



# NORTHLAND FISH AND GAME COUNCIL

## AGENDA

<b>PLACE</b>	:	<b>NORTHLAND FISH &amp; GAME OFFICE</b> <b>UNIT A5, 7–11 NELL PLACE, WHANGAREI</b>
<b>DATE</b>	:	<b>Thursday 11 December 2025</b>
<b>MEETING STARTS</b>	:	<b>7.00pm</b>
<b>DINNER</b>	:	<b>6.00pm</b>

### Welcome/Apologies

Annual or One Year Agenda	Pg 1
Resolution to Adopt 2024-2025 Annual Performance Report Presentation of Annual Performance Report to the Public	separate paper
Confirmation of 23 October 2025 Meeting Minutes Matters Arising from Minutes	Pg 2
Managers' Report	Pg 7
Field Officers Reports	Pg 11
NZFGC Update	
2025 Shoveler Census Report	separate paper
2025 National Hunter Harvest Survey Report	separate paper
2025 Wetland Performance Report	separate paper
2025 Northland Game Bird Dispersal Report	separate paper
2026 Draft Game Bird Notice	Pg 15
Memorandum – 2026 Draft Game Bird Notice	Pg 16
Final Remuneration Policy	Pg 20
Memorandum – Final Remuneration Policy	Pg 24
Health & Safety Report	Pg 25
Executive Limitations Report	Pg 26
Financial Report to 31 October 2025	Pg 28
Correspondence Schedule	Pg 33
Other Business	
Memorandum – Gas Gun Hire	Pg 18

## NORTHLAND FISH & GAME ANNUAL OR ONE-YEAR AGENDA

Meetings	Council process	Regular agenda items	Annual items	Ad hoc items
Thursday 11 December 2025	<ul style="list-style-type: none"> <li>▪ Routine – Apologies, minutes of previous meeting, matters arising, agenda items.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managers Operational &amp; Financial Reports</li> <li>▪ Urgent General Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Chairman and Managers Annual Report</li> <li>▪ Financial Statement for year ended 31 August 2025</li> <li>▪ Review of audit report for 2024-25 FY</li> <li>▪ Draft Game Notice</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
Thursday 12 Feb 2026	<ul style="list-style-type: none"> <li>▪ Routine – Apologies, minutes of previous meeting, matters arising, agenda items</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managers Operational &amp; Financial Reports</li> <li>▪ Urgent General Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evaluation of Council’s Governance Review</li> <li>▪ Confirm trout order for 2027 liberation</li> <li>▪ Draft budget</li> <li>▪ Draft OWP</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
Wednesday 01 April 2026	<ul style="list-style-type: none"> <li>▪ Routine – Apologies, minutes of previous meeting, matters arising, agenda items</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managers Operational &amp; Financial Reports</li> <li>▪ Urgent General Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Report from Chairman on governance review</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
Thursday 21 May 2026	<ul style="list-style-type: none"> <li>▪ Routine – Apologies, minutes of previous meeting, matters arising, agenda items</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managers Operational &amp; Financial Reports</li> <li>▪ Urgent General Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Licence Fee and Form consultation</li> <li>▪ Anglers Notice – issues requiring NZC consideration</li> <li>▪ Report from Chairman on governance review</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
Thursday 06 August 2026	<ul style="list-style-type: none"> <li>▪ Routine – Apologies, minutes of previous meeting, matters arising, agenda items</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managers Operational &amp; Financial Reports</li> <li>▪ Urgent General Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Budget and OWP – final sign-off</li> <li>▪ Managers Annual Performance Review</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
Thursday 22 October 2026	<ul style="list-style-type: none"> <li>▪ Routine – Apologies, minutes of previous meeting, matters arising, agenda items. Final meeting of current council before elections</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managers Operational &amp; Financial Reports</li> <li>▪ Urgent General Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Meeting programme - dates &amp; venues for next year’s meetings.</li> <li>▪ Managers performance review report</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
Thursday 03 December 2026	<ul style="list-style-type: none"> <li>▪ Routine – Apologies, minutes of previous meeting, matters arising, agenda items. Inaugural meeting of new council</li> </ul>	<ul style="list-style-type: none"> <li>▪ Managers Operational &amp; Financial Reports</li> <li>▪ Urgent General Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Chairman and Managers Annual Report</li> <li>▪ Financial Statement for year ended 31 August 2026</li> <li>▪ Review of audit report for 2025-26 FY</li> <li>▪ Draft Game Notice</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>

**NORTHLAND FISH & GAME COUNCIL**  
**UNCONFIRMED MINUTES OF A MEETING**  
**HELD AT THE NORTHLAND FISH & GAME OFFICE**  
**NELL PLACE, WHANGAREI**  
**7.00PM THURSDAY 23 OCTOBER 2025**

---

**PRESENT:**

**Chairman:** Phil Durham

**Councillors:** Mark Bell, Cameron Shanks, John McEntee, Russell Daniels,  
Sean Brickland, Darryl Reardon, Kelvin Ellis

**Staff:** Craig Deal (Manager), Rachael Quin (Administrator)

The Conflict-of-Interest register was circulated around the table for all councillors to sign and declare any conflicts.

**APOLOGIES:** Lloyd Altham, Barrie Barnes, Lewis Peart (leave of absence)

**It was moved:** *That the apologies be accepted.*

*Cameron Shanks / Darryl Reardon* **CARRIED**

Action: Check when leave of absence runs out

**Previous Minutes**

**It was resolved:** *That the minutes of the previous meeting held on the 15<sup>th</sup> August 2025 are confirmed as true and correct.*

*Darryl Reardon / Russell Daniels* **CARRIED**

**Matters Arising**

**1225 Flaxmill Maintenance**

The Manager investigated the viability of selling popular pulp and has decided to abandon the idea as it is expensive to remove.

**Wetland Costs and Permit Fees**

Manager reported that the bund repair job cannot be assessed until conditions are drier. Cr McEntee suggested back filling. The Chairman stated although it is of great cost to remedy the bund wall damage, we accept the liability. As it is of regional significance the council should ask NRC, WDC, Ikea and KMR for support.

Action: The Manager will consult with Cr McEntee and Cr Brickland to workshop options to elicit support for the remediation.

### **Legislative Reforms**

Chairman investigated the engagement of a facilitator to assist with a special meeting for council to address the legislative change but found the cost prohibitive. The Manager reported no staff concerns at this stage.

### **Meeting Schedule 2026**

The proposed meeting dates were amended to Thursdays with the exception of Wednesday 01 April 2026.

It was moved: ***The 2026 meeting schedule as amended be adopted.***

***John McEntee / Kelvin Ellis***

***CARRIED***

### **Managers' Report**

#### **1210 Resource Management Act**

Cr Shanks enquired about the Kaitaia Wastewater Treatment Plant consent renewal submission.

#### **1315 Fish Tuition Day**

The Manager thanked Councillors Ellis, Daniels and Brickland for their help and support at the recent Fish Tuition Day.

#### **1455 Information to Licence Holders and Members of the Public**

The Manager reported on the positive experience for visiting Mountains to Sea Trust groups. The Chairman stated that the visit is positive for Northland Fish and Game.

#### **1600 Licensing**

The Manager explained the low licence sales reported has now improved and of no concern. The family licence changes were discussed with Cr Bell commenting that the timing was unfortunate as the public challenges definitions. The Chairman added that social media negativity compounds the issue giving the appalling treatment of Alan Strong as an example. Cr Ellis cited difficulties in North Canterbury region and warned of customers perceiving bad value and the need to listen as perception is reality. Cr Brickland compared North Canterbury with Eastern region perceived positive value of a licence.

