

**Management Plan for the Praslin National Park**

**2021 – 2025**

**INSERT PHOTO**

**Consultancy Report**

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**Forward**

To be inserted by CEO SNPA

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# Acknowledgement

We would like to thank the GOS-GEF-UNDP Protected Areas Finance Project for financing the production of the Praslin National Park Management Plan. Special thanks go to all the stakeholders particularly those on Praslin for their valuable contributions to the development of this plan. Thanks to the staff of the Seychelles National Park Authority for their guidance and support. The preparation of this Management Plan was undertaken by Dr. Elvina Henriette, Dr. Rachel Bristol and Dr. Bruno Senterre.

# Executive summary

The management plan was developed mainly through stakeholder engagement. Stakeholders were consulted through questionnaire surveys to capture their views, values of the park and what they perceived as issues, threats and opportunities. The results from stakeholder engagement were used to formulate the management objectives and strategies.

The management plan is structured into five parts. The first section is the ‘Purpose and Scope’ which describes the management plan, its application, its vision, authority responsible for its management and procedures for the development of the plan.

Section 2 ‘Introduction’ describes aspects of the national park and its management. It provides an understanding of the system to be managed including natural values, economic values, infrastructure and management organisation. In other words, it answers the following question ‘What have we got?’ It describes the location of the park, its values in terms of the features that attract people to the site, the authority managing the park in terms of its function, organizational and management structure. It also describes conservation and research gaps, types of people using the park (user groups), business opportunities within the park, issues and threats faced by the park.

Section 3 ‘Management objectives and strategies’ outlines and provides details of 12 management objectives for effective operation and management of the national park. These objectives, strategies and activities were derived from the stakeholder engagement and they set the direction in terms of ‘where we want to go?’ It lays out the context and sets out the objective in terms of what we want for the park; and provides several activities for implementation of each objective in terms of what we must do for the park.

Section 4 details the ‘Performance Measurement System (PMS)’ used to assess the implementation of the management plan. It includes indicators to assess the performance and achievement of each management objective and activity.

Section 5 ‘Costed plan of implementation’ provides details of the activities and their costs over the 5-year implementation timeframe of the management plan.

# Purpose and scope of the management plan

This section describes the management plan, its application, its vision, the authority responsible for its management and the procedures for the development of the plan.

## 1.1. Name of the plan

This plan is the ‘Management Plan of the Praslin National Park 2021 – 2025’.

## 1.2. Application of the plan

The plan is in accordance with the National Parks (Praslin) (Designation) Order 1979 under theNational Parks and Nature Conservancy Act 1969 which describes the area designated as a national park. The area is 800 acres (see map Figure 1) and is represented on a plan deposited in the office of the Director of Surveys and filed as ML/ADN/32.

According to the schedule of the above designation order, the Praslin National Park comprises of the three following sections:

(i) An area of 776.8 acres (314.36 ha), surveyed as parcel PR232 and registered in Register A.36 No.2440.

(ii) An area of 17.6 acres (7.14 ha) surveyed as parcel PR4 and registered in Register A34 No.877. This area is completely surrounded by parcel PR232.

1. That area of the Praslin trans-island road passing through parcel PR232, totaling 5.2 acres (2.1 ha) and being Domaine Public.

However, land parcels were resurveyed since the designation of the Praslin National Park (PNP) and today it consists of the following:

1. PR6776 totaling 293.24 ha
2. PR4 totaling 7.14 ha
3. PR1264 totaling 19.5 ha

## 1.3. Intent of the plan

The plan is intended to guide the operation and management of the Praslin National Park (PNP) with the aim of protecting and conserving its values, developing sustainable financing activities to support effective park management, providing opportunities for local communities to become engaged in the management of the park, and making use of the area for sustainable forestry, eco-tourism, recreation, education and research. It is to be noted that the world heritage site Vallee de Mai which is located within the boundaries of the PNP is managed by Seychelles Islands Foundation (SIF). This management plan is for the remainder of the park that is managed by SNPA.

## 1.4. Vision of the Praslin National Park

The vision of the park is inspired from the vision of the Seychelles National Parks Authority (SNPA) strategic plan which is to ‘Ensure that the Praslin National Park is effectively managed through the sustainable utilisation of natural resources and tourism development, and to promote biodiversity conservation for the social and economic benefit of all’.

## 1.5. Preparation of the management plan

A group of local consultants were contracted to produce the management plan. The team was composed by Dr. Elvina Henriette, Dr. Rachel Bristol and Dr. Bruno Senterre. The management plan was produced based on input from stakeholders. Initial meetings and interviews were done with SNPA staff to capture their views issues, concerns and contribution to the management plan. They also provided guidance in terms of the consultation process. Thereafter, consultation was done with the wider stakeholder groups. This consisted of previous members of the SNPA board, Government agencies, Parastatal and NGOs e.g. Department of Environment, Seychelles Fire Rescue Services Agency (SFRSA), Public Utility Corporation (PUC), Seychelles Island Foundation (SIF) and the Terrestrial Restoration Action Society of Seychelles (TRASS), committees like the Ecosystem-based Adaptation (EBA) Watershed Committee, timber and leaf merchants, tour guides, the Praslin Business Association, the Hotel and Tourism Association, water bottling company, residents living in and near the park, members of the local Government (DAs) and of Parliament (MNAs), project partners and researchers and many more. A total of 39 persons were consulted. The maps were produced by Dr. Senterre. A first draft of the plan was prepared and reviewed internally by the team of consultants, SNPA and the team from the GOS-UNDP-GEF Ecosystem-based Adaptation (EBA) project. Feedback from the first round of review were incorporated into a second draft which was circulated to the wider stakeholder group. All comments were then incorporated into the final management plan.

## 1.6. Implementation of the plan

The plan will be implemented by the Seychelles National Parks Authority (SNPA) who has responsibility for managing the national park as mandated under Section 4 (1) of the Environment Protection (Seychelles National Parks Authority) Order (SI 30 of 2009).

The Chief Executive Officer (CEO) of SNPA, with guidance from the Board of Directors, will be responsible for the implementation of the management plan of Praslin National Park. The Fond Boffay office on Praslin, through the guidance of the head office will be responsible for onsite implementation of the management plan. The Fond Boffay office will report to the CEO.

Workplans (weekly/monthly/ annual) will be made to guide on the ground implementation by staff. Annual reports on the implementation of the plan based on the workplans made to guide on the ground implementation by staff as well as annual financial reports and audits will be prepared to assess the effectiveness of the implementation of the plan.

## 1.7. Review of the plan

The plan will be reviewed at the end of each year based on the Performance Measurement System (PMS) detailed in section 4. The PMS lists the activities, targets, indicators to be used to assess performance, timeline and priority for each activity. The review should allow for any adaptive management strategies to be incorporated accordingly. The review of the plan should be completed and submitted to the SNPA’s Board of Directors by the end of January of each year.

1. **Introduction**

This section describes aspects of the national park and its management. In other words, it answers the following question ‘What have we got?’ It describes the location of the park, its values in terms of the features that attract people to the site, the biodiversity and conservation values of the park, the authority managing the park in terms of its function, organizational and management structure. It also describes conservation and research gaps, types of people using the park (user groups), business opportunities within the park, issues and threats faced by the park.

* 1. **Location of the Praslin National Park**

The Praslin National Park (800 acres or 325 hectares) is situated in central to south-east Praslin and covers 9% of the island (Figure 1). It lies mainly in the Baie Sainte Anne district, but the south-western side extends into Grand Anse. The park encompasses the world heritage site Vallee de Mai. The main trans-island road crosses through the national park. The park boundary consists of a firebreak which surrounds the entire park to help protect it from forest fires (Figure 2).

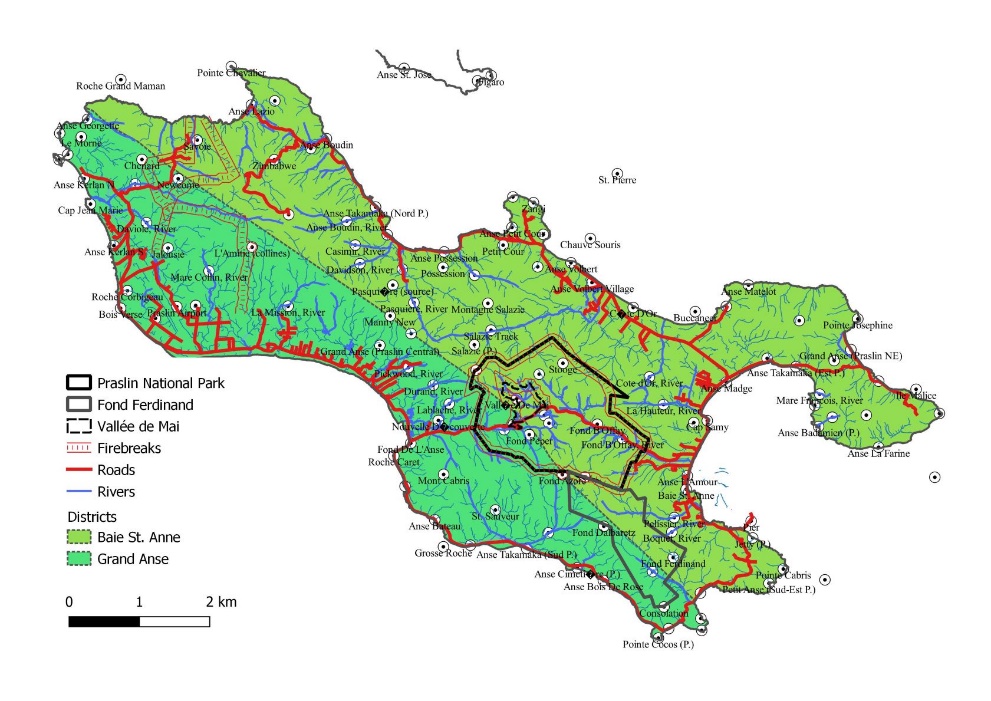


Figure 1: Location of the Praslin National Park. Map produced by Bruno Senterre.

* 1. **Values of the Praslin National Park**

The Praslin National Park has a lot of values but these are not well known and appreciated.

* + 1. **Natural value**

A variety of features within the landscape form the natural values of the park. The ancient granite rock formations, forests, wetlands (several freshwater marshes and swamps), rivers, the famous waterfall, the water catchments of Fond Boffay and Nouvelle Decouverte (the largest water catchments on Praslin providing potable water to Praslinois, Figure 2) and the ecosystem goods and services provided to humans by the natural environment such as provisioning services in the form of production of food, water and construction materials; supporting services like oxygen production, carbon and nutrient cycling; and regulating services such as control of climate and diseases.

The ecosystem of the Praslin National Park is varied and consists of several types of habitats (Figure 3): tropical rain forests, natural rain forests, secondary forest and woodlands, riverine forest/forest in river valleys, open glacis vegetation, dwarf forest on glacis, rocky areas, degraded land with bare ground, shrubland (areas with trees less than 5 m high), freshwater marsh, swamps, rivers and waterfalls. Fond Azore is particularly interesting as it hosts the only part of the relict submontane forest on Praslin which is a refuge for several rare species (a forest type that is more extensive on Mahe and Silhouette). Unfortunately, the firebreak passes right through and fragments this important relict ecosystem.

* + 1. **Biodiversity value**

The Praslin National Park has high biodiversity value (Figure 4) and hosts several of the world’s rare species including the Seychelles Black parrot (*Coracopsis barklyi*), Sooglossid frog (*Sooglossus sechellensis*), Giant geckos (*Ailuronyx trachygaster*), the famous Coco-de-Mer (*Lodoicea maldivica*) and a recently discovered new species of Bwa dou amongst others. According to the Key Biodiversity Area (KBA) studies undertaken since 2013, the park consists of 194 native species including 113 endemic species. 111 are 'KBA species' or species of high conservation value (i.e. a species of special conservation value in Seychelles), IUCN (global threat level), and 'rarity' (in Seychelles)).

Much of the park (apart from the Vallee de Mai and the area near the summit of Fond Azore) is underexplored, particularly the ridges of Mt Takamaka and the northern part of the park, and there are probably species that remain to be discovered or taxonomically redescribed. Available data show that the Vallee de Mai and the south of the national park have high numbers of species of high conservation value that are rare in Seychelles and/or classified as threatened on the IUCN Red List d (Figure 4).

In addition, there are rare and threatened ecosystems through much of the park. Threatened ecosystems have been defined according to IUCN Red List standards: Critically Endangered (CR), Endangered (EN) or Vulnerable (VU). In addition to their threat level, their state of development or degradation is also mapped ("natural", semi-natural" and "secondary"), which allows visualizing potential sites for rehabilitation of those threatened ecosystems.

The most important ecosystem-type are mainly natural (in the sense that the area is thought to have never been cleared, cut or burnt, or intensively planted with species not occurring naturally in those places or places with very little human disturbance) and these are located within the Vallee de Mai and the southern side of the park in the Fond Azore area. The Fond Pepper area is also an important zone with semi-natural and natural forests such as the Palmist (*Deckenia nobilis*) forests on the dry, rocky areas. There is a need to obtain more data on the ecosystems and the plant and animal species of the park to know more precisely the spatial patterns of those biodiversity values.

* + 1. **Cultural value**

The park certainly has a human history and it is culturally important particularly in the Art arena as an inspiration for artists, and a sense of pride for Seychellois. Information on the cultural value for the people needs to be further researched.

* + 1. **Economic value and sustainable resource use**

Perhaps one of the most important values in terms of sustaining the future operation of SNPA and generating benefits for the surrounding communities from the biodiversity and natural values. The economic value is particularly apparent in the tourism department where Praslin businesses, hotels, tour guides, taxi drivers and the Seychelles Island Foundation managing the Vallee de Mai generate significant revenues. In addition, forestry products such as timber, palm leaves, Coco-de-mer nuts are highly valued and provide a source of income to the users. Forestry species that are currently being exploited are timber species like Mahogany (*Khaya senegalensis, Swietenia macrophylla* and *S. mahagoni*), Santol (*Sandoricum koetjape*), Kalis dipap (*Tabebuia pallida*), Albizya (*Falcataria moluccana*), Tek (*Tectona grandis*), Bwa zonn (*Alstonia macrophylla*), Bwa nwanr (Albizia lebbeck), Jackfruit (*Artocarpus heterophyllus*), Lila (*Melia dubia*), and native species such as Takamaka (*Calophyllum inophyllum*) and Bodanmyen (*Terminalia catappa*). Other species are used for their leaves and branches like Lantanyen fey (*Phoenicophorium borsigianum),* Raffia (*Raphia farinifera*) and Vakwa (Pandanus utilis) and the Coco-de-mer (*Lodoicea maldivica*) for its nuts and leaves. The assets and or values of the park are important in supporting economic activities and local livelihood.

* + 1. **Educational value**

The Praslin National Park provides the perfect outdoor school for education and awareness. It is currently being used by schools as a tool for exploration and understanding the natural world. There is a lot of scope to strengthen the use of the park for education and awareness.

* + 1. **Scientific (research) value**

Considering the biodiversity importance of the park and the fact that it is underexplored, there is a lot of opportunities for research and exploration. Most research has been undertaken in the Vallee de Mai which is greatly visited by researchers, but a lot of research remains to be done in the rest of the park (see section 2.5 below).

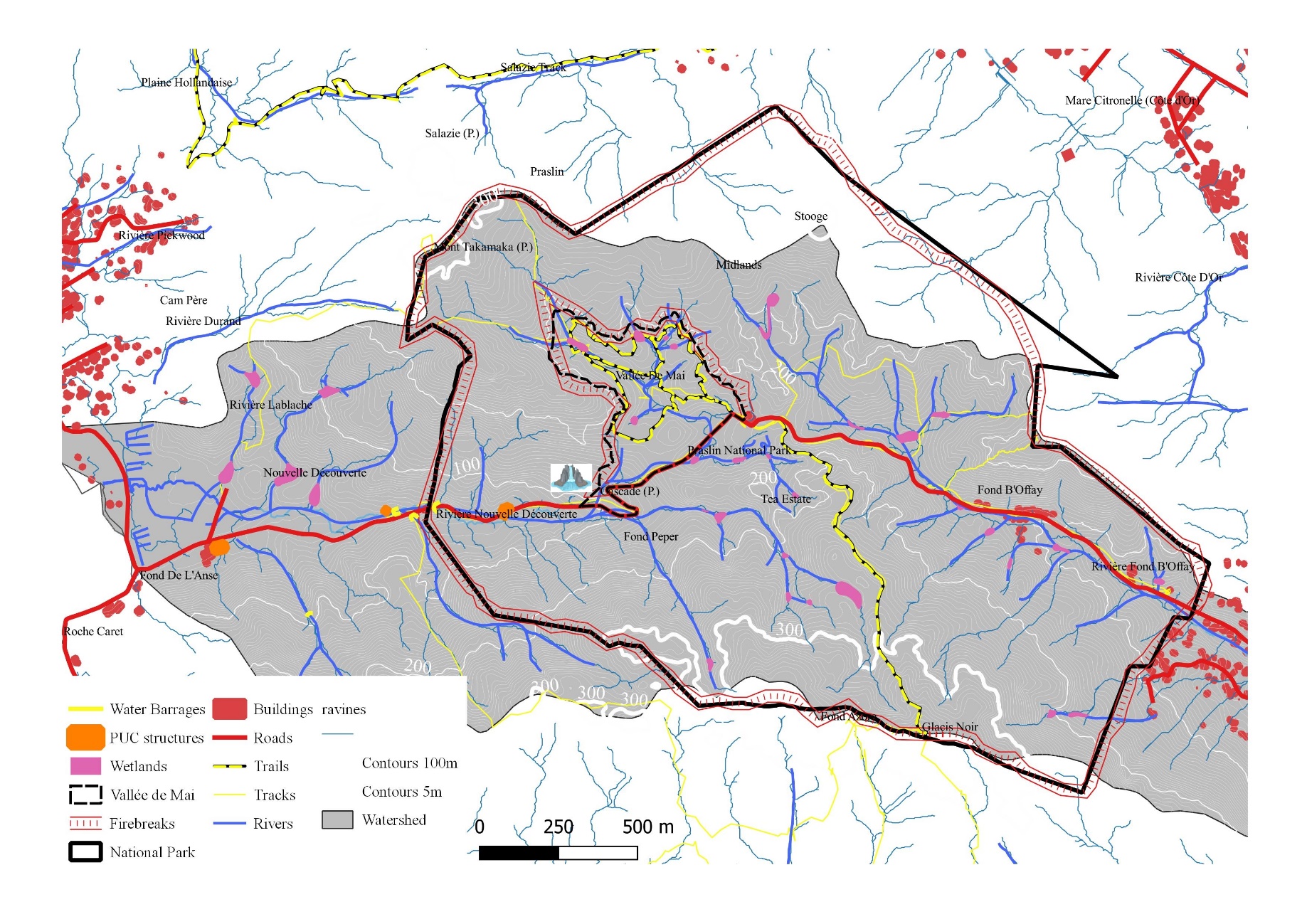


Figure 2: Natural features of the Praslin National Park (water catchments in grey, river network in blue, waterfall and wetlands in pink). The main trail of Glacis Noir and the circular trails of the Vallee de Mai are in yellow-black. Map produced by Bruno Senterre.

