

Volume 1: INTEGRATED MANAGEMENT PLAN (IMP)		
Volume 2: IMP - Zoning and Tourism Master Plan		
Volume 3: IMP – Phase 1	Volume 4: IMP – Phase 2	Volume 5: IMP – Phase 3

BARBERTON NATURE RESERVE,

PHASE 2

INTEGRATED MANAGEMENT PLAN

2014 - 2019

**Barberton Nature Reserve: Phase 2,
Mpumalanga Province,
South Africa**

**Integrated Management Plan,
2014-2019**

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DEFINITIONS

Alien Species:

Means species or genotypes that are not indigenous to the Barberton Nature Reserve, including hybrids and genetically altered organisms.

Authority:

Means the management authority for the Barberton Nature Reserve established by Government [in the process of promulgation] as defined and required by the National Environmental Management: Protected Areas Act (NEMPAA).

Biodiversity / Biological Diversity:

Means the variability among living organisms from all sources including, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part and also includes diversity within species, between species, and of ecosystems (as per the National Environmental Management: Biodiversity Act, No. 10 of 2004).

Bioprospecting:

In relation to indigenous biological resources, means any research on, or development or application of, indigenous biological resources for commercial or industrial exploitation, and includes –

The systematic search, collection or gathering of such resources or making extractions from such resources for purposes of such research, development or application (as per the National Environmental Management: Biodiversity Act, No. 10 of 2004).

Board:

Means the Mpumalanga Tourism and Parks Agency Conservation Board as defined by the Mpumalanga Nature Conservation Management Act (Act No. 9 of 1997).

Buffer Zone:

Means an area surrounding the Reserve which has restrictions placed on its use or where collaborative projects and programmes are undertaken to afford additional protection to the Reserve. Listing Notice #3 (GN 546) of the Environmental Impact Assessment Regulation of 2010 (GN 543) defines a buffer area extending 10km from the proclaimed boundary of a World Heritage Site or National Park and 5km from the proclaimed boundary of a Nature Reserve, respectively, or that defined as such for a biosphere.

Co-management:

Means managing in such a way as to take into account the needs and desires of stakeholders, neighbours and partners, and incorporating these into decision making through, amongst others, the promulgation of a local board.

Convention:

Means the Convention concerning the Protection of the World Cultural and Natural Heritage, adopted by the General Conference of United Nations Education, Scientific and Cultural Organisation (UNESCO) on 16 November 1972 and ratified by the Republic of South Africa on 10 July 1997 (as per World Heritage Convention Act, No. 49 of 1999).

Cultural Heritage:

As defined in Article 1 of the World Heritage Convention Act, 49 of 1999: Cultural heritage is considered as “monuments, architectural works, works of monumental sculpture and painting, elements or structures of an archaeological nature, inscriptions, cave dwellings and combinations of features, which are of outstanding universal value from the point of view of history, art or science, groups of buildings,

groups of separate or connected buildings which, because of their architecture, their homogeneity or their place in the landscape, are of outstanding universal value from the point of view of history, art or science, sites, works of man or the combined works of nature and man, and areas including archaeological sites which are of outstanding universal value from the historical, aesthetic, ethnological or anthropological point of view.” For the purpose of this IMP features of living heritage such as mountains, pools, rivers, boulders, etc. as well as palaeontological features is also included under this definition.(Ref: Frans Prins of MDTP; 26/10/04).

Ecotourism:

Means the travel to natural areas to learn about the way of life and cultural history of people, the natural history of the environment, while taking care not to change the environment and contributing to the economic welfare of the local people (*MDTP - adapted from a definition of ecotourism by Hecto Ceballos Lascurain*).

Ecosystem:

Means a dynamic complex of animal, plant and micro-organism communities and their non-living environment interacting as a functional unit (as per National Environmental Management: Protected Areas Act, No. 57 of 2003).

Ecosystem Services:

As defined in Section 1 of the National Environmental Management: Protected Areas Act No. 57 of 2003 as:

“environmental goods and services” meaning:

- (a) benefits obtained from ecosystems such as food, fuel and fibre and genetic resources;
- (b) benefits from the regulation of ecosystem processes such as climate regulation, disease and flood control and detoxification; and
- (c) cultural non-material benefits obtained from ecosystems such as benefits of a spiritual, recreational, aesthetic, inspirational, educational, community and symbolic nature;”

For the purposes of this IMP, sustainable water production is also specifically included under this definition.

Heritage-based Resources:

Means natural and / or cultural resources.

Interested Parties: (See stakeholders)

Local Community:

Means any community of people living or having rights or interests in a distinct geographical area (as per the National Environmental Management: Protected Areas Act, No. 57 of 2003).

Songimvelo-Malolotja Transfrontier Conservation Area:

Means the collaborative initiative between South Africa and the Kingdom of Swaziland to protect the exceptional biodiversity of the area through conservation, sustainable resource use, and land-use and development planning.

Management:

In relation to a protected area, includes control, protection, conservation, maintenance and rehabilitation of the protected area with due regard to the use and extraction of biological resources, community based practices and benefit sharing activities in the area in a manner consistent with the Biodiversity Act (as per the National Environmental Management: Protected Areas Act, No. 57 of 2003).

Management Unit:

Means the specific geographic area/sector of the reserve for which a manager has been appointed that is responsible for conservation management in that area/sector – normally each management unit will be provided with its own budget and associated management infrastructure. The boundaries of these areas do not necessarily follow original protected area boundaries.

Minister:

Means the National Minister of the Department of Environmental Affairs.

Nature Conservation:

Means the conservation of naturally occurring ecological systems, the sustainable utilization of indigenous plants and animals therein, and the promotion and maintenance of biological diversity.

Natural Heritage:

As defined in Article 2 of the World Heritage Convention Act, 49 of 1999: “natural heritage” is considered as consisting of physical and biological formations or groups of such formations, which are of outstanding universal value from the aesthetic or scientific point of view, geological and physiographical formations and precisely delineated areas which constitute the habitat of threatened species of animals and plants of outstanding universal value from the point of view of science or conservation, natural sites or precisely delineated natural areas of outstanding universal value from the point of view of science, conservation or natural beauty.

Partnership/s:

Means a co-operative and/or collaborative arrangement/s, between Reserve management /MTPA and a third party that supports the achievement of Reserve objectives.

Protected Area:

Means any of the protected areas referred to in section 9 of the National Environmental Management: Protected Areas Act No. 57 of 2003.

Stakeholders / Interested Parties¹:

These are interested individuals or groups concerned with or affected by an activity and its consequences. These include the authorities, local communities, investors, work force, consumers, environmental interest groups and the general public. According to the National Environmental Management: Biodiversity Act, No. 10 of 2004, “stakeholder” means a person, an organ of state or a community contemplated in section 82 (1) (a), or an indigenous community contemplated in section 82(1)(b).

Sustainable:

In relation to the use of a biological resource, means the use of such resource in a way and at a rate that would not lead to its long-term decline; would not disrupt the ecological integrity of the ecosystem in which it occurs; and would ensure its continued use to meet the needs and aspirations of present and future generations of people (as per National Environmental Management: Biodiversity Act, No. 10 of 2004).

Wilderness Area:

Means “an area designatedfor the purpose of retaining an intrinsically wild appearance and character, or capable of being restored to such and which is undeveloped and roadless, without permanent improvements or human habitation” as defined by the National Environmental Management: Protected Areas Act No. 57 of 2003.

¹ Defined in Guideline Document EIA Regulations, DEAT, April 1998

World Heritage Site:

Means a world heritage site as defined in the World Heritage Convention Act, No. 49 of 1999 under Chapter 1, section 1 subsection (xxiv).

ABBREVIATIONS

BEEP	Biodiversity Environmental Education Programme
BMWHS	Barberton Mountain Land World Heritage Site
BP	Business Plan
CDP	Concept Development Plan
CMC	Conservancy Management Committee
DEA	National Department of Environmental Affairs
DoT	National Department of Tourism
DWA	National Department of Water Affairs
GIS	Geographical Information Systems
IDP	Integrated Development Plan
IMP	Integrated Management Plan
IUCN	World Conservation Union (as commonly referenced)
SMTFCA	Songimvelo-Malolotja TFCA
MOU	Memorandum of Understanding
RPC	Reserve Planning Committee
RSA	Republic of South Africa
SAHRA	South African Heritage Resources Agency
SMP	Strategic Management Plan
UNESCO	United Nations Educational, Scientific and Cultural Organisation

Abbreviations used for Statutes (Acts)

CARA	Conservation of Agricultural Resources Act, No. 43 of 1983
MCMA	Mpumalanga Conservation Management Act, No. 9 of 1997
NEMBA	National Environmental Management: Biodiversity Act, No. 10 of 2004
NEMPAA	National Environmental Management: Protected Areas Act, No. 57 of 2003
PFMA	Public Finance Management Act, No. 1 of 1999
NHRA	National Heritage Resources Act, No. 25 of 1999
WHCA	World Heritage Convention Act, No. 49 of 1999

1 VISION, MISSION, MANAGEMENT OBJECTIVES AND CONSERVATION TARGETS

1.1 INTRODUCTION

Phase 2 of the Barberton Nature Reserve includes three separate portions of State land which cumulatively cover an area of approximately 5400 ha. The dynamics of this Phase of the reserve are different to the other two phases as the area is mainly driven and managed by the neighboring private conservancies. Management Agreements for the overall management of Phase 2 by the adjoining Private Conservancies are in place for Area 1 and Area 2; and in the process of being formalized for Area 3.

The general principles of these management agreements are summarized below (there is slight variation between the different agreements):

Objectives:

MTPA: To allow the area to be managed to ensure its protection.

Conservancy: To expand the size of the conservancy.

Joint: Create a regional Conservation Corridor

Obligations:

<u>Conservancy</u>	<u>MTPA</u>
Fence the area into the conservancy and maintain fence at own cost	MTPA or successors shall honour the agreement as far as reasonably possibly
Manage the area at its own cost, based on sound conservation principles and in accordance with MTPA policy as prescribed. Management actions to be reported to the MTPA as prescribed.	Game accruing to the MTPA through natality shall not accumulate, but be removed annually.
Update Management Plans for the conservancy to include the State Land.	
All game introduced by the conservancy will be owned by the conservancy.	
A percentage of annual natality will accrue to the MTPA once populations have reached the approved stocking rate.	

Restriction on Development and Use:

No permanent structures for management or tourism without consent of the MTPA and compliance with legislation	
Any revenue generating business to be approved by MTPA in accordance with legislation such as the PFMA	

The areas comprising Phase 2 include the following:

Phase 2 Area 1	1237Ha	Area to the east of the R40, and predominantly north of the Noord Kaap River. This area abuts De Kaap Valley Conservancy and a management agreement is in place whereby the area is maintained and co-managed by the conservancy.
Phase 2 Area 2	1634 Ha	Area to the south of the Noord Kaap River. This area abuts Chariessa Conservancy and a management agreement is in place whereby the area is maintained and co-managed by the conservancy.
Phase 2 Area 3	2543Ha	Area to the east of New Consort Mine, and predominantly north of the Noord Kaap River. The area provides an important link to Phase 3 (Mountainlands). This area abuts the Crocodile Gorge Conservancy which provides an important future biodiversity corridor between BNR and the KNP. A management agreement is being pursued with the conservancy to maintain and co-manage this area.

In terms of the agreements the above mentioned conservancies will be responsible for the overall management interventions on the portions of state land within Phase 2. The conservancy managers will constitute a Conservancy Management Committee which will be responsible for overall decision making and implementation on State Land in Phase 2, in terms of their relevant Management Agreements with the MTPA. It is therefore essential that all Action Projects in this IMP be integrated into the planning and management efforts of the individual conservancies and that the Conservancy Management Committee be established.

It is critical to note that this document has been compiled in fulfillment of MTPA's obligation to prepare a Management Plan for the Barberton Nature Reserve, specifically including the State Land within Phase 2. This document should form the basis for the Conservancy Committees to update their individual Management Plans to include management of the State Land portions – as per the obligations of the agreements.

The updated Management Plans for Conservancies are to be incorporated into future revisions of this document.

Action Project 1.1 (1): Update Conservancy Management Plans to include management provisions and policy for State Land portions.

Action Project 1.1 (2): Include revised Conservancy Management Plans into future revisions of the Integrated Management Plan

The MTPA has identified the greater Barberton area as having great potential as a tourism growth area. Several private sector initiatives have recently been launched in developing surrounding properties for ecotourism. The reserve therefore forms an important link between Nelspruit and the whole ecotourism development south of the Barberton Mountainlands which has been identified as a provincial priority area. It therefore has a high tourism potential especially with respect to bird watching, game viewing and adventure activities.

In terms of the most appropriate land use, it is quite clear that conservation of the rich biodiversity and different landscapes through ecologically sustainable economic activity, is the most viable and sustainable option. The key elements of the mission are thus conservation and utilisation (including eco-tourism and education).

