Mount Kenya National Park – World Heritage Site

Assessment of management effectiveness using the Enhancing Our Heritage Toolkit

Implemented under the Africa Nature Program with support from IUCN, AWHF and UNESCO

compiled by staff and stakeholders based at

Mt. Kenya National Park, Mt. Kenya Forest Reserve and Mt. Kenya Trust

Under the Mentorship of

John Makombo

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INTRODUCTION

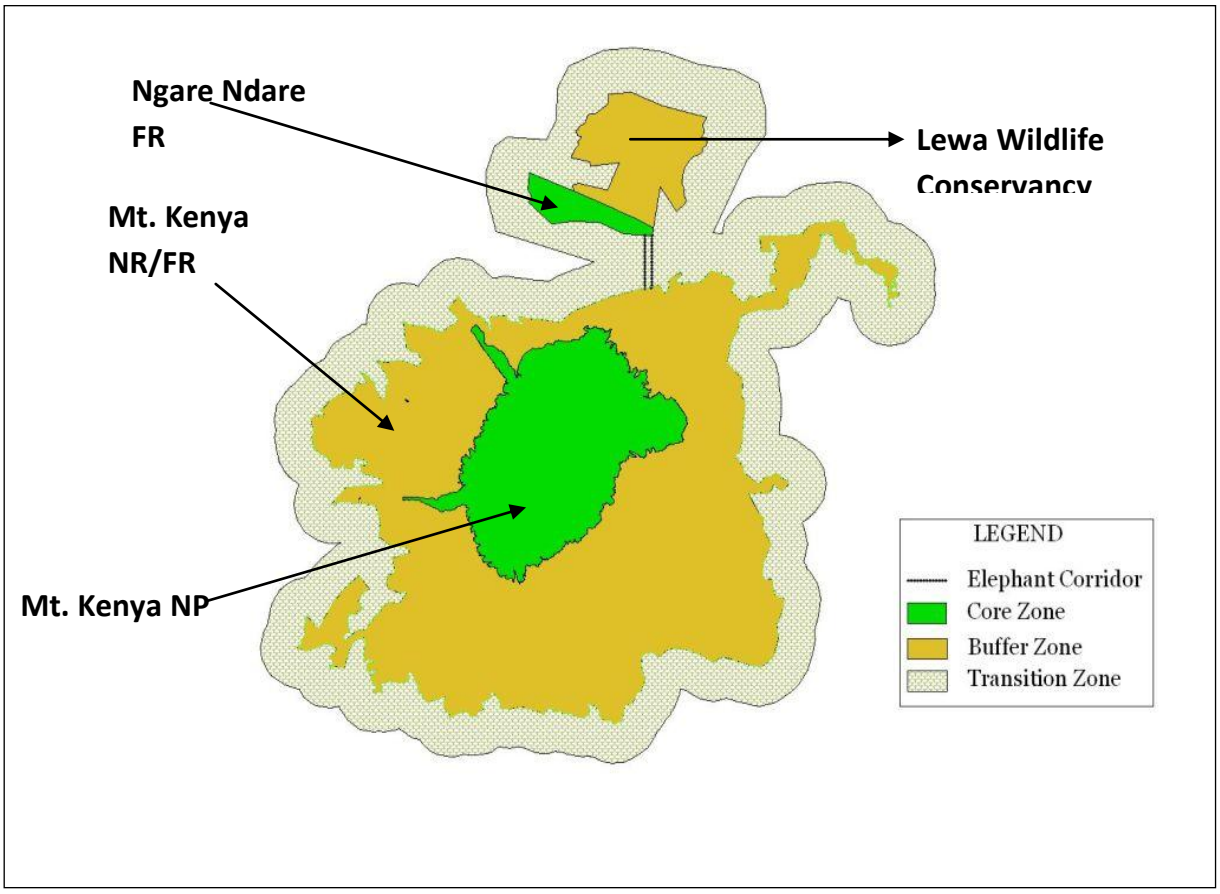
State Party: Republic of Kenya

Name of Property: Mt. Kenya National Park/ Natural Forest World Heritage Site

GEOGRAPHICAL DESCRIPTION OF THE SITE

Mt. Kenya National Park/ Natural Forest World Heritage Site (Mt. KE WHS) consists of Mt Kenya National Park, part of Mt Kenya Forest Reserve/ National reserve, and adjacent environs including Ngare Ndare Forest and the Lewa Wildlife Conservancy (see Figure 1). The Mount Kenya Forest Reserve was gazetted in 1932 and placed under the jurisdiction of the Forest Department (currently Kenya Forest Service) with the aim of forest conservation and development, which included establishing plantations in the place of harvested indigenous stands, regulating access to resources and sustaining a forest industry.

Figure 1: Mt. Kenya National Park/Natural Forest World Heritage Ste Map



In 1949, the areas above the tropical natural forest ecosystem above 3200m Above Sea Level were initially gazetted as Mt. Kenya Game Reserve (58,870ha). The Sirimon and Naro Moru extensions (12640 Ha) were later added in 1968, bringing the size of the National Park to 71,510 Ha. Later in 1978, the Mt. Kenya was designated a Biosphere Reserve under the UNESCO's Man and Biosphere programme. In December 1997, the National Park and most of the undisturbed natural forest were inscribed as a Natural World Heritage Site under UNESCO's World Heritage Site programme. In 2000, through a government notice, the entire Mt. Kenya Forest Reserve was gazetted as a National Reserve under the management of KWS but the earlier Forest Reserve status was not revoked. This implies that the Forest Reserve/National Reserve is legally managed jointly by KWS and KFS. Because of the ambiguity of the description of the lower extend of the WHS within the natural forest ecosystem, the lower boundary of the site is not clear to management.

Lewa Wildlife Conservancy

The area now referred to as Lewa Wildlife conservancy (LWC) was previously a 200 Km^2 privately owned cattle ranch known as Lewa Downs. In 1995, however the ranch was converted into a wildlife Conservancy for purposes of promoting wildlife conservation and placed under the management of a board of trustees. LWC is linked to Mt. Kenya Forest by a narrow 9 Km long corridor that crosses Ngare Ndare Forest and private land at a width of about 150 – 200m wide.

Ngare Ndare forest

Ngare Ndare Forest Reserve (NNFT) was originally gazetted in 1932 as Crown Forest, with an area of 10,290ha. Almost half of this area was excised in 1950 and currently the Forest covers 5554.3 hectares. This predominantly dry, cedar forest receives an annual rainfall of around 450mm, presenting a striking contrast to the densely populated land in the south and the dry savannah plateau toward North of the forest.

Both Lewa Wildlife Conservancy and Ngare Ndare Forest were inscribed as extensions to the Mt. KE WHS in 2013.

Worksheet 1a: **Identifying major site values and objectives**			
Value subheadings	**Major site values**	**Is this a World Heritage value? (list World Heritage criteria numbers)**	**Information sources used for determining the values**
Values can be broken down into subgroups as suggested below. Some assessments can be carried out using these groupings	*List major values here. There are many specific values present in world Heritage sites. It is not possible to manage each value separately. Instead, group these into a few **major values** that can help focus management efforts (see examples in the guidance notes)*	*Note here if a particular value is also officially recognized in the World Heritage nomination document and identifies the relevant World Heritage criterion. There are 10 criteria in the World Heritage Operational Guidelines used as a basis for World Heritage listing. World Heritage properties will be listed on the basis of one or more of these criteria*	*List all information sources such as the park gazettal notice, world Heritage nomination document, park management plan, research reports etc used in identifying major values*
1. Biodiversity values	**Mammal life** Black Rhinoceros, White Rhinoceros , African Elephant, Grevy Zebra, Mountain Bongo, Giant Forest Hog, Black-fronted duiker	**No** Could be inscribed under Criterion X	Mt Kenya Ecosystem Management Plan, 2010-2020, Statement of outstanding universal value (SoOUV)
	Bird life Abbott's starling, Ayres' hawk eagle, Crowned hawk eagle, Hartlaub's turaco, Jackson's francolin, Scaly francolin, Silvery cheeked-hornbill, Bronze-naped pigeon Rufous-breasted hawk.	**No** Could be inscribed under Criterion X	Mt Kenya Ecosystem Management Plan, 2010-2020 Bird census , SoOUV, Site management

	Reptile life Mount Kenya Frog, Mt. Kenya bush viper**,**	**No** Could be considered under Criteria X	MKE Management plan, site management
	Plant life Camphor, Mugumo Cedar, Wild Olive, Meru Oak, Podo, East African Rosewood, Croton,	**No** Could be considered under Criteria X	Aerial survey of the destruction of Mt. Kenya, Imenti and Ngare Ndare Forest Reserves (1999), Site management, MKE Management plan
2. Other natural values	Water Catchment, Carbon sequestration, Soil conservation, vegetation stratification and successions	**Yes** Criterion iX	Site management, MKE Mgt Plan, SoOUV
	Aesthetic value	**Yes** Criterion VII	Statement of Outstanding universal value, Integrated Management Plan, nomination document, site management
3. Cultural values	Historical importance Religious importance	No, mentioned in the nomination document but does not apply to the nomination criteria for which Mt. Kenya was inscribed	Statement of Outstanding Universal Value, site management, nomination document, Integrated management plan
4. Economic values	Tourism income generation	No	MKE Mgt plan, site management, mgt reports
5. Educational values	Research and study tours	No	Site management, research reports
6. Other social values			
Analysis and conclusions	A greater part of the site values were captured under the nomination document and the Mt. Kenya Ecosystem Management plan. They are clearly documentated for management protection. The key natural site values were adequately documented and recognized at the time of site nomination but do not fit in the two criteria (VII and IX) that Mt. Kenya was inscribed in.		
Comparison with previous assessments	N/A, this the first assessment of the WHS		

Gaps and challenges	The values based on criterion X leave a lot to be admired and the nomination criteria could be reviewed to incorporate the key mammal species.
Opportunities, recommendations and follow-up actions	There is need to consider criterion X as one of the nomination criteria to recognize Mt. Kenya as a key biodiversity spot and home to the endangered/ threatened species like the Elephant and the Eastern Black Rhinos. Collaboration with all the stakeholders working in and around the property. Corridors for connectivity with other conservation areas. There is need to maintain the buffer zones to deter encroachment of the property. The new wildlife Act 2013 provides stiffer penalties and lays the structures for wildlife governance and conservation. The border to be stretched to include the natural forest to enhance the value of the property. Instituting a coordination committee that will oversee the management of the property.

Worksheet 1b: **Documenting management objectives and their relationship to site values**			
	Principal objectives	**Major values linked to principal objectives**	**Information sources used for determining the values**
	List Principal Management Objectives (from park management plan or other source documents) grouped according to the major values they relate to.	*Identify major values related to this objective (there may be more than one value related to a principal management objective)*	*Give the source of the particular objective (e.g. management plan, work plan, etc.)*
Biodiversity values	To conserve and restore threatened mammal species	Species of special concern e.g elephants, giant forest hog, black fronted duiker, leopard ,bongo	Mt. Kenya Ecosystem Management Plan 2010 – 2020, Statement of Outstanding Universal Values and the nomination document
	To reduce and monitor threats to Mt. Kenya habitats	Afro alpine habitats, wetlands, glaciers, gallery forest, montane forest, bamboo zone	Mt. Kenya Ecosystem Management Plan 2010
	To manage and monitor wild fires effectively	Scenic value, habitat and species loss(bamboo, hagenia,)	Mt. Kenya Ecosystem Management Plan 2010 , Fire Suppression and Management plan
	To improve research and monitoring in the MKE	Quality scientific data and information	Mt. Kenya Ecosystem Management Plan 2010 , Research reports
Other natural values	To conserve the Geological and relief features of MKE	Glaciers, tarns, geomorphologic features, wilderness quality	Mt. Kenya Ecosystem Management Plan 2010, Scientific papers
	To conserve and protect MKE as a major water shed	Rivers and falls, lakes and tarns, springs	MKE management plan

Cultural values			
Economic values	To conserve the ecosystem for tourism	Scenic beauty, snow capped peaks, wilderness quality	Mt. Kenya Ecosystem Management Plan 2010, Scientific papers,tourism reports
	To conserve the ecosystem for agriculture, timber production	water	Mt. Kenya Ecosystem Management Plan 2010, Scientific papers, WARMA reports, NIB reports
	To conserve MKE for hydro-power generation	water	Mt. Kenya Ecosystem Management Plan 2010, Scientific papers, WARMA reports, Kengen reports
Educational values	To create awareness and sensitisation in MKE	Better understanding of ecosystem and economic values, enhance relationship between site management and the surrounding communities.	WCK education reports, community wildlife education reports,
Other social values	To reduce human wildlife conflict	harmonious coexistence	Occurrence book, HWC ledger book, monthly/quarterly reports, MKE management plan
Analysis and conclusions	The Objectives are specific to the site values,		
Comparison with previous assessments	This is the first assessment		
Gaps and challenges	Most of the site values are captured under the various management objectives		
Opportunities, recommendations and follow-up actions	Need to formulate an independent objective for cultural issues which are key to the communities to allow for particular attention to issues cultural importance.		

