



Action Plans for the Conservation of Globally Threatened Birds in Africa

White-necked Picathartes National Species Action Plan for Ghana

28-29 January 2004, Cresta Royale Hotel North Dzorwulu, Accra

Workshop Report



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

Facilitators:

Eric Sande, Nature Uganda,
Augustus Asamoah, Ghana Wildlife Society
Erasmus Owusu, Ghana Wildlife Society

Report:

Eric Sande, Nature Uganda,
Augustus Asamoah, Ghana Wildlife Society
Erasmus Owusu, Ghana Wildlife Society

<i>Summary</i>	2
1. <i>Introduction</i>	3
2. <i>Workshop</i>	3
2.2 Workshop Programme and Implementation.....	3
2.2.1 Introduction.....	3
2.2.2 Background information about the White-necked Picathartes	4
2.2.3 Problem analysis.....	4
2.2.4 Prioritisation of threats and review of the objectives from the ISAP.....	4
2.2.5 Project Concepts, Vision and Aim.....	4
2.2.6 Monitoring and Evaluation	4
3.0 <i>Results</i>	5
4.0 <i>Next steps</i>	5
5.0 <i>Evaluation</i>	5
ANNEXES.....	6
Annex 1: BirdLife International African Species Action Plan Format.....	6
Annex 2: BirdLife International African Partnership International SAP detailed Workshop Process.....	9
Annex 3: Steps taken in National species action planning	13
Annex 4: National Stakeholders Workshop Process.....	18
Annex 5: Program for the White-necked Picathartes Stakeholders’ Workshop for Ghana.....	20
Annex 6: List of participants and their contact details	21
Annex 7: Workshop techniques.....	23
Annex 8: Participants expectations	24
Annex 9: Definition of a Species Action Plan	25
Annex 10: Draft White-necked Picathartes National Action Plan for Ghana.....	26
Annex 11: Press Statement on the White-necked Picathartes by Ghana Wildlife Society	42
Annex 12: Daily Evaluation/ Moodometer	44

Summary

A workshop to draw up the national species conservation action plan for the conservation of the White-necked Picathartes (*Picathartes gymnocephalus*), for Ghana was held from 28-29 January 2004 at Cresta Royale Hotel North Dzorwulu, Accra, Ghana. The workshop brought together species experts and representatives from different conservation NGOs, the University of Ghana, the Media and government departments of Ghana. Facilitators included the National Species Action plan Coordinator for Ghana, the Africa Species Working Group Coordinator and the Acting Executive Director Ghana Wildlife Society.

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 Action plan was timely because it was participatively developed following the rediscovery of the species in Ghana in 2003. The species had last been sighted in mid 1960s. The aim of this 5-year action plan is to ensure that Ghana has a viable population of White-necked Picathartes. In order to achieve this aim, strategic objectives and projects were set. The species action plan will be published in June 2004.

The workshop was officially opened by Mr. Bernard Yaw Ofori Frimpong, the Ag. Executive Director of the Wildlife Division of the Forestry Commission of Ghana who emphasised that the White-necked Picathartes is First Schedule species in Ghana and there is the urgent need for research to better understand the requirements of this highly specialised species.

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 Ghana, the species potentially occurs throughout the forest belt, especially the lowland forests with huge rock out crops. Habitat destruction, habitat degradation, limited awareness and unsustainable human related development were identified as the major threats or issues that ultimately lead to low population estimates.

2. Workshop

The workshop was organised by the Ghana Wildlife Society (GWS), the BirdLife International Partner in Ghana and the BirdLife International Africa Species Working Group (ASWG). Participants included members of GWS staff and Executive Committee, species experts, representatives of Ghana government departments, local community, the University of Ghana and various NGOs. The workshop was facilitated by Augustus Asamoah and Erasmus Owusu (GWS) and Eric Sande (Nature Uganda/ASWG). The workshop objective was to produce a White-necked Picathartes national action plan for Ghana 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 27 January

2.2.1 Introduction

The Dr Erasmus Owusu, the Ag. Executive Director Ghana Wildlife Society opened the workshop and addressed a press conference. He emphasised the need for research about the species and its vulnerable habitat and explore the ecotourism potential of the species which will facilitate local community involvement. Dr Erasmus Owusu said that 13 active nests and 2 individuals of White-necked Picathartes were sighted in Ayum and Subim Forest Reserves the previous year. He said until that sighting, the bird had not been seen in Ghana since 1965.

He said the species has high habitat specificity which makes it vulnerable to habitat alteration.

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 Ghana. 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 Ghana.

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 Ghana and were then divided into two groups to review the branches of the problem tree and make them as relevant to Ghana as possible.

Day 28 January

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 Ghana, prioritised all issues that impact on species in the problem tree in the context of Ghana 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 Ghana.

In the plenary, 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. .

2.2.6 Monitoring and Evaluation

Participants agreed that the M& E plan for the White-necked Picathartes Ghana will be done at project, objective and aim levels using the set indicators with GWS and other appropriate stakeholders taking a lead and reporting annually. Members suggested that at the end of

year one of implementation, the lead organisation doing the M & E should review the general implementation progress and report back to all the stakeholders.

3.0 Results

The workshop was well attended by 19 participants (Annex 6). Of these, 9 were government officials, 2 were representatives of Higher Education Institutions in Ghana, 9 were representatives of Conservation NGOs and 1 from the media. 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 Ghana (Annex 10).

In the draft plan, the gaps on the global population status are shown in Table 1. Table 2 and Figure 1 show the local distribution of the species in Ghana while the national and international legislations that may benefit the species in Ghana are presented in Table 3. The stakeholders for the White-necked Picathartes and how they impact on the species in Ghana 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 Ghana 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. Table 6 in addition shows the specifics of the projects in terms of priority as far as the conservation of the species is concerned in Ghana, 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 with draft Action Plan and circulate	ES/EO/AA	30 April 2004
2.	Circulate Workshop Report	RSPB	15 May 2004
3.	Finalise Action Plan	AA/EO	30 May 2004
4	Publish plan	RSPB/ASWG	June 2004

AA= Augustus Asamoah, ASWG=African species Working Group, EO=Erasmus Owusu, ES= Eric Sande, GWS=Ghana Wildlife Society