1.2 VISION

The MTPA acknowledges the vision of the State Land in Phase 2 of the Barberton Nature Reserve as being the following:

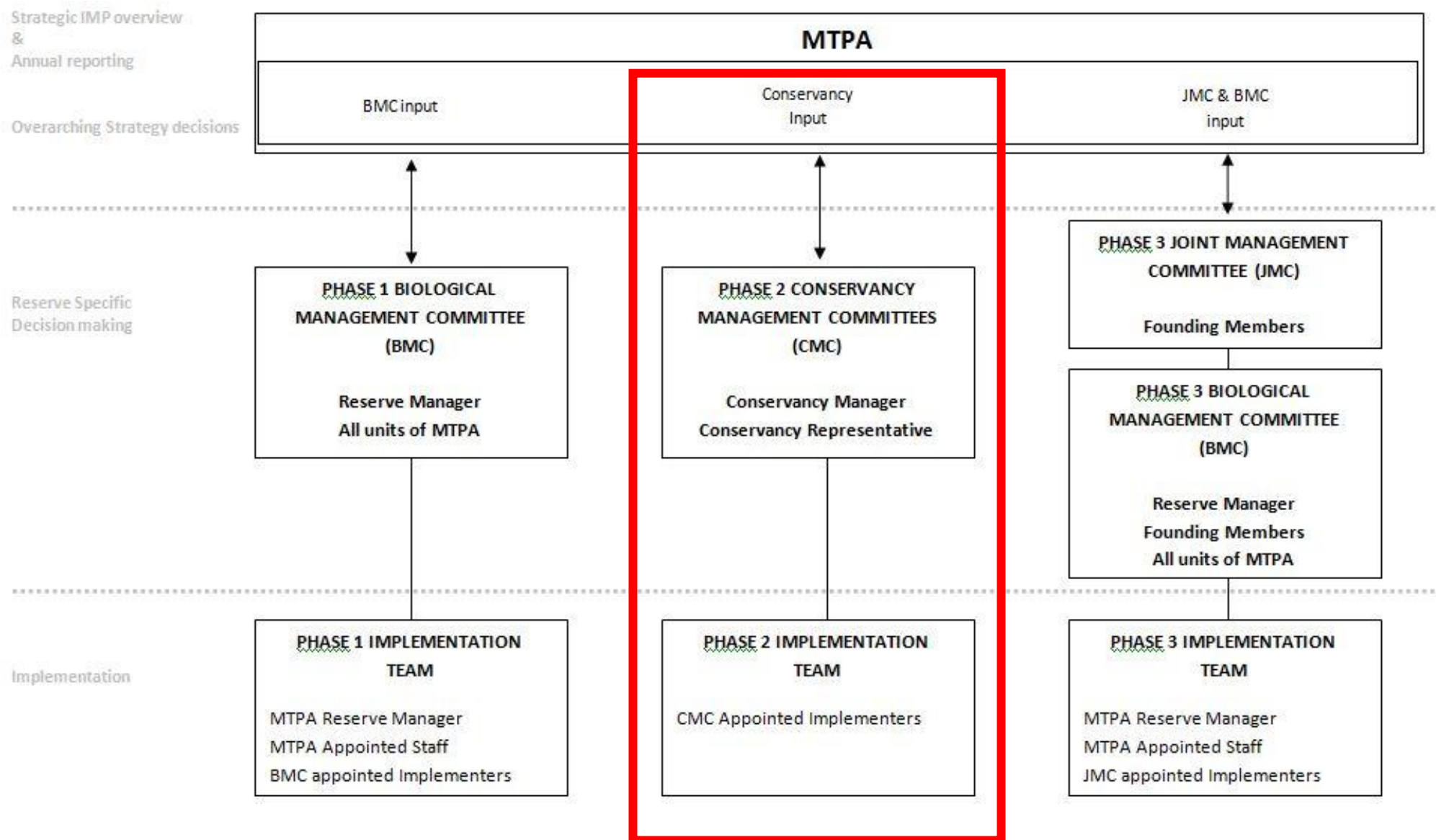
‘Commitment to preserving the diversity of Natural and Cultural Resource of Phase 2 of the Barberton Nature Reserve through competent management, based on sound business principles.’

1.3 PHASE 2: SPECIFIC MANAGEMENT OBJECTIVES

The specific management objectives identified for Phase 2 include the following:

- To strive towards responsible management and maintenance of biodiversity and ecological processes, in order to provide for the recreational, cultural and economic needs of communities, present and future.
- To manage and maintain the vegetation structure, plant species diversity and the ecological processes within the different landscape units.
- To ensure the maintenance of the unique serpentine plant community.
- To manage viable populations of fauna, including priority game species, that are specifically adapted to this habitat in such a way that no conflict arises with higher priority objectives
- To manage the natural aquatic systems and sustain the ecological processes functioning in the reserve.
- To develop a sustainable commercialisation strategy within the greater conservation objective so as to optimise revenue generation
- To build positive relations with interested and affected parties through effective participation in matters of mutual interest, thereby contributing to the sustainability of the protected area
- To manage movement and activities of private landowners and individuals with mining rights within the reserve, in such a way that conflict with all other objectives are minimised.

1.4 PHASE 2 INSTITUTIONAL STRUCTURING IN CONTEXT OF GREATER BARBERTON NATURE RESERVE



2 POLICY FRAMEWORK & GUIDING PRINCIPLES: RESOURCE MANAGEMENT

2.1 FINANCIAL & HUMAN RESOURCES

2.1.1 Management of Financial Resources

(Also see section 7.1 of the Overarching Document)

All financial management activities and decisions being made on State Land in Phase 2 of the BNR in respect of public finance need to comply with the Public Finance Management Act (Act 1 of 1999) [PFMA]. A 5 Year Strategic Management Plan and Annual Performance Plan will govern the financial management issues in the BNR.

It is likely that the PFMA will only need to be considered in the case of major developments on State Land that utilise State funding or those that generate substantial revenue for private-public partnerships. In such cases the Conservancy Management Committee (CMC) of Phase 2 must ensure that all financial decisions and spending are done in alignment with the above mentioned policies. Financial Performance of Phase 2 will be measured on an annual basis in terms of the Key Performance Areas as determined in the 5 Year Strategic Management Plan.

A biodiversity resource inventory of Phase 2 should be developed and maintained. This inventory will be used by the MTPA Scientific Services to determine the ecological value of the reserve and its contribution to the local and regional economy.

Action Project 2.1.1 (1): Ensure compliance with the Public Finance Management Act for projects involving Public Finance or generating substantial revenue for private-public partnerships.

Action Project 2.1.1 (2): Develop and maintain a Biodiversity Inventory for use in determining the contribution of Phase 2 to the ecological value and economy of the area and region.

Action Project 2.1.1 (3): Where applicable integrate 5 Year Strategic Plan, Annual Performance Plan and requirements of the Public Finance Management Act in financial decision making, procurement procedures and spending policies specifically relating to Phase 2 of the BNR.

Action Project 2.1.1 (4): Provide all financial management information to MTPA Finance Department on an annual basis for Annual Performance Review.

2.1.2 Management of Human Resources

(Also see section 7.1 of the Overarching Document)

The adequate staffing of the State Land in Phase 2 will be the responsibility of the Conservancy Management Committees in fulfillment of their contractual obligations. The MTPA staff of Phase 1 will assist and support the CMC when required.

A database of local skills within the communities surrounding Phase 2 of the BNR should be developed and employees should be sourced from the local community wherever possible utilising this database.

All current human resource activities within Phase 2 of the BNR should comply with the requirements of local, provincial and national labor laws

Action Project 2.1.2 (1): Ensure adequate staffing to achieve management obligations

Action Project 2.1.2 (2):Develop Database/Inventory of local skills within the community surrounding Phase 2 and employ local staff from this database wherever possible.

Action Project 2.1.2 (3): Ensure compliance of staff contracts and human resource management policies within Phase 2 with relevant legislation and guidelines.

2.2 SAFETY AND SECURITY

(Also see section 7.2 of the Overarching Document)

Phase 2 of the BNR has a security risk due to its location in relation to main roads and human settlements. In order to address security needs of Phase 2, a risk assessment needs to be undertaken in alignment with the overarching objectives and operational guidelines of the BNR. All areas of potential risk need to be identified and logged on a GIS system. This data will then be used by the MTPA to develop an Integrated Safety and Security plan for total area of the BNR.

Action Project 2.2 (1):Undertake Risk Assessment of Phase 2 and provide all GIS data to Conservancy Management Committee for inclusion in Integrated Safety and Security Strategy for the greater BNR.

2.3 BIODIVERSITY CONSERVATION MANAGEMENT

(Also see section 7.3 of the Overarching Document)

Biological systems are dynamic and continuously react to factors such as climate changes, veld fires, epidemics, etc. Management interventions for such systems must also be dynamic and need to be updated on an ongoing basis. A Biological Management System has been developed to deal with the dynamic nature of the biological system in Phase 2. Meetings to discuss biological management issues are held on a quarterly basis by the Conservancy Management Committee, structured by the conservancies constituting Phase 2 of the BNR along with the MTPA. Detailed documentation of all biological issues relevant to Phase 2 is kept in a Biological Management file system.

It is the respective responsibilities of the Phase 2 Conservancy Management Committees to co-ordinate all activities and tasks on Phase 2 of the BNR. Where any particular activity or task has or could have an ecological impact, the Manager must consult with the Conservancy Management Committee before such an activity may commence. Policies and decisions made by the Conservancy Management Committee are binding and valid until such time as a specific decision has been re-evaluated and documented by the Committee.

Action Project 2.3 (1):Ensure that implementation team of Phase 2 is represented on Conservancy Management Committee.

2.3.1 Fire Management

(Also see section 7.3.1 of the Overarching Document)

Fire is an important tool in the implementation of the overarching vegetation policies of the BNR in Phase 2, as well as in the provision of adequate grazing for relevant game species. The maintenance of the current fire pattern and diversity is therefore essential in the maintenance of vegetation diversity, and to enhance game and game viewing potential in Phase 2.

Point ignition fires are presently applied during the growth season in Phase 2. By extending this throughout the year, it can lead to an extremely diverse mosaic both in size, time and return period of fire. Furthermore, fire is applied within the reserve as and when required. Times and areas to be burned will be determined by the ecologist, Conservancy Management Committee and Reserve Manager. Areas can be burned on a rotation basis. All fire related activities must be in compliance with the overarching reserve objectives and strategies of the BNR along with all other relevant local, provincial and national legislation/policies.

A member of the Phase 2 Implementation Team must participate as an active member of the local Fire Protection Association. The entire BNR area has been registered with LEFPA. Mapping of fires is essential for digitising by GIS specialist in order for correct fire planning in Phase 2 by the Conservancy Management Committee.

Action Project 2.3.1 (1):Implement a fire burning strategy as determined by the Conservancy Management Committee, in alignment with overarching objectives and operational guidelines.

Action Project 2.3.1 (2):Ensure that Phase 2 of the BNR is represented as an active member of the Local Fire Protection Association (LEFPA).

Action Project 2.3 (3):Implement GIS mapping system to record fires and provide data to Conservancy Management Committee as and when required.

2.3.2 Alien and Invasive Species

2.3.2.1 Alien and Invasive Plants

(Also see section 7.3.2 of the Overarching Document)

The Conservancy Management Committee will be responsible for developing an alien plant eradication programme for Phase 2 of the BNR.

A GIS based database and mapping system must be developed and implemented to monitor and manage the alien/invasive eradication programme in Phase 2 of the BNR. Relevant staff members must be trained to manage the system.

Action Project 2.3.2.1 (1):Develop and Implement continuous alien plant eradication programme in accordance with overarching objectives and operational guidelines.

Action Project 2.3.2.1 (2):Develop and maintain GIS database of alien plant coverage in Phase 2.

2.3.2.2 Alien and Problem Animals

(Also see section 7.3.2 of the Overarching Document)

Animals that become an excessive nuisance to persons and property due to either habituation or divergent behavior may be destroyed or be captured and removed from the area by the Implementation Team. This includes animals that leave and return from time to time. To minimize the need to control problem animals, efforts will be made to inform visitors and guests about the dangers associated with habituation. All incidents must be reported to the Phase 2 Conservancy Management Committee.

Action Project 2.3.2.2 (1):Develop alien/problem animal protocol for BNR Phase2 and ensure that staff are made aware of implications and management requirements.

Action Project 2.3.2.2 (2):Remove or Destroy Alien/Problem animals as and when required,

2.3.3 Catchment Management

(Also see section 7.3.3 of the Overarching Document)

It is essential that the Phase 2 Conservancy Management Committee align all management efforts with the catchment strategy of the Barberton Nature Reserve, with support from the Department of Water Affairs.

Action Project 2.3.3 (1):Integrate Regional Catchment Management Strategies in reserve management interventions for Phase 2 with input from Department of Water Affairs.

2.3.4 Soil Erosion and Control

(Also see section 7.3.4 of the Overarching Document)

Soil erosion will be considered as a natural process in Phase 2 of the BNR, yet where it is accelerated due to unsustainable land use practices or activities, active measures to mitigate, rehabilitate and control erosion will be implemented.

Action Project 2.3.4 (1):Identify problem erosion areas and capture on GIS database system

Action Project 2.3.4 (2):Develop and Implement Soil Erosion Management Plan

Action Project 2.3.4 (3): Monitor interventions and recurrences.

2.3.5 Wildlife Management

(Also see section 7.35. of the Overarching Document)

Feeding spectrums of stocked game include bulk feeders, selective tall grazers, selective short grazers and browsers. The quality of the grass layers in Phase 2 varies greatly depending on elevation and geology. The valley bottom and lower slopes are fairly palatable, but the higher parts of the reserve are of poor grazing quality. The species mix will be tilted towards adequate representation of bulk feeders such as buffalo and zebra. The possibility exists to introduce viable populations of buffalo and giraffe once the mining pits have been fenced off.

Monitoring of game numbers forms a crucial part of the management process in Phase 2 of the BNR. The following management actions apply:

- A game survey annually during the winter months.
- Records (including introduction, natalities, natural deaths, predation, removal by culling/capture/poaching) will be kept per species and presented quarterly to MTPA; and
- Conservancy Manager with assistance from MTPA Scientific Services will conduct regular sex- and age as well as condition assessments.

Introduction of species to Phase 2 will only be considered if a species occurred historically in the area and if suitable habitat is still available on the reserve. Genetics will also be taken into consideration.

Action Project 2.3.5 (1): Develop and Implement Game Stocking Strategy for BNR Phase 2, including potential key species such as buffalo.

Action Project 2.3.5 (2): Develop and implement wildlife management action plan inclusive of annual schedule of management interventions and activities.

