ZIMBABWE
Giraffe Conservation Strategy and Action Plan

2025-2035

Zimbabwe Parks and Wildlife Management Authority

GCF
Giraffe Conservation Foundation

CMS

Funded by
the European Union

The Zimbabwe Parks and Wildlife Management Authority Board of Directors and the Director General have approved the implementation of the Zimbabwe Giraffe Conservation Strategy and Action Plan 2025-2035.

Signature: _____ Date: 03-06-2025

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DIRECTOR GENERAL - ZIMBABWE PARKS AND WILDLIFE MANAGEMENT AUTHORITY

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Signature: _____ Date: 27-08-2025

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Signature: _____ Date: 27-08-2025

Hon. Dr Evelyn Ndlovu (MP)

MINISTER OF ENVIRONMENT, CLIMATE, AND WILDLIFE

FOREWORD

Southern giraffe are one of Zimbabwe's most charismatic species and contribute towards socio-economic development and sustainable tourism of the country. The species is vulnerable and facing a number of threats in the country which include habitat loss and fragmentation, poaching, and climate change. There is need for innovative actions, collaborations and adaptive management actions to address the threats facing southern giraffe.

The Zimbabwe southern giraffe population is regarded as stable but needs close monitoring as there are some regions which are facing population declines. The purpose of the Zimbabwe Giraffe Conservation Strategy and Action Plan 2025-2035 is to guide the implementation of targeted conservation activites and actions taiolored towards management of southern giraffe. It highlights five key components with actionable strategies that are vital for the successful conservation of viable long-term giraffe populations in Zimbabwe.

In recent decades, giraffe reseach and activities have been conducted across different protected and conservation areas in the country. This Strategy and Action Plam synchronizes efforts across the country and transboundary, highlighting the need for increased monitoring and tracking conservation actions on the ground. The implementation of this guiding Strategy and Action Plan seeks to ensure the long-term conservation of the Zimbabwe's southern giraffe populations and prioritise financial and technical resources for their protection.

Professor Edson Gandiwa
DIRECTOR GENERAL

SUMMARY

This is the first National Giraffe Conservation Strategy and Action Plan that has been developed for giraffe in Zimbabwe. The Strategy and Action Plan follows a similar structure and logic as those developed for rhino, African savannah elephant, lion, leopard, cheetah and wild dog, and pangolin. The initial step involved convening a workshop that included key stakeholders in the conservation and management of giraffe in Zimbabwe. The two and a half day workshop was held in Harare from 14-16 August 2024, and involved a series of presentations on giraffe conservation, break out groups working on the main components of an initial draft log frame, and a final plenary session to achieve an agreed log frame. The proceedings of the workshop and its results have been incorporated into this Strategy and Action Plan.

The Strategy and Action Plan focuses on the following long-term goals and shorter-term targets, and include five key components, in keeping with other species plans for rhino, African savannah elephant, and lion.

Long-term Vision:
Giraffe conserved and managed sustainably for their aesthetic, cultural and ecological values and the socio-economic development of Zimbabwe.

Goal: *(Immediate objective or purpose):*
To secure, restore as many viable giraffe populations as possible in Zimbabwe, and enhancing their value for the benefit of people through sustainable tourism and use.

Targets:
1. *Ensure the persistence of key giraffe populations in state and private protected areas, including those of current marginal viability through appropriate meta-population management.*
2. *Optimise wildlife conservation-related net benefits of giraffe to local communities and landholders.*

In order to meet these goals, and to effectively contribute to national policy objectives, the following five components and strategic objectives have been adopted as the primary focus for action in achieving the immediate and long term conservation of giraffe in Zimbabwe:

1. Protection and law enforcement to ensure the effective protection of all giraffe populations in Zimbabwe.
2. Ecological monitoring and management of giraffe to achieve viable and diverse populations that are within upper and lower acceptable limits to change in numbers and distribution.
3. Implemention of social, economic and cultural strategies to enhance the contribution of giraffe to rural livelihoods, protected area management and national development.
4. Building conservation capacity and ensuring that sufficient and appropriately trained personnel, equipment, infrastructure and finances are mobilised, available and used efficiently and effectively to achieve giraffe conservation.
5. Ensuring coordination, collaboration and programme management with local, and international stakeholders to implement these strategic objectives.

These strategic components can readily be framed as objectives, and outputs with a set of n*ecessary and sufficient activities*, and key performance indicators that should be implemented to achieve the outputs and targets. These are framed here at a national strategic level from which more detailed annual plans that fit available resources and requirements at local or regional levels can be developed.

An overview of the Strategy and Action Plan is provided in the following Objectives Tree. The sets of key activities an performance indicators for each Output are provided in Section 4 of this document.

OBJECTIVES TREE

Long-term Vision: *Giraffe conserved and managed sustainably for their aesthetic, cultural and ecological values and the socio-economic development of Zimbabwe*

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1. *Ensure the persistence of key giraffe populations in state and private protected areas, including those of current marginal viability through appropriate meta-population management.*
2. *Optimise wildlife conservation-related net benefits of giraffe to local communities and landholders.*

Key Components	**1. Protection and law enforcement**	**2. Ecological monitoring and management**	**3. Socio-economic and cultural sustainability**	**4. Building conservation capacity**	**5. Coordination and program management**
Strategic Objectives	Objective 1. Ensuring effective protection of all southern giraffe populations and their habitats in Zimbabwe	Objective 2. Implementing effective ecological management to achieve viable southern giraffe populations that are within upper and lower acceptable limits (changes in demography and distribution)	Objective 3. Enhance opportunities for coexistence and the contribution of southern giraffe to livelihoods of local communities, protected and conserved areas, as well as national development	Objective 4. Ensuring that financial, infrastructure and effective and adequately trained human resources are available for conservation of southern giraffe	Objective 5. Ensuring effective coordination and collaboration with local, national, regional, and international stakeholders to implement the National Giraffe Conservation Strategy and Action Plan
Outputs	Output #1: Management, security, social, and law enforcement actions to minimise, illegal losses of southern giraffe and their habitats, implemented	Output #2: Adaptive, evidence-based management to maintain viability of all southern giraffe populations implemented	Output #3: Fair distribution of financial and other benefits from southern giraffe to facilitate coexistence implemented	Output #4: Trained, equipped, motivated and effective personnel are deployed and operational	Output #5: Coordination mechanisms to assess and review adaptive southern giraffe population management and strategic planning established and operating

CONTENTS

ACRONYMS AND ABBREVIATIONS

CAMPFIRE	Communal Areas Management Programme for Indigenous Resources
CITES	Convention on International Trade in Endangered Species of Fauna and Flora
CMS	Convention on the Conservation of Migratory Species of Wild Animals
CSP	Conservation Service Provider
IUCN	International Union for the Conservation of Nature
KAZA	Kavango Zambezi Transfrontier Conservation Area
KP	Key Performance Indicator
MEC	Ministry of Environment, Climate and Wildlife
NDF	Non Detriment Finding
NGO	Non-Governmental Organisation
NP	National Park
RDC	Rural District Council
SA	Safari Area
SADC	Southern African Development Community
SMART	Spatial Monitoring and Reporting Tool
SOAZ	Safari Operators Association of Zimbabwe
TFCA	Transfrontier Conservation Area
ZPHGA	Zimbabwe Professional Hunters and Guides Association
ZPWMA	Zimbabwe Parks and Wildlife Management Authority
ZRP	Zimbabwe Republic Police

Staff abbreviations *(used to indicate responsibilities in the Strategy and Action Plan)*

CET	Chief Ecologist Terrestrial
CLES	Community Liaison and Extension
DG	Director General
DoP	Director of Operations
DSS	Director Scientific Services
GWG	Giraffe Working Group
HRM	Human Resources Manager
ISM	Informer Systems Manager
NGC	National Giraffe Coordinator
PRM	Public Relations Manager
RM	Regional Manager
S/AM	Senior/Area Manager
ZIWC	Zimbabwe Institute of Wildlife Conservation

ACKNOWLEDGEMENTS

The support and guidance provided by ZPWMA, Giraffe Conservation Foundation, and funding by the European Union with support from the Secretariat of the Convention on the Conservation of Migratory Species of Wild Animals for the development of this conservation strategy and action plan is gratefully acknowledged, as is the contribution to its development by the participants in the consultative workshop on giraffe conservation and management held at Cresta Lodge in Harare on the 14-16 August 2024.

Photos – add credit when complete

1. INTRODUCTION AND BACKGROUND

Giraffoids, a superfamily of long necked ruminants with a shared ancestory to deer and bovids, emerged in the Miocene and Pliocene in Africa and Eurasia between about 20 to 3 million years ago. Based on the fossil record, some 12 genera and 25 species evolved. The only extant Giraffidae are now confined to Africa in the form of giraffe (*Giraffa* spp.) and the okapi (*Okapia johnstoni*). For most of the last 100 years giraffe were considered to be a single species (*Giraffa camelopardalis*) with up to ten subspecies (e.g., Lydekker in 1904, who also recognised the reticulated giraffe as a separate species, *G. reticulata*). Recent genomic studies, biogeography reviews and morphological assessments recognise four species of giraffe (e.g. Catalogue of Life, AMS Mammal Diversity, Fennessy *et al*. 2016; Coimbra *et al*. 2021, 2023; Kargopoulos *et al*. 2024) (Fig. 1):

1. Masai giraffe *G. tippelskirchi*, which includes G*. t. thornicrofti* (Luangwa giraffe) and *G. t. tippelskirchi* (Masai giraffe).
2. Northern giraffe *G. camelopardalis*, which includes three subspecies: *G. c. antiquorum* (Kordofan giraffe), *G. c. camelopardalis* (Nubian giraffe), and *G. c. peralta* (West African giraffe).
3. Reticulated giraffe, *G. reticulata*.
4. Southern giraffe *G. giraffa*, which includes two subspecies *G. g. angolensis* (Angolan giraffe) and *G. g. giraffa*, (South African giraffe).

