



# New Zealand Fish and Game Council

## BOARD PACK

for

NZ Council - Meeting #163 (Via Zoom)

Thursday, 15 June 2023

7:00 pm (NZST)

Held at:

Zoom Call

Zoom Call

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# AGENDA

## NZ COUNCIL - MEETING #163 (VIA ZOOM)



|                       |   |
|-----------------------|---|
| <b>Name:</b>          | New Zealand Fish and Game Council   |
| <b>Date:</b>          | Thursday, 15 June 2023  |
| <b>Time:</b>          | 7:00 pm to 9:00 pm (NZST)   |
| <b>Location:</b>      | Zoom Call , Zoom Call<br><a href="https://us06web.zoom.us/j/82657149399?pwd=Ri96blozZGQ3a1NqajFqeWR3QklXZz09">https://us06web.zoom.us/j/82657149399?pwd=Ri96blozZGQ3a1NqajFqeWR3QklXZz09</a><br><b>Remote Meeting only</b> - Please join this meeting via the link above. |
| <b>Board Members:</b> | Barrie Barnes, Darryl Reardon, Dave Coll, Dave Harris, Dean Phibbs, Tom Kroos, Debbie Oakley , Gerard Karalus, Greg Duley, Linn Koevoet, Mike Barker, Steve Haslett, Maryse Ropiha  |
| <b>Attendees:</b>     | Carmel Veitch, Corina Jordan, Jane Hutchings  |

### 1. Opening meeting

#### 1.1 Welcome

Barrie Barnes

Welcome from NZC Chair, including instructions of Zoom/online meeting protocols and noting as an Extraordinary meeting of Council, the minutes will be confirmed as a true and correct record at the next NZC meeting.

#### 1.2 Apologies/Declaration of Interests

Barrie Barnes

Apologies: Gerard Karalus (for lateness) and Greg Duley.

Supporting Documents:

|       |                           |   |
|-------|---------------------------|---|
| 1.2.a | Conflicts of Interest.pdf | 7 |
|-------|---------------------------|---|

#### 1.3 Confirmation of Agenda and Urgent Items

Barrie Barnes

The meeting agenda is to be adopted by NZC before any matter/item is considered. The meeting will deal with business in the order given on the agenda, unless the meeting or the Chair decide to give precedence to any business.

#### 1.4 Confirmation of Minutes

**NB: Confirmation of Minutes: Draft 21/4/23 NZC Meeting #162 Minutes for information only to be confirmed/ratified at 18/8/23 NZC Meeting.**

Supporting Documents:

|       |   |   |
|-------|---|---|
| 1.4.a | 21 Apr 2023 Minutes in Review NZC 162.pdf | 9 |
|-------|---|---|

## 1.5 NZC Correspondence

Barrie Barnes

Correspondence received for NZC information.

Supporting Documents:

|       |  |    |
|-------|--|----|
| 1.5.a | Otago CE - Notification of spending from reserves - DW implementation.docx | 32 |
|-------|--|----|

## 2. Decision Required

### 2.1 2023-24 Licence Fee

Carmel Veitch

Supporting Documents:

|       |   |    |
|-------|---|----|
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| 2.1.b | Eastern Feedback - 4 Consultations.pdf                      | 49 |
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| 2.1.d | Otago Feedback on licence fees.docx                         | 52 |
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### 2.2 Draft Performance Management Policy

Jane Hutchings

Supporting Documents:

|       |  |    |
|-------|--|----|
| 2.2.a | Draft Performance Management Policy cover paper.docx | 55 |
| 2.2.b | Draft Performance Management Policy June 2023.docx   | 56 |

## 3. Reports to Note

### 3.1 Residency Definitions

Corina Jordan

Supporting Documents:

|       |   |    |
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| 3.1.a | Residency Definitions Consultation to Regional Councils - May 2023.docx | 59 |
| 3.1.b | Wellington Feedback on Definitions.pdf                                  | 64 |
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### 3.2 Remuneration Policy

Jane Hutchings

Supporting Documents:

|       |  |    |
|-------|--|----|
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| 3.2.b | Draft Remuneration Policy with Otago amendments.docx | 69 |
| 3.2.c | Auckland-Waikato Feedback - 4 Consultations.msg      | 73 |
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Supporting Documents:

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| 3.2.e | CSI Feedback - 4 Consultations.msg         | 78 |
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### 3.3 NZC Finance Report

Carmel Veitch

Supporting Documents:

|       |                         |    |
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### 3.4 List of Acronyms

Supporting Documents:

|       |                                 |    |
|-------|---------------------------------|----|
| 3.4.a | Glossary of Common Acronyms.pdf | 94 |
|-------|---------------------------------|----|

## 4. Close Meeting

### 4.1 Close the meeting

**Next meeting:** NZC Meeting - #164 (Wellington Airport) - 18 Aug 2023, 9:00 am

**REGISTER OF COUNCILLORS INTEREST FOR FISH & GAME NEW ZEALAND****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 the 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 he/she or any person connected with him/her has any pecuniary interest, direct or indirect, the Board member shall declare his/her interest by giving notice in writing of such fact to the Trust as soon as practicable.

| <b>NAME</b>    | <b>POSITION</b>         | <b>DETAILS OF INTEREST AND NATURE OF BUSINESS</b>            | <b>DATE DECLARED</b> |
|----------------|-------------------------|--|----------------------|
| Darryl Reardon | F&G NZ Council Member   | Nothing to Declare   | 10/12/21             |
| Dave Harris    | F&G NZ Council Member   | Nothing to declare   | 4/12/21              |
| Gerard Karalus | Member                  | Tongariro & Lake Taupo Anglers Club                          | 4/12/21              |
| Gerard Karalus | Owner/occupier          | Misty Creek Trust (small beef farmer)                        | 4/12/21              |
| Gerard Karalus | Independent Contractor  | Dairy Trust Taranaki   | 4/12/21              |
| Gerard Karalus | Independent Contractor  | Land base training ltd                                       | 4/12/21              |
| Dave Coll      | F&G NZ Council Member   | Nothing to declare   | 4/12/21              |
| Debbie Oakley  | Director/shareholder    | Several horticultural companies/entities (Kiwifruit growers) | 4/12/21              |
| Debbie Oakley  | Chair                   | Seeka Growers Ltd (Kiwifruit)                                | 4/12/21              |
| Dean Phibbs    | General Manager Finance | Buller Holdings Ltd  | 7/12/21              |
| Dean Phibbs    | Trustee                 | Buller Electric Power Trust                                  | 7/12/21              |
| Greg Duley     | NZ Hunter               | Magazine and TV Show   | 4/12/21              |

| <b>NAME</b>   | <b>POSITION</b>                     | <b>DETAILS OF INTEREST AND NATURE OF BUSINESS</b> | <b>DATE DECLARED</b> |
|---------------|-------------------------------------|---|----------------------|
| Greg Duley    | Member                              | New Zealand Conservation Authority                | 23/08/22             |
| Linn Koevoet  | Committee Member                    | Lower Waitaki River Management Society            | 4/12/21              |
| Linn Koevoet  | Administration and committee member | Waitaki River Volunteer Salmon Hatchery           | 4/12/21              |
| Linn Koevoet  | Section Co Ordination               | Civil Defence                                     | 4/12/21              |
| Tom Kroos     | Company Director                    | Wildlife Services Ltd                             | 23/08/22             |
| Barrie Barnes | Owner                               | I Love Fly Fishing                                | 23/08/22             |
| Barrie Barnes | Treasurer                           | North Shore Flyfishers Inc                        | 23/08/22             |
| Barrie Barnes | Foundation Member                   | Alpha Pistol Club                                 | 23/08/22             |

# MINUTES (in Review)

NZC 162



|                       |   |
|-----------------------|---|
| <b>Name:</b>          | New Zealand Fish and Game Council   |
| <b>Date:</b>          | Friday, 21 April 2023   |
| <b>Time:</b>          | 10:00 am to 5:00 pm (NZST)  |
| <b>Location:</b>      | Default Location, 78 Victoria Street, Wellington Central, Wellington, New Zealand   |
| <b>Board Members:</b> | Barrie Barnes, Dean Phibbs, Darryl Reardon, Dave Coll, Dave Harris, Debbie Oakley , Gerard Karalus, Greg Duley, Linn Koevoet, Tom Kroos, Steve Haslett, Mike Barker |
| <b>Attendees:</b>     | Corina Jordan, Carmel Veitch, Jack Kós , Rebecca Reed, Ann Kingsbury  |

## 1. Opening meeting

### 1.1 Welcome by Chair

' 10 Feb 2023, the minutes were confirmed as presented.

The Chair welcomed members and those in attendance to the NZC meeting.

### 1.2 Apologies

No apologies were received.

### 1.3 Conflicts of interest for the meeting

Cr. Koevoet disclosed a conflict of interest for the purposes of the contestable funding applications, being both a CSI appointee and Chair.

Council members discussed the difference between the role of a Councillor and a Chair with a difference of views expressed.

Cr. Duley declared a conflict of interest with regard to the discussions on the magazine as NZ Hunter was a potential supplier.



#### NZC 23/04 - 01 Resolution

**That the New Zealand Fish and Game Council notes the potential conflict of interest for Cr. Koevoet with regard to the contestable funding applications, however, invites the CSI appointee to partake in the discussion; and**

**Notes Cr. Duley's declared conflict of interest in the NZ Hunter magazine.**

#### **CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Debbie Oakley  
**Secunder:** Dave Coll

**Outcome:** Approved

## 1.4 Health and Safety Report



### NZC 23/04 - 02 Resolution

**That the New Zealand Fish and Game Council receives the Health and Safety report for information.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Linn Koevoet  
**Seconder:** Darryl Reardon  
**Outcome:** Approved

## 1.5 Audit and Risk Report



### NZC 23/04 - 03 Resolution

**That the New Zealand Fish and Game Council receives the Audit and Risk report for information.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Outcome:** Approved

The CEO spoke to the Audit and Risk report, outlining how risk integrated into the Fish and Game strategy, including the identified key risks; licence sales, recruitment, social licence, lack of strategy and species interactions.

Cr. Barker suggested that climate change and freshwater degradation be identified as a level 1 risk.



### **Audit & Risk Reporting - Climate Change & Freshwater Degradation**

1. Staff to reconsider climate change and freshwater degradation from a risk perspective as part of future Audit and Risk reporting.

**Due Date:** 15 Jun 2023  
**Owner:** Corina Jordan

## 1.6 Approve Minutes for Meeting #161

The following minor amendments were noted for the minutes of Meeting #161: Rebecca Reed was not in attendance; the word '*form*' to be added to page 22; Page 28 replace '*enable*' with '*continue*', replace '*Hunters environment gave the impression*' with '*Some of the hunting sector gave the impression*'; and remove '*May be better for the Minister to decline the Notice.*'



### NZC 23/04 - 04 Resolution

**That the minutes of the New Zealand Fish and Game Council held on 10 February 2023, meeting #161, be confirmed as a true and correct record, subject to the minor amendments as agreed.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Tom Kroos  
**Seconder:** Debbie Oakley

**Outcome:** Approved

## 1.7 Sub-Committee Reports

### Future Structure Working Group Update:

**Members:** *Dave Harris, Gerard Karalus (Chair), Colin Weatherall, Bruce Bates and Daryl Reardon.*

- Cr. Karalus provided a verbal update on the Future Structure Working Group progress as Chair of the Working Group: Two zoom meetings held to date. Initial meeting to establish the Working Group with all members agreeing there were too many regions, and majority view that there were too many Councillors. Supported that where amalgamations occurred, the Council should have more members and any region that wished to operationally amalgamate should be encouraged to do so. Option for broadening Fish and Game's scope beyond trout and ducks discussed. Working Group's Terms of Reference currently in refinement.
- Cr. Reardon appointed to the Working Group by the New Zealand Fish and Game Council and Cr. Oakley invited to attend to cross-pollinate with the Future Finance Group.

