



**EASTERN
FISH AND GAME COUNCIL**

***MEETING
AGENDA***

29 May 2025

AGENDA

The 215th Meeting of the Eastern Fish and Game Council

Venue: Eastern Fish & Game Region Offices
Paradise Valley Road
ROTORUA

Date: Thursday, 29 May 2025

Commences: 11 AM

	<u>Page Number</u>
1 Welcome (11.00 AM)	
2 Apologies	(R)
3 Minutes of the Previous Meeting (13 March 2025) (11.15AM)	(R) 2
3.1 Identification of Items for Council Policy	
3.2 Matters arising from the meeting of 13 March 2025	
4 Notification of Items for General Business	
5 Conflict of Interest Register	8
6 Health and Safety Report (11.20AM, 5 min)	(R) 10
7 Anglers Notice Review (11.25AM 5min)	(R) 12
8 2025-26 Operational Work Plan 2 nd Draft (11.30 AM 10 min)	(R) 13
9 Licence Fee Recommendation 2025-26 (11.40 AM, 10 min)	(R) 16
10 Family Licence Modernisation (11.50AM, 10min)	(I/D) 31
11 Gamebird Regulation Setting (12PM, 15min)	(I/D) 44
Working Lunch (12.15PM – 12.45PM)	
12 Draft Lone Worker Support Policy (12.45pm, 10min)	(I/D) 51
13 Draft Health Safety and Wellbeing Policy (12.55pm, 10min)	(I/D) 55
14 Draft Resource Management & Legislation Policy (1.05pm, 10min)	(I/D) 63
15 Operational Reports (2.05pm, 20 min)	
15.1 Finance Report	(R) 68
15.2 Management Report	(I/D) 79
15.3 Licence Sales Report	(I/D) 92
16 Liaison Officers Reports (2.25PM, 10 min)	(I) 96
17 General Business (2.35PM, 20min) - Good Governance Cr Lyons -Bird Season Info Booklets Cr Coutts	
18 Public Excluded Session (2.55PM, 25 mins)	(R) 97
19 Meeting Closes (3.30PM)	

R = resolution required, D = for discussion/advice, I = for information only

**UNCONFIRMED MINUTES OF THE 214th MEETING OF THE EASTERN FISH AND
GAME COUNCIL, HELD AT ROTORUA OFFICES OF FISH & GAME NEW
ZEALAND ON THURSDAY 13 MARCH 2025 AT 11 AM.**

Present

Crs. Mark Sceats, Murray Ferris, Alec McIver, Scott Nicol, Mike Jarvie, Pat Swift, Kevin Coutts.

In attendance

Arash Alaeinia, Kate Thompson, Mark Sherburn, Matthew Osborne, Eben Herbert (Eastern Fish & Game).

1.0 WELCOME

1.1 Cr Mark Sceats opened the meeting at 11.00 am welcoming all present.

2.0 APOLOGIES

2.1 Apologies were received from Cr Lindsay Lyons.

2.2 *Agreed (Murray Ferris/Mike Jarvie) that the apologies for the 214th meeting of the Eastern Region Fish and Game Council be sustained. [25/03/2.2]*

3.0 MINUTES OF THE PREVIOUS MEETING (13 FEBRUARY 2025)

3.1 *Agreed (Alec McIver/Murray Ferris) that the minutes of the meeting held on 13th February 2025 be confirmed as a true and correct record. [25/03/3.1]*

3.2 IDENTIFICATION OF RESOLUTIONS FOR INCLUSION IN COUNCIL POLICY

No items were identified for inclusion in Council policy from the minutes of the meeting held 13 February 2025.

3.3 MATTERS ARISING

There were no matters arising from the minutes of the meeting held 13 February 2025.

4.0 NZC APPOINTEE NOMINATIONS AND VOTING

4.1 Cr Mark Sceats had been nominated as Eastern's representative on the New Zealand Council for the first two meetings of 2025 for him to deal with matters he had been involved with prior to Christmas. It was Mark's intention that he would stand down following this and the Eastern Council could proceed with appointment of a replacement for him. Mark advised however, at the last meeting of the New Zealand Council a resolution was passed supporting Mark's continuation as the Eastern representative on the New Zealand Council given that several matters had arisen which they believed his input would be helpful. Given the circumstances Mark was happy to continue if this was supported by Council.

4.2 Cr Kevin Coutts queried whether there was a problem with the Chair also taking the role of NZ Council Representative? Mark advised that there was nothing to prevent this and commented that in several other regions the Council Chair was also the NZ Council Representative. Mark also advised that if matters changed, he was more than willing to stand down in due course.

4.3 Cr Murray Ferris commented on the real need to move the Fish & Game review process forward and Mark advised that the minister had an appetite for this to happen sooner than later.

4.4 Cr Alec MacIver had indicated at the prior meeting that he was keen to put his name forward advising that Corina Jordan had suggested this knowing his background in Governance. Alec advised that he was happy to withdraw and was keen to see some good reporting to this Council from the NZC meetings. Alec also queried Mark on recent communications that he had had with the Minister e.g. emails, as he understood that these should be circulated to Council and reported on. Cr Mark Sceats confirmed

that he had not had email communications from minister rather a recent text from his PA and a five-minute phone discussion. Mark confirmed that it was his intention keep Council updated and he had the preliminary NZC report to share with Council following today's meeting.

4.5 Cr Alec McIver also questioned whether being Chair for Eastern could put him in conflict-of-interest situation as New Zealand Council appointee? Mark recognised that potential or perceived conflicts could occur and advised that he was very aware of his obligations regarding these.

4.6 Cr Murray Ferris also commented that should Marks input go beyond the latest extension that he could be involved in NZC matters that required his legal expertise as a Co-Opted NZC appointee from Eastern. This was generally accepted as an alternative course of action by the Council.

4.7 ***Agreed (Kevin Coutts/Mike Jarvie) that Council supports the continuation of Cr Mark Sceats appointment to the New Zealand Fish & Game Council and acknowledges that Cr Sceats will remain in the position of Eastern Council Chair while undertaking this appointment to the New Zealand Council. [25/03/4.7]***

4.8 There were no other nominations as Cr Alec McIver had withdrawn his interest, Cr Mark Sceats was reappointed to the New Zealand Council as the Eastern Council's representative.

5.0 NOTIFICATION OF ITEMS FOR GENERAL BUSINESS

Cr Kevin Coutts – Mallards, calls to add to pest register

Cr Pat Swift – Okataina access

Cr Murray Ferris – Waikaremoana Boating Fishing Assn

Cr Mark Sceats – Discussion with Minister re GB regulations

6.0 CONFLICT OF INTEREST REGISTER

6.1 Councillors were asked to inform the chair of any conflicts of interest. No conflicts of interest were recorded.

7.0 HEALTH & SAFETY

7.1 Cr Mark Sceats commented on Health and Safety discussions that had occurred at the recent New Zealand Council meeting particularly highlighting that some regions did not report incidents to the New Zealand Council and this was something that needed to be addressed. Arash Alaeinia confirmed that there had been no incidents since the last report.

7.2 ***Agreed (Mike Jarvie/Scott Nicol) that Council receives the Health and Safety report. [25/03/7.2]***

8.0 2025-2026 ANGLERS NOTICE

8.1 Arash Alaeinia informed Council that no further feedback had been received since the last meeting and further communications with clubs and interested parties will occur between now and the May council meeting where the Anglers Notice process for the 2025-2026 Season would be concluded. Cr Mike Jarvie asked if it was worthwhile for Councillors visit their local clubs for feedback as this may be a better means of inviting discussion. Matt Osborne informed Council that this year was an intermediary year and that the full biannual review of the Anglers Notice would occur next year per the Council's policy. He said that in an intermediary year only emergency situations would be addressed or if correspondence was received from our consultation this would be put in the agenda for consideration. Council supported attendance at club meetings and Alec McIver felt it would be great to support staff at the next Hunting & Fishing Expo.

8.2 *Agreed (Pat Swift/Murray Ferris) that Council agrees to hold the conclusion of the Anglers Notice process for the 2025-26 season until the 29 May meeting. [25/03/8.2]*

9.0 **WAIKAREMOANA SPORTS FISH HABITAT ENHANCEMENT FUND**

9.1 Arash Alacinia advised that the purpose of this item was to approve funding of \$6,500 for the 2025-26 operational year from the Waikaremoana Sports Fish Habitat Enhancement Fund for the monitoring, access and buoy related work scheduled for Waikaremoana next year.

9.2 Cr Murray Ferris advised that the installation of the shallow water marker buoys which the Council had agreed to funding of up to \$15,500 last year had again been put on hold. Cr Mike Jarvie queried their purpose and Matt Osborne advised that the proposal was to install these shallow water markers/beacons at areas down the lake where boats have come to grief in the past.

9.3 Cr Mark Sceats asked about the water quality monitoring buoy. Matt Osborne advised that the internal components were currently being serviced in Hamilton and was due to be returned to the lake.

9.4 Council briefly discussed the purpose of the fund and how it came to be.

9.5 *Agreed (Murray Ferris/Scott Nicol) that Council approves funding from the Waikaremoana Sports Fish Habitat Enhancement Fund for the 2025-26 operational year to the value of \$6,500 for monitoring, access and buoy related work. [25/03/9.5]*

10.0 **2025-2026 OPERATIONAL WORK PLAN**

10.1 Arash Alacinia informed Council that priorities reviewed at Council's February meeting had been incorporated to the Operational Work Plan (OWP) and budgets had been reviewed. Arash advised that the New Zealand Council's new Zero-Based Budgeting (ZBB) requirements were still 'work in progress' and the New Zealand Council had accepted that this year would be a learning process. He confirmed that the Council's budget had been completed on the old template and advised that it was our aim to complete the new ZBB tool as time permitted. Arash outlined the approval process for increased budgets advising that those over the 30k threshold were considered at New Zealand Council level. Kate Thompson added that increases requested under 30k still needed approval by this Council and that these would be considered by the National Office CEO and CFO before going to NZC.

10.2 Cr Scott Nicol noted the addition of a new Compliance Officer position and asked if this needed to be supported with a proposal to increase revenue and queried where the funds come from to support this new role? Kate Thompson advised that ultimately the increase comes from licence revenue, our targets are set, regional/national requirements are reviewed, and a licence fee increase proposed to provide for the national budget requirement.

10.3 Arash Alacinia presented his business case to Council for the new compliance role. He outlined the changed environment we now work in in this region and the challenges we face with the Region's dynamics that are not so significant in other regions. Arash advised that health and safety of staff is the key reason for this additional resource with compliance and boat work now a two-up role, meaning staff were taken from their core duties to undertake this work.

10.4 Kate Thompson provided some detail to the proposed increases per table 3 page 23 of the agenda. The increased budget requirement for Insurance, Rates, Fish Food and Council were largely inflationary, Vehicle Maintenance costs had increased with new vehicles no longer being supplied with capped servicing, the administration building roof re-screw/repaint estimated at \$25,000 would be offset by additional rental revenue resulting in a net budget increase of \$5,000. The East Coast aerial trend counts had been reinstated for 2025-26 after suspending them for budget cuts for the 2024-25 year, and

the Lake Tarawera acoustic monitoring would continue to be funded from the Non-Resident Reserve. Arash Alaeinia detailed his proposal for a Scholarship for a University Student studying in a field relevant to Fish & Game, like that offered by Otago Fish & Game, and lastly the salary increase required for the new Compliance role, and staff salary adjustments determined through Strategic Pay.

- 10.5 ***Agreed (Scott Nicol/Kevin Coutts) that Council considered the draft Operational Work Plan and accompanying budget for the 2025-2026 financial year and approves the proposed increases to the budget as per Table 3 (Agenda pg 23) totalling \$142,829 which includes a request to drawdown funds from the Region's Non-Resident Reserve, and the business case for a new Compliance Officer. [25/03/10.5]***
- 10.6 The meeting was adjourned for lunch at 12.10pm and recommenced at 12.28pm.

11.0 OPERATIONAL REPORTS

Finance Report

- 11.1 There were no questions raised on the finance report.

- 11.2 ***Agreed (Murray Ferris/Mike Jarvie) that Council receives the finance report and approves payments for January 2025 totalling \$251,815.24. [25/03/11.2]***

Management Report

- 11.3 Cr Mark Sceats queried whether there was a protocol for restocking rivers in the East Coast impacted by Cyclone Gabrielle. Mark Sherburn informed Council of research undertaken by Cawthron institute several years ago on hatchery operations in relation to stocking wild river fisheries and while there are always exceptions generally the policy is that we don't stock rivers and streams, they needed to be self-sustaining. He said that often after extreme events such as Cyclone Gabrielle the food source crashes at the same time, and it can take months to years to re-establish. For example, recent investigations at the Waitahaia River staff had noted that the food source was all very small indicative that Cyclone Gabrielle had had a major impact on the catchment. The exceptions he said might be where the carrying capacity had dropped below a critical level and we might look to reseed them. Further discussion occurred around the genetics of wild fish versus hatchery fish and the differences between river and lake populations.
- 11.4 Cr Kevin Coutts asked if call counts were conducted just in Kaingaroa forest as he believed more shooters went into the Rotoehu forest. Eben Herbert confirmed that call counts were currently completed in Kaingaroa, they had been completed in Rotoehu in the past but limited due to resourcing. Kevin Coutts questioned the accuracy of the counts, as he was concerned about the current five per day limit for cock pheasants. Eben advised that the purpose of the monitoring undertaken was to detect significant change, it did not estimate the population and extrapolate how many cocks and hens there were i.e. a measure of change over time. Eben advised that there was a lot of overseas research on extrapolating the data for population estimates and our data could potentially be used for this, but there would obviously be a higher resource requirement to do this. Kevin's concern was that we allow a limit of five per day when we don't know how many there are. Eben advised there is two sides to the argument ie you could potentially say you are not monitoring an absolute number so you shouldn't be shooting five birds but on the other side of the coin is the limit has been in place for many years and the population hadn't shown any significant change over that time. He said the monitoring was originally established to measure impact of forest management practices on local pheasant populations.
- 11.5 Council received the Management Report

Licence Sales Report

- 11.6 Kate Thompson provided a brief update on licence sales explaining why we are seeing a drop off in the positive result which was seen earlier in the season. It was expected

however that the result will still be positive at the end of the season and that sales target for the year will be exceeded.

11.7 Council received the Licence Sales Report

12.0 LIAISON OFFICERS REPORTS

12.1 *Report from Bay of Plenty Conservation Board*

No Report

12.2 *Report from Department of Conservation*

No Report

12.3 *Report from New Zealand Council*

Mark Sceats advised that he would forward the recent meeting update via email as this had only just come through.

13.0 GENERAL BUSINESS

13.1 *Mallards, calls to add to pest register*

Cr Kevin Coutts questioned whether Council needed to address the call by Southland Federated Farmers to add mallards to the pest register. Cr Mark Sceats provided Council with the background to the events that had occurred in Southland Region which may have prompted this call, and that he understood that this was very unlikely.

13.2 *Lake Okataina Access*

Cr Pat Swift advised that he had fished a three-day tournament this week where people believed they could get access to Lake Okataina with the four-digit PIN following washing their boat at the wash station on Te Ngae Road. He said some were waiting up to an hour for a PIN to arrive, some chose to fish elsewhere or had gone out there and a chain was still in use. Arash Alacina confirmed that the gate was not yet operational and that this was the first time he had been made aware of this. He said that while the gate was in place it was not yet operational due to technical issues. The problem appeared to be with information at the wash station and the process of scanning the QR code did not highlight that the gate was not yet in operation, and rather it was business as usual i.e. 6am-8pm weekdays and 5am – 8pm weekends. Arash advised that he would follow this up and actually go and have a look at the instructions at the wash station to ensure people were receiving the correct information.

13.3 *Waikaremoana Boating & Fishing Assn*

Cr Murray Ferris expressed concern about a comment in the Waikaremoana Boating & Fishing Association's meeting minutes about Fish & Game "Piggy Backing" on the boating associations relationship with Tuhoe. Obviously, this was not the case and Murray hoped to establish the background to this comment. Cr Alec McIver updated Council advising that there is no longer any flying into the Te Uruwera's.

13.4 *Discussion Minister re Game Bird Regulations*

Cr Mark Sceats confirmed with Council that he had emailed them a copy of what had been sent to the Minister re this seasons Game Bird Regulations after which he advised he had a five minute discussion to support that email. He advised that he had obtained his information from various sources such as the national magazine.

14.0 EASTERN FISH & GAME COUNCIL STRATEGIC 5 YEAR PLANNING

14.1 Arash Alacina advised that Cr Lindsay Lyons had proposed that Council needed to work on developing a five-year strategic plan. Arash advised that this would be a process that will be worked through over several meetings and that the Eastern Fish and Game 10-year Management Plan would provide the basis for discussion. He said that this would be a white board exercise to establish where the Council believes Fish & Game should be in 5 years, what will its purpose and priorities be? Arash advised that

on completion of today's discussion he would document and share the detail to enable Council to delve deeper into it at its next meeting.

15.0 PUBLIC EXCLUDED SESSION

- 15.1 *Agreed (Mark Sceats/Murray Ferris) that pursuant to Section 48 (1) of the Local Government Official Information and Meetings Act 1987, the public be excluded at 2.00 pm from the following parts of the proceedings of this meeting, namely, to discuss Council and the CE's Performance review. [25/03/15.1]*
- 15.2 *Agreed (Murray Ferris/Scott Nicol) that Council moves out of public excluded at 2.31 pm. [25/03/15.2]*
- 15.3 *Agreed (Mark Sceats/Murray Ferris) that the public be re-admitted to the meeting at 2.52 pm. [25/03/15.3]*

16.0 MEETING CLOSED

- 16.1 Cr Mark Sceats closed the meeting 2.33 pm.

