



**EASTERN
FISH AND GAME COUNCIL**

***MEETING
AGENDA***

7 August 2025

AGENDA

The 216th Meeting of the Eastern Fish and Game Council

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

Date: Thursday 7 August 2025

Commences: 11 AM

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Welcome (11.00 AM)		
1	Apologies	(R)
2	Minutes of the Previous Meeting (29 May 2025) (11.05AM 15min)	(R) 3
	2.1 Identification of Items for Council Policy	
	2.2 Matters arising from the meeting of 29 May 2025	
3	Notification of Items for General Business	
4	Ratification of Change of budget submission to NZC (11.20AM,5 min)	(R) 13
5	Conflict of Interest Register	14
6	Health and Safety Report (11.25AM, 5 min)	(R) 16
7	2025-26 Operational Work Plan Final (11.35AM 15 min)	(R) 18
8	National Policies to be Adopted (11.50PM, 15min)	(R) 20
Working Lunch (12.05PM – 12.30PM)		
9	2026 Game Season Regulation Setting (12.30PM, 25min)	23
10	F&G Reform Consultation (12.55AM, 60min)	(I/D) 39
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13	General Business (2.15PM, 20 min)	
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R = resolution required, D = for discussion/advice, I = for information only

**UNCONFIRMED MINUTES OF THE 215th MEETING OF THE EASTERN FISH
AND GAME COUNCIL, HELD AT ROTORUA OFFICES OF FISH & GAME NEW
ZEALAND ON THURSDAY 29 MAY 2025 AT 11 AM.**

Present

Crs. Mark Sceats, Alec McIver, Lindsay Lyons, Mike Jarvie, Pat Swift, Kevin Coutts, and Murray Ferris (arrived 11.36am).

In attendance

Arash Alaeinia, Kate Thompson, Anthony van Dorp 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.

1.2 Cr Mark Sceats expressed concern that Council Meeting Agendas still had not been received by some Councillors despite being posted almost two weeks prior. He asked that in future Council agenda papers be couriered to all Councillors unless they chose to opt out and receive them electronically.

1.3 Kate Thompson advised that she had made enquiries with NZ Post (Rotorua Mail Centre) about their delivery service as postal delays had also affected the delivery of Fishing and Gamebird Hunting licences, and this will be followed up in due course. She agreed that those requiring paper copies should be couriered.

2.0 APOLOGIES

2.1 Apologies were received from Cr Scott Nicol and Cr Murray Ferris had informed the Chair that he would be delayed.

2.2 *Agreed (Mark Sceats/Mike Jarvie) that the apologies for the 215th meeting of the Eastern Region Fish and Game Council be sustained. [25/05/2.2]*

3.0 MINUTES OF THE PREVIOUS MEETING (13 MARCH 2025)

3.1 *Agreed (Mark Sceats/Alec McIver) that the minutes of the meeting held on 13th March 2025 be confirmed as a true and correct record. [25/05/3.1]*

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 March 2025.

3.3 MATTERS ARISING

Cr Lindsay Lyons spoke to item 4.1 where it was stated that a resolution was passed by NZC supporting Cr Sceats continuation as Eastern's representative on the NZ Council. Lindsay wished to highlight that this role should not be viewed as representing the Eastern Fish and Game Council's views, rather it was an appointment to the NZ Council representing Angler & Hunter interests nationally. Lindsay also expressed concern that New Zealand Council did not have a mandate to recommend a Regions appointee, he advised that the appropriate process would be for the NZC to co-opt but noted that he did not see a resolution for either. Cr Alec McIver informed Council that he had spoken to Barrie Barnes recently and highlighted with Barrie the importance of transparency suggesting that it would be appropriate for the NZC to liaise with this Council for such proposals. It was noted that the New Zealand Council minutes were not up to date online and Cr Mark Sceats confirmed that this was raised at the last meeting of the NZ Council to be rectified.

4.0 NOTIFICATION OF ITEMS FOR GENERAL BUSINESS

- Cr Lindsay Lyons – Good Governance
- Cr Kevin Coutts – Game Bird Season regulation booklet
- Cr Lindsay Lyons – Access register
- Cr Mike Jarvie – Proposal for new Compliance position

5.0 CONFLICT OF INTEREST REGISTER

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

6.0 HEALTH & SAFETY

- 6.1 Arash Alaeinia informed Council of a minor incident which had occurred since writing of this report relating to a skin wound resulting from use of scissors in the fish trap.
- 6.2 *Agreed (Kevin Coutts/Mike Jarvie) that Council receives the Health and Safety report. [25/05/6.2]*

7.0 2025-2026 ANGLERS NOTICE

- 7.1 Arash Alaeinia informed Council that no further feedback had been received since the last meeting and asked Council to conclude the Anglers Notice process for the 2025-26 angling season.
- 7.2 *Agreed (Lindsay Lyons/Mike Jarvie) that Council concludes the Anglers Notice process for the upcoming 2025-2026 angling season and confirms the status quo for the 2025-2026 Angling Season regulations. [25/05/7.2]*

8.0 2025-2026 OPERATIONAL WORK PLAN

- 8.1 Arash Alaeinia informed Council that the Region's budget for the 2025-26 operational year had been increased by \$72,482 as detailed on page 14 of the agenda bringing the total annual budget to \$1,378,026 noting that \$8,000 was to be drawn from reserves. Arash advised that the business case which this Council had approved for a new Compliance role was rejected by the New Zealand Council.
- 8.2 Cr Mark Sceats provided some background for the New Zealand Council's decision to decline the business case which was primarily due to significantly more funds being needed than were available. He said a resolution was passed that no staff should be employed through this process to limit the increase required on the licence fee. There was also discussion around the use of reserves for staff resources, but it was made clear to them that using reserves for employment costs was not appropriate as reserves should not be utilised for ongoing costs. Cr Mike Jarvie expressed concern about the NZ Council's decision as the reasons for declining it were not made clear and as the PCBU they have a responsibility for the Health & Safety of their employees. He believed the business case was very clear on the risks that staff are subjected to and suggested that we continue to pursue this. Cr Mark Sceats advised that we may need to look at restructuring how our staff work so that we can provide the support. Cr Mike Jarvie had reviewed staff time and noted that there was a lot of other work undertaken by the existing compliance staff and Arash Alaeinia advised that all staff contribute to compliance and if we want to increase their efforts in compliance, we need to be mindful that this would mean a reduction to the work they do in other areas. Cr Kevin Coutts understood the threats that staff face and agreed that this should be resubmitted.
- 8.3 From a management point of view Arash Alaeinia felt that this year, there has been a lack of transparency around some of the decisions made as there seemed to be disparities between some regions. Arash highlighted also that funding from reserves

for staff had occurred in this latest budget round and provided an Education position as an example as from a management point of view he considered Health & Safety to be a higher priority. Cr Lindsay Lyons advised from experience that unfortunately the New Zealand Council don't tend to look at the detail and that there is a long-standing belief that this region is over resourced.

8.4 Cr Pat Swift queried whether Arash had been successful in obtaining support from the Police? Arash advised that he had approached the police but with their resources also being stretched we could only seek urgent assistance through the 111 service, or 105 for non-urgent matters.

8.5 *Agreed (Lindsay Lyons/Pat Swift) that Council receives the second draft of the 2025-26 Operational Work Plan, confirming that there are no amendments required to be made prior to circulation to other interested parties. [25/05/8.5]*

8.6 Kate Thompson provided Council with a table summarising regional sales targets, budgets, and levies for the 2025-26 year which would also assist in the discussion around the proposed licence fees.

8.7 Cr Mark Sceats advised that the process this year was complicated by the budgets being completed in varying formats.

8.8 Cr Lindsay Lyons queried the makeup of the current licence working party (LWP) and whether this group had been consulted on the budget process. Kate Thompson provided details of the current members of this group and advised that she had been involved with setting the licence sales forecasts as per usual processes. She advised that the LWP would not normally be involved with setting licence fees as this was interlinked with the budget process once the expected LEQ target had been set. Items such as the change in the pricing structure of the adult non-resident season licence and the family licence proposal she felt it appropriate to refer to this group for comment however this did not occur on this occasion.

9.0 2025-2026 LICENCE FEE RECOMMENDATION

9.1 Arash Alaeinia informed Council that the licence fee proposal originally distributed from the New Zealand Council office had needed to be reviewed as some budgets were recorded incorrectly, Eastern's being one of them. He expressed concern that incorrect information had been supplied to the NZ Council for approval but was assured that this was not the case, and a subsequent licence fee proposal was distributed. Staff still had concern around the accuracy of information but acknowledge this is a new process and would take some time to bed in. Cr Mark Sceats highlighted the difficulties faced by the NZ Council office with new accountants being brought in at short notice and was concerned to hear offers of assistance from regional staff were not taken up.

9.2 Cr Alec McIver commented on the significant difference in levies between the North and South Islands and Cr Sceats advised that the South sees higher licence sales but being a national licence, the levies paid supported all of NZ.

9.3 Arash Alaeinia spoke to the proposed licence fees for the 2025-2026 Season noting that many of the budget increases were inflationary and with licence fees being the primary source of revenue inflationary increases needed to be passed on or alternatively we would need to reduce some of the work we do. Arash understood that an increase of \$14 would have been needed to provide for all costs but the lower increase provided for inflationary increases and other increases would be funded from regional reserves.

9.4 Cr Pat Swift asked what the additional designated waters licence fees funded? Kate Thompson provided background to the introduction of the Designated Waters License and advised that the proceeds were used to manage those sensitive fisheries through compliance and research. Pat asked if there were any opportunities for such waters in

Eastern region? Kate Thompson advised that there were none currently and that staff were aware that the higher priced non-resident licence was a barrier for this region's non-residents as many were from Australia. Cr Lindsay Lyons, having guided Australian anglers for many years, agreed that the licence fee was a barrier for many.