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 Emblem²

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

Population and distribution

¹ *Italics: notes*

² underlined: national action plans only

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

- 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 & Opportunities
A) Policy and legislation							
1.1 Name of project	List of countries with priorities ♦ - ♦♦♦♦	Score ♦ - ♦♦♦♦?	Generic for international plan Specific for national plan	<u>National plan only</u>	Length, start		
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	<ul style="list-style-type: none"> •Official opening and welcome of the participants to the workshop •A few remarks by the organizers 	Presentation	VIP, Host NGO, ASWGC, CASWG
	Introductions	<ul style="list-style-type: none"> •Self introductions, expectations • Objectives of workshop •SAP project, what a species action plan actually is •Workshop Program 	<ul style="list-style-type: none"> •Presentation of flip charts, a participant introduces his/her colleague and vice versa (position, experience on species conservation and expectations) •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 •Presentation on Overheads/Flip chart •Quick overview of the entire workshop program of overheads 	<ul style="list-style-type: none"> •All participants as facilitator captures the expectations on flip chart •Facilitator •ASWG •Facilitator
	Background information on species	<ul style="list-style-type: none"> •Background document previously circulated to participants is presented and discussed 	<ul style="list-style-type: none"> •Presentation on Overheads 	<ul style="list-style-type: none"> •ISAPC with help from species experts
		<ul style="list-style-type: none"> •Group (according to countries) and plenary discussions <ul style="list-style-type: none"> • Making obvious comments/corrections/additions on the document • Gaps in knowledge with respect to the species: <ol style="list-style-type: none"> Population status Local distribution National legislation 	<ul style="list-style-type: none"> •Comments on overheads and flip chat •Groups fill in the country's species population status table •Groups fill in the country's national legislation table with respect to the species •Groups fill in the table and map for local distribution, numbers and potential areas for the species for their respective countries 	<ul style="list-style-type: none"> •ISAPC •One person from group presents to plenary for discussion •One person from group presents to plenary for discussion •One person from group presents to plenary for discussion

	Evaluation	<ul style="list-style-type: none"> • On-going projects with respect to the species • Factors affecting the success of action plan <ul style="list-style-type: none"> • Feel of the day 1 	<ul style="list-style-type: none"> • Groups fill in the table of the on going projects for their respective countries • Brain storming on flip chat the risks and opportunities under the headings: Resources, Ecology & Biology and Appeal of the species • Participants indicate whether they are unhappy, happy or very happy on a moodometer 	<ul style="list-style-type: none"> • One person from group presents to plenary for discussion • Facilitator • All participants
2	Recap of day 1 Stakeholders Analysis	<ul style="list-style-type: none"> • Brief highlights of the day 1 sessions • What are Stakeholders • Country Stakeholders analysis 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Brief highlights of the day 1 &2 	<ul style="list-style-type: none"> • Indicating on overheads what has been 	<ul style="list-style-type: none"> • Facilitator: ask the participants to

		sessions	covered and where we are	give suggestions on flip chat
	Preparation of press release	<ul style="list-style-type: none"> •Appoint a group to prepare a press release 	<ul style="list-style-type: none"> •Press release presented on overheads to the plenary for discussion •Participants from country groups can give it a “country flavour” and adopt it for their country 	<ul style="list-style-type: none"> •Facilitator •Country participants
	Vision, aim and objectives	<ul style="list-style-type: none"> •Agree on the life span of AP which has a 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 	<ul style="list-style-type: none"> •Brainstorm on flip chats •Brain storm on cards and flip chat •List the priority threats from Problem Tree 	<ul style="list-style-type: none"> •Facilitator •Facilitator •Facilitator
	Formulation of Project Concepts	<ul style="list-style-type: none"> •Project concepts formulated to address achievement of each objective 	<ul style="list-style-type: none"> •Group work where a group develops project concepts for 1 or 2 objectives: •Project concepts presented with headings: <ul style="list-style-type: none"> ○ Policy and legislation ○ Species and habitat ○ Monitoring and research ○ Public awareness and training ○ Community involvement 	<ul style="list-style-type: none"> •One person from each group presents to plenary for discussion
	Review Stakeholder analysis (SHA)	<ul style="list-style-type: none"> •To assess whether SAP activities proposed for SH in the SHA have all been included in the SAP 	<ul style="list-style-type: none"> •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 	<ul style="list-style-type: none"> •Facilitator Compare SH SAP activities column in SHA with SAP activities and make sure all are incorporated into the SAP
	Evaluation	<ul style="list-style-type: none"> •Feel of the day 3 	<ul style="list-style-type: none"> •Participants indicate whether they are unhappy, happy or very happy on a moodometer 	<ul style="list-style-type: none"> •All participants
4	Recap of day 3	<ul style="list-style-type: none"> •Brief highlights of the day 1,2 &3 sessions 	<ul style="list-style-type: none"> •Indicating on overheads what has been covered and where we are 	<ul style="list-style-type: none"> •Facilitator
	Completion of projects table	<ul style="list-style-type: none"> •Project concepts entered into table 	<ul style="list-style-type: none"> •Group work where the groups fill the 	<ul style="list-style-type: none"> •One person from each group

		clearly indicating the details on how the project will be executed	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	presents to plenary for discussion
	M&E Plan	<ul style="list-style-type: none"> •Participants consider WHO & HOW will the AP be monitored and evaluated both at National and International levels 	<ul style="list-style-type: none"> •Brain storming on flip chats 	<ul style="list-style-type: none"> •Facilitator
	Adopt plan	<ul style="list-style-type: none"> •Participants review the entire plan 	<ul style="list-style-type: none"> •Identify and fill any obvious gaps •AP adopted by participants 	<ul style="list-style-type: none"> •Facilitator
	Creation of Species Interest Groups (SIGs)	<ul style="list-style-type: none"> •Participants given some insights on what SIGs are, what they do and how they fit into the structure of BirdLife International Africa Partnership 	<ul style="list-style-type: none"> •Presentation on overheads/flip chat 	ASWG
	Next Steps	<ul style="list-style-type: none"> •Participants agree on what happens next, who does what and the dead lines 	<ul style="list-style-type: none"> •Brain storming on flip chat 	<ul style="list-style-type: none"> •ISAPC
	Evaluation	<ul style="list-style-type: none"> •Synthesis of the work done in the four days 	<ul style="list-style-type: none"> •Participants indicate whether they are unhappy, happy or very happy on a moodometer for the 4th day and for all the 4 days. 	<ul style="list-style-type: none"> •Facilitator •All Participants
	Wrap up	<ul style="list-style-type: none"> •Official closure of workshop 	<ul style="list-style-type: none"> •A few speeches, vote of thanks, etc 	<ul style="list-style-type: none"> •Facilitator, ISAPC, ASWG
	Business meeting of SIG	<ul style="list-style-type: none"> •Chart out the way forward towards spearheading the conservation initiatives for the species •Discuss production of national SAP 	<ul style="list-style-type: none"> •Elect office bearers if appropriate •Secretary takes minutes of meeting 	<ul style="list-style-type: none"> •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 rationale 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	Groups - Cards. Divide people into groups.	

		and make relevant to country	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 indicators 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		



**Annex 5: Program for the White-necked Picathartes Stakeholders' Workshop for Ghana
28-29 January 2004, Cresta Royale Hotel North Dzorwulu, Accra**