2.3.6 Vegetation Management

(Also see section 7.3.6 of the Overarching Document)

The fixed point technique can be used to sample the herbaceous layer of the reserve (browsing and grazing values). The former Transvaal Provincial Nature Conservation Department in consultation with the Pretoria University adopted this technique during the early 1980's. Plots should be placed out in such a manner that each landform and aspect and height in the topography is represented.

The transects should be monitored at a yearly interval at the end of the growing season.

Woody plant monitoring can be done using the fixed photo point method. Photographs should be taken biannually at fixed points used for the herbaceous layer monitoring to document woodland structure.

Action Project 2.3.6 (1): Implement vegetation monitoring programme and implement management interventions as determined by Conservancy Management Committee.

2.3.7 Control over Illegal Activities and Use of Natural Resources

(Also see section 7.3.7 of the Overarching Document)

A field ranger patrol plan needs to be developed and staff trained accordingly to implement the plan. Ranger pickets need to be planned and implement throughout Phase 2. These pickets should have an identified patrol zone and major patrol routes. The function of field rangers is to provide security to the area by way of foot patrols, observation post, law enforcement, regular fence patrols and collection of biological data.

Action Project 2.3.7 (1): Develop Field Ranger Patrol Plan and train Field Rangers to implement plan, inclusive of picket placements and planning.

Action Project 2.3.7 (2): Ensure that field rangers are empowered and armed to conduct law enforcement activities.

2.3.8 Land Expansion and Incorporation

(Also see section 7.3.8 of the Overarching Document)

The potential also exists to expand Phase 2 extensively. All land expansion and incorporation activities will be handled and approved by the MTPA Protected Area Expansion Officials in conjunction with the Conservancy Management Committee.

Action Project 2.3.8 (1): Identify all expansion opportunities and benefits thereof.

Action Project 2.3.8 (2): Refer expansion/incorporation opportunities to MTPA Range Expansion Team and Conservancy Management Committee for further development and implementation.

2.4 CULTURAL RESOURCE MANAGEMENT

(Also see section 7.4 of the Overarching Document)

In order to effectively manage the cultural resources of Phase 2, the overarching strategy for the BNR relating to Cultural Resource Management should be implemented as efficiently and effectively as possible. The primary objective for cultural resource management in Phase 2 is to research, document and protect the cultural resources of the area as far as possible based on current knowledge and expertise. Another important aspect of cultural resource management in Phase 2 will be to document the history of the area and its surroundings, specifically the history of the reserve and the farms in the surrounding area. Other historical aspects such as trade routes, conflict, mining, exploration, etc should also be considered.

It is also important to interpret cultural resources in the reserve for visitors and to ensure that awareness is created without damaging the integrity of the cultural resources. Utilisation of resources in this regard should be approved by the South African Heritage Resources Agency.

The management strategy for the cultural resource management in Phase 2 will include:

- Development of cultural resource database;
- Continually capacitating staff to identify and manage cultural resources;
- Continually provide opportunities for students to undertake research projects on cultural resources in Phase 2;
- Support for cultural resource management and protection initiatives in the area; and
- Implementation of clear and measurable goals and objectives.

Action Project 2.4 (1): Identify cultural resources within Phase 2. Staff should be trained to be able to identify cultural features in Phase 2 and external specialists/students can also be used for this aspect.

Action Project 2.4 (2): Develop and maintain a GIS database of cultural heritage features in Phase 2.

Action Project 2.4 (3): Develop and implement cultural resource conservation plan and strategy with assistance from SAHRA.

Action Project 2.4 (4): Sustainably utilise cultural resource features in tourism experiences in alignment with cultural resource conservation plan and strategy.

3 POLICY FRAMEWORK & GUIDING PRINCIPLES: UTILISATION MANAGEMENT

3.1 COMMERCIALISATION

Commercialisation refers to the process of unlocking commercial opportunities within Phase 2. Of these opportunities, some are specifically related to the achievement of the core business of conservation (e.g. live game sales and hunting to control game numbers). Some, however, may be

pursued independently of the core business. These opportunities are those that are predominantly related to the development and operation of tourism products.

Commercialization opportunities related to the core business of conservation should be identified by the Conservancy Management Committee on an annual basis in response to annual resource monitoring.

Action Project 3.1 (1): Conservancy Management Committee to annually identify conservation related commercialization opportunities

The Tourism Master Plan developed for the BNR as part of this Integrated Management Plan outlines a long term sustainable tourism development vision for the Protected Area. It clearly defines potential tourism related facilities and products. The Tourism Master Plan aims to guard against the erosion of tourism potential by providing a framework from which the Conservancy Management Committee and the MTPA can assess the impact and value of development proposals.

The recommendations of the Tourism Master Plan are generally not set in stone, but provide guidance to the Management Authority and Conservancy Management Committee in terms of forward planning. In this regard it is acknowledged that the Tourism Master Plan cannot predict future market forces, and that the implementation of recommendations set out in the plan should be verified through the market prior to initiation.

The Conservancy Management Committee should annually review progress made in implementing the recommendations of the Tourism Master Plan and identify upcoming tourism development opportunities and/or actions required to develop these opportunities. This should be captured in a Tourism Implementation Programme for Phase 2.

Action Project 3.1 (2): Conservancy Management Committee to develop a Tourism Implementation Programme for Phase 2

Action Project 3.1 (3): Conservancy Management Committee to annually review and update the Tourism Implementation Programme for Phase 2

All commercialization opportunities must be aligned with carrying capacities and zonation plan of Phase 2.

Action Project 3.1 (4): Ensure alignment of commercialization opportunities with the carrying capacities defined in the zoning plan.

Commercialisation activities taking place on state owned land and involving private-public partnership are subject to the provisions of the Public Finance Management Act.

Action Project 3.1 (5): The Conservancy Management Committee and MTPA must ensure that commercial opportunities offered on state-owned land are aligned with MTPA policy and the provisions of the PFMA

3.2 TOURISM MANAGEMENT

3.2.1 Marketing

(Also see section 8.1.1 of the Overarching Document)

Marketing of the tourism products provided by Phase 2 of the BNR will be undertaken by the individual product owners and operators at their own cost.

Marketing of products should be aligned with the overarching brand of the BNR.

The MTPA may at its discretion promote the BNR and its tourism offerings in the interest of promoting tourism within the region.

3.2.2 Linkages with other tourism initiatives

(Also see section 8.1.2 of the Overarching Document)

Linkages with other tourism initiatives will be addressed by the MTPA Tourism Business Development Unit in conjunction with the Conservancy Management Committee. All enquiries should be referred to the Regional Manager of the MTPA or MTPA Tourism Business Development Unit. The Regional Manager and the Conservancy Management Committee can then continue to explore potential linkages.

Established linkages between phase 2 and other tourism initiatives must be included in the marketing plan and strategy for the BNR.

Action Project 3.2.2 (1): Implement protocol whereby all external enquiries relating to linkages with other tourism initiatives are referred to the MTPA Tourism Business Development Unit.

Action Project 3.2.2 (2): Include established linkages in Marketing Plan and Strategy.

3.2.3 Tourism Infrastructure

(Also see section 8.1.3 of the Overarching Document)

A tourism infrastructure development plan needs to be developed based on the Concept Development Plan for Phase 2 of the BNR.

The tourism infrastructure development plan will guide all future developments in Phase 2 and will ensure that future developments will meet the needs of relevant tourism markets. This plan should also stipulate all authorization requirements in terms of the overarching policies and guidelines of the BNR.

A site specific management plan must be prepared for each development site or node. These management plans are detailed and when finalised will form part of the contract between the developer and the contractor (builder) as well as the developer and the MTPA. The site plans must be flexible and must allow the developer to act on contingencies or new and unaccounted events, though this would be done in consultation with the Reserve Management.

Specific site and activity plans must be developed for all development sites and activities that will be undertaken. For example, plans or sub-plans must be prepared for view sites, trails and any activity or area that will be utilised by the tourist operator.

Action Project 3.2.3 (1):Develop annual infrastructure maintenance plan for phase 2, inclusive of upgrading projects.

Action Project 3.2.3 (2):Develop Infrastructure Development Plan for Phase 2, in alignment with the Concept Development Plan and in alignment with overarching development policies and guidelines of the BNR.

3.2.4 Operational Guidelines

(Also see section 8.1.4 of the Overarching Document)

A Tourism Operations Plan will be developed by the MTPA to ensure that the tourism experiences provided in the BNR are of a high standard and have limited impact on the receiving environment. This plan will be developed by the MTPA as part of the BNR overarching IMP document.

Action items identified in the overarching Tourism Operations Plan must be effectively implemented in Phase 2. All activities provided by Phase 2 need to be compatible with each other and should be provided to the market place in alignment with relevant tourism legislation and safety/security policies.

Staff should be capacitated and made aware of the requirements, policies and guidelines included in the Tourism Operations Plan to be developed for the BNR.

Staff skills/qualifications and equipment, used to provide tourism experiences must be compliant with relevant legislation and industry norms and standards.

Action Project 3.2.4 (1):Implement Action items identified in the overarching Tourism Operations Plan.

Action Project 3.2.4 (2):Capacitate staff on the requirements, policies and guidelines included in the Tourism Operations Plan.

Action Project 3.2.4 (3):Ensure staff skills and equipment used to provide tourism experiences are compliant with industry norms and standards.

3.2.5 Environmental Management

(Also see section 8.1.5 of the Overarching Document)

A database of environmental issues should be maintained by the Conservancy Management Committees. All new tourism developments and activities should be compliant with relevant legislation.

All relevant environmental legislation needs to be filed and kept up to date by the Conservancy Managers for effective reference.

The philosophy with respect to the environment and development in Phase 2 is that environmental considerations should be fundamental to all aspects of project design and implementation. Potential negative environmental impacts should be negated or minimised in the preliminary conceptual and design phase (from construction to operation) through creative thinking and by promoting empathy with each particular environment. The need for environmentally responsible and sustainable development is strongly supported and this principle will be upheld at all times.

Action Project 3.2.5 (1):Develop and maintain a database of all environmental issues within Phase 2.

Action Project 3.2.5 (2):Develop and maintain filing system of environmental management legislation and policies for effective and fast reference.

3.2.6 Tourism Monitoring

(Also see section 8.1.6 of the Overarching Document)

In order to maintain an attractive and sustainable tourism product in Phase 2 of the BNR, feedback from visitors is essential. A system to capture and deal with comments and concerns presented by visitors should be developed.

Tourism activities and movement in Phase 2 should be monitored to ensure that no unlawful activities are undertaken in Phase 2 and to ensure that no damage is done by these activities. Visitor densities should also be monitored and controlled in Phase 2, in alignment with the Tourism Masterplan for the BNR.

Additional casual staff should be appointed to ensure that visitors are controlled in busy tourism times.

Action Project 3.2.6 (1):Develop system to capture and deal with comments and concerns presented by visitors to Phase 2 of the BNR. (A database of comments and concerns should form part of this system).

Action Project 3.2.6 (2):Develop tourism monitoring schedule

3.3 NATURAL RESOURCE UTILISATION

3.3.1 Harvesting

(Also see section 8.2.1 of the Overarching Document)

Although wildlife-based, educational and recreational-based tourism will be the prime form of resource use, controlled use of plant resources will be allowed when necessary in Phase 2 of the BNR. Such use will only be to the benefit of local communities and not to external commercial ventures unless so agreed upon by the Conservancy Management Committee and if it does not impact on the tourism and management activities in the reserve. Harvesting quotas will be determined and approved by the Conservancy Management Committee based on ecological assessments.

Action Project 3.3.1 (1):Determining harvesting quotas on an annual basis.

Action Project 3.3.1 (2):Develop and maintain list of beneficiaries of harvesting programmes.

3.3.2 Hunting

(Also see section 8.2.2 of the Overarching Document)

Regular control of the numbers of specific species in Phase 2 of the BNR may be required. The Conservancy Management Committee, in consultation with MTPA Scientific Services, will determine necessary removals based on monitoring results. These removal quotas will be discussed and agreed upon by the Conservancy Management Committee. The optimal cost-effective balance should be decided upon between culling, hunting and/ or live capture of individual species.

Population control can be done using the following:

- Live capture;
- Culling;
- Hunting.

The emphasis on non-consumptive ecotourism and the relatively limited high-density game areas precludes any large-scale hunting on State Land in Phase 2 although hunting will be allowed as and when possible. In certain instances regarding rare or valuable game, specific individuals could be earmarked for trophy hunting. Due consideration will be given that such operations do not impact negatively on the other tourism activities in Phase 2. No single part of Phase 2 will be set aside for hunting only but areas will be closed off for public use during hunting seasons for safety purposes. In addition to the exclusive zones around facilities, additional no-hunting zones should be declared which cover specific main game viewing areas.

Action Project 3.3.2 (1):Develop and implement hunting management plan and operational strategy for Phase 2 of the BNR.

Action Project 3.3.2 (2):Identify qualified and experienced hunting operators to undertake trophy hunting.

Action Project 3.3.2 (3):Determine hunting quotas on an annual basis.

Action Project 3.3.2 (4):Identify trophy animals on an annual basis.

3.3.3 Live Sales

(Also see section 8.2.3 of the Overarching Document)

Live capture is the preferred method for the population control of most species. Disturbance will be limited to a short period every year or second year. Culling should be done in a professional and sensitive way in order to minimise animal trauma, avoid general game shyness and to limit disturbance to the visitors of Phase 2. The resulting carcasses will be used internally (liaison functions, venison for lodges, staff training, etc) and externally (commercial activities and community needs).

Action Project 3.3.3 (1):ConservancyManagement Committee must provide off take quotas on an annual basis.

Action Project 3.3.3 (2):Develop and Implement off-take plan and operations strategy to minimise impact on other aspects of the reserve during off-take operations.