.....
Mark Sceats
Chairman

SUMMARY OF RESOLUTIONS

- 2.0 APOLOGIES**
2.2 *Agreed (Murray Ferris/Mike Jarvie) that the apologies for the 214th meeting of the Eastern Region Fish and Game Council be sustained. [25/03/2.2]*
- 3.0 MINUTES OF THE PREVIOUS MEETING (13 FEBRUARY 2025)**
3.1 *Agreed (Alec McIver/Murray Ferris) that the minutes of the meeting held on 13th February 2025 be confirmed as a true and correct record. [25/03/3.1]*
- 4.0 NZC APPOINTEE NOMINATIONS AND VOTING**
4.7 *Agreed (Kevin Coutts/Mike Jarvie) that Council supports the continuation of Cr Mark Sceats appointment to the New Zealand Fish & Game Council and acknowledges that Cr Sceats will remain in the position of Eastern Council Chair while undertaking this appointment to the New Zealand Council. [25/03/4.7]*
- 7.0 HEALTH & SAFETY**
7.2 *Agreed (Mike Jarvie/Scott Nicol) that Council receives the Health and Safety report. [25/03/7.2]*
- 8.0 2025-2026 ANGLERS NOTICE**
8.2 *Agreed (Pat Swift/Murray Ferris) that Council agrees to hold the conclusion of the Anglers Notice process for the 2025-26 season until the 29 May meeting. [25/03/8.2]*
- 9.0 WAIKAREMOANA SPORTS FISH HABITAT ENHANCEMENT FUND**
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- 11.0 OPERATIONAL REPORTS**
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5. CONFLICT OF INTEREST REGISTER

Ref: 7.02.01

10 May 2025

1. Purpose

A standing agenda item to disclose any Councillor (“Member”) Conflict of Interest or potential Conflict of Interest, and record this in the Councillor Conflict of Interest Register.

2. Background

In 2016 the Eastern Fish and Game Council adopted a revised policy and rules for dealing with Conflicts of Interest and these include providing a standing agenda item to allow Councillors to disclose any Conflict or highlight any potential conflict. The “Interest Register” ring binder will be circulated in the first part of each meeting for Councillors to record any interests. The Council should then discuss how it wants to deal with any interest or perceived interest identified.

Conflict of Interest (refer s2.7 Governance Policies) means when the member can be shown to have actual bias or apparent bias in respect of a matter¹ i.e:

- (i) A member can be shown to have actual bias when a member’s decision or act in relation to a matter could give rise to an expectation of financial gain or loss (that is more than trivial) to the member (and/or to the member’s parent(s), child(ren), spouse, civil union partner, de facto partner, business partner(s)/associate(s), debtor(s) or creditor(s)).
- (ii) A member can be shown to have apparent bias when a member’s official duties or responsibilities to the Council in relation to a matter could reasonably be said to be affected by some other interest or duty that the member has.
- (iii) A member’s “interest or duty” includes the interests of that member’s parent(s), child(ren), spouse, civil union partner or de facto partner that may be affected by the matter at issue. It also includes the interests of a person with whom the member has a close, personal relationship where there is a real danger of personal favouritism.
- (iv) There is no Conflict of Interest where the member’s other interest or duty is so remote or insignificant that it cannot reasonably be regarded as likely to influence him or her in carrying out his or her responsibility.

A potential conflict of interest (refer s2.8 Governance Policies) arises when:

- (i) There is a realistic connection between the member’s private interest(s) and the interest(s) of the Council;
- (ii) The member’s other interest could specifically affect, or be affected by, the actions of the Council in relation to a matter;

¹ “Matter” means:

- (i) The Council’s performance of its functions or exercise of its powers as set out in Part 5A of the Conservation Act 1987, subject to the Council’s statutory purpose set out in section 26P(1) of the Conservation Act; or
- (ii) An arrangement, agreement, or contract made or entered into, or proposed to be entered into, by the Council.

- (iii) A fair-minded lay observer might reasonably consider that the member's private interest or duty may influence or motivate the actions of the member in relation to a matter; and
- (iv) There is a risk that the situation could undermine public trust and confidence in the member or the Council.

Conflicts of Interest should be dealt with as follows (refer s1.13 Standing Orders):

1.13.1 Every member present at a meeting must declare any direct or indirect conflict of interest that they hold in any matter being discussed at the meeting, other than an interest that they hold in common with the public.

1.13.2 When a conflict of interest arises in respect of a matter, the affected member will:

- (i) not vote on issues related to the matter;
- (ii) not discuss the matter with other members;
- (iii) conform to the majority view of other members present as to whether to be excluded from discussions regarding the matter and/or leave the room when the matter is discussed;
- (iv) not, subject to the discretion of the Chairperson, receive further papers or other information related to the matter.

1.13.3 Where a member can be shown to have a potential conflict of interest, the Council (excluding the affected member) will determine an appropriate course of action, which may include the following:

- (i) applying some or all of the actions applied to a member with a conflict of interest (set out in 1.13.2 i) – iv) above);
- (ii) providing a written explanation outlining why there is no legal conflict of interest that can be made available to all Fish and Game Councils, licence holders and other interested parties.

1.13.4 The conflicted member will be given the opportunity to be heard by the Council on the points raised and the member's submissions will be taken into consideration by the Council.

1.13.5 The minutes must record the declaration and member's subsequent abstention from discussion and voting.

Councillors should take this opportunity to disclose any Conflict of Interest they are aware of now and record it in the circulated Conflict of Interest Register. If during the course of the meeting a conflict or perceived conflict is recognised, then this should be disclosed at that point in time.

3. Recommendation

3.1 That Councillors disclose any Conflict or potential Conflict of Interest, record it in the Interest Register, and Council agrees on how to deal with any Conflict of Interest raised.

6. HEALTH AND SAFETY REPORT

Ref: 9.01.07

14 May 2025

Background

As part of its commitment to Health and Safety and providing a safe workplace, the Eastern Fish and Game Council is provided with a report at each meeting describing:

1. Implementation and adherence to the Health and Safety plan – including Health and Safety as an agenda item for staff and ranger meetings;
2. Monitoring and Reporting – in accordance with the Health and Safety plan;
3. Risk Management (identification and treatment) – any new issues or hazards that have arisen and how these have been addressed;
4. Training programme – information sharing and training of staff and volunteers;
5. Health and Safety incidents – near misses or injuries sustained, plus updates on past events;
6. Recommendations.

March - May 2025

1. Implementation and Adherence to the Health and Safety Plan
Regular (weekly) staff meetings. Minutes from the Health and Safety portion of the meeting are emailed to all staff. Visitors to the office and contractors are required to sign our desk register, and our hazard register is updated as required.
Tail Gate forms completed for:
March 2025 Aorangi Stream – Electric fishing
April 2025 Te Wairoa trap set up
April 2025 Ngongotaha trap set up
March/April 2025 Wetland works
May 2025 Opening weekend ranging
May 2025 Lake Tarawera – Acoustic monitoring
2024-2025 Budget for Health & Safety \$2,000

2. Monitoring and Reporting	
Work Place Accident Register	14/5/2025
Number of Workplace injuries in 2024-2025 year	1
Number of Workplace injuries in 2023-2024 year	0
Number of Workplace injuries in 2022-2023 year	4
Number of Workplace injuries in 2021-2022 year	1
Number of Workplace injuries in 2020-2021 year	1
Total Number of Workplace injuries since 1 Sept 1995	56
Total number of lost work injuries since 1 Sept 1995	5
Total number of days since last lost work injury	749
Days from prior lost work injury to lost work injury on 26/04/23	767
Days from prior lost work injury to lost work injury on 21/3/21	245
Days from prior lost work injury to lost work injury on 19/7/20	1,053
Days from prior lost work injury to lost work injury on 31/8/17	1,363
Days since formal register commenced 1/09/95 to first lost work injury 7/12/13	6,672

3. Risk Management (identification and treatment)

Notes taken for the H&S minutes at the weekly staff meeting and emailed to all staff:

- 3 Mar 2025 Cooler weather, streams/stream mouths still active
- 10 Mar 2025 Cooler weather, streams/stream mouths still active
- 17 Mar 2025 Fallen branch in forest area, take care when walking dogs
- 24 Mar 2025 Nothing new
- 31 Mar 2025 Cooler weather pressure off streams, Waiteti seeing activity though
- 7 Apr 2025 Keep eye on tracks for tree fall
- 14 Apr 2025 Disc use of "What's App" for H & S & Compliance
- 21 Apr 2025 Weather/Rain – Slips, flooding, high water
- 28 Apr 2025 Weather/Rain – Slips, flooding, high water, Mangakakahi/Utuhina increased interest with trout moving upstream
- 5 May 2025 Ice on roads
- 12 May 2025 Ice on roads, colder weather, check boardwalks as may be slippery

4. Training Programme

Nil

5. H&S Incidents

Nil new.

6. Recommendation

That Council acknowledges it has received this report.

7. ANGLERS NOTICE REVIEW

Ref: 8.02.01

29 April 2025

1. Purpose

To consider the Anglers Notice regulations for the 2025-2026 angling season.

2. Background

The Anglers Notice sets regional sports fishing regulations and any changes from one season to the next go through a consultation process with licence holders and interested parties before being recommended to the Minister of Conservation. Sports fishing regulations are set to ensure the sustainability of fisheries without unnecessarily restricting angler opportunities.

3. New Proposals

No new proposals have been received.

3. Recommendations

3.1 That Council concludes the Anglers Notice Process for the upcoming 2025-26 angling season and confirms the status quo for 2025-26 Angling Season regulations.

8. 2025-2026 OPERATIONAL WORK PLAN

Ref: 8.02.01

14 May 2025

1. Purpose

To receive the updated draft Operational Work Plan (OWP) prepared for the 2025-2026 year and approve its circulation to clubs and other interested parties for feedback prior to final sign off.

2. Background

Operational Work Plans are developed over several months from February onwards, and involve a review by Council of strategic priorities in addition to core functions, project objectives and allocation of resources. At the February meeting Council concluded that the current priorities were still relevant and proposed to carry them through to the 2025-2026 work programme with minor changes to wording (listed below with changes shown in bold).

Priority 1	Access
Priority 2	Increasing Revenue
Priority 3	Enhancing Fishery Opportunities and Water Quality
Priority 4	Improvement of Gamebird Production and Habitat

The draft work plan and budget were approved by Council at its April meeting. Also approved at the April meeting were nine funding bids totalling \$139,829, and one application to draw down funding of \$3,000 from our Non-Resident Levy Reserve bringing the total applied for to \$142,829.

A change in process this year meant that individual requests for regional funding increases under \$30,000 were to be considered by the NZ Council CEO and CFO, and those over \$30,000 would be submitted as a business case to the April 2025 NZ Council meeting for approval.

3. Resourcing the Work Plan

The first draft of the 2025-2026 budget was prepared on Zero Based approach but utilised the existing budget templates as accepted by NZC staff. The proposed 2025-26 budget for Eastern Fish and Game Council submitted for approval was \$1,448,373 being the 2024-25 base budget of \$1,305,544 plus the additional \$142,829 applied for through the national budget process.

Total increased funding sought by Eastern Fish & Game Council for 2025-26 under the \$30,000 individual threshold was \$72,482. This amount was approved at NZC staff level with \$8,000 for the building maintenance, and Lake Tarawera acoustic work to be funded from general/non-resident/reserves.

One business case which was submitted for an additional staff member was declined by the New Zealand Fish and Game Council at its April 2025 meeting (\$70,347).

Incorporating the approved funding into our budget for the 2025-26 elevates the baseline budget from \$1,305,544 to \$1,378,026 (an increase of \$72,482) and this is subject to the approval of the proposed licence fees by this Council and the Minister for Hunting & Fishing.

A summary of the approved increases follow:

Area	Amount	Funded	Background
Insurance	\$10,800	L	Inflation adjustment
Vehicle maintenance	\$6,400	L	Increased servicing costs
Rates	\$2,050	L	Inflation adjustment
Waterfowl monitoring	\$4,800	L	Reinstate East Coast aerial trend counts
Fish food	\$5,000	L	Inflation adjustment
Education	\$3,000	L	Scholarship (new budget)
Council Meetings	\$2,000	L	Inflation adjustment
Salaries	\$30,432	L	Salary adjustments
Building maintenance	\$5,000	GR	Admin building roof maintenance
Tarawera work	\$3,000	NR	Acoustic monitoring
Increases approved	\$72,482		
Base budget 2024-25	1,305,544		
2025-26 Total Budget	\$1,378,026		

*L - Licence fee, GR - General reserve, NR - Non-Resident reserve

Further funding from the Waikaremoana Sports Fish Habitat Enhancement Fund will be incorporated into the Budgeted Financial Statements to be approved at the August meeting of Council as this funding sits outside of the Fish & Game National Budget process. The proposed funding from the Waikaremoana Fund of \$6,500 was approved at the March 2025 meeting of Council.

Additionally, funding from the Waikaremoana SFHF for Navigational Markers of \$15,500 was approved at the August 2024 meeting of Council and this spending was budgeted to take place in the 2024-25 operational year but is yet to be drawn down.

4. Comparison of Resourcing for the 2025-2026 OWP and the 2024-2025 OWP

The changes to the 2025-2026 OWP versus the 2024-2025 OWP at an output class level are as below:

Output	2024-25 External Costs	2025-26 External Costs	2024-25 Hours	2025-26 Hours	Hours Change	% Change
Species	\$146,550	\$147,729	6,228	6,265	37	0.6%
Habitat	\$18,200	\$18,200	3,184	3,238	54	1.7%
Participation	\$9,600	\$9,100	1,891	1,869	-22	-1.2%
Public Interface	\$1,500	\$4,900	1,219	1,200	-19	-1.6%
Compliance	\$6,000	\$6,000	1,383	1,570	187	13.5%
Licensing	\$600	\$260	257	237	-20	-7.8%
Council	\$6,500	\$8,500	739	707	-32	-4.3%
Planning/Reporting	\$16,042	\$15,200	1,210	1,124	-86	-7.1%
TOTAL	\$204,992	\$209,889	16,111	16,210	99	0.6%

The total output hours for the draft 2025-2026 OWP are 16,210 hours compared to 16,111 hours last year, and overhead/administration staff hours are 6,348 compared to 6,431 hours last year. Hours have been updated for individual projects and a summary of the change within each Output clusters is detailed above. The change to the Compliance output reflects an increase in time allocated for ranging with our new staff on board and need to undertake two up ranging.

5. Next Steps

1. Staff will incorporate any amendments to the draft 2025-2026 plan that Council might seek as an outcome of this meeting.
2. The draft will then be circulated to clubs and interested parties for comment with feedback required prior to the end of July.
3. Council will formally approve the plan at its August meeting after taking into account any submissions received on it and determining whether these require amendments to the plan.

6. Recommendations

- 6.1 That Council receives the second draft of the 2025-2026 OWP and identifies any amendments it wishes be made to it prior to its circulation to other parties for comment.***

9. 2025-2026 LICENCE FEE RECOMMENDATION

Ref: 6.01.04

14 May 2025

1. Purpose

To review the licence fees recommended for the 2025-2026 year.

2. Background

All regional budgets along with the NZ Council budget are assessed in April in accordance with national budget policy. A key element of the policy is that budgets provide a level of base funding sufficient to meet the core operations of each region and the NZ Council. This year NZC phased in a Zero-Based Budget (ZBB) approach, meaning that regions should include all their operational expenses and other revenue sources to help create a true picture of the cost to operate Fish & Game. Although there have been some challenges with this phasing in period and a reduced ability to compare last year budgets against new proposed budgets, we are hopeful that our process and learnings will create a better system and approach for next year's budget round.

Any increase to the traditional base funding for a particular region or the NZ Council must be done through a business case process for amounts over \$30,000 and any lower amounts needed an explanation. This year Chairs of each region spoke to the budget and the NZ Council reviewed the business cases and budgets. There was no opportunity for regional managers to scrutinize each other's budgets and rank proposals for increases to their budgets prior to it being forwarded to the New Zealand Council. This was to reduce the tension created by the traditional contestable funding process, however in its current form it also reduces the scrutiny from an operational and knowledgeable perspective. Once forecasted licence sales and overall funding requirements for Fish & Game nationally have been assessed the NZ Council recommends licence fees for both the fish licence and the game licence.

Licence fees for the coming 2025-2026 sports fishing and game bird seasons were considered at the NZC Council meeting on 11 April 2025.

The following paper describes the legislative background and the process undertaken for setting the licence fee. It includes information on use of LEQ targets, a review of the ZBB and business cases, and funding allocated for research and for RMA/legal cases. The NZC report concludes with the recommendations:

1. That the 2025/26 adult whole season sports fish licence fee is set at \$161 (\$5 increase) and that the adult whole season game licence is set at \$120 (\$4 increase & inclusive of a \$5 fee for the Game Bird Habitat Stamp), with all proportional changes to remaining licence fees.
2. That the National LEQ target for Fish is 72,975, and for Game 30,601.
3. That the fee for the Salmon Licence currently provided by two South Island regions at \$5, and the Designated Waters Licence, available 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 remain unchanged for the 2025-26 year.
4. That the Non Resident Licence Whole Season Licence for 2025-26 be set at \$300 (\$30 increase).

3. Recommendation

- 3.1 That the Eastern Fish and Game Council supports the proposed licence fees for 2025-2026 of \$161 (GST inclusive) for the Adult Whole Season Fishing licence, and \$120 (GST inclusive) for the Adult Whole Season Game licence (which includes \$5 for the Game Bird Habitat Trust), and supports the Sea Run Salmon licence endorsement of \$5 and the Designated Waters Licence as a \$5 annual licence per region for residents and \$40 per day for non-residents.**
- 3.2 That Council supports the proposed increase to the Non-Resident Whole Season Fishing Licence to \$300 (\$30 increase).**
- 3.2 That Council accepts the proposed National LEQ target for 2025-26 for Fish of 72,975 and Game 30,601**

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 (1)(d)(a) requires councils:

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

Section 26Q(1)(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(1)(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(1)(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.
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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 3 to 15% (Table 3). Total FY26 Baseline budgets totaled \$13,039,559, in comparison to total FY25 baseline budgets which totaled \$12,358,386 (including contestable fund applications that were approved in FY25 as ongoing), an increase of 6% and \$681,173.

