for conserving priority species; that should be achievable, time-bound and involve all appropriate stakeholders*". The African Partnership with assistance from the RSPB developed a species action planning format (Annex 1) and process (Annex 2) that have been approved by the Council of African Partnership as models for BirdLife International in Africa.

White-necked Picathartes *Picathartes gymnocephalus* is among the 7 priority globally threatened bird species in Africa for which international and national species action plans are being developed under the SAP project. White-necked Picathartes is classified as Vulnerable and is known to occur in the wild only in the Guinea, Ghana, Liberia, Cote d'Ivoire and Sierra Leone.

In Sierra Leone, the species is widely distributed across the country in the Western Area, Southern, Eastern and Northern regions. Habitat destruction, habitat degradation, unsustainable human related development and reduced breeding success were identified as the major threats that ultimately lead to low population estimates.

2. Workshop

The workshop was organised by the Conservation Society of Sierra Leone (CSSL), the BirdLife International Partner in Sierra Leone and the BirdLife International Africa Species Working Group (ASWG). Participants included members of CSSL staff and Executive Committee, species experts, representatives of Sierra Leone government departments, local community, the University and various NGOs. The workshop was facilitated by Alhaji Siaka (CSSL), Eric Sande (Nature Uganda/ASWG) and Hazell Thompson (BirdLife Africa Secretariat). The workshop objective was to produce a White-necked Picathartes national action plan for Sierra Leone through a facilitated and participatory process.

2.2 Workshop Programme and Implementation

The two-day workshop was based on the national species action planning format (Annex 3) and the process (Annex 4) developed to translate an international species action plan into a national context. Sessions included some presentations, but mainly facilitated discussions, both in plenary and group work using brainstorming on flip charts and cards. The result of each group work session was subsequently presented to the plenary, discussed and agreed. The workshop programme is shown in Annex 5. Below is a summary of major sessions.

Day One-31st October

2.2.1 Introduction

Alhaji Siaka (National Species Action Plan Coordinator Sierra Leone) and Eric Sande (African Species Working Group Coordinator) welcomed the participants on behalf of the host organisations (CSSL and ASWG respectively). The Honorary President of CSSL Dr Sama Banya, represented by his Assistant Secretary Mr. John Gbondo, officially opened the workshop. Dr. Banya stressed that the conservation of the White-necked Picathartes is very important for Sierra Leone because the species is widely distributed in the country, thus its conservation endeavours will benefit a big number of sites and the biodiversity they contain. The opening ceremony was chaired by the Coordinator of National Biodiversity Strategy and

Action Plan (NBSAP) Mr. Barthalomew Kamara who encouraged the participants to produce a realistic action plan and should always involve local communities in such endeavours.

Using a card exercise, participants then introduced themselves, outlining their position, where they are based and their experience in species conservation work. The participants' details are shown in Annex 6. Participants were then taken through workshop techniques while using cards and flip chart. The rules of using cards and flip chart during brainstorming are shown in Annex 7. Using a card exercise, participants then listed their expectations from the workshop that are presented in Annex 8. Using flipcharts, participants brainstormed what a species action plan is and the results of the brainstorm on the SAP definition and the model developed the BirdLife International African Partnership are shown in Annex 9.

2.2.2 Background information about the White-necked Picathartes
The background material on the White-necked Picathartes was presented to the participants to enable them know the available information about the species and have an input. The material was by and large specific to Sierra Leone. Participants then identified the gaps in knowledge on species, the on-going & potential projects and risks and opportunities affecting implementation of the action plan and stakeholders analysis in the context of Sierra Leone.

2.2.3 Problem analysis
Participants were introduced to the problem tree/analysis and how the problem tree in the White-necked Picathartes International Species Action Plan (ISAP) was constructed. The problem tree as it appears in the ISAP was presented so that the participants understand the logic of the cause-effect relationship of issues affecting the White-necked Picathartes. Participants agreed on the relevance of the cards on the upper level of the problem tree to Sierra Leone and were then divided into two groups to review the branches of the problem tree and make them as relevant to Sierra Leone as possible.

Day two-1st November

2.2.4 Prioritisation of threats and review of the objectives from the ISAP
In the plenary, participants agreed on the new problem tree relevant to Sierra Leone, prioritised all issues that impact on species in the problem tree in the context of Sierra Leone as low, medium, high and critical and reviewed the 7 objectives in the ISAP which were all relevant to the national context.

2.2.5 Project Concepts, Vision and Aim
Participants were divided into 2 groups. Groups 1 was assigned to develop projects for objectives 1, 2 and 3 while group 2 developed projects for objectives 4, 5, 6 and 7. Participants were asked to choose a group where they felt they would contribute most. They retained, removed or developed new project concepts where appropriate. In the plenary, participants agreed on the new projects, vision and aim of the action plan for Sierra Leone.

In same groups as those that designed the project concepts, participants completed the Projects Table using the headings: Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training and Community involvement. The following were highlighted: the Project's overall priority (♦=low, ♦♦=medium, ♦♦♦=high and ♦♦♦♦=critical), the lead agencies responsible, time scale, the cost ($=<US$ 10,000, $$=US$ 10,000–US$ 50,000, $$$=US$ >50,000) and risks and opportunities that may hamper or enhance the implementation of each specific project. In the plenary, participants agreed on the priority projects.

2.2.6 Monitoring and Evaluation
Participants agreed that the M& E plan for the White-necked Picathartes Sierra Leone will be done at project, objective and aim levels with CSSL and Forestry Divisions taking the lead but

other stakeholders such as the White-necked Picathartes Species Interest Group (SIG) and BirdLife International Africa Species Working Group should assist.

Members also agreed that 2 columns should be added in the Projects Table, one for completion date and one for Remarks. These columns should be filled every six months from which six-monthly report will be produced. Information from other reports and meetings can also be used to obtain information for the M & E plan for the SAP.

3.0 Results

The workshop was well attended by 20 participants (Annex 6). Of these, 4 were government officials, 2 were representatives of Higher Education Institutions in Sierra Leone, 7 were representatives of Conservation NGOs, 1 from the media and 4 were species experts that included 2 from the local community. Most of the planned activities in the workshop program (Annex 5) were achieved. The results of the workshop were used to draft a national White-necked Picathartes Action Plan for Sierra Leone (Annex 10). A small group was appointed to produce a Press Release that will be published in the local media.

In the draft plan, the gaps on the global population status and local distribution are presented in Tables 1 and 2 respectively and the national and international legislations that may benefit the species in Sierra Leone are presented in Table 3. The stakeholders for the White-necked Picathartes and how they impact on the species in Sierra Leone are shown in Table 4. The cause-effect relationship of all the issues/threats affecting the White-necked Picathartes conservation and their relative importance to the Sierra Leone situation are shown in the Problem Tree (Figure 2). The vision, aim and objectives of the plan are presented in Table 5. Table 6 shows projects numbered according to the corresponding objective under headings Policy and legislation, Species & habitat, Monitoring & research and Public awareness and training. It in addition, Table 6 shows the specifics of the projects in terms of priority as far as the conservation of the species is concerned in Sierra Leone, agencies that will take a lead to implement the project, time scale, cost, risks and opportunities that may affect or enhance the implementation of the project. The Press Release highlighting the key outputs of the plan for urgent action is shown in Annex 11.

4.0 Next steps

	Activity	**By Whom**	**By When**
1.	Produce Workshop Report	ES/AS/HT	1st Week Nov 2003
2.	Circulate Workshop Report	RSPB	Mid Nov. 2003
3.	Produce draft Action Plan and circulate	AS/ES	End Dec. 2003
4.	Finalise Action Plan	Editors	End Jan. 2004
5.	Circulate Action Plan	AS	End Feb. 2004
6.	Launch the plan	CSSL	April 2004

AS= Alhaji Siaka, **ES**= Eric Sande, **HT**= Hazell Thompson, **CSSL**=Conservation Society of Sierra Leone
Editors=Alhaji Siaka, Okoni-Williams, Gilbert Koker, Hazell Thompson, Mohamed Mansaray, Eric Sande, Edward Momodu

5.0 Evaluation

At the end of each of the two days, participants were asked to fill in a simple form to evaluate the mood of the group. As indicated in Annex 12, participants were extremely positive about the workshop.

ANNEXES

Annex 1: BirdLife International African Species Action Plan Format

Presentation:

- *Not too plain, not too glossy (This will vary from country to country)*[1]
- *Appropriate language, executive summary also in English*

A) Front Cover

- Logos
- Picture of species
- Date
- Title
- Subtitle
- National Emblem[2]

B) Inside Front cover

- Authors
- Contributors
- Interest Group
- Credits
- Citation
- Thanks to local people, if appropriate

Foreword

- *Government official, Head of state of Royalty*
- Internationally famous conservationist

Table of content

- *clear and all on one page*

Acronyms

Definition

- What is a Species Action Plan?
- Why this plan?
- Geographic scope
- Introduce SAP history and objectives
- National plan to refer to International plan

0. Executive summary

- *No more than 1 page.*
- *Multilingual, if appropriate*
  - status
  - distribution
  - conservation priority
  - threats
  - aim, objectives and major activities
  - history of plan and stakeholders
  - wider benefits

1. Introduction

- *no more than 1 page*
  - introduce species (distribution, status, threats, emotive)
  - introduce limiting factors
  - introduce stakeholders
  - biodiversity justification and benefits of plan and outcome to species and communities
  - aim and objectives with timescale

2. Background Information

- taxonomy as relevant
- distribution and population status

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[1] *Italics: notes*

[2] underlined: national action plans only

- global, (*present as summary table*)
- local (*present as summary table*)

Population and distribution

Country	Population (plus quality code)	distribution	Population trend (plus quality code)	Seasonal occurrence
	Estimate of total number	*Widespread, local*	*Stable, increasing, decreasing*	*Resident or months*