### **Field Officers Report**

It was moved: ***That the Manager and Field Officer's Reports be received.***

***Russell Daniels / Kelvin Ellis***

***CARRIED***

### **NZFGC Update**

The Manager reminded Council that Cr Barnes had emailed a report to councillors as an update as he would not be present.

### **Consolidated Annual Reporting**

The Manager explained the Consolidated Annual Report (CAR) proposal with emphasis on the need to add to existing data collection to satisfy the suggested KPI's. This increased reporting burden would fall to the regions staff and would require changes to be implemented in the current financial year. Council discussed the changes creating unnecessary burden in the context of new legislation being written and agreed on the following feedback points;

- To develop national monitoring and data collection standards once the new Fish and Game legislation is introduced
- There is a need to streamline the data collection, metrics and reporting nationally before consolidated reporting can occur
- NZFCG must be clear who the reporting is for and administer care in reporting when public can see sensitive or controversial information which is not of direct benefit to the licence holder
- It will be difficult to report on some of the KPI's such as RMA effort as the proposed KPI's would require regional staff to break their RMA effort down into much greater detail than is currently collected

The Manager stated the current contradiction where auditing agencies are noting that F&G Councils provide too much detail in reporting however NZFGC is wanting to provide additional detail to what is already mandated in legislation. The Chairman stated it is excessive in the current state of change and suggested NZC could provide a template to regions that they consolidate. Cr Ellis referred to the KPI's and warned of the risk of small teams having to expend effort chasing KPI's that may not be regionally relevant rather than delivering value to the licence holders.

Action: The Chairman will write a letter to Barrie Barnes suggesting NZC prioritise 12 items that can be answered by a region, on one line, and reported each month, forwarded to NZC for collation.

### **Draft Infringement Notice Compliance and Enforcement Policy**

The Manager outlined the policy and pointed out a suggested wording change to section 4.7.1. The Chairman queried the Infringement Notice note (p4) is without the term 'honorary'. Cr Ellis asked if an honorary ranger can be made an employee for opening weekend. Council discussed the lack of an intermediate response between warning and prosecution and a need for fines/infringements to be a level higher to be an effective deterrent to offending. The Manager stated that it makes sense to support the document in principle with some suggested changes.

It was moved: **To support the Draft Infringement Notice Compliance and Enforcement Policy with a few recommended changes.**

**Darryl Reardon / John McEntee**

**CARRIED**

### **Health & Safety Audit Report**

The Manager circulated a table of recommendations from the recent Health and Safety audit with a priority system and the ability for the Councillors to track progress as Northland Fish & Game works through them. The Manager asked Council if there was any priority that needed to change or of great concern. The top priorities were discussed. Cr Ellis offered his assistance. Potential breach of privacy when reporting incidents and accidents was deemed an important part of the process when addressing ongoing H&S issues and therefore a clause would be made clear that the sharing of names is for the purpose of learning. Any policy recommendations would be parked until legislative changes are underway, which included H&S changes. Hazardous substances issues were discussed and reported to Council that MSDS are in relevant vehicles and online, relevant staff have appropriate approved training and staff are aware of WorkSafe site for flagging storage and signage requirements.

The Chairman praised staff and agreed the items would be worked through but noted several were not relevant e.g. testing and tagging. Cr Ellis suggested the focus be on issues that could lead to notifiable events. The Chairman proposed the priorities be updated according to Cr Ellis' suggestion. The Council agreed the report to be received, recommendations considered and the changes implemented as required.

Action: Manager to ask Adrienne (HR) regarding wording in the existing Health and Safety policy.

### **Health and Safety Report**

Northland Fish & Game is required to give a Health & Safety report at each council meeting detailing:

- The implementation and adherence to Health & Safety policy/manual
- Any new issues or hazards that have arisen and how these have been addressed
- Progress with any ongoing issues
- Outcomes of audits and reviews required in the Health & Safety manual
- Any near misses or injuries

Cr Shanks enquired as to ATV service history and its condition, suggesting a new vehicle in the near future.

It was moved: ***That the Health and Safety Report be received.***

***Sean Brickland / John McEntee*** ***CARRIED***

### **Executive Limitations Report**

It was moved: ***That the Executive Limitations Report be received.***

***Kelvin Ellis / Cameron Shanks*** ***CARRIED***

### **Financial Report**

The current licence sales report was circulated.

It was moved: **That the Financial Report ending 31 August 2025 is adopted.**

**Kelvin Ellis / Darryl Reardon**

**CARRIED**

### **General Business**

Cr Brickland stated that he enjoyed the Fish Tuition Day and thanked staff and Councillors.

The Manager will draft a response to the Ministers letter regarding the Sports Fish and Game Management Plan.

There being no further business the Chairman declared the meeting closed at 9.04pm.

***Phil Durham***  
***Chairman***

To: All Councillors  
From: Craig Deal  
Date: 28 November 2024  
Subject: Managers Report

---

The following is an account of activities that management has been involved in since the 24 October 2025 meeting.

### **1110 Species Monitoring**

A duck banding site in Northland has been secured and will be tested this summer. The property belongs to David Byles (an ex-F&G Councillor). The property is at Matakoho and is a good location for a banding site, with the potential to draw up to 400 ducks. Feeding of the site will start early in the new year and the banding days are likely to be weekdays in early to mid-February 2026.

The site will be managed under the Auckland/Waikato duck banding program initially. This is suitable as there are no level 3 bird banders in the Northland staff, a requirement to operate a banding site. It will also mean that Northland will not have to go through a long and expensive permission process with DOC, at least while we get established.

David Byles will be doing the feeding voluntarily, which saves the staff a lot of time and effort.

Pheasant monitoring crow counts were completed over the period 28-30 October 2025.



*David Byles' duck pond where Northlands first banding site will be trialled*

**1172 Game Gazette**

A draft Game Notice and an associated Memorandum to discuss the recommended regulations is enclosed with the agenda.

**1180 Game Bird Dispersal**

Complaints about game bird damage are increasing as the spring/summer progresses. Mainly paradise shelduck and some pukeko issues.

**1210 Resource Management Act**

I withdrew my wish to be heard for Kaikohe Wastewater Treatment Plant consent renewal on the basis that NFGC will be included in the consultation panel for the development of their botulism management plan.

**1221 Jack Bisset Wetland**

The work required to repair the bund wall at Jack Bisset Wetland may require a resource consent. The regional council are viewing it as a natural wetland rather than a constructed one, which comes with much tighter restrictions on what works are permitted. Not only will this balloon the costs out, but it will also impose enough delay that the repair work will be unlikely to commence this summer. I intend to get a concession that it is a constructed wetland and thereby avoid having to get a resource consent.

**1312 Anglers/Hunters Signs**

Two new access points for the Puketotara Stream near Kerikeri have been scouted. I am awaiting confirmation from FNDC as to whether I can erect angler access signage.

**1313 Ballots and Permits**

Stand audits have been completed and no stands are vacated at the wetlands. There will be no ballot this year except Underwood ballots for opening weekend will be conducted in March 2026.

**1315 Fish Out Day/Tuition**

The Whau Valley Fish Out Day occurred Saturday 18 October. Attendance was excellent with close to 50 people participating.

**1330 Newsletters**

Reel Life Articles are being produced monthly for the fishing season.

