



AGENDA

AUCKLAND/WAIKATO FISH AND GAME COUNCIL

22nd May 2025

AUCKLAND/WAIKATO FISH & GAME

A Meeting of Council will be held at the Fish and Game Office, 156 Brymer road and online, on Thursday 22 May 2025 commencing at 6:00 p.m.

AGENDA

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* Denotes attachments

** Denotes the need for council to make a decision.

N Juby
Chairman

06/05/2025

AUCKLAND/WAIKATO FISH & GAME



Minutes of a Meeting of Council
held at the NZ Deerstalkers Hall, Wairere Dr, Hamilton
on Saturday 15th March 2025 commencing at 11:00am.

PRESENT:

Chairman: N. Juby
Councillors: E. Williamson, D. Cocks, G. Annan, T. Clark, S. Smith, O. Kent, P. Dell
(Online), A. Brown, G. Dickey, A. Sapich
Staff: D. Klee, A. Daniel,

1. APOLOGIES:

C. Sherrard, M. Barker, D. Lelievre, B. Jarvi-Child, C. Robertson.

It was moved;

that apologies be accepted.

Smith/Annan – CARRIED

2. POSSIBLE CONFLICTS OF INTEREST ARISING FROM MEETING AGENDA:

Nil.

3. MINUTES OF PREVIOUS MEETINGS OF 25th February 2023:

It was moved;

that the minutes of the previous meetings of the 15th February 2025 be accepted as true and correct records.

Cocks/Smith – CARRIED

4. MATTERS ARISING FROM PREVIOUS MINUTES:

The Chair indicated that the proposed letter to NZC had not been sent and there may be further details required dependent on the outcome of the upcoming budget meeting. He advised that it would be prudent to wait until after the April NZC meeting before planning on what information needs to be sent.

The Chair asked whether there had been any update on Mr Banisters bequest. Dr Daniel indicated that he had not received any further updates since the last meeting but would follow this up.

5. **COUNCIL CORRESPONDENCE:**

Nil.

6. **STANDING ORDERS**

The CE informed the council that Councillor Dell had slipped a disk in his back but could attend the meeting virtually if the council accepted the updated standing orders that facilitated such. The council reviewed the updated standing orders which facilitate online meeting attendance and requested the following addition. *“No person may record the meeting without the approval of the chair and notification of the council”.*

It was moved;

That the revised standing orders dated March 2025 be adopted subject to above amendment.

Dickey/Sappich – CARRIED

7. **CHIEF EXECUTIVE’S BI-MONTHLY REPORT AND FINANCIAL STATEMENTS:**

7.1 Bi-monthly Chief Executives Report

Trout Tagging Project: Councillor Annan asked if there had been any progress with the tagging study being conducted by Ollie Bassett. Dr Daniel said that he had conducted a training day with Ollie and he had subsequently tagged 35 trout in the Whakapapa Catchment to date. The Chair asked whether temperature measurements were being taken at the time of tagging and Dr Daniel confirmed that this was being done to ensure that temperature could be factored into any future recovery analysis.

MPDC Consent: Councillor Smith sought an update regarding the MPDC comprehensive WWTP consent. The C.E. explained that he and staff have had several further meetings with consultants. The process has been complicated by the newly proposed national WWTP standards which are purely concentration based. The consultants in this case have taken the interpretation that total loads are therefore not of concern and improvements in non-toxicants such as TN, TP and TSS are not required. We do not believe that this is what the legislation suggests, however there is a lack of clarity in terms of how this legislation will be implemented and our RM staff are working with national office to provide a submission on the standards which are currently open for public submission.

Tag Returns: The Chair suggested that there are several potential explanations for higher tag returns for fish caught earlier in the season that may not be related to temperature related mortality at the time of first capture. For example, fish caught early in the season may simply have a greater chance of being recaptured due to being subjected to more angler days. Dr Daniel agreed and said this would be considered during future analysis.

Prosecution Budget: The CE updated the council on various prosecutions being undertaken and highlighted that the council is likely to exceed its budget this year. This is due to delays

in processing some of the prosecutions due to their complexity. The CE also explained that there had been a concerted effort to increase ranger presence in the past 12 months which had led to increased detections of non-compliance. He is currently undertaking staff training in conjunction with our national compliance coordinator so that this region can begin to internalize more of its prosecution costs. Council raised the prospect of having a joint regional legal team to run prosecutions nationally. The CE indicated that he would raise this at the next managers' meeting. Councillors also directed the CE to publicize successful prosecutions in our magazine, newsletters and online.

It was moved;

that the Chief Executive's Bimonthly Report and Financial Statements be accepted.

Annan/Cocks – CARRIED

8. 2023/24 DRAFT BUDGET AND OPERATIONAL WORK PLAN:

The Chair raised concerns around the current uncertainties with the budgeting process for this year. The change process to a Zero-Based system was extremely poorly handled due to NZC ad-hoc decision making, a lack of sound policy underpinning the process, NZC ignoring provisions in the Act, various legal opinions and their own standing orders. There was no consultation with the regions and the decision to move to a ZZB process was done without prior consultation with the NZC CEO or CFO. As a result, and unsurprisingly, the change process was unable to be implemented, with various deadlines missed by NZC staff and budget templates not being made available to regions. This created a large amount of uncertainty in the organization and we now move into a budgeting process without any framework for how NZC will make budgeting decisions at its April meeting. The Chair expressed that this was a clear example of the complete breakdown of governance at NZC.

The CE took councillors through the draft budget and highlighted changes. He re-evaluated projects according to the organisational strategy and our regional priorities and went through the entire budget line by line evaluating potential outcomes and looking for cost savings and efficiencies. He pointed out that Auckland/Waikato were the only region that made the requested 3% budget saving last year and did not seek a budget increase through contestable funding. Our budget in 2023/24 was \$947,234 which compares to the proposed budget of \$938,949 for 25/26. This demonstrates the financial sustainability of the region, ensuring we live well within our means despite operating in a hyper-inflation environment where external costs have increased significantly over this period. Almost all of the budget increases relate to fixed overheads, which are unavoidable and unable to be funded through restricted reserves.

Council rose for lunch at 12.45pm and resumed at 1.13pm

It was moved;

that the draft operational work plan and 2025/26 budget applications be accepted.

Cocks/Annan – CARRIED

9. OSH UPDATE:

The March 2025 OSH report was tabled.

It was moved;

that the OSH report for March 2025 is accepted.

Cocks/Smith – CARRIED

10. LATE AGENDA ITEM REGARDING CONTRACTORS ON COUCNIL OWNED WETLANDS

Council discussed the issue of ensuring contractors comply with relevant H&S and consent requirements when working on council lands. The following recommendations were tabled by the C.E.

- Staff develop a list of approved contractors and work with them to ensure they are aware of all the requirements of consents and H&S provisions and ensure the checklist is being followed.
- All contractors working on F&G land must be approved in writing by staff at least 15 days prior to works commencing.
- No invoices relating to wetland works to be paid unless contractors have been through the appropriate staff approval process and received an order number.

It was moved;

That council adopt the new contractor protocols proposed by the C.E.

Cocks/Annan – CARRIED

11. GENERAL BUSINESS:

Councillor Williamson gave a detailed update of the latest NZC meeting, citing concerns around the poor governance and leadership currently being practiced by NZC which has manifested in the extremely high staff turnover rate and recent resignation of the NZC CEO.

Councillor Williamson informed council that he could not attend the NZC budget meeting in April. The Council expressed concern, given the lack of certainty around the entire budgeting process this year there could be a large amount of risk associated with not sending an NZC representative to the meeting. Councillor Williamson resigned as the NZC representative for the Auckland/Waikato Region.

The CE called for nominations for an NZC Councillor.

Councilor Cocks nominated Nigel Juby for the role, seconded by Euan Williamson.

There being no further nominations Councillor Juby was declared the Auckland/Waikato representative to NZC.

The meeting closed at 3.05pm



11 APR 2025

JMC-130 / CORM-1544

Nigel Juby
Auckland / Waikato Fish and Game Council

By email: nigel@ova-achievers.co.nz

Dear Nigel,

Thank you for your email dated 25 March 2025 with your Council's further views and suggestions on how to address some local issues and strengthen Fish and Game.

As outlined in my most recent letter to you, my primary objective is to make it easier for New Zealanders to go hunting and fishing. This requires an effective and efficient organisation, providing value for money for licence holders across the whole country.

From my conversations with all Fish and Game Councils, I have noted several key matters that were raised across councils regarding the challenges and opportunities for the organisation. These include the importance of local expertise and local decision-making over local matters, how resources are allocated, and improving regional councils' relationships with the New Zealand Council.

I am now reflecting on those conversations and letters I have received from Councils, iwi and wider stakeholders, and considering opportunities for improving Fish and Game.

I am looking forward to visiting your Council in your region and will make arrangements when possible.

Thank you for taking the time to write, and I look forward to continuing to work with Fish and Game in the best interests of anglers and hunters.

Warm regards

A large, stylized handwritten signature in blue ink, appearing to read 'James Meager'.

Hon James Meager
Minister for the South Island
Minister for Hunting and Fishing
Minister for Youth
Associate Minister of Transport

Nigel, I'll ask DOC to follow up on the Whakapapa issue.

Hon James Meager

Minister for the South Island
Minister for Hunting and Fishing
Minister for Youth
Associate Minister of Transport



JMC-201/ CORM-1557

17 April 2025

Nigel Juby
Council Chair
Auckland Waikato Fish and Game Council

By email: aucklandwaikato@fishandgame.org.nz

Dear Nigel

Thank you for providing me with your annual performance report for the 2023/24 financial year. I appreciate the timeliness with which you completed your report.

Annual reports are an important vehicle for your stakeholders and communities to gain insight to all that goes into maintaining standards for access to, and enjoyment of, fishing and gamebird hunting in New Zealand. From promoting family fishing days to ensuring hunters' compliance and protecting waterways, the work you do is diverse and essential.

I have tabled your report in the House of Representatives. I will take time to read through it and contact you if I have any questions. Through my engagements with you, I am already aware of the efforts made by the Fish and Game councils over the past year. I look forward to our collaborative efforts in improving and strengthening Fish and Game.

Warm regards

A handwritten signature in blue ink, appearing to read 'James Meager', with a large loop at the end.

Hon James Meager

Minister for the South Island
Minister for Hunting and Fishing
Minister for Youth
Associate Minister of Transport



New Zealand Fish & Game Council
 PO Box 25055
 Wellington 6140

19/03/25

Dear NZ councillors,

Please find attached the Auckland/Waikato Fish and Game Council draft budget for 2025/26 as accepted at its meeting on March 15 2025.

A summary of changes and rationale is provided at the bottom of the budget spreadsheet. Please note that we re-evaluated projects according to the organisational strategy and our regional priorities and went through the entire budget line by line evaluating potential outcomes and looking for cost savings and efficiencies.

Council accepts that the organisation is in tight financial times and have therefore parked several projects which would require significant increases in funding. We would like to point out that we were the only region that made the requested 3% budget saving last year and did not seek to increase our budget through contestable funding. Our budget in 2023/24 was \$947,234 which compares to the proposed budget of \$966,026 for 25/26. Had it not been for the levying of our reserves last year to facilitate other regions and NZC/national office budget increases, our budget would have been lower than two years ago. This demonstrates the financial sustainability of the region, ensuring we live well within our means despite operating in a hyper-inflation environment where external costs have increased significantly over this period. As you will note, most of the budget increases relate to fixed overheads, which are unavoidable and unable to be funded through restricted reserves. Our CEO has spent considerable time and effort going through variance reports, and actual vs budgeted expenditure in the current financial year to ensure the accuracy of the external costs for projects moving forward. We have achieved minimal increases by implemented the following steps;

- Our council has placed a large emphasis on empowering staff to seek funding from external sources for core Fish and Game activities. Activities such as habitat protection and restoration, monitoring, fish releases, RMA and access are all subsidised through this initiative and we suggest that other regions and the national office should place greater emphasis on this type of approach to augment licence holder derived revenue, especially given uncertainties around licence fee increases moving forward.
- We also rely heavily on a volunteer labour force to implement core work streams such as fish tagging, wetland maintenance, predator control and duck banding. To give some perspective, we own 1700Ha of wetland yet only have a budget of \$26,500 to manage and maintain this. We keep costs low by having a network of incorporated societies made, up

[Statutory managers of freshwater sports fish, gamebirds and their habitats.](#)

Auckland/Waikato Region

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of the 300+ pondholders, coordinated by F&G staff that implement restoration and maintenance programmes. When this work is costed, it is in the hundreds of thousands of dollars annually. This network of volunteers also means that we have strong licence holder relationships - which also feeds back to securing donations and bequests.

- We passed on savings in salaries made last year after two senior staff members retired. Most regions don't do this and reallocate lower salaries costs to other areas. However, our new staff are performing extremely well and need to move up the scale in line with national policy documents.

In spite of our efforts, we simply have no margin in our budget to avoid the small increase that we are applying for.

Summary of Budget Changes

| | |
|-------------------------|--|
| Trend Counts: | Increase in external costs of \$2500 due to increased flight costs. |
| Banding: | Increase in external costs of \$3000 due to no staff member in Auckland and the need to pay someone to feed out northern sites, SMS study (\$1500) increased income \$1000 MPI grain reimbursement |
| Control | Increases income of \$500 due increase demand for Zon Gun hire. |
| MRP, Genesis, Winstones | Increase external costs and income by \$15,000 due to CPI adjustment in mitigation contracts. No net change |
| Trees | Increase external cost for trees to \$10,000 and income to \$8000 due to anticipated grant money. No net change |
| Sign/tracks | Increase external costs for signage by \$2000, new council strategic priority to improve access and have identified need to replace and put in new signage where currently absent. |
| Legal | Increase external costs by \$3000. Lawyers fees have increased by 15%, higher priority on compliance activities leading to much larger numbers of prosecutions. |
| Meeting Costs | Increase external costs by \$1000 due to increased catering costs. |
| Annual Report/Audit | Reduced external costs by \$2000 to reflect lower than budgeted audit costs in 2023/24. |
| Salaries | Increase in external costs \$32,860, in line with rem policy, Nov strategic pay documents and existing contractual obligations. |
| Maintenance | Increase external cost by \$5000. Office in serious need to remedial work to fix rot and leaks. |
| Vehicle Maintenance | Increase external Cost by \$5000 due to 25% rise in maintenance costs over last 3 years. |
| Vehicle Insurance | Increase external costs by \$4000 due to increase in insurance costs and assets coming from dissolution of LWHT which now need to be insured through F&G. |
| Fish surveys | Increase income by \$1000. |
| Fish Releases: | Decrease external costs by \$2300 due to lower anticipated costs. |
| RMA: | Reduction in \$20,000 income and external costs with CAF donation now to be put in the access fund. |
| Access Negotiation | Increase in \$20,000 of external cost and income for access access fund through anticipated donations. |
| Digital Media | Allocated new budget item, and tagged 250hours in line with councils strategic objective for improved communication with licence holders. |
| OSH | Added new budget item and allocated \$5000 external cost to implement staff safety measures including Trackme, |
| Rent | Reduced \$1500 of external cost for Rent. No longer required in budget as Mischa works from Northland Office 1 day a week. |
| Regional Reserves | \$27,000 required to bring reserves back to 20%. Our regional levy has gone up by \$100,000 in the last 2 years, and last year \$20,000 of our dedicated and general reserves were taken to top up other regions and |

| | |
|--|---|
| | NZC/national office budgets. Both Mr Wilson and Mr Klee plus the previous NZC CFO had highlighted the fact that Auckland/Waikato reserves were low and would likely fall below the 20% threshold if NZC approved last year's budget including the levying of regional reserves. |
| | |

Kind regards,



Nigel Juby

**Bi-Monthly Chief Executive’s Report
May 2025**

FOREWORD

Given the uncertainties surrounding this year’s budget process and the lack of guiding policy documents or any type of decision-making framework, it is with some relief that our proposed budget was approved by NZC. As the follow up letter from the NZC Chair highlights, this is still subject to approval by the Minister. A big thanks needs to be extended to our Chair for the time and effort he put into the process and stepping up to take on the role due to the unavailability of our NZC representative. A complete breakdown of all approved regional and national budgets are provided later in this agenda.

As highlighted in my financial report and at the time of writing (4 days prior to opening day) we are still down on licence sales compared to a ‘normal’ year. This is expected given the lack of water available and we know that there is a tight coupling between April rainfall and licence sales leading up to the season.

I would also like to apologise to Councillors for the length of the current agenda. We have been inundated with further national policy documents for consultation with regions. I know it’s a lot for councillors to consider.

OUTPUT 1: SPECIES MANAGEMENT

Project 1111: Drift diving

The drift diving report will be on hold until mid-July due to a lack of time.

Project 1114: Trend Count

Trend Count Report

Beau is in the process of finalising a trend count report for swan, paradise shelduck and Canada geese. The report was initially intended to be shared with the council for this meeting, but we are waiting on some data from Northland, which we hope will improve some of our population index estimates north of Auckland. This report adopted a new method for addressing missing data via hierarchical models and looked to estimate trends across (1) the whole data set (2) the last 10 years and (3) the last 5 years.

Project 1115: Population Surveys

Lake Arapuni Spawning Survey

Lake Arapuni Spawning Surveys are scheduled to begin in the first week of May 2025 in conjunction with game bird opening weekend ranging. In addition, Adam has contacted the owners of a private property on the upper Waione Stream and will attempt to establish a relationship to allow for spawning surveys and fish surveys.

Project 1121: Fish Harvest Survey

Wild and hatchery tag returns

The Whanganui and Whakapapa tagging has begun with three returns to date but unfortunately many returns are lacking the appropriate data. An article to inform anglers of their obligations to report tags, how to measure fish and the benefits of the program will be in the 2025/26 Magazine articles. Unfortunately, many of the anglers that fish the Whakapapa/Whanganui are nonresident and do not receive the magazine or our other communications.

Sterile fish report

Arapuni fish tags are still coming in including a 3.7 kg naturally spawned fish caught in late April. The Sterile Fish Project is scheduled to come to an end with a final report on the project due later in the year.

Arapuni fishing competition

The Te Awamutu Fish & Game club's Lake Arapuni Fishing Competition was held 22-23 March. Anglers weighed 86 of the 128 fish caught on the weekend. Anglers rated their angling satisfaction at 8.9 out of 10 and only anglers that did not catch any fish rated their satisfaction less than 8 out of 10. Of the fish weighed, 45 were wild and 31 were tagged. No clipped fish should be in the lake but 12 fish were reported as having clips likely due to eel damage. The misidentification of clipped fish hampers our ability to accurately determine the percentage of the population that was wild in historic competition data where fin clips were used to identify hatchery fish.

Project 1122: Game Harvest survey

Harvest Data – North Island Report

Beau has made progress on a North Island harvest report (a North Island equivalent of the South Island Harvest Report by Matt Garrick in 2025). This has involved meeting with Matt McDougall (Eastern) and Matt Garrick (North Canterbury) to gather ideas and data. Beau is currently in the process of cleaning the raw data for the North Island Fish & Game regions. The hope is that this report will (1) provide a succinct synopsis for licence holders and stakeholders regarding gamebird harvest and (2) allow us to dive deeper into the GBHS data and investigate questions that were previously unattainable when using the aggregated means. The aim is to have this ready for the end of the Gamebird season, either as a North Island report, or a New Zealand wide report.

Preparations For Hunter Survey

In preparation for the Gamebird Harvest Survey, Dani and Beau have recruited some help and are in the process of training them to administer the surveys. The survey will involve 6 periods with a minimum of 120 surveys per period. This year, as with previous years, we will aim to capture more responses during the opening weekend period, given the high proportion of hunting activity that occurs over these two days. Additional efforts to estimate the survey response rate will also be implemented.

Project 1161: Trout Releases

Quarry Lake Release

The Quarry Lake release was conducted 15 April 2025 (200 2-year-old fish) for the first week of school holidays. Releases are scheduled at Quarry Lake for the July and September school holidays. The remaining (Moana-nui, Tomarata and Whatihua) lake releases will be conducted during May.

Project 1173: Regulations

2025 Fish Regulation Changes

The significant regulation changes made by the council for the 25/26 season have required an overhaul of the fishing regulations and notes requiring significant revisions to the gazette prior to consideration by the minister. Staff are busy revising the wording of the regulation for the upcoming season.

OUTPUT 2: HABITAT PROTECTION/MANAGEMENT

Project 1211: RMA

Climate Change Modelling

NZC funded Dr Adam Canning to produce a climate change study for trout habitat to inform regions of potential changes in the population. The research was consistent with AW monitoring where lowland streams in the north of the region will have diminished trout populations due to heat. Trout will be increasingly pushed into higher elevation streams with less interaction with native fish on the North Island. The only mitigation for the impacts is stream shading through fencing and planting.

Proposed National Wastewater Environmental Performance Standards

Clare and Mischa collaborated with members of the National Resource Management Act (RMA) team to develop a submission on the proposed National Wastewater Environmental Performance Standards.

These proposed standards build on the Local Government (Water Services) Bill and aim to establish a consistent national approach to wastewater management. Key elements of the proposal include:

Fish and Game has raised significant concerns regarding the proposed standards, stating that they are insufficient to ensure ecological health and fail to address issues with the monitoring and enforcement of Wastewater Treatment Plants (WWTPs). In Fish and Game's view, the standards are not fit for purpose and require substantial revision to prevent harm to aquatic ecosystems, human health, and the broader environment.

Fish and Game has specifically recommended that the standards include:

- Minimum pollutant thresholds, clearly defined and enforceable.
- Seasonal variability considerations, ensuring standards reflect changes in waterbody conditions throughout the year.

- Limits on mass loads allowed in receiving waterbodies, to account for cumulative effects over time.

Fish and Game highlighted the importance of setting conditions that effectively manage expected impacts, including cumulative effects.

Project 1221: Council Land

Stone Jug Road Easement

The proposed easement that is to be placed on the Stone Jug Road property has been negotiated with the Ruapehu District Council and local iwi. The surveyor was engaged in early April and will finish the easement survey ASAP. Once the survey is completed the easement will need to be approved by Iwi and the district council before it is registered on the title.

Maintenance Logs

Our pondholders have been trailing out a QR code method of recording their works on our wetlands. This is serving multiple purposes, firstly covering of some basic health and safety by making sure everyone has seen (and hopefully read through) the risk management matrix and reminds them to notify someone where they are going. Secondly, we have a better understanding of what work is happening on our wetlands, when people are out there, how much work and what type. We are required to provide a summary of works completed on our wetlands to WRC each year, so this information will feed into that, but it will also aid in any funding we apply for on our wetlands.

Table 1. Summary of the responses of works completed on our wetlands during March 2025 – information from both the QR log and from the physical log books.

| Summary Stats | |
|------------------------------|-----|
| Total Individual Days Worked | 101 |
| Weed control | 46 |
| Track/property maintenance | 76 |
| Pest Control | 6 |
| Wetland management | 3 |
| Not Working | 2 |

Table 2. Summary of the responses of works completed on our wetlands during March 2025 – information from both the QR log and from the physical log books.

| | Total | Weed control | Track/property maintenance | Pest Control | Wetland management |
|------------------|-------|--------------|----------------------------|--------------|--------------------|
| Aka aka | 4 | 3 | 3 | 1 | |
| Blythen | 40 | 8 | 30 | 0 | 2 |
| Central Shepherd | 4 | 3 | 0 | 1 | 0 |
| Cocks | 7 | 7 | 3 | 0 | 0 |
| Dean | 6 | 6 | 6 | 0 | 0 |
| Piggott | 13 | 2 | 7 | 2 | 0 |
| Williamson | 9 | 3 | 9 | 0 | 0 |
| Sherrard | 20 | 14 | 18 | 2 | 1 |

The wetland maintenance period has finished and most the wetlands seem happy with the work they got completed this summer. We are again significantly over budget for many of our wetlands and will need to improve the process of how we decide on what works get completed with F&G funds and will be reaching out to the wetland user groups shortly to try and plan ahead so we can accurately forecast budget requirements. This will allow time for the preparation of business cases and seek increases in our budget.