The IUCN Red List assessment of the conservation status of giraffe as a single species uplisted it too Vulnerable to extinction, while two of nine subspecies (*G. c. reticulata* and *G. c camelopardalis*) were added as Endangered and Critically Endangered, respectively (Muller *et al*. 2018). An updated IUCN Red List review of the four species of giraffe is planned to be initiated in 2025.

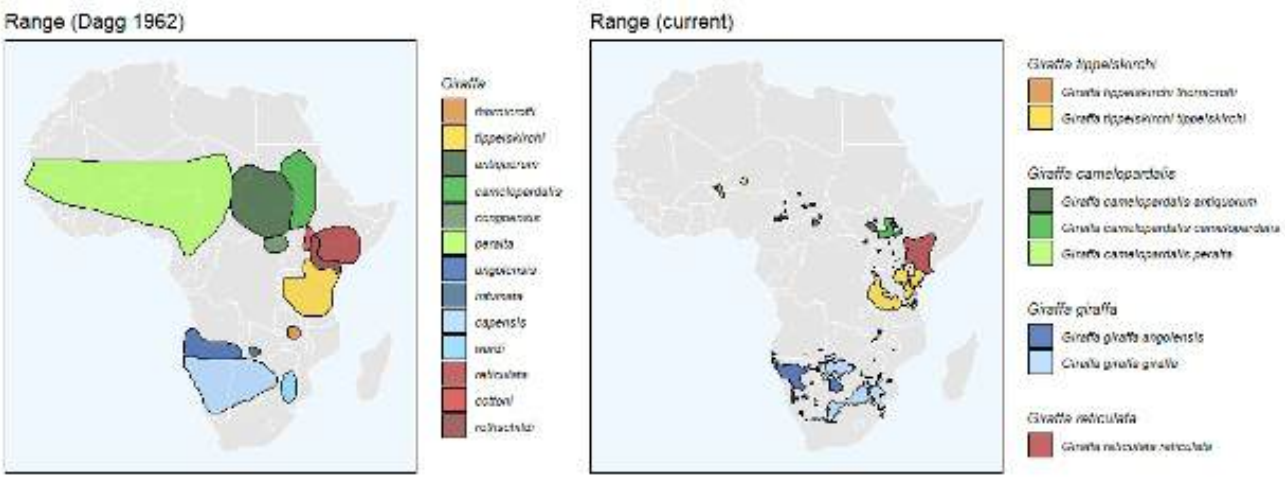


Figure 1. Historical (one species and nine subspecies) and current (four species and seven subspecies) distribution of giraffe across Africa. (Source: Dagg 1962, Giraffe Conservation Foundation 2024).

Giraffe are one of five megaherbivore species, i.e., herbivores with a body mass of 1,000 kg or more, that occur in Zimbabwe, namely, African savannah elephant (*Loxodonta africana*), black (*Diceros bicornis*) and white rhino (*Ceratotherium simum*), and hippopotamus (Hippopotamus amphibius). Large body size has a range of implications for the demography and ecology of these species in terms of their ecology and potential impacts on habitats (Owen-Smith 1988). An allometric analysis relationship between body size, generation length, and additional annual mortality in mammals reveals that even slight increases in annual mortality can result in rapid population declines and even extinction in mega-herbivores. (Brook and Bowman 2005). The 2016 IUCN Red List Assessment lists four major threats to giraffe (Muller *et al*. 2018):

(I) habitat loss (through deforestation, land use conversion, expansion of agricultural activities and human population growth)
(ii) civil unrest (ethnic violence, rebel militias, paramilitary and military operations)
(iii) illegal hunting (poaching)
(iv) ecological changes (mining activity, habitat conversion into agriculture, climate-indiced processes).

In Zimbabwe, some of these and other threats appear to be major influence on current numbers or trends of southern giraffe populations. For instance, high densities of African savanna elephant result in impacts on woodland cover, whilst lion (*Panthera leo*) predation in large, closed environments has resulted in large declines. During the National Workshop, various threats to giraffe conservation were discussed and the following aspects identified:

- Expanding giraffe range through translocations to new areas, including extra-limital areas, and through developing measures to support human-giraffe co-existence.
- Genetic management of small populations, although not urgent, should be examined with the development of a national tissue databank.
- Connectivity and corridors between existing populations within Zimbabwe and in transfrontier conservation areas considering giraffe listing on the Convention of Migratory Species Appendix II.
- Meat production potential in cases of over population.
- Non-detrimental assessment relating to trophy hunting and the export of trophies.
- Unknown, greater understanding of the causes required.
- Resources to support giraffe conservation in Zimbabwe.

1.1. Distribution, Numbers and Trends

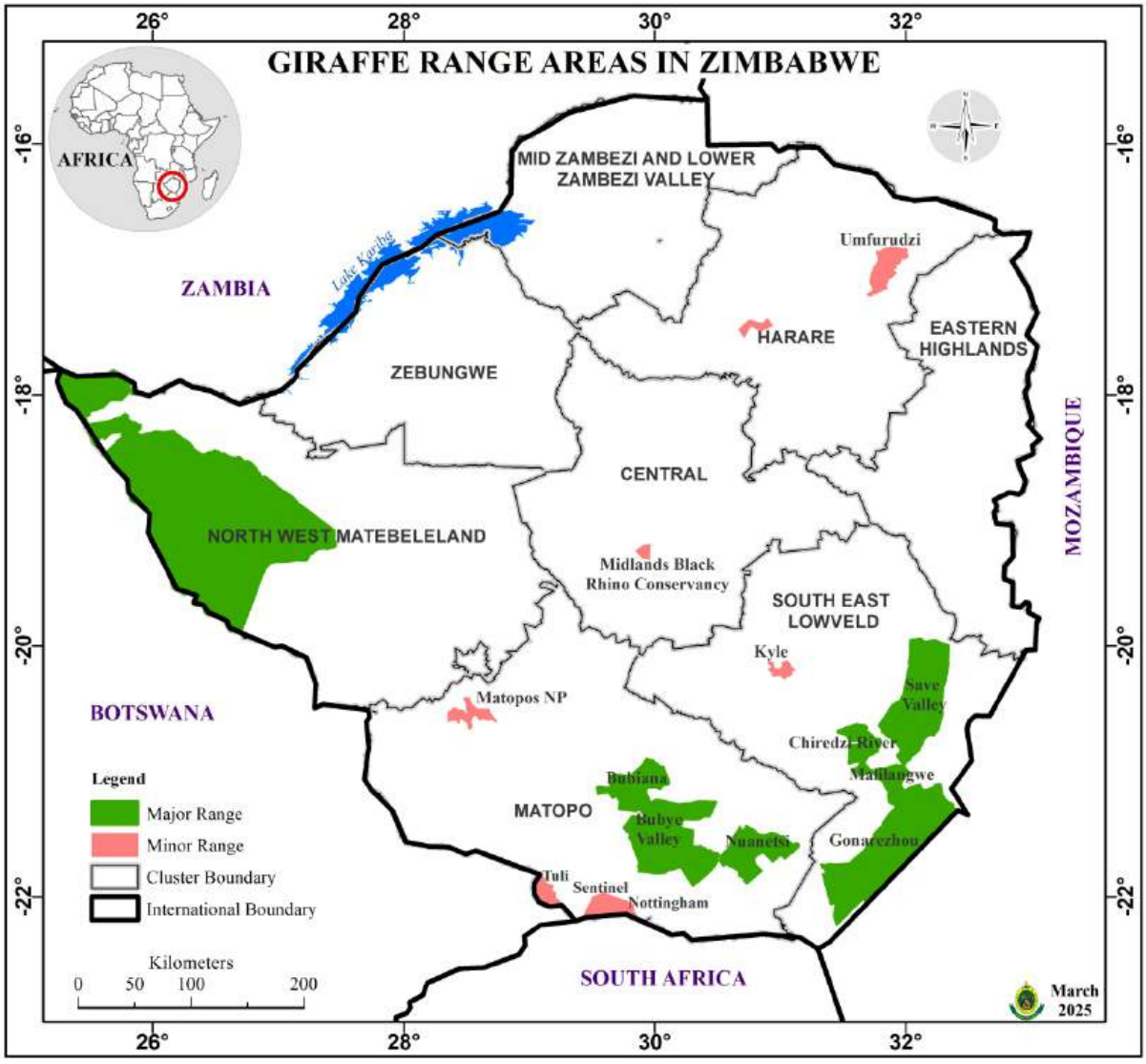


Figure 2. Map of major and minor southern giraffe distribution in Zimbabwe (Source: ZimParks 2024).

Histroically, the two major populations of southern giraffe in Zimbabwe occurred in the northwest and the southeast with small, introduced populations established in Matopos National Park (NP) and Lake Chivero Recreational Park in the early 1960s (Child and Savory 1964). Introductions to private game ranches and conservancies elsewhere in the country have followed and their current distribution is shown in Figure 2.

