

AGENDA

For a Meeting of the Hawkes Bay Fish and Game Council

Venue 22 Burness Road

Date Tuesday 06 June 2023

Time 6.00 PM

- 1** Welcome
- 2** Apologies
- 3** Minutes of the Previous Meeting 24 April 2023
- 4** Matters Arising from the Minutes
- 5** Notification of Items of General Business
- 6** Conflict of Interests Register
- 7** Health and Safety Report
- 8** NZC CEO Update.
- 9** Licence Fee Recommendation
- 10** Residency Definitions.
- 11** National Reserves Policy.
- 12** Remuneration Policy.
- 13** Hawkes Bay Sports Fishing Regulations.
- 14** Management Report
- 15** Finance Report
- 16** Licence Report
- 17** Meeting Closes

HAWKE'S BAY FISH & GAME COUNCIL

MINUTES OF A MEETING OF THE HAWKE'S BAY FISH AND GAME COUNCIL HELD AT THE GAME FARM ON MONDAY 24 APRIL 2023 at 6.00 PM

PRESENT:

Messrs: Bates, (Chair), Lumsden, MacKay, Callum Slavin, Blair Slavin, Melville, Niblett Williams, and Bowcock

IN ATTENDANCE

Chris Newton (Interim Manager).

APOLOGIES

None

WELCOME

Cr. Bates welcomed everyone to the meeting.

MINUTES OF PREVIOUS MEETINGS

That the minutes of the meeting held on 28 February 2023 were a true and correct record of the meeting

Bowcock/Melville

CONFLICT OF INTEREST REGISTER

The conflict-of-interest register was signed by all Councillors present.

HEALTH AND SAFETY REPORT

That the Health and Safety Report be accepted by Council

Williams/Bowcock

MANAGEMENT REPORT

The Management Report was taken as read and there were no queries arising.

FINANCE REPORT

That the payments for February and March 2023 totalling \$16,828 be approved.

February \$11,854.77

March \$4,973.53

C. Slavin/Bowcock

LICENCE SALES REPORT

The Licence Sales Report was noted and was accepted by Council.

Bowcock/MacKay

GENERAL BUSINESS

It was proposed that there should be minutes kept of all Regional Managers meetings and that these should be available to NZC and to Regional Councils. It was also proposed that this should apply to the Chairmans meetings as well.

Niblett/C. Slavin

The Chairman gave a brief overview of the Future Structure Group.

It was noted that at the next Council meeting the Fishing Regulations for the 2023/2024 season will need to be up for discussion and that the Manager should communicate with the local Anglers clubs on this subject.

There was a discussion on the situation regarding Lake Tutira. The Manager noted that the person he had been dealing with had left the Trust and that via Tipene Cottrell we were seeking a new point of contact.

There being no further business the Chairman closed the meeting at 7.20 pm.



8 May 2023

NZC CEO Update to Regional Managers/CEs: NZC Meeting 162 (21 – 22 April 2023)

Tēnā koutou,

The NZC met on Friday 21 and Saturday 22 April 2023. Full minutes will be available shortly, aroha mai for the delay in compiling this update (we've had several competing priorities and change over in staff on the NZC team), however, here is a short update on key matters covered and decisions made for your information and to share with your respective councils.

NZC Decisions to Note:

Sub-Committees/Working Groups:

- Daryl Reardon was appointed to the Future Structure Working Group, other members include Dave Harris, Gerard Karalus, Colin Weatherall and Bruce Bates.
- Debbie Oakley invited to attend the Future Structure Working Group for cross pollination with the Future Finance Group.
- The Future Finance Group has also been established and includes, Barrie Barnes, Dean Phibbs, Debbie Oakley, Alan Strong and Nigel Juby.

The Future Structure Working Group and Future Finance Group Terms of Reference are currently being reviewed and will come back to NZC for approval.

Organisation Strategy:

The NZC approved the organisational strategy, subject to incorporation of feedback from its strategy workshop and including a PR overview to ensure language is consistent with our social licence campaign. It is intended to have this back within a month and will be circulated to regions once final.

23/24 Licence Reforecast:

At its last meeting in February 2023, NZC incorporated Non-Resident levy into the licence forecast LEQ. This has increased the LEQ forecast by approximately 4,000 and has off-set the increase required of our licence fee.

Cyclone Gabrielle has impacted the original forecast in licence sales by 20-30% for Hawke's Bay. It was agreed for this reduction in forecast LEQ's for the Hawke's Bay to be paid out of their reserves.

Total projected LEQ for fish 74,060 and game 31,763.

RMA Applications:

The NZC agreed to fund:

- The Waikato Regional Plan Change 1 (Healthy Rivers) \$100,000; and
- The Rakaia River Water Conservation Order \$180,000.

NZC has joined the Rakaia River Water Conservation case given the national significance in relation to determining who is responsible for implementing WCOs. Fish and Game's current position is that this implementation of WCOs falls under regional councils and the RMA. If the court was to rule implementation responsibility is unclear then this would be used to inform legislation change.

Research Applications:

The NZC agreed to fund:

- The Eastern project for Australasian Shoveler Management Project \$8,000.
- Licence Sales Insights \$21,000 (this links to the NZC CF project to develop a licence fee category optimisation model over the next two years).
- State and trends of the NZ trout population and key environmental drivers \$38,790.

Statutory managers of freshwater sports fish, game birds and their habitats

New Zealand Council

Level 2, The Dominion Building, 78 Victoria Street, Wellington 6011. P.O. Box 25-055, Wellington 6146, New Zealand.
Telephone (04) 499 4767 Email nzcouncil@fishandgame.org.nz www.fishandgame.org.nz

HR Plan & Remuneration Policy:

Jane Hutchings, the new Fish and Game HR Business Partner, was introduced to NZC and talked through the plan to provide HR functions across the organisation, including the provision and roll out of the HR Hero system and visiting all regions to assist with HR.

The NZC agreed:

- That the draft Remuneration Policy be circulated to the regions for feedback and to come back to NZC for confirmation/approval.

Notifying Designated Waters/Proposed Licence Fees:

The NZC agreed to amend the Designated Waters licence system to:

- Increase the limit on non-resident day licences to five days per region; and
- Decouple Controlled Fisheries and Designated Waters.

It was also agreed to consult with the regions on a \$5 Designated Waters annual licence fee per region for resident anglers and a \$40 Designated Waters day licence fee for non-resident anglers.

Residency Definition:

The NZC agreed to consult with the regions on amending the definition of resident and non-resident to align with DoC Taupō and Immigration Act definitions. NZC staff were also requested to undertake further analysis of potential changes to the definition of resident and non-resident and implications on licence income to feed into the June NZC meeting.

Draft Reserves Policy:

The NZC agreed to consult on the draft Reserves Policy and this is provided for feedback.

Nominations to GBHT:

The NZC recommended to the Minister of Conservation the appointment of: Chantel Whitby; Mark Sutton; and Andy Garrick; as well as endorsing the nomination of Andy Tannock as Chair. Once confirmed, successful nominees will be advised accordingly.

Staff Development Grant:

The NZC approved the allocation of \$6,000 for Steve Dixon's staff development, noting managers' support and recommendation for Steve's application and that there were no other nominations received.

Magazine Update:

The NZC agreed to engage an alternative supplier to complete the 2023 Fishing magazine and to consider future production of the magazine as part of a review of Fish and Game's communication strategy.

Consultation:

The decisions requiring formal consultation from this meeting include:

- Draft Remuneration Policy
- Proposed Licence Fees
- Residency Definition; and
- Draft Reserves Policy.

These will be circulated under separate cover and as per our consultation process, noting the draft Remuneration Policy was previously circulated to managers for informal review.

I hope you and your families enjoyed a safe and successful Game Season Opening weekend.

Nāku iti noa, nā



Corina Jordan

Chief Executive Officer

New Zealand Fish and Game Council

CONSULTATION:	LICENCE FEE RECOMMENDATION 2023-24
TO:	Regional Managers
CC:	Regional Chairs, NZC and Administrators
AUTHOR:	Corina Jordan, CEO NZ Fish and Game Council
DATE:	08/05/2023
FEEDBACK DUE:	12/6/2023
FEEDBACK TO:	nzcouncil@fishandgame.org.nz
LINK TO REGISTER:	Consultation Register

Recommendations - Ngā taunaki

The New Zealand Fish and Game Council seeks consultation from Regional Fish and Game Councils on the following points:

1. That the 2023/24 adult whole season sports fish licence fee is set at \$153 and that the adult whole season game licence is set at \$113 (inclusive of a \$5 fee for the Game Bird Habitat Stamp), with all proportional changes to remaining licence fees and categories including a \$5 fee being added to the sea run salmon licence endorsement (as a cost-recovery mechanism).
2. That a new licence category is established called a 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.

Discussion - Kōrerorero

Proposal

The New Zealand Fish and Game Council (NZC) is seeking to consult with Fish and Game regional councils on the 2023/24 licence fee recommendations.

The NZC met on the 22 and 23 April 2023 to consider the 2023/24 budgets and licence fees. Following that meeting, NZC agreed to recommend an increase of \$8 to the sports fish adult whole season licence (\$153 for 2023/24) and an increase of \$6 to the game adult whole season licence (\$113 for 2024). In recommending these fees, NZC also recommended that all other licence categories increase on the agreed proportions. A full list of recommended licence fees and categories is detailed in the Schedule attached (**Appendix 2**).

Background

Legislation provides for the following:

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

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

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

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

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

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

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

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

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

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

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. In a separate consultation document, NZC is consulting with regional councils on a reserves policy to clarify this position.

