



New Zealand Fish and Game Council

BOARD PACK

for

NZC Extraordinary meeting - 177

Thursday, 23 October 2025

7:30 pm (NZDT)

Held at:

Teams Meeting

Microsoft Teams

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AGENDA

NZC EXTRAORDINARY MEETING - 177



Name:	New Zealand Fish and Game Council
Date:	Thursday, 23 October 2025
Time:	7:30 pm to 8:00 pm (NZDT)
Location:	Teams Meeting, Microsoft Teams https://teams.microsoft.com/l/meetup-join/19%3ameeting_NzhIZTNjMjMtNTNIYi00YzgwLWJkMzctNzIzODRmY2ZIN2Fi%40thread.v2/0?context=%7b%22Tid%22%3a%228fe7a0b5-5d63-4589-bb23-c70d2971f612%22%2c%22Oid%22%3a%228d3a039c-6c43-4b5e-8c6b-449959af33a6%22%7d
Board Members:	Barrie Barnes (Chair), Bill O'Leary, DAVE COLL, Dave Harris, Euan Williamson, Greg Duley, Mark Sceats, Mike Barker, Romon Sargeson, Sam Speight, Steve Haslett
Attendees:	Corina Jordan, Daniel Isbister, Debbie Oakley , Graeme Nahkies, Helen Brosnan, Richard Cosgrove, Rosamond Connelly

1. Opening Meeting

1.1 Apologies

1.2 Interest Register

Barrie Barnes

For Noting

Supporting Documents:

1.2.a	NZC Member Interests Register - MASTER.docx	5
1.2.b	Interests Register	8

2. Major Decisions and Discussions

2.1 Fish & Game Reform Select Committee case proposal and budget requests 7:30 pm (60 min)

Corina Jordan

For Decision

Supporting Documents:

2.1.a	Extraordinary meeting cover paper -FINAL.docx	9
2.1.b	Appendix 1 - DRAFT Project Plan for Fish and Game Bill.docx	13
2.1.c	Appendix 2 - Scope and timing of implementation.docx	18
2.1.d	Appendix 3 - Kahu Fee Proposal.pdf	45
2.1.e	Appendix 5 - reforms comms plan.docx	48

3. Close Meeting

3.1 Close the meeting

Next meeting: No date for the next meeting has been set.

Register of Fish & Game NZ Council Member Interests

Interests that should be declared in order for potential conflicts to be considered are:

- Directorships, including non-executive directorships held in companies or organisations.
- Ownership or part-ownership of private companies, businesses or consultancies likely or possibly seeking to do business with Fish & Game NZ.
- Any interest in any company/organisation that provides or may provide services or support to Fish & Game NZ.
- Any interest where a contract in which they or any person connected with them has any pecuniary interest, direct or indirect, the council member shall declare their interest by giving notice to the Fish & Game NZ as soon as practicable.

Barrie Barnes	
Position	F&G NZ Council (Chair)
Responsibilities	Executive Committee (Chair) Future Finance Working Group (ex officio) Future Structure Working Group (ex officio)
Term	2021 – 2024 Feb 2023 (Elected Chair)
Interests	Declared: 23/08/22
Owner	I Love Fly Fishing
Treasurer	North Shore Flyfishers Inc
Foundation Member	Alpha Pistol Club
Darryl Reardon	
Position	F&G NZ Council Member
Responsibilities	Future Structure Working Group member
Term	2021 - 2024
Interests	Declared: 10/12/21 - <i>Nothing to Declare</i>
Dave Harris	
Position	F&G NZ Council Member
Responsibilities	Future Structure Working Group member
Term	2021 - 2024
Interests	Declared: 4/12/21 - <i>Nothing to Declare</i>
Dave Coll	
Position	F&G NZ Council Member
Responsibilities	Executive Committee member
Term	2021 - 2024
Interests	Declared: 4/12/21 - <i>Nothing to Declare</i>

Gerard Karalus	
Position	F&G NZ Council Member
Responsibilities	Future Structure Working Group (Chair) Future Finance Working Group (ex officio as FSWG Chair)
Term	2021 - 2024
Interests	Declared: 4/12/21
Member	Tongariro & Lake Taupo Anglers Club
Owner/occupier	Misty Creek Trust (small beef farmer)
Dean Phibbs	
Position	F&G NZ Council Member
Responsibilities	Future Finance Working Group (Chair) Executive Committee member
Term	2021 - 2024
Interests	Declared: 7/12/21
General Manager Finance	Buller Holdings Ltd
Trustee	Buller Electric Power Trust
Debbie Oakley	
Position	F&G NZ Council Member
Responsibilities	Future Finance Working Group Executive Committee member
Term	2021 - 2024
Interests	Declared: 4/12/21
Director/shareholder	Several horticultural companies/entities (Kiwifruit growers)
Greg Duley	
Position	F&G NZ Council Member
Responsibilities	Executive Committee member
Term	2021 - 2024
Interests	Declared: 4/12/21 & 23/08/22
NZ Hunter	Magazine & TV Show
Member	New Zealand Conservation Authority

Linn Koevoet	
Position	F&G NZ Council Member
Responsibilities	Central South Island Regional Council (Chair)
Term	2021 - 2024
Interests	Declared: 4/12/21
Administration & Committee member	Waitaki River Volunteer Salmon Hatchery
Sector Coordinator	Civil Defence
Tom Kroos	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 - 2024
Interests	Declared: 23/08/22
Company Director	Wildlife Services Ltd
Mike Barker	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 - 2024
Interests	Declared: 28/11/23
Trustee	Mata Au Sports Fish Trust
Steve Haslett	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 - 2024
Interests	Declared: 10/02/23
Advisor	Environmental Health Intelligence NZ (including water quality) - Statistical Research
Extended Family	ECAN/Brother-in-law Chair of Risk, Finance & Audit Committee

Interests Register

New Zealand Fish and Game Council



As of: 23 Oct 2025

Person	Organisation	Active Interests	Notice Date
Barrie Barnes	Alpha Pistol Club	Foundation Member	23 Aug 2022
	I love Fly Fishing	Owner	23 Aug 2022
	North Shore Flyfishers Inc	Treasurer	23 Aug 2022
Bill O'Leary	Nelson Conservation Board	Board Member	19 Apr 2024
Greg Duley	New Zealand Conservation Authority	Member	23 Aug 2022
	NZ Hunter - Magazine and TV Show	Owner	4 Dec 2021
Mike Barker	Mata Au Sports Fish Trust	Trustee	28 Nov 2023
Steve Haslett	ECAN/Brother-in-law Chair of risk, Finance & Audit committee	Extended Family	10 Feb 2023

Fish & Game Bill

New Zealand Fish and Game Council Extraordinary Meeting 177 23 October 2025

Prepared by: Helen Brosnan, Senior Policy Advisor, NZ Fish & Game Council

Kōrero taunaki - Summary of considerations

Purpose

This report seeks approval for a further \$85,000 funding to be allocated from the RMA fund to support the Fish & Game Bill submission writing process.

Financial considerations

At meeting 176 (August 2025, item 2.4a) the New Zealand Council agreed to re-purpose RMA funding of \$15,000 from the "inputs control" funding to assist with paying for legal expertise to analyse the Fish and Game Bill.

Additional fee proposals have been obtained for the submission writing component of this work, and it has now been confirmed that a total of \$80,000 will be required, including the \$15,000 already granted.

In addition to this funding, it is also suggested that you approve a further contingency spend of \$20,000 from the RMA fund related to the select committee process work, bringing the total budget to \$100,000 if required.

Risk

Low Medium High Extreme

Ngā taunaki -- CEO Recommends

That the New Zealand Fish & Game Council:

1. **Receive** the information included in this paper regarding the Fish & Game Bill.
2. **Agree** to fund up to \$85,000 additional funding from the RMA pool fund to support the select committee submission writing process relating to the Fish and Game Bill [In addition to the \$15,000 approved at meeting #176].
3. **Notes** that as of 30 September 2025, the RMA fund has committed funds of \$415,073. The remaining uncommitted funds of \$255,555 are available for new cases. This includes the RMA fund top-up of \$100k that was applied to

the fund on 1 September 2025. If the proposed funding for the select committee work is agreed, the remaining RMA fund will be \$170,555.

Executive Summary - Whakarāpopoto

4. The Minister for Hunting and Fishing has indicated that our functions will change under the proposed Fish & Game Bill.
5. The Minister for Hunting and Fishing has confirmed that we can submit during the select committee process.
6. A project plan for the Fish and Game reform process, particularly phase 1 involving the select committee process, is attached in Appendix 1.
7. Appendix 2 outlines key issues for the submission and draft implementation timetable.
8. We have started working on other issues that may be worth highlighting during this process. This work is in draft form, so we will not share it at this stage in time. This may be finalised for consideration at the December NZC meeting number 178.
9. We have obtained a fee proposal from Kahu for planning expertise which is attached as Appendix 3. A fee proposal from Alison Gordon for legal expertise will be provided as a late attachment. We estimate the proposal from Alison Gordon will be in the order of \$40,000.
10. Up to \$100,000 will be required for expert advice and support to prepare for the select committee process and present the most compelling advice possible. This is a once-in-a-generation opportunity to assist Parliament in deciding on the future of Fish & Game. It is critical that we ensure that all the relevant considerations are on the table. It is proposed that funding is reallocated from the RMA fund to allow the select committee preparation to proceed.