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.

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	\$1,378,026.00	6%	\$72,482.00
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	\$1,165,910.00	9%	\$96,975.00
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	\$1,364,978.00	10%	\$124,010.00
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	\$13,039,559.00	6%	\$681,173.00

21. Fourteen Business case applications were received (59 last year), seeking additional funding of \$848,546, being \$166,000 from Reserves and \$682,546 from Licence fees (previous year \$2,200,596).

Region	Net Licence Income	Base Budget FY 24/25	Proposed Base Budget 25/26	Reserves as at 31 Aug 25	Business cases from reserves	Business Cases	Description	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	Additional compliance Officer	\$264,108.80
Hawkes Bay	\$583,381.66	\$434,624.00	\$499,775.00	\$548,535.00	\$87,000.00		Additional casual staff member 37k, Tukuutu	\$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	Part time R3 Role	\$112,825.00
Nth Canterbury	\$1,574,695.98	\$1,068,935.00	\$1,165,910.00	\$343,326.00	\$39,000.00		Ngai Tahu	\$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		Spanning site	\$207,265.40
Otago	\$2,404,585.74	\$1,240,968.00	\$1,364,978.00	\$843,587.00				\$252,794.00
Southland	\$1,481,972.73	\$823,059.00	\$885,171.00	\$672,820.00		\$41,199.00	One Officer position	\$191,966.80
NZC only	\$39,646.00	\$1,280,486.00	\$1,513,516.00	\$1,559,679.00		\$100,000.00	New Research Position	\$674,567.20
National	\$0.00	\$1,569,350.00	\$1,332,715.00			\$36,000.00	Increased Licence Costs	
National						\$50,000.00	Licence System RFP	
National						\$50,000.00	Extra Magazine postage	
National						\$200,000.00	RMA Fund Topup	
National						\$100,000.00	Research Fund Topup	
TOTAL	\$12,539,309.00	\$12,358,386.00	\$13,039,559.00	\$8,922,955.00	\$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 (up to 2%) 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 \$13,834,958 funded through forecast licence income and interest from reserves. This includes support for the 14 business cases totaling \$964,449 (\$390,000 from the Licence fee and \$574,449 from 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 its 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 \$8,000 (\$5,000 one off for building maintenance and \$3,000 Tarawera work) from their baseline funding to funding from their 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.

- g. The New Zealand Fish and Game Council at its Meeting 174 proposed a total budget for the 13 Fish and Game councils for 2025/26 (including funding from reserves) of \$13,834,958.
- h. The variance from the NZC resolution is made up of \$96,550 income added back for Eastern, \$40,550 added back to Otago and \$296,000 additional funding for the National Magazine savings found. Table 5 summarises the updated draft budget proposals from NZC which are being consulted on. Individual budgets are shown in Table 6 below alongside the previous financial year (both shown as GST exclusive).

Region	Net Licence income	Proposed Base		Reserves as at 31 Aug 25	Business cases	Description
		Base Budget FY 24/25	Budget 25/26			
Northland	\$226,447.59	\$592,081.00	\$610,346.00	\$214,033.00		
Auckland/Waikato	\$1,100,651.55	\$881,824.00	\$966,026.00	\$149,287.00		
Eastern	\$1,430,366.16	\$1,305,544.00	\$1,370,026.00	\$660,651.00	\$8,000.00	
Hawkes Bay	\$583,381.66	\$434,624.00	\$499,775.00	\$548,535.00	\$87,000.00	Additional casual staff member 37k, Tukuituki river \$50k
Taranaki	\$254,269.29	\$427,816.00	\$427,292.00	\$258,546.00		
Wellington	\$680,741.13	\$848,388.00	\$851,300.00	\$410,195.00		
Nelson-Marlb	\$619,641.83	\$564,125.00	\$590,269.00	\$94,030.00		
Nth Canterbury	\$1,574,695.98	\$1,068,935.00	\$1,145,910.00	\$343,326.00	\$39,000.00	
West Coast	\$327,820.74	\$375,951.00	\$424,000.00	\$256,274.00	\$33,250.00	
Central SI	\$1,815,088.60	\$945,235.00	\$1,030,235.00	\$911,992.00	\$40,000.00	Fencing
Otago	\$2,404,585.74	\$1,740,968.00	\$1,364,978.00	\$843,587.00		
Southland	\$1,481,972.73	\$823,059.00	\$885,171.00	\$672,820.00	\$41,199.00	One Officer position
NZC only	\$39,646.00	\$1,280,486.00	\$1,513,516.00	\$1,559,679.00	\$130,000.00	New Research Position
National	\$0.00	\$1,569,350.00	\$1,332,715.00		\$36,000.00	Increased Licence Costs 36K
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	\$12,358,386.00	\$13,011,559.00	\$6,922,856.00	\$684,449.00	

- i. Individual budgets are shown in Table 6 below. (shown as GST exclusive).

	Base Funds 2025/26	Approved Business Cases	Approved Budget 2025/26 (inc from
Northland	610,346	0	610,346
Auckland/Waikato	966,026	0	966,026
Eastern	1,370,026	8,000	1,378,026
Hawkes Bay	499,775	87,000	586,775
Taranaki	427,292	0	427,292
Wellington	851,300	0	851,300
Nelson-Marlb	590,269	0	590,269
Nth Canterbury	1,145,910	39,000	1,184,910
West Coast	424,000	33,250	457,250
Central SI	1,030,235	40,000	1,070,235
Otago	1,364,978	0	1,364,978
Southland	885,171	41,199	926,370
NZC only	1,513,516	130,000	1,643,516
National	1,332,715	286,000	1,618,715
TOTAL	13,011,559	664,449	13,676,008

Research Fund Allocation

- j. 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).
- k. 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

- l. 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

- m. 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.
- n. 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

- o. 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
- p. 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)
- q. That the licence categories be charged at the agreed ratio for all categories;
- r. The licence fee(s) and budget go to the Regions for Consultation;
- s. Total income, including interest, is \$13,063,462. 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.

	Fish Licence Income \$			Game Licence Income \$			TOTAL Licence Income \$				
	Fish \$	COS \$	Net Fish \$	Game \$	COS \$	Net Game \$	Net Licence				
							TOTAL F & G	Total COS \$	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
Helson-Marib	579,040	23,162	555,878	84,400	3,376	81,024	663,440	26,538	636,902	2,821	639,723
North 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
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

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

Modification to Licence Categories and Ratios with whole Season Fees

- u. 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

- v. The recommendation for licence fees of \$161 and \$120, along with the recommendation of a total budget of \$13,676,008 creates an overall potential deficit of \$38,097.

Net Licence Sales	12,745,536
Interest	200,544
Uplift of Non-Resident licences	117,382
Total Income	13,063,462
Less Approved Budget	13,676,008
Less funded by Reserves	(574,449)
Total Surplus/(Deficit)	(38,097)

- w. New Zealand council approved at NZC Meeting 174 for councils to fund projects from reserves totaling \$574,449.

Table 9: REGIONAL FISH & GAME COUNCILS: 2025/26 LEVY/GRANT SCHEDULE										
Payable to/(by) New Zealand Fish & Game Council (GST Reg. No. 53-332-404)										
	Quarterly Instalment			Payment made/Received				Total		
	Levy/(Grant)	GST @15 %	Total	11/20/2025	2/20/2026	5/20/2026	8/20/2026	Levy/(Grant)	GST	TOTAL
Northland	(93,427.70)	(14,014.16)	(107,441.86)					(373,710.81)	(56,056.62)	(429,767.43)
Akd/Waikato	44,562.45	6,684.37	51,246.82					178,249.81	26,737.47	204,987.28
Eastern	28,624.38	4,293.66	32,918.04					114,497.53	17,174.63	131,672.16
Hawke's Bay	27,080.26	4,062.04	31,142.30					108,321.05	16,248.16	124,569.21
Taranaki	(40,541.46)	(6,081.22)	(46,622.67)					(162,165.82)	(24,324.87)	(186,490.69)
Wellington	(36,089.69)	(5,413.45)	(41,503.14)					(144,358.75)	(21,653.81)	(166,012.56)
Nelson/Marlborough	16,025.08	2,403.76	18,428.84					64,100.30	9,615.05	73,715.35
North Canterbury	122,833.45	18,425.02	141,258.46					491,333.78	73,700.07	565,033.85
West Coast	(19,505.45)	(2,925.82)	(22,431.26)					(78,021.78)	(11,703.27)	(89,725.05)
CSI	213,924.29	32,088.64	246,012.93					855,697.16	128,354.57	984,051.73
Otago	284,784.55	42,717.68	327,502.23					1,139,138.20	170,870.73	1,310,008.93
Southland	166,352.15	24,952.82	191,304.97					665,408.60	99,811.29	765,219.89
	714,622.32	107,193.35	821,815.67					2,858,489.27	428,773.39	3,287,262.66
Levy	904,186.61	135,627.99	1,039,814.60	Total Receipts				3,616,746.43	542,511.96	4,159,258.39
Grant	(189,564.29)	(28,434.64)	(217,998.93)	Total Payments				(758,257.16)	(113,738.57)	(871,995.73)
Net	714,622.32	107,193.35	821,815.67	Net Receipts				2,858,489.27	428,773.39	3,287,262.66

- x. 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

- y. The NZ Council seeks consultation from Fish and Game regional councils on the following points:
- a. **The licence fees and categories as set out in the appended schedule (Appendix 2) and specifically:**
 - i. **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 *;**
 - ii. **That the 2025/26 Non-Resident Whole Season Fishing licence fee is set at \$300 (increase of \$30) ***
 - iii. **with all proportional changes to remaining licence fees**
 - iv. **The Licence LEQ of 72,975 (Fish) and 30,601 (Game).**
 - v. **The proposed total budget from the licence fee for your region which determines the Levy or Grant for your region for 2025/26 financial year.**
 - z. 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
Council



Corina Jordan
Chief Executive
New Zealand Fish and Game

10. FAMILY LICENCE MODERNISATION- SUPPORTING WOMEN ANGLERS

15 May 2025

1. Purpose

NZC is proposing changes to the current structure of the family licence, to help support equity and inclusion of predominantly female partners on the family licence who are classed as the secondary licence holder to hold the same opportunities as the male partner who is predominantly designated as the primary licence holder.

2. Background

The proposed changes to the Family Licence category are:

- Allowing two primary licence holders
- Permitting all family members to fish independently
- Granting both primary licence holders equal fishing and voting rights
- Investigating any required regulatory or legislative amendments
- Monitoring impacts over a three-year period
- Promoting the change as part of a wider strategy to increase female participation.
- Bringing F&G family licence structure in line with DOC Taupo's approach

The Family Licence was introduced following research in the 1990s showing that most anglers are recruited through family networks, particularly fathers and male relatives. The intention was to enable families to fish together under one cost-effective arrangement and support skill transmission from experienced adults to their partners and children.

Over time, the licence was adapted to provide more flexibility—allowing secondary holders to fish with children independently and later permitting adult partners to take grandchildren. The core principle has always been shared family participation, rather than independent access for two adults.

Allowing two adults full, independent fishing rights under one discounted licence category is a significant shift. While it may simplify administrative structures, it could also cannibalise revenue by replacing two full licences with one subsidised family licence. The proposal appears to support this change primarily on equity grounds, without robust modelling of potential switching behaviour or financial impacts.

The supporting evidence is based on a 2025 survey from Women on The Fly NZ with 51 respondents. While their perspectives are important, a self-selected sample from a community of enthusiasts does not represent the broader population of potential female anglers. In contrast, no data has been presented on current family licence holders' views, nor have switching behaviour.

The national Licence Category Optimisation Report—designed to model all categories for financial sustainability and participation has not been completed, this could be a great risk to the organisation as a reduction in revenue and behaviours could result in a long term change of behaviour adding additional financial pressure to the organisation. However, the added value is accepted, that it would create equity between 2 partners (traditionally male and female) and this could create a better goodwill towards F&G resulting in a future financial gain?

Staff Recommendations

NZC should proceed with caution to ensure that the long-term implications for revenue, participation, and licence structure are fully understood. That the current timeline presented is very tight.

For NZC to be able to make a fully informed decision with the best and worst case scenarios, further information is required:

1. Modelling of potential revenue impacts and category switching, including Juniors
2. A broader analysis of current Family Licence holders and their likely response to the change
3. A full review by the National Licence Working Party, including consideration of the forthcoming Licence Category and Pricing Optimisation Report

3. Recommendation

That Council discusses the Family Licence proposal and provides feedback to NZC prior to their next meeting.

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

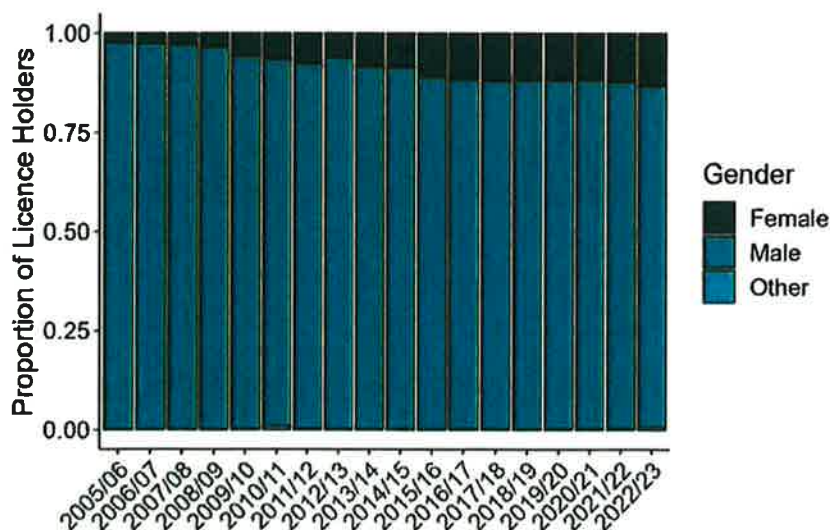
9. The current family licence (\$203) includes "a couple and up to 4 children or grandchildren under the age of 18." However, only the primary licence holder may fish independently, while the secondary licence holder may only fish with the children named on the licence or alongside the primary licence 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.

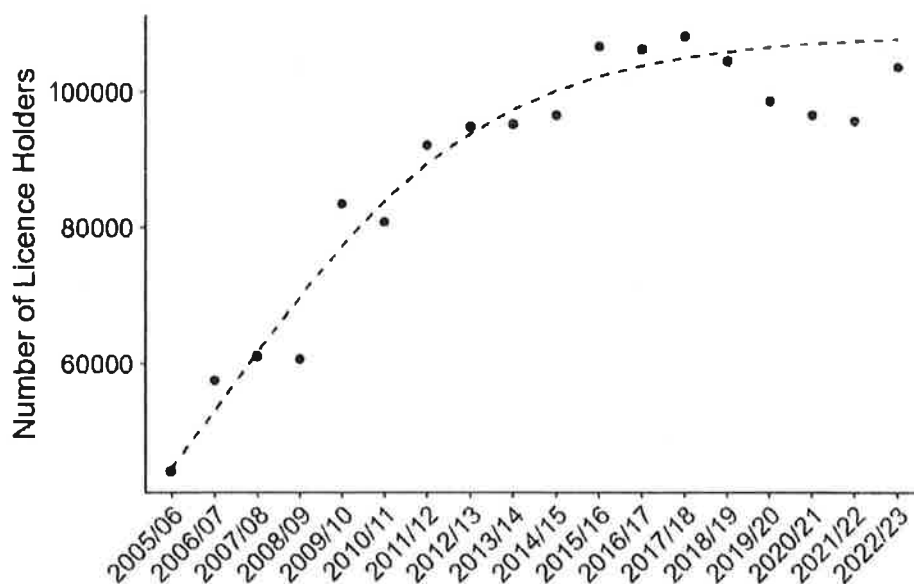
Kōrerorero - Discussion

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.

Family Licence Reform: Frequently Asked Questions

Financial Implications

Q: Will changing to a two primary holder system reduce our revenue?

A: While there may be a short-term reduction in revenue from households that currently purchase both a family licence and an additional adult licence (estimated at \$149,501 annually), research indicates significant potential for growth.

Q: How much would it cost to implement this change?

A: Apart from loss in revenue, costs would be minimal. For the DOC fishery, the ratio of adult whole season licence to the family licence is higher than the Fish & Game ratio for the same licences, so a comparative increase may mitigate some of that licence revenue loss and deter fraudulent claims.

Q: Can we afford to make this change given current budget constraints?

A: It's not just necessary but will be beneficial. Fish & Game has reached "carrying capacity" with its current demographic. Without expanding to new demographics, particularly women, we face stagnant or declining participation rates. The financial benefits of attracting more women to fishing far outweigh the implementation costs.

Implementation

Q: How would we verify that both licence holders are genuinely partners?

A: We would use the same verification methods currently employed for family licences. The DOC model for the Taupo District has successfully implemented this approach without significant verification issues. Under current rules, we already verify that someone is a spouse or partner to be included on a family licence.

Q: Would we need to change legislation to implement this reform?

A: Any necessary regulatory changes would be identified during the implementation planning phase.

Q: How would we handle voting rights for both primary licence holders?

A: Both primary licence holders would receive separate communications and voting rights for Fish & Game elections. This process is straightforward to implement through our existing systems with minimal adjustments.

Impact on participation

Q: Would this change really make a difference to women's participation?