Time	28 January 2004	29 January 2004
9:00 – 13:00	Welcome (GWS) Introductions and expectations (EO) ASWG/SAP Project (ES) Explanation of workshop techniques (ES) What is a Species Action Plan? (AA) Overview of the workshop programme (ES) Tea/Coffee break (ALL) Presentation of background information (AA) Discussion of background information (Gaps in knowledge, On-going/potential projects, Risks & Opportunities, Stakeholder Analysis) (AA/ES/EO)	Press Conference Tea/Coffee break (ALL) Recap of day 1 (AA) Design project concepts (ES) Group presentations on project concepts (ES) Review the Vision & Aim (AA) Completion of Projects Table (ES)
13:00 – 14:00	LUNCH	
14:00 – 18:00	Introduction to the International WNP Problem Tree (ES) Restructuring the upper level of the problem tree making it relevant to Ghana (ES) Review branches of the problem tree & make relevant to Ghana (ES) Tea/Coffee break (ALL) Group presentations on reconstructed problem tree branches (ES) Prioritisation of issues based on impact on WNP in Ghana (AA) Review the Objectives from the International WNP Action Plan (ES) Evaluation (AA)	Group presentations on completed Projects Table (ES) Tea/Coffee break (ALL) Monitoring & Evaluation Plan (ES) Adoption of the plan (AA) Review expectations (AA) Next steps (ES) Workshop close (GWS) Final Evaluation (AA)

AA=Augustus Asamoah, EO=Erasmus Owusu, ES=Eric Sande, GWS=Ghana Wildlife Society, WNP=White-necked Picathartes

The Workshop is organised by Ghana Wildlife Society, the BirdLife International Partner in Ghana, in collaboration with Wildlife Division of the Forestry Commission. The SAP project is coordinated, 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



Annex 6: List of participants and their contact details

NAME	ORGANISATION	POSITION	LOCATION	SPECIES OF INTEREST	POSTAL ADDRESS	Email ADDRESS
Gytha Nuno	Friends of the National Zoos	Executive Director	Accra Zoo	Red Colobus	P O Box 30420, Airport Accra	decathlon@ghana.com
Dr Dan Attuquayefio	Department of Zoology University of Ghana	Head of Department		Zebra mouse Lemniscomys striatus	P O Box LG 67, Legon Accra, Ghana.	Zoology@ug.edu.gh
Paulinus Ngeh	Birdlife International	Sub-regional Coordinator for West Africa	Ghana	Bannerman tauraco	P O 13252 Accra, Ghana.	Paulinus@africaonline.com.gh
Festus C. Agya-Yao	Friends of the National Zoo (FONZ)	Board member Educational Programmes	Accra Zoo	Leopard White-necked Picathartes	P O Box M 239, Accra, Ghana.	prtambar@hotmail.com
Isaac Adonteng	Forest Services Division Forestry Commission	District Manager	Begoro	Royal Antelope	P O Box 27, Begoro, Eastern Region, Ghana.	ikeadonts@yahoo.co.uk
Ama Kudom-Agyemang	GBC Radio News, Accra	Editor Head, Environment Desk		Maxwell's Duiker	c/o P O Box 13252 Accra, Ghana	Wildsoc@ighmail.com
Moses Kofi Sam	Wildlife Division of Forestry Commission	Reserch Coordinator	Accra	Black and white Colobus	P O Box M 239 Accra, Ghana.	padp@africaonline.com.gh
Augustus Asamoah	Ghana Wildlife Society	Coordinator CEPF Project	Accra	White-necked Picathartes	P O Box 13252 Accra, Ghana.	aasamoah@mail.com
David Kpelle	Conservation International, Ghana	Director of Programs CI-GH	Accra	Chimpanzee Taway Eagle African Swallow-tail	P O Box KA 30426 Airport, Accra, Ghana.	cioaa@ghana.com
Cletus Balangtaa	Wildlife Division of Forestry Commission	Law Enforcement and Ground Cover Officer, Mole National Park	Mole ational Park, Damongo	Elephant	P O Box 8, Damongo, Northern Region, Ghana.	cbalangtaa@yahoo.com
James Oppong	Wildlife Division of Forestry Commission	Wildlife Ranger	Goaso, B/A	Emerald Cuckoo	P O Box 47, Goaso B/A, Ghana.	alexaaaj@yahoo.com
Alex Agyei	Wildlife Division of Forestry Commission	Wildlife Ranger	Goaso, B/A	Hoplobatrachus occipitalis	P O Box 47, Goaso B/A, Ghana.	alexaaaj@yahoo.com
Stephen Asim-	Forest Services	District Manager,	Accra	Elephant	P O Box 527 Accra Ghana.	Forestry@africaonline.com.gh

Nyarkoh	Division Headquarters, Accra	Operations Unit, Accra. FSD				
Bright Obeng Kankam	Forestry Research Institute of Ghana (FORIG)	Research Scientist	Kumasi		P O Box UP 63 UST , Kumasi Ghana.	bkankam@forig.org bokankam@yahoo.com
Nelson Amelordzi	Forest Services Division, Nleawie	District Forest Manager	Nkawie		P O Box 98 Nkawie, Ashanti Ghana.	Amelor26@yahoo.com
Dr. Erasmus H. Owusu	Ghana Wildlife Society	Director of Conservation Program	Accra		P O 13252 Accra, Ghana.	Wildsoc@ighmail.com
John Mason	Nature Conservation Research Centre	Executive Director	Accra		P O Box KN 925 Kaneshie, Accra Ghana.	ncrc@ghana.com
Samuel Kofi Nyame	SNV	Advisor on Community-based Natural Resources Project	Accra		SNV Netherlands Development Agency 34 Senchi Street P O Box KA 30284 Airport, Accra. Ghana.	Samknyame02@yahoo.com Netmail@snvghana.org
Eric Sande	Nature Uganda ASWG	Coordinator SAP/ASWG	Kampala	Nahan's Francolin	PO 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

- 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
- A successful plan formulated
- Achievable conservation plan
- Collaboration and communication network development for White-necked Picathartes
- Develop and schedule work programmes for conservation of White-necked Picathartes
- Development of effective partnership with the communities
- Development of strategies to address the problems of population decline of the species
- Effective and sustainable conservation practices introduced
- Encourage collaboration and efficient partnership
- Establish the national status of specials
- Evaluate successes and failures in WNP conservation
- Formulate activities for protecting Picathartes
- Identification of the threats to the species
- Identify possible threats/problems posed on the species and if possible others as well
- Know groups or people that have worked on Picathartes
- Known why they don't sleep in their nests expect during breeding time
- Known why they sometimes leave their site to do well somewhere
- Learn new ideas on how to plan project
- List of specific species involved in this action plans.
- National action plan for White-necked Picathartes conservation be established
- Partnerships to conserve White-necked Picathartes
- Protect its area or environment
- Share of responsibilities developed in the action plan, i.e. who, when and how
- To develop a national species action plan for White-necked Picathartes
- To educate colleagues on the conservation of White-necked Picathartes
- To end up with good action SAPfor the WNP
- To ensure involvement of stakeholders
- To gain more ideas on Bird conservation especially the White - necked Picathartes
- To know characteristic of nesting sites of WNP
- To learn more about other birds apart from White-necked Picathartes
- To really discuss about the problems and threats of the species
- To see whether any attempt has been made at local level to conserve birds and other species

Annex 9: Definition of a Species Action Plan

(a) Results from the brainstorm

- A plan of action
- A plan that addresses the problems/threats that affect the existence of a particular species
- Strategies to achieve a particular goal for a species
- Comprehensive strategy to conserve a particular species
- Outline of activities to save a species within a time frame
- Management plan for the conservation of a particular species
- A plan that identifies and addresses the threats / problems of a particular species.
- Strategies intended to protect a particular threatened species
- A document that never sees the light of day
- Program of activities geared towards the conservation of a species
- A document that justifies attention of a species
- A document of coordinated activities intended to improve the ecological status of a species

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 Ghana

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: Obuo Anoma, Obotan Akokoh

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 Ghana 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 Ghana.