- potential habitat (if appropriate)
- map

- movements, if relevant to plan
- protection status
  - legal protection (*in table, country by country*)
  - international legislation (*in table*)
  - does it occur in protected areas and IBAs? (*list in table per country*)
- Relationship with other SAPs and biodiversity strategies
- Habitat requirements of the species
- Biology and ecology
  - *only relevant information*
  - *bibliography contains all references*
- Threats and potential threats
  - *Short description of each threat*
  - *Develop list of key words to ensure consistency of use between plans*
  - *Link threats with ecology and biology of species*
  - *Always try to quantify threats*
  - *Rank threats*
  - *State of current knowledge*
  - *Gap analysis*
  - *Summarise as problem tree, start with conservation status, prioritise direct causes (♦♦♦♦: critical, ♦♦♦: high, ♦♦: medium, ♦ low,, ? unknown)*
- Stakeholder Analysis
  - *Summary table*
- Factors influencing success of action plan implementation
  - Socio-cultural effects
  - Economic implications
  - Strengths and weaknesses of existing conservation measures
  - Administrative/ political set-up
  - Biology of species (*e.g. does it breed in captivity, how specialised is it, how long does it live?*)
  - Local expertise and interest
  - Cultural attitudes
  - Appeal of species (eco-tourism)
  - Resources

3. Action Programme

- *Aims, objective and projects developed from problem tree*
  - **Vision**
    - *Long term vision for the status of species*
    - *Specific and measurable/ clear indicators*
    - *Time frame*
    - *Add short text*
  - **Aim**
    - *Aim of the species action plan*
    - *Specific and measurable/ clear indicators*
    - *Time frame*
    - *Targets might differ between national and international plan, but national plan contributes and refers to international plan*

- *Use IUCN criteria, Red Data Book, World Bird Database when applicable*
- *Add short explanatory text*

- **Objectives**
  - *Strategic objectives*
  - *Specific and measurable/ clear indicators*
  - *Use key headings*
  - *Prioritised (♦, ♦♦♦♦?)*
  - *Add short explanatory text for each objective (include summary of activities)*
- **Projects (see Table)**
  - *Table and short description for each*
  - *Should always refer to benefits to local people*
  - *Number each project according to related objective*
  - *List under the following headings:*
    - Policy and legislation
    - Species and habitat
    - Monitoring and research
    - Public awareness and training
    - Community involvement
    -International

Project	**Countries**	**Overall Priority**	**Agencies responsible**	**Cost**	**Time scale**	**Indicators**	**Risks and Opportunities**
A) Policy and legislation							
1.1 Name of project	List of countries with priorities ♦- ♦♦♦♦	Score ♦-♦♦♦♦?	Generic for international plan Specific for national plan	National plan only	Length, start		
1.2 Name of project							
3.3 Name of project							
B) Species and habitat							
1.5 Name of project							
C) Monitoring and research							
Etc.							
D) Public awareness and training							
E) Community involvement							
F) International							
Etc.							

- **Monitoring and Evaluation Plan**

Acknowledgements
Bibliography
Appendices

- List of relevant web pages
- Entry from Threatened Birds of the World
- List of protected areas and IBAs where species occurs
- Occupied areas most in need of action
- List of contacts (stakeholders, Species Interest Group, other

Annex 2: BirdLife International African Partnership International SAP detailed Workshop Process

Day	Activity	Description	Techniques and aids	Lead person
1	**Opening**	●Official opening and welcome of the participants to the workshop ●A few remarks by the organizers	Presentation	VIP, Host NGO, ASWGC, CASWG
	Introductions	●Self introductions, expectations	●Presentation of flip charts, a participant introduces his/her colleague and vice versa (position, experience on species conservation and expectations)	●All participants as facilitator captures the expectations on flip chart
		● Objectives of workshop	●A few obvious ones may be presented, discussed on flip chart and more added through brain storm ●The objectives may all be derived from expectation	●Facilitator
		●SAP project, what a species action plan actually is	●Presentation on Overheads/Flip chart	●ASWG
		●Workshop Program	●Quick overview of the entire workshop program of overheads	●Facilitator
	Background information on species	●Background document previously circulated to participants is presented and discussed	●Presentation on Overheads	●ISAPC with help from species experts
		●Group (according to countries) and plenary discussions • Making obvious comments/corrections/additions on the document	●Comments on overheads and flip chat	●ISAPC
		• Gaps in knowledge with respect to the species: i. Population status	●Groups fill in the country's species population status table	●One person from group presents to plenary for discussion
		ii. Local distribution	●Groups fill in the country's national legislation table with respect to the species	●One person from group presents to plenary for discussion
		iii. National legislation	●Groups fill in the table and map for local distribution, numbers and potential areas for the species for their respective countries	●One person from group presents to plenary for discussion
		• On-going projects with respect to	●Groups fill in the table of the on going projects	●One person from group presents to

		the species • Factors affecting the success of action plan	for their respective countries ●Brain storming on flip chat the risks and opportunities under the headings: Resources, Ecology & Biology and Appeal of the species	plenary for discussion ●Facilitator
	Evaluation	●Feel of the day 1	●Participants indicate whether they are unhappy, happy or very happy on a moodometer	●All participants
2	**Recap of day 1** **Stakeholders Analysis**	●Brief highlights of the day 1 sessions ●What are Stakeholders ●Country Stakeholders analysis	●Indicating on overheads what has been covered and where we are ●Presentations on flip charts ●Groups according to countries fill in the table with headings: Stakeholder Group, interests, activities, impact, intensity and how these will be addressed by SAP	●Facilitator: ask the participants to give suggestions on flip chat ●Facilitator: ask the participants to give suggestions on flip chat ●One person from each group presents to plenary for discussion
	Main threats **Evaluation**	●Identification of the main threats ●Using the reasons why species is threatened (GTB2000), brainstorming onto cards to build the Problem tree ●Prioritize the threats and causes of threats ●Feel of the day 2	●All participants brain storm on cards which are then sorted appropriately ●Participants divide into groups of about 5 and each group analyses the root causes using a cause-effect relationship in the problem tree of a threatened species ●Agreeing as a group and indicating on the cards whether the threat/cause of threat is critical (◆◆◆◆), high (◆◆◆), medium (◆◆), low (◆) or unknown (?) ●Participants indicate whether they are unhappy, happy or very happy on a moodometer	●Discussions lead by the Facilitator ● One person from each group presents to plenary for discussion ● Discussions lead by the Facilitator ●All participants
3	**Recap of day 2**	●Brief highlights of the day 1 &2 sessions	●Indicating on overheads what has been covered and where we are	●Facilitator: ask the participants to give suggestions on flip chat
	Preparation of press release	●Appoint a group to prepare a press release	●Press release presented on overheads to the plenary for discussion ●Participants from country groups can give it a "country flavor" and adopt it for their country	●Facilitator ●Country participants
	Vision, aim and objectives	●Agree on the life span of AP which has a	●Brainstorm on flip chats	●Facilitator

		bearing on the aim ●Agree on Vision of action plan; usually downgrading the species (threat status) ●Agree on aim ●Groups develop objectives which can be set derived from the priority threats/causes at any level in the Problem Tree ●Plenary to discuss and agree on the objectives	●Brain storm on cards and flip chat ●List the priority threats from Problem Tree	●Facilitator ●Facilitator
	Formulation of Project Concepts	●Project concepts formulated to address achievement of each objective	●Group work where a group develops project concepts for 1 or 2 objectives: ●Project concepts presented with headings: o Policy and legislation o Species and habitat o Monitoring and research o Public awareness and training o Community involvement	●One person from each group presents to plenary for discussion
	Review Stakeholder analysis (SHA)	●To assess whether SAP activities proposed for SH in the SHA have all been included in the SAP	●All the participants go through the column SAP activities to address impact in SHA tables and reconsider the activities not catered for in the project concepts	●Facilitator Compare SH SAP activities column in SHA with SAP activities and make sure all are incorporated into the SAP
	Evaluation	●Feel of the day 3	●Participants indicate whether they are unhappy, happy or very happy on a moodometer	●All participants
4	**Recap of day 3**	●Brief highlights of the day 1,2 &3 sessions	●Indicating on overheads what has been covered and where we are	●Facilitator
	Completion of projects table	●Project concepts entered into table clearly indicating the details on how the project will be executed	●Group work where the groups fill the table indicating the project, countries overall priority, Agencies responsible, time scale, cost, indicators, risks & opportunities. Projects entered under the headings: Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training and Community involvement	●One person from each group presents to plenary for discussion
	M&E Plan	●Participants consider WHO & HOW will the AP be monitored and evaluated both at National and International levels	●Brain storming on flip chats	●Facilitator
	Adopt plan	●Participants review the entire plan	●Identify and fill any obvious gaps	●Facilitator

			●AP adopted by participants	
	Creation of Species Interest Groups (SIGs)	●Participants given some insights on what SIGs are, what they do and how they fit into the structure of BirdLife International Africa Partnership	●Presentation on overheads/flip chat	ASWG
	Next Steps	●Participants agree on what happens next, who does what and the dead lines	●Brain storming on flip chat	●ISAPC
	Evaluation	●Synthesis of the work done in the four days	●Participants indicate whether they are unhappy, happy or very happy on a moodometer for the 4th day and for all the 4 days.	●Facilitator ●All Participants
	Wrap up	●Official closure of workshop	●A few speeches, vote of thanks, etc	●Facilitator, ISAPC, ASWG
	Business meeting of SIG	●Chart out the way forward towards spearheading the conservation initiatives for the species ●Discuss production of national SAP	●Elect office bearers if appropriate ●Secretary takes minutes of meeting	●ISAPC
5	**Field excursion**			

AP= Action Plan, **ASWG**= African Species Working Group, **ASWGC**= African Species Working Group Coordinator, **CASWG**= Chair African Species working Group, **SAP**=Species Action Plan, **SHA**= Stakeholder Analysis, **SIG**=Species Interest Group, **ISAPC**= International Species Action Plan Coordinator, **VIP**=Very Important Person.