**1412 Mana Whenua Liaison**

Far North Field Officer has been engaging with Te Hiku Iwi to determine if there is any interest in participating in the development of our new Sports Fish and Game Management Plan.

**1413 Regional/District Council Liaison**

I have been attending HPAI meetings held by NRC and attended by other stakeholders such as DOC to discuss the regional response to an outbreak of HPAI H5N1.

**1440 Public Promotions**

The competition offering a free full season licence to be drawn from a pool of all anglers that submit weight and length for trout caught in Northland is being run again this season.

### **1451 Regional A&P Shows**

A 6x12m site has been booked for Northland Field Days.



*Angler Terry Harvey finding success at the Whau Valley Fishing Event*

### **1600 Licensing**

Fish licence sales are up 15% on this time last year. This is welcome news considering we were set a higher target this financial year. Nationally sales are down slightly (3.4%) which is a slight improvement on earlier in the season.

### **1630 Commission**

Commission is being paid by way of a credit on invoices issued to agents.

### **1821 Annual OWP/Budget**

The approved budget for 2025-26 is underway. Any spend over the \$606,883.00 allocated will come from regional reserves.

NZC has indicated that the drafting of the 2026-27 budget will be required to be in the new Zero-Base-Budgeting format. Regional staff will receive training with this in December. The draft budget for 2026-27 will be presented for council approval at the February 2026 meeting.

### **1831 Annual Audit**

At the time of writing the audit is all but complete, confirmation of completion and a letter of representation should be arriving within a few days.

### **1840 National Liaison**

Administrators will gather in Christchurch in December as part of the training to use the new Zero-Base budgeting format.

### **1900 Administration**

The office has been open for all the required hours during the reporting period and has served the public and licence holders.

The Council's assets are well maintained and fully insured. New insurance for contents and vehicles was arranged as of 01 September 2025.

A new Mitsubishi Triton has been purchased and delivered. The old Triton is being prepared for sale.

**Recommendation**

That the Northland Fish and Game Council receive this report.

A handwritten signature in black ink, appearing to read 'Craig Deal', written in a cursive style.

***Craig Deal***  
***Manager***  
***28 November 2025***

To: All Councillors  
From: Graham Gallagher  
Date: 19 November 2024  
Subject: Field Officer Report (Whangarei)

---

### **1111 Trend counts and population monitoring**

Shoveller – *See attached the national shoveller census report.*

Shelduck trend counts – The shelduck and swan trend counts have been pencilled in for the third week of January. Tony from Waikato aviation has been engaged again. Auckland/Waikato staff will assist with the upperpart of their region in the Kaipara area.

Pheasant monitoring has been carried out for the fourth year. It appears that pheasants prefer highly fertile landscapes i.e. dairy farms, as this transect has the highest crows and birds detected. Pine plantations are the lowest especially in the more mature areas of the forest. There is reasonable variation between years and even over the three-day period. Strong winds and rain reduce crowing significantly.

### **1121 Game bird harvest assessment**

*See attached the hunter harvest report and the wetland performance report.*

### **1172 Regulations**

*See attached draft gazette notice.*

### **1181 Game bird dispersal**

*See attached the gamebird dispersal report.*

### **1220 Works and Management Wetland Summary**

The ATV has had to have three CVs replaced. It was also mentioned that the rear differential is worn and will not last much longer. This will be very costly to replace.

**Jack Bisset:** The Bisset is slowly drying out. Ken Budgen has had a look at the bund in need of repair and will send in an estimate. It appears that we will need to apply for a resource consent for the repair work to be carried out. We have completed the toxin operations at the wetlands and traps are being serviced as planned. The grass is now very long again.

**Wairua:** Continued tobacco weed control along the access tracks is being carried out. Very little work has been carried out by DOC in the reserve. It seems that it is totally up to us to ensure that the weeds do not prohibit access. Once a year mowing only cuts the grass back during the first part of the game season. The thigh high grass limits public access for the remaining majority of the year.

**Flaxmill:** The toxin operation has been carried out. Wattles and stray pines have been re-drilled and filled with chemical. A small area of the suckling poplars has been controlled.

**Underwood:** Both the bottom ponds weir structures are becoming increasingly choked by weed. The SW winds push the weed mats over to the bund side of the wetland.

**1231/2 Landowner advice/NZGBHT applications**

A large property on Oneriri road has been listed for sale. It is currently owned by an overseas investor. It potentially could be subdivided into lifestyle blocks in the future. This borders the rail pond (parry and shoveller survey site). It is a significant wetland in our region. A second property on Pukehuia Road has come up for sale. This is across the river from the Underwood reserve. The flats that border the Manganui River could possibly be developed into wetlands.

**1313 Ballots/Permits**

There has been no response or feedback from the stand audit letters sent out in October.

**1331 Media**

Reel life and social media articles continue to be produced.

**1455 Information to licence holders**

Nothing to report.

**1510 Ranging/Compliance**

Compliance/ranging operational plan is being prepared for the upcoming game seasons.

**1923 Staff Training**

Nothing to report.

**Maritime/Moss**

Gamekeepers engines have been serviced and the trailer re warranted. On water drills will be carried out over summer when we are next on the water.



**Graham Gallagher**  
**Field Officer**

To: All Councillors  
From: John Macpherson  
Date: 1 December 2025  
Subject: Field Officer Report (Kaitaia)

---

#### Iwi Engagement

I've been to all the Iwi offices in the Kaitaia area, approaching them for their input on the Fish and Game Sports Management Plan for the Northland region. All staff that I spoke to were positive in their response. Some office staff advised they would forward the information sheet through to the appropriate staff member. I also left my contact info with them.

#### Crow Counts

Crow counts for cock pheasants was carried out toward the end of the month. For my area the counts were low, more birds were seen than heard. The weather was quite cold in the TeHiku Forest this year.

#### Permits to Disturb

Permits have started to increase with the crops being planted. Pukeko are mainly pulling corn out, while paradise shelduck are moving into the chicory crops. Swan haven't been a major issue as yet. There has been an abundance of quality grass available in close proximity to their nest sites, so not expecting to see birds moving into crops till later in the season.

#### Oxidation Ponds

Oxidation Ponds are starting to warm up. I've been monitoring Ahipara, Kaitaia, and Taipa, for Botulism, so far, no signs. The Ahipara and Kaitaia ponds are being cleaned at present. Low numbers of birds on the Kaitaia ponds are due to the barge working at desludging the ponds. Ahipara is having work done to repair and upgrade, so again low numbers of birds. No reports of botulism on Lake Omapere currently.

#### Farm Visits

Farm visits are going well. Access to our northern hunting areas is a priority. Canadian Geese are still an issue for farmers. Through the survey process, geese seem to be spreading throughout our northern areas. Farmers and hunters are still keen for information on where to hunt or who has access.

#### Agent Visits

Regular visits maintained. Riders Sports new shop owners are settling in well. Hunting and Fishing are ticking along. We regularly exchange information on who is looking for areas to hunt or who are having issues with birds.

#### DOC

DOC seems to be in a constant change of staff and direction. Keeping up with who does what, and how, is a great part of being treated like one of the team, I've been trying to get a digital

permit for game bird hunting, like pig hunting permits. I'm onto the fourth person and don't believe we are any further ahead.

NRC and FNDC

I have limited contact with the staff as they are going through significant changes as well. In NRC, I mainly deal with the Kaitaia Manager, pest control guys and reception. FNDC, I mainly deal with Animal Control and one compliance person.