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

The method of increasing funding levels for individual councils is through a contestable funding application at the April budget setting meeting. Applications can be for either a one-off funding allocation for a specific project, or for ongoing additional funding. The latter in effect raises the total baseline funding level for that council.

The funding required to cover base funds and approved contestable funding is assessed against the expected licence sales for the year ahead (established from analysis of the last two-year sales trends, considering the implications of COVID-19 and border restrictions) to determine the new licence fees.

This process is summarised in the following budget cycle:

Feb	NZC set regional base funds for the 2023/24 year at \$10,600,219. All council budgets reviewed against audited actual expenditure. Budgets over or under 10% variance are reported against, reviewed and discussed at a meeting of regional managers. The variance reports for the 2021/22 year are prepared and discussed.
March	Preparation of business and operational work plans for new financial year (NFY). Draft budgets developed by NZC and regional councils.
April	Councils apply for 'new' contestable funding with applications circulated beforehand, reviewed against criteria, considered and prioritised at the meeting of regional managers, which recommends the allocation of contestable funds, research and legal fund allocations and new licence fees.
	NZC meet (by Zoom) with the Chairs of each region to consider the contestable funding applications.
April/May	NZC make recommendation on licence fees, having considered base funding levels and contestable fund applications, and send to regional councils for consideration.
May/June	Regional councils consider NZC licence fee recommendation. Due back to NZC 12 June.
June	NZC consider regional response and finalise licence fee recommendations for approval by the Minister of Conservation. (15 June)

The recommended licence fee is effectively set by dividing the sum of the proposed budgets of the

13 Councils by the number of the adult whole season licence equivalents that Fish and Game NZ expects to sell during the year (LEQ targets).¹

2023/24 Licence LEQ Forecast

The following table represents the approved forecast for the Licence sales for Fish and Game for the 2023/24 season. Total LEQ Fish 74,060 and Game 31,763.

The forecast which was recommended by the Licence Working Party. The Forecast has taken into consideration:

- The return of overseas anglers (post COVID-19).
- The impact of Cyclone Gabrielle on the Hawke’s Bay region.
- The Non-Resident licence levy being included in the licence fee calculation.

Table 1: Licence Forecast LEQ 2023/24								
	Actual 2020/21		Actual 2021/22		Budget 2022/23		Projected 23/24	
	Fish	Game	Fish	Game	Fish	Game	Fish	Game
Northland	262	1,630	213	1,578	218	1,626	370	1,552
Auckland\Waikato	3,792	6,516	3,204	6,306	2,966	6,515	3,729	6,201
Eastern	9,197	3,042	8,652	3,022	8,564	3,041	8,663	3,012
Hawkes Bay	2,572	1,849	2,462	1,916	2,532	1,849	1,879	1,916
Taranaki	897	1,111	855	1,113	855	1,110	938	1,113
Wellington	3,252	3,406	3,229	3,409	3,312	3,406	2,807	3,409
Nelson-Marlb	3,483	923	3,444	899	3,753	923	4,599	887
Nth Canterbury	11,490	2,507	10,951	2,423	10,816	2,507	11,148	2,381
West Coast	1,875	392	1,733	369	1,805	391	2,208	358
Central SI	11,680	2,173	11,580	2,233	11,648	2,172	12,937	2,233
Otago	14,539	4,179	14,823	4,079	15,541	4,179	15,614	4,029
Southland	7,739	4,834	8,062	4,726	8,617	4,834	9,167	4,672
NZC only								
National inc Research								
TOTAL	70,780	32,562	69,208	32,073	70,627	32,553	74,060	31,763

Note the projected LEQ for Fish Licence sales is higher than the previous years due to the Non-Resident levy portion now being incorporated into the Licence fee. This increase equates to approximately 4,000 additional LEQ’s.

Following Components Featured in the 2023/24 Budget Discussions:

Contestable Funding Applications

A total of 90 contestable funding applications were received (up from 83 last year), seeking additional funding of \$2,965,090 (last year \$1,748,254). A major factor in this was the contestable funding applications for remuneration and CPI, following the NZC recommendation to ensure all staff were paid at “meeting the market” at the NZC February 2023 meeting.

During the managers’ meeting, the managers recommended that meeting the current market was

¹ A licence equivalent (LEQ) sets the adult whole season licence as the standard unit of measure with a value of one (1) and other categories of licence are amalgamated as adult whole season equivalents in accordance with their proportionate value of the adult whole season licence. For example, the value of a junior whole season licence is 20% of an adult whole season licence. Therefore 5 junior whole season licences equal 1 LEQ.

required and the figures were updated to reflect the most up to date market information.

Budgets for all councils making application for increased funding were received and circulated for review prior to the April Managers meeting.

Contestable Funding Recommendations

Managers considered all contestable funding applications and assigned each a priority rating. These recommendations were put forward to the NZC.

NZC considered the Managers recommendations and the comments provided by Chairs. Applications totalling \$2,700,560 (\$668,371 from reserves) have been approved for funding, including provision for national RMA/legal funding.

Of this, \$765,000 was recommended for funding on a one-off basis from the Licence fee, meaning this funding would be freed-up and become available in next year's budget round.

Research Fund Allocation

To avoid inflating the budget in any one year an allocation is made annually to the Research Fund. The annual Research Budget (\$130k) has been split between General Research (\$75k), the National Anglers Survey (\$30k) and the Research for PhD (Cawthron \$25k).

There were three applications to the Research fund considered by the Managers and NZC;

- a. Australasian Shoveler management research \$8,000
- b. Licence sale insights \$21,000; and
- c. Trout populations and relationships with habitats \$38,700

The NZC agreed to fund all three applications.

There was also an application within the Contestable Funding round for \$25,000 per annum (ongoing) towards the General Research Fund, which was approved. This increases the Annual Research budget to \$155k. (General \$100k, NAS \$30k and Cawthron PhD \$25k)

Staff Development Fund

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.

There was one application to this fund for the 2023/24 year. The application from Steve Dixon was approved to the total value of \$6,000.

RMA/Legal Fund Allocation

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 council's budgets where approved legal projects occur.

It was agreed that contestable funding of \$440,000 be allocated to the national legal pool fund for this 2023/24 year, an increase of \$90,000 from last year.

The NZC approved \$100,000 to Auckland Waikato for the Waikato Regional Plan Change 1 (Healthy Rivers).

The application from North Canterbury for \$180,000 for the Rakaia River Water Conservation Order was also approved.

2023/24 NZC Contestable Funding Approval and 2023/24 Budgets

The NZC approved contestable funding applications at a total value of \$2,700,560. Of this, \$1,267,189 were ongoing from the Licence fee, \$765,000 were one off from the Licence fee and \$668,371 were one-off from reserves.

The attached Table 5 (**Appendix 1**), sets out the full list of approved contestable funding applications with the approval rating from the Managers and the final approval from the NZC. Any figures highlighted in yellow have been adjusted from the original application during the Managers or NZC meetings to reflect the approved value.

The proposed budget for the 13 Fish and Game councils for 2023/24 (including funding from reserves) is \$13,300,779. Individual budgets are shown in the Table 2 below alongside the previous financial year (both shown as GST exclusive).

Note that of the \$1,047,832 approved for the National budget, the ongoing amount includes a total of **\$891,832** which has been allocated to the Remuneration Review. At present, this budget sits within the National budget and will be allocated to regions as the remuneration is distributed amongst the regions with this process to take place over the next month in consultation with Corina, Jane and the regions. When this remuneration process has been undertaken, the budget will move from the National budget to the appropriate region.

	Original Base Line Budget 2023 24	Approved CF Licence Fee ongoing	Approved CF from Licence Fee - One off	Approve d CF from Reserves - One off	Approved Budget 2023/24 (inc from Reserves)
Northland	462,860	81,060	0	10,537	554,457
Auckland/Waikato	855,684	10,000	0	38,137	903,821
Eastern	1,151,697	8,960	0	43,209	1,203,866
Hawkes Bay	380,624	0	0	96,226	476,850
Taranaki	370,769	3,000	0	1,244	375,013
Wellington	734,853	17,000	0	14,242	766,095
Nelson-Marlb	508,575	11,950	0	32,704	553,228
Nth Canterbury	874,882	13,887	0	74,521	963,290
West Coast	351,136	0	0	5,895	357,031
Central SI	776,533	8,000	0	119,184	903,717
Otago	1,051,410	11,500	0	70,819	1,133,729
Southland	700,801	25,000	0	161,655	887,456
NZC only	1,169,795	29,000	50,000	0	1,248,795
National inc Research	1,210,600	1,047,832	715,000	0	2,973,432
TOTAL	10,600,219	1,267,189	765,000	668,371	13,300,779 ²

NZ Game Bird Habitat Stamp

The NZC recommended the Game Bird Habitat Stamp for 2023/24 remain at \$5.

² National issues include the cost of shared services benefiting the organisation nationwide, such as the special editions of the FISH AND GAME magazine, the FISH AND GAME NZ website, licence administration system, administration of elections, ranger health & safety training, etc.

Licence Fee Recommendations

At the February 2023 NZC meeting, the NZC recommended an indicative licence fee of \$149 for Fish and \$109 for Game.

The Managers recommend a licence fee of \$152 for Fish and \$112 for game (inclusive of the GBHT \$5 levy).

The Managers also recommended a \$5 Designated Waters annual licence fee for all regions for resident anglers and a \$40 Designated Waters day licence for non-resident anglers.

NZC Licence Fee Recommendation

The NZC recommend that the 2023/2024 licence fee be based on a sports fish adult whole season fee of \$153 and the game adult whole season licence \$113 (inclusive of the Game Bird Habitat Stamp) (GST inclusive) and for all other licence categories to increase proportionally. This represents an increase of 5.5% for Fish and 5.6% for Game against a December 2022 CPI figure of 7.2%.