Annex 3: Steps taken in National species action planning

(a) WHAT NEEDS TO BE DONE BEFORE THE WORKSHOP

Background Document

- Redraft for national workshop making it more relevant to the country in question
- To the introduction, explain why SAP is important and highlight:
    - Context of national plan and international plan
    - Who is BirdLife International/African Partnership/Africa Species Working
- Adopt ISAP document, remove international component not relevant to the national situation
- Take care not to pre-empt threats/problems to the species
    - Include issues of the upper level of problem tree not the entire tree from ISAP workshop
    - Provide food for thought and contribute
- Document prepared for a wide range of stakeholders, some of whom know very little about the species and some know much about the species
    - The document is however targeted more at people who know little about the species
- The less we know about a species, the more the information will change
- Include as Annexes:
    - The Problem Tree of the ISAP
    - The table with Vision, Aim and Objectives contained in the ISAP
    - The list of Projects under their respective Objectives

The following changes were suggested on specific sections to the background document:
Fact File

- Local names of the species should be added
- Distribution in country
- Population estimate for country
- National conservation status where available
- National protection status where available
- Species name

Distribution and population status

- Include more detailed national distribution
- Model species distribution for country can be use to identify other potentials sites
- Reduce information on distribution in other countries

Potential habitat

Same as in ISAP document

Potential Habitat

- List sites for country and population per site
- Include the table on local distribution, protected area status, number of individuals/colonies, number of nests and references (as ISAP document) about the country in question.
- Include known and potential sites

Protection status/legal protection

- More details on national and local laws to species
- Include informal/traditional laws
- Retain international protection
- Provide exhaustive list of all relevant laws to the species
- Have country signed, acceded or ratified the convention?. Provide more detail for country for which national plan is being developed

Relationship with SAPs and other biodiversity strategies
Include links to national AP documents e.g. National Biodiversity SAPs and other strategies

Habitat and nest sites, biology and ecology
- Include country specific information especially when different from other countries
- Include all information including unusual records or "out of range" records

Threats and Potential Threats
- Include only upper level threats/issues of the problem tree in the ISAP
- Put the entire problem tree of ISAP as an Annex.

Factors influencing success of the action plan implementation (Risks and opportunities)
Edit table from ISAP, add relevant and remove irrelevant aspects

Stakeholders' Analysis
A proper Stakeholder Analysis (SHA) needs to be done before the workshop:
- Consider the distribution of the species in the country to ensure even representation
- If the workshop organiser/species coordinator knows of stakeholders that might be assigned responsibility, s/he should ensure that they are invited to the workshop
- In the background document, a section of a detailed SHA for the particular country as done during the international SAP workshop should be included
- When the document is circulated, the stakeholders should be requested to review the analysis

Stakeholders analysis helps to:
- Identify people to invite to the workshop including those who must attend
- Invite key/relevant people from government institutions (people who can make decision and accept responsibility on behalf of their organisation)
- Identify target audience for the campaign
- Identify partners that have an impact on species (positive/negative) due to their activities
- Identify people/individuals who have an interest in the species
- Better understanding of the roles and interest of stakeholders and their responsibilities
- Identify potential collaborators

(b) WHAT SHOULD BE DONE DURING THE WORKSHOP
Introduction
Why it is necessary for the participants to introduce themselves during the workshop?
Self introduction of the participants giving their details and background helps:
- the facilitator to know the background of each participant
- the facilitator to establish whether all the stakeholders invited have turned up or not
- the facilitator to organise group work for discussion by ensuring that when appropriate, people from different backgrounds are not always in the same discussion group
- the participants to get to know each other
- to release tension amongst participants (Ice-breaking)
- the facilitator to assess that the targeted people have turned up. If the targeted people have not come, the facilitator has to think of the necessary adjustments in the facilitation methods (if appropriate) to achieve the objectives of the workshop
- to stimulate relationships/networking

The introduction session should give the participant the opportunity to present details of themselves focussing on: the name of the participant, organization, position, where based and experience in species conservation

Participants' expectations
The participants outlining their expectations of the workshop helps:
- The facilitator to assess the participants' ideas about the workshop

- Set a baseline for evaluation
- The facilitator to ensure that participants' expectations are met
- To fine tune the objectives of the workshop
- The facilitator to identify expectations outside the scope of the workshop. In such a case, the facilitator discusses the particular expectation with the participant so that the later sees that s/he is not ignored

Background Document

Presentation of background document

The background document should be presented to the participants during the workshop because:

- Not everyone read the document previously circulated
- It enable sorting out differences in interpretation of sections
- It brings everyone to the same minimum level of understanding
- A presentation ensures that emphasis is put on very relevant sections
- It helps to identify knowledge gaps and facilitates filling some of the gaps
- It helps to improve knowledge of the species which assists in developing appropriate strategies to mitigate the threats

Assessment of the on-going projects helps to:

- Avoid duplication
- Provides opportunities for collaboration
- Provides additional country specific information updates
- Updates information in the ISAP document

Risks in the implementation of the plan

Risks should be identified during the workshop because:

- The risks at national level may be different from those identified at international level
- It helps to identify areas to target
- It helps to design projects to address problems posed by a risk
- It helps to refine the list of partners to involve in Project implementation
- It helps to note some risks that may not be changed
- It helps to prioritise projects based on risks

Opportunities

Opportunities should be identified during the workshop because:

- It assists to identify potential sources to funding
- It helps to identify potential collaborators
- It helps to take advantage of favourable situations
- It is an important information and education value from the workshop

Stakeholders Analysis

The stakeholders analysis done before the workshop should be presented to the workshop participants to generate consensus

Problem Analysis

Participants agreed that to properly present the threat analysis from the ISAP, it is important to:

- Explain how the problem tree grew
- Present the problem tree as contained in the ISAP.
- Agree in the plenary (add/subtract) any changes to the upper level of the problem tree
- Divide the participants into working groups based on groups within the Problem Tree
    - Review the branches to assess the relevance to the country.

- Make the relevant changes to make it relevant to the country.

- In the plenary
  - Each group presents
  - Discussion and consensus reached on final problem tree for the NSAP.
  - Prioritisation of each card according to each cards impact on the species: low (♦), medium (♦♦), high (♦♦♦) and critical (♦♦♦♦).
- If no change are made to the levels in the ISAP at which objectives were set:
  - Retain objectives from the ISAP in the NSAP.
  - Divide into working groups:
    (a) Design projects that address the achievement of each objective
    (b) Review project concepts from ISAP specified for the country.
    (c) Review changes to Problem Tree and projects.
  - Plenary: present and get consensus on projects.
- If changes are made to the levels in the ISAP at which objectives were set:
  If additions are made:
  - Consider whether the changes are catered for by the existing objectives from the ISAP. If yes, go to (b) above.
  - If changes are not addressed in the existing objectives from the ISAP, formulate new objectives in plenary and go to (b) above.

  If some subtractions are made, assess whether all the objectives are still relevant.
- After agreeing on the objectives and projects, review:
  - Project concepts against risks and opportunities in the implementation of plan.
  - Project concepts against national problem tree.
  - Vision and agree changes if any.
  - Aim and agree changes if any, add 'in country'
- Working groups:
  - Complete the Projects Table
  - One working group is formed to work on indicators for the aim and objectives
  - Table is filled in using headings Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training, Community involvement and International
  - Use ISAP as a reference.
- Plenary presentations
  - Sections of projects table completed
  - Indicators for aim and objectives
  - Discussions and consensus on Project Table and indicators for aim and objective
- Press Release using **Why/When/How/Who** approach (including sponsors and funders)
- M & E plan-What, Who, Why?
- Determine whether there is any part of the plan that anyone has a problem with or objects to.
- Adopt the plan.
- Determine the Next Steps.

Assigning roles and responsibilities during the production and subsequent implementation of the national plan

- During the workshop, it is important to allow people to choose a group where they can contribute most
- Assigning responsibility depends on how you are collaborating with stakeholders
- A properly completed stakeholders analysis ensures that people from governments/institutions who can make decision and accept responsibility on behalf of their organisation are invited, and thus relevant responsibilities are assigned to them

- Assigning responsibilities is easier when the people/groups are present at the workshop because they will give you the information as to whether the responsibility is within their mandate or not
- There is a need to be very specific as to who is taking the lead in the implementation of a specific activity
- In some cases, some roles are already being undertaken (ongoing projects)
- There is a need to address the problem of accessing resources
- In the event that the government agency identified to take a lead in implementing an activity does not have the required resources then it can work hand in hand with the NGO that has the resources to implement the respective activity
- Many stakeholders taking a lead on a number of responsibilities shows that the action plan is owned by all stakeholders rather than being assumed to be a BirdLife document

Annex 4: National Stakeholders Workshop Process

Date & Time.	Time (min)	Activity	Description	Person responsible
Day 1.				
	15	Welcome and opening	Plenary. Brief welcome to everyone by host NGO Official opening by VIP	
	30	Introductions	Plenary – Cards. Name, Organisation, Position, Where based, Species. conservation experience. - Put cards with headings up on the wall.	
	15	Explanation of workshop techniques	Plenary – Cards. Explain rational behind: - Brainstorm first; only then open discussion. - Use of Cards & flipchart.	
	60	Expectations.	Plenary – Cards. 3 cards to each participant, Put cards on wall & group. Use expectations to refine the workshop objectives.	
10:30 – 11:00	**30**	**Tea/Coffee Break**		
	15	What is a Species Action Plan?	Plenary - Flipchart. Brainstorm & short discussion.	
	15	Workshop programme.	Plenary – Overhead. Brief overview of the entire workshop programme.	
	60	Presentation of background information.	Plenary – Overheads. Presentation of the information contained in the background document prepared for the workshop.	
	30	Discussion of background information.	**Q1**: Gaps in knowledge on species Plenary – discussion, captured on flipchart.	
13:00 – 14:00	**60**	**LUNCH**		
	60	Discussion of background information cont.	**Q2:** On-going & potential projects in country Plenary – brainstorm & discussion onto flipchart. **Q3**: Risk & opportunities affecting implementation of the national action plan in country Plenary – brainstorm onto cards, group & discussion. Not done for threats. This will be covered by the problem tree analyses.	