- 9.5 ***Agreed (Kevin Coutts/Mike Jarvie) 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. [25/05/9.5]***
- 9.6 ***Agreed (Kevin Coutts/Mike Jarvie) that Council supports the proposed increase to the Non-Resident Whole Season Fishing Licence to \$300 (\$30 increase). Six in favour, Cr Lindsay Lyons against. [25/05/9.6]***
- 9.7 ***Agreed (Kevin Coutts/Mike Jarvie) that Council accepts the proposed National LEQ target for 2025-26 for Fish of 72,975 and Game 30,601. [25/05/9.7]***
- 9.8 ***Agreed (Lindsay Lyons/Murray Ferris) that Council requests the New Zealand Fish and Game Council consult with the Licence Working Party on all changes to licence fees and categories in future. [25/05/9.8]***

10.0 FAMILY LICENCE MODERNISATION – SUPPORTING WOMEN ANGLERS

- 10.1 Arash Alaeinia briefed Council on the paper and asked Kate Thompson for comment.
- 10.2 Kate Thompson wished to make it clear that she was not for or against this proposal but felt that the potential impacts on licence revenue and changes to purchasing behaviours had not been fully considered in this initial paper. If the proposal resulted in a loss of revenue, with licence revenue being the only source of income this would need to be mitigated by further increasing licence fees. Kate also felt that it would be beneficial to obtain feedback from a broader group of family licence participants and, if possible, to review the switching behaviour which occurred following the introduction of the unrestricted family licence in the Taupo fishery bearing in mind also the Taupo fishery is one catchment whereas the Fish & Game licence is valid throughout NZ except for the Taupo fishery.
- 10.3 Cr Kevin Coutts asked how this would work as every person on the family licence would need a copy. Kate responded advising that this did not appear to have been considered yet and expected that some changes might be required to the licence system to accommodate. Cr Mark Sceats advised that this may not be such an issue in the future with the proposed move to digital licences.
- 10.4 Cr Lindsay Lyons thanked Kate for the work she had undertaken to review the numbers and wanted to ensure the New Zealand Council were provided with more information on the potential impacts through the Licence Working Party.
- 10.5 ***Agreed (Mark Sceats/Lindsay Lyons) that Council recommends to the New Zealand Fish & Game Council that the Family Licence Modernisation proposal be referred to the Licence Working Party prior to being reported back to the New Zealand Council and taking into consideration:***
- ***modelling of potential revenue impacts and category switching, including Juniors;***
 - ***a broader analysis of current Family Licence holders and their likely response to the change;***
 - ***a full review by the National Licence Working Party, including consideration of the forthcoming Licence Category and Pricing Optimisation Report. [25/05/10.5]***

Council adjourned for lunch at 12.30 p.m. and the meeting resumed at 12.55 p.m.

11.0 GAMEBIRD REGULATION SETTING, POLICY AND PROCEDURE

- 11.1 Arash Alaeinia advised that this paper was intended to reaffirm Council's existing policies and processes, but also to highlight that these can be changed if desired. He asked Council to consider whether they wish staff to provide options for lowering population thresholds.
- 11.2 Cr Mark Sceats emphasised to Council members that they were ultimately elected to make the final decisions. While staff may provide professional recommendations, Council is not bound to follow them. Council may choose to accept the recommendations in full, adopt them in part, or reject them entirely.
- 11.3 Council discussion and comments included:
- staff expertise and scientific input needs to be considered to enable Council to make informed decisions.
 - Council must be prepared to accept the consequences of its decisions.
 - feedback and engagement with hunters and anglers is also important in decision making and has been lacking over the years.
 - process and policies should be followed until further information is supplied that warrants a change.
 - there was some discussion over whether the Council's primary duty is to the resource itself or its licence holders.
- 11.4 Arash Alaeinia said it is his role to ensure the safety and protection of the organisation both in terms of health and safety for operational staff but also the governance and the Council. He highlighted the importance of having clear policies and processes in place. These provide a solid foundation and protection for the Council's governance responsibilities, operational procedures, and the integrity of decision-making. While Council retains the right to accept or reject staff recommendations, as seen with the Gamebird Process decision, it is essential that decisions follow the correct processes to avoid risk. Arash commented on recent public challenges that triggered ministerial reviews and national scrutiny. Fortunately, existing documentation and long-standing management practices allowed F&G to respond appropriately in these cases. He wanted to ensure Council decisions are defensible and the organisation remains secure.
- 11.5 *Agreed (Mark Sceats/Alec McIver) that Council accepts this report, takes time to familiarise themselves with our Standing Orders, Governance Policy and our SFGMP and has a strong awareness of our roles and responsibilities under the Conservation Act and the Wildlife Act. [25/05/11.5]***
- 11.6 *Agreed (Mark Sceats/Alec Mc Iver that the initial Gamebird condition discussion will be started in the August meeting (one Council meeting earlier. [25/05/11.6]***

12.0 DRAFT LONE WORKER POLICY

- 12.1 Arash Alaeinia introduced this item informing Council that he believed this draft Lone Worker Policy was lacking in the definition of lone worker. Arash advised that this region has policy for working alone within its own Health & Safety Plan. Feedback from staff had been provided in the agenda item and Arash asked Council what feedback they would like to provide to the NZ Council. Cr Mark Sceats understood the background to this policy was directed at those staff working from home following Covid.
- 12.2 Discussion continued around the use of PLB's, Inreach, and the new Satellite text service offered by One NZ. Arash Alaeinia informed Council that we have set processes in place for staff working offsite and alone. He said in its current form this policy would require anyone working from home having to adhere to it and include people coming on to our site having to adhere to it. He felt that it was not concise

enough or practical for Fish & Game operations. Cr Mark Sceats suggested that it could be refined with various levels eg working from home vs. working out in the field.

12.3 Agreed (Mark Sceats/Mike Jarvie) that Council supports staff recommendation that policy is not fit for purpose and 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. [25/05/12.3]**

13.0 DRAFT HEALTH, SAFETY & WELLBEING POLICY

13.1 Arash Alaeinia informed Council of recent discussions with the Health, Safety and Wellbeing Officer at the National Office. He noted that in 2024, the organisation undertook a process where regions submitted feedback on a draft Health & Safety Policy, which was subsequently adopted by the NZ Council. Arash advised that they have since been instructed to hold off on providing further feedback, as the Officer will be reviewing the version that had already been accepted. He also confirmed that copies of previous regional recommendations have been provided to her for consideration

13.2 Agreed (Mark Sceats/Murray Ferris) that Council supports staff recommendation which is that 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. [25/05/13.2]

14.0 DRAFT RESOURCE MANAGEMENT & LEGISLATION POLICY

14.1 Arash Alaeinia brief Council on the proposed Resource Management and Legislation Policy and felt that this was a positive move. Cr Mark Sceats agreed that it is timely that this policy is refreshed to ensure transparency and fairness.

14.2 Agreed (Murray Ferris/Lindsay Lyons) that Council supports staff recommendation to create a framework and scoring matrix process, to help to keep the allocation of funds transparent and fair. [25/05/14.2]

15.0 OPERATIONAL REPORTS

Finance Report

15.1 Agreed (Mark Sceats/Lindsay Lyons) that Council receives the finance report. [25/05/15.1]

15.2 Cr Lindsay Lyons queried whether it was appropriate to record the Awakaponga Insurance claim proceeds as income. Kate Thompson advised that it is income in this year despite being reimbursement of funds spent on the project. Cr Mike Jarvie asked if the solar system was to be replaced. Arash Alaeinia advised that the system would not be replaced with a like system due to inherent issues with vandalism and that funds would remain in reserve pending a resolution.

15.3 Agreed (Mark Sceats/Mike Jarvie) that Council approves payments for February and March 2025 totalling \$352,114.17. [25/05/15.3]
Management Report

15.4 Arash Alaeinia provided an update to Council, noting that the team is currently in a particularly busy period with the Game bird season well underway, the hatchery

trapping programme, and increased compliance operations due to spawning fish. Arash also highlighted two recent community engagement initiatives:

- A **careers day** hosted on-site in collaboration with the Rotorua Chamber of Commerce, aimed at promoting opportunities within the food fibre sectors.
- A successful “**Women on the Fly**” event, held over the past weekend in conjunction with the Rotorua Anglers Association, encouraging women's participation in fly fishing.

Arash also updated Council on our two new staff members, Ben Sowry who joins the team from Otago and Steven Henry from Rotorua and provided a brief overview of their respective roles and the value they bring to the team.

15.5 *Agreed (Kevin Coutts/Murray Ferris) that Council receives the management report. [25/05/15.5]*

Licence Sales Report

15.6 Kate Thompson provided a brief update on licence sales advising that fish licence sales are 440 odd LEQ's up against last season but noted that we are still not back to pre-covid levels. Game licence sales were also ahead of last season (178 LEQ's). Sales were more in line with the 2023 season as last season seemed to be particularly poor. Council discussed the downturn in Auckland/Waikato and Hawke's Bay sales and questioned whether Eastern's increase could have been a result of this.

15.7 *Agreed (Mark Sceats/Kevin Coutts) that Council receives the licence sales report. [25/05/15.7]*

15.8 Kate Thompson provided Council with an updated presentation on licence holder demographics in the Eastern Region which showed changes in purchasing behaviours over time.

15.9 General discussion followed regarding the potential reasons for the decline in participation among middle age groups. One contributing factor noted was the increasing range of alternative activities now available to young people. While the children's programmes were highlighted as a positive aspect, it was acknowledged that there is a general decline in interest in hunting and fishing. Broader societal changes and financial pressures were also noted as influencing factors. The discussion emphasised the need for in-depth research across all categories to support informed decision-making.