### Future Finance Working Group Update:

**Members:** *Dean Phibbs (Chair), Debbie Oakley, Alan Strong and Nigel Juby.*

- Cr. Phibbs provided a verbal update on the Future Finance Working Group progress as Chair of the Working Group: Three zoom meetings held to date, including drafting the Working Group's Terms of Reference. Noted that Gary Crawford was to provide support at the next meeting.

### Executive Committee:

- The CEO provided a verbal update on the Executive Committee, which met monthly to cover high level topics. There were currently no actions or recommendations from the Executive Committee for the New Zealand Fish and Game Council's consideration or approval. She noted that once a new Executive Assistant was on board, more detailed minutes would be available from the Executive Committee.



#### NZC 23/04 - 05 Resolution

**That the New Zealand Fish and Game Council appoint Daryl Reardon to the Future Structure Working Group.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Debbie Oakley  
**Seconder:** Dean Phibbs  
**Outcome:** Approved



#### NZC 23/04 - 06 Resolution

**That the New Zealand Fish and Game Council receives the Future Structure Working Group, Future Finance Working Group and Executive Committee verbal update for information.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Gerard Karalus  
**Seconder:** Dave Coll

**FFWG & FSWG ToR**

1. The Future Finance and Future Structure Working Groups' Terms of Reference to be approved by the New Zealand Fish and Game Council.

**Due Date:** 15 Aug 2023  
**Owner:** Corina Jordan

**2. Decision Required****2.1 Organisation Strategy****NZC 23/04 - 07 Resolution**

**That the New Zealand Fish and Game Council receives the Organisation Strategy; and**

**Agrees to approve the strategy as final following incorporation of feedback from the NZC strategy workshop.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Dean Phibbs  
**Seconder:** Darryl Reardon  
**Outcome:** Approved

The CEO spoke to Organisation Strategy process to date, noting the following points:

- Need to incorporate feedback from workshops, including a Public Relations overview, with it intended for this to be completed within a month and to circulate to regions as final.
- Immediate pressures threatening Fish and Game's existence via NBEA, Wildlife Act and Conservation Act. These need to be NZC's focus as these changes will happen quickly, especially as the organisation was restricted on financial and human resources.
- A brief overview of the language changes required and the removal of jargon was provided.

**2.2 23/24 Licence Reforecast****NZC 23/04 - 08 Resolution**

**That the New Zealand Fish and Game Council:**

1. **Receives the 23/24 Licence Reforecast**
2. **Agrees that the updated LEQs (excluding Non-Resident) for Fish Licences be 69,967**
3. **Agrees that the updated LEQ for fish is 74,060**
4. **Agrees that the new prices for Resident and Non-Resident Licences increase at the existing ratios**
5. **That the Hawkes' Bay region use their reserves to compensate for the reduced licence forecast; and**
6. **That these LEQs and ratios be the basis of the 2023/24 budgeting round.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Debbie Oakley  
**Seconder:** Linn Koevoet  
**Outcome:** Approved

The Chief Financial Officer advised that:

- At the last NZC meeting held in February 2023, the Non-Resident levy was to be incorporated into the licence fee and LEQ forecast to be set. However, Cyclone Gabrielle had since impacted the forecast, including a reduction in licence sales by 20-30%.
- The 23/24 Reforecast was to cover the change in LEQs from February to April 2023.
- It was proposed that Hawke's Bay cover its forecast deficit from reserves.

A query was raised regarding the composition of the Licence Working Party, which was confirmed as follows: NZC CEO Corina Jordan, Chief Financial Officer Carmel Veitch, Otago Fish & Game CE Ian Hadland, Wellington Fish & Game CE Phil Teal, North Canterbury Fish & Game CE Rasmus Gabriellsson, and Eastern Region Office Manager Kate Thompson.

The methodology of the licence forecast was discussed with it noted that the process was rigorous. It was also noted that if regions earn more than what was forecast, this could be kept in reserves and if less was sold, then the region was required to pay levies on the unsold licenses. This was suggested to be integrated into the Future Finance Working Group discussions.

It was queried if this approach could be altered. The Chief Financial Officer clarified that a policy would need to be created and approved where a proportion of licence sales over forecast was returned to a national pool, which would allow this income to be redistributed.

The CEO explained the optimisation model contained in the Contestable Funding applications.



### Licence Fees/Redistribution of Funds Policy

1. NZC staff to investigate whether there was scope for a national policy covering licence fee collection, redistribution of funds and payment of levies across regions.

**Due Date:** 15 Aug 2023  
**Owner:** Corina Jordan



### Policy Audit

1. The Chair suggested that an audit on existing policies be undertaken.

**Due Date:** 15 Aug 2023  
**Owner:** Corina Jordan

## 2.3 RMA Applications and Stocktake



### NZC 23/04 - 09 Resolution

**That the New Zealand Fish and Game Council:**

1. **Receives the RMA applications and stock-take information**
2. **Agrees to fund:**
  - a. **The Waikato Regional Plan Change 1 (Healthy Rivers) \$100,000**
  - b. **The Rakaia River Water Conservation Order \$180,000**
3. **Delegates to the NZC CEO the authority to modify current applications and conduct further consultation or identify alternative funding sources for supported applications; and**
4. **Notes the current status of the RMA/Legal Fund.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Gerard Karalus  
**Seconder:** Steve Haslett  
**Outcome:** Approved

The CEO spoke to the paper, explaining that there were two national pools that NZC oversaw, the RMA/Legal and Research funds, noting that last year's Contestable Fund was \$350,000, however, there were two applications totaling \$280,000 this year for consideration.

An update was provided to enable context to be provided on the Rakaia River Water Conservation Order (WCO) application, which was currently going through declaratory proceedings.

The national question raised was discussed regarding who was responsible for implementing WCOs with the assumption being regional councils, however, Environment Canterbury (ECan) were denying this. The value of this case was noted as two-fold as it would determine who was responsible for implementing WCOs and, if no-one was responsible, it would inform legislation change to correct this. It was pointed out that the case was taken by North Canterbury, who were working collaboratively with EDS and managing their own budgets, and it was suggested that NZC joined because of the national considerations.

The following was highlighted during consideration of the two applications:

- If both applications were funded, \$9,542 would remain in the RMA/Legal fund.
- Within the National Contestable Fund applications, the application for \$500,000 was amended to \$440,000 following Managers discussions, to facilitate population monitoring Standard Operating Procedures (SOP).
- A stock-take of upcoming proceedings was underway with the importance of the need to engage in these cases emphasised.
- Confirmed that the Rakaia River proposal has been subject to a prior independent review. Auckland/Waikato case has not because of timeframe.
- Re Auckland/Waikato application:
  - Case gives effect to treaty settlement re Waikato river and giving effect to TMOTW. F&G doing great work a decade ago on putting a limits framework in place - feels as though in the last few years a lot of this work has been undone. Waikato has instead got a Fonterra scorecard system that does little to reduce the impact of ag.
- Query around partnership opportunities
  - Always being considered but often F&G carries the can for the budgets even where we're partnering. Regional councils will be running their own case, with agriculture and horticulture and iwi interests involved in this. DOC too.
- Cr. Phibbs - looking forward at what's coming up it's a little worrying to spend \$280k right here. What's the highest priority for a fixed fund?

## 2.4 Research Applications



### NZC 23/04 - 10 Resolution

**That the New Zealand Fish and Game Council:**

**Receives the Research Fund Update and applications for consideration; and**

- **Agrees to fund the eastern project for Australasian Shoveler Management Project \$8,000.**
- **Agrees to fund the licence sales insight piece \$21,000.**
- **Agrees to fund the trout populations piece \$38,790.**
- **Delegates to the NZC CEO the authority to modify current applications and conduct further consultation or identify alternative funding sources for supported applications; and**
- **Notes the current status of the Research Fund.**

**CARRIED**

**Cr. Kroos abstained from voting.**

**Decision Date:** 21 Apr 2023  
**Mover:** Greg Duley  
**Seconder:** Darryl Reardon  
**Outcome:** Approved

CE spoke to paper:

- Noted that there are three applications, plus a CF application to NZC to increase the research fund by \$25k.
- Three applications are:
  - Shoveler research - \$8,000
  - Licence sale insights - \$21,000
  - Trout populations and relationships with habitats - \$38,790
- Applications being considered against available funds of \$31,998.
- Noted it is not unusual to run into the negatives because it is a fluid fund that often runs across multiple years.
- Comment from Cr. Barker that there is insufficient information and insufficient time to consider the proposals not already in the agenda.
  - Support from other Crs. to have more time to review. Suggestion to pause until tomorrow.
- Total for the applications in this meeting is \$67k.
- Chair summed up and noted staff have provided this in the templates typically accepted.
- CE - happy to change the templates.

Consideration of research proposals parked until tomorrow morning.



### **Research strategy group to review the research template and bring...**

Research strategy group to review the research template and bring back to NZC for consideration.

**Due Date:** 12 May 2023

**Owner:** Jack Kós



### **That the research strategy group reviews the research template an...**

That the research strategy group reviews the research template and bring back to NZC for consideration.

**Decision Date:** 21 Apr 2023

**Mover:** Mike Barker

**Secunder:** Tom Kroos

**Outcome:** Approved

## **2.5 HR Plan**

Jane Hutchings introduced herself and talked through the plan to provide HR functions for the organisation. Outlined the provision of HR Hero as a system and the way this can be rolled out through the organisation. Noted Jane is travelling throughout the organisation to assist regions with their HR.

- CE spoke to process of establishing HR policies to meet the recommendation of the Ministerial Review.
- Cr. Phibbs - what sort of uptake have we had from regions?
  - Total support from managers & staff. A lot of support for unified HR policies around the organisation.
- Cr. Oakley - Need to involve councils in this too as the employers of the CEs.
  - Jane currently talking to chairs in this vein.

**NZC 23/04 - 11 Resolution**

**That the New Zealand Fish and Game Council notes the appointment of Jane Hutchings to the role of HR Business Partner and the proposed HR plan of work as presented.**

**CARRIED**

**Decision Date:** 21 Apr 2023

**Outcome:** Approved

**2.6 Remuneration Policy****NZC 23/04 - 12 Resolution**

**That the New Zealand Fish and Game Council receives the draft Remuneration Policy;**

- **Agrees to the circulation of the Remuneration Policy to regions for feedback; and**
- **Agrees that from the 23/24 financial year onwards, any Consumer Price Index(CPI) adjustments to staff remuneration that are contractual should be found from reserve funds, not the Contestable Fund.**

**CARRIED**

**Decision Date:** 21 Apr 2023

**Mover:** Mike Barker

**Seconder:** Steve Haslett

**Outcome:** Approved

Jane spoke to paper:

- Noted significant discussion with Managers around REM. We have agreement from managers to use market based approach for rem.
- Outlined draft rem policy, which aligns with other organisations.
- Process we have gone through is to achieve consistency in bandings and remuneration.
- Policy will be distributed to regions for feedback and brought back to confirm.