Following on from the wetland maintenance works this summer, Dani has been working with WRC and DOC's pest plant/biosecurity team around some of the weed species we have present on our wetlands, particularly around *Cuscuta*/golden dodder which is present on all four of our wetlands in the Whangamarino. She has been attending meetings with both organisations to try and work together to minimise the spread of the pest plant further.

Resulting from this we have developed some new documents and procedures including a checklist for contractors before they work on our wetlands, a Machinery Cleaning requirement for Contractors on F&G wetlands, and developed a list of approved Contractors.

Project 1231: Non-Council Land

A WCEET funding Application for one project with Dave Dean – Pine Haven was submitted. This proposal is to retire, fence and plant out a stream with several ponds running through his drystock property. The property sits within the Waikare/ Whangamarino Catchment, and the stream enters the Maramarua River a few km from the property. Primary goals of the project are to improve water quality and create habitat.

OUTPUT 3: PARTICIPATION

Project 1311: Access Negotiation

Hamilton Anglers' Kids Fishing Signs Request

The Hamilton Zoo has declined our request to have fishing or fishing signs at Horseshoe Lake. Hamilton and Cambridge City Parks responded to initial emails but have not responded to requests for a meeting do date.

Whakapapa River Access

Adam visited the Brown family to discuss the Whakapapa Access, and they are still not willing to sell access and are being increasingly pressured by anglers. This is a rare case of non-public access to the river, so it is a delicate situation.

National Access Strategy

Adam attended a national access strategy meeting where the AW strategy of an access fund and the purchase of land was discussed. It was suggested that lost access should be recorded but staff time was better spent at a national level lobbying for the tools to open access like providing greater disincentives for landowners that try to restrict legal public access. This regions initiatives were well received, and it is likely that a national or multi agency access fund will be promoted.

Project 5341: Other Publications

Catch and Release Education

Adam spoke in April at the North Shore anglers club where the Catch and Release Education program was introduced to the club. The talk was well received, and Adam will be speaking at the Auckland Anglers Club 12 May.

OUTPUT 4: PUBLIC INTERFACE

Project 1431: Liaison Advocacy

Licence holder engagement

Dani attended Franklin Hunting and Fishing Duck night in April to give a talk to licence holders about season prospects and update on some of things AWFG are doing this year.

David and Beau are respectively going to be attending the Hamilton and Warkworth H&F Duck nights end of April to give talks also.

We have also been ramping up our social media posts leading up to the season

OUTPUT 5: LAW ENFORCEMENT

Project 1511: Ranging

Ranging

Adam made 5 contacts, 2 adult licence checks, and 3 junior anglers. Ranging occurred during the Arapuni Fishing competition and during other operations.

Maimai Disputes

It's been a busy time in the lead up to the gamebird season with Dani and Beau in particular needing to resolve several maimai disputes and answer general hunting questions. We will remind hunters next year to ensure they accurately document all tagging activities with time and date encrypted photos/videos. It would also be helpful if we developed an online registration app where people could log their stand claim at the time of tagging. Given we are one of the few regions with significant pressures on public resources and competition for space, this may be something we develop as an 'opt in' option. If this became mandatory it would also alleviate the issues around double tagging with paper tags e.t.c.

Project 1531: Legal

Prosecutions: Taumarunui case

David, Beau and Roslyn have spent some time preparing evidence briefs for the Taumarunui case. A verbal update will be provided at the council meeting.

Staff Training to Internalise Prosecution Costs

Clare is currently undergoing training in Fish and Game prosecutions under the guidance of Anthony Van Dorp, Senior Fish and Game Officer at Eastern Fish and Game. This training will help to build her capability in managing and supporting Fish and Game enforcement actions under the Conservation Act 1987 and Wildlife Act 1953.

The training covers the full prosecutorial process, including:

- **Preparation of the Summary of Facts and Impact Statement:** Clare is learning to draft comprehensive and legally sound summaries that clearly outline the nature of the offence, the circumstances in which it occurred, and the environmental, ecological, and community impacts. The impact statement is a critical component, detailing how the offending has affected fish and game values, habitats, and public interests.
- **Drafting of Charging Documents:** She is being trained in the correct legal formatting and procedural requirements for laying charges, including the articulation of offences under the relevant statutory frameworks.
- **Understanding the Legal Framework:** to includes the statutory powers granted to Fish and Game Officers, as well as the thresholds for enforcement action and prosecution under the Conservation Act 1987 and the Wildlife Act 1953, which are the primary legislative tools Fish and Game uses to prosecute offences.

Opening Weekend Ranging Preparation.

The opening weekend ranging plan has been completed with 5 teams scheduled for opening weekend. All volunteer rangers have been provided with preseason safety information and will attend a preseason OSH meeting 28 April 2025. We are also ramping up our promotions leading up to opening day to try and stimulate licence sales.

OUTPUT 8: PLANNING REPORTING

Project 1841: National liaison

Invasive Species

Adam has been asked to participate in a national compliance group for the gold clam. The long-term plan for the gold clam has been released without adequate consultation and has several significant gaps that pose threats to Fish & Game including:

1. The continued importation of second-hand wake boats.
2. No meaningful compliance for the movement of wake boats.
3. No plan to establish a permitting system for boats with ballast tanks.
4. No immediate plan for a public decontamination system.

Inadequate funding of MPI programs has significantly hampered the gold clam response and put NZ waterways at risk. The continued importation of second-hand wake boats is a significant threat to Fish & Game and NZ in general. The threat of another invasive species like zebra mussels entering NZ is high until imported second-hand boats with ballast tanks are banned or required to be decontaminated. A recent introduction of gold mussel in California has resulted in the closure of all inland waterways including permanent closures of most reservoirs to fishing, hunting and boating. Boaters in California are now required to have a one-month quarantine or decontamination. Once decontaminated a boat must have a seal locking it to the trailer that must be checked prior to use in any waterway the mussel is not in. The restrictions have led to significant reductions in the use of boats to avoid the hassle of quarantine or decontamination.

OUTPUT 9: ADMINISTRATION

Maritime

MTOP Plan Review

Adam will be required to conduct an overhaul of the existing safety plan for the maritime program. In addition, a single staff monitoring program will need to be included in the plan. Currently the regions in the maritime program are using at least five different procedures for monitoring staff.

OSH

Oxygen Cylinder Holder

An oxygen cylinder holder appropriate for larger cylinders was installed on the trailer for use with the fish tanker.

Permits Issued For 2025 Game Season to Date

| | |
|--------------------------|-----|
| General Authority Permit | 133 |
| Forest permit | 40 |
| Take a Mate | 16 |

D. Klee

Chief Executive

Financial Report for May 2025 Meeting**Licence Sales**

Fish: Fish licence sales continue to track well in our region sitting 5% above this time last year. We are on course to exceed our budgeted sales targets by around 200 LEQs. Given the projected increase this does mean that our target for next year will also be higher by the same amount. If the projections are correct, Fish licence sales will be back at or slightly exceed pre-covid sales.

Game: There is a tight correlation between April rainfall and licence sales leading up to opening weekend. It is therefore unsurprising that licence sales are down this year, with many of our popular shooting swamps devoid of water leading up to the season, average rainfall in the central Waikato is well below average for the year and even after some decent rain at the start of April many of our wetlands still had cracks, rather than water in them. The rain we had a few days before the season was just what we needed to stimulate some late licence purchases. At the time of writing we sit at just over 6000 LEQs and have a target of 6518. Whilst we will sell some day licenses later in the season we are likely to be around 400 LEQs (\$50,000) down on our budget targets. The table below shows total sales on the Monday after opening weekend for the past 5 years. As you can see this year is the lowest on record for Adult whole season sales although Junior and Child licences continue to perform well.

| | GWA | GWJ | GWC | Game Total | Game \$ |
|----------------|------|-----|-----|------------|--------------|
| Game Bird 2021 | 6186 | 512 | 247 | 6945 | \$618,992.00 |
| Game Bird 2022 | 6017 | 505 | 206 | 6728 | \$614,139.00 |
| Game Bird 2023 | 6205 | 602 | 241 | 7048 | \$680,190.00 |
| Game Bird 2024 | 6151 | 616 | 246 | 7013 | \$712,309.00 |
| Game Bird 2025 | 5881 | 600 | 291 | 6772 | \$699,851.00 |

Other revenue received during January 2025 - February 2025

Zon Gun Hire: \$514 from zon gun hire fees.

Game Bird Licence Sales: First installment of \$199,000 for this years game bird season licence sales.

Habitat Works Fish and Game Land: Reimbursement from the GBHT for works conducted on the Te Aroha Wetland.

Interest : \$365 for interest income.

Prosecution/Fines: \$405 in prosecution fines.

Insurance Reimbursement: \$416 reimbursed for cancelation of policy on Johns old vehicle post sale.

NZC Legal fund; \$ 1362 Reimbursement for legal/planning advice from NZC for S128 process for Whangamarino Weir and PC1

Mitigation Income: \$5487 from Winstone's, part of annual payment to go into restricted reserve.

Expenditure during January 2025 - February 2025

Banding/Shoveler Study: \$1680 to Eastern F&G which is their half of the MPI contribution we receive to help pay for our grain as part of their Avian Influenza screening program. We also spent \$279 on gifts for all of the kids that helped us with banding this year. For the past 5 or so years Waikato Hunting and Fishing have supplied these to us at cost.

Vehicle Maintenance: \$1215 for service and tyre repair on Beaus Vehicle.

Vehicle Fuel and RUC: \$2914 for fuel and RUC on Danis vehicle.

Commission: \$9121 for commission on Game bird and Fish licence sales.

Duck Stamp Levy: \$8569 to GBHT for Auckland Waikato regional duck stamp sales.

Prosecutions: \$6501 for lawyers fees associated with Taumarunui case. There is a high likelihood that this case could end up in a defended hearing, in which case the costs could escalate significantly. Due to increased compliance efforts in the past 12 months we are dealing with a much higher case load than ever before, and good progress is being made to train staff to conduct all of the preliminary paperwork that we previously farmed out to lawyers. It is envisaged that this will provide for significant cost savings moving forward. For this FY however, given the complexity of some of the cases we are likely to exceed our prosecution budget by some margin.

Council meeting expenses: \$357 for catering for the March council Meeting.

Telephone/Internet: \$1588.

Habitat Work F&G Land: \$7885 for contractors conducting maintenance work on F&G land and reimbursement for fuel and equipment. This does not include the last two invoices received from Neil Rankin which total around 15k. We are again already significantly over budget for our wetland maintenance works for the year which will require a drawdown of restricted reserve funds. As council is aware, when the LWHT dissolved the remaining funds were put into a restricted reserve to be used for the maintenance work on F&G land. At the current rate of expenditure this fund will be exhausted in 3 years and therefore it is not sustainable to continue to exceed our budgets as has occurred in the past two years.

David Klee

Chief Executive

Account Balances

This is a summary of accounts. Click any Account Name to see its transaction list.

Welcome David


Last login: 29/04/2025 08:03
You have 2 Unread Messages

Auckland/Waikato Fish & Game Council

Accounts

| <u>Account Name</u> | <u>Account Number</u> [^] | <u>Current Balance</u> | <u>Money Available</u> | <u>Limit</u> |
|---------------------------------------|------------------------------------|------------------------|------------------------|--------------|
| Cheque Acc | 03-1555-0009767-000 | \$331,108.10 CR | \$331,108.10 CR | \$0.00 CR |
| Salaries Acc | 03-1555-0009767-001 | \$42,020.17 CR | \$42,020.17 CR | \$0.00 CR |
| Term Investment | 03-1555-0009767-081 | \$600,000.00 CR | \$600,000.00 CR | \$0.00 CR |
| Business Online Saver | 03-1555-0009767-090 | \$361,888.57 CR | \$361,888.57 CR | \$0.00 CR |

Credit Cards

| <u>Card Name</u> | <u>Card Number</u> [^] | <u>Current Balance</u> | <u>Money Available</u> | <u>Limit</u> |
|--|---------------------------------|------------------------|------------------------|---------------|
| Mastercard Business Card  | 5474-33**-****-*520 | \$180.59 DR | \$4,523.77 CR | \$5,000.00 CR |



Not sure which account is which? Add your own [online nicknames](#) to help you tell them apart.

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Business Online Helpdesk 0800 337 522

[BALANCES & REPORTING](#) | [PAYMENTS](#) | [INTERNATIONAL](#) | [ADMINISTRATION](#)

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Transaction List**Mastercard Business Card - 5474-33**-****-*520**Current Balance as at 29/04/2025: **\$180.59 DR**

| Payment Date | Description | Reference | Debit | Credit |
|--------------|--|-----------|------------|------------|
| 27/04/2025 | ANNUAL CARD FEE | | \$50.00 | |
| 21/04/2025 | Garmin Eastern Creek AUS | 992104 | \$20.00 | |
| 19/04/2025 | DIRECT DEBIT PAYMENT | | | \$2,110.07 |
| 16/04/2025 | Garmin Eastern Creek AUS | 991604 | \$20.00 | |
| 16/04/2025 | Garmin Eastern Creek AUS | 991604 | \$20.00 | |
| 08/04/2025 | ARLO 408 638 3750 IRL | 990804 | \$14.99 | |
| 30/03/2025 | ADOBE ADOBE DUBLIN IRL | 993003 | \$21.90 | |
| 30/03/2025 | ADOBE ADOBE DUBLIN IRL | 993003 | \$33.70 | |
| 26/03/2025 | TRADEME DME3 PING Wellington NZL | 992603 | \$350.83 | |
| 21/03/2025 | Garmin Eastern Creek AUS | 992103 | \$20.00 | |
| 21/03/2025 | NZ TRANSPORT AGENCY EC PALMERSTON NO NZL | 992103 | \$1,152.44 | |
| 19/03/2025 | DIRECT DEBIT PAYMENT | | | \$3,921.73 |
| 16/03/2025 | Garmin Eastern Creek AUS | 991603 | \$20.00 | |
| 16/03/2025 | Garmin Eastern Creek AUS | 991603 | \$20.00 | |
| 13/03/2025 | Waikato Hunting Fish Te Rapa NZL | 991303 | \$320.96 | |
| 08/03/2025 | ARLO 408 638 3750 IRL | 990803 | \$14.99 | |
| 06/03/2025 | Everyday Eatery Hamilton Ham | 990603 | \$62.50 | |
| 02/03/2025 | ADOBE ADOBE DUBLIN IRL | 990203 | \$21.90 | |
| 02/03/2025 | ADOBE ADOBE DUBLIN IRL | 990203 | \$33.70 | |

Account Transactions

Auckland/Waikato Fish & Game Council

For the period 1 March 2025 to 30 April 2025

| Date | Description | Debit | Credit |
|---|--|-----------------|-----------------|
| Banding/Shovler Study | | | |
| 12 Mar 2025 | Waikato Hunting & Fishing - Gifts for children that helped v | 279.10 | 0.00 |
| 25 Mar 2025 | Eastern Fish and Game Council - Maize - Eastern Region | 1,680.00 | 0.00 |
| Total Banding/Shovler Study | | 1,959.10 | 0.00 |
| Bank Charges | | | |
| 27 Apr 2025 | Westpac - Bank fees | 50.00 | 0.00 |
| Total Bank Charges | | 50.00 | 0.00 |
| Commission on Sales Fish | | | |
| 31 Mar 2025 | Eyede Solutions - Commission - Fish | 156.88 | 0.00 |
| Total Commission on Sales Fish | | 156.88 | 0.00 |
| Commission on Sales Game | | | |
| 31 Mar 2025 | Eyede Solutions - Commission - Game | 8,964.17 | 0.00 |
| Total Commission on Sales Game | | 8,964.17 | 0.00 |
| Council Meeting Expenses | | | |
| 10 Mar 2025 | Great River Catering Ltd - Catering for council meeting | 357.50 | 0.00 |
| Total Council Meeting Expenses | | 357.50 | 0.00 |
| Displays/Promotions PR | | | |
| 17 Mar 2025 | Adam Daniel - Bunnings Warehouse17/3/25Cat toy | 10.43 | 0.00 |
| 17 Mar 2025 | Adam Daniel - Chemist Warehouse17/3/25Thermometer | 7.82 | 0.00 |
| Total Displays/Promotions PR | | 18.25 | 0.00 |
| Duck Stamp Levy | | | |
| 14 Mar 2025 | Tom Barlow - TAM - Alex Ward | 0.00 | 4.35 |
| 24 Mar 2025 | Theo Anderson - TAM - Andrew Anderson | 0.00 | 4.35 |
| 31 Mar 2025 | Eyede Solutions - Habitat stamp | 0.00 | 8,521.74 |
| 01 Apr 2025 | Ryan Larsen - TAM - Kieran Leng | 0.00 | 4.35 |
| 03 Apr 2025 | Paul Turner - TAM - Hayden Carter | 0.00 | 4.35 |
| 08 Apr 2025 | Marcus Bird - TAM - John McKay | 0.00 | 4.35 |
| 08 Apr 2025 | Hayden Samuel - TAM - Ngatoroirangi Hepi-Tekeeti | 0.00 | 4.35 |
| 08 Apr 2025 | Jeremy Steedman - TAM - Joshua Peters | 0.00 | 4.35 |
| 14 Apr 2025 | Lauryn Bond - TAM - Logan Milne | 0.00 | 4.35 |
| 14 Apr 2025 | Martin Wardrop - TAM - Harry Stocker | 0.00 | 4.35 |
| 25 Apr 2025 | Michael Brown - TAM - Mathew Minturn | 0.00 | 4.35 |
| 28 Apr 2025 | Mary Spring - TAM - George Brown | 0.00 | 4.35 |
| Total Duck Stamp Levy | | 0.00 | 8,569.59 |
| Expense - Access Negotiation | | | |
| 03 Mar 2025 | Annex Group - Two no access signs | 218.00 | 0.00 |
| Total Expense - Access Negotiation | | 218.00 | 0.00 |

Expense - Drift Diving Surveys

| | | | | |
|---|--------------------------------|--|--------------|-------------|
| 24 Mar 2025 | Adam Daniel - Santosha Surf Co | 24/3/25Wetsuit repair | 34.78 | 0.00 |
| 26 Mar 2025 | Roslyn Simmonds | Gift property owner for drift diving acces | 26.09 | 0.00 |
| Total Expense - Drift Diving Surveys | | | 60.87 | 0.00 |

Expense - Habitat Works F & G Land

| | | | | |
|---|--|---------------------------------|-----------------|-------------|
| 11 Mar 2025 | Euan Williamson - Bunnings | 11/3/25Padlock & key | 57.98 | 0.00 |
| 14 Mar 2025 | David Cocks - Supercheap | 19/2/25Funnel and siphon hose | 32.16 | 0.00 |
| 14 Mar 2025 | David Cocks - Gas Cascades | 19/2/25Fuel | 41.10 | 0.00 |
| 14 Mar 2025 | David Cocks - Gas Cascades | 21/2/25Diesel for tractor | 172.26 | 0.00 |
| 14 Mar 2025 | David Cocks - Repco | 19/2/25Air blow gun for tractor | 23.48 | 0.00 |
| 14 Mar 2025 | David Cocks - Gas Cascades | 28/2/25Fuel & oil for chainsa | 44.75 | 0.00 |
| 14 Mar 2025 | David Cocks - Bunnings Warehouse | 9/3/25Screws | 22.43 | 0.00 |
| 14 Mar 2025 | David Cocks - Bunnings | 10/3/25Screws | 8.59 | 0.00 |
| 14 Mar 2025 | David Cocks - Agripower | 20/2/25Spray parts | 35.10 | 0.00 |
| 14 Mar 2025 | Beau Jarvis-Child - Items for pest control | | 173.90 | 0.00 |
| 22 Mar 2025 | Site Land Development Limited - Works on Te Aroha Wetla | | 450.00 | 0.00 |
| 22 Mar 2025 | Site Land Development Limited - Labour | | 240.00 | 0.00 |
| 22 Mar 2025 | Site Land Development Limited - UTE & Trailer | | 270.00 | 0.00 |
| 22 Mar 2025 | Site Land Development Limited - DG Kubota | | 390.00 | 0.00 |
| 22 Mar 2025 | Site Land Development Limited - Truck Hino FC | | 715.00 | 0.00 |
| 22 Mar 2025 | Site Land Development Limited - Placemakers Morrinsville | | 890.00 | 0.00 |
| 28 Mar 2025 | David Howell-Walmsley - Merchanto | 28/03/25Inv:24251881 | 58.00 | 0.00 |
| 28 Mar 2025 | Fineway Earthmovers Limited - Transport Truck Hire | | 654.58 | 0.00 |
| 28 Mar 2025 | Fineway Earthmovers Limited - Labour - Deep clean digge | | 243.75 | 0.00 |
| 28 Mar 2025 | Fineway Earthmovers Limited - Water Trailer Hire (Due to | | 287.50 | 0.00 |
| 28 Mar 2025 | Fineway Earthmovers Limited - Rebuild 50m of road betwe | | 1,162.50 | 0.00 |
| 28 Mar 2025 | Fineway Earthmovers Limited - Complete Rebuild of Back | | 1,162.50 | 0.00 |
| 28 Mar 2025 | Fineway Earthmovers Limited - Supply and Install new Pos | | 300.00 | 0.00 |
| 28 Mar 2025 | Fineway Earthmovers Limited - Build wash down pad next | | 450.00 | 0.00 |
| Total Expense - Habitat Works F & G Land | | | 7,885.58 | 0.00 |

Field Equipment Maintenance

| | | | | |
|--|--|--|---------------|-------------|
| 14 Mar 2025 | Garmin - David Klee - Satellite sub | | 17.39 | 0.00 |
| 14 Mar 2025 | Garmin - Adam Daniel - Satellite sub | | 17.39 | 0.00 |
| 14 Mar 2025 | Garmin - Adam Daniel - Satellite | | 17.39 | 0.00 |
| 14 Mar 2025 | Garmin - David Klee - Satellite | | 17.39 | 0.00 |
| 19 Mar 2025 | Garmin - Beau Jarvis-Child - Satellite sub | | 17.39 | 0.00 |
| 31 Mar 2025 | Cartrack NZ - Subscription | | 15.00 | 0.00 |
| 05 Apr 2025 | Adam Daniel - GPS sub | | 19.99 | 0.00 |
| Total Field Equipment Maintenance | | | 121.94 | 0.00 |

Fish Licence Sales – AOL

| | | | | |
|---------------------------------------|--|--|-------------|-----------------|
| 31 Mar 2025 | Eyede Solutions - Fishing licences 24/25 | | 0.00 | 3,139.13 |
| Total Fish Licence Sales – AOL | | | 0.00 | 3,139.13 |

Fish Licence Sales – POL

| | | | | |
|---------------------------------------|---------------------------------------|--|-------------|------------------|
| 31 Mar 2025 | Eyede Solutions - Fish Licences 24/25 | | 0.00 | 21,906.96 |
| Total Fish Licence Sales – POL | | | 0.00 | 21,906.96 |

Game Bird Habitat Trust

| | | | | |
|------------------------|--|--|-------------|---------------|
| Opening Balance | | | 0.00 | 178.33 |
|------------------------|--|--|-------------|---------------|

| | | | |
|--------------------------------------|--|-------------|-----------------|
| 31 Mar 2025 | Eyede Solutions - Habitat Stamp | 0.00 | 1,508.70 |
| 14 Apr 2025 | Thomas Pfenniger - TAM - Timothy Davis | 0.00 | 4.35 |
| Total Game Bird Habitat Trust | | 0.00 | 1,513.05 |
| Closing Balance | | 0.00 | 1,691.38 |