The NZC recommended that the Sports Fish and Game licence categories be maintained at the same ratios as previous years.

Recommended licence fees are set out in the schedule at the end of this letter.

Total income including interest is \$12,623,224. The Cost of Sales (COS) is the commission and bank transaction charges relating to the sale of licences is budgeted at 4.5% of licence income.

	TOTAL Licence Income		Net Licence		
	TOTAL F & G	Total COS	Income	Interest	Net Income
Northland	194,951	8,773	186,178	10,304	196,482
Auckland/Waikato	1,078,474	48,531	1,029,943	10,413	1,040,356
Eastern	1,435,443	64,595	1,370,848	31,617	1,402,466
Hawkes Bay	429,893	19,345	410,548	29,522	440,069
Taranaki	229,350	10,321	219,030	6,441	225,471
Wellington	693,635	31,214	662,421	29,638	692,059
Nelson-Marlb	695,168	31,283	663,885	7,883	671,768
Nth Canterbury	1,706,775	76,805	1,629,970	21,452	1,651,422
West Coast	327,334	14,730	312,604	15,140	327,744
Central SI	1,930,891	86,890	1,844,001	37,798	1,881,800
Otago	2,455,777	110,510	2,345,267	56,757	2,402,024
Southland	1,658,371	74,627	1,583,745	42,769	1,626,514
NZC only	0	0	0	65,050	65,050
National inc Research	0	0	0	-	-
TOTAL	12,836,062	577,623	12,258,439	364,785	12,623,224

Modification to Licence Categories and Ratios with whole Season Fees

The NZ Council agreed that the sports fish categories and ratios be broadly maintained the same as previous years.

There are, however, three exceptions to this:

1. Sea run salmon licence endorsement

To recoup on the administrative costs of running the sea run salmon season bag limit system the \$5 will continue to be charged for the sea run salmon licence endorsement. This fee will only be applicable to regions that are operating a season bag limit scheme – currently, North Canterbury and CSI.

2. Designated waters licence category with fee

NZC, following consultation with all regions, have agreed to a new licence category called a ‘Designated Waters Licence’, which will replace the Backcountry Licence. This licence category would operate as a daily fee of \$40 for non-resident anglers and as a \$5 annual licence per Fish and Game Region for resident anglers.

Regional Fish and Game Councils will recommend the waterways for which a Designated Waters Licence would be required as part of their Anglers Notice recommendations.

NZC also agreed that the income from the sale of Dedicated Waters licences will accrue in a dedicated reserve within the region that sold the licence for the management of sensitive fisheries.

Overall Forecast Position and Use of Reserves

The recommendation for licence fee of \$153 and \$113, along with the recommendation of a total budget of \$13,300,779 creates an overall deficit of \$677,555

Table 4: Overall Forecast Position for Fish and Game	
For the Year ended 31 August 2024	
Net Licence Sales	12,258,439
Interest	364,785
Total Income	12,623,224
Less Approved Budget	13,300,779
Total Surplus/(Deficit)	-677,555

Approval for regions to use their reserves to cover one off projects for the year totals \$668,371. Most of this is being drawn from the non-resident levy reserve. Additionally, regions are required to use their reserves to cover the shortfall of \$9,184. This latter amount represents an additional 0.07% use of reserves. (\$668,371 plus \$9,184 equals the total deficit of \$677,555).

One region, Nelson/Marlborough may fall below the 20% reserves and require a top up of \$29,916. However, this is dependent on the non-resident levy that is earned in the current financial year.

Conclusion

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

1. **The licence fees and categories as set out in the appended schedule (Appendix 2) and specifically:**
 - a. That the 2023/24 adult whole season sports fish licence fee is set at \$153 and that the adult whole season game licence is set at \$113 (inclusive of a \$5 fee for the Game Bird Habitat Stamp), with all proportional changes to remaining licence fees and categories including a \$5 fee being added to the sea run salmon licence endorsement (as a cost-recovery mechanism).
 - b. That a new licence category is established called a 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.

To enable the NZC to consider feedback and make recommendations to the Minister of Conservation at its 15 June 2023 meeting, responses to these changes are requested to be submitted by the close of business on **12 June 2023**.



Corina Jordan
Chief Executive
New Zealand Fish and Game Council

APPENDIX 1

Table 5: Contestable Fund Application Summary 2023-2024

App No	Region	Base Funding 2023/24	Project Code	Description	L R O C	Additional \$ Sought	MM Recommendation	NZC Recommendation	1 Not Recommended (1)	2 Good To Do but not essential (2)	3 Recommended but not essential (3)	4 Essential Whole Or individual Council (4)	5 Withdrawn (5)	APPROVED Ongoing Licence Fee	APPROVED One Off Licence Fee	APPROVED from Reserves	
NTH 001	Northland	\$ 462,660	1810	Additional REM moved to National	L	0	4	4	0	0	0	0	0	0	0	0	
NTH 002			1810	Salaries for Far North Position	L	81,060	1	4	4	0	0	0	81,060	0	81,060	0	0
NTH 003			1811	Prosecutions	R	3,000	3	4	4	0	0	0	3,000	0	0	0	3,000
NTH 004			ARF	New Spray Unit	R	6,000	3	4	4	0	0	0	6,000	0	0	0	6,000
NAT			DW	% cost of DW program	R	1,537	4	4	4	0	0	0	1,537	0	0	0	1,537
NTH 005			1810	REM Salaries - moved to National	L	0	4	4	0	0	0	0	0	0	0	0	
	TOTAL Northland					91,597			0	0	0	91,597	0	81,060	0	10,537	
AW 001	Auckland/Waikato	\$ 855,684	1800	Vehicles Costs	L	8,000	3	4	0	0	0	8,000	0	8,000	0	0	
AW 002			1811	Additional REM - Moved to National	L	0	4	4	4	0	0	0	0	0	0	0	0
AW 003			1110	Population Monitoring	L	2,000	3	4	4	0	0	0	2,000	0	2,000	0	0
AW 004			1811	REM Salaries - Moved to National	L	0	4	4	4	0	0	0	0	0	0	0	0
NAT			DW	% cost of DW program	R	8,137	4	4	4	0	0	0	8,137	0	0	0	8,137
AW 005	CF Missed		1811	Salaries for Trainees	R	30,000	1	4	0	0	0	30,000	0	30,000	0	0	
	TOTAL Auckland/Waikato					48,137			0	0	0	48,137	0	10,000	0	38,137	
East 001	Eastern	\$ 1,151,697	1118	Population Monitoring	L	3,000	4	4	0	0	0	3,000	0	3,000	0	0	
East 002			1721	Council Expenses	L	1,500	3	4	4	0	0	0	1,500	0	1,500	0	0
East 003			1800	Insurance and Rates	L	4,460	4	4	4	0	0	0	4,460	0	4,460	0	0
East 004			ARF	ARF Funding	R	10,155	3	4	4	0	0	0	10,155	0	0	0	10,155
EST a			1810	Additional REM moved to National	L	0	4	4	4	0	0	0	0	0	0	0	0
East 005			1810	REM Salaries - moved to National	L	0	4	4	0	0	0	0	0	0	0	0	
NAT	DW			% cost of DW program	R	13,054	4	4	0	0	0	13,054	0	0	0	13,054	
East 006			1144	Lake Tarawera Food Web Monitoring	R	20,000	4	4	0	0	0	20,000	0	0	0	20,000	
	TOTAL Eastern					52,169			0	0	0	52,169	0	8,960	0	43,209	
Hawke's Bay	Hawke's Bay	\$ 380,624							0	0	0	0	0	0	0	0	0
NAT			DW		No CF Applications for 2023/24	R	5,652	4	4	0	0	0	5,652	0	0	0	5,652
					% cost of DW program	R	90,574	4	4	4	0	0	0	90,574	0	0	0
	TOTAL Hawke's Bay					96,226			0	0	0	96,226	0	0	0	96,226	
Tara 001	Taranaki	\$ 370,769	1810	REM Salaries - Moved to national	L	0	4	4	0	0	0	0	0	0	0	0	
Tara 001a			1810	Additional REM - Moved to National	L	0	4	4	4	0	0	0	0	0	0	0	0
NAT			DW		% cost of DW program	R	1,244	4	4	0	0	0	1,244	0	0	0	1,244
Tara 002			1110	Population Monitoring	L	3,000	3	4	0	0	0	3,000	0	3,000	0	0	
	TOTAL Taranaki					4,244			0	0	0	4,244	0	3,000	0	1,244	