Queries from Crs.

- Cr. Oakley - Noted need to budget for strategic pay fees for market review. Query around where our midpoints are in the market range.
  - Aiming for midpoint comparing ourselves to local government etc.
- Cr. Barker - Couldn't see any adjustment for regional adjustments.
  - Organisations haven't done this for a long time.
- Chair - How is the 85% calculated?
  - Strategic pay give us a midpoint in the market, which determines the 100%.
- Cr. Haslett - Is moving up roles different from moving up percentage?
  - Different jobs, different scales.
- Need to amend language to remove reference to MOC.
- Query around recommendation 4 and why there is a need to specify no support for CPI?
  - Because of limited availability to encourage any contractual CPI obligations to be phased out or funded within existing budgets.

- o Noted that there is a natural attrition to this.



### Remove reference to MOC

Remove/amend reference to MOC or explain how licence fee approval sets budget.

**Due Date:** 28 Apr 2023  
**Owner:** Carmel Veitch

## 2.7 Contestable Funding Applications

CE & CV spoke to paper and set the scene for the discussion.

- Two primary starting points for licence fees to frame conversation - F\$149 G\$109 & F\$152 & G\$112.
- Approved draft budget based on managers is \$13m, with a deficit of \$900k.
- At \$149 we are short \$263k, and one region (NM) needs a top-up from reserves.
- Cr Phibbs - how much is one-off and how much is ongoing? Can't sustain taking operational from reserves and this would just weaken the system.
  - o Noted all funding from reserves is one off - falls off budget each year.
- Cr. Koevot - query around whether REM application is ongoing or one-off?
  - o CE outlined that there is a need to do some serious investigation into the future financial resilience of the organisation.
- Cr. Kroos - how do we compare to other organisations with the proportion of budget on salaries?
  - o Not necessarily unusual, except in the number of executives for our size and as a non-profit.
- Cr. Oakley - Has NZC considered how regions have got to REM figures?
  - o Noted that there has been a constructive process by CE & Jane to review this in order to ensure there is national consistency. Broadly there was relatively little difference between managers' recommendations and NZC staff recommendations.
  - o Cr. Karalus - concern that we don't know how REM figure is broken up
  - o Suggestion that REM application can go through to the national budget for redistribution to regions. Supported by NZC staff.
- Cr. Haslett: What happens if MOC doesn't approve?
  - o Need to revisit all CFs.
- Cr Phibbs - reiterated that it's critical for ongoing funding to be taken from licence fees.
- Cr. Haslett - slightly unsure how we have jumped from \$500,000 at last meeting to \$930k?
  - o CV clarified that we were operating on older information for the first figure and this has shifted by 5% ish.
- Clarified that the \$149 proposed at February is not final.
- Cr. Haslett: Outcome is to retain staff. That is the first step, but not much of a step if we don't set the licence fee high enough to pay them.
  - o Where managers landed is to fund all ongoing costs on the licence fee and acceptable one off costs from reserves where they are sufficient. This came out at F\$149 G\$112.
- Chair: Need to look at licence fee having considered the work we have to do. Taking REM out of this debate will let us see what's left and work on that.



## NZC 23/04 - 13 Resolution

### **That the New Zealand Fish and Game Council receives the Contestable Funding applications;**

- **Agrees that all Contestable Funding applications for remuneration are brought into one national application; and**
- **Delegates to the NZC CEO to redistribute this fund to regions.**

### **CARRIED**

|                       |               |
|-----------------------|---------------|
| <b>Decision Date:</b> | 21 Apr 2023   |
| <b>Mover:</b>         | Debbie Oakley |
| <b>Seconder:</b>      | Dean Phibbs   |
| <b>Outcome:</b>       | Approved      |

Cr. Kroos - Query around increasing NR licence further?

- Suggested that any increase beyond the ratio'd increase would not be acceptable and very difficult to justify, particularly in light of the implementation of the Designated Waters licence system.

Meeting adjourned at 4:56pm Friday 21 April.

Meeting resumed at 8:00am

CE set out basis for NZC's applications:

- Key focus has been projects that implement strategy. Current funding is from review budget but need ongoing funding for this. Linked to this are social licence campaigns. We also want to be world leading in our population monitoring and the way we set licence fees, and we have projects to meet this.
- CE noted that the team meetings have been pulled from this funding round is that we have a staff conference this year where this work could be done. Also thought there was duplication with the population monitoring SOP as part of that is to bring expert fish and game teams. Also managers recommended dropping RMA legal to \$440k to accommodate the population monitoring SOP.
- Currently NZC seconds experts from around the organisation - Anthony van Dorp, Kate Thompson, Richard Cosgrove, Adam Daniel & Hamish Carnachan.
- Discussion around Manager recommendations:
  - Agreed to proceed on expedited basis where NZC staff and Managers agree, unless any Councillor has a specific objection.
- CE - Noted there are a number of minor amendments such as reducing HR to \$50k because current HR contract crosses two FYs. However, need an indication of support for this position as this will not be sufficient long term.
- Noted that Managers recommend not approving CF for council working groups as believed this could be done on zoom.
  - Chair spoke to this and talked about wanting to bring both FFWGP & FSWG together.
  - Cr. Phibbs - suggested we can work effectively on Zoom.
  - Noted that having someone sitting on both committees should aid in the working together of these groups.
  - NZC agreed not to fund.

NB- Minutes will cover major discussions, not all decisions. Final decisions are reflected in spreadsheet.

Magazine (NAT003):

- Noted we are looking at a bridging contract with a change of provider using NZ Hunter.

- Cr. Duley declared a conflict of interest and noted he is not part of discussions.
- Beginning of a broader conversation on the magazine.
- Noted this is for next financial year. This year's fishing magazine is covered under existing budget.
- CV noted that with current budget we could not do two magazines next year.
- Cr. Reardon - need to understand the value of the magazine to licence holders.
- Cr. Oakley - is there an option to make magazines an optional purchase?
- Suggestion this could be funded as a one-off.
- Chair framed the options NZC has available.
- NZC agreed to not support the \$50k contestable funding application. Cr. Duley abstained.

#### Managers Meeting (NAT 006):

- Noted that Managers supported this but thought that because of the staff conference this could be done at a subsequent budget round.
- NZC see significant value in this and varied discussion around this. Overall in light of staff conference this year agreed not to support for next FY.

#### RMA (NAT009&010)

- Training application not supported as can be accommodated within existing budget using internal resources.
- Team meeting seen as essential given upcoming workstream. Supported.

#### Social licence (NAT011):

- Crs. noted this is key to our strategy.
- CE noted this application is to pay for external support.
- NZC agree to support.

#### Support from regions (NAT012-014):

- Query around whether this funding, once provided, should come off regional base line?
  - CE suggests no because they need to backfill the work.
  - Cr. Barker how easy is it to backfill?
    - For larger teams it is easier, for smaller teams it needs to be contracted in. This depends on the region and their relationship with contractors.
  - Query whether backfilling is actually economically efficient given that contractors cost more.
  - CFO key to this is that it establishes an employment relationship between the NZC CE and the regions.
- NZC agreed to support.

#### RMA/Legal Fund (NAT015):

- Started at \$500k and managers refined to \$440k to fund population monitoring SOP.
- NZC CE noted there is a balancing of priorities here and the \$60k reduction reflects a balanced position of competing priorities.
- Cr. Phibbs - suggest there is a need for real scrutiny over the use of this fund.
- Support at \$440k

#### Research - Optimisation model (NAT016):

- CE noted that this amount has been amended using a combination of internal and external providers to reduce overall cost. Some of this amount is funded from the research

- Cr. Barker - Understand Auckland is about to lose staff because of retirements, is there no way this person could be re-employed by AW?
  - CE noted potentially two staff members in AW retiring. We are talking about one of those positions being replaced out of reserves
  - Chair noted one AW staff member due to retire does a lot of work up there.
- Cr. Kroos - Appreciate depth of information provided. Agree with some managers on resource allocation, and no value of s4 responsibilities. We have experts doing work nationally and wondered if there was some opportunity for national function from this role. Incredibly hard one but I am more for trying to offer alternatives as opposed to yay or nay.
- Cr. Phibbs - Managers have had to make a hard decision. Org may need to make some really hard decisions in the future. Ultimately support managers position.
- Cr. Karalus - think we are treading on dangerous ground because of the significance of engagement with manawhenua. Support the application.
- Cr. Haslett - Q in my mind is can we afford to not approve it? This has broader ramifications on our engagement with manawhenua. And doesn't the Minister come from Northland? Can we face the PR battle? Could have risk for the organisation as a whole.
- Cr. Reardon - noted the staff member is tangatawhenua and has contact with 11 iwi in the region. The Minister is from Northland and if we don't approve this we may open a can of worms we can't close.
- Chair - when I think about the work a person has done in an area Fish and Game has difficulty engaging in I think this is a huge step forward. If this level of engagement is working as we think we may get a flow on down the country. Need to factor in our s4 responsibilities and look at the big picture. Cannot see how we are intending to achieve our s4 responsibilities whilst removing something like this.
- Cr. Duley - the obvious solution is some sort of sharing of staff with Auckland. What is Auckland's opinion on this?
  - Chair - I think we need to consider this outside the concept of amalgamation. Need instead to think of this as a national organisation. How valuable is the role to the organisation in a role that is difficult to manage?
  - Cr. Reardon - this forum needs to understand and know that Northland is willing to amalgamate. We want it.
- Cr. Harris - is there any room in the Northland budget to accommodate a part of this position?
  - Chair - Northland's operational spend, other than as baseline budget, is outside the scope of this conversation.
- Cr. Oakley - opportunity as a council to request Auckland and Northland to sit down and discuss resources going forwards.
- NZC agreed to support this position (Nth 002).

#### Auckland:

- Discussion around the role of NZC in considering reserves.
  - Clarified that use of general reserves require approval, use of dedicated or restricted reserves are notification only. This application is from a dedicated reserve.
- No action.

#### Eastern:

- Brief discussion on applications but noted most are from notification only.

- East (002) supported

Taranaki:

- Tara (002) supported.

Wellington:

- All applications supported as inflationary increases.

Nelson/Marlborough:

- CE gave overview of applications.
- Discussion around moving to one auditor and whether it would result in any efficiencies.
  - CFO suggests unlikely to see savings unless there are mergers. There may be some efficiencies based on having an auditor with FG experience.
- CFO noted that NM use of reserves will require a top-up from NZC reserves next year unless there are increased licence sales.

North Canterbury:

- All inflationary costs and supported by Managers.
- NZC support.

Otago:

- Noted projects are one-off from reserves.
- Cr. Koevoet just noted that Wanaka hatchery site is not a hatchery but a site that is going to be sold.