Giraffe population numbers and trends in northwest Matabeleland and Gonarezhou NP have been monitored since 1980 using aerial surveys (see Fig. 3, 4 and 5). In Gonarezhou NP, there has been a marked upward trend since 34 giraffe were introduced in 2013

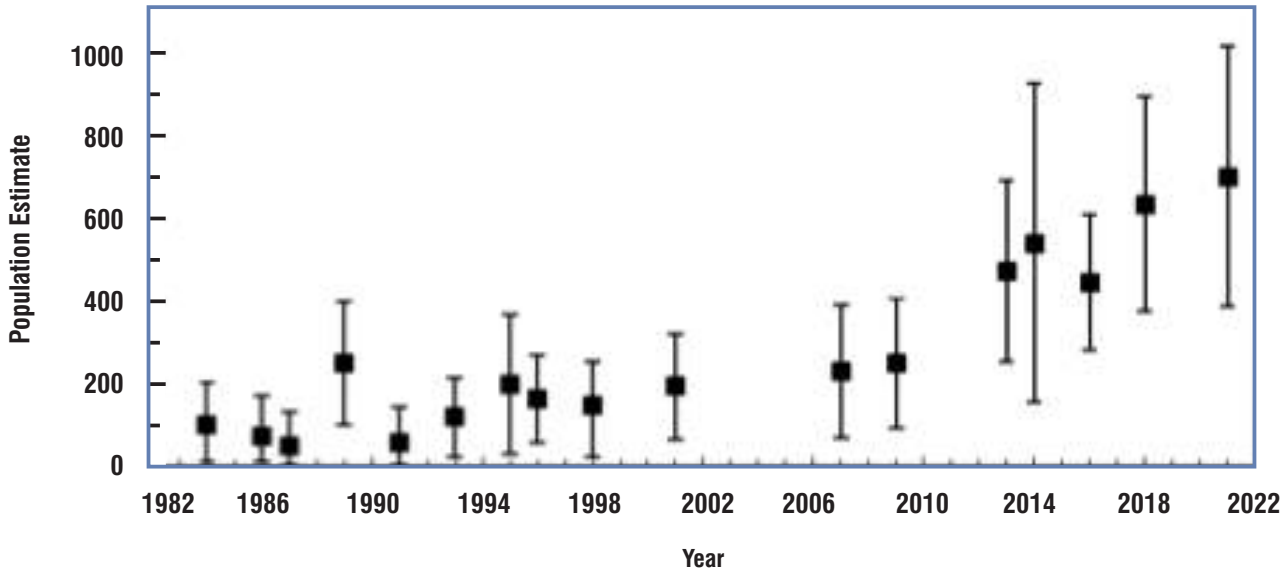


Figure 3. Aerial survey estimates of southern giraffe numbers in Gonarezhou National Park between 1984 and 2021 (Source: Dunham *et al*. 2022).[1]

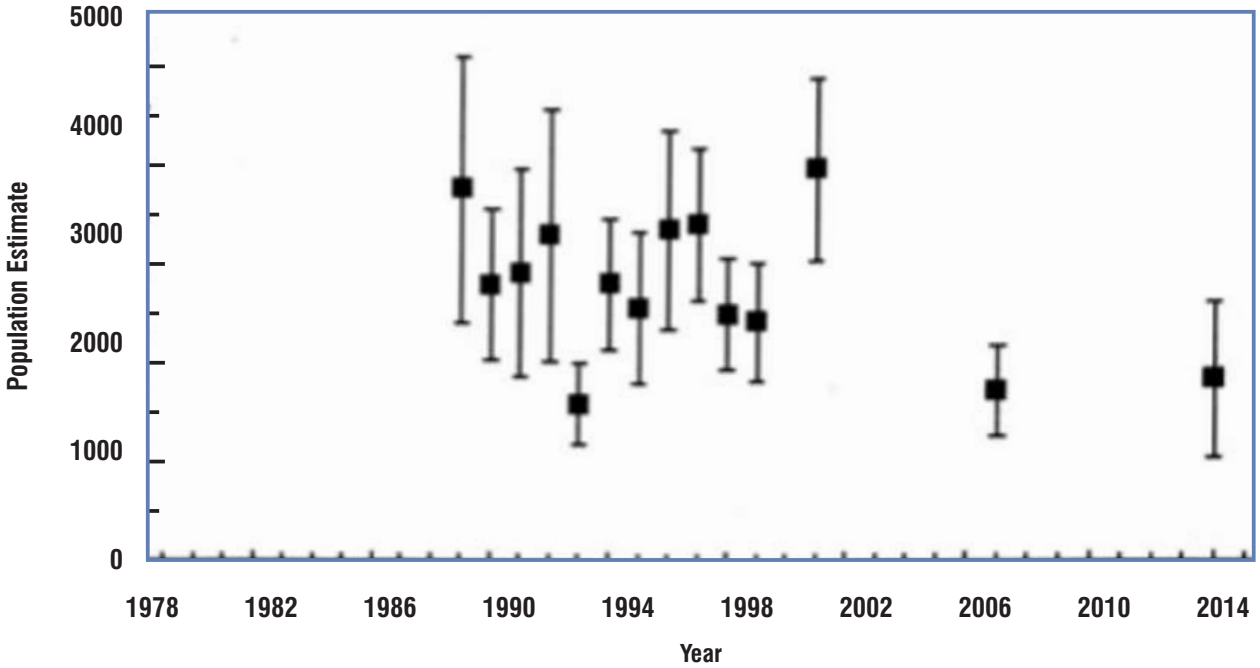


Figure 4. Aerial survey estimates of southern giraffe numbers in northwest Matabeleland between 1987 and 2014 (Source: Dunham *et al*. 2015).

[1] / Note that in Table 4. the authors report no significant change in numbers between 2013 and 2022. However there is a clear change between earlier estimates and those after 2013.

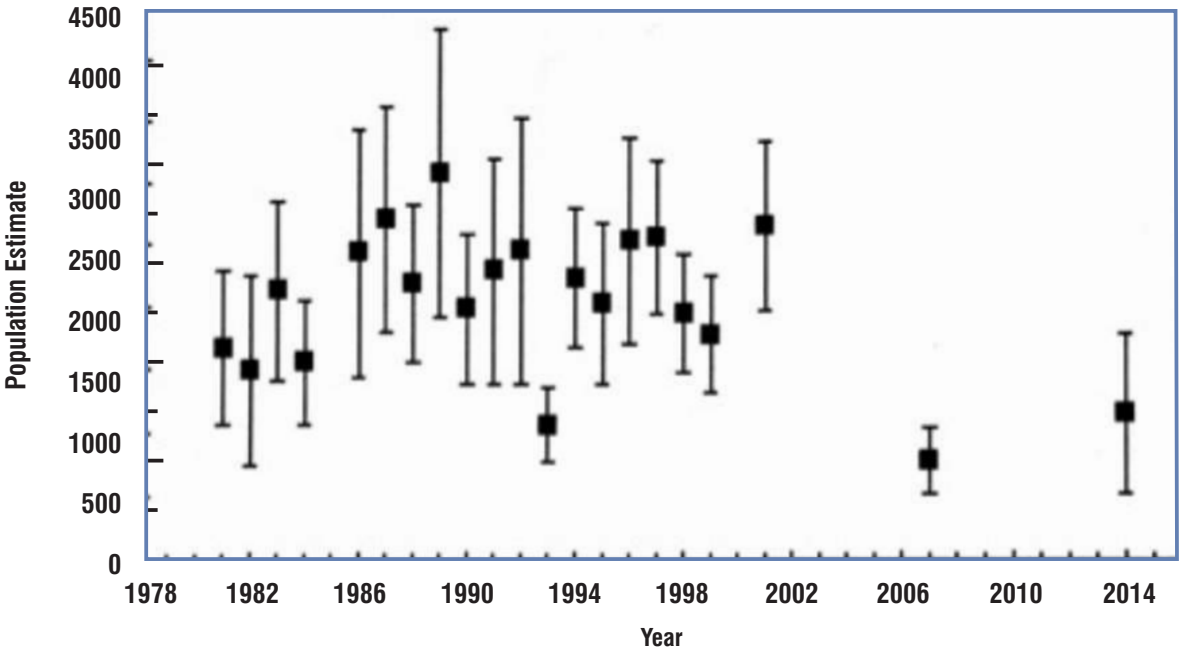


Figure 5. Aerial survey estimates of southern giraffe numbers in Hwange National Park between 1981 and 2014. (Source: Dunham *et al.* 2015). The KAZA TFCA wide aerial census extimated 1,154 in 2021.

Table 1. *Summary of major giraffe populations in Zimbabwe in number per 100 km².*[1]

Area	Size (km²)	No. Giraffe	Density / 100km²	Year	Trend
Nuanetsi Ranch	1,489	2,408	161.7	2024	Increasing
Northwest Matabeleland	22,000	1,501	6.8	2022	Stable
Hwange National Park	14,651	1,154	7.9	2021	Declining
Bubye Valley Conservancy	2,981	1,140	38.2	2024	Declining
Save Valley Conservancy	2,183	993	45.5	2024	Increasing
Gonarezhou National Park	5,120	560	10.9	2022	Srable
Malilangwe Wildlife Reserve	496	374	75.4	2024	Increasing
Cawston Ranch	128	275	214.8	2024	Increasing
Bishopstones Ranch	162	210	129.6	2024	Increasing
Shangani Ranch	482	178	36.9	2014	Increasing
Midlands Black Rhino Conservancy	607	110	18.1	2024	Increasing
TOTAL	**50,299**	**8,902**	**17.7**		**Decreasing**

[2] / This is the convention used in reporting large carnivore densities and is an easier number of giraffe to visualise, namely the number in a 10x10 km block of land, than a fraction of a giraffe in square km.

with an estimate of 712 (+/- 44.1%) in 2021. In northwest Matabeleland numbers were initially stable at about 2,500 to 3,000 individuals in the 1990s, declining to less that 2,000 in 2014 (Dunham et al. 2015).

The 2022 Kavango Zambezi Transfrontier Conservation Area (KAZA TFCA) aerial survey estimated 1,501 (+/- 493) giraffe, a relatively stable population between 2014 and 2022 (Dunham et al. 2015). Hwange NP aerial surveys indicated an initial upward trend between 1980 and 1990 from about 1,500 to 2,500 giraffe, followed by a stable period between 1990 and 2000, with a marked decline between 2002 and 2007 to less than 1,000 giraffe (Dunham et al. 2015). The estimates of 1,158 (+/-54.6%) in 2014 for Hwange NP and that of 1,501 for northwest Matabeleland in 2022 suggests a current stable population.
Bubye Valley Conservancy (BVC) was a major stronghold for southern giraffe in Zimbabwe, estimated at more than 6,000 in the 1990s. Following the introduction of lion and their marked growth in numbers, the population has since been reduced to an estimated 1,140 individuals (J. Hoffman pers. comm.). Similarly, lion predation in Hwange NP is playing a limiting factor on their numbers. As such, the National Workshop identified the need to develop a national policy on the management of expanding lion populations in securely fenced protected areas.