Summit

Contact is going good. I will be following up on cat trapping over the next couple of months.

A handwritten signature in black ink, appearing to read 'K. J. Macpherson', written in a cursive style.

**John Macpherson**  
**Field Officer (Kaitaia)**

## 2025 Game Notice

### NORTHLAND FISH AND GAME REGION<sup>1</sup>

#### 1 Game That May Be Hunted or Killed—Duration of the 2026/2027 Season

Species	Season Duration (dates inclusive)	Daily Bag Limit
Grey/mallard duck and any hybrid of that species	2 May to 28 June 2026	12
NZ shoveler duck	2 May to 28 June 2026	2
Paradise shelduck	2 May to 26 July 2026 20 Feb 2027 to 28 Feb 2027	25 25
Black swan	2 May to 26 July 2026 20 Feb 2027 to 28 Feb 2027	20 20
Pukeko	2 May to 30 Aug 2026 20 Feb 2027 to 28 Feb 2027	12 12
California quail	2 May to 30 Aug 2026	10
Brown quail	2 May to 30 Aug 2026	10
Cock pheasant	2 May to 30 Aug 2026	5

#### 2 Shooting Hours

- (1) 6.30am to 6.30pm, except the hunting of:
  - (a) Paradise shelduck, pukeko and black swan on 20 Feb 2027 to 28 Feb 2027 will be from 6.30am to 8.00pm.

#### 3 Decoy Limit

No limit.

#### 4 Special Conditions

- (1) No person shall wilfully leave on the hunting ground any game bird(s) shot or parts of any game bird(s) shot.
- (2) Camouflaged Rowboats: Persons may hunt or kill game from an unmoored camouflaged rowboat.
- (3) During the 20 Feb 2027 to 28 Feb 2027 special open season, no person shall hunt within 300 metres of any urban sewage oxidation ponds.
- (4) Any licensed game bird hunter who has a Department of Conservation permit to take or kill wildlife for the purpose of hawking may hunt with an Australasian Harrier (*Circus approximans*) to take game birds. This is subject to the season length and bag limit for each game bird species in clause 1 of this notice and any other special conditions for the Northland Fish and Game region and also subject to any conditions imposed by the Director-General of Conservation under such a permit.

---

<sup>1</sup> Reference to description: *New Zealand Gazette*, 24 May 1990, No. 83, page 1861.

# Memorandum

To: Councillors  
From: Manager  
Subject: Game Gazette 2026  
Date: 11<sup>th</sup> December 2025

---

This memo is to discuss the Game Gazette Notice for the 2026-27 Game season in Northland. The draft Game Gazette for the 2026-27 is enclosed with the agenda. The following reports that inform regulation decisions are included with the agenda as separate papers:

- The hunter harvest survey report 2025
- The national shoveler census report 2025
- Paradise shelduck moult survey report 2025

Below is a breakdown of the notice and explanation for the proposed regulations:

## **Species**

Grey/Mallard: No change to season length or bag limit is proposed. There is no evidence available to suggest that the current regulations are not sustainable.

NZ Shoveler: Proposed bag limit is changed to 2. This is based on the results of the national census that shows a slow decline in the long-term trend. A bag limit of 2 birds will also align Northland with the rest of the regions.

Paradise Shelduck: Season length to remain the same. Bag limit to remain at 25. This was raised from 20 for the 2025 season, it is too early to tell whether the increased bag limit is having an effect on the region's population. The population has shown growth overall in the last 20 years despite a liberal bag limit and an increasing total harvest. The special season has been moved a week later to 20-28 Feb 2027. This is due to feedback from hunters stating that the 2025 special season (15-23 Feb 2025) was too early and many of the moulting birds were still flightless and unavailable to be hunted.

Black Swan: No change to season length or bag limit. Special season changed to 20-28 Feb 2026 to match that of paradise shelduck.

Pukeko: No change to season length or bag limit. Special season changed to 20-28 Feb 2026 to match that of paradise shelduck.

California Quail: No change to season length or bag limit.

Brown Quail: No change to season length or bag limit.

Cock Pheasant: Extension of one week to season length proposed. In order to keep season length the same (16 weeks), the 2025 season ended on 24 August 2025. This caused confusion amongst

some hunters, as the expectation is that the season ends on the last Sunday in August. The closing date for the 2026 season is proposed as 30 Aug 2026. This will be a week longer than the 2025 season at 17 weeks but meets hunters expectations in being the last Sunday in August. Pheasant hunter effort is low, and hunting pressure does not appear to have an impact on population sustainability at the current level of harvest.

### **Shooting Hours**

No changes proposed

### **Decoy Limit**

No changes proposed

### **Special Conditions**

Special condition 3 is proposed to be removed. Considering the purpose of the special season is to disperse flocks of post moult paradise shelduck this rule does not seem to add value. Many of the larger concentrations of post-moult birds are centred around urban oxidation ponds.

### **Recommendations:**

- Council receives this information
- Council resolve on a Game Gazette Notice for the 2026-27 game season.

Yours sincerely,



Craig Deal  
01 Dec 2025

# Memorandum

To: Councillors

From: Manager

Subject: Gas Gun Hire

Date: 11<sup>th</sup> December 2025

---

This memo is to discuss the output of Game Bird Dispersal and the hiring of gas guns to landowners and managers to assist with dispersal of problem game birds.

One of the services that NFGC offer with game bird dispersal is the hiring of gas gun bird scarers to assist with crop protection. Due to WorkSafe Regulations there are some responsibilities that Council carries when hiring or loaning out gas appliances. The current fleet of guns is aging, and we are having guns become unserviceable faster than we can maintain them. In order to get back to a suitable supply of serviceable guns there is going to need to be some investment in the 2026-27 budget.

There are specific WorkSafe Regulations (these are legislation) that apply to any person or agency hiring or leasing gas appliances to anybody. The legislation requires that anybody hiring a gas appliance must ensure, so far as is reasonably practicable, that:

- a) before hiring, leasing, or offering to hire or lease, the gas appliance, fittings, or gas installation is safe; and
- b) the gas appliance, fittings, or gas installation is accompanied by instructions for its safe use, including information on any maintenance or ongoing safety inspections that are required.

For point “a” above – WorkSafe has a definition of “safe” in New Zealand Standard 5256:2014. This costs \$95.00 to download and has not at this stage been viewed.

If an individual that has hired a gas gun from NFGC has an incident or accident with that gas gun then NFGC as the loaning/hiring agency will be investigated to ensure that they have taken all practical steps to ensure safety. If it is found that the regulation was not complied with, or that it was applied recklessly then NFGC is liable on conviction to a level 2 penalty (\$3000 for infringement notice or \$50,000 if prosecuted).

If we are to continue to hire gas guns there will be an increased cost (new gas guns, replacement gas hoses and a regular maintenance schedule) as well as a demand on staff time as new documents (loaning forms, instructions for use and maintenance schedules) are developed. Ongoing maintenance will be a significant draw on staff time as each gas gun will need a pre-hire check, post-hire servicing and routine maintenance checks (monthly in busy season September – April).

## **Option 1:**

Continue to loan out gas guns to landowners and managers to assist with game bird dispersal. Hire fees will need to be increased to recover the increased costs of maintenance. To get a functioning fleet of 10-12 functioning guns will cost around \$3000 in initial outlay.

**Option 2:**

Cease the loaning of gas guns to landowners and managers, instead recommending each owner/manager purchase their own.