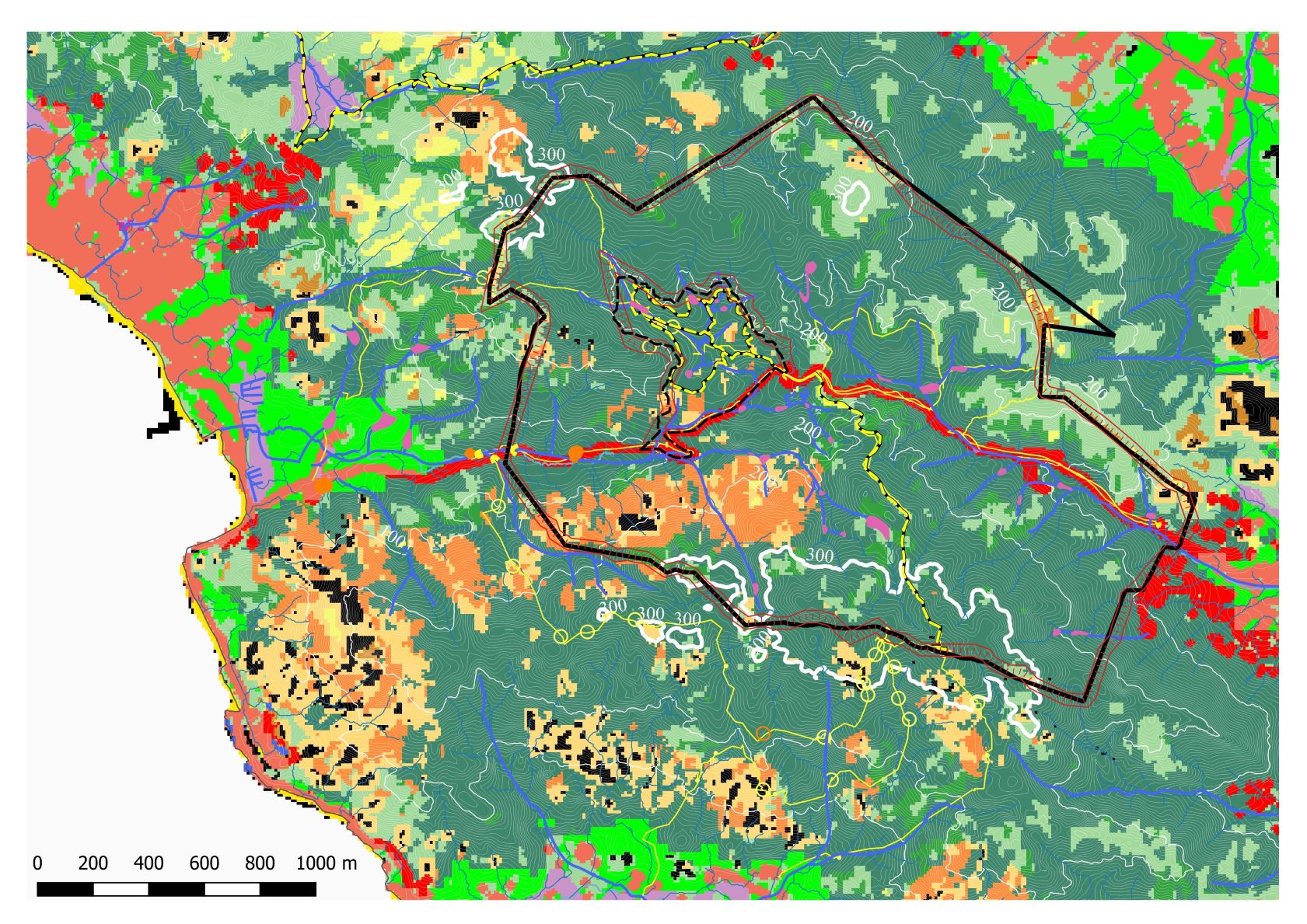




Figure 3: Habitat-types (ecosystems) of the Praslin National Park. Map produced by Bruno Senterre

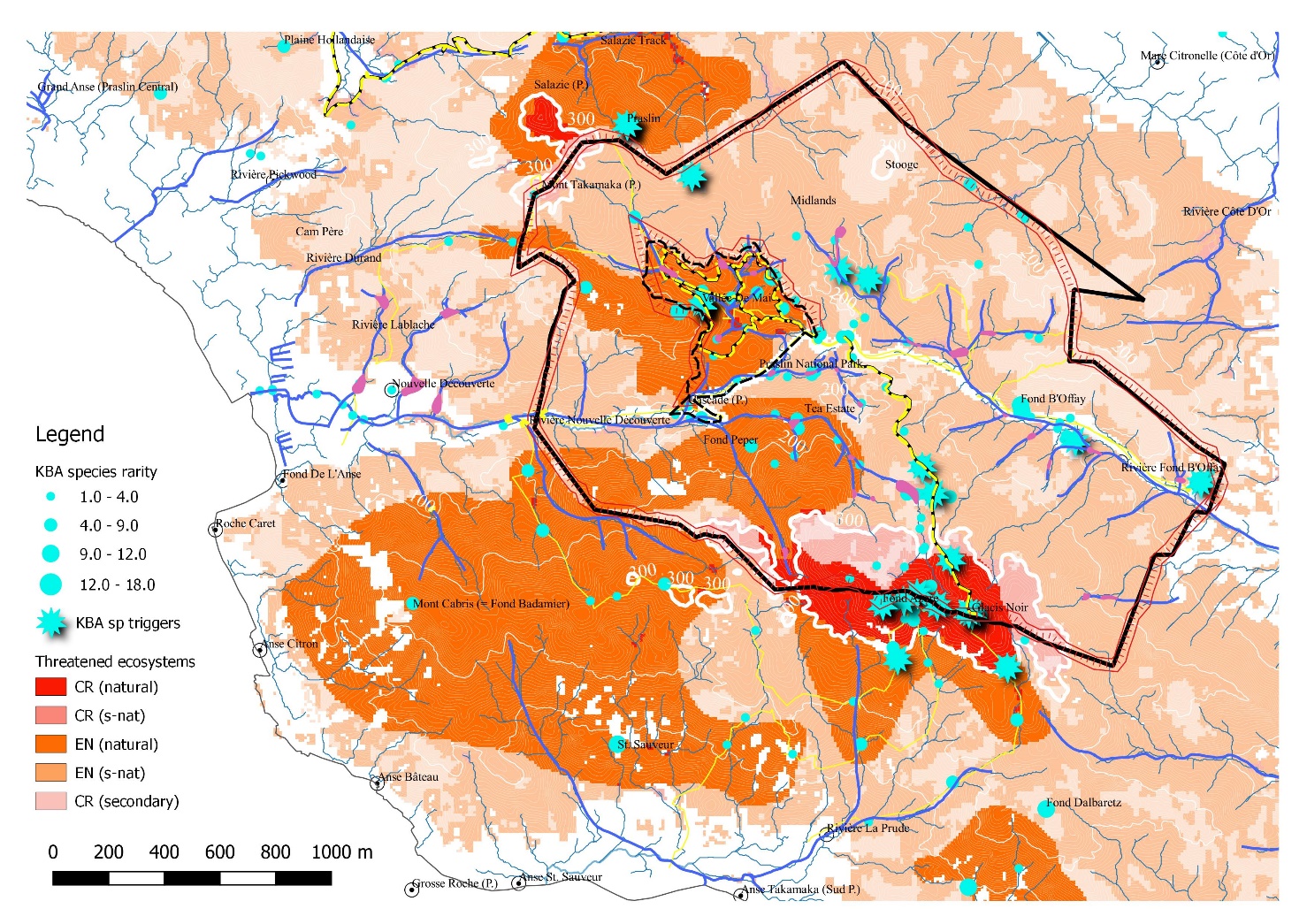


Figure 4: Important ecosystems and species of special conservation value. Key Biodiversity Area species (KBA) are species that have high conservation value (i.e. a species of special conservation value in Seychelles), IUCN (global threat level), and 'rarity' (in Seychelles)). The Species Conservation Value is based on a combination of the following attributes: endemic/native/exotic (endemic species receiving the highest score and exotic species scoring '0'). 'KBA species rarity' integrates national threat levels (mostly defined based on geographic distribution) by combining the status of 'KBA species', which is defined by an IUCN threat level assessment at the national scale, and a quantitative index of rarity based on Area Of Occurrence and range-size rarity. Thus, the highest score is for endemic (2) \* kba (1) \* globally CR (3) \* rarity score 'R' (3) = 18. Hence, the higher the score, the higher is the presence of rare species. The threatened ecosystems are classified as Critical (CR) and Endangered (EN) according to IUCN Red List standards, and consist of secondary, semi-natural and natural forests. Map produced by Bruno Senterre.

* 1. **Management and organisational infrastructure of the park**

The protected areas that are under the mandate of SNPA are managed by the Forestry and National Parks section. The main functions of the Forestry and National Parks is listed below.

Table 1: The main functions of the Forestry and National Parks

|  |  |
| --- | --- |
| **Actors** | **Tasks** |
| Forestry and National Parks | * Maintenance and allocation of timber plantations * Maintenance of existing trails and national park infrastructure * Diagnosis and treatment of tree pests and diseases * Management of firebreaks * Management of the plant nursery * Management of invasive plants and rehabilitation of native species * Implement management plans * Assistance to research work * Visitor information and assistance * Support to educational awareness programmes |
| National Park Unit Praslin | * Conservation and management of the Coco de mer * Development and maintenance of ecotourism trails and its infrastructures * Monitoring of flora and fauna in the park * Protection of water catchments * Rehabilitation of degraded areas within the park * Participate in research programs |
| Forestry Unit Praslin | * Maintenance of fire-breaks including clearing of access paths * Collection of Coco-de-mer * Processing permissions for timber and leaf harvesting * Supervision of timber and leaf harvesting * Plant propagation especially commercial plants * Reafforestation * Removal of invasive species at Midland and Fond-Boffay * Monitoring of plantations - success rate and maintenance e.g. thinning * Patrolling and enforcement * Assist visiting scientists * Assist maintenance group on Curieuse with replanting and trail maintenance |

The Forestry and National Parks office at Fond Boffay, Praslin contains a National Park Unit with 3 staff and 1 vacant post, a Forestry Unit with 12 staff, and 3 support staff totaling 18 staff on Praslin (Table 2).

Table 2: Human resource for the management of the Praslin National Park

|  |  |
| --- | --- |
| **CEO** | |
| **National Park** | **Forestry** |
| Park Officer – HQ, Mahe | Assistant Forestry Officer – Mahe office |
| Park Ranger G1 – Praslin office   * 1x   Park Ranger G2 - Mahe office   * 2x | Assistant Forestry Officer - Praslin office   * 1x |
|  | Park Ranger G1 - Praslin office   * 1x   Park Ranger G2 - Praslin office   * 1x |
|  | Chainsaw Operator - Praslin office   * 1x |
|  | Tree Lopper - Praslin office   * 1x |
| Forestry Staff – Praslin office   * 2x | Forestry Staff - Praslin office   * 7x |
| **Support staff**   * 1x Driver/messenger * 1x Admin Assistance * 1x Maintenance Technician | **Overall positions (Mahe + Praslin)**  Total number of positions = 21  Total number of positions occupied = 20  Total number FROZEN = 0  Total number of position Vacant = 1 |

The office is located within the national park at Fond Boffay. In addition to the office there are 5 stores (chemical, Coco-de-mer, fire equipment, maintenance equipment, general store for other equipment) and a Covid-room. There is 1 small office at New Combe field station including a small store. There is one nursery at Fond Boffay (12.3 m by 5.8 m) with capacity to produce 10,000 plants annually. For the moment the nursery is sufficient for SNPA but there is a need to maintain the infrastructure. The nursery is used mainly to produce commercial species to replant in the plantations. There is also a small nursery ca. 20 m2 at New Combe forestry station at Mont Plaisir (outside of the national park and used mainly for production of native species for rehabilitation purposes). In terms of transport, there is 1 bus and 1 truck but there is a need to purchase another truck. The staff are equipped with some of the necessary equipment to undertake current duties but they have also identified some other essential equipment that are necessary to have for the effective management of the park and especially in the case of a forest fire (Annex 2). Regular inventory is done to keep track of the number and state of equipment and office furniture needed for the management of the park.

* 1. **Stakeholders, user groups and types of activities**

The main stakeholders are also the main user groups of the national park (Table 3). Not all stakeholders directly use the resources of the park but the ones that rely on the national park, use mainly the natural aspects and biodiversity as part of tourism (tour guiding, nature trails etc), water extraction for potable water by PUC, SIF and the Nouvelle Decouverte water bottling company as well as residents living in and near the park, water extraction for agricultural use by the Seychelles Agricultural Agency (SAA) and farmers, timber and leaf merchants are using commercial trees and palm leaves respectively. Few people use it for fitness and relaxation. SIF and the schools use it for education purposes. However, most of these uses were happening in the Vallee de Mai except for harvesting of forest resources and water extraction. The use of resources contributes partially or entirely to users’ income.

Table 3: The main user groups and types of activities within the Praslin National Park

|  |  |
| --- | --- |
| **User groups** | **Types of activities** |
| Timber Merchants | Harvest/buy timber wood |
| Leaf Merchants | Harvest/buy palm leaves |
| Tour guides | Conducts tours mainly in the Vallee de Mai |
| Local communities (residents, school children) | Hiking on Glacis Noir trail, educational programmes on trails and in the Vallee de Mai |
| Water users (PUC, Nouvelle Decouverte Water bottling company, SIF, Seychelles Agricultural Agency, residents) | Extract and use river water |
| Conservationist (SNPA, SIF, TRASS, EBA watershed committee) | SNPA manages the national park, SIF manages and protects Vallee de Mai (commercial and conservation activities). TRASS and EBA watershed committee rehabilitates degraded ecosystems. |
| Forest fire fighters | The Seychelles Fire and Rescue Service Agency (SFRSA) is involved as a forest fire fighting mitigation measure and together with TRASS and the EBA watershed committee they rehabilitated post-fire degraded land. |
| Researchers | Conducts research in the park |

* 1. **Conservation efforts, research and knowledge gaps**

Currently, there is no research unit on Praslin and no research is being undertaken by SNPA. But SNPA undertakes joint activities with SIF such as the control of the Yellow crazy ant and they also assist visiting scientists/researchers. SNPA also shares information on poaching with SIF. Most of the research and monitoring being undertaken in the national park is by SIF.SIF undertakes the following:

* Phenology monitoring of food species for black parrots
* Coco-de-mer regeneration scheme
* Black parrot breeding programe and population monitoring including sightings
* Invasive species project (tenrecs, rats, yellow crazy ants, invasive plants)
* Skink and crab monitoring in relation to the impact of Yellow crazy ants
* Sooglossis frog monitoring using sound meters
* Analysis of Education and Awareness effectiveness in terms of the number of people that are impacted by SIF sensitization programmes
* Tourism monitoring
* Herpetofauna (reptile) monitoring and research
* Coco-de-mer genetic research

Considering, the great value of the national park there is a need for SNPA to have a research unit or at least a research staff based on Praslin but managed by the Research Officer on Mahe, to conduct research and monitoring activities perhaps alongside SIF and other relevant organisations (see management objectives in section 3).

There are currently huge gaps in research. Some taxonomic work is needed on the flora of Praslin, which has been neglected in the past. In terms of flora, experts at the National Herbarium have suggested the need for a taxonomic revision of Bwa koulev (*Psychotria dupontiae*) which might be a distinct species from the ones on Mahe and Silhouette. Other plant species that might be worth looking into include Lafisel mov (*Seychellaria*), Arouroute de l’Inde (*Protarum sechellarum*), Bwa kato (*Brexia microcarpa*), an unidentified *Cynorkis* (orchid) at Fond Azore and the genus *Antrophyum* (fern). The national park (apart from the Vallee de Mai) remains underexplored particularly the areas around Mt Takamaka and the northern slopes of the park. There is a need for exploration trips by a multidisciplinary team focusing on plants, reptiles, fungus, lichens, invertebrates (most importantly dry zone species). Outside of the Vallee de Mai, there are virtually no data on invasive species distribution within the park and even on the entire Praslin Island.

Ecosystem ground data are totally lacking and more data is needed on the distribution of ecosystems especially 'native dominated' stands. Considering that clearly some threatened ecosystems are important triggers to the status of the Praslin National Park as a "global KBA", there is a need to improve the mapping of those ecosystems and to monitor their extent and biotic integrity in the long term. The wetlands also need to be looked at more carefully (31 upland wetlands were recently discovered and mapped during the GOS-UNDP-GEF project) and search for rare native species or species presumed to be extinct e.g. *potamogeton*, an aquatic plant. Previously, data were limited by the lack of appropriate tools. But during the past few years there has been some interesting developments in data collection tools particularly using powerful phone applications for biodiversity inventories and data collection on the characteristics of ecosystems.

* 1. **Business opportunities by local communities**

Stakeholders contributed various opportunities for business within the park which will not only provide benefits to the private sector and the local communities but which will self-finance the management of the park:

* + 1. Sustainable forestry.

Sustainable forestry is currently being practiced in the national park but there is more scope to make it more effective and profitable. Currently there are no zoning in the park but one should be developed which would include a ‘sustainable resource use zone’ where SNPA and the communities could be more involved in forestry activities. Types of activities and products include commercial trees that are already being harvested like mentioned above (section 2.2.4). Other species can also be exploited such as Cinnamon (*Cinnamomum verum*, where they exist), Bamboo (B*ambusa spp.*) and fruit trees. Native species that formed the native forests of the national park and that can be (and were in the past) used for forestry include Bwa-d-nat (*Mimusops sechellarum*), Bwa gayak (*Intsia bijuga*), Bwa mon per (*Planchonella obovata*), Lagati (*Adenanthera pavonina*), Kapisen (*Northea seychellana*), Bwa-d-tab (*Heritiera littoralis*) and Takamaka.

There will be a need for identification of sites for replanting including zoning e.g. a zone for each type of product or mix plantations, conduct replanting, manage the plantation, harvest and replant immediately. One promising industry is bamboo-based forestry (B. Senterre, *personal communication*). Institutions and individuals partnering in this could form a small cooperative. A productive system of a few tens of hectares of mixed bamboo forests could be the source of much more secondary benefits such as:

construction materials even for durable luxury buildings like it is being done in Bali, Indonesia

local furniture like cabinets, sofa making etc like it is being done in South-east Asia (this will reduce on importation of low quality but highly priced commodities and reduce the carbon footprint)

alternative material for Fish Aggregating Devices where there is a huge need for this in Seychelles, far more than can be supplied by existing bamboo stands

compost making in the understory of bamboo forests which can be used in agriculture and restoration planting - more productive without need for fertilizers and pesticides

climate change mitigation and related access to international funding. The Seychelles are small island states and climate change is a real threat. Research in the last decade has shown that bamboo can fix 15.5 t ha−1 yr−1 of carbon, i.e. 50% more carbon than the fastest growing tree species.

and especially a kind of forestry that is compatible with human resources and material available in Seychelles for timber extraction. No heavy material is needed for bamboo extraction (avoiding soil compaction issues and invasive species threats associated with timber felling and extraction). Bamboo can be exploited without ever needing to open the canopy.

* + 1. Nature trails and tour guiding.