2.1 Taxonomic status

Class: Aves

Order: Passeriformes

Suborder: Passeri

Family: Picathartidae

Genus: *Picathartes*

Species: *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 Ghana, the species had been known to occur throughout the forest belt, though there is some reported sighting of the bird at the Gambaga Scarp in the Northern Region (Rev. Wandusim, pers. com.). Until February 2003, the species had not been seen in Ghana for about forty (40) years. A single individual of the species was sighted at the Subim Forest Reserve in the Brong-Ahafo Region, by a team of museum collectors from the North Louisiana State University in the USA. A follow up visit and search through the Subim-Ayum-Bonsam Bepo Forest Reserves by the field research team of Ghana Wildlife Society and the Wildlife Division of the Forestry Commission, discovered about 13 active nests of the bird and two individuals.

The IBA numbers (where applicable), the protection status, the number of known colonies and sites for each known site in Ghana 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 1965 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 Ghana

Region	Site	Protected Area Status	No. Known Colonies	No. of nests	References
Central	Fumso	Forest Reserve	-	-	McArdle (1958)
Eastern	Kwahu-Tafo	none	-	-	Grimes & Darku (1968)
Eastern	Mpraeso	Forest Reserve	-	-	Grimes & Darku (1968)
Eastern	Akwapim Hill	none	-	-	Grimes & Darku (1968)
Ashanti	Bekwai	none	-	-	Grimes & Darku (1968)
Brong-Ahafo	Ayum FR	Forest Reserve	Unknown	8	GWS 2003
Brong-Ahafo	Subim FR	Forest Reserve	unknown	5	GWS 2003
Western Region	Neung North FR	Forest Reserve	unknown	1	IRNR 2004

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 is 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).

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

National Legislation	CITES	CBD	UNESCO: Man & Biosphere	Africa Convention	World Heritage Convention
Protected: Wild Animals Preservation Act No 43 of 1961	✓	✓	✓	✓	✓

2.5 Relationship with other SAPs and biodiversity strategies

Relevant biodiversity strategies exist in Ghana e.g. National Biodiversity Strategy Action Plans (NBSAP), National Environment Action Plans 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, farm bush 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:

- 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.
- 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 White-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 group 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, habitat degradation, limited awareness and unsustainable human related development cause a multiplicity of issues/threats that ultimately cause low population estimates in all White-necked Picathartes range states in general including Ghana. The problems/threats affecting the conservation of the species in Ghana 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 Ghana include: government departments (such as Wildlife Division, Forestry Service Division), NGOs (Ghana Wildlife Society, Conservation International), Wildlife users (Wildlife exporters, loggers mining/quarrying companies, Non-timber forest products collectors, etc). The detailed analysis on how the various stakeholders affect or enhance the conservation of White-necked Picathartes in Ghana is shown in Table 4.

Figure 1: The Problem Tree

Table 4: Ghana detailed Stakeholder Analysis (Stakeholders' interests, activities, impacts and proposed activities on how the relevant stakeholder may contribute to mitigate the threats in the species action plan)

Stakeholder	Interest	Activities	Impact	Intensity	Proposed SAP Activities
Ghana					
Wildlife Division	Protection and management of Protected Areas	-Research -Monitoring -Public awareness	+	◆◆◆	Enhance conservation of protected areas through technical assistance and resource mobilisation
Forest Service Division	Protection and management of Forest Reserves	-Research -Timber production	+ -	◆ ◆◆◆	-Technical assistance for research -Input for review of timber extraction procedures (MOPs) towards species conservation
Ministries of Environment and Lands & Forestry	Conservation of environment and natural resources	Formulation of policies and legislation	+	◆◆◆	Strengthen, review (by input) and enhance existing policies and legislation
Ghana Wildlife Society	Conservation of renewable natural resources and biodiversity	-Research Education -Advocacy -Community-based natural resources projects	+	◆◆◆	-Enhance research -Enhance education -Improve advocacy -Provide basis for resource mobilisation
Conservation International	Conservation and sustainable development	-Funding for conservation and development projects -Provide technical assistance for local NGOs	+	◆◆◆	-Identify sources of support towards implementation from the international NGOs
Fringe communities	-Food security -Livelihood support	Land cultivation	-	◆◆◆◆	Strategy to collaborate to minimize impact
		Setting wildfires	-	◆◆◆◆	Public awareness
		Cutting poles for firewood	-	◆◆	Benefits flow and livelihood improvement
Quarrying and mining	Business Stones for infrastructure development (roads etc.)	Stone quarrying or stone cracking	-	◆◆◆◆	-Advocacy strategy -Strategy to minimize impact -Means of mobilizing support for site acquisition
Traditional authorities	-Welfare of local people -Reducing poverty -Safe housing	Leasing of land for development projects	+ or -	◆◆◆ ◆◆◆◆	-Strategy to collaborate for conservation -Provision of benefits flow -Alternative livelihood
District assemblies	Local administration and governance	Formulation of bye-laws to assist conservation	+	◆◆◆	-Strategy to collaborate for conservation -Opinion leaders for advocacy
		Land use management	-	◆◆◆◆	Opinion leaders for benefit flow and livelihood improvement
Researchers	Conservation of the species	-Research -Education	+	◆◆◆◆	-Fill information gaps for species management -Input for further research on the biology and ecology of the species

Intensity: ◆ 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 longer Vulnerable in Ghana. 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 of 5 years. Within five years, this action plan hopes to stabilize or increase the populations of the White-necked Picathartes at all strongholds in Ghana.