Table 5: Contestable Fund Application Summary 2023-2024

App No	Region	Base Funding 2023/24	Project Code	Description	L R O C	Additional \$	MM Recommendation	NZC Recommendation	1 Not Recommended	2 Good To Do but not essential	3 Recommended but not essential	4 Essential Whole Organisation & Or individual Council	5 Withdrawn	APPROVED Ongoing Licence Fee	APPROVED One Off Licence Fee	APPROVED from Reserves
Well001	Wellington	\$ 734,853	1910	REM Salaries - Moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
Well002			1910	Additional REM - moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
Well003			ARF	ARF Funding	R O	11,151	3	4	0	0	0	11,151	0	0	0	11,151
Well004			1922	FBT	L B	7,000	3	4	0	0	0	7,000	0	0	0	0
Well005			1990	Vehicles Costa	L B	10,000	3	4	0	0	0	10,000	0	0	0	0
NAT 018			DW	% cost of DW program	R O	3,091	4	4	0	0	0	3,091	0	0	0	3,091
	TOTAL Wellington					31,242			0	0	0	31,242	0	0	0	14,242
NelM 001	Nelson/Marlborough	\$ 508,575	1121	Game Harvest Survey	L B	1,500	3	4	0	0	0	1,500	0	0	0	0
NelM 002			1834	Audit Fee	L B	2,150	3	4	0	0	0	2,150	0	0	0	0
NelM 003			1990	Insurance	L B	1,300	3	4	0	0	0	1,300	0	0	0	0
NelM 004			1222	Works and Mngt Willow Control- NEW	L B	7,000	3	4	0	0	0	7,000	0	0	0	0
NelM 005			1910	Additional REM - moved to national	L B	0	4	4	0	0	0	0	0	0	0	0
NelM 006			1940	REM Salaries - Moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
NelM 007			NEW	Relationships with Iwi	R O	17,380	4	4	0	0	0	17,380	0	0	0	17,380
NAT 018			DW	% cost of DW program	R O	15,324	4	4	0	0	0	15,324	0	0	0	15,324
	TOTAL Nelson/Marlborough					44,654			0	0	0	44,654	0	0	0	32,704
NC 001	North Canterbury	\$ 874,882	1910	REM Salaries - moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
NC 002			1910	Additional REM - moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
NC 003			1110	Population Monitoring	L B	8,887	3	4	0	0	0	8,887	0	0	0	0
NC 004			1970	Insurance	L B	5,000	3	4	0	0	0	5,000	0	0	0	0
NC 005			NEW	Designated Waters	R O	60,136	4	4	0	0	0	60,136	0	0	0	60,136
NAT 018			DW	% cost of DW program	R O	14,385	4	4	0	0	0	14,385	0	0	0	14,385
	TOTAL North Cant					88,408			0	0	0	88,408	0	0	0	74,521
West Coast																
NAT 018		\$ 351,136		No CF Applications for 2023 24	R O	5,895	4	4	0	0	0	5,895	0	0	0	5,895
			DW	% cost of DW program	R O	5,895	4	4	0	0	0	5,895	0	0	0	5,895
	TOTAL West Coast								0	0	0		0	0	0	5,895
CSI 001	Central South Island	\$ 776,533	1110	Population Monitoring - Spawning	L B	6,000	3	4	0	0	0	6,000	0	0	0	0
CSI 002			1150	Population Monitoring - Gamebird	L B	2,000	3	4	0	0	0	2,000	0	0	0	0
CSI 003			1132	Population Monitoring - Shielduck	L O	2,500	1	1	2,500	0	0	0	0	0	0	0
CSI 004			2230	Devil's Bridge Mgt and Reconsenting	R O	6,000	5	5	0	0	0	0	6,000	0	0	0
CSI 005			1110	Population Monitoring - Lake Benmore Trout	L O	10,300	3	4	0	0	0	10,300	0	0	0	10,300
CSI 006	ARF			Capex for dignitrailer/monitoring RMA	R C	26,000	3	4	0	0	0	26,000	0	0	0	26,000
CSI 007			2230	Deep Stream restoration RMA	R O	5,000	3	4	0	0	0	5,000	0	0	0	5,000
CSI 008			3240	Canal Fishery Valuation RMA	R O	44,000	3	4	0	0	0	44,000	0	0	0	44,000
CSI 009			1910	New Staff Member	L B	120,000	1	1	120,000	0	0	0	0	0	0	0
CSI 010			1910	REM Salaries - Moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
CSI 011			1910	Additional REM - moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
CSI 012			ARF	Use Funds in ARF Reserve	R O	15,000	4	4	0	0	0	15,000	0	0	0	15,000
NAT 018			DW	% cost of DW program	R O	18,884	4	4	0	0	0	18,884	0	0	0	18,884
	TOTAL Central South Island					255,684			122,500	0	0	127,184	6,000	8,000	0	119,184
OTG 001	Otago	\$ 1,051,410	1940	Office Cost increases	L B	11,500	3	4	0	0	0	11,500	0	0	0	0
OTG 002			1910	REM Salaries-Moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
OTG 003			1910	Additional REM - moved to National	L B	0	4	4	0	0	0	0	0	0	0	0
OTG 004			1420	Communications Strategy	R O	24,000	3	4	0	0	0	24,000	0	0	0	24,000
OTG 005			1220	Wanaka Hatchery Maintenance 2 years	R O	15,000	3	4	0	0	0	15,000	0	0	0	15,000

Table 5: Contestable Fund Application Summary 2023-2024

App No	Region	Base Funding 2023/24	Project Code	Description	L R	B O C	Additional \$	MM Recommendation	NZC Recommendation	1 Not Recommended (1)	2 Good To Do but not essential (2)	3 Recommended but not essential (3)	4 Essential Whole Organisation & Or individual Council (4)	5 Withdrawn (5)	APPROVED Ongoing Licence Fee	APPROVED One Off Licence Fee	APPROVED from Reserves
NAT 018	TOTAL Otago		DW	% cost of DW program	R	O	31,819	4	4	0	0	0	31,819	0	0	0	31,819
	Southeast						82,319			0	0	0	82,319	0	11,500	0	70,819
STH 001		700,801	1910	REM Salaries - Moved to National	L	B	0	4	4	0	0	0	0	0	0	0	0
STH 002			1910	Additional REM - moved to national	L	B	0	4	4	0	0	0	0	0	0	0	0
STH 003			1910	Salaries for For Te Anau	R	O	83,675	3	4	0	0	0	83,675	0	0	0	83,675
STH 004			1310	Access using Diversion Scheme	R	O	57,000	3	4	0	0	0	57,000	0	0	0	57,000
NAT 018	TOTAL Southland		DW	Loss of Income - NIWA	L	B	25,000	3	4	0	0	0	25,000	0	0	0	25,000
				% cost of DW program	R	O	20,980	4	4	0	0	0	20,980	0	0	0	20,980
					L	O	186,655			0	0	0	186,655	0	25,000	0	161,655
NZC 001	NZC	1,169,795	1710	Council Meetings - Board Pro	L	B	2,500	5	5	0	0	0	0	2,500	0	0	0
NZC 002			1830	Audit Fee	L	B	4,000	4	4	0	0	0	4,000	0	4,000	0	4,000
NZC 003			1840	CEO travel	L	B	10,000	4	4	0	0	0	10,000	0	10,000	0	10,000
NZC 004			1720	Council Meetings - Add meeting	L	B	15,000	4	4	0	0	0	15,000	0	15,000	0	15,000
NZC 005			1720	REM Salaries - Moved to National	L	B	0	4	4	0	0	0	0	0	0	0	0
NZC 006			1910	New Staff Member - HR	L	O	50,000	4	4	0	0	0	50,000	0	0	0	50,000
Barrie				Council Working Groups	L	O	12,000	2	1	12,000	0	0	0	0	0	0	0
	TOTAL NZC				L	O	93,500			12,000	0	0	79,000	2,500	29,000	50,000	0
NAT 001	National	\$1,210,600	1822	Maritime Compliance	L	B	5,000	4	4	0	0	0	5,000	0	5,000	0	0
NAT 002			1710	Regulations	L	B	10,000	4	4	0	0	0	10,000	0	10,000	0	0
REM			1910	National REM to be allocated by Councils	L	B	891,832	4	4	0	0	0	891,832	0	891,832	0	0
NAT 003			1332	National Magazine	L	B	50,000	3	1	50,000	0	0	0	0	0	0	0
NAT 004			1213	Lexis Nexis - RMA	L	B	9,000	4	4	0	0	0	9,000	0	9,000	0	0
NAT 005			1221	Research	L	B	25,000	4	4	0	0	0	25,000	0	25,000	0	0
NAT 006			1815	Managers Meetings	L	B	15,000	3	3	0	0	15,000	0	0	0	0	0
NAT 007			Reserves	Top up reserves	L	O	160,000	4	4	0	0	0	160,000	0	0	160,000	0
NAT 008			NEW	HR Subscription	L	B	20,000	4	4	0	0	0	20,000	0	20,000	0	0
NAT 009			NEW	RMA Training	L	B	10,000	1	1	10,000	0	0	0	0	0	0	0
NAT 010			1810	RMA Team Meeting	L	B	28,000	2	4	0	0	0	28,000	0	28,000	0	0
NAT 011			1281	Social Licence	L	B	10,000	4	4	0	0	0	10,000	0	10,000	0	0
NAT 012			1512	Licencing Support	L	B	10,000	4	4	0	0	0	10,000	0	10,000	0	0
NAT 013			1512	Compliance Support	L	B	12,000	4	4	0	0	0	12,000	0	12,000	0	0
NAT 014			1424	Communication Support	L	B	27,000	4	4	0	0	0	27,000	0	27,000	0	0
NAT 015			1215	RMA - Legal Fund	L	O	440,000	4	4	0	0	0	440,000	0	0	440,000	0
NAT 016			1220	Research - Optimisation model	L	O	45,000	4	4	0	0	0	45,000	0	0	45,000	0
NAT 017			1816	HR Support - Travel to regions	L	O	10,000	4	4	0	0	0	10,000	0	0	10,000	0
NAT 018			NEW	Designated Waters - NR Reserves	R	O	0	4	4	0	0	0	0	0	0	0	0
NAT 019			1810	Comms and Advocacy Team Meeting	L	B	15,000	1	1	15,000	0	0	0	0	0	0	0
NAT 020			1820	Fish Specialist Team meeting	L	B	15,000	1	1	15,000	0	0	0	0	0	0	0
NAT 021			1821	Game Specialist Team meeting	L	B	15,000	1	1	15,000	0	0	0	0	0	0	0
NAT 022			NEW	Population Monitoring and Analysis SCIP	L	O	60,000	4	4	0	0	0	60,000	0	0	60,000	0
	TOTAL National				L	O	1,882,832			105,000	0	15,000	1,762,832	0	1,047,832	715,000	0
	TOTAL						2,963,560			\$ 239,500	\$ -	\$ 15,000	\$ 2,700,560	\$ 8,500	\$ 1,267,189	\$ 765,000	\$ 666,371