Tool 2: Identifying threats								
List Threats	**List values threatened**	**Current or Potential Threat?**	**Identify major causes of threat**	**Impact of threat**		**Management response**		**Data source**
				Extent	**Severity**	**Action**	**Urgency of action**	
List all important threats	List any of the values of the site affected by the particular threat	Distinguish between current threats already taking place and potential threats that are known but have not yet impacted	List activities which are causing or contributing to the threat. Each threat has at least one, and may have several, causes.	Describe the extent of the impact, e.g. area, habitat type, cultural value (rate as low – 10%; medium – 11 to 25%; high – 26 to 75% or very high – 76 to 100%)	Describe how severe the impact of the threat is on the value (rate as low; medium; high or very high)	Describe what actions are planned or have taken place to manage the threat	Estimate and/or rate as low; medium, high or very high the urgency of action needed	Record whether the assessment has been made through expert workshop or from using the results of monitoring or research etc.
Forest/ habitat degradation	**Biodiversity** Breeding, and survival of the key species of the forest, birds	Current Potential	Climate variability (too much or too little rain), wild fires, illegal logging, charcoal production, invasive, Population pressure	Medium	Medium	Fire fighting & mgt, train staff & communities in fire fighting, research, patrols against illegal activities, community & visitor sensitization	Very urgent	Site management, MKE Mgt Plan, Fire management plan, stakeholders
Degradation of Aesthetic landscape	**Other Natural values** Landscape value	Current	Climate change, fires	Medium	Severe	Fire fighting & mgt, train staff & communities in fire fighting, research	Very urgent	Site management, MKE Mgt Plan, Fire management plan, stakeholders
		Potential	Invasive species	low	low	Management of invasive	Medium	Site management, MKE Mgt Plan, stakeholders
Climate Change and global warming	Glaciers, water catchment abilities, aesthetic values – beauty, ecological processes, general	current	Impact of human activities internationally (e.g. University of Nairobi Institute of Nuclear science)	Medium	Severe	Research, enhance carbon sinks (tree planting)	Very urgent	Site management, research reports

	susceptibility to adverse impacts	Potential (higher forest line	As above	low	low	Research	urgent	Site management
Inadequate connectivity/ lack of dispersal	Biodiversity animal species – isolation of site leading to a gene pool. A single 150 – 200m corridor exists between Mt. Kenya and Lewa	Current	Community settlements and developments around the MKE leading to Habitat fragmentation	Very high	high	Protect the available corridors, maintain the available buffer zoning from forest reserve, explore options for creation of more corridors	urgent	Reports, site management, maps, MKE Mgt Plan,
Loss of water catchment	**Natural Value** Water quality and Quantity	Current	Fire outbreaks, climate change, illegal logging	Low	Low	Fire management	Very urgent	Site Management, reports, MKE Mgt Plan, Sub-catchment management plans
Wild fires	Aesthetics (landscape beauty), water catchment ability, habitat degradation, ecological processes, habitat composition	Current	Anthropogenic activities	High	High	Fire suppression, Continued implementation of the fire management plan, training of community in fire responses, install early warning system,	Very urgent	Reports and correspondences, site management, MKE Mgt Plan, fire mgt plan
Poaching	**Biodiversity value** Elephant, rhinos, bongos, buffaloes, zebra	Current	Communities	High	Medium	Intensify patrols and intelligence, community engagement, enforcement of the new wildlife act,	Very urgent	Site management, reports and MKE Mgt Plan, work plans

Negative community attitudes	**Biodiversity and habitat degradation** Forest degradation, wildlife retaliation/ malice	Current	Human-wildlife conflicts like crop raiding, deaths and injuries, loss of property and predation of domestic animals, inadequate tangible benefits, exclusion from decision making, lack of ownership of site	Medium	Low	Community involvement, conflict resolution mechanisms, benefit enhancement, awareness, fencing of the site	Urgent	Site reports, minutes, Integrated MP, community enterprise strategy, community guidelines on compensation
Population pressure	**Biodiversity, aesthetic, ecological,**	Potential	Encroachment, NTPs, illegal logging, illegal grazing, demand for land/ food	high	High	Land use planning and implementation, tourism benefit enhancement, fencing	Very urgent	Reports, Site management
Comments/explanation	Generally the main Mt. Kenya WHS area is buffered by the forest reserve and receives mild external pressure from the threats except for the wild fires that originate from honey harvesting, charcoal production, non-residential forest cultivation, and to a lesser extent tourism activities							
Analysis and conclusions	The critical sources of the threats for the site are from poaching and wild fires. Climate change should be of great concern to site management.							
Comparison with last assessment	N/A							
Gaps and challenges	Gaps on impacts of fires on biodiversity and catchment, impacts of climate change							
Opportunities, recommendations and follow-up actions	Land use plans required around the world heritage site by the County and Local governments. Enforcement of the act to minimize impacts from threats. Research into the impacts of fires on biodiversity and catchment values plus continued research in impacts of climate change.							

			Worksheet 3: Engagement of Stakeholders in Site Management									
Understanding Stakeholders	**Identify major stakeholders with an interest/connection with the site**	**Issues to assess**	**Local communities around the park, Mt. Kenya guides and Porters Associations, Community Forest Ass**	**Lodges, Hotels & tour operators, tourist and transporters**	**NGOs (e.g, AWF, IFAW, Mt. Kenya Trust, Laikipia Wildlife Forum, Rhino Ark, Space for Giants)**	**Environmental/ Conservation institutions of Govt (KWS, Park & and WRMA, NEMA, KFS)**	**Research and higher education institutions (Nairobi and Karatina Universities and other Local and International Universities, CETRAD*, Mpala Research centre**	**Conservancies**	**Business sector/ Urban authorities / County Govt**	**Large scale Land owners/ Ranchers, horticultural farms**	**Intl Organizations (IUCN,UNESCO-WHC, IFAD, UNDP**	**Comments/explanation**
	List the main issues affecting either the stakeholder group or the site	*Main issues associated with this stakeholder*	Resource off take (NTPs), land, livelihood from tourism, guiding and porter work (services)	Use site to sell their businesses, contribute to site management through marketing and conservation fees	Provide funding to specific site management programs, play advocacy role	Policy provision and guidance, site management, resource provision, implementation of management programs, law enforcement,	Provide scientific data for management purposes	Provide dispersal areas for wildlife, advocacy role, partners in conservation	Developments, use the site tourists for their business developments	Provide corridors and dispersal areas for wildlife, use water from the site for irrigation, chemical use for crop production affects water quality in Lewa	Monitor maintenance of sites, provide support, advocacy	There is a variety of interests for the different stakeholders. Most of the stakeholders contribute positively

	How, and to what extent are stakeholder groups dependent on the site value(s) for economic or other benefits?	*Dependency of stakeholders on site*	Poaching and Grazing, bee keeping, benefit sharing, water sources for both domestic and livestock **High**	Tourists use sites for relaxations and tourism, lodges use site for business, **High extent**	Use sites to secure funding for their existence **Medium**	Protect the site resources and revenue generation for Govt institutions **High**	Use sites as education platforms especially on research, school groups use site for study tours **Medium**	Depend on sites for marketing their areas, depend on dispersal of wildlife for their existence **Medium**	Depend on site tourism to further their businesses, revenue collection (county govt), **High**	Sell of their product/ business development **Medium**	They support site conservation **Low**	Most of the stakeholders depend on the site for economic gains
	What is the nature and extent of any negative physical impacts on site value(s). For example, do stakeholders still extract resources from the site such as timber? Note whether these are legal or illegal.	*List negative impacts of stakeholders on site*	Illegal Grazing illegal logging, Charcoal production, fire setting, poaching, illegal activities and impacts through water abstraction, and catchment destruction	Pollution of sites from inappropriate waste disposal, inappropriate tourism facilities are an eye sour	None	None	Concealment of data leads to lack of management information	None	None	Pollution from chemical, reducing wildlife dispersal areas	None	Main sources of negative impacts are the communities with a minimal impact from farm land

	What are the negative impacts of the World Heritage site on the stakeholders? For example, were communities displaced when the site was declared? Are they excluded from traditional hunting grounds?	*List negative impacts of site management on stakeholders*	Livelihood impacted especially traditional resource harvest, impacts on cultural values as a result of tourism,	None	Drains govt resources to have the site maintained	None	None	None	Limiting developments	None	None	The outward impacts of site management are almost inexistent save for the communities who lost uncontrolled right of land and access
	What is the nature and extent of any positive impacts of the stakeholders on site value(s)? For example, do local tourism guides alert rangers to problems? Does surrounding land use provide connectivity to the site?	*List positive impacts of stakeholders on site*	Fire fighting, provide labor and tourism service, community leaders involved in awareness and community policing for resource conservation **Medium**	marketing, provision of accommodation to site visitors, their payments as fees support site management **High**	Provide funding and technical support **Medium**	Provide funding and policy guidance **Very High**	Provide management information **Low**	Dispersal habitat, information sharing, bring in visitors, provide accommodation for tourists **High**	Access to supplies through business, funding against fire and clean ups **Medium**	Dispersal areas, some provided corridor **Low**	International recognition of site, funding **Medium**	Site existence is dependent on stakeholders
	What are any direct benefits of the site to the stakeholder group? For example, does the site provide	*List positive impacts of site management on*	NTP, employment, sell of their agricultural products, benefit	Their business is dependent on the site, security of the lodges	Donor Funding	Revenue to govt, Status of protection is pride to the	Fundraising for Research funding, access to research sites,	Protection of wildlife, support to inventor	Business development (income from tourists)	Procurement of supplies	Enriching the WHS list – more donor funds	The site is key to the improvement of stakeholders' business and

	employment opportunities for local people? Does a forested area provide catchment protection and improved water quality for local people? Do tourism ventures benefit from site values?	*stakeholders*	sharing, corporate social responsibility	inside the site		country/ KWS	provide information for research and school groups	ies, dispersal, support to their business				income/ revenue generation
	What is the stakeholder group's receptivity to participating in management of site values? Under what terms and conditions?	*Willingness/capacity of stakeholders to engage with site management*	Willingness mostly in management planning, willing to be involved in any form of discussions that are key to site management, protection of the forest	Willingness to engage in marketing the site, willingness to participate in maintenance of infrastructure , waste management and restoration	Willing to offer technical and financial support, advocacy	Total protection and policy provision, funding, management generally	Provision of information for management purposes	Management planning, connectivity, wildlife habitats,	Events and fundraising	Connectivity and corridors	Technical and financial support to site in particular areas, advocacy	Stakeholders' willingness to engage is undoubtable but sometimes will require initial efforts from site management
	What is the site management's relationship with the stakeholder group? What is the capacity (including	*Willingness/capacity of management to engage with*	Sites programs reflecting community engagement are documented	Willingness to engage in business partnering and access to land for business	Good relationship in areas of partnership in conserv	Total support in management	Good relationship in information generation and sharing for research	Good in partnership support especially in conserv	Good, willingness to buy their goods	Partnerships in conservation of habitat and problem	In areas of technical support and resource mobilization,	Generally good relationships and good environment for engagement

	resources) for engagement?	*stakeholders*	in Integrated MPs	establishment, sometimes technical advice	ation			ation of the site values		animal handling	reporting	with stakeholders
	What is the stakeholder group's relative political or cultural leverage or influence on site values?	*Political/ social influence*	Have ability to work through their political representatives to have some things done	Have potential for political or cultural influence. Have an association at National level that primarily discusses their business related to site management.	Play an advocacy role in protected area management	Manage and make decisions for site management. Enforcement is spearheaded by government institutions who are mandated to enforce policy and regulations governing the site	Minimal political influence	Have advocacy influence as both at Individual and group levels	Can influence developments and influence government to have certain areas developed	Ranchers can influence type of on habitat use especially at their privately owned land	Advocacy role and can influence government decision	Most of the stakeholders are potentially strong in influencing political decisions
	How and to what degree is the stakeholder group organized, relative to efficient and effective engagement in management?	*Organization of stakeholders*	Communities are organized in local community groups that site management can engage	Lodges and hotels engage at national level as an association and as individuals	Work in isolation but can readily associate if there is need for	Very key to site management and decision making	No particular program brings them together. They work independent of each	Can play an advocacy role, have association at regional	Operate independently	Ranchers have an association to influence wildlife management and	They coordinate at international level	Most of the stakeholders have organized association but also operate as individuals