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 longer Vulnerable in Ghana	One of the reasons that may contribute to classifying the species Vulnerable is limited knowledge /data about its population	Population status and trend in Ghana known
Aim (5 years)		
Viable populations of WNP in Ghana	The ecology and population status of the species in Ghana is not known	Better understanding of the population status and ecology of the species in Ghana by 2009
Objectives		
1. A realistic estimate of population size, trends in all sites (previous, current and potential) determined (◆◆◆◆)	The species was rediscovered in 2003 after 50 years. Thus we know little about its population in the country	-Population estimate and known -Strongholds determined
2. Breeding success at selected sites and baseline levels determined (◆◆◆◆)	No information on the breeding performance since the species has not been seen for about half a century	-Nest survival and recruitment rates determined
3. An enabling environment for WNP conservation by raising awareness among all stakeholders especially local communities (◆◆◆◆)		-Local communities involved in WNP conservation
4. Management plans for WNP priority sites developed and implemented (◆◆◆◆)		-Management plans for at least 5 strongholds developed & implementation of at least 2 ongoing by 2009
5. Unsustainable human-related development and activities at main WNP reduced and controlled (◆◆◆◆)	The species thrives in a forest, a resource that is very vital for human livelihoods	-Sustainable income-generating activities at three strongholds ongoing by 2009
6. WNP SAP incorporated in National Conservation Strategies (◆◆◆◆)	For purposes of sustainability, it is important SAP approaches are incorporated into over all national conservation endeavours	-Government involved in fundraising and implementing some aspects of the WNP action plans
7. Develop capacity of stakeholders to ensure requisite organisational structures and skills for the conservation of the species (◆◆◆◆)	Capacity in Species conservation in Africa is generally limited	-Capacity of stakeholders involved in species conservation increased by 80% by 2009 -Collaboration in various organisational structures involved in species conservation

Priority: ◆=low, ◆◆=medium, ◆◆◆=high, ◆◆◆◆=critical, WNP=White-necked Picathartes

3.4 Projects/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: 1. A realistic estimate of population size, trends in all sites (previous, current and potential) determined (◆◆◆◆)

- 1.1 Investigate, document and disseminate local knowledge about the species
- 1.2 Identify all the WNP sites
- 1.3. Identify and train survey teams
- 1.4. Assess population sizes and distribution at each identified site
- 1.5. Monitor population and habitat conditions
- 1.6. Determine foraging range of the species

Objective 2: Breeding success at selected sites and baseline levels determined (◆◆◆◆)

- 2.1. Survey and monitor active nests (active and inactive) in all sites
- 2.2 Determine breeding pairs in a population and monitor recruitment rates (breeding success)
- 2.3. Determine colony size and dispersal; patterns

Objective 3: An enabling environment for WNP conservation by raising awareness among all stakeholders especially local communities (◆◆◆◆)

- 3.1. Establish and support Site Support Groups at all sites
- 3.2. Develop awareness and educational materials and sensitize stakeholders and the general public through workshops, radio/TV programmes, etc
- 3.3. Develop and implement a communication strategy
- 3.4. Develop capacity for awareness creation and public education
- 3.5. Ensure community participation in WNP conservation initiatives

Objective 4: Management plans for WNP priority sites developed and implemented (◆◆◆◆)

- 4.1. Identify priority sites
- 4.2. Carry out surveys (population estimates, biological and socio-economic)
- 4.3. Fundraise for surveys, training and implementation of plans
- 4.4. Conduct participatory management plan workshops and meetings
- 4.5. Assess and grade threats to individual sites

Objectives 5: Unsustainable human-related development and activities at main WNP reduced and controlled (◆◆◆◆)

- 5.1. Increase public awareness and promote alternative livelihood support system for local communities
- 5.2. Promote sustainable farming systems
- 5.3. Assess and monitor impact of human related activities on species and sites
- 5.4. Identify legislation gaps and review the status of law enforcement and make recommendations for improvement and adoption

Objective 6 WNP SAP incorporated in National Conservation Strategies (◆◆◆◆)

- 6.1. Lobby for inclusion of SAP into National Conservation strategies
- 6.2. Promote the WNP SAP through both local and international organisational networks

Objective 7: Develop capacity of stakeholders to ensure requisite organisational structures and skills for the conservation of the species (◆◆◆◆)

- 7.1. Identify all the stakeholders and assess their roles in the WNP-SAP conservation
- 7.2. carry out training of stakeholders through workshops, seminars locally and internationally
- 7.3. Encourage and promote inter-organisational relationships (networking)

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 opportunity

	Project	Overall Priority	Agencies responsible	Time scale	Cost	Indicators	Risks	opportunities
A	Policy and Legislation							
5.4	Identify legislation gaps and review the status of law enforcement and make recommendations for improvement and adoption	◆◆◆◆	FC, CI, GWS, NCRC	2004-2005	\$\$	Gaps identified and amendments initiated by 2007	Government may not cooperate	
6.1.	Lobby for inclusion of SAP into National Conservation strategies	◆◆◆◆	FC, GWS, CI, NCRC	2004-2005	\$	Government involved and funding or fundraising for implementation of some components of the action plan	Government beurocracy	Other threatened species may benefit from the strategy
6.2.	Promote the WNP SAP through both local and international organisational networks	◆◆◆◆	FC, GWS, CI, NCRC, FORIG	2004-2009	\$\$	Feedback between national and international WNP SIG with other national and international conservation organisations		-International SIG in place and vibrant -Members of the SIG willing to promote the conservation of the species
7.3.	Encourage and promote inter-organisational relationships (networking)	◆◆◆◆	FC, GWS, CI, NCRC	2004-2008	\$	-Many conservation organisations taking a lead in the implementation of various projects and activities -regular communication between organisations to know who is doing what at a time to avoid duplication		Many international conservation organisations active in Ghana
B	Species & Habitats							
1.5	Monitor population and habitat conditions	◆◆◆◆	GWS, FORIG, WD, NCRC, FSD, local community reps	2004-2009	\$\$	-National monitoring team -Regular monitoring reports	Reducing interest	IBA monitoring team in place

4.1	Identify priority sites for the species (Strongholds for the species)	◆◆◆	WD, FSD, GWS	2004-2005	\$\$	-Identification criteria in place -All critical sites identified by 2007		WNP is 1 st schedule species in Ghana
4.3	Fundraise for surveys, training and implementation of plans	◆◆◆◆	WD, FSD, GWS	2004-2007	\$\$\$	Implementation of at least 5 management plans on going by 2009		Collaboration between conservation NGOs and government
4.5	Assess and grade threats to individual sites	◆◆◆◆	FSD, WD, GWS, NCRC, CI	2005-2009	\$\$	-Assessment criteria in place by 2006	Many sites may be fragmented	BirdLife international assessment criteria for IBAs in place
C	Monitoring & Research							
1.1.	Investigate, document and disseminate local knowledge about the species	◆◆◆	GWS, FORIG, WD, NCRC, FSD, local community reps	2004-2005	\$\$	Reports on local knowledge available	-False information -Limited cooperation	
1.2	Identify all the WNP sites	◆◆◆◆	GWS, WD	2004-2005	\$\$	50% of the potential sites surveyed by 2007	-Species may be extinct in some sites where it was originally reported	-Unique breeding sites -Colonial breeders -Rangers can be trained and used
1.4	Assess population sizes and distribution at each identified site	◆◆◆◆	GWS, FORIG, WD, NCRC	2004-2009	\$\$\$	-Distribution map -National population size established	-very shy bird -Survey using nests only possible in the breeding season	-Unique breeding sites -Colonial breeders -Rangers can be trained and used
1.6	Determine foraging range of the species	◆◆◆◆	GWS, WD, FSH, universities, FORIG	2004-2009	\$\$\$	-maps of habitat utilisation of the species in different sites -Information on preferred sites available	-may be an expensive venture	Information can be used to assess effect on habitat change on birds
2.1.	Survey and monitor active nests (active and inactive) in all sites	◆◆◆	GWS, WD, FSH, universities	2004-2009	\$\$\$	-Number of breeding colonies established in all sites -nesting success determined	Likelihood of disturbance during breeding	Birds reuse nests
2.2	Determine breeding success	◆◆◆	GWS, WD,	2004-2009	\$\$\$	-Breeding success	-Labour	Long lived species