Currently there is only one official nature trail, Glacis Noir, maintained by SNPA. Respondents felt that the Glacis Noir trail should be better maintained. The poor maintenance of the access path and drains leads to significant erosion of the trail and to a major landslide in 2014. The paths should be made safer and rails should be placed in those steep slippery areas, and the kiosk at the view point could be upgraded

Other trails should be opened to provide users with more choices. SNPA currently have a network of paths that provide access to the fire-breaks and some of these could be turned into trails. Signage and information boards should be placed on the trail to draw users’ attention to important features on the trail.

SNPA already has plans to raise the standard of Glacis Noir trail by improving the path, kiosk, put benches, a ticket office and possibly a toilet and rehabilitate the Glacis Noir marsh etc. One stakeholder felt that catering services could be provided through a small low key local catering facility (small restaurant) offering refreshments like local juices and local food. This initiative could be operated by a local operator with products bought from local farmers and residents.

Some of the least biodiversity sensitive landscapes of the National Park could also be used to develop cycling trails, which could also bring along a series of secondary opportunities (e.g. renting bicycles).

* + 1. Merchandising nature.

There are opportunities to merchandise nature through creation of artisanal products and souvenirs which can be sold to clients. In addition, this will be an avenue to promote the park and its assets. Products like t-shirts, hats, caps, bags, slippers, pareo, key-rings, videos, artwork, books, Coco-de-Mer etc could be produced. Different assets of the park e.g. its biodiversity and landscapes (animals, plants, rivers, waterfalls, wetlands, forests, mountains etc), could be used on these merchandise. It is important to identify the different assets that can be sold and sell them.

If the bamboo-based forestry idea is considered seriously, there are also possibilities for development of training modules for locals and tourists, e.g. on building artisanal handicrafts or basic techniques. This is also a sector of activities that flourishing in countries having developed their bamboo industry such as Costa Rica (for tourism market from the USA mostly) and places such as Bali in South-East Asia.

One respondent proposed that the Coco-de-mer should be sold from Praslin only and make people travel to Praslin to buy. This initiative would give Praslin a more unique appearance thus increasing the clientele to Praslin which would benefit a whole range of partners/operators (travel agents, ferries, boat, Seypec, taxi, traders etc – all entities in the chain benefit).

* + 1. Biodegradable rubbish/litter bags.

Littering was identified as one of the major issues of the park. One business idea proposed was the selling of a biodegradable rubbish/litter bags (with SNPA logo on them) that will be obligatory for users on nature trails to buy. This will be a way to make a profit on littering and hence convert the problem into a benefit.

* + 1. Levy on the commercial use of water resources.

Some respondents particularly SNPA staff felt that a levy should be placed on commercial water extraction. SNPA is protecting the park and all of its resources including water, which benefits users who in turn should contribute financially to this protection.

* + 1. Marketing of products

The national park is in itself a product that hotels and other business can use to attract clients to their establishment, premisses or the island. For instance, some operators already use the presence of the Vallee de Mai, Fond Ferdinand and Curieuse to attract clients and keep them on Praslin. Hence clients can increase their length of stay and spend more thus benefiting different sectors.

* + 1. Use of biomass to generate energy

There may be potential to explore biofuel especially from invasive plant species. The use of biomass to generate energy may reduce energy consumption from PUC and hence reduce operational cost of SNPA. This option will have to be further researched based on similar examples from other countries like Japan.

* 1. **Issues and threats**

The main issues identified by the stakeholders during the preparation of the management plan are as follows:

1. Undervaluing the park by the community at different levels – national and community level. People do not sufficiently value the park and hence may not find the need for them to contribute actively to its protection
2. Poor management – Managers lack the skills and resources to manage the park effectively resulting in inadequate management. Sustainable use of resources needs to be strengthened. Too much emphasis on cleaning and maintenance and not enough efforts on developing other aspects of the park like sustainable forestry, patrolling and law enforcement, monitoring and research.
3. A lack of law enforcement in addition to patrolling are also threats
4. Poaching of Coco-de-mer
5. Damages / vandalism done to Coco-de-mer and other plants when poaching (immature nuts left on the ground, stems are cut for ‘golet’ to access nuts etc)
6. Wildlife trafficking e.g. giant gecko, chameleon
7. Illegal felling of commercial trees
8. Invasive alien species (IAS)
9. Forest fires. Cigarette ends pose a major threat. Uncontrolled access can also lead to fires
10. Lack of research and monitoring that feeds into and guides management actions
11. Potential pollution of water resources and the general environment through human activities on trails and the main road
12. Climate change and its impact onto biodiversity
13. Impact on nature from large visitor groups during cruise ship season. But there are also impacts caused by smaller groups or individuals who are unsupervised
14. Unqualified tour guides who do not pass the appropriate information to clients.
15. Lack of dissemination of updated information to stakeholders particularly tour guides.

There were also some solutions that were proposed by stakeholders and these are integrated into the management objectives of section 3.

1. **Praslin National Park Management Objectives and Strategies**

Section 3 outlines and provide details of eight management objectives and related strategies/activities to address the issues identified in the stakeholder consultations for effective operation and management of the national park. This section sets the objectives in terms of what we want for the park; and provides several activities for implementation of each objective in terms of what we must do for the park. The management objectives are detailed below.

## 3.1. Protected areas legislation and policy

The Praslin National Park was declared under the *National Parks and Nature Conservancy Act 1969*. No regulations were created to regulate the management of the park. In 2013, the Seychelles Protected Area policy was proposed for the development of a new protected areas legislation to replace legislations and regulations pertaining to management of protected areas. This will be the ‘Nature Reserves and Conservancy Bill’ which will include five new protected area categories and which will allow zoning through regulations.

* + 1. **Management objective**

Establish relevant legal framework to support management of the park.

* + 1. **Strategies**

1. To ensure that the protected area is designated as a ‘National Park’ under the new ‘Nature Reserves and Conservancy Bill’. The strategy will be executed through the following activities:
2. Staff to review the bill, provide comments and ensure that pertinent aspects are included into the final bill,
3. Prepare regulations for the park such as zonation scheme for the park (see ii.b. below) and new regulation for law enforcement with higher penalties.
4. To propose and implement a zoning scheme for the national park, which will include the following zones – conservation, sustainable resource use, rehabilitation, tourism and recreation, and a buffer zone which can be a 'soft' forestry production area. The zoning can be developed either as a regulation under the law or as a policy within SNPA:
5. Develop terms of reference, identify and contract a consultant to undertake the zoning of the park,
6. Consultant to produce a report with the zoning scheme and maps.
   1. **Financial management**

There is a lack of financial resources to fund the operation and management of the national park. There are however, opportunities for sustainable self-financing of the park. Conservation and sustainable use programmes should bring short to long-term revenue which can fund the operation and management of the park as well as provide financial benefits to communities which are engaged in community-based management of the national park. Activities such as creation of new trails, trail enhancement, tour guiding, merchandising nature and forestry could be explored for revenue generation. Forestry is addressed in section 3.5.

* + 1. **Management objective**

Establish relevant financial framework to support management of the park.

* + 1. **Strategies**
    2. To develop and implement a nature-based tourism plan to generate revenue for the park and to provide visitors with access and a diversity of experience through high quality and unique environmental assets. This may include activities like merchandising biodiversity of the park, nature trail enhancement and creation of new ones and a marketing plan:

1. Develop terms of reference, identify and contract a consultant to undertake a nature-based tourism plan,
2. Consultant to produce a report including a nature-based tourism plan,
3. Consultant to prepare a list of services/activities/products available to visitors in the PNP and integrate it into the nature-based tourism plan,
4. Consultant to develop a marketing plan to market/promote nature-based tourism. This can be integrated into the nature-based tourism plan,
5. SNPA to start implementation of the nature-based tourism plan,
6. Work with the Seychelles Tourism Board (STB), Destination Management Companies (DMCs) and other businesses to advertise the park,
7. Produce or contribute to promotional materials like those commissioned by STB,
8. Introduce visitor fees for the Glacis Noir trail (after the trail has been enhanced as per section 3.4),
9. As part of the nature-based tourism plan work with businesses to produce merchandise that promote nature (souvenirs, crafts, paintings, t-shirts etc),
10. As part of the nature-based tourism plan open up new trails for hiking, cycling, fitness etc,
11. As part of the nature-based tourism plan collect revenues for the management of the PNP.
    * 1. To apply for external funding grants which are invested into management plan priorities:
12. Search for external donors to fund projects as part of the management of the park,
13. Prepare project proposals in line with management priorities,
14. Implement donor funded projects as per the management plan priorities.
    * 1. To explore ways that commercial water extraction can financially contribute to the protection of water catchments. This should not apply to non-commercial public use of water as there is already an environmental charge on water bills:
15. Undertake discussions with businesses on financial contributions from commercial water extractions,
16. Collect financial contributions from commercial water extraction.
    1. **Human resource management and capacity building**

The current human resource level is inadequate for effective management of the park. There is a strong need to strengthen leadership and management, in addition to reviewing SNPA management and staff requirements, financial packages (the latter was identified as a barrier to attracting and retaining good staff in the SNPA strategic plan). There is also a need to recruit qualified, skilled staff with higher level of education such as in BSc, MSc or even in PhD in biology, ecology, forestry, environmental management or relevant fields. Most importantly, tracking of implementation of tasks and monitoring of performance indicators are vital to evaluate the overall performance of the management plan and leadership. SNPA already has a tool ‘General output index’ with defined benchmark which keep track of staff performance followed by a feedback report to staff on their monthly performance but this needs to be done at all staff levels.

* + 1. **Management objective**

Establish relevant human and infrastructure resource frameworks to support management of the park.

* + 1. **Strategies**
    2. To review staffing levels and requirements for effective and efficient management of the park. Staffing should take into account the right level of academic qualifications and field experience. The following will be undertaken:

1. The Human Resource department with the assistance of an external evaluator to review management structure and staffing (level of education/experience, staffing requirements and financial packages),
   * 1. To train, build capacity and develop competencies of staff in various core areas. This will be done through the following activities:
2. The Human Resource department to undertake a staff training needs assessment and prioritize training needs,
3. The Human Resource department to prepare an annual training programme,
4. Organise joint training sessions with other similar organisations.
   * 1. To implement planning tools for effective and efficient daily management of the park. This will be undertaken by the Human Resource department with the assistance of an external consultant to introduce planning tools such as workplans to track and quantify implementation of tasks, to monitor performance indicators and to communicate these in a transparent manner in real time i.e. monthly or at least annually.
5. Establish clear and concise annual workplans which are translated into quarterly, monthly and weekly workplans,
6. Review workplans every quarter to ensure achievements of all outputs
7. Develop and implement an overall leadership index of performance to assess senior staff (CEO and Directors) performance in delivery of tasks,
8. Develop and implement an overall staff output index of performance to assess staff performance in delivery of tasks,
9. With the assistance of external trainers provide trainings to staff for the use of planning and management tools like Asana and Instaghantt to better plan daily work duties and to report on performance indicators.
   * 1. To establish joint work programmes with other organisations particularly where staff or skills are limited:
10. Establish partnerships with other organisations, plan and undertake joint work programmes.
    1. **Infrastructure management**

The Fond Boffay office located within the national park has 5 stores, 2 nurseries (1 at New Combe) and transport for the operation of the park (see section 2.3 fore more details). There is a need to improve the infrastructure especially the nursery. The Fond Boffay nursery according to long services employees were built in the 1980’s and later in 1997- 1999 it was enhanced into a steel structure and equipped. The nursery can accommodate a total of 10,000 plants and it is adequate for the current needs of SNPA but it needs to be renovated. The nursery floor including the entrance needs to be levelled and plastic laid down to control weeds and pests. The tables need to be completely redone and a new irrigation system to be set up. The shed where mixing of soil and the filling of polybags are undertaken is also in need of reparation. There are leaks in the roof and the layout of the shed needs to be improved. The storage area for soil and humus needs to be redone. The fencing around the boundary of the nursery needs to be completely replaced because it is old, broken, the poles are rusted and half of the boundary fence is gone. The nursery boundary door has holes in it and needs to be replaced with new fence. Materials and cost for the work has already been identified and funding is needed for the work. In addition, equipment for forest fire fighting needs to be replaced in case there is a fire.

The infrastructure on Glacis Noir trail needs to be improved. The path and drains are in poor conditions in certain areas leading to risks of landslides and contamination of water resources. Railings need to be erected on steep slippery slopes and the kiosk at the viewpoint is in need of renovation. Moreover, there is a need to place signboards, information boards, benches and bins on the trail to improve visitor experience.

* + 1. **Management objective**

Establish relevant infrastructure framework to support management of the park.

* + 1. **Strategies**

1. To maintain nursery facilities to support management activities of the PNP. This will include new boundary fence and door, new nursery tables, irrigation system, levelling the floor and entrance prior to installing weed control plastic cover on the floor, repair of the shed and the soil storage area.
2. To purchase equipment needed as per the itemised list of equipment and items (Annex 2) for staff to implement their tasks. This will include a maintenance and replacement plan for essential equipment.
3. To purchase a truck to support operations of the park
4. To enhance facilities on Glacis Noir trail to enhance visitors experience through the following activities:
5. Repair and maintain Glacis Noir trail and drainage system,
6. Install railings on steep slippery slopes on the trail,
7. Repair viewpoint kiosk at the end of the Glacis Noir trail,
8. Install benches along the trail and the Glacis Noir wetland,
9. Install information boards on interesting aspects of the park, and signage and plant plaques
10. To reduce the amount of litter observed in the park:
11. Prepare and install “No littering” signs at the starting point of trails and key areas along the main road within the park,
12. Install litter bins at the start of trails,
13. Introduce the sale of biodegradable rubbish/litter bags to visitors on the trail. SNPA logo can be placed on the bag.
    1. **Sustainable forestry resource use**

The sustainable exploitation of forest resources is the main activity generating revenue for the PNP (see section 2.6.1). Forestry species that are currently being exploited are timber species like Mahogany, Santol, Kalis dipap, Albizya, Tek), Bwa zonn, Bwa nwanr, Jackfruit, Lila and native species such as Takamaka and Bodanmyen. Other species are used for their leaves and branches like Lantanyen fey, Raffia and Vakwa and the Coco-de-mer for its nuts and leaves. There are however issues with the management of forestry whereby stocks that are harvested are not immediately replanted. Native species like palms quickly grows in the harvested patches limiting the space for replanting with commercial timber species. Secondly, historical plantations assessed during the time of Henry (1976) and current plantations are not mapped and properly documented in terms of their location, tree species, stock size/volume and age, tree diameter and average height and general health. Such maps are considered as prime requirements for future management. The maps created by Henry (1976) are the best data available and the described stocks are probably still there in most cases. Hence, a detailed re-evaluation of the stock described by Henry (1976) should be done and then combined with the currently managed forestry data with exhaustive and detailed GIS data. This will require digitizing Henry' maps first; then taking them in the field using Smartphone GIS tools. Re-evaluation should be done following forestry methods such as those used in Henry' time. Thirdly, there is a need to explore other species that can be commercially exploited such as bamboo for a bamboo-based forestry. A cost and benefit analysis will have to be done to assess the viability of the venture. There is also potential in the sales of native and medicinal plants and more emphasis needs to be placed on this activity.

* + 1. **Management objective**

To ensure long-term harvest levels, forest productivity and conservation of forest resources to generate revenue to support the management of the park and for the benefit of local communities.

* + 1. **Strategies**
    2. To re-evaluate forestry plantations and conduct a comprehensive survey of all plantations (old & current ones) in terms of their location, tree species, stock size/volume and age, tree diameter and average height and general health.

1. A consultant will have to be contracted to re-evaluate forestry plantations and conduct a comprehensive survey of all plantations. This will include the digitization of old forestry plantations map produced by Henry (1976) for use in re-evaluating the stocks and the mapping of the extent of all forestry plantations using forestry methods such as those used in Henry' time.
   * 1. To explore the use of current and other commercial forestry products including native species that were used in the past and species that were traditionally exploited. This will include a cost and benefit analysis of new forestry ventures like bamboo-based forestry.
     2. To effectively manage forestry plantations for revenue generation for the PNP and for the benefit of local communities. Activities under this strategy will include:
2. Timber thinning, weeding and other stock management/improvement practices,
3. Preparation of sites to be re-planted after each harvest,
4. Production of seedlings for regeneration/reforestation i.e. to replace harvested stocks
5. Re-survey all forestry plantations every 5 years.
   * 1. To generate revenue from sustainable forest resource use through,
6. Harvesting stocks as and when necessary and,
7. Production of native seedlings including medicinal plants for sale to the public
   1. **Education, Outreach and Visibility**

Poor visibility, undervaluing of the park by the community at different levels i.e. national and community level and the continuous need for education and awareness were identified as major threats to the management of the national park. There are opportunities to create visibility of the park by promoting it through various means like the media, social media, online platforms, schools etc. Dissemination of information about the park and its assets to the public e.g. information from research are also of great importance in raising awareness, educating users and in creating visibility. This management plan provides the direction and guidance for the development and implementation of actions that will enhance education, outreach and visibility of the park.

* + 1. **Management objective**

Develop and implement an education, outreach and visibility programme to enhance staff, visitors and the general public understanding of the values of the park by the use of up-to-date and accurate information.

* + 1. **Strategies**

1. To establish a long-term education, outreach and visibility programme for the PNP. A number of activities are needed to achieve this strategy:
2. Recruit a qualified Education and Outreach Officer,
3. The Education and Outreach Officer to develop and implement an education, outreach and visibility programme for staff to raise awareness and understanding of values of the national park, the purpose of the management zones, legislations and regulations and of the management plan,
4. The Education and Outreach Officer to develop and implement an education, outreach and visibility programme for visitors to raise awareness and understanding of values of the national park and code of conduct within the park,
5. The Education and Outreach Officer to develop and implement an education, outreach and visibility programme incorporating community events for the wider community including children to raise awareness and understanding of values of the national park,
6. The Education and Outreach Officer to submit project proposals on education and outreach for external funding to support all education and outreach programmes.
7. To enhance visibility and promote the values, uses and importance of the national park through various media (website, social media, articles etc) and organisations like the Seychelles Tourism Board (STB) and Destination Management Companies (DMCs). This will include activities like:
8. The Education and Outreach Officer to produce materials (leaflets, videos, articles) for SNPA website, Facebook page, local media and general public on the values, uses and importance of the national park and code of conduct to adopt within the PNP,
9. The Education and Outreach Officer to promote the park through organisations like the Seychelles Tourism Board (STB) and Destination Management Companies (DMCs),
10. Produce information boards to demarcate the park,
11. Produce signboards for guidance within the park.
12. To assess the effectiveness of the education, awareness and outreach programme
13. The Education and Outreach Officer to conduct a survey every two years of school children and the general public to assess the effectiveness of the education, awareness and outreach programmes.
    1. **Community-based Engagement in protected area management**

Stewardship towards the environment and a sense of ownership were identified as major threats to the management of the park. If the people do not sufficiently value the park, if they are not involved in the activities of the park and they are not aware of the ways the park may contribute to their livelihoods, well-being and community development, they may not find the need for them to contribute actively to its protection and management. Therefore, there is the opportunity for integration of communities into the management and activities of the park which can have benefits to them either monetary or otherwise. Activities can include clearing and maintenance of the firebreaks, patrolling the park, setting up new trails, controlling invasive species, plant production and replanting. Community can also propose actions / activities to be involved in. If the park is highly valued, then the people will perceive it as a gold mine and invest more in its protection and management. Considering the potential for different zoning of the national park and the future zonation that will be done, the communities could be more involved in the ‘sustainable resource use zone’ in forestry activities.