Game Licence Sales - AOL

| | | | |
|---------------------------------------|---|---------------|-------------|
| 31 Mar 2025 | Eyede Solutions - Adult Game Bird Licence Whole Seasion | 403.48 | 0.00 |
| Total Game Licence Sales - AOL | | 403.48 | 0.00 |

Game Licence Sales - POL

| | | | |
|---------------------------------------|------------------------------------|-------------|-------------------|
| 31 Mar 2025 | Eyede Solutions - Game licences 24 | 0.00 | 93.91 |
| 31 Mar 2025 | Eyede Solutions - Game licences 25 | 0.00 | 171,069.57 |
| 31 Mar 2025 | Eyede Solutions - Game Licences 24 | 0.00 | 112.17 |
| 31 Mar 2025 | Eyede Solutions - Game licences 25 | 0.00 | 28,293.91 |
| Total Game Licence Sales - POL | | 0.00 | 199,569.56 |

Income - Access Negotiation

| | | | |
|--|--|-------------|-----------------|
| 17 Mar 2025 | Robert Mcglashan - Forest permit - R McGlashan | 0.00 | 43.48 |
| 21 Mar 2025 | Bank Deposit - Forest Permit - RC355 | 0.00 | 43.48 |
| 29 Mar 2025 | Wayne Merrie - Forest Permit | 0.00 | 43.48 |
| 31 Mar 2025 | Robert Copetti - Forest Permit | 0.00 | 43.48 |
| 31 Mar 2025 | Mark Ryan - Forest Permit - Mark Ryan | 0.00 | 43.48 |
| 03 Apr 2025 | Tony Way - Forest permit | 0.00 | 43.48 |
| 03 Apr 2025 | Guy Rasmussen - Forest Permit | 0.00 | 43.48 |
| 03 Apr 2025 | Michael Ingley - Forest Permit | 0.00 | 43.48 |
| 04 Apr 2025 | Bank Deposit - Forest Permit - RC356 | 0.00 | 43.48 |
| 04 Apr 2025 | Brett Parker - Forest Permit - Brett Parker | 0.00 | 43.48 |
| 07 Apr 2025 | Terry Philburn - Forest Permits | 0.00 | 43.48 |
| 09 Apr 2025 | Bank Deposit - Forest Permit - RC357 | 0.00 | 43.48 |
| 14 Apr 2025 | Cameron Haliday - Forest Permit | 0.00 | 43.48 |
| 14 Apr 2025 | Michael Blake - Forest permit | 0.00 | 43.48 |
| 16 Apr 2025 | Stephen Charles - Forest Permit | 0.00 | 43.48 |
| 16 Apr 2025 | Carl Turner - Forest Permit | 0.00 | 43.48 |
| 19 Apr 2025 | Phillip Hill - Forest Permit | 0.00 | 43.48 |
| 22 Apr 2025 | Adam Nicholson - Forest Permit | 0.00 | 43.48 |
| 23 Apr 2025 | Dave Nicholson - Forest Permit | 0.00 | 43.48 |
| 23 Apr 2025 | Haydn Van Heerden - Forest Permit | 0.00 | 43.48 |
| 26 Apr 2025 | Shaun Brown - Forest Permit | 0.00 | 43.48 |
| 28 Apr 2025 | Jared Banks - Forest Permit | 0.00 | 43.48 |
| 28 Apr 2025 | Samuel Kingstone - Forest permit | 0.00 | 43.48 |
| Total Income - Access Negotiation | | 0.00 | 1,000.04 |

Income - Assessment/Monitoring

| | | | |
|---|---------------------------------|-------------|--------------|
| 11 Apr 2025 | William Perry - Forest permit | 0.00 | 43.48 |
| 17 Apr 2025 | Vincent Carmine - Forest Permit | 0.00 | 43.48 |
| Total Income - Assessment/Monitoring | | 0.00 | 86.96 |

Income - Game Bird Control (Zon guns)

| | | | |
|-------------|--|------|--------|
| 08 Apr 2025 | Ross Loomans - Zon gun hireSerial: 24073247Picked up - | 0.00 | 36.00 |
| 08 Apr 2025 | Ross Loomans - Zon gun hireSerial: 18063349Picked up - | 0.00 | 36.00 |
| 08 Apr 2025 | Dave & Anne Scott - Zon gun hireSerial: 18063346Couriers | 0.00 | 189.57 |
| 08 Apr 2025 | Dave & Anne Scott - Zon gun hireSerial:15043635Couriers | 0.00 | 189.57 |

| | | | |
|--|--|-------------|---------------|
| 08 Apr 2025 | Dave & Anne Scott - Courier costs for delivery | 0.00 | 23.01 |
| 16 Apr 2025 | Grant Richardson - Zon gun hireSerial: 23073277Picked up | 0.00 | 40.00 |
| Total Income - Game Bird Control (Zon guns) | | 0.00 | 514.15 |

Income - Habitat Works F & G Land

| | | | |
|--|--|-------------|-----------------|
| 13 Mar 2025 | Game Bird Habitat Trust - Reimbursement - planting at Te | 0.00 | 2,069.44 |
| 17 Apr 2025 | Game Bird Habitat Trust - ReimbursementSite Land Develo | 0.00 | 2,955.00 |
| Total Income - Habitat Works F & G Land | | 0.00 | 5,024.44 |

Interest Income

| | | | |
|------------------------------|--------------------|-------------|---------------|
| 31 Mar 2025 | Westpac - Interest | 0.00 | 35.60 |
| 31 Mar 2025 | Westpac - Interest | 0.00 | 7.30 |
| 31 Mar 2025 | Westpac - Interest | 0.00 | 322.44 |
| Total Interest Income | | 0.00 | 365.34 |

Legal Funding Received NZFGC

| | | | |
|---|--|-------------|-----------------|
| 10 Mar 2025 | New Zealand Fish & Game Council - Reimbursement:Kahu | 0.00 | 537.50 |
| 03 Apr 2025 | New Zealand Fish & Game Council - Whangamarino Weir | 0.00 | 825.00 |
| Total Legal Funding Received NZFGC | | 0.00 | 1,362.50 |

Legal/Court Prosecutions

| | | | |
|---------------------------------------|----------------------------------|-----------------|-------------|
| 11 Mar 2025 | Stainton Chellew - Disbursements | 54.61 | 0.00 |
| 11 Mar 2025 | Stainton Chellew - Fees | 4,175.00 | 0.00 |
| 31 Mar 2025 | Stainton Chellew - Disbursements | 34.78 | 0.00 |
| 31 Mar 2025 | Stainton Chellew - Fees | 2,237.50 | 0.00 |
| Total Legal/Court Prosecutions | | 6,501.89 | 0.00 |

Licence Production/Distribution

| | | | |
|--|---|---------------|-------------|
| 25 Mar 2025 | Graphicpress & packaging Ltd - Regulations - Pack & disp. | 378.96 | 0.00 |
| Total Licence Production/Distribution | | 378.96 | 0.00 |

Mitigation Income MRP Genisis, Winstones

| | | | |
|---|--|-------------|-----------------|
| 14 Mar 2025 | Winstone Aggregate - Mitigation Income | 0.00 | 5,487.65 |
| Total Mitigation Income MRP Genisis, Winstones | | 0.00 | 5,487.65 |

Office Equipment

| | | | |
|-------------------------------|-------------------------------|------------------|-------------|
| Opening Balance | | 49,266.36 | 0.00 |
| 04 Mar 2025 | PB Tech Hamilton - HP Probook | 1,663.60 | 0.00 |
| Total Office Equipment | | 1,663.60 | 0.00 |
| Closing Balance | | 50,929.96 | 0.00 |

Office General

| | | | |
|-------------|---|--------|------|
| 06 Mar 2025 | Raglan Computer Services - On site visitSetup for Clare | 135.00 | 0.00 |
| 06 Mar 2025 | Everyday Eatery - Meeting | 54.35 | 0.00 |
| 08 Mar 2025 | Arlo - Camera sub | 13.03 | 0.00 |
| 10 Mar 2025 | Adam Daniel - Coffee | 18.26 | 0.00 |
| 13 Mar 2025 | Roslyn Simmonds - Supplies for meeting and kitchen | 29.77 | 0.00 |
| 19 Mar 2025 | Adam Daniel - Warehouse StationeryCoffee | 11.30 | 0.00 |
| 26 Mar 2025 | Roslyn Simmonds - Coffee | 16.00 | 0.00 |
| 28 Mar 2025 | Adobe Systems Software - Acrobat Pro | 33.70 | 0.00 |

| | | | |
|-----------------------------|--|---------------|-------------|
| 28 Mar 2025 | Adobe Systems Software - Acrobat Standard | 21.90 | 0.00 |
| 28 Mar 2025 | Eastern Fish and Game Council - March subscription - Xer | 72.25 | 0.00 |
| 28 Mar 2025 | Eastern Fish and Game Council - Additional Employee Ch: | 6.00 | 0.00 |
| 31 Mar 2025 | Allied Security - Alarm monitoring | 43.72 | 0.00 |
| 07 Apr 2025 | Eastern Fish and Game Council - Farewell for Carmel | 86.96 | 0.00 |
| 08 Apr 2025 | Arlo - Camera sub | 13.03 | 0.00 |
| 09 Apr 2025 | Adam Daniel - Coffee | 18.26 | 0.00 |
| 15 Apr 2025 | Roslyn Simmonds - Kitchen supplies | 34.11 | 0.00 |
| Total Office General | | 607.64 | 0.00 |

Office Insurance

| | | | |
|-------------------------------|--|-----------------|-------------|
| 11 Mar 2025 | Frank Risk Management Limited - Material damage insura | 6,532.80 | 0.00 |
| Total Office Insurance | | 6,532.80 | 0.00 |

Office Maintenance

| | | | |
|---------------------------------|---------------------------------------|--------------|-------------|
| 14 Mar 2025 | Green Acres - Lawnmowing02 March 2025 | 92.17 | 0.00 |
| Total Office Maintenance | | 92.17 | 0.00 |

Office Power

| | | | |
|---------------------------|------------------|---------------|-------------|
| 06 Mar 2025 | Meridian - Power | 143.59 | 0.00 |
| 06 Apr 2025 | Meridian - Power | 19.11 | 0.00 |
| Total Office Power | | 162.70 | 0.00 |

Office Purchases (Under 2,000)

| | | | |
|---|---|---------------|-------------|
| 04 Mar 2025 | PB Tech Hamilton - Monitor | 146.96 | 0.00 |
| 04 Mar 2025 | PB Tech Hamilton - Docking station | 146.96 | 0.00 |
| 04 Mar 2025 | PB Tech Hamilton - Keyboard and mouse pad | 91.97 | 0.00 |
| 06 Mar 2025 | OfficeMax - Desk - Danielle | 353.01 | 0.00 |
| Total Office Purchases (Under 2,000) | | 738.90 | 0.00 |

Photocopier

| | | | |
|--------------------------|---------------------|---------------|-------------|
| 19 Mar 2025 | Canon - Photocopier | 169.37 | 0.00 |
| Total Photocopier | | 169.37 | 0.00 |

Prosecutions Fines

| | | | |
|---------------------------------|---|-------------|---------------|
| 20 Mar 2025 | Ministry of Justice - Ridgeway/Kevin/Philip | 0.00 | 108.00 |
| 20 Mar 2025 | Ministry of Justice - Shelley/Joshua | 0.00 | 72.00 |
| 24 Apr 2025 | Ministry of Justice - Ridgeway/Kevin/Philip | 0.00 | 135.02 |
| 24 Apr 2025 | Ministry of Justice - Shelley/Joshua | 0.00 | 90.00 |
| Total Prosecutions Fines | | 0.00 | 405.02 |

Public Online Sales Fees Excl GST

| | | | |
|--|-------------------------------------|-----------------|-------------|
| 31 Mar 2025 | Eyede Solutions - Licence Bank Fees | 1,023.45 | 0.00 |
| Total Public Online Sales Fees Excl GST | | 1,023.45 | 0.00 |

Public Online Sales Fees Incl GST

| | | | |
|--|-----------------------------------|---------------|-------------|
| 31 Mar 2025 | Eyede Solutions - Licence DPS Fee | 114.59 | 0.00 |
| Total Public Online Sales Fees Incl GST | | 114.59 | 0.00 |

Ranging & Field Gear

| | | | |
|---------------------------------------|---------------------------------------|---------------|-------------|
| 25 Mar 2025 | Trade Me - Ranger cameras and charger | 305.07 | 0.00 |
| Total Ranging & Field Gear | | 305.07 | 0.00 |

RMA

| | | | |
|------------------|--|-----------------|-------------|
| 31 Mar 2025 | Resourced AF Limited - Review WRC consent conditions, | 825.00 | 0.00 |
| 04 Apr 2025 | Enviromental Defence Society - Conference registration - E | 304.35 | 0.00 |
| 07 Apr 2025 | Clare Robertson - Reimbursement for travel costsReturn tr | 151.93 | 0.00 |
| Total RMA | | 1,281.28 | 0.00 |

Telephone/fax/internet

| | | | |
|-------------------------------------|--|-----------------|--------------|
| 03 Mar 2025 | PureLink - Voice services | 69.00 | 0.00 |
| 07 Mar 2025 | one.nz - Broadband - Broadband | 134.00 | 0.00 |
| 07 Mar 2025 | one.nz - Broadband - Late payment credited | 0.00 | 16.00 |
| 10 Mar 2025 | Spark - 0800 - 0800 phone | 20.00 | 0.00 |
| 12 Mar 2025 | Beau Jarvis-Child - Broadband - Beau Jarvis-Child | 82.59 | 0.00 |
| 17 Mar 2025 | one.nz - A Daniel - Broadband - Adam Daniel | 108.66 | 0.00 |
| 19 Mar 2025 | David Klee - Broadband - March/April 2025INV-NZL-14897 | 138.26 | 0.00 |
| 22 Mar 2025 | Clare Robertson - BroadbandInv:127730091March 2025 | 43.48 | 0.00 |
| 23 Mar 2025 | one.nz - Mobiles - Mobiles | 311.80 | 0.00 |
| 31 Mar 2025 | Danielle Lelievre - BroadbandInv:67061929March 2025 | 100.00 | 0.00 |
| 02 Apr 2025 | PureLink - Voice services | 69.00 | 0.00 |
| 03 Apr 2025 | Mischa Davis - Spark - BroadbandOctober 2024Only basic | 39.13 | 0.00 |
| 03 Apr 2025 | Mischa Davis - Spark - BroadbandNovember 2024 | 39.13 | 0.00 |
| 03 Apr 2025 | Mischa Davis - Spark - BroadbandDecember 2024Had to t | 39.13 | 0.00 |
| 03 Apr 2025 | Mischa Davis - Spark - BroadbandJanuary 2025 | 43.48 | 0.00 |
| 03 Apr 2025 | Mischa Davis - Spark - BroadbandFebruary 2025 | 43.48 | 0.00 |
| 03 Apr 2025 | Mischa Davis - Spark - BroadbandMarch 2025 | 43.48 | 0.00 |
| 03 Apr 2025 | Mischa Davis - Spark - BroadbandApril 2025 | 43.48 | 0.00 |
| 07 Apr 2025 | one.nz - Broadband - Office broadband | 118.00 | 0.00 |
| 10 Apr 2025 | Spark - 0800 - 0800 phone | 20.00 | 0.00 |
| 12 Apr 2025 | Beau Jarvis-Child - BroadbandInv:648616375Mar-Apr 202 | 82.59 | 0.00 |
| Total Telephone/fax/internet | | 1,588.69 | 16.00 |

Vehicle Fuel & RUC

| | | | |
|-------------------------------------|---|-----------------|-------------|
| 20 Mar 2025 | NZ Transport Agency - RUC - QKG972 - Dani Le Lievre | 1,002.12 | 0.00 |
| 31 Mar 2025 | Z Energy Limited - Diesel | 304.37 | 0.00 |
| 31 Mar 2025 | BP Oil New Zealand Limited - Diesel | 1,607.56 | 0.00 |
| Total Vehicle Fuel & RUC | | 2,914.05 | 0.00 |

Vehicle Insurance

| | | | |
|--------------------------------|---|------------------|---------------|
| 11 Mar 2025 | Frank Risk Management Limited - Commmerical Motor veh | 11,603.14 | 0.00 |
| 11 Mar 2025 | Frank Risk Management Limited - Commercial hull insurar | 936.63 | 0.00 |
| 11 Mar 2025 | Frank Risk Management Limited - Commercial Motor Vehi | 0.00 | 416.56 |
| Total Vehicle Insurance | | 12,539.77 | 416.56 |

Vehicle Maintenance

| | | | |
|----------------------------------|---|-----------------|-------------|
| 11 Mar 2025 | B Select Te Rapa - Service and tyre repair - QDG972 | 1,215.10 | 0.00 |
| Total Vehicle Maintenance | | 1,215.10 | 0.00 |

Reserves as at 31 August 2024

NZ Fish and Game Council Meeting 174- 11 & 12 April 2025

Prepared by: Jill Muench, Finance Manager, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks to inform the Council on the Current Reserves status of the Councils.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

2. NZC Staff recommend that NZC:
 - a. Receives the information;
 - b. Note forecast 31 August 25 organisational reserves status as \$6,922,955
 - c. Note the action for NZC staff to develop a Asset Replacement/ Depreciation Policy

Purpose

3. To outline to the NZC the reserves position for each Council following the financial audit.

Background

4. The NZC has a policy that a region must have 20% or greater of their budget held in reserves. When reserves fall below this the region may apply for a top-up of reserves.
5. Reserves are calculated as:
 - a) Working Capital less the restricted reserves equals the Council's reserves (or funds available through general reserves).
 - b) Working Capital is Current Assets + Investments less Liabilities.
6. Councils have Dedicated and Restricted reserves.
7. Dedicated reserves are reserves that the Council have set aside for projects e.g. Asset replacement fund and Habitat funding. These reserves are included in the calculation of Reserves for the Council.

8. Restricted reserves are funds that are set aside for a particular purpose – but these funds have an external covenant/agreement on them – e.g. the Waikaremoana fund in Eastern that has a specified agreement of how the funds must be spent. Each of the restricted reserves commits a third party to use the funds appropriately and report on these projects.

Analysis

9. Table 1 Summaries the reserves position for each Council as at 31 August 2024
10. Total Reserves as at 31 August 2024 \$8,707,519 (2023 \$8,255,268.)

| Council | Actual Reserves 31/8/24 | Approved Budget 2024/25 | Reserves required 20% of Budget | Top up required 20% Reserves | % of Budget after top up | % of Licence Income Levy Regions | Reserves over 30% |
|------------------|-------------------------|-------------------------|---------------------------------|------------------------------|--------------------------|----------------------------------|--------------------|
| Northland | \$221,978 | \$592,081 | 118,416 | 0 | 37% | | 41,970 |
| Auckland/Waikato | \$161,119 | \$881,824 | 176,365 | 15,246 | 20% | 15% | (106,978) |
| Eastern | \$693,168 | \$1,320,544 | 264,109 | 0 | 52% | 52% | 291,750 |
| Hawkes Bay | \$696,366 | \$576,624 | 115,325 | 0 | 121% | 156% | 521,630 |
| Taranaki | \$264,571 | \$449,025 | 89,805 | 0 | 59% | | 128,056 |
| Wellington | \$421,579 | \$848,388 | 169,678 | 0 | 50% | | 163,647 |
| Nelson-Marlb | \$101,599 | \$564,125 | 112,825 | 11,226 | 20% | 16% | (69,909) |
| Nth Canterbury | \$387,266 | \$1,068,935 | 213,787 | 0 | 36% | 23% | 62,404 |
| West Coast | \$286,319 | \$400,951 | 80,190 | 0 | 71% | | 164,520 |
| Central SI | \$992,336 | \$1,036,327 | 207,265 | 0 | 96% | 55% | 677,537 |
| Otago | \$2,113,239 | \$2,493,968 | 498,794 | 0 | 85% | 89% | 1,360,053 |
| Southland | \$820,639 | \$959,834 | 191,967 | 0 | 85% | 53% | 529,376 |
| NZC & National | \$1,547,340 | \$3,372,836 | 674,567 | 0 | 46% | | 539,191 |
| TOTAL | \$8,707,519 | \$14,565,462 | \$2,913,092 | \$26,472 | 60% | | \$4,303,246 |

11. Table 2 is Summary of each Councils' Reserves by Category.
12. The Asset Replacement fund continues to be of concern for some Councils. The reasons behind this have been insufficient funding within the budgets over the past few years and in some situations the purchasing of capital items that are not included in the Asset replacement funds.
13. As at 31 August 2024 there was \$1.211 million (2023 \$1.422 million) in the Non-resident reserve. 2022/23 was the last year that Councils can earn Non-resident income as from 2023/24 the Non-resident levy is part of the licence fee.

| Council | Working Capital | Asset Replacement Fund | Non Resident Reserve | Other Dedicated Reserves | Total Dedicated reserves | Restricted Reserves | Reserves Incl Ded Reserves |
|-----------------------|---------------------|------------------------|----------------------|--------------------------|--------------------------|---------------------|----------------------------|
| Northland | \$503,584 | (\$2,673) | \$21,948 | \$13,668 | 32,943 | 281,606 | \$221,978 |
| Auckland/Waikato | \$1,341,232 | \$117,442 | \$108,470 | \$0 | 225,912 | 1,180,113 | \$161,119 |
| Eastern | \$1,167,768 | \$60,942 | \$155,412 | \$38,392 | 254,746 | 474,600 | \$693,168 |
| Hawkes Bay | \$696,366 | \$52,770 | \$86,492 | \$68,609 | 207,871 | 0 | \$696,366 |
| Taranaki | \$591,182 | \$21,578 | \$20,140 | \$7,386 | 49,104 | 326,611 | \$264,571 |
| Wellington | \$598,992 | \$39,092 | \$56,795 | \$78,027 | 173,914 | 177,413 | \$421,579 |
| Nelson-Marlb | \$116,115 | \$110,056 | \$151,346 | \$17,864 | 279,266 | 14,516 | \$101,599 |
| Nth Canterbury | \$486,614 | \$59 | \$0 | \$207,743 | 207,802 | 99,348 | \$387,266 |
| West Coast | \$286,319 | \$53,502 | \$38,603 | \$134,594 | 226,699 | 0 | \$286,319 |
| Central SI | \$992,336 | \$88,885 | \$220,158 | \$114,374 | 423,417 | 0 | \$992,336 |
| Otago | \$2,137,523 | \$37,190 | \$314,913 | \$1,089,987 | 1,442,090 | 24,284 | \$2,113,239 |
| Southland | \$931,068 | \$135,907 | \$36,784 | \$214,592 | 387,283 | 110,429 | \$820,639 |
| NZC inc Research & RI | \$2,371,738 | \$10,000 | \$0 | \$2,500 | 12,500 | 824,398 | \$1,547,340 |
| TOTAL | \$12,220,837 | \$724,750 | \$1,211,061 | \$1,987,736 | \$3,923,547 | \$3,513,318 | \$8,707,519 |

| Council | Actual Reserves 31/8/24 | Adjustment for top of reserves | Forecast Deficit for year ended 31/8/25 | Forecast Reserves 31 Aug 2025 | Reserves required 20% of Budget | Top up achieve 20% Reserves | % of Budget |
|-----------------------|-------------------------|--------------------------------|---|-------------------------------|---------------------------------|-----------------------------|-------------|
| Northland | \$221,978 | \$0 | (\$7,945) | \$214,033 | 118,416 | 0 | 36% |
| Auckland/Waikato | \$161,119 | \$15,246 | (\$11,832) | \$149,287 | 176,365 | 27,078 | 20% |
| Eastern | \$693,168 | \$0 | (\$32,517) | \$660,651 | 264,109 | 0 | 50% |
| Hawkes Bay | \$696,366 | \$0 | (\$147,831) | \$548,535 | 115,325 | 0 | 95% |
| Taranaki | \$264,571 | \$0 | (\$6,025) | \$258,546 | 89,805 | 0 | 58% |
| Wellington | \$421,579 | \$0 | (\$11,384) | \$410,195 | 169,678 | 0 | 48% |
| Nelson-Marlb | \$101,599 | \$11,226 | (\$7,569) | \$94,030 | 112,825 | 18,795 | 20% |
| Nth Canterbury | \$387,266 | \$0 | (\$43,940) | \$343,326 | 213,787 | 0 | 32% |
| West Coast | \$286,319 | \$0 | (\$30,045) | \$256,274 | 80,190 | 0 | 64% |
| Central SI | \$992,336 | \$0 | (\$80,344) | \$911,992 | 207,265 | 0 | 88% |
| Otago | \$2,113,239 | \$0 | (\$1,269,652) | \$843,587 | 498,794 | 0 | 34% |
| Southland | \$820,639 | \$0 | (\$147,819) | \$672,820 | 191,967 | 0 | 70% |
| NZC inc Research & RI | \$1,547,340 | \$0 | \$12,339 | \$1,559,679 | 674,567 | 0 | 46% |
| TOTAL | \$8,707,519 | \$26,472 | (\$1,784,564) | \$6,922,955 | \$2,913,092 | \$45,873 | 48% |

14. Forecast Reserves for 31 August 2025 are \$6,922,955 A movement of \$1,784,564 (Forecast Deficit for the year) assumes that all Councils meet their licence forecast and that all Councils work within their approved budgets.
15. Two Councils require a top-up of Reserves for the 2024/25 year. They are Auckland/Waikato requires \$27,078 top up, and Nelson/Marlborough requires \$18,795 top up to meet 20%. Reserves range from 18% (Auckland/Waikato) to 121% (Hawke's Bay) of the approved budget.