			Q4: Review of the Stakeholders analysis	
	60	Introduction to the ISAP Problem Tree.	Plenary – Cards. Explanation: How the species problem tree was constructed. Presentation of the species problem tree as contained in the ISAP. Questions & answers.	
16:00 – 16:30	**30**	**Tea/Coffee Break**		
	30	Restructuring the upper level of the Problem Tree making it relevant to country	Plenary – Agree relevance to country. Discussion & stay the same or removing and/or adding cards at the upper level. Includes filling any gaps at the upper level.	
	60	Review branches of the problem tree and make relevant to country	Groups – Cards. Divide people into groups. The group removes a branch or tow, reconstructs the branch(es)	
	60	Group presentations on reconstructed problem tree branches.	Plenary – Cards. Each group presents their Problem Tree. Discussion refinement and consensus.	
	5	Evaluation.	Happy, medium, sad face.	
19:00 -		**DINNER**		
Day 2.				
	15	Recap of day 1.	Plenary – Overheads / Flipchart / Cards.	
	60	Prioritisation of issues by on impact on species	Plenary – Cards. low (♦), medium (♦♦), high (♦♦♦) and critical (♦♦♦♦).	
	15	Review the Objectives from the ISAP.	Plenary – Cards / Flipchart. Link between the Objectives and Problem Tree. (use newly constructed national Problem Tree).	
10:00 – 10:30	**30**	**Tea/Coffee Break**		
	60	Design project concepts.	Groups – Cards / Flipchart. Divide people into groups based on Objectives. Review project concepts against those in the ISAP Retain, remove and/or develop new project concepts.	
	60	Group presentations on project concepts.	Plenary – Cards/ Flipchart. Each group presents their project concepts. Discussion refinement and consensus.	
	30	Review the Vision & Aim.	Plenary – Flipchart. Changes, the same, add "in country"	
13:00 – 14:00	**60**	**LUNCH**		
	60	Completion of projects table.	Groups – Cards/Flipchart.	

			Same Groups as for Objectives and designing Project Concepts. One from each group to form a further group to look at indictors for the Aim and Objectives.	
	90	Group presentations on completed Projects Tables. Group presents indicators for the Aim & Objectives.	Plenary – Cards/Flipchart. Group present project tables and indicators for Aim & Objectives. Discussion refinement and consensus.	
16:30 – 17:00	**30**	**Teal/Coffee**		
	60	Monitoring & Evaluation Plan.	Plenary – Overheads.	
	60	Adoption of the plan.	Plenary: Any objections to any part/component of the plan? Can we adopt the plan? YES. Review expectations Next steps	
	15	Workshop close.	Vote of thanks.	
		Final Evaluation.	Happy, medium, sad face.	
19:00 -		**DINNER**		

BirdLife INTERNATIONAL
Africa Partnership

Annex 5: Program for the White-necked Picathartes Stakeholders' workshop for Sierra Leone

31 October-1 November, YWCA Hall, Brookfields, Freetown Sierra Leone

Time	31 October	1 November
8:00 – 13:00	Welcome **(CSSL)** Opening **(NI)** Introductions **(AS)** Explanation of workshop techniques **(ES)** Expectations **(AS)** **Tea/Coffee break (ALL)** What is a Species Action Plan? (AS) Overview of the workshop programme (**ES**) Presentation of background information (**AS**)	Recap of day 1 **(AS)** Prioritisation of issues based on impact on WNP in S/Leone **(ES)** Review the Objectives from the International WNP AP **(ES**) **Tea/Coffee break (ALL)** Design project concepts **(HT)** Group presentations on project concepts **(HT)** Review the Vision & Aim **(ES)** Completion of Projects Table **(HT**)
13:00 – 14:00	**LUNCH**	**LUNCH**
14:00 – 18:00	Discussion of background information cont. (AS) Introduction to the International WNP Problem Tree (**ES**) **Tea/Coffee break (ALL)** Restructuring the upper level of the problem tree making it relevant to S/Leone (**ES**) Review branches of the problem tree & make relevant to Sierra Leone (**ES**) Group presentations on reconstructed problem tree branches (**ES)** Evaluation (A**S**)	Group presentations on completed Projects Table **(HT)** Press Release **(AS)** **Tea/Coffee break (ALL)** Monitoring & Evaluation Plan **(ES)** Adoption of the plan (AS**)** Review expectations **(ES)** Workshop close **(CSSL**) Final Evaluation (A**S**)

AS= Alhaji Siaka**, ES=**Eric Sande**, HT=** Hazell Thompson**, CSSL=**Conservation Society of Sierra Leone

The Workshop is organised by CSSL, The BirdLife International Partner in Sierra Leone. This project is co-ordinated, on behalf of the BirdLife International African Species Working Group, by NatureUganda, BirdLife South Africa and the RSPB (the BirdLife Partners in Uganda, South Africa and the UK respectively). The project is supported and implemented by 17 African BirdLife partner organisations and RSPB and co-funded by the UK Department for the Environment, Food and Rural Affairs under the Darwin Initiative

NatureUganda BirdLife SOUTH AFRICA DARWIN INITIATIVE RSPB

Annex 6: List of participants and their contact details

First Name, Name	Organisation	Position	Where based	Expertise in species work	Postal Address	Email
Daniel Dauda Siaffa	Conservation Society of Sierra Leone (CSSL)	Programme Coordinator	Freetown	-From IBA wok	CSSL, 2 Pyke Street, P.O. Box 1292, Freetown	
Alhaji Siaka	CSSL	National Species Action Plan Coordinator	Freetown	Undergraduate Research on White-necked Picathartes	CSSL, 2 Pyke Street, P. O. Box 1292, Freetown	
Mohamed Mansaray	Wildlife Conservation Branch, Ministry of Agriculture, Forestry and Food Security	Assististant Game Superintendent	Freetown	-Participated in the international WNP Workshop -Have been working on a number of species for 25 years	Tower Hill, Freetown	
Ibrahim K. Foday	Njala University College, University of Sierra Leone		Freetown	None	Biological Sciences Dept. Njala University College, University of Sierra Leone, New England, Freetown	
Stephen Younge	Peninsula Acton Group for the Environment	Coordinator	Freetown	None	CSSL, 2 Pyke Street, PO. Box 1292, Freetown	
Tamba A. P. Fatorma	Ministry of Agriculture, Forestry and Food Security	Forest Guard		None		
John B. Gbondo	Fourah Bay College	Research Assistance	Freetown	None	Dept. of Biological Sciences Fourah Bay College, Mount Aureol, University of Sierra Leone	
Augustine Macfoy	Gola Programme	Surveyor and Monitoring Assistance	Gola	Lot of experience on WN Picathartes through research and monitoring in Gola	Gola Programme, C/o CSSL	
Marilena A.	Ministry of Local	Local Government	Freetown	None	C/o Min. Local Govt. &	

Johnson	Government and Community Development	Inspector			Comm. Devpt. 6 Floor, Youngi Building	
Sandi M. Koroma	Gola Community	Secretary	Gola	None	Dept. of Physical Health Education, Eastern Polytechnic, P.M.B Kenema, Eastern Sierra Leone	
Fatmata Sinneh	Green Scenery	Project Animator	Freetown	None	C/o Green Scenery 18 Kissy Road, Freetown	jfatmata@yahoo.com
Edward M. Sesay	Environmental Foundation for Africa	Project Officer	Freetown	None	Environmental Foundation for Africa (EFA), Lakka, Freetown	emfordsay@yahoo.com
Gilbert Koker	Ministry of Agriculture, Forestry and Food Security	Senior Assistant Conservator of Forestry	Freetown	Participated in the international plan	Forestry Division, Youngi Building, Freetown	elliealice2002@yahoo.co.uk, Forestry-sl@yahoo.com
Harold A. Williams	Sierra Leone Broadcasting Service	Reporter	Freetown	None	C/o Sierra Leone Broadcasting Service, Freetown, Sierra leone	halvinwill@yahoo.com
Samuel a. Lappia	Min. of Lands, Country Planning and the Environment		Freetown	None		Abdullap2000@yahoo.com
Musa Kimbo			Freetown	Know a number f species through guiding	29B Low –Cost Housing, Kissy, Freetown	musakimbo@hotmail.com
Humphrey Songu			Freetown	None	27B Main Motor Road Wilberforce, Freetown	
Arnold Okoni-Williams	CSSL	Project Officer	Freetown	Lot of experience from IBA work	CSSL	okoniwilliams@hotmail.com
Hazell Thompson	BirdLife International	Head of Secretariat	Nairobi	Initiated WN Picathartes Research 14 years ago	ICIPE Campus, Kasarani Road, Nairobi, Kenya. P.O. Box 3502-00100	hazell.thompson@birdlife.or.ke
Eric Sande	Nature Uganda	African Species Working Group Coordinator	Kampala	-Nahan's Francolin -6 International SAPs -4 National SAPs	Nature Uganda P. O. Box 27034 Kampala, Uganda	eric.sande@natureuganda.org

Annex 7: Workshop techniques

Rules for the use of cards during brainstorming

- Only one idea/concept per card
- Aim for a maximum of 3 lines of text per card
- Write in upper and lower case letters
- Use the card in landscape format; do not use the cards in portrait format
- No discussions until all the cards have been collected and displayed
- Spelling does not matter

Rules for the use of flipchart during brainstorming

- Each person has an opportunity to present his/her idea(s)
- All ideas are recorded onto the flip chart
- All ideas are captured during which time there is no discussion at this stage
- Once all the ideas have been captured, discussion follows

Annex 8: Participants expectations

- To know characteristic of nesting sites of WNP
- Compliance and enforcement of the 1972 Acts
- Effective and sustainable conservation practices introduced
- To end up with good action SAP for the WNP
- To really discuss about the problems and threats of the species
- To ensure involvement of stakeholders
- Encourage collaboration and efficient partnership
- Collaboration and communication network development for White-necked Picathartes
- Identification of the threats to the species
- Development of strategies to address the problems of population decline of the species
- Identify possible threats/problems posed on the species and if possible others as well
- Share of responsibilities developed in the action plan, i.e. who, when and how
- A plan to ensure that the solutions to the threats of the White-necked Picathartes reach the habitat area
- A radio media campaign about its importance
- Protect its area or environment
- Project portfolio
- A successful plan formulated
- National action plan for White-necked Picathartes conservation be established
- To develop a national species action plan for White-necked Picathartes
- Formulate activities for protecting Picathartes
- Develop and schedule work programmes for conservation of White-necked Picathartes
- Development of effective partnership with the communities
- Identification of lead agencies in Sierra Leone
- To see whether any attempt has been made at local level to conserve birds and other species
- To educate colleagues on the conservation of White-necked Picathartes
- Partnerships to conserve White-necked Picathartes
- Know groups or people that have worked on Picathartes
- To know why Picathartes population is small in the Western Area, Peninsula
- Understand more about the bird "Picathartes"
- Known why they sometimes leave their site to do well somewhere
- Known why they don't sleep in their nests expect during breeding time
- To known why they are found in various sites in Sierra Leone
- To gain more ideas on Bird conservation especially the White – necked Picathartes
- I will known almost all the names of Birds
- Establish the national status of specials
- Evaluate successes and failures in WNP conservation
- Learn new ideas on how to plan project
- Achievable conservation plan
- To learn more about other birds apart from White-necked Picathartes
- To use this plan as a model for species
- List of specific species involved in this action plans.