	and number of breeding pairs in a population		Universities			determined -population predication models in place	intensive	
2.3	Determine colony size and dispersal patterns	◆◆◆◆	GWS, WD, FSH, universities	2004-2008	\$\$	-population structure and dispersal patterns determined by 2008	-requires long-term monitoring	Long-loved birds
4.2	Carry out surveys (population estimates, biological and socio-economic) in sites identified in 1.2 above	◆◆◆◆	CI, GWS, FORIG, WD, NCRC	2004-2007	\$\$	Reports produced by 2007	Limited expertise	Species is of high economic potential especially from ecotourism
5.3	Assess and monitor impact of human related activities on species and sites	◆◆◆	CPA, FSD, WD, GWS, NCRC, CI	2004-2009	\$\$	-assessment reports -affects on home range	-Extinction of species in some sites -Limited array of alternatives	
D	Public awareness and Training							
1.3	Identify and train survey teams	◆◆◆◆	WD, FSD, GWS	2004-2005	\$\$\$	At least 10 people per site trained within 5 years	-Loss of trained people -Lack of interest	A few experts available to train
3.2	Develop awareness and educational materials and sensitize stakeholders and the general public through workshops, radio/TV programmes, etc	◆◆◆◆	GWS, CI, Press	2004-2008	\$\$\$	-Brochures in place by 207 -one sensitisation workshop at each stronghold every year	-Lack of interest	Species of currently of high national interest thus high media attraction
3.3.	Develop and implement a communication strategy	◆◆◆	GWS, FSD, CI, NCRC	2004-2005	\$	-Communication needs assessment by 2005 -Improved feedback from stakeholders	-translation into practical reality may take time	High interest from the media
3.4.	Develop capacity for awareness creation and public education	◆◆◆◆	GWS, CI	2004-2008	\$\$\$	At least 10 trainers of trainers in place by 2008		Wildlife Clubs of Ghana can be used
7.1	Identify all the stakeholders and assess their roles in the WNP-SAP conservation	◆◆◆◆	GWS, FSD, CI, NCRC, Community reps	2004-2005	\$	Key stakeholders taking action in SAP implementation and		-SIG is vibrant

						contributing to the annual reports		
7.2.	Carry out training of stakeholders through workshops, seminars locally and internationally	◆◆◆◆	FC, BLI, RSPB, GWS, CI, NCRC, ASWG	2004-2009	\$\$\$	-At least 20 stakeholders undertake a training in country by 2009 -At least 3 reps undertake an international training	Need resources to maintain the trained people	International SIG actives
E	Community Involvement							
3.1	Establish and support Site Support Groups at all sites	◆◆◆◆	Local communities, GWS, FSD, WD	2004-2009	\$\$	At least one SSG established at every stronghold	- Unwillingness of communities -SIG needs to be active to drive the SSGs	
3.5	Ensure community participation in WNP conservation initiatives	◆◆◆◆	GWS, FSD, CI, NCRC	2004-2009	\$\$	At least a community representative involved in training, workshops, seminars, etc that is held about the species	Unwillingness to participate	-Allows sharing of local knowledge
4.4	Conduct participatory management plan workshops and meetings	◆◆◆	FSD, WD, GWS, NCRC, CI	2005-2008	\$\$	At least 80% of the stakeholders in 7.1 above participating		Collaboration between government and NGOs
5.1	Increase public awareness and promote alternative livelihood support system for local communities	◆◆◆◆	FSD, WD, GWS, NCRC, CI	2004-2009	\$\$\$	-change of peoples attitude towards forest exploitation		
5.2	Promote sustainable farming systems	◆◆◆◆	FSD, WD, GWS, NCRC, CI, MOFA	2004-2009	\$\$\$	-maintain /increase in yields without necessarily encroaching on the forest	-limited alternatives -unwillingness of farmers to change	

CI=Conservation International, ASWG=African Species Working Group, BLI= BirdLife international, FSD= Forestry Service Division, FORIG= Forestry Research Institute of Ghana, NCRC= Nature Conservation Research Centre, GWS= Ghana Wildlife Society, FD= Forestry Division, SSG= Site Support Group, SIG= Species Interest Group, WNP= Whit-necked Picathartes, WD= Wildlife Division

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 Ghana will be done at project, objective and aim levels using the set indicators with GWS and other appropriate stakeholders taking a lead and reporting annually. 2 columns should be added in the Projects Table (Table 6), one for completion date and one for Remarks. These columns will be filled annually from which the annual 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

There are number of opportunities including ongoing projects in Ghana that may enhance the implementation of the action plan. However, there are risks that may hamper the implementation. The opportunities, ongoing projects and risks are summarised in **Table 7**.

Table 7: Opportunities, risks and ongoing projects in Ghana that may enhance or affect action plan implementation

Opportunities	On-going projects that can benefit the Species	Risks
<ul style="list-style-type: none"> • White-necked Picathartes Working Group in place • High interest in the species in Ghana which is good for educational purposes • High peoples perception • Species can be used as a flagship for eco-tourism potential • WNP is a species of global concern (globally Vulnerable) which can be a tool for fundraising (donor support) • Species of high research interests (DNA, etc) • WNP in an umbrella species- others will benefit from its conservation • Various on going conservation projects in Ghana • Inter-sectoral collaboration • Local community involvement in conservation 	<ul style="list-style-type: none"> • The Critical Ecosystem Partnership Project • Follow-up of the rediscovery of the species is going on • GWS has submitted a proposal to do a national survey • Proposal for Nationwide Survey of Picathartes has been submitted to CEPF but there has been no response yet) • Darwin Follow-up project • Planned ecological studies by part of TROPENOBS • Community-based ecotourism project NCRC covers the sites where the species was rediscovered • CI Ghana is a potential candidate for RAP Assessment • Ghana Trans Frontier Conservation between Ghana and Cote d'voire • GSBAS 	<ul style="list-style-type: none"> • Influx of people to see it • Local peoples' reaction • Uneven distribution of benefits that may accrue from WNP tourism • Unfounded suspicion • Misunderstanding of issues • Ignorance of local people • Potential candidate for pet-trade • Lack of political will • Insufficient institutional coordination • Economic needs overriding conservation priorities