Background - Takenga mai

11. The Fish and Game Bill is set to be notified at the end of October / beginning of November 2025. Therefore, the decision from NZC to fund the submission writing phase cannot wait until December meeting. We are starting to prepare evidence and write the submission now.
12. Full details of the proposals are set out in Appendix 2 key issues document. Information is also available on the Fish & Game website¹. The changes include policy settings, functional support, issuing of licences, allocation of funding, performance reporting, reporting to DOC, modernising Fish and

¹ [Fish & Game Reforms - Fish & Game](#)

Game, Ministerial Powers, governance, electoral procedures, NZ Council membership, Fish and Game Council membership, behaviour while in office, fees and expenses and mergers of Fish and Game regions.

Considerations for decision-making - Whai whakaaro ki ngā whakataunga

Financial Implications

13. There is currently only \$15,000 approved funding from the RMA fund to undertake this work.
14. Fee proposals suggest that a minimum of \$80,000 will be needed with a further contingency of \$20,000 should other experts be required. Ideally, a total of \$100,000 will be made available to fund the submission writing and select committee process. However, staff will be looking for opportunities for efficiency and will return any funds not required to the RMA fund.

Legislative Implications

15. The Fish & Game Bill will require parliamentary approval and will amend the Conservation Act. Legal advice will help identify how the proposed changes interact with our existing statutory functions and obligations.

Section 4 Treaty Responsibilities

16. Treaty responsibilities have not been detailed in the consultation materials to date. Legal advice will help assess any implications for our Section 4 obligations under the Conservation Act.

Policy Implications

17. The Fish and Game Bill involves a number of corporate policies as detailed in the consultation documents.

Risks and Mitigations

18. The main risk is proceeding without sufficient understanding of the legal implications of the proposed changes. Professional legal advice will enable informed decision-making and effective participation in the legislative process.

Consultation

19. Staff have received updated information from the Minister for Hunting and Fishing following the online meeting for elected members. Regional managers have requested clarity on the organisation's approach to the proposed changes and suggested that licence holders be informed and encouraged to participate in the select committee process.

20. Licence holder communication will occur following Council decisions, with a communications plan developed to support their participation in the democratic process.
21. The draft communications plan is attached as Appendix 5.

Next actions - Ngā mahinga e whai ake nei

22. Next steps include engaging legal counsel to review the bill and provide advice on implications, further refining the communications plan for licence holder engagement, monitoring DOC communications about the select committee process, and preparing to provide informed input during the legislative process.

Attachments

Appendix 1 – Draft Project Plan

Appendix 2 – Table 1 Submission points and implementation timetable

Appendix 3 – Kahu Fee Proposal - Planner work for F&G Bill Submission

Appendix 4 – Alison Gordon Fee proposal - LATE PAPER

Appendix 5 – Draft Communications Plan

Draft Project Plan for Fish and Game Bill

Executive Summary

\$15k funding was re-allocated at meeting 176. NZC workshop will be held to present additional fee proposals for submission phase of work. An additional \$85k will be applied for via an extra ordinary meeting due to occur in October 2025.

Fee proposals need to be sought to start work on specified policies and projects for the implementation phase of this work.

Further overview and information on this proposal is available on the DOC¹ and Fish and Game² website, including an overview of changes from the Minister for Hunting and Fishing. This work supersedes the 2021 ministerial review of Fish and Game.

Key outcomes sought

Phase 1 – Select Committee Process

To support Fish and Game's advocacy in representing the interests of hunters and anglers, and the recognition of sports fish and game birds and their habitats in the Fish and Game reform. The public consultation phase is due to commence at the end of October or early November. We need to provide sector input into the Bill before it is reported back to the House.

Key Actions:

1. Bill introduction and referral

- Bill introduced and given first reading.
- Referred to the Environment Select Committee.

2. Preparation for submissions – notification due end Oct / early Nov 2025

- Develop stakeholder engagement plan (Fish & Game Councils, licence holders, iwi, DOC, conservation NGOs, regional councils, hunters, anglers).
- Prepare summary material outlining key proposals for public and stakeholder submissions. Pre-write some parts of submission and any evidence required.

3. Select Committee hearings – Feb 2026 tbc

- Coordinate written and oral submissions from licence holders, councils, and stakeholders.
- Provide NZC and regional council representatives to give evidence.

¹ [Briefing: Final policy decisions to strengthen and modernise Fish and Game](#)

² [Fish & Game Reforms - Fish & Game](#)

4. Select Committee deliberations

- a. Provide supplementary departmental advice (from DOC and Minister's office).
- b. Respond to technical drafting queries.

5. Report back to Parliament

- a. Incorporate agreed amendments.
- b. Prepare departmental briefing for second reading.

6. Commencement Date and timeline for implementation (see Phase 2 below)

Deliverables:

- Comprehensive submission package.
- Evidence and advice provided to Committee.
- Finalised amended Bill reported back.

Key responsibilities, Phase 1

Name	Organisation / expertise	Funding
Corina Jordan	F&G CEO	\$130k + \$15k RMA fund meeting 175 \$85k application to be decided by NZC October 25
Richie Cosgrove	CCO	
Maggie Tait	Internal and external communications	
Helen Brosnan	Case manager - submission production	Application for additional funding NZC funding October 2025
NZC Staff	Advice on implementation of F&G reform	
Lawyer	Alison Gordon	\$40k tbc
Planning Support	Kahu	\$40k

Phase 1 - Project timeline

Funding application

Start preparing submission and expert evidence

Notification of Fish and Game Bill

Communications and Submission Writing, close of submissions

Select committee process including supplementary evidence

2nd and 3rd reading of Bill and Royal Assent (anticipated by July 2026).

Phase 2 – Implementation Process and preparation

This work has commenced and some work will commence once further details are provided in the Bill and Select Committee decisions. Otherwise most items will need to be phased in after commencement date so that funding is provided for the work to be done to provide for the change management process.

Phase 2 - Key Responsibilities

Name	Organisation / expertise	Funding
Corina Jordan	F&G CEO	Implementation budget for Feb 2026 meeting
Richie Cosgrove	CCO	
Maggie Tait	Internal and external communications	
Funding allocation policy	Consultant	DOC to sign off
One annual report	Consultant	Tender for services
Adrienne Murray H&S and HR policies	Other consultants	
Other funding and features needed to share services Eg HR System EG H&S system		Progressing these systems

Other Stakeholders that we will work closely with

We will endeavour to work closely with other eNGOs and Game Animal Council and Herenga a Nuku (Outdoor Access Commission).

Key tasks and deliverables

- Develop communications plan
- Develop submission and supplementary information
- Fund and prepare additional work to implement items that will come into legislation.

Resources – Funding and cost code

Phase 1 - Funding of up to \$100k has been applied for phase 1 of this project (amount to be confirmed at meeting 177). The project code for this project is 175 and 177 as funding was approved at these two meetings.

Phase 2 – fee proposals and funding for phase 2 tbc.

Reporting

We will report progress on this project at each NZC meeting and more frequently as required.

Project Risks

Other organisations could continue to call for our advocacy function to be removed. We will need to anticipate issues such as this and ensure that our submissions are robustly written covering any consideration of select committee.

Communications

When the Bill is notified we will analyse the actual wording and finalise the draft communications plan. This will include briefing to members, all staff and the team who will be writing our submission.

If we think an issue is going to be highly contentious, or adversely affect our social licence we will discuss these proposals with the exec of NZC.

Record keeping

Public submissions are public information so we will endeavour to include all our submissions on our web site. Direct emails to government departments will not be public information unless requested under official information requests.

Advice sought from consultant experts will generally be legally privileged until our overall submission is finalised (where it will become public information).

Supplementary evidence provided after select committee hearings may be considered as legally privileged or be public information as part of the select committee process.