**Discussion**

There is no financial incentive either way in the long term as we normally recover about the same cost for hiring as we spend on new guns each year. In the short term there will be an increased cost to bring the current fleet up to standard and develop the required documents to hire them out safely and lawfully. Option 1 will require an increased allocation of staff hours each FY. This is estimated at 100 hours above current level (300 hours in 24-25). Council will need to determine which other projects will have hours cut in order to resource the work on gas guns.

The provision of a service to landowners seems to be appreciated, however it is not deemed to be a big stretch for a landowner to switch from hiring a gun for a few weeks each year at \$40/week to a one-off cost of purchasing one for \$600.

If NFGC continues to hire out gas guns then it accepts responsibility for those guns and must follow the WorkSafe Regulations in maintenance and hiring. This will add additional burden to staff.

**Risks**

## Option 1:

- a) Council will carry responsibility as a bodycorp under the HSWA 2015 when hiring gas appliances to people
- b) Other projects will need to have staff hours cut to resource the requirements of the Worksafe Regulations when maintaining and hiring gas guns
- c) 2026-27 budget will need to have at around \$3000 allocated to facilitate the reconditioning of the gas gun fleet – 3x the usual budget

## Option 2:

- a) Some landowners that routinely hire gas guns may be annoyed or disappointed that the service is no longer available
- b) Landowners may revert to killing game birds unlawfully if they don't have a convenient avenue for disturbance. This would be a low risk as though landowners that kill game birds illegally will already be doing so.

**Recommendations:**

- Council receives this information
- Council resolve on whether to continue maintaining a gas gun fleet to hire to landowners for crop protection, or not.

Yours sincerely,



Craig Deal  
01 Dec 2025

<b>Section</b>	Operational
<b>Contact/Owner</b>	NZC CEO/NZC
<b>Last Review</b>	N/A – New Policy
<b>Next Review</b>	August 2025
<b>Approval</b>	NZC 18/19 August 2023
<b>Effective Date</b>	18/19 August 2023

## 1. PURPOSE

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

This Policy aims to be consistent with the Good Employer requirements of the Public Service Act 2020, sections 73 and 74.

## 2. PRINCIPLES

2.1. The Fish and Game Council's remuneration strategy, systems, policies and processes will:

- a. Support the Fish and Game Council's business strategy and goals, organisational capability and focus on service delivery;
- b. Provide enough flexibility to attract and retain the employees needed both now and into the future;
- c. Ensure affordability and sustainability to meet the standards of fiscal prudence required by licence holders 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 and experience of the employee 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 for similar roles.

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

- a. Fish and Game Council's remuneration strategy and framework;
- b. Individual performance as assessed in performance reviews, and employee contribution to national level projects;

- c. Relevant market pay rates (average of General Market and Local Government benchmarks) to inform salary ranges; and
  - d. Affordability.
- 2.3. A reputable and proven job evaluation system will be used to size roles at Fish and Game.
- 2.4. Job descriptions will be reviewed at least 3 yearly to assess any growth or reduction in complexity and value
- 2.5. As part of any annual remuneration process, employees will be informed of the remuneration range for their role.
- 2.6. All employees will be paid at least the minimum of the range (85%) for the position they hold.
- 2.7. Employees will have the opportunity to progress through the remuneration range to a level commensurate with their assessed performance and experience.
- 2.8. 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 employees (employed under contracts of service) of all Fish and Game Councils.
- 3.2. Contractors are excluded from this Policy and this Policy does not limit any Fish and Game Council's ability to determine the terms of any contractor.
- 3.3. 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.
- 3.4. Permanent employees who commence employment with Fish and Game on or after 1 July will have their remuneration reviewed in the following review year.
- 3.5. Any employee who has worked for less than three months in their role of the performance year is not eligible for a remuneration review.
- 3.6. Casual employees are not eligible for a remuneration review.
- 3.7. Fixed Term employees (of one year or less duration) are not eligible for a remuneration review.
- 3.8. Fixed Term employees greater than one year duration may be eligible for a remuneration review at the Council or manager'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 Chief Executive, will determine the total budget available for increases from the Contestable Fund and allocation for the annual 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 Councils aim to position themselves competitively against the 'Industry and Service' median (Fixed Remuneration<sup>1</sup>), to be able to attract, retain and reward suitably qualified/experienced people. The fixed package includes use of vehicles, additional leave and Kiwisaver contributions over 3%.

---

<sup>1</sup> Fixed remuneration is defined as annualised base salary plus any fixed benefits such as extra leave, a vehicle, extra kiwisaver etc.

## 6. SALARY RANGES

The salary ranges are reviewed once a year against market data supplied by Strategic Pay or other 3<sup>rd</sup> party provider, 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.

If a review of the job size of a particular role is considered necessary, this will be done in consultation with the employee.

## 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 employees 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 of 3 percent. This contribution may not be converted into salary.

## 9. TIMELINE FOR REMUNERATION REVIEW

- 9.1. Regional Managers/CEOs submit applications as one of the Contestable Fund submissions, by 31 March each year for funding for remuneration increase in the next financial year, based on advice from a third-party provider regarding market movements.
- 9.2. The budgets including any contestable fund bids for salary budget increases are 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 each role.
- 9.5. 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 and Councils

Regional leaders have a key responsibility to effectively communicate with their employees 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. Communicate review outcomes to their people;
- b. Model appropriate behaviours, leading by example; and
- c. Seek advice and assistance as appropriate.

#### 10.2. NZC 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 regional managers and CEOs 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.
- e. Ensure regional employee salary information is only retained for the purposes of the review and is destroyed when that review is completed.

#### 11. DOCUMENT MANAGEMENT CONTROL

<b>Prepared by:</b> Jane Hutchings, HR Business Partner
<b>Owned by:</b> NZC/NZC CEO
<b>Authorised by:</b> Fish and Game New Zealand National Council
<b>Date Issued:</b> 18/19 August 2023
<b>Next Review:</b> August 2025

# Memorandum

To: Councillors  
From: Manager  
Subject: Remuneration Policy  
Date: 11<sup>th</sup> December 2025

---

NFGC does not currently have its own Remuneration Policy. The attached policy was developed by NZC in 2023. Regions were consulted on the policy and feedback was taken into account before the final policy was approved by NZC. This policy is used when conducting remuneration reviews annually, in order to maintain national standards, but the region needs to formally adopt it as a regional policy.

## **Recommendations:**

- Council reviews this policy and makes any desired changes before adopting it as a regional policy.

