



CENTRAL ZOO AUTHORITY

APPLICATION FOR SMALL GRANT FELLOWSHIP

Please read appendix I for instructions (last page of this document)

Form must be filled in English

Internal Project Number (To be filled in by CZA):

1. GENERAL INFORMATION

Date of application:.....Director

Name of the Zoo / organization:.....Kanpur Zoological Park.....

Contact person/ project leader: Director, Kanpur Zoological Park, Kanpur.....

2. CLASSIFICATION OF PROPOSAL

Improvement of the Zoo	Scientific Management	Ex-situ Conservation	Welfare animals	of	the	Any specify	other, please
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Yes

3. DATE OF INITIATION OF THE PROJECT

FEB 2007

4. DURATION OF THE PROJECT:

8 MONTHS

5. LOCATION OF THE PROJECT.

Region /State : Uttar Pradesh

Closest main city: Kanpur

6. STAFF INVOLVED IN PROJECT (please include Curriculum Vitae of the individuals):

1. Name (+ title) + Zoo/Organization.....Kanpur Zoological Park
 Period to be spent on the project from:FEB 2007..... to: ...Sept...2007.....
 (Day/month/year/) for hours/week
 Role / Function in the project:

2. Name (+title) + Zoo/Organization:

Period to be spent on the project from: to: (day/month/year/) for
 hours/week
 Role / Function in the project:.....

3. Name (+title) + Zoo/Organization:.....

Period to be spent on the project from: to: (day/month/year/) for
 hours/week
 Role / Function in the project:.....

7. PROJECT PROPOSAL**7a. Background and history of the project (max. 300 words)**

Time and again history has shown that a well thought out, coordinated response helps prevent personal injury, property damage, and lessen the resulting confusion. When an organization plans on how it will respond to an emergency threatening its operations, it is more likely to survive the incident. During a large-scale disaster, local response agencies may be overwhelmed and unable to immediately respond to the needs of the emergencies if there is no proper coordinated planning. Employees and zoo visitors alike will need to know what to do to protect themselves during the disasters.

In the backdrop of it, the Zoological Parks all over India are being visited by thousands of people every day. The zoo hosts a large number of animals with sizable staff working in the Zoo. The Zoos must always be well prepared for dealing with emergency situations/ Disasters.

Some of the emergency situations that the zoo may have to face are

- Escapes of Zoo animals
- Natural disorders like fire
- Outbreak of Epidemic diseases
- Curfew

- Landslides
- Flash Floods
- Cyclones
- Bomb fury
- Food shortage etc situations

Meticulous prior planning is needed for preparedness to face such exigencies in the interest of the Zoo animals as well as public safety.

Invariably such contingency plan comes into action only aftermath of emergency situations; however preparedness shall help in successful control and mitigation of the emergency situations. Though occurrence of such natural and manmade emergencies is certain, they won't occur frequently, and the zoo has to cope with them. And at the same time the employees and zoo visitors alike will need to know what to do to protect them during an emergency.

7b. Main problem or question (max 200 words)

For every zoological park —animals, infrastructure, personnel, and visitors form the four important pillars. During disasters these pillars get affected severely and hence it is vital that Zoological Parks prepare for disasters. The meticulous planning should not only for the people, and animals housed inside, but so that the facility will be viable in the aftermath. These facilities will include animal shelters, hospitals, and other facilities where the animals are routinely housed.

The Zoological Parks all over India at different times face different crisis situations, which fall under the category of chronic crisis and Acute Crisis.

Some of the chronic crisis situations that the zoos face are—Vandalism, disruption in food, water, and power supply etc. Every management plan of the zoological park should have a chapter on these problems. At the same time the zoological parks face acute crisis (which take the shape of disasters if not properly dealt with or not prepared for) situations like—floods, earthquakes, cyclones, landslides, war, epidemic diseases etc, for which the Zoological Parks, should have a disaster Management Plan and the staff be trained and should be prepared for the exigency situations.