Financial Implications

16. The reserves as at 31 August 2024 are \$8.708 million.
17. The forecast reserves as at 31 August 2025 are \$6,922,955
18. Two Councils require a top-up of reserves for the year ended 31 August 2025.
19. One Council has reserves as a percentage of budget over 100%.

Policy Implications

20. Within our current policy all regions are required to have adequate reserves of 20% or greater.
21. Going forward a policy that deals with excess reserves is needed to be developed.

Budget and Licence Targets

Budget Setting

There are several concerns with this year's budget setting process, many of which have been articulated previously. The situation that occurred this year would have been entirely avoidable with an adequately resourced and well-run change process done in consultation with regions. Whilst we have overcome the initial hurdle of having our proposed budget approved by NZC, this still requires approval from the Minister of Hunting and Fishing - which is far from certain. The lack of overarching policy is a fundamental issue as there is no guidance on what the process will be if the minister does not approve the proposed licence fee increase.

We have raised concerns with the change to budgeting process that was decided on an apparent ad-hoc basis by NZC, particularly the lack of framework and how funding will be allocated. There is an urgent need to develop policy in this space and in my opinion, this should be given a high level of priority. We simply cannot be in the same position coming into the next budgeting process which needs to start at the end of this year. There is some hope - NZC has passed a resolution to develop a new budget setting process for the next budget round. However, the failings of ZBB are becoming apparent. Notably the councils that used the new ZBB budget template sought higher budget increases than those who used the previous system.

The current budget consultation information presented by NZC lacks some significant pieces of information required to allow the Auckland/Waikato Fish and Game council to make an informed decision on the appropriateness of the proposed budgets and licence fees. There has been no explanation offered as to why last year's annual report is still unavailable.

The following information has been requested from the NZC Chief Executive but we are yet to receive it.

- The full 2025-26 budgets for both the NZC and national office
- The NZC and national variance report for 2024/25 FY
- The final 2024/25 NZC annual report including audited financial performance report.
- Any further detail on the potential financial impact of the family licence change.
- The process to be used to allocate funding/prioritise projects if the Minister a) rejects the proposed licence fee increase or b) accepts a fee less than the NZC proposal.

2025-26 levy.

The proposed levies for 2025/26 have not been provided, or clearly articulated, nor has it been confirmed that it is based on cost recovery. There is no clarity how much of the approved budgets will be coming from regional reserves and what is proposed to come from licence sales. The provision of this information standard practice. Given that his region needed a top up of regional reserves this year due to levying of our reserves last year and the fact we are unlikely to meet sales targets we simply don't have any available reserves to accommodate budget increases from reserves.

This information is sought based on the legal advice circulated by NZC;

- *the New Zealand Council must determine the levy “in consultation with Fish and Game Councils”. “Consultation” requires the New Zealand Council to: provide the regional Fish and Game Councils with enough information and time to comment on any proposed levy; and consider any comments they provide with an open mind. [Geddes 2024 legal advice on levies]*
- *It will be important that the New Zealand Council can demonstrate that it has given particularly careful consideration to regional Fish and Game Councils’ management costs and the potential impact on their management activities when reaching its decision as to the level of licence fee that would be “appropriate”. [Geddes 2023]*
- *What is important is that: the purpose of the levy is clearly articulated and consistent with the Act; and the design and implementation of the levy is reasonable in relation to that stated objective. This means that:*

i. Any levy imposed for the purposes of the administration of the New Zealand Council, advocacy or research must be set on a cost-recovery basis.

ii. The basis for calculating any levy imposed for the purposes of redistribution amongst regional Councils must be clearly set out. [Geddes 2023]

Recommendation

- Accept the budget and proposed licence fee but articulate the concerns raised above.
- Note that Auckland/Waikato Fish and Game is unable to determine to appropriateness of levy’s and grants being proposed for regions due to insufficient information on which to base that decision.
- Urge NZC to prioritise budget policy in consultation with regions to avoid the issues that occurred this year.

Fish Licence Sales Targets

There has been a proposed change in forecasting fish licence sales. The new system uses licence sales to date and extrapolates likely sales to the end of the current season. Looking through previous years data, this does seem like a better methodology than the previous method which used previous seasons licence sales to try and predict those in the coming year. It is still unclear why the organisation has not adopted the FFWG proposal to levy regions on actual sales at the end of year rather than predicted sales. This would be in line with the requirements of the Act and ensure that the levying is equitable.

Recommendation 5 of the Future Finance Working Group. That budgets are set based on the above-suggested formula but actual grants and levies are adjusted to reflect actual license sales at the end of the season.

One current failure of the system is that budgets are approved and levies / grants set based on forecasted license sales. If more licenses are sold in a region the region keeps the additional revenue. If fewer licenses are sold, the region must use reserves to top up the shortfall.

When licence sales fall below that forecasted in a levy-paying region then levy is paid on money that was never received. While occasionally is sustainable a sustained decline will deplete reserves. When licence sales exceed the forecast this money is often put into reserves at a regional level.

If reserves drop below 20%, NZC will then top this up. This leads to some regions building up large reserves and others requiring a reserve top up. This is due to the challenges of forecasting future sales (LEQ's).

It is recommended that budgets be set, and the final levy/grant is adjusted at the end of the season to reflect actual sales. This means that all regions will have the budgeted amount of money remaining - not an amount that is higher or lower than forecast.

This reduces the need for reserves and the issues and complexity that this creates. Of course dedicated reserves would remain as the status quo.

If an event like a cyclone, earthquake, or covid causes a large reduction in activity and license sales, the levy for that year will be reduced once actual sales are finalised. This means that the region will not have to deplete reserves for that year. If proportional activity and license sales for a region are higher than expected, the budget for the following three years will be lifted but the current year remains constant.

Game Licence Sales Targets

Unlike the process being used for Fish licence sales no similar correction is being proposed for game and it is unclear why this has not been proposed. As articulated in the financial and bimonthly CE reports game licence sales are down this year. Given we are able to predict with the same degree of certainty the total sales likely to occur for game as for fish at this point in time I see no reason why the same methodology can not be used. As for Fish, I consider that the fairest way would be to adopt the FFWG recommendation but if this is not agreed to by council the same methods should be employed for Game targets as for Fish. In the Auckland/Waikato region this would mean that our target should be set at 6140 LEQ rather than the proposed 6436 LEQ.

| | Actual Game 2023 | Actual Game 2024 | Extrapolated Game 2025 | Licence Target 2026 |
|-------------------|------------------|------------------|------------------------|---------------------|
| Existing Method | 6518 | 6463 | NA | 6436 |
| Prediction Method | 6518 | 6463 | 6140 | 6140 |

Recommendation

- Adopt the FFWG recommendation to base levies and grants on actual sales and reconcile these at the end of the financial year to prevent some regions acquiring large reserves and others operating at a deficit due to inaccuracies in the licence sale predictions.
- Remind NZC that their powers under the conservation act only allow them to levy actual license sales revenue - not predicted sales.
- If the above is not accepted then use the same approach for game licence sales as for fish licence sales, in which case the Auckland/Waikato sales targets for Game should be reduced to 6140 LEQ in 2026 which is the same as our predicted sales for the 2025 season.

2025/26 Licence Forecast

NZ Fish and Game Council Meeting 174 – 11th & 12th April 2025

Prepared by: Kate Thompson on behalf of the Licence Working Party

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks approval for the Licence Forecast and consideration of the 2025/26 Licence fee.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information.
2. Agree to consult with the regions on the forecast LEQ for the 2025/26 Season being **72,975** for Fish and **30,601** for Game.

Whakarāpopoto - Executive Summary

1. Each year, the Licence Working Party (LWP) provides a forecast for licence sales to support Fish & Game's budgeting processes.
2. The LWP has analysed Licence Sales over the past few years, including forecasting sales through to the end of the 2024/25 season.
3. The total recommended LEQ for 2025/26 Fish Licence Sales is **72,975**.
4. The total recommended LEQ for 2026 Game Licence Sales is **30,601**.

Takenga mai - Background

5. Traditionally licence revenue targets for each region are set by comparing two prior **complete** seasons' sales and extrapolating those results using a standard formula to determine the 'Extrapolated Licence Revenue Budget'.
6. For the 2025/26 licence revenue forecasts, the results of the 2022/23 and 2023/24 seasons would normally be compared as the 2024/25 season is incomplete at the time the forecasts are required to be set. Utilising this 'usual' or 'traditional' method of budgeting, the extrapolated licence revenue targets for 2024/25 would be **72,669** LEQ Fish and **30,601** LEQ Game. *Note: this method gives us a Fish LEQ target, which is 306 LEQ's lower than the recommendation by the LWP within this report and is equivalent to approximately \$41,500.*
7. This 'traditional' method of forecasting sales has been used for the recommended LEQ for Game sales as the 2025 Game Season is yet to commence.
8. The LWP deviated from the traditional method for forecasting fish licence sales for the last several budget rounds due initially to Covid disruptions but also the move to online sales has meant that we can gauge a relatively good estimate of what Fish licence sales for the current season will be at year-end by mid-March. Use of the most current season's results can reduce the risk of significant swings in sales targets that may otherwise result.
9. For your information, the table below shows our estimated total Fish licence LEQ's for 2023/24 compared with the actual complete season results for the 2023/24 season. The estimate was completed when over 90% of the sales for the season had occurred

Table 1 – 2023-2024 Fish LEQ's Estimated v's Actual to provide indication of accuracy. Note: Hawke's Bay's figures impacted by Cyclone Gabrielle

| Table 1 | Estimated Fish Total 2023-24 | Actual Fish Total 2023-24 | Variance |
|----------------------|-------------------------------------|----------------------------------|-----------------|
| Northland | 454 | 467 | 13 |
| Auckland Waikato | 3658 | 3655 | -3 |
| Eastern | 8456 | 8504 | 48 |
| Hawke's Bay | 2335 | 2455 | 120 |
| Taranaki | 987 | 1022 | 35 |
| Wellington | 2989 | 3039 | 50 |
| Nelson Marlborough | 4364 | 4377 | 13 |
| North Canterbury | 10964 | 11007 | 43 |
| West Coast | 2169 | 2169 | 0 |
| Central South Island | 12536 | 12486 | -50 |
| Otago | 15549 | 15514 | -35 |
| Southland | 8758 | 8740 | -18 |
| | 73219 | 73435 | 216 |

Kōrerorero - Discussion

Table 2 – Fish LEQ complete season estimate for the 2024/25 season – based on applying the current YTD variance (%) to sales that occurred in the final period of the 2023/24 season (18 March to 30 September 2024).

| Table 2 | Fish 2024-25 to 17 March YTD (actual) | Fish Est 18 Mar - 30 Sept 25 | Fish Estimated Total 2024-25 |
|----------------------|--|-------------------------------------|-------------------------------------|
| Northland | 524 | 94 | 618 |
| Auckland Waikato | 3375 | 463 | 3838 |
| Eastern | 7946 | 1059 | 9005 |
| Hawke's Bay | 2630 | 380 | 3010 |
| Taranaki | 1090 | 127 | 1217 |
| Wellington | 2702 | 208 | 2910 |
| Nelson Marlborough | 3911 | 305 | 4217 |
| North Canterbury | 9844 | 612 | 10456 |
| West Coast | 1996 | 204 | 2200 |
| Central South Island | 11125 | 1281 | 12406 |
| Otago | 14410 | 1081 | 15491 |
| Southland | 7919 | 381 | 8300 |
| | 67472 | 6195 | 73667 |

Table 3 – Extrapolated Fish licence forecast (LEQ) for 2025/26 - using the estimated sales for the 2024/25 complete season as of 17 March 2025.

| Table 3 | Actual Fish 2023-24 | Estimated Fish 2024-25 | Extrapolated Fish 2025-26 |
|----------------------|----------------------------|-------------------------------|----------------------------------|
| Northland | 467 | 618 | 618 |
| Auckland Waikato | 3655 | 3838 | 3838 |
| Eastern | 8504 | 9005 | 9005 |
| Hawke's Bay | 2455 | 3010 | 3010 |
| Taranaki | 1022 | 1217 | 1217 |
| Wellington | 3039 | 2910 | 2846 |
| Nelson Marlborough | 4377 | 4217 | 4136 |
| North Canterbury | 11007 | 10456 | 10180 |
| West Coast | 2169 | 2200 | 2200 |
| Central South Island | 12486 | 12406 | 12366 |
| Otago | 15514 | 15491 | 15479 |
| Southland | 8740 | 8300 | 8080 |
| | 73435 | 73667 | 72975 |

Table 4 – Extrapolated Fish licence forecast (LEQ) for 2025/26 – based on the Traditional Method (for information only).

| Table 4 | Actual Fish 2022-23 | Actual Fish 2023-24 | Extrapolated Fish 2025-26 |
|----------------------|--------------------------------|--------------------------------|--------------------------------------|
| Northland | 455 | 467 | 467 |
| Auckland Waikato | 3550 | 3655 | 3655 |
| Eastern | 8643 | 8504 | 8435 |
| Hawke's Bay | 2525 | 2455 | 2420 |
| Taranaki | 1034 | 1022 | 1016 |
| Wellington | 2990 | 3039 | 3039 |
| Nelson Marlborough | 4410 | 4377 | 4361 |
| North Canterbury | 11084 | 11007 | 10969 |
| West Coast | 2253 | 2169 | 2127 |
| Central South Island | 12946 | 12486 | 12256 |
| Otago | 15828 | 15514 | 15357 |
| Southland | 9084 | 8740 | 8568 |
| | 74802 | 73435 | 72669 |

Table 5 – Extrapolated Game licence forecast (LEQ) for 2025/26 – based on the Traditional Method

| Table 5 | Actual Game 2023 | Actual Game 2024 | Extrapolated Game 2026 |
|----------------------|---------------------------------|---------------------------------|-----------------------------------|
| Northland | 1552 | 1521 | 1506 |
| Auckland Waikato | 6518 | 6463 | 6436 |
| Eastern | 2855 | 2663 | 2567 |
| Hawke's Bay | 1750 | 1888 | 1888 |
| Taranaki | 1086 | 995 | 950 |
| Wellington | 3290 | 3239 | 3214 |
| Nelson Marlborough | 862 | 850 | 844 |
| North Canterbury | 2557 | 2576 | 2576 |
| West Coast | 364 | 363 | 363 |
| Central South Island | 2266 | 2031 | 1914 |
| Otago | 3989 | 3945 | 3923 |
| Southland | 4625 | 4488 | 4420 |
| | 31714 | 31022 | 30601 |

Table 6 – Summary of Fish LEQ 2024-25 Estimate vs. Budget and Extrapolated 2025-26.

| Table 6 | Estimated Fish 2024-25 | 2024-25 Fish Budget | Extrapolated Fish 2025-26 |
|----------------------|-------------------------------|----------------------------|----------------------------------|
| Northland | 618 | 454 | 618 |
| Auckland Waikato | 3838 | 3658 | 3838 |
| Eastern | 9005 | 8363 | 9005 |
| Hawke's Bay | 3010 | 2240 | 3010 |
| Taranaki | 1217 | 964 | 1217 |
| Wellington | 2910 | 2989 | 2846 |
| Nelson Marlborough | 4217 | 4341 | 4136 |
| North Canterbury | 10456 | 10904 | 10180 |
| West Coast | 2200 | 2127 | 2200 |
| Central South Island | 12406 | 12331 | 12366 |
| Otago | 15491 | 15410 | 15479 |
| Southland | 8300 | 8595 | 8080 |
| | 73667 | 72376 | 72975 |

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- Using the current prices of \$156 for a Fish Licence and \$116 for a Game Licence, Net Sales would equate to \$12,338,764 ex GST (Last year, \$12,329,235); an increase of \$9,529.
- Interest Income budget for the year is \$202,825.
- Together (net Licence income and Interest), the forecast income is \$12,541,589 (refer Appendix 1 for details).
- Base Funds for 2025/26 total \$12,299,386, with no increase in Licence fee \$242,203 would be available for proposed increases through Zero Based Budgeting system.
- Refer to Table 7. for a Summary of Base Funds per Council. This table also outlines the Net Licence Income for 2025/26 based on the forecast of 72,975 (fish) and 30,601 (game) LEQs.

| Table 7 | Net Licence & Interest Income 25/26 | Base Funds 25/26 | Suplus/Shortfall |
|------------------|--|-------------------------|-------------------------|
| Northland | 226,448 | 592,081 | (365,633) |
| Auckland/Waikato | 1,100,652 | 881,824 | 218,828 |
| Eastern | 1,430,366 | 1,305,544 | 124,822 |
| Hawkes Bay | 583,380 | 434,624 | 148,756 |
| Taranaki | 254,269 | 427,816 | (173,547) |
| Wellington | 680,741 | 848,388 | (167,647) |
| Nelson-Marlb | 619,642 | 564,125 | 55,517 |
| Nth Canterbury | 1,569,891 | 1,009,935 | 559,956 |
| West Coast | 327,821 | 375,951 | (48,130) |
| Central SI | 1,815,089 | 945,235 | 869,854 |
| Otago | 2,404,586 | 1,240,968 | 1,163,618 |
| Southland | 1,481,973 | 823,059 | 658,914 |
| NZC only | 46,730 | 1,280,486 | (1,233,756) |
| National | 0 | 1,569,350 | (1,569,350) |
| TOTAL | 12,541,589 | 12,299,386 | 242,203 |

15. Reserve Bank of NZ – Stats Insight – Survey of Expectations – February 2025 (13 February 2025). Short-term CPI inflation expectations: The mean one-year-ahead annual inflation expectation increased from 2.05% to 2.15%.
16. Based on these forecasts, a licence Fee increase will need to be considered in order to meet the current budget requirements and proposed increases sought by Fish & Game Regions in the 2025-26 budget round.
17. Any increase in the licence fee will have to take into consideration the Minister's approval.
18. If there is no increase in the licence fee, Fish and Game needs to consider where to reduce costs.

Legislative Implications

19. Any amendment to the licence fee requires approval from the Minister.

Risks and mitigations

20. There are many risks involved in agreeing on the LEQ and the licence fee, as both impact the financial viability of the organisation.

Consultation

21. The normal consultation process will take place following the April 2025 meeting.

Ngā mahinga e whai ake nei - Next actions

22. If agreed, the Regional Councils will be informed of the Forecast LEQ's for 2025/26 to build into their budgeting process and advised of NZC's appetite for any amendments to licence fees.

Appendix 1

2025-26 Licence sales and interest forecast based on current licence fees.

| Region | Extrapolated Fish 2025-26 | Extrapolated Game 2026 | Budget Fish \$135.652 (\$156 incl GST) | Budget Game \$96.523 (\$111 incl GST excl GHBT \$5) | less comm 4% \$ | Net Licence \$ | Plus Interest \$ | Net Income \$ |
|----------------------|---------------------------|------------------------|--|---|-----------------|-------------------|------------------|-------------------|
| Northland | 618 | 1506 | 83,833 | 145,362 | -9,168 | 220,027 | \$6,421 | 226,448 |
| Auckland Waikato | 3838 | 6436 | 520,633 | 621,214 | -45,674 | 1,096,173 | \$4,479 | 1,100,652 |
| Eastern | 9005 | 2567 | 1,221,548 | 247,771 | -58,773 | 1,410,546 | \$19,820 | 1,430,366 |
| Hawke's Bay | 3010 | 1888 | 408,313 | 182,233 | -23,622 | 566,924 | \$16,456 | 583,380 |
| Taranaki | 1217 | 950 | 165,089 | 91,696 | -10,271 | 246,513 | \$7,756 | 254,269 |
| Wellington | 2846 | 3214 | 386,066 | 310,221 | -27,851 | 668,435 | \$12,306 | 680,741 |
| Nelson Marlborough | 4136 | 844 | 561,057 | 81,464 | -25,701 | 616,821 | \$2,821 | 619,642 |
| North Canterbury | 10180 | 2576 | 1,380,939 | 248,640 | -65,183 | 1,564,396 | \$5,495 | 1,569,891 |
| West Coast | 2200 | 363 | 298,435 | 35,037 | -13,339 | 320,133 | \$7,688 | 327,821 |
| Central South Island | 12366 | 1914 | 1,677,475 | 184,743 | -74,489 | 1,787,729 | \$27,360 | 1,815,089 |
| Otago | 15479 | 3923 | 2,099,760 | 378,655 | -99,137 | 2,379,278 | \$25,308 | 2,404,586 |
| Southland | 8080 | 4420 | 1,096,070 | 426,626 | -60,908 | 1,461,788 | \$20,185 | 1,481,973 |
| NZC | | | | | | | \$46,730 | 46,730 |
| | 72975 | 30601 | 9,899,217 | 2,953,662 | -514,115 | 12,338,764 | 202,825 | 12,541,589 |

| | |
|----------------------|--|
| CONSULTATION: | LICENCE FEE RECOMMENDATION 2025-26 |
| TO: | Regional Managers |
| CC: | Administrators |
| AUTHOR: | Corina Jordan, CEO of NZ Fish & Game Council |
| DATE: | 24/04/2025 |
| FEEDBACK DUE: | 09/06/2025 |
| FEEDBACK TO: | nzcouncil@fishandgame.org.nz |

Recommendations - Ngā taunaki

1. The New Zealand Fish and Game Council seeks consultation from Regional Fish and Game Councils on the following points:
 - a. Recommend to the Minister for Hunting and Fishing of the approval of the 2025-26 Adult Whole Season Sports Fish licence of **\$161** (increase of \$5) and Adult Whole Season Game licence of **\$120** (increase of \$4) (inclusive of a \$5 fee for the Game Bird Habitat Stamp) inclusive of GST be accepted *
 - b. Recommend to the Minister for Hunting and Fishing of the approval of the 2025 26 Non-Resident Whole Season Fishing licence of **\$300** (increase of \$30) *
 - c. That the licence categories be charged at the agreed ratio for all categories
 - d. The sea-run salmon licence endorsement of \$5 (as a cost-recovery mechanism) (no change from 2024/25).
 - e. That Designated Waters Licence as a \$5 annual licence per Fish and Game region for resident anglers and as a day licence to non-resident anglers at a fee of \$40 (no change from 2024/25).
 - f. Recommend the forecast Fish LEQ for the 2025/26 Season being **72,975** and **30,601** for Game.