APPENDIX 2

Schedule of FISH AND GAME NZ's proposed Licence & Fees for 2023/24 (inclusive of GST)

Sports Fish Licence		2022/23	2023/24	
Category of licence	Applicant Class	Current fee \$	Proposed fee\$	Fee difference
Whole season (1 Oct – 30 Sep)	Adult	145	153	\$8.00
	Junior	29	31	\$2.00
	Child	free	free	Nil
Family		188	198	\$10.00
Non-resident Whole season	Adult	250	264	\$14.00
	Junior	47	50	\$3.00
	Child	47	50	\$3.00
Winter (1 Apr – 30 Sep)	Adult	87	92	\$5.00
Loyal senior	Adult	123	130	\$7.00
Local area	Adult	116	122	\$6.00
Short-break	Adult	52	55	\$3.00
Long-break	Adult	101	107	\$6.00
Day	Adult	23	24	\$1.00
	Junior	5	5	Nil
Non-resident Day	Adult	35	37	\$2.00
	Junior	21	22	\$1.00
	Child	21	22	\$1.00
Controlled-period		free	free	Nil
Sea Run Salmon		\$5	\$5	Nil
Designated Waters- resident	Season	Nil	\$5	\$5
Designated Waters- non-resident	Day	Nil	\$40	\$40

Game Bird Licence*		2023	2024	
Category of licence	Applicant Class	Current fee \$	Proposed fee\$	Fee difference
Whole season (primarily 1st Sat in May to 31 Aug)	Adult	107	113	\$6.00
	Junior	25	26	\$1.00
	Child	5	5	Nil
Day (available from 2nd Monday of season)	Adult	25	26	\$1.00
	Junior	9	10	\$1.00

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

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

Notes:

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

CONSULTATION:	RESIDENT/NON-RESIDENT DEFINITION
TO:	Regional Managers
CC:	Regional Chairs, NZC and Administrators
AUTHOR:	Corina Jordan, CEO NZ Fish and Game Council
DATE:	8/05/2023
FEEDBACK DUE:	12/06/2023
FEEDBACK TO:	nzcouncil@fishandgame.org.nz
LINK TO REGISTER:	Consultation Register

Recommendations - Ngā taunaki

The New Zealand Fish and Game Council (NZC) seeks consultation from Regional Fish and Game Councils on the following points:

1. Amending the definition of resident and non-resident to align with the Immigration Act and DoC Taupō.

Executive Summary - Whakarāpopoto

Currently, our definition of resident and non-resident is inconsistent with the Immigration Act and DoC Taupō. It is proposed to amend these definitions so that they are consistent.

Discussion - Kōrerorero

Our current definition of resident and non-resident is as follows:

In the Sports Fish Licences Fees and Forms Notice, Resident is someone who, on 1 October 20XX:

- Is a New Zealand citizen; or
- Ordinarily resides in New Zealand.

We then further define resident at the licence sales point as someone who:

- Holds a residence class, student, or work visa;
- Has lived in New Zealand for at least six of the 12 months immediately prior to their licence purchase; and
- Has New Zealand as their primary place of established residence.

Non-resident is defined in both the Sports Fish Licences Fees and Forms Notice and the licence sales point as:

- Someone who, on October 1, is not ordinarily a resident in New Zealand.

DoC Taupō defines:

Resident as someone who is a:

- New Zealand citizen; or
- Permanent New Zealand resident as defined in the Immigration Act 2009.

Non-resident as someone who is not a:

- New Zealand citizen; or
- Permanent resident as defined in the Immigration Act 2009.

The Immigration Act definitions are as follows:

- New Zealand citizen means someone who has New Zealand citizenship as provided in the Citizenship Act 1977 or the Citizenship (Western Samoa) Act 1982;
- Permanent resident means the holder of a permanent resident visa.

At its April 2023 meeting, NZC agreed to consult with Regional Fish and Game Councils on amending our current definitions to align with the Immigration Act and DoC Taupō because of the increased clarity. It is believed this will also make prosecutions simpler as the definitions are more finite.

Prior to confirming this at its 15 June 2023 meeting, analysis will be undertaken by the Licence Working Party (LWP) on what the prospective implications of this change are from a licence holder and financial perspective.

Options - Ngā kōwhiringa

Regional councils may:

- a. Support amending the definitions; or
- b. Not support the definitions.

Considerations for Decision-Making - Whai whakaaro ki ngā whakataunga

Financial Implications

Analysis will be undertaken by the LWP on the implications prior to confirmation at NZC's June 2023 meeting.

Legislative Implications

If confirmed, this would result in amendments to the Sports Fish Licences Fees and Forms Notice 2023.

Section 4 Treaty Responsibilities

There are no legislative implications raised.

Policy Implications

Consideration needs to be given as to whether this fits within NZC's current policy and strategy, such as National Policy, three-year plan and R3 initiatives etc.

Risks and Mitigations

There is a risk of unforeseen financial implications as a result of amending definitions, however this will be mitigated by undertaking analysis prior to confirmation. There is further a current risk of difficulties in determining residency or prosecuting for fishing with a licence a person is not eligible for because of unclear definitions.

Next Actions - Ngā mahinga e whai ake nei

If supported, and NZC approves these changes at its June 2023 meeting, these will be factored into the Sports Fish Licences Fees and Forms Notice 2023.



Corina Jordan
Chief Executive
New Zealand Fish and Game Council

CONSULTATION:	DRAFT NATIONAL RESERVES POLICY
TO:	Regional Managers
CC:	Regional Chairs, NZC and Administrators
AUTHOR:	Corina Jordan, CEO NZ Fish and Game Council
DATE:	8/05/2023
FEEDBACK DUE:	28/06/2023
FEEDBACK TO:	nzcouncil@fishandgame.org.nz
LINK TO REGISTER:	Consultation Register

Recommendations - Ngā taunaki

The New Zealand Fish and Game Council (NZC) seeks consultation from Regional Fish and Game Councils on the following points:

1. Clarifying the status quo reserves policy.

Executive Summary - Whakarāpopoto

This reserves policy proposes to codify the status quo approach to reserves and provide clarity to all councils on the thresholds and processes associated with reserves.

Background - Takenga mai

In 2020, the organisational reserves policy was amended in light of covid to reduce reserves thresholds from 30% to 20% and to require regions to spend a portion of their budget from reserves. NZC also indemnified regional reserves at the 20% level.

Since that point, the treatment of reserves has not been definitively restated, leading to some confusion around what the approach and thresholds are.

Discussion - Kōrerorero

Prior to the COVID-19 amendments to budget policy, reserves were set for levy paying regions as a percentage of licence sales and for grant receiving regions as a percentage of budget. During COVID-19 this was amended to be as a percentage of budget for all regions (whether levy paying or grant receiving). It is proposed that this approach is continued.

The intention of this policy is not to change the approach to reserves, but to clarify the post-Covid status quo. The one minor amendment is the requirement for regions to fund one-off projects from reserves if these are over the upper threshold (currently this is the usual practice but is not prescribed).

Options - Ngā kōwhiringa

Regional councils may:

- a. Support the draft policy; or
- b. Not support the draft policy; or
- c. Propose an amendment to the draft policy.

Considerations for Decision-Making - Whai whakaaro ki ngā whakataunga

Financial Implications

There should be minimal direct financial implications. Long term, this should provide for an all of organisation approach to the maintenance and expenditure of reserves, minimising increases to licence sales.

Legislative Implications

There are no legislative implications raised.

Section 4 Treaty Responsibilities

There are no Section 4 Treaty responsibilities raised.

Policy Implications

If approved, this would reaffirm existing National Policy.

Risks and Mitigations

This policy represents a mitigation step against the financial risk to the organisation from potential mismanagement of reserves.

Next Actions - Ngā mahinga e whai ake nei

If supported, and approved by NZC at its 18 August 2023 meeting, this will become National Policy.

Supporting Document

- [Draft National Reserves Policy](#)



Corina Jordan
Chief Executive
New Zealand Fish and Game Council

Section	Governance
Contact/Owner	NZC CEO/NZC
Last Review	
Next Review	November 2025
Approval	NZC [INSERT MEETING DATE/RESOLUTION]
Effective Date	[INSERT DATE]

1. PURPOSE

The purpose of this policy is to ensure the financial viability of Fish and Game whilst minimising increases to the licence fee by:

- Setting minimum and maximum reserves thresholds; and
- Specifying the course of action taken where reserves fall outside this threshold; and
- Ensuring an all of organisation approach to the expenditure of reserves.

2. PRINCIPLES

The National Reserves Policy covers:

- The types of reserves held by Fish and Game Councils.
- The minimum and maximum amount of reserves a Council should hold.
- The approach when a Council falls below or exceeds the minimum or maximum reserves threshold.
- The process by which different classes of reserves may be spent.

3. TYPES OF RESERVES

Fish and Game Councils hold three different types of reserves:

- General reserves, which are accumulated funds.
- Dedicated reserves, which are reserves held for a dedicated purpose.
- Restricted reserves, which are reserves under Fish and Game's control where an external party sets a restricted purpose.