7c. Aims and objectives of the project (max 200 words)

The main aim of the project is “to make a small attempt which will make the Zoological Parks all over India, a better and secure place for the visitors as well as the inmates of the zoo, by organizing its staff and its resources in a better manner”.

The Objectives of the project is to prepare a model Disaster management plan for Indian Zoos

7d Methodology and/or proposed activities (max 300)

The questionnaire will be prepared after consulting with the experts from the National Institute of Disaster Management, New Delhi and it will be circulated amongst the Zoological Parks of India, in order to ascertain their chronic problems, which may take the turn of disasters, if not dealt with properly. If it is needed it is proposed to visit various zoos of the country, and plan will be finalized after consulting with their managers and their staff. It is further proposed to organize workshops on the topic "how to prepare Disaster management plan" to the senior functionaries of the Zoological Parks of India.

8. COLLABORATION (IF ANY): Please specify with which institutions/organizations will collaboration take place and type of the collaboration & support should also be indicated.

	NAME	LOCATION
NGO's		
Ministries		
Universities		
Research institutes / or any other	National Institute of Disaster Management, New Delhi	

Type of the collaboration and support.....

8a. Support from host zoo: (Please specify what support the host zoo will be providing, it could be in the form of laboratory, equipment, space or personnel).

The Chief Wildlife Warden, Uttar Pradesh, in principle has accepted the Director of the Kanpur Zoological Park, Kanpur to undertake this project.

9. BASIC TIME SCHEDULE

Time Chart of the proposed activity

Activity	Feb.07	March 07 to May 07	May 07 to July 07	Aug 07 to Sept 07	Sept. 2007
Consultations With National Disaster Management Institute, New Delhi and with officials of CZA					

Preparing Questionnaire and circulating to zoo managers					
Collecting information					
Visit to zoos if necessary					
Start preparation of the model plan					
Submitting the plan					

10. OUTPUT

10a. Describe, which output could be expected from this project (reports, (scientific) publications, management plans, educational tools, etc. etc.) and how they will be disseminated.

The expected out put will be in the form of a good model plan for dealing with disaster situations that the zoos may have to face and training the zoo managers in the preparation of disaster management plans for their zoological parks.

10b. Describe the (practical) relevance of this project for ex-situ conservation and scientific management of animals in general

As already mentioned the main aim of the project is “to make a small attempt which will make the Zoological Parks all over India, a better and secure place for the visitors as well as the inmates of the zoo, by organizing its staff and its resources in a better manner”. In better and secured places there will be a minimal damage to the animals and to the visitors in exigency situations and the animals are expected to breed well in such secured environment.

10c. Describe how results/output will be evaluated (timelines and benchmarks)

Time line for the project is given in Para 9 of this application

11. FEASIBILITY (How well is the execution of the project guaranteed? Possible risks such as logistics, permits, other finances and how are these risks dealt with).

I have already taken written permission from my controlling authority, i.e. Chief Wildlife warden, Uttar Pradesh, for preparing this project.

12. FINANCIAL ASPECTS (please include budget overview (in Rs.) in an appendix)

12a. Other financial sources applied for and/or guaranteed

- In case of Forest Dept./Corporation/Trust: please also mention the details
- Indicate if source is applied for or already guaranteed

2. Name Department / Institute: Self

Address: Director, Kanpur Zoological Park, Azad Nagar, Kanpur 208002

Amount applied for or guaranteed:

Rs. 2 LAKHS

3. Name Department / Institute:

Address:

Amount applied for or guaranteed:

Rs.

13. DECLARATION

The information submitted in this application is true, to the best of my knowledge. Should any significant developments arise after this application is made, I shall notify the Member Secretary, Central Zoo Authority. .