Discussion - Kōrero

Proposal

2. The New Zealand Fish and Game Council (NZC) is seeking to consult with Fish and Game regional councils on the '2025/26 licence fee recommendations and forecast LEQ' for 2025/26.
3. The NZC met on the 11th and 12th of April 2025 to consider the 2025/26 budgets and licence fees. Following that meeting, NZC agreed to recommend an increase in licence fees. The licence fee for a sports fish adult whole season licence is proposed as \$161 (an increase of \$5), the game adult whole season licence is proposed as \$120 (an increase of \$4), and the non-resident whole season fish licence is proposed as \$300 (an increase of \$30) for 2025/2026. In recommending these fees, NZC also recommended that all other licence categories increase to the agreed proportions. A full list of recommended licence fees and categories is detailed in the Schedule attached (**Appendix 2**).

Background

4. In recommending licence fees to the Minister, the New Zealand Fish & Game Council is required to:

“Give particularly careful consideration to the regional Fish and Game Councils’ assessed management costs, and the potential impact, on their management activities, when reaching its decision as to the level of licence fee that would be “appropriate”; and

Give genuine attention, and thought, to the regional Fish and Game Councils’ views and recommendations before making its recommendation to the Minister. Geddis 2023, NZC fee setting power - s 26C(1)(e) CA - advice 29.05.2023[82][23].

5. Section 26Q of the Conservation Act 1987 sets out the functions of Fish and Game Councils.

Subsection (l)(d)(a) requires councils:

To assess the costs attributable to the management of sports fish and game;

Section 26Q(l)(d)(ii) requires Fish and Game councils:

To develop and recommend to the New Zealand Fish and Game Council appropriate licence fees to recover costs and game bird habitat stamp fees;

Section 26C(l)(e) requires NZC:

To recommend to the Minister of Conservation an appropriate fee for fishing and hunting licences, after considering the views and recommendations of Fish and Game Councils.

Section 26C(l)(ia) also requires NZC:

To recommend to the Minister, after considering the views and recommendations (if any) of Fish and Game Councils and the New Zealand Game Bird Habitat Trust Board, an appropriate fee in respect of any game bird habitat stamp and the form of such stamps (the form of the stamp to be approved as part of the 2011 Game Notice).

6. Operationally, the national policy of NZC specifies that all expenditure needs to be approved as part of the budget round, including capital expenditure and expenditure from reserves for all councils.

Policy

7. At the May 2020 NZC meeting, in response to COVID-19, the NZC set the minimum level of reserves at 20% of total budget for all councils. This level of general reserve is considered adequate to provide security against fluctuations in income and to ensure adequate operational cash flow.
8. The budget policy specifies that all expenditure from general and dedicated reserves needs to be notified/approved by NZC as part of the budget round or by making an application for Exceptional Funding. There are consequences across all sectors of the organisation when any council's reserves are reduced in a manner inconsistent with this policy.

Budget Process

9. The New Zealand Fish & Game Council resolved at meeting 170 (23 and 24 August 2025) that there would no longer be a Contestable Fund Budget round. Instead, NZC, on an annual basis, will be taking a zero-based budget approach whereby the entire budget of a region will be reviewed annually and in setting both Licence Fee recommendations and organisational budgets moving forward.
10. The Zero Based Budgeting (ZBB) approach was to be phased in over two years. With the first year focussed on supporting the regions to work through a ZBB process, updating F&G's budget and application templates, and trialling new/amended processes. Year two is intended to be about refining F&G's templates and processes from the learnings of year one and, if required, more in-depth discussions around any potential financial policy changes, including resourcing across the organisation.
11. Summary:
 - a. ZBB is intended to be phased in over two years;
 - b. For 2025/26, Regional Fish & Game Councils are encouraged to consider the previous year's budget as a guide in setting the overall regional budget;
 - c. Councils were encouraged to consider Strategic Priorities for the region – Ideally, utilise the Organisational Strategy as this will be top of mind for NZC;
 - d. Councils were encouraged, when considering their strategic priorities along with legislative functions, to build budgets and their OWP in a manner which considers each line item and whether or not efficiency gains can be made, and whether or not line items should be added or removed;
 - e. The effective outcome may be, an increase, or decrease, relative to the previous year's budget total;
 - f. For material changes in projects from previous years, the preparation of a business case was recommended (i.e.>\$30,000).
12. A comprehensive Zero-based budgeting tool, instructions document, and video was distributed to the regions on 26 February 2025. Drop-in training sessions were also provided. Given the delay in providing the Zero based budgeting tool, NZC accepted regional budgets in either the historic format or in the new ZBB format. Three regions (Westcoast, North Canterbury, and Hawkes Bay Fish & Game Councils) worked with the new ZBB tool and provided their budgets in this format. A Business Case Template and Summary Budget Template were also provided to assist regions in putting forward their recommended budgets to NZC. The Summary Template also provided a structure for Regional Chairs to speak to as they presented their budgets to NZC on the 11th of April 2025. All Regions provided their full budgets.
13. This process is summarised in the following budget cycle:

| | |
|------------------------------|--|
| Feb | All council budgets reviewed against audited actual expenditure. Budgets over or under 10% variance are reported against, reviewed, and discussed. The variance reports for the 2024/25 year are prepared and discussed. |
| March | Preparation of business and operational work plans for new financial year (NFY). Draft budgets developed by NZC and regional councils. |
| April | Councils apply for Baseline funding and Business Case funding, with applications circulated beforehand and prioritised at the NZC April meeting |
| April 11th | NZC meet (by Zoom) with the Chairs of each region to consider the budget funding applications. |

| | |
|---------------------------------------|--|
| April 11 & 12th | NZC make recommendations on licence forecast fees, having considered Baseline funding levels and Business Case fund applications, and sends them to regional councils for consideration. |
| May | Regional councils consider NZC licence fee recommendations. Due back to NZC (9 June 2025). |
| June | NZC consider regional response and finalises licence fee recommendations for approval by the Minister for Hunting and Fishing. |

14. The funding required to cover Base funds and approved Business Case funding is assessed against the expected licence sales for the year ahead (established from analysis of historical sales trends) to determine the licence fees.

15. The recommended licence fee is effectively set by dividing the sum of the proposed budgets of the 13 Councils by the number of adult whole season licence equivalents that Fish and Game NZ expects to sell during the year (LEQ targets).

2025/26 Licence LEQ Forecast

16. The following table represents the approved forecast for the Licence sales for Fish and Game for the 2025/26 season. NZC is recommending the forecast LEQ for the 2025/26 Season being **72,975** for Fish and **30,601** for Game.

17. The forecast which the Licence Working Party recommended.

Table 1. Extrapolated Fish Licence Forecast (LEQ) for 2025/26 – using the estimated sales for the 2024/25 complete season as of 17 March 2025.

| | Actual Fish 2023-24 | Estimated Fish 2024-25 | Extrapolated Fish 2025-26 |
|----------------------|--------------------------------|-----------------------------------|--------------------------------------|
| Northland | 467 | 618 | 618 |
| Auckland Waikato | 3655 | 3838 | 3838 |
| Eastern | 8504 | 9005 | 9005 |
| Hawke's Bay | 2455 | 3010 | 3010 |
| Taranaki | 1022 | 1217 | 1217 |
| Wellington | 3039 | 2910 | 2846 |
| Nelson Marlborough | 4377 | 4217 | 4136 |
| North Canterbury | 11007 | 10456 | 10180 |
| West Coast | 2169 | 2200 | 2200 |
| Central South Island | 12486 | 12406 | 12366 |
| Otago | 15514 | 15491 | 15479 |
| Southland | 8740 | 8300 | 8080 |
| | 73435 | 73667 | 72975 |

Table 2. Extrapolated Game Licence Forecast (LEQ) for 2025/26 – based on the Traditional Method.

| | Actual Game 2023 | Actual Game 2024 | Extrapolated Game 2026 |
|----------------------|------------------|------------------|------------------------|
| Northland | 1552 | 1521 | 1506 |
| Auckland Waikato | 6518 | 6463 | 6436 |
| Eastern | 2855 | 2663 | 2567 |
| Hawke's Bay | 1750 | 1888 | 1888 |
| Taranaki | 1086 | 995 | 950 |
| Wellington | 3290 | 3239 | 3214 |
| Nelson Marlborough | 862 | 850 | 844 |
| North Canterbury | 2557 | 2576 | 2576 |
| West Coast | 364 | 363 | 363 |
| Central South Island | 2266 | 2031 | 1914 |
| Otago | 3989 | 3945 | 3923 |
| Southland | 4625 | 4488 | 4420 |
| | 31714 | 31022 | 30601 |

18. Appendix 1 provides the 2025/2026 Licence Sales and Interest Forecast based on Current Licence Fees.

Following Components Featured in the 2025/26 Budget Discussions: Business Case Funding Applications

19. All Regions provided their proposed Baseline budget for FY26. For most regions this included an increase from their FY25 baseline budgets. Increases ranged from X to x% (appendix x). Total FY26 Baseline budgets totalled \$12,874,509, in comparison to total FY25 baseline budgets which totalled \$12,358,386 (including contestable fund applications that were approved in FY25 as ongoing), an increase of 4.1% and \$516,123.00.

20. For reference, according to the Consumer Price Index (CPI), in March 2025, New Zealand's annual inflation rate reached 2.5% for the previous 12 months.

| Summary of Base Budget Proposals 2025/26 vs 2024/25 | | | | |
|---|------------------------|----------------------------|---------------------|---------------------|
| Region | Base Budget FY 24/25 | Proposed Base Budget 25/26 | Percentage increase | Value Increase |
| Northland | \$592,081.00 | \$610,346.00 | 3% | \$18,265.00 |
| Auckland\Waikato | \$881,824.00 | \$966,026.00 | 10% | \$84,202.00 |
| Eastern | \$1,305,544.00 | \$1,273,476.00 | -2% | (\$32,068.00) |
| Hawkes Bay | \$434,624.00 | \$499,775.00 | 15% | \$65,151.00 |
| Taranaki | \$427,816.00 | \$427,292.00 | 0% | (\$524.00) |
| Wellington | \$848,388.00 | \$851,300.00 | 0% | \$2,912.00 |
| Nelson-Marlb | \$564,125.00 | \$590,269.00 | 5% | \$26,144.00 |
| Nth Canterbury | \$1,068,935.00 | \$1,145,910.00 | 7% | \$76,975.00 |
| West Coast | \$375,951.00 | \$424,000.00 | 13% | \$48,049.00 |
| Central SI | \$945,235.00 | \$1,030,235.00 | 9% | \$85,000.00 |
| Otago | \$1,240,968.00 | \$1,324,478.00 | 7% | \$83,510.00 |
| Southland | \$823,059.00 | \$885,171.00 | 8% | \$62,112.00 |
| NZC only | \$1,280,486.00 | \$1,513,516.00 | 18% | \$233,030.00 |
| National | \$1,569,350.00 | \$1,332,715.00 | -15% | (\$236,635.00) |
| TOTAL | \$12,358,386.00 | \$12,874,509.00 | 4% | \$516,123.00 |

21. Fourteen Business case applications were received (59 last year), seeking additional funding of \$960,449 (previous year \$2,200,596).

| Summary of Original Base Budget Proposals and additional Business Case Requests | | | | | | | |
|---|------------------------|------------------------|----------------------------|--------------------------|---------------------------------------|---------------------|----------------------------|
| Region | Net Licence Income | Base Budget FY 24/25 | Proposed Base Budget 25/26 | Reserves as at 31 Aug 25 | Business cases from reserves or Other | Business Cases | Reserves Req 20% of budget |
| Northland | \$226,447.59 | \$592,081.00 | \$610,346.00 | \$214,033.00 | | | \$118,416.20 |
| Auckland\Waikato | \$1,100,651.55 | \$881,824.00 | \$966,026.00 | \$149,287.00 | | | \$176,364.80 |
| Eastern | \$1,430,366.16 | \$1,305,544.00 | \$1,378,026.00 | \$660,651.00 | | \$70,347.00 | \$264,108.80 |
| Hawkes Bay | \$583,381.66 | \$434,624.00 | \$499,775.00 | \$548,535.00 | \$87,000.00 | | \$115,324.80 |
| Taranaki | \$254,269.29 | \$427,816.00 | \$427,292.00 | \$258,546.00 | | | \$89,805.00 |
| Wellington | \$680,741.13 | \$848,388.00 | \$851,300.00 | \$410,195.00 | | | \$169,677.60 |
| Nelson-Marlb | \$619,641.83 | \$564,125.00 | \$590,269.00 | \$94,030.00 | | \$35,000.00 | \$112,825.00 |
| Nth Canterbury | \$1,574,695.98 | \$1,009,935.00 | \$1,237,910.00 | \$343,326.00 | \$39,000.00 | | \$213,787.00 |
| West Coast | \$327,820.74 | \$375,951.00 | \$424,000.00 | \$256,274.00 | | | \$80,190.20 |
| Central SI | \$1,815,088.60 | \$945,235.00 | \$1,030,235.00 | \$911,992.00 | \$40,000.00 | | \$207,265.40 |
| Otago | \$2,404,585.74 | \$1,240,968.00 | \$1,324,478.00 | \$843,587.00 | | | \$252,794.00 |
| Southland | \$1,481,972.73 | \$823,059.00 | \$885,171.00 | \$672,820.00 | | \$41,199.00 | \$191,966.80 |
| NZC only | \$39,646.00 | \$1,280,486.00 | \$1,513,516.00 | \$1,559,679.00 | | \$100,000.00 | \$674,567.20 |
| National | \$0.00 | \$1,569,350.00 | \$1,628,715.00 | | | \$436,000.00 | |
| TOTAL | \$12,539,309.00 | \$12,299,386.00 | \$13,367,059.00 | \$6,922,955.00 | \$166,000.00 | \$682,546.00 | \$2,667,092.80 |

Funding Recommendations from NZC Staff

22. The NZC staff made recommendations to the NZC in three Steps:

- a. Step 1: Recommendation of Salary increases to meet the 2% increase in Market Movement as provided in baseline budgets;
- b. Step 2: if no licence fee increase is to be considered, then recommend:

- i. Retaining FY25 budgets;
 - ii. Approve top-up of reserves;
 - iii. Approve applications from reserves;
 - iv. Approve additional budgets to be spent from reserves, which are a high strategic priority for Fish & Game;
 - v. Approve essential business cases;
 - Licence system RFP \$50,000
 - Increased licence system running costs \$30,000
 - Increase in postage for the magazine \$50,000
- c. Step 3: If a licence fee increase is to be recommended, then consider:
- i. Approval of the Regional Baseline Budgets and increases from 2024/25;
 - ii. Approval of the NZC/National Baseline Budgets, which remain the same as 2024/25;
 - iii. Approval of the essential Business Case applications made by NZC (\$136,000):
 - Increased licence system operation costs (\$30,000):
 - licence system RFP (\$50,000) and
 - expected additional magazine postage costs for the 2026 year (\$50,000)
 - i. Approval of the Business Case applications that meet the organisation's Strategic priorities within the budget envelope that is being considered.

2025/26 NZC Business Case Funding Approval and 2025/26 Budgets

23. Budgets for all councils were received and circulated to the NZC for review before the April NZC meeting.
24. The Chairs of the Regions were invited to present their Regional Budgets to the NZC on Friday, 11th April.
25. The NZC approved Business Case funding applications at a total value of \$960,449. Of this, \$386,000 were ongoing from the Licence fee, and \$574,449 were one-off from reserves.
26. As previously notified via email, the draft budget resolutions are:
 - a. Approve reserve top-up of \$27,077 for Auckland/ Waikato and \$18,795 for Nelson/ Marlborough. A total of \$45,872 for reserves top-ups FY26;
 - b. Approve all budgets from reserves that have been included within business cases or as reserve funded within baseline in the FY26 Budget applications;

- c. Approve all staff salary increases as put forward in the salaries component of baseline budget FY26 applications for existing staff, subject to available budgets.
 - d. Accept essential NZC business cases of \$136,000 consisting of - increased licence system operation costs (\$30,000), licence system RFP (\$50,000) and expected additional magazine postage costs for the 2026 year (\$50,000);
 - e. Recommended approval of a research position with NZC to support NZC's research statutory function and to coordinate and modernize F&G research management, including population monitoring analysis and reporting;
 - f. Agree to top up RMA fund by \$100,000 (\$200,000 was initially applied for to the Council)
 - g. Agree to top up the Research fund by \$50,000
 - h. Recommend approval of the Total Budget of \$13,548,958 funded through forecast licence income and interest from reserves and one off projects funded by the use of reserves;
 - i. Three business cases were proposed to be declined. These included the following:
 - Eastern Compliance Officer \$70,347;
 - NM part-time R³ position \$35,000;
 - Te Anau position declined as a business case, but NZC would support tjs position being funded through the regions reserves \$41,199.
 - j. All regionally proposed baseline budgets were accepted, with some recommended changes in relation to funding aspects of projects from reserves rather than through the licence income. Whether or not a region funds projects from reserves is a decision for the Regional Council.
 - Eastern region moved one project (\$8,000) from their baseline funding to fund it from reserves.
 - North Canterbury moved two projects from their submitted budget to fund them from reserves, (\$19,000 and \$20,000) and
 - NZC moved the HR position from the National projects to place it under the NZC budget. Also, NZC opted to fund the magazine for two editions in 2026 from the unspent reserves previously allocated in anticipation of cost increases.
27. Budget decisions from NZC meeting 174 are subject to ratification at the NZC meeting in June.
28. Final decisions on the licence fee, levies, and grants will be made at the June NZC meeting 175 after consideration of regional feedback.
29. The proposed budget for the 13 Fish and Game councils for 2025/26 (including funding from reserves) is \$13,548,958. Table 3 summarises the draft budget decisions from NZC which are being consulted on. Individual budgets are shown in Table 4 below alongside the previous financial year (both shown as GST exclusive).

| Region | Net Licence Income | Proposed Base Budget 25/26 | Reserves as at 31 Aug 25 | Business cases from reserves | Business Cases | Description |
|------------------|------------------------|----------------------------|--------------------------|------------------------------|---------------------|---|
| Northland | \$226,447.59 | \$610,346.00 | \$214,033.00 | | | |
| Auckland\Waikato | \$1,100,651.55 | \$966,026.00 | \$149,287.00 | | | |
| Eastern | \$1,430,366.16 | \$1,273,476.00 | \$660,651.00 | \$8,000.00 | | Additional compliance Officer \$70,347 |
| Hawkes Bay | \$583,381.66 | \$499,775.00 | \$548,535.00 | \$87,000.00 | | Additional casual staff member 37k, Tukuituki riv |
| Taranaki | \$254,269.29 | \$427,292.00 | \$258,546.00 | | | |
| Wellington | \$680,741.13 | \$851,300.00 | \$410,195.00 | | | |
| Nelson-Marlb | \$619,641.83 | \$590,269.00 | \$94,030.00 | | | Part time R3 Role \$35,000 |
| Nth Canterbury | \$1,574,695.98 | \$1,145,910.00 | \$343,326.00 | \$39,000.00 | | |
| West Coast | \$327,820.74 | \$424,000.00 | \$256,274.00 | \$33,250.00 | | |
| Central SI | \$1,815,088.60 | \$1,030,235.00 | \$911,992.00 | \$40,000.00 | | Fencing |
| Otago | \$2,404,585.74 | \$1,324,478.00 | \$843,587.00 | | | |
| Southland | \$1,481,972.73 | \$885,171.00 | \$672,820.00 | \$41,199.00 | | One Officer position |
| NZC only | \$39,646.00 | \$1,513,516.00 | \$1,559,679.00 | \$30,000.00 | \$100,000.00 | New Research Position |
| National | \$0.00 | \$1,332,715.00 | | \$296,000.00 | \$36,000.00 | Increased Licence Costs |
| National | | | | | \$50,000.00 | Licence System RFP |
| National | | | | | \$50,000.00 | Extra Magazine postage |
| National | | | | | \$100,000.00 | RMA Fund Topup |
| National | | | | | \$50,000.00 | Research Fund Topup |
| TOTAL | \$12,539,309.00 | \$12,874,509.00 | \$6,922,955.00 | \$574,449.00 | \$386,000.00 | |

30. Individual budgets are shown in Table 4 below alongside the previous financial year (both shown as GST exclusive).

| | Base Funds 2025/26 | Approved Business Case from Licence Fee ongoing | Approved Business Case from Reserves - One off | Approved Budget 2025/26 (inc from Reserves) |
|------------------|--------------------|---|--|---|
| Northland | 610,346 | 0 | 0 | 610,346 |
| Auckland\Waikato | 966,026 | 0 | 0 | 966,026 |
| Eastern | 1,273,476 | 0 | 8,000 | 1,281,476 |
| Hawkes Bay | 499,775 | 0 | 87,000 | 586,775 |
| Taranaki | 427,292 | 0 | 0 | 427,292 |
| Wellington | 851,300 | 0 | 0 | 851,300 |
| Nelson-Marlb | 590,269 | 0 | 0 | 590,269 |
| Nth Canterbury | 1,145,910 | 0 | 39,000 | 1,184,910 |
| West Coast | 424,000 | 0 | 33,250 | 457,250 |
| Central SI | 1,030,235 | 0 | 40,000 | 1,070,235 |
| Otago | 1,324,478 | 0 | 0 | 1,324,478 |
| Southland | 885,171 | 0 | 41,199 | 926,370 |
| NZC only | 1,513,516 | 100,000 | 30,000 | 1,643,516 |
| National | 1,332,715 | 0 | 296,000 | 1,628,715 |
| TOTAL | 12,874,509 | 100,000 | 574,449 | 13,548,958 |

1

¹ National issues include the cost of shared services benefiting the organisation nationwide, such as the special editions of the FISH AND GAME magazine, the FISH AND GAME NZ website, licence administration system, administration of elections, ranger health & safety training, etc.

Research Fund Allocation

31. An annual allocation is made to the Research Fund to avoid inflating the budget in any one year. The annual Research Budget (\$155k) historically has been split between General Research (\$100k), the National Anglers Survey (\$30k) and the Research for PhD (Cawthron \$25k).
32. NZC made a Business case application of \$100,000 for the Research Fund. NZC approved a \$50,000 top-up of the Research Fund for the 2025/26 financial year.

Staff Development Fund

33. A staff scholarship of \$10,000 is available annually for Fish and Game staff to apply for support from the organisation for national and international study, work experience or participation in events or conferences. The Staff Development Fund of \$10,000 has been retained and will be available for the 2025/26 financial year.

RMA/Legal Fund Allocation

34. The RMA/Legal fund receives budget allocations on a reimbursement basis. It covers payment of costs through a national fund rather than separate funding allocations in individual councils' budgets where approved legal projects occur.
35. NZC submitted a Business Case to provide an additional \$200,000 to the RM Fund. NZC approved \$100,000 to be allocated to the national legal pool fund for this 2025/26 year.

NZC Licence Fee Recommendations

36. After discussion, the NZC voted to recommend to the Minister for Hunting and Fishing of the approval of the 2025 26 Adult whole season sports fish licence of \$161 (an increase of \$5) and Adult whole season game licence increase of \$120 (an increase of \$4) (inclusive of the game bird habitat stamp) inclusive of GST be accepted
37. The NZC also voted to recommend to the Minister for Hunting and Fishing of the approval of the 2025 26 non-resident whole season fishing licence of \$300 (an increase of \$30)
38. That the licence categories be charged at the agreed ratio for all categories;
39. The licence fee(s) and budget go to the Regions for Consultation;
40. Total income, including interest, is \$13,262,190. The Cost of Sales (COS) is the commission and bank transaction charges relating to the sale of licences is budgeted at 4.0% of licence income.