15.10 Cr Mike Jarvie thanked Kate Thompson for the presentation.

15.11 *Agreed (Mark Sceats/Kevin Coutts) that Council receives the licence sales presentation by Kate Thompson. [25/05/15.11]*

16.0 LIAISON OFFICERS REPORTS

16.1 *Report from Bay of Plenty Conservation Board*

No Report

16.2 *Report from Department of Conservation*

No Report

16.3 *Report from New Zealand Council*

Cr Mark Sceats referred to the emails disseminated from NZC and had little to add but was happy to answer any questions.

16.4 Council discussed the lack of representation from the Department of Conservation and the Conservation Boards at Council meetings and questioned why this might be. Arash advised he did not know and that the agendas are sent to all interested groups.

17.0 GENERAL BUSINESS

17.1 *Good Governance*

Cr Lindsay Lyons referred to his paper “Fish and Game Governor Decision Making” which was included in the Papers for Information and highlighted the importance of making the right decisions for the right reasons. Key points from the Council discussion included:

- The necessity of ensuring all relevant information is available before decisions are made.
- Recognition that a decision perceived as “right” by one person may be viewed as “wrong” by another, highlighting the subjectivity involved in governance.
- A shared concern about not losing sight of democratic principles, stressing the importance of transparent and inclusive decision-making processes.

17.2 *Game Bird season information*

Cr Kevin Coutts raised concern about this year’s hunting regulation guides being for one region only. Kate Thompson advised that the decision was purely due to costs to produce the booklets and understood that this was up for discussion as had been raised by others.

17.3 *Access Register*

Cr Lindsay Lyons spoke about the Region’s Access Register and asked Council to keep feedback coming to staff about loss of access that they have experienced while out hunting and fishing. Mark Sceats advised that this region had submitted its register to NZC and that this had received favourable comments from the Minister and the NZC. Council also discussed access issues that had occurred in other Fish & Game Regions around access and potential conflicts of interest.

17.4 *Proposal for new Compliance position*

Cr Mike Jarvie asked that a resolution be passed for the business case for the new Compliance role be resubmitted for further consideration by the New Zealand Council. Council agreed that the best approach to enable a resolution to be passed would be to reopen the discussion on the Draft 2025-2026 Operational Work Plan.

18.0 SUBSEQUENT DISCUSSION - DRAFT 2025-2026 OPERATIONAL WORK PLAN

18.1 *Agreed (Mark Sceats/Mike Jarvie) that Council reopens item 8. Draft 2025-2026 Operation Work Plan for further discussion. [25/05/18.1]*

18.2 Council discussed further and Arash Alaeinia suggested to reapproach this on the basis that the position would be a fixed term contract to be funded by reserves, as it would be unlikely to be approved via the licence fee.

18.3 *Agreed (Mike Jarvie/Alec McIver) that Council supports the resubmission of its business case for a Compliance Officer, which was declined by the New Zealand Fish and Game Council, on the basis that the proposal would be funded by regional reserves for a fixed term on one year. [25/05/18.3]*

19.0 PUBLIC EXCLUDED SESSION

19.1 *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 2.30pm 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. [25/05/19.1]*

19.2 *Agreed (Mark Sceats/Murray Ferris) that Council moves out of public excluded and that the public be re-admitted to the meeting at 3.02 pm. [25/05/19.2]*

20.0 MEETING CLOSED

20.1 Cr Mark Sceats closed the meeting 3.04 pm.

.....
Mark Sceats
Chairman

SUMMARY OF RESOLUTIONS

2.0 APOLOGIES

- 2.2 *Agreed (Mark Sceats/Mike Jarvie) that the apologies for the 215th meeting of the Eastern Region Fish and Game Council be sustained. [25/05/2.2]*

3.0 MINUTES OF THE PREVIOUS MEETING (13 MARCH 2025)

- 3.1 *Agreed (Mark Sceats/Alec McIver) that the minutes of the meeting held on 13th March 2025 be confirmed as a true and correct record. [25/05/3.1]*

6.0 HEALTH & SAFETY

- 6.2 *Agreed (Kevin Coutts/Mike Jarvie) that Council receives the Health and Safety report. [25/05/6.2]*

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- 7.2 *Agreed (Lindsay Lyons/Mike Jarvie) that Council concludes the Anglers Notice process for the upcoming 2025-2026 angling season and confirms the status quo for the 2025-2026 Angling Season regulations. [25/05/7.2]*

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- 10.5 *Agreed (Mark Sceats/Lindsay Lyons) that Council recommends to the New Zealand Fish & Game Council that the Family Licence Modernisation proposal be referred to the Licence Working Party prior to being reported back to the New Zealand Council and taking into consideration:*
- *modelling of potential revenue impacts and category switching, including Juniors;*
 - *a broader analysis of current Family Licence holders and their likely response to the change;*
 - *a full review by the National Licence Working Party, including consideration of the forthcoming Licence Category and Pricing Optimisation Report. [25/05/10.5]*

11.0 GAMEBIRD REGULATION SETTING, POLICY AND PROCEDURE

- 11.5 *Agreed (Mark Sceats/Alec McIver) that Council accepts this report, takes time to familiarise themselves with our Standing Orders, Governance Policy and our SFGMP and has a strong awareness of our roles and responsibilities under the Conservation Act and the Wildlife Act. [25/05/11.5]*
- 11.6 *Agreed (Mark Sceats/Alec Mc Iver) that the initial Gamebird condition discussion will be started in the August meeting (one Council meeting earlier. [25/05/11.6]*

12.0 DRAFT LONE WORKER POLICY

- 12.3 *Agreed (Mark Sceats/Mike Jarvie) that Council supports staff recommendation that policy is not fit for purpose and 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. [25/05/12.3]*
- 13.0 DRAFT HEALTH, SAFETY & WELLBEING POLICY**
- 13.2** *Agreed (Mark Sceats/Murray Ferris) that Council supports staff recommendation which is that 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. [25/05/13.2]*
- 14.0 DRAFT RESOURCE MANAGEMENT & LEGISLATION POLICY**
- 14.2** *Agreed (Murray Ferris/Lindsay Lyons) that Council supports staff recommendation to create a framework and scoring matrix process, to help to keep the allocation of funds transparent and fair. [25/05/14.2]*
- 15.0 OPERATIONAL REPORTS**
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- 15.5** *Agreed (Kevin Coutts/Murray Ferris) that Council receives the management report. [25/05/15.5]*
- 15.7** *Agreed (Mark Sceats/Kevin Coutts) that Council receives the licence sales report. [25/05/15.7]*
- 15.11** *Agreed (Mark Sceats/Kevin Coutts) that Council receives the licence sales presentation by Kate Thompson. [25/05/15.11]*
- 18.0 SUBSEQUENT DISCUSSION - DRAFT 2025-2026 OPERATIONAL WORK PLAN**
- 18.1** *Agreed (Mark Sceats/Mike Jarvie) that Council reopens item 8. Draft 2025-2026 Operation Work Plan for further discussion. [25/05/18.1]*
- 18.3** *Agreed (Mike Jarvie/Alec McIver) that Council supports the resubmission of its business case for a Compliance Officer, which was declined by the New Zealand Fish and Game Council, on the basis that the proposal would be funded by regional reserves for a fixed term on one year. [25/05/18.3]*
- 19.0 PUBLIC EXCLUDED SESSION**
- 19.1** *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 2.30 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. [25/05/19.1]*
- 19.2** *Agreed (Mark Sceats/Murray Ferris) that Council moves out of public excluded and that the public be re-admitted to the meeting at 3.02 pm. [25/05/19.2]*

4. RATIFICATION OF CHANGE OF BUDGET RE-SUBMISSION TO NZC

Ref: 7.02.01

23 July 2025

1. Purpose

To ratify a decision modification made by the Council via email.

2. Background

Following Eastern Fish and Game Council's meeting on the 29 May 2025, the Council requested that a re-submission of the Business Case for the additional Compliance Officer be re-submitted with the cost being funded through Eastern Fish and Game Council's reserves and under a fixed term contract;

18.4 Agreed (Mike Jarvie/Alec McIver) that Council supports the resubmission of its business case for a Compliance Officer which was declined by the New Zealand Fish and Game Council on the basis that the proposal would be funded by regional reserves for a fixed term on one year. [25/05/18.4]

However, after reviewing the current operational needs of Eastern, an amended resolution was put to Councilors and was accepted 6 to 1 with the Chair not voting on the topic, to change the submission to a part time role and a fixed term contract for 2 years. That this amended resolution will be affirmed at the August Council meeting.

3. Recommendation

That Council supports the resubmission of an amended business case for a part time Compliance Officer, which originally was submitted as a full time Officer and declined by the New Zealand Fish and Game Council on the basis that the proposal would be funded by regional reserves for a two year fixed term contract at \$84,417 for the two years.

5. CONFLICT OF INTEREST REGISTER

Ref: 7.02.01

15 July 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

18 July 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.

May - July 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:	
June 2025	Waikaremoana – Spawning trout count. Angler creel surveys.
June 2025	Waikaremoana – Spawning trout count. Angler Creel Surveys
July 2025	Waikaremoana – As above.
2024-2025 Budget for Health & Safety \$2,000	

2. Monitoring and Reporting	
Work Place Accident Register	19/7/2025
Number of Workplace injuries in 2024-2025 year	2
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	57
Total number of lost work injuries since 1 Sept 1995	5
Total number of days since last lost work injury	815
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
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3. Risk Management (identification and treatment)

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

- 19 May 2025 Cooler weather, streams/stream mouths still active & sunstrike when driving
- 26 May 2025 Scissor accident @ TW Trap. Cut to hand. Possible poaching @ trap.
- 3 Jun 2025 Colder weather, streams still active. Nothing new
- 9 Jun 2025 Black ice on roads, PV road turn off still dangerous. Be cautious of cars behind when turning.
- 16 Jun 2025 Nothing new
- 23 Jun 2025 Increase of ice on roads, frosts and sunstrike when driving.
- 30 Jun 2025 Whats app Compliance team sorted. Slipping and surface floods from heavy rains. Closed track due to tree fall – fortknock
- 7 July 2025 Stream walk still closed. Arborist organised. Bad pot holds from rain. Still icy.
- 14 July 2025 Weather/Rain – Slips, flooding, high water, poaching activity increase at streams/closed waters
- 21 July 2025 Same as last week. Nothing new

4. Training Programme

Nil

5. H&S Incidents

Minor laceration to hand while clipping fins – Te Wairoa Trap.