* + 1. **Management objective**

Provide and facilitate opportunities for all levels of the community to actively engage in the protection and management of the park.

* + 1. **Strategies**
    2. To develop and implement a community engagement plan based on SNPA communication strategy that will provide opportunities for civil society groups, research institutes, universities, local businesses and other interested community members to participate in management activities of the park. This will include the following activities:
       1. The Education and Outreach Officer to develop and implement a community engagement plan based on SNPA communication strategy that will provide opportunities for civil society groups, research institutes, universities, local businesses and other interested community members to participate in management activities of the park.
       2. The Education and Outreach Officer to prepare and submit project proposals for external funding for community engagement in national park management in line with the community engagement plan
       3. The CEO to explore co-management opportunities with interested civil society groups and local businesses.
       4. Generate and collect revenue from co-management ventures.
  1. **Knowledge creation, Research and Monitoring**

The National Park Authority does not currently have a research and monitoring program for the Praslin National Park. There is a lack of knowledge to inform management decisions but also a lack of information which can be disseminated to the wider audience. There is a need to collect and manage information on the natural assets of the park e.g. critical species, location of hotspots of biodiversity, habitat-types, wetlands, landforms and other aspects like cultural and historical to support planning and decision-making. For instance, the ridges and slopes near Mt. Takamaka and north of the northern limit of the national park as well as the 31 wetlands mapped under the GOS-UNDP-GEF EbA project are poorly known and underexplored. They hence constitute important gaps of exploration. Hence, basic data collection is needed and the information needs to be regularly updated through continuous research and monitoring.

R2R project is working with SNPA to get a proper data management system/database developed and functioning. All SNPA research and monitoring data (from internal and external researchers ) should be safely stored and managed in Database

* + 1. **Management objective**

Conduct and promote research and monitoring that enhances knowledge and guide the management of the park.

* + 1. **Strategies**

1. To set up a Research and Monitoring Unit on Praslin or recruit a Research Officer by 2022
2. To conduct inventories of species and ecosystem-types during 2022-2024. This will be executed as follows:
3. With the assistance of other organisations or external consultants/researchers, conduct inventories of plants, amphibians, reptiles, fish, invertebrates, fungus, lichens and ecosystem-types during,
4. With the assistance of external consultants/researchers, explore and document the ridges and slopes near Mt. Takamaka and north of the northern limit of the national park,
5. With the assistance of external consultants/researchers, undertake detailed biological survey of all 31 wetlands (Fond Boffay & Nouvelle Decouverte rivers, marshes and swamps) of the national park,
6. With the assistance of external consultants/researchers, develop and implement long-term freshwater monitoring to detect changes in species composition and abundance,
7. SNPA staff to conduct an exercise to record GPS locations of Coco-de-mer trees in the park
8. To undertake taxonomic revisions of key plant species in the PNP through the following activities:
9. With the assistance of the National Herbarium, undertake taxonomic revisions of Bwa koulev (*Psychotria dupontiae*), Lafisel mov (*Seychellaria*), Arouroute de l’Inde (*Protarum sechellarum*), Bwa kato (*Brexia microcarpa*), an unidentified Cynorkis (orchid) at Fond Azore and ferns of the genus *Antrophyum*
10. During explorations, identify other gaps, research needs and priority areas for research and monitoring
11. To develop and implement a management-orientated research and monitoring programme. This will entail the following activities:
12. The Research Officer to develop a management-orientated research and monitoring programme,
13. The Research Officer to implement a management-orientated research and monitoring programme,
14. The Research Officer to submit project proposals to project donors for research needs,
15. Conduct joint research and monitoring with institutions and universities,
16. Undertake annual review of research carried out as per the Management-orientated research and monitoring programme.
17. To develop and maintain a data management system and or partner with institutions that have developed similar data systems.
18. To advertise the priority research and monitoring programme annually as of 2022 and collaborate with research institutions to implement.
19. To communicate research results to relevant stakeholders annually e.g. tour guides to enhance client experience.
    1. **Surveillance and Enforcement**

Inadequate law enforcement is considered a threat to the management of the park. A lack of staff to undertake surveillance and a lack of enforcement capability contribute to the presence of illegal activities like poaching of Coco-de-mer, damages / vandalism to plants during poaching, wildlife trafficking of e.g. giant gecko, chameleon and the illegal felling of commercial trees. There are also risks of pollution of drinking water through human activities. Legislations to prohibit and penalize these illegal activities exist but need to be enforced. Better involvement and cooperation from the Police department and other enforcement authorities as well as community involvement on co-management are needed. Procedures to ensure effective co-operation and coordination between SNPA and relevant enforcement authorities e.g. Police department already exists but needs to be strengthened. A surveillance and enforcement programme already exists but there is a need to increase patrol and seek the assistance of the Police in some cases. The development of a manual on enforcement procedures is planned in 2021 under the GOS-UNDP-GEF Protected Area Finance project. Training on law enforcement is done by the Police Academy.

* + 1. **Management objective**

Enhance surveillance and ensure an adequate level of compliance with legislations and regulations of the park

* + 1. **Strategies**

1. To strengthen the surveillance and enforcement programme. This will include activities to;
2. Increase the number of patrols done,
3. Work with the Police Department to conduct regular patrolling.
4. To enhance co-operation and coordination between SNPA and relevant enforcement authorities e.g. Police department by;
5. Enhancing dialogue/communication between SNPA and relevant enforcement authorities plus enhancing their awareness of pertinent issues.
6. To enhance knowledge and capability of staff in law enforcement, legislations and regulations of the park
7. Conduct annual staff training in legislations and regulations of the park and in enforcement
   1. **Invasive Alien Species Management**

Invasive Alien Species (IAS) like the Yellow crazy ant (Fourmi maldiv, *Anoplolepis gracilipes*), Dumb cane (Vya tang, *Dieffenbachia seguine*), creepers like Devil’s Ivy (Filodendron, *Epipremnum pinnatum*) pose major risks to the native plants and animals as well as to the habitats of the park. Some IAS management activities are being undertaken by SIF in the Vallee de Mai and SNPA has also been controlling some invasive plants, but there is a need to establish and implement a management plan for the entire park. In addition, there is a lack of knowledge on the distribution of IAS in the park. Moreover, continuous life-long education and awareness should be undertaken to raise awareness on the dangers of IAS to our national and natural heritage. The management of IAS can fall under the responsibility of the Research and Monitoring Unit in collaboration with SIF.

* + 1. **Management objective**

Reduce threats to native biodiversity through the implementation of a long-term management plan for Invasive Alien Species

* + 1. **Strategies**

1. To conduct an assessment of IAS in the park and prioritise species and areas for management:
2. The Research and Monitoring Unit with external consultants/researchers to undertake an assessment of IAS in the park (species occurrence, distribution, abundance & spread) and prioritise species and areas for management,
3. The Research officer to apply for donor-funded projects to assist with IAS assessment in the park.
4. To develop and implement an IAS management plan:
5. The Research and Monitoring Unit to develop and implement an IAS management plan using data from the IAS assessment,
6. SNPA to sub-contract some IAS management activities to local contractors.
7. To develop projects including joint research and monitoring to implement the IAS management plan:
8. The Research and Monitoring Unit to develop projects, joint research and monitoring on IAS
9. To develop and implement an IAS education and awareness programme The Research and Monitoring Unit to develop projects including joint research and monitoring to implement the IAS management plan:
10. The Research officer and the Education and Outreach officer to develop and implement an IAS education and awareness programme. The programme to include field activities like removal of IAS and replanting with natives, site visits, hands-on learning activities, IAS identification, articles, videos and photo competitions, story-telling, artwork and crafts etc.
    1. **Forest Fire management**

Forest fire is the main threat to biodiversity on Praslin but the number of forest fires has greatly reduced in the past few decades mainly due to increased education and awareness. Nonetheless, forest fire remains a potential problem for the park through activities like smoking and unregulated access. There has been reviews in legislations that control fires like the ‘Lightening of fires (Restriction) Act (1976, consolidated in 2012)’ and the current ‘Fire Contingency plan’ will be updated under the GOS-UNDP-GEF Ridge to Reef project, where it will be important to define the role of SNPA in forest fire fighting, the line of command and the exact procedures to follow in an emergency. The determination of the role of SNPA in forest fire fighting will determine the types of equipment needed for the execution of the role. There is also a need for continuous training in firefighting and in enhancing equipment. But most importantly, there is a need to continue with prevention measures such as setting up early warning systems and lifelong education and awareness programmes, considering that most fires are started by humans - ether through arson or accidentally i.e. not 'natural'. Another challenge faced by SNPA is the maintenance of fire-breaks which is very costly and currently large portions of the fire breaks are unmaintained. This can be a fire hazard, because of dry bushes and grasses on the ground. For example, the fire break of Fond Azore poses more risk of fire than if it was not there. The purpose of fire break also needs to be revisited. If the idea is mostly for fast and easy access (not stop a fire) then it would be better to have a maintained trail for hiking, running, cycling under forest canopy. But if the idea is to stop a fire, then the nature and dimension of the fire-break needs to be maintained accordingly.

* + 1. **Management objective**

Ensure procedures are in place for prevention and proper management of forest fires

* + 1. **Strategies**

1. To contribute to the revision of the Forest fire contingency plan:
2. Provide input to the revision of the Forest fire contingency plan,
3. Determine the role of SNPA in forest fire fighting
4. To enhance capacity for forest fire fighting
5. Based on the role of SNPA in forest fire fighting, conduct appropriate training to enhance the skills of staff,
6. Based on the role of SNPA in forest fire fighting, enhance forest fire-fighting equipment and accessories.
7. To develop and implement early warning systems particularly during the dry season
8. Prepare TV and Radio spots to be aired on SBC prior and during the dry season,
9. Install a fire danger rating system to warn the public of potential fire risks,
10. Install “No smoking” signs at the starting points of trails and in key areas along the main road within the park.
11. To effectively manage the fire-break and the network of access paths:
12. Maintain the fire-break access path network by outsourcing to local contractors,
13. Consider turning some of the access paths into trails for hiking, running or cycling that communities can adopt and maintain,
14. Explore and implement new ideas for the maintenance of fire-breaks e.g. green barriers.
15. To rehabilitate post-fire degraded sites in collaboration with local partners:
16. Research Officer to apply for donor funds to implement rehabilitation projects in post-fire degraded sites,
17. Agreement for signature with project partners to rehabilitate post-fire degraded land,
18. Produce and plant native seedlings for rehabilitation.
19. To implement lifelong education and awareness programmes on causes and impacts of forest fires etc:
20. Conduct a forest fire education and awareness campaign. The programme to include field activities like site visits, hands-on learning, articles, short documentaries, posters, videos and photo competitions, story-telling and artwork etc.
    1. **Negative impacts on nature from unregulated visitor use**

Unregulated visitor use, especially the impacts of large groups of visitors from cruise ships, are negatively impacting on nature through damage to trails, noise pollution and disturbance to wildlife and trampling of plants. Insufficiently knowledgeable tour guides not informing visitors of codes of conduct in the park and not passing on correct information to visitors is also seen as a threat to the management of the park.

* + 1. **Management Objective**

Minimise damage to the park’s natural habitats by park visitors and improve the level of knowledge of tour guides.

* + 1. **Strategies**

1. To improve the knowledge of tour guides on the park’s biodiversity values and codes of conduct within the park:
2. The Research officer and Education and Outreach officer to provide training and resource/knowledge materials to tour guides.
3. To enhance awareness of visitors on park values and codes of conduct when visiting the national park
4. The Education and Outreach officer and the Research officer to produce leaflet on codes and conduct within the park for the SNPA website,
5. Install an information board with codes of conduct and Do's and Don'ts whilst in the park.
6. To ensure that tourism operators are familiar with management practice codes to reduce impact onto the PNP.
7. The Education and Outreach officer to develop and share management practice codes with tourism operators.