Table 5: Total Income Summary 2025/26

| | Fish Licence Income \$ | | | Game Licence Income \$ | | | TOTAL Licence Income \$ | | | | |
|---------------------------------|------------------------|----------------|------------------|------------------------|----------------|------------------|-------------------------|----------------|-------------------|----------------|-------------------|
| | Fish \$ | COS \$ | Net Fish \$ | Game \$ | COS \$ | Net Game \$ | TOTAL F & G | Total COS \$ | Net Licence | | |
| | | | | | | | | | Income \$ | Interest \$ | Net Income |
| Northland | 86,520 | 3,461 | 83,059 | 150,600 | 6,024 | 144,576 | 237,120 | 9,485 | 227,635 | 6,421 | 234,056 |
| Auckland/Waikato | 537,320 | 21,493 | 515,827 | 643,600 | 25,744 | 617,856 | 1,180,920 | 47,237 | 1,133,683 | 4,479 | 1,138,162 |
| Eastern | 1,260,700 | 50,428 | 1,210,272 | 256,700 | 10,268 | 246,432 | 1,517,400 | 60,696 | 1,456,704 | 19,820 | 1,476,524 |
| Hawkes Bay | 421,400 | 16,856 | 404,544 | 188,800 | 7,552 | 181,248 | 610,200 | 24,408 | 585,792 | 16,456 | 602,248 |
| Taranaki | 170,380 | 6,815 | 163,565 | 95,000 | 3,800 | 91,200 | 265,380 | 10,615 | 254,765 | 7,756 | 262,521 |
| Wellington | 398,440 | 15,938 | 382,502 | 321,400 | 12,856 | 308,544 | 719,840 | 28,794 | 691,046 | 12,306 | 703,352 |
| Nelson-Marlb | 579,040 | 23,162 | 555,878 | 84,400 | 3,376 | 81,024 | 663,440 | 26,538 | 636,902 | 2,821 | 639,723 |
| Nth Canterbury | 1,425,200 | 57,008 | 1,368,192 | 257,600 | 10,304 | 247,296 | 1,682,800 | 67,312 | 1,615,488 | 10,300 | 1,625,788 |
| West Coast | 308,000 | 12,320 | 295,680 | 36,300 | 1,452 | 34,848 | 344,300 | 13,772 | 330,528 | 7,688 | 338,216 |
| Central SI | 1,731,240 | 69,250 | 1,661,990 | 191,400 | 7,656 | 183,744 | 1,922,640 | 76,906 | 1,845,734 | 27,360 | 1,873,094 |
| Otago | 2,167,060 | 86,682 | 2,080,378 | 392,300 | 15,692 | 376,608 | 2,559,360 | 102,374 | 2,456,986 | 25,308 | 2,482,293 |
| Southland | 1,131,200 | 45,248 | 1,085,952 | 442,000 | 17,680 | 424,320 | 1,573,200 | 62,928 | 1,510,272 | 20,185 | 1,530,457 |
| Non Resident licence fee uplift | | | | | | | | | | | 117,382 |
| NZC only | | | | | | | | | | 39,646 | 39,646 |
| National | | | | | | | | | | | |
| TOTAL | 10,216,500 | 408,660 | 9,807,840 | 3,060,100 | 122,404 | 2,937,696 | 13,276,600 | 531,064 | 12,745,536 | 200,544 | 13,063,462 |

NZ Game Bird Habitat Stamp

41. The NZC recommended the Game Bird Habitat Stamp for 2025/26 remain at \$5.

Modification to Licence Categories and Ratios with whole Season Fees

42. The NZ Council agreed that the residents sports fish categories and ratios be maintained as in previous years.

Overall Forecast Position and Use of Reserves

43. The recommendation for licence fees of \$161 and \$120, along with the recommendation of a total budget of \$13,548,958, creates an overall potential surplus of \$88,953.

| Table 6: Overall Forecast Position for Fish and Game | | | |
|---|--|--|-------------------|
| Based on Fish \$161 & Game \$120 | | | |
| For the Year ended 31 August 2026 | | | |
| Net Licence Sales | | | 12,745,536 |
| Interest | | | 200,544 |
| Uplift of Non-Resident licences | | | 117,382 |
| Total Income | | | 13,063,462 |
| Less Approved Budget | | | 13,548,958 |
| Less funded by Reserves | | | (574,449) |
| Total Surplus/(Deficit) | | | 88,953 |

44. Approval for councils to use their reserves to cover one-off projects for the year totals \$574,449.

45. Forecasts as at April 2025 suggest two regions, Auckland Waikato and Nelson Marlborough, may fall below the 20% reserves and require a top-up of \$45,872. This was included in the baseline budget calculations

Conclusion

46. The NZ Council seeks consultation from Fish and Game regional councils on the following points:

1. The licence fees and categories as set out in the appended schedule (Appendix 2) and specifically:

- a. That the 2025/26 Whole Season Sports Fish licence fee is set at \$161 (an increase of \$5), and the Adult Whole Season Game licence fee is set at \$120 (an increase of \$4) (inclusive of a \$5 fee for the Game Bird Habitat Stamp) inclusive of GST be accepted *;
- b. That the 2025/26 Non-Resident Whole Season Fishing licence fee is set at \$300 (increase of \$30) *
- c. with all proportional changes to remaining licence fees
- d. The Licence LEQ of 72,975 (Fish) and 30,601 (Game).

47. To enable the NZC to consider feedback and make recommendations to the Minister of Conservation at its June 2025 meeting, responses to these changes are requested to be submitted before **Monday, 9 June 2025**.



Barrie Barnes
Chairman
New Zealand Fish and Game Council



Corina Jordan
Chief Executive
New Zealand Fish and Game Council

APPENDIX 1.

2025-26 Licence sales and interest forecast based on current licence fees.

| Region | Extrapolated Fish 2025-26 | Extrapolated Game 2026 | Budget Fish \$135.652 (\$156 incl GST) | Budget Game \$96.523 (\$111 incl GST excl GHBT \$5) | less comm 4% \$ | Net Licence \$ | Plus Interest \$ | Net Income \$ |
|----------------------|---------------------------|------------------------|--|---|-----------------|-------------------|------------------|-------------------|
| Northland | 618 | 1506 | 83,833 | 145,362 | -9,168 | 220,027 | \$6,421 | 226,448 |
| Auckland Waikato | 3838 | 6436 | 520,633 | 621,214 | -45,674 | 1,096,173 | \$4,479 | 1,100,652 |
| Eastern | 9005 | 2567 | 1,221,548 | 247,771 | -58,773 | 1,410,546 | \$19,820 | 1,430,366 |
| Hawke's Bay | 3010 | 1888 | 408,313 | 182,233 | -23,622 | 566,924 | \$16,456 | 583,380 |
| Taranaki | 1217 | 950 | 165,089 | 91,696 | -10,271 | 246,513 | \$7,756 | 254,269 |
| Wellington | 2846 | 3214 | 386,066 | 310,221 | -27,851 | 668,435 | \$12,306 | 680,741 |
| Nelson Marlborough | 4136 | 844 | 561,057 | 81,464 | -25,701 | 616,821 | \$2,821 | 619,642 |
| North Canterbury | 10180 | 2576 | 1,380,939 | 248,640 | -65,183 | 1,564,396 | \$5,495 | 1,569,891 |
| West Coast | 2200 | 363 | 298,435 | 35,037 | -13,339 | 320,133 | \$7,688 | 327,821 |
| Central South Island | 12366 | 1914 | 1,677,475 | 184,743 | -74,489 | 1,787,729 | \$27,360 | 1,815,089 |
| Otago | 15479 | 3923 | 2,099,760 | 378,655 | -99,137 | 2,379,278 | \$25,308 | 2,404,586 |
| Southland | 8080 | 4420 | 1,096,070 | 426,626 | -60,908 | 1,461,788 | \$20,185 | 1,481,973 |
| NZC | | | | | | | \$46,730 | 46,730 |
| | 72975 | 30601 | 9,899,217 | 2,953,662 | -514,115 | 12,338,764 | 202,825 | 12,541,589 |

APPENDIX 2

Schedule of FISH AND GAME NZ's proposed Licence & Fees for 2025/26 (inclusive of GST)

| Sports Fish Licence | | 2024/25 | 2025/26 | |
|-------------------------------------|-----------------|----------------|----------------|----------------|
| Category of licence | Applicant Class | Current fee \$ | Proposed fee\$ | Fee difference |
| Whole season (1 Oct – 30 Sep) | Adult | 156 | 161 | 5 |
| | Junior | 31 | 32 | 1 |
| | Child | free | free | Nil |
| Family | | 203 | 209 | 6 |
| Non-resident Whole season | Adult | 273 | 300 | 30 |
| | Junior | 50 | 52 | 2 |
| | Child | 50 | 52 | 2 |
| Winter (1 Apr – 30 Sep) | Adult | 94 | 97 | 3 |
| Loyal senior | Adult | 133 | 137 | 4 |
| Local area | Adult | 125 | 129 | 4 |
| Short break | Adult | 56 | 58 | 2 |
| Long-break | Adult | 109 | 112 | 3 |
| Day | Adult | 25 | 26 | 1 |
| | Junior | 6 | 6 | Nil |
| Non-resident Day | Adult | 38 | 40 | 2 |
| | Junior | 23 | 24 | 1 |
| | Child | 23 | 24 | 1 |
| Controlled period | | free | free | Nil |
| Sea Run Salmon | | \$5 | \$5 | Nil |
| Designated Waters- resident | Season | \$5 | \$5 | Nil |
| Designated Waters- non- resident | Day | \$40 | \$40 | Nil |

| Game Bird Licence* | | 2025 | 2026 | |
|---|-----------------|----------------|----------------|----------------|
| Category of licence | Applicant Class | Current fee \$ | Proposed fee\$ | Fee difference |
| Whole season (primarily 1st Sat in May to 31 Aug) | Adult | 116 | 120 | 4 |
| | Junior | 27 | 28 | 1 |
| | Child | 5 | 5 | Nil |
| Day (available from the 2nd Monday of the season) | Adult | 27 | 28 | 1 |
| | Junior | 10 | 10 | Nil |

All licence category fees are set as a percentage of the fish or game adult whole season fee and rounded to the nearest \$; hence, in some instances, the fee difference remains nil.

*Game bird hunting licence fee includes the \$5 NZ Game Bird Habitat Stamp.

Notes:

- A junior means a person aged 12 years or over but under 18 years at the start of the season.
- A child means a person aged under 12 years at the start of the season.
- Designated Waters, Sea Run Salmon and Controlled-Period licence entitles an adult or junior whole season or family fish licence holder to fish in specified waters or for specified species.
- Whole Season for sports fish extends from 1 October to 30 September the following year.
- Whole Season for game birds can extend from the first Saturday in May to beyond the traditional closing dates for upland game hunting at the end of August due to special season conditions between February to April the following year for some species, e.g. Paradise shelduck and Pukeko.
- A Game Bird Habitat Stamp fee of \$5.00 (incl. GST) is payable on all categories of game hunting licence and is included in the fees shown in the game hunting licence table above.



15 March 2025

NZC CEO Update to Regional Managers

Summary of Fish & Game National Council Meeting #171 (28 February and 2 March 2025)

Tēnā koutou,

Below, you'll find a comprehensive summary of the topics and decisions from our latest NZC meeting.

Executive Summary

The New Zealand Fish & Game Council's first meeting of 2025 was held on the 28th February and the 2nd of March in Wellington. The Council was joined by the Regional Chairs on the 1st of March for a workshop which considered the Future of Fish & Game. The joint NZC/ Chairs workshop was governors only, facilitated by Graeme Nahkies. The following letter provides an update to on the NZC meeting 173 only.

Key items of discussion at the NZC meeting 173 were the Health and Safety Report, Risk Register. Health and Safety policies, RMA fund update, draft RMA and Submission Approval policy, Access Strategy and Advocacy Campaign, Supporting Women Anglers, R³, and updates on Licence Sales, along with updates on Zero Based Budgeting, Research fund, Communications and Advocacy, and communications from the subcommittees.

Health and Safety

There were three health and safety items on the agenda: an update on NZC office health and safety incidents, an update on health and safety incidents from across the regional offices, including the formation of a health, safety and wellbeing team, and finally a collection of health and safety policies for adoption or consultation.

The NZC office health and safety report prompted discussion on the one incident that had been reported. This incident was recorded as just over '21 days lost due to injury'. It was clarified that this was not an injury per se but rather a well-being issue. The paper will be updated to reflect this. The Council sought further advice on our obligations in relation to staff wellbeing, including reporting, and the definition of wellbeing in relation to health and safety.

Under the Health and Safety at Work Act 2015 (HSW Act), employers should eliminate (or, if not reasonably practicable, to minimise) risks to health and safety. The HSW Act includes mental and physical health in the definition of 'health'. Employers are required to take reasonable precautions to protect employees against psychological harm and to provide reasonable support for employees affected by mental health or disabilities.



Following this discussion, the Chief Executive will organise a webinar on the health, safety, and well-being obligations for both staff and governors. A further paper specifically addressing wellbeing will be brought back to a future NZC meeting.

The Council had a wide-ranging conversation about the role of the Health, Safety and Wellbeing Team (renamed from Committee). This is an internal group to advise the HR Manager and Chief Executive and provide data so that a whole of organisation view can be developed. The Council sought that the H&S System requirements be completed (pending further expert advice) and presented to the Council at its June meeting. NZC staff intend to workshop this with Regional Managers/ CE's before presenting it to the council for its June meeting.

Finally, in the health and safety space, the Council discussed a series of health and safety policies. The Lone Worker Policy and the Health, Safety and Wellbeing policy will go out for consultation with the Regions, following updates to reflect Council comments. The Fatigue Management Policy has been widely consulted on, and the New Zealand Council has approved its adoption by all regional councils.

The New Zealand Council has also approved the Time in Lieu Policy. It is optional for Regional Councils to adopt this – you may wish to adopt your own policy. But regardless of which way you land, it is important to have an agreed policy in place covering when time in lieu can be accrued and ensuring that the appropriate safeguards are in place so that critical work can get done in a timely fashion, but that it does not lead to burn-out or unfair expectations.

NZC will update the policies spreadsheet to clarify whether a policy is for the national office only or for mandatory or optional adoption by the Regions.

Policy for Regional Consultation and Feedback (to be received by 30 May 2025)

Once the New Zealand Fish & Game Councils considers regional feedback, and if NZC adopts the policy, it will become binding on Fish & Game regions under section 26C(1)(a) and s26Q(1)(e)(v) of the Conservation Act 1987

- [draft Lone Worker Policy](#) (attached)
- [draft Health, Safety, and Wellbeing Policy](#) (attached)

Policy adopted as final to be implemented by Regional Fish & Game Councils

CA 1987, s26C(1)(a), s26Q(1)(e)(v))

- [Fatigue Management Policy](#) (attached)

New Zealand Fish & Game Council Policy

Regions may consider the policy for voluntary adoption

- [New Zealand Fish & Game Council: Time in Lieu Policy](#) (attached)



Risk Register

The full organisational risk register was presented, and the Chief Executive brought some risks to the Council's attention. Ways to mitigate these risks were discussed. These included the risk around national office financial support, the absence of an NZC research function, and the risk of HPAI arriving in New Zealand.

The high workload of New Zealand Council staff was highlighted as a major risk, with budget constraints impacting the ability to mitigate this risk. The absence of a research position, along with a permanent Senior Finance position and appropriate finance resourcing within the NZC team, was seen as a significant risk given these are core statutory functions and contributes to the lack of organisation capacity. The risks associated with adequate finance resourcing are exacerbated by the change management process associated with building a new Zero Based Budgeting tool and phasing in a new Budgeting process.

NZC has approved budget for finance accountancy support while a permanent finance position is sought.

HPAI continues to pose a considerable risk to New Zealand's avian populations, including game birds. Arrival to New Zealand and associated impacts on gamebird species could lead to a significant reduction in revenue from the sale of Gamebird licences and may have longer term impacts if licence holders move away from gamebird hunting.

RMA Fund update

Since the previous meeting, NZC has submitted on the Biosecurity Act Amendments, Conservation Law Reform, Resource Management (Consenting and Other System Changes) Amendment Bill, Local Government (Water Services) Bill, a Request for Information on Planting Trees on Crown Owned Land (MPI) and a submission on the Arms Act Review was due the day of the Council meeting. The Council raised some additional items they wanted to see in the Arms Act Review submission, particularly clarification around alcohol thresholds, the experience of renters and apartment dwellers, how the review applies to organisations as opposed to individuals, and the fit and proper person test. Richie Cosgrove made these updates during the meeting in real-time, and the NZC submission was finalised.

On the review and reform of the Resource Management Act, Cabinet has released 10 principles that will guide the development of Phase 3 of the reform – focussing on a top-down approach to the RMA. There is very little information at the moment on the replacement for national policies, including the NPS-FM. Staff have developed a project plan for RMA phase 3 and roll-out of national direction consultation – this will be the focus of our advocacy work for the time being.

Off the back of the Southland Fish & Game Council case on the Southland Land and Water Plan, NZC sought information updates on other regional cases funded through the RM fund. A table of updates was provided at the meeting.



Resource Management Draft Policy and Submission Approval Process

The mechanism by which submissions are signed off was canvassed by the Council. It was agreed that due to the tight timeframes involved, it was better to stick with signoffs being delegated to the CEO, who may consult with others as necessary.

The draft Resource Management & Legislation Fund policy was also discussed. The Council has approved the policy for regional consultation. The draft Resource Management & Legislation Fund policy had been developed in consultation with the RM team. The policy identifies the criteria for prioritising funding applications to the RM fund for policy, consents and legislation work, along with case management and reporting requirements.

The key elements of the strategy include:

- a) Development of a funding decision scoring system;
- b) Requirements to submit applications on the prescribed form;
- c) Case theory and case plan to be provided to NZC for review and approval with the application.
- d) The NZC CEO may direct that a Communications and engagement plan be developed and approved either before the NZC considers the application, or where material risks arise due the implementation of the case;
- e) The Council that applied for funds will report back to NZC at least twice annually on implementation of the case theory and any changes to the case that is predicted to arise through for example presentation of evidence, expert conferencing, mediation, or decisions.
- f) The Council that applied for funds will also report at least twice annually on milestones and expenditure against budget.
- g) At the end of the process, key learnings from the case will be presented to NZC and the RM team along with the decision and other key documents.
- h) Unused funds must be returned to the advocacy fund

Policy for Regional Consultation and Feedback (to be received by 30 May 2025)

Once the New Zealand Fish & Game Councils considers regional feedback, and if NZC adopts the policy, it will become binding on Fish & Game regions under section 26C(1)(a) and s26Q(1)(e)(v) of the Conservation Act 1987.

- [Draft Resource Management & Legislation Fund Policy](#) (attached)



Access Strategy and Advocacy Campaign

This NZC report provided an update on public access, noting that the trend of continuing loss of angling and game bird hunting sites around the country has continued. The issue of access was discussed at a regional managers' forum in November 2023 and a range of issues were identified as being pertinent to this conversation. An Access Strategy was developed to bring all these issues together and also link in key players, including DoC, the Outdoor Access Commission, LINZ, the Minister for Hunting and Fishing and the wider hunting sector.

A review of the Access Strategy is being undertaken, but to inform the next iteration, regional offices are being asked to provide information regarding access. This involves entering information into a template (provided by NZC), outlining where and why access has been lost, and stating the priority areas for access restoration. Regions are encouraged to workshop this with regional teams. It is noted that regional governors may also have a strong interest in this area.

The Council also wanted to ensure that NZC and regions continued to maintain functional relationships with other outdoor groups regarding access sites. It was noted that other sports (e.g. kayaking, orienteering, etc.) often used Fish & Game access sites/ signs as indicators of where they were allowed and safe to enter rivers, etc. Therefore, they would also have an interest in maintaining as many access points as possible.

Supporting Women Anglers

Women are underrepresented in freshwater fishing. This poses a challenge to the need for fishing to remain relevant and inclusive, plus it affects the financial sustainability of the sport. There is a significant opportunity to tap into this particular customer segment and strengthen the freshwater fishing community and Fish & Game.

Fish & Game commissioned Dr Stu Hayes and Prof Brent Lovelock (Centre for Recreation Research, Otago University) to undertake a comprehensive study into the barriers faced by women anglers. The report identified the key barriers as: lack of representation, access to resources, cultural and social norms and lack of women in leadership/ influential positions. Additionally, safety in remote locations was identified as a concern. Dr Hayes and Prof Lovelock identified a series of recommendations that they believe will facilitate the participation of women in angling.

The Council discussed this report and the recommendations and is seeking Regional Fish & Game Councils to consider if they would support or participate in the following actions (which are based around the report recommendations):

- i. Delivering educational materials/events tailored to the needs of women anglers.



- ii. Supporting the development of new and existing networks of women anglers (e.g. social media, clubs, etc).
- iii. Providing both image and written content that showcases women in trout fishing for inclusion in F&G publications, such as the F&G magazine, Reel Life, and weekly newsletters.
- iv. Supporting and contributing to media campaigns in future F&G elections to encourage women to stand for a regional F&G Council.

Regional Fish & Game Councils are invited to write back to NZC outlining their position on these initiatives.

NZC will also report back on how the current licencing system relates to women and identify barriers and/or opportunities to increase rates of licences being held by women, including consideration of changing the family licence to allow two primary holders, in line with the Department of Conservation approach.

The Council also wanted to take the opportunity to formally acknowledge and thank Leigh Johnson for establishing and driving *Women on the Fly*. *Women on the Fly* is a National online community for women who fly fish or want to give it a try. They also run casting sessions, workshops, and trips away aimed at helping women get out on the water.

Retain, Reactivate and Recruit (R³)

Retain, Reactivate and Recruit (R³) is Fish & Game's strategy to boost engagement in Hunting and Fishing activities and raise awareness of Fish & Game as an organisation. A report was provided to the New Zealand Council, providing an update on R³ implementation. The report included a discussion of actions each region could undertake to further the R³ goals in their region.

The New Zealand Council seeks that Regional Fish & Game Councils review the list of R³ priority actions (pages 131 and 132 of the meeting papers) and identify key projects or/and a regional work programme to support the national R³ campaign. It is noted that the Otago Regional Manager has sought expressions of interest from Regional Managers on attending a workshop to discuss R³ and refine the objectives/ priorities for implementation.

The New Zealand Fish & Game Council invites Regional Fish & Game Councils to write back to NZC outlining their priorities for R³ and implementation projects/ programmes.



Research and Monitoring Programme Update

As at 28 Feb 2025, \$172,670 from the research fund is committed to 12 projects. There is currently \$99,500 available for allocation in the Research fund for the 2024/25 year. The update includes the staff research grant overflow funding approved at the December 2024 meeting. There are no current Research fund applications; however, we are aware of three applications that are currently being developed utilising the F&G Research:

These research projects are:

- a) Assessment of Freshwater Health in the Tutituki River state and trends (Hawkes Bay) - Professor Russell Death and Hastings Anglers Club;
- b) Remote Population Monitoring Research Trial - Rik Roberts at Inde
- c) Perfluoroalkyl substances (PFAS), also known as forever chemicals, in trout - Masters Student

In addition to noting the current status of the fund, the New Zealand Council also requested that the CEO develop a National Policy for the development and adoption of nationally consistent SOPs to support scientifically defensible Fish & Game research.