SIGNATURE

Director/Curator/
Officer-In-charge of the Zoo
(Supervisor of the Research)

Research Project Leader

Chief Wildlife Warden/
Municipal Commissioner/
Owner/Zoo Operator

Signature:
Date:
Seal

Signature:
Date:

Signature:
Date:

Include with the proposal:

- A curriculum vitae of the applicant and individuals involved in the project
- Background information about the zoo involved (max. 1 page)
- Budget overview

Brief Background Information:

Kanpur Zoological Park situated in the industrial city of Kanpur, in an area of 76.65 hectare is a part of lush green Allen-forest. This Zoological Park has been developed according to modern management rules. It opened for public on 4th February 1974. In these 32 years, this zoological park has played an important role in the care of wildlife. The zoo with beautiful sylvan surroundings and healthy animals displayed in spacious moated enclosures, attract thousands of people every day. The free ranging spotted deer add further sheen to the Kanpur zoological park.

During the last 32 years, the zoo is successful in breeding a number of endangered Indian and Exotic wildlife. This zoo added a feather in the cap of its glory when it successfully hand reared the exotic wildlife like Chimpanzee, Orangutans, for the first time in South East Asia. Apart from it in Kanpur Zoological Park, charismatic exotic wildlife including Zebras, Emus, Sikka Deers (Japanese deers), Hippos etc are thriving well and their offspring were sent to different Zoological Parks of India in the past.

The Indian Wildlife never lagged behind, as far as breeding within the Kanpur zoo is concerned. The most important Indian animals that are breeding well with in the zoo include Rhinos, Swamp Deers, Thamins, Chowsinghas, Muggers Tigers, Lions, etc to name a few. Birds were never second to others.

At the other end of the spectrum, the Zoo till some time back, is being plagued with the staff related problems, which included labor court cases, lack of discipline, lack of enthusiasm, lack of self motivating mechanisms etc. For over coming it, I introduced some very simple but effective steps, which aimed at making people to realize that they are very- very important in the over all administrative set up of the zoo, this could be done by facilitating internal communication culture. Some of the steps taken in this regard are

1. Establishing an internal zoo advisory committee comprising of people from sweeper to the vet. This really helped in having a mechanism for an internal communication culture. (We don't have a external zoo advisory committee)
2. Establishing KAIZEN committees (KAIZEN—the Japanese word upon translation into English means continuous improvement). This committee tries to give inputs to the zoo administration regarding steps to be taken for improving the standards of the different aspects of zoo, which includes the zoo personnel also.
3. Establishing CANDO committees. This committee recommends the zoo administration in how to minimize wastes. Members of both these committee are drawn from the different branches of the zoo, and the members include

even sweepers, keepers etc also. KAIZEN and CANDO are part of TQM (Total quality management) mechanisms.

4. Identifying the four pillars of strength of the zoo, every month and displaying their photos with a caption under Keeper/Sweeper/Chowkidar/ Gardner of the month.

All these endeavors resolved me to work in the direction of making the zoo some thing special amongst the Indian Zoo community. As a result of it while preparing the first ever management plan for the Kanpur Zoo, I mentioned that for dealing with emergency situations the Kanpur Zoological Park, should prepare "Emergency Preparedness Plan". While fulfilling this commitment, I prepared the Emergency Preparedness Plan for Kanpur Zoo.

Based on this experience I am proposing this project to prepare such a plan for different emergency situations, which may take the form of Disasters, if the zoo managers are not prepared well in advance for dealing with such situations.

(R.Hemanth Kumar)
Director,
Kanpur Zoological PARK,
Kanpur

CURRICULUM VITAE

1. **Name:** Hemanth Kumar. Ravivarapu
2. **Date of Birth:** 20.09.1965
3. **Nationality:** Indian
4. **Service:** Indian Forest Service (IFS)
5. **Year of allotment:** 1989
6. **Cadre:** Uttar Pradesh
7. **Present Post:** Conservator of Forests/Director,
Kanpur Zoological Park,
Kanpur
8. **Pay scale:** Rs.18, 400-20,000
9. **Mailing address:** Director,
Kanpur Zoological Park,
Azad Nagar, Kanpur.
Email: hravivarapu@yahoo.com
Tel: 91-512-2560257 off
91-512-2721840 ®