	Are there any specific community institutions that facilitate engagement?		with	at site level	advocacy. Also coordinate in program support and selection		other.	and national level		corridor management, problem animal mgt, education.		
	Describe the nature and extent to which the stakeholder group contributes to decision-making in relation to site values Are there formal or informal management agreements in place?		There is a formal way communities can engage with the site management, especially in management planning, community livelihood issues, NTP resource off take	Contribute to management planning and implementation	Participate in management planning and can influence program implementation, contribute information and resources	Very supportive, key player in day-to-day management of site	Can provide information that will determine direction of decisions	Contribute to information that is fed into management, participate in management planning	Minimal	Have lot of influence on what is done on adjacent land and dispersal areas	Have strong influence over what is done at WHS at policy level	Decision making is mainly a state issues but stakeholders contribute to enhancement of some decisions
	Describe the actual engagement of the stakeholder group in the management of the specific value(s)		Community leadership is engaged in management planning,	Participate in conservation through the fees they pay at the gate	Mainly biodiversity and ecosystem values	Key management authority on a day to day basis,	Provision of management information from research work on	Sometimes focus their efforts to manage	Not specific	Engaged in habitat management and dispersal areas of wildlife	Consider values generally especially those inscribed as WHS	Most of the stakeholders contribute generally to site value conservation

	Are stakeholders consulted regularly regarding value management? Where possible, provide details of the nature and extent of engagement.			but have no particular value of focus		provide policy guidance and enforce the law	particular aspects/ values;	ment of a single species (biodiversity); e.g Lewa conservancy is the centre of Black Rhino conservation on the site		(generally contribute to biodiversity	values, policy review, monitoring suitability of policy implementation, fundraising	
	Based on the information above, provide a brief description of the overall picture of stakeholder engagement		Effective management of site will require the engagement of communities to solicit support, they are a key element in site program implementation and management plan development	They are key in resource mobilization and generation, provide accommodation for tourists and can provide more services (logistical) if well mobilized	Key in advocacy and fundraising, also participate in management planning, events and technical support areas	Is the overall site manager and coordination of policy implementation.	Site management will require information that will always be provided by researchers	Very key in conservation of wildlife as level of engagement is high in key areas of wildlife management – corridors, dispersa	Very key in providing services to tourists that site cannot provide. They in a way supportive to site tourism activities	Ranchers are key in determining extent of wildlife habitat.	Very key at policy and political level	All the stakeholders are key to the survival of site values

								l areas				
	Very good: more than 75% of aspects of the relationship are positive **Good**: 51 to 74% are positive **Fair:** 26 to 50% relationship are positive **Poor**: 25% or less of the relationship are positive		Good	Good	Good	Good	Fair	Good	Fair	Fair	Fair	
Comments/explanation:	Stakeholders are key to site management but there is need for more engagement in site programs especially in resource mobilization and decision making											
Analysis and conclusions:	Generally, the relationship and engagement between site management and stakeholders is good but more could be done											
Comparisons with previous assessments	N/A											
Gaps and challenges	Conflict interests especially with communities, low literacy levels of communities, little resource envelop from partners and government											
Opportunities, recommendation and follow up actions:	Need for site management to engage more the stakeholders in protection of site values. Need for government to allocate more funding to the site to engage site stakeholders.											

*CETRAD – Centre for Training and Integrated Research in ASAL Development

Worksheet 4: Review of National Policy Context				
Policy areas	**Policy name/description**	**Strengths**	**Weaknesses**	**Comments/explanation**
Assess the impacts of the legislation/policy/ treaties or conventions - not just list them	Describe the specific legislation/policy/treaties or conventions for the site	Record how the policy supports management of the site values/ objectives	Record how the policy can impede management of the site values/ objectives	
World Heritage Site and Protected areas legislation	World Heritage Convention	Critical in raising the status of the site .	Not strong in day-to-day management of site.	The National UNESCO office needs to domesticate the convention to reflect its importance in the a day-to-day running of the WHS
	The Wildlife Conservation and Management Act, 2013	Provides for policy guidelines in the day-to-day management of site values. It highlights the applicability of the International conventions to which Kenya is a signatory to, including the WHC. Is key in Park and wildlife management	World Heritage site management not expressly highlighted although international conventions are mentioned	Under review new draft bill is through parliament and awaiting ratification
	The Forest Act, 2005	Provides for ecological and biodiversity conservation, especially the collaboration with other stakeholders in conservation of the forest resources	Conflicts with wildlife Act on utilization of forest resources, especially in providing for forest timber harvesting	Harmonization required
Conservation within broader government policy	The Water Act, 2002	The act provides for the management, conservation, use and control of water resources and for the acquisition and regulation of rights to use water and water resource development . The Act ensures sustainable use of the water resource so that there is	Is silent about large mammal resources that form key values to site management	Only very relevant in the area of water shed and catchment

		no over abstraction of water which would impede the river flow.		
	The Constitution of Kenya 2010	The constitution of Kenya 2010 provides for the sound conservation and protection of ecologically sensitive areas in Kenya, and a right for every person in Kenya to have access to clean water	Not particular on issues of world heritage values management	Is a broad policy that covers all matters of national governance
	The Environmental Management and Coordination Act, 1999	EMCA, 1999 provides for the establishment of an appropriate legal and institutional framework for the management of the environment and related matters. The Act established and gave powers to the National Environmental Management 91 Authority (NEMA) to co-ordinate environmental conservation through vetting of activities and operations that may impede negatively on the environment. The Act provides that an Environmental Impact Assessments (EIAs) shall be undertaken on all upcoming development activities.	Is not specific to world heritage sites management despite the generalities in environmental management	Covers matters of environment generally
	The Land Act, 2012	The Act provides for the conservation of public land holding endangered or endemic species of flora and fauna, critical habitats or protected areas.	Not specific on WHS	The provision for protection of endangered species and protected areas is a key landmark for site value protection
International conservation conventions and treaties	Convention on Biological Diversity	This also provides for the protection of species diversity with emphasis on endangered, threatened and endemic species. Provides for involvement and benefit to communities		The provisions apply to WHS management
	Convention on	Controls trade in Endangered, threatened and endemic species, henceforth offers protection of	Facilitates trade, and may lead to degradation	The provisions apply to WHS management

	International Trade in Endangered Species of Wild Fauna and Flora (CITES)	these species to which the resources of the Mt. Kenya subscribe		
	United Nations Framework Convention on Climate Change (UNFCCC)	Calls for States to provide for protection of key natural habitats to mitigate the effects of climate change???	Doesn't provide for adequate incentives to communities to reserve their private land for conservation purposes.	Relevant to site management criteria of WHS nomination
	Kenya Wildlife Service Strategy 2.0 2012-2017 Species specific and other strategic plans - Black Rhino Strategic Plan - Carnivore Lions and hyena - Cheetah and Wild dog - Invasive Species - Lesser Flamingo action plan (draft?) - Climate change strategy (draft) - site management plans	Provides for a number of policies and Strategies that create an amble environment for protection of WHS resources and its habitats		Applicable to WHS management

Government Support for World Heritage Site	Budget Support	Financial support for site management implementation	Inadequate resources	More funds allocation required from Govt
Legislation/policy affecting community participation in site management and sharing of benefits	None			
Analysis and conclusions	Most of the policies are supportive to site value management to a larger extent.			
Comparison with last assessment	N/A			
Gaps and challenges	Conflicting policies			
Opportunities, recommendations and follow-up actions	Harmonization of policies			

Worksheet 5a: Management Planning Information Sheet

Name of plan	**Level of approval** (L,G,A, SA,D)*	**Year of preparation, or most recent review**	**Year specified for next review**	**Comments/Explanation**
	See key below for rating system details			Comments should concentrate on the adequacy, currency, and integration of the plan with other planning instruments
Mt. Kenya Ecosystem Management Plan, 2010 - 2020	Approved at Board Level – has been approved by KWS Board.	2010	2015	The Integrated management plan was supposed to be approved by both the management Boards of Kenya WIlslife Services and Kenya Forest Services. The Baord for KFS has not yet signed to agree with its provisions considering that the WHS has ecosystems derived from both the National Park and the Forest Reserve.
Kenya Wildlife Service Strategy 2.0 2012-2017	Approved by KWS Board (A)	2012	2014	In force and being implemented
Mt. Kenya Annual Operations Plan 2013 - 2014	Approved at Board Level	2013 July	Reviewed quarterly	Is the key plan in the day-to-day implementation of site activities
Analysis and conclusions	There is an up to date management plan that covers the WHS values			
Comparison with last assessment	N/A			
Gaps and challenges	Lack of approval of the MKE Mgt Plan by the KFS Board			
Opportunities, recommendations and follow-up actions	KFS should approve the MKE Plan. Preparation of the species specific plans			

L = plan has force of law (i.e has been approved by parliament or is a legal instrument)	A = plan has been approved at Head of Agency level
G = plan has been approved by government but is not a legal instrument	D = plan is a draft and has not been formally approved
SA = plan has been approved at a senior level within the Agency	

Worksheet 5b: Adequacy of Primary Planning Document

Name of Documents being assessed: **Mount Kenya Ecosystem Management Plan**

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
Issue being assessed	Choose one of the four responses, ranked from very good to poor. The questions and responses can be refined to suit individual site needs	Tick box	Add any comments or explanations as to why the assessment was made	Discuss any recommendations or next steps in terms of actions which need to be taken following this assessment
Decision making framework				
1. Does the plan establish a clear understanding of the desired outcomes of management in clear terms rather than just specifying actions to be taken	Very Good - Desired outcomes are explicitly articulated		Most of the objectives cover the site values	
	Good - Desired outcomes are reasonably articulated	√		
	Fair - Desired outcomes are not clearly articulated but are implied or can be inferred from plan objectives			
	Poor - Plan focuses more on actions and doesn't indicate the desired outcomes for the site			
2. Does the plan express the desired future for the site in a way that can assist management	Very Good - Desired future is expressed in a way that provides clear guidance for addressing new issues and opportunities	√	The plan has a provision on response to emergency	