Annex 9: Definition of a Species Action Plan

(a) Results from the brainstorm

- What you intend to do
- Criteria to follow
- Guideline in solving problem
- Activity schedule to under take a project
- Organised idea to put together to implement project programme.
- Set of programme/activities that guide and direct achievable objectives
- A document that contains measures and mechanism
- It is document-containing set of programmes/activities that guide and direct measures and mechanism to obtain achievable objectives.

These ideas were then synthesised to make a model working definition:
A Species Action Plan *is an agreeable document containing set of programmes/activities that guide and direct stakeholder on measures and mechanisms to the protection of the species. It should be achievable and time-bound.*

(b) BirdLife International African Partnership definition

A Species Action Plan *is a scientifically authoritative, strategic document that defines specific, measurable objectives and actions* ***for conserving priority species. It should be*** *achievable, time-bound and involve all appropriate stakeholders.*

i) Scientifically authoritative

- Review and document all data available
- Involve all relevant experts
- Check data in workshop

ii) Strategic document that defines specific, measurable objectives and actions

- Strategy: Where are we, where do we want to be and how do we get there?
- Specific
- Measurable

iii) Achievable, time-bound

- SMART Objectives

iv) Involve all appropriate stakeholders

Annex 10: Draft White-necked Picathartes National Action Plan for Sierra Leone

Fact file
Family: Picathartidae
Distribution: Upper Guinea Congolian forest of West Africa,from Guinea to Ghana -
Habitat: Lowland rain forest
Size: 38 – 41 cm; 200 – 250g
Plumage: Black, grey-brown or slate grey above, white or lemon yellow below, lemon wash on chest, yellow bare head with black parietal patches. Sexes similar
Voice: Mostly silent; soft metronomic clucks or continuous whirring 'chirr'; raucous, loud alarm call – "Oww or Kaaa";
Nests: Cup-shaped mud nests (11 x 17 x 13 cm) impregnated with leaves fibres and twigs built on cliffs, rock faces or cave roofs
Eggs: usually 2, occasionally 1 (26 x 38 mm), white marked with brown blotches of varying size; incubation period: 20 days; nestling period 25 – 26 days
Diet: forest floor invertebrates, mainly insects, earthworms and spiders; occasionally frogs and lizards largely taken in the breeding season for nestlings
English names: White –necked Picathartes, Bare-headed Rockfowl, Yellow-headed Picathartes**.**
Local Names: Kplokondei (Mende**)**

1.0 INTRODUCTION

The White-necked Picathartes *Picathartes gymnocephalus* is a resident endemic of the Upper Guinea forest, occurring in Guinea, Ghana, Liberia, Cote d'Ivoire and Sierra Leone. It has only one congener the Grey-necked Picathartes (*P. oreas***)** which occurs in the lower Guinean Congolian forests of Nigeria, Cameroon, Gabon, Equatorial Guinea and Bioko. The distribution of the White-necked Picathartes is highly fragmented and all known populations are small and isolated. It is classified as Vulnerable (considered to have suffered or likely to suffer a 20% population decline in 10 years or three generations) under IUCN/BirdLife International threat criteria, and its primary habitat (forest) is disappearing rapidly. The species is of conservation concern because of its scanty, fragmented populations and its restricted distribution in vulnerable habitats. Also its striking appearance and strange behaviour has generated considerable research and conservation interest in recent years. Although the systematic position of the Family Picathartidae has been examined by several authors, its uncertain taxonomic position still remains a puzzle among ornithologists. It is therefore believed that it is unethical to allow the extinction of this unique Family.

As with other threatened species in the Upper Guinea forest, a number of habitat conservation programmes have failed to reduce some of the key threats to the White-necked Picathartes. Furthermore, the ecology of this species is poorly known in many of its range states, except in Sierra Leone where an extensive research project has been conducted for PhD, Masters and undergraduate Theses. In Sierra Leone it is believed that hunting, traps and snares set for other species, and disturbance caused by activities such as logging, slash and burn farming are among the main threats. The bulk of Sierra Leone's population occurs in restricted forest reserves, but law enforcement is weak.

A number of stakeholders affect the conservation of this species either positively or negatively. White-necked Picathartes colonies mostly exist in rural areas where poor local communities rely heavily on the forest resource for their survival. As in all developing countries, political will is often influenced by the quantum of potential benefits any project will generate for the national economy, with little or no consideration given to the damage done to the environment. In Sierra Leone, the main strongholds of the species occur in the Gola Forest, which by law is a timber production forest.

With these problems in mind, effective implementation of this plan will need to include all relevant national stakeholders. This Action Plan therefore provides the framework upon which the aim of ensuring the species Population is stable or increasing at all strongholds in Sierra Leone may be achieved. At the end of 5 years, it

is hoped that appropriate mechanisms will be in place to continue monitoring the population trends and mitigating the threats to this bird in Sierra Leone.

2.1 Taxonomic status
Class: Aves
Order : Passeriformes
Suborder: Passeri
Family: Picathartidae
Genus: Picathartes
Specis: *P.gymnocephalus*

The systematic position of *Picathartes* is still unclear and has been the subject of some controversy among ornithologist.. The Family has been variously placed with the crows, starlings, flycatchers, babblers, and the warblers. White-necked Picathartes is now placed in a separate monotypic family (Picathartidae) in or near the thrush-babbler assemblage. Recent DNA analysis of cytochrome b sequences (Thompson, 1997) suggests that Picathartes is closer to members of the thrush-babbler assemblage (Passerida), which includes the flycatchers, starlings, tits, warblers and babblers, than to corvine taxa (Parvorder Corvida) such as crows, jays and birds of paradise. This is somewhat at variance with Sibley and Monroe's (1990) classification of Picathartes (from DNA hybridisation) in the Parvorder *incertae sedis* in the boundary between the Corvida and Passerida.

Because of the uncertain taxonomic position of Picathartes, several taxa have been postulated as the nearest relative, most recently the South African Rockjumper *Chaetops* (Sibley and Munroe, 1990). The problem is still unresolved. The taxonomic position of Picathartes has implications for its conservation. The potential extinction of a whole Family could have huge implications for awareness-raising, fundraising and the speed with which conservationists may be willing to act.

2.2 Distribution and population status
Global distribution of White-necked Picathartes is restricted to the forest belt from Guinea to Ghana. It occurs in Guinea, Sierra Leone, Liberia, Cote d'Ivoire and Ghana (see Figure 1). Table 1 shows the known population estimates in each of the range states. The primary habitat of Picathartes (forest) is disappearing rapidly in West Africa. All known White-necked Picathartes populations are small, isolated and close to the minimum for long term viability. The global population in the Upper Guinea forest is almost certainly far fewer than 10,000 mature individuals (threshold for Vulnerable status).

In Sierra Leone, the total population is estimated at 1000-1500 individuals although the species is widely distributed across the country in the Western Area (WAPF), in the Southern & Eastern provinces (Gola Forest), in the Eastern Province (Kambui, Kangari and Dodo Hills) and in the Northern Province (Loma Mountains) (Figure 1). The IBA numbers (where applicable), the protection status, the number of known colonies and sites for each known site in Sierra Leone are shown in Table 2.

Table 1. Population, distribution and seasonal occurrence of White-necked Picathartes (Quality code according to the World Bird Database; A = reliable, B = incomplete; C = poor; U = unknown)

Country	Population (plus quality code)	Distribution	Population trend (plus quality code)	Notes
Sierra Leone	1000 – 1500 (Density estimate = 0.365 birds per sq. km) (Thompson, 1997) (B)	Fragmented, patchy and localized: Rare but widespread throughout the country except in North	Stable or decreasing slowly	Picathartes has lowest population density of all threatened species for which records available in the country; largest population in Gola forest
Liberia	500 to 1000 sites so minimum of 1000 – 2000 (Gatter, 1997) (B)	Rare to not uncommon; Numbers increase from the coast; most records in northern highlands	Not known but probably declining	Liberia probably holds largest population in Upper Guinea
Guinea	Unknown (Information not available) (U)	Rare to common and widespread in the South, from SW to SE; unrecorded from North.	Not known but probably declining	The species is almost certainly under severe pressure
Ghana	400-600 (King 1979, using 19605 data) (C)	Uncommon and very localised; records confined to southern third of country	Probably has declined rapidly in the last 30 years	New sites have been discovered to add to those known since the 1960s.
Cote d'Ivoire	Minimum population size for known sites: 500-1000 individuals. Best guess estimate: 1500 individuals in the whole country (Hugo Rainey pers. comm.) (B) .	Localised but not uncommon; mainly occurs in the west and south	Unknown but likely to be declining as forest is lost	Cote d'Ivoire has experienced the highest rate of deforestation in the world (Fishpool & Evans, 2001)

Table 2 Local distribution, numbers & protected area status of White-necked Picathartes colonies in Sierra Leone

Region/Province	Site (IBA site no. if applicable)	PA status	No. of known colonies	No. of nests	References
Western Area	WAPF (SL007)	NhFR	8	18	Thompson (1997)
Southern & Eastern provinces	Gola Forest (SL010)	FR	47	204	Allport, et al (1989), Thompson (1997).
Eastern Province	Kambui Hills (SL009)	FR	6	51	Thompson (1997)
	Kangari Hills (SL006)	NhFR	11	35	Thompson (1997)
	Dodo Hills	None	9	25	Thompson (1997)
Northern Province	Loma Mountains (SL003)	NhFR	9	23	Thompson (1997), unconfirmed/unpublished reports from Tama –Tonkoli (Woolls, 1996) 300 nests) and Tingi Hills. May also posibly occur in Nimini Hills. Known not to occur in Dodo Hills

Key: NhFR = Non-hunting Forest reserve; FR = Forest Reserve; SNR = Strict Nature Reserve; BR = Biosphere Reserve; WHS = World Heritage Site.