Currently, the total population estimate for southern giraffe in Zimbabwe is 9,085. These occur across 42 properties from small, private fenced areas to large open landscapes.

1.2. Cautionary Note on Southern Giraffe Population Estimates

The wide discrepancy between aerial survey estimates and road strip count estimates for the southern giraffe population in BVC, 715 and 3,310 respectively (workshop presentation by BVC), raises questions about the veracity of aerial survey estimates for giraffe. Aerial surveys in Zimbabwe since 1980 have been based on rear seat observer sample surveys. Giraffe estimates have been characterised by wide confidence intervals and low precision. In some areas total counts have been attempted. The recent thorough comparison of population estimates in Tsavo NP, Kenya from total counts, rear seat observer estimates, and oblique camera counts provided the following results for estimates of giraffe numbers. Total counts did not detect 57% of giraffe, rear seat observer did not detect 60% of giraffe, resulting in an increase in the estimate of the giraffe population by 41% using the estimates from oblique camera counts (Lamprey *et al*. 2020).

As such, the existing estimates of southern giraffe populations in Zimbabwe are potentially underestimates by as much as 50% if aerial surveys are used, and greater efforts on assessing and monitoring numbers is required.

Masai giraffe
Giraffa tippelskirchi

Northern giraffe
Giraffa camelopardalis

Reticulated giraffe
Giraffa reticulata

Southern giraffe
Giraffa giraffa

Figure 6. The four species of giraffe (Source: Giraffe Conservation Foundation 2024)

2. IMPLEMENTATION OF THE STRATEGIC PLAN

2.1. Institutions and Roles

i) Zimbabwe Parks and Wildlife Management Authority (ZPWMA)
The Zimbabwe Parks and Wildlife Management Authority (ZPWMA) through the Parks and Wildlife Act, Chapter 20:14, has a national mandate to manage wildlife in the country. Through this instrument it is appointed as the lead agency in the conservation and management of giraffe, i.e., protection, monitoring, research, and sustainable use. It is also responsible for establishing collaborative arrangements with other governmental and non-governmental organisations to conserve and manage giraffe in the country.

ii) Intra-governmental organisations
The ZPWMA works jointly with security organisations such as Zimbabwe Republic Police (ZRP), Zimbabwe Defence Forces, and the President's Office to protect giraffe through curbing illegal killing, and control trade in giraffe products. The ZPWMA works with these organisations through the Joint Operations Command as well as through direct bilateral arrangements with them and the Judiciary. The ZPWMA also works with Customs at ports of exit and entry to improve control of illegal movement of wildlife products across boundaries.

iii) Inter-governmental organisations
The ZPWMA works closely with sister organizations from neighbouring countries such as Botswana, Mozambique, South Africa and Zambia in wildlife protection, information sharing and large mammal monitoring through bilateral and regional arrangements under the Southern Africa Development Community (SADC). At international levels, ZPWMA is both the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) Management Authority and CITES Scientific Authority, and works with other countries through CITES and other inter-governmental agreements to control trade in giraffe and to protect giraffe. Zimbabwe has several Transfrontier Conservation Areas through which it also works to protect giraffe across its borders, including the Kavango-Zambezi (KAZA) Transfrontier Conservation Area (TFCA), the Great Limpopo TFCA and the Greater Mapungubwe TFCA. Currently, ZPWMA works with the Convention on the Conservation of Migratory Species of Wild Animals(CMS) and their initiatives to establish a task force to examine the illegal trade in wildlife and wildlife products.

iv) Non-governmental organizations
Both local and international non-governmental organizations (NGO) partner with ZPWMA in giraffe management. They mobilise resources for protection, research, and monitoring, and assist directly with giraffe monitoring and research programmes, information sharing, and advocacy.

v) Private sector
The corporate community participates in managing giraffe mainly through resource mobilization. Safari operators report poaching and assist in anti-poaching patrols. Through lease and trophy fees they provide revenue to ZPWMA. They help develop infrastructure, provide funds to communities and supplement diets with meat from hunted trophy animals. Zimbabwe subscribes to the principle of sustainable utilisation of wildlife resources including recreational hunting of giraffe whereby offtakes are adaptively managed, quotas are set through a participatory and science-based process, and offtakes are monitored.

vi) Local communities
Local communities are involved in various giraffe management in the Communal Areas Management Programme for Indigenous Resources (CAMPFIRE) areas, mostly through sharing information, advocacy, and wildlife protection. They report incidents of human-giraffe conflict, involved in monitoring and protection.

2.2. Funding and Resources

Adequate and sustainable funding and provision of other resources are important to effective conservation of giraffe. Resources are mobilized from within ZPWMA, by the private sector, and by intergovernmental, NGO, and Conservation Support Organisations. Partnerships between ZPWMA and other stakeholders are innovative measures to secure funding for large mammal conservation. There may be a need for the government to provide additional support to their conservation and management of the habitats on which they depend, particularly given the current levels of bushmeat and commercial poaching, and the continuing anti-hunting sentiment in North America and Europe.

2.3.. Coordination

I) ZPWMA
ZPWMA takes the lead in coordinating other institutions in giraffe and large mammal conservation activities in the country. It will convene and chair the proposed Giraffe Working Group (GWG) and their meetings. Similar meetings are scheduled for rhino, African savannah elephant, large carnivores, and pangolin, with discussions around the possibility of amalgamating some of these meetings will be explored.

ii) National Giraffe Coordinator
This Action Plan provides for the appointment of a National Giraffe Coordinator (NGC) within ZPWMA who will be responsible for coordinating giraffe conservation work in the country. The NGC will liaise with the International Conventions Office in ZPWMA on international matters affecting giraffe conservation and also liaise with the CAMPFIRE office for matters affecting the conservation of southern giraffe in CAMPFIRE districts. The draft Terms of Reference for the NGC are provided in Annex 8.2.

iii) Giraffe Working Group
As discussed in National Workshop on giraffe a recommendation was made for a GWG to be established to deal with specific issues relating to the conservation of giraffe in the country and to annually review progress in implementing the Strategy and Action Plan. The Working Group will document progress in implementation, suggest needed revisions to the Strategy and Action Plan, and make their report available to the Director General of ZPWMA and stakeholders.
The GWG should meet at least annually to review the implementation of the Strategy and Action Plan. The Working Group will strengthen links with various bodies at national and regional levels including within the TFCA framework. ZPWMA will convene and chair the GWG meetings. The draft Terms of Reference for the NGC and GWG are provided in Annex 8.1.

2.4. Monitoring and evaluation

Monitoring the implementation of this Strategy and Action Plan will use the Key Performance Indicators contained in Section 4 and reported on by the NGC on an annual basis. A major evaluation of progress will be assessed in year two to three, five, seven and a final one in 2035 Monitoring and evaluation should be done annually at each level.

2.5. Links with regional and continental initiatives

This Strategy and Action Plan recognizes the existence of the various KAZA TFCA Conservation Strategies (that includes northwest Matabeleland and the Sebungwe), including the KAZA TFCA Giraffe Conservation Strategy 2022-2026. Additionally, a range of initiatives are currently taking place at a continental level, including by the African Union, e.g., development of the Common Strategy on Combating Illegal Exploitation and Illegal Trade in Wild Fauna and Flora in Africa. At the SADC level initiatives involve developing a Plan of Action and implementing the SADC Protocol on Wildlife Conservation and Law Enforcement. This Strategy and Action Plan will be reviewed periodically in the light of developments that are taking place in the SADC Region, Africa and beyond.

2.6. Regional strategies within Zimbabwe

The devolution of management oversight to regional levels, with more detailed actions for implementation from the Strategy and Action Plan (see Section 4), will provide the basis for effective adaptive management at all levels.

2.7. Protecting giraffe for the future

Poaching, illegal wildlife trade, habitat loss and fragmentation, and lion predation are concerns for many giraffe populations across their range. Protecting habitats, managing predation, and minimising illegal mortality of southern giraffe are important components of this Strategy and Action Plan.

2.8. Human-giraffe conflict and co-existence

Direct human-giraffe conflict is not currently a major issue in Zimbabwe. They currently appear to avoid human and livestock dominated landscapes adjacent to protected areas in which they occur, and do not disperse into these areas. The potential opportunity to extend giraffe range beyond existing protected areas into adjacent rural areas needs to be explored and forms a component of this Strategy and Action Plan.

3. LOGIC AND STRUCTURE OF THE STRATEGY AND ACTION PLAN

The Strategic Framework is based on the Logical Framework structure and the development of clearly stated objectives, outputs and the necessary and sufficient activities (or actions) required to achieve the outputs within a specified time frame. The structure requires a set of key performance indicators that are intended, as far as possible, be SMART, i.e., Specific, Measurable, Achievable, Realistic and Time-bound, and fit the usual requirements of results based management. The five key components of the plan are:

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

Table 1. Structure of the Strategy and Action Plan

Long-term Vision	A long-term vision was developed and is applicable to the period of this Strategy and Action Plan
Targets	The five targets included in many other species plans are proposed.
Key Components	The five key components are the primary themes or headings of the Strategy and Action Plan under which the framework is organised.
Strategic Objectives	The strategic objectives reflect briefly, but more explicitly, the policy intention for the respective components.
Outputs (expected outcomes)	The outputs are statements that reflect the expected results that will be realised during the time frame of the Strategy and Action Plan. Outputs are therefore expressed in the past tense.
Key Activities (Actions)	Key activities represent the *necessary and sufficient* actions that need to be completed to achieve the Outputs. They are those that are vital to achieve the Outputs and are those on which the major emphasis should be placed. *National level Activities can be cast as Outputs at sub-regional level, with more detailed and relevant time specific activities, KPIs, and budgets, at that are appropriate to that regional or local area level.*
Key Performance Indicators (KPIs)	The Key Performance Indicators (KPIs) provide a basis on which to measure and monitor the success or otherwise of the Strategic Objectives, Outputs, and Activities.
Means of Verifying the KPIs	Clearly monitored and verified KPIs need to be established. Equally important is the need for monitoring protocols, where possible, to be standardised across local and regional levels so that national and sub-regional level KPIs and statistics can be compiled. This will then allow valid comparisons of performance across regions and local areas to be made.
Implementation	The ZPWMA will interact and collaborate with a wide range of agencies and stakeholders in the implementation of this Strategy and Action Plan.