Central South Island:

- CE gave overview of applications and positions of managers.
- CSI (009):
  - CE set out managers position - there is recognition of the resources in CSI and the staffing shortages. The reason they did not support it because they are making hard decisions around REM, the Northland position, and in the context of uncertain licence sales and increasing costs they did not feel like they could not support a new hire.
  - Suggestion that there was the potential to utilise existing salary budget for the vacant RM position to hire a field staff and for national support for RM to be given to CSI.
  - Cr. Kroos - Need to acknowledge the significance of the canals for the whole organisation.
  - Cr. Phibbs - Can't do everything at once. Need to be austere and revisit in the future.
  - Cr. Harris - I'll support this because of the significant compliance issues on the canals and the value of the fishery.
  - Chair - when we talk about licence sales anglers purchase them nationally, not just for the region they
  - Cr. Oakley - can't compare with Northland because that was an existing position. We can't employ additional staff when we're losing money.
    - Also clarified that the total amount was salary + ancillary costs.
  - Cr. Barker - would support this because of the value of the canals.
  - Cr. Coll - Can't support this at this time. In a financially stressed situation and it should be parked for a year.
  - Cr. Duley - Agree with Cr. Coll.

- Cr. Koevoet - Disappointed by the managers' recommendation from a CSI perspective. As a national appointee still support the application. Lack of honorary rangers in the region to undertake compliance and the one that is there believes they are not being supported by F&G. Highlighted significant percentage of illegal activities amongst anglers in this area. Additional to canals the upper Ohau river needs compliance work.
- Chair - If this money wasn't available would licences decrease by 8-900? Given the thought is for funding a person for 100% ranging activity is there ability within that one salary to do all this work?
  - Cr. Koevoet - extra staff member will give 133 ranger days into the program. Won't just be done by the one person though.
- Cr. Duley - is there opportunity for collaborative work from neighbouring regions?
- Council split 6-6, chair's casting vote means that the application is not supported. Application not supported.
- 

## 2.8 Designated Waters Update



### NZC 23/04 - 14 Resolution

**That the New Zealand Fish and Game Council receives the Designated Waters licence fees update report.**

#### **CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Tom Kroos  
**Seconder:** Dean Phibbs



### NZC 23/04 - 15 Resolution

**That the New Zealand Fish and Game Council agrees to amend the Designated Waters licence system to:**

- **Increase the limit on Non-Resident Day Licences to five per region; and**
- **Decouple Controlled Fisheries and Designated Waters.**

#### **CARRIED**

**Cr. Harris voted against the motion.**

**Decision Date:** 21 Apr 2023  
**Mover:** Dave Coll  
**Seconder:** Linn Koevoet  
**Outcome:** Approved



### NZC 23/04 - 16 Resolution

**That the New Zealand Fish and Game Council agrees to consult with regions on a \$5 Designated Waters Annual Licence Fee per region for Resident Anglers and a \$40 Designated Waters Day Licence Fee for Non-Resident Anglers.**

#### **CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Tom Kroos  
**Seconder:** Dean Phibbs  
**Outcome:** Approved

NCZ staff explained the proposed changes for the Designated Waters licence system. Council discussed the merits of expanding the limits with some reservations expressed by members.

## 2.9 Residency Definitions



### NZC 23/04 - 17 Resolution

**That the New Zealand Fish and Game Council receives the Residency Definitions report; and**

**Agrees to consult with regions on amending the definition of Resident and Non-Resident to align with definitions in the Immigration Act.**

#### **CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Gerard Karalus  
**Seconder:** Dave Harris  
**Outcome:** Approved



### NZC 23/04 - 18 Resolution

**That the New Zealand Fish and Game Council requests NZC staff to undertake further analysis of licence sales implications and for this information to feed into the 15 June 2023 NZC meeting.**

#### **CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Dave Harris  
**Seconder:** Darryl Reardon  
**Outcome:** Approved



### LWP Residency Definitions Implications

That the Licence Working Party consider any implications on amending the definition of Resident and Non-Resident on the licence fees system and process.

**Due Date:** 15 Jun 2023  
**Owner:** Carmel Veitch

## 2.10 Draft Reserves Policy



### NZC 23/04 - 19 Resolution

**That the New Zealand Fish and Game Council receives the draft Reserves Policy report; and**

- **Agrees to consult on the draft National Reserves Policy as presented.**

#### **CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Debbie Oakley  
**Seconder:** Linn Koevoet  
**Outcome:** Approved

It was noted that this was a change to levy paying regions holding 20% of budget vs. 20% of income.

## 2.11 GBHT Nominations



### NZC 23/04 - 20 Resolution

**That the New Zealand Fish and Game Council receives the Game Bird Habitat Trust Board appointees report; and  
Recommends to the Minister of Conservation the appointment of:**

- Chantel Whitby
- Mark Sutton
- Andy Garrick; and
- **Agrees to endorse the nomination of Andy Tannock as Chair of the Game Bird Habitat Trust Board.**

#### **CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Greg Duley  
**Seconder:** Dave Harris  
**Outcome:** Approved

The Chief Financial Officer spoke to the paper, clarifying that currently there were two members on the Trust Board with NZC requested to nominate three positions to recommend to the Minister of Conservation for appointment, noting consideration was to be given to geographic spread and appointing a North Island trustee.

Council noted the two incumbents were doing a great job and suggested both be recommended to the Minister for appointment to the Trust Board and nominate Andy Tannock as Chair.

## 2.12 Staff Development Grant



### NZC 23/04 - 21 Resolution

**That the New Zealand Fish and Game Council receives the staff development grant application; and  
Agrees to the Managers recommendation for the \$6,000 staff development grant to be allocated to Steve Dixon.**

#### **CARRIED**

**Four members voted against the motion.**

**Decision Date:** 21 Apr 2023  
**Mover:** Debbie Oakley  
**Seconder:** Dave Coll  
**Outcome:** Approved

It was noted that Managers supported the one application received and that there were no other nominations. It was suggested that applicants present to Council in future as part of the staff development grant application process.

## 2.13 Budget and Licence Fee Recommendation



### NZC 23/04 - 22 Resolution

**That the New Zealand Fish and Game Council receives the 23/24 Budget and Licence Fee Recommendation report; and**

**Agrees that the 2023/24 Adult whole season sports fish licence of \$153 and the Adult whole season game licence fee of \$113 (inclusive of the \$5 Game Bird Habitat Stamp) inclusive of GST be accepted.**

#### **CARRIED**

**One member voted against the motion.**

**Decision Date:** 21 Apr 2023  
**Mover:** Greg Duley  
**Seconder:** Linn Koevoet  
**Outcome:** Approved

**NZC 23/04 - 23 Resolution****That the New Zealand Fish and Game Council:**

- Approves the contestable funding applications to the value of \$2,670,560. (\$2,032,189) from the Licence fee and \$638,371 approved from Reserves)
- Approves the Total Budgets of \$13,270,779 (subject to licence fee approval)
- Agrees that the licence categories be charged at the agreed ratios for all categories; and
- That the Licence fee(s) and budget go to the regions for consultation.

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Dean Phibbs  
**Seconder:** Tom Kroos  
**Outcome:** Approved

The Chief Financial Officer outlined the proposed licence fees options and the implications on the Contestable Fund application process as follows:

- Fish \$149 Game \$109 results in a deficit of \$999,000 with regions using \$360,000 reserves for one-off operational expenses and two councils requiring a top-up.
- Fish \$152 Game \$112 results in a deficit of \$735,000 with regions using \$97,000 reserves for one-off operational expenses and one council requiring a top-up.
- Fish \$153 Game \$113 results in a deficit of \$647,000 with regions using \$9,000 reserves for one-off operational expenses and one council requiring a top-up.

The following was also noted during discussion on the options:

- Anything above \$153 would increase the family licence over \$200, which was not considered acceptable.
- NZC staff were recommending option two for licence fees, being Fish \$152 and Game \$112.
- Option three was supported to keep up with inflation.
- Need to ensure if reserves are used the remaining amount of \$6.7m was sufficient.

**2.14 Public Excluded Motion****NZC 23/04 - 24 Resolution**

**That the New Zealand Fish and Game Council excludes the public from the papers as noted in the following table and agrees that staff remain to provide advice to Council on all items for Part II of the meeting:**

**(a) pursuant to the provisions of the Local Government Official Information and Meetings Act 1987 exclude the public from the following part of the proceedings of this meeting, namely:**

**Seconder:** Debbie Oakley  
**Outcome:** Approved

## 4. Reports to Note

### 4.1 Resolutions to come out of Public Excluded

### 4.2 CE Report



**That the New Zealand Fish and Game Council receives the CEO repor...**

**That the New Zealand Fish and Game Council receives the CEO report for information.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Darryl Reardon  
**Seconder:** Tom Kroos  
**Outcome:** Approved

The CEO spoke to her update report.

A query was raised on Fish and Game's involvement in the High Country Advisory Group with staff to investigate this and report back to NZC at its next meeting.



### **High Country Advisory Group**

1. NZC staff to follow up with LINZ on the High Country Advisory Group membership.

**Due Date:** 15 Jun 2023  
**Owner:** Corina Jordan

### 4.3 Licence Sales Update



**That the New Zealand Fish and Game Council receives the Licence S...**

**That the New Zealand Fish and Game Council receives the Licence Sales Update report for information.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Debbie Oakley  
**Seconder:** Dean Phibbs  
**Outcome:** Approved

### 4.4 NZC Finance Report



**That the New Zealand Fish and Game Council receives the NZC Finan...**

**That the New Zealand Fish and Game Council receives the NZC Finance Report for the four months ended 28 April 2023 with a surplus of \$393,571.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Debbie Oakley  
**Seconder:** Linn Koevoet  
**Outcome:** Approved

Noted that the date listed should read 28 February 2023 and currently the Review budget was unspent, however, this was all allocated and would be spent across this and next financial year.

#### 4.5 National Finance Report



**That the New Zealand Fish and Game Council receives the National ...**

**That the New Zealand Fish and Game Council receives the National Finance Report for information.**

**CARRIED**

**Decision Date:** 21 Apr 2023  
**Mover:** Dave Coll  
**Seconder:** Darryl Reardon  
**Outcome:** Approved

The Chief Financial Officer noted that the budget was half way through the current financial year with most regions tracking well, and the National budget was at 27% of YTD as it fluctuated based on RMA and Research spend, as well as magazine costs.

#### 4.6 General Business

Nothing was raised or discussed under General Business.

#### 4.7 List of Acronyms

#### 4.8 Public deputation

Bryce Johnson presented to NZC on his reflections on the current threats to the organisation based on his experience in this role.

### 5. Close Meeting

#### 5.1 Close the meeting

**Next meeting:** NZ Council - Meeting #163 (Via Zoom) - 15 Jun 2023, 7:00 pm

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_



26<sup>th</sup> May 2023

Chief Executive,  
New Zealand Fish & Game Council  
Via email

**Re: Notification of spending from Non Resident Licence Reserves – Designated Waters implementation.**

Dear Corina,

Otago Council considered the Designated Waters proposal at its recent meeting and agreed to roll over its present Back Country waters directly into Designated Waters as part of its Anglers Notice recommendations to the Minister.