[In Confidence]

iAppendix One – Schedule of Legislative Amendments for Fish and Game Governance and Organisational Improvements Amendment Bill

Key to abbreviations used in table:

NZC = New Zealand Fish and Game Council; **FGC** = Fish and Game Council;

CA = Conservation Act 1987; **FFR** = Freshwater Fisheries Regulations 1983; **FGCER** = Fish and Game Council Elections Regulations 1990; **SFGMP** = sports fish and game management plan;

WA = Wildlife Act 1953; **WR** = Wildlife Regulations 1955; **TFR** = Taupo Fishery Regulations 2004

Implementation Timing assumes Royal Ascent occurs before 1 August 2026 – Y1 1 Sept 2027; Year 2 1 Sept 2028

No.	Summary of problem	Summary of proposed changes	Support / Oppose / Which Legislation or New Provision?	Implementation Timing
	Functions			
	Nationwide policy consistency			
1.	<i>General</i> NZC is responsible for coordinating the work of FGCs but has no function to develop policies for the work of FGCs. This impedes national coordination of work by FGCs.	The NZC to have the ability to develop national policies for the work of Fish and Game, both NZC and FGCs. These would be non-binding (except for certain specified areas (described below)) to maintain the independence of FGCs in their regional work.	Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC).	Phase 1: day after Royal Assent

[In Confidence]

2.	<p><i>Compliance</i> Each FGC can decide its own policy for ensuring compliance with hunting and fishing regulations. This creates inconsistency of treatment across different regions, and raises questions about natural justice.</p>	<p>To create consistency of approach across councils, the NZC, in consultation with FGCs, to set policy binding on FGCs for things such as:</p> <ul style="list-style-type: none"> • How compliance activity is conducted (e.g., standards of behaviour and approach) • How compliance activity is reported • Spatial coverage of compliance work • How to apply any approved infringement policy in different circumstances (the Minister to continue to approve any infringement policy as set out in s.26HA(2) of CA). <p>The NZC, in consultation with FGCs, to set the minimum levels of compliance work undertaken by FGCs for this key activity.</p>	<p>Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC).</p>	Y1 1/9/2027
3.	<p><i>Monitoring</i> Each FGC can decide its own policy for resource and activity monitoring in its region, sometimes resulting in incomplete or inconsistent national-level data. This impedes national coordination and prioritization of effort.</p>	<p>To create consistency of approach for monitoring activity (as set out in s.26Q(1)(a) of the CA) the NZC, in consultation with FGCs, to set policy binding on FGCs for things such as:</p> <ul style="list-style-type: none"> • Standardised methodologies for conducting monitoring activity – including monitoring of sports fish and game resources, licence holder activity and satisfaction, and habitat condition • Spatial coverage of different types of monitoring • Standardised reporting of data. <p>The NZC, in consultation with FGCs, to set the minimum levels of monitoring work undertaken by FGCs for this key activity.</p>	<p>Support F&G bill to provide detail in addition to s26Q (1) (a) of the Conservation Act?</p>	Y1 1/9/2027

[In Confidence]

4.	<p><i>Corporate</i> Each FGC sets its own corporate, business, and personnel policies and processes, leading to duplication of effort and inconsistent standards and staff salaries across regions.</p>	<p>To create consistency of approach and systems for corporate activity, the NZC, in consultation with FGCs, to set policy binding on FGCs for things such as:</p> <ul style="list-style-type: none"> • Business processes and systems • Corporate policies • Health and safety (minimum standards) 	<p>Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC).</p>	<p>Phase 1: day after Royal Assent</p>
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DOC-10232220

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
		<ul style="list-style-type: none"> Personnel policies (including staff conditions). This will ensure consistency of approach across the organisation, providing greater efficiencies, and enabling better planning and staff management. 		
5.	<p><i>Advocacy</i> Some FGC advocacy work and court action has been contrary to wider Fish and Game interests, but the NZC has no way to intervene.</p>	<p>To create consistency of approach across councils and protect the interests of Fish and Game as a whole, the NZC, in consultation with FGCs, to set policy binding on FGCs for things such as:</p> <ul style="list-style-type: none"> General advocacy undertaken by FGCs to advance the interests and aspirations of anglers and hunters (including, potentially, a national advocacy strategy) Advocacy undertaken by FGCs via statutory planning processes to advance the interests and aspirations of anglers and hunters FGC appearances before courts and tribunals. <p>To ensure court action is timely but well considered, court proceedings, other than for enforcing offences, may only be filed by regional Fish and Game councils with the authorisation of the National Council or the responsible Minister as appropriate.</p> <p>Additionally, all FGC court action to be subject to the direction of the NZC, except when the FGC is challenging the NZC or another FGC.</p> <p>NZC to be empowered to intervene in local advocacy actions undertaken by FGCs when such actions are contrary to the agreed-upon binding advocacy policy.</p>	<p>Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC).</p>	<p>Ministerial priority so may be needed by Royal Assent.</p>

[In Confidence]

6.	<p><i>Sports Fish and Game Management Plans</i> NZC has no ability to determine policy content of sports fish and game management plans (SFGMPS) in the areas where the NZC can set policy binding on FGCs (see above).</p>	<p>To create consistency of approach across councils, the NZC, in consultation with FGCs, to determine minimum provisions for inclusion in draft SFGMPs prepared by FGCs in relation to:</p> <ul style="list-style-type: none"> • compliance and enforcement • monitoring of resources, and licence holder activity and satisfaction • statutory planning processes. 	<p>Completed Note NZC has already adopted SFGMP policy which has already provided for this item.</p> <p>Additional Issue Otago Fish and Game has suggested that there could be one SFGMP to cover all regions</p>	Immediate
	Functional support			
7.	<p><i>NZC Work Plan</i> The NZC is to have new operational functions and responsibilities, and appropriate transparency and accountability is needed.</p>	<p>The NZC to be required to prepare an annual operational work plan (as FGCs do currently). This will deliver transparency and accountability by providing outcomes and measures to report against (see also rows below).</p>	<p>Support New provision in F&G Bill to sit along side other annual report requirements in the Conservation Act such as s26I.</p>	Y1 1/9/2027
8.	<p><i>Specialist staff</i> The small size of many FGCs often prevents the engagement of specialist staff, and sharing staff between regions is administratively difficult.</p>	<p>The NZC to have a new function to provide specialist expertise to FGCs – such as planners, ecologists, scientists, lawyers, accountants, etc – who can work across several regions. Such staff may be located in the regions they work.</p>	<p>Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC) to enable employment of specialist staff by NZC.</p>	Phase 1: day after Royal Assent
9.	<p><i>Servicing and reporting</i> The servicing of councillors and business planning and performance reporting need to receive adequate attention and support.</p>	<p>The NZC to have a new function to determine, in consultation with FGCs, minimum work programmes to be implemented by FGCs in relation to the key activities of:</p> <ul style="list-style-type: none"> • the servicing of FGC meetings and support to councillors • annual business planning and performance monitoring. 	<p>Support New provision in F&G Bill to sit along side other annual report requirements in the Conservation Act such as s26I.</p>	Phase 1: day after Royal Assent

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
		The NZC to have a responsibility to ensure that FGC minimum work programmes for all key activities (including rows 2 and 3 above) are adequately funded.		
10.	<p><i>Templates and timeframes</i></p> <p>Each FGC may decide its own structure and format for work planning, annual reporting, and SFGMPs, which can lead to inconsistencies across councils and make comparisons difficult.</p> <p>Time delays can cause problems in collation work undertaken by the NZC.</p>	<p>The NZC to have a new function to determine the forms and templates to be used by FGCs in all work planning, performance reporting, and SFGMPs.</p> <p>Clarify that the NZC may determine processes and timeframes for work planning, annual reporting and the preparation of Anglers and Game Notices.</p>	<p>Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC) to enable employment of specialist staff by NZC.</p> <p>F&G Bill to include new function for NZC to provide templates for performance reporting, SFGMP, OWP, annual reporting and Anglers Notice preparation.</p>	<p>Immediate templates ready to go list here:</p> <p>Y1 1/9/2027 other templates that will need to be developed and started after first year:</p>
	Issuing of licences			

[In Confidence]

11.	FGCs currently issue all licences, and collect all revenue, requiring multiple handling of money via inefficient redistribution mechanisms.	<p>The NZC to issue all sports fishing and game hunting licences and receive all fee revenue.</p> <p>Licences are currently sold via a central website – licence holders buy directly from website, and licence sales agents sell via a portal to this website. This method of selling licences would continue. The website is operated by a specialist contractor.</p> <p>To maintain clarity, rename “Special licences” as “Special permits” in FFR.</p>	Support	Phase 1: day after Royal Assent
	Allocation of funding			
12.	<p>Allocation of funding (derived from licence fee revenue) among FGCs has been problematic since licences issued by FGCs became valid nationwide.</p> <p>Annual allocation of funding to each FGC (after redistribution by NZC) is based largely on the level of funding received by each FGC in previous years. This means management effort is not always directed to areas of greatest potential benefit to licence holders.</p>	<p>Allocation of funding among FGCs to be determined by the NZC according to a funding model set in secondary legislation (<i>regulations or Gazette to be determined</i>).</p> <p>The funding model (yet to be fully developed) is expected to direct the bulk of funding to FGC regions in proportion to the level of licence holder activity in each region, while ensuring funding for key activities (see above), national research, and NZC work, and include a contestable fund.</p> <p>The NZC to have a new function to develop, in consultation with FGCs, a financial strategy.</p>	Support	Collection from Royal Assent, funding model in place for 2027/28 financial year
	Transparency and reporting			
	Performance reporting			