3.3.4 Mining

(Also see section 8.2.4 of the Overarching Document)

The policy and actions included in the Overarching document apply equally to Phase 2, however they are included in the overarching document since many of the mining rights and activities span multiple phases.

The Conservancy manager and Conservancy Management Committee must be fully capacitated on the provisions of NEMPAA with regard to mining as well as the recommendations emanating from a

determinations by the Minister in terms of Section 48(3). The Conservancy manager must also be fully aware of all existing, lawful mining rights and operations occurring in Phase 2.

The Conservancy Manager should be included in MTPA engagement with the mines.

Action Project 3.3.4 (1):Capacitate the Conservancy Management staff in respect of mining operations and their legal status, rights and obligations.

The reserve manager should monitor all mining access and activities. Any irregular activity by mines is to be immediately elevated to the attention of the Conservancy Management Committee and the MTPA.

3.4 INFRASTRUCTURE

3.4.1 Entrance Gates

(Also see section 8.3.1 of the Overarching Document)

Tourism access to Phase 2 of the reserve will only be allowed through the main entrance gates as determined by the CMC. Staff should be trained to provide a prompt, efficient and friendly welcome to visitors according to their needs.

The main entrance gates need to be well maintained and provide a welcoming sense of arrival for visitors when arriving at Phase 2 of the BNR.

Management entrance gates will be managed accordingly and only management vehicles and officials will be permitted to use these gates unless other arrangements have been made with Phase 2 management.

Action Project 3.4.1 (1): Identify entrance gates in line with infrastructure and tourism development requirements.

Action Project 3.4.1 (2): Upgrade and maintain main entrance gate and facilities.

Action Project 3.4.1 (3): Train gate staff to provide a friendly, prompt and informative service to visitors.

3.4.2 Signage

(Also see section 8.3.2 of the Overarching Document)

Uniform signage will be installed to guide visitors to the different tourist areas in the reserve. Management roads will be marked with no entry signs. Trail markings will be installed on all trails in the reserve.

Signage will be implemented in a manner which will have very little visual and ecological impact on the surrounding environment.

Action Project 3.4.2 (1): Develop and implement signage strategy for the reserve in alignment with overarching signage strategy for the BNR.

3.4.3 Roads, Tracks and Paths

(Also see section 8.3.3 of the Overarching Document)

No new roads will be constructed before a comprehensive scoping exercise has been completed. This should be reviewed by the Conservancy Management Committee in conjunction with MTPA scientific services. Any new roads and tracks will be planned with due consideration to their functional requirements, associated erosion risks and required maintenance levels. The zoning plan makes reference to the category of roads that are suitable within each zone. Existing roads will be maintained in a state which minimises their impact on surrounding hydrology, soils and biota.

The applicability of the EIA regulations to any proposed road must also be assessed. In this regard Listing Notice #3 (GN 546) is relevant:

- Activity 4: Any road with an operating surface wider than 4m will require a formal EIA in terms of the regulations.
- Activity 12: The clearing of more than 300m² of vegetation within any critically endangered or endangered ecosystem listed in terms of section 52 of NEMBA.

Certain roads are in a state of disrepair and are poorly located (for example an old access road to mining areas which has been aligned on a slope which has caused significant erosion impacts). It is a priority to stabilise existing roads, relocate where necessary, and ensure sufficient funds for ongoing maintenance. Where required, concrete strips should be constructed to minimise erosion and maintenance costs.

Action Project 3.4.3 (1): Develop and Implement Road Development and Maintenance Plan for Phase 2, including GIS mapping.

3.4.4 Fencing

(Also see section 8.3.4 of the Overarching Document)

The various areas of Phase 2 are in the process of being fenced along their negotiated perimeters. The fence is not electrified, thereby limiting introduction of certain species such as rhino and buffalo, especially given the proximity of the main roads.

A boundary fence patrol and maintenance roster should be developed on a monthly basis to ensure that the boundary fence of Phase 2 is maintained and illegal access/breach is reported to the management team. The perimeter fence of Phase 2 needs to be cleared and maintained as part of the maintenance schedule.

Action Project 3.4.4 (1): Boundary fence maintenance and patrol must be developed and implemented on a monthly basis, inclusive of the clearing and maintenance of the perimeter fence.

Action Project 3.4.4 (2): Upgrade fence to accommodate larger species of game such as buffalo, should the game stocking strategy determine that these species will be stocked.

3.4.5 Water Provision

(Also see section 8.3.5 of the Overarching Document)

Boreholes and water extraction from perennial rivers will be utilized to provide water for tourism operations and other requirements.

Water extraction points and boreholes should comply with relevant legislation and all Water Use License requirements should be addressed as and when required.

Action Project 3.4.5 (1): Ensure compliance of water extraction points with relevant legislation.
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3.4.6 Radio Communication and Other Communication Equipment

(Also see section 8.3.6 of the Overarching Document)

Radio communication infrastructure will be upgraded to allow for more effective radio communication in Phase 2. This communication system must be developed in a manner which also allows communication with Phase 2 and 3 for more effective management of the total area of the BNR and faster response times to management issues such as fires and security breaches.

Action Project 3.4.6 (1): Implement effective radio communication system.
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3.4.7 Waste Management

(Also see section 8.3.7 of the Overarching Document)

All refuse will be dumped at approved refuse sites in the Mjindi or Mbombela Municipal area. All future tourism developments shall utilise these as well.

An overall waste management plan must be developed for Phase 2. The option of recycling also needs to be assessed. As a minimum waste separation should be conducted on-site in preparation for recycling off-site.

Action Project 3.4.7 (1): Identify Municipal refuse dumps to dump refuse from reserve and formalise agreement with refuse dump.
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Action Project 3.4.7 (2): Develop a waste management plan for Phase 2, inclusive of recycling options.

4 POLICY FRAMEWORK & GUIDING PRINCIPLES: BENEFIT FLOW MANAGEMENT

4.1 COMMUNITY PARTICIPATION

4.1.1 Community Participation and partnerships

(Also see section 9.1 of the Overarching Document)

The Conservancy Manager and MTPA Social Ecology Department will establish formal relations with neighbours through existing forums, working groups and any other formal institutions that may exist. Where appropriate and relevant, Phase 2 will actively support community empowerment partnerships and social programmes focusing on conservation and tourism development.

Action Project 4.1.1 (1): Register with all relevant community forums, working groups, and any other formal institutions to participate in meetings and discussions.

Action Project 4.1.1 (2): Establish formal relations with neighbours.

Action Project 4.1.1 (3): Identify and actively support community empowerment partnerships and social programmes focusing on conservation and tourism development.

4.1.2 Land Claims

(Also see section 9.2 of the Overarching Document)

Issues regarding Land Claims will be addressed by the MTPA. All enquiries must be referred to the Senior Manager Social Ecology of the MTPA or the alternative appointed representative. Managers of the individual phases of the BNR will assist Social Ecology in resolving Land Claim issues as and when they occur.

Action Project 4.1.2 (1): Refer land claim inquiries to Senior Manager Social Ecology as and when they are presented.

4.1.3 Service Provider Database

A Service Provider Database should be developed and maintained which captures all Service Providers in the local communities around the BNR. Local Service Providers, captured in the database, should be used whenever possible to undertake work in Phase 2 of the BNR.

Action Project 4.1.3 (1): Develop and utilise a local Service Provider database for contract work opportunities in Phase 2 of the BNR.

4.1.4 Communication Strategies

The Conservancy managers of Phase 2 will regularly engage in two-way communication with recognised community institutions for information dissemination, exposure to regional initiatives and monitoring of community perceptions and attitudes. The implementation team will also attend community forums on a regular basis to forge relationships with the communities.

Action Project 4.1.4 (1): Undertake regular scheduled two way communication with community institutions and determine trends.

4.2 RESEARCH

(Also see section 9.5 of the Overarching Document)

All research projectson State Land in Phase 2 are subject to the following:

- Approval and registration using the guidelines as determined by the Integrated Management Plan;
- Informing the Conservancy Management Committee;
- Keeping the Phase 2 reserve manager informed as to practical arrangements and actual presence of researchers in the reserve and progress.
- Data from research programmes should then be obtained and captured in relevant databases and integrated into management interventions as and when possible.

Requests for research projects on geology, serpentines, floristic, etc. should be welcomed and actively promoted as it is of benefit to the management of the reserve or conservation in general. As a prerequisite the MTPA expects a final report at the conclusion of the study.

Action Project 4.2 (1): Create opportunities for research programmes and generate list of potential research programmes that can be conducted in Phase 2 of the BNR.

Action Project 4.2 (2): Handle all research inquiries in terms of the MTPA research protocol and obtain approval from the Conservancy Management Committee.

5 ACTION PROJECTS AND IMPLEMENTATION PLANNING

5.1 LIST OF ACTION PROJECTS

Action Project 1.1 (1): Update Conservancy Management Plans to include management provisions and policy for State Land portions.

Action Project 1.1 (2): Include revised Conservancy Management Plans into future revisions of the Integrated Management Plan

Action Project 2.1.1 (1): Ensure compliance with the Public Finance Management Act for projects involving Public Finance or generating substantial revenue for private-public partnerships.

Action Project 2.1.1 (2): Develop and maintain a Biodiversity Inventory for use in determining the contribution of Phase 2 to the ecological value and economy of the area and region.

Action Project 2.1.1 (3): Where applicable integrate 5 Year Strategic Plan, Annual Performance Plan and requirements of the Public Finance Management Act in financial decision making, procurement procedures and spending policies specifically relating to Phase 2 of the BNR.

Action Project 2.1.1 (4): Provide all financial management information to MTPA Finance Department on an annual basis for Annual Performance Review.

Action Project 2.1.2 (1): Ensure adequate staffing to achieve management obligations.

Action Project 2.1.2 (2): Develop Database/Inventory of local skills within the community surrounding Phase 2 and employ local staff from this database wherever possible.

Action Project 2.1.2 (3): Ensure compliance of staff contracts and human resource management policies within Phase 2 with relevant legislation and guidelines.

Action Project 2.2 (1): Undertake Risk Assessment of Phase 2 and provide all GIS data to Conservancy Management Committee for inclusion in Integrated Safety and Security Strategy for the greater BNR.

Action Project 2.3 (1): Ensure that implementation team of Phase 2 is represented on Conservancy Management Committee.

Action Project 2.3.1 (1): Implement a fire burning strategy as determined by the Conservancy Management Committee, in alignment with overarching objectives and operational guidelines.

Action Project 2.3.1 (2): Ensure that Phase 2 of the BNR is represented as an active member of the Local Fire Protection Association (LEFPA).

Action Project 2.3 (3): Implement GIS mapping system to record fires and provide data to Conservancy Management Committee as and when required.

Action Project 2.3.2.1 (1): Develop and Implement continuous alien plant eradication programme in accordance with overarching objectives and operational guidelines.

Action Project 2.3.2.1 (2): Develop and maintain GIS database of alien plant coverage in Phase 2.

Action Project 2.3.2.2 (1): Develop alien/problem animal protocol for BNR Phase 2 and ensure that staff are made aware of implications and management requirements.

Action Project 2.3.2.2 (2): Remove or Destroy Alien/Problem animals as and when required.

Action Project 2.3.3 (1): Integrate Regional Catchment Management Strategies in reserve management interventions for Phase 2 with input from Department of Water Affairs.

Action Project 2.3.4 (1): Identify problem erosion areas and capture on GIS database system.

Action Project 2.3.4 (2): Develop and Implement Soil Erosion Management Plan.

Action Project 2.3.4 (3): Monitor interventions and recurrences.

Action Project 2.3.5 (1): Develop and Implement Game Stocking Strategy for BNR Phase 2, including potential key species such as buffalo.

Action Project 2.3.5 (2): Develop and implement wildlife management action plan inclusive of annual schedule of management interventions and activities.

Action Project 2.3.6 (1): Implement vegetation monitoring programme and implement management interventions as determined by Conservancy Management Committee.

Action Project 2.3.7 (1): Develop Field Ranger Patrol Plan and train Field Rangers to implement plan, inclusive of picket placements and planning.

Action Project 2.3.7 (2): Ensure that field rangers are empowered and armed to conduct law enforcement activities.

Action Project 2.3.8 (1): Identify all expansion opportunities and benefits thereof.

Action Project 2.3.8 (2): Refer expansion/incorporation opportunities to MTPA Range Expansion Team and Conservancy Management Committee for further development and implementation.

Action Project 2.4 (1): Identify cultural resources within Phase 2. Staff should be trained to be able to identify cultural features in Phase 2 and external specialists/students can also be used for this aspect.

Action Project 2.4 (2): Develop and maintain a GIS database of cultural heritage features in Phase 2.

Action Project 2.4 (3): Develop and implement cultural resource conservation plan and strategy with assistance from SAHRA.

Action Project 2.4 (4): Sustainably utilise cultural resource features in tourism experiences in alignment with cultural resource conservation plan and strategy.

Action Project 3.1 (1): Conservancy Management Committee to annually identify conservation related commercialization opportunities.

Action Project 3.1 (2): Conservancy Management Committee to develop a Tourism Implementation Programme for Phase 2.

Action Project 3.1 (3): Conservancy Management Committee to annually review and update the Tourism Implementation Programme for Phase 2.

Action Project 3.1 (4): Ensure alignment of commercialization opportunities with the carrying capacities defined in the zoning plan.

Action Project 3.1 (5): The Conservancy Management Committee and MTPA must ensure that commercial opportunities offered on state-owned land are aligned with MTPA policy and the provisions of the PFMA.

Action Project 3.2.2 (1): Implement protocol whereby all external enquiries relating to linkages with other tourism initiatives are referred to the MTPA Tourism Business Development Unit.

Action Project 3.2.2 (2): Include established linkages in Marketing Plan and Strategy.

Action Project 3.2.3 (1): Develop annual infrastructure maintenance plan for phase 2, inclusive of upgrading projects.