6. Recommendation

That Council acknowledges it has received this report.

7. 2025-2026 OPERATIONAL WORK PLAN

Ref: 8.02.01

18 July 2025

1. Purpose

To approve the final draft of the Operational Work Plan (OWP) prepared for the 2025-2026 year after addressing any changes that might have been proposed since this draft was approved at Council's May 29 meeting.

2. Background

At the March meeting Council considered the draft Operational Work Plan and budget and approved the proposed increases to budget totalling \$142,829 which included a request to draw down funds from the Region's Non- Resident Reserve for Lake Tarawera research, and a business case for a new Compliance Officer. The proposed increases to budget were submitted to the New Zealand Council and were subsequently approved except for the proposal for a new Compliance position. The total increase to budget approved by the New Zealand Council was \$72,482 and this remained subject to Ministerial approval of Fish & Game's proposed licence fees for 2025-2026.

A 2nd draft of the 2025-26 Operation Work Plan was approved at the May meeting of Council incorporating the increase of \$72,482 but with a request that the Manager resubmit the proposal for the Compliance position to be funded from the regions reserves for a fixed term of one year. The Operational Work Plan was also approved at this time for circulation to clubs and stakeholders with a request that any comments they might have be returned to us by Monday 7 July. No submissions or feedback has been received to date, nor are staff proposing any additional amendments.

At the May meeting Council also supported the New Zealand Council's proposal to increase the Adult Whole Season Fish Licence from \$156(incl GST) to \$161(incl GST) and the Adult Whole Season Game Licence (which includes \$5 for the Game Bird Habitat Trust) from \$116(incl GST) to \$120(Incl GST). Council also supported a proposed increase to the Adult Non-Resident Season Licence from \$270(incl GST) to \$300(incl GST). Designated Water Licence fees and Salmon Licence fees would remain unchanged.

At Council's May meeting it was noted the National deficit was forecast at \$38,097. Eastern's deficit was \$8,000 being the amount applied for from the Region's non-resident reserve. However, new figures included in the New Zealand Council's June meeting agenda show a National deficit of \$630,097 and Eastern's deficit being \$71,041. Full detail of the changes are yet to be provided and we hope that these will be available for the meeting.

On the 29 June the Minister met with NZC, but has not of yet (23 July 2025) approved the proposed licence fee increase. As no official confirmation has yet been received but indications are that the Minister was favourable to the proposed increases, we will move forward as though this will be adopted and make any necessary changes if needed separately.

3. Recommendations

- 3.1 That Council approves the proposed Operational Work Plan and budget for the 2025-2026 year and accepts the proposed drawdown from general reserves of \$63,041, and the non-resident reserve of \$8,000, and**
- 3.2 Council delegates authority to the Chief Executive Officer to approve expenditure during the year as set out in the Council approved Operational Work Plan and budget.**

8. NATIONAL POLICIES TO BE ADOPTED

Ref: 7.02.01

21 July 2025

1. Purpose

For Eastern Fish and Game Council to formally adopted National Policies that have been formally adopted by NZC.

2. Background

Over the past 2 years a number of National Policies have been sent out for consultation and feed back by NZC and number have been approved and adopted by NZC to be National Policy.

Eastern Fish and Game Council needs to formally adopted these policies so that they can be incorporated into our policies and procedures.

Policies for adoption are:

AUGUST 2023

10.0 DRAFT PERFORMANCE MANAGEMENT POLICY

10.1 Arash Alaeinia introduced the proposed Draft Performance Management Policy commenting on its aim to create a national framework to support and ensure that all regions are adhering to a minimum standard for staff development and remuneration, acknowledging that there may be individual nuances along the way.

10.2 Council were generally supportive of the proposed policy. Cr Debbie Oakley questioned whether the package could also be utilised for the governor/management relationship? Arash Alaeinia understood it to be primarily for staff use but would confirm with the NZC HR manager. Other feedback included.

- a little costly but worthwhile
- there is a need for a national policy
- provides a guideline and as Governors we need to ensure it's followed.

10.3 Cr Kevin Coutts questioned whether other Fish & Game regions were supportive of the proposed policy commenting that some regions may continue with their own processes. Cr Debbie Oakley advised that the New Zealand Council would consider the feedback from regions but a consensus was not required to implement the policy.

10.4 *Agreed (Mike Jarvie/Debbie Oakley) that Council supports the proposed Draft Performance Management Policy in principle. [23/08/10.4]*

12.0 GENERAL BUSINESS

12.1 Arash Alaeinia informed Council that the **REM Policy** which had been included within the PFI for the June meeting was also included for this meeting to enable Council to discuss and provide feedback to national office.

12.2 Cr Debbie Oakley advised that strategic pay had been involved since 2019 and updates which included adjustments for CPI were provided by them in March 2023. The policy had been prepared by Jane Hutchings, HR Specialist, and was a guideline for Councils to use with an expectation that they take it on board.

12.3 Cr Ngahi Bidios thanked Cr Debbie Oakley for her work with the group responsible for getting the policy through to this stage.

- 12.4 Cr Debbie Oakley advised that a resolution was needed to confirm this Council's support for the policy. Some discussion occurred as to whether this motion could be passed in General Business. It was agreed that the standing orders would be suspended to enable a resolution to be passed on this matter which has been referred back to Council for a resolution.
- 12.5 *Agreed (Mark Sceats/ Kevin Coutts) that Council suspends standing order 3.8.9 to enable a resolution to be passed on the REM Policy. [23/08/12.5]*
- 12.6 *Agreed (Debbie Oakley/Mike Jarvie) that Council supports the Draft Remuneration Policy issued by the New Zealand Fish and Game Council for consultation dated 8 May 2023. [23/08/12.6]*
- 12.7 *Agreed (Mark Sceats/ Kevin Coutts) that Council reimpose standing order 3.8.9 to enable a resolution to be passed on the REM Policy. [23/08/12.7]*

OCTOBER 2023

15.0 DRAFT CONFLICT OF INTEREST POLICY

- 15.1 Cr Debbie Oakley advised that the New Zealand Council is encouraging regions to take on the proposed Conflicts of Interest Policy. Cr Kevin Coutts queried delegates voting rights. Cr Lindsay Lyons advised standing orders at the NZC table can be suspended allowing the appointee to vote. Cr Debbie Oakley confirmed representation can change at council meetings.
- 15.2 Council supported the review and update of the Eastern Fish and Game Council's Conflict of Interest Policy to reflect the NZC Policy once adopted.

16.0 DRAFT CODE OF CONDUCT

- 16.1 Cr Lindsay Lyons asked whether feedback could be supplied to Arash Alaeinia. Arash confirmed he was comfortable with the content of the Policy and was happy to receive feedback. Discussion included.
- there needed to be a clause giving staff the right to refuse to do something they believed was unsafe
 - no mention of use of illegal drugs
 - staff concerned not informed
 - query relationship between manager and staff
 - reminder Council are the employer of all staff, under employment law a staff code of conduct required
 - use as tool to dismiss staff, ultimately comes back to what's in individual's employment contracts
- 16.2 Concern was raised by Matthew McDougall and Eben Herbert around No 6: "Ensure the participations of political matters does not conflict with your duty to F&G and council and any partnership with government agencies." Will this hamstring staff raising concerns with other organisations such as the Department of Conservation? Eben Herbert highlighted the Ruitaniwha dam project in the Hawke's Bay where Fish & Game had a different view to DOC. Arash Alaeinia believed this was a fair question to provide in our feedback.
- 16.3 Arash Alaeinia confirmed he will supply feedback to the New Zealand Fish & Game Council and introduced Georgia Beuth, new Fish & Game Officer, to the Eastern Fish and Game Council.

FEBRUARY 2024

10.0 DRAFT PREVENTION OF BULLYING AND HARASSMENT POLICY

- 10.1 Arash Alaeinia provided background to the Draft Prevention of Bullying and Harassment Policy which in short defines the behaviours we do not support and processes to deal with these.
- 10.2 Council did not have any feedback on this policy noting that the issues with Bullying and Harassment is also covered in employment law.

11.0 DRAFT DRUG AND ALCOHOL POLICY

- 11.1 Council discussion focussed primarily on staff needing management approval to consume alcohol after hours when working away from home.
- 11.2 Cr Debbie Oakley felt that the policy's primary should focus on alcohol and use of vehicles and suggested that it incorporates a requirement that staff remain within legal driving limits.
- 11.3 Eben Herbert understood this was also covered in employment law but how the draft policy is written meant that because staff are salaried, when working away from home, they are unable to consume alcohol after hours unless they had express permission from their manager. Eben questioned when staff are not driving should they be required to be under the legal driving limit?
- 11.4 Cr Mark Sceats described the alcohol driving limits and agreed this is certainly a work issue if you exceed them, but if you are not breaking the law then there is no real issue.
- 11.5 Council supported Cr Scott Nicol's suggestion to amend policy under section 4 "Drugs and Alcohol in the Workplace" to remove the first sentence of second paragraph relating to approval to consume alcohol.
- 11.6 Suggestion was also made to remove the wording of "and accommodation" in the first paragraph under section 4 and to add "paid" in between "performs" and "work" on the first line in the first paragraph. This would eliminate the contention of defining the place of accommodation as a work environment.