2.3 Movements:

The species has previously been thought to stay close to breeding/roosts sites all year round but new information suggests movement over a wide area and regular use of non-forested habitat (Siaka, 1998). Adults and juveniles may use nests for roosting in the period following the end of the breeding season.

2.4 Protection status

White-necked Picathartes is classified as Vulnerable under IUCN/BirdLife threat criteria (A1c, d; A2c, d; C1; C2a). The species is considered to have suffered, or is likely to suffer, a 20% population decline in 10 years or three generations. This is thought mainly to be due to declines in the extent and/or quality of its habitat, and

this decline in likely to continue in the future (A1c,d; A2c,d). More specifically, the total population is thought to be less than 10,000 individuals and there is likely to be continuing decline of more than 10% of numbers of mature individuals in 10 years or three generations. White-necked Picathartes is listed in Appendix 1 of CITES and is protected by National legislation in most range countries. The species also benefits from various International Conservation Conventions, many of which have been signed and/ratified by the range states (Table 3).

Figure 1: The Geographical ranges of *Picathartes gymnocephalus*

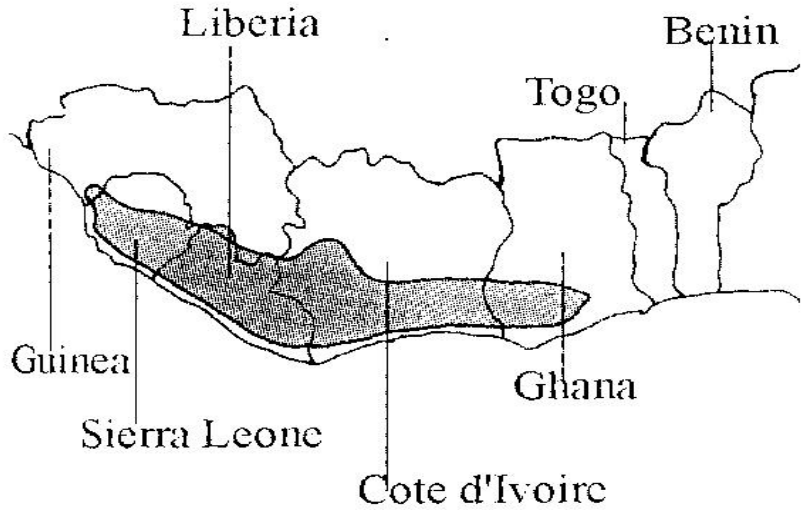

Table 3: National legislation and signatories to international conservation treaties relevant to White-necked Picathartes in Sierra Leone

Country	National legislation	CITES	CBD	UNESCO: Man & Biosphere	Africa Convention	World Heritage Convention
Sierra Leone	Protected: Hunting & trapping prohibited; Wildlife Act 1972; currently being updated	✔	✔	✔	✔	✔

2.5 Relationship with other SAPs and biodiversity strategies

Relevant biodiversity strategies exist in Sierra Leone e.g. National Biodiversity Strategy Action Plans (NBSAPs), National Environment Action Plans, National Important Bird Area Conservation Strategies (NIBACs) and the International Species Action plan for White-necked Picathartes

2.6 Habitat requirements of the species

Typical habitat is rocky hilly terrain (presence of inselbergs makes occurrence more likely) in lowland forest (up to 800m) with proximity to flowing streams/rivers (wet mud is essential for building nests); some sites are known in montane forest in Sierra Leone and Liberia. A forested area large enough to host army ant swarms is more likely to contain White-necked Picathartes. Rocks, caves or cliffs are essential for nesting; forest litter and undergrowth for foraging. Recently, birds have been recorded in disturbed habitats such as

forest clearings, farmbush and secondary growth and also in areas quite close to human activity e.g. less than 50m from a charcoal production pit in the Western Area Peninsula Forest (WAPF) in Sierra Leone. This suggests fairly high tolerance of disturbance and birds may continue to exist in degraded habitats.

There seem to be stringent requirements for the birds nesting on particular rocks. Factors that contribute to making a rock surface suitable for nesting are:

a) **Rock area (height and width).** Minimum distance above ground at which a nest has been found is 1.04m (n = 79) and minimum inter-nest distance is 1.5m (n = 34). Height above ground is important for protection from predators. Rock area would determine the number of nests that would fit on a single surface.
b) **Angle of slope of the rock face from the perpendicular**. This is important to protect nests from rain and water run-off. All nesting rocks found so far slope forward by at least 10 – 20 degrees or have been built below an overhang or rock pelmet (Thompson, 1997).

2.7 Biology and ecology

White-necked Picathartes build cup-shaped mud nests on rocks, cliffs or cave roofs, or occasionally on tree trunks. Nesting sites can comprise as many as 15–20 nests but more usually hold only one or two. There are reports of wasp nests occurring in between White-necked Picathartes nests and wasp nests may serve as the nucleus for construction of Picathartes nests

Contrary to early suggestions of co-operative breeding, it now seems that Whiter-necked Picathartes are monogamous. Breeding pairs defend their nests from conspecifics and vicious fights occur. However, outside the breeding season, 6-12 birds sometimes gather at roosting sites and engage in groups displays involving "chases" and "bows". Two eggs are usually laid, mostly in the wet season, and both parents incubate in turns for 20 days (median). Nestlings hatch blind and naked and are fed for 25 – 26 days. They fledge whilst still 30% smaller than adult size.

Recent studies indicate low nesting success levels (e.g. 23% in Sierra Leone in the 1990s down from 71% in Ghana in the 1960s*)* where nesting success is defined as the probability of eggs laid surviving both the incubation and nestling stages. The Sierra Leone data indicated that only 0.44 chicks fledged per nesting pair (Reference). A theoretical predictive life-table model constructed from this data indicates that populations in Sierra Leone could be declining slowly because of natural causes alone. An alternative scenario is that White-necked Picathartes is very long-lived (adult survival >90%), and that there is strong competition for nest sites, so that populations are self-sustaining as long as adult mortality remains low (Thompson, 1997).

Breeding dates

Breeding generally coincides with the wet season. In Sierra Leone**,** eggs are laid from June – December (peak numbers in October); Chicks in the nest from August – January with highest numbers in November (Thompson, 1997).

Known causes of nest losses (eggs and nestlings) are predation (e.g. raptors, snakes, squirrels, monkeys and humans), infanticide, competition from intruding conspecifics and infertile eggs.

White-necked Picathartes is usually encountered in primary and secondary forest, usually singly or in pairs, but occasionally in small groups of three to four birds. The birds forage on the forest floor and on low vegetation not more than one metre high. They rarely make sustained flights and typically progress in bounding hops, through the undergrowth. Picathartes feed mainly on forest floor invertebrates, primarily insects, earthworms and spiders. Beetles, termites, ants and grasshoppers are the most frequently taken insects and the birds frequently follow columns of army ants to capture flushed prey. The birds also eat vertebrates - frogs and lizards - and these constitute most of the food biomass of prey fed to nestlings

2.8 Threats and potential threats

Limited knowledge on the species and human activities are probably the main obstacles in the conservation of the White- necked Picathartes. The species is classified as globally endangered because of low global population estimate (<10,000 birds) that is either due to very limited data on the distribution and population size, naturally low population or due to continuing decline in the number of mature individuals. Habitat

destruction and degradation cause a multiplicity of issues/threats that ultimately cause low population estimates in all White-necked Picathartes range states in general including Sierra Leone. The problems/threats affecting the conservation of the species in Sierra Leone and their relative importance to the conservation of the species are shown in Figure 2 (the Problem Tree).

2.9 Stakeholder Analysis

Stakeholders are people or groups of people who affect the species directly or indirectly. Conservation of White-necked Picathartes involves many stakeholders at national and international levels. Major stakeholder groups in Sierra Leone include: government ministries and departments, local communities (farmers, loggers, etc), NGOs and Scientific experts at national level; BirdLife International, other International conservation NGOs and CITES at international level. The analysis on how the various stakeholders affect or enhance the conservation of White-necked Picathartes is shown in Table 4.

Figure 2: The Problem Tree (to be inserted)

Table 4: Stakeholder Analysis (Stakeholders' interests, activities, impacts and species action plan activities)

Stakeholder	Interest	Activities	Imp	Int	Proposed SAP Activities
National NGOs: CSSL, Environmental Foundation for Africa (EFA), Friends of the Earth (FOE) Green Scenery	Conservation of species and awareness	Information, Monitoring, Research, Awareness-raising, IBA surveys, Education, SSGs	+	♦♦♦♦	Formalise and strengthen SIG Implement SAP
Government Ministries: Forestry and Environment, Internal Affairs (Police), Tourism, Local Government Education, Information	Management of protected areas	Law enforcement and patrols	+	♦♦	➢ Increase effectiveness of patrols ➢ Law enforcement ➢ Implement SAP
Local communities: PAGE, Gola Community Kambui Hills, Elders, Hunting Associations, Chiefdom Recovery and Development in Western Area District Recovery Committee	Resource use	Farming, Logging, NTFP, Hunting, Site protection	+ –	♦♦♦♦ ♦♦♦♦	➢ Formation of SSG ➢ Site monitors ➢ Involvement in SAP implementation
Loggers (chain saws)	Timber harvest	Tree-felling and logging	–	♦♦♦♦	➢ Promote sustainable logging
Scientific experts from University of Sierra Leone	Conservation Training	Research	+	♦♦	➢ Provide research students and required training
National Farmers Associations	Sustainable farming	Farming, Training			
International					
BirdLife International	Bird and habitat conservation	Expert knowledge, Funding, Co-ordination of SIG, Research, Site-based work, Capacity building	+	♦♦♦♦	➢ Produce and promote SAP and raise funds for SAP implementation and co-ordination ➢ Exchange of experience ➢ Site-based work ➢ Promotion and co-ordination of SIG ➢ Promote sustainable development
Multi-national logging and mining companies	Extraction of timber and minerals for profit	Deforestation, Habitat degradation, Job creation	–	♦♦♦♦	➢ Lobby for protection of key sites ➢ Potential for funding
Development agencies	Capacity building and human development, poverty alleviation	Medium and large scale human development projects possibly leading to habitat loss or sustainable development	– +	♦♦ ♦♦	➢ Lobby for sustainable development ➢ Lobby for protection of key sites
International conservation NGOs	Wildlife and habitat conservation	Expert knowledge, Funding, Research, Site-based work, Capacity building, Non-bird conservation work	+	♦♦♦	➢ Site-based protection ➢ Potential collaboration and funding
International conventions (CBD, CITES etc.)	Promoting sustainable use of natural resources	Some protective legislation, Some funding opportunities, Obligation on Governments	+	♦♦	➢ Lobby for better enforcement ➢ Potential funding opportunities (GEF)

Imp=Impact, **Int**=Intensity

Intensity of the impact: ♦ low ♦♦ medium ♦♦♦high ♦♦♦♦ critical

3.0. ACTION PROGRAMME

The action Programme for the conservation of the White-necked Picathartes includes the vision, aim, objectives and projects/activities developed from the priority threats to the species identified in the problem tree.