4. PERCENTAGES OF RESERVES TO BE HELD

- All Regional Fish and Game Councils shall hold a minimum of 20% reserves (comprising general and dedicated reserves, but not restricted reserves) and a maximum of 50% reserves as a percentage of budget.
- The New Zealand Fish and Game Council shall hold a minimum of 30% of reserves (general and dedicated) and a maximum of 50% of reserves as a percentage of budget.
- These percentages are as at 31 August each year.

5. APPROACH TO RESERVES OUTSIDE OF 20-50% RANGE

- **Reserves below 20%:**
 - a. Where a Regional Fish and Game Council's reserves, having operated within budget, fall below 20% (for instance, due to an un-forecast reduction in licence sales), the region may apply for a top of reserves in the next budget round. If the region is unable to operate that financial year (i.e. before the top up of reserves takes affect) the region may apply to NZC for a short term loan.
 - b. Where NZC reserves fall below 30% these will be topped up through the contestable funding round.
- **Reserves over 50%:**
 - a. Where a Regional Fish and Game Council exceeds the 50% maximum threshold, they will not be eligible to apply for one-off or fixed-term funding from the licence fee in the contestable funding round until their reserves are below 50%. These projects must instead be funded from reserves.
 - Ongoing costs, such as salaries, can still be applied for from the licence fee in the contestable funding round.
 - b. Where the New Zealand Fish and Game Council exceeds the 50% reserves threshold all funds over and above this threshold will be available at the next contestable funding round.

6. HOW RESERVES MAY BE SPENT

- **General Reserves:**
A Regional Fish and Game Council must seek approval from NZC prior to spending general reserves.
- **Dedicated Reserves**
A Regional Fish and Game Council must notify NZC if it spends dedicated reserves.
- **Restricted Reserves**
A Regional Fish and Game Council must notify NZC if it spends restricted reserves.

7. DOCUMENT MANAGEMENT CONTROL

Prepared by: Jack Kós, Senior Policy & Legal Advisor
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation): 8/05/2023
Next Review: November 2025

CONSULTATION:	DRAFT REMUNERATION POLICY
TO:	Regional Managers
CC:	Regional Chairs and NZC
AUTHOR:	Corina Jordan, CEO NZ Fish and Game Council
DATE:	8/05/2023
FEEDBACK DUE:	5/06/2023
FEEDBACK TO:	nzcouncil@fishandgame.org.nz
LINK TO REGISTER:	Consultation Register

Recommendations - Ngā taunaki

The New Zealand Fish and Game Council (NZC) seeks feedback from Fish and Game staff on the draft Remuneration Policy.

Executive Summary - Whakarāpopoto

Over the past three years, Fish and Game have been moving from pay increases linked to CPI to pay increases linked to market movement. The attached draft remuneration policy covers the proposed process going forward for annual remuneration reviews for staff.

Background - Takenga mai

In June 2019, the NZC agreed:

- *To set up a subcommittee with terms of reference; and*
- *To engage Strategic Pay on the terms and conditions set out in their proposal dated 27 May 2019.*

In August 2019, Strategic Pay provided a report which standardised job descriptions across the Councils and provided job evaluation and market information for five regional roles.

The remuneration subcommittee was disbanded in August 2020 and re-established in August 2021. The subcommittee provided recommendations to the NZC in relation to a remuneration review for the organisation, including market information provided by Strategic Pay. The Chairs and NZC at their strategic workshop held earlier in 2023 supported bringing the organisation up to market over time in recognising staff across the organisation. Regional Fish and Game Councils have included remuneration in their Contestable Funding 2023 applications.

Discussion - Koārerorero

The Draft Remuneration Policy proposes a consistent organisational approach to evaluating staff performance and adjusting remuneration on an annual basis, based off staff performance and updated market movement across compatible organisations.

Strategic Pay provide us information on the pay of similar roles in similar organisations, such as local government. This information is provided from a survey done in March each year. The intention is that this market information will inform remuneration increases made in September each year.

Moving remuneration by market movement means that we are competitive in what is a challenging employment market and ensures that staff are appropriately and fairly remunerated for their contribution to the success of Fish and Game in representing the needs of hunters and anglers.

Next Actions - Nga mahinga e whai ake nei

The attached policy has been reviewed in draft by the NZC pending consultation with Regional Managers/CEs. Once feedback has been provided, the policy amended as appropriate will be referred back to NZC for final approval.

Supporting Document

- [Draft Remuneration Policy](#)



Corina Jordan

Chief Executive

New Zealand Fish and Game Council

DRAFT REMUNERATION POLICY

Section	Operational
Contact/Owner	NZC CEO/NZC
Last Review	N/A – New Policy
Next Review	November 2024
Approval	NZC [INSERT MEETING DATE/RESOLUTION]
Effective Date	[INSERT DATE]

1. PURPOSE

This Policy provides a consistent, transparent and flexible framework for rewarding and recognising the contribution of all Fish and Game employees by applying a pay for performance-based remuneration model. This enables Fish and Game to attract, retain and motivate the people it needs to achieve its strategic and operational objectives both now and into the future.

2. PRINCIPLES

2.1. Fish and Game’s remuneration strategy, systems, policies and processes will:

- a. Support Fish and Game’s business strategy and goals, organisational capability and focus on service delivery;
- b. Provide enough flexibility to attract and retain the people needed both now and into the future;
- c. Ensure affordability and sustainability to meet the standards of fiscal prudence required by shareholders and the Councils;
- d. Deliver a remuneration package to employees that reflects both the value of a role to Fish and Game and the contribution of the person performing the role;
- e. Progress employees demonstrating good performance to the midpoint of the range within three years in role;
- f. Reward employees based on consistent delivery of strong individual performance that includes both the results that are achieved and how they are achieved;
- g. Demonstrate equity, openness and transparency; and
- h. Ensure consistency and pay parity across the regions.

2.2. Decisions made on the allocation of any funds towards annual remuneration reviews will be based on a combination of factors including:

- a. Fish and Game’s remuneration strategy and framework;
- b. Organisational and individual performance;
- c. Relevant market pay rates to inform salary ranges;
- d. Market dynamics e.g. supply and demand; and
- e. Affordability.

2.3. A reputable and proven job evaluation system will be used to size roles at Fish and Game.

- 2.4. As part of any annual remuneration process employees will be informed of the remuneration range for their role.
- 2.5. All employees will be paid at least the minimum of the range (85%) for the position they hold.
- 2.6. Employees will have the opportunity to progress through the remuneration range to a level commensurate with their assessed performance.
- 2.7. All employees will be remunerated above the annually published national living wage of New Zealand.

3. SCOPE

- 3.1. This policy is applicable to all permanent Fish and Game employees.
- 3.2. To be eligible for a remuneration review, employees must have commenced permanent employment with Fish and Game prior to 1 July of the current review year.
- 3.3. Permanent employees who commence employment with Fish and Game on or after 1 July will have their remuneration reviewed in the following review year.
- 3.4. Any employee who has worked for less than three months in their role of the performance year is not eligible for a remuneration review.
- 3.5. Casual employees are not eligible for a remuneration review.
- 3.6. Fixed Term employees (of one year or less duration) are not eligible for a remuneration review.
- 3.7. Fixed Term employees greater than one year duration may be eligible for a remuneration review at the CEO's sole discretion, which will be covered within the Fixed Term Agreement between both parties.

4. ANNUAL REMUNERATION REVIEW BUDGET

The NZ Council, with support and advice from the NZ CEO, will determine the total budget available and allocation for the organisation remuneration review based on submissions from the Regional Managers/Chief Executives. Final budgets are subject to the Minister of Conservation decision on licence fees.

5. MARKET POSITIONING

Subject to affordability and sustainability, Fish and Game aims to position itself competitively against the 'Industry and Service' median (Fixed Package), to be able to attract, retain and reward suitably qualified/experienced people. The fixed package includes use of vehicles and additional leave.

6. SALARY RANGES

The salary ranges are reviewed once a year against market data supplied by Strategic Pay and may change to maintain alignment with comparable roles in the market:

- a. While salary ranges may be adjusted, there is no automatic change to any individual's remuneration;
- b. The salary ranges extend from 85% to 115% of the midpoint (100%); and
- c. All individual remuneration increases will be based on progression to midpoint plus the outcome of the performance review process.

7. CONSUMER PRICE INDEX (CPI) ADJUSTMENTS

There are no adjustments for CPI (Consumer Price Index). CPI is incorporated within the market data considered by Fish and Game.

8. KIWISAVER

- 8.1. Fish and Game encourages individuals to make provision for their retirement, and encourages participation in KiwiSaver or other personal superannuation schemes at the discretion of the employee:
- a. Fish and Game is not affiliated with any specific KiwiSaver provider, and encourages employees to seek independent advice regarding their personal choice to join or opt-out of KiwiSaver; and
 - b. As required by law, Fish and Game provides employer contributions to KiwiSaver participants. This contribution may not be converted into salary.

9. TIMELINE FOR REMUNERATION REVIEW

- 9.1. Regional Managers/CEOs submit applications to the Contestable Fund by 31 March each year for funding for remuneration increase in the next financial year, based on advice from Human Resources regarding market movements.
- 9.2. The budget for remuneration increases is approved by the NZ Council in April.
- 9.3. In July/August managers conduct performance appraisals of staff and determine increases for performance.
- 9.4. Guidelines and eligibility criteria are provided to Regional Managers/Chief Executives prior to the review to ensure consistency across Fish and Game and to support sound, appropriate decision making that is linked to performance in the role.
- 9.5. Fish and Game uses performance ratings to help guide People Leaders' decision-making on performance remuneration outcomes:
- 1 – Does not meet required standards
 - 2 – Partially meets required standards
 - 3 – Meets required standards
 - 4 – Exceeds required standards
 - 5 – Excels
- 9.6. The managers collectively discuss their proposed rem changes in order to ensure consistency across the regions.
- 9.7. Staff are advised in writing of the results of the remuneration review and changes are made effective from 1 September each year.