Council discussed implementation of the proposal and the importance of monitoring and compliance to ensure the change to Designated Waters was well communicated and enforced. It was seen as critical to bedding in this fundamental change to pressure sensitive fisheries.

**Otago Fish & Game Council resolved to dedicate \$25,000 for additional monitoring and compliance to be funded from its Non Resident Licence Reserve. This is notification of that commitment.**

Obviously, spending from this reserve will be subject to the Ministers final signoff of the Anglers Notice and Forms and Fees Notice which will allow the Designated Water proposal to proceed.

Yours sincerely

A handwritten signature in blue ink that reads "Ian Hadland".

Ian Hadland  
Chief Executive  
Otago Fish & Game Council



## Licence Fee Consultation

### New Zealand Fish and Game Council Meeting - 15 June 2023

**Prepared by:** Carmel Veitch, CFO, NZ Fish and Game Council

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#### Kōrero taunaki - Summary of considerations

##### *Purpose*

This report to the New Zealand Fish and Game Council provides the background for the approval of:

- a) 2023/24 Licence Fee for Fish \$153 and Game \$113 (inclusive of the GBHT stamp of \$5) with all proportional changes to the remaining licence fees and categories, including the \$5 licence fee to the sea run salmon licence; and
- b) For the New Licence category – Designated Waters Licence, available as a \$5 annual licence per Fish and Game region for resident anglers and as a day licence to non-resident anglers at a fee of \$40.

##### *Financial considerations*

- Nil
  Budgetary provision
  Unbudgeted

##### *Risk*

- Low
  Medium
  High
  Extreme

#### Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That the New Zealand Fish and Game Council:

1. Receives the information.
2. Considers the consultation received from the Regions.
3. Agrees/Disagrees that:

The licence fees and categories as set out in the appended schedule and specifically:

- a. That the 2023/24 adult whole season sports fish licence fee is set at \$153 and that the adult whole season game licence is set at \$113 (inclusive of a \$5 fee for the Game Bird Habitat Stamp), with all proportional changes to remaining licence fees and categories including a \$5 fee being added to the sea run salmon licence endorsement (as a cost-recovery mechanism).
  - b. That a new licence category is established called a Designated Waters Licence, available as a \$5 annual licence per Fish and Game region for resident anglers and as a day licence to non-resident anglers at a fee of \$40.
4. Delegate to the Chief Executive the authority to recommend to the Minister the NZC Licence fee recommendation.



**Financial Implications**

1. See Appendix 1 attached for the financial implications of the Licence fee recommendations.
2. Overall, the Fish and Game will budget a deficit of \$677,555 for the year ended 31 August 2023. Included in this \$9,184 is for the use of reserves to cover the management costs of the combined Councils.

**Legislative Implications**

Section 26Q(1)(d) of the Act requires that regional Fish and Game Councils shall:

- a. “Assess the costs attributable to the management of sports fish and game”; and
- b. Develop and recommend to the New Zealand Council “appropriate licence fees to recover costs”.

Section 26C(1)(e) of the Act requires that the New Zealand Council shall recommend an “appropriate” licence fee to the Minister “after having regard to the views and recommendations” of the Fish and Game Councils.

**Consultation**

1. All Regional Councils have been consulted – see Appendix 1 distributed to Regional Managers to consult with their Councils on 8 May 2023, with feedback due to the NZC office by 12 June.
2. A summary of regional feedback received by the due date is set out below:

| Region           | Base Licence Fee (incl GBHT stamp \$5) | Sea Run Salmon \$5 Licence fee | NEW Designated Water Licence (\$5 p/a Residents \$40 p/d Non-Resident) | Comment   |
|------------------|--|--------------------------------|--|---|
| Northland        | ✓                                      | ✓                              | Mixed  | Designated waters licence: Did not support annual \$5 charge to residents. Agreed to \$40/day charge to Non-Resident.   |
| Auckland/Waikato | ✓                                      | ✓                              | ✓  | Auckland/Waikato Council supports the recommendation from the NZ Council for the licence fees for the 2023/24 season.   |
| Eastern          | ✓                                      | ✓                              | ✓  | Raising product purchase price is counterproductive when sales are falling. Concern over the disproportionate value against Fishing licence and Game bird licence for this region. Designated waters licence impact of value for money to Australian Angling community, would equate to a reduction in overseas anglers and create an environment that NZ is trying to capitalize on revenue generation at the expense of its visiting anglers. <b>See Letter attache</b> |

| Region             | Base Licence Fee (incl GBHT stamp \$5) | Sea Run Salmon \$5 Licence fee | NEW Designated Water Licence (\$5 p/a Residents \$40 p/d Non-Resident) | Comment  |
|--------------------|--|--------------------------------|--|--|
| Hawke's Bay        | ✓                                      | ✓                              | ✓  | Reluctantly agreed, noted that each Council, including NZC need to strive to rapidly achieve improvements in productivity and a reduction in costs to deliver much improved real value to Licence Holders. And noted continuing downward trend in Licence Sales Revenue was not a healthy one.<br><b>See Email attached.</b> |
| Taranaki           | ✓                                      | ✓                              | ✓  | Some concern expressed that ongoing expenditure from reserves was not sustainable.   |
| Wellington         | ✓                                      | ✓                              | ✓  |  |
| Nelson/Marlborough | ✓                                      | ✓                              | ✓  | Supported proposed licence fees and new category of a Designated Waters licence. Noted current Game Bird licence fee was significantly undervalued relative to present day fish licence fees.  |
| West Coast         | ✓                                      | ✓                              | ✓  | Received 14/6/23<br>Supported points 1a and 1b as stated in the consultation Licence Fee Recommendation 2023-24 paper received from NZ Council.  |
| North Canterbury   |  |                                |  | Not received to date.  |
| CSI                | ✓                                      | ✓                              | ✓  |  |
| Otago              | ✓                                      | ✓                              | ✓  | Noted below CPI for the last year. Acknowledged may cause some discomfort to licence holders but have increased direct costs, including staffing, to be covered by an increase in fees if to retain current capacity. <b>See Letter attached.</b>  |
| Southland          | X                                      | ✓                              | Mixed  | Adult Whole Season Fish \$149 and Adult Whole Season Game \$109. Designated Water Licence for non-resident remain at 4 days per region. Resident anglers not pay \$5 fee within own region. <b>See Letter attached.</b>  |

### Ngā mahinga e whai ake nei - Next actions

If agreed, the NZC office will submit this recommendation to the Minister for approval by 19 June 2023.

## Appendix 1: Consultation Letter to Regional Councils

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

### Recommendations - Ngā taunaki

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

1. That the 2023/24 adult whole season sports fish licence fee is set at \$153 and that the adult whole season game licence is set at \$113 (inclusive of a \$5 fee for the Game Bird Habitat Stamp), with all proportional changes to remaining licence fees and categories including a \$5 fee being added to the sea run salmon licence endorsement (as a cost-recovery mechanism).
2. That a new licence category is established called a Designated Waters Licence, available as a \$5 annual licence per Fish and Game region for resident anglers and as a day licence to non-resident anglers at a fee of \$40.

### Discussion - Kōrerorero

#### Proposal

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

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

#### Background

Legislation provides for the following:

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

##### **Subsection (I)(d)(a) requires councils:**

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

##### **Section 26Q(I)(d)(ii) requires Fish and Game councils:**

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

##### **Section 26C(I)(e) requires NZC:**



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

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

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

Operationally, the national policy of NZC specifies that all expenditure needs to be approved as part of the budget round, including capital expenditure and expenditure from reserves for all councils.

## Policy

At the May 2020 NZC meeting, in response to COVID-19, the NZC set the minimum level of reserves at 20% of total budget for all councils. This level of general reserve is considered adequate to provide security against fluctuations in income and to ensure adequate operational cash flow. In a separate consultation document, NZC is consulting with regional councils on a reserves policy to clarify this position.

The budget policy specifies that all expenditure from general and dedicated reserves needs to be notified/approved by NZC as part of the budget round, or by making an application for Exceptional Funding. There are consequences across all sectors of the organisation when any council's reserves are reduced in a manner inconsistent with this policy.

## Budget Process

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

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

This process is summarised in the following budget cycle:

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

The recommended licence fee is effectively set by dividing the sum of the proposed budgets of the 13 Councils by the number of the adult whole season licence equivalents that Fish and Game NZ expects to sell during the year (LEQ targets).<sup>1</sup>

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

## 2023/24 Licence LEQ Forecast

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

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

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

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

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

## Following Components Featured in the 2023/24 Budget Discussions:

### Contestable Funding Applications

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

During the managers' meeting, the managers recommended that meeting the current market was required and the figures were updated to reflect the most up to date market information.

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

### Contestable Funding Recommendations

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

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licences equal 1 LEQ.



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

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

### **Research Fund Allocation**

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

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

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

The NZC agreed to fund all three applications.

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

### **Staff Development Fund**

A staff scholarship of \$10,000 is available annually for Fish and Game staff to apply for support from the organisation for national and international study, work experience or participation in events or conferences.

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

### **RMA/Legal Fund Allocation**

The RMA/Legal fund receives budget allocations on a reimbursement basis. It covers payment of costs through a national fund rather than separate funding allocations in individual council's budgets where approved legal projects occur.

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

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

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

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

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

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

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

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

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

### NZ Game Bird Habitat Stamp

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

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



### Licence Fee Recommendations

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

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

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

### NZC Licence Fee Recommendation

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

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

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

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

| <b>Table 3: Total Income Summary 2023/24</b> |                        |                  |                   |                 |                   |
|--|------------------------|------------------|-------------------|-----------------|-------------------|
| <b>TOTAL Licence Income</b>                  |                        |                  |                   |                 |                   |
|  | <b>Net Licence</b>     |                  |                   |                 |                   |
|  | <b>TOTAL F &amp; G</b> | <b>Total COS</b> | <b>Income</b>     | <b>Interest</b> | <b>Net Income</b> |
| <b>Northland</b>                             | 194,951                | 8,773            | 186,178           | 10,304          | 196,482           |
| <b>Auckland/Waikato</b>                      | 1,078,474              | 48,531           | 1,029,943         | 10,413          | 1,040,356         |
| <b>Eastern</b>                               | 1,435,443              | 64,595           | 1,370,848         | 31,617          | 1,402,466         |
| <b>Hawkes Bay</b>                            | 429,893                | 19,345           | 410,548           | 29,522          | 440,069           |
| <b>Taranaki</b>                              | 229,350                | 10,321           | 219,030           | 6,441           | 225,471           |
| <b>Wellington</b>                            | 693,635                | 31,214           | 662,421           | 29,638          | 692,059           |
| <b>Nelson-Marlb</b>                          | 695,168                | 31,283           | 663,885           | 7,883           | 671,768           |
| <b>Nth Canterbury</b>                        | 1,706,775              | 76,805           | 1,629,970         | 21,452          | 1,651,422         |
| <b>West Coast</b>                            | 327,334                | 14,730           | 312,604           | 15,140          | 327,744           |
| <b>Central SI</b>                            | 1,930,891              | 86,890           | 1,844,001         | 37,798          | 1,881,800         |
| <b>Otago</b>                                 | 2,455,777              | 110,510          | 2,345,267         | 56,757          | 2,402,024         |
| <b>Southland</b>                             | 1,658,371              | 74,627           | 1,583,745         | 42,769          | 1,626,514         |
| <b>NZC only</b>                              | 0                      | 0                | 0                 | 65,050          | 65,050            |
| <b>National inc Research</b>                 | 0                      | 0                | 0                 | -               | -                 |
| <b>TOTAL</b>                                 | <b>12,836,062</b>      | <b>577,623</b>   | <b>12,258,439</b> | <b>364,785</b>  | <b>12,623,224</b> |

### Modification to Licence Categories and Ratios with whole Season Fees

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

There are, however, three exceptions to this:

1. Sea run salmon licence endorsement

To recoup on the administrative costs of running the sea run salmon season bag limit system the \$5 will continue to be charged for the sea run salmon licence endorsement. This fee will only be applicable to regions



that are operating a season bag limit scheme – currently, North Canterbury and CSI.