A: Yes, the evidence strongly suggests it would. A 2025 survey conducted by Women on The Fly NZ (with 51 respondents from their community of approximately 700 members) shows 82% of respondents believe the current regulations negatively affect women's participation.

Women currently represent only 13% of identified anglers (potentially up to 28%, including unidentified participants on family licences). In comparable regions like North America, women are the fastest-growing demographic in fishing and hunting when barriers are removed.

Q: Why focus on encouraging more women to take up freshwater fishing?

A: Freshwater sports fishing is for everyone.

Research shows women enjoy fishing for many of the same reasons as men: connecting with nature, mental well-being, learning new skills, and social connections. The data shows women currently participate at only 0.4% compared to 3.6% for men, indicating not a lack of interest but the presence of barriers to participation.

Research commissioned by Fish & Game NZ from Dr Stu Hayes and Professor Brent Lovelock (University of Otago) found the family licence was a constraint and recommended changing it. "Another issue had to do with the family licence and, in particular, the requirement that the primary licence holder (generally a husband/partner) must always be present. This requirement was viewed as being problematic for almost all the women we spoke to who had held, or hold, a family licence, in that the requirement can restrict one's ability to fish alone or with others."

Q: How do we know women want to fish independently?

A: Survey data and financial records demonstrate this clearly. 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. The 2025 Women on The Fly NZ survey showed that 67% of respondents believe the current family licence regulations are unfair and should be changed. The survey also revealed that women's motivations for fishing include connecting with nature, mental well-being, and learning new skills—activities they should be able to pursue independently.

Addressing Specific Concerns

Q: Won't men just claim their friends as "partners" to save money?

A: No, we don't believe this will be a problem.

1. The same verification requirements that prevent abuse of the current family licence system would apply
2. The DOC's Taupo District has implemented a similar approach without encountering this issue
3. The proposed definition clearly outlines who qualifies as family members
4. The potential financial benefit would be minimal compared to the effort of falsifying a relationship

Q: Why change a system that has worked well for decades?

A: The current system hasn't worked well for many participants, particularly women. The system reflects an outdated model where men were seen as the primary anglers. Modern families and partnerships are more equal, with both partners wanting to participate fully in recreational activities. The proposed change will bring our licensing system into line with modern times and the DOC approach.

Q: Won't this cause confusion among licence holders?

A: Clear communication during implementation would minimise any confusion. The change simplifies the system by removing arbitrary restrictions on who can fish and when. Most licence holders will welcome the added flexibility and equality in the system.

Benefits Beyond Participation

Q: How does this change benefit Fish & Game beyond potential licence sales?

A: Benefits include:

- Greater diversity in the fishing community
- Increased support for freshwater sports fishing
- Enhanced support to maintain and enhance healthy freshwater ecosystems
- Broader political and community backing for Fish & Game initiatives
- A better fit with today's values of fairness and inclusion More families taking part in fishing activities
- Potential for more diverse representation in Fish & Game governance
- Increased perceived value of a family fishing licence

Q: Does this align with our broader strategic goals?

A: Yes, this change directly supports our R³ strategy (recruitment, retention, reactivation) and aligns with recommendations from the governance review, highlighting the need for increased diversity across the organisation.

Comparing with DOC's Approach

Q: How has the DOC approach worked in the Taupo District?

A: The DOC approach in the Taupo District has successfully implemented a more inclusive definition of family licences that recognises both partners equally. Their definition includes "one person, or one person and that person's spouse or partner", along with dependants and grandchildren under 18. This model has functioned effectively without any of the concerns raised.

Q: What key differences exist between our proposed system and DOC's approach?

A: Our proposed approach is modelled closely on DOC's system, with adjustments for our specific administrative requirements. Both systems recognise the equality of partners in a family licence arrangement and avoid designating one person as "primary" and one as "secondary."

The DoC definition of family is:

- one person, or one person and that person's spouse or partner; and
- the dependants of that person or those persons who
- ordinarily or periodically reside with that person or those persons and
- are aged under 18 years on 1 July; and
- the grandchildren of that person or those persons who are aged under 18 years on 1 July.

11. GAMEBIRD REGULATION SETTING, POLICY AND PROCEDURE

15 May 2025

1. Purpose

To review established processes, policies and procedures for Game Bird Season Conditions and regulation setting.

2. Background

Council and staff each have a role in managing and implementing sustainable hunting and angling opportunities for licence holders. Good Governance with robust policies and strategic direction and leadership from Council and expert and qualified staff, producing science-based research and papers are the two pillars of strength and security.

The setting of our regulations, be it fisheries or gamebirds is a primary duty of our role and responsibility and is encompassed in the Conservation and Wildlife Acts, our Sports Fish & Game Management Plan (SFGMP) and our policies, relevant excerpts follow:

2.1 Conservation Act 1987:

Section 26Q Functions of Fish and Game Councils

- (1) The functions of each Fish and Game Council shall be to manage, maintain, and enhance the sports fish and game resource in the recreational interests of anglers and hunters, and, in particular
 - (a) to assess and monitor -
 - (i) sports fish and game populations; and
 - (ii) the success rate and degree of satisfaction of users of the sports fish and game resource; and
 - (iii) the condition and trend of ecosystems as habitats for sports fish and game
 - (b) to maintain and improve the sports fish and game resource -
 - (iii) by formulating and recommending to the New Zealand Fish and Game Council conditions for fishing and game seasons; and
 - (e) in relation to planning,
 - (iii) to prepare draft sports fish and game management plans in accordance with this Act;

2.2 The Wildlife Act:

Section 15 Open season for game

- (1) Every Fish and Game Council shall, through the New Zealand Fish and Game Council, recommend for approval by the Minister a draft set of conditions it considers should be included in the notice of an open season for game for its region under subsection (4).
- (2) The New Zealand Fish and Game Council shall, if satisfied as to the form of the notice, submit it for the Minister's approval.

- (3) The Minister may—
- (a) approve the Council’s draft notice; or
 - (b) require the Council to amend the draft notice in such manner as the Minister may specify.

2.3 Sports Fish & Game Management Plan:

SFGMP’s are the contract between this Council and the Government on how the F&G resource shall be managed, this is a condition under the Conservation Act.

Excerpt from Conservation Act 1987:

Section 17L Sports fish and game management plans

- (4) When preparing a draft sports fish and game management plan, the Fish and Game Council shall -
- (a) have regard to the sustainability of sports fish and game in the area to which the plan relates;
 - (b) have regard to the impact that the management proposed in the draft is likely to have on other natural resources and other users of the habitat concerned; and
 - (c) include such provisions as may be necessary to maximise recreational opportunities for hunters and anglers.

Excerpts from Eastern Fish and Game Council’s SFGMP:

Mission statement

“To maintain and enhance opportunities for sustainable sports fish angling and game bird hunting.”

Goal 1: To manage sustainable populations of sports fish and game bird species for recreational harvest.

1.1.2 Objective

To have adequate information relevant to the Eastern Fish and Game Council’s needs for effective management of the sports fish and game bird resource.

1.4 Management of Game Birds

1.4.2 Objective

Maintenance and enhancement of populations and diversity of game bird species in the Eastern Fish and Game Region to maximise hunting opportunities.

Policies

1.4.2(a) To manage harvest by implementing game bird regulations that:

- Maximise hunter opportunity.
- Ensure the sustainability, quality, and diversity of the game bird resource.
- Are based on sound biological principles.

2.4 Council Policy:

Council has established policies that dictate what seasonal regulations will apply for a given population state for Gamebirds.

These policies are reviewed every 3 – 5 years. The last review was at the December 2023 meeting.

Excerpt Eastern Fish & Game Council Meeting confirmed Minutes 7 December 2023:

11.0 Game Season Conditions

11.1 Council had put various questions to Matt McDougall during and following his presentation and proceeded to confirm the Game Season Condition recommendations.

11.2 Agreed (Mike Jarvey/Murray Ferris) that the mallard and grey duck population thresholds and associated regulations currently used i.e the status quo shown in table 1 of the agenda item remain until further evidence points to an alternative approach. [23/12/11.2]

Table 1. Mallard season regulations as a function of the estimated population size.

Constraint	Population Size	Daily Bag Limit	Season Length	Area
Restricted	<350,000	6	4 week ^(a)	All areas
Intermediate	350,000–450,000	8	6 week	All areas
Relaxed	>450,000	10	10 week	All areas

(a) If the last weekend of the mallard season is Queens birthday weekend, then the Monday is included.

2.5 Game Season Condition Policies (Excerpt December 2023 Agenda)

Appendix 1

GAME SEASON CONDITION POLICIES

2.1 Mallard and Grey Duck (greylard)

- (i) Agreed (Barry Roderick/Steve Scragg) that Council re-affirms the threshold approach to setting mallard and grey duck harvest regulations (where grey duck are treated as mallard due to the difficulty in distinguishing between the species). [15/11/12.2]***

- (ii) Agreed (Barry Roderick/Steve Scragg) that the threshold levels are set at 350,000 and 450,000 such that at or below 350,000 a set of restricted conditions apply; above 350,000 and, at or below 450,000 a set of intermediate harvest regulations apply; and above 450,000 a relaxed set of conditions apply. [15/11/12.3]***

- (iii) Agreed (Barry Roderick/Steve Scragg) that restricted conditions shall comprise a 4-week season (including Queens Birthday when appropriate) with a bag limit of 6 mallard and grey duck; intermediate conditions shall comprise a 6-week***

season with a bag limit of 8 mallard and grey duck; and relaxed conditions shall comprise an 8-week season with a bag limit of 10 mallard and grey duck. [15/11/12.4]

2.2 Other Species

- (i) Agreed (Barry Roderick/Steve Scragg) that paradise shelduck and black swan thresholds and regulations remain the status quo and subject to January monitoring results. [15/11/12.5]*
- (ii) Agreed (Ian Pirani/Lindsay Lyons) that Council authorises staff to make a decision on Game Season Regulations outside of policy when an issue has been flagged. [12/10/8.2]*

Rationale for (v) as per October 2012 Council minutes:

“Cr Barry Roderick commented on the greylard population estimates being the lowest in 8 years and the mystery, last summer, with a very high ratio of juveniles in the traps. Matt McDougall said that in the last decade something had occurred in some years that's throwing us off track. Last year he was concerned over the reduced adults in the traps and those concerns were later vindicated by harvest results. Council discussed the policy for setting the season regulations and the short time frame available before these are presented to the Minister for approval. Rob Pitkethley said that in 4 out of 5 years the modelling policy would be used, but in the occasional year staff would like the ability to alter the policy direction if unusual results suggested something else was occurring. Staff were seeking guidance on how this unusual process could work and Cr Steve Scragg said that he would be comfortable with Matt McDougall and Rob Pitkethley making the appropriate call and providing confirmation by email to Council.”

- (iii) Agreed (Alan Baird/Adam Rayner) that Council supports changing the “Intermediate” regulations for black swan from a daily bag limit of 2 to 5 birds (i.e, when the population is assessed at 1,000-3,000 birds) to provide more incentive to hunt swan once the mallard season finishes. [18/11/10.15]*

2.3 Threshold Criteria for Paradise shelduck

Table 1: Eastern Paradise Shelduck threshold levels

LONG TERM POPULATION TREND	SEASON
Negative i.e. population declining	Restricted
Zero i.e. population stable	Intermediate
Positive i.e. population growing.	Relaxed

Table 2: Eastern Paradise Shelduck season conditions (Season per Table 1)

SEASON	Area	Specific Conditions	
		Length (weeks)	Bag Limit
Restricted	A1 & A2	4	4
	B2 & B1 South of true right bank Uawa River Mouth	4	4
Intermediate	A1, A2	8	6
	B2 & B1 South of the true right bank Uawa River Mouth	8	10
Relaxed	A1, A2, B2 & B1 South of the true right bank Uawa River Mouth	10	10
Fixed Season condition	B1 North of the true right bank Uawa River Mouth	10	20

2.4 Threshold Criteria for Black Swan

Table 3: Eastern Black Swan threshold levels

POPULATION SIZE	TREND	SEASON
Low (below 1,000)	Negative	Restricted
Low (below 1,000)	Zero	Restricted
Low (below 1,000)	Positive	Restricted
Moderate (between 1,000 and 3,000)	Negative	Intermediate
Moderate (between 1,000 and 3,000)	Zero	Intermediate
Moderate (between 1,000 and 3,000)	Positive	Relaxed
Greater than 3,000	Negative	Relaxed
Greater than 3,000	Zero	Relaxed
Greater than 3,000	Positive	Relaxed

Table 4: Eastern Black Swan season conditions (Season per Table 3)

SEASON	SPECIFIC CONDITIONS (LENGTH AND DAILY BAG).
Restricted	No season.
Intermediate	8-week season with a 5-bird limit for Management Units A1, A2 and B1. 6-week season with a 4 bird limit for Management Unit B2.
Relaxed	16-week season with a no-bird limit.

2.5 Standing Orders

Council is within its right to change set policy if it feels that the policy is no longer fit for purpose or does not support Councils objectives.

As per our Standing Orders that are based on and are subject to the Local Government Official Information and Meetings Act 1987, we cannot deflect from policy without due process.

Excerpt Standing Orders December 2024:

3.9 Revocation or Alteration of Resolutions

- 3.9.1 A member may give the Manager a notice of motion for the revocation or alteration of all or part of a previous resolution of the council or a committee.
- 3.9.2 Such notice must set out the:
- a. resolution or part of the resolution which the member proposes to revoke or alter;
 - b. meeting date when the resolution was passed;
 - c. motion, if any, that the member proposes to move to replace it.

Requirement to give notice of motion for revocation or alteration

- 3.9.3 A member must give notice to the Chief Executive at least ten working days before the meeting at which it is proposed to consider such a motion and is to be signed by not less than one third of the members of the council, including vacancies.
- 3.9.4 Once the motion is received the Chief Executive must give members notice in writing of the intended motion at least eight clear working days' notice of the date of the meeting at which it will be considered.
- 3.9.5 If the notice of motion is considered and rejected, no similar notice of motion which, in the opinion of the chairperson, is substantially the same in purpose and effect may be accepted within the next six months.

3.0 Timelines and Moving Forward

I propose, based on the previous tight timeliness for discussion and opportunity for staff to research options and outcomes of Council suggestions that we start gamebird regulation discussion one Council meeting earlier, in August instead of October.

August Council Meeting: Game conditions – initial considerations. Council decides if it wants to change any policy, status quo or look at other options for gamebird regulation setting and monitoring. Giving staff have time to prepare paper for Council highlighting the impact of those changes for the next meeting.

October Council Meeting: Staff present the paper and Council discuss the pros, cons and sustainability of the change to the species and hunter impact. Game conditions review of initial considerations.

Council moves to accept the proposed changes or not. Having had staff recommendation presented to it.

December Council Meeting: If policy change was moved at last meeting, new policy is presented for Council to adopt. Any changes made at the October meeting are ratified and implemented at the December meeting. Game conditions finalised.

This timeline and process, helps give appropriate time for reviews and papers to be drafted for Councils consideration. This way Council safeguards and reduces risk to the organisation, gives staff, Council and our professional reputation protection.

Council is within its statutory rights and its governance role to make a decision contrary to staff recommendation, in doing so it needs to provide rationale to New Zealand F&G Council and the Minister for Hunting and Fishing.

Council also needs to define what opportunity means, as it means different things to different hunters. Council has previously defined what opportunity means to them, and it was nominated as “ducks in the air”.

Council Papers August 2014:

6. More waterfowl

Councillors have requested background information on the earlier definitions behind the “more ducks” priority and some time to discuss the relevance of this definition with the increasing level of information we have on waterfowl populations. The August Papers For Information contains a background paper from Matthew McDougall explaining what the Council have in the past defined “more ducks” to be and the wide variety of management activities that can potentially affect this result. The background paper should provide a good basis for Council discussion on this topic.

The paper presented to Council in August 2014 is in the PFI.

Alternative interpretations of opportunity can be:

- Shooting more ducks or,
- Longer seasons and or,
- Higher bag limits or,
- More places to hunt etc.

Council may want to revisit this existing definition.

Harvest needs to be sustainable over the long term and population needs to be maintained at a level that provides hunter opportunity over the long term not just the current year. Optimising the long-term cumulative harvest!

4. Recommendation

- 4.1 That Council accepts this report, takes time to familiarise themselves with our Standing Orders, Governance Policy and our SPGMP and has a strong awareness of our roles and responsibilities under the Conservation Act and the Wildlife Act.**
- 4.2 Agrees to start initial gamebird condition discussion in its August meeting (one Council meeting earlier).**

12. DRAFT LONE WORKER POLICY

15 May 2025

1. Purpose

As part of the overall National Health & Safety Policy, NZC at its March 2025 meeting has asked for Regional Council's feedback on its Draft Lone Worker Policy.

2. Background

Eastern has a well-developed system for managing lone worker activities, as part of our regional Health and Safety (H&S) plan and currently this operates effectively. This provision should be incorporated into a region's existing H&S plan, rather than establishing a separate national-level policy. A national led policy can risk duplication, inefficiency, and confusion.

Liability and Accountability

As New Zealand Council (NZC) is not the Person Conducting a Business or Undertaking (PCBU) and regional councils are, this confusion is compounded by the use of the generic term "Fish & Game New Zealand," which is not a statutory title for either the NZC or any regional Fish & Game Council. If the policy is adopted in its current form, it would be unenforceable due to the ambiguous and incorrect naming conventions used.

Definition and Application of 'Lone Worker'

The draft policy lacks a definition of "lone worker," making it difficult to determine when specific safety measures should be applied. In Eastern, lone worker is defined as Working Alone and is referred to field work as per our H&S plan (p20, 2.3).

Without definition, there will be a requirement for staff who at times work from home? Or for staff who work weekends in the hatchery, or drive to meetings on their own, this can create a process that is unrealistic to operate under. In its current wording, it would also cover all who enter our site, including the general public and children.