The top-level strategic components of the Strategy and Action Plan encompassing the Long-term Vision, Targets, Key Components, Strategic Objectives and Outputs are summarised in Section 3. The top-level components are then followed by a set of tables in Section 3 and Section 4 that provide for the expected Outputs (or outcomes) of each the five strategic components. The Activities and KPIs within these tables are set at a national strategic level. **Activities** listed at the national level will, for the most part, form **Outputs** at the regional or local area level. These Outputs will, in turn, generate more detailed regional and local *specific activities* and actions with more specific KPIs and means of verification.

4. VISION, TARGETS AND KEY COMPONENTS

Long-term Vision: *Giraffe conserved and managed sustainably for their aesthetic, cultural and ecological values and the socio-economic development of Zimbabwe*

Goal: *(Immediate objective or purpose):*
To secure, restore as many viable giraffe populations as possible in Zimbabwe, and enhancing their value for the benefit of people through sustainable tourism and use.

Targets:

1. *Ensure the persistence of key giraffe populations in state and private protected areas, including those of current marginal viability through appropriate meta-population management.*
2. *Optimise wildlife conservation-related net benefits of giraffe to local communities and landholders.*

Key Components	1. Protection and law enforcement	2. Ecological monitoring and management	3. Socio-economic and cultural sustainability	4. Building conservation capacity	5. Coordination and program management
Strategic Objectives	Objective 1. Ensuring effective protection of all southern giraffe populations and their habitats in Zimbabwe	Objective 2. Implementing effective ecological management to achieve viable southern giraffe populations that are within upper and lower acceptable limits (changes in demography and distribution)	Objective 3. Enhance opportunities for coexistence and the contribution of southern giraffe to livelihoods of local communities, protected and conserved areas, as well as national development	Objective 4. Ensuring that financial, infrastructure and effective and adequately trained human resources are available for conservation of southern giraffe	Objective 5. Ensuring effective coordination and collaboration with local, national, regional, and international stakeholders to implement the National Giraffe Conservation Strategy and Action Plan
Outputs	Output #1: Management, security, social, and law enforcement actions to minimise, illegal losses of southern giraffe and their habitats, implemented	Output #2: Adaptive, evidence-based management to maintain viability of all southern giraffe populations implemented	Output #3: Fair distribution of financial and other benefits from southern giraffe to facilitate coexistence implemented	Output #4: Trained, equipped, motivated and effective personnel are deployed and operational	Output #5: Coordination mechanisms to assess and review adaptive southern giraffe population management and strategic planning established and operating

5. ACTION PLAN

5.1. Protection and Law Enforcement

Objective: Ensuring effective protection of all southern giraffe populations in Zimbabwe.

Output: Management, security, and law enforcement actions to minimise illegal losses of southern giraffe and their habitat, implemented.

KPI: Illegal killing of southern giraffe maintained at less than 5% in all populations and less than 5% of their habitat lost by 2029.

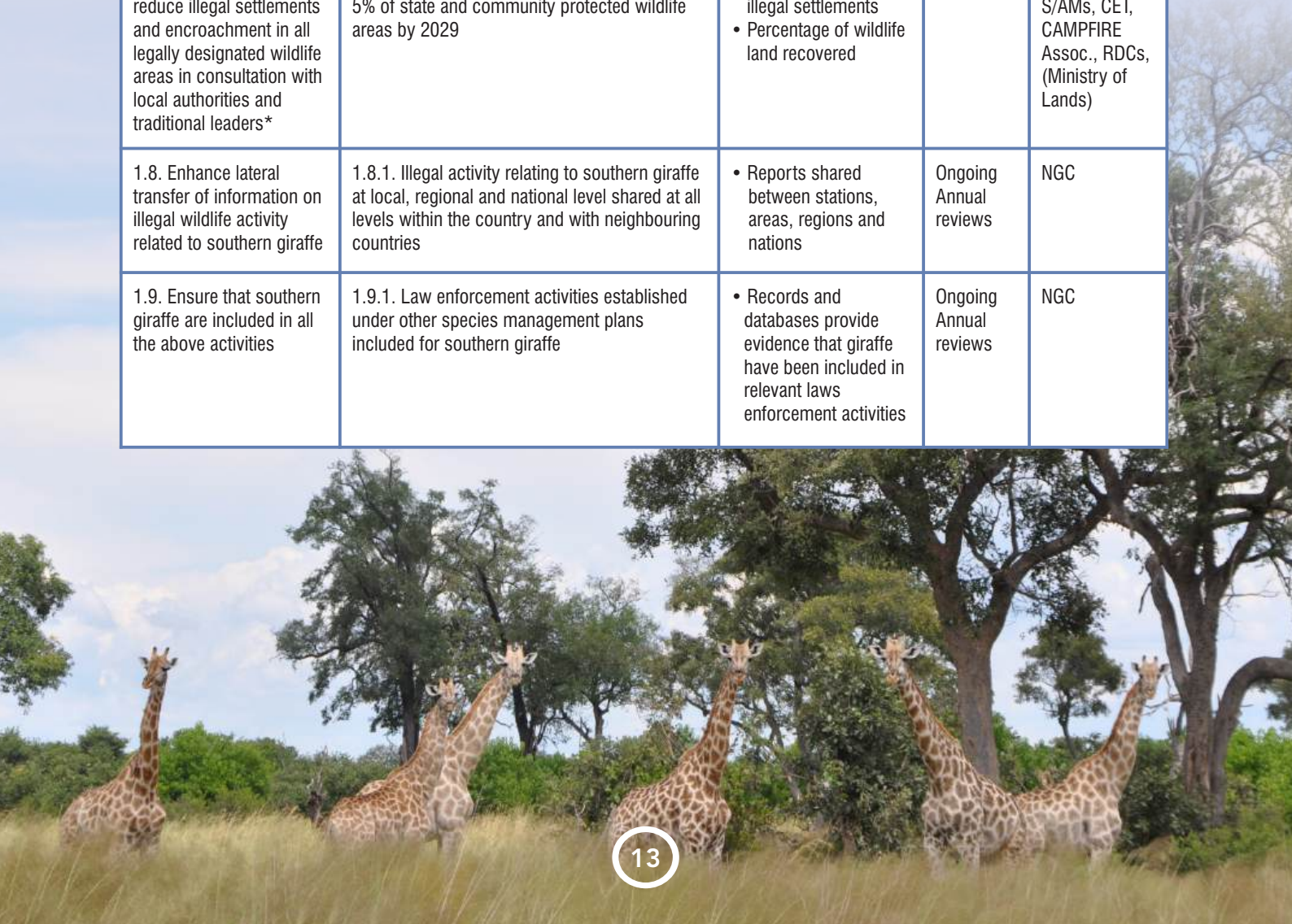
MV: National level monitoring data on illegal activities, including trophy hunting, successful convictions, carcass and poisoning records, status, and trends of all southern giraffe populations, verified data on extent of encroachment, if any, and area of available habitat.

NOTE: Several of the activities listed here are part of other species National Management Plans and would be included within the purview of the activities indicated by those Plans.

Strategic Objective 2: Raise awareness, understanding and support for giraffe conservation through active engagement with key decision-makers and environmental education to communities in proximity to restoration sites by 2028.

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
1.1. Ensure full compliance with hunting and guiding regulations and quotas set	1.1.1. All Safari Operators, Professional Hunters and Guides complying with hunting regulations and guidelines	• Records and reports of non-compliance and penalties enforced	Immediate and ongoing	ZPWMA
1.2. For each key population establish a highly trained rapid response anti-poaching unit for deployment to areas under threat*	1.2.1. Rapid response units in place and operating and response to illegal activities relating to southern giraffe is included in their standard operating procedures	• Reports from Rapid Response Units that included action relating to giraffe	Current and ongoing	ZPWMA
1.3. Appropriate informer systems established and supported at national, regional, and local levels* (giraffe included in SOPs)	1.3.1. An active informer system/network operating at local levels within each region by January 2026 1.3.2. National level informer system established targeting crime syndicates operating by January 2026	• Operational reports • Records of arrests and successful prosecutions resulting from informer reports • Records of payments for information	Immediate and ongoing	DG, ISM, RMs
1.4. Improve investigation and prosecution of crimes (collection and preservation of evidence, genetic material, ballistics evidence, professional prosecution of cases, information for legal profession)*	1.4.1. At least two law enforcement staff trained in scene of crime collection and preservation of evidence, ballistics evidence, etc. in each region 1.4.2. Percentage of investigations resulting in successful prosecutions from each region greater than in preceding year 1.4.3. Monthly liaison sessions on wildlife crime and law enforcement held with members of the judiciary	• Staff training records • Monthly reports • Court records • Minutes of meetings with judiciary (prosecutors and magistrates)	Immediate and ongoing	ISM, RMs, S/AMs