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
of new issues and opportunities that arise during the life of the plan?	Good - Desired future is expressed in a way that gives some guidance for addressing new issues and opportunities			
	Fair - Desired future is not clearly articulated and provides only limited guidance for addressing new threats and opportunities			
	Poor – The plan focuses more on present issues and doesn't provide guidance for addressing new threats and opportunities			
3. Does the plan provide for a process of monitoring, review and adjustment during the life of the plan?	Very Good - Plan provides a clear, explicit and appropriate process for monitoring, review and adjustment	√	Plan has explicit monitoring plan	
	Good - Provisions for monitoring, review and adjustment of the plan are present but are incomplete, unclear or inappropriate in some minor respects			
	Fair - Need for monitoring, review and adjustment is recognised but is not dealt with in sufficient detail			
	Poor - Plan does not address the need for monitoring, review and adjustment			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
4. Does the plan provide an adequate and appropriate policy environment for management of the World Heritage site?	Very Good - Policy requirements for the site are identified and adequate and appropriate policies are established with clear linkages to the desired future for the site		Some policies have been developed out of the provisions of the management plan and some are yet to be developed during the implementation and life span of the plan	Focus on development of more species specific policies
	Good - Policy requirements for the site are identified and policies are largely adequate and appropriate although there are gaps	√		
	Fair - Policies in the plan are inadequate or incomplete in many respects			
	Poor - Plan either doesn't establish policies for the area or the policies are inadequate or inappropriate in major respects			
5. Is the plan integrated/linked to other significant national/regional/sectoral plans that influence management of the World Heritage site?	Very Good - Relevant national, regional and sectoral plans that affect the site are identified and specific mechanisms are included to provide for integration or linkage now and in the future	√	The plan covers the KFS and KWS issues and is not specific to WHS only.	
	Good - Relevant national, regional and sectoral plans that affect the site are identified, their influence on the site is taken into account but there is little attempt at integration			
	Fair - Some relevant national, regional and sectoral plans are identified but there is no attempt at integration			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	Poor - No account is taken of other plans affecting the site			
6. Is the plan based on an adequate and relevant information base?	Very Good - The information base for the plan is up to date and adequate in scope and depth and is matched to the major decisions, policies and issues addressed in the plan	√	Information is up to date	
	Good - The information base is adequate in scope and depth but maybe a little out dated and/or contains irrelevant information (i.e. a broad compilation of data rather than matching information to the decisions, policies and issues addressed in the plan)			
	Fair - The information base is out of date and/or has inadequacies in scope or depth so that some issues, decisions or policies cannot be placed into context			
	Poor - Very little information relevant to plan decisions exists			
7. Have the values for the site been identified in the plan and linked to the management objectives and desired outcomes	Very Good - The site values have been clearly identified and linked to well defined management objectives and desired outcomes for the site		Some of the biodiversity values don't have specific objectives.	Need for key resources to have specific objectives that drive their future survival

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
for the site?	Good - The site values have been reasonably identified and linked to management objectives and desired outcomes for the site	√		
	Fair - The site values have not been clearly identified or linked to management objectives and desired outcomes for the site			
	Poor - The site values have not been identified			
8. Does the plan address the primary issues facing management of the World Heritage Area within the context of the desired future of the site?	Very Good - Plan identifies primary issues for the site and deals with them within the context of the desired future for the site (i.e. plan is outcome rather than issues driven)	√	Key issues of the site have been identified and documented with clear action areas	
	Good - Plan identifies primary issues for the site but tends to deal with them in isolation or out of context of the desired future for the site			
	Fair - Some significant issues for the site are not addressed in the plan or the issues are not adequately addressed			
	Poor - Many significant issues are not addressed or are inadequately dealt with in the plan			
9. Are the objectives and actions specified in the plan represented	Very Good – Objectives and actions are adequate and appropriate for all issues		Most issues have been captured and assigned appropriate actions.	All issues in the site should be exhaustively analyzed and

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
as adequate and appropriate response to the issues?	Good - Objectives and actions are adequate and appropriate for most issues	√		auctioned.
	Fair - Objectives and actions are frequently inadequate or inappropriate			
	Poor - Objectives and actions in the plan do not represent an adequate or appropriate response to the primary issues			
10. Were local and indigenous communities living in or around the World Heritage site involved in developing the management plan and setting direction for the management of the World Heritage site?	Very Good - Local and indigenous communities living in or around the World Heritage site were meaningfully and fully involved in developing the management plan and setting direction for the World Heritage site		The communities were involved including their local leaders, opinion leaders and religious leaders but did not participate at all levels of planning	Continued involvement of the community among other stakeholders in the implementation stage.
	Good - Local and indigenous communities living in or around the World Heritage site were partly involved in developing the management plan and setting direction for the World Heritage site	√		
	Fair - Local and indigenous communities living in or around the World Heritage site were only minimally involved in developing the management plan and setting direction for the World Heritage site			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	Poor - Local and indigenous communities living in or around the World Heritage site were not involved in developing the management plan and setting direction for the World Heritage site			
11. Does the plan take account of the needs and interests of local and indigenous communities living in or around the World Heritage site?	Very Good - Plan identifies the needs and interests of local and indigenous communities and has taken these into account in decision making		The community interests are considered but some decisions may not favour their interests.	Need for agreement on areas which do not fully provide for their interest (e.g. placement of gates for the boundary fence)
	Good - Plan identifies the needs and interests of local and indigenous communities but it is not apparent that these have been taken into account in decision making	√		
	Fair - There is limited attention given to the needs and interests of local and indigenous communities and little account taken of these in decision making			
	Poor - No apparent attention has been given to the needs and interests of local and indigenous communities			
12. Does the plan take account of the needs and interests of other stakeholders involved in the	Very Good - Plan identifies the needs and interests of other stakeholders and has taken these into account in decision making		The stakeholder needs and interests have been taken into account but	Continued stakeholder needs and interests assessment and monitoring

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
World Heritage site?	Good - Plan identifies the needs and interests of other stakeholders but it is not apparent that these have been into account in decision making	√	not all the interests are key	
	Fair - There is limited attention given to the needs and interests of other stakeholders and little account taken of these in decision making			
	Poor - No apparent attention has been given to the needs and interests of other stakeholders			
13. Does the plan provide adequate direction on management actions that should be undertaken in the World Heritage site?	Very Good - Management actions specified in the plan can be clearly understood and provide a useful basis for developing operational plans such as work programmes and budgets	√	The Plan is very clear on actions.	
	Good - Management actions specified in the plan can generally be clearly understood and provide an adequate basis for developing operational plans such as work programmes and budgets			
	Fair - Management actions are sometimes unclear or lacking in specificity making it difficult to use the plan as a basis for developing operational plans such as work programmes and budgets			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	Poor - Management actions are unclear or lacking in specificity making it very difficult to use the plan as a basis for developing operational plans such as work programmes and budgets			
14. Does the plan identify the priorities amongst strategies and actions in a way that facilitates work programming and allocation of resources?	Very Good - Clear priorities are indicated within the plan in a way that supports work programming and allocation of resources		The plan is generally clear on priorities save for few areas	
	Good - Priorities are generally indicated making their use for work programming and resource allocation adequate most of the time	√		
	Fair - Priorities are not clearly indicated but may be inferred for work programming and resource allocation			
	Poor - There is no indication of priorities in the plan so that the plan cannot be used for work programming and resource allocation			
Analysis and conclusions	The WHS plan captures the issues and objectives from a focused view point and very specific on the values of the sites.			
Comparison with last assessment	N/A			
Gaps and challenges	Allocation of time frame for some actions			
Overall opportunities, recommendations and follow-up actions	Managers should conduct periodic assessments and plan monitoring to ensure that the actions are implemented as listed for the various years.			

Worksheet 6: Design Assessment

1. Ecological integrity

This relates to the major biodiversity and other natural values (refer to Tool 1a for a list of these major values):

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and explanations
Key habitats	Does site contain the key areas needed to conserve species and other natural values?	Yes, all the key ecosystems have been included as part of the WHS except for part of the forest reserve which is outside the WHS boundaries.	Some of the habitats for the elephant are outside the WHS within the KFS controlled area.	Need for the whole forest ecosystem should be inscribed to cater for connectivity with the Lewa and Ngare Ndare extensions of the WHS
Size	Is site large enough to conserve species and other natural values?	Site is large enough to cover all the site values under criteria VII and IX	WHS mostly covers the upper forest ecosystem and leaves the greater part of the main natural forest reserve.	Extend the boundaries to cover the entire Mt. Kenya forest ecosystem
External interactions	Do external interactions (e.g. adjacent land use) impact on site values?	Most of the land use impacts are felt below the boundaries of the WHS	Some areas have inadequate buffer zones to control problem animals. The existence of the forest reserve facilitates illegal NTP harvest	Need to clearly mark the boundary of the WHs to facilitate monitoring of illegal activities in the natural forest ecosystem
Connectivity	Can species move easily between the site and other suitable habitat?	There is a connection between the Lewa and Ngare Ndare ecosystems and the main Mt. Kenya WHS area	The size of the corridor is small (150 – 200 meters wide). The corridor only connects to the forest reserve which is not managed as a strict management area but as a national reserve and dual management between KFS and KWS.	The issue of dual management of the forest reserve needs to be resolved

Sources of information	Integrated Management Plan, Site management
Analysis and conclusions	Some key habitats of the ecosystems are outside the WHS management as the main forest reserve
Comparison with last assessment	N/A
Gaps and challenges	Lower boundary of the WHS is not clear to management, main forest reserve area exists outside the WHS area
Opportunities, recommendations and follow-up actions	Need to mark and delineate the boundaries of the WHS and incorporate the whole forest reserve as a WHS

2. Community well-being

This relates to major cultural, economic, educational and other social values and other community/site issues important to the wellbeing of the community (refer to Tool 1a for a list of these values):

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and management action required
Key areas	Do local communities have access to key areas of cultural, religious or economic importance?	Communities participate in tourism for cultural dances, guiding, artifact display, access to cultural sites, lodges, employment, fresh water		Most of the requirements for the communities area found in the lower forest
Size	Is the site large enough to deliver ecological services or support sustainable harvesting (if permitted)?	Yes, the WHS has a forest ecosystem where most of the NTPs are harvested from	Site management does not allow communities to go everywhere inside the WHS	Adequate monitoring of site resources to avoid overharvesting regardless of whether the actions are legal or illegal
External interactions	Does the management of the site impact on local community functioning?	Site contributes more to community livelihood than what they suffer as impacts.	The issue of problem animals and controlled access to resources are major areas for conflict	
Legal status and tenure	Are legal status and rights clear? Do conflicts impact on the community?	Legal status for the site is clear, communities are aware that the site is a government gazetted area	Even with the knowledge that the land is legally gazetted, communities still take it as their traditional homeland and feel they should have free access, sometimes don't understand the purpose for the restrictions.	Formulation and Implementation of the management plan will cater for the sustainable needs of the communities

Sources of information	Site management, Integrated Management Plan
Analysis and conclusions	The existence of the site has created more benefits than impacts
Comparison with last assessment	N/A
Gaps and challenges	More tangible benefits
Opportunities, recommendations and follow-up actions	Creation of alternative and diversification of benefits, development of tourism to benefit communities. Employment and education of the communities

3. Management factors

This relates to the practicalities of management of the site (e.g. legal status, access for patrols and boundary issues with neighbours):

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and management action required
Legal status and tenure	Do problems or uncertainties over legal status or tenure affect capacity to manage?	The legal status in terms of protected area is clear.	Part of the WHS is under dual management and managed under two different policies that have conflicting provisions. The lower boundary of the WHS not clear on the ground	Need for WHS boundary marking to make them clear to management and communities, and KFS
Access points	Does lack of control over access to the site impact on management effectiveness?	The presence of the buffer zone controls unacceptable access to resources	Communities are located everywhere around the WHS buffer and can easily access resources unnoticed	Fence the WHS to reduce uncontrolled access.
Neighbours	Does the location and nature of boundaries support or impede management?	The Boundary plan is good and have only two narrow extensions which are also buffered by the natural forest reserve	Two protrusions occur in the south west and north west of the WHS.	Gazettements of the whole natural forest as WHS will eliminate the boundary inappropriateness.
Sources of information		MKE Mgt Plan, Maps, Site management, management reports		
Analysis and conclusions		Legal status are clear but boundaries between WHS and dual management reserve need to be clearly marked and corridors established to enhance connectivity and protection of biodiversity		
Comparison with last assessment		N/A		
Gaps and challenges		Resources to control inappropriate access of communities to the WHS		
Opportunities, recommendations and follow-up actions		Boundary marking, corridor establishment, identification and incorporation of other key habitats of wildlife		