[In Confidence]

13.	<p><i>Performance measures</i> Operational work planning lacks accountability and transparency, and is not aligned with existing annual reporting requirements for Fish and Game</p>	<p>NZC and FGC annual operational work plans to be required to include:</p> <ul style="list-style-type: none"> • A concise explanation of what each class of outputs is intended to achieve • A concise explanation of how the performance of each class of outputs will be assessed. <p>NZC and FGC annual operational work plans to be considered final once dated and signed by the Chair and the Manager of the respective FGC or NZC.</p>	<p>Support F&G bill to include new section prescribing content of OWP. Recommend strike out section 26Q (3) (a – e) and include all OWP provisions for NZC and regions in the F&G Bill.</p>	<p>2027/28 Financial year first year of reporting</p>
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DRAFT

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
		NZC and FGC annual operational work plans must be consistent with any approved SFGMP and any binding policy set by the NZC.		
14.	<i>Report against performance</i> NZC and FGC annual reporting in CA does not align with NZC and FGC requirements specified in Public Finance Act 1989 and Crown Entities Act 2004.	NZC and FGC annual reports to each contain statements of performance against the performance expectations in their annual operating plan. Each FGC annual report to be dated and signed by the FGC Chair and FGC Manager before submission to NZC.	Support F&G bill to include new section prescribing content of OWP. Recommend strike out section 26Q (3) (a – e) and include all OWP provisions for NZC and regions in the F&G Bill.	Phase 3: 1 September 2028
15.	<i>Full reporting on enforcement</i> FGCs must report annually on enforcement activity under an infringements system, but not on actions leading to court action (complaints from public, adherence to procedures, etc)	Requirements on FGCs to report annually on enforcement work under any infringement system to be expanded to cover all enforcement work.	Support Report to NZC or report to DOC? Will they need to report or will we have the new centralized enforcement system up and running in which case we will have access to each regions information.	2027/28 financial year

[In Confidence]

16.	<p><i>Combined annual report</i> NZC and each FGC is independent and provides its own separate annual report to Minister, none of which are reviewed individually, or across Fish and Game as a whole.</p> <p>(For example, there is no equivalent to the annual select committee reviews of Crown agencies.)</p>	<p>The NZC to compile NZC and FGC annual reports (currently 13 in all) into a single annual report for the Minister to present to the House.</p> <p>The NZC combined annual report be required to:</p> <ul style="list-style-type: none"> • Contain the statements of performance against performance expectations for the NZC and each FGC (as provided by each FGC); and • Summarise any discrepancies between the performance and performance expectations of the NZC and each FGC; and • Provide an overall review of Fish and Game (all 13 councils) as a whole. <p>The NZC combined annual report to be dated and signed by the NZC Chair and NZC Manager before submission to the Minister.</p>	<p>Support</p> <p>Time frame to achieve this and set up chartered accounts to make input information consistent will take time. We need to get a timeframe from our consultant who is doing the policies and set up a project plan to recommend on the commencement date of this work.</p>	Phase 3: 1 September 2028
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[In Confidence]

17.	<p><i>Information to enable coordination</i> The NZC has been hindered in its coordination role by FGCs declining to provide information necessary for coordination and oversight of Fish and Game work. FGCs have not been fully informed of NZC activities.</p>	<p>The NZC to have a clear oversight function and a new power to require Fish and Game Councils to provide information on request (for the functions where the NZC sets binding policy) related to:</p> <ul style="list-style-type: none"> • financial information • performance reporting information • compliance information (including actions of enforcement officers) • monitoring information and data • matters relating to adherence with corporate policies, including personnel policies (subject to Privacy Act considerations for staff employed by the FGC rather than the NZC). <p>FGCs to have a power to require the NZC to provide information on request (for the functions where the NZC sets binding policy) related to:</p> <ul style="list-style-type: none"> • financial information • performance reporting information • compliance information (including actions of enforcement officers) 	<p>Support</p> <p>F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC) to enable systems in the organization to better provide for sharing of information. Some of these items can be achieved by centralizing the IT system for storage of the information and use of XERO so that all financial systems can be merged, as well as providing the training and templates to carry out key tasks for the Annual Report. A centralized IT including monitoring work in the file plan would certainly enable regions to share work more easily.</p>	
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[In Confidence]

No.	Summary of problem	Summary of proposed changes		
		<ul style="list-style-type: none"> • monitoring information and data • matters relating to adherence with corporate policies, including personnel policies (subject to Privacy Act considerations for staff employed by the NZC rather than the FGC) • matters relating to the development by the NZC of binding policies. 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> •
18.	<p><i>Information to inform audits</i></p> <p>NZC has a function to audit the activities of FGCs but lacks the necessary power to require FGCs to provide financial information to NZC, thus preventing NZC fulfilling its role.</p>	<p>The NZC to have a function to audit the activities and performance of FGCs, and of Fish and Game as a whole.</p> <p>An FGC must provide any information (including financial, performance, or other information on its activities, assets or liabilities) that is requested by the NZC as part of an audit.</p>	<p>Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC) to enable obtaining information to inform audit processes.</p> <p>Recommend centralization of IT system so that we don't have to ask for information.</p>	Phase 1: day after Royal Assent
	Reporting to DOC			
19.	DOC is not always aware of circumstances and results of legal proceedings under CA, despite having accountability for operation of Act	NZC and FGCs to be required to report to DOC on circumstances and results of all legal proceedings made under the CA, as is currently required under WA.	<p>Oppose F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC) to enable obtaining information to inform audit processes.</p> <p>Legal cases are reported to NZC to each meeting every 2 months.</p> <p>Compliance system will assist with reporting on enforcement</p>	Phase 1: day after Royal Assent

[In Confidence]

			proceedings. Opportunity for better two way reporting.	
	Modernising Fish and Game			
20.	<i>Communication with licence holders</i> Fish and Game can have difficulty communicating with licence holders on matters of interest, including consultation on proposed Anglers and Game Notice conditions, and advising of SFGMP reviews.	Provide that, in addition to newspapers, Fish and Game may place public notices and consult with licence holders via electronic methods, Internet sites (with free public access) and by emailing eligible voters (who have provided an email address when buying a licence) or other electronic notification (e.g. subscription via website).	Support Amend specific provisions in Conservation Act eg 17M (2) (a) (i) regarding SFGMP public notices. Suggestion: We could strengthen the SFGMP consultation requirements to align with our NZC SFGMP policy?	Phase 1: day after Royal Assent \$50k allocated in 2026 FY for RFP for digital ecosystem , work tender in FY 2026.
21.	<i>Online meetings</i> There is uncertainty about legality of NZC and FGC meetings held online.	Allow NZC and FGC meetings to be held online, and votes taken (including electronically), as if meeting was in person.	Support	Phase 1: day after Royal Assent
22.	<i>Role clarity</i> There has been uncertainty within Fish and Game about the NZC's role in processes for approvals of SFGMPs, Anglers Notices, and Open Season for Game Notices. Anglers Notices and Game Notices are becoming unnecessarily complex and different between regions, but there is also a need to maintain FGC independence over local resource management decisions.	NZC to collate and edit (form, readability and useability only) Anglers and Game Notices before submitting them to the Minister for approval. NZC may provide independent advice to the Minister on the sustainability (e.g. will the resource become depleted), suitability (e.g. is there a good rationale for a particular condition), and consistency (within and between regions) of Anglers and Game notice conditions recommended to the Minister by FGCs. However, the NZC will not be able to amend or decline the substance of Anglers and Game notices prepared by FGCs before submission to Minister. NZC may provide independent advice to the Minister on the suitability of provisions	Support F&G Bill to be in addition to s26C of the Conservation Act (Functions of NZC) to enable obtaining information to inform audit processes.	Phase 1: day after Royal Assent

[In Confidence]

		in draft SFGMPs submitted to the Minister for approval by FGCs.		
Ministerial powers				
23.	<i>Review function</i> Minister has no explicit function to review the operations or performance of FGCs and NZC	Minister to have a function to review operations and performance of Fish and Game as a whole, or individual FGCs or the NZC at any time.	Support Suggest continuation of regular meetings on topical issues, no surprises advocacy work with copies of submissions going to ministers office with 5 working days for comment.	Phase 1: day after Royal Assent ,M