# Performance Measurement System (PMS)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Objectives** | **Strategy** | **Activities** | **Targets** | **Performance indicators** | **Timeline** | **Priority** |
| **3.1. Protected areas legislation and policy** | | | | | | |
| Establish relevant legal framework to support management of the park | To ensure that the protected area is designated as a ‘National Park’ under the new ‘Nature Reserves and Conservancy Bill’ | Staff to review the bill, provide comments and ensure that pertinent aspects are included into the final bill | All comments are included into the final bill by December 2021 | Praslin National Park incorporated into the new bill as per target | 2021 | Medium |
| Prepare regulations for the park such as zonation scheme for the park (see next activity below) and new regulation for law enforcement with higher penalties | At least 1 regulation prepared for the park by December 2022 | Number of National park regulations by target date | 2022 | Medium |
| To propose and implement a zoning scheme for the national park which will include the following zones – conservation, sustainable resource use, rehabilitation, tourism and recreation, and a buffer zone which can be a 'soft' forestry production area. The zoning can be developed either as a regulation under the law or as a policy within SNPA | Develop terms of reference, identify and contract consultant to undertake the zoning of the park | Consultant contracted by January 2022 | Consultant contracted by target date | 2022 | High |
| Consultant to produce a report with the zoning scheme and maps | Consultancy report including zonation map (with GPS) showing areas delineated for conservation, sustainable resource use and forestry, rehabilitation, tourism and recreation, and buffers developed by April 2022 | Consultancy report submitted by target date | 2021-2022 | High |
| **3.2. Financial management** | | | | | | |
| Establish relevant financial framework to support management of the park | To develop and implement a nature-based tourism plan to generate revenue for the park and to provide visitors with access and a diversity of experience through high quality and unique environmental assets. | Develop terms of reference, identify and contract a consultant to undertake a nature-based tourism plan | Consultant contracted by January 2022 | Consultant contracted by target date | 2022 | Medium |
| Consultant to produce a report including a nature-based tourism plan | Consultancy report including a nature-based tourism plan produced by March 2022 | Consultancy report including a nature-based tourism plan developed by target date | 2022 | Medium |
| Consultant to prepare a list of services/activities/products available to visitors in the PNP and integrate it into the nature-based tourism plan | List of services/activities/products prepared by February 2022 and included into the nature-based tourism plan | List of services/activities/products prepared by target date | 2022 | Medium |
| Consultant to develop a marketing plan to market/promote nature-based tourism. This can be integrated into the nature-based tourism plan | Marketing plan developed by March 2022 | Marketing plan developed by target date | 2022 | Medium |
| SNPA to start implementation of the nature-based tourism plan | Nature-based tourism plan implementation starting June 2022 | Implementation of nature-based tourism plan started by target date | 2022 | Medium |
| Work with the Seychelles Tourism Board (STB), Destination Management Companies (DMCs) and other businesses to advertise the park | PNP to feature in minimum 1 advert or promotional material disseminated by STB & DMCs per year starting 2022 | Number of adverts or promotional materials in which PNP had featured per year | 2022-2025 | Medium |
| At least 3 companies targeted for marketing annually starting from 2022 | Number of companies targeted for marketing per year | 2022-2025 | Medium |
| Link SNPA website to STB and at least 3 DMCs by December 2021 | Number of websites linked to SNPA website by target date | 2021 | Medium |
| Produce or contribute to promotional materials like those commissioned by STB | At least 2 promotional materials produced per year starting December 2021 | Number of promotional materials produced & disseminated annually | 2021-2025 | Medium |
| Introduce visitor fees for the Glacis Noir trail (after the trail has been enhanced as per section 3.4) | Sales of tickets for Glacis Noir trail implemented by September 2022 | Number of tickets sold annually | 2022-2025 | High |
| Number of visitors on the trail annually |
| Increase of 20% in visitor numbers annually starting from 2023 in line with SNPA strategic plan | Number of visitors to the national park annually | 2023-2025 | High |
| Amount of revenue in SCR generated from Glacis Noir trail annually |
| As part of the nature-based tourism plan work with businesses to produce merchandise that promote nature (souvenirs, crafts, paintings, t-shirts etc) | At least 3 local businesses/artisans involved in such revenue-generation activities by April 2022 | Number of investors from the local community involved in such revenue-generation activities by target date | 2022-2025 | Medium |
| At least 10 merchandises specific to the PNP produced by local artisans, available for purchase by September 2022 | Number of merchandises specific to the PNP available for purchase by target date | 2022 | Medium |
| At least 80% investors making a financial contribution to SNPA annually as from December 2022 | % of financial contribution (in SCR) of those investors paid back to SNPA | 2022 | High |
| As part of the nature-based tourism plan open up new trails for hiking, cycling, fitness etc | At least one new trail (payable by visitors) opened by December 2023 | Number of new trails opened by target date | 2023 | Medium |
| As part of the nature-based tourism plan collect revenues for the management of the PNP | 25% increase in annual revenue generation in line with SNPA strategic plan | Amount of revenue in Seychelles rupees collected from sales of merchandise and tourism activities | 2022 | High |
| To apply for external funding grants which are invested into management plan priorities | Search for external donors to fund projects as part of the management of the park | List of grants/donors produced by October 2021 | List of grants/donors produced by target date | 2021 | Medium |
| Prepare project proposals in line with management priorities | List of project concepts prepared by December 2021 | List of project concepts produced by target date | 2021 | Medium |
| Implement donor funded projects as per the management plan priorities | At least one project implemented per year starting from January 2022 | Number of projects implemented per year | 2022-2025 | Medium |
| To explore ways that commercial water extraction can financially contribute to the protection of water catchments. This should not apply to non-commercial public use of water as there is already an environmental charge on water bills | Undertake discussions with businesses on financial contributions from commercial water extractions | At least 2 companies engaged in discussions by October 2021 | Number of companies engaged in discussions by target date | 2021 | High |
| Collect financial contributions from commercial water extraction | At least 2 companies making annual contributions as from January 2022 | Number of companies contributing financially for commercial water extraction by target date | 2022-2025 | High |
| Amount of revenue in Seychelles rupees collected from commercial water extraction |
| **3.3. Human resource management** | | | | | | |
| Establish relevant human resource frameworks to support management of the park | To review staffing levels and requirements for effective and efficient management of the park. Staffing should take into account the right level of academic qualifications and field experience. | The Human Resource department with the assistance of an external evaluator to review management structure and staffing (level of education/experience, staffing requirements and financial packages) | Assessment completed by December 2021 | Staff review exercise undertaken and report of recommendations produced target date | 2021 | High |
| To train, build capacity and develop competencies of staff in various core areas | The Human Resource department to undertake a staff training needs assessment and prioritize training needs | Assessment completed by December 2021 | List of training needs & assessment completed by target date | 2021 | Medium |
| The Human Resource department to prepare an annual training programme | Annual training plan prepared by October 2021 | Annual training programme prepared by target date | 2021-2025 | Medium |
| Implement the annual training programme | At least 50% of staff receive training annually | Percentage of training completed annually | 2021-2025 | Medium |
| Organise joint training sessions with other similar organisations | At least 2 joint-training sessions annually starting from January 2022 | Number of joint-training sessions annually | 2022-2025 | Medium |
| To implement planning tools for effective and efficient daily management of the park | Establish clear and concise annual workplans which are translated into quarterly, monthly and weekly workplans | Each staff or unit to have their own weekly/monthly/quarterly/annual workplan at the beginning of each year | % of workplans completed by target date | 2021-2025 | High |
| Review workplans every quarter to ensure achievements of all outputs | 100% of workplans reviewed every quarter starting 2021 | % or number of workplans reviewed by target date | 2021-2025 | High |
| Produce reports against management actions on a weekly, monthly, quarterly and annual basis | Each staff to produce a report against management actions on a weekly, monthly, quarterly and annual basis | % or number of staff producing timely progress reports | 2021-2025 | High |
| Develop and implement an overall leadership index of performance to assess senior staff (CEO and Directors) performance in delivery of tasks | Above 80% performance in delivery of tasks per year | % of staff contributing to over 80% of delivery of tasks and performance indicators targeted in the annual workplan | 2021-2025 | High |
| Develop and implement an overall staff output index of performance to assess staff performance in delivery of tasks | Above 80% performance in delivery of tasks per year | % of staff contributing to over 80% of delivery of tasks and performance indicators targeted in the annual workplan | 2021-2025 | High |
| With the assistance of external trainers provide trainings to staff for the use of planning and management tools like Asana and Instaghantt to better plan daily work duties and to report on performance indicators | At least 50% of staff receive training annually | % of staff receiving training as per target | 2021-2025 | Medium |
| To establish joint work programmes with other organisations particularly where staff or skills are limited | Establish partnerships with other organisations, plan and undertake joint work programmes particularly where staff or skills are limited | At least 2 joint-work programmes annually as from October 2021 | Number of joint-work programmes conducted annually | 2021-2025 | Medium |
| **3.4. Infrastructure management** | | | | | | |
| Establish relevant infrastructure framework to support management of the park | To maintain nursery facilities  to support management activities of the PNP | Install new boundary fence and door | 1 new boundary fencing and door by January 2022 | New boundary fencing and door erected by target date | 2022 | Low |
| Replace shade cloth over entire nursery | 100% of shade cloth replaced by December 2021 | % shade cloth replaced by target date | 2021 | High |
| Install new nursery tables | 12 tables for nursery constructed by December 2021 | Number of tables for nursery constructed by target date | 2021 | High |
| Install new irrigation system | Install new irrigation system by December 2021 | 1 new irrigation system in place by target date | 2021 | High |
| Conduct levelling of the nursery floor and entrance | Levelling of the nursery floor and entrance done by October 2021 | Flooring completed by target date | 2021 | High |
| Install weed control plastic cover on the floor | Install weed control plastic cover on the floor by October 2021 | Flooring completed by target date | 2021 | High |
| Repair both the shed and the soil storage areas | Repair both the shed and the soil storage areas by December 2021 | 1 shed and 1 soil storage area repaired by target date | 2021 | Medium |
| Prepare plants in the nursery for reforestation, rehabilitation and sales | 10,000 seedlings produced per year | % of plants produced annually | 2021-2025 | High |
| To purchase equipment needed for staff to implement their tasks | Purchase equipment needed as per the itemised list of equipment and items | 100% of equipment purchased and issued by 2023 | % of items on the list of equipment purchased | 2021-2023 | High |
| % of items on the list that is currently available |  |  |
| Prepare a maintenance and replacement plan for essential equipment and implement it | Maintenance and replacement plan for essential equipment in place by December 2021 and updated annually | Maintenance and replacement plan for essential equipment prepared by target date and updated annually | 2021-2025 | Medium |
| % equipment maintenance and replaced annually |
| To purchase a truck to support operations of the park | Purchase a truck to support operations of the park | New truck purchased by December 2022 | New truck purchased by target date | 2022 | High |
| To enhance facilities on Glacis Noir trail to enhance visitors experience | Repair and maintain Glacis Noir trail and drainage system | Glacis Noir trail drains and path repaired by June 2022 | Glacis Noir trail drains and path repaired by target date | 2022 | High |
| Install railings on steep slippery slopes on the trail | Install railings on steep slopes on the trail by June 2022 | New railing on Glacis Noir trail by target date | 2022 | High |
| Repair viewpoint kiosk at the end of the Glacis Noir trail | Glacis Noir viewpoint kiosk fixed by June 2022 | Glacis Noir viewpoint kiosk fixed by target date | 2022 | High |
| Install benches along the trail and the Glacis Noir wetland | At least 5 benches installed on the trail and around the wetland by June 2022 | Number of benches installed by target date | 2022 | Low |
| Install information boards on interesting aspects of the park, and signage and plant plaques | At least 2 information boards, 3 signboards and 30 plant plaques installed on Glacis Noir trail by June 2022 | Number of information boards, signage and plant plaques installed by target date | 2022 | Medium |
| To reduce the amount of litter observed in the park | Prepare and install “*No littering*” signs at the starting point of trails and key areas along the main road within the park | 2 signboards erected prompting visitors not to litter, by December 2021 | Number of information boards erected in relation to target | 2021 | Low |
| Install litter bins at the start of trails | 2 litter bins installed at the start of the Glacis Noir trail by December 2021 | Number of litter bins installed in relation to target | 2021 | Medium |
| Introduce the sale of biodegradable rubbish/litter bags to visitors on the trail. SNPA logo can be placed on the bag | Biodegradable rubbish/litter bags introduced by September 2022 | Biodegradable rubbish/litter bags introduced by target date | 2022 | Low |
| **3.5. Sustainable forestry resource use** | | | | | | |
| To ensure long-term harvest levels, forest productivity and conservation of forest resources to generate revenue to support the management of the park and for the benefit of local communities | To re-evaluate forestry plantations and conduct a comprehensive survey of all plantations (old & current ones) in terms of their location, tree species, stock size/volume and age, tree diameter and average height and general health | Develop terms of reference and contract a consultant to re-evaluate forestry plantations and conduct a comprehensive survey of all plantations | Consultant contracted by November 2021 | Consultant contracted by target date | 2021 | Medium |
| Consultant to digitize old forestry plantations map produced by Henry for use in re-evaluating the stocks | Old forestry plantations map digitised and available by December 2021 | Old forestry plantations map digitised and available by target date | 2021 | Medium |
| Consultant to map the extent of all forestry plantations using forestry methods such as those used in Henry' time | Mapping of all forestry plantations by February 2022 | Map of all forestry plantations with GPS locations done as per target | 2022 | Medium |
| Number and area in hectares of forestry plantations | 2022 | Medium |
| Consultant to evaluate forestry stocks in the PNP providing their location, size/volume and age, tree species, tree diameter and average height and general health | Forestry stocks in the PNP evaluated by March 2022 | Forestry stocks in the PNP evaluated by target date | 2022 | Medium |
| Consultancy report and data available on stock location, amount of timber in cubic meter in each stock, size, age and health of stocks |
| To explore the use of current and other commercial forestry products including native species that were used in the past and species that were traditionally exploited | List current forestry species and search for other commercial forestry resources, commercial native species and species that were traditionally exploited | List of current and other potential commercial forestry resources prepared by October 2021 | List of all forestry resources that can be potentially exploited prepared by target date | 2021-2025 | Medium |
| % of new potential forestry resources exploited |
| % of all forestry species on the list being exploited annually |
| Conduct a cost and benefit analysis of new forestry ventures like bamboo-based forestry | Cost and benefit analysis of new forestry ventures conducted by March 2022 | Recommendations from cost and benefit analysis in relation to target | 2022 | Medium |
| To effectively manage forestry plantations for revenue generation for the PNP and for the benefit of local communities | Conduct timber thinning, weeding and other stock management/improvement practices | Conduct timber thinning, weeding and other stock management/improvement practices at least twice a year | Number of sessions of stock management completed annually | 2021-2025 | Medium |
| Prepare sites to be re-planted after each harvest | Sites for replanting after each harvest to be prepared at least twice a year | Number of hectares prepared for replanting annually | 2021-2025 | Medium |
| Produce seedlings of forestry species to replace harvested stocks | Produce a minimum of 3000 seedlings annually to replace harvested stocks | Amount of forestry species produced in nursery as per target | 2021-2025 | High |
| Over 50% of forestry species produced are planted annually | % of forestry species planted annually | 2021-2025 | High |
| Re-survey all forestry plantations on a periodic basis | All forestry plantations are re-surveyed every 5 years | Updated forestry plantation map, data and report as per target | 2025 | Medium |
| % increase in size of forestry plantations |
| To generate revenue from sustainable forest resource use | Harvest stocks as and when necessary | Forestry resources are harvested annually | Amount of timber in cubic meter harvested and sold | 2021-2025 | High |
| Number of palm leaves harvested and sold |
| Number of Coco-de-mer nuts harvested and sold |
| Amount of revenue in Seychelles rupees generated annually |
| Produce native seedlings including medicinal plants annually for sale to the public | Produce at least 500 native seedlings annually, including medicinal plants for sale to the public | Amount of native species produced in nursery for sale to the public annually | 2021-2025 | High |
| **3.6. Education, Outreach and Visibility** | | | | | | |
| Develop and implement an education, outreach and visibility programme to enhance staff, visitors and the general public understanding of the values of the park by the use of up-to-date and accurate information | To establish a long-term education, outreach and visibility programme for the PNP | Recruit a qualified Education and Outreach Officer | Contract signed with Education and Outreach Officer by January 2022 | Contract signed with Education and Outreach Officer by target date | 2022-2025 | High |
| The Education and Outreach Officer to develop education, outreach and visibility programmes for (i) staff, (ii) visitors & (iii) the wider community including children | 3 education, outreach and visibility programmes for (i) staff, (ii) visitors & (iii) the wider community including children developed by March 2022 | Education, outreach and visibility programmes for (i) staff, (ii) visitors & (iii) the wider community including children developed in relation to target | 2022 | Medium |
| The Education and Outreach Officer to conduct activities for staff annually | At least 3 activities conducted for staff annually | Number of activities conducted and number of staff targeted | 2022-2025 | Medium |
| The Education and Outreach Officer to conduct activities for visitors annually | At least 3 activities conducted for visitors annually e.g. tree planting | Number of activities conducted and number of visitors targeted | 2022-2025 | Medium |
| The Education and Outreach Officer to conduct activities with school children during the holidays | At least 3 activities targeting a minimum of 60 school children conducted annually | Number of activities conducted and number of school children targeted | 2022-2025 | Medium |
| The Education and Outreach Officer to conduct activities for wider community annually | At least 3 activities targeting a minimum 150 participants conducted for wider community annually | Number of other activities conducted and number of participants targeted | 2022-2025 | Medium |
| The Education and Outreach Officer to submit project proposals on education and outreach for external funding | At least 1 donor-funded project awarded per year starting from June 2022 | Number of projects completed by 2025 | 2022-2025 | High |