Adopting a blanket approach would mean that many low-risk, routine tasks would require unnecessary and resource-intensive procedures.

Staff Recommendation: The policy in its current form, is not fit for purpose, substantial edits and definitions are required. Recommend:

- Enabling regions to incorporate appropriate lone worker provisions into their own H&S manuals.
- Clarifying roles, responsibilities of PCBU, and use of statutory titles for NZC and regional Fish and Game Councils.
- Defining "lone worker" and create a matrix-based approach to guide safety requirements.

3. Recommendation

That Council review the Draft Lone Worker Policy and provides feedback to NZC prior to their next meeting.

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

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

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

13. DRAFT HEALTH, SAFETY & WELLBEING POLICY

15 May 2025

1. Purpose

As part of the overall National Health & Safety Policy, NZC at its March 2025 meeting has asked for Regional Council's feedback on its Draft Health, Safety & Wellbeing Policy.

2. Background

This policy is similar to the National Health & Safety Policy that was accepted by NZC at their June 2024 meeting after going out to the regions for consultation. Eastern Council discussed it at our April 2024:

Eastern Fish and Game Council Minutes April 2024:

11.0 DRAFT NATIONAL HEALTH AND SAFETY POLICY

- 11.1 *Arash Alaeinia advised that the New Zealand Council's intention is to create an overview policy that all regional councils adhere to and to highlight where responsibilities fall.*
- 11.2 *Cr Mike Jarvie queried that staff were happy with the regional plan? Arash advised that this was up for review, but staff were happy with the content.*
- 11.3 *Barry Roderick question where staff Health & Safety inductions were? Arash advised that these were in the detailed regional plan and that this policy was an overview.*
- 11.4 *No additional feedback was supplied apart from a request that anagrams have definition included within the document.*

This new policy touches on contents already discussed in the original but adds "wellbeing" in its heading, however it does not address any wellbeing topics in the paper.

Staff Recommendation: This new policy creates confusion and unnecessary duplication, to established regional systems and an already adopted national policy. It does not clearly define lines of accountability or authority, which the former does. Any national guidance should instead focus on supporting regions to enhance and align their existing H&S policies where needed, without overriding or duplicating them, which is what the earlier policy did.

3. Recommendation

That Council review the Draft Health, Safety and Wellbeing Policy and provides feedback to NZC prior to their next meeting.



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

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CONNECTION

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SERVICE

We are enthusiastic, professional, kind and accountable

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/manufacture'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.
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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:	

14. DRAFT RESOURCE MANAGEMENT & LEGISLATION POLICY

15 May 2025

1. Purpose

This policy is to support a priority process on cases taken and funds allocated in relation to legislation relevant to hunters and anglers under the Firearms Act, Conservation Act, Wildlife Act etc.

2. Background

Develop a framework that uses a scoring matrix to prioritise cases, with cases that represent national significance being prioritised. The process would also use an application process for regions that wish to use this fund for regional cases.

Staff Recommendations That creating a framework and scoring matrix process, helps to keep the allocation of funds transparent and fair. This is a good first step in developing a policy and process for the RMA Funds and cases it will fund.

3. Recommendation

That Council review the Draft Resource Management & Legislation Fund Policy and provides feedback to NZC prior to their next meeting.



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, 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:

15. OPERATIONAL REPORTS

15.1 FINANCE REPORT

Ref: 8.03.01

6 May 2025

1. Purpose

To inform the Council of the year-to-date financial position and approve payments for the months of February and March 2025.

Tables within this report:

Table 1	Profit and Loss to 31 March 2025
Table 2	Balance Sheet as at 31 March 2025
Table 3	Variance Report to 31 March 2025
Table 4 & 5	Bank Transactions February and March 2025
Tables 6 & 7	Credit Card Transactions February and March 2025

2. YTD Profit and Loss

The Profit & Loss statement for the period ending 31 March is provided in Table 1.

Summary

The net position YTD is \$376,336 surplus against a YTD budgeted surplus of 258,094, net variance \$118,242 (surplus).

The net variance of \$118,242 is a result of income received being higher than that budgeted by \$119,024, and increased expenditure \$782.

Income	Var YTD	Expenses	Var YTD
Licence Sales	69,300 ▲	Depreciation	1,519 ▼
Other Income	49,725 ▲	Operating Expenses	8,201 ▼
		Administration Expenses	10,502 ▲
	119,024 ▲		782 ▲
		Net	118,242 ▲

A more detailed summary is provided in the following notes.

Income

Licence Sales

Licence revenue continues to be positive at \$69,300 ahead of budget YTD. A more up to date and accurate picture of licence sales YTD is provided in the Licence Sales Report.

Other Income

Revenue from other sources for the period totalled \$62,332 and is made up of the following:

Hatchery	\$1,676	Fishing competitions	\$340
Habitat maintenance fees	\$30	Awakaponga Insurance Claim	\$27,826
Fines	\$513	Interest General	\$7,802
Fish food, tours	\$113	Rentals	\$13,117
Donations	\$56	NZFG Contract Work	\$8,404
MPI contribution Banding	\$1,680	Zon gun hire, repl licence fees	\$50
Mowing	\$725	Total Other Income	\$62,332

Other income is currently ahead of budget \$49,725 YTD. This surplus is primarily due to increased contract work to Hawke's Bay Fish & Game over year end, a donation from the Agrodome, increased rental income with the fire store now being leased, and most recently insurance claim proceeds for the Awakaponga Solar system theft (\$27,826). These insurance proceeds have been transferred to a dedicated reserve pending a viable alternative option for the water supply to the reserve being established.

Species Management

The Population Monitoring expenditure for the period was minimal and relates to wire for trap repairs.

The expense relating to fish food was significant over the period at \$21,847. Other Hatchery expenditure included fuel, Aqui-S, pool salt, oxygen, and various purchases of equipment and consumables for hatchery maintenance.

The Species Management output is within budget YTD (\$924)

Habitat

Habitat spending related to excavator works in the Awaiti WMR, reserves spraying, wasp control products. Within budget YTD (\$2,259).

Participation

Minimal expenditure is reported with the Participation budgets related to signs and hut maintenance, and electricity for the Waikaremoana hut. Within budget YTD (\$1,451).

Public Interface

The spending within the Public Interface output was related grounds maintenance costs including a portion of the expense for trees felled on the property. The Public Interface output is over budget YTD \$1,135 due to maintenance costs associated with the leased compound. Going into the next budget round these costs will be provided for within the overhead budgets.

Compliance

Compliance expenditure relates to the usual 0800 Poaching service and cell phone costs. Within budget YTD (\$136).

Licensing

Licensing costs include agent commissions, and the fees associated with the Public Online sales, and a small postage expense for regulation guides. Within budget YTD (\$5,174). Even though sales are up the reduction is due to the shift to online sales reducing the cost of sales.

Council

Travel and catering expenses are reported relating to the February and March Council meetings. Over budget YTD (\$2,474), the budget has been increased for the 2025-26 year.

Planning

Within the R3 budget costs are reported relating to the pre fish season radio campaign and the purchase of "Friends of Fish & Game" caps. Levies were paid as budgeted. Within budget YTD (\$1,867).

Administration

Salaries	Over budget YTD (\$1,627). Annual leave is now accrued regularly for reporting purposes rather than at year end and as a result variances will be reported against budget due to timing of annual leave being taken.
Staff Expenses	Staff expenses included costs associated with food for East Coast work, staff farewell lunch, greeting cards, flowers for a bereavement, and the purchase of new blue polo shirts. Health & Safety expenses were incurred relating to gloves for the HPAI kit, and tree felling on site. Over budget YTD \$1,860 due to increased Health & Safety costs with increased PPE requirements for duck banding in light HPAI risks.
Staff Houses	Staff Houses expenses related to Real Estate agent commissions and plumbing services. Over budget YTD (\$594) due to higher than anticipated insurance costs and adjustment to GST on agent fees.
Office Premises	Expenses for the period related to electricity, cleaning, rubbish removal, and alarm monitoring. Over budget YTD (\$768) again due to higher than anticipated rates and insurance costs.
Office Equipment	Office Equipment expenses include the phone system and eftpos lease costs, the purchase of a 2 nd hand desk, and servicing of AC units. Under budget YTD (\$47).
Communications/ Consumables	Communications spending includes the 0800 service, Garmin InReach, staff cell plans and the 2Talk calling plan needed to utilise the IP phones. Expenses are also reported relating to stationery, Starlink, IT services, courier and photocopying. Under budget YTD (\$411).
General	Expenses are reported for the Survey Monkey subscription, morning teas, and bank charges. Over budget YTD (\$1,125) due primarily to increased insurance premiums.
General Equipment	Maintenance spending related to parts for ride on mower, and servicing of Whio and Kotare engines. Other expenses included a set of waders and minor equipment purchases. Seaflux and fuel costs are also reported. Over budget YTD (\$678).
Vehicles	Vehicle expenses for the period related to one vehicle service, puncture repairs, and tyre fitting and balance. One vehicle was registered and fuel costs included 65k of road user charges. The vehicle budgets are over spent YTD (\$4,309) which is due to increased insurance and servicing costs. It is likely that a variance

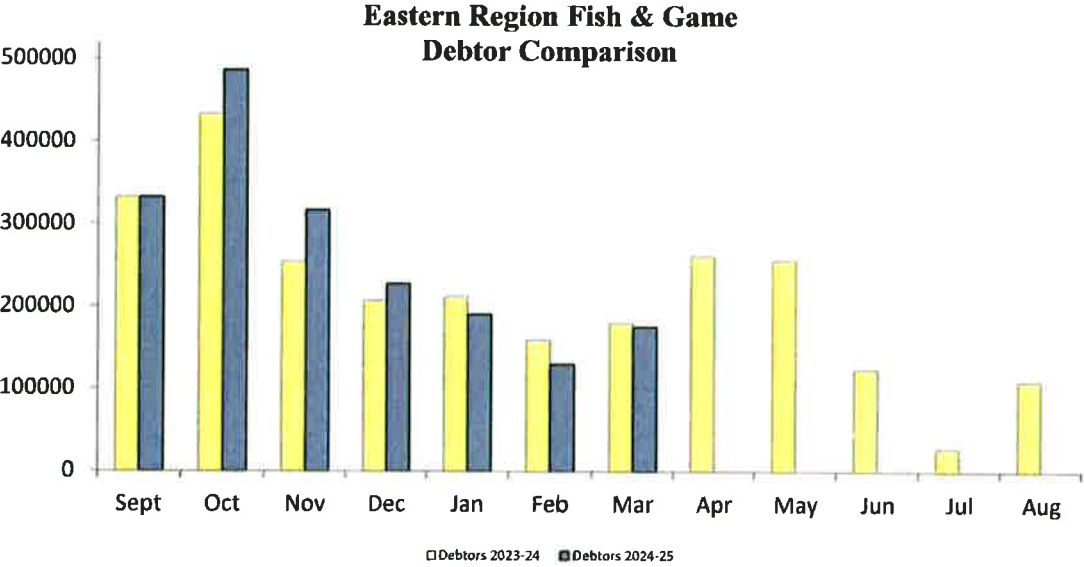
	will continue to be reported throughout the year with increased insurance costs and particularly maintenance costs. Previously new vehicles came with capped servicing for a period, and this is no longer available.
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Cash Position: As at 31 March 2025

\$ 946,114	(includes \$60,942 Asset Replacement Reserve)
<u>\$ 481,255</u>	(Waikaremoana SFHEF – Restricted Reserve)
\$ 1,427,369	Total

Debtors: Outstanding Debtors \$174,821 as at 31 March 2025 (\$179,497 as at 31 March 2024).

Eastern Region Fish and Game - Debtors Balance Comparison 2023/24-2024/25



There are no concerns with the Council outstanding debtors at this time.

Fixed Assets

Purchases

Mercury 6hp aux motor - Whio

To be sold

2018 Mazda BT50 Flat deck LUY171

3. Variance Report (Table 3)

The variance report (Table 3) shows the YTD actual including staff hours entered for each project area to provide Council with an overview of the staff time component of the Operational Work Plan.

Table 1

Profit and Loss - Council
 Eastern Fish and Game Council
 For the 2 months ended 31 March 2025

	Feb 2025	Mar 2025	YTD Actual	YTD Budget	Total Budget	Var YTD	%
Income							
Licence Income	73,290	102,125	1,173,300	1,104,000	1,401,728	69,300	6%
Other Income	22,005	40,327	193,850	144,125	251,931	49,725	35%
Total Income	95,296	142,452	1,367,149	1,248,125	1,653,659	119,024	10%
Operating Expenses							
Depreciation	7,515	7,954	56,411	57,930	94,455	(1,519)	-3%
1100 SPECIES MANAGEMENT							
1110 Population Monitoring	12	0	23,608	29,000	44,500	(5,393)	-19%
1120 Harvest Assessment	0	0	720	1,120	2,900	(400)	-36%
1140 Hatchery Operations	11,173	13,655	77,617	72,348	98,750	5,269	7%
1180 Game Bird Control	0	0	0	400	400	(400)	-100%
Total 1100 SPECIES MNGMNT	11,185	13,655	101,944	102,868	146,550	(924)	-1%
1200 HABITAT PROTECTION/MANAGEMENT							
1220 Works & Management	0	5,052	8,241	10,000	17,500	(1,759)	-18%
1230 Assisted Habitat	0	0	0	500	18,200	(500)	-100%
Total 1200 HABITAT PROT/MGT	0	5,052	8,241	10,500	35,700	(2,259)	-22%
1300 PARTICIPATION							
1310 Access	187	0	2,389	4,000	5,300	(1,611)	-40%
1340 Other Publications	0	0	921	1,000	2,000	(80)	-8%
1350 Training	0	0	720	550	850	170	31%
1370 Huts	113	304	920	850	1,450	70	8%
Total 1300 PARTICIPATION	300	304	4,949	6,400	9,600	(1,451)	-23%
1400 PUBLIC INTERFACE							
1440 Public Promotions	0	0	345	700	1,000	(355)	-51%
1450 Visitor Facilities/Education/Interpretation	67	858	1,990	500	500	1,490	298%
Total 1400 PUBLIC INTERFACE	67	858	2,335	1,200	1,500	1,135	95%
1500 COMPLIANCE							
1510 Ranging	68	68	1,419	750	1,000	669	89%
1520 Ranger Training	0	0	7	500	1,000	(493)	-99%
1530 Compliance	0	0	1,989	2,300	4,000	(311)	-14%
Total 1500 COMPLIANCE	68	68	3,414	3,550	6,000	(136)	-4%
1600 LICENSING							
1610 Licence Prod/Distrib	0	61	126	100	600	26	26%
1630 Commission	2,249	4,160	38,760	43,960	56,070	(5,200)	-12%
Total 1600 LICENSING	2,249	4,221	38,886	44,060	56,670	(5,174)	-12%
1700 COUNCIL							
1720 Council Meetings	1,437	1,400	5,974	3,500	6,500	2,474	71%
Total 1700 COUNCIL	1,437	1,400	5,974	3,500	6,500	2,474	71%
1800 PLANNING/REPORTING							
1810 Management Planning	243	284	1,636	3,500	5,000	(1,864)	-53%
1830 Reporting/Audit	0	0	0	0	10,942	0	0%
1840 National Liaison	23,008	0	46,083	46,086	92,072	(3)	0%
Total 1800 PLANNING/REPORTING	23,251	284	47,720	49,586	108,014	(1,867)	-4%
1900 ADMINISTRATION							
1910 Salaries	89,468	75,409	603,698	602,071	1,074,094	1,627	0%
1920 Staff Expenses	460	2,241	7,320	5,460	41,500	1860	34%
1930 Staff Houses	715	397	14,850	14,256	17,550	594	4%
1940 Office Premises	1,141	1,049	17,187	16,419	24,550	768	5%
1950 Office Equipment	756	231	2,184	2,231	3,400	(47)	-2%
1960 Communications	1,358	784	8,540	8,951	14,400	(411)	-5%
1970 General	139	132	13,380	12,255	13,150	1,125	9%
1980 General Equipment	1,660	987	14,085	13,407	19,050	678	5%
1990 Vehicles	6,992	2,444	39,696	35,387	56,700	4,309	12%
Total 1900 ADMINISTRATION	102,888	83,674	720,939	710,437	1,264,394	10,502	1%
Total Operating Expenses	148,760	117,471	990,813	990,031	1,729,383	782	0%
Net Profit	(53,464)	24,982	376,336	258,094	(75,724)	118,242	46%

Table 2

Balance Sheet
Eastern Fish and Game Council
As at 31 March 2025

Assets	31 Mar 2025	31 Aug 2024
Bank		
Westpac Current Account	70,840	52,742
Westpac Call Account	166,741	31,850
Petty Cash	811	367
Investments	703,707	602,135
Waikaremoana Fund Investments	481,255	506,426
Total Bank	1,423,354	1,193,520
Current Assets		
Accounts Receivable	174,821	109,337
Accounts Receivable - Hawke's Bay & External parties	(49)	0
Inventory - Fish Stock	209,951	209,951
Prepayments and Accrued Income	0	14,343
Total Current Assets	384,723	333,631
Fixed Assets		
Buildings	1,049,503	1,049,503
Land	102,000	102,000
Motor Vehicles	525,466	409,517
Office Equipment	67,930	65,935
Plant & Equipment	192,508	222,119
Accum Dep Land & Buildings	(801,670)	(782,836)
Accum Dep Motor Vehicles	(162,137)	(137,349)
Accum Dep Office Equipment	(52,617)	(47,840)
Accum Dep Plant & Equipment	(134,912)	(158,838)
Total Fixed Assets	786,072	722,212
Total Assets	2,594,149	2,249,363
Liabilities		
Current Liabilities		
Accounts Payable	57,947	50,311
Accruals and Prepaid Licences	81,224	137,476
Employee Entitlements	111,388	117,649
Game Bird Habitat Stamp Levy Clearing	3,826	0
GST	20,906	(2,488)
PAYE Clearing	24,461	23,571
Salmon Endorsement Clearing	137	0
Staff Social Club	1,740	721
Westpac Business Credit Card - A Alaeinia	(1,417)	314
Westpac Business Credit Card - K Thompson	(2,598)	2,595
Rounding	0	0
Designated Waters Clearing Acc	984	0
Total Current Liabilities	298,598	330,148
Total Liabilities	298,598	330,148
Net Assets	2,295,551	1,919,214
Equity		
Accumulated Funds	1,162,042	1,218,909
Asset Replacement Reserve	60,942	60,942
Back Country Fisheries Reserve	155,412	155,412
Breeding Programme Reserve	1,018	1,018
Fish for Gold Reserve	14,000	14,000
Awakaponga Water Reticulation Reserve	27,826	0
Hatchery Water Reticulation Reserve	16,109	16,109
Hunter Ballot Reserve	7,265	7,265
Waikaremoana Sportsfish Habitat Enhancement Fund Reserve	474,600	474,600
Current Year Earnings	376,336	(29,040)
Total Equity	2,295,551	1,919,214