Regional Fish & Game Councils are encouraged to put forward research proposals for 2025/26. Please use the updated Research Fund Application Template.

[Updated Research Fund Application Template](#) (attached)

Zero Based Budgeting

Discussed under public excluded and then moved into the public domain through resolution.

The New Zealand Fish & Game Council resolved at meeting 170 (23 and 24 August 2025) that there would no longer be a Contestable Fund Budget round. Instead, NZC, on an annual basis, will be taking a zero-based budget approach whereby the entire region's budget will be reviewed annually in setting both Licence Fee's recommendations and organisational budgets moving forward.

Zero Based Budgeting tool (new budgeting template) was due to be provided to Fish & Game Regions at the end of January 2025. Due to the absence of the incumbent CFO, the forensic financial review of the New Zealand Fish & Game financial systems, and the increased complexity of Zero-based budgeting, NZC was not able to meet the original timeframes in providing the necessary tools and information to the regions.

A comprehensive Zero-based budgeting tool, instructions document, and video have now been distributed to the regions (26 February 2025).



Given the delay in providing the Zero based budgeting tool, NZC was asked to consider what information they would deem to be acceptable in meeting NZC Licence Fee and Levy/ Grant statutory requirements; this includes acceptance of Regional Budgets in either the 2024/25 budget template or the new ZBB Tool Template.

NZC finance contractor, a subject matter expert in budgeting, has advised that it would be prudent for the NZ Council to consider changes to its budget process as set out in the 2024/25 Meeting and Budget Schedule. The finance contractor recommended making the final decision on budgetary provisions at Meeting 175 in June 2025, with Meeting 174 in April being used to review the initial draft budgets submitted by the regions.

The NZC CEO advised that changes to the Meeting and Budget Schedule and associated budgeting process could result in a judicial review of NZC and could increase political tensions across the organisation. The licence fee and levy and grant process has been the subject of a number of legal opinions to date (Palmer 2019, Geddis 2020, Geddis 2023).

The Council Resolved to:

- Receives the Zero Based Budget (ZBB) Update and Presentation;
- Recommends that all regions continue to work towards producing their ZBB utilising the ZBB Tool provided for the April NZC budget meeting.

Regions are invited to discuss their budgets with the NZC CEO and NZC Senior Accountant over the week of the 17th, and the first few days of the week of the 24th March. Final Regional draft budgets are due to NZC by the 28th March, in either the new ZBB form or the 2024/25 budget template.

A Business Case template is provided (contestable fund template from 2024/25 with some amendments) for budget items \$30,000 or greater. Regional Fish & Game Councils are also encouraged to provide a short 1 – 3 page summary of any changes in their budget from 2024/25 financial year, and include a table summarising their ZBB.

North Canterbury initiative

The North Canterbury Chair, Alan Strong, presented to the NZC a new operating model for their region. Following his presentation, the NZC resolved to:

- a) Accept in principle the proposal for North Canterbury to contract to NZC the staff management and back-office services; and
- b) request a more detailed proposal, including a costing and draft MOU, be brought back to NZC for approval;
- c) Note that this decision does not preclude further regions from adopting this model subject to NZC endorsement.



Following the meeting, Alan then presented this to the combined Chairs/NZC meeting the next day.

This operating model has the unanimous support of the North Canterbury Council. Many of you may have seen his PowerPoint presentation that has been shared. It is important to note that the slides were more prompts for discussion by Alan and may be missing some of the context because of that.

The North Canterbury Council has also presented this to their staff and has engaged top Employment Lawyer Tim McGinn to assist. This includes advising on and supporting consultation with the NC team, the drafting of the MOU, and subsequent employment agreements as necessary.

The North Canterbury Chair, Alan Strong, has indicated that he is happy to discuss their initiative with anyone.

Licence system agreement extension

Discussed under public excluded and then resolution to move this in part, into the public domain.

The Council was briefed on the Proposal from ESL to add a CRM, executive dashboard and Digital wallet to the existing licence system. The Licence Working Group had discussed and reviewed ESL's proposal at their last meeting.

The proposal from ESL exceeds the amount and time period specified under the Government Procurement Rules. All Fish & Game Councils are listed as entities that must follow these rules. This requires Fish & Game to hold an open tender process for this functionality. Therefore, NZC will engage in the process for confirming a two-year extension to the existing licence agreement contract with ESL, and will implement an open market process to investigate building CRM, Executive Dashboard, and Digital Ecosystem functionalities. A further update will be provided to Managers at the next Managers meeting, and a paper will be circulated for Regional Fish & Game Councils.

Other matters

The Council were also presented with several reports for noting. These were licence sales updates, communications updates, and sub-committee reports.

Finally, the Chair, Barrie Barnes, raised the idea of holding a national hui for all Fish & Game Councillors around the country. More information on this will be provided in due course. Stay tuned!



Actions

Policy for Regional Consultation and Feedback (to be received by 30 May 2025)

Once the New Zealand Fish & Game Councils considers regional feedback, and if NZC adopts the policy, it will become binding on Fish & Game regions under section 26C(1)(a) and s26Q(1)(e)(v) of the Conservation Act 1987

- [draft Lone Worker Policy](#) (attached)
- [draft Health, Safety, and Wellbeing Policy](#) (attached)
- [Draft Resource Management & Legislation Fund Policy](#) (attached)

Policy adopted as final to be implemented by Regional Fish & Game Councils

CA 1987, s26C(1)(a), s26Q(1)(e)(v))

- [Fatigue Management Policy](#) (attached)

New Zealand Fish & Game Council Policy

Regions may consider the policy for voluntary adoption

- [New Zealand Fish & Game Council: Time in Lieu Policy](#) (attached)

Regions are invited to:

- Submit Research Proposals for 2025/26 using the updated [Research Fund Application Template](#) (attached);
- Workshop Access Challenges/ Opportunities and provide this back to NZC on the prescribed worksheet and if they choose a covering report;
- write back to NZC outlining their position on these initiatives to support women anglers, including whether the region would support or participate in these initiatives;
 - Delivering educational materials/events tailored to the needs of women anglers
 - Supporting the development of new and existing networks of women anglers (e.g. social media, clubs, etc);
 - Providing both image and written content that showcases women in trout fishing for inclusion in F&G publications, such as the F&G magazine, Reel Life, and weekly newsletters;
 - Supporting and contributing to media campaigns in future F&G elections to encourage women to stand for a regional F&G Council.



- regions continue to work towards producing their ZBB utilising the ZBB Tool provided for the April NZC budget meeting;
- Regions are invited to discuss their budgets with the NZC CEO and NZC Senior Accountant over the week of the 17th, and the first few days of the week of the 24th March. Final Regional draft budgets are due to NZC by the 28th March, in either the new ZBB form or the 2024/25 budget template.
- A Business Case template is provided (contestable fund template from 2024/25 with some amendments) for budget items \$30,000 or greater. Regional Fish & Game Councils are also encouraged to provide a short 1 – 3 page summary of any changes in their budget from 2024/25 financial year, and include a table summarising their ZBB.

POLICY: RESOURCE MANAGEMENT & LEGISLATION

| | |
|-----------------------|---------------|
| Section | Operational |
| Contact/Owner | NZC CEO |
| Last Review | New Policy |
| Next Review | April 2026 |
| Approval | NZC |
| Effective Date | 19 April 2026 |

1. PURPOSE

The Resource Management Policy is intended to provide policy on prioritising spending of the New Zealand Fish & Game Councils Resource Management Fund, along with the conditions associated with the provision of funds to support National and Regional Resource Management cases, and cases taken in relation to legislation relevant to hunts and anglers such as the Firearms Act, Wild Life Act, Conservation Act, and National Parks Act.

2. PART 1 – PRIORITY FOR SPENDING RESOURCE MANAGEMENT FUND MONEY

Scope: The RMA fund could now be called “Resource Management Strategy Fund” to better reflect the range of cases that have been funded from it including Wildlife Act and Conservation Law Reform work. This fund can continue to fund regional policy and consents as well as significant changes to the legislation that we work under, where we need to obtain funding for external experts to assist with this work.

3. OVERALL GOALS

The allocation of funds to the advocacy fund will be set by the New Zealand Fish & Game Council as part of its annual budget process and following consultation with the Regional Fish & Game Councils. Any council can apply for funding, with funding awarded on the merits of the case and alignment with the priorities set out below:

3.1 Advocate for Fish and Game values – restoring degraded ecosystems and retaining those in good health where required to:

3.1.1 Recognise and protect the rights of hunters and anglers;

VALUES

TRUST

We are trusted as consistent and capable providers

INCLUSION

We recognise and respect diverse perspectives and cultural interests

CONNECTION

We are deeply connected with anglers, hunters, 66 regulators and the public

SERVICE

We are enthusiastic, professional, kind and accountable

- 3.1.2 Recognise and protect salmonid fisheries;
- 3.1.3 Recognise and protect angling values
- 3.1.4 Recognise and protect game bird populations;
- 3.1.5 Recognise and protect recreational and/ or amenity values; and
- 3.1.6 Recognise and protect access for recreational users.
- 3.2 Develop productive relationships with iwi, which give effect to the Councils' legal responsibility to The Treaty of Waitangi / Te Tiriti o Waitangi.
- 3.3 Retain the Councils' functions, purpose, and independence, with improvements where possible, during reviews to the Wildlife and Conservation Acts.
- 3.4 Advocate for the protection and restoration of trout and salmon habitat as a part of healthy ecosystems;
- 3.5 Develop tools to address detrimental population impacts due to species interaction and advocate to embed those tools in legislation and policy.
- 3.6 Work towards updating Sports Fish and Game Management Plans across the country, and embedding the values identified in Sportsfish and Gamebird Management Plans in regional policy, this includes angling and hunting values and access.
- 3.7 Work towards including accurate mapping of Fish and Game values to communicate where the species we manage live, and for hunting and angling values.
- 3.8 Contribute to the restoration of the Councils' social and legislative licence through our work.
- 3.9 Collaboratively develop joint positions on key issues and shared advocacy resources between the Councils.
- 3.10 Build local and national relationships with key stakeholders with influence on legislative and policy processes.
- 3.11 Promote Regional Councils and Territorial Authorities to resource Long Term Plans sufficiently to implement meaningful State of the Environment monitoring, policy and enforcement.

Councils should aim to engage with decision makers early, participating where possible in legislation or plan writing and making fulsome submissions. After entering the legal system, cases that represent high value through precedent setting potential or the protection of important sports fish and game resources should be prioritised where limited funds are available (such as in 2025).

The following table provides a scoring matrix for proposed new cases. Cases which represent National Significance will be prioritised, if required over those with regional significance only.

| | Precedent setting potential | Value of sports fish and game resources impacted | Likelihood of success | Potential strength of evidence to support the case | Political risk, risk to organisational Brand (low risk =4; high risk =1). | Total score for proposed new case |
|--|-----------------------------|--|-----------------------|--|---|-----------------------------------|
| Locally important | 3 | 2 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | |
| Regionally significant 1 region | 6 | 4 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | |
| Regionally significant 2 or more regions | 9 | 6 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | |
| Nationally significant | 12 | 8 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | 1, 2, 3, or 4 | |

4. FUNDING PROCESS

- 4.1 To apply for advocacy funds, the region must provide the application case on the prescribed form to be decided at the next available NZC meeting. If a decision is needed urgently, a workshop can be held and a decision recommended, to be confirmed at the next NZC meeting.
- 4.2 Case theory and case plan along with communications and engagement plan will be provided to NZC for review and approval with the application.
- 4.3 The Council that applied for funds will report back to NZC at least twice annually on implementation of the case theory and any changes to the case that is predicted to arise through for example presentation of evidence, expert conferencing, mediation, or decisions. The Council that applied for funds will also report at least two annually on milestones and expenditure against budget.
- 4.4 At the end of the process, key learnings from the case will be presented to NZC and the RM team along with the decision and other key documents.
- 4.5 Unused funds must be returned to the advocacy fund.

5 Review

This strategy should be reviewed every second year to ensure it is kept up to date. This should be undertaken with input from Fish & Games Resource Management Team

DOCUMENT MANAGEMENT CONTROL

| |
|---|
| Prepared by: Helen Brosnan – Senior Policy Advisor NZC |
| Owned by: NZC |
| Authorised by Council |
| Date Issued (for Consultation): 28 February 2025 |
| Next Review: |

POLICY: Health Safety and Wellbeing

| | |
|-----------------------|-------------|
| Section | Operational |
| Contact/Owner | NZC HR |
| Last Review | New Policy |
| Next Review | April 2026 |
| Approval | NZC |
| Effective Date | |

1. PURPOSE

The health and safety of our people, volunteers, contractors, and visitors is a core cultural value of Fish and Game

2. POLICY

We support proactive and meaningful health and safety policies and procedures that enable all staff, volunteers, contractors, and visitors to adhere to best practice protocols and processes. This is legislated by NZ Government's WorkSafe under the Health and Safety at Work Act (HSWA) 2015 and relevant Codes of Practice, Standards, and Guidelines that apply to our business

3. APPLICATION

This policy applies to all employees at our workplace, including councillors and contractors, and to anyone who comes into our workplace

4. BACKGROUND

Fish and Game New Zealand is a PCBU (Person Conducting a Business or Undertaking) according to HSWA. A PCBU must ensure the health and safety of workers (defined as employees, volunteers, contractors and subcontractors), visitors, passerby, neighbouring companies, and that other people are not put at

VALUES

TRUST

We are trusted as consistent and capable providers

INCLUSION

We recognise and respect diverse perspectives and cultural interests

CONNECTION

We are deeply connected with anglers, hunters, regulators and the public

SERVICE

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risk by its work. This is called the 'primary duty of care'.

Specific Obligations

Fish and Game is obliged to provide and maintain a healthy and safe work environment by carefully designing the training, structures, work systems and technology to meet obligations. This includes monitoring the health/welfare of staff and training people about risks. Personal Protective Equipment (PPE) and Clothing (PPC) is provided according to specific needs.

Hazards, Risks and Incidents

Fish and Game will identify and control hazards and risks in our workplace and ensure our staff have the right plant, tools, skills, and information to work safely. This includes the maintenance of all plant and equipment according to label/manufacturer's instructions.

If an incident or near miss were to occur:

- We will accurately record them, with investigations and prevention plans.
- We will support a safe return to work where possible.

Training and Review

Fish and Game will train and supervise staff and volunteers to ensure safety and competency. We will design and regularly review measurable targets and involve staff and stakeholders in induction, training, continuous process improvement and establishing roles/responsibilities. This may involve contracting external expertise.

SAFETY WILL ALWAYS TAKE PRECEDENCE OVER EXPEDIENCY.

5. ROLES AND RESPONSIBILITIES

This policy applies to all entities and persons who hold duties under the HSWA 2015. The HSWA 2015 places duties onto four groups, who are considered duty holders. Each duty holder holds a defined responsibility for health and safety in the workplace

| Duty Holder | Duties and Responsibilities |
|-------------|---|
| PCBUs | <ul style="list-style-type: none">• Must meet the Duties of the Health and Safety at Work Act (2015) under Section 36 Primary duty of care.• F&G must ensure so far as is reasonably practicable, the health and safety of its workers and any other workers it influences or directs.• F&G is required to ensure a focus on 'so far as is reasonably practicable'. |

| | |
|----------|--|
| | <ul style="list-style-type: none"> • In the HSWA and in relation to a duty of a PCBU, ‘reasonably practicable’ means that which is, or was at a particular time, reasonably able to be done in relation to ensuring health and safety, taking into account and weighing up all relevant matters including Section 22 of HSWA: • The likelihood of the hazard or the risk concerned occurring; and the degree of harm that might result from the hazard or risk; and • What the person concerned knows, or ought reasonably to know, about The hazard or risk; and • The ways of eliminating or minimising the risk; and • The availability and suitability of ways to eliminate or minimise the risk; and • After assessing the extent of the risk and the available ways of eliminating or minimising the risk, the cost associated with available ways of eliminating or minimising the risk, including whether the cost is grossly disproportionate to the risk. <p>In carrying out the primary duty, F&G must ensure at a minimum, so far as is reasonably practicable:</p> <ul style="list-style-type: none"> • the provision and maintenance of a work environment which is without risks to health and safety, • the provision of adequate facilities for the welfare at work of workers while they carry out work for the PCBU including access to those facilities, • the provision of any information, training, instruction or supervision necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the PCBU, and • that the health of workers and conditions at the workplace are monitored for the purpose of preventing injuring or illness of workers arising from the conduct of the PCBU. |
| Officers | <p>An officer is a person who holds a very senior leadership position in the business and has the ability to significantly influence the management of a business or undertaking.</p> <p>Officers have a duty of due diligence to ensure their business understands and manages its key health and safety risks.</p> <p>For F&G the NZC councillors as individuals, are all officers of the PCBU.</p> <p>The F&G Governance function across both NZC and Regional Councils will:</p> |

- Establish appropriate forums and governance mechanisms to enable visibility of systems of work
- Provide channels and forums for Officers to perform due diligence requirements as outlined by the HSWA.
- Establish a programme to monitor and learn from outcomes of implemented safety practices across all the regions.
- Report on and provide assurance reporting at all levels on safety and its agreed critical risks and controls.
- Maintain and create a framework to report on how F&G as a PCBU meets its obligations under the HSWA.

Officers usually delegate the implementation of health and safety policy to the highest management position (Chief Executive), who is responsible for ensuring appropriate management and oversight for the implementation of procedures and practices to ensure obligations and expectations are met. The Council may delegate any of its functions or powers but can never delegate its accountability.

Officers of a company are required to:

- Exercise due diligence to ensure the PCBU complies with its primary duty. Due diligence includes taking reasonable steps to:
 - acquire and keep up-to-date knowledge of health and safety matters for the PCBU,
 - understand the nature of the PCBU's operations and of the associated hazards and risks,
- ensure there are adequate processes to eliminate or minimise risks to health and safety,
- ensure that the PCBU has appropriate processes for receiving and considering information regarding incidents, hazards, and risks and for responding in a timely way to that information,
- ensure that the PCBU has, and implements, processes for complying with any duty or obligation, and
- verify the provision and use of the above resources and processes through reviews and audits. Ensure effective governance processes to lead and resource safety at F&G adequately.
 - approve and monitor the progress of the Health and Safety Committee
 - ensure the PCBU has appropriate resources and effective governance processes to lead and resource safety at F&G adequately
 - approve and monitor the progress of the H&S strategy

| | |
|-----------------------|---|
| | <ul style="list-style-type: none"> • lead and champion safety practices in their own regions. • participate as required in the development, design and implementation of the F&G H&S strategy. • endorse the H&S strategy for approval by the Regional Council and NZC • lead by example, modelling the safety practices and actively discussing everyday work. • Understand the team’s risk profile, critical safety risks and relevant controls for the workplace, and ensure the integration and establishment of learnings • Ensure progress of safety plans and provide adequate resources (in particular, for people) leadership focus and financial funding to achieve effective implementation of safety in own area. • Understand H&S policy and procedures through observation and learning sessions with staff. |
| Workers | <p>A worker is an individual who carries out work in any capacity for a PCBU. All workers must take reasonable care to ensure the H&S of themselves and others, comply with the PCBU’s reasonable instructions, and cooperate with reasonable policies and procedures.</p> <p>For F&G, this includes all staff and other person(s) conducting a business or undertaking (PCBU’s) with overlapping duties as defined in the Health and Safety at Work 2015 Act, i.e. contractors, subcontractors and volunteers</p> <ul style="list-style-type: none"> • keep yourself and others safe in the workplace/when performing work. • actively participate in safety conversations on hazard identification and risk management process and assist in identifying better controls to work safely. • participate in the delivery of the safety operational plan. • be involved in everyday learning reviews to identify success factors and understand where processes restrict safe and adaptive practices. • speak up about unsafe practices, conditions and hazards, what processes restrict or inhibit safety, • report HSW events, unsafe practices, conditions and hazards using the defined tools in the workplace. • keep yourself aware of emergency procedures for any work environment. • participate in training to develop required skills and competencies. |
| Other persons at work | <p>Other persons who come to the workplace, such as visitors, casual volunteers and other persons at work, must take reasonable care of themselves and not harm others in the workplace.</p> |

| | |
|-----------------------------|---|
| Health and Safety Committee | <ul style="list-style-type: none"> • Be a contact point for workers' feedback or issues by championing Work as Done vs Work as Imagined and other safety practices. • Undertake required training to perform role. • Work with people leaders to help engage workers in participating in the delivery of the H&S operational plan and be involved in learning reviews. • Participate in safety forums and Health and Safety Committee meetings. |
|-----------------------------|---|

6. POLICY PRINCIPLES

There are five key principles that support safety practice roles and responsibilities. One or more of these principles are applied to every individual's work role at F&G. Our policy demonstrates how every individual contributes to the safety of everyday work activity.

- F&G delivers a safe system of work

A PCBU, and its officers are responsible for ensuring safe systems. These roles facilitate adequate H&S resources, so far as is reasonably practicable, to create workplace conditions where the physical and psychological environments are optimal

In our workplaces, safety risks are actively discussed, and work practices are reviewed regularly for the purpose of continuous improvement.

- Safety practice is embedded by Leadership

Leadership (at all levels) ensures all operational processes use a safety lens to understand how our work is done. Leaders reinforce and support learning and improvement in business activities on a day-to-day basis. They empower staff to apply principles, frameworks and processes that proactively uncover what has led to success.

- Working constructively and communicating with all regions including NZC is constant

The F&G safety eco-system is an organic and complex system where overlapping duty roles and responsibilities should be discussed up front and continually with regions and NZC. A continual understanding of overlapping duties and how we all co-operate, consults, and co-ordinate is required.

- Accountability is clearly defined

All elements of the F&G health and safety systems have defined accountabilities for all regions of F&G. These appear in job descriptions, safety documents and contracts with contractors and volunteers. We identify specific duties to facilitate compliance requirements or meet legislative requirements. These include the governance mechanisms in place at F&G

7. OUR EXPECTATIONS OF YOU

Breaches

These policies reflect “the way we do things around here.”

Depending on the seriousness of the breach, if you are found to have breached these policies we will:

- talk with you to make sure you know the terms of the policy you have breached, including what appropriate support we can offer.
- make sure you know the required behaviour expected from now on; and/or,
- take disciplinary action if necessary.

See our **code of conduct** and the ‘Serious misconduct’ clause of your employment agreement for more information about what behaviour is expected and what action may be taken for breaches.

DOCUMENT MANAGEMENT CONTROL

| | |
|---------------------------------------|------------------|
| Prepared by: | Adrienne Murray |
| Owned by: | NZC |
| Authorised by | Council |
| Date Issued (for Consultation) | 28 February 2025 |
| Next Review: | |

POLICY: FATIGUE MANAGEMENT AND SUPPORT

| | |
|-----------------------|---------------|
| Section | Operational |
| Contact/Owner | NZC HR |
| Last Review | New Policy |
| Next Review | April 2026 |
| Approval | NZC |
| Effective Date | 19 April 2026 |

1. PURPOSE

The purpose of this Policy is to support all the people who work for NZ Fish and Game, whether they be Councilors, staff, volunteers to maintain a healthy lifestyle by ensuring that they manage their work to minimise fatigue.

People conducting a business or undertaking (PCBUs), and workers have a responsibility to manage fatigue at work as specified by the Health and Safety at Work Act 2015.