| To enhance visibility and promote the values, uses and importance of the national park through various media (website, social media, articles etc) and organisations like the Seychelles Tourism Board (STB) and Destination Management Companies (DMCs) | The Education and Outreach Officer to produce materials (leaflets, videos, articles) for SNPA website, Facebook page, local media and general public on the values, uses and importance of the national park and code of conduct to adopt within the PNP | Leaflet uploaded onto the SNPA website by June 2022 | Leaflet designed and uploaded by target date | 2022 | Medium |
| 500 copies of leaflets including leaflets for Glacis Noir trail printed by June 2022 and disseminated as and when necessary | % of leaflets disseminated annually | 2022-2025 | Medium |
| At least 3 articles/news published or broadcasted in local media per year | Number of materials produced and disseminated as per target | 2022-2025 | Medium |
| At least 1 short video or article contributed per month to the SNPA website (six 3-5mins videos & 6 articles per year) | Number of materials produced and disseminated as per target | 2022-2025 | Medium |
| At least 1 short video, article or photos contributed per week to the SNPA Facebook | Number of visitors on webpage and other social media pages | 2022-2025 | Medium |
| The Education and Outreach Officer to promote the park through organisations like the Seychelles Tourism Board (STB) and Destination Management Companies (DMCs) | At least 2 promotional materials produced per year starting July 2022 | Number of promotional materials produced & disseminated annually | 2022-2025 | Low |
| Produce a documentary covering interesting aspects of the PNP | 1 documentary completed by October 2023 | Documentary completed and aired on SBC by target date | 2023 | Medium |
| 100 copies of documentary available by October 2023 | Number of copies of documentary disseminated or sold to visitors annually | 2023-2025 | Medium |
| Produce information boards to demarcate the park | At least 2 information boards to demarcate the park produced by August 2022 | 2 information boards produced and installed on site as per target date | 2022 | Medium |
| Produce signboards for guidance within the park | Produce at least 10 signboards for guidance within the park by August 2022 | 10 signboards produced and installed on site as per target | 2022 | Medium |
| To assess the effectiveness of the education, awareness and outreach programme | The Education and Outreach Officer to conduct a survey every two years of school children and the general public | 1 survey of school children and the general public conducted every two years starting April 2022 | % of school children with enhanced awareness and or behaviour change | 2022-2025 | Low |
| % of the general public with enhanced awareness and or behaviour change |
| **3.7. Community-based Engagement in protected area management** | | | | | | |
| Provide and facilitate opportunities for all levels of the community to actively engage in the protection and management of the park | To develop and implement a community engagement plan based on SNPA communication strategy that will provide opportunities for civil society groups, research institutes, universities, local businesses and other interested community members to participate in management activities of the park | The Education and Outreach Officer to develop and implement a community engagement plan | Community engagement plan produced by July 2022 | Community engagement plan produced by target date | 2022 | Medium |
| The Education and Outreach Officer to prepare and submit project proposals for external funding for community engagement in national park management in line with the community engagement plan | At least one donor-funded project awarded every 2 years starting August 2022 | Number of donor-funded project awarded every 2 years as per target | 2022-2025 | Medium |
| The CEO to explore co-management opportunities with interested civil society groups and local businesses | At least 2 co-management agreements established during September 2022 | Number of co-management agreements established by target date | 2022 | Medium |
| Engage civil society groups and local businesses in co-management opportunities | At least 2 organisations / persons engaged into co-management by September 2022 | Number of organisations / persons engaged into co-management by target date | 2022 | Medium |
| At least 3 community events conducted annually for the public to participate in management activities of the park as from October 2022 | Number of community events conducted annually | 2022-2025 | High |
| Number of participants engaged annually |
| Number of incidences of poaching etc decreased compared to pre-co-management levels in relation to target |
| At least 5 hectares rehabilitated annually in co-management partnerships as from 2022 (linked to section 3.8) | Number of hectares rehabilitated annually in co-management partnerships | 2022-2025 | High |
| At least 1 km of firebreaks cleared and maintained annually in co-management partnerships as from 2022 | Lengths of firebreaks cleared and maintained annually in co-management partnerships in relation to target | 2022-2025 | High |
| At least 1 new trail set up and maintained in co-management partnerships as from 2023 | Number of new trails set up and maintained in co-management partnerships in relation to target | 2023 | Low |
| Generate and collect revenue from co-management ventures | Revenue from co-management ventures generated annually as from December 2022 | Amount of revenue in Seychelles rupees generated from co-management partnerships | 2022-2025 | High |
| **3.8. Knowledge creation, Research and Monitoring** | | | | | | |
| Conduct and promote research and monitoring that enhances knowledge and guide the management of the park. | To set up a Research and Monitoring Unit on Praslin by 2022 | Recruit a Research Officer | Contract signed with Research Officer by January 2022 | Contract signed with Research Officer by target date | 2022-2025 | High |
| To conduct inventories of species and ecosystem-types during 2022-2024 | With the assistance of external consultants/researchers, conduct inventories of plants, amphibians, reptiles, fish, invertebrates, fungus, lichens and ecosystem-types | At least 1 inventory session conducted annually starting March 2022 to March 2024 | Number of biodiversity inventories and explorations conducted as per target | 2022-2024 | Medium |
| With the assistance of external consultants/researchers, explore and document the ridges and slopes near Mt. Takamaka and north of the northern limit of the national park | 1 exploration conducted between March and April 2022 | Updated number of endemic, indigenous and exotic species in the national park by target date | 2022 | Medium |
| With the assistance of external consultants/researchers, undertake detailed biological survey of all 31 wetlands (Fond Boffay & Nouvelle Decouverte rivers, marshes and swamps) of the national park | Detailed biological surveys of all wetlands conducted between March and July 2022 | Location and extent of biodiversity hotspots (species and ecosystem-types) | 2022 | Medium |
| Inventory list of animals, plants and ecosystem-types |
| Availability of survey reports, maps and data |
| With the assistance of external consultants/researchers, develop and implement long-term freshwater monitoring to detect changes in species composition and abundance | Freshwater ecosystems monitored annually as from February 2022 | Annual monitoring status report produced | 2022-2025 | Medium |
| SNPA staff to conduct an exercise to record GPS locations of Coco-de-mer trees in the park | All Coco-de-mer trees geo-located by December 2023 | % of Coco-de-mer trees geo-located by target date | 2023 | Low |
| To undertake taxonomic revisions of key plant species in the PNP | With the assistance of the National Herbarium, undertake taxonomic revisions of Bwa koulev (*Psychotria dupontiae*), Lafisel mov (*Seychellaria*), Arouroute de l’Inde (*Protarum sechellarum*), Bwa kato (*Brexia microcarpa*), an unidentified *Cynorkis* (orchid) at Fond Azore and ferns of the genus *Antrophyum* | National Herbarium staff to train SNPA Research Officer on scientific procedures of taxonomic revisions between 2023 and 2025 | SNPA Research Officer trained on scientific procedures of taxonomic revisions as per target | 2023-2025 | Medium |
| At least 1 taxonomic revision published by 2025 | Number of taxonomic revisions published by target date | 2025 | Medium |
| % or number of taxonomic revisions undertaken by 2025 | 2022-2025 | Low |
| During explorations, identify other gaps, research needs and priority areas for research and monitoring | Exploration gaps and research needs identified between 2022 and 2024 | Number of research gaps identified by target date | 2024 | Medium |
| To develop and implement a management-orientated research and monitoring programme | The Research Officer to develop a management-orientated research and monitoring programme | Management-orientated research and monitoring programme developed by April 2022 | Management-orientated research and monitoring programme developed by target date | 2022 | Medium |
| The Research Officer to implement a management-orientated research and monitoring programme | At least 10 priority areas identified for research and monitoring by April 2022 | Number of priority areas identified for research and monitoring by 2022 | 2022 | High |
| At least 5 priority areas under research and monitoring by December 2023 | % of priority areas researched and monitored | 2023 |  |
| % and overall number of research and monitoring undertaken |  |  |
| The Research Officer to submit project proposals to project donors for research needs | At least 1 donor-funded project awarded every 2 years starting 2022 | Number of donor-funded project awarded by target date | 2022-2025 | High |
| Conduct joint research and monitoring with institutions and universities | At least 2 joint research and monitoring undertaken between 2022 and 2025 | Number of joint research and monitoring undertaken by target date | 2021-2025 | Medium |
| Undertake annual review of research carried out as per the Management-orientated research and monitoring programme | Annual review of research undertaken in the PNP prepared from December 2022 onwards | % of projects/research/monitoring completed | 2022-2025 | Medium |
| % of projects/research/monitoring ongoing |
| To develop and maintain a data management system and or partner with institutions that have developed similar data systems | With the assistance of external consultants set up a database for all data collected in the PNP | PNP Database set up by December 2022 | PNP Database set up by target date | 2022 | Medium |
| To advertise the priority research and monitoring programme annually as of 2022 and collaborate with research institutions to implement | The Research Officer to advertise the priority research and monitoring programme annually to research institutions and universities | Agreements signed with at least 2 research institutions and or universities by December 2022 | Number of agreements signed with institutions and or universities by target date | 2022 | Medium |
| To communicate research results to relevant stakeholders annually e.g. tour guides to enhance client experience | The Research Officer and the Education and Outreach officer to disseminate research results in layman's' terms | At least 2 information briefs disseminated annually starting July 2022 | Number of information briefs disseminated annually | 2022-2025 | Medium |
| **3.9. Surveillance and Enforcement** | | | | | | |
| Enhance surveillance and ensure an adequate level of compliance with legislations and regulations of the park | To strengthen the surveillance and enforcement programme | Increase the number of patrols done in the PNP | Patrols conducted 2-3 times a week | Number of patrols undertaken as per target | 2021 | Medium |
| Work with the Police Department to conduct regular patrolling | At least 50% of patrols done in conjunction with the Police Department | Number of staff engaged in patrolling | 2022 | Medium |
| To enhance co-operation and coordination between SNPA and relevant enforcement authorities e.g. Police department | Enhance dialogue/communication between SNPA and relevant enforcement authorities plus enhancing their awareness of pertinent issues | Number of illegal cases intercepted and prosecuted | 2021-2025 | Medium |
| Number of cases of poaching decreased compared to previous year (s) | 2021-2025 | Medium |
| To enhance knowledge and capability of staff in law enforcement, legislations and regulations of the park | Conduct annual staff training in legislations and regulations of the park and in enforcement | At least 50% of staff trained in law enforcement per year | % of staff trained in law enforcement by target date | 2021-2025 | Medium |
| **3.10. Invasive Alien Species Management** | | | | | | |
| Reduce threats to native biodiversity through the implementation of a long-term management plan for Invasive Alien Species | To conduct an assessment of IAS in the park and prioritise species and areas for management | The Research and Monitoring Unit with external consultants/researchers to undertake an assessment of IAS in the park (species occurrence, distribution, abundance & spread) and prioritise species and areas for management. | IAS assessment undertaken between January and June 2023 | Number, species, GIS location and abundance of IAS in the park | 2023 | High |
| The Research officer to apply for donor-funded projects to assist with IAS assessment in the park | At least 1 donor-funded project to assist with IAS assessment in the park awarded in January 2023 | Map of distribution of IAS in the park |
| List of priority species and areas for management |
| To develop and implement an IAS management plan | The Research and Monitoring Unit to develop and implement an IAS management plan using data from the IAS assessment | IAS management plan implemented as from July 2023 | Number or % of priority IAS managed (eradicated or controlled) | 2023 | High |
| SNPA to sub-contract some IAS management activities to local contractors | At least 2 ha under IAS management per year starting July 2023 | Number of hectares under IAS management annually | 2023-2025 | High |
| Number of hectares eradicated of IAS |
| To develop projects including joint research and monitoring to implement the IAS management plan | The Research and Monitoring Unit to develop projects, joint research and monitoring on IAS | At least 1 external donor-funded project/joint research on IAS awarded every 2 years starting July 2023 | Number of external donor-funded project/joint research on IAS awarded as per target | 2023-2025 | High |
| % of projects/research completed |
| At least 1 organisation involved in IAS projects/research and monitoring starting July 2023 | Number of organisations involved in IAS projects/research and monitoring by target date | 2023-2025 | High |
| To develop and implement an IAS education and awareness programme | The Research officer and the Education and Outreach officer to develop and implement an IAS education and awareness programme. The programme to include field activities like removal of IAS and replanting with natives, site visits, hands-on learning activities, IAS identification, articles, videos and photo competitions, story-telling, artwork and crafts etc | Minimum 3 IAS education and awareness activities per year starting October 2023 | Number of IAS education and awareness activities per year | 2023-2025 | Medium |
| At least 50% youths participating in the activities per year starting October 2023 | Number of youths participating in the activities annually | 2023-2025 | Medium |
| At least 100 adults participating in the activities annually starting October 2023 | Number of adults participating in the activities | 2023-2025 | Medium |
| At least 5 organisations participating in the activities annually starting October 2023 | Number of organisations participating in the activities | 2023-2025 | Medium |
| **3.11. Forest Fire management** | | | | | | |
| Ensure procedures are in place for prevention and proper management of forest fires | To contribute to the revision of the Forest fire contingency plan | Provide input to the revision of the Forest fire contingency plan | Provide input to the revision of the Forest fire contingency plan by December 2021 | Updated forest fire contingency plan by target date | 2021 | Medium |
| Determine the role of SNPA in forest fire fighting | Determine the role of SNPA in forest fire fighting by December 2021 | Role determined as per target date | 2021 | Medium |
| To enhance capacity for forest fire fighting | Based on the role of SNPA in forest fire fighting, conduct appropriate training to enhance the skills of staff | Appropriate training to enhance the skills of staff conducted annually as from January 2022 | Number or % of training and staff trained | 2022-2025 | Medium |
| Based on the role of SNPA in forest fire fighting, enhance forest fire-fighting equipment and accessories | Purchase forest fire-fighting equipment and accessories as per the itemized list starting January 2022 | % of forest firefighting equipment purchased as per target | 2022-2025 | Medium |
| To develop and implement early warning systems particularly during the dry season | Prepare TV and Radio spots to be aired on SBC prior and during the dry season | At least 3 spots produced and aired per year starting May 2022 | Number of spots produced and aired per year | 2022-2025 | Medium |
| Install a fire danger rating system to warn the public of potential fire risks | Fire danger rating system to warn the public of potential fire risks installed by May 2022 | Fire danger rating system in place by target date | 2022 | Medium |
| % reduction in forest fires or fire incidences |
| Install “*No smoking*” signs at the starting points of trails and in key areas along the main road within the park | 1 “No smoking” sign erected at Glacis Noir trail by June 2022 | Number of signboards erected by target date | 2022 | High |
| 4 “*No smoking*” signs erected in key areas along the main road within the park by June 2022 | Number of signboards erected by target date | 2022 | High |
| To effectively manage the fire-break and the network of access paths | Maintain the fire-break access path network by outsourcing to local contractors | Maintenance of the fire-break access path network outsourced by October 2021 and maintained annually | % of fire breaks maintained annually | 2021-2025 | High |
| Consider turning some of the access paths into trails for hiking, running or cycling that communities can adopt and maintain | At least 3 access paths enhanced for hiking, running or cycling and adopted by community groups by 2025 | Number of access paths maintained by target date | 2025 | Low |
| Number of access paths adopted by community groups and maintained | 2025 | Low |
| Explore and implement new ideas for the maintenance of fire-breaks e.g. green barriers | At least 1 innovative way to maintain firebreaks implemented by April 2022 | Number of innovative ways to maintain firebreaks implemented by target date | 2022 | Low |
| To rehabilitate post-fire degraded sites in collaboration with local partners | Research Officer to apply for donor funds to implement rehabilitation projects in post-fire degraded sites | At least 1 project proposal submitted by April 2022 | Number of donor funds awarded as per target | 2022 | Medium |
| Agreement for signature with project partners to rehabilitate post-fire degraded land | At least 1 agreement signed by July 2022 | Signed agreement by target date | 2022 | Medium |
| Produce and plant native seedlings for rehabilitation | At least 3000 seedlings produced and planted annually starting July 2022 | % of seedlings planted annually | 2022-2025 | High |
| % of plant survival annually |
| At least 5 ha rehabilitated annually starting July 2022 | Number of hectares of post-fire degraded sites rehabilitated annually | 2022-2025 | Medium |
| To implement lifelong education and awareness programmes on causes and impacts of forest fires etc. | Conduct a forest fire education and awareness campaign. The programme to include field activities like site visits, hands-on learning, articles, short documentaries, posters, videos and photo competitions, story-telling and artwork etc | Forest fire education and awareness campaign started by May 2022 and repeated annually | Number of education and awareness activities annually | 2022-2025 | Medium |
| **3.12. Negative impacts on nature from unregulated visitor use** | | | | | | |
| Minimise damage to the park’s natural habitats by park visitors and improve the level of knowledge of tour guides | To improve the knowledge of tour guides on the park’s biodiversity values and codes of conduct within the park | The Research officer and Education and Outreach officer to provide training and resource/knowledge materials to tour guides | At least 1 training session and resource/knowledge materials given to tour guides annually starting from August 2022 | Number of trainings provided to tour guides as per target | 2022-2025 | Low |
| Number of tour guides trained |
| To enhance awareness of visitors on park values and codes of conduct when visiting the national park | The Education and Outreach officer and the Research officer to produce leaflet on codes and conduct within the park for the SNPA website | At least 1 leaflet with information on code of conduct whilst visiting the PNP uploaded on SNPA website by April 2022 | Code of conduct leaflet uploaded on SNPA website as per target | 2022 | Low |
| Install an information board with codes of conduct and Do's and Don'ts whilst in the park | At least 2 boards with Do’s and Don’ts installed by June 2022 | Number of boards installed by target date | 2022 | Low |
| To ensure that tourism operators are familiar with management practice codes to reduce impact onto the PNP | The Education and Outreach officer to develop and share management practice codes with tourism operators | Management practice codes prepared and shared with tourism operators by April 2022 | Management practice codes produced and shared by 2022 | 2022 | Low |
| Negative impacts reduced by 2025 | % of reduction in damage to park by visitors by 2025 | 2025 | Low |