3.1 Vision

This is the long-term dream of the plan. The vision of the SAP is to ensure that White-necked Picathartes is no loner Vulnerable in Sierra Leone. The actions set out in the SAP will contribute to the vision but will not necessarily achieve it.

3.2 Aim

This is what the plan hopes to achieve in its lifetime. Within five years, this action plan hopes to stabilize or increase the populations of the White-necked Picathartes at all strongholds in Sierra Leone.

3.3 Objectives

The stabilising /increasing the population of the species at stronghold within 5 years will be achieved through 7 strategic objectives.

Table 5: Vision Aim and Objectives

Vision	Description and justification	Indicators
White-necked Picathartes is no loner Vulnerable in Sierra Leone		
Aim (5 years)		
The populations of White-necked Picathartes are stable or increasing at all strongholds in Sierra Leone		
Objectives		
1. Level of off-take in Sierra Leone determined and these levels reduced by 10-20% in 5 years (♦)		
2. Updating estimate of population size, distribution, trends and stronghold location in Sierra Leone and data used to protect strongholds (♦♦♦♦)		
3. Breeding success at selected strongholds determined and baseline levels increased by 10-20% (♦♦♦)		
4. An enabling environment for White-necked Picathartes conservation by raising awareness among all stakeholders especially local communities and Government (♦♦♦♦)		
5. Management plans for National Forest Reserves in Sierra Leone developed/updated and incorporate strategies for the conservation of White-necked Picathartes and other threatened species. All such plans implemented (♦♦♦)		
6. Unsustainable human-related development and activities at main White-necked Picathartes strongholds reduced by 50-75% in Sierra Leone (♦♦♦)		
7. White-necked Picathartes SAP incorporated in National Biodiversity Conservation Strategies and Action Plan (♦♦♦♦)		

Priority: ♦=low, ♦♦=medium, ♦♦♦=high, ♦♦♦♦=critical

3.4 Projects concepts/activities

Project concepts were developed for the respective objectives. For each of the project, a set of activities will be developed and implemented to achieve the project.

Objective 1:. Level of off-take in Sierra Leone determined and these levels reduced by 10-20% in 5 years (♦)

1.1 National surveys to determine off-take levels
- o Use of field surveys, CITES, TRAFFIC, questionnaires, information exchange, interview, assess demand, literature reviews, Internet searches, direct contact and observations.

1.2 Review existing laws in Sierra Leone
- o Traditional bye laws need to be review and strengthened
- o Need to standardize and to facilitate the enactment and enforcement of **WNP** conservation laws and CITES using literature reviews, workshop, advocacy and publicity materials.

1.3 Training seminars and awareness raising campaigns
- o To promote identification
- o To publicise protections status of the species
- o The target groups include: Local communities, law enforcement officer, tourism operators, birds trappers, Custom Officials, local NGOs, Legislators, Hunters, Power-saw Operators, Researchers, etc.

Objective 2: Updating estimate of population size, distribution, trends and stronghold location in Sierra Leone and data used to protect strongholds (♦♦♦♦)

2.1 Field surveys to update estimate of population size in Sierra Leone
- o Use geological and vegetation maps
- o Data analysis for current and potential strongholds
- o Habitat assessment using remote sensing

2.2 Regular habitat monitoring in Sierra Leone
- o Regular field surveys for selected strongholds and other sites during the breeding season at specific time periods

2.3 Develop appropriate capacity for **WNP** data management:
- o Data collection, storage, retrieval and analysis (from field surveys and monitoring programs)
- o Information synthesis and dissemination to target groups

Objective 3: Breeding success at selected strongholds determined and baseline levels increased by 10-20% (♦♦♦)

3.1 Review scientific study of breeding success and its determinants at known and potential strongholds
- o Monitoring of breeding success levels
- o Review literature
- o Assessment of environmental factors (foods, weather condition, vegetation, predators)

3.2 Institute, implement and maintain wardening system at key sites including all strongholds
- o Use local people, SSGs, Forest Guards

3.3 Conduct a research on the possibility of establishing artificial nesting sites to enhance the breeding success of White-necked Picathartes

Objective 4: Provide an enabling environment for WNP conservation by raising awareness among all stakeholders especially local communities and Government (♦♦♦♦)

4.1. Design, implement and monitor national advocacy and publicity programme including a standardized sensitization document
- o Use literature reviews, lobbying, workshop, advocacy and publicity materials

4.2. Elaborate international and national training and capacity building for all stakeholders
- o Experience exchange and visits
- o Target groups include SSGs, Local Ornithologists and Bird Guides, Local Community representatives, Local Government Officials, NGOs especially communication personnel.

4.3. Establish and ensure functioning of SSGs at all strongholds
- o Promote income generating activities through livelihood programmes e.g woodlots establishment, Ecotourism, Animal husbandry, Community Farming, Vocational Training (gara-tie-dying, etc)

4.4 Establish and ensure functioning **WNP** Interest Group (SIG) in Sierra Leone. The SIG should:
- o Produce and implement regular fundraising strategise for the species
- o Ensure regular information exchange between stakeholders at different strongholds
- o There are annual workplan and reports
- o Work in conjunction with other stakeholders to ensure that the plan is being implemented

Objectives 5: Management plans for National Forest Reserves in Sierra Leone developed/updated and incorporate action plans for WNP and other threatened species. All such plans implemented (♦♦♦)

5.1 Review, identification of strongholds through surveys
- o Carryout surveys of sites
- o Training of staff to carry out surveys
- o Estimate population size of WNP
- o Fundraising and training personnel
- o Use topography maps to select main areas for surveys
- o Use local knowledge to select sites.

5.2 Review and update available Forest Management Plans to incorporate priority actions to conserve **WNP** and other threatened species

5.3 Produce and agreed participative Management Plan and fundraising for implementation
- o Assess and incorporate communities knowledge and needs into management plan
- o Assess and grade threats to individual strongholds.

Objective 6: Unsustainable human-related development and activities at main WNP strongholds reduced by 50-75% in Sierra Leone (♦♦♦)

6.1 Produce sensitization programme for local people to reduce threats from land clearance and fire and the importance of **WNP** for biodiversity conservation using Billboards, Posters, etc.

6.2 Identify, develop and promote alternatives to unsustainable human activities.
- o This includes development of new initiatives
- o Introduction of improved methods of farming
- o Introduction of animal raising programme
- o Alternatives to human activities
- o Involvement of agricultural extension services in developing alternatives
- o Use of Mud stoves, Woodlots establishment, Bee farming.

6.3. Monitor and assess the impact of human-related activities on the species and sites using methods such as socio-economic surveys.

6.4 Assess the legal status of human-related activities threatening the species sites and enforce law where appropriate

6.5 Determine the areas around a site that will ensure survival of the **WNP** and lobby for their legal protection.
- o Local knowledge to select potential WNP habitat for inclusion within protected areas can be used.

- o Prohibition of all agricultural activities around WNP sites is important.

6.6 Review legal aspects of land-use and status of enforcement
- o Make recommendations for improvement
- o Lobby for adoption of these improvements in national laws (e.g. mandatory EIAs) and forest authorities to ensure better monitoring of logging, encroachment and poaching.

Objective 7: White-necked Picathartes SAP incorporated in National Biodiversity Conservation Strategies and Action Plan (♦♦♦♦)

7.1 Produce, agree and promote national SAP
- o Distribute it and seek comments from relevant stakeholders on viability
- o Lobby for inclusion of SAP objectives in national conservation and development strategies
- o Circulate and promote the implementation of the action plan.

7.2 Facilitate the enactment of the reviewed Wildlife Conservation Act to ensure inclusion and protection of the species

7.3 Package appropriately and disseminate widely at all levels the already acquired information on WNP

The projects were tabulated under the seven objectives with headings Policy and legislation, Species & habitat, Monitoring & Research and Public awareness and training; with agencies responsible, time scale, cost, risks and opportunities (Table 6).

Table 6: Table of projects under the seven objectives with headings Policy and legislation, Species & habitat, Monitoring & Research and Public awareness and training; with agencies responsible, time scale, cost, risks and opportunities

	Project	Overall Priority	Agencies responsible	Time scale	Cost	Indicators	Risks and opportunities
A	**Policy and Legislation**						
1.2	Review existing laws in **SL**	♦♦	CSSL, FD, Local Govt.	2004-2005	$$	-Review completed and publicized -Existing legislation amended and publicized	Governments might not be interested in changing laws.
5.2	Review and update available Forest Management Plans to incorporate priority actions to conserve WNP and other threatened species	♦♦	CSSL, FD, WCD	2004 2005	$	-At least 2 Management plans reviewed by 2005 -Government taking a lead on 2 WNP projects in one Forest by 2006	Review may be slow and bureaucratic
6.4	Assess the legal status of human-related activities threatening the species sites and enforce law where appropriate	♦♦	CSSL, FD, WCD	2004-2009	$$	-Legislation and activity assessed at 3 strongholds by 2007	
6.5	**6.5** Determine the areas around a site that will ensure survival of the **WNP** and lobby for their legal protection.	♦♦♦	WCB, FD, CSSL	2004-2006	$	-"Buffer zone" around WNP strongholds demarcated by 2006 -Lobbying for the protection of the identified "buffer zones" ongoing by 2006 in at least 2 strongholds	
6.6	Review legal aspects of land-use and status of enforcement	♦♦	WCB, CSSL,	2004-2005	$	Proposals on appropriate land-use practices in place by 2005	May not take off if government does not cooperate
7.1	Produce, agree and promote national SAP	♦♦	CSSL, WCB, FD.	2004-2005	$	-At least 2 other national SAPs in place by 2005 -Implementation of **WNP** SAP initiated by 2004	
7.2	Facilitate the enactment of the reviewed Wildlife Conservation Act to ensure inclusion and protection of WNP	♦♦	WCB, CSSL	2004-2005	$	-New Wildlife Act operational by 2005 -At least 2 projects on the conservation of WNP being spearheaded by government by 2005	May not take off if government does not cooperate
B	**Species & Habitats**						
3.2	Institute, implement and maintain wardening system at key sites	♦♦	CSSL,SSGs, SIG, Local Council, FD	2004-2008	$$	-At least 1 Warden in place at one every stronghold	
4.4	Establish and ensure functioning **WNP** Interest	♦♦	CSSL, FD, WD	2004-2005	$	-Annual SIG workplan being implemented by 2005	