10. Educational Qualifications:

- M.Sc (1985) in Bio-Sciences from Saurashtra University, Rajkot, Gujarat, India
- AIGNFA [Post Graduate Diploma in Forestry equivalent to M.Sc. (1991)] from Indira Gandhi National Forest Academy, Dehra Dun, India.
- Masters in Business Administration (2004) from Swinburne University of Technology, Melbourne, Australia

11. Academic and Professional honours received:

- A class prize for securing first position in the University in M.Sc. (Bio-Sciences) examination (1985) of the Saurashtra University, Rajkot, Gujarat.
- Stood 8th in the 1989 batch of Indian Forest Service

- Passed M.B.A. from Swinburne University of Technology, Melbourne Australia with Distinction

12. Languages known: Proficient in English, Hindi and Telugu and has a working knowledge in Gujarati.

13. Membership of Professional Societies

- Life member of Administrative Staff College of India, Hyderabad
- Member of the Scientific committee of Madras Crocodile Bank Trust, Mamallapuram
- Member of Wild life Advisory board of Karnataka from August 2000 to February 2003
- Member of Wildlife advisory board of Andaman & Nicobar Islands from August 2000 to February 2003
- Was Trustee of Madras Crocodile Bank Trust (MCBT), Chennai from August 2000 to February 2003
- Was Trustee of Chennai snake park, Chennai from August 2000 to February 2003
- Was Trustee of Tamil Nadu charter of World wide fund for nature (WWF) from August 2000 to February 2003
- Was on the editorial board of "Hamdayard" an internationally renowned magazine on Reptiles from August 2000 to February 2003.
- Acted as member secretary to the regional task force on the rationalization of boundaries of National Parks and wildlife Sanctuaries of South India.
- Was on the "state level coordination committee on environmental Surveillance of Tamil Nadu created for ensuring protection to wildlife and controlling poaching and illegal trade in wildlife products.
- Member of Krishna Moorthy committee constituted by Government of Tamil Nadu top study – "*Management of Departmental Elephants of Tamil Nadu*"

14. Dissertations/ Professional reports submitted

1. "Bio chemical estimations of enzymatic changes in the central nervous system of rat:

Studies with medium and acute high doses of Morphine and Naloxone”--- this dissertation was submitted to the university authorities while in M.Sc.

2. “*The management of departmental elephants of Tamil Nadu*” submitted to the Secretary Environment and Forests Government of Tamil Nadu in April 2002.
3. Communication Policy for the forest department of Uttar Pradesh, submitted to P.C.C.F of Uttar Pradesh.
4. The procedure for constituting permanent forest estates
5. Amaldaramad and its relevance to Forest Officers
6. Management and Master Plan for Kanpur Zoological Park
7. Managing larger felids under captivity
8. Emergency Preparedness Plan for Kanpur Zoological Park
9. A paper on “Biosecurity in Zoos” was published in Indian Zoo year Book.

14. Professional experience:

More than 16 years of experience in the Indian Forest Service in all fields of forestry i.e. management and administration of forests, wildlife, implementing world bank projects and research and transfer of technology management at the field level, and policy formulation & planning at the state level and managing wildlife under captivity, while posted in the state of Uttar Pradesh.

While on deputation to Government of India, mainly worked on ensuring protection to wildlife and controlling illegal trade in wildlife products, acted as a representative for **CITES** (Convention on International Trade in Endangered Species of Wild Fauna And Flora), an **United Nations Environment programme**, in India, implementing CITES regulations, and implemented provisions of Export-Import policy of Government of India.

This unique blend of experience is attributed to the success in the profession so far. Provided leadership in the work and had taken far reaching initiatives in the field of community forestry, forest fires, extension of technologies and other forestry issues as well as in the field of wildlife.