Action Project 3.2.3 (2): Develop Infrastructure Development Plan for Phase 2, in alignment with the Concept Development Plan and in alignment with overarching development policies and guidelines of the BNR.

Action Project 3.2.4 (1): Implement Action items identified in the overarching Tourism Operations Plan.

Action Project 3.2.4 (2): Capacitate staff on the requirements, policies and guidelines included in the Tourism Operations Plan.

Action Project 3.2.4 (3): Ensure staff skills and equipment used to provide tourism experiences are compliant with industry norms and standards.

Action Project 3.2.5 (1): Develop and maintain a database of all environmental issues within Phase 2.

Action Project 3.2.5 (2): Develop and maintain filing system of environmental management legislation and policies for effective and fast reference.

Action Project 3.2.6 (1): Develop system to capture and deal with comments and concerns presented by visitors to Phase 2 of the BNR. (A database of comments and concerns should form part of this system).

Action Project 3.2.6 (2): Develop tourism monitoring schedule.

Action Project 3.3.1 (1): Determining harvesting quotas on an annual basis.

Action Project 3.3.1 (2): Develop and maintain list of beneficiaries of harvesting programmes.

Action Project 3.3.2 (1): Develop and implement hunting management plan and operational strategy for Phase 2 of the BNR.

Action Project 3.3.2 (2): Identify qualified and experienced hunting operators to undertake trophy hunting.

Action Project 3.3.2 (3): Determine hunting quotas on an annual basis.

Action Project 3.3.2 (4): Identify trophy animals on an annual basis.

Action Project 3.3.3 (1): Conservancy Management Committee must provide off take quotas on an annual basis.

Action Project 3.3.3 (2): Develop and Implement off-take plan and operations strategy to minimise impact on other aspects of the reserve during off-take operations.

Action Project 3.3.4 (1): Capacitate the Conservancy Management staff in respect of mining operations and their legal status, rights and obligations.

Action Project 3.4.1 (1): Identify entrance gates in line with infrastructure and tourism development requirements.

Action Project 3.4.1 (2): Upgrade and maintain main entrance gate and facilities.

Action Project 3.4.1 (3): Train gate staff to provide a friendly, prompt and informative service to visitors.

Action Project 3.4.2 (1): Develop and implement signage strategy for the reserve in alignment with overarching signage strategy for the BNR.

Action Project 3.4.3 (1): Develop and Implement Road Development and Maintenance Plan for Phase 2, including GIS mapping.

Action Project 3.4.4 (1): Boundary fence maintenance and patrol must be developed and implemented on a monthly basis, inclusive of the clearing and maintenance of the perimeter fence.

Action Project 3.4.4 (2): Upgrade fence to accommodate larger species of game such as buffalo, should the game stocking strategy determine that these species will be stocked.

Action Project 3.4.5 (1): Ensure compliance of water extraction points with relevant legislation.

Action Project 3.4.6 (1): Implement effective radio communication system.

Action Project 3.4.7 (1): Identify Municipal refuse dumps to dump refuse from reserve and formalise agreement with refuse dump.

Action Project 3.4.7 (2): Develop a waste management plan for Phase 2, inclusive of recycling options.

Action Project 4.1.1 (1): Register with all relevant community forums, working groups, and any other formal institutions to participate in meetings and discussions.

Action Project 4.1.1 (2): Establish formal relations with neighbours.

Action Project 4.1.1 (3): Identify and actively support community empowerment partnerships and social programmes focusing on conservation and tourism development.

Action Project 4.1.2 (1): Refer land claim inquiries to Senior Manager Social Ecology as and when they are presented.

Action Project 4.1.3 (1): Develop and utilise a local Service Provider database for contract work opportunities in Phase 2 of the BNR.

Action Project 4.1.4 (1): Undertake regular scheduled two way communication with community institutions and determine trends.

Action Project 4.2 (1): Create opportunities for research programmes and generate list of potential research programmes that can be conducted in Phase 2 of the BNR.

Action Project 4.2 (2): Handle all research inquiries in terms of the MTPA research protocol and obtain approval from the Conservancy Management Committee.

5.2 ALIGNMENT OF ACTION PROJECTS WITH PHASE 2 SPECIFIC MANAGEMENT OBJECTIVES

Objective 1: To strive towards responsible management and maintenance of biodiversity and ecological processes, in order to provide for the recreational, cultural and economic needs of communities, present and future.
Action Project 1.1 (1): Update Conservancy Management Plans to include management provisions and policy for State Land portions.
Action Project 1.1 (2): Include revised Conservancy Management Plans into future revisions of the Integrated Management Plan
Action Project 2.1.1 (1): Ensure compliance with the Public Finance Management Act for projects involving Public Finance or generating substantial revenue for private-public partnerships.
Action Project 2.1.1 (2): Develop and maintain a Biodiversity Inventory for use in determining the contribution of Phase 2 to the ecological value and economy of the area and region.
Action Project 2.1.1 (3): Where applicable integrate 5 Year Strategic Plan, Annual Performance Plan and requirements of the Public Finance Management Act in financial decision making, procurement procedures and spending policies specifically relating to Phase 2 of the BNR.
Action Project 2.1.1 (4): Provide all financial management information to MTPA Finance Department on an annual basis for Annual Performance Review.
Action Project 2.1.2 (1): Ensure adequate staffing to achieve management obligations
Action Project 2.1.2 (2): Develop Database/Inventory of local skills within the community surrounding Phase 2 and employ local staff from this database wherever possible.
Action Project 2.1.2 (3): Ensure compliance of staff contracts and human resource management policies within Phase 2 with relevant legislation and guidelines.
Action Project 2.2 (1): Undertake Risk Assessment of Phase 2 and provide all GIS data to Conservancy Management Committee for inclusion in Integrated Safety and Security Strategy for the greater BNR.
Action Project 2.3 (1): Ensure that implementation team of Phase 2 is represented on Conservancy Management Committee.
Action Project 2.3.1 (1): Implement a fire burning strategy as determined by the Conservancy Management Committee, in alignment with overarching objectives and operational guidelines.
Action Project 2.3.1 (2): Ensure that Phase 2 of the BNR is represented as an active member of the Local Fire Protection Association (LEFPA).
Action Project 2.3 (3): Implement GIS mapping system to record fires and provide data to Conservancy Management Committee as and when required.
Action Project 2.3.4 (1): Identify problem erosion areas and capture on GIS database system
Action Project 2.3.4 (2): Develop and Implement Soil Erosion Management Plan
Action Project 2.3.4 (3): Monitor interventions and recurrences.
Action Project 2.3.7 (1): Develop Field Ranger Patrol Plan and train Field Rangers to implement plan, inclusive of picket placements and planning.
Action Project 2.3.7 (2): Ensure that field rangers are empowered and armed to conduct law enforcement activities.
Action Project 2.3.8 (1): Identify all expansion opportunities and benefits thereof.

Action Project 2.3.8 (2): Refer expansion/incorporation opportunities to MTPA Range Expansion Team and Conservancy Management Committee for further development and implementation.
Action Project 2.4 (1): Identify cultural resources within Phase 2. Staff should be trained to be able to identify cultural features in Phase 2 and external specialists/students can also be used for this aspect.
Action Project 2.4 (2): Develop and maintain a GIS database of cultural heritage features in Phase 2.
Action Project 2.4 (3): Develop and implement cultural resource conservation plan and strategy with assistance from SAHRA.
Action Project 2.4 (4): Sustainably utilise cultural resource features in tourism experiences in alignment with cultural resource conservation plan and strategy.
Action Project 3.2.3 (1): Develop annual infrastructure maintenance plan for phase 2, inclusive of upgrading projects.
Action Project 3.2.3 (2): Develop Infrastructure Development Plan for Phase 2, in alignment with the Concept Development Plan and in alignment with overarching development policies and guidelines of the BNR.
Action Project 3.2.5 (1): Develop and maintain a database of all environmental issues within Phase 2.
Action Project 3.2.5 (2): Develop and maintain filing system of environmental management legislation and policies for effective and fast reference.
Action Project 3.4.3 (1): Develop and Implement Road Development and Maintenance Plan for Phase 2, including GIS mapping.
Action Project 3.4.4 (1): Boundary fence maintenance and patrol must be developed and implemented on a monthly basis, inclusive of the clearing and maintenance of the perimeter fence.
Action Project 3.4.4 (2): Upgrade fence to accommodate larger species of game such as buffalo, should the game stocking strategy determine that these species will be stocked.
Action Project 3.4.6 (1): Implement effective radio communication system.
Action Project 3.4.7 (1): Identify Municipal refuse dumps to dump refuse from reserve and formalise agreement with refuse dump.
Action Project 3.4.7 (2): Develop a waste management plan for Phase 2, inclusive of recycling options.
Action Project 4.2 (1): Create opportunities for research programmes and generate list of potential research programmes that can be conducted in Phase 2 of the BNR.
Action Project 4.2 (2): Handle all research inquiries in terms of the MTPA research protocol and obtain approval from the Conservancy Management Committee.

Objective 2: To manage and maintain the vegetation structure, plant species diversity and the ecological processes within the different landscape units
Action Project 2.3.2.1 (1): Develop and Implement continuous alien plant eradication programme in accordance with overarching objectives and operational guidelines.
Action Project 2.3.2.1 (2): Develop and maintain GIS database of alien plant coverage in Phase 2.
Action Project 2.3.6 (1): Implement vegetation monitoring programme and implement management interventions as determined by Conservancy Management Committee.
Action Project 3.3.1 (1): Determining harvesting quotas on an annual basis.

Action Project 3.3.1 (2): Develop and maintain list of beneficiaries of harvesting programmes.

Objective 4: – To manage viable populations of fauna, including priority game species, that are specifically adapted to this habitat in such a way that no conflict arises with higher priority objectives

Action Project 2.3.2.2 (1): Develop alien/problem animal protocol for BNR Phase 2 and ensure that staff are made aware of implications and management requirements.

Action Project 2.3.2.2 (2): Remove or Destroy Alien/Problem animals as and when required,

Action Project 2.3.5 (1): Develop and Implement Game Stocking Strategy for BNR Phase 2, including potential key species such as buffalo.

Action Project 2.3.5 (2): Develop and implement wildlife management action plan inclusive of annual schedule of management interventions and activities.

Action Project 3.3.2 (1): Develop and implement hunting management plan and operational strategy for Phase 2 of the BNR.

Action Project 3.3.2 (2): Identify qualified and experienced hunting operators to undertake trophy hunting.

Action Project 3.3.2 (3): Determine hunting quotas on an annual basis.

Action Project 3.3.2 (4): Identify trophy animals on an annual basis.

Action Project 3.3.3 (1): Conservancy Management Committee must provide off take quotas on an annual basis.

Action Project 3.3.3 (2): Develop and Implement off-take plan and operations strategy to minimise impact on other aspects of the reserve during off-take operations.

Objective 5: – To manage the natural aquatic systems and sustain the ecological processes functioning in the reserve.

Action Project 2.3.3 (1): Integrate Regional Catchment Management Strategies in reserve management interventions for Phase 2 with input from Department of Water Affairs.

Action Project 3.4.5 (1): Ensure compliance of water extraction points with relevant legislation.

Objective 6: – To develop a sustainable commercialisation strategy within the greater conservation objective so as to optimise revenue generation

Action Project 3.1 (1): Conservancy Management Committee to annually identify conservation related commercialization opportunities

Action Project 3.1 (2): Conservancy Management Committee to develop a Tourism Implementation Programme for Phase 2

Action Project 3.1 (3): Conservancy Management Committee to annually review and update the Tourism Implementation Programme for Phase 2

Action Project 3.1 (4): Ensure alignment of commercialization opportunities with the carrying capacities defined in the zoning plan.

Action Project 3.1 (5): The Conservancy Management Committee and MTPA must ensure that commercial opportunities offered on state-owned land are aligned with MTPA policy and the provisions of the PFMA
Action Project 3.2.2 (1): Implement protocol whereby all external enquiries relating to linkages with other tourism initiatives are referred to the MTPA Tourism Business Development Unit.
Action Project 3.2.2 (2): Include established linkages in Marketing Plan and Strategy.
Action Project 3.2.4 (1): Implement Action items identified in the overarching Tourism Operations Plan.
Action Project 3.2.4 (2): Capacitate staff on the requirements, policies and guidelines included in the Tourism Operations Plan.
Action Project 3.2.4 (3): Ensure staff skills and equipment used to provide tourism experiences are compliant with industry norms and standards.
Action Project 3.2.6 (1): Develop system to capture and deal with comments and concerns presented by visitors to Phase 2 of the BNR. (A database of comments and concerns should form part of this system).
Action Project 3.2.6 (2): Develop tourism monitoring schedule
Action Project 3.4.2 (1): Develop and implement signage strategy for the reserve in alignment with overarching signage strategy for the BNR.

Objective 7: – To build positive relations with interested and affected parties through effective participation in matters of mutual interest, thereby contributing to the sustainability of the protected area
Action Project 4.1.1 (1): Register with all relevant community forums, working groups, and any other formal institutions to participate in meetings and discussions.
Action Project 4.1.1 (2): Establish formal relations with neighbours.
Action Project 4.1.1 (3): Identify and actively support community empowerment partnerships and social programmes focusing on conservation and tourism development.
Action Project 4.1.2 (1): Refer land claim inquiries to Senior Manager Social Ecology as and when they are presented.
Action Project 4.1.3 (1): Develop and utilise a local Service Provider database for contract work opportunities in Phase 2 of the BNR.
Action Project 4.1.4 (1): Undertake regular scheduled two way communication with community institutions and determine trends.