12.0 DRAFT GOVERNANCE CODE OF CONDUCT POLICY

- 12.1 Council had reviewed the Draft Governance Code of Conduct Policy and had no further comments. Cr Ngahi Bidois suggested Council could feedback to Arash Alaeinia directly if they had any feedback on this policy.

A copy of all the policies are in the Papers for Information.

3. Recommendation

- 3.1 *That Council adopts all the above policies as Eastern Fish and Game Policies.***

9. EASTERN GAME BIRD REGULATION SETTING (CONSIDERATION, OBLIGATION & PROCESS)

14 July 2025

1. Purpose

To aid the Council understand the legal process and what needs to be considered when setting game bird harvest regulations.

1.1 Introduction

Fish and Game Councils manage sports fish and game birds on behalf of the Crown. There are two Acts, the Conservation Act 1987 and Wildlife Act 1953, that guide and dictate harvest regulation responsibilities and process. In addition, there is existing Council policy around much of the Eastern game bird regulations. The legal framework allows Council latitude to set regulations that govern such things as baiting, decoy numbers, magazine capacity, season length and bag limits but the Council can only do so if the regulations do not compromise the sustainability of the species.

If the Council wishes to change these policies, it must follow procedures set out in the Councils Standing Orders. Any changes to the regulations must meet certain thresholds as per the above Acts and the SFGMP.

Each Fish and Game Council must prepare a Sports Fish and Game Management Plan. Eastern's SFGMP was developed in consultation with iwi, DoC, hunters, and members of the public and was signed off by the Minister of Conservation. **The SFGMP is the contract between the Council and the Government on how the Government requires Fish and Game to manage the resource.** When setting game bird harvest regulations Council must adhere to the goals, objectives, and policies of the SPFGMP.

Key elements of SFGMP in relation to game bird harvest management are:

- That harvest management must be sustainable. That is harvest regulations must not compromise the sustainability of the species.
- To maximise hunter opportunity while ensuring sustainability of the resource.
- 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.
- Regulations are based on sound biological principles.
- That game birds will not unduly impact on natural resources.

As mentioned above the Eastern Council (the Council) has developed policy for each species and provided staff with guidance on how they wish to see the resource managed. The New Zealand Fish and Game Council (NZFGC) have also developed (limited) policy to coordinate and, to where possible, ensure consistency in regulations between F&G regions. Fish and Game Councils are not very good at considering cross border regulations.

Existing Council policy aims to achieve sustainable harvest regulations by implementing regulations based on (most) game bird population size and trends. Hunter opportunity has previously been defined by Council as “birds in the air”.

Annual game season regulation recommendations are required by the end of January. Because most of the regulations are based on summer monitoring there is very little time between completion of the monitoring and submission of the recommendations (sometimes monitoring is completed on the due day). Therefore, Council requires preexisting policy matching season regulations to population status.

2. Background

2.1 Sustainable Harvest Management

Maintaining and improving game birds through game season recommendations is a key function of Fish and Game Councils (Conservation Act 1987, Section 26Q). Harvest regulations must therefore, at a minimum, ensure that the population is maintained. The SFGMP talks about sustainable harvest and sets this as the primary goal. To maintain and improve the population the Council must have good monitoring methods and understand the consequences of harvest regulations on population status. Hunter opportunity is very important but is a secondary consideration to sustainability or population maintenance.

Fish and Game manage four native and endemic species on behalf of the Crown. However, several organisations and advocacy groups oppose the hunting of native species for sport and have actively lobbied the Government to prohibit it. A single instance of mismanagement by a Fish & Game Council, coupled with a government sympathetic to these views, could result in a ban on hunting—similar to what has occurred in New South Wales, Australia. As Fish and Game remain under continuous scrutiny from such groups, it is imperative that all Councils demonstrate clear, robust, and sustainable harvest management practices—especially concerning native species.

The Eastern Region has long term game bird population monitoring data sets. These data sets have allowed the Council to investigate the effect of harvest regulations on game bird population dynamics. Over time our understanding has improved, however there are still large uncertainties (Table 1) associated with harvest management and there are many factors which are out of the manager’s control. These inherent uncertainties require a more conservative approach to setting harvest regulations.

Moreover, changing land use, particularly in recent years (20), has severely affected game bird recruitment in the Eastern Region. Changing weather patterns and large disease outbreaks, e.g. botulism, further exacerbate the situation. Council needs to be cognizant of the changing environment and the impact it is having on game birds in the Eastern Region.

Setting regulations is a balance between hunter opportunity and sustainability. Council can adopt a conservative approach to ensure species are maintained and improved or lean towards increasing hunter opportunity at the risk of compromising harvest opportunities in subsequent years through game bird population collapse. Some game birds (e.g., the mallard) are highly fecund and recover from over harvest relatively quickly while for other species, the balance

between hunter opportunity and game bird population health is tenuous, (e.g., paradise shelduck and black swan), these species can take many years to recover from over harvest (or large weather events).

The following sections are designed to assist Council understand the consequences of harvest regulations. Unfortunately, the nitty-gritty is complicated, suffice to say that increasing season length increases hours hunted. Hours hunted and daily bag limit affects total greylard harvest, which in turn affects the following years population size. The population size influences hunter opportunity. When there are more ducks, younger hunters are more likely to shoot more and hence to be more satisfied which hopefully will lead to them continuing to buy a licence in the future. In other words, a longer season may have immediate benefits but the long-term consequences may be reduced harvest, lower satisfaction, and ultimately lower licence sales.

2.2 Mallard and Grey Duck Harvest Management

The mallard is the number one game bird in the Eastern Region accounting for almost 60% of the waterfowl harvest. When the grey duck is included, they account for almost 70% of the waterfowl harvest.

Mallard and grey duck are managed as one species (greylard) due to hybridization making it very difficult to distinguish between them. The Wildlife Act 1953 defines grey duck as a grey and a grey hybrid while a mallard is defined as a mallard and a mallard hybrid. It is very challenging (if not impossible) to determine if a bird is a grey hybrid or a mallard hybrid based on its phenotype, particularly when in flight and in low light.

The status of the grey duck in New Zealand is precarious, it is listed as critically endangered. The demise of the grey duck has been attributed to several factors including loss of habitat, introgression with the mallard duck, harvest, and being less fecund than the mallard. The Eastern Region has one of the highest reported harvests of grey duck cf. other regions (the percentage of grey harvested to mallard and grey duck in the Eastern Region is 12% vs an average of 7% for the whole country). The 12% reported harvest in the Eastern Region is consistent with the trap sample during banding (11%) and consistent with Eastern Rangers opening weekend bag checks of 12% grey duck.

Both the mallard and the grey duck harvest have been decreasing since Fish and Game records began in 1993. Unlike the mallard harvest whose decline can be explained by a combination of less hours hunted and a year effect, grey duck harvest is best explained only by a year effect. The trap sample also shows a decline in the number of grey duck therefore in all likelihood the population is in decline.

Estimates of greylard population in the Eastern Region also show a decline (Figure 1). Since 1998 the greylard population has decreased by about 7,250 per annum. A large proportion of this decline can probably be attributed to land use changes, particularly dairy and kiwifruit conversions in the Bay of Plenty and maybe squash and maize/corn production on the East Coast. It is very probable that these land use changes are primarily affecting recruitment rather than survival/mortality.

Table 1. Eastern Region game bird species population status, population trend, how sustainable is the current harvest management, how responsive the population is to harvest regulations, and monitoring method currently used.

SPECIES	SUB - REGION	POPULATION	POPULATION TREND	SUSTAINABILITY STATUS	RESPONSIVENESS TO CURRENT REGULATIONS	MONITORING METHOD
MALLARD GREY	All	Low	Declining	Sustainable	Poor	Banding
	All	Very low	Declining	Unsustainable	Very poor	Banding
SHOVELER	All	Moderate	Stable	Sustainable	Unknown	Ground counts
PARADISE SHELDUCK	A1 & A2	Low	Stable	Sustainable	Good	Aerial trend counts
	B1 & B2	Moderate	Stable	Sustainable	Poor	Aerial trend counts
BLACK SWAN	A1	High	Stable	Sustainable	Poor	Aerial trend counts
	A2	Moderate	Stable	Sustainable	Fair	Aerial trend counts
	B1 & B2	Low	Stable	Sustainable	Good	Aerial trend counts
PUKEKO	All	High	Unknown	Sustainable	Poor	Not monitored
BROWN QUAIL	All	Very low	Unknown	Unsustainable	Unknown	Not monitored
CALIFORNIA QUAIL	All	Low	Unknown	Sustainable	Unknown	Not monitored
COCK PHEASANT	All	Moderate	Unknown	Sustainable	Unknown	Crow counts