2. POLICY

The purpose of these guidelines is to ensure that all Fish and Game NZ staff, including councilors and volunteers minimize the risk to themselves and others by:

- Understanding fatigue and how it can affect you
- Understanding the roles and responsibilities of staff and managers
- Identifying hazards that contribute to fatigue
- Assessing fatigue risks
- Working with staff to develop a plan to manage factors that contribute to fatigue

3. APPLICATION

This policy applies to all employees at our workplace, councillors and contractors, and to anyone who comes into our workplace

VALUES

TRUST

We are trusted as consistent and capable providers

INCLUSION

We recognise and respect diverse perspectives and cultural interests

CONNECTION

We are deeply connected with anglers, hunters, 77 regulators and the public

SERVICE

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4. FATIGUE AND THE HSWA 2015

Under the Health and Safety at Work Act, fatigue is a workplace risk that must be managed like any other risk. This means that the business must eliminate the risk of fatigue as far as reasonably practicable.

If it can't be eliminated, it must be minimized as far as reasonably practicable, by implementing suitable control measures in consultation with staff.

5. ROLES AND RESPONSIBILITIES

Management responsibilities:

- Ensure staff, councillors, or/and contractors have sufficient breaks between periods of work to rest and recover
- Provide training for staff and councillors to foster a common understanding of fatigue management
- Develop a culture of shared responsibility for fatigue management
- Ensure that any person who has worked for more than 10 hours, including travel to and from the work activity is provided and encouraged to have a break

Staff and Councilor Responsibilities

Staff and councilors have a duty under the Act to take reasonable care of their own safety and health and that their acts or omissions don't adversely affect the health or safety of others.

To reduce the risk of being involved in a work accident caused by fatigue you should:

- Understand your sleep, rest and recovery needs and obtain adequate sleep and rest away from work.
- Seek medical advice if you are concerned about a health condition that affects your sleep or causes fatigue.
- Look out for signs of fatigue in yourself and the people you work with
- In consultation with your manager, take steps to manage fatigue e.g. taking a short break or nap (before driving home after a long period of field work), drinking water, stretching
- Talk to your manager if you foresee or experience being impaired by fatigue likely to create a health and safety risk e.g. because of a health condition, excessive work demands or personal circumstances

You should also appreciate the events in your personal life which may impact on your resilience, and which might contribute to fatigue. These include:

- time and energy consuming, and emotionally challenging responsibilities or activities outside of work such as caring for dependent relatives, whanau or friends, sporting or community activities;
- Excessive alcohol and/or substance consumption or the side-effects of prescribed medications

6. WHAT IS FATIGUE:

Fatigue is a state of mental and/or physical exhaustion that reduces a person's ability to perform work safely and effectively. It can occur because of prolonged or intense physical or mental activity, sleep loss and/or disruption of the internal body clock. Signs of fatigue include:

- Tiredness even after sleep
- Reduced hand-eye coordination or slow reflexes
- Short term memory problems and an inability to concentrate

- Blurred vision or impaired visual perception
- A need for extended sleep during days off work
- Increased irritability
- Falling asleep at work
- Excessive head nodding or yawning
- Near misses

7. WHAT CAN CAUSE FATIGUE?

- Long periods of work
- Inadequate rest breaks
- Not enough time to recover between work periods
- Very strenuous jobs and long commuting times
- Disruption of circadian rhythms
- Environmental stresses (noise, vibration)
- Stresses in your personal life

8. FATIGUE MANAGEMENT PLAN

Teams can mitigate the risks of fatigue by developing a practical fatigue management plan that matches the demands of their roles.

Steps are to identify the particular causes of fatigue and finding solutions, for example:

- Where long distance driving is required to undertake ranging or check wetlands, take a volunteer ranger or retired ranger with you to share driving and provide extra support
- Manage workloads to reduce the need to work for extended periods
- Eliminate or reduce the need to work long shifts for more than 3 consecutive days
- Be aware of the fatiguing effects of drift diving or aerial surveys and find solutions to reduce the risk of accidents following these activities.
- Making sure that there is at least 10 hours between the end of one workday and the start of the next
- Ensuring that staff and councillors work no more than 14 hours in a day
- Ensuring that there is no more than 11 consecutive days of work
- Ensuring that staff take holidays on a regular basis and are not stockpiling annual leave without the written agreement with their manager
- Ensuring that any time off in lieu (TOIL) accumulated is taken within the agreed period and not accumulated.

9. OUR EXPECTATIONS OF YOU

Breaches

These policies reflect “the way we do things around here.”

Depending on the seriousness of the breach, if you are found to have breached these policies we will:

- talk with you to make sure you know the terms of the policy you have breached, including what appropriate support we can offer.

- make sure you know the required behaviour expected from now on; and/or,
- take disciplinary action if necessary.

See our **code of conduct** and the 'Serious misconduct' clause of your employment agreement for more information about what behaviour is expected and what action may be taken for breaches.

DOCUMENT MANAGEMENT CONTROL

| |
|--|
| Prepared by: Adrienne Murray: HR Advisor |
| Owned by NZC |
| Authorised by Council |
| Date Issued (for Consultation) December 2024 |
| Next Review: |

DRAFT FOR CONSULTATION

POLICY: LONE WORKER SUPPORT

| | |
|-----------------------|---------------|
| Section | Operational |
| Contact/Owner | NZC HR |
| Last Review | New Policy |
| Next Review | Lone Worker |
| Approval | NZC |
| Effective Date | February 2025 |

1. PURPOSE

The purpose of this Policy is to support all the people who work for Fish and Game New Zealand, whether they be Councillors, employees, contractors or volunteers who work from time to time in isolation or alone.

People conducting a business or undertaking (PCBUs) and workers have a responsibility to manage communications with any person working alone and provide an effective means of getting help quickly in an emergency

Part 2 of the Health and Safety at Work (General Risk and Workplace Management) Regulations 2016: 21- Managing risks associated with remote or isolated work:

1. *A PCBU* must manage, in accordance with regulations 5 to 8, risks to the health and safety of a worker who performs remote or isolated work.*
2. *To minimise risks to the health and safety of a worker associated with remote or isolated work, a PCBU must provide a system of work that includes effective communication with the worker.*
3. *A PCBU who contravenes this regulation commits an offence and is liable of conviction –*
 - (a) *for an individual, to a fine not exceeding \$10,000;*
 - (b) *for any other person, to a fine not exceeding \$50,000.*

The purpose of this policy is to ensure that all Fish and Game NZ employees, including councillors, contractors and volunteers, minimise the risk to themselves and others by:

- Understanding the roles and responsibilities of employees and managers
- Identifying hazards that may be present when working alone

VALUES

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INCLUSION

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We are enthusiastic, professional, kind and accountable

- Assessing these risks
- Management at all NZ Fish & Game regions must work with people who may be working alone from time to time to develop a plan to manage these risks.

2. APPLICATION

This policy applies to all employees at our workplace, including councillors, contractors, volunteers, and anyone who enters our workplace.

3. POLICY

Fish & Game recognises that it is not possible to eliminate all risks associated with working alone, and therefore, all regions are required to have the following protocols and control measures in place to minimise as far as practicable risks to any person working for Fish and Game who is working alone

3.1. The control measures must be:

- Fit for purpose
- Suitable for the nature and the duration of the work
- Installed, set up and used correctly

3.2. The control measures must include:

- Detailed SOP for the nature of the work
- Confirmation at every use that the equipment to be used is checked and safe for use
- Confirmation that the person to be working alone has adequate knowledge of and experience in undertaking the work and in the use of the equipment

3.3. Communications – There must be a SOP of a communication system that enables management and/or supervisor to:

- Identify who will be working on their own
- The location where they will be working
- The time that they leave the primary workplace to go and work on their own and the expected time that they will be away
- The time that they arrive at the location to undertake the work
- Time that they are due back in the primary place of work or accommodation if they are away from the primary workplace overnight
- If they are away overnight, the time the next day that they are due back at the primary workplace

3.4. The effectiveness of the communication system must be reviewed at least annually to ensure that

- It meets the regulations required
- Staff using the communication system both understand and are capable of using the system
- It is effective in the workplaces that the lone worker will be
- It is tested to ensure that it is working correctly
- The system includes a “panic and/or emergency capability should emergency help be needed

Our expectations of you

All regions will have effective systems to enable our workers, be they councillors, employees or volunteers are able to be assured that they have been provided with the safest possible work environment, equipment and communication systems

Breaches

These policies reflect “the way we do things around here.”

DOCUMENT MANAGEMENT CONTROL

| |
|---|
| Prepared by: Adrienne Murray, HR Advisor NZC |
| Owned by: NZC |
| Authorised by: NZC |
| Date Issued (for Consultation) |
| Next Review: April 2026 |

Supporting Women Anglers: modernising the Family Licence

New Zealand Fish and Game Council Meeting #174

For Decision

Prepared by: Maggie Tait, Principal Communications Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Council seeks support to modernise family licences.

Financial considerations

Nil Budgetary provision x Unbudgeted

Risk

Low x Medium High Extreme

Ngā taunaki - Staff Recommendations

That the New Zealand Council:

1. **Amend** the family licence regulations to allow for two primary licence holders, giving both members of a couple equal fishing rights and voting privileges.
2. **Implement** this change for the 2025/26 fishing season.
3. **Investigate** any necessary legislative or regulatory amendments required to implement this change.
4. **Monitor** the financial and participation impacts of this change over a three-year period, with specific attention to rates of women's participation.
5. **Notes** that the change will be promoted as part of a coordinated strategy to address barriers to women's participation in fresh water sports fishing.

Whakarāpopoto - Executive Summary

2. The current family licence structure designates one person as the primary licence holder with the ability to fish independently, while the secondary licence holder (typically a woman) may only fish with children or the primary licence holder. This restricts women's participation in fishing and reinforces outdated gender roles.
3. The Department of Conservation's Taupo District approach to family licences allows both partners to be recognised as licence holders with equal rights.
4. By adopting a similar approach, Fish & Game NZ can address a significant barrier to women's participation in fishing, potentially increasing licence sales and creating a more inclusive fishing community.
5. Financial analysis indicates approximately \$149,501 in additional licence revenue is currently being spent by households containing a family licence holder, suggesting there is demand for both adults in a household to fish independently.
6. Women on The Fly NZ community survey results show that 67% of respondents believe the current regulations are unfair and should be changed, with 82% believing these regulations negatively affect women's participation.
7. Research demonstrates that Fish & Game has reached "carrying capacity" with its current demographic profile. If women participated in fresh water sports fishing at the same rate as men (3.6% vs. current 0.4%), licence holders would increase by an estimated 60,000, significantly boosting participation and revenue.
8. These proposed changes align with Fish & Game's R³ strategy (recruitment, retention, reactivation) and the recommendations from the governance review highlighting the need for increased diversity.

Takenga mai - Background

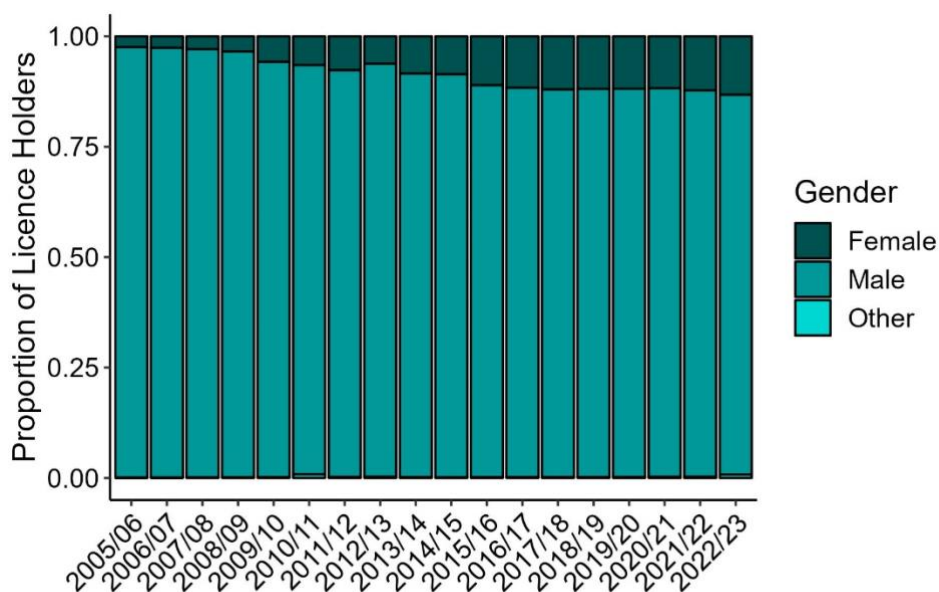
9. The current family licence (\$203) includes "a couple and up to 4 children or grandchildren under the age of 18." However, only the primary licence holder may fish independently, while the secondary licence holder may only fish with the children named on the licence or alongside the primary licence holder.
10. For comparison DOC's family licence is \$159. NZC staff are not recommending increasing the Fish & Game price.

11. Fish & Game's website states: "The licence allows one person (the primary licenceholder), or one person and that person's spouse or partner (the secondary licenceholder) and their children or grandchildren (who are under 18 years of age on October 1) to fish together. The secondary licence holder may take the children named on the licence fishing (and fish themselves with the children) without the primary holder taking part. But only the primary licence holder may use this licence to fish on their own."
12. This restriction presents a significant barrier for the secondary licence holder, who must purchase an additional adult licence (\$156) to fish independently.
13. Recent survey data and constituent correspondence indicate that this structure disproportionately impacts women, who are more likely to be designated as secondary licence holders.
14. At present, only the primary licence holder receives Fish & Game communications and has voting rights in Fish & Game elections, further limiting women's representation and voice in the organisation.

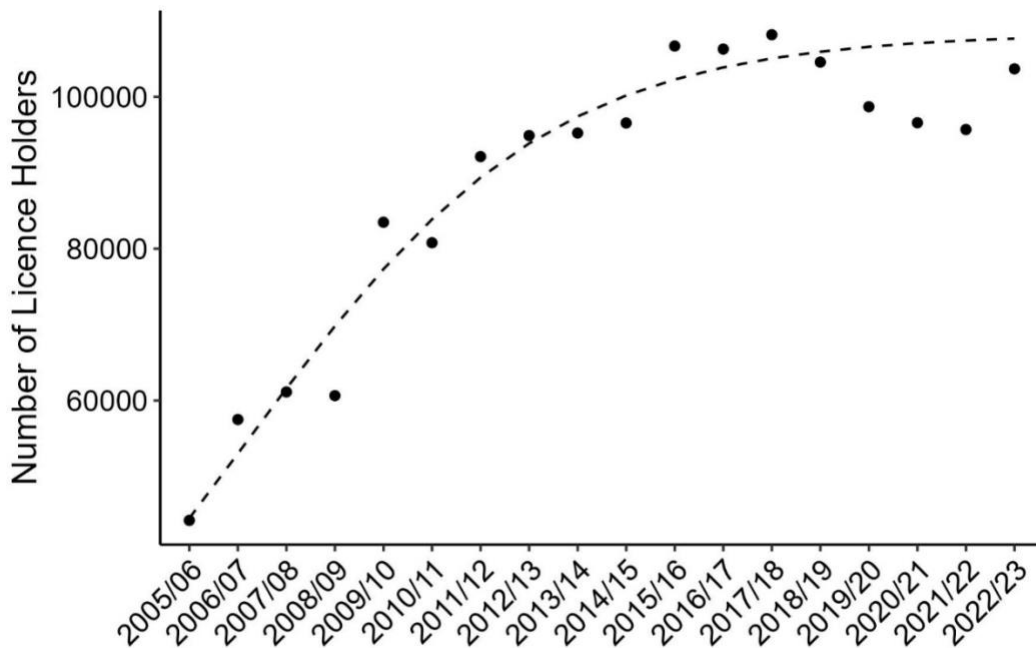
Kōrerorero - Discussion

Current Participation and Potential Growth

14. During the 2023/24 fishing season, 14,763 out of a total of 109,356 anglers were women, accounting for approximately 13 percent of the total angler population.
15. During the 2005/06 fishing season, 1,099 Fish & Game anglers were women. This constitutes an increase in the proportion of anglers who were women of an average of 0.6% per year.



16. However, official statistics likely underestimate female participation due to the lack of data on female spouses on family fishing licences and junior/child anglers – potentially an additional 16,000 women.
17. Currently, 3.6% of the adult male population in New Zealand purchases a fishing licence annually, compared to only 0.4% of the adult female population.
18. Were women to participate in fresh water sports fishing at the same rate as men, that would increase the number of Fish & Game licence holders by an estimated 60,000, representing significant potential for growth.
19. Research by H. Sanders Garrick (2024) indicates that Fish & Game has reached "carrying capacity" within its existing demographic of anglers. The number of fishing licence holders has plateaued in recent years, as shown by logistic growth modelling of licence sales since the 2005/06 fishing season.



20. Without expanding the demographic profile of fresh water sports fishing, Fish & Game will have limited opportunity for future growth. The current licence holder base is oscillating slightly above and below the threshold level, indicating a mature market.
21. In North America, women are the fastest growing demographic in hunting and fishing, suggesting similar potential exists in New Zealand with the right policy changes and targeted initiatives.

22. Broadening the demographics of fresh water anglers is crucial not only for financial sustainability but also to increase social support for fresh water sports fishing and maintenance of healthy fresh water ecosystems in a changing attitudinal and political landscape.

Financial Implications

18. During the 2023/24 season, \$118,230 worth of non-family whole season licences were purchased by people from households that already contained a family licence holder.
19. An additional \$31,271 was spent on short-term licences by members of these same households.
20. This suggests that many secondary licence holders (predominantly women) are already purchasing separate licences to fish independently, at a combined cost of \$149,501 annually.
21. While changing to a two primary holder system might initially appear to reduce revenue (as some households would no longer need to purchase additional licences), the increased participation of women could lead to significant long-term revenue growth through both direct licence sales and related expenditures.

Barriers to Women's Participation

22. A 2025 survey by Women on The Fly NZ found that 67% of respondents believe the current family licence regulations are unfair and should be changed.
23. 82% of respondents believe the current regulations negatively affect women's participation in fresh water sports fishing.
24. Research commissioned by Fish & Game NZ from Dr Stu Hayes and Professor Brent Lovelock (University of Otago) identified several key barriers to women's participation in trout fishing:
 - a) **Lack of representation:** Traditional portrayals of fishing as a male-dominated activity have contributed to a lack of visibility of women in the sport.
 - b) **Access to resources:** Women may encounter difficulties accessing essential resources and support systems, such as equipment, knowledge, and mentorship opportunities.
 - c) **Cultural and social norms:** Deep-seated norms surrounding gender roles may discourage women from pursuing fishing as a recreational activity.

- d) **Lack of women in leadership positions:** Limited representation in governance and decision-making roles further restricts women's influence in the fishing community.

25. The Women on The Fly NZ survey highlighted additional practical barriers, including:

- Cost
- Lack of flexibility in the current licensing structure
- The inability to fish independently
- Outdated and restrictive rules that do not reflect modern family dynamics
- Lack of confidence in skills
- Safety concerns when fishing in remote areas

26. Correspondence from licence holders has highlighted frustration with the current system, with one noting: "I feel this is nonsensical and unfair; anyone on our family licence should be able to fish whenever they want and with whoever they want to fish with."

Department of Conservation Model

26. The Department of Conservation (DOC) for the Taupo District employs a more inclusive approach to family licences, defining a family licence as one that "entitles the holder and the holder's spouse or partner and any member of the holder's family, to take trout within the Taupō District."

27. This model recognises both partners equally as licence holders, without designating one as primary and one as secondary.

28. Adopting a similar approach would align Fish & Game with this proven model and address a significant barrier to women's participation.

Voting Rights and Representation

29. Currently, only primary licence holders have voting rights in Fish & Game elections, further limiting women's representation and influence in the organisation.

30. Extending voting rights to both primary licence holders in a family licence would help increase women's participation in governance and decision-making processes.

31. This aligns with recommendations from the governance review highlighting the need for increased diversity across the organisation.

Ngā mahinga e whai ake nei - Next actions

32. If approved, staff will:

- a) Draft the necessary amendments to the family licence regulations.
- b) Develop a communication plan to inform current and potential licence holders about the change.
- c) Update licence purchasing systems to accommodate two primary licence holders on family licences.
- d) Monitor and report on the financial and participation impacts of the change over a three-year period.
- e) Work with regional councils to promote this change as part of broader initiatives to encourage women's participation in fishing.

33. Staff recommend implementation for the 2025/26 fishing season, beginning 1 October 2025.

OSH Report for May 2025 Council Meeting

Fatigue Management National Policy:

Staff Safety System: The fortnightly meetings have been irregular so far in 2025 with only a handful of meetings actually happening due to various interruptions, people being away etc. Things that have been on the table at recent meetings include the draft document – *Proposal for the Establishment of a National Fish and Game Health and Safety Framework*, put together by Steve McKnight. The purpose of this proposal is to seek approval from NZC to establish a national framework for Health, Safety, and Wellbeing with the aim to transition from a fragmented approach to a collaborative, system - wide HS&W framework where the HS&W committee becomes a trusted partner to all 13 councils. This partnership approach will ensure that all councils move forward together, sharing best practices and evolving the system in a way that benefits all. At the next NZC meeting in June Adrienne will be providing a recommendation to the council on the H&S framework.

Working Bees on Council Wetlands and update H&S protocols for Volunteers.

We have introduced a new QR code system to capture both works being completed, and cover H&S for people working on our wetlands. The H&S aspect of this form includes getting everyone to read and acknowledge they have read and understand the hazard risk matrix. Also, to acknowledge they have notified someone of their plans, works location and due out time, and that they have made sure their contact person knows what to do if they don't make contact by the expected time.

For group working bees this new process has also been brought in, and used in addition to normal H&S briefing by the group leader before works. This means that volunteer work projects will no longer require to complete Tailgate forms.

Minutes of a Staff Meeting on Monday March 2025 commencing at 9am.

Staff Present: D. Klee, J, D. Lelievre, B. Jarvis-Child, R. Simmonds, A. Daniel, M. Davis

Accidents or near misses: Adam fell over while drift diving but no injuries. Replacement spikes are needed.

Vespex: Dani is an approved Vespex handler. She will be educating pond holders on what is needed to place traps into the different wetlands. Overtime each wetland will have an approved handler.

Banding cages: Some of the banding cages are needed to have repairs because of wire that is not tired down completely. This will be done in a quieter time in winter.

Track Me NZ Remote The manager of Hawkes Bay has been asked what to put in the budget for the Track-Me tracking system. Emailing/texting will continue for field intention entries.

Minutes of a Staff Meeting on Monday 14th April 2025 commencing at 10:15am.

Staff Present : D. Klee, J, D. Lelievre, B. Jarvis-Child, R. Simmonds, A. Daniel

Accidents or near misses: Nil

Boots: Replacement spikes for boots have still not been available. Adam is to return boots to Barry as they are falling apart.

Banding cages: Dani and Beau are to sort through the banding cages and separate the ones that are need of repair. The left-over grain from banding is to be gifted to Pete Shaw in thanks of the work he has done.

Track Me NZ Remote: The Track Me NZ Remote system will be set up next FY if our budget for such is approved.

Vespex: Dave Walmsley is now an approved Vespex handler. He has dealt with some wasps in the Sherrard wetlands.

National Health & Safety Committee: Dani has been attending the national health and safety meetings, however no one from NZC has been turning up and therefore it has just been her and Steve McKnight. There has been no further action at a national level to provide a fir for purpose check in/check out system that regions can implement.

Ranging: Adam is preparing the ranging plan for the opening weekend of duck shooting. There will be a meeting online for all rangers before opening day to go through H&S and ensure everyone know the correct procedures including check in and out time etc

Completed tailgate forms since previous agenda

| Date | Activity |
|-------------|---|
| 30/01/25 | Drift Dive Awakino -Adam, Beau, Dani |
| 23/01/25 | Spraying Kakahi Property -Beau |
| 23/01/25 | Serving summons in Taumarunui Case -David, Beau, Adam |
| 8/02/25 | Ongarue River Access – Beau and Dani |
| 03/03/25 | Wetland site visits and vespex deployment - Dani |
| | |

David Klee
Chief Executive
01/05/2025