Yours sincerely,



Craig Deal  
01 Dec 2025

## HEALTH AND SAFETY – December 2025

### Background

As part of its commitment to Health and Safety and providing a safe workplace the Council requires a report at each meeting detailing;

1. implementation and adherence to Health and Safety policy / manual
2. any new issues and updates
3. progress with any ongoing issues
4. outcomes of audits and reviews required in the Health and Safety manual
5. any near misses or injuries and any new hazards and how these have been addressed

### Update

<b>1. Development of policy / manual</b>	<b>Status</b>
Policy and Manual is in place.	Current
<b>2. New issues and information</b>	
New personnel safety system being brought into service.	NFGC is now added to a joint account with TrackMe safety system. Next steps are to receive the GPS equipment, familiarise and train staff before implementation.
<b>3. Ongoing issues</b>	
Nil	
<b>4. Audits, reviews, and meetings</b>	
H&S Meetings Vehicle inspections Annual Audits and Reviews	Monthly meetings held. Completed. Recommendations from independent H&S audit are attached as a separate paper. Reviewed chemical spill procedure.
<b>5. Audit Recommendations Progress</b>	
#2	Incident form has been amended to exclude personal information.
#5	Chemical storage course completed by manager. Chemical spill procedure reviewed at recent H+S meeting.
#16	Training register under development.
#18	Waiting on Bodycorp to organise a fire evacuation assessment.
#26	Completed.
<b>6. Near misses, injuries, and hazards</b>	
None to report	



**Craig Deal**  
**Manager**  
**December 2025**

## Executive Limitations Reports

### Northland Fish and Game Council Meeting 11 December 2025

Prepared by: Craig Deal, Manager

Report frequency: Reports as required by ML 4.4.1

---

#### General Comment

The policy ML 4.4.1 requires the Manager to report bimonthly on Financial Planning and Budgeting; Financial condition and activities: Protection of Assets, Programmes and services and Public Affairs. These are regular reports and they are primarily aimed at certification by me that I have complied with the Executive Limitations Policies, or identifying any occasions where I have, either not been able to comply with the policies or there are issues that I believe need to be brought to the Councils attention the format of this report is therefore to certify compliance and note any exceptions.

#### EL 1 Financial Planning and Budgeting

##### *Level Two*

*EL 1.2 Financial Planning for any financial year or the remaining part of financial year shall not deviate materially from the Councils strategic Ends policies, risk financial harm or fail to be derived from a multi year plan.*

#### Report

Expenditure is likely to exceed budget in this FY due to unforeseen costs which will be required. In the effort to modernise our health and safety systems and practices there will be some unplanned costs such as training courses that will need to be completed. I am also going to adopt the TrackMe lone worker safety system which could cost up to \$4000.00 per year. There is a national effort to coordinate this across regions which might save costs.

The repair to the Jack Bisset Wetland Bund Wall may end up costing more than anticipated and has the potential to either result in an operational overspend, or the requirement to draw funding from regional reserves. This will not be fully understood until ground conditions in the wetland allow for work to commence. There is also a possibility that Regional Council will impose additional cost through resource consenting and delays due to processing times.

#### EL 2 Financial Condition

##### *Level Two*

*EL 2.2 With respect to the actual and ongoing financial condition and activities the Manager shall not cause or allow the development of financial harm or material deviation of expenditures from Councils priorities.*

#### Report

Expenditure has been in accordance with the Council priorities and the Councils financial position is sound. A new Triton utility vehicle has been purchased for a price of \$45,207.99 + GST. The old vehicle has been prepared for sale and is on the market currently.

## **EL 6 Protection of Assets**

### ***Level Two***

*EL 6.2 The Manager shall not allow the Councils assets to be unprotected, inadequately maintained or unnecessary placed at risk.*

### **Report**

All of the Councils assets are regularly maintained and serviced by appropriate and experienced personnel. All assets are kept in secure locations and are fully insured against theft, loss or damage. Insurance for vehicles, the vessel, trailers and office contents has been renewed as of 01 September 2025.

## **EL 14 Programmes and Services**

### ***Level Two***

*EL 14.2 The Manager shall not allow programmes and services to be established which are not thoroughly researched prior to commencement and carefully managed, monitored and reviewed.*

### **Report**

No programmes or services have been entered into which do not align with the organisation's purposes or priorities.

## **EL 15 Public Awareness**

### ***Level Two***

*EL 15.2 The Manager shall not approve or in any way support any action or activity or statements to the news media that are derogatory or in any way damaging to Fish and Game New Zealand*

### **Report**

No actions or statements that might generate media attention have been made or supported in this reporting period and the reputation of Northland Fish and Game remains intact.



Craig Deal  
28 November 2025

To: All Councillors  
From: Rachael Quin  
Date: 28 November 2025  
Subject: Financial Report for the period ending 31<sup>st</sup> October 2025

---

### **Revenue**

**Fish & Game Bird Licence Income**           **\$25,259**

The latest national licence sales spreadsheet will be circulated at the Council meeting for Councillor's information.

**NZFG Council Grant**                               **\$94,296**

The first instalment of the NZC grant was made on the 21 November 2025.

**Interest Income**                                   **\$2,209**

All interest is accrued to 31<sup>st</sup> October 2025. The term deposits (73 & 74) mature on 17 February 2026.

**Other Income**                                      **\$932**

This figure includes Greenheart Wetland grazing lease.

**Total Income**                                     **\$122,695**

### **Expenditure**

The current financial situation for the Council is that expenditure is under the budget in most areas. All depreciation has been accumulated to 31 October 2025.

**Total Overheads**                               **\$97,014**

**Total Operating Expenditure**           **\$109,748**

**Net Surplus**                                       **\$12,947**

### **Recommendation**

**That the financial report to the 31 October 2025 be adopted.**

***Rachael Quin***  
***Office Administrator***

# Balance Sheet

Northland Fish and Game Council

As at 31 October 2025

<b>Account</b>	<b>31 Oct 2025</b>
<b>Assets</b>	
<b>Bank</b>	
ASB Cashflow	951.98
Cheque Account	10,122.33
Habitat Development Fund	4,617.12
Savings on Call Account	210,062.58
Term Deposit (73)	200,000.00
Term Deposit (74)	100,000.00
<b>Total Bank</b>	<b>525,754.01</b>
<b>Current Assets</b>	
Accounts Receivable	131,478.68
Accrued Interest	2,562.93
<b>Total Current Assets</b>	<b>134,041.61</b>
<b>Fixed Assets</b>	
Accum Dep Field Equipment	(7,107.15)
Accum Dep Improvements	(41,706.74)
Accum Dep Office Equipment	(26,408.48)
Accum Dep Vehicles	(105,336.83)
Field Equipment	19,915.32
Improvements	140,383.00
Land	278,592.75
Office Equipment	29,951.93
Vehicles	226,102.11
<b>Total Fixed Assets</b>	<b>514,385.91</b>
<b>Total Assets</b>	<b>1,174,181.53</b>
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable	68,137.26
Accrued Expenses	11,380.00
Annual Leave & Time in lieu	38,668.96
Game Bird Habitat Stamp	4.35
GST	3,361.91
Income in Advance	5,910.00
PAYE Clearing	17,155.73
Rounding	0.01
Salmon Endorsement Clearing	20.78
Visa Credit Card - Craig Deal	460.23
<b>Total Current Liabilities</b>	<b>145,099.23</b>
<b>Non-current Liabilities</b>	
Payroll Clearing	(8,439.43)
<b>Total Non-current Liabilities</b>	<b>(8,439.43)</b>
<b>Total Liabilities</b>	<b>136,659.80</b>
<b>Net Assets</b>	<b>1,037,521.73</b>
<b>Equity</b>	
<b>Accumulated Funds</b>	
Current Year Earnings	12,947.11
Accumulated Funds	989,740.00
Transfer To/From Reserves	(330,052.50)
Retained Earnings	22,228.14
<b>Total Accumulated Funds</b>	<b>694,862.75</b>
Asset Replacement Reserve	23,576.96
Non-Resident Levy Reserve	23,989.75
Habitat Development Fund Reserve	4,581.94
Kai Iwi Lakes Fishing Competitions Reserve	1,204.00
NFGC Sports Fish & Game Mgmt Plan Reserve	3,535.00
Habitat Enhancement Programme	4,165.33
Game Bird Habitat Development Reserve	281,606.00
<b>Total Equity</b>	<b>1,037,521.73</b>