Table 3 2024/2025 REPORT OF VARIANCES BETWEEN TOTAL BUDGET AND YEAR TO DATE ACTUAL EXPENDITURE AND INCOME

as at 31 March 2025														
Schedule B Code	Project	EXTERNAL COSTS		HOURS		INTERNAL COST		NETABLE INCOME		NET COST		NET COST	Variance	%
		Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual			
1110	Species Monitoring	\$ 44,500	\$ 23,608	2,170	1,598	\$ 157,954	\$ 112,644	\$ -	\$ -	\$ 1,680	\$ 134,572	\$ 67,881	\$ 66.5	
1120	Harvest Assessment	\$ 2,900	\$ 720	700	562	\$ 50,953	\$ 39,591	\$ -	\$ -	\$ -	\$ 40,311	\$ 13,542	\$ 74.9	
1140	Hatchery Operations	\$ 98,750	\$ 77,617	3,108	1,715	\$ 226,230	\$ 120,916	\$ 68,000	\$ 40,130	\$ -	\$ 158,303	\$ 98,677	\$ 61.6	
1160	Releases	\$ -	\$ -	134	177	\$ 9,754	\$ 12,469	\$ -	\$ -	\$ -	\$ 12,469	\$ (2,715)	\$ 127.8	
1170	Regulations	\$ -	\$ -	80	51	\$ 5,823	\$ 3,593	\$ -	\$ -	\$ -	\$ 5,823	\$ 2,230	\$ 61.7	
1180	Control	\$ 400	\$ -	36	22	\$ 2,620	\$ 1,550	\$ -	\$ -	\$ -	\$ 3,020	\$ 1,471	\$ 51.3	
	TOTAL - SPECIES MANAGEMENT	\$ 146,550	\$ 101,945	6,228	4,126	\$ 453,334	\$ 290,564	\$ 68,000	\$ 41,810	\$ -	\$ 350,799	\$ 181,085	\$ 56.0	
1210	Resource Management Act	\$ -	\$ -	1,504	877	\$ 109,476	\$ 61,782	\$ -	\$ -	\$ -	\$ 109,476	\$ 47,694	\$ 56.4	
1220	Works & Management	\$ 17,500	\$ 8,241	950	516	\$ 69,150	\$ 36,351	\$ 11,650	\$ 12,478	\$ -	\$ 75,000	\$ 42,887	\$ 42.8	
1230	Assisted Habitat	\$ 700	\$ -	658	212	\$ 47,896	\$ 14,935	\$ -	\$ -	\$ -	\$ 48,596	\$ 33,661	\$ 30.7	
1240	Assess & Monitor	\$ -	\$ -	72	19	\$ 5,241	\$ 1,338	\$ -	\$ -	\$ -	\$ 5,241	\$ 3,902	\$ 25.5	
1250	Lake Waikaremoana	\$ -	\$ -	0	0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.0	
	TOTAL - HABITAT PROTECTION & M	\$ 18,200	\$ 8,241	3,184	1,624	\$ 231,762	\$ 114,406	\$ 11,650	\$ 12,478	\$ -	\$ 238,312	\$ 128,144	\$ 46.2	
1310	Access	\$ 5,300	\$ 2,389	664	485	\$ 48,332	\$ 34,167	\$ -	\$ -	\$ -	\$ 53,632	\$ 17,077	\$ 68.2	
1330	Newsletters/Information	\$ -	\$ -	306	117	\$ 22,274	\$ 8,242	\$ -	\$ -	\$ -	\$ 22,274	\$ 14,031	\$ 37.0	
1340	Other Publications	\$ 2,000	\$ 921	30	2	\$ 2,184	\$ 141	\$ -	\$ -	\$ -	\$ 4,184	\$ 3,122	\$ 25.4	
1350	Training	\$ 850	\$ 720	805	313	\$ 58,596	\$ 22,050	\$ 7,000	\$ 2,527	\$ -	\$ 52,446	\$ 32,203	\$ 38.6	
1360	Club Relations	\$ -	\$ -	36	9	\$ 2,620	\$ 599	\$ -	\$ -	\$ -	\$ 2,620	\$ 2,022	\$ 22.9	
1370	Huts	\$ 1,450	\$ 920	50	26	\$ 3,639	\$ 1,832	\$ 400	\$ 730	\$ -	\$ 4,669	\$ 2,668	\$ 43.1	
	TOTAL - ANGLER & HUNTER PARTIC	\$ 9,600	\$ 4,950	1,891	952	\$ 137,645	\$ 67,030	\$ 7,400	\$ 3,257	\$ -	\$ 139,845	\$ 68,723	\$ 71.122	
1410	Liaison	\$ -	\$ -	208	57	\$ 15,140	\$ 4,015	\$ -	\$ -	\$ -	\$ 15,140	\$ 11,125	\$ 26.5	
1420	Communication	\$ -	\$ -	184	73	\$ 13,393	\$ 5,143	\$ -	\$ -	\$ -	\$ 13,393	\$ 5,143	\$ 8.251	
1440	Public Promotions	\$ 1,000	\$ 345	146	32	\$ 10,627	\$ 2,254	\$ -	\$ -	\$ -	\$ 11,627	\$ 2,599	\$ 9,028	
1450	Visitor Facilities/Education	\$ 500	\$ 1,990	681	261	\$ 49,570	\$ 18,387	\$ -	\$ -	\$ -	\$ 50,070	\$ 20,377	\$ 29,693	
	TOTAL - PUBLIC INTERFACE	\$ 1,500	\$ 2,335	1,219	423	\$ 88,731	\$ 29,799	\$ -	\$ -	\$ -	\$ 90,231	\$ 32,134	\$ 58,097	
1510	Ranging	\$ 1,000	\$ 1,419	946	420	\$ 68,859	\$ 29,588	\$ -	\$ -	\$ -	\$ 69,859	\$ 31,007	\$ 38,852	
1520	Ranger Training	\$ 1,000	\$ 7	108	9	\$ 7,861	\$ 534	\$ -	\$ -	\$ -	\$ 8,861	\$ 641	\$ 8,220	
1530	Compliance Prosecutions	\$ 4,000	\$ 1,989	329	146	\$ 23,948	\$ 10,285	\$ 5,000	\$ 3,288	\$ -	\$ 22,948	\$ 8,986	\$ 13,962	
	TOTAL - COMPLIANCE	\$ 6,000	\$ 3,415	1,383	575	\$ 100,668	\$ 40,507	\$ 5,000	\$ 3,288	\$ -	\$ 101,668	\$ 40,634	\$ 61,034	
1610	Licensing	\$ 600	\$ 126	144	67	\$ 10,482	\$ 4,720	\$ -	\$ -	\$ -	\$ 11,082	\$ 4,846	\$ 6,236	
1620	Agent Servicing	\$ -	\$ -	113	31	\$ 8,225	\$ 2,184	\$ -	\$ -	\$ -	\$ 8,225	\$ 2,184	\$ 6,041	
	TOTAL - LICENSING	\$ 600	\$ 126	257	98	\$ 18,707	\$ 6,904	\$ -	\$ -	\$ -	\$ 19,307	\$ 7,030	\$ 12,277	
1710	Council Elections	\$ -	\$ -	8	2	\$ 582	\$ 141	\$ -	\$ -	\$ -	\$ 582	\$ 141	\$ 441	
1720	Council Meetings	\$ 6,500	\$ 5,974	731	313	\$ 53,209	\$ 22,050	\$ -	\$ -	\$ -	\$ 59,709	\$ 28,023	\$ 31,686	
	TOTAL - COUNCILS	\$ 6,500	\$ 5,974	739	315	\$ 53,792	\$ 22,191	\$ -	\$ -	\$ -	\$ 60,292	\$ 28,164	\$ 32,127	
1810	Management Planning	\$ 5,000	\$ 1,636	290	315	\$ 21,109	\$ 22,191	\$ -	\$ -	\$ -	\$ 26,109	\$ 23,827	\$ 2,282	
1820	Annual Planning	\$ -	\$ -	104	59	\$ 7,570	\$ 4,156	\$ -	\$ -	\$ -	\$ 7,570	\$ 4,156	\$ 3,414	
1830	Reporting/Audit	\$ 10,942	\$ -	486	236	\$ 35,376	\$ 16,786	\$ -	\$ -	\$ -	\$ 46,318	\$ 16,766	\$ 29,551	
1840	National Liaison	\$ 100	\$ 97	330	116	\$ 24,021	\$ 8,172	\$ -	\$ -	\$ -	\$ 24,121	\$ 8,268	\$ 15,852	
	TOTAL - PLANNING/REPORTING	\$ 16,042	\$ 1,733	1,210	726	\$ 88,075	\$ 51,285	\$ -	\$ -	\$ -	\$ 104,117	\$ 53,018	\$ 51,100	
	TOTAL	\$ 204,992	\$ 128,718	16,111	8,841	\$ 1,172,714	\$ 622,785	\$ 92,050	\$ 60,833	\$ -	\$ 1,285,656	\$ 690,670	\$ 594,986	

1910	EXTERNAL COSTS		NET COST		NET COST		%
	Budget	Actual	Budget	Actual	Budget	Variance	
Salaries	\$ 1,069,594	\$ 603,698	\$ 1,043,814	\$ 589,473	\$ 454,441		56.5
Staff Expenses	\$ 41,500	\$ 7,320	\$ 41,500	\$ 34,180	\$ 34,180		17.5
Staff Houses	\$ 17,550	\$ 14,850	\$ (42,450)	\$ (29,924)	\$ (12,527)		70.5
Office Premises	\$ 24,550	\$ 17,187	\$ 24,550	\$ 7,363			70.0
Office Equipment	\$ 3,400	\$ 2,184	\$ 3,400	\$ 1,216			64.2
Communications/Consumables	\$ 14,400	\$ 8,540	\$ 14,400	\$ 6,540	\$ 5,860		59.3
General	\$ 13,150	\$ 13,380	\$ 11,650	\$ (25,776)	\$ 37,426		-221.2
General Equipment	\$ 19,050	\$ 14,085	\$ 19,050	\$ 4,966			73.9
Vehicles	\$ 56,700	\$ 39,686	\$ 56,700	\$ 39,686	\$ 17,005		70.0
Administration	\$ 1,259,894	\$ 720,539	\$ 1,172,714	\$ 622,785	\$ 549,929		53.1
Total Overhead Net Cost			\$ 1,172,714	\$ 622,785			
Total Outputs Staff Hours			16,111	8,841			
Internal Cost Per Hour			72.79	70.45			

2024/2025 REPORT OF VARIANCES BETWEEN TOTAL BUDGET AND YEAR TO DATE ACTUAL EXPENDITURE AND INCOME

Schedule C	EXTERNAL COSTS		INTERNAL COST		NET COST		NET COST		%
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Variance	
1	\$ 146,550	\$ 101,945	\$ 453,334	\$ 230,664	\$ 531,884	\$ 350,789	\$ 181,085		66.0
2	\$ 18,200	\$ 8,241	\$ 231,762	\$ 114,406	\$ 238,312	\$ 110,169	\$ 128,144		46.2
3	\$ 9,600	\$ 4,950	\$ 137,645	\$ 67,030	\$ 138,845	\$ 68,723	\$ 71,122		49.1
4	\$ 1,500	\$ 2,335	\$ 88,731	\$ 29,799	\$ 90,231	\$ 32,134	\$ 58,097		35.6
5	\$ 6,000	\$ 3,415	\$ 100,668	\$ 40,507	\$ 101,668	\$ 40,634	\$ 61,034		40.0
6	\$ 600	\$ 126	\$ 98	\$ 16,707	\$ 19,307	\$ 7,030	\$ 12,277		36.4
7	\$ 6,500	\$ 5,974	\$ 53,792	\$ 22,191	\$ 60,292	\$ 28,164	\$ 32,127		46.7
8	\$ 16,042	\$ 1,733	\$ 88,075	\$ 51,285	\$ 104,117	\$ 53,018	\$ 51,100		50.9
9									
Total Overhead Staff Hours			6,431	3,670					
TOTAL BUDGET	\$ 204,982	\$ 128,718	\$ 1,172,714	\$ 622,785	\$ 1,285,656	\$ 690,670	\$ 594,986		
Licence Income 2024-2025									
2024-25 Fish Licence Income	\$ 1,134,459	\$ 1,100,987			\$ 1,285,656	\$ 690,670	\$ 594,986		54%
Less Commission	\$ -	\$ 45,378			\$ (34,340)	\$ (16,193)			
Net Fish Licence Income	\$ 1,089,081	\$ 1,100,987			\$ 91,972	\$ 45,866			
2024 Game Licence Income	\$ 287,269	\$ 72,312			\$ (1,401,728)	\$ (1,173,299)			
Less Commission	\$ -	\$ 10,892			\$ 56,070	\$ 38,760			
Net Game Licence Income	\$ 286,577	\$ 72,312			\$ (14,761)	\$ (10,743)			
Total Licence Income	\$ 1,401,728	\$ 1,173,299			\$ 94,465	\$ 58,411			
Total Commission	\$ 56,070	\$ 39,760			\$ 77,324	\$ (368,409)			
Total Net 2024-25 Licence Revenue	\$ 1,345,658	\$ 1,134,539							

Code	EXTERNAL COSTS		INTERNAL COST		NET COST		NET COST		%
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Variance	
1	\$ 146,550	\$ 101,945	\$ 453,334	\$ 230,664	\$ 531,884	\$ 350,789	\$ 181,085		66.0
2	\$ 18,200	\$ 8,241	\$ 231,762	\$ 114,406	\$ 238,312	\$ 110,169	\$ 128,144		46.2
3	\$ 9,600	\$ 4,950	\$ 137,645	\$ 67,030	\$ 138,845	\$ 68,723	\$ 71,122		49.1
4	\$ 1,500	\$ 2,335	\$ 88,731	\$ 29,799	\$ 90,231	\$ 32,134	\$ 58,097		35.6
5	\$ 6,000	\$ 3,415	\$ 100,668	\$ 40,507	\$ 101,668	\$ 40,634	\$ 61,034		40.0
6	\$ 600	\$ 126	\$ 98	\$ 16,707	\$ 19,307	\$ 7,030	\$ 12,277		36.4
7	\$ 6,500	\$ 5,974	\$ 53,792	\$ 22,191	\$ 60,292	\$ 28,164	\$ 32,127		46.7
8	\$ 16,042	\$ 1,733	\$ 88,075	\$ 51,285	\$ 104,117	\$ 53,018	\$ 51,100		50.9
9									
Total Overhead Staff Hours			6,431	3,670					
TOTAL BUDGET	\$ 204,982	\$ 128,718	\$ 1,172,714	\$ 622,785	\$ 1,285,656	\$ 690,670	\$ 594,986		
Licence Income 2024-2025									
2024-25 Fish Licence Income	\$ 1,134,459	\$ 1,100,987			\$ 1,285,656	\$ 690,670	\$ 594,986		54%
Less Commission	\$ -	\$ 45,378			\$ (34,340)	\$ (16,193)			
Net Fish Licence Income	\$ 1,089,081	\$ 1,100,987			\$ 91,972	\$ 45,866			
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Total Licence Income	\$ 1,401,728	\$ 1,173,299			\$ 94,465	\$ 58,411			
Total Commission	\$ 56,070	\$ 39,760			\$ 77,324	\$ (368,409)			
Total Net 2024-25 Licence Revenue	\$ 1,345,658	\$ 1,134,539							

INTERNAL COST		NET COST		NET COST		%
Budget	Actual	Budget	Actual	Budget	Variance	
\$ 60,833	\$ 60,833	\$ 1,285,656	\$ 690,670	\$ 690,670	\$ 594,986	54%
OWP Bulk Fund		Actual Net Cost YTD				
Adjustment to OWP budgets - National Approved Budget						
less Interest						
Plus NZ Fish & Game Levies						
Less Licence Revenue						
Plus Commission Expense						
Plus Gain Loss on Sale/Revaluation						
Depreciation						
Subtotal						
Adj to OWP budgets - Waikararua Fund						
Less Waikararua Fund Interest						
Plus Waikararua Fund Expenses						
Adjusted Budget		Total		Total		
		\$ 75,724		\$ (376,336)		

15.2 MANAGEMENT REPORT

13 May 2025

SPECIES MANAGEMENT

1112 Datawatch

During the first 6 months following the season opening (1st October), a total of 453 datawatch tags were returned and entered into the database. The distribution was as follows:

Lake McLaren	0
Lake Okareka	5
Lake Okataina	69
Lake Rerewhakaaitu	17
Lake Rotoehu	8
Lake Rotoiti	81
Lake Rotoma	34
Lake Rotorua	0
Lake Tarawera	239

data entered to 28 April 2025

The total number of datawatch tags returned and entered into the datawatch database to the 28th of April 2025 is 131 tags ahead of those returned for the similar period of the 2023-2024 season. The 2023-24 season reporting occurred approximately 1 week later than that the tallies above for the 2024-25 season. Lakes that have produced slightly less returns are Okareka (-9) and Rerewhakaaitu (-4). Lakes that have had greater returns are Tarawera (+64), Rotoiti (+34), Okataina (+23) Rotoma (+18) and Rotoehu (+5). Lake Rotorua stopped receiving tagged trout liberations several years ago.