Objective 8: – To manage movement and activities of private landowners and individuals with mining rights within the reserve, in such a way that conflict with all other objectives are minimised.
Action Project 3.3.4 (1): Capacitate the Conservancy Management staff in respect of mining operations and their legal status, rights and obligations.
Action Project 3.4.1 (1): Identify entrance gates in line with infrastructure and tourism development requirements.
Action Project 3.4.1 (2): Upgrade and maintain main entrance gate and facilities.

Action Project 3.4.1 (3): Train gate staff to provide a friendly, prompt and informative service to visitors.

5.3 IMPLEMENTATION PLAN

Principle #1: Ensure sound resource management and conservation of biodiversity, biophysical processes, landscapes, cultural, historical and archaeological resources.

Overarching Objective 2: To achieve responsible management and maintenance of biodiversity and ecological processes, within the different landscape units.										
Overarching Action Projects (Refer to Document 1):	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 7.3.3 [1]: Undertake baseline soil erosion assessment to identify problem areas.							Reserve Managers	Problem areas mapped in a GIS management overlay.	0	-
Action Project 7.3.3 [2]: Prioritise problem erosion areas.							Reserve Manager/Ecologist	Problem areas are prioritised and allocated timeframes/budgets accordingly.	0	-
Action Project 7.3.3 [3]: Develop soil erosion rehabilitation programme for the reserve which will be updated on an annual basis.							Reserve Manager/Ecologist	Based on baseline assessment and prioritisation exercise, a soil erosion rehabilitation programme is continuously implemented and reviewed on an annual basis.	0	-

Overarching Objective 3: To manage and maintain floral composition including endemic and priority species.										
Overarching Action Projects (Refer to Document 1):	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 7.3.1 [1]: Undertake annual ecological assessment to determine veld burning requirements.							Reserve manager / ecologist	Burning areas are identified on an annual basis and captured in a GIS system for monitoring purposes.	0	-
Action Project 7.3.1 [2]: Undertake fire risk assessment and develop fire prevention strategy							Reserve manager	Areas of high fire risk are identified on a GIS management overlay and a strategy to reduce the risk is being implemented.	0	-
Action Project 3.4.5 [1]: Update species lists and GIS database for the BNR.							Ecologist	Species list is updated in the first year to include all known species in the BNR. The species list is then continually updated as additional species are identified. This data should be captured in a GIS system.	0	-
Overarching Objective 4: To effectively control and manage invasive species, both alien and indigenous.										
Overarching Action Projects (Refer to Document 1):	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 7.3.1.1 [1]: Include Alien Plant eradication and management in Annual Performance Plan.							Reserve Manager	Alien plant eradication and management is assessed in annual performance plan and management interventions adjusted accordingly.	0	-

Action Project 7.3.1.1 [2]: Develop Alien Plant inventory and species lists for BNR.						Ecologist	A GIS based alien plant inventory is developed in year 1 and maintained as an ongoing management action.	0	-
Action Project 7.3.1.2 [2]: Develop a control programme for alien animals present in the Reserve.						Reserve managers	Alien plan control programme is approved by scientific services of the MTPA for implementation.	0	-
Action Project 7.3.1.2 [1]: Develop a new, equitable policy for keeping personal and official domestic animals and livestock in the Reserve that includes procedures for dealing in a consistent manner with alien animals that stray into the Reserve.						Reserve Managers	Equitable policy regarding personal and official domestic animals in the BNR is understood by all relevant stakeholders and being enforced by the MTPA.	0	-
Action Project 7.3.1.1 [3]: Annually review Alien Plant Management and Monitoring Programme for BNR.						Reserve manager/ ecologist	GIS overlays are used to monitor alien plant management on an annual basis. Management interventions are then adjusted accordingly.	0	-
Overarching Objective 5: To manage catchment areas and natural aquatic systems to ensure the continued yield of high quality water.									
Overarching Action Projects (Refer to Document 1):	Timeframe					Responsibility	Indicators	Budget	Funding source
	1	2	3	4	5				
Action Project 7.3.2 [1]: Develop and implement Integrated Catchment Management Strategy in association with the National Department of Water Affairs and other relevant water agencies.						Scientific services/NDWA	Integrated Catchment Management Strategy is implemented throughout the BNR and adopted by all relevant stakeholders.	0	-

Overarching Objective 6: To manage viable populations of fauna, including priority game and threatened species that are specifically adapted to this habitat.										
Overarching Action Projects (Refer to Document 1):	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 7.3.4 [1]: Develop Species Specific Introduction Plan for the BNR based on Ecological Carrying Capacities.							Ecologist	Species specific introduction plan is developed based on ecological carrying capacities and conservation objectives.	0	-
Action Project 7.3.4.1 [1]: Develop operational policies and procedures to address problem animal management in alignment with MTPA manuals and national legislation.							Reserve managers	All incidences associated with problem animals are managed in a uniform manner in terms of the policies relating to problem animal control in the BNR.	0	-
Action Project 7.3.4.2 [1]: Develop Species Introduction Policy and Strategy for the Reserve and ensure keeping of introduction registers.							Ecologist	Based on the species specific introduction plan, all relevant species are introduced in terms of MTPA wildlife relocation policies and all introductions are recorded in introduction registers for the BNR.	0	-
Action Project 7.3.5 [1]: Develop and Implement a range expansion strategy for the BNR which is in alignment with MTPA range expansion policies.							PA Expansion unit/ Reserve managers	A well planned long term range expansion strategy is implemented which aims at achieving the MTPA desired state in terms of range expansion for the BNR.	0	-

Overarching Objective 13: To manage and preserve features of geological, archaeological, cultural, and historical significance.										
Overarching Action Projects (Refer to Document 1):	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
MANAGEMENT OF UNIQUE FEATURES (GEOLOGICAL, CULTURAL, HERITAGE)										
Action Project 3.4.3 [1]: Consolidate and Maintain a database of geology and geological sites.							Reserve Managers / ecologist	A database of geology and geological sites is developed and maintained for Phase 2.	0	-
Action Project 7.4 [1]: Develop Comprehensive Cultural Heritage Management Plan, inclusive of a database/inventory of all Cultural Heritage Features and Resources in the BNR.							Reserve manager / social ecology	A comprehensive GIS based cultural heritage management plan is implemented which maintains	0	-
Objective 1: To strive towards responsible management and maintenance of biodiversity and ecological processes, in order to provide for the recreational, cultural and economic needs of communities, present and future.										
Action Project:	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
Action Project 1.1 (1): Update Conservancy Management Plans to include management provisions and policy for State Land portions.							Conservancy Managers	Conservancy management plans are updated to include management provisions and policy for State Land.	0	-
Action Project 1.1 (2): Include revised Conservancy Management Plans into future revisions of the Integrated Management Plan							CMC	Revised Conservancy Management Plans are incorporated into future revisions of the Integrated Management Plan.	0	-

Action Project 2.1.1 (1): Ensure compliance with the Public Finance Management Act for projects involving Public Finance or generating substantial revenue from private-public partnerships.						CMC / MTPA Finance	Compliance with the PFMA for projects involving Public Finance or generating revenue from PPP is maintained at all times.	0	-
Action Project 2.1.1 (2): Develop and maintain a Biodiversity Inventory for use in determining the contribution of Phase 2 to the ecological value and economy of the area and region.						Conservancy Manager / Ecologist	A biodiversity inventory is developed and used to determine contribution of Phase 2 to the ecological value and economy of the area and region.	0	-
Action Project 2.1.1 (3): Where applicable integrate 5 Year Strategic Plan, Annual Performance Plan and requirements of the Public Finance Management Act in financial decision making, procurement procedures and spending policies specifically relating to Phase 2 of the BNR.						CMC / MTPA Finance	Financial decision making, procurement procedures and spending policies are based on 5 year strategic management plan, annual performance plan and the requirements of the PFMA.	0	-
Action Project 2.1.1 (4): : Provide all financial management information to MTPA Finance Department on an annual basis for Annual Performance Review.						CMC	All financial management information is provided to MTPA finance department on an annual basis for Annual Performance Review.	0	-
Action Project 2.1.2 (1): Ensure adequate staffing to achieve management obligations						Conservancy Manager / CMC	Adequate staffing to achieve management objectives.	0	-

Action Project 2.1.2 (2): Develop Database/Inventory of local skills within the community surrounding Phase 2 and employ local staff from this database wherever possible.						Conservancy Manager / Social Ecologist	Inventory/database of local skills within the community surrounding phase 2 is development and maintained.	0	-
Action Project 2.1.2 (3): Ensure compliance of staff contracts and human resource management policies within Phase 2 with relevant legislation and guidelines.						CMC	Staff contracts and human resource management policies are reviewed and comply with relevant legislation and guidelines.	0	-
Action Project 2.2 (1): Undertake Risk Assessment of Phase 2 and provide all GIS data to Conservancy Management Committee for inclusion in Integrated Safety and Security Strategy for the greater BNR.						CMC / WPS	Risk assessment is undertaken and GIS data is provided to CMC and included in Integrated Safety and Security Strategy.	0	-
Action Project 2.3 (1): Ensure that implementation team of Phase 2 is represented on Conservancy Management Committee.						Conservancy Managers	Implementation team of phase 2 is represented on CMC.	0	-
Action Project 2.3.1 (1): Implement a fire burning strategy as determined by the Conservancy Management Committee, in alignment with overarching objectives and operational guidelines.						Conservancy Managers / Ecologist	Fire burning strategy is implemented as determined by CMC.	0	-
Action Project 2.3.1 (2): Ensure that Phase 2 of the BNR is represented as an active member of the Local Fire Protection Association (LEFPA).						CMC	Phase 2 is represented as an active member of LEFPA.	0	-

Action Project 2.3 (3): Implement GIS mapping system to record fires and provide data to Conservancy Management Committee as and when required.						Conservancy Managers / Ecologist	GIS Mapping system is developed to record fires and data provided to CMC.	0	-
Action Project 2.3.4 (1): Identify problem erosion areas and capture on GIS database system						Conservancy Managers / Ecologist	Problem erosion areas are captured on GIS database system.	0	-
Action Project 2.3.4 (2): Develop and Implement Soil Erosion Management Plan						Conservancy Managers / Ecologist	Soil Erosion Management Plan is developed and implemented.	0	-
Action Project 2.3.4 (3): Monitor interventions and recurrences.						Conservancy Managers / Ecologist	Soil erosion interventions and recurrences are monitored.	0	-
Action Project 2.3.7 (1): Develop Field Ranger Patrol Plan and train Field Rangers to implement plan, inclusive of picket placements and planning.						Conservancy Managers	All field ranger activities are undertaken in terms of a well developed Ranger Patrol Plan.	0	-
Action Project 2.3.7 (2): Ensure that field rangers are empowered and armed to conduct law enforcement activities.						Conservancy Managers / WPS	Field rangers are armed and empowered to conduct law enforcement activities.	0	-
Action Project 2.3.8 (1): Identify all expansion opportunities and benefits thereof.						MTPA Protected Area Expansion Unit	All expansion opportunities are identified and benefits of the expansion opportunities are quantified.	0	-

Action Project 2.3.8 (2): Refer expansion/incorporation opportunities to MTPA Range Expansion Team and Conservancy Management Committee for further development and implementation.						MTPA Protected Area Expansion Unit	Expansion/incorporation opportunities are referred to MTPA Range Expansion Team for further development and implementation.	0	-
Action Project 2.4 (1): Identify cultural resources within Phase 2. Staff should be trained to be able to identify cultural features in Phase 2 and external specialists/students can also be used for this aspect.						Conservancy Managers / Social Ecology	Staff are trained to be able to identify cultural features in Phase 2.	0	-
Action Project 2.4 (2): Develop and maintain a GIS database of cultural heritage features in Phase 2.						Conservancy Managers / Social Ecology	GIS database of cultural heritage features is developed and maintained.	0	-
Action Project 2.4 (3): Develop and implement cultural resource conservation plan and strategy with assistance from SAHRA.						Conservancy Managers / Social Ecology	Cultural resource conservation plan and strategy is developed with assistance from SAHRA.	0	-
Action Project 2.4 (4): Sustainably utilise cultural resource features in tourism experiences in alignment with cultural resource conservation plan and strategy.						CMC / Social Ecology	Cultural resource features utilised in tourism experiences is in alignment with cultural resource conservation plan.	0	-
Action Project 3.2.3 (1): Develop annual infrastructure maintenance plan for phase 2, inclusive of upgrading projects.						Conservancy Managers	Annual infrastructure development plan is developed to guide infrastructure development and upgrading activities on an annual basis.	0	-

Action Project 3.2.3 (2): Develop Infrastructure Development Plan for Phase 2, in alignment with the Concept Development Plan and in alignment with overarching development policies and guidelines of the BNR.						CMC	Infrastructure Development Plan is developed in alignment with overarching development policies and guidelines of the BNR.	0	-
Action Project 3.2.5 (1): Develop and maintain a database of all environmental issues within Phase 2.						Conservancy Managers	A database of all environmental issues within Phase 2 is developed and maintained.	0	-
Action Project 3.2.5 (2): Develop and maintain filing system of environmental management legislation and policies for effective and fast reference.						Conservancy Managers	Filing system including all relevant environmental legislation is developed and maintained for effective and fast reference.	0	-
Action Project 3.4.3 (1): Develop and Implement Road Development and Maintenance Plan for Phase 2, including GIS mapping.						CMC / Conservancy Managers	Road Development and Maintenance Plan is developed and implemented for Phase 2, including GIS mapping.	0	-
Action Project 3.4.4 (1): Boundary fence maintenance and patrol must be developed and implemented on a monthly basis, inclusive of the clearing and maintenance of the perimeter fence.						Conservancy Managers	Boundary fence is patrolled regularly to ensure perimeter fence has not been compromised and to ensure it is well maintained.	0	-