2. Designated waters licence category with fee

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

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

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

**Overall Forecast Position and Use of Reserves**

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

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

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

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

## Conclusion

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

2. **The licence fees and categories as set out in the appended schedule (Appendix 2) and specifically:**
  - a. **That the 2023/24 adult whole season sports fish licence fee is set at \$153 and that the adult whole season game licence is set at \$113 (inclusive of a \$5 fee for the Game Bird Habitat Stamp), with all proportional changes to remaining licence fees and categories including a \$5 fee being added to the sea run salmon licence endorsement (as a cost-recovery mechanism).**
  - b. **That a new licence category is established called a Designated Waters Licence, available as a \$5 annual licence per Fish and Game region for resident anglers and as a day licence to non-resident anglers at a fee of \$40.**

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

A handwritten signature in blue ink, appearing to read 'Corina Jordan'.

Corina Jordan  
**Chief Executive**  
**New Zealand Fish and Game Council**



APPENDIX 1

| App No                                      | Region | Base Funding 2023/24 | Project Code | Description                        | L | B | Additional \$ Sought | MM Recommendation | NZC Recommendation | 1 Not Recommended (1) | 2 Good To Do but not essential (2) | 3 Recommended but not essential (3) | 4 Essential Whole Organisation & Or individual Council (4) | 5 Withdrawn (5) | APPROVED Ongoing Licence Fee | APPROVED One Off Licence Fee | APPROVED from Reserves |  |
|---|--------|----------------------|--------------|------------------------------------|---|---|----------------------|-------------------|--------------------|-----------------------|------------------------------------|-------------------------------------|--|-----------------|------------------------------|------------------------------|------------------------|--|
| <b>Northland</b>                            |        |                      |              |                                    |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |  |
| NTH 001                                     |        | \$ 462,860           | 1810         | Additional REM moved to National   | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| NTH 002                                     |        |                      | 1810         | Salaries for Far North Position    | L | B | 81,060               | 1                 | 4                  | 0                     | 0                                  | 0                                   | 81,060   | 0               | 81,060                       | 0                            | 0                      |  |
| NTH 003                                     |        |                      | 1631         | Prosecutions                       | R | O | 3,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 3,000  | 0               | 0                            | 0                            | 3,000                  |  |
| NTH 004                                     |        |                      | ARF          | New Spray Unit                     | R | C | 6,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 6,000  | 0               | 0                            | 0                            | 6,000                  |  |
| NAT   |        |                      | DW           | % cost of DW program               | R | O | 1,537                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 1,537  | 0               | 0                            | 0                            | 1,537                  |  |
| NTH 005                                     |        |                      | 1810         | REM Salaries - moved to National   | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| <b>TOTAL Northland</b>                      |        |                      |              |                                    |   |   | 91,597               |                   |                    | 0                     | 0                                  | 0                                   | 91,597   | 0               | 81,060                       | 0                            | 10,537                 |  |
| <b>Auckland/Waikato</b>                     |        |                      |              |                                    |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |  |
| AW 001                                      |        | \$ 855,684           | 1890         | Vehicles Costs                     | L | B | 8,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 8,000  | 0               | 8,000                        | 0                            | 0                      |  |
| AW 002                                      |        |                      | 1811         | Additional REM - Moved to National | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| AW 003                                      |        |                      | 1110         | Population Monitoring              | L | B | 2,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 2,000  | 0               | 2,000                        | 0                            | 0                      |  |
| AW 004                                      |        |                      | 1811         | REM Salaries - Moved to National   | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| NAT   |        |                      | DW           | % cost of DW program               | R | O | 8,137                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 8,137  | 0               | 0                            | 0                            | 8,137                  |  |
| AW 005                                      |        |                      | 1811         | Salaries for Trainee               | R | O | 30,000               | 1                 | 4                  | 0                     | 0                                  | 0                                   | 30,000   | 0               | 0                            | 0                            | 30,000                 |  |
| <b>TOTAL Auckland/Waikato</b>               |        |                      |              |                                    |   |   | 48,137               |                   |                    | 0                     | 0                                  | 0                                   | 48,137   | 0               | 10,000                       | 0                            | 38,137                 |  |
| <b>Eastern</b>                              |        |                      |              |                                    |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |  |
| East 001                                    |        | \$ 1,151,697         | 1118         | Population Monitoring              | L | B | 3,000                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 3,000  | 0               | 3,000                        | 0                            | 0                      |  |
| East 002                                    |        |                      | 1721         | Council Expenses                   | L | B | 1,500                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 1,500  | 0               | 1,500                        | 0                            | 0                      |  |
| East 003                                    |        |                      | 1800         | Insurance and Rates                | L | B | 4,460                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 4,460  | 0               | 4,460                        | 0                            | 0                      |  |
| East 004                                    |        |                      | ARF          | ARF Funding                        | R | O | 10,155               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 10,155   | 0               | 0                            | 0                            | 10,155                 |  |
| EST a                                       |        |                      | 1810         | Additional REM moved to National   | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| East 005                                    |        |                      | 1810         | REM Salaries - moved to National   | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| NAT   |        |                      | DW           | % cost of DW program               | R | O | 13,054               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 13,054   | 0               | 0                            | 0                            | 13,054                 |  |
| East 006                                    |        |                      | 1144         | Lake Tarawera Food Web Monitoring  | R | O | 20,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 20,000   | 0               | 0                            | 0                            | 20,000                 |  |
| <b>TOTAL Eastern</b>                        |        |                      |              |                                    |   |   | 52,169               |                   |                    | 0                     | 0                                  | 0                                   | 52,169   | 0               | 8,960                        | 0                            | 43,209                 |  |
| <b>Hawke's Bay</b>                          |        |                      |              |                                    |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |  |
| No CF Applications for 2023 24              |        |                      |              |                                    |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |  |
| NAT   |        | \$ 380,624           | DW           | % cost of DW program               | R | O | 5,652                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 5,652  | 0               | 0                            | 0                            | 5,652                  |  |
| Use of Reserves for reduction in Fish Sales |        |                      |              |                                    |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |  |
| <b>TOTAL Hawke's Bay</b>                    |        |                      |              |                                    |   |   | 96,226               |                   |                    | 0                     | 0                                  | 0                                   | 96,226   | 0               | 0                            | 0                            | 96,226                 |  |
| <b>Taranaki</b>                             |        |                      |              |                                    |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |  |
| Tara 001                                    |        | \$ 370,769           | 1810         | REM Salaries - Movid to national   | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| Tara 001a                                   |        |                      | 1810         | Additional REM - Moved to National | L | B | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |  |
| NAT   |        |                      | DW           | % cost of DW program               | R | O | 1,244                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 1,244  | 0               | 0                            | 0                            | 1,244                  |  |
| Tara 002                                    |        |                      | 1110         | Population Monitoring              | L | B | 3,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 3,000  | 0               | 3,000                        | 0                            | 0                      |  |
| <b>TOTAL Taranaki</b>                       |        |                      |              |                                    |   |   | 4,244                |                   |                    | 0                     | 0                                  | 0                                   | 4,244  | 0               | 3,000                        | 0                            | 1,244                  |  |