Received state level awards too for outstanding work done by me

14.1. (a) Period	From March 2005 to-date.
(b) Post held	Director Kanpur Zoo, Kanpur

Job content:

As Director, Kanpur Zoological Park main responsibilities are

- Looking after the management of Zoological Park
- Providing good husbandry facilities to the animals of the zoo
- Providing good visitor facilities to the zoo guests
- Interacting with the local people and working for the cause of the animals

Key Achievements:

During this short period

1. Wrote the first ever Management and Master Plan for the zoo
2. Prepared an Emergency Preparedness Hand book for Kanpur Zoological Park, this endeavour being the first ever attempt being attempted.
3. Animals like Rhinos, Swamp Deers, Chowsingha, Manipuri Deer, Emus etc breed during this tenure.
4. Successful in involving the local people in the zoo related activities
5. Promoting participative management principles by involving staff of the zoo, by making them members of the Zoo advisory committee.
6. Putting stress on KAIZEN and CANDO

14.2. (a) Period	From June 2004 to March 2005
(b) Post held	Forest Economist, Uttar Pradesh, Lucknow

Job content:

As Forest Economist, U.P. main responsibilities are

1. Looking after Audit Paras including P.A.C. paras
2. Looking after disciplinary proceedings against Forest Range Officers
3. Monitoring forest land related matters at state level; including encroachments on forest land, forest settlement processes, mutation activities and so on.

4. Looking after establishment matters of class 3 and class 4 employees of U.P. Forest department.

Key Achievements:

During this short period

I personally met the Deputy Auditor General, at Allahabad twice and after due discussions on the audit paras with him, 113 long pending paras were dropped.

- 14.3** (a) Period From February 2003 to March 2004
 (b) Post held On deputation to Australia- did M.B.A under **AUS AID Scholarship** from Swinburne University of Technology, Melbourne, Australia

Job content:

- The main subjects to which I am exposed to are Marketing, Human Resource Management, Financial Management, Management and innovations in work places, Entrepreneurial E-business And Strategic Transformation, Consulting Processes For Organisations, E-business Design for Competitive Advantage, Innovative Leadership, The Business Plan, Opportunity Evaluation, Entrepreneurial Strategy and so on.

Key Achievements:

- Passed the M.B.A. examinations in distinction from Swinburne University of Technology, Melbourne, Australia.

- 14. 4** (a) Period August 2000 to February 2003.
 (b) Post held Regional Deputy Director (Wildlife preservation) and Assistant Management Authority, CITES

Job content:

As Regional Deputy Director Wildlife preservation South Zone my jurisdiction included the southern states of Andhra Pradesh, Karnataka, Kerala Tamil Nadu, and the union territories of Andaman and Nicolas Islands, Lakshadweep, and Pondichery. The main responsibilities are

- Enforcement of laws against wildlife crime in India is complicated by the fact that a large number of agencies are directly or indirectly involved in trying to stop it. While I was posted at Chennai my main responsibilities are to coordinate different departments and acting as an expert in identifying the wildlife items and checking/controlling the smuggling of wildlife items. In pursuit of it I coordinated with Customs (including Air and Sea intelligence wings of Customs), Railway Protection Force, Directorate of Revenue Intelligence, Foreign Post Office, Central Bureau of Investigation, Interpol unit of CBI State Police etc
- Field officer of The Government of India charged with responsibility for enforcing the provisions of wildlife protection act, 1972 and assisting the state authorities in this regard.
- To keep a constant vigil on Taxidermy and trade in wildlife and products derived there from particularly on inter-state trade.
- Maintain liaison between the Director Wildlife preservation and the State Chief Wildlife wardens.
- As a designated officer to implement Export –Import Policy of India in south India as far as wildlife items are concerned, has to coordinate with officials of Customs and Department of Revenue Intelligence at the exit and entry points.
- Controlled wildlife trade at the designated ports of Chennai, Tuticorin, and Cochin.

As assistant Management Authority for CITES in India:

India became a party to the Geneva based, Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), a wing under UNEP, in 1976. This international convention is not per se a treaty to promote

trade and use of wildlife. The principal objective of CITES is and has always been to ensure that international trade doesn't lead to species extinction.

For managing the responsibilities of CITES in India, India has an organisation headed by Director Wildlife preservation as Management Authority and four Assistant Management Authorities posted at Chennai, Kolkata, Delhi and at Mumbai.