BIBLIOGRAPHY

- Allport, G., Ausden, A., Hayman, P., Robertson, P. & Wood, P. 1989.** The conservation of the birds of the Gola Forest. ICBP Study Report No.38. ICBP. Cambs.
- Attenborough, D. 1955.** Expedition to Sierra Leone. *Zoo Life* 10: 11-20.
- Ausden, M. and Wood, P. 1991.** The wildlife of the Western Area Forest, Sierra Leone. Special report to the Forestry Department, Sierra Leone. ICBP, RSPB. Sandy, Beds, UK.
- Bannerman, D. A. 1948.** The birds of tropical West Africa. Vol. 6: XXIV-XXV and 113-120. The Crown Agents for the Colonies. London.
- Bannerman, D. A. 1951.** The birds of tropical West Africa. Vol. 8: 465 - 467. The Crown Agents for the Colonies. London.
- BirdLife International 2000.** Threatened birds of the world, Barcelona and Cambridge, UK: Lynx Edicions and BirdLife International
- Brunel, J. & Thiollay, J. M. 1969.** Liste preliminaire des oiseaux de Cote d'Ivoire. Deuxieme partie. *Alauda* 37: 315-337.
- Bruning, D. 1970. *Picathartes*. *Animal Kingdom* LXXIII No.3: Inside back cover.
- Cheke, R. A. 1986.** The supposed occurrence of the White-necked *Picathartes* *Picathartes gymnocephalus* in Togo. *Bull. Brit. Orn. Cl.* 106(4): 152.
- Collar, N. J. & Stuart, S. N. 1985.** Threatened birds of Africa and related islands. The ICBP/IUCN Red Data Book Part 1. Third Edition. Cambridge, U.K.
- Collar, N. J., Crosby, M. J. & Stattersfield, A.J. 1994.** Birds to Watch 2. The World List of Threatened Birds. Wellbrook Court, Girton Road, Cambridge CB3 0NA. U.K.
- Colston, P. K. & Curry-Lindahl, K. 1986.** The birds of Mount Nimba, Liberia. British Museum (Natural History), London.
- Davies, A.G. 1987.** The Gola Forest Reserves, Sierra Leone: wildlife conservation and forest management. IUCN Gland, Switzerland & Cambridge, England.
- Deignan, H. G. 1964.** Subfamily Picathartinae. In: Checklist of birds of the world, Vol 10, p442 (ed: Mayr, E. & Paynter, R. A. jr). Cambridge, Mass. Museum of Comparative Zoology.
- Dekker, D. 1971.** Weibhals-Stelzenkrahnen (*Picathartes gymnocephalus*). *Zeitschrift Kolner Zoo* 14: 155-161.
- Dekker, D. 1973.** Hatching the White-necked Bald Crow *Picathartes gymnocephalus* at Amsterdam Zoo. *Internat. Zoo Yearbook* 13: 120-121.
- Delacour, J & Amadon, D. 1951.** The systematic position of *Picathartes*. *Ibis* 93: 60-62.
- Demey, R. and Fishpool, L.D.C. 1991.** Additions and annotations to the avifauna of the Cote d'Ivoire *Malimbus* 12, 61-86.
- Dowsett, R. J. & Dowsett-Lemaire, F. (eds). 1993.** A contribution to the distribution and taxonomy of Afrotropical and Malagasy Birds. *Tauraco Res. Rep.*5. Tauraco Press, Liege, Belgium.
- Dowsett, R. J. & Forbes-Watson, A. D. 1993.** Checklist of birds of the Afrotropical and Malagasy regions. Volume 1: Species limits and distribution. Tauraco Press, Jupille, Leige, Belgium.
- Field, G. D. 1974.** Birds of Freetown Peninsula. Fourah Bay College Bookshop Ltd., Mount Aureol, Freetown, Sierra Leone.
- Fry, C. H. & Dowsett-Lemaire, F. 1997.** A bibliography of Afrotropical birds. Tauraco research report No.7. Tauraco Press, Jupille, Leige, Belgium.
- Fry, C.H., Keith, S. and Urban, E.K. (Eds) (2000).** The Birds of Africa Vol VI. Academic Press, London
- Gartshore, M.E., 1989.** An avifaunal survey of Tai national park, Ivory Coast. Study report No.39. ICBP, Cambridge.
- Halleux, D. 1994.** Annotated bird list of Macenta Prefecture, Guinea, *Malimbus* 16, 10-29
- Hayman, P.V., Prangley, M, Barnett, A. & Diawara, D. 1995.** The birds of the Kounankan Massif, Guinea. *Malimbus* 17 (2): 53 - 62.
- Gartshore, M.E., Taylor, P.D. & Francis, I.S. 1995.** Forest birds in Cote d'Ivoire. ICBP Study Report 58, 1 - 79.
- Gatter, W. 1997.** Birds of Liberia, Roberstbridge, UK: Pica Press
- Glanville, R. R. 1954.** *Picathartes gymnocephalus* in Sierra Leone. *Ibis* 96: 481-484
- Golding, R. R. 1968.** A la recherche d'oiseaux des rochers a tete denudee (*Picathartes*). *Zoo Antwerp* 33: 148-151.
- Grimes, L.G. 1987.** The Birds of Ghana,. An annotated check-list. British Ornithologists, Union. London, UK
- Grimes, L. G. 1963.** Some observations on *Picathartes gymnocephalus*. *Nigerian Field* 28: 63-65

- Grimes, L. G. 1964.** Some notes on the breeding of *Picathartes gymnocephalus* in Ghana. *Ibis* 106: 258-260.
- Grimes, L. G. & Gardiner, N. 1963.** Looking for *Picathartes gymnocephalus* in Ghana. *Nigerian Field* 28: 55-63.
- Grimes, L. G. & Darku, K. 1968.** Some recent breeding records of *Picathartes gymnocephalus* in Ghana and notes on its distribution in West Africa. *Ibis* 110: 93-99.
- Grimes, L. G. 1976.** The occurrence of cooperative breeding behaviour in African birds. *Ostrich* 47: 1-15.
- King, W.B. 1979.** Red data Book 2. Aves. 2nd Edition. Moirges, Sitzerland: IUCN
- Lowe, P. R. 1938.** Some anatomical and other notes on the systematic position of the genus *Picathartes*, together with some remarks on the families Sturnidae and Eulabetidae. *Ibis* 14 (2): 254-269.
- Mackworth-Praed, C. W. & Grant, C. H. 1973.** Birds of West Central and Western Africa. Vol II. Longmans. London.
- McArdle, T. D. 1958.** The Bare-headed Rockfowl, *Picathartes gymnocephalus*. *Nigerian Field* 23: 19-20.
- McKelvey, T. D. 1981.** Successful hand-rearing of the White-necked *Picathartes gymnocephalus*. *Int. Zoo Yb.* 21: 219-221.
- Monnoyeur, G. 1987.** *Picatharte* (sic). *Lapoule de roche. Univers du vivant*: 27-34
- Olson, S. L. 1979.** *Picathartes* - another West African forest relict with possible Asian affinities. *Bull. Brit.Orn. Club* 99: 112-113.
- Phillipson, J. A. 1978.** Wildlife conservation and management in Sierra Leone. Special Report to MANRF, Freetown.
- Salewski, V., Goken, F, Korb, J. and Schmidt, S. 2000,** Has the White-necked *Picathartes* still a chance in the Ivory Coast? *Bird Conservation International* 10: 41-46.
- Sawyer, J. S. 1965.** Breeding of the Bare-headed Rockfowl in Sierra Leone. Letter to L.G. Grimes. MNR/40/1/1A/138
- Serle, W. 1952a.** The affinities of the genus *Picathartes* Lesson. *Bull. Br. Orn. Club* 27: 2-6.
- Serle, W. 1952b.** The Lower Guinea Bare-headed Crow (*Picathartes oreas*), *The Nigerian Field* 17: 131-132.
- Serle, W. & Morel, G. 1977.** The birds of West Africa. Collins. London.
- Siaka, A. 1996.** The home range size of White-necked *Picathartes* in the Western Area peninsula Forest, Sierra Leone. Unpublished BSc (Hons) dissertation. FBC, University of Sierra Leone (check).
- Sibley, C. G. & Monroe, B.L. 1990.** Distribution and taxonomy of birds of the world. Yale University Press. New Haven. Conn.
- Thompson, H.S.S. 1993.** Status of White-necked *Picathartes*-another reason for the conservation of the Peninsula Forest, Sierra Leone. *Oryx* 27 (3): 155-158.
- Thompson, H.S. & Fotso, R.F. 1995.** Rockfowl - the genus *Picathartes*. *African Bird Club Bulletin* 2 (1): 25-28.
- Thompson, H.S. 1997.** The breeding biology and ecology of the White-necked *Picathartes* Temminck 1825. in Sierra Leone. Unpublished Ph.D thesis. Open University, Milton Keynes, UK.
- Thompson, H.S. 2001.** Body mass, measurements and moult of the White-necked *Picathartes gymnocephalus*, in Sierra Leone. *Ostrich* 72 (3 & 4): 199-218
- Thompson, H.S.** In press. The reproductive biology of the vulnerable White-necked *Picathartes gymnocephalus*. *Ibis*
- Willis, E. O. 1983.** Wrens, Gnatwrens, Rockfowl, Babblers and Shrikes (Troglodytidae, Polioptilidae, Picathartidae, Timaliidae and Laniidae) as ant followers. *Le Gerfaut* 73: 393-404.
- Yaokokore, H.B. 1997.** Inventaire preliminaire de l'avifaune des Parcs Nationaux des Iles Ehitile. Du Mont Peko et de Mont Nimba, Cote d'Ivoire. Abidjan, Ivory Coast: World Wide Fund for Nature