**Table 5: Contestable Fund Application Summary 2023-2024**

| App No                            | Region | Base Funding 2023/24 | Project Code | Description  | L | B | O | C | Additional \$ Sought | MM Recommendation | NZC Recommendation | 1 Not Recommended (1) | 2 Good To Do but not essential (2) | 3 Recommended but not essential (3) | 4 Essential Whole Organisation & Or individual Council (4) | 5 Withdrawn (5) | APPROVED Ongoing Licence Fee | APPROVED One Off Licence Fee | APPROVED from Reserves |
|-----------------------------------|--------|----------------------|--------------|--|---|---|---|---|----------------------|-------------------|--------------------|-----------------------|------------------------------------|-------------------------------------|--|-----------------|------------------------------|------------------------------|------------------------|
| <b>Wellington</b>                 |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| Well 001                          |        | \$ 734,853           | 1910         | REM Salaries - Moved to National                       | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| Well 002                          |        |                      | 1910         | Additional REM - moved to National                     | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| Well 003                          |        |                      | ARF          | ARF Funding  | R | O |   |   | 11,151               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 11,151   | 0               | 0                            | 0                            | 11,151                 |
| Well 004                          |        |                      | 1922         | FBT  | L | B |   |   | 7,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 7,000  | 0               | 7,000                        | 0                            | 0                      |
| Well 005                          |        |                      | 1990         | Vehicles Costs   | L | B |   |   | 10,000               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 10,000   | 0               | 10,000                       | 0                            | 0                      |
| NAT 018                           |        |                      | DW           | % cost of DW program                                   | R | O |   |   | 3,091                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 3,091  | 0               | 0                            | 0                            | 3,091                  |
| <b>TOTAL Wellington</b>           |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| 31,242                            |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| <b>Nelson/Marlborough</b>         |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| NeIM 001                          |        | \$ 508,575           | 1121         | Game Harvest Survey                                    | L | B |   |   | 1,500                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 1,500  | 0               | 1,500                        | 0                            | 0                      |
| NeIM 002                          |        |                      | 1834         | Audit Fee  | L | B |   |   | 2,150                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 2,150  | 0               | 2,150                        | 0                            | 0                      |
| NeIM 003                          |        |                      | 1900         | Insurance  | L | B |   |   | 1,300                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 1,300  | 0               | 1,300                        | 0                            | 0                      |
| NeIM 004                          |        |                      | 1222         | Works and Mngt Willow Control- NEW                     | L | B |   |   | 7,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 7,000  | 0               | 7,000                        | 0                            | 0                      |
| NeIM 005                          |        |                      | 1910         | Additional REM - moved to national                     | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NeIM 006                          |        |                      | 1940         | REM Salaries - Moved to National                       | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NeIM 007                          |        |                      | NEW          | Relationships with Iwi                                 | R | O |   |   | 17,380               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 17,380   | 0               | 0                            | 0                            | 17,380                 |
| NAT 018                           |        |                      | DW           | % cost of DW program                                   | R | O |   |   | 15,324               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 15,324   | 0               | 0                            | 0                            | 15,324                 |
| <b>TOTAL Nelson/Marlborough</b>   |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| 44,654                            |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| <b>North Canterbury</b>           |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| NC 001                            |        | \$ 874,882           | 1910         | REM Salaries - movd to National                        | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NC 002                            |        |                      | 1910         | Additional REM - moved to National                     | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NC 003                            |        |                      | 1110         | Population Monitoring                                  | L | B |   |   | 8,887                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 8,887  | 0               | 8,887                        | 0                            | 0                      |
| NC 004                            |        |                      | 1970         | Insurance  | L | B |   |   | 5,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 5,000  | 0               | 5,000                        | 0                            | 0                      |
| NC 005                            |        |                      | NEW          | Designated Waters                                      | R | O |   |   | 60,136               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 60,136   | 0               | 0                            | 0                            | 60,136                 |
| NAT 018                           |        |                      | DW           | % cost of DW program                                   | R | O |   |   | 14,385               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 14,385   | 0               | 0                            | 0                            | 14,385                 |
| <b>TOTAL North Cant</b>           |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| 88,408                            |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| <b>West Coast</b>                 |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| NAT 018                           |        | \$ 351,136           | DW           | No CF Applications for 2023 24<br>% cost of DW program | R | O |   |   | 5,895                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 5,895  | 0               | 0                            | 0                            | 5,895                  |
| <b>TOTAL West Coast</b>           |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| 5,895                             |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| <b>Central South Island</b>       |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| CSI 001                           |        | \$ 776,533           | 1110         | Population Monitoring - Spawning                       | L | B |   |   | 6,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 6,000  | 0               | 6,000                        | 0                            | 0                      |
| CSI 002                           |        |                      | 1150         | Population Monitoring - Gamebird                       | L | B |   |   | 2,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 2,000  | 0               | 2,000                        | 0                            | 0                      |
| CSI 003                           |        |                      | 1152         | Population Monitoring - Shelduck                       | L | O |   |   | 2,500                | 1                 | 1                  | 2,500                 | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| CSI 004                           |        |                      | 2230         | Devil's Bridge Mngt and Reconsenting                   | L | O |   |   | 6,000                | 5                 | 5                  | 0                     | 0                                  | 0                                   | 0  | 6,000           | 0                            | 0                            | 0                      |
| CSI 005                           |        |                      | 1110         | Population Monitoring - Lake Benmore Trout             | R | O |   |   | 10,300               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 10,300   | 0               | 0                            | 0                            | 10,300                 |
| CSI 006                           |        |                      | ARF          | CapeX for digny/trailer/monitoring RMA                 | R | C |   |   | 26,000               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 26,000   | 0               | 0                            | 0                            | 26,000                 |
| CSI 007                           |        |                      | 2320         | Deep Stream restoration RMA                            | R | O |   |   | 5,000                | 3                 | 4                  | 0                     | 0                                  | 0                                   | 5,000  | 0               | 0                            | 0                            | 5,000                  |
| CSI 008                           |        |                      | 3240         | Canal Fishery Valuation RMA                            | R | O |   |   | 44,000               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 44,000   | 0               | 0                            | 0                            | 44,000                 |
| CSI 009                           |        |                      | 1910         | New Staff Member                                       | L | B |   |   | 120,000              | 1                 | 1                  | 120,000               | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| CSI 010                           |        |                      | 1910         | REM Salaries - Moved to National                       | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| CSI 011                           |        |                      | 1910         | Additional REM - moved to National                     | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| CSI 012                           |        |                      | ARF          | Use Funds in ARF Reserve                               | R | O |   |   | 15,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 15,000   | 0               | 0                            | 0                            | 15,000                 |
| NAT 018                           |        |                      | DW           | % cost of DW program                                   | R | O |   |   | 18,884               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 18,884   | 0               | 0                            | 0                            | 18,884                 |
| <b>TOTAL Central South Island</b> |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| 255,684                           |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| <b>Otago</b>                      |        |                      |              |  |   |   |   |   |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| OTG 001                           |        | \$ 1,051,410         | 1940         | Office Cost increases                                  | L | B |   |   | 11,500               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 11,500   | 0               | 11,500                       | 0                            | 0                      |
| OTG 002                           |        |                      | 1910         | REM Salaries -Moved to National                        | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| OTG 003                           |        |                      | 1910         | Additional REM - moved to National                     | L | B |   |   | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| OTG 004                           |        |                      | 1420         | Communcations Strategy                                 | R | O |   |   | 24,000               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 24,000   | 0               | 0                            | 0                            | 24,000                 |
| OTG 005                           |        |                      | 1220         | Wanaka Hatchery Maintenance 2 years                    | R | O |   |   | 15,000               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 15,000   | 0               | 0                            | 0                            | 15,000                 |



| Table 5: Contestable Fund Application Summary 2023-2024 |        |                      |              |  |     |       |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
|---|--------|----------------------|--------------|--|-----|-------|----------------------|-------------------|--------------------|-----------------------|------------------------------------|-------------------------------------|--|-----------------|------------------------------|------------------------------|------------------------|
| App No  | Region | Base Funding 2023/24 | Project Code | Description                              | L R | B O C | Additional \$ Sought | MM Recommendation | NZC Recommendation | 1 Not Recommended (1) | 2 Good To Do but not essential (2) | 3 Recommended but not essential (3) | 4 Essential Whole Organisation & Or individual Council (4) | 5 Withdrawn (5) | APPROVED Ongoing Licence Fee | APPROVED One Off Licence Fee | APPROVED from Reserves |
| NAT 018   |        |                      | DW           | % cost of DW program                     | R   | O     | 31,819               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 31,819   | 0               | 0                            | 0                            | 31,819                 |
|   |        |                      |              | TOTAL Otago                              |     |       | 82,319               |                   |                    | 0                     | 0                                  | 0                                   | 82,319   | 0               | 11,500                       | 0                            | 70,819                 |
|   |        |                      |              | Southland                                |     |       |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| STH 001   |        | \$ 700,801           | 1910         | REM Salaries -Moved to National          | L   | B     | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| STH 001a  |        |                      | 1910         | Additional REM - moved to national       | L   | B     | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| STH 002   |        |                      | 1910         | Salaries for For Te Anau                 | R   | O     | 83,675               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 83,675   | 0               | 0                            | 0                            | 83,675                 |
| STH 003   |        |                      | 1310         | Access using Diversion Scheme            | R   | O     | 57,000               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 57,000   | 0               | 0                            | 0                            | 57,000                 |
| STH 004   |        |                      |              | Loss of Income - NIWA                    | L   | B     | 25,000               | 3                 | 4                  | 0                     | 0                                  | 0                                   | 25,000   | 0               | 25,000                       | 0                            | 0                      |
| NAT 018   |        |                      | DW           | % cost of DW program                     | R   | O     | 20,980               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 20,980   | 0               | 0                            | 0                            | 20,980                 |
|   |        |                      |              | TOTAL Southland                          |     |       | 186,655              |                   |                    | 0                     | 0                                  | 0                                   | 186,655  | 0               | 25,000                       | 0                            | 161,655                |
|   |        |                      |              | NZC                                      |     |       |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| NZC 001   |        | \$ 1,169,795         | 1710         | Council Meetings - Board Pro             | L   | B     | 2,500                | 5                 | 5                  | 0                     | 0                                  | 0                                   | 0  | 2,500           | 0                            | 0                            | 0                      |
| NZC 002   |        |                      | 1820         | Audit Fee                                | L   | B     | 4,000                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 4,000  | 0               | 4,000                        | 0                            | 0                      |
| NZC 003   |        |                      | 1840         | CEO travel                               | L   | B     | 10,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 10,000   | 0               | 10,000                       | 0                            | 0                      |
| NZC 004   |        |                      | 1720         | Council Meetings -Add meeting            | L   | B     | 15,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 15,000   | 0               | 15,000                       | 0                            | 0                      |
| NZC 005   |        |                      | 1720         | REM Salaries - Moved to National         | L   | B     | 0                    | 4                 | 4                  | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NZC 006   |        |                      | 1910         | New Staff Member - HR                    | L   | O     | 50,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 50,000   | 0               | 0                            | 50,000                       | 0                      |
| Barrie  |        |                      |              | Council Working Groups                   | L   | O     | 12,000               | 2                 | 1                  | 12,000                | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
|   |        |                      |              | TOTAL NZC                                |     |       | 93,500               |                   |                    | 12,000                | 0                                  | 0                                   | 79,000   | 2,500           | 29,000                       | 50,000                       | 0                      |
|   |        |                      |              | National                                 |     |       |                      |                   |                    |                       |                                    |                                     |  |                 |                              |                              |                        |
| NAT 001   |        | \$1,210,600          | 1822         | Maritime Compliance                      | L   | B     | 5,000                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 5,000  | 0               | 5,000                        | 0                            | 0                      |
| NAT 002   |        |                      | 1710         | Regulations                              | L   | B     | 10,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 10,000   | 0               | 10,000                       | 0                            | 0                      |
| REM   |        |                      | 1910         | National REM to be allocated by Councils | L   | B     | 891,832              | 4                 | 4                  | 0                     | 0                                  | 0                                   | 891,832  | 0               | 891,832                      | 0                            | 0                      |
| NAT 003   |        |                      | 1332         | National Magazine                        | L   | B     | 50,000               | 3                 | 1                  | 50,000                | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NAT 004   |        |                      | 1213         | Lexis Nexis - RMA                        | L   | B     | 9,000                | 4                 | 4                  | 0                     | 0                                  | 0                                   | 9,000  | 0               | 9,000                        | 0                            | 0                      |
| NAT 005   |        |                      | 1221         | Research                                 | L   | B     | 25,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 25,000   | 0               | 25,000                       | 0                            | 0                      |
| NAT 006   |        |                      | 1811         | Managers Meetings                        | L   | B     | 15,000               | 3                 | 3                  | 0                     | 0                                  | 15,000                              | 0  | 0               | 0                            | 0                            | 0                      |
| NAT 007   |        |                      | Reserves     | Top up reserves                          | L   | O     | 160,000              | 4                 | 4                  | 0                     | 0                                  | 0                                   | 160,000  | 0               | 0                            | 160,000                      | 0                      |
| NAT 008   |        |                      | NEW          | HR Subscription                          | L   | B     | 20,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 20,000   | 0               | 20,000                       | 0                            | 0                      |
| NAT 009   |        |                      | NEW          | RMA Training                             | L   | B     | 10,000               | 1                 | 1                  | 10,000                | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NAT 010   |        |                      | 1810         | RMA Team Meeting                         | L   | B     | 10,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 10,000   | 0               | 10,000                       | 0                            | 0                      |
| NAT 011   |        |                      | 1281         | Social Licence                           | L   | B     | 28,000               | 2                 | 4                  | 0                     | 0                                  | 0                                   | 28,000   | 0               | 28,000                       | 0                            | 0                      |
| NAT 012   |        |                      | 1612         | Licencing Support                        | L   | B     | 10,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 10,000   | 0               | 10,000                       | 0                            | 0                      |
| NAT 013   |        |                      | 1512         | Compliance Support                       | L   | B     | 12,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 12,000   | 0               | 12,000                       | 0                            | 0                      |
| NAT 014   |        |                      | 1424         | Communication Support                    | L   | B     | 27,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 27,000   | 0               | 27,000                       | 0                            | 0                      |
| NAT 015   |        |                      | 1211         | RMA - Legal Fund                         | L   | O     | 440,000              | 4                 | 4                  | 0                     | 0                                  | 0                                   | 440,000  | 0               | 0                            | 440,000                      | 0                      |
| NAT 016   |        |                      | 1220         | Research - Optimisation model            | L   | O     | 45,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 45,000   | 0               | 0                            | 45,000                       | 0                      |
| NAT 017   |        |                      | 1815         | HR Support - Travel to regions           | L   | O     | 10,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 10,000   | 0               | 0                            | 10,000                       | 0                      |
| NAT 018   |        |                      | NEW          | Designated Waters - NR Reserves          | R   | O     | 0                    |                   |                    | 0                     | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NAT 019   |        |                      | 1810         | Comms and Advocacy Team Meeting          | L   | B     | 15,000               | 1                 | 1                  | 15,000                | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NAT 020   |        |                      | 1820         | Fish Specialist Team meeting             | L   | B     | 15,000               | 1                 | 1                  | 15,000                | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NAT 021   |        |                      | 1821         | Game Specialist Team meeting             | L   | B     | 15,000               | 1                 | 1                  | 15,000                | 0                                  | 0                                   | 0  | 0               | 0                            | 0                            | 0                      |
| NAT 022   |        |                      | NEW          | Population Monitoring and Analysis SOP   | L   | O     | 60,000               | 4                 | 4                  | 0                     | 0                                  | 0                                   | 60,000   | 0               | 0                            | 60,000                       | 0                      |
|   |        |                      |              | TOTAL National                           |     |       | 1,882,832            |                   |                    | 105,000               | 0                                  | 15,000                              | 1,762,832  | 0               | 1,047,832                    | 715,000                      | 0                      |
|   |        |                      |              | TOTAL                                    |     |       | \$ 2,963,560         |                   |                    | \$ 239,500            | \$ -                               | \$ 15,000                           | \$ 2,700,560   | \$ 8,500        | \$ 1,267,189                 | \$ 765,000                   | \$ 668,371             |