1113 Lake Waikaremoana

Staff reinstalled the monitoring buoy console and sensor chains on 11 April. The sensor chains had been checked over and serviced by Limnotrack the builders of the monitoring buoys. The command console also had a new 4G modem installed as the 3G modem would have stopped transmitting around December 2025. The battery in the beacon (navigational light) atop the solar panel housing was replaced. After reinstallation, there was a period of no-transmission for several days until data started coming through. Unfortunately, there has been an issue with the plug from the solar array to the battery suffering from electrolysis and the battery has failed to recharge. Staff will retrieve the sensor lines, console along with the top hat (containing the solar array) and return to Limnotrack to get a new plug fitted on the next visit to Waikaremoana.

1114 Tarawera

Outlet Drift Dives

The Lake Tarawera Outlet is due to be monitored through drift dive counts by Fish & Game staff 4 times over the winter period. This will take place in the latter part of May, June, July and August.

Te Wairoa Trap Run

The trapping season at the Fish & Game fish trap (Te Wairoa Stream) at Lake Tarawera started on the 1st of April when trap installation was actioned following the Easter Monday holiday.

A total of 144mm of rain was recorded at Tarawera up until 28th April, compared to 92mm over the same period 2024 and 217mm during April 2023. A total of 539 trout were processed through the Te Wairoa fish trap during April (to 28th April) compared to 285 during April 2024 and 217 during April 2023.

The average size of the trout running this winter is 588mm and 2.53kg compared with 555mm and 2.21kg during April 2024 and 550mm and 1.96kg to the same approximate period during the 2023 run. Wild origin fish have made up 34% of the run to the 28th of April compared to 58% as at the same period in 2024. The wild fish this winter have been significantly longer (18mm, P=0.003) and significantly heavier (150g, P<0.009) than the 2024 wild fish. The hatchery marked fish up to 28th April 2025 have been significantly longer (24mm, P<0.001) and significantly heavier (280g, P<0.001) on average.

Lake Tarawera Fishery Monitoring

Pre-turnover acoustic transects were carried out on the 5th and 6th of May following the waterfowl hunting opening period. There appeared to be a lot of productivity showing in the bulk of the main lake basin and in the Southern end. Very little in the Northern parts and Outlet and Landing arms. The data has been prepared (cleansed to identify bed structure and remove bad areas – plumes, thermal vents) prior to sending away for analysis.

1115 Other Lake Fisheries Investigations

Ngongotaha Trap-run

The Ngongotaha fish trap was operated for 4 nights during March 2025. The trap was installed during a stable period of weather. Not many fish were moving upstream. The largest fish was a brown female (575mm, 3.3kg).

Ngongotaha Stream trap run (March 2025)

	<i>Av. Length</i>	<i>Av. Weight</i>	<i>Trap Run</i>	<i>Fish/night</i>	<i>10 pound+</i>	<i>% Brown</i>
<i>Rainbow</i>	514	1.62	7	2		
<i>Brown</i>	565	2.80	3	1		30%

During April 2025, the Ngongotaha fish trap was set for just 1 night. The primary purpose being to select brown trout brood stock for hatchery production. The largest fish entering the trap was a 660mm, 3.85kg brown female. Brown trout made up 81% of the sample as the brown trout spawning run was underway.

Ngongotaha Stream trap run (April 2025)

	<i>Av. Length</i>	<i>Av. Weight</i>	<i>Trap Run</i>	<i>Fish/night</i>	<i>10 pound+</i>	<i>% Brown</i>
<i>Rainbow</i>	502	1.62	5	5		
<i>Brown</i>	603	2.84	22	22		81%

1116 Waterfowl Harvest Management

Trend Counts

Game bird season regulations for paradise shelduck (*Tadorna variegata*) and black swan (*Cygnus atratus*) in the Eastern Fish and Game Region, are set as a function of the long-term (23 years) estimated population trend. Swan harvest regulation criteria also incorporate population size thresholds.

Aerial counts are conducted annually in January (this year 7 – 9 January 2025). This years monitoring was confined to Management Areas A1 and A2 to reduce costs. Next year (2026) B1 and B2 will be counted. Paradise shelduck were counted at 31 known moult sites from aerial photos, and black swan numbers were recorded at 40 ponds, lakes, and estuaries.

Results were analysed and presented using three different methodologies: total count with a fitted regression line, total count of sites counted each year since 2003, and, a variant of the route regression method (Geissler and Sauer 1990), referred to as a trend count in this paper.

Full report in PFI

1121 Lakes Creel Surveys

Summer Surveys

The 2024-25 summer survey data collection concluded in April. The data is being entered into a database for analysis.

Winter Compliance / Surveys

Monitoring of winter shoreline angling across the Rotorua lakes will be undertaken following the same protocols as recent winters. Compliance checks will be undertaken at random and as a part of this process, anglers will still be surveyed on their catch rates, satisfaction and any harvested fish will be measured.

1141 Hatchery Operations

Fish were moved internally to rearing ponds in March. Routine hatchery maintenance was carried out over summer.

Fish locations at 12th May 2025:

Location	Type	Age	Qty (approx.)	Comment
Hatchery	Rt	1+	5,000	Liberations 2025
Tank A	Tig	0+	1,500	Liberation 2025
Tank B	Bt	0+	1,000	Liberations 2025
Tank C	Brook	2+	6	Brood
Tank E	Brook	0+	200	
Tank F	Brook	2+	30	Brood (W)
Pond 2	Rt	0+	18,000	Spring liberations 2025
Pond 3	Rt	0+	18,000	Spring liberations 2025
Pond 5	Rt	0+	8,000	Autumn liberations 2025
Pond 6	Rt	0+	9,000	Autumn liberations 2025
Pond 9	Rt	1++	4,750	2+ in 2026
RW1,2	Rt	2+	6,000	For 2+ for 2025, various

Te Wairoa Trap

The Te Wairoa fish trap was installed at the start of April. Brood fish quality has been excellent. Twelve rainbow crosses and four brown crosses have been completed to date. Liberations for February, March and April have been completed, and May releases are underway.



Excellent quality brood fish are available from the Te Wairoa fish trap this season.

1161 Sports Fish Liberations

Liberations, Eastern Region 24 February to 12 May 2025

Water	Date	Mark	Tag	Species	Age	Qty
Tarawera	7/05/2025	LpAd		RT	1+	500
Tarawera	7/05/2025	LpAd	25T	RT	1+	500
Rotoiti	16/04/2025	LpAd		RT	1+	5,000
Tarawera	15/04/2025	LpAd		RT	1+	1,000
Okataina	29/03/2025	LpAd		RT	1+	250
Rotoiti	18/03/2025	LpAd		RT	1+	4,000
Tarawera	17/03/2025	LpAd		RT	1+	1,000
Rotoiti	27/02/2025	Ad		RT	1+	500
Rotoiti	27/02/2025	Ad	N25	RT	1+	500
Tarawera	26/02/2025	Ad		RT	1+	500
Tarawera	26/02/2025	Ad	X25	RT	1+	500

Fish were collected by Auckland Waikato Fish & Game

HABITAT PROTECTION AND MAINTENANCE

1211 RMA Planning

Bay of Plenty Regional Council

Fish and Game is continuing to liaise with BoPRC on the review of the Schedule of Important Trout Habitats in the region. Consultation via the RESOF group is continuing. Regional Council's work to implement the National Policy Statement for Freshwater Management 2020 (NPSFM) is underway and early discussions are occurring on some early drafts of the Regional Policy Statement (RPS) and chapters of the Regional Natural Resources Plan (RNRP). Comments have recently been submitted on a draft version of the fish passage provisions for the RNRP. Comments have also been submitted on the *Changes to Freshwater Management in the Bay of Plenty* document. Due to the recent change in Government, BoPRC has recently put this freshwater management planning, extending planned notification of the RNRP until late 2025. No new developments.

In September a submission was lodged on some proposed amendments to the Regional Pest Management Plan

Waikato Regional Council

In March 2018 Auckland/Waikato and Eastern Fish and Game Council's lodged a joint submission on Waikato Regional Council's Healthy Rivers/Wai Ora: Proposed Waikato Regional Plan Change 1. Council hearings were held mid-2019. Decisions were released in May. A/W Fish and Game Council, with support from Eastern, have appealed a number of matters. No new developments.

Gisborne District Council

Following the conclusion of the Gisborne Freshwater Plan, the Motu Catchment Plan process is now underway. Fish and Game has so far had some input in identifying values, and recently provided comments on a draft version of the catchment plan. Consultation has recently started on the Waiapu Catchment Plan. Additionally, stakeholder consultation is scheduled to begin shortly on the Regional Policy Statement, Freshwater Plan amendments, and the Waimata, Uawa, Waipaoa, Wharehika and Hangaroa catchments. GDC is also beginning a topic by topic review of the Tairāwhiti Resource Management Plan. No new developments.

Other

Bay of Plenty Regional Council has established a group to provide advice in relation to policy development for NPSFM implementation. Fish and Game is part of this Rural and Environmental Sector Organisation Forum although the most recent meeting in April was missed

The most recent Forest Industry Discussion Group was meeting was attended in February. The next meeting is scheduled for late May.

Various Fish and Game regions have been collaborating on a submission to amend some parts of the NES-Freshwater 2020 that are viewed as unacceptable to us. Of particular interest to Eastern Region are some unreasonably strict regulations around physical works in wetlands, and on the construction of maimai. Work to rewrite and submit some more workable provisions has been completed.

The new Government has suggested that a number of changes may be forthcoming with regards to the RMA and conservation legislation amendments that the previous Government was working through.

The Department is currently in the early stages of a Wildlife Act review process. Fish and Game staff have been collaborating at a national level to have input into the process. No new developments.

The NZ RMA team has been very active recently with a number of important workstreams on the go – including development and consultation on Sports Fish and Game Bird Management Plans, access, freshwater fish species interaction and passage, water allocation and limit setting, and the development of practice notes, along with a submission on afforestation on Crown Land, and a review of DoC’s consultation document on Charging for Access to some Public Conservation Land.

A large upcoming work stream is the development of a new Eastern Region Sports Fish and Game Management Plan to replace our recently expired version. As noted above NZ Council has recently created some policy and guidance around this process, in order to satisfy a number of ministerial criteria, and to create more consistent plans amongst regions. Otago has recently embarked on their replacement, which will be the first of the new generation plans.

1212 Consent Applications

Date	Authority	Applicant	Type	Resource Involved	Action
10 Mar	BOPRC	Matariki Forests	LUC – forest harvest	Athenrce Forest, Waiau River	No concerns email
10 Apr	BOPRC	RLC	LUC- erosion repairs	Sulphur point road, Lake Rotorua	No concerns email
17 Apr	GDC	Sever Weather Emergency Resources Team	LUC- bridge repairs and river realignment	Mangahawini catchment, east Coast	No concerns email
22 Apr	RDC	Rotomahana NO 3 Trust	LUC- establish Marae and housing	Te Wairoa Stream	No concerns email

Aquatic Pest Coordination Group Meeting.

The APCG meeting was held on 10th April. Staff put in apologies as were unable to attend. At this meeting the autumn spray rounds of diquat were discussed. Sites for this season’s spray round are chosen from pre spray monitoring - determining growth of weed beds (since last treatment), cleanliness of weed (how effective take-up of herbicide may be) assessed along with lake management plans (control versus eradication for certain lakes), vector risk to other lake bodies and overall cost of herbicide application. Minutes and the plan for spray operations have been received.

Catfish monitoring in Lake Rotoiti and Lake Rotorua

Kindly provided by Keeley Grantham from TALT.

Te Arawa lakes Trust are continuing monthly netting on Rotoiti with the vessel ‘Kōura’ as well as the continuation of the Catfish Killas school/community programme. TALT are seeing relatively consistent numbers relative to last year, however data from BOPRC has seen catfish

numbers caught decline over time which is great news. Efforts are concentrated in the Okere Arm, Okawa Bay, and Te Weta Bay, with large breeding pairs usually caught in the Okere Arm with more juveniles/schools in Te Weta Bay. Currently there are 8 schools involved in the programme, and a couple of community groups who have come out (Rotorua Homeschool Association and Maatua Whāngai Rangatahi Services).

In April, relatively large numbers of kōaro were caught in the Okere Arm which was really exciting, plus good numbers of kōura too- another promising sign.

Surveillance netting was carried out on Lake Rotoehu in January 2025, and thankfully no catfish were caught in the 5 days of consecutively setting and checking 40x nets lake wide.

Keeley recently attended the Rotorua Business Chamber Food and Fibre Career Pathway event out at Fish and Game on behalf of TALT/Catfish Killas which was an awesome interactive event with some lovely rangatahi.



1221 Reserves Management

The final mowing cycle of all access tracks within the main wetlands has been completed within three weeks prior to the opening weekend of the hunting season. Ballot holder access commenced two days prior to opening and gates remained open for the ballot holder exclusive period of two weeks, three weekends. Post that (18th May) the vehicle access gates will be locked enabling walk in only (except where specific requests have been made for mobility reasons (2 requests so far) – but gates will be opened again for vehicles for the last weekend and two post that for recovery of gear.

Due to the very high tides in the immediate week prior to opening plus the deluge of rain a few days prior and during the first week, vehicle access tracks within the Kaituna and Awaiti wetlands have had large areas of track damage due to the high usage. We will ascertain repairs and costs post the hunting season for maintenance to be undertaken during the 2025/26 summer period. Non duck hunter vandalism has occurred in two reserves with a security gate cut requiring re-welding and deliberate damage to a hydraulic flood gate. The repair of these will occur with BOPRC to ascertain best repairs and costs etc post the hunting season.

1231 Respond to Landowner Requests for Assistance

No land owner requests for habitat assistance have occurred since the last Council report. Advice has been given to multiple hunters how best to improve their pond for the hunting season to attract ducks, but these requests are not recorded as habitat assistance.

1241 Monitor Waterfowl Habitats

A wetland forum meeting was held with operational staff from all the statutory bodies within the Bay of Plenty involved with wetlands, late April. The key discussion points were the ongoing dumping of kittens, the rising numbers of Canada geese effecting other wetland species, and the ongoing issues related to habitat works under the current NES-W rules.

ANGLER AND HUNTER PARTICIPATION

1311 Maintain & Enhance Access

The summer angler access work is not fully complete due to lack of staff resources available to get this work carried out given we have been a staff member short over most of this period, and other compliance issues which have taken a large amount of staff time.

Signage has been checked and maintained as possible in the Rotorua and BOP areas, however the East Coast signs are yet to be checked and updated or maintained as required.

Work is ongoing around the Waitahaia River access matter on the East Coast, and liaison with Walking Access staff continues around this as well as other matters.

1312 Signage

Sign maintenance and enhancement is ongoing with replacements as required. With Nigel leaving and Ben Sowry starting and taking over this responsibility, there is as expected some settling period.

1331 Electronic Newsletters

Reel Life Copy was produced for March and April.

1333 Fish & Game Website

Minor changes were made to the website over this period.

1334 Social Media

Various posts generated to Facebook and Instagram regarding Mark-up day, the countdown to the hunting season, women's fly fishing course, local angling highlights and news and information affecting licence holders.

1341 Information Pamphlets

No activity of the period.

1352 Angler/Hunter Training

Planning and preparation underway for the Woman on the Fly weekend. A child's cancer group were hosted at the Children's fish out during April.

1354 Fishing Competitions

Seven fishing competition permits were processed for the period.

1371 Fish & Game Huts

Wairua Hut

We have now, with permission of DOC, locked the toilet at the hut to restrict use to hut users only. This has already had a significant positive effect causing an increase in the efficient functioning of the toilet, as it was not designed for the large amount of use it had been getting from casual visitors to the area.

Waikaremoana Hut

The chimney flue flashing has been replaced, and the fire maintained, and flue cleaned.

PUBLIC INTERFACE

1411 Statutory Liaison and Political Awareness

This period has been steady, with engagements with Ngāti Whakauae over in Maketu. Meeting the new Chamber of Commerce CEO, Mel Short. Having a number of casual meetings with Rotorua Lakes District Councillors.

I have reached out to meet the new Chair of TALT and their interim CEO, but have had no response. I have also reached out to Kirsti Luke, CEO of Tuhoe Te Uru Taumatua and am waiting for a response.

Taupo Fishery Advisory Committee

Staff attended the Taupo Fishery Advisory Committee meeting on 6th March. An overview of Eastern Region fishery operations was provided.

1441 Public Promotions

Articles for the upcoming Gamebird Season were picked up by media sources in Whakatane, and Rotorua. A radio interview was done with XX1 Channel.

The Eastern Team through Facebook and Instagram continues to promote the work that is being done and focus on success achieved by hunters and anglers.



1451 Education

Three educational tours were held for the reporting period.

COMPLIANCE

1511 Ranging

Summer surveys of anglers has concluded on the Rotorua Lakes, and this was down due to staff shortage. Summer and into Autumn saw a significant increase in ranging workload at particularly the Waiteti Stream and its mouth into Lake Rotorua, with lesser numbers of incidents at other locations. We had a spate of offending with a number of offenders dealt with for offences such as fishing without licence and use of bait. However, we also had many offenders who failed to cooperate with rangers, walked away, wore face masks or otherwise obscured their identity to avoid detection. As rangers are unable to detain offenders, we depend on assistance from Police if possible in these cases, however they are also often busy themselves or simply cannot attend soon enough to be of assistance. As of early April, trout have mostly moved out of these main problem areas and the issues have alleviated to a large extent for now. We have had liaison with Police around these matters.