Tool 7a: Assessment of management needs and inputs for staff										
Staff category	**Location**	**Required no. of staff**	**Current no. of staff**	**No. of trained staff**	**Type of training required**	**Level of training**				**Comments/ explanations**
						Poor	**Fair**	**Good**	**Very good**	
List staff positions, including all categories of permanent & temporary staff	Identify where staff are posted (in some cases there will be more than one location within a particular category)	Estimate the ideal number of staff in this category	Give current number of staff	Identify the proportion of staff who are trained in each category	Detail the type of training required	- **Very good:** More than 75% of the staff is trained to adequate level - **Good:** 50-75% of the staff is trained to adequate level - **Fair:** 25-50% of the staff is trained to adequate level - **Poor:** Less than 25% of the staff is trained to adequate level				Give detail of how the assessment was made i.e. how required staffing was calculated
Senior Warden	Narumoru park Headquarters	1	1	1	National defence college, and public management				Very Good	He is experienced and requires minimal training, MSc trained, wildlife management training
Deputy Park Warden	Park Headquarters	1	1	1	Public management				Very Good	He is experienced for over 30 years, requires minimal training, has wildlife management training
Warden Security	Park Headquarters	1	1	1	Public management				Very Good	As above except he is over 15years

Warden Community	Park Headquarters	1	1	1	Finance for non-finance managers				Very good	Has 25 experience, wildlife management, conflict resolution
Warden Tourism	Park Headquarters	1	1	1	Interpretive and customer care, Data analysis, human resource, conflict management, public relations,			Good		She is newly recruited and has little experience. Tourism is her first deployment position
Mountain Rescue Officer	Park Headquarters	1	1	1	Rescue and emergency skills, Wildlife management, community skills, communication, conflict management, interpersonal skills and public relations, conflict resolution, community development, Byelaws			Good		New recruited, only 2 years
Investigations Officer	Park Headquarters	1	1	1	Up skilling in investigation,			Good		Newly deployed, 2 years

					prosecution					
Sector Wardens	Sector Headquarters	4	6	6	Human Resources management, wildlife management, tourism skills and customer care, community – communication, conflict resolution), finance management, computer and internet use, data analysis			Good		Experienced staff over 10 years and have worked in most sections of park management
Research Scientist	Mountain Conservation Area – Nyeri Town	1	1	1	Data analysis, GIS, communication skills			good		Experienced over 10 years in research, inventory and monitoring
Accountant	Park Headquarters	3	3	3	Up skilling courses, business administration, CPA and ACCA, fundraising skills			Good		Have training in accounting skills
Administrator/Human Capital Officer	Park Headquarters	1	1	1	policy development, public relations,			Good		Experienced

					family affairs,					
Procurement Officer	Park Headquarters	1	1	1	data analysis, customer care skills, procurement, budgeting skills and public relations			Good		Experienced
Mechanical Supervisor	Park Headquarters	1	1	1	Communication, procurement skills, up skilling in mechanical section and equipment			Good		Has a wide experience on various equipment, over 20 years
Stores Assistant	Park Headquarters	3	3	2	Stores management course, procurement, business administration			Good		one has about 30 years, 2 are undergoing further training in stores management
Rangers	Park Headquarters and Sectors	150	81	81					Very good	The rangers are well trained in all aspects of park management especially to those applicable to their level
Office Assistants	Park Headquarters	3	3	1	Office management, computer, internet, customer care,		Fair for two	Good for one		Worked over 5 years but still need training

					catering and house keeping					
Clerk of works	Park Head Quarters	1	1	1	Fence construction and maintenance, procurement			Good		Has over 5 years experince
Fence technicians	Park Headquarters and Field based	2	2	2	Up skilling on Fence maintenance			Good		Over 10 years experience
Drivers	Park HQ and Sectors	11	6	6	Up skilling			Good		Over 10 years experience
House keepers and Catering staff (Banda Attendants)	2 at Park HQ, 1 field based (Sirimon gate)	4	3	3	Up skilling			Good		Over 10 years experience
Mechanics	Park Headquarters	6	3	3	Up skilling courses			Good		3 are casuals while 3 are trained technicians and employed
Fence attendants	Field based	100	27	27	Need for recruitment of more staff as fence construction progresses			Good		They are good at maintenance and over 10 years
Rescue rangers	Field based along the trail	20	10	10	Up skilling on rescue operations			Good		Experience over 5 years
Secretaries	Park Headquarters	2	1	1	Customer care, communication skills, front			Good		Experience of over 10 years

					office management, PR, Up skilling					

Source of information:	Management reports, site management, Plans, staff assessment reports
Analysis and conclusion:	There is well trained manpower, experienced but there is need for refresher and up skilling
Comparisons with previous assessment:	N/A
Gaps and challenges	Drivers, Fence attendants, house keepers, rangers, secretary
Opportunities, recommendations and follow-up actions:	Up skilling most required

Tool 7b: Assessment management needs and inputs for budget

Expenditure category	Budget required	Actual budget available	Funding sources	Comments/explanations
This categories should relate to the category used for the sites annual budget	Record requirements here (detail of how the assessment was carried out should be given in the comments	Provide details on budget available and period July first,2012 to June 30 20013	Give details on where funding comes from e.g government, NGO…	Provide details on how information given in previous columns has been determined
Salary (Gross)			Government	
Administration (park operations and management				
Law enforcement and security				
Education and awareness				
Tourism				

Ecological research				
Forest Management				
Water management				
Fixed costs				
Sources of information:				
Analysis and conclusion:				
Comparisons with previous assessment:				
Gaps and challenges:				
Opportunities, recommendations and follow- up actions:				

Worksheet 8a: Assessment of Management Processes

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
Management standards relevant to the site	Four responses are given which describe best practice in relation to the management standard and which can be rated from very good to poor. Choose the one most appropriate to the situation in the World Heritage site.	Add the rating here	Add details of why the assessment was made	Discuss future actions that may, if necessary, improve performance relating to this management issue
Management Structures and Systems				
1. World Heritage values Have values been identified and are these linked to management objectives?	Very good: The World Heritage site has agreed and documented values and the management objectives fully reflect them	Good	The values are well documented but the plan purpose doesn't capture some of hem especially the Aesthetic	The review will consider incorporating all the values into the plan purpose
	Good: The World Heritage site has agreed and documented values, but these are only partially reflected in the management objectives			
	Fair: The World Heritage site has agreed and documented values, but these are not reflected in the management objectives			
	Poor: No values have been agreed for the World Heritage site			
2. Management planning	Very good: An approved management plan exists and is being fully implemented	Good	An approved plan by KWS exists. The plan is	The Board of KFS needs to endorse and fully implement

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
Is there a plan and is it being implemented?	Good: An approved management plan exists but it is only being partially implemented because of funding constraints or other problems (please state)		not yet approved by KFS.	it
	Fair: A plan is being prepared or has been prepared but is not being implemented			
	Poor: There is no plan for managing the World Heritage site			
3. Planning systems Are the planning systems appropriate i.e. participation, consultation, review and updating?	Very good: Planning and decision making processes are excellent	Good	The management planning process was initially good but implementation has gaps that need to be attended to (KFS coming fully on board)	Need for joint quarterly planning for dual management areas
	Good: There are some planning and decision making processes in place but they could be better, either in terms of improved processes or processes being carried out			
	Fair: There are some planning and decision making processes in place but they are either inadequate or they are not carried out			
	Poor: Planning and decision making processes are deficient in most aspects			
4. Regular work plans Are there regular work plans or other planning	Very good: Regular work plans exist, actions are monitored against planned targets and most or all prescribed activities are completed	Very good	Usually AOP and Quarterly plans are generated	The tool doesn't leave provision for few activities that are not completed, this option should be provided
	Good: Regular work plans exist and actions are monitored against planned targets, but many activities are not completed			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
tools?	Fair: Regular work plans exist but activities are not monitored against the plan's targets			
	Poor: No regular work plans exist			
5. Monitoring and evaluation Are management activities monitored against performance?	Very good: A good monitoring and evaluation system exists, is well implemented and used for adaptive management	Very Good	A fully fledged department is in place to monitor performance of staff	Uphold and improve where necessary
	Good: There is an agreed and implemented monitoring and evaluation system of management activities but results are not systematically applied to management			
	Fair: There is some *ad hoc* monitoring and evaluation of management activities, but no overall strategy and/or no regular collection of results			
	Poor: There is no monitoring and evaluation of management activities in the World Heritage site			
6. Reporting Are all the reporting requirements of the World Heritage site fulfilled?	Very good: Site managers fully comply with all reporting needs and have all the necessary information for full and informative reporting	Very Good	KWS has a specific officer for WHS reporting systems, site managers regularly submit reports to him	Maintain standards
	Good: Site managers fully comply with all reporting needs but do not have all the necessary information for full and informative reporting			
	Fair: There is some reporting, but all reporting needs are not fulfilled and managers do not have all the necessary information on the site to allow full and informative reporting			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	Poor: There is no reporting on the World Heritage site			
7. Maintenance of equipment Is equipment adequately maintained?	Very good: Equipment and facilities are well maintained and an equipment maintenance plan is being implemented	Very Good	There is a workshop at the site with quarterly and monthly plans. There are maintenance schedules in place	Maintain standards
	Good: There is basic maintenance of equipment and facilities. If a maintenance plan exists it is not fully implemented			
	Fair: There is some *ad hoc* maintenance but a maintenance plan does not exist or is not implemented			
	Poor: There is little or no maintenance of equipment and facilities, and no maintenance plan			
8. Major infrastructure Is management infrastructure (e.g. roads, offices, fire towers) adequate for the needs of the site?	Very good: Management infrastructure is excellent and appropriate for managing the site	Good	The management infrastructure are well established and well maintained except for few tourism structures and which require attention	Maintain and upgrade those in unwell situation
	Good: Management infrastructure is adequate and generally appropriate for the site			
	Fair: Management infrastructure is often inadequate and/or inappropriate for the site			
	Poor: Management infrastructure is inadequate and/or inappropriate for the site			
9. Staff equipment and facilities	Very good: Staff facilities and equipment at the World Heritage site are good and aid the achievement of the objectives of the site	Good	Staff require more vehicles and night vision equipment,	Procurement of the said equipment

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
Are the available facilities (e.g. vehicles, GPS, staff accommodation) suitable for the management requirements of the site?	Good: Staff facilities and equipment are not significantly constraining achievement of major objectives		binoculars, warm clothing	
	Fair: Inadequate staff facilities and equipment constrain achievement of some management objectives			
	Poor: Inadequate staff facilities and equipment mean that achievement of major objectives is constrained			
10. Staff/ management communication Do staff have the opportunity to feed into management decisions?	Very good: Staff directly participate in making decisions relating to management of the site at both site and management authority level	Good	Weekly, monthly and budget meetings are conduct but sometimes management decisions are made at higher levels based on priorities of the institution	This will be improved, issues are related to budget
	Good: Staff directly contribute to some decisions relating to management			
	Fair: Staff have some input into discussions relating to management but no direct involvement in the resulting decisions			
	Poor: There are no mechanisms for staff to input into decisions relating to the management of the World Heritage site			
11. Personnel management	Very good: Provisions to ensure good personnel management are in place	Good	Human resources manual in place and	There few staff complaints that are no major in