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
1.5. Set up local, regional, and national intelligence databases that maintain records of legal and illegal giraffe mortality, causes of death, poachers arrested, sentences, and patrol effort*	1.5.1. National, regional and local databases recording and analysing illegal activity (nature, time and locality of activity and profiles of those involved if known), e.g., using SMART 1.5.2. Analysis and reporting of annual giraffe trend data	• Inspection of operating SMART databases at local, regional and national levels	Immediate and ongoing	ISM, RMs, S/AMs
1.6. Enhance international and transboundary collaboration in law enforcement and enhance community involvement in law enforcement*	1.6.1. Incentive schemes that encourage the public and members of rural communities to contribute to law enforcement (e.g., through informer hotline) established in each region 1.6.2. Number of incidents of community contribution to law enforcement (e.g., whistle blowers) by December 2025 1.6.3. Number of hotlines established and assessment of their performance	• Record and analysis of operating incentive schemes and hotline reports • Record and analysis of performance of hotlines	Immediate and ongoing	Rms and S/AMs
1.7. Identify, quantify, and reduce illegal settlements and encroachment in all legally designated wildlife areas in consultation with local authorities and traditional leaders*	1.7.1. Illegal settlements reduced to less than 5% of state and community protected wildlife areas by 2029	• Records and maps of illegal settlements • Percentage of wildlife land recovered	Ongoing	DG, RM, S/AMs, CET, CAMPFIRE Assoc., RDCs, (Ministry of Lands)
1.8. Enhance lateral transfer of information on illegal wildlife activity related to southern giraffe	1.8.1. Illegal activity relating to southern giraffe at local, regional and national level shared at all levels within the country and with neighbouring countries	• Reports shared between stations, areas, regions and nations	Ongoing Annual reviews	NGC
1.9. Ensure that southern giraffe are included in all the above activities	1.9.1. Law enforcement activities established under other species management plans included for southern giraffe	• Records and databases provide evidence that giraffe have been included in relevant laws enforcement activities	Ongoing Annual reviews	NGC



An example of a National level **Activity** being used as an **Output** at the local or Regional level is provided below for Activity 3 from the table above. This provides the basis a national strategic activity to be defined more specifically to suit the local situation and in much greater detail at this level than is appropriate in the national Action Plan.

LAW ENFORCEMENT (at REGIONAL or LOCAL LEVEL)						
Output	**Activities**	**Key Performance Indicators**	**Means of Verification**	**Time Frame**	**Indicative Costs**	**Lead agency**
1.3. Appropriate informer systems established and supported at national, regional, and local levels* (giraffe included in SOPs)	• Recruit informers and contacts • Maintain hotline for whistle-blowers • Procurement of vehicles • Deploy strategically • Constant liaison with informers • Standardise rewards to informers	• Number of arrests and successful convictions based on information from intelligence system • Number of incursions reported on/reacted to by local communities • Number of reports per informer leading to arrests and convictions	• Validation of informer record • Records and reports of training sessions • Whistle-blower reports	Year 1 Ongoing	Immediate and ongoing	ISM, RMs, S/AMs

5.2. Ecological Monitoring and Management

Objective: Implementing effective biological and ecological management to achieve viable southern giraffe populations that are within upper and lower acceptable limits to change in numbers, structure, and distribution.

Output: Adaptive, evidence-based management to maintain viability of southern giraffe populations implemented.

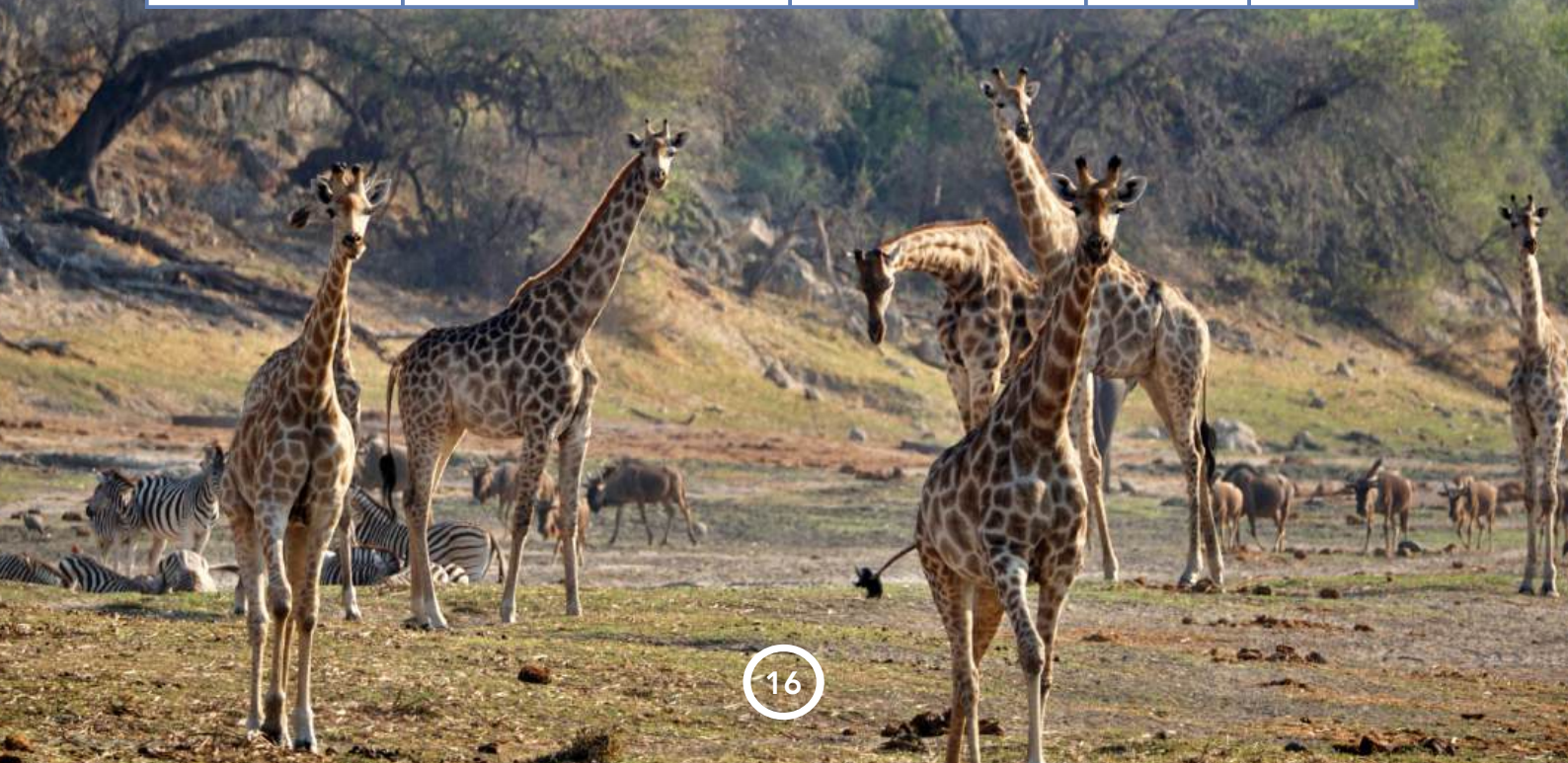
KPI: Southern giraffe populations are genetically and demographically viable, and within the preferred upper and lower limits in 2029.

MV: Monitoring plan records population trends including abundance, demographics and genetic structure and viability resulting from implementing an agreed national Strategy and Action Plan.

Key Activities/Actions	**Key Performance Indicators**	**Means of Verification**	**Time Frame**	**Responsibility**
2.1. Monitor demographic and mortality trends in all southern giraffe populations, as well as habitat change, using appropriate cost-effective methods and tools for the areas being surveyed (e.g., aerial and ground surveys, camera traps, individual based photographic database, satellite imagery, etc.)	2.1.1. National southern giraffe monitoring plan developed 2.1.2. Two areas monitoring plan implemented by October 2025 2.1.3. All areas monitoring plan implemented by March 2026	• Results and reports compiled • National giraffe monitoring program developed • Population numbers and demographic trends bi-annually shared • Associated research on drivers of change (e.g., elephant impacts, predation, disease, droughts, climate change, human encroachment)	Monitoring plan developed by March 2025 Two areas monitoring plan implemented by October 2025 All areas monitoring plan by March 2026	DG, DSS, LCWG, CET, NGC, RMs, S/AMs

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
2.2. Define current southern giraffe range and abundance, explore options for range expansion and recovery of southern giraffe, and potential to maintain connectivity between fragmented populations	2.2.1. Map current southern giraffe abundance and range using survey results and other information available 2.2.2. Every two years assess range expansion for each region based on available information 2.2.3. Use and effectiveness of corridors assessed from ground sightings and reports, movements of known and/or GPS satellite tagged animals	• Regular bi-annual estimates of giraffe abundance and range maps • Reports on giraffe locations in database from ground sightings, spoor transects, citizen science reports and photos, satellite collar records • Mapping of corridors and range expansions	New abundance and range estimate by December 2025 Bi-annual range and corridor assessments	DG, CET, NGC, RMs, S./AMs in conjunction with SOAZ, ZPHGA, CSPs, and CAMPFIRE Association
2.3. Establish a database on the historical distribution of giraffe, and translocations within the country	2.3.1. Database compiled	• Access to database	Database compiled by December 2025 Ongoing	NGC with land owners and occupiers associated with giraffe
2.4. Establish policy and guidelines for reintroduction of giraffe within the country	2.4.1. Policy and criteria for reintroduction of giraffe drafted and adopted	• Copy of policy and guidelines available	Developed by December 2025 Adopted by June 2026	DSS, CET, NGC
2.5. Establish a tissue databank of giraffe populations for genetic analysis in country	2.5.1. Database established	• Number of samples with location data recorded	Ongoing	ZPWMA
2.6 Develop an online Citizen Science program for giraffe	2.6.1. Platform and database for citizens to submit records of southern giraffe sightings and photos available online (GiraffeSpotter)	• Records of giraffe in Citizen Science database (GiraffeSpotter)	Ongoing	NGC, CSPs, CET
2.7. Use research findings, expert opinion, and informed public opinion to establish thresholds of potential concern (TPCs) to initiate management action relating to trends in giraffe populations and their habitats	2.7.1. Thresholds of potential concern (TPCs) established for at least four key areas / habitats and selected indicators of change monitored every two years	• Documented thresholds of potential concern (TPCs) by December 2025 Outputs of use in the selected areas by December 2026	Established by December 2025 Ongoing	NGC, CET and RMs, CSPs, and Conservancies
2.8. Implement appropriate management actions when southern giraffe populations (and habitats) are projected to move beyond TPCs	2.8.1. Management actions taken in relation to TPCs being approached (i.e. above or below threshold) (e.g., capture and translocation, changing hunting quotas, habitat management, predator management)	• Records of management actions considered, actions taken, and results reported	Ongoing	DG, DSS, CET, RM, S/AM, Conservancies , game ranches