## Profit and Loss

Northland Fish and Game Council

For the 2 months ended 31 October 2025

Account	YTD Actual	YTD Budget	YTD Variance	Annual Budget	Unused Budget	% of Budget
<b>Trading Income</b>						
<b>Licence Sales</b>						
Fish Licence Sales	25,240	0	25,240	83,833	(58,593)	30%
Game Bird Licence Sales	19	0	19	145,302	(145,283)	0%
<b>Total Licence Sales</b>	<b>25,259</b>	<b>0</b>	<b>25,259</b>	<b>229,135</b>	<b>(203,876)</b>	<b>11%</b>
Grants NZC	94,296	0	94,296	377,183	(282,887)	25%
Interest Income	2,209	0	2,209	6,421	(4,212)	34%
Other Income	932	0	932	15,900	(14,968)	6%
<b>Total Trading Income</b>	<b>122,695</b>	<b>0</b>	<b>122,695</b>	<b>628,639</b>	<b>(505,944)</b>	<b>20%</b>
<b>Gross Profit</b>	<b>122,695</b>	<b>0</b>	<b>122,695</b>	<b>628,639</b>	<b>(505,944)</b>	<b>20%</b>
<b>Operating Expenses</b>						
<b>Species Management</b>						
1111 Trend Counts	0	0	0	13,000	(13,000)	0%
1116 Mallard Research	0	0	0	1,000	(1,000)	0%
1161 Trout Liberations	0	0	0	4,200	(4,200)	0%
1181 Gamebird Dispersal	0	0	0	2,000	(2,000)	0%
<b>Total Species Management</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20,200</b>	<b>(20,200)</b>	<b>0%</b>
<b>Habitat Protection/Management</b>						
1221 Jack Bisset Wetlands	180	0	180	0	180	0%
1223 Habitat Maintenance	812	0	812	40,000	(39,188)	2%
1225 Flaxmill Development	315	0	315	0	315	0%
1226.1 Underwood Wetland Development	315	0	315	0	315	0%
1228.2 Greenheart Lease/Development	180	0	180	0	180	0%
<b>Total Habitat Protection/Management</b>	<b>1,802</b>	<b>0</b>	<b>1,802</b>	<b>40,000</b>	<b>(38,198)</b>	<b>5%</b>
<b>Participation</b>						
1312 Anglers/Hunters Access Signs	0	0	0	1,000	(1,000)	0%
1313 Ballots/Permits/Liability insurance	0	2,000	(2,000)	2,000	(2,000)	0%
1315 Fishing Comp & Tuition Days	456	500	(44)	500	(44)	91%
<b>Total Participation</b>	<b>456</b>	<b>2,500</b>	<b>(2,044)</b>	<b>3,500</b>	<b>(3,044)</b>	<b>13%</b>
<b>Public Interface</b>						
1412 Mana Whenua Liaison	0	0	0	500	(500)	0%
1423 F&G Website updates & maint.	150	0	150	0	150	0%
1451 Regional A&P Shows	0	0	0	3,000	(3,000)	0%
1453 Office Habitat Print & Poster Material	0	0	0	300	(300)	0%
<b>Total Public Interface</b>	<b>150</b>	<b>0</b>	<b>150</b>	<b>3,800</b>	<b>(3,650)</b>	<b>4%</b>
<b>Compliance</b>						
1511 Ranger Allowance/Mileage	0	0	0	1,500	(1,500)	0%
1531 Court Prosecutions	0	0	0	5,000	(5,000)	0%
<b>Total Compliance</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6,500</b>	<b>(6,500)</b>	<b>0%</b>
<b>Licensing</b>						
1613 Printing Regulation booklets (Fish)	0	0	0	100	(100)	0%
1614 Printing Regulation booklets (Game)	0	0	0	300	(300)	0%
1617 Transaction Fees	32	0	32	0	32	0%
1618 Transaction Fees excl GST	389	0	389	0	389	0%
1631 Commission on Sales - Fish	285	0	285	2,750	(2,465)	10%
1632 Commission on Sales - Game	0	0	0	6,418	(6,418)	0%
<b>Total Licensing</b>	<b>706</b>	<b>0</b>	<b>706</b>	<b>9,568</b>	<b>(8,862)</b>	<b>7%</b>
<b>Councils</b>						
1721 Council Meals	241	333	(92)	2,000	(1,759)	12%
1722 Councillor Travel Reimburse/Accom	0	1,000	(1,000)	6,000	(6,000)	0%
<b>Total Councils</b>	<b>241</b>	<b>1,333</b>	<b>(1,092)</b>	<b>8,000</b>	<b>(7,759)</b>	<b>3%</b>
<b>Planning/Reporting</b>						
1822 Annual Report & Financial Statements	3,000	0	3,000	3,500	(500)	86%
1831 Audit	6,260	0	6,260	8,500	(2,240)	74%
1843 Maritime currency and qualifications	120	0	120	3,800	(3,680)	3%
<b>Total Planning/Reporting</b>	<b>9,380</b>	<b>0</b>	<b>9,380</b>	<b>15,800</b>	<b>(6,420)</b>	<b>59%</b>