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
How well are staff managed?	Good: Although some provisions for personnel management are in place these could be improved		being implemented	management and being handled as they are raised.
	Fair: There are minimal provisions for good personnel management			
	Poor: There are no provisions to ensure good personnel management			
12. Staff training Is staff adequately trained?	Very good: Staff training and skills are appropriate for the management needs of the site, and with anticipated future needs	Good	Most of key staff have the required training but Some staff lack few skills that have been identified in tool 7a	Conduct training
	Good: Staff training and skills are adequate, but could be further improved to fully achieve the objectives of management			
	Fair: Staff training and skills are low relative to the management needs of the site			
	Poor: Staff lack the skills/training needed for effective site management			
13. Law enforcement Do staff have the capacity to enforce legislation?	Very good: The staff have excellent capacity/resources to enforce legislation and regulations	Good	Staff have been trained in all field of law enforcement but resources are not adequate	Uphold and continue improving budget proisions
	Good: The staff have acceptable capacity/resources to enforce legislation and regulations but some deficiencies remain			
	Fair: There are major deficiencies in staff capacity/resources to enforce legislation and regulations			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	Poor: The staff have no effective capacity/resources to enforce legislation and regulations			
14. Financial management Does the financial management system meet the critical management needs?	Very good: Financial management is excellent and contributes to effective management of the site	Very Good	There is a financial operations manual and workplan budgets are facilitated. Revenue is collected and banked and imprest received from Head office based on workplans.	Uphold
	Good: Financial management is adequate but could be improved			
	Fair: Financial management is poor and constrains effectiveness			
	Poor: Financial management is poor and significantly undermines effectiveness of the World Heritage site			
Resource Management				
15. Managing resources Are there management mechanisms in place to control inappropriate land uses and activities (e.g. poaching)?	Very good: Mechanisms for controlling inappropriate land use and activities in the World Heritage site exist and are being effectively implemented	Good	There are cases of minimal illegal activities in the WHS being at a higher elevation. Most of the illegal activities are found in the KFS buffer zone	Need for strengthening the current intelligence systems
	Good: Mechanisms for controlling inappropriate land use and activities in the World Heritage site exist but there are some problems in effectively implementing them			
	Fair: Mechanisms for controlling inappropriate land use and activities in the World Heritage site exist but there are major problems in implementing them effectively			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	Poor: There are no management mechanisms for controlling inappropriate land use and activities in the World Heritage site			
16. Resource inventory Is there enough information to manage the World Heritage site?	Very good: Information on the critical habitats, species and cultural values of the World Heritage site is sufficient to support planning and decision making and is being updated	Good	Most of the key information is available and will continuously be upgraded	More research on lower taxa
	Good: Information on the critical habitats, species and cultural values of the World Heritage site is sufficient for some areas of planning/decision making and there plans (e.g. research and monitoring) to fill existing data gaps			
	Fair: Some information is available on the critical habitats, species and cultural values of the World Heritage site, but this is insufficient to support planning and decision making and further data gathering is not being carried out			
	Poor: There is little or no information available on the critical habitats, species and cultural values of the World Heritage site			
17. Research Is there a programme of management-orientated survey	Very good: There is a comprehensive, integrated programme of survey and research work, which is relevant to management needs	Good	Most of the research is done by staff and there is a survey team in place. A regular monitoring program is in place and being	Regular research work required
	Good: There is considerable survey and research work directed towards the needs of World Heritage site management			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
and research work?	Fair: There is limited survey and research work directed towards the needs of World Heritage site management.		implemented	
	Poor: There is no research taking place directed towards the needs of World Heritage site management			
18. Ecosystems and species Is the biodiversity of the World Heritage site adequately managed?	Very good: Requirements for management of critical ecosystems and species are being substantially or fully implemented	Very Good	There proper protection systems in place and corridor has been created for dispersal of the elephant	Need to lobby for more and wider corridors and dispersal areas especially the Aberdare Mountains ecosystem
	Good: Requirements for management of critical ecosystems and species are only being partially implemented			
	Fair: Requirements for management of critical ecosystems and species are known but are not being implemented			
	Poor: Requirements for management of critical ecosystems and species have not been assessed and/or active management is not being undertaken			
19. Cultural/ historical resource management Are the site's cultural resources adequately managed?	Very good: Requirements for management of cultural/ historical values are being substantially or fully implemented	Very Good	All cultural rituals are properly handled at site levels. Community elders are allowed to perform their cultural rituals which are compatible with ecosystem management	Uphold
	Good: Requirements for management of cultural/ historical values are only being partially implemented			
	Fair: Requirements for management of cultural/ historical values are known but are not being implemented			
	Poor: Requirements for management of cultural/ historical values have not been assessed and/or active management is not being undertaken			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
Management and Tourism				
20. Visitor facilities Are visitor facilities (for tourists, pilgrims etc) adequate?	Very good: Visitor facilities and services are excellent for current levels of visitation	Good	Adequate for now but will need to be redesigned and upgraded to better standards to meet the mountain standards	Need to upgrade as reflected in the management plan
	Good: Visitor facilities and services are adequate for current levels of visitation but could be improved			
	Fair: Visitor facilities and services are inappropriate for current levels of visitation			
	Poor: There are no visitor facilities and services despite an identified need			
21. Commercial tourism Do commercial tour operators contribute to World Heritage site management?	Very good: There is good co-operation between managers and tourism operators to enhance visitor experiences and protect site values	Very Good	The cooperation is very good, huts are very clean, regulations in place and implemented to ensure that the site values are protected.	Uphold
	Good: There is limited co-operation between managers and tourism operators to enhance visitor experiences and protect site values			
	Fair: There is contact between managers and tourism operators but this is largely confined to administrative or regulatory matters			
	Poor: There is little or no contact between managers and tourism operators using the World Heritage site			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
22. Visitor opportunities Have plans been developed to provide visitors with the most appropriate access and diversity of experience when visiting the World Heritage site?	Very good: Implementation of visitor management policies and programmes is based on research and monitoring into visitor use and requirements and the carrying capacity of the World Heritage site	Good	There are mountain hikes and sport fishing, nature walks, camping, and these are also enhanced with game drives at the lower extension ranches and lower forest. There is data to indicate that the site is still below its capacity to accommodate more visitors	Continued monitoring
	Good: Policies and programmes to enhance visitor opportunities are being implemented but these are not based on research and monitoring of visitor use and requirements			
	Fair: Consideration has been given to policies and programmes to enhance visitor opportunities but little or no action has been taken			
	Poor: No consideration has been given to the provision of visitor opportunities to the World Heritage site			
23. Education and awareness programme Is there a planned education programme that addresses all	Very good: There is a planned, implemented and effective education and awareness programme fully linked to the objectives and needs of the World Heritage site	Good	Department of awareness exists in KWS, stakeholder engagement is also exhibited at community, schools, and political levels. Other conservation	Continue to upgrade based on needs, need for more resources
	Good: There is a planned education and awareness programme but there are still serious gaps either in the plan or in implementation			
	Fair: There is a limited and *ad hoc* education and awareness programme, but no overall planning for this			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
audiences (i.e. local communities as well as visitors)?	Poor: There is no education and awareness programme		stakeholders have also been involved.	
24. Access Is visitor access sufficiently controlled? For example, through patrols, and permits etc.	Very good: Visitor management systems are largely or wholly effective in controlling access to the site in accordance with objectives	Very Good	There are gazetted routes which are well manned and monitored	Uphold
	Good: Visitor management systems are moderately effective in controlling access to the site in accordance with objectives			
	Fair: Visitor management systems are only partially effective in controlling access to the site in accordance with objectives			
	Poor: Visitor management systems are ineffective in controlling access to the site in accordance with objectives			
Management and Communities/Neighbours				
25. Local communities Do local communities resident in or near the World Heritage site have	Very good: Local communities directly and meaningfully participate in all relevant management decisions for the site	Good	Participation in management planning. Council of Elders have mechanisms to advise the local community who are found cutting forest tress in	Uphold
	Good: Local communities directly contribute to some relevant management decisions but their involvement could be improved			
	Fair: Local communities have some input into discussions relating to management but no direct involvement in decision-making			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
input to management decisions?	Poor: Local communities have no input into decisions relating to the management of the World Heritage site		designated places. Some of tehe management decisions are only relevant to site management	
26. Indigenous people Do indigenous and traditional peoples resident in or regularly using the site have input to management decisions?	Very good: Indigenous and traditional peoples directly participate in all relevant management decisions for the site	**Good**	Involvement in management planning but not in day-to-day decision making	
	Good: Indigenous and traditional peoples directly contribute to making some relevant management decisions but their involvement could be improved			
	Fair: Indigenous and traditional peoples have some input into discussions relating to management but no direct involvement in decision-making			
	Poor: Indigenous and traditional peoples have no input into decisions relating to the management of the site			
27. Local, peoples welfare Are there programmes developed by the World Heritage	Very good: Programmes to enhance local, indigenous and/or traditional peoples welfare, while conserving World Heritage site resources, are being implemented successfully	Good	The site has a community conservation program that involves them in management decision making although its not done on a day-to-day basis	Improve benefit sharing mechanisms
	Good: Programmes to enhance local, indigenous and/or traditional peoples welfare, while conserving World Heritage site resources, are being implemented but could be improved			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
managers which consider local people's welfare whilst conserving the site's resources?	Fair: Programmes to enhance local, indigenous and/or traditional peoples welfare, while conserving World Heritage site resources, exist but are either inadequate or are not being implemented			
	Poor: There are no programmes in place which aim to enhance local, indigenous and/or traditional peoples welfare			
28. State and commercial neighbours Is there co-operation with neighbouring land/sea/ owners and users?	Very good: There is regular contact between managers and neighbouring official or corporate land/sea users, and substantial co-operation on management	Good	Management planning, dispersal areas, fencing	Need to strengthen coordination on conservation of hinterland and dispersal areas
	Good: There is contact between managers and neighbouring official or corporate land/sea users, but only some co-operation on management			
	Fair: There is contact between managers and neighbouring official or corporate land/sea users but little or no cooperation on management			
	Poor: There is no contact between managers and neighbouring official or corporate land/sea users			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
29. Conflict resolution If conflicts between the World Heritage site and stakeholders arise, are mechanisms in place to help find solutions?	Very good: Conflict resolutions mechanisms exist and are used whenever conflicts arise	Good	Mechanisms exist but still have challenges on problem animals	Fencing will solve the problem animal issues
	Good: Conflict resolutions mechanisms exist but are only partially effective			
	Fair: Conflict resolution mechanisms exist, but are largely ineffective			
	Poor: No conflict resolution mechanisms exist			

Worksheet 8b: Assessment of Management Processes - Summary

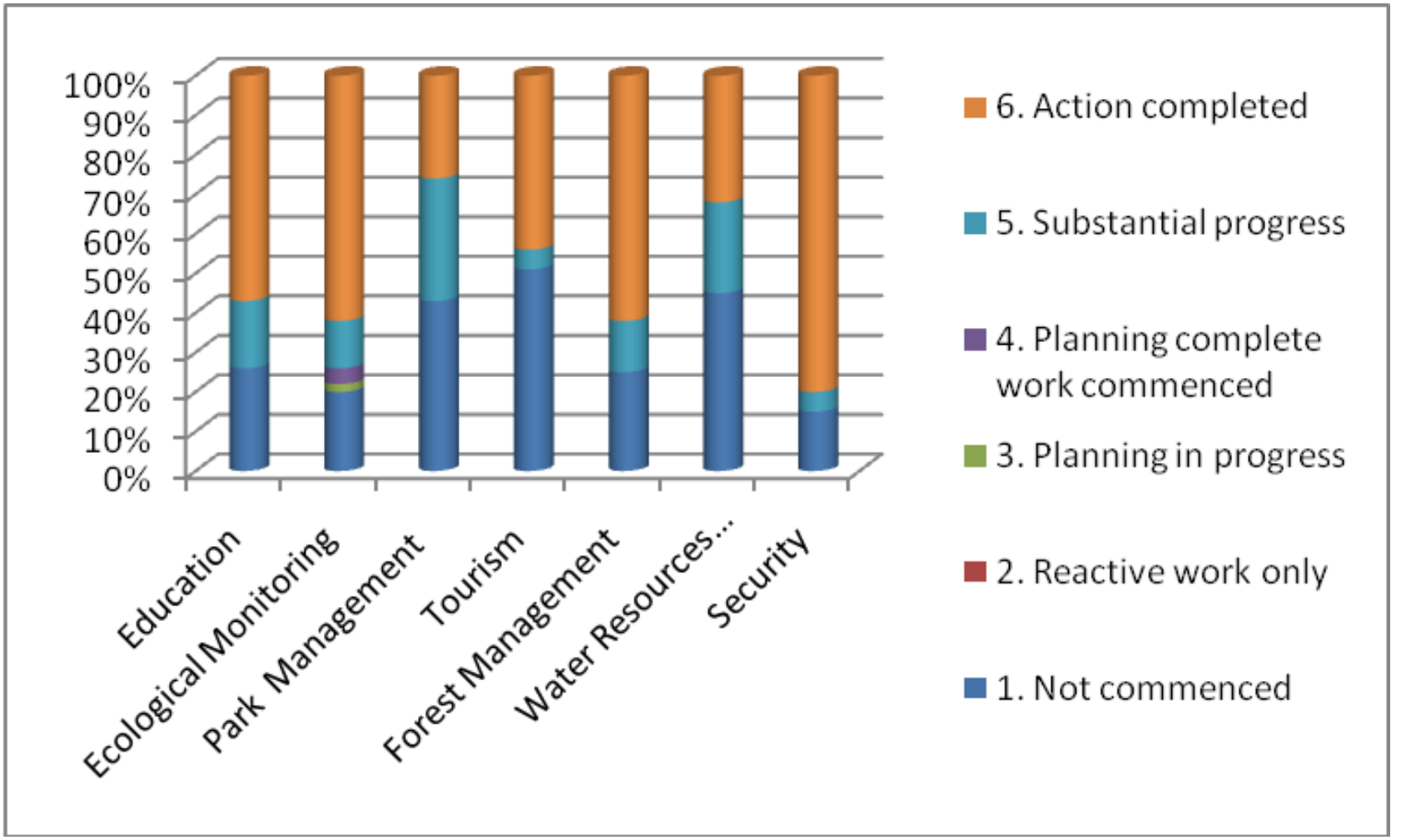
Management area	Question	Rating	Distribution of rating
Management structures and systems	1	Good	Very good: 35%
	2	Good	Good: 65%
	3	Good	Fair: 0%
	4	Very Good	Poor: 0%
	5	Very Good	
	6	Very Good	
	7	Very Good	
	8	Good	
	9	Good	
	10	Good	
	11	Good	
	12	Good	
	13	Good	
	14	Very Good	
Resource management	15	Good	Very good: 40%
	16	Good	Good: 60%