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
2.9. Produce methods guidelines for assessing southern giraffe demography and habitats	2.9.1. Handbook drafted and used in all regions to monitor southern giraffe populations by June 2025	• Handbook drafted • Handbook shared • Reports submitted	Drafted by June 2025 Ongoing	DG, DSS, CET, NGC and CSPs
2.10. Community-based monitoring of southern giraffe in CAMPFIRE areas where they are being hunted	2.10.1. Monitoring of giraffe in communities including human-giraffe interactions, and using relevant information to manage potential human-giraffe co-existence	• Guidelines developed • Details of guidelines (methods) provided to communities, training provided, and community reports	Guidelines drafted by mid 2025, Training by December 2025 Ongoing	DG, DSS, CET, NGC and CSPs, RDCs
2.11. Monitor trophy quality (age, size, sex, skull measurements, body length, hunting effort) to establish trends and inform quota setting	2.11.1. Database and field recording protocols and forms established and operating 2.11.2. Annual analysis of trophies taken as % of quota, and trend in trophy quality and ages of trophies	• Consolidated annual records of trophies taken • Annual report of trophy quality by region for quota setting workshop	Protocols established by December 2025 Ongoing	DC, CET, NGC, RMs, SOAZ, ZPHGAZ, CAMPFIRE
2.12. Recognising the sensitivity of southern giraffe population dynamics to interventions (legal and illegal), and to predation and disease, use modelling to explore potential outcomes of alternative management strategies (e.g., Management Strategy Evaluation - MSE)	2.12.1. Model(s) created used to project alternative outcomes of southern giraffe management actions and policies 2.12.2. Potential use of MSE explored and implementation as appropriate	• Model(s) created • Management and associated modelling reports (as appropriate)	Ongoing	CET, NGC, Researchers and Stakeholders



5.3. Socio-economic and Cultural Sustainability

Objective: Enhance opportunities for coexistence and the contribution of southern giraffe to livelihoods of local communities, protected and conserved areas, as well as national development.

Output: Fair distribution of financial and other benefits from giraffe to facilitate coexistence with southern giraffe implemented.

KPI: 1) Annual assessment of southern giraffe derived benefits shows more equitable distribution between deserving stakeholders and a stable or increasing contribution to national development.

2) Distribution of southern giraffe in rural areas extend beyond protected area boundaries as co-existence measures take effect.

MV: Annual Reports on the distribution of revenues from consumptive and non-consumptive use of southern giraffe and annual records and analyses of extended southern giraffe distribution and human-giraffe coexistence.

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
3.1 Asses for existing opportunities to establish incentives to promote partnerships and joint venture opportunities to strengthen southern giraffe conservation, including across land use boundaries	3.1.1. Policy instruments that demonstrate and establish incentives to conserve southern giraffe 3.1.2. Improved levels and growing trends of private and community investment in southern giraffe conservation measures	• Documented policies and list of operating partnerships / joint ventures that promote southern giraffe conservation and management • Record of investments in giraffe conservation measures assembled by NGC	December 2025 Ongoing	DG, CA, RDCs, Private sector, CSPs and Ministry ECTHI
3.2. Identify southern giraffe-based tourism opportunities	3.2.1. Tourism opportunities identified	• Report on tourism opportunities	Ongoing	NGC
3.3. Identify and facilitate the implementation of land use strategies and planning that may promote co-existence with southern giraffe	3.3.1. Land use strategies that may be implemented to enable co-existence with southern giraffe in at least two rural areas developed 3.3.2. Record of extension work with RDCs and communities to implement co-existence strategies	• Land use and co-existence strategy reports • Record of extension work to facilitate land use change and co-existence with southern giraffe	Strategy reports by December 2025 Ongoing extension work	DSS, CET, NGC, CLES RDCs and Traditional Leaders
3.4. Strengthen CBNRM initiatives that facilitate the transparent distribution of the benefits and costs of southern giraffe management and conservation*	3.4.1. Policy instruments adopted that result in more transparent and equitable benefit distribution than benchmark assessed	• Benchmark data and annual record of extent and distribution of southern giraffe derived benefits (revenue, development projects, products received by beneficiaries) and costs of southern giraffe conservation	Bench mark assessment by December 2025 Policy by June 2026 Ongoing assessment	DG, CA, NGC, RDCs, Private sector (ZPHGA)

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
3.5. Review the cultural value and uses of giraffe and their products to develop appropriate measures and interventions to promote co-existence and minimise adverse impacts on giraffe conservation	3.5.1. Support for MSc studies 3.5.2. Student(s) registered 3.5.3. Studies completed and thesis submitted	• Records of support obtained • Appointment letters of students • Copies of completed thesis	Ongoing	DSS, CET and University Supervisor
3.6. Include information on giraffe and their conservation in school curricula and promote environmental education in communities adjacent to range	3.6.1. Number and quality of southern giraffe education tools developed and being delivered to schools 3.6.2. 25% of schools in or neighbouring southern giraffe areas receiving and using information	• Information packages developed • Reports of delivery and use of southern giraffe conservation information packages	By June 2027 and Ongoing	ZPWMA, CLES, NGOs, CSPs Ministry of Primary and Secondary Education
3.7. Develop and implement an effective awareness program for local regional and international audiences	3.7.1. Information strategy developed and launched	• Information strategy document	By June 2024 and ongoing	DG, DSS, PRM, NCC
3.8. Promote/publicise positive examples of best practice in giraffe conservation and management	3.8.1. Papers and guidelines published – popular and scientific	• Record of articles publicised	Ongoing	ZPWMA, CET, PRM, CSPs
3.9. Establish a national Giraffe Working Group	3.9.1. Technical GWG established and meetings held annually	• Minutes of GWG meetings	Established by 2025 Ongoing	NGC

5.4. Building Conservation Capacity

Objective: Ensuring that sufficient and appropriately trained personnel, equipment, infrastructure and financing are mobilised, available and used efficiently and effectively for conservation of giraffe.

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

KPI: Law enforcement, monitoring and research staff are trained equipped and deployed at levels that enable them to implement this Action Plan as specified.

MV: KPIs for Components 1, 2, 3, and 5 are being met each year, individual staff training records, equipment registers, vehicle and staff deployments for giraffe (and other species) conservation.

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
4.1. Map and analyse current capacity and identify needs and opportunities for synergies with other species strategic plans	4.1.1. Capacity assessment and needs report developed	• Capacity assessment report	June 2025	DG, DSS, RM, HRM, CSPs, NGC

Key Activities/Actions	Key Performance Indicators	Means of Verification	Time Frame	Responsibility
4.2. Secure sustained funding to support the implementation of southern giraffe conservation activities in the Strategy and Action Plan	4.2.1. Funds and allocated budget for southern giraffe conservation meets annual requirements for effective conservation as measured by KPIs for activities 3-8 below and those of Components 1, 2, and 3 4.2.2. More than 75% of revenue derived from southern giraffe channelled into southern giraffe conservation and management	• Record of funds available (USD) and investment by ZPWMA, Private sector, CSPs, and CAMPFIRE in southern giraffe conservation measures (compiled annually by NGC)	Ongoing	DG, DSS, NGC, NGOs, CSPs
4.3. Initiate and/or maintain continuity in research and monitoring necessary for the conservation and adaptive management of southern giraffe and their habitats	4.3.1. Number of research programs 4.3.2. Research-person days spent on monitoring / assessing southern giraffe populations in relation to TPCs 4.3.3. Research person days spent on monitoring southern giraffe population parameters in each population/region	• Research reports and papers on southern giraffe conservation and management from ZPWMA staff and external researchers	Ongoing	DSS, CET, NGC, CSPs, Area Ecologists
4.4. Strengthen, collaborate, and coordinate research and monitoring in all southern giraffe range areas	4.4.1. Number of researchers (internal and external), budgets, equipment, vehicles, and active research programmes increased by more than 25% by July 2025 and 50% by July 2026	• Staff register, budget allocations, Asset register, research permits issued, MOUs with collaborators, reports and published papers on southern giraffe conservation and management	Ongoing	DSS, CET, NCC, LCWG, CSPs
4.5. Establish best standards for southern giraffe management	4.5.1. Best standards for southern giraffe management in Zimbabwe, based on international standards, drafted and distributed to all practitioners	• Record of best practices complied with/not complied with	June 2025 Ongoing	DG, DSS, DoP, CET, NGC, HMS
4.6. Engage national, regional, and international expertise in partnerships to build capacity for southern giraffe conservation	4.6.1. Number of expert driven decisions made from partnerships and consultations 4.6.2. Number of collaborative and outsourced projects with external experts	• Reports and record of collaboration and partnerships with local and external experts	Ongoing	DSS, CET, NGC
4.7. Create standard reporting protocols that enable capture/ consolidation of data from field to national level	4.7.Implement SMART and/or equivalent effective data capture and management systems	• Operational database	Ongoing	ZPWMA all levels

6. NOTES ON MONITORING

Monitoring of a wide range of activities and actions should be a central component in implementing the Strategy and Action Plan. It will require careful thought as to precisely what should be monitored and in the design of the recording protocols and forms that will be used. Ideally, records should be in a form that can be aggregated from field to head office level to provide local, regional and national level statistics of progress in giraffe conservation and management. The following table, adapted from the Zimbabwe Rhino Policy and Management Framework 2011-2016, provides an example of the data to be compiled for each population to gauge progress in population status, performance and law enforcement.