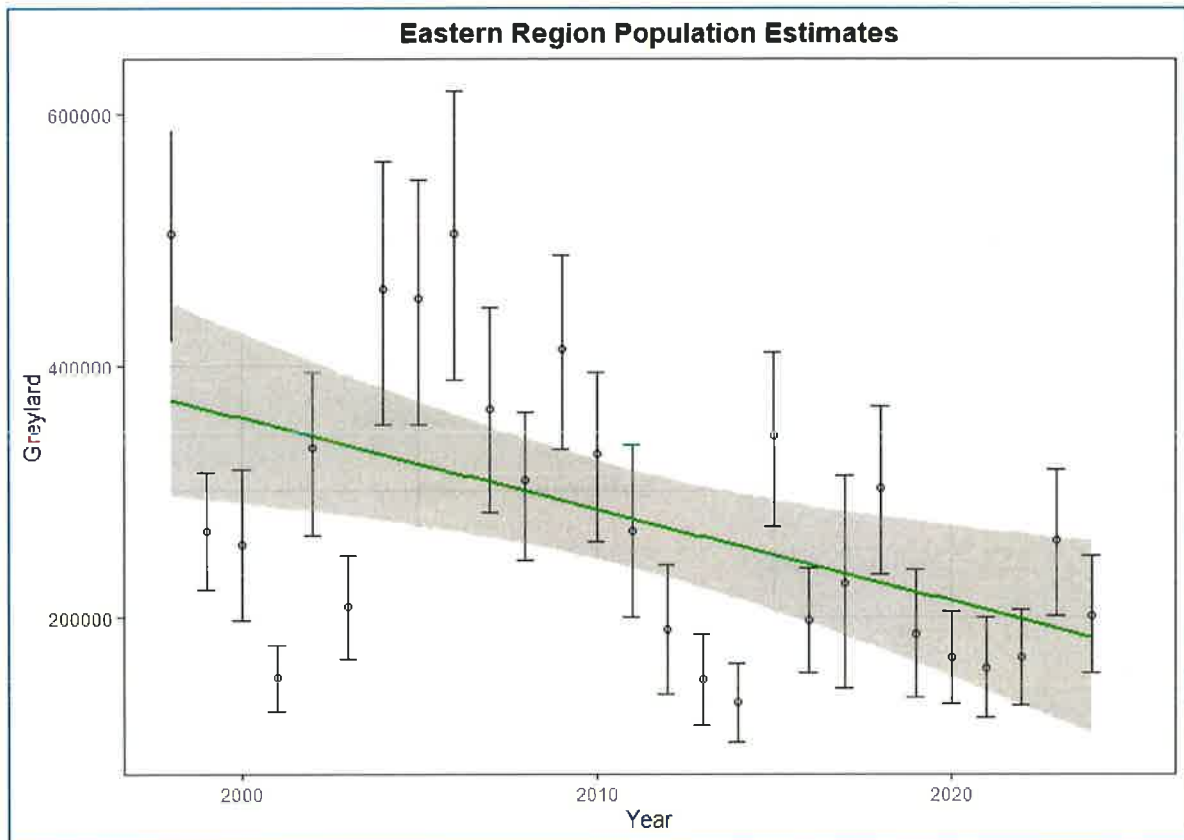


Figure 1. Estimated greylard population in the Eastern Region 1998 – 2024. The green solid line is the regression line over time and the grey zone is the 95% CI for the regression line.

The only control this Council has over the declining population is harvest regulations. Unfortunately, the suit of regulations that the Council has formulated to manage harvest are not very effective.

Greylard population change in the Eastern Region is influenced by annual greylard harvest, climate or weather patterns, and the population size in the previous year. Total harvest is a function of the number of active hunters, the number of days those hunters hunt for, and how successful they are on every one of those days. There is a lot in this equation that F&G have no control over.

2.3 Greylard Season Length

One of the interesting things about the length of the game bird season is that it explains changes in annual greylard survival better than greylard harvest. Overseas studies have found that this is because the mere act of disturbing the birds through hunting, particularly the hens, means they do not feed properly and therefore go into the breeding season in poor condition, particularly in longer seasons. A hen in poor conditions lays fewer, smaller eggs, and is less likely to reneest. She is also less likely to survive. The average age of a hen in the Eastern Region is less than two years. Mallard will breed in their first year but do not produce as many offspring as an adult (> one year). With such low breeding potential (given the population size) it now requires an exceptional breeding season to pull the population out of the current downward trend.

The relationship between season length and average hours hunted (i.e., the average hours a hunter hunts for over a season) is not strong (Figure 2). Nevertheless, season length and a year effect explain changes in hours hunting waterfowl (Figure 3). The year effect is negative and relatively strong. On average, since 1993, hours hunting waterfowl in the Eastern Region has decreased 2,459 per annum (Figure 3).

The relationship between hours hunting waterfowl and harvest is however very strong (i.e., as hours spent hunting waterfowl increases so does greylard harvest; Figure 4)

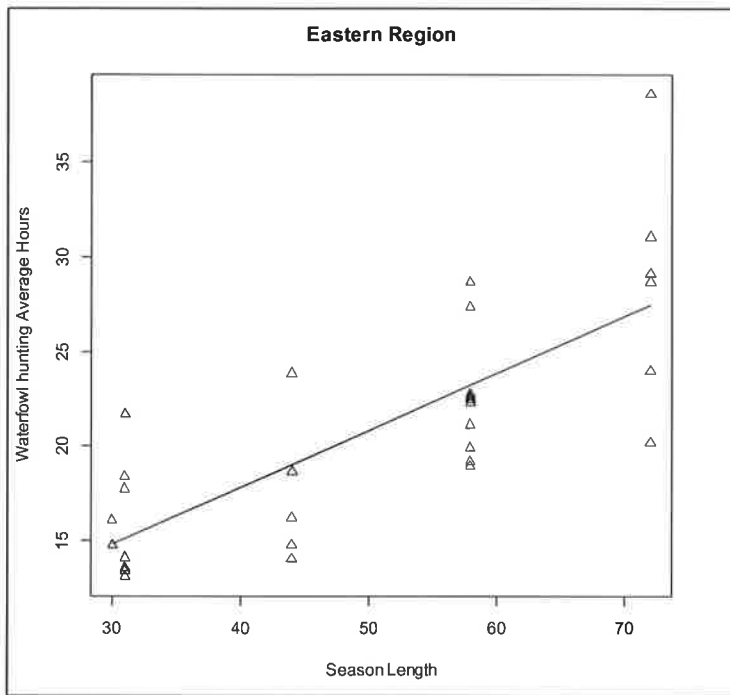


Figure 2. Average hours spent hunting waterfowl in the Eastern Region under different greylard season lengths.

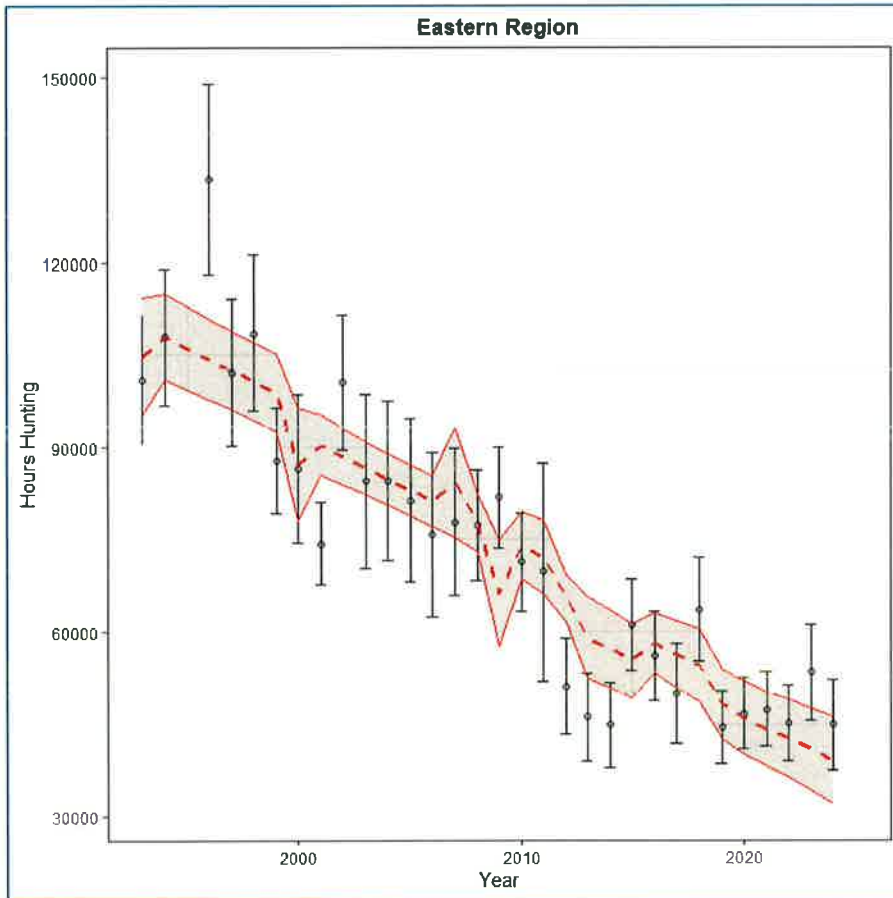


Figure 3. Hours hunting waterfowl (mean \pm 95% CI) in the Eastern Region 1993 – 2024. The red dashed line is the model $Hours = SL + Year$ (i.e., hours hunting waterfowl equals a season length effect + a year effect). The grey ribbon either side of the red dashed line is the 95% CI for the model.

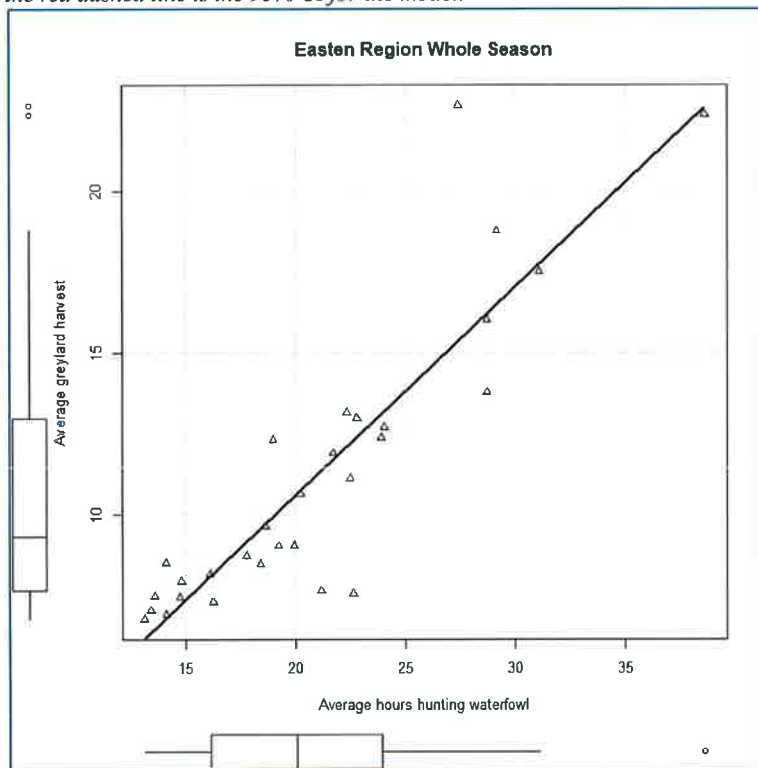


Figure 4. Average hours hunting waterfowl against average greyland harvest in the Eastern Region (1993 – 2023).