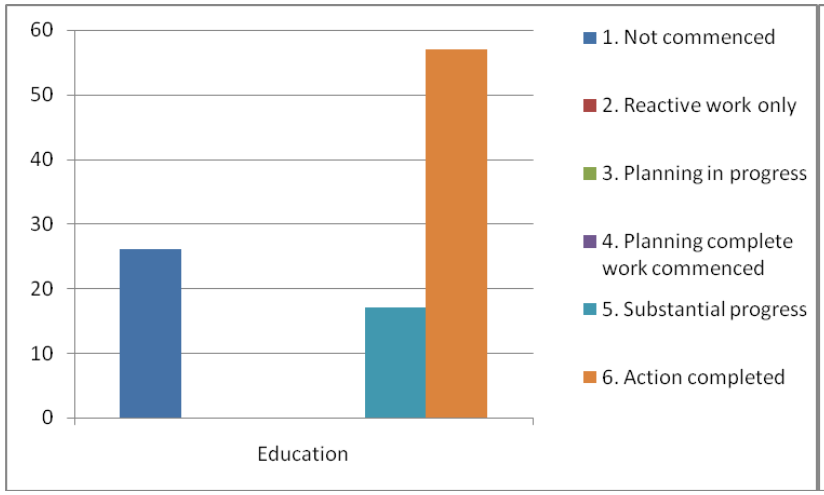
	17 18 19	Good Very Good Very Good	Fair: 0% Poor: 0%
Management and Tourism	20 21 22 23 24	Good Very Good Good Good Very Good	Very good: 40% Good: 60% Fair: 0% Poor: 0%
Management and Communities /Neighbours	25 26 27 28 29	Good Good Good Good Good	Very good: 0% Good: 100% Fair: 0% Poor: 0%
Analysis and conclusions	The site is well managed and there is room for improvement		
Comparison with last assessment	N/A		
Gaps and challenges	Gaps exist in benefit, addressing Human wildlife issues, tourism infrastructure standards, awareness, Stakeholder involvement (especially the KFS involvement and Management agreements on management of dual management zone)		
Opportunities, recommendations and follow up action	Follow up on filling existing gaps in wildlife human conflicts, relationship between KFS and KWS, tourism infrastructure improvement, and benefit enhancement		

Worksheet 9: Assessment of Management Plan Implementation (ACTIVITY IMPLEMENTATION LEVEL)							
Status Code	Education	Ecological M	Park Mgt	Tourism	Forest Mgt	Water RM	Security
Each action should be assessed against the status codes provided below	**Activity implementation performance**						
1. Not commenced	9	16	18	32	12	14	3
2. Reactive work only	0	0	0	0	0	0	0
3. Planning in progress	0	2	0	0	0	0	0
4. Planning complete work commenced	0	3	0	0	0	0	0
5. Substantial progress	6	10	13	3	6	7	1
6. Action completed	20	50	11	28	29	10	16

Worksheet 9: Assessment of Management Plan Implementation (IMPLEMENTATION PERCENTAGE LEVEL)							
Status Code	Education	Ecological M	Park Mgt	Tourism	Forest Mgt	Water RM	Security
Each action should be assessed against the status codes provided below	**Activity implementation percentage levels**						
1. Not commenced	26	20	43	51	25	45	15
2. Reactive work only	0	0	0	0	0	0	0
3. Planning in progress	0	2	0	0	0	0	0
4. Planning complete work commenced	0	4	0	0	0	0	0
5. Substantial progress	17	12	31	5	13	23	5
6. Action completed	57	62	26	44	62	32	80
Analysis and conclusions	The implementation of the MKE mgt plan is going well as many activities have been completed in only 4 years.						
Comparisons with previous assessments	N/A						
Gaps and challenges	A greater part of the activities have not been commenced						
Opportunities, recommendations	Need to plan for the un commenced activities						

PERFOMANCE OF WHS MANAGEMENT IN IMPLEMENTING THE MANAGEMENT PLAN

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Education
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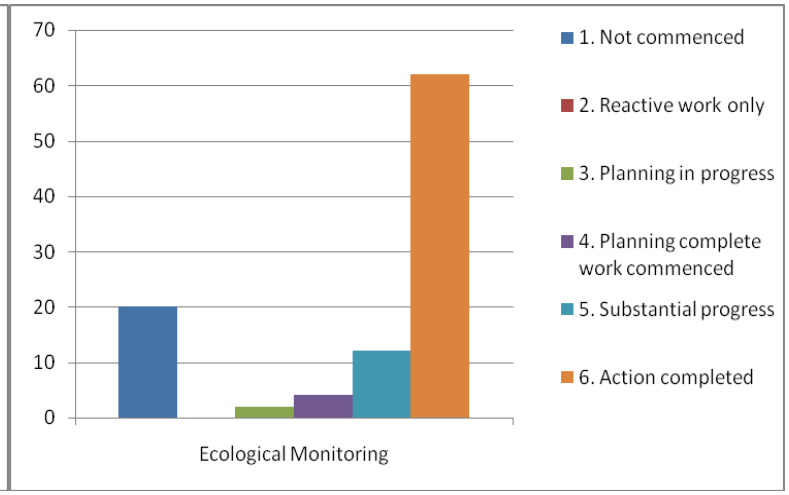
2. Reactive work only
3. Planning in progress
4. Planning complete work commenced
5. Substantial progress
6. Action completed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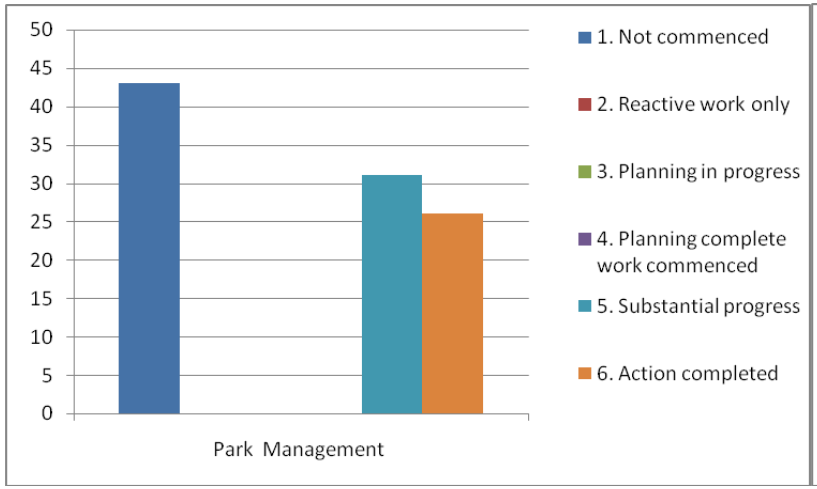
3. Planning in progress
4. Planning complete work commenced
5. Substantial progress
6. Action completed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Park Management
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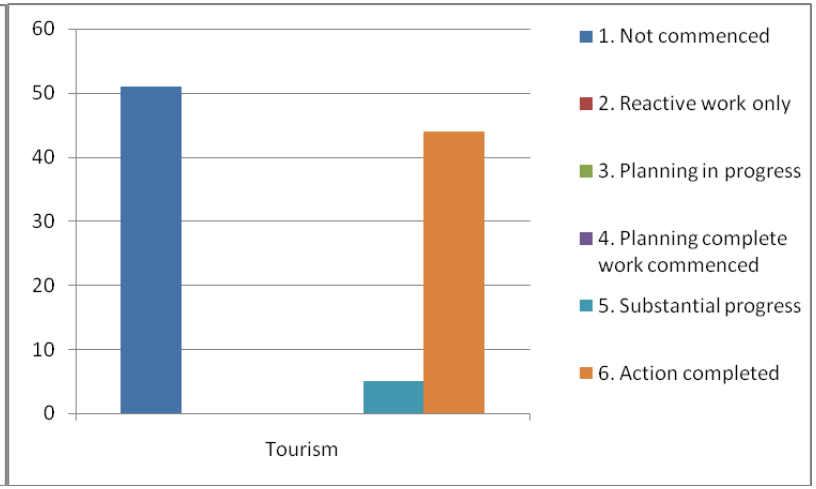
2. Reactive work only
3. Planning in progress
4. Planning complete work commenced
5. Substantial progress
6. Action completed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Tourism
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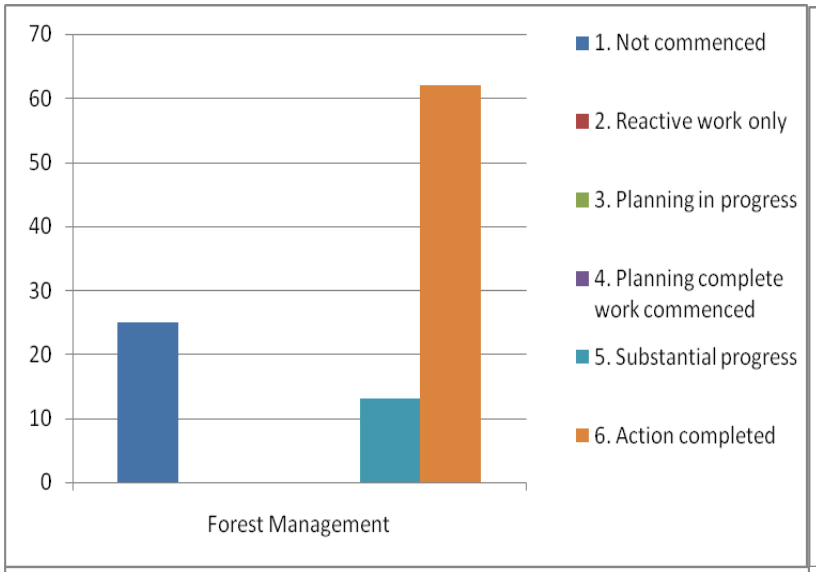
2. Reactive work only
3. Planning in progress
4. Planning complete work commenced
5. Substantial progress
6. Action completed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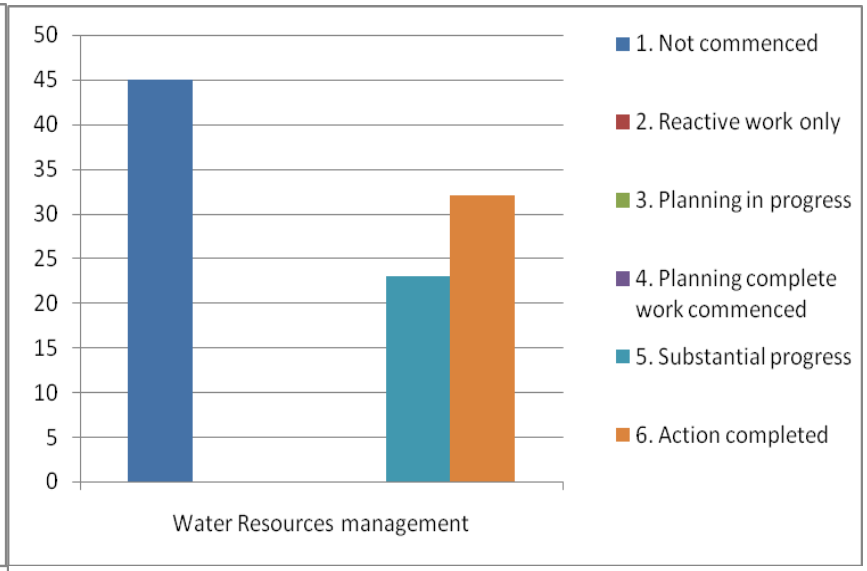
3. Planning in progress
4. Planning complete work commenced
5. Substantial progress
6. Action completed
Forest Management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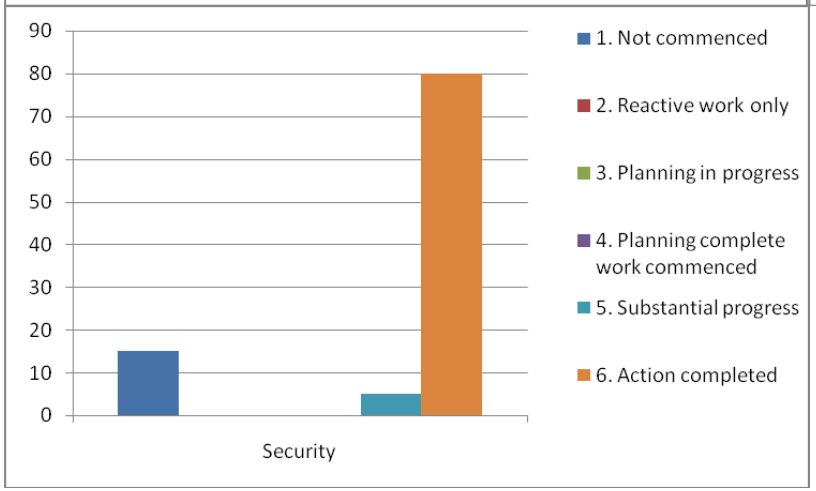
3. Planning in progress
4. Planning complete work commenced
5. Substantial progress
6. Action completed
Water Resources management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1. Not commenced
2. Reactive work only
3. Planning in progress
4. Planning complete work commenced
5. Substantial progress
6. Action completed
Security