# Costed plan of implementation

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Objectives** | **Strategy** | **Activities** | **Targets** | **Budget** | | | | | **Comments** |
| **3.1. Protected areas legislation and policy** | | |  | **2021** | **2022** | **2023** | **2024** | **2025** |  |
| Establish relevant legal framework to support management of the park | To ensure that the protected area is designated as a ‘National Park’ under the new ‘Nature Reserves and Conservancy Bill’ | Staff to review the bill, provide comments and ensure that pertinent aspects are included into the final bill | All comments are included into the final bill by December 2021 |  |  |  |  |  | Incorporated into staff salaries |
| Prepare regulations for the park such as zonation scheme for the park (see activity below) and new regulation for law enforcement with higher penalties | At least 1 regulation prepared for the park by December 2022 |  |  |  |  |  | Incorporated into staff salaries |
| To propose and implement a zoning scheme for the national park which will include the following zones – conservation, sustainable resource use, rehabilitation, tourism and recreation, and a buffer zone which can be a 'soft' forestry production area. The zoning can be developed either as a regulation under the law or as a policy within SNPA | Develop terms of reference, identify and contract consultant to undertake the zoning of the park | Consultant contracted by January 2022 |  |  |  |  |  | A 20-day consultancy at $300 daily |
| Consultant to produce a report with the zoning scheme and maps | Consultancy report including zonation map (with GPS) showing areas delineated for conservation, sustainable resource use and forestry, rehabilitation, tourism and recreation, and buffers developed by April 2022 | 63,000 | 63,000 |  |  |  | A 20-day consultancy at $300 daily |
| **3.2. Financial management** | | |  |  |  |  |  |  |  |
| Establish relevant financial framework to support management of the park | To develop and implement a nature-based tourism plan to generate revenue for the park and to provide visitors with access and a diversity of experience through high quality and unique environmental assets. | Develop terms of reference, identify and contract a consultant to undertake a nature-based tourism plan | Consultant contracted by January 2022 |  |  |  |  |  | Incorporated into staff salaries |
| Consultant to produce a report including a nature-based tourism plan | Consultancy report including a nature-based tourism plan produced by March 2022 |  | 63,000 |  |  |  | A 10-day consultancy at $300 daily |
| Consultant to prepare a list of services/activities/products available to visitors in the PNP and integrate it into the nature-based tourism plan | List of services/activities/products prepared by February 2022 and included into the nature-based tourism plan |  |  |  |  |  |
| Consultant to develop a marketing plan to market/promote nature-based tourism. This can be integrated into the nature-based tourism plan | Marketing plan developed by March 2022 |  |  |  |  |  |
| SNPA to start implementation of the nature-based tourism plan | Nature-based tourism plan implementation starting June 2022 |  |  |  |  |  | Incorporated into staff salaries |
| Work with the Seychelles Tourism Board (STB), Destination Management Companies (DMCs) and other businesses to advertise the park | PNP to feature in minimum 1 advert or promotional material disseminated by STB & DMCs per year starting 2022 |  | 5,000 | 5,000 | 5,000 | 5,000 | Advert production cost |
| At least 3 companies targeted for marketing annually starting from 2022 |
| Link SNPA website to STB and at least 3 DMCs by December 2021 |
| Produce or contribute to promotional materials like those commissioned by STB | At least 2 promotional materials produced per year starting December 2021 |  | 10,000 | 10,000 | 10,000 | 10,000 |  |
| Introduce visitor fees for the Glacis Noir trail (after the trail has been enhanced as per section 3.4) | Sales of tickets for Glacis Noir trail implemented by September 2022 |  | 1,500 | 1,500 | 1,500 | 1,500 | Printing of tickets |
|  |
| Increase of 20% in visitor numbers annually starting from 2023 in line with SNPA strategic plan |  |
|  |
| As part of the nature-based tourism plan work with businesses to produce merchandise that promote nature (souvenirs, crafts, paintings, t-shirts etc) | At least 3 local businesses/artisans involved in such revenue-generation activities by April 2022 |  | 3,000 | 3,000 |  |  | Inter-island travel costs for meetings, visits etc |  |
| At least 10 merchandises specific to the PNP produced by local artisans, available for purchase by September 2022 |  |
| At least 80% investors making a financial contribution to SNPA annually as from December 2022 |  |
| As part of the nature-based tourism plan open up new trails for hiking, cycling, fitness etc | At least one new trail (payable by visitors) opened by December 2023 |  |  | 150,000 |  |  |  |  |
| As part of the nature-based tourism plan collect revenues for the management of the PNP | 25% increase in annual revenue generation in line with SNPA strategic plan |  |  |  |  |  | Incorporated into staff salaries |  |
| To apply for external funding grants which are invested into management plan priorities | Search for external donors to fund projects as part of the management of the park | List of grants/donors produced by October 2021 |  |  |  |  |  | Incorporated into staff salaries |  |
| Prepare project proposals in line with management priorities | List of project concepts prepared by December 2021 |  |  |  |  |  | Incorporated into staff salaries |  |
| Implement donor funded projects as per the management plan priorities | At least one project implemented per year starting from January 2022 |  |  |  |  |  | Incorporated into staff salaries |  |
| To explore ways that commercial water extraction can financially contribute to the protection of water catchments. This should not apply to non-commercial public use of water as there is already an environmental charge on water bills | Undertake discussions with businesses on financial contributions from commercial water extractions | At least 2 companies engaged in discussions by October 2021 | 2,000 | 2,000 |  |  |  | Travel to Praslin for meetings |  |
| Collect financial contributions from commercial water extraction | At least 2 companies making annual contributions as from January 2022 |  |
|  |
| **3.3. Human resource management** | | |  |  |  |  |  |  |  |  |
| Establish relevant human resource frameworks to support management of the park | To review staffing levels and requirements for effective and efficient management of the park. Staffing should take into account the right level of academic qualifications and field experience. | The Human Resource department with the assistance of an external evaluator to review management structure and staffing (level of education/experience, staffing requirements and financial packages) | Assessment completed by December 2021 |  |  |  |  |  | Cost covered under the GOS-UNDP-GEF PAF project |  |
| To train, build capacity and develop competencies of staff in various core areas | The Human Resource department to undertake a staff training needs assessment and prioritize training needs | Assessment completed by December 2021 |  |  |  |  |  | Incorporated into staff salaries |  |
| The Human Resource department to prepare an annual training programme | Annual training plan prepared by October 2021 |  |  |  |  |  | Incorporated into staff salaries |  |
| Implement the annual training programme | At least 50% of staff receive training annually | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 | External trainers, travel, accommodation, other logistics |  |
| Organise joint training sessions with other similar organisations | At least 2 joint-training sessions annually starting from January 2022 | 35,000 | 35,000 | 35,000 | 35,000 | 35,000 | External trainers, travel, accommodation, other logistics |  |
| To implement planning tools for effective and efficient daily management of the park | Establish clear and concise annual workplans which are translated into quarterly, monthly and weekly workplans | Each staff or unit to have their own weekly/monthly/quarterly/annual workplan at the beginning of each year |  |  |  |  |  | Incorporated into staff salaries |  |
| Review workplans every quarter to ensure achievements of all outputs | 100% of workplans reviewed every quarter starting 2021 |  |  |  |  |  | Incorporated into staff salaries |  |
| Produce reports against management actions on a weekly, monthly, quarterly and annual basis | Each staff to produce a report against management actions on a weekly, monthly, quarterly and annual basis |  |  |  |  |  | Incorporated into staff salaries |  |
| Develop and implement an overall leadership index of performance to assess senior staff (CEO and Directors) performance in delivery of tasks | Above 80% performance in delivery of tasks per year |  |  |  |  |  | Incorporated into staff salaries |  |
| Develop and implement an overall staff output index of performance to assess staff performance in delivery of tasks | Above 80% performance in delivery of tasks per year |  |  |  |  |  | Incorporated into staff salaries |  |
| With the assistance of external trainers provide trainings to staff for the use of planning and management tools like Asana and Instaghantt to better plan daily work duties and to report on performance indicators | At least 50% of staff receive training annually |  | 25,000 |  | 25,000 |  | External trainer's fee, travel, accommodation, other logistics |  |
| To establish joint work programmes with other organisations particularly where staff or skills are limited | Establish partnerships with other organisations, plan and undertake joint work programmes particularly where staff or skills are limited | At least 2 joint-work programmes annually as from October 2021 | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | Basic logistical needs |  |
| **3.4. Infrastructure management** | | |  |  |  |  |  |  |  |  |
| Establish relevant infrastructure framework to support management of the park | To maintain nursery facilities to support management activities of the PNP | Install new boundary fence and door | 1 new boundary fencing and door by January 2022 |  | 150,000 |  |  |  |  |  |
| Replace shade cloth over entire nursery | 100% of shade cloth replaced by December 2021 |  | 52,000 |  |  |  |  |  |
| Install new nursery tables | 12 tables for nursery constructed by December 2021 |  | 80,000 |  |  |  |  |  |
| Install new irrigation system | Install new irrigation system by December 2021 |  | 20,000 |  |  |  |  |  |
| Conduct levelling of the nursery floor and entrance | Levelling of the nursery floor and entrance done by October 2021 |  | 2,000 |  |  |  |  |  |
| Install weed control plastic cover on the floor | Install weed control plastic cover on the floor by October 2021 |  | 7,000 |  |  |  |  |  |
| Repair both the shed and the soil storage areas | Repair both the shed and the soil storage areas by December 2021 |  | 100,000 |  |  |  |  |  |
| Prepare plants in the nursery for reforestation, rehabilitation and sales | 10,000 seedlings produced per year | 30,000 | 75,000 | 75,000 | 75,000 | 75,000 |  |  |
| To purchase equipment needed for staff to implement their tasks | Purchase equipment needed as per the itemised list of equipment and items | 100% of equipment purchased and issued by 2023 | 30,000 | 80,000 | 60,000 |  |  |  |  |
|  |
| Prepare a maintenance and replacement plan for essential equipment and implement it | Maintenance and replacement plan for essential equipment in place by December 2021 and updated annually |  |  |  | 10,000 | 10,000 |  |  |
|  |
| To purchase a truck to support operations of the park | Purchase a truck to support operations of the park | New truck purchased by December 2022 |  | 1,000,000 |  |  |  |  |  |
| To enhance facilities on Glacis Noir trail to enhance visitors experience | Repair and maintain Glacis Noir trail and drainage system | Glacis Noir trail drains and path repaired by June 2022 |  | 150,000 |  |  |  |  |  |
| Install railings on steep slippery slopes on the trail | Install railings on steep slopes on the trail by June 2022 |  | 75,000 |  |  |  |  |  |
| Repair viewpoint kiosk at the end of the Glacis Noir trail | Glacis Noir viewpoint kiosk fixed by June 2022 |  | 200,000 |  |  |  |  |  |
| Install benches along the trail and the Glacis Noir wetland | At least 5 benches installed on the trail and around the wetland by June 2022 |  | 25,000 |  |  |  |  |  |
| Install information boards on interesting aspects of the park, and signage and plant plaques | At least 2 information boards, 3 signboards and 30 plant plaques installed on Glacis Noir trail by June 2022 |  | 35,000 |  |  |  |  |  |
| To reduce the amount of litter observed in the park | Prepare and install “*No littering*” signs at the starting point of trails and key areas along the main road within the park | 2 signboards erected prompting visitors not to litter, by December 2021 | 20,000 |  |  |  |  |  |  |
| Install litter bins at the start of trails | 2 litter bins installed at the start of the Glacis Noir trail by December 2021 | 5,000 |  |  |  |  |  |  |
| Introduce the sale of biodegradable rubbish/litter bags to visitors on the trail. SNPA logo can be placed on the bag | Biodegradable rubbish/litter bags introduced by September 2022 |  | 15,000 | 15,000 | 15,000 | 15,000 |  |  |
| **3.5. Sustainable forestry resource use** | | |  |  |  |  |  |  |  |  |
| To ensure long-term harvest levels, forest productivity and conservation of forest resources to generate revenue to support the management of the park and for the benefit of local communities | To re-evaluate forestry plantations and conduct a comprehensive survey of all plantations (old & current ones) in terms of their location, tree species, stock size/volume and age, tree diameter and average height and general health | Develop terms of reference and contract a consultant to re-evaluate forestry plantations and conduct a comprehensive survey of all plantations | Consultant contracted by November 2021 |  | 94,500 |  |  |  | A 15-day consultancy at $300 daily |  |
| Consultant to digitize old forestry plantations map produced by Henry for use in re-evaluating the stocks | Old forestry plantations map digitised and available by December 2021 |  |
| Consultant to map the extent of all forestry plantations using forestry methods such as those used in Henry' time | Mapping of all forestry plantations by February 2022 |  |
|  |
| Consultant to evaluate forestry stocks in the PNP providing their location, size/volume and age, tree species, tree diameter and average height and general health | Forestry stocks in the PNP evaluated by March 2022 |  |
|  |
| To explore the use of current and other commercial forestry products including native species that were used in the past and species that were traditionally exploited | List current forestry species and search for other commercial forestry resources, commercial native species and species that were traditionally exploited | List of current and other potential commercial forestry resources prepared by October 2021 |  |
|  |
|  |
| Conduct a cost and benefit analysis of new forestry ventures like bamboo-based forestry | Cost and benefit analysis of new forestry ventures conducted by March 2022 |  |
| To effectively manage forestry plantations for revenue generation for the PNP and for the benefit of local communities | Conduct timber thinning, weeding and other stock management/improvement practices | Conduct timber thinning, weeding and other stock management/improvement practices at least twice a year | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 |  |  |
| Prepare sites to be re-planted after each harvest | Sites for replanting after each harvest to be prepared at least twice a year | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 |  |  |
| Produce seedlings of forestry species to replace harvested stocks | Produce a minimum of 3000 seedlings annually to replace harvested stocks | 72,000 | 72,000 | 72,000 | 72,000 | 72,000 | 2 staff SCR3000 each a month to assist with production |  |
| Over 50% of forestry species produced are planted annually |  |
| Re-survey all forestry plantations on a periodic basis | All forestry plantations are re-surveyed every 5 years |  |  |  |  | 63,000 | A 10-day consultancy at $300 daily |  |
|  |
| To generate revenue from sustainable forest resource use | Harvest stocks as and when necessary | Forestry resources are harvested annually | 2,000 | 2,000 | 2,000 | 2,000 | 2,000 | Administration procedures |  |
|  |
|  |
|  |
| Produce native seedlings including medicinal plants annually for sale to the public | Produce at least 500 native seedlings annually, including medicinal plants for sale to the public | 36,000 | 36,000 | 36,000 | 36,000 | 36,000 |  |  |
| **3.6. Education, Outreach and Visibility** | | |  |  |  |  |  |  |  |  |
| Develop and implement an education, outreach and visibility programme to enhance staff, visitors and the general public understanding of the values of the park by the use of up-to-date and accurate information | To establish a long-term education, outreach and visibility programme for the PNP | Recruit a qualified Education and Outreach Officer | Contract signed with Education and Outreach Officer by January 2022 |  | 240,000 | 240,000 | 240,000 | 240,000 |  |  |
| The Education and Outreach Officer to develop education, outreach and visibility programmes for (i) staff, (ii) visitors & (iii) the wider community including children | 3 education, outreach and visibility programmes for (i) staff, (ii) visitors & (iii) the wider community including children developed by March 2022 |  |  |  |  |  | Included in salary of Education & Outreach officer |  |
| The Education and Outreach Officer to conduct activities for staff annually | At least 3 activities conducted for staff annually | 30,000 | 30,000 | 30,000 | 30,000 | 30,000 | Events, travel, catering cost. |  |
| The Education and Outreach Officer to conduct activities for visitors annually | At least 3 activities conducted for visitors annually e.g. tree planting |  |
| The Education and Outreach Officer to conduct activities with school children during the holidays | At least 3 activities targeting a minimum of 60 school children conducted annually |  |
| The Education and Outreach Officer to conduct activities for wider community annually | At least 3 activities targeting a minimum 150 participants conducted for wider community annually |  |
| The Education and Outreach Officer to submit project proposals on education and outreach for external funding | At least 1 donor-funded project awarded per year starting from June 2022 |  |  |  |  |  | Included in salary of Education & Outreach officer |  |
| To enhance visibility and promote the values, uses and importance of the national park through various media (website, social media, articles etc) and organisations like the Seychelles Tourism Board (STB) and Destination Management Companies (DMCs) | The Education and Outreach Officer to produce materials (leaflets, videos, articles) for SNPA website, Facebook page, local media and general public on the values, uses and importance of the national park and code of conduct to adopt within the PNP | Leaflet uploaded onto the SNPA website by June 2022 |  |  |  |  |  | Included in salary of Education & Outreach officer |  |
| 500 copies of leaflets including leaflets for Glacis Noir trail printed by June 2022 and disseminated as and when necessary |  | 5,000 |  |  |  |  |  |
| At least 3 articles/news published or broadcasted in local media per year |  |  |  |  |  | Included in salary of Education & Outreach officer |  |
| At least 1 short video or article contributed per month to the SNPA website (six 3-5mins videos & 6 articles per year) |  | 30,000 | 30,000 | 30,000 | 30,000 | Cost to produce 6 short videos |  |
| At least 1 short video, article or photos contributed per week to the SNPA Facebook |  |  |  |  |  | Included in salary of Education & Outreach officer |  |
| The Education and Outreach Officer to promote the park through organisations like the Seychelles Tourism Board (STB) and Destination Management Companies (DMCs) | At least 2 promotional materials produced per year starting July 2022 | 5,000 | 10,000 | 10,000 | 10,000 | 10,000 | Design & printing cost |  |
| Produce a documentary covering interesting aspects of the PNP | 1 documentary completed by October 2023 |  |  | 60,000 |  |  |  |  |
| 100 copies of documentary available by October 2023 |  |  | 2,000 |  |  |  |  |
| Produce information boards to demarcate the park | At least 2 information boards to demarcate the park produced by August 2022 |  | 30,000 |  |  |  | Design & printing cost |  |
| Produce signboards for guidance within the park | Produce at least 10 signboards for guidance within the park by August 2022 |  | 45,000 |  |  |  | Design & printing cost |  |
| To assess the effectiveness of the education, awareness and outreach programme | The Education and Outreach Officer to conduct a survey every two years of school children and the general public | 1 survey of school children and the general public conducted every two years starting April 2022 |  | 2,000 |  | 2,000 |  | Minor logistical expenses |  |
|  |
| **3.7. Community-based Engagement in protected area management** | | |  |  |  |  |  |  |  |  |
| Provide and facilitate opportunities for all levels of the community to actively engage in the protection and management of the park | To develop and implement a community engagement plan based on SNPA communication strategy that will provide opportunities for civil society groups, research institutes, universities, local businesses and other interested community members to participate in management activities of the park | The Education and Outreach Officer to develop and implement a community engagement plan | Community engagement plan produced by July 2022 |  |  |  |  |  | Included in salary of Education & Outreach officer |  |
| The Education and Outreach Officer to prepare and submit project proposals for external funding for community engagement in national park management in line with the community engagement plan | At least one donor-funded project awarded every 2 years starting August 2022 |  |  |  |  |  | Included in salary of Education & Outreach officer |  |
| The CEO to explore co-management opportunities with interested civil society groups and local businesses | At least 2 co-management agreements established during September 2022 |  | 3,000 |  | 3,000 |  | Inter-island travel costs |  |
| Engage civil society groups and local businesses in co-management opportunities | At least 2 organisations / persons engaged into co-management by September 2022 |  | 10,000 |  |  |  | Cost of consultative meetings/workshops, travel, catering etc |  |
| At least 3 community events conducted annually for the public to participate in management activities of the park as from October 2022 |  | 10,000 | 10,000 | 10,000 | 10,000 | In-kind community contribution / voluntarism |  |
|  |
|  |
| At least 5 hectares rehabilitated annually in co-management partnerships as from 2022 (linked to section 3.8) |  |  |  |  |  |  |
| At least 1 km of firebreaks cleared and maintained annually in co-management partnerships as from 2022 |  |  |  |  |  |  |
| At least 1 new trail set up and maintained in co-management partnerships as from 2023 |  |  | 100,000 |  | 30,000 |  |
| Generate and collect revenue from co-management ventures | Revenue from co-management ventures generated annually as from December 2022 |  |  |  |  |  |  |  |
| **3.8. Knowledge creation, Research and Monitoring** | | |  |  |  |  |  |  |  |  |
| Conduct and promote research and monitoring that enhances knowledge and guide the management of the park. | To set up a Research and Monitoring Unit on Praslin by 2022 | Recruit a Research Officer | Contract signed with Research Officer by January 2022 |  | 240,000 | 240,000 | 240,000 | 240,000 |  |  |
| To conduct inventories of species and ecosystem-types during 2022-2024 | With the assistance of external consultants/researchers, conduct inventories of plants, amphibians, reptiles, fish, invertebrates, fungus, lichens and ecosystem-types | At least 1 inventory session conducted annually starting March 2022 to March 2024 |  | 113,400 | 113,400 | 113,400 |  | 6 days consultancy fee at $300 daily for 3 experts per year |  |
| With the assistance of external consultants/researchers, explore and document the ridges and slopes near Mt. Takamaka and north of the northern limit of the national park | 1 exploration conducted between March and April 2022 |  | 75,600 |  |  |  | 4 days consultancy fee at $300 daily for 3 experts |  |
| With the assistance of external consultants/researchers, undertake detailed biological survey of all 31 wetlands (Fond Boffay & Nouvelle Decouverte rivers, marshes and swamps) of the national park | Detailed biological surveys of all wetlands conducted between March and July 2022 |  | 151,200 |  |  |  | 8 days consultancy fee at $300 daily for 3 experts |  |
|  |
|  |
| With the assistance of external consultants/researchers, develop and implement long-term freshwater monitoring to detect changes in species composition and abundance | Freshwater ecosystems monitored annually as from February 2022 |  | 94,500 | 94,500 | 94,500 | 94,500 | 6 days consultancy fee at $300 daily for 2.5 experts per year. |  |
| SNPA staff to conduct an exercise to record GPS locations of Coco-de-mer trees in the park | All Coco-de-mer trees geo-located by December 2023 |  |  |  |  |  | Incorporated into staff salaries |  |
| To undertake taxonomic revisions of key plant species in the PNP | With the assistance of the National Herbarium, undertake taxonomic revisions of Bwa koulev (*Psychotria dupontiae*), Lafisel mov (*Seychellaria*), Arouroute de l’Inde (*Protarum sechellarum*), Bwa kato (*Brexia microcarpa*), an unidentified *Cynorkis* (orchid) at Fond Azore and ferns of the genus *Antrophyum* | National Herbarium staff to train SNPA Research Officer on scientific procedures of taxonomic revisions between 2023 and 2025 |  |  | 44,100 | 44,100 | 44,100 | 7 days consultancy fee at $300 daily for 1 expert per year. |  |
| At least 1 taxonomic revision published by 2025 |  |  |  |  |  | Incorporated into Research Officer salary |  |
|  |
| During explorations, identify other gaps, research needs and priority areas for research and monitoring | Exploration gaps and research needs identified between 2022 and 2024 |  |  |  |  |  | Incorporated into Research Officer salary |  |
| To develop and implement a management-orientated research and monitoring programme | The Research Officer to develop a management-orientated research and monitoring programme | Management-orientated research and monitoring programme developed by April 2022 |  |  |  |  |  | Incorporated into Research Officer salary |  |
| The Research Officer to implement a management-orientated research and monitoring programme | At least 10 priority areas identified for research and monitoring by April 2022 |  |  |  |  |  | Incorporated into Research Officer salary |  |
| At least 5 priority areas under research and monitoring by December 2023 |  |  |  |  |  | Incorporated into Research Officer salary |  |
|  |
| The Research Officer to submit project proposals to project donors for research needs | At least 1 donor-funded project awarded every 2 years starting 2022 |  |  |  |  |  | Incorporated into Research Officer salary |  |
| Conduct joint research and monitoring with institutions and universities | At least 2 joint research and monitoring undertaken between 2022 and 2025 | 2,000 | 2,000 | 15,000 | 15,000 | 15,000 | Logistical costs |  |
| Undertake annual review of research carried out as per the Management-orientated research and monitoring programme | Annual review of research undertaken in the PNP prepared from December 2022 onwards |  |  |  |  |  | Incorporated into Research Officer salary |  |
|  |
| To develop and maintain a data management system and or partner with institutions that have developed similar data systems | With the assistance of external consultants set up a database for all data collected in the PNP | PNP Database set up by December 2022 |  | 50,400 |  |  |  | 8 days consultancy fee at $300 daily for 1 expert. |  |
| To advertise the priority research and monitoring programme annually as of 2022 and collaborate with research institutions to implement | The Research Officer to advertise the priority research and monitoring programme annually to research institutions and universities | Agreements signed with at least 2 research institutions and or universities by December 2022 |  |  |  |  |  | Incorporated into Research Officer salary |  |
| To communicate research results to relevant stakeholders annually e.g. tour guides to enhance client experience | The Research Officer and the Education and Outreach officer to disseminate research results in layman's' terms | At least 2 information briefs disseminated annually starting July 2022 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | Printing cost |  |
| **3.9. Surveillance and Enforcement** | | |  |  |  |  |  |  |  |  |
| Enhance surveillance and ensure an adequate level of compliance with legislations and regulations of the park | To strengthen the surveillance and enforcement programme | Increase the number of patrols done in the PNP | Patrols conducted 2-3 times a week |  |  |  |  |  | Incorporated into staff salaries |  |
| Work with the Police Department to conduct regular patrolling | At least 50% of patrols done in conjunction with the Police Department |  |  |  |  |  | Incorporated into staff salaries |  |
| To enhance co-operation and coordination between SNPA and relevant enforcement authorities e.g. Police department | Enhance dialogue/communication between SNPA and relevant enforcement authorities plus enhancing their awareness of pertinent issues |  |
|  |
| To enhance knowledge and capability of staff in law enforcement, legislations and regulations of the park | Conduct annual staff training in legislations and regulations of the park and in enforcement | At least 50% of staff trained in law enforcement per year | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | Training cost |  |
| **3.10. Invasive Alien Species Management** | | |  |  |  |  |  |  |  |  |
| Reduce threats to native biodiversity through the implementation of a long-term management plan for Invasive Alien Species | To conduct an assessment of IAS in the park and prioritise species and areas for management | The Research and Monitoring Unit with external consultants/researchers to undertake an assessment of IAS in the park (species occurrence, distribution, abundance & spread) and prioritise species and areas for management. | IAS assessment undertaken between January and June 2023 |  |  | 151,200 |  |  | 14 days consultancy fee at $300 daily for 2 experts |  |
| The Research officer to apply for donor-funded projects to assist with IAS assessment in the park | At least 1 donor-funded project to assist with IAS assessment in the park awarded in January 2023 | Incorporated into staff salaries |  |
|  |
| To develop and implement an IAS management plan | The Research and Monitoring Unit to develop and implement an IAS management plan using data from the IAS assessment | IAS management plan implemented as from July 2023 |  |  |  |  |  | Incorporated into staff salaries |  |
| SNPA to sub-contract some IAS management activities to local contractors | At least 2 ha under IAS management per year starting July 2023 |  |  | 360,000 | 360,000 | 360,000 | 3 part-time staff SCR10,000 each per month |  |
|  |
| To develop projects including joint research and monitoring to implement the IAS management plan | The Research and Monitoring Unit to develop projects, joint research and monitoring on IAS | At least 1 external donor-funded project/joint research on IAS awarded every 2 years starting July 2023 |  |  | 500,000 |  | 300,000 | Project costs in 2023 & 2025 |  |
|  |
| At least 1 organisation involved in IAS projects/research and monitoring starting July 2023 |  |  |  |  |  |  |  |
| To develop and implement an IAS education and awareness programme | The Research officer and the Education and Outreach officer to develop and implement an IAS education and awareness programme. The programme to include field activities like removal of IAS and replanting with natives, site visits, hands-on learning activities, IAS identification, articles, videos and photo competitions, story-telling, artwork and crafts etc | Minimum 3 IAS education and awareness activities per year starting October 2023 |  |  | 15,000 | 15,000 | 15,000 | Small logistical costs |  |
| At least 50% youths participating in the activities per year starting October 2023 |  |
| At least 100 adults participating in the activities annually starting October 2023 |  |
| At least 5 organisations participating in the activities annually starting October 2023 |  |
| **3.11.   Forest Fire management** | | |  |  |  |  |  |  |  |  |
| Ensure procedures are in place for prevention and proper management of forest fires | To contribute to the revision of the Forest fire contingency plan | Provide input to the revision of the Forest fire contingency plan | Provide input to the revision of the Forest fire contingency plan by December 2021 |  |  |  |  |  | Incorporated into staff salaries |  |
| Determine the role of SNPA in forest fire fighting | Determine the role of SNPA in forest fire fighting by December 2021 |  |  |  |  |  | Incorporated into staff salaries |  |
| To enhance capacity for forest fire fighting | Based on the role of SNPA in forest fire fighting, conduct appropriate training to enhance the skills of staff | Appropriate training to enhance the skills of staff conducted annually as from January 2022 |  | 3,000 | 3,000 | 3,000 | 3,000 | Training cost |  |
| Based on the role of SNPA in forest fire fighting, enhance forest fire-fighting equipment and accessories | Purchase forest fire-fighting equipment and accessories as per the itemized list starting January 2022 |  | 55,000 | 35,000 | 15,000 | 15,000 |  |  |
| To develop and implement early warning systems particularly during the dry season | Prepare TV and Radio spots to be aired on SBC prior and during the dry season | At least 3 spots produced and aired per year starting May 2022 |  | 5,000 | 5,000 | 5,000 | 5,000 | Spot production + air time cost |  |
| Install a fire danger rating system to warn the public of potential fire risks | Fire danger rating system to warn the public of potential fire risks installed by May 2022 |  | 30,000 |  |  |  |  |  |
|  |
| Install “*No smoking*” signs at the starting points of trails and in key areas along the main road within the park | 1 “No smoking” sign erected at Glacis Noir trail by June 2022 |  | 10,000 |  |  |  |  |  |
| 4 “*No smoking*” signs erected in key areas along the main road within the park by June 2022 |  | 40,000 |  |  |  |  |  |
| To effectively manage the fire-break and the network of access paths | Maintain the fire-break access path network by outsourcing to local contractors | Maintenance of the fire-break access path network outsourced by October 2021 and maintained annually | 50,000 | 100,000 | 100,000 | 100,000 | 100,000 |  |  |
| Consider turning some of the access paths into trails for hiking, running or cycling that communities can adopt and maintain | At least 3 access paths enhanced for hiking, running or cycling and adopted by community groups by 2025 | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 |  |  |
|  |  |  |  | 150,000 |  |  |
| Explore and implement new ideas for the maintenance of fire-breaks e.g. green barriers | At least 1 innovative way to maintain firebreaks implemented by April 2022 |  |  |  |  |  | Incorporated into staff salaries |  |
| To rehabilitate post-fire degraded sites in collaboration with local partners | Research Officer to apply for donor funds to implement rehabilitation projects in post-fire degraded sites | At least 1 project proposal submitted by April 2022 |  |  |  |  |  | Incorporated into Research Officer salary |  |
| Agreement for signature with project partners to rehabilitate post-fire degraded land | At least 1 agreement signed by July 2022 |  |  |  |  |  | Incorporated into staff salaries |  |
| Produce and plant native seedlings for rehabilitation | At least 3000 seedlings produced and planted annually starting July 2022 |  | 72,000 | 72,000 | 72,000 | 72,000 | Cost of seedling production |  |
|  |  |
| At least 5 ha rehabilitated annually starting July 2022 |  | 360,000 | 360,000 | 360,000 | 360,000 | 3 part-time staff at SCR10,000 per month |  |
| To implement lifelong education and awareness programmes on causes and impacts of forest fires etc. | Conduct a forest fire education and awareness campaign. The programme to include field activities like site visits, hands-on learning, articles, short documentaries, posters, videos and photo competitions, story-telling and artwork etc | Forest fire education and awareness campaign started by May 2022 and repeated annually |  | 15,000 | 15,000 | 15,000 | 15,000 | Logistical cost |  |
| **3.12. Negative impacts on nature from unregulated visitor use** | | |  |  |  |  |  |  |  |  |
| Minimise damage to the park’s natural habitats by park visitors and improve the level of knowledge of tour guides | To improve the knowledge of tour guides on the park’s biodiversity values and codes of conduct within the park | The Research officer and Education and Outreach officer to provide training and resource/knowledge materials to tour guides | At least 1 training session and resource/knowledge materials given to tour guides annually starting from August 2022 |  |  |  |  |  | Incorporated into staff salaries |  |
|  |
| To enhance awareness of visitors on park values and codes of conduct when visiting the national park | The Education and Outreach officer and the Research officer to produce leaflet on codes and conduct within the park for the SNPA website | At least 1 leaflet with information on code of conduct whilst visiting the PNP uploaded on SNPA website by April 2022 |  |  |  |  |  | Incorporated into staff salaries |  |
| Install an information board with codes of conduct and Do's and Don'ts whilst in the park | At least 2 boards with Do’s and Don’ts installed by June 2022 |  | 15,000 |  |  |  |  |  |
| To ensure that tourism operators are familiar with management practice codes to reduce impact onto the PNP | The Education and Outreach officer to develop and share management practice codes with tourism operators | Management practice codes prepared and shared with tourism operators by April 2022 |  |  |  |  |  | Incorporated into staff salaries |  |
| Negative impacts reduced by 2025 |  |  |  |  |  | Incorporated into staff salaries |  |