10. RESPONSIBILITIES

10.1. Regional Managers/Chief Executives

Regional leaders have a key responsibility to effectively communicate with their people throughout the annual performance and remuneration review processes, setting expectations, providing constructive, meaningful feedback, guidance, and support, and communicating review outcomes.

Additionally, Regional leaders have a responsibility to:

- a. Participate in moderation processes;
- b. Communicate review outcomes to their people;
- c. Model appropriate behaviours, leading by example; and
- d. Seek advice and assistance as appropriate.

10.2. Human Resources

Human Resources will:

- a. Provide support and guidance to Regional Leaders to facilitate the smooth, timely completion of the performance and remuneration processes;
- b. Provide advice to the CEO during moderation and approvals discussions;
- c. Maintain and update remuneration policies and processes ensuring employees are kept up to date; and
- d. Liaise with remuneration providers with respect to job evaluation and remuneration market data.

10.3. Finance

Finance will provide accurate financial data including budget and employee financial information.

11. DOCUMENT MANAGEMENT CONTROL

Prepared by: Jane Hutchings, HR Business Partner
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation): 8/05/2023
Next Review: November 2024

Hawkes Bay Sports Fishing Regulations – 2023/2024

Background

Since Cyclone Gabrielle any assessment of the trout population has been extremely difficult with several very dirty rivers.

We have taken advice from several people/organisations, and they have suggested that prior to any drift dives we would need 3 to 4 metres of visibility which is certainly not there now. It has also been suggested that spawning counts maybe a better way of assessing the population.

At this stage we have not been able to do either therefore we are recommending that we proceed with caution and really focus on reduced bag limits for the 23/24 season.

Recommendations

The following are recommendations for the new season.

These have been based around a proposed sharp reduction in Bag limits across most of the waters due to the as yet unknown effects of Gabrielle and the proposed inclusion of Bait fishing for parts of some waters.

Water	Section of Water	Open Season	Fishing Methods	Daily Bag Limit
All other waters not listed		1 Oct to 30 June	FS	0
Larger of Twin Lakes		All Year	FS	No Limit
All Other Lakes		All year	FS	0
Aropaoanui River	Downstream of the Landmark at Wareham Road	1 October to 30 June	FS	0
Esk River/Waiohingana	Upstream of Waipunga Road Bridge and all Tribs.	1 Oct to 30 June	FS	0
	Down stream of Waipunga Road Bridge	1 Oct to 30 June	FS	0
Karamu Stream Exclud. Tribs		All Year	FSB	1
Maraetotara Stm		All Year	FS	0
Mohaka River	Down stream of the confluence with the Mangatainoka River to State	All Year	FS	1

	Highway 5 excluding Tribs.			
	Downstream of Highway 5 Bridge	All Year	FS	1
Ngaruroro River	Upstream of Kiwi creek confluence incl. Tribes.	1 Oct to 30 June	FS	0
	From Kiwi Creek to Whanawhana cable excl. Tribs	All Year	FS	0
	Down stream of Whanawhana cable.	All Year	FS	0
Porangahau River	Downstream of confluence with Mangawhero Stream excluding tribs.	All Year	FSB	0
Tukituki River	Up stream of Highway 50	1 Oct to 30 June	FS	0
	Downstream of Highway 50	All year	FS	
	Down stream of Red bridge	All year	FSB	1
Tutaekuri River	Down stream of confluence with the Mangaone Stream	All year	FS	0
	Down stream of Expressway bridge	All year	FSB	0
Waipawa River	Upstream of State Highway 50 Bridge	1 Oct to 30 June	FS	0
	Downstream of Highway 50 bridge	All year	FS	0
Waipunga River	Downstream of the falls excluding tribs	All year	FS	2

Management Report for Fish and Game Council Meeting 06 June 2023

Population Monitoring

The current state of the rivers continues to make any assessment of the trout population very difficult. All the major rivers continue to have a high silt loading.

We are seeking reports from Angling Clubs and individual anglers relating to any fishing experiences they have. These reports though spasmodic are very varied with some anglers catching fish in the Tukituki and some of its tributaries though the fish condition appears to be variable.

We hope to be working with EIT on some studies into water clarity and quality and invertebrate life.

Education

We have several school visits scheduled over the next couple of months which include Tamatea Primary and Intermediate, and Havelock North Primary.

The visit on 25 May from Tamatea Primary school went very well. It was probably the best visit we have had as we were very organised, and this came through during the day.

We have met with Nicky Anderson who was the Deputy Principal with Tamatea High School as we seek to have the launch of the curriculum get back on track. Nicky has now left Tamatea High School and is now working for the Ministry of Education though she will still be involved with the Curriculum.

We will be hosting the launch of this to several schools at our premises at a date as yet to be confirmed.

We continue to canvas all schools about utilising the facilities.

Kids Fishing

We have scheduled a further Kids Fishing Day for 09 July .

Some Volunteers would be very welcome !!!

Game Farm Development

We have had a visit from Mitre 10 regarding them assisting us in converting the four sheds into bunk houses.

We are currently awaiting their response to us.

Health and Safety

Staff are meeting each Tuesday mornings and this includes a formal H&S meeting from which minutes are kept.

No accidents or incidents to report for the period.

Accidents 2022/23 year	One
Nature of Accident	Slipped on Wet Bridge
Action required	Netting to be placed on Bridge
Action Completed	01 Feb 2023

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Tranche Two Outcome

We have been advised that the recent decision by the HBRC's independent panel to deny the applications to take groundwater from the Ruataniwha aquifer in CHB is being appealed.

We have formally advised the Environment court that we wish to be a party to the proceedings of the appeal.

EIT

EIT continue to utilise our meeting room usually for four days per week.

We are planning to work with EIT in doing some water sampling in local rivers.

This could also extend to doing DNA work to establish what is living in the river.

Trout From TNTC

We have had the opportunity of getting 300 to 400 trout from the Trout Centre in Turangi.

We are now waiting for Eastern Fish and Game to advise when their fish transporter is available to do this.

There has been a suggestion made that we could release these into Lake Hawkeston to give H/Bay anglers some improved Lake fishing. We are discussing this with the landowner.

House 22 Burness Road

The house is now leased and rent is being paid on a fortnightly basis

Licence Report

Year to date Fish Licence LEQ sales to 07 May are down 5.1% on last year however the National position is up 2.1%

Total fish licence income was \$282,116 to 07 May.

YTD Game License Sales LEQ sales are down 7.5% and the National position is down 1.1%

Total Game licence income was \$148,403.

Finance Report

The YTD result was a profit of \$24,765 to end May 2023.

This is provisional as the reports were run prior to the official end of the month.

We will update the Council at its meeting on 06 June as to the actual.

Expenditure for the April and May months totalled \$36,883.96

Recommendation – That the finance report for the April and May 2023 months be accepted and that the payments for the two months ending May 2023 also be accepted.

April - \$29,088.26

May - \$7,795.70

Total - \$36,883.96

Table 2 Profit and Loss

Hawke's Bay Fish and Game Council

For the period 1 April 2023 to 29 May 2023

	APR 2023	MAY 2023	YTD ACTUAL	TOTAL BUDGET	REMAINING	% REMAINING
Income						
Licence Income						
Fish Licence Income	-	-	275,544	319,275	(43,731)	(14)
Game Licence Income	-	(186)	20,070	163,998	(143,928)	(88)
Non Resident Licence Revenue	-	-	25,670	-	25,670	-
Total Licence Income	-	(186)	321,284	483,273	(161,989)	(34)
Other Income	649	3,620	22,030	27,797	(5,767)	(21)
Total Income	649	3,433	343,314	511,070	(167,756)	(33)
Operating Expenses						
Depreciation	1,826	1,826	14,966	22,276	(7,310)	(33)
1100 SPECIES MANAGEMENT						
1110 Population Monitoring	-	3,135	6,403	6,800	(397)	(6)
1160 Releases	-	-	-	2,000	(2,000)	(100)
Total 1100 SPECIES MANAGEMENT	-	3,135	6,403	8,800	(2,397)	(27)
1200 HABITAT PROTECTION MANAGEMENT						
1210 Resource Management Act	-	-	-	2,198	(2,198)	(100)
1220 Works & Management	-	-	-	1,000	(1,000)	(100)
1230 Assisted Habitat	-	-	95	5,000	(4,905)	(98)
Total 1200 HABITAT PROTECTION MANAGEMENT	-	-	95	8,198	(8,103)	(99)
1300 PARTICIPATION						
1310 Access	-	-	909	2,500	(1,591)	(64)
1320 Satisfaction Survey	-	-	-	500	(500)	(100)
1330 Newsletters	-	-	210	1,500	(1,290)	(86)
1340 Informational Publications	-	-	-	500	(500)	(100)
1350 Angler & Hunter Training	4	-	332	6,500	(6,168)	(95)
1360 Club Relations	-	-	78	100	(22)	(22)
1370 Fish & Game Huts	-	-	-	2,000	(2,000)	(100)
Total 1300 PARTICIPATION	4	-	1,529	13,600	(12,071)	(89)
1400 PUBLIC INTERFACE						
1440 Public Promotions	64	-	142	-	142	-
1450 Visitor Facility						
Game Farm Operations (moved to 1451)	-	-	27	-	27	-
Maintain Game Farm (moved to 1452)	-	-	1,062	-	1,062	-
Game Farm Development	115	-	505	15,500	(14,995)	(97)
Maintain Game Farm	71	125	2,582	7,500	(4,918)	(66)
Game Farm Operations	-	-	1,437	3,500	(2,064)	(59)
Game Farm Development (moved to 1454)	-	-	190	-	190	-