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
		NZC and FGC to be required to provide any information requested by the Minister as part of a review, including any financial, performance, or other information on their activities, assets, or liabilities.	Support	
24.	<i>Anglers Notice amendment</i> Minister cannot amend an Anglers Notice before approving it – unlike for a Game Notice where the Minister can amend before approving	Minister to be able to either approve a draft Anglers Notice or amend the draft notice before approving.	Support Do we want to develop some criteria or at least ask that reasoning for change to be documented by letter so that we can understand the background to the change.	Phase 1: day after Royal Assent
25.	<i>Game Notice amendment</i> Minister cannot amend an approved Game Notice until after season begins.	Minister to be able to amend an approved Game Notice before or during the Open Season that it relates to.	legislation requires a little bit of a tweak to align both anglers and game notices and the NZC role	Phase 1: day after Royal Assent
	Governance		No 25 -Support	
	Eligibility to vote in elections			
26.	<i>Everyone may vote</i> Only adult whole-season licence holders may currently vote; this excludes many licence holder interests. Licence holders must also ask to be listed on the electoral roll, creating an impediment to future participation in elections.	All New Zealand residents who have held an adult sports fishing or game bird hunting licence in the three years leading up to a Fish and Game election to be eligible to vote in that election. Buyers of licences to be automatically included on electoral roll, rather than needing to ask to be on roll. The partner of the holder of a family whole-season licence to be able to vote in FGC elections.	Support Will s26Y and s26Z of the Conservation Act be removed and all provisions incorporated into the F&G Bill?	Phase 2: by 1 August 2027

[In Confidence]

27.	<i>One vote only</i> Licence holders currently vote in the regions they buy their whole-season licence(s) from, and if they buy their fishing and hunting licences in different regions, they may vote in elections for two regions.	Licence buyers to be required to select a voting region for election purposes when buying a licence, and no longer able to vote in two regions. Where a person purchases more than one licence to hunt or fish in the three years before an election, the FGC region specified at the time the most recent licence was purchased shall be the region they are entitled to vote in. Where a region is to be divided at the time of an election (as part of a reorganisation of regions and boundaries), the NZC must ask eligible voters for that region which new region they wish to vote in.	Support	Phase 2: by 1 August 2027
28.	<i>No subregions</i> The current subregions do not deliver local representation as voters vote for candidates in all subregions and a candidate can stand anywhere.	Remove provisions for Fish and Game regions to have subregions.	Support	Phase 1: Day after Royal Assent
29.	<i>Electoral roll maintenance</i> FGCs must maintain electoral rolls, but in practice this has long been done centrally	NZC to maintain electoral rolls rather than FGCs.	Support	Phase 1: Day after Royal Assent.
	Elections procedures			
30.	<i>Allow electronic voting</i> The CA provides for electronic (online) voting, but the FGCEC do not.	Electronic voting to be provided for in regulations. Voting papers able to be provided via email and Internet links, in addition to via post.	Support Will s26Y and s26Z of the Conservation Act be removed and all provisions incorporated into the F&G Bill?	Phase 2: 1 August 2027

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
	The requirement for alphabetical listings on ballot papers favors candidates with surnames earlier in alphabet, affecting election outcomes.	Remove requirement for election candidates to be listed alphabetically by surname on ballot papers.	Support How will names be listed in future? New process should be prescribed so that name order on voting papers has a transparent process.	Phase 2: 1 August 2027
31.	<i>Publicity for elections and rolls</i> Elections and results currently advertised only via newspapers. Personal contact details are currently publicly available via electoral roll.	Elections and election results to be advertised also via electronic methods, Internet sites (with free public access), and by emailing eligible voters (who have provided an email address when buying a licence) or other electronic notification (e.g. subscription via website). Align voter privacy with modern expectations and privacy principles by making elector contact details (postal and email addresses) included on electoral roll no longer publicly available.	Support F&G Bill to prescribe details or is it better to have the details in another operational document such as a election process document that is adopted by NZC and then used by all regions.	Phase 2: 1 August 2027
32.	<i>Keeping elections aligned</i> The discharge of a FGC would currently result in that FGC having future elections at different times to all other FGC elections	FGC election timing to be kept aligned across all regions in the event of a council being discharged by Minister. A council elected to replace a discharged council to hold office only until the next three-yearly elections (unless this would result in a term of less than 1 year, in which case the term shall be until the end of the term and for an additional 3 years.	Support	Phase 2: 1 August 2027
	NZ Council membership			

[In Confidence]

33.	<p>NZC will have increased functions and responsibilities.</p> <p>FGCs may replace their NZC representative at any time, which leads to NZC members focusing on maximising benefits for their FGC, not all licence holders nationally.</p> <p>NZC may replace its Chair at any time for any reason, creating policy continuity risks.</p>	<p>The NZC to be comprised of the Chairs of the FGCs, in recognition of the additional roles and responsibilities.</p> <p>To deter FGCs changing their NZC representative frequently (creating policy and governance continuity difficulties):</p> <ul style="list-style-type: none"> • If a FGC replaces its Chair, the FGC must advise the NZC and Minister in writing of that replacement and the reasons for that replacement • If the NZC replaces its chair, the NZC must advise the Minister in writing of that replacement and the reasons for that replacement. <p>The NZC and FGCs to appoint their own Chairs as currently.</p>	<p>Oppose</p> <p>NZC has expressed concern that this places a lot more work on Chairs that already spend a lot of time in their role.</p>	Phase 2: 1 August 2027
	FGC membership			
34.	<p><i>Council size</i></p> <p>The current size of 12 councillors per FGC is too large given the level of decision making required.</p>	<p>Each FGC to have up to eight elected members (not including co-opted or appointed members).</p>	<p>Support?</p> <p>Strike out s26U (1) or amend and leave this issue in the Conservation Act?</p>	Phase 2: 1 August 2027
35.	<p><i>Include wider interests</i></p> <p>Criteria for FGC membership are too narrow, and exclude many anglers and hunters from being councillors (and exclude the interests they might represent)</p>	<p>Any resident adult who has held a sports fishing or game bird hunting licence in the three years prior to an election to be eligible for election to a FGC.</p> <p>The partner of the holder of a family whole-season licence (held in the three years prior to an election) to be eligible for election in FGC elections.</p>	<p>Support</p> <p>Amend s26U of Conservation Act or strike out and have all election provisions in F&G Bill.</p>	Phase 2: 1 August 2027
36.	<p><i>Updated “fit and proper person” test</i></p> <p>Current criteria whereby people are deemed unsuitable to hold FGC membership are too narrow – convictions for offences involving</p>	<p>A person is to be not eligible to stand for election to a FGC (or remain a councillor if in office) if they:</p> <ul style="list-style-type: none"> • Are an undischarged bankrupt 	<p>Support</p> <p>Amend s26U of Conservation Act or strike out and have all election provisions in F&G Bill.</p>	Phase 2: 1 August 2027

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
	firearms, freshwater habitat, or any freshwater fish are as relevant as existing matters; matters from s.30 of Crown Entities Act 2004 are also relevant.	<ul style="list-style-type: none"> • Have been convicted of an offence involving freshwater fish, or game, or protected wildlife, or freshwater habitat, or the use of firearms (whether an offence under the CA or any other Act) • Have been convicted of an offence punishable by imprisonment for a term of 2 years or more, or who has been sentenced to imprisonment for any other offence, unless that person has obtained a pardon, served the sentence, or otherwise suffered the penalty imposed on the person • Are disqualified under another Act. <p>MoJ Criminal record check and public register check to be required of all election candidates to confirm eligibility prior to election (paid for by the FGC and facilitated by returning officer). Candidates to also sign a statement to that effect.</p> <p>(Note that committing an <u>infringement</u> offence would not prevent someone from standing for election.)</p>		
37.	<i>Councillors not to be employees</i> Allowing people to be both councillors and employees can create accountability problems	No FGC or NZC councillor to be able to be an FGC or NZC employee while the councillor is in office.	Support F&G Bill	Phase 2: 1 August 2027
38.	<i>Avoiding immediate re-election</i> If a person is removed from a FGC by the Minister there is nothing preventing them being immediately re-elected to office.	If an elected councillor has been removed from office by the Minister, that person is to be ineligible to be a FGC member for a period of three years from the date of removal (i.e. a full term stand-down).	Support F&G Bill	Phase 2: 1 August 2027

[In Confidence]

39.	<i>Declaration of previous removal</i> If a person has previously been removed from office by the Minister, there is no requirement for electors to be advised of this.	If an elected councillor has previously been removed from office by the Minister (for any reason) and that person stands again for election, they must advise electors of the previous removal.	Support F&G Bill	Phase 2: 1 August 2027
40.	<i>Remedying skills gaps</i> Elected FGCs sometimes lack the full range of skills required for good decision-making	Minister may appoint up to two members (additional to elected members) onto a FGC. Such appointed members to be entitled to vote on any matter, but may not be elected as the FGC chair by the council members.	Support Details about any payment for appointees need to be provided. Will this vary s26 (V) (2) of the Conservation Act or will it be struck out and new version provided in F&G Bill.	Phase 2: 1 August 2027
41.	<i>Transparency of resignation</i> Any FGC member may resign by writing to Minister only, and NZC may not be immediately aware of situation and potential issues.	Any member of a FGC may at any time resign from a FGC by writing addressed to the Minister, signed and dated, with a copy to the FGC and NZC.	Support To be added to F&G Bill?	Phase 2: 1 August 2027
42.	<i>Non-democratic process to fill vacancies</i> Process for replacing elected FGC members who resign is not democratic.	At any election, all vacant positions must be filled unless there are fewer eligible candidates standing than vacancies. A FGC can choose to fill a vacancy or vacancies, or not, by election at any time during its term if the number of its elected members is below eight but at or above a minimum of three.	Support Remove election provisions from Conservation Act and have all provisions in F&G Bill?	Phase 2: 1 August 2027