<b>Overheads</b>						
<b>Salaries</b>						
1911 Salaries	56,778	61,832	(5,054)	371,000	(314,222)	15%
Kiwisaver Contributions	1,710	1,850	(140)	11,100	(9,390)	15%
1913 Seasonal Contractor	1,219	0	1,219	5,000	(3,781)	24%
1914 Allowances	406	0	406	1,800	(1,394)	23%
<b>Total Salaries</b>	<b>60,113</b>	<b>63,682</b>	<b>(3,569)</b>	<b>388,900</b>	<b>(328,787)</b>	<b>15%</b>
<b>Staff Expenses</b>						
1921 ACC Levy	786	0	786	1,000	(214)	79%
1922 Fringe Benefit Tax	2,552	0	2,552	7,500	(4,948)	34%
1923 Staff Training	430	0	430	2,400	(1,970)	18%
1924 Health & Safety (OSH)	157	0	157	2,000	(1,843)	8%
1925 Staff Expenses	32	0	32	4,100	(4,068)	1%
1926 Staff Uniforms	0	0	0	500	(500)	0%
<b>Total Staff Expenses</b>	<b>3,957</b>	<b>0</b>	<b>3,957</b>	<b>17,500</b>	<b>(13,543)</b>	<b>23%</b>
<b>Office Premises</b>						
1941 Rent	6,333	6,666	(333)	40,000	(33,667)	16%
1942 Office Premises Rates (inc Water)	2,760	0	2,760	8,800	(6,040)	31%
1943 Office Maintenance	0	0	0	500	(500)	0%
1944 Insurance (mgmt fees)	490	0	490	500	(10)	98%
1945 Power	588	0	588	2,600	(2,012)	23%
1946 Office Security	100	0	100	1,000	(900)	10%
<b>Total Office Premises</b>	<b>10,271</b>	<b>6,666</b>	<b>3,605</b>	<b>53,400</b>	<b>(43,129)</b>	<b>19%</b>
<b>Office Equipment</b>						
1951 Purchases (Under 2,000) Office Equipment	0	0	0	1,500	(1,500)	0%
1952 Asset Replacement/Depreciation	597	0	597	0	597	0%
1953 Equipment Maintenance	0	0	0	400	(400)	0%
1954 Equipment/Contents Insurance	1,136	0	1,136	500	636	227%
<b>Total Office Equipment</b>	<b>1,733</b>	<b>0</b>	<b>1,733</b>	<b>2,400</b>	<b>(667)</b>	<b>72%</b>
<b>Communications/Consumables</b>						
1961 Telephone/fax/Internet	856	0	856	6,000	(5,144)	14%
1963 Courier/Freight	0	0	0	1,000	(1,000)	0%
1964 Stationery	34	0	34	1,000	(966)	3%
1965 Photocopier	256	0	256	1,800	(1,544)	14%
1966 Computer Expenses	874	0	874	6,000	(5,126)	15%
<b>Total Communications/Consumables</b>	<b>2,020</b>	<b>0</b>	<b>2,020</b>	<b>15,800</b>	<b>(13,780)</b>	<b>13%</b>
<b>General</b>						
1972 Subscription	89	0	89	500	(411)	18%
1974 Bank Charges	41	0	41	0	41	0%
1975 General (inc Petty Cash)	49	0	49	900	(851)	5%
1976 Public & Statutory Liability Insurance	1,629	0	1,629	1,500	129	109%
<b>Total General</b>	<b>1,808</b>	<b>0</b>	<b>1,808</b>	<b>2,900</b>	<b>(1,092)</b>	<b>62%</b>
<b>General Equipment</b>						
1981 Purchases (Under 2000) Field Equipment	0	0	0	1,500	(1,500)	0%
1982 Asset Replacement Field Equipment	442	0	442	0	442	0%
1983 Field Equipment Maintenance	0	0	0	500	(500)	0%
1985 Equipment Hire/Rental	0	0	0	500	(500)	0%
<b>Total General Equipment</b>	<b>442</b>	<b>0</b>	<b>442</b>	<b>2,500</b>	<b>(2,058)</b>	<b>18%</b>
<b>Vehicle Expenses</b>						
1991 Purchases (Under 2,000) Vehicles	0	0	0	600	(600)	0%
1992 Asset Replacement -Vehicles	2,605	0	2,605	0	2,605	0%
1993 Vehicle Maintenance	1,707	0	1,707	6,500	(4,793)	26%
1994 Vehicle Insurance	6,300	0	6,300	7,000	(700)	90%
1995 Vehicle Registration	1,059	0	1,059	1,000	59	106%
1996 Vehicle Fuel & RUC	1,481	0	1,481	16,000	(14,519)	9%
1997 General Trailer Maintenance	0	0	0	500	(500)	0%
1999.1 Boat Maintenance	3,086	0	3,086	800	2,286	386%
1999.3 Polaris ATV	432	0	432	1,600	(1,168)	27%
<b>Total Vehicle Expenses</b>	<b>16,671</b>	<b>0</b>	<b>16,671</b>	<b>34,000</b>	<b>(17,330)</b>	<b>49%</b>
<b>Total Overheads</b>	<b>97,014</b>	<b>70,348</b>	<b>26,666</b>	<b>517,400</b>	<b>(420,387)</b>	<b>19%</b>
<b>Total Operating Expenses</b>	<b>109,748</b>	<b>74,181</b>	<b>35,567</b>	<b>624,768</b>	<b>(515,020)</b>	<b>18%</b>
<b>Net Profit</b>	<b>12,947</b>	<b>(74,181)</b>	<b>87,128</b>	<b>3,871</b>	<b>9,076</b>	<b>334%</b>

## Aged Receivables Summary

Northland Fish and Game Council

As at 31 October 2025

Ageing by due date

Contact	Current	< 1 Month	1 Month	2 Months	3 Months	Older	Total
Fish & Game, Eyede Solutions Ltd for	23,038.67	0.00	0.00	0.00	0.00	0.00	23,038.67
New Zealand Fish and Game Council	108,440.01	0.00	0.00	0.00	0.00	0.00	108,440.01
<b>Total</b>	<b>131,478.68</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>131,478.68</b>
<b>Percentage of total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>

## Aged Payables Summary

Northland Fish and Game Council

As at 31 October 2025

Ageing by due date

Contact	Current	< 1 Month	1 Month	2 Months	3 Months	Older	Total
<b>Aged Payables</b>							
BDMA Revolution	172.50	0.00	0.00	0.00	0.00	0.00	172.50
BDO Northland	7,199.00	0.00	0.00	0.00	0.00	0.00	7,199.00
Boutique Body Corporate Ltd	1,522.03	0.00	0.00	0.00	0.00	0.00	1,522.03
BP Oil New Zealand Ltd	906.10	0.00	0.00	0.00	0.00	0.00	906.10
Eastern Fish & Game Council	107.53	0.00	0.00	0.00	0.00	0.00	107.53
Evolve Outdoors Group	467.37	0.00	0.00	0.00	0.00	0.00	467.37
Fish & Game, Eyede Solutions Ltd for	427.50	0.00	0.00	0.00	0.00	0.00	427.50
GAS AND TYRE LIMITED WHANGAREI	0.00	35.01	0.00	0.00	0.00	0.00	35.01
Greenheart MFV Ltd	148.53	0.00	0.00	0.00	0.00	0.00	148.53
Marsden Truck Wash	27.60	0.00	0.00	0.00	0.00	0.00	27.60
Mitsubishi Motors NZ Ltd	51,989.19	0.00	0.00	0.00	0.00	0.00	51,989.19
New Zealand Fish and Game Council	69.00	0.00	0.00	0.00	0.00	0.00	69.00
Northland Business Systems Limited	177.27	0.00	0.00	0.00	0.00	0.00	177.27
Pacific Motor Group	1,803.63	0.00	0.00	0.00	0.00	0.00	1,803.63
Powershop	272.28	0.00	0.00	0.00	0.00	0.00	272.28
SprayShop Limited	933.42	0.00	0.00	0.00	0.00	0.00	933.42
TSC IT Consultants	376.23	0.00	0.00	0.00	0.00	0.00	376.23
Whangarei District Council	1,503.07	0.00	0.00	0.00	0.00	0.00	1,503.07
<b>Total Aged Payables</b>	<b>68,102.25</b>	<b>35.01</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>68,137.26</b>
<b>Total</b>	<b>68,102.25</b>	<b>35.01</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>68,137.26</b>
<b>Percentage of total</b>	<b>99.95%</b>	<b>0.05%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>

## CORRESPONDENCE

**September 2025 to August 2026**

### Inward

No.	DATE	FROM	SUBJECT	FILED
1807	19/09/2025	Hon James Meager	Sports Fish and Game Management Plans	Craigs emails
1808	21/11/2025	Hon James Meager	Fish and Game Reform update	C:\Users\Craig\NZ Fish & Game\Northland - Documents\1900 ADMINISTRATION\Correspondence\Incoming
1809	21/11/2025	Hon James Meager	Fish and Game Reform update Q+A document	C:\Users\Craig\NZ Fish & Game\Northland - Documents\1900 ADMINISTRATION\Correspondence\Incoming

### Outward

No.	DATE	SENT TO	SUBJECT	FILED
927	4/09/2025	Nicholas Walsh	Response to letter querying season length	Northland - Documents\1900 ADMINISTRATION\Correspondence\Outgoing\L etter to N Walsh - 4 Sep 2025.doc
928	31/10/2025	Hon James Meager	Response to letter JMC-725 re Sports Fish & Game Management Plan time extension	Northland - Documents\1900 ADMINISTRATION\Correspondence\Outgoing\ Northland Fish and Game Council - Response to JMC-725 - 28 Oct 2025.doc