SEE NOTES BELOW FORM	Name of person completing this data form					
	Date on which this data from was completed					
	Name of area covered					
	Size of area in km^2					
	YEAR	2020	2021	2022	2023	2024
	Date of population estimate					
	Giraffe population estimate (number) (as per National Monitoring Plan)					
	No. natural mortalities					
	No. killed illegally					
	No. killed on PAC					
	No. killed on trophy hunts					
	No. carcasses found that died in previous years					
	Total mortalities					
1	No. giraffe poaching incursions/attempts detected					
	No. incursions/poaching attempts intercepted					
	No. giraffe poachers arrested during the year					
	- How many were given bail					
	- How many were given jail sentences					
2	- Of these how many received mandatory sentences					
	No. poachers killed during the year					
	No. firearms recovered from poachers					
3	Total man-days spent on patrol					
4	Average number of staff available to patrol at any one time					
5	Total number of vehicle months available during the year					

	Total mortalities (continued)					
6	% of the area that has secure HF radio communications					
7	% of the year that that the VHF system was functional					
8	No. incursions reported on / reacted to by local community					
9	Hunting regulations infringements					

NOTES:

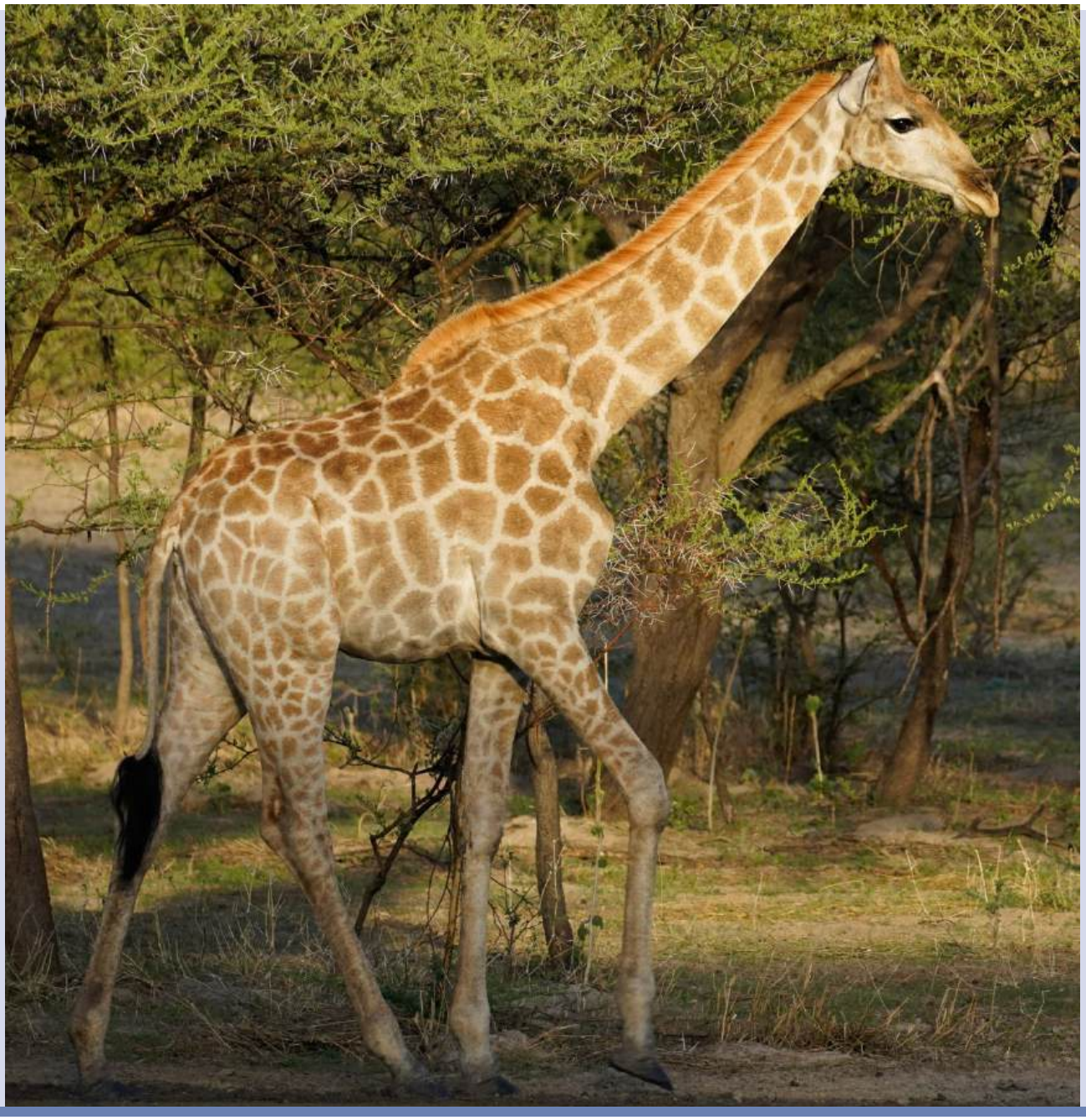
	Total mortalities (continued)
1	These are incursions into the area by poachers clearly intending to use firearms, poison, heavy snares, etc. to kill elephant/ rhino/lion/leopard/giraffe, or attempted incursions that were intercepted before they took place
2	Mandatory sentences for elephant/rhino/lion/leopard/giraffe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

NOTES: data for items 3-9 are those that would be required for an assessment of law enforcement across the parks and wildlife estate and are part of the monitoring and reporting required under the elephant/rhino/lion/ leopard and other species management plans.

7. CONCLUDING COMMENTS

This is an ambitious Strategy and Action Plan that mirrors many of the components that form part of other national species-specific conservation and management plans. All of these Action Plans involve overlapping activities, particularly in law enforcement, social, economic and cultural frameworks, and capacity building. Therefore, there is a need to find ways of bringing these efforts together in a coordinated manner that will work at all levels, local to national to regional, and across state protected areas and private and communal wildlife areas. This may entail appointing staff to specifically drive and coordinate the implementation of the suite of species-specific Action Plans at different levels.

Establishing and maintaining a GWG, or a broader megaherbivore Working Group, holds the promise of being able to draw on a wider range of scientific and technical expertise to assist ZPWMA in the implementation of this Strategy and Action Plan and it will be important to nurture the voluntary input that this entails.



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9. ANNEXES

9.1.. Terms of Reference for Giraffe Working Group

Function: The Giraffe Working Group (GWG) will annually review the National Giraffe Conservation and Strategy and Action Plan and progress in implementing the Strategy and Action Plan; to review budget and policy decisions by the National Giraffe Coordinator (NGC); to provide guidance to the Ministry of Environment, Climate, and Wildlife (MECW), and the Zimbabwe Parks and Wildlife Management Authority (ZPWMA) on matters relating to the conservation and management of southern giraffe in Zimbabwe.

Role of Individual GWG Members: The role of the individual members includes:

1. Understanding the strategic implications and outcomes of initiatives being pursued through the Strategy and Action Plan Outputs.
2. Appreciating the significance of the Strategy and Action Plan's implementation for major stakeholders and for the future of southern giraffe conservation.
3. Being committed to and actively involved in, implementing the most efficient and effective Strategy and Action Plan.
4. Being willing to suggest changes to the Strategy and Action Plan or any regional/local Plan to achieve efficiency and effectiveness.

Duties: The GWG primary responsibilities include:

- Agreeing and recommending on major technical decisions concerned with southern giraffe conservation and management.
- To meet and discuss priority southern giraffe conservation issues.
- To review southern giraffe trophy hunting and provide recommendations to improve the sustainability and ethical practice of trophy hunting.
- To make recommendations on captures and translocation and assist in the development of protocols to guide capture and translocation of southern giraffe.
- To identify areas for southern giraffe recovery and connectivity and make appropriate recommendations
- To assist with recommendations on areas of excess and depleted southern giraffe populations.
- To identify and help develop appropriate methods for problem animal/co-existence management.
- To assist in developing reports for international conventions and position statement with regard to southern giraffe conservation for the country.
- Developing recommendations on policy issues when appropriate.
- Overseeing the monitoring and implementation of the Strategy and Action Plan.
- Advising the ZPWMA and the NGC on sourcing of funds and application of grants to facilitate the implementation of the Strategy and Action Plan.
- Monitoring funding, expenditure and effectiveness.

Composition: Members of the Giraffe Working Group (GWG):

1. Director Scientific Services (Chair).
2. Chief Ecologist Terrestrial (CET)/NGC (Secretariat).
3. Representatives of ZPWMA, MECW, CAMPFIRE, Zimbabwe Republic Police (ZRP).
4. Giraffe researchers in Zimbabwe.
5. Private sector, Wildlife Industry, and NGOs/CSPs representatives.

Time Frame: The GWG will meet at least once a year, and can be called upon to meet (communicate online) more frequently as the need arises.

Minutes and Meeting Papers: The Coordinator(s) will record Minutes. Minutes will be circulated within one month of GWG meetings. The Coordinator(s) will keep a record of resolutions and action points up to date.

Recommended actions may be tabled without a meeting by a signed unanimous consent circulated, compiled, and maintained by the respective Coordinators.

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

9.2.. Terms of Reference for the National Giraffe Coordinator

Function: The National Giraffe Coordinator (NGC) will coordinate southern giraffe management in Zimbabwe; to work with stakeholders including the National and Regional Committees, the Zimbabwe Parks and Wildlife Management Authority (ZPWMA), communities, private landowners, safari operators, and researchers

Duties: The NGC's duties include:

1. Coordinating major technical decisions concerned with southern giraffe conservation and management.
2. Developing and implementing agreed southern giraffe policy.
3. Ensuring the successful implementation of all required actions.
4. Advising the Giraffe Working Group (GWG).
5. Liaising with stakeholders.
6. Collecting, collating and disseminating required reports under the Strategy and Action Plan.