Worksheet 10: **Assessing Outputs**					
Indicator	**Work output Target**	**Performance**	**Performance/level in previous year**	**Comments/ explanation**	**Sources of information**
List indicators (these are usually expressed in a numeric way and may include user numbers, volume of work output and physical outputs)	*Identify a measurable target for each indicator*	*List actual performance so that this can be compared to the target*	*List (where they exist) last year's outputs relating to the indicator*		
Number of Patrols conducted					
Number of outposts constructed					
Number of trained staff					
No. F community groups formed and engaged					

Number of censuses conducted					
Analysis and conclusions					
Comparisons with previous assessments					
Gaps and challenges					
Opportunities, recommendations					

WORKSHEET 11 a: Monitoring management outcomes

INDICATOR: Positive population trend mammals (e.g. Elephants, bongos, Black Rhinos)							
Major Site Values/Objective assessed by the Indicator: BIODIVERSITY							
Justification for Selection: Major site values for site management and measure for site integrity							
Indicator thresholds	**Confidence level of threshold**	**Management Responses**	**Monitoring activity/methods**	**Frequency**	**Timing**	Person Responsible	**Cost and funding source**
Level beyond which urgent management action will be needed (usually an upper and lower limit)	*The likely accuracy of the threshold (high, medium or low)*	*Review here the management responses if the indicators threshold is exceeded*	*Summarize how information will be collected (survey, use of monitoring equipment etc) and whether monitoring is already taking place (current) or new (needs to be developed)*	*Identify the proportion of staff who are trained in each category*	*When*	*By who*	*List the likely cost and whether money is currently available*
Elephant Upper Level: 7,000 Lower Limit: 1,000	Medium	Translocation and intensified patrols, disease surveillance, habitat assessment, and community engagement	**Current:** **1. Census** **2. Daily monitoring of collared groups**	50 staff 81 staff	Once in 3 yr Daily	Ecological Staff Warden and rangers	US $25,000 US $ 182,500
Bongo Upper Limit: 500 Lower Limit: 07	Medium	Re-introduction, intensified patrols, habitat assessment, fire controls	**Current:** **1. Daily Monitoring**	100 staff	Daily	Ecological Staff and Security staff	Part of the budget reflected above

Black Rhinos Upper Limit: 1,000 Lower Limit: 130	Medium	Re-introduction, intensified patrols, habitat assessment, fire controls	**Current:** **1. Mammal Census** **2. Daily Monitoring**	50 staff 81 staff	Daily monitoring and identification at individual level	Ecological Staff And security Warden and rangers	US $25,000 Daily monitoring for elephants
INDICATOR: Size and view of the Landscape features maintained							
Major Site Values/Objective assessed by the Indicator: Aesthetic value under criteria IX							
Justification for Selection: Landscape is a key factor for inscription of site as WHS							
Indicator thresholds	**Confidence level of threshold**	**Management responses**	**Monitoring activity/methods**	**Frequency**	**Timing**	Person Responsible	**Cost and funding source**
Level beyond which urgent management action will be needed (usually an upper and lower limit)	*The likely accuracy of the threshold (high, medium or low)*	*Review here the management responses if the indicators threshold is exceeded*	*Summarize how information will be collected (survey, use of monitoring equipment etc) and whether monitoring is already taking place (current) or new (needs to be developed)*	*Identify the proportion of staff who are trained in each category*	*When*	*By who*	*List the likely cost and whether money is currently available*
Glaciers, tarns, lakes, peaks, vegetation formations 715sq. km	High	Protect the area from fires, waste management, intensifies patrols	**Current:** **1. Daily Monitoring, patrols**	100 staff	Every day	Ecological Monitoring staff, security and tourism staff	US $300,000

WORKSHEET 11b: Assessment of outcomes of Management

Major Site Value: Biodiversity value					
Indicator	**Threshold**	**Status of Indicator in relation to threshold**	**Rating**	**Comparison with previous assessment**	**Management Interventions: Urgency and details of Actions**
These should have been recorded in Worksheet 11a	*These should have been developed in Worksheet 11a*	*Using the monitoring data gathered for each indicator, assess the status and trend of the indicator in this text field.* *Is the status of significant concern, developing concern or fine?* *Is the condition improving, unchanged or deteriorating?*	*Summarize the status and trend of the indicator using the graphics*	*How does this compare with any previous assessments?*	*Identify any specific actions needed in response to information collected in the monitoring and assessment of objectives*
Positive population trend mammals (e.g. Elephant, Bongos, Rhinos)	**Elephant** Upper limit is 7,000, lower limit is 1,000 **Bongos** Upper limit: 500 Lower Limit: 07	3000 individuals 7 individuals	↓ ↓	This is the first assessment As above	Increased surveillance and community awareness. Plus further monitoring As above

	Black Rhinos Upper limit 1,000 Lower limit 130 **Greater Kudu** Upper limit: 300 Lower Limit: 150	130 individuals Within the limits	↓ ↑	As Above N/A	As above Continue Monitoring
Size and view of landscape features protected	**Vegetation cover and waste-free ecosystem** **Glacier Quality and cover**	Within limits, few fires occur Levels affected	↔ ↓	N/A N/A	Intensify patrols against fires, inappropriate land use and poor waste management Continued monitoring of glacial recession
Analysis and conclusions	The current lower threshold are lower than the desired numbers at the moment and this figure is expected to increase as protection is enhanced				
Comparison with last assessment	N/A				
Gaps and challenges	Carrying capacity of the site for the various wildlife species				
Opportunities, recommendations and follow-up actions	Intensified monitoring and securing the current site populations, and protect the site from fires is highly recommended. More trained staff will enhance site value protection				

Tool 12: review of management effectiveness assessment results		
Elements	Tool	Follow-up actions
Elements of the WCPA framework	**List the tools (adapt as necessary to the particular assessment)**	**Summarize follow-up actions listed at the end of each worksheet**
Context	Tool 1a: Identify major Site Values	There is need to consider criterion X as one of the nomination criteria to recognize Mt. Kenya as a key biodiversity spot and home to the endangered/ threatened species like the Elephant and the Eastern Black Rhinos. Collaboration with all the stakeholders working in and around the property. Corridors for connectivity with other conservation areas. There is need to maintain the buffer zones to deter encroachment of the property. The new wildlife Act 2013 provides stiffer penalties and lays the structures for wildlife governance and conservation. The border to be stretched to include the natural forest to enhance the value of the property. Instituting a coordination committee that will oversee the management of the property.
	Tool 1b: Site Objectives	Need to formulate an independent objective for cultural issues which are key to the communities to allow for particular attention to issues cultural importance.
	Tool 2: Identify site threats	Land use plans required around the world heritage site by the County and Local governments. Enforcement of the act to minimize impacts from threats. Research into the impacts of fires on biodiversity and catchment values plus continued research in impacts of climate change.

	Tool 3: Relationships with stakeholders/partners	Need for site management to engage more the stakeholders in protection of site values. Need for government to allocate more funding to the site to engage site stakeholders.
	Tool 4: Review national context	Harmonization of policies
Planning	Tool 5a: Assessing management planning	KFS should approve the MKE Plan. Preparation of the species specific plans
	5b. Adequacy of primary planning document	Managers should conduct periodic assessments and plan monitoring to ensure that the actions are implemented as listed for the various years.
	Tool 6: Design assessment	6a) **Ecological Integrity:** Need to mark and delineate the boundaries of the WHS and incorporate the whole forest reserve as a WHS 6b) **Community Well-being:** Creation of alternative and diversification of benefits, development of tourism to benefit communities. Employment and education of the communities 6c) **Management factors:** Boundary marking, corridor establishment, identification and incorporation of other key habitats of wildlife
Inputs	Tool 7a: Assessment of mgt needs	Up skilling most required
	Tool 7b: Input assessment	
Processes	Tool 8: Assessment of management	Follow up on filling existing gaps in wildlife human conflicts, relationship between KFS and KWS, tourism infrastructure improvement, and benefit

	processes		enhancement
Outputs	Tool 9: Assessment of management plan implementation		Need to plan for the un commenced activities
	Tool 10: Assessing outputs		
Outcomes	Tool 11a: Monitoring management outcomes		Presence of trained staff will help in monitoring and securing the current populations, and protect the site from fires
	Tool 11b: Assessing outcomes of management		Intensified monitoring and securing the current site populations, and protect the site from fires is highly recommended. More trained staff will enhance site value protection
	Value Assessed	**Trend of each value based on Indicator**	
	Elephants	Positive population trend	Increased surveillance and community awareness. Plus further monitoring
	Bongos	Positive population trend	Increased surveillance and community awareness. Plus further monitoring
	Black Rhinos	Positive population trend	Increased surveillance and community awareness. Plus further monitoring
	Greater Kudu	Positive population trend	Continued monitoring
	Landscape beauty, Glacier	Size and view of landscape features protected	Intensify patrols against fires, inappropriate land use and poor waste management. Monitor glacial recessions