Table 2 Profit and Loss

	APR 2023	MAY 2023	YTD ACTUAL	TOTAL BUDGET	REMAINING	% REMAINING
Education	-	-	143	2,000	(1,857)	(93)
Total 1450 Visitor Facility	186	125	5,946	28,500	(22,554)	(79)
Total 1400 PUBLIC INTERFACE	250	125	6,088	28,500	(22,412)	(79)
1500 COMPLIANCE						
1510 Ranging	-	-	106	2,000	(1,894)	(95)
1520 Ranger Training	-	-	77	1,000	(923)	(92)
1530 Compliance/Prosecutions	-	-	-	1,800	(1,800)	(100)
Total 1500 COMPLIANCE	-	-	183	4,800	(4,618)	(96)
1600 LICENSING						
1620 Agent Servicing	-	-	-	300	(300)	(100)
1630 Commission	-	-	11,827	21,747	(9,920)	(46)
Total 1600 LICENSING	-	-	11,827	22,047	(10,220)	(46)
1700 COUNCILS						
1720 Council Meetings						
Council Meeting Expenses	230	-	1,487	2,000	(513)	(26)
Other Council Expenses	-	-	-	800	(800)	(100)
Total 1720 Council Meetings	230	-	1,487	2,800	(1,313)	(47)
Total 1700 COUNCILS	230	-	1,487	2,800	(1,313)	(47)
1800 PLANNING/REPORTING						
1830 Reporting/Audit	-	-	6,950	7,800	(850)	(11)
1840 National Liaison	42	-	42	175	(133)	(76)
Total 1800 PLANNING/REPORTING	42	-	6,992	7,975	(983)	(12)
1900 ADMINISTRATION						
1910 Salaries	18,104	14,265	172,689	245,061	(72,372)	(30)
1920 Staff Expenses	129	70	4,882	11,500	(6,618)	(58)
1930 Staff Houses	-	-	391	5,700	(5,309)	(93)
1940 Office Premises	1,269	281	5,231	16,244	(11,013)	(68)
1950 Office Equipment	-	39	1,280	2,900	(1,620)	(56)
1960 Communications/Consumables	59	87	6,315	12,200	(5,885)	(48)
1970 General	69	-	2,954	800	2,154	269
1980 General Equipment	-	-	903	4,639	(3,736)	(81)
1990 Vehicles	9	121	4,396	16,800	(12,404)	(74)
Total 1900 ADMINISTRATION	19,639	14,864	199,042	315,844	(116,802)	(37)
NZ F&G Levy	23,307	-	69,920	93,227	(23,307)	(25)
Angler/Hunter Interests	(178)	-	(178)	-	(178)	-
Field Equipment Fuel	-	-	9	-	9	-
Hatchery Building	-	-	186	-	186	-
Total Operating Expenses	45,120	19,950	318,549	528,067	(209,518)	(40)
Net Profit	(44,471)	(16,517)	24,765	(16,997)	41,762	(246)

Balance Sheet

Hawke's Bay Fish and Game Council As at 31 May 2023

31 MAY 2023

Assets

Bank

Westpac Call Account	81,836
Westpac Current Account	39,763
Westpac Donation Account	1,632
Total Bank	123,231

Current Assets

Accounts Receivable	120
Farmlands Shares	1,835
Interest Accrued & Prepayments	2,453
Petty Cash & Licence Float	30
Westpac Term Deposit - 022a/c	53,987
Westpac Term Deposit - 024 a/c	61,479
Westpac Term Deposit - 18ac	62,141
Westpac Term Deposit - River Quality Donation	65,355
Westpac Term Deposit 016	51,475
Westpac Term Deposit -019ac	115,859
Westpac Term Deposit 023	43,135
Westpac Term Deposit 025	103,811
Westpac Term Deposit 17ac	25,280
Total Current Assets	586,961

Fixed Assets

Accum Dep Land & Buildings	(176,329)
Accum Dep Motor Vehicles	(36,905)
Accum Dep Office Equipment	(13,814)
Accum Dep Plant & Equipment	(29,505)
Furniture & Fittings	47
Land & Buildings	506,169
Motor Vehicles	82,258
Office Equipment	22,566
Plant & Equipment	42,859
Total Fixed Assets	397,346

Total Assets

1,107,537

Liabilities

Current Liabilities

Accounts Payable	411
Accrued Expenses	7,356
Credit Card Clearing Account	(66)
Game Bird Habitat Trust	960
GST	(559)

31 MAY 2023

Income in Advance	23,499
PAYE Clearing	3,297
Rounding	-
Salmon Card	50
Wages Payable - Payroll	(293)
Westpac Mastercard - CN	78
Westpac Mastercard - CT	132
Total Current Liabilities	34,865
Total Liabilities	34,865
Net Assets	1,072,672
Equity	
Accumulated Funds	842,927
Asset Replacement Reserve	51,802
Back Country Fisheries Reserve	59,778
Current Year Earnings	22,939
Hawke's Bay Pheasants Unlimited	1,615
Retained Earnings	29,176
River/Water Quality Donations	64,435
Total Equity	1,072,672

Payable Invoice Summary

Hawke's Bay Fish and Game Council

For the period 1 April 2023 to 30 April 2023

Invoice Date	Contact	Source	Reference	Planned Date	Gross
02 Apr 2023	New World Greenmeadows	Payable Invoice	000643	02 Apr 2023	73.47
03 Apr 2023	Frank Energy DD	Payable Invoice	332403295	20 Apr 2023	150.13
03 Apr 2023	Immaculate Cleaning	Payable Invoice	0008	20 Apr 2023	255.00
05 Apr 2023	OfficeMax	Payable Invoice	23170074	21 May 2023	27.58
11 Apr 2023	New World Greenmeadows	Payable Invoice	Chris	11 Apr 2023	19.98
11 Apr 2023	No Contact	Payable Invoice	Chris	11 Apr 2023	40.60
17 Apr 2023	Napier City Council DD	Payable Invoice	Rates INSTALL 4/4	17 May 2023	978.59
18 Apr 2023	Mitre10 Mega	Payable Invoice	Davey	24 Apr 2023	76.15
18 Apr 2023	Z Taradale	Payable Invoice	Chris	18 Apr 2023	41.28
18 Apr 2023	Four Square	Payable Invoice	Chris	18 Apr 2023	4.78
18 Apr 2023	OfficeMax	Payable Invoice	23194749	21 May 2023	58.27
18 Apr 2023	Grocom Landscape Supplies	Payable Invoice	INV-9673	21 May 2023	132.00
27 Apr 2023	Design Cuisine Limited	Payable Invoice	INV-3452	04 May 2023	264.50
27 Apr 2023	Z Taradale	Payable Invoice	Chris	27 Apr 2023	40.78
27 Apr 2023	New World Greenmeadows	Payable Invoice	Chris	27 Apr 2023	36.96
28 Apr 2023	Cardlink Systems DD	Payable Invoice	1032431723	10 May 2023	10.36
30 Apr 2023	Hawkes Bay A & P Society	Payable Invoice	INV-7005	21 May 2023	75.00
30 Apr 2023	New Zealand Fish and Game Council	Payable Invoice	INV-1036	21 May 2023	26,802.83
Total					29,088.26

Payable Invoice Summary

Hawke's Bay Fish and Game Council

For the period 1 May 2023 to 31 May 2023

<u>Invoice Date</u>	<u>Contact</u>	<u>Source</u>	<u>Reference</u>	<u>Planned Date</u>	<u>Gross</u>
02 May 2023	Eastern Fish and Game Council	Payable Invoice	INV-4505	21 May 2023	107.00
02 May 2023	Frank Energy DD	Payable Invoice	332890893	20 May 2023	152.58
04 May 2023	OfficeMax	Payable Invoice	23245309	20 Jun 2023	86.09
05 May 2023	Bay Ford Napier	Payable Invoice	R209125	21 May 2023	129.28
08 May 2023	Eastern Fish and Game Council	Payable Invoice	INV-4507	21 May 2023	107.00
09 May 2023	Bay Heliwork	Payable Invoice	INV-2508	21 May 2023	3,605.25
14 May 2023	New Zealand Couriers	Payable Invoice	202309	21 May 2023	17.94
15 May 2023	Immaculate Cleaning	Payable Invoice	0009	21 May 2023	170.00
15 May 2023	Mitre10 Mega	Payable Invoice	Davey	23 May 2023	86.51
17 May 2023	New World Greenmeadows	Payable Invoice	Alanah	20 May 2023	10.98
18 May 2023	Hawkes Bay Regional Council	Payable Invoice	109493	20 Jun 2023	3,034.41
21 May 2023	BP Fuel	Payable Invoice	Davey	23 May 2023	40.40
22 May 2023	Mitre10 Mega	Payable Invoice	Davey	23 May 2023	17.28
22 May 2023	Big Value Tyres (2009) Limited	Payable Invoice	Davey	23 May 2023	20.00
22 May 2023	Big Value Tyres (2009) Limited	Payable Invoice	Davey	23 May 2023	25.00
23 May 2023	Mitre10 Mega	Payable Invoice	N-688249	23 May 2023	175.62
26 May 2023	Cardlink Systems DD	Payable Invoice	1032432123	07 Jun 2023	10.36
Total					7,795.70