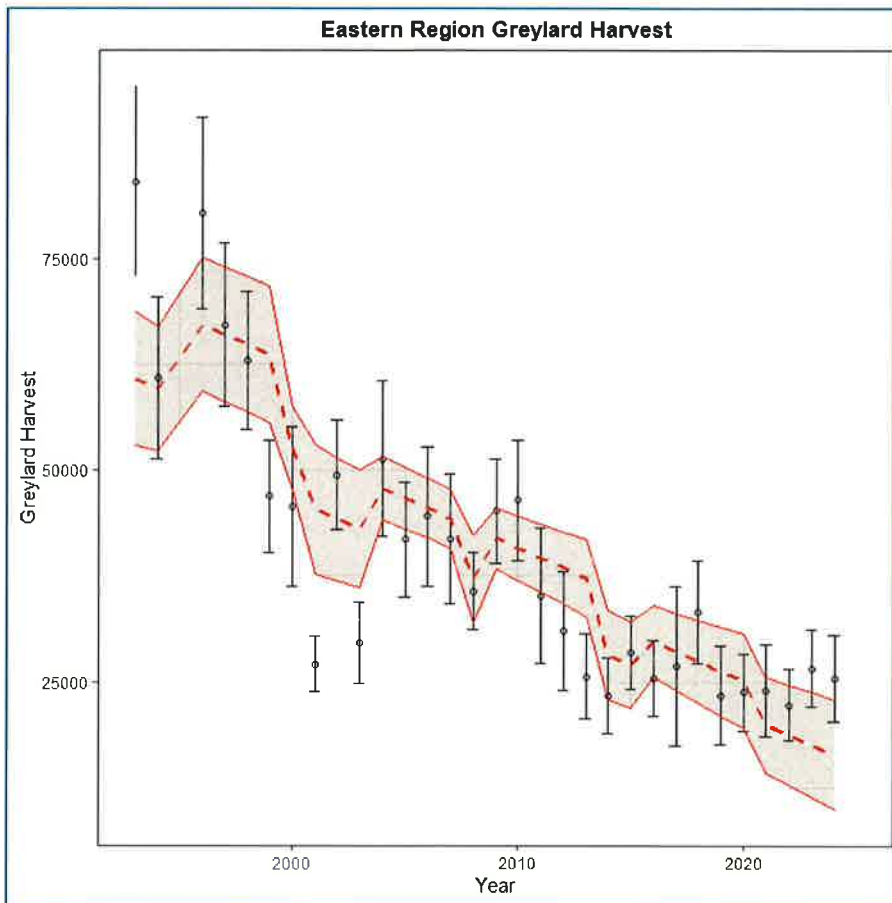


Figure 5. Eastern Region greylard harvest 1993 – 2024 (mean ±95% CI). The red dashed line is the model greylard harvest = Bag limit + hours hunting waterfowl. The grey ribbon is the 95% CI of the model.

What this means is that although the relationship between hours hunting waterfowl and average greylard harvest is strong there is still a large degree of uncertainty around what happens to hours hunting waterfowl when the season length is increased. Nevertheless, modeling indicates that longer seasons affect hen survival which in turn will impact the breeding season. Furthermore, increased harvest results in a lower population in the following year and fewer hens means the ability for the population to recover quickly is further compromised.

2.4 Greylard Bag Limits

Bag limits are only limiting a few hunt days. Of 10,279 hunter days (from hunter survey interviews), 40% of hunters shot zero birds. Hunters shot two or less greylard on 68% of days and on 91% of days hunters shot six or less than six when minimum daily bag limit was seven (Figure 6). Nevertheless, daily bag limit and hours hunting waterfowl explains changes in annual greylard harvest. A few hunt days therefore account for a large proportion of the harvest. This is the classic adage that a small percentage of hunters shoot the majority of the birds (Figure 7).

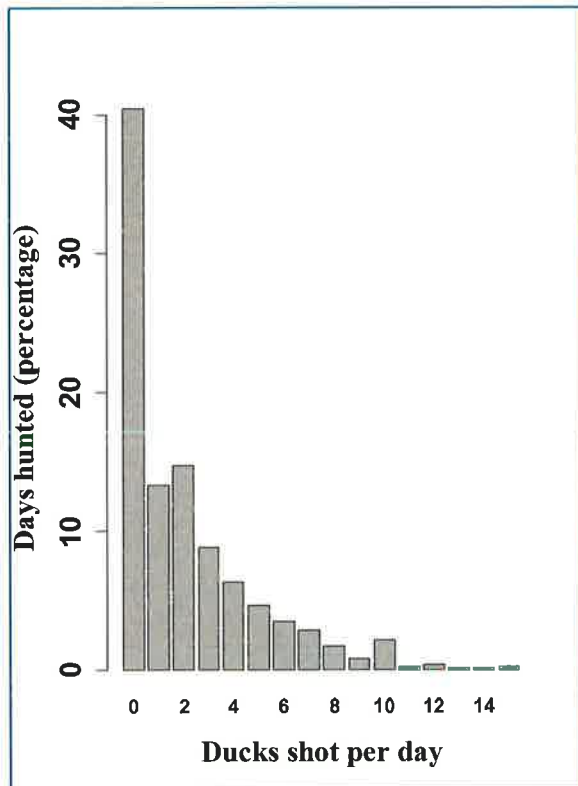


Figure 6. The number of ducks shot per day in the Eastern Region.

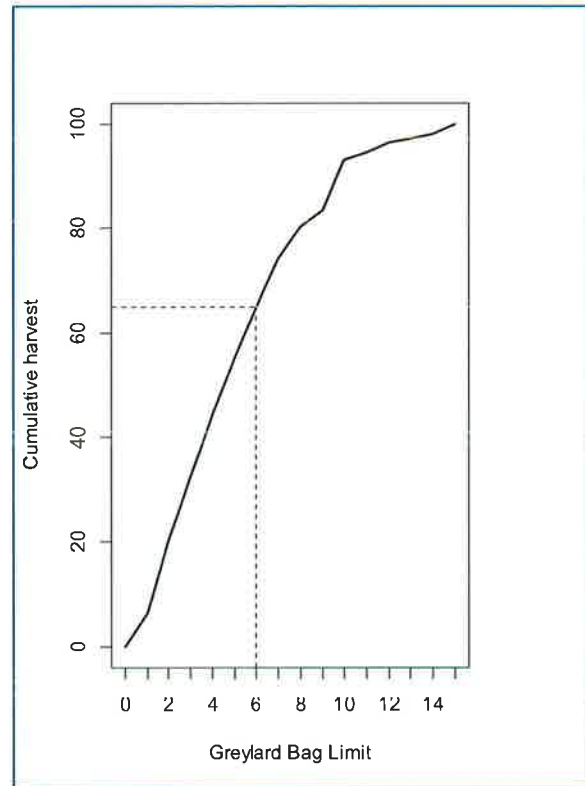


Figure 7. Estimated greylard harvest under different bag limit scenarios (up to a maximum of 15 per day). The dashed line shows that about 35% of the harvest is from hunters shooting greater than 6 birds per day.

2.5 Hunter Opportunity

One of the SFGMP policies is to “Maximise hunter opportunity”. Hunter opportunity means different things to different people. Moreover, what it means to an individual appears to change with age. Council has previously defined opportunity as “more ducks in the air”. However, opportunity may be defined inter alia, as:

- Access to places to hunt (legal and physical access).
- A high daily bag limit.
- A long waterfowl season.
- Some combination of season length and daily bag limit.
- A lot of different species.
- A high duck population (NB this is not necessarily the same as more ducks in the air).
- Shooting some greylard.
- Greylard per hour hunting.
- Time to spend hunting with friends and family.

As noted above, on 40% of hunter days during the waterfowl season hunters shot zero greylard. There will be multiple reasons for shooting zero greylard, such as skill level, weather, how many other hunters are out and about, the length of their hunt, and the size of the greylard population. When defining opportunity Council may wish to prioritise which measure of opportunity is likely to be most important to hunters. Considerations may include such things as young hunters want to shoot ducks. Further, hunters are hunting for less hours

and on the construction of maimai. Work to rewrite and submit some more workable provisions has been completed. No new developments

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.

The RMA group has been working on submissions to on proposed legislative changes for National Direction in infrastructure and development, and the primary sector. The RMA group is meeting for two days in Wellington in late July.

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. This work has temporarily been put on hold due to uncertainty over upcoming changes in Conservation law reforms.

1212 Consent Applications

No new consent applications or reviews have taken place since last reporting period.

1221 Reserves Management

No activities have occurred and no major issues arisen since the conclusion of the hunting season. Early preparation is occurring for 2025/26 maintenance works.

1231 Respond to Landowner Requests for Assistance

No new landowner requests have been received since last Council meeting.

1232 Habitat Creation and Enhancement Projects

Waikato Catchment Ecological Enhancement Trust (WCEET)

WCEET has just completed a rebranding exercise to make its name more relevant. It will now be called Regen Waikato. Waikato Catchment Ecological Enhancement Trust was considered too much of a mouthful, the public did not know what it represented, or what it did. The new name will hopefully address these shortcomings.

Matt McDougall attended the 67th meeting where 23 applications for \$1.4 million were considered. Seventeen applicants were successful receiving over \$402,000, \$250,000 of which will go to projects that benefit sports fish and game birds.