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
		A FGC must hold an election to fill all vacant positions if FGC membership falls below the minimum number of three elected members.		
43.	<p><i>Member of multiple FGCs</i> It is possible for someone to be elected as a member of two FGCs at the same time, and potentially the chair of both leading to potential uncertainty about NZC voting rights.</p>	Fish and Game councillors to be prohibited from serving on more than one Fish and Game Council at the same time.	Support Remove election provisions from Conservation Act and have all provisions in F&G Bill?	Phase 2: 1 August 2027
	Behaviour while in office			
44.	<p><i>Removal of councillor for “just cause”</i> Circumstances under which Minister may remove a councillor from office are outdated and not aligned with similar legislation</p>	The Minister to be able to remove any member of a FGC from office at any time for any “just cause”, including misconduct, inability to perform the functions of office, neglect of duty, and breach of any of the collective duties of the FGC or NZC or the individual duties of FGC or NZC members (depending on the seriousness of the breach).	Support Remove election provisions from Conservation Act and have all provisions in F&G Bill?	Phase 1: day after Royal Assent
45.	<p><i>Standards for conduct of meetings and councillors</i> Conduct of FGC meetings and behaviour of some councillors has often been less than optimal, including in relation to conflicts of interest</p>	<p>Ensure council meetings and councillor conduct is consistent with good public entity standards and practice, including noting and taking account of conflicts of interest, by enabling the Minister to establish by notice in the <i>Gazette</i>:</p> <ul style="list-style-type: none"> • rules for the conduct of all NZC and FGC meetings • rules for the conduct of all NZC and FGC councillors while performing their duties. <p>Compliance with these rules to be mandatory for all council meetings and councillors.</p>	Support Is this issue best dealt with by review and amendment of Standing Orders and Code of Conduct? This level of detail would not normally be provided by legislation.	Phase 1: day after Royal Assent

[In Confidence]

	Fees and expenses			
46.	<i>Expenses</i> FGC and NZC members cannot be reimbursed for expenses.	Enable NZC and FGC councillors to be reimbursed for actual and reasonable expenses (funded from licence fee revenue) incurred in performing functions as a councillor.	Support Would this involve a removal of s26M and s26ZF from the Conservation Act and inclusion of provision of expenses in the F&G Bill. Please note that booking of flights and accommodation is done by staff so that this doesn't need to be refunded to members.	Phase 1: day after Royal Assent
47.	<i>Fees</i> Elected FGC and NZC councillors will continue to be volunteers, but FGC councillors appointed by the Minister will also be unable to receive remuneration for their services.	Enable Ministerial appointees to FGCs to be paid meeting fees in accordance with Cabinet Fees Framework (funded from licence fee revenue). Elected FGC councillors and NZC members to continue to be volunteers, but the Minister to retain the ability to pay councillors in future (enabled by a regulation process).	Support Would this involve a removal of s26M and s26ZF from the Conservation Act and inclusion of provision of expenses in the F&G Bill.	Phase 1: day after Royal Assent
48.	<i>No compensation for loss of office</i> Remove any entitlement to compensation or payment if no longer a council member.	An NZC or FGC councillor who leaves or is removed from their position as a councillor shall cease to be paid and will not be entitled to compensation for loss of office.	Support Assume new provision in F&G Bill.	Phase 1: day after Royal Assent
Mergers of Fish and Game Regions				
49.	<i>Enable regional mergers</i> Currently, mergers of FGC regions are not feasible as the CA does not have the provisions needed to manage assets, end councillor terms of office, etc.	Minister to have power to alter or merger FGC regions, and consider requests for mergers from FGCs (no change from current powers). When regions are merged or altered: <ul style="list-style-type: none"> • The Minister to be able to allocate and transfer assets as Minister considers appropriate. • All proceedings by or against an FGC may be continued. 	Support Assume new provision in F&G Bill.	Phase 1: day after Royal Assent

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
		<ul style="list-style-type: none"> • Land Registrars be empowered to give effect to any transfer of land. • All fishing and hunting licences, Anglers Notices, Game Notices, and SFGMPs in respect of affected regions to continue in force until their expiry, replacement or cancellation. <p>All councillors of a region that is abolished to continue to hold office until the end of the three-year term of office and (for clarity) at the election the old council(s) and region(s) cease to exist, and new ones come into existence.</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> •
50.	<p><i>Minimum number of regions</i> Too many regional mergers could leave NZC with too few councillors, or FGCs with insufficient local knowledge</p>	Number of Fish and Game regions to be no fewer than 7 and no more than 12.	Support	Phase 1: day after Royal Assent
	Needs of other interests			
51.	<p><i>Treaty partners</i> Treaty partners sometimes wish the periodic transfer of sports fish to isolated fisheries to cease, to meet cultural objectives. Minister responsible for Fish and Game currently has no ability to prevent this.</p>	The Minister to have a new power to prohibit the transfer of live sports fish to a location where the species already exists.	<p>More detail required</p> <p>Is there a list of Settlement Act agreements and relevant water bodies that this could relate to or is it just a principle at this stage.</p>	Phase 1: day after Royal Assent

[In Confidence]

52.	<p><i>General functions</i> FGC management to maximise angler and hunter benefit often overrides the needs of other interests, and has sometimes impacted aviation safety and threatened native fish</p>	<p>The FGC function to manage, maintain, and enhance sports fish and game resources in the recreational interests of anglers and hunters to become <u>subject to the following</u>:</p> <ul style="list-style-type: none"> • ensuring aviation safety is not compromised • ensuring the conservation of isolated populations of threatened native fish is not impeded • having regard to the impact of management on other natural resources and other users of the habitat 	<p>More detail required We can assist airports with wildlife permits to cull, we work with regional council / DOC and iwi in Otago wrt Galaxiid species and our SFGMP provide for other users of habitat to comment. Is the plan to amend s26 Q (b) (v) (by undertaking such works as may be necessary <i>to maintain and enhance the habitat of sports fish and game, subject to the approval of the Minister, the land owner, or the administering authority, as the case may require</i>).</p>	Phase 1: day after Royal Assent
53.	<p><i>Provisions in SFGMPs</i> Similar to the above, the current requirement for sports fish and game management plans (SFGMPs) to maximise angler and hunter opportunities often overrides the needs of other interests</p>	<p>Have new requirement that SFGMPs must include provisions to:</p> <ul style="list-style-type: none"> • ensure aviation safety is not compromised • ensure the conservation of isolated populations of threatened native fish is not impeded • describe how any conflict between sports fish and game management and “other natural resources and the needs of other users of the habitat” (i.e. non-hunting interests) will be managed. 	<p>More detail required Will the F&G Bill remove provision for SFGMPs to maximise angler and hunter opportunities? How will SFGMP provide for other users of habitat when we are specifically mandated to enhance that recreational opportunity? Otago F&G has suggested that NZC could provide one SFGMP, however identification of habitat would need to be done locally or do we get one cartographer to do all of it and all of the access maps?</p>	Phase 1: day after Royal Assent

[In Confidence]

54.	<i>Require compliance with policy</i> FGCs have not always complied with their approved sports fish and game management plans and there has been no way to make them comply.	Have a clear requirement that FGCs and NZC must comply with: <ul style="list-style-type: none"> • any approved SFGMPs • any General Policies under conservation legislation • any binding policy determined by the NZC (applies to FGCs only). 	Support	Phase 1: day after Royal Assent
55.	<i>Empowered to manage game</i> FGCs have a function to manage game birds but lack the powers needed to manage game birds	Director-General of Conservation to be able to delegate to FGCs the DG's powers to directly manage game birds	Support Please note comments in recent submission to DOC regarding land classification restrictions that means that we can't do ranging or management functions on many DOC land types as vehicles, motorized boats and shot guns and dogs are prohibited.	Phase 1: day after Royal Assent

[In Confidence]