As an assistant Management Authority for CITES in South India my main responsibilities are

- To implement the three key concepts of CITES: International co-operation, Trade controls and Species survival in true spirit
- Policing international trade in endangered species.
- Taking all offences against CITES and the Export-Import policy to the courts of customs officials as the offences against **CITES** and **EXIM policy** are punishable under the customs act.
- Issuing of CITES export and import permits

Key Achievements: Coordination with different agencies helped in achieving the following spectacular results in the field of wildlife preservation and controlling the wildlife crimes some of them are

- Successfully rescued a stranded Baleen Whale from the coast of Tamil Nadu in 2000. This rescue operation was a result from coordinated efforts of my office, wildlife wing of Tamil Nadu forest department, Coast Guard, Police and Fire personal of Tamil Nadu. International Whaling Commission mentioned that it is for the first ever time that a massive stranded whale was rescued successfully and lauded the efforts of India in rescuing the highly endangered species
- Brought back 800 star tortoises, which were smuggled to Singapore from India and rehabilitated them in Andhra Pradesh. This could be achieved because of active co-operation between Government of India, Government of Singapore and Singapore Airlines.
- Rehabilitated Tigers in Banergatta National Park Bangalore that were acquired from various circuses of Europe by Born Free Foundation.

- About 8000 live star tortoises were seized at different times while the smugglers were attempting to smuggle them at Anna international airport, Chennai and were rehabilitated.

Some of the Major Seizures that took place during my tenure as R.D.D (WLP) Chennai are

- Musical instrument parts made out of Red Sanders worth 1 crore from the disguised export consignment at Anna international airport, Chennai in the year 2000.
- Seizure of 10 MT of Schedule 1 species like organ pipe corals, sea cucumbers and sea-shells (turbo and trochus) that were smuggled from Andamans by a **ship** called **M.V. Ambica**.
- Capturing of 29 leopard and two tiger skins from Tirupur railway Station, Tamil Nadu
- Capturing about 95,000 snake skins and about 13,000 monitor lizard skins from a house in Bangalore and so on.

14.5. (A) Period	June 1997 to August 2000
(b) Post Held	D.F.O. Bijnore plantation Forest Division Kotdwar, Uttar Pradesh

Job content:

Supervision of the work of Divisional Forest Officers, Management of natural forests, plantations and wildlife including tribal/rural development works, administration of forest and wildlife acts and rules, budget and financial control, etc. Responsible for directing different forestry programmes including Joint Forest Management and World Bank Projects.

Controlled illicit felling and poaching activities with in the division and responsible for raising successful plantations in the division.

Key Achievements:

1. Responsible for mutating about 30,000 hacs of forest land in the

Revenue records

2. Got rid of thousands of hacs. of forest land from the clutches of land mafia
3. Illicit felling in this notorious division came down during my posting period
4. Got best D.F.O award for the outstanding works tendered by me.

14.6. (A) Period	February 1994 to June 1997
(b) Post Held	D.F.O. Alaknanda Forest Division, Gopeshwar, Dist Chamoli

Job content:

1. Afforestation and plantation management including integrated land based rural development activities
2. Conserving soil and its moisture
3. Controlling landslides with plantation activities

Key Achievements:

1. Successfully raised plantations in the Badrinath shrine area, which is under snow for more than six months in a year, appreciated by one and all
2. **Established perennial grass** nurseries in all developmental blocks of my jurisdiction, for distributing amongst the people, so that to reduce their dependency on forests regarding the fodder
3. Established silt monitoring stations in the catchments areas of the streams and showed it to the people about the importance of plantations

15. Visits abroad:

- Attended regional workshop of CITES (Convention on International Trade on Endangered Species of Wild Fauna and Flora) at Hong Kong in 2002.
- Did M.B.A. from Swinburne university of technology, Melbourne, Australia

16. Trainings Attended

Attended many professional trainings on various topics including on Leadership, Management-Of men and materials etc.