Action Project 3.4.4 (2): Upgrade fence to accommodate larger species of game such as buffalo, should the game stocking strategy determine that these species will be stocked.						CMC	Perimeter fence is upgraded to accommodate larger species such as buffalo.	0	-
Action Project 3.4.6 (1): Implement effective radio communication system.						Conservancy Managers	Radio communication system is developed which covers entire area and is in alignment with overarching communication objectives.	0	-
Action Project 3.4.7 (1): Identify Municipal refuse dumps to dump refuse from reserve and formalise agreement with refuse dump.						Conservancy Managers	Formalise agreements with Municipal refuse dumps.	0	-
Action Project 3.4.7 (2): Develop a waste management plan for Phase 2, inclusive of recycling options.						CMC	All waste in phase 2 is managed in accordance with a waste management plan.	0	-
Action Project 4.2 (1): Create opportunities for research programmes and generate list of potential research programmes that can be conducted in Phase 2 of the BNR.						CMC / Scientific Services	Research programmes are implemented based on list of pre-determined potential research programmes.	0	-
Action Project 4.2 (2): Handle all research inquiries in terms of the MTPA research protocol and obtain approval from the Conservancy Management Committee.						CMC / Scientific Services	All research programmes are subject to research protocol and are approved by the CMC.	0	-

Objective 2: To manage and maintain the vegetation structure, plant species diversity and the ecological processes within the different landscape units

Action Project:	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 2.3.2.1 (1): Develop and Implement continuous alien plant eradication programme in accordance with overarching objectives and operational guidelines.							Conservancy Managers	Continuous alien plant eradication programme is developed and implemented in a manner which does not compromise overarching objectives and operational guidelines.	0	-
Action Project 2.3.2.1 (2): Develop and maintain GIS database of alien plant coverage in Phase 2.							Conservancy Managers / Ecologist	GIS database of alien plant coverage in Phase 2 is developed and maintained.	0	-
Action Project 2.3.6 (1): Implement vegetation monitoring programme and implement management interventions as determined by Conservancy Management Committee.							Conservancy Managers / Ecologist	Vegetation monitoring programme is implemented and associated management interventions implemented as determined by CMC.	0	-
Action Project 3.3.1 (1): Determining harvesting quotas on an annual basis.							Conservancy Managers / Ecologist	Harvesting quotas are determined on an annual basis.	0	-
Action Project 3.3.1 (2): Develop and maintain list of beneficiaries of harvesting programmes.							Conservancy Managers / Social Ecology	List of beneficiaries for harvesting programme is established and maintained.	0	-

Objective 4: – To manage viable populations of fauna, including priority game species, that are specifically adapted to this habitat in such a way that no conflict arises with higher priority objectives.

Action Project:	Timeframe					Responsibility	Indicators	Budget	Funding source
	1	2	3	4	5				
Action Project 2.3.2.2 (1): Develop alien/problem animal protocol for BNR Phase 2 and ensure that staff are made aware of implications and management requirements.						Conservancy Managers / CMC	Alien/problem animal protocol is developed for Phase 2 and all relevant staff are capacitated to understand the implications of the protocol and management requirements.	0	-
Action Project 2.3.2.2 (2): Remove or Destroy Alien/Problem animals as and when required,						Conservancy Managers	Alien/Problem animals are removed or destroyed as and when required.	0	-
Action Project 2.3.5 (1): Develop and Implement Game Stocking Strategy for BNR Phase 2, including potential key species such as buffalo.						CMC / Ecologist	Game is stocked according to Game Stocking Strategy for BNR Phase 2 with specific focus on key species such as buffalo.	0	-
Action Project 2.3.5 (2): Develop and implement wildlife management action plan inclusive of annual schedule of management interventions and activities.						Conservancy Managers / Ecologist	Implement action projects as determined by Wildlife Management Plan.	0	-

Action Project 3.3.2 (1): Develop and implement hunting management plan and operational strategy for Phase 2 of the BNR.						Conservancy Manager	Hunting management plan and operational strategy is developed and implemented to effectively control hunting activities.	0	-
Action Project 3.3.2 (2): Identify qualified and experienced hunting operators to undertake trophy hunting.						CMC / Wildlife Business Development Unit	Qualified and experienced hunting operators are identified to undertake trophy hunting.	0	-
Action Project 3.3.2 (3): Determine hunting quotas on an annual basis.						Ecologist	Hunting quotas are determined on an annual basis.	0	-
Action Project 3.3.2 (4): Identify trophy animals on an annual basis.						Ecologist	Trophy animals are identified on an annual basis.	0	-
Action Project 3.3.3 (1): Conservancy Management Committee must provide off take quotas on an annual basis.						CMC	Off take quotas are determined on an annual basis.	0	-
Action Project 3.3.3 (2): Develop and Implement off-take plan and operations strategy to minimise impact on other aspects of the reserve during off-take operations.						Conservancy Managers	Off -take plan and operations strategy is implemented to minimise impacts on other aspects of the reserve during off-take operations.	0	-

Objective 5: – To manage the natural aquatic systems and sustain the ecological processes functioning in the reserve.										
Action Project:	Timeframe						Responsibility	Indicators	Budget	Funding source
	1	2	3	4	5					
Action Project 2.3.3 (1): Integrate Regional Catchment Management Strategies in reserve management interventions for Phase 2 with input from Department of Water Affairs.							Ecologist / Conservancy Manager	Regional Catchment Management Strategies are integrated in reserve management interventions for Phase 2 by engaging Department of Water Affairs.	0	-
Action Project 3.4.5 (1): Ensure compliance of water extraction points with relevant legislation.							Conservancy Manager	All water extraction points are in compliance with relevant legislation (WULA, borehole registrations, etc)	0	-

Principle #2: Foster sustainable management and good governance in developing Barberton Nature Reserve into a leading partnership reserve.

Overarching Objective 1: To ensure effective co-operative management of the various components of the reserve to achieve the objectives of the Protected Area.										
Overarching Action Projects (Refer to Document 1):	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
Action Project 2.2 [1]: Develop thorough understanding applicable to objectives and functionality of various statutes relevant to all stakeholders in the BNR.							BMC/CMC/JMC	All management staff and primary stakeholders understand overarching objectives and statutes relevant to BNR.	0	-

Action Project 2.4 [1]: Map the Phase 2 fence lines and compile a document capturing the current arrangements that define the fence placement.						Reserve manager	Phase 2 fence lines are mapped and a document describing placement arrangements is compiled and presented to management staff and relevant primary stakeholders.	0	-
Action Project 2.6 [1]: Update the database of local agreements, servitude agreements, Settlement Agreements, Co-Management Agreements and Mou's.						Reserve manager / social ecology	All existing local agreements, servitude agreements, etc. are reviewed, updated and included in a well maintained database. Legal reviews should also be undertaken wherever necessary.	0	-
Action Project 2.7 [1]: Annually explore and investigate opportunities to broaden conservation land use in and surrounding the Reserve.						PA Expansion unit / Regional and Reserve Manager	All options to broaden conservation land use in and surrounding the reserve are explored on an annual basis and implemented where possible.	0	-
Action Project 2.7 [2]: Implement MTPA Expansion Strategy and Processes when opportunities have been identified.						PA Expansion unit / Regional and Reserve Manager	Opportunities to implement the MTPA expansion strategy are explored and progressed annually.	0	-
Action Project 4.4 [1]: Annually review strategic conservation objectives and revise the linked performance plan.						Reserve / Regional Manager	Strategic conservation objectives are reviewed and the associated linked performance plan revised accordingly.	0	-

Action Project 5.3 [1]: MTPA to annually review special management overlays and develop management actions accordingly.						Ecologist	All management overlays are reviewed on annual basis and management actions in the IMP are revised accordingly. New management overlays should also be developed as and when required.	0	-
Action Project 7.1.1 [1]: Develop 5 Year Strategic Plan and Annual Performance Plan.						MTPA	5 year strategic plan and associated annual performance plan is used to review annual performance of the management team in terms of the IMP.	0	-
Action Project 7.1.3 [3]: Implement Annual Strategic Performance Planning and Audits in accordance with the PFMA.						MTPA	Annual strategic performance planning is done in alignment with the requirements of the Integrated Management Plan and in compliance with the PFMA.	0	-
Action Project 7.1.4 [4]: Obtain info from DNPW once their investigation of available assets is complete and do needs analyses and implement accordingly.						BMC/CMC/JMC/DNPW	Information regarding available assets is obtained from DNPW and needs analysis	0	-

Action Project 7.1.2 [1]: Investigate human resource requirements in the BNR and adapt the existing staff organogram with a view to improving effectiveness and efficiency in achieving BNR objectives and informing the Business Plan.							MTPA	Existing staff organogram is revised according to actual management requirements in terms of the IMP and in compliance with MTPA Human Resource Management Policies.	0	-
Action Project 7.1.2 [2]: Implement MTPA official skills development plan and strategy within the BNR.							MTPA HR	Official MTPA skills development strategy is continually being implemented.	0	-
Overarching Objective 7: To prevent and control illegal or unauthorised activities within the Protected Area.										
Overarching Action Projects (Refer to Document 1):	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
SAFETY AND SECURITY										
Action Project 8.3.4 [1]: Develop Fence Patrol and Maintenance Strategy.							Reserve Managers	A strategy is developed which minimises illegal access to the reserve and ensures that breaches in perimeter fences are reacted to effectively.	0	-
Action Project 7.2 [2]: Develop and implement Integrated Security Plan for the BNR.							Reserve Managers / Wildlife Protection Services	A uniformed approach is taken by all primary stakeholders in responding to and managing security issues in the BNR.	0	-

Action Project 7.2.1 [1]: Develop Illegal Utilisation Monitoring Strategy.							Reserve Manager	A monitoring strategy which engages all primary is implemented which ensures a uniform front is formed in response to illegal activities in the BNR. All illegal utilisation is recorded on a central database.	0	-
Action Project 7.2 [1]: Wildlife Protection Services Unit to undertake comprehensive Security Audit to identify and quantify all safety and security threats to the reserve.							WPS	Security threats are identified and quantified and then integrated into the security plan for the BNR.	0	-
Overarching Objective 8: To manage activities of all individuals with rights within the reserve, in such a way that conflict with other objectives is minimized.										
Overarching Action Projects (Refer to Document 1):	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
MINING RIGHTS										
Action Project 8.2.4 [2]: MTPA to follow up with the Minister and ensure that provisions of NEM:PAA section 48(2) and section 48 (3) are affected.							Regional Manager	Provisions of Section 48 (2) and Section 48 (3) are affected.	0	-
Action Project 8.2.4 [1]: Verify, compile and map lawfully held current mining rights as well as past mining rights within the reserve for the purposes of reserve management, access arrangements and rehabilitation plans per further Action Projects below. Develop additional management overlay/s.							Reserve Managers / Regional Manager	All mining rights are reviewed and verified. Map lawful and unlawful mining activities on specific management overlays. Access arrangements and rehabilitation plans are confirmed and agreed upon accordingly.	0	-

Action Project 8.2.4 [3]: MTPA in conjunction with the relevant management structures, to implement recommendations emanating from a determination by the Minister in terms of Section 48 (3)						BMC/CMC/JMC	Recommendations emanating from a determination by the Minister in terms of Section 48 (3) are implemented.	0	-
Action Project 8.2.4 [4]: Prioritise rehabilitation of different mining areas. MTPA in conjunction with the relevant management structures, to engage mines on their rehabilitation obligations and agree on firm plans to be implemented according to reserve priorities. Review on an annual basis, and monitor implementation to acceptable standards congruent with reserve status.						BMC/CMC/JMC	Mining areas are prioritised for rehabilitation and mines engaged in terms of their obligations to rehabilitate their specific areas.	0	-
Action Project 8.2.4 [5]: MTPA in conjunction with the relevant management structures, to monitor compliance with EMPRs for mining operations and engage mines on transgressions.						BMC/CMC/JMC	Mine are engaged with on transgressions in terms of their compliance with their relevant EMPR's.	0	-
Action Project 8.2.4 [6]: Establishing access control mechanism with the mines which enables effective control by the reserve and monitoring of all mining activities.						BMC/CMC/JMC	Access control mechanism is established with mines and all mining activities are monitored.	0	-

Overarching Objective 9: To build positive relations with interested and affected parties through effective participation in matters of mutual interest.										
Overarching Action Projects (Refer to Document 1):	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
COMMUNITY ENGAGEMENT										
Action Project 9.1 [1]: Develop annual community participation strategy and plan, inclusive of relevant programmes and projects.							Social Ecology	Community programmes and projects are planned annually, based on a BNR community participation strategy.	0	-
Action Project 9.1 [2]: Develop database of local service providers and skilled people.							Social Ecology	Service providers for specific projects are selected from a database of local service providers.	0	-
Action Project 9.2 [1]: Develop policy to address the management of external funding for specific projects.							BMC/CMC/JMC	All external funding is well managed to address specific project funding requirements in terms of a funding policy.	0	-
Action Project 9.2 [2]: Develop strategy to lever additional external funding for specific development projects in the BNR.							BMC/CMC/JMC	External funding for specific development projects is obtained.	0	-
Action Project 9.3 [1]: Annually review any land claims lodged and gazetted within the BNR.							Social Ecology / Regional Manager	Land claims are reviewed and addressed on an annual basis.	0	-

Objective 8: – To manage movement and activities of private landowners and individuals with mining rights within the reserve, in such a way that conflict with all other objectives are minimised.

Action Project:	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 3.3.4 (1): Capacitate the Conservancy Management staff in respect of mining operations and their legal status, rights and obligations.							Regional Manger	Conservancy management staff is capacitated in respect of mining operations and their legal status, rights and obligations.	0	-
Action Project 3.4.1 (1): Identify entrance gates in line with infrastructure and tourism development requirements.							CMC	Entrance gates are identified in alignment with infrastructure and tourism development requirements.	0	-
Action Project 3.4.1 (2): Upgrade and maintain main entrance gate and facilities.							CMC	Entrance Gate and Facilities are upgraded and maintained.	0	-
Action Project 3.4.1 (3): Train gate staff to provide a friendly, prompt and informative service to visitors.							Conservancy Manager	Visitors receive a friendly, prompt and informative service by well trained staff at entrance gates.	0	-

Principle #3: Promote the sustainable development of a wildlife and tourism economy within and surrounding BNR.