Staff and honorary rangers worked over the game season opening weekend, this included working again with Police and Firearms Safety Authority staff while ranging. Areas covered included Gisborne and Wairoa, and the Rotorua – Taupo areas including Lake Otamangakau and Lake Rotoaira environs. In the Wairoa area we found an increase in issues around hunters with unpinned gun magazines, and two hunters in possession of lead shot. In the Rotorua Taupo area one hunter is being dealt with for an unpinned gun magazine offence. We will be working on getting messages out around these in an attempt to further educate hunters that they need to

ensure gun magazines are restricted and have ensured they do not have any lead shot while hunting waterfowl over water.

Contacts 2024-2025 year.

To 9 May, we have made 1,653 contacts with anglers and hunters – includes 115 hunter checks over the game opening weekend. Overall compliance is in excess of 98 %.

Contacts: Year 2024-2025 year

Month	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	Last 5 yr average
September	16	51	35	36	42	37
October	724	718	520	856	627	709
November	16	66	16	161	154	77
December	287	182	182	256	253	229
January	404	352	212	217	150	286
February	155	140	12	117	198	138
March	164	93	111	185	101	115
April	153	238	25	81	13	101
May	297	203	203	175	115 (hunters on opening weekend)	204
June	124	141	52	80		112
July	45	57	36	59		54
August	22	32	13	29		23
Total	2407	2273	1417	2252	1653	2085

National CLE Liaison Role

This role is continuing led from this region and has been relatively busy. We have been working with Firearms Safety Authority and NZ Mountain Safety Council regarding the hunting season in relation to safety messaging and campaigns around that, and work with other regions around compliance matters and NZC.

1521 Ranger Training

Currently rangers are up to date with training. Further ranger training will take place later this year.

Rangers

We currently have seven honorary rangers around the region. One honorary ranger, Steven Henry of Rotorua is now a staff member – 3 days per week.

1531 Prosecutions

15 offenders have matters pending resolution. Prosecution and diversion processes are very time consuming, and diversion is increasingly becoming more difficult to resolve with many persons dealt with who are unable to pay a financial donation and contribution.

Offences 2024-2025 Year:

YTD we have dealt with 33 offenders for 49 offences as tabled below.

Offence table 2024-2025 year as at 09 May 2025

Offence name	Number of offences
Fishing without licence	22
Fishing in closed waters	5
Fish with illegal tackle	7
False details	1
Obstruction of ranger	1
Fails to give name and address	3
Possess lead shot	2
Unrestricted gun magazine	8
Total number of offences	49

Offences Pending Resolution*Offences table – pending resolution as at 09 May 2025*

Offence name	Number of offences
Fishing without licence	7
Illegal tackle	2
Possess Lead shot	2
Unrestricted gun magazine	8
Total number of offences	19

LICENSING**1621 Licence Agent Support**

Agent requests for licence corrections, brochures, and information was attended to as and when required. Staff visited various agents over the period.

PLANNING AND REPORTING**1812 R3 Programme**

Eastern Region has again been requested to assist with the preparation of and attend the 2025 Sika show. This is still in development stage, consequently no specific details can be stated to inform Council.

1841 NZ Fish & Game Liaison**Licensing**

Kate Thompson continues to provide regular updates of licence sales and other information requests to the New Zealand Council and regions. More recently this included licence sale targets for the 2025-26 year, and extraction of data for the upcoming licence holder perceptions survey. Kate continues to assist ESL with resolution of outstanding system issues.

ADMINISTRATION

1923 Employment

Ben Sowry started with us on Tuesday 22 April, replacing Nigel's role. Ben moved up from Otago Fish & Game having been there for 5 years. Ben is an extremely passionate angler and hunter who spends all his free time out in the wild gathering fresh kai. He is recently married and is planning for his wife to join him within 6 months here in Rotorua.

Steven Henry started with us on Friday 9 May, replacing Lloyd who retired after 35 years of service. Steven is a Rotorua local who has been a volunteer Ranger for us for over 5 years and worked for TALT, BOPRC and Coast Guard NZ. Steven will also be working an additional day during the week to support Ben on compliance and boat survey duties.

15.3 LICENCE SALES REPORT

15 May 2025

1. 2024-2025 Fish Licence Sales

- 1.1 Fish licence sales for the 2024-25 season compared with the 2023-24 season to 14 May are summarised in Table One.
- 1.2 Sales continue to track ahead of last year although the variance has reduced from 6.1% reported in February to 5.6% YTD 14 May.
- 1.3 The annual sales target has been exceeded by 1.5% YTD.

Table One: Fish Licence Sales 2024-25 vs 2023-24 YTD results to 14 May 2025

Licence Category	Agency Online	Public Online	Total YTD 2023-24	Agency Online	Public Online	Total YTD 2024-25	Inc/Dec on prior Season
Fish Adult							
Family	925	1,253	2,178	867	1,339	2,206	28
Season	771	1,022	1,793	770	1,150	1,920	127
Season Non-Resident	117	176	293	96	203	299	6
Loyal Senior	238	258	496	243	298	541	45
Local Area Adult	852	561	1,413	857	681	1,538	125
Winter Adult	77	154	231	108	180	288	57
Long Break Adult	23	52	75	19	34	53	-22
Short Break Adult	222	578	800	174	675	849	49
Day	639	2,296	2,935	515	2,620	3,135	200
Day Non-Resident	452	840	1,292	378	927	1,305	13
Total Adult	4,316	7,190	11,506	4,027	8,107	12,134	628
Fish Junior							
Season	171	279	450	192	352	544	94
Season Non-Resident	6	22	28	6	20	26	-2
Day	114	331	445	117	365	482	37
Day Non-Resident	20	18	38	13	42	55	17
Total Junior	311	650	961	328	779	1,107	146
Fish Child							
Season Non-Resident	0	7	7	2	14	16	9
Day Non-Resident	6	12	18	7	13	20	2
Total Child	6	19	25	9	27	36	11
Total Fish	4,633	7,859	12,492	4,364	8,913	13,277	785
Whole Season Equivalent (LEQ)			8,042			8,489	447
Variance between Seasons							5.6%
\$ (excl GST)			\$1,069,973			\$1,151,523	\$81,550

Summary 2024-2025 Season YTD Actual vs Total Budget

2024-25 Annual Budgeted FISH LEQs	8,363	100.0%	\$1,134,459
2024-25 Actual	8,489	101.5%	\$1,151,523
Variance to budget	126	1.5%	\$17,064

2. 2025 Game Licence Sales

- 2.1 Game licence sales for the 2025 season are reporting to be 6.8% (178 LEQ's) ahead of 2024 season results for the same period, and 20 LEQ's shy of the 2023 season result for the same period.
- 2.2 The annual sales target has been exceeded by 0.3% YTD.
- 2.3 Nationally Game licence sales are down 1.3% with our neighbours of Auckland Waikato and Hawke's Bay down 4.2% and 6.1% respectively.

Table Two: Game Licence Sales 2025 vs 2024 YTD results to 14 May

Licence Category	Agency Online	Public Online	Total YTD 2024	Agency Online	Public Online	Total YTD 2025	Inc/Dec on prior Season
Game							
Adult Season	2,169	378	2,547	2,325	397	2,722	175
Adult Day	1	3	4	1	3	4	0
Junior Season	190	77	267	208	67	275	8
Junior Day	0	0	0	0	0	0	0
Child Season	117	29	146	124	29	153	7
Total Game	2,477	487	2,964	2,658	496	3,154	190
Whole Season Equivalent (LEQ)			2,600			2,777	178
Variance between Seasons							6.8%
\$ (excl GST)			\$244,145			\$268,070	\$23,924

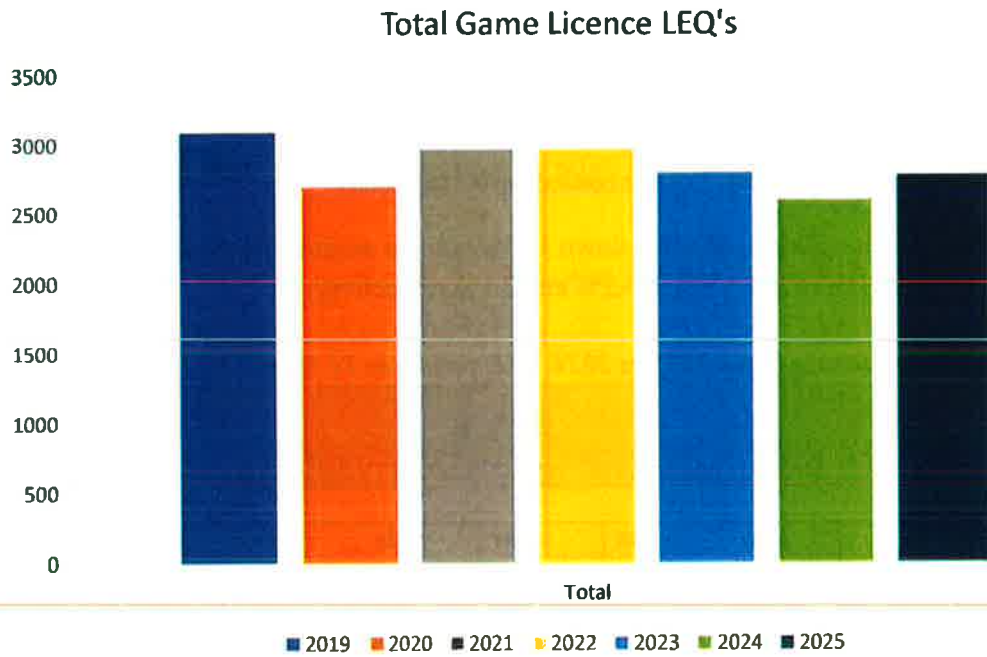
2025 Annual Budgeted Game LEQs	2,769	100.0%	\$267,269
2025 Actual	2,777	100.3%	\$268,070
Variance to budget	8	0.3%	\$801

- 2.4 Graphs 1-4 on the following pages provide total LEQ's sold to 14 May and provide insight into where the increased sales compared with last season have occurred.

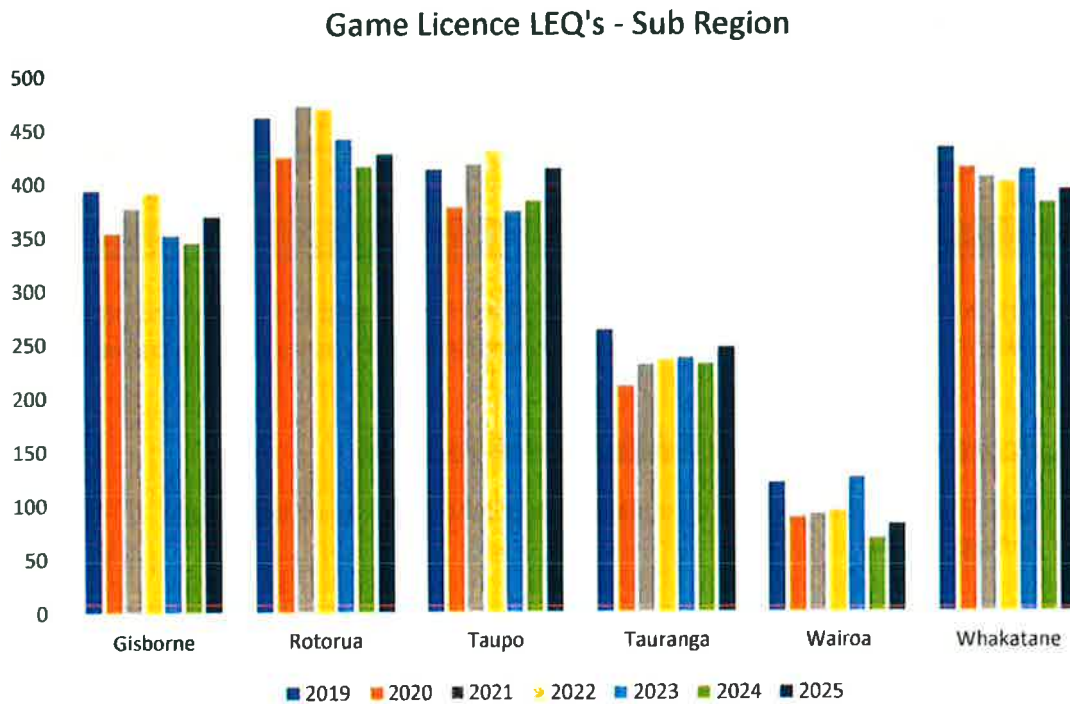
3. Presentation Fish Licence Holder Age Demographics

- 3.1 Kate Thompson to provide an updated presentation on licence holder age demographics.

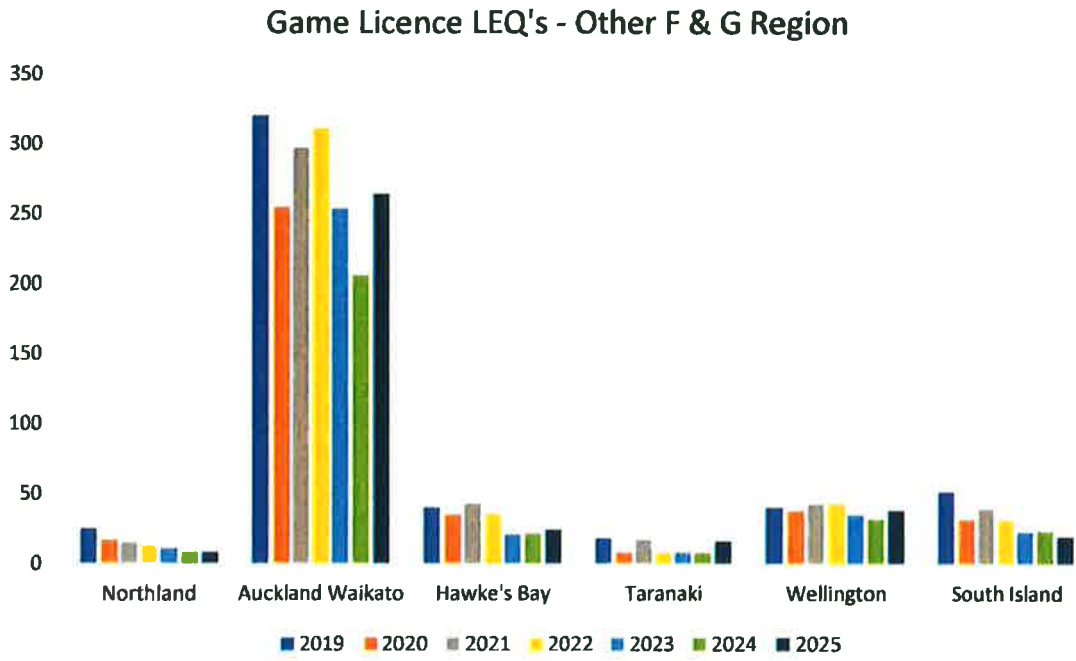
Graph 1 – Total Game Licence LEQ's 2019-2025 to 14th May



Graph 2 – Game Licence LEQ's 2019-2025 by Sub Region to 14th May



Graph 3 –Game Licence LEQ's 2019-2025 - Other F&G Region to 14th May



16. LIAISON OFFICERS REPORTS

16.1 Conservation Boards

- Bay of Plenty Conservation Board

16.2 Reports from Other Agencies

- Department of Conservation

16.3 Report from New Zealand Council

- Cr Mark Sceats

18. PUBLIC EXCLUDED SESSION

Ref: 9.01.01

15 May 2025

1. Purpose

To confirm the minutes of previous Public Excluded Council Meeting of 13 March.
To discuss the roles and responsibilities entrusted to the CEO.

2. Resolution

2.1 That pursuant to Section 48 (1) of the Local Government Official Information and Meetings Act 1987, the public be excluded at ... pm from the following parts of the proceedings of this meeting, namely to confirm the minutes of discussion concerning members relationships, interaction and expectations of roles and responsibilities.

The general subject of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter and the specific grounds under Section 48(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

GENERAL SUBJECT OF EACH MATTER TO BE CONSIDERED	REASON FOR PASSING THIS RESOLUTION IN RELATION TO EACH MATTER	GROUND(S) UNDER SECTION 48(1) FOR THE PASSING OF THIS RESOLUTION
Confirm minutes relating to; discuss Council concerns of members relationships, interaction and expectations of roles and responsibilities.	Good reason to withhold exists under section 9 of the Official Information Act 1982	Section 48(1)(a)(ii) Sec. 9(2)(a)

This resolution is made in reliance on Section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by Section 9 of that Act which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting in public are as follows:

ITEM	REASON UNDER ACT	SECTION	PLAIN ENGLISH REASON
Protect the privacy of natural persons.	Sec. 9(2)(a)	Information provided identifies a particular person or can easily be connected with a particular person.	Once the person to whom the information relates consents to its disclosure.
Protect information which is subject to an obligation of confidence ... where the making available of the information would be likely to prejudice the supply of similar information, or information from the same source, and it is in the public interest that such information should continue to be supplied.	Sec 9(2)(ba)(i)	Disclosing the information would jeopardise the relationship with the supplier because the supplier may no longer trust the Council to hold its information in confidence.	Not unless there is a public interest in disclosure of the specific information.

Note: Section 48(4) of the Local Government Official Information and Meetings Act 1987 provides as follows:

“(4) Every resolution to exclude the public shall be put at a time when the meeting is open to the public, and the text of that resolution (or copies thereof):

- (a) Shall be available to any member of the public who is present; and
- (b) Shall form part of the minutes of the Council.”