No.	Summary of problem	Summary of proposed changes		
	impacting farm crops or aviation safety. Requiring case by case permits from DOC is impractical.	impacting crops, etc, subject to any conditions specified by the DG. The DG would be able to revoke the delegation if an FGC used the delegation inappropriately or in ways contrary to any conditions required by the DG.	F&G would not be resourced to carry out all work so often land owner has to employ contractors to assist with work eg bird culls where necessary. F&G already issue permits for this task.	
56.	<i>Enable establishment of commercial preserves</i> Authorisation of commercial upland game preserves currently requires an Order in Council, which is an unnecessary level of process.	Commercial upland game preserves to be authorised by Notice (in the same way that non-commercial preserves are authorised).	More detail required Who is authorizing notice? NZC? DOC? DG? What will be the criteria for authorizing? Or will NZC develop a specific policy? Does F&G oppose these preserves? Awaiting NIWA advice on update Trout farming paper	Phase 1: day after Royal Assent
	Other matters and removal of spent provisions			
57.	<i>Creation of Separate Act</i> There is a need to better recognise Fish and Game's role as a key organisation in the hunting and fishing sector.	Create a standalone Fish and Game Act, maintaining all necessary linkages with CA and other legislation (as modified by the reforms elsewhere in this schedule) but making no other changes to policy.	Neutral Many of the provisions can be incorporated into the existing Conservation Act, alternatively a F&G Bill can detail these proposals and sit alongside CA and WA.	Phase 1: day after Royal Assent
58.	<i>Appointment of staff</i> The CA has NZC and FGC councillors appointing all staff, not only NZC and FGC managers	Clarify that elected councillors appoint managers, and that managers appoint other staff (making current practice lawful) Appointments of managers and staff to be subject to staff policy determined by NZC (see above).	Support It would make more sense for manager to appoint staff rather than governors.	Phase 1: day after Royal Assent

[In Confidence]

59.	<i>Use of money from court fines</i> Section 46(7A)(b) of CA largely restricts the uses of fines recovered to the operation of hatcheries.	Align with similar provisions in WA such that money from court fines under CA may be applied for purpose of any FGC functions.	Support	Phase 1: day after Royal Assent
60.	<i>Remedy appointment gap</i> Sections 26FA(1) and (2) of CA allows appointment for the purposes of the CA but not the Wildlife Act.	Allow appointments of enforcement officers for the purposes of WA also.	Support	Phase 1: day after Royal Assent
61.	<i>Update headings</i> Sections 26H and 26W of CA call NZC and FGCs “Crown Entities” when they are no longer such.	Update cross-headings to reflect current legislation (Public Entity status).	Support	Phase 1: day after Royal Assent
62.	<i>Remove transition provisions</i> Provisions relating to Transitional Fish and Game Council became spent over 30 years ago.	Remove spent provisions relating to transitional Fish and Game Councils from FGCR.	Support	Phase 1: day after Royal Assent



Attention: Helen Brosnan
Fish and Game New Zealand

Date
13 October 2025

Quote Number
Q000985/1

Job Number

QUOTE - Assist with submission on Fish and Game Bill

Thank you for asking us to provide you with a fee estimate for the following project:

Assist with submission on Fish and Game Bill - Assist Fish and Game staff to prepare a submission on the Fish and Game Bill. Attend workshop with Fish and Game staff to understand their needs and goals, and assist with presenting submission to select committee.

Tasks	Time	Rate	Amount
Planning services - Workshops, meetings, submission writing and review, attendance at hearing Provision of planning advice.	130.00	275.00	35,750.00

Costs	Quantity	Rate	Amount
		Subtotal	35,750.00
		15% GST (15%)	5,362.50
		Total	41,112.50

Options	Quantity	Rate	Amount
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Valid To: 10 November 2025

Short Form Agreement for Consultant Engagement

Between: Fish and Game New Zealand (*Client*)

and: Kāhu Environmental Limited (*Consultant*)

Collectively referred to herein as the "Parties" and individually as a "Party"

Project: Assist with submission on Fish and Game Bill

Scope & nature of the Services:

The services are those set out in the attached estimate and as summarised below.

Planning services - Workshops, meetings, submission writing and review, attendance at hearing

Provision of planning advice.

Programme for the Services:

To be agreed between the Parties.

Fees & timing of payments:

Fees are set out in the attached estimate. Invoices will be issued monthly and are due for payment on the 20th of the following month.

Information or services to be provided by the Client:

The Client engages the Consultant to provide the Services described above and the Consultant agrees to perform the Services for the remuneration provided above. Both Parties agree to be bound by the provision of the Short Form Model Conditions of Engagement (overleaf), including clauses , 11 and 12 and any variations noted below. Once signed, this agreement, together with the conditions overleaf and any attachments, will replace all or any oral agreement previously reached between the Parties.

Variations to the Short Form Model Conditions of Engagement (overleaf): None.

Client authorised signatory (ies):

Consultant authorised signatory (ies):

[Redacted signature area]

[Redacted signature area]

Print name:

Print name:

Date:

Date:

Note: These conditions of engagement are based on the IPENZ Short Form Conditions of Engagement December 2017

1. The Consultant shall perform the Services as described in the attached documents.
2. The Client and the Consultant agree that where all or any of, the Services are acquired for the purposes of a business the provisions of the Consumer Guarantees Act 1993 are excluded in relation to those Services. However, nothing in this Agreement shall restrict, negate, modify or limit any of the Client's rights under the Consumer Guarantees Act 1993 where the Services acquired are of a kind ordinarily acquired for personal, domestic or household use or consumption and the Client is not acquiring the Services for the purpose of a business.
3. In providing the Services, the Consultant must use the degree of skill, care and diligence reasonably expected of a professional consultant providing services similar to the Services.
4. The Client shall provide to the Consultant, free of cost, as soon as practicable following any request for information, all information in the Client's power to obtain which may relate to the Services. The Consultant shall not, without the Client's prior consent, use information provided by the Client for purposes unrelated to the Services. In providing the information to the Consultant, the Client shall ensure compliance with the Copyright Act 1994 and shall identify any proprietary rights that any other person may have in any information provided.
5. The Client may order variations to the Services in writing or may request the Consultant to submit proposals for variations to the Services. Where the Consultant considers a direction from the Client or any other circumstance is a variation the Consultant shall notify the Client as soon as practicable.
6. As soon as the either Party becomes aware of anything that will materially affect the scope or timing of the Services, the Party must inform the other Party in writing.
7. The Client shall pay the Consultant for the Services the fees and expenses at the times and in the manner set out in the attached documents. Where this Agreement has been entered by an agent (or a person purporting to act as agent) on behalf of the Client, the agent and Client shall be jointly and severally liable for payment of all fees and expenses due to the Consultant under this Agreement.
8. All amounts payable by the Client shall be due on the 20th of the month following the month of issue of each GST Invoice or at such other timing as agreed in writing between the parties. If the Client fails to make the payment that is due and payable and that default continues for 14 days, the Consultant may provide written notice to the Client specifying the default and requiring payment within 7 days from the date of the notice. Unless payment has been made by the Client in full, the Consultant may suspend performance of the Services any time after expiration of the notice period. The Consultant must promptly lift the suspension after the Client has made the payment.
9. Where the nature of the Services is such that it is covered by the Construction Contracts Act 2002 (CCA) and the Consultant has issued a payment claim in accordance with the CCA, the provisions of the CCA shall apply. In all other cases, if the Client, acting reasonably, disputes an invoice, or part of an invoice, the Client must promptly give the reasons for withholding the disputed amount and pay any undisputed amount in accordance with clause 8.
10. Where Services are carried out on a time charge basis, the Consultant may purchase such incidental goods and/or Services as are reasonably required for the Consultant to perform the Services. The cost of obtaining such incidental goods and/or Services shall be payable by the Client. The Consultant shall maintain records which clearly identify time and expenses incurred.
11. Where the Consultant breaches this Agreement, the Consultant is liable to the Client for reasonably foreseeable claims, damages, liabilities, losses or expenses caused directly by the breach. The Consultant shall not be liable to the Client under this Agreement for the Client's indirect, consequential or special loss, or loss of profit, however arising, whether under contract, in tort or otherwise.
12. The maximum aggregate amount payable, whether in contract, tort or otherwise, in relation to claims, damages, liabilities, losses or expenses, shall be five times the fee (exclusive of GST and disbursements) with a maximum limit of \$NZ500,000.
13. Without limiting any defences a Party may have under the Limitation Act 2010, neither Party shall be considered liable for any loss or damage resulting from any occurrence unless a claim is formally made on a Party within 6 years from completion of the Services.
14. The Consultant shall take out and maintain for the duration of the Services a policy of Professional Indemnity insurance for the amount of liability under clause 12. The Consultant undertakes to use all reasonable endeavours to maintain a similar policy of insurance for six years after the completion of the Services.
15. If either Party is found liable to the other (whether in contract, tort or otherwise), and the claiming Party and/or a Third Party has contributed to the loss or damage, the liable Party shall only be liable to the proportional extent of its own contribution.
16. Intellectual property prepared or created by the Consultant in carrying out the Services ("New Intellectual Property") shall be jointly owned by the Client and the Consultant. The Client and Consultant hereby grant to the other an unrestricted royalty-free license in perpetuity to copy or use New Intellectual Property. Intellectual property owned by a Party prior to the commencement of this Agreement and intellectual property created by a Party independently of this Agreement remains the property of that Party. The ownership of data and factual information collected by the Consultant and paid for by the Client shall, after payment by the Client, lie with the Client, provided that the Consultant is legally entitled to grant such ownership. The Consultant does not warrant the suitability of New Intellectual Property for any purpose other than the Services or any other use stated in the Agreement.
17. The consultant does not assert any right of use or ownership over any Mātauranga Māori (indigenous knowledge) that is supplied or referenced in any deliverables, either as concepts, data or factual information, other than those rights of use granted by the hapū or iwi who are the proprietors of such knowledge. Mātauranga Māori is specifically excluded from the provisions of Clause 16.
18. The Consultant has not and will not assume any duty imposed on the Client from time to time pursuant to the Health and Safety at Work Act 2015 ("the Act") arising out of this engagement. The Consultant and Client agree that, for the purpose of the Act, the Consultant will not at any time have management or control of the Project workplace.
19. The Client may suspend all or part of the Services by notice to the Consultant who shall immediately make arrangements to stop the Services and minimise further expenditure. The Client and the Consultant may (in the event the other Party is in material default that has not been remedied within 14 days of receiving the other Party's notice of breach) either suspend or terminate the Agreement by notice to the other Party. If the suspension has not been lifted after 2 months the Consultant has the right to terminate the Agreement and claim reasonable costs as a result of the suspension. Suspension or termination shall not prejudice or affect the accrued rights or claims and liabilities of the Parties.
20. The Parties shall attempt in good faith to settle any dispute by mediation.
21. This Agreement is governed by the New Zealand law, the New Zealand courts have jurisdiction in respect of this Agreement, and all amounts are payable in New Zealand dollars.