Overarching Objective 12: To ensure that the reserve capitalises from and contributes to regional economic development through synergistic approaches.										
Overarching Action Projects (Refer to Document 1):	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
CONTRIBUTION TO REGIONAL ECONOMIC GROWTH										
Action Project 2.3 [1]: Identify other planning initiatives in the region and ensure alignment with these processes.							BMC/CMC/JMC	Potential linkages are identified and explored on an annual basis.	0	-
Action Project 7.1.1 [2]: Undertake evaluation of ecosystem services and contribution to the local economy by the reserve.							Scientific Services / External SP	Ecosystem services are evaluated and a quantified contribution to the economy is determined.	0	-
Action Project 2.3 [2]: Ensure alignment with all local government IDPs and SDF’s as these are developed and reviewed. Ensure local government are familiar with buffer area requirements.							Regional and Reserve Manager / Social Ecology / BMC/CMC/JMC	All government IDP's and SDF's incorporate the BNR planning initiatives as and when they are reviewed.	0	-
Objective 6:– To develop a sustainable commercialisation strategy within the greater conservation objective so as to optimise revenue generation.										
Action Project:	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 3.1 (1): Conservancy Management Committee to annually identify conservation related commercialization opportunities							CMC	Conservation related commercialisation opportunities are identified and explored on an annual basis.	0	-

Action Project 3.1 (2): Conservancy Management Committee to develop a Tourism Implementation Programme for Phase 2						CMC	All tourism development and operations in phase 1 are implemented in an Official Tourism Implementation Programme.	0	-
Action Project 3.1 (3): Conservancy Management Committee to annually review and update the Tourism Implementation Programme for Phase 2						CMC	Tourism Implementation Programme is reviewed and updated on annual basis by the BMC and the management team and tourism operators are made aware of relevant changes.	0	-
Action Project 3.1 (4): Ensure alignment of commercialization opportunities with the carrying capacities defined in the zoning plan.						CMC / Ecologist	All commercialisation opportunities are in alignment with carrying capacities defined in the zoning plan for Phase 1.	0	-
Action Project 3.1 (5): The Conservancy Management Committee and MTPA must ensure that commercial opportunities offered on state-owned land are aligned with MTPA policy and the provisions of the PFMA						CMC / Tourism Business Development	All commercial opportunities offered on state-owned land are aligned with MTPA policy and provisions of the PFMA.	0	-
Action Project 3.2.2 (1): Implement protocol whereby all external enquiries relating to linkages with other tourism initiatives are referred to the MTPA Tourism Business Development Unit.						Regional Manager	All external enquiries relating to linkages with other tourism initiatives are referred to the Regional Manager of the MTPA in terms of a specific protocol.	0	-

Action Project 3.2.2 (2): Include established linkages in Marketing Plan and Strategy.						CMC	Marketing Plan and strategy is updated to include established linkages with other tourism initiatives.	0	-
Action Project 3.2.4 (1): Implement Action items identified in the overarching Tourism Operations Plan.						CMC	Action items identified in Tourism Operations Plan are implemented as and when required.	0	-
Action Project 3.2.4 (2): Capacitate staff on the requirements, policies and guidelines included in the Tourism Operations Plan.						CMC	Relevant staff members understand the requirements, policies and guidelines included in the Tourism Operations Plan.	0	-
Action Project 3.2.4 (3): Ensure staff skills and equipment used to provide tourism experiences are compliant with industry norms and standards.						Conservancy Managers	Staff skills and equipment used to provide tourism experiences are compliant with industry norms and standards.	0	-
Action Project 3.2.6 (1): Develop system to capture and deal with comments and concerns presented by visitors to Phase 2 of the BNR. (A database of comments and concerns should form part of this system).						CMC	Feedback system is established and maintained to record and review comments and concerns presented by visitors to ensure improved quality.	0	-
Action Project 3.2.6 (2): Develop tourism monitoring schedule						CMC	Tourism activities are monitored according to a pre-determined schedule to ensure effectiveness and accuracy of monitoring activities.	0	-

Action Project 3.4.2 (1): Develop and implement signage strategy for the reserve in alignment with overarching signage strategy for the BNR.							CMC	Signage strategy is developed for Phase 2 which is in alignment with overarching objectives.	0	-
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Principle #4: Provide benefits to adjacent communities through sustainable resource utilisation.

Overarching Objective 10: To promote awareness, research and interpretation of the reserve and its unique attributes.										
Overarching Action Projects (Refer to Document 1):	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
AWARENESS, INTERPRETATION AND RESEARCH										
Action Project 8.1.1 [1]: Develop a Joint Marketing Strategy for BNR.							BMC/CMC/JMC	All joint marketing activities and actions are aligned in a Joint Marketing Strategy.	0	-
Action Project 8.1.2 [1]: Annually identify and explore potential linkages with tourism initiatives.							BMC/CMC/JMC	Potential linkages with tourism initiatives are identified and explored on an annual basis.	0	-
Action Project 8.1.2 [2]: Establish single point of contact to address any enquiries from tourism initiatives in the region.							BMC/CMC/JMC	Single point of contact is established to address any enquiries from tourism initiatives in the region.	0	-
Action Project 8.1.2 [3]: Align marketing plan with any linkages made with other tourism initiatives.							BMC/CMC/JMC	All linkages made with other tourism initiatives are included in the marketing plan and the marketing plan is updated accordingly on an annual basis.	0	-

Action Project 9.4 [1]: Develop a BNR environmental awareness education programme specifically for surrounding neighbouring communities and the general public interest groups.						Social Ecology	All awareness and education activities are implemented in a well developed plan which includes all relevant stakeholders.	0	-
Action Project 9.4 [2]: Develop an interpretation programme in a standard format for the Nature Reserve.						Social Ecology	Interpretation is standardised throughout the reserve, guided by an interpretation plan.	0	-
Action Project 9.5 [1]: Develop research strategy for the BNR, inclusive of list of prioritised research projects.						Ecologist / Scientific Services	All research projects are identified and implemented according to an official research strategy based on prioritised research projects as determined by the management team and other relevant professionals.	0	-
Action Project 9.5 [2]: Appropriate permanent research facilities must be developed for the BNR.						MTPA	Researchers have access to permanent research facilities.	0	-
Action Project 9.5 [3]: Motivate for the establishment of the reserve as part of South African Ecological Observatory Network.						Scientific Services	The reserve is established as part of the South African Ecological Observatory Network.	0	-
Action Project 9.5 [4]: Established Reserve Library and Document Database.						Reserve Manager	Reserve library is established and a database of all scientific and management documents is maintained.	0	-

Overarching Objective 11:To allow sustainable utilization within the greater conservation objectives so as to optimize benefits to stakeholders.										
Overarching Action Projects (Refer to Document 1):	Timeframe						Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5	Priority				
UTILISATION AND INFRASTRUCTURE										
Action Project 8.1.3 [1]: Develop clear standards for all infrastructural development in the BNR.							BMC/CMC/JMC	All developments undertaken in the BNR are done so in terms of clear development standards.	0	-
Action Project 8.1.3 [2]: Establish approval process for proposed infrastructure development in the BNR.							BMC/CMC/JMC	All proposed development in the BNR is subject to an approval process before development can proceed.	0	-
Action Project 8.1.4 [1]: Develop Tourism Operations Plan.							BMC/CMC/JMC	Tourism Operations in the BNR are well structured and compatible with each other in terms of a Tourism Operations Plan.	0	-
Action Project 8.1.5 [1]: Implement strategy whereby all proposed developments in the BNR are reviewed in terms of Environmental Legislation and ensure that all relevant Environmental Authorisations are obtained.							BMC/CMC/JMC	All proposed developments in the BNR are compliant with relevant Environmental Legislation.	0	-
Action Project 8.1.5 [2]: Establish a reporting system whereby stakeholders can report any environmental issues within the BNR to the Biodiversity Management Committee or relevant management structure.							BMC/CMC/JMC	All environmental issues within the BNR are reported to the relevant management structures by Stakeholders and issues are effectively addressed.	0	-

Action Project 8.1.6 [1]: Develop and Implement Tourism Monitoring Strategy.						BMC/CMC/JMC	Tourism activities in the BNR are successfully monitored through a consolidated management strategy.	0	-
Action Project 8.1.6 [2]: Capacitate Landowners and Product Owners to implement Monitoring Strategy.						BMC/CMC/JMC	Landowners and Product Owners are capacitated and empowered to implement monitoring strategy.	0	-
Action Project 8.2.1 [1]: Develop Guideline and Policies for the sustainable harvesting of resources.						Scientific Services	Resources in the reserve are harvested in a manner which does not compromise any of the overarching objectives for BNR.	0	-
Action Project 8.2.2 [1]: Develop hunting guidelines and policies for the BNR.						WPS / PAM	Hunting is effectively managed through a uniformed approach in the BNR, based on well structured and established guidelines and policies for the sustainable harvesting of resources.	0	-
Action Project 8.2.2 [2]: Develop Game Management Model to address equitable division of income from live sales between relevant landowners.						BMC/CMC/JMC	Income from live sales is equitably divided between relevant landowners in terms of an approved Game Management Model for the BNR.	0	-

Action Project 8.2.2 [3]: Develop Annual Live Sales Strategy based on Ecological Carrying Capacities.						Scientific Services / Wildlife Business Development unit	Live sales quotas are determined and processed on an annual basis.	0	-
Action Project 8.2.3 [1]: Develop Bio-prospecting Policies and Guidelines for the BNR.						Scientific Services / WPS	Bio-prospecting in the reserve is handled in terms of specific guidelines and policies to ensure that these activities do not compromise any of the objectives of the BNR.	0	-
Action Project 8.3.1 [1]: Develop Access Management Strategy for the BNR.						BMC/CMC/JMC	All access to the BNR is managed in a uniformed approach and access is effectively controlled and managed.	0	-
Action Project 8.3.2 [1]: Develop Signage Manual for the BNR which includes guidelines and policies on all relevant signage requirements.						BMC/CMC/JMC	All signage in the BNR is designed and installed in alignment with a signage manual.	0	-
Action Project 8.3.3 [1]: Develop Road Construction manual for the BNR, including policies and guidelines for road development in the reserve.						Tourism Business Development / PAM	All roads in the BNR are upgraded and constructed to a set standard as determined by road construction manual.	0	-
Action Project 8.3.3 [2]: Engage with trail development professional to design and develop trails within the BNR, inclusive of mapping and marking.						Wildlife Business Development / PAM	Hiking trails and mountain biking trails are developed and established according to industry norms and standards.	0	-

Action Project 8.3.4 [2]: Develop internal fence approval criteria.						Reserve Managers	All internal fences are subject to an approval process before construction.	0	-
Action Project 8.3.5 [1]: Develop bulk services development policy and servitude registration protocol.						Scientific Services / PAM	All bulk service installation must be in alignment with a service development policy and in compliance with national and provincial guidelines and policies.	0	-
Action Project 8.3.6 [1]: Develop and implement radio operation protocol.						Reserve Managers	Radio communication in the BNR is well structured and communication protocol is maintained.	0	-
Action Project 8.3.7 [1]: Develop Integrated Waste Management Plan for BNR.						Reserve Manager / Ecologist	Waste is effectively managed in the BNR in compliance with relevant waste and environmental legislation.	0	-
Action Project 8.3.7 [2]: Develop Water and Energy Saving Plan and Strategy.						BMC/CMC/JMC	Water and Energy Saving Targets are set for the BNR and achieved through the use of a Water and Energy Saving Plan.	0	-
Action Project 8.3.9 [1]: Develop Air Space Policy in alignment with aviation legislation policies and tourism stakeholders.						BMC/CMC/JMC	All aircraft activities in the area are managed in accordance with relevant aviation policies and relevant sections in environmental statutes.	0	-

Objective 7: – To build positive relations with interested and affected parties through effective participation in matters of mutual interest, thereby contributing to the sustainability of the protected area.

Action Project:	Timeframe					Priority	Responsibility	Indicators	Deliverables	Funding requirements
	1	2	3	4	5					
Action Project 4.1.1 (1): Register with all relevant community forums, working groups, and any other formal institutions to participate in meetings and discussions.							Conservancy Manager / Social Ecology	Formal registrations with community forums, working groups and any other formal institutions and a representative from Phase 1 participates in relevant meetings and discussions.	0	-
Action Project 4.1.1 (2): Establish formal relations with neighbours.							Conservancy Manager / Social Ecology	Neighbours are engaged with formally.	0	-
Action Project 4.1.1 (3): Identify and actively support community empowerment partnerships and social programmes focusing on conservation and tourism development.							Conservancy Manager / Social Ecology	Community empowerment partnerships and social programmes focussing on conservation and tourism development are actively	0	-
Action Project 4.1.2 (1): Refer land claim inquiries to Senior Manager Social Ecology as and when they are presented.							Conservancy Manger / Social Ecology	All land claim enquiries are referred to the Senior Manager: Social Ecology (MTPA)	0	-
Action Project 4.1.3 (1): Develop and utilise a local Service Provider database for contract work opportunities in Phase 2 of the BNR.							Conservancy Manager	Local service provider database is developed and used to source local service providers for specific projects.	0	-

Action Project 4.1.4 (1): Undertake regular scheduled two way communication with community institutions and determine trends.							Conservancy Manager / Social Ecology	An understanding of trends in community institutions is obtained through scheduled two way communication.	0	-
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6 PERFORMANCE REVIEW ON AN ANNUAL BASIS

Refer to overarching document.