1. **References**

TO BE INSERTED

1. **Annexes**

Annex 1. Praslin National Park Designation Order

**National Parks (Praslin) (Designation) Order**

*[11th June, 1979]*

**1** This Order may be cited as the National Parks (Praslin) (Designation) Order.

**2** The area described in the Schedule is hereby designated as a National Park.

SCHEDULE

The area is 800 acres in size and is represented on a plan deposited in the office of the Director of Surveys and filed as ML/ADN/32.

The area comprises of the three following sections:

(i) An area of 776.8 acres, surveyed as parcel PR232 and registered in Register A.36 No.2440.

(ii) An area of 17.6 acres surveyed as parcel PR4 and registered in Register A34 No.877. This area is completely surrounded by parcel PR232.

1. That area of the Praslin Trans-Island road passing through parcel PR232, totalling 5.2 acres and being Domaine Public.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## Annex 2. Itemised list of equipment and items

|  |  |  |  |
| --- | --- | --- | --- |
| **INVENTORY OF EQUIPEMENT, TOOLS AND OTHER ITEMS** | | | |
| **CHEMICAL STORE INVENTORY** | | | |
| **Equipment/Item** | **Amount** | **Status** | **Remarks** |
| Protective clothing-Overall (chemical resistance) | 4 sets | None | To be purchased |
| Boots (Chemical) | 6 pairs | None | To be purchased |
| Filter Mask (full face mask) | 4 | None | To be purchased |
| Gloves (chemical resistance) | 8pairs | None | To be purchased |
| **Takamaka injection** | | | |
| Pressure cylinder | 2 | None | To be purchased |
| Hand drill | 1 | None | To be purchased |
| Foot pump (Powerful twin barrel foot pump) | 1 | None | To be purchased |
| Overall (chemical resistance) | 2 sets | None | To be purchased |
| Boots | 2pairs | None | To be purchased |
| Gloves (chemical assistance) | 2 pairs | None | To be purchased |
| Face shield Masks (chemical) | 2 | None | To be purchased |
|  |  |  |  |
| **NURSERY INVENTORY Newcome and Fond Boffay** | | | |
| Hand fork | 2 | None in reserve | To be purchased |
| Hand spade | 2 | None in reserve | To be purchased |
| Small knife | 6 | None | To be purchased |
| Hoe | 5 | None in reserve | To be purchased |
| Watering can | 2 | One damaged | To be purchased |
|  |  |  |  |
| **TIMBER** | | | |
| Calliper (<60 diameter and the other above 60 diameter) | 2 | Have an existing one that we share with La Digue Unit | To be purchased |
|  |  |  |  |
| **OFFICE** |  |  |  |
| **Office furniture** |  |  |  |
| Office chair | 5 | One for New Combe and the rest for main Fond Boffay office whereby the existing one is falling apart. | To be purchased |
| Office desk | 5 | One for New Combe and the rest for Fond Bffay office whereby the existing one is falling apart | To be purchased |
| Wooden chair for customers | 1 | For New Combe | To be purchased |
| Filling Cabinet | 2 | Need extra for main office and one for New Combe | To be purchased |
| Shredder | 1 | Existing one not working/ write-off | To be purchased |
| Laminator | 1 | Existing one not working/ write-off | To be purchased |

|  |  |  |  |
| --- | --- | --- | --- |
| **FIRE STORE INVENTORY** |  |  |  |
| **Equipment/Item** | **Amount** | **Status** | **Remarks** |
| Chainsaw king max 7200 | 1 | Write-off | To be purchased |
| Chainsaw king max 9200 | 1 | Write-off | To be purchased |
| Helmet (white) | 74 | Write-off | To be purchased |
| Water pump Homelette 208 GPM | 1 | Write-off | To be purchased |
| Water pump Hale (like a small boat) | 1 | Transfer to SFRSA for repair | To be purchased |
| Water pump | 2 | Write-off | To be purchased |
| White water pipe 30cm | 25 | Eaten by white termite | To be purchased |
| White water pipe 20cm | 7 | Eaten by white termite | To be purchased |
| Plastic water pipe blue | 4 | Write-off | To be purchased |
| Nozzle head | 5 | Write-off (old model) | To be purchased |
| Black water pipe Ziegler for fire tender | 4 | Write-off | To be purchased |
| Water cylinder | 4 | Write-off (leaking) | To be purchased |
| Climber | 2 pairs | Old | To be purchased |
| Water filter (big) | 2 | Write-off | To be purchased |
| Red water pipe 75FT | 4 | Can be used | Need maintenance |
| Axes | 3 | In use | In use when there a bush fire |
| Torch | 2 | In use | To be purchased |
| Yellow metal rake | 30 | In use | In use when there a bush fire |
| Small spade Tombo | 6 | In use | In use when there a bush fire |
| Shovel | 1 | In use | In use when there a bush fire |
| Spade | 3 | In use | In use when there a bush fire |
| Hand saw (yellow) | 3 | In use | In use when there a bush fire |
| **Fire store - Items needed** |  |  |  |
| Chainsaw | 2 | One small/one big | To be purchased |
| Machetes | 20 |  | To be purchased |
| Firefighter Boots | 21 pairs |  | To be purchased |
| Wild land fire Gloves | 21 pairs |  | To be purchased |
| Wild land fire gear (jacket & pants) | 21 sets |  | To be purchased |
| Water pump | 3 | One small/one floated and one big | To be purchased |
| Water cylinder /bag | 20 |  | To be purchased |
| Water pipe 30cm | 10 |  | To be purchased |
| Water pipe 20 cm | 10 |  | To be purchased |
| Fire fighter helmets | 21 |  | To be purchased |
| Fire fighter goggles | 21 |  | To be purchased |
| Respiratory protection | 21 |  | To be purchased |
| Shovel | 15 |  | To be purchased |
| Spade | 10 |  | To be purchased |
| Climber | 2 pairs | Size 8 and 11 | To be purchased |
| Nozzle head | 4 |  | To be purchased |
|  |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Fond B’offay Unit** |  |  |  |
| **List of chainsaw and Brush cutter** |  |  |  |
| **Equipment/Item** | **Amount** | **Status** | **Remarks** |
| Husqvarna 135 Chainsaw | 1 | In good condition |  |
| Stihl MS 381 Chainsaw | 1 |  | Need spares (ekzos) |
| Stihl MS 170 chainsaw | 1 | In good condition |  |
| Husqvarna 3120 chainsaw | 1 | In good condition |  |
| Husqvarna 372 chainsaw | 1 | In good condition |  |
| Husqvarna 450 chainsaw | 1 | In good condition (New Combe unit) |  |
| Husqvarna 444 chainsaw | 1 | In good condition (NP Unit) |  |
| Brush cutter King eagle | 1 | In good condition |  |
| Husqvarna 372xp Chainsaw | 1 | In good condition | Transferred to Mahe Forestry |
| Stihl MS 660 chainsaw | 1 | In good condition |  |
| Overhead trimmer/line trimmer | 1 | Sent to Mahe for repair |  |
| Husqvarna 445 Chainsaw | 1 | Write-off | To be purchased for use during bush fire |
| King max 9200 chainsaw | 1 | Write-off | To be purchased for use during bush fire |
| King max 7200 chainsaw | 1 | Write-off | To be purchased for use during bush fire |
| Husqvarna 450 chainsaw | 1 | Write-off | To be purchased for use during bush fire |
| Hedge trimmer | 2 | Write-off | To be purchased for use during bush fire |
| Brush cutter AL-Ko | 1 | Write-off | To be purchased for use during bush fire |
| Blower Stihl | 1 | Write-off | To be purchased for use during bush fire |
|  |  |  |  |
| **Operations Store Inventory** / all item was moved to fire store. The operations store was turned into the Coco-de-mer store | | | |
| **Equipment/Item** | **Amount** | **Status** | **Remarks** |
| Rake | 4 | New |  |
| Engine Blower | 1 | In use |  |
| Serial: 160880244 |  |
| Panasonic Vacuum cleaner (black & Blue) | 1 | New |  |
| Serial: 2017-0208-0003 |  |
| Air Compressor RYOBI AC-1524 | 1 | New |  |
| Serial: 154800423 |  |
| Metal Rake | 2 | In use |  |
| Machetes | 6 | In use | Re-stocked |
| Hand Trimmer | 1 | Old | To be purchased |
| Pick-mattock | 3 | New |  |
| wheelbarrow | 1 | In use |  |
| Gardening Scissors | 2 | New |  |
| Feet pump for Takamaka injection | 1 | In use |  |
| Torch | 2 | New |  |
| Wheels 165/70N13 | 2 | New |  |
| Wheels 117/116N | 2 | New |  |
| Sprayer: Farmate | 1 | New |  |
| Tree felling rope | 52 meters | New |  |
| Axe | 2 | New |  |
| Hand cultivation | 1 | New |  |
| Weeder | 1 | New |  |
| Safety belt (tree felling) | 3 | New |  |
| Climber | 1 set | Old |  |
| Black plastics foundation for Nursery | 1 roll | New |  |
| water pipe for pump (fire) | 3 rolls | New |  |
|  |  |  |  |
| **NEW COME UNIT STORE INVENTORY** |  |  |  |
| Chainsaw Husqvarna serial: 9671569-00 | 1 | In use |  |
| Bench grinder serial: 2011113 00 003 | 1 | In use |  |
| Grass Trimmer Husqvarna 236 serial: 201725 11479 | 1 | In use |  |
| Machetes | 3 | New / In use |  |
| Hoe | 6 | 3 In use |  |
| 3 New / In use |  |
| Spade | 1 | In use |  |
| Shovel | 1 | In use |  |
| Hand fork | 3 | 1New |  |
| 2 In use |  |
| Hand spade | 1 | New / In use |  |
| Rake | 4 | In use | Needs to re-stocked |
| Small Axe | 2 | In use |  |
| Watering can | 1 | In use |  |
|  |  |  |  |
| **Cabinet found in office occupied by Ms. Lesperance** | | | |
| Husqvarna chain 15m | 1 | New / In use |  |
| Husqvarna chain 18m | 1 | New / In use |  |
| Husqvarna Spark plug | 6 | New/ In use |  |
| Chemical respirator mask | 1 | New |  |
| Dust mask | 1 box | In use / out of stock |  |
| Hand fork | 2 | New |  |
| Hand Spade | 2 | New / In use |  |
| Cargo Lashing belt | 1 | New |  |
| Gloves (cloth) | 5 pair | New/ out of stock | To be purchased |
| Gloves (rubber) | 1 pair | New/ out of stock | To be purchased |
| Hammer 4’’ | 1 | New/ In use by National Park Unit |  |
|  |  |  |  |
| **Maintenance Store** |  |  |  |
| Wooden scissors | 1 set | New |  |
| Ion Jack plane | 1 | New |  |
| Screw drive | 1 set | New |  |
| Claw Hammer | 2 | In use |  |
| T-square | 1 | In use |  |
| Handsaw | 1 | In use |  |
| Hacksaw | 1 | In use |  |
| Hand drill | 1 | In use |  |
| Scraper | 3 | In use |  |
| Electric Belt sender | 1 | In use |  |
| Makita serial: 9910 |  |  |
| Electric plane | 1 | In use |  |
| Makita serial: N1923B |  |  |
| Bricklaying trowel | 2 | In use |  |
| Circular Saw | 1 | In use |  |
| Fujita FCS-235BN |  |  |
| Electric plane | 1 | Out of order |  |
| Makita serial:1902 |  |  |
| Electric Router | 1 | In use |  |
| Fujita FR-2100B |  |  |
| Electric Drill | 1 | In use |  |
| Makita HP1631 |  |  |
| Spanner socket & wrench | 1 set | In use |  |
| Screw driver flat | 2 | In use |  |
| Electric drill | 1 | In use on Curieuse Island |  |
| BOSS SURE serial: BSS2-24DSE |  |  |
| Tree lopper belt | 2 | 1 In use and 1 broken | The one in use is getting worn out. Need to purchase new one |
| Finishing Sander | 1 | In use on Curieuse Island |  |
| Makita serial: B03700 |  |  |
| Tool Box | 1 | In use (empty box) |  |
| Life Jacket | 2 | In use |  |
| Cable reel Red brooke10m | 1 | In use |  |
| Spirit level | 1 | In use |  |
| Players | 1 | Out of order |  |
| Half round file | 1 | In use |  |
| Half round bastard cut | 1 | In use |  |
| Wood preservative | 2 tin | In use |  |
| Solignum | 1 tin | In use |  |
| Langlow wood preservative | 2 tin | In use |  |
| Sickle | 1 | In use |  |
| Handle hedge bush shears | 2 | In use |  |
| “Paspartou” | 1 | In use |  |
| STIHL Ms381 | 1 Bar and chain |  | 2.6ft |
| 1’Exzos’ |  |
|  | 1 roll (share with New Combe unit and Fond Boffay) |  | To be purchased |
| Nylon | out of stock |
| Chainsaw Husqvarna 445 | 1 bar and Chain |  | 18’’ for National Park Unit |
|  |  |  |  |
| **Forestry** | | | |
| Machetes | 14 |  |  |
| Heavy duty gloves |  | Don’t have any | To be purchased (8 pairs) |
| Rubber gloves |  | Don’t have any | To be purchased (8 pairs) |
| Climber | 2 pairs |  | Size 8 and 11 |
| Tree felling rope | 50 meters 2’’ |  | Must not be slippery |
| Small rope | 50-100 meters |  | For tree lopper to lift chainsaw while his/her is on the tree |
| ‘Tir for’ + wires | 1 | The old one is damage | To be purchased |
| Brush cutter | 1 | The existing one keep having several issues | To be purchased |
| Compressor+ nozzle head | 1 |  | To be purchased |
| Edge trimmer | 1 |  | To be purchased |
| Trimmer | 1 |  | To be purchased |
| Primer | 5 |  | For chainsaw |
| Safety belt | 1 |  | Safety for tree lopper |
| Grinder disk | 2 |  | Grinder ICD CRAft 3cm -200 |
| Charger for re-chargeable battery for GPS | 1 | New |  |
|  |  |  |  |
| **Transport Bus S31742 & Pick-up S25176** | | | |
| Break pad | 1 set | New |  |
| Break fuel (Dot 3) |  |  |  |
| Mat for pick up | 1 pair |  | To be purchased |
| Mini portable vacuum | 1 | To purchase | For bus and pickup. To be purchased |
| Wheel for Bus | 4 | In stock | **195/70R15c** |
| oil filter for bus | 1 | In stock | For bus to do servicing |
| fuel filter for bus | 1 | In stock |
| Wiper blade for pickup size 450mm 18'' | 1 pair | Still waiting to be purchased | To be purchased |
| Delo gold ultra-Diesel Engine Oil | 4 gallons | In stock | 2 for bus and 2 for pick up |
| Sock front and back | 2 in each | Still waiting to be purchased | For pickup |
| Seat cover | 1 set | Seat is damaged | To be purchased |
|  |  |  |  |
| **National Park Unit** | | | |
| Rakes | 4 |  | To be purchased |
| Shovel | 4 |  | To be purchased |
| Spade | 4 |  | To be purchased |
| Brush cutter | 1 |  | To be purchased |
| Sharpening stone | 2 |  | To be purchased |
| GPS + chargeable battery + charger for battery | 1 | Needed for mapping of trails and CCDM data | To be purchased |
| Machete | 6 |  | To be purchased |
| Harmer (big) | 1 |  | (4 pounds) To be purchased |