	Group (SIG) in Sierra Leone					-2 WNP SAP projects being implemented by SIG by 2005	
5.3	Produce and agreed participative Management Plan and fundraising for implementation	♦♦♦	FD, CSSL, WCD	2004-2006	$$$	-3 new management plans in place by 2005 -Implementation of at least one management plan initiated by 2007	
7.3	Package appropriately and disseminate widely at all levels the already acquired information on WNP	♦♦♦	CSSL, WCB, FD	2004-2006	**$**	-At least 50% of the important WNP stakeholders identified in Table 4 have got the available information by 2005 -Feed back from 50% of the recipients of the information by 2006	
C	**Monitoring & Research**						
1.1	National surveys to determine off-take levels	♦	CSSL, FD	2004-2005	$	-Off-take levels known in **SL** by 2005	
2.1	Field surveys to update estimate of population size in Sierra Leone	♦♦♦-	CSSL, FD, USL, and related institutions	2004-2006	$$	-Data for at least 3 strongholds updated and disseminated by 2006	
2.2	Regular habitat monitoring in Sierra Leone	♦♦	CSSL, FD, SIG, SSGs	2004-2008	$$$	-3 strongholds in SL surveyed at least twice by 2008	Some existing expertise (O).
3.3	Research on the possibility of establishing artificial nesting sites to enhance the breeding success of **WNP**	♦	CSSL, FD, SIG, SSGs	2004-2006	$	Proposal in place by 2005	
5.1	Review, identification of strongholds through surveys	♦♦♦♦	CSSL, WCD, FD	2004-2006	$	-Population status of at least 2 strongholds reassessed by 2005 -At least 3 new stronghold identified and surveyed by 2006	Availability of local expertise at some of the known strongholds (**O**)
6.2	Identify, develop and promote alternatives to unsustainable human activities	♦♦♦	CSSL, WCD, FD	2004-2008	$$	-Proposals for alternative income generating activities for at least 4 strongholds by 2005 -Income generating activities on at least 3 stronghold being implemented by 2007	
6.3	Monitor and assess the impact of human-related activities on the species and sites using methods as socio-economic surveys	♦♦♦	CSSL, WCD, FD, USL	2004-2008	$$	-Report on impacts of human activities on **WNP** in place by 2006 -Sensitisation of local people through workshops on going by 2008	
D	**Public awareness and Training**						
2.3	Develop appropriate capacity for **WNP** data management	♦♦♦	CSSL, FD, WCD	2004-2006	$$	-At least 3 people trained to train others in data management by 2006	
4.1	Design, implement and monitor national advocacy	♦♦♦	CSSL, FD, USL	2004-2006	$$	-Advocacy programme in place and available at least 5 strongholds by 2004	May be seen as irrelevant (R) .

	and publicity programme including a standardized sensitization document					-Implemented initiated by 2005 -Change in behaviour evidenced from positive feedback from stakeholders and probably stabilising /increasing in WNP population by 2008	Charismatic species. (O) May have cultural significance (O) .
4.3	Establish and ensure functioning of SSGs at all strongholds	♦♦	CSSL, Forestry Division other NGOs and local communities	2004-2008	$$	At least one functional SSG in place at every stronghold per year	Might be seen as low priority. **(R)**. Ecotourism (O). Community groups might already exist **(O).**
1.3	Training seminars and awareness raising campaigns	♦♦♦	CSSL, Government	2004-2008	$$$	-At least 1 training seminar per year	
4.2	Elaborate international and national training and capacity building for all stakeholders	♦♦♦	CSSL, Government	2003-2006	$$	-At least 3 SIG members receive international training by 2006 -At least 20 important stakeholder representatives receive national training on bird conservation by 2006	Training in Conservation is not a priority to government, thus funds have to be sourced by NGOs.
6.1	Produce sensitization programme for local people to reduce threats from land clearance and fire and the importance of **WNP** for biodiversity conservation	♦♦♦	CSSL, WCD, FD	2005-2009	$$	-Training programme in place by 2005 -At least 15 local people representatives trained to train others in Picathartes conservation by 2006 -Workshops organised by the trained local people on-going in all strongholds by 2008	

CSSL=Conservation Society of Sierra Leone, **FD**=Forestry Division, **SSG**=Site Support Group, **SIG**=Species Interest Group
USL=University of Sierra Leone, **WNP**=Whit-necked Picathartes, **WCD**=Wildlife Conservation Division, **O**=Opportunity, **R**=Risk,
Overall Priority: ♦=Low, ♦♦=Medium, ♦♦♦=High, ♦♦♦♦=Critical,
Cost .=$< *US$ 10,000, $$=US$ 10,000 – US$ 50,000, $$$=US$ >50,000).*

4.0 MONITORING AND EVALUATION

The M& E plan for the White-necked Picathartes Sierra Leone will be done at project, objective and aim levels with CSSL and Forestry Division taking a lead and getting assistance from other stakeholders such as the SIG and BirdLife International African Species Working Group. 2 columns should be added in the Projects Table, one for completion date and one for Remarks. These columns will be filled every six months from which six-monthly report will be produced. Information from other reports and meetings will also be used to obtain information for the M & E plan for the SAP.

5.0 FACTORS INFLUENCING SUCCESS OF ACTION PLAN IMPLEMENTATION

Opportunities

- The imposing and sometimes bizarre-looking rock formations on which White-necked Picathartes nest were once thought to house ancestral spirits and the birds themselves were considered guardians of these ancestral homes. Though these practices are now largely extinct, a residual fascination with the birds has persisted, and people are often reluctant to molest them or destroy their breeding sites. Enlisting local support for protection of Picathartes sites has therefore often proved an easy task.
- An International White-necked Picathartes Interest Group exists so individuals interested in conserving the species at International level are already communicating and thinking about formulating project proposals to conserve the species regionally
- The IBA programme is ongoing in Protected Areas where Picathartes occurs. This means that monitoring, research and community awareness activities targeted at Picathartes are already ongoing in these areas
- A link has been made between the NBSAPs and IBAs (which may contain White-necked Picathartes).
- CSSL contributed to the development of NBSAP.
- Implementation of the recently completed NBSAP
- Collaboration between institutions, NGOs and Government is encouraging
- There are ongoing specific projects eg CEPF project that could be used as vehicles to further the conservation of White-necked Picathartes
- A long-term project for the conservation of the Gola Forest in Sierra Leone (a major stronghold for Picathartes) is being re-activated with the end of civil conflict in the country.
- National law in Sierra Leone protects the species.
- Review of National Legislation is on-going
- Because of its striking appearance (Charismatic species), strange habits and rarity, White-necked Picathartes is also very fascinating to birdwatchers, tourists and scientific researchers
- Local expertise and interest exists amongst the stakeholders including local communities
- There is comprehensive, up to date information on the species in Sierra Leone where 1 PhD and several masters' degrees have been completed on the species.

Risks

- Resources to implement plan may not be readily available
- Conservation not a high priority to Government
- Limited awareness on conservation issues
- Non compliance by some stakeholders
- Limited alternatives other than forest resources
- Limited enforcement capacity
- Limited benefit sharing between stakeholders
- Limited local community involvement in conservation initiatives

On-going potential projects that can benefit the Species

- The Critical Ecosystem Partnership Project
- RARE centre for tropical conservation in collaboration with EFA
- Gola forest conservation concession project
- School Nature Club
- Habitat mapping and change detection
- Relevant projects in the NBSAP Project Portfolio
- Forest policy and Advocacy Project – CSSL
- Climate change project
- SAP Follow-up project (April 2004-March 2006).

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Annex 11: Press Release

PRESS RELEASE

A two days stakeholder workshop to draw up a National Conservation Action Plan for a globally threatened bird species – Bare Headed Rockfowl (White-necked Picathartes) was held at YWCA Old Hall, Freetown from 31st October and 1st November 2003. The workshop hosted by Conservation Society of Sierra Leone on behalf of BirdLife International Species Working Group, drew participants from Local Community representatives, Government Ministries, University and NGOs.

The Honorary Secretary of the Conservation Society of Sierra Leone on behalf of the Executive President – Dr. S. S. Banya, officially opened the workshop. Statements to ensure government support for the Action Plan were made by representatives of the Forestry and Environment Divisions. Dr. Hazell Thompson, a Sierra Leonean who initiated research on this species whilst serving as a lecturer at Fourah Bay College made statement on behalf of the BirdLife International African Secretariat.

In Sierra Leone, the bird's population estimate lies between 1,000 and 2,000 in the wild and the world population is less than 10,000. This species does not thrive well in captivity. The bird occurs in forests reserve, like the Western Peninsula Forest, Gola, Kambui Hills, Loma Mountain, Kangari, etc.

Specific recommendations made to implement this 5-year plan include further research and inventory, strengthening collaboration ventures among conservation oriented institutions, local community/institution involvement and element of livelihood initiatives, development of management plan to better managed key Picathartes sites, and finally government support and participation in the implementation of the action plan.

The White-necked Picathartes Action Plan for Sierra Leone is one of the 15 national plans being produced by the Species Action Plans Project that is supported and implemented by 17 African BirdLife Partner Organisations and the Royal Society for the Protection of Birds (RSPB) and co-funded by the UK Department for the Environment, Food and Rural Affairs (DEFRA) under the Darwin Initiative.

Annex 12: Daily Evaluation/ Moodometer

	☹	😐	☺
Day 1		●●●●●●	●●
Day 2		●●●●●	●●●●●●●●●●
Overall		●●●●	●●●●●●