Fish & Game New Zealand - Ministerial reforms communications plan

Context

In June, the Minister for Hunting and Fishing James Meager announced plans to change how Fish & Game operates through proposed legislative reforms.

Key proposed changes include:

- A central licence sales system
- National coordination of advocacy priorities
- Smaller regional Fish & Game councils (8 members instead of 12)
- Standardised reporting
- Broader voting rights for licence holders

A critical area of concern is advocacy. Under the proposals, Fish & Game Councils will continue to advocate locally, following consultation on binding advocacy policies set by the New Zealand Council. Court proceedings will be subject to approval of the New Zealand Council.

The reforms maintain the 'user-pays-user says' principle of anglers and hunters managing their own recreational resource, with local seasons, bag limits and area management remaining under regional Fish & Game council control.

Communications objectives

- Ensure licence holders are informed about proposed reforms and understand how these changes may affect them through transparent, timely communication.
- Maintain trust and confidence among staff and licence holders during a period of organisational change
- Encourage active participation by licence holders in the select committee submission process
- Highlight our advocacy function and why it should be maintained
- Position Fish & Game as a credible, impartial conduit of information throughout the reform process
- Support staff understanding of changes and their implications
- Maintain operational focus and morale during transition period

Strategic approach

Communications will take a four-phase approach:

1. Foundation & awareness (Completed - October 2025)

- Initial announcement to licence holders about proposed reforms
- Launch of dedicated reform webpage with key information and documents
- Staff briefings on changes and leadership structure
- Media release announcing joint CEO/COO structure

2. Information & Engagement (November 2025 - January 2026)

- Bill introduction to Parliament (November)
- Detailed communication to licence holders about specific provisions
- Preparation of submission guidance/templates for licence holders
- Identification of key people to present to select committee (eg Dame Lynda)
- Ongoing updates via website, email and social media (i.e. simple 60-90 second clips summarising each reform element (e.g. licence sales, council structure, advocacy).
- Run online town-halls or Facebook Live with the CEO or chair to take licence holder questions in real time
- Promote submission call-to-action paid posts to licence holders via social media using geographic and interest targeting
- Work with key allies (Fish & Game Councils, retailers, outdoor influencers) to share messages and direct people to the reform hub.
- Development of supporting collateral such as factsheets
- Consider commissioning research to test licence holders perceptions of proposals
- Brief key stakeholders where appropriate and encourage them to submit

3. Hearings & Implementation (March 2026 onwards)

- Select committee hearing process
- Updates for staff and licence holders on parliamentary progress
- Preparation for implementation if/when legislation passes
- Ongoing transparency about organisational changes

Key Messages

Principles

- Fish & Game is not campaigning for or against the reforms, but ensuring licence holders are informed and heard
- Our purpose and commitment to conservation, access and advocacy are enduring – the reforms don't change that

Why these reforms are happening

- Designed to strengthen and modernise Fish & Game
- Improve efficiency whilst preserving local decision-making

- Better coordination across regions
- More inclusive democratic participation

What's staying the same

- User pays, user says principle maintained
- Local control over seasons, bag limits and area management
- Licence holders fund and elect councils
- Regional councils retain decision-making power over local resources

Advocacy concerns addressed

- Fish & Game Councils will continue to advocate locally
- This function needs to be retained to protect hunting and fishing for future generations
- Advocacy policies set through consultation by the New Zealand Council will mean there's coherent and financially smart spending

What's changing

- More efficient central licence system
- National policy coordination where beneficial
- Smaller, more efficient councils
- Broader voting rights for all adult licence holders
- Funding redistribution based on where people fish and hunt

Call to action

- Stay informed via the dedicated reform webpage
- Make a submission to the select committee

Target Audiences

Primary Audiences:

- Fish & Game licence holders (140,000+ anglers and hunters)
 - Active advocates (long-time licence holders, council members)
 - Recreational participants (occasional fishers/hunters)
 - Younger/first-time licence holders (more digital, less engaged in governance)
- Regional Fish & Game staff
- Regional Fish & Game councillors
- Hunting and fishing community organisations
- Parliamentary select committee members

Secondary Audiences:

- Regional communities and stakeholders
- Hunting and fishing community organisations

- Retailers
- Media (outdoor recreation, regional news)

Stakeholder audiences:

- Minister for Hunting and Fishing
- Department of Conservation
- Environmental and recreational advocacy groups

Distribution Channels

Owned Channels:

- Direct email to all licence holders
- Fish & Game website - dedicated reform page
- Regional Fish & Game social media accounts (Facebook, Instagram)
- Both Barrels newsletter and Reel Life magazine

Partner Channels:

- Hunting & fishing retailers
- Club networks and associations
- Regional media outlets

Social Media:

- Facebook (regional and national accounts) - primary platform
- Instagram for visual updates
- LinkedIn for stakeholder engagement

Campaign elements

Dedicated Reform Webpage (Completed)

- Central hub for all reform information
- Links to key documents (ministerial statements, factsheets, schedule of amendments)
- Plain English summary of changes
- Timeline of process
- FAQ section
- Contact email for questions
- Regular updates as new information becomes available

Email Communications

- Initial announcement (completed)
- Bill introduction update (November)
- Submission call to action (tbc December/January)
- Regular progress updates throughout process

Submission Support Resources

- Simple submission template – by topic. Open questions eg Do you want Fish & Game to continue to advocate to protect fishing and hunting habitats?
- Emphasis on personal experiences and local impacts
- Information on select committee process

FAQ Development

Ongoing updates of FAQs addressing:

- Advocacy function concerns
- Funding redistribution impacts
- Timeline and implementation

Risk and mitigation

Licence holder confusion or misinformation leads to mistrust, poor engagement or low submission rates

Mitigation

- Maintain a dedicated reform webpage with plain-English summaries and FAQs
- Provide regular updates via email and social media
- Use regional voices (councillors/staff) to clarify messages
- Host Q&A sessions online or in-person

Concerns about advocacy function means stakeholders perceive reforms as weakening local advocacy, risking reputation

Mitigation

- Emphasise that regional councils retain local advocacy powers within NZ Council policy guidance
- Communicate financial and operational rationale for national coordination
- Include examples of successful past advocacy outcomes

Internal staff uncertainty or morale drop leads to reduced operational focus, resistance to changes, potential staff turnover

Mitigation

- Conduct regular staff briefings and Q&A sessions
- Provide internal FAQs explaining changes and role implications
- Encourage staff feedback and acknowledge concerns
- Highlight continuity of purpose and values

Low licence holder participation in select committee submissions means reform decisions may not reflect licence holders' perspectives

Mitigation

- Provide submission templates and guidance to simplify participation
- Use direct email calls-to-action and social media reminders
- Share examples of how personal experiences influence policy
- Share licence holder survey results with select committee

Negative media framing or activist campaigns risks reputation and misrepresents Fish & Game's role

Mitigation

- Prepare media lines emphasising neutrality and factual information
- Use trusted spokespeople for interviews
- Monitor media/social channels and respond promptly to misinformation