Annex 11: Press Statement on the White-necked Picathartes by Ghana Wildlife Society

By Dr Erasmus Owusu, Ag Executive Director

Mr. Chairman, the representative of the Minister of Lands and Forestry, distinguished invited guests and ladies and gentlemen of the press, welcome to this press conference on the White-necked Picathartes. I am delighted to be talking a bird that almost everybody in the conservation fraternity in Ghana yearn to see but has not seen for the past 40 years until very recently.

This species, White-necked Picathartes, *Picathartes gymnocephalus* is a globally threatened endemic bird of the Upper Guinea Forest and occurs only in Guinea, Liberia, Sierra Leone, Ivory Coast and Ghana. The distribution of the is highly fragmented and all known populations are small, isolated. Global population of the bird in the Upper Guinea forest is almost certainly less than 10,000 mature individuals and the bird is classified as Vulnerable under the IUCN/BirdLife International Threat Criteria. Recent studies on the bird in some range states, especially Sierra Leone indicated low nesting success level of 23%, suggesting a declining population. One obvious major factor accounting for the decline of the species within the range states is the rapid disappearance of the Upper Guinea high forest, the primary habitat of the bird.

In Ghana the species had until February 2003 not been seen for about forty (40) years. A single individual of the species was sighted at the Subim Forest Reserve in the Brong-Ahafo Region, by a team of museum collectors from the North Louisiana State University in the USA. A follow up visit and search through the Subim-Ayum-Bonsam Bepo Forest Reserves by the field research team of Ghana Wildlife Society and the Wildlife Division of the Forestry Commission, discovered about 13 active nests of the bird and two individuals. Mr. Chairman, distinguished guests, ladies and gentlemen of the press, I would like to point out that due to constraint of inadequate resources the search has so far covered less than 1% of the total area of the reserves, which means there is a lot more to do.

Mr. Chairman it is important to note that the high specificity in habitat requirements of the bird renders it highly vulnerable to habitat alteration and destruction. Typical habitat is rocky hilly terrain in lowland forest up to 800m with proximity to flowing streams/rivers although some sites are known in montane forest of Sierra Leone and Liberia. A forested area large enough to host swarms of ant is also more likely to contain Picathartes, but huge rocks with caves or cliffs for nesting, forest litter and undergrowth for foraging are very essential. Most of the sites where the bird was previously sighted in Ghana in the 1950s and 1960s are now degraded farmlands. The existence of a population of the white-necked Picathartes in Ghana therefore remained speculative until the sighting in February 2003. The striking appearance and strange behaviour of the species has generated considerable research interest and attracts a lot of attention from bird watchers and museum collectors for years. The species is one of the most threatened birds in Ghana today and remains the highest priority bird for most of the eco-tourists and bird watchers that visit Ghana.

Mr. Chairman, distinguished guests, ladies and gentlemen of the press, under the auspices of the African Species Working Group of the BirdLife International and the Royal Society for the Protection of Birds (RSPB) UK, Ghana Wildlife Society in Collaboration with the Wildlife Division is developing an Action Plan for the Conservation of the species in a national workshop that is currently underway at this venue. We sat through the process the whole of yesterday and we hop to finis by close of work today. Since the main problem affecting the species is the loss of its primary habitat, the Conservation Action Plan will seek to advocate measures that will ensure the protection of nesting sites of the bird and its primary habitat in general. Such measure will include the exclusion of logging and other extractive activities from within at least 100 metres of each nesting site and Mr. Chairman, representing the Minister, this where we will need your maximum support.

Currently, the distribution and the population status of the species in Ghana are not fully known. It is therefore a matter of urgency that the necessary resources be mobilised to conduct a nationwide search of all the potential areas throughout Ghana for the species. In the light of this, the Species Action Plan will seek to source funds from individuals, NGOs, development agencies and corporate bodies in and outside Ghana to achieve this objective.

Mr. Chairman distinguished invited guests, ladies and gentlemen of the press, several wildlife species in Ghana are at the brink of local extinction and it is important to remember that extinction is forever. The Ghana Wildlife Society, the Wildlife Division and the other collaborators would like to use this opportunity to bring to the notice of the general public, the existence of one of the rarest birds in the world and the problem that confronts it. Unlike most of the previous nesting sites which were in off reserve areas, the currently known nesting site is forest reserves. These reserves, Subim-Ayum-Bonsam Bepo are all productive reserves and logging is currently going on in some of the compartments within the reserves. This is most likely the situation in other areas where the White-necked Picathartes might occur. There is therefore the urgent need to act now.

Mr. Chairman, distinguished invited guests, ladies and gentlemen of the press, we would like to use this opportunity to solicit for collaborative support from all stakeholders of forests in Ghana to implement any Action Plan that would be produced from the workshop towards the Conservation of the White-necked Picathartes in Ghana. Thank you all very much for your attention.

Annex 12: Daily Evaluation/ Moodometer

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