The Trust has also been approached by a District Council to see if it can manage a \$600,000 mitigation fund. If this goes ahead it will allow additional opportunities to enhance the Waikato's environment.

ANGLER AND HUNTER PARTICIPATION

1311 Maintain & Enhance Access

Access work has been carried where necessary or to deal with issues which have arisen which have impeded access for anglers, or hunters.

Liaison with Walking Access staff continues around various access matters including access issues or Overseas Investment Office matters which relate to access.

Winter recreational access for anglers and hunters is permitted to Timberlands forests, namely Kaingaroa (fishing and game bird hunting), Rotoehu (game bird hunting), and Waimangu (access for fishing to Lake Rotomahana). This is weekend only vehicular access, to areas outside of existing access easement access. To date there have been no issues with this access this season.

1312 Signage

Access signage maintenance is ongoing around the region. A plan is in place to complete this with a visit to East Coast signage being planned to have those locations visited and signage updated and maintained prior to the next fishing season.

1331 Electronic Newsletters

Both Barrels was produced for June and July. Reel Life is not published in winter.

1333 Fish & Game Website

Minor changes were made to the website over this period. Children's fishing page was published outlining the 2025 season of events.

1334 Social Media

Various posts were generated to Facebook and Instagram regarding; access, about F&G, 4x4 Expo promotion, winter fishing action, end of season opportunity, and Women on the Fly event.

1352 Angler/Hunter Training

A *Women on the Fly* event was successfully hosted on the property at the end of May. Staff took part in the tuition, and participants used the Octagon and boardroom facilities over two days.

1354 Fishing Competitions

Five fishing competition permits were processed for the period.

1361 Fish & Game Club Communications

A presentation was given to the Gisborne Anglers Club in July.

The calendar for the 2025 children's fishing season has been set and preparation for the first event in August is underway.

1371 Fish & Game Huts

Wairua Hut. This hut has had a good level of angler usage over the season and is in good condition.

Waikaremoana Hut. Maintenance is up to date, and the hut is being used by staff while working in the area.

PUBLIC INTERFACE

1411 Statutory Liaison and Political Awareness

It has been a quiet period in this arena over the past 2 months. Although we continue and endeavour to keep connections and communications with our stakeholders, invariable it is usually a one-way system at the current stage.

We continue to cement relationships with key operational stakeholders like Rotorua DOC and BOPRC as well as RLC.

1421 Public Communications

Taupo Fishery Advisory Committee (TFAC)

The next TFAC meeting is scheduled for 7 August in Turangi. Matt Osborne will attend and present a management update on behalf of the Eastern fishery.

1441 Public Promotions

We are promoting the Hunting, Fishing and 4x4 Expo through our Social Media pages and the Big 4 Competition – Deer, Pig, Rainbow Trout and Pheasant.

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

2 Educational groups have visited, 14 students from Rotorua Boys High School and 24 students from Te Puke High School.

COMPLIANCE

1511 Ranging

The game season has continued with few issues and no further offences dealt with. Compliance focus is on the trout spawning areas and closed water's locations particularly in the Rotorua district, and the open to fishing areas such as winter shoreline angling locations, along with some boat angler survey and compliance work on the lakes.

Our compliance capacity has improved with new staff working well, and a weekend roster to improve the ability to deliver compliance work especially in higher risk areas by staff working 2 – up.

Contacts 2024-2025 year.

To end of June, we have made 1,787 contacts with anglers and hunters. 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	161	204
June	124	141	52	80	88	112
July	45	57	36	59		54
August	22	32	13	29		23
Total	2407	2273	1417	2252	1787	2085

1521 Ranger Training

Currently rangers are up to date with training. Further ranger training will take place later this year with a rangers training day scheduled for the end of August.

Rangers

Maintained at 7 honorary rangers.

1531 Prosecutions

11 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, many of those involve multiple court appearances and or multiple court adjournments in any effort to have matters satisfactorily resolved via diversion.

Offences 2024-2025 Year:

YTD we have dealt with 44 offenders for 69 offences as tabled below.

Offence table 2024-2025 year as at end June 2025

Offence name	Number of offences
Fishing without licence	31
Fishing in closed waters	10
Fish with illegal tackle	13
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	69

Offences Pending Resolution

Offences table – pending resolution as at end June 2025

Offence name	Number of offences
Fishing without licence	9
Illegal tackle	5
Possess Lead shot	1
Unrestricted gun magazine	1
Fish in closed waters	3
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 visits to agents are ongoing when in area.

PLANNING AND REPORTING

1812 R3 Programme

We continue to promote the fishing season through our usual media channels. We are developing a sponsorship programme to additionally support Childrens fishing and site improvements. Additional to this we have secured editorial opportunity in the NZ Motorhome and Caravan magazine for the opening of the fishing season and will have a radio ad to further promote the opening.

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.

National CLE Liaison Role

This role is continuing led from this region. Work has included assisting other regions with prosecution advice and training staff in those aspects.

11.3 LICENCE SALES REPORT

18 July 2025

1. 2024-2025 Fish Licence Sales

- 1.1 Fish licence sales for the 2024-25 season compared with the 2023-24 season to 17 July are summarised in Table One.
- 1.2 Sales continue to track ahead of last year although the variance has reduced from 5.6% reported in May to 5.3 % YTD 17 July.
- 1.3 The annual sales target has been exceeded by 5.7% being some \$64,000.

Table One: Fish Licence Sales 2024-25 vs 2023-24 YTD results to 17 July 2025

Licence Category	Agency Online	Public Online & Call Centre	Total YTD 2023-24	Agency Online	Public Online & Call Centre	Total YTD 2024-25	Inc/Dec on prior Season
Fish Adult							
Family	926	1,262	2,188	867	1,355	2,222	34
Season	775	1,030	1,805	774	1,166	1,940	135
Season Non-Resident	117	183	300	98	214	312	12
Loyal Senior	238	259	497	243	300	543	46
Local Area Adult	852	562	1,414	858	686	1,544	130
Winter Adult	151	245	396	170	283	453	57
Long Break Adult	23	54	77	19	34	53	-24
Short Break Adult	258	739	997	204	787	991	-6
Day	777	2,837	3,614	626	3,096	3,722	108
Day Non-Resident	462	910	1,372	391	994	1,385	13
Total Adult	4,579	8,081	12,660	4,250	8,915	13,165	505
Fish Junior							
Season	187	294	481	208	378	586	105
Season Non-Resident	6	24	30	6	25	31	1
Day	129	412	541	137	424	561	20
Day Non-Resident	20	24	44	18	47	65	21
Total Junior	342	754	1,096	369	874	1,243	147
Fish Child							
Season Non-Resident	0	8	8	0	8	8	-1
Day Non-Resident	6	15	21	6	15	21	-10
Total Child	6	23	29	6	23	29	-11
Total Fish	4,927	8,858	13,785	4,936	8,884	13,820	827
Whole Season Equivalent (LEQ)			8,390			8,838	548
Variance between Seasons							5.3%
\$ (excl GST)			\$1,116,225			\$1,198,853	\$82,628

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	8,838	105.7%	\$1,198,853
Variance to budget	475	5.7%	\$64,394

2. 2025 Game Licence Sales

- 2.1 Game licence sales for the 2025 season are reporting to be 6.3% (168 LEQ's) ahead of 2024 season results for the same period.
- 2.2 The annual sales target has been exceeded by 2% (\$5,463), this is the all but complete result for the season with very few sales if any to occur to 31 August.

Table Two: Game Licence Sales 2025 vs 2024 YTD results to 17 July 2025

Licence Category	Agency Online	Public Online	Total YTD 2024	Agency Online	Public Online	Total YTD 2025	Inc/Dec on prior Season
Game							
Adult Season	2,186	395	2,581	2,334	415	2,749	168
Adult Day	30	90	120	16	89	105	-15
Junior Season	191	84	275	210	69	279	4
Junior Day	0	1	1	4	7	11	10
Child Season	117	34	151	125	31	156	5
Total Game	2,524	604	3,128	2,658	611	3,300	172
Whole Season Equivalent (LEQ)			2,658			2,826	168
Variance between Seasons							6.3%
\$ (excl GST)			\$249,607			\$272,732	\$23,125

2025 Annual Budgeted Game LEQs	2,769	100.0%	\$267,269
2025 Actual	2,826	102.0%	\$272,732
Variance to budget	57	2%	\$5,463

12. LIAISON OFFICERS REPORTS

12.1 Conservation Boards

- Bay of Plenty Conservation Board

12.2 Reports from Other Agencies

- Department of Conservation

12.3 Report from New Zealand Council Cr Mark Sceats

14. PUBLIC EXCLUDED SESSION

Ref: 9.01.01

23 July 2025

1. Purpose

- (i) To discuss Eastern Fish and Game Council's self appraisal of its performance and other confidential matters.
- (ii) To complete the manager's performance review.

2. Background

Annually the Council carries out a self appraisal of its performance over the past twelve months in accordance with its adopted governance policy set out in section 2.6a, namely:

"The Council will, each year, appraise its own performance, and its own processes and procedures to ensure that they are not unduly complex and are designed to assist the Council in effectively fulfilling its role."

Council also carries out a 360 degree appraisal of its Manager's performance with input from staff, Councillors, and the manager. The Council needs to consider the outcomes of the annual review process and discuss their findings with the manager, and it is appropriate that these discussions take place with the public excluded.

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
Discussion on the Council's performance review and other related matters, and review of the Manager's performance.	Good reason to withhold exists under section 9 of the Official Information Act 1982	Section 48(1)(a)(ii): That the public conduct of the whole or the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist.

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.
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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.”

3. Resolutions

3.1 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 discuss Council and the CE’s Performance review.

3.2 That Council moves out of public excluded at ... pm.

3.3 That the public be re-admitted to the meeting at ... pm.