## APPENDIX 2

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

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

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

| <b>Game Bird Licence*</b> |        | <b>2023</b> | <b>2024</b> |        |
|---------------------------|--------|-------------|-------------|--------|
| of season                 | Junior | 9           | 10          | \$1.00 |

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

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

Notes:

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



12 June 2023

New Zealand Fish and Game Council  
By email

Tēnā koutou

**Eastern Fish & Game Council Decision on Licence Fee Recommendations, Resident/Non-Resident Definition, National Reserves Policy & Remuneration Policy**

Eastern Fish and Game Council met on the 8<sup>th</sup> June and consulted on the above topics. Please find the motions and some narrative as to the points raised in reaching the decisions.

Licence Fee Recommendation

**11.3** *Agreed (Debbie Oakley/Ken Coombes) that Council supports the proposed licence fees for 2023-2024 of \$153 (GST inclusive) for the Adult Whole Season Fishing licence, and \$113 (GST inclusive) for the Adult Whole Season Game licence (which includes \$5 for the Game Bird Habitat Trust). Motion was passed 4 in favour, 3 against, 2 abstained. Crs. Lindsay Lyons and Mark Sceats requested their vote against this motion be recorded. [23/06/10.3]*

There was robust discussion on this topic and strong feeling that raising your product purchase price is counter productive when sales are falling. There was also concern over the disproportionate value against Fishing licence and Game bird licence for this region.

Designated Water Licence Category

**11.6** *Agreed (Murray Ferris/Ken Coombes) that Council supports the introduction of the new Designated Waters Licence, available as a \$5 annual licence per Fish & Game region for resident anglers and as a day licence to non-resident anglers at a fee of \$40. Motion was passed 5 in favour, 3 against, 1 abstained. Crs. Lindsay Lyons and Mark Sceats requested their vote against this motion be recorded. [23/06/10.2]*

Strong discussion over the perceived impact of value for money to our Australians Angling community would equate to a reduction in overseas anglers and create an environment that NZ is trying to capitalise on revenue generation at the expense of its visiting anglers.

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

**Eastern Region**

1130 Paradise Valley Rd, Ngongotaha, Private bag 3010, Rotorua 3046, New Zealand. Telephone (07) 357 5501  
Email [eastern@fishandgame.org.nz](mailto:eastern@fishandgame.org.nz) [www.fishandgame.org.nz](http://www.fishandgame.org.nz)



#### Resident/Non-Resident Definition

**12.2 Agreed (Debbie Oakley/Lindsay Lyons) that Council supports amending the definition of resident and non-resident to align with the Immigration Act and Doc Taupo. Motion not passed 2 in favour, 7 against. Cr. Scott Nicol requested his vote against this motion be recorded.**

This motion was not passed due to the concern that students and those on work visas would be disadvantaged and penalised to pay the non-resident licence fee, when in fact they are contributing to the economy of the county by paying taxes and international student fees.

#### National Reserve Policy

**13.2 Agreed (Murray Ferris/Mike Jarvie) that Council supports the Draft National Reserve Policy. [23/06/13.2]**

It was accepted that our region is large enough and has sufficient funds to support this motion.

#### Remuneration Policy

Our Council had discussion about the draft Remuneration Policy and supports in principle the intent to create a framework that brings a national policy over the process for all regions but retains some room for regional input. The policy should also include as a broad framework the CEO/Manager's in this Remuneration Policy process.

Please feel free to contact myself or our Chair if you wish to discuss any of these points in further detail.

Ngā mihi maioha

Arash Alaeinia  
**Chief Executive Officer**  
**Eastern Fish & Game**

**From:** "Chris Newton"  
**Sent:** Tuesday, 13 June 2023 01:13  
**To:** "Maryse Ropiha" <MRopiha@fishandgame.org.nz>  
**Cc:** "Carmel Veitch" <cveitch@fishandgame.org.nz>; "Kerry Meehan" <kmeehan@fishandgame.org.nz>

## **LICENCE FEE RECOMMENDATION**

The Hawkes Bay Council did reluctantly agree to this proposal though they noted that each Council, including the NZC need to strive to rapidly achieve improvements in productivity and a reduction in costs to deliver much improved real value to Licence Holders.

The Hawkes Bay Council also noted that the continuing downward trend in Licence Sales Revenue was not a healthy one.



26<sup>th</sup> May 2023

Chief Executive Officer  
New Zealand Fish & Game Council  
Via email

**Re: Feedback on 2023/2024 licence fee recommendation**

Dear Corina,

Otago Council considered the NZC Licence Fee recommendation paper at its meeting held on the 24<sup>th</sup> May 2023.

Council **agreed** (6/1) to the following recommendation provided by the New Zealand Council on licence fees:

- a. That the 2023/24 adult whole season sports fish licence fee is set at \$153 and that the adult whole season game licence is set at \$113 (inclusive of a \$5 fee for the Game Bird Habitat Stamp), with all proportional changes to remaining licence fees and categories including a \$5 fee being added to the sea run salmon licence endorsement (as a cost-recovery mechanism).*
- b. That a new licence category is established called a Designated Waters Licence available as a \$5 annual licence per Fish and Game region for resident anglers and as a day licence to non-resident anglers at a fee of \$40.*

It was noted that this was beneath CPI for the last year.

The Council acknowledges that this may cause some discomfort to licence holders but remarked that increased direct costs, including those for staffing, inevitably have to be covered by an increase in licence fees if the organisation is to retain its current capacity, particularly its staffing.

Yours sincerely

A handwritten signature in blue ink that reads "Ian Hadland".

Ian Hadland  
Chief Executive  
Otago Fish & Game Council



9/06/2023

Chair

New Zealand Fish & Game Council

Via email

### **Feedback on Licence fees, Remuneration Policy, Reserves Policy, Designated Waters Licence and Residency Definition**

Dear Barrie,

The Southland Fish and Game Council considered various items the New Zealand Council requested feedback on, at its 1<sup>st</sup> June 2023 meeting.

#### **Licence Fees**

Councilors were frustrated that the NZC proposed to elevate the licence fees as much as they did. Instead, our council resolved that licence fees be based on those originally proposed back in February; **specifically Adult Whole Season Fish be set at \$149, and Adult Whole Season Game set at \$109.**

In discussion, councilors observed that some regions apparently never receive complaints regarding the cost of licenses, which is certainly something that councilors receive in Southland. Councilors went on to suggest that because councils are typically comprised of very passionate anglers and hunters their views don't necessarily align with less enthusiastic anglers and hunters for whom price may well be a significant barrier.

The Southland Council is particularly concerned at the relative cost of game bird hunting licences with respect to fishing licences, recognising that anglers typically get far more opportunities associated with their licence than game bird hunters. Our surveys show that only about half of our game bird hunters hunt once or more after Opening Weekend. Therefore, our council is particularly mindful that wherever possible, costs should be saved to try and avoid elevating the Game Bird Hunting Licence above that which represents reasonable value for the majority of our game bird hunters for which opening weekend is the only opportunity that they utilize.

#### **Remuneration**

Council supported the remuneration policy proposed by NZC.

#### **Designated Waters Licence**

As you may be aware, the Designated Waters proposal was initially developed by the Southland Council, in response to the over-crowding (by non-residents) of our favoured fisheries. The Southland Council therefore resolved to support the Designated Waters licence.



However, they believe that;

- the number of days available for non-resident anglers should remain at four per region, as originally proposed
- resident anglers should not have to pay the \$5 fee within their own region

### **Residency Definition**

The Southland Council supported the proposal to move to the use of a residency definition that is consistent with that used by Immigration New Zealand.

### **Reserves**

Council was concerned that the proposal was based on budget rather than income, which for the larger levy paying regions, is only approximately half what it would be if it was based on income. Council concluded that if the East Coast of the South Island suffered any sort of event that affected licence sales, then the whole of the organisation would be put at financial risk if these regions did not hold sufficient reserves.

Therefore, the council suggested that the reserves policy should revert to align with the pre-covid reserves policy and suggested that levy receiving regions should hold a minimum of 20% and a maximum of 50% of their budget in reserves. Levy paying regions should hold a minimum of 20% and a maximum of 50% of their income in reserves.

I trust that this will assist on your upcoming decisions.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'Lindsay Withington', written in a cursive style.

Lindsay Withington  
Chairman  
Southland Fish and Game Council

## Draft Performance Management Policy

### New Zealand Fish and Game Council Meeting - 15 June 2023

Prepared by: Jane Hutchings, HR Business Partner, NZ Fish and Game Council

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#### Kōrero taunaki - Summary of considerations

##### *Purpose*

This report to the New Zealand Fish and Game Council is to consult on a Draft Performance Management Policy and to seek approval to send to regional managers, staff and Councils for consultation.

##### *Financial considerations*

Nil       Budgetary provision       Unbudgeted

##### *Risk*

Low       Medium       High       Extreme

#### Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That the New Zealand Fish and Game Council:

1. Receives the information; and
2. Agrees that the Draft Performance Management Policy be circulated to regions for feedback.

#### Whakarāpopoto - Summary

1. This policy sits alongside the Remuneration Policy so that reward is linked to performance with the performance reviews being conducted before decisions are made on individual pay movements.
2. The intention is that performance reviews will be undertaken online and through the new HR system Employment Hero.

#### *Consultation*

1. Managers have provided initial feedback on the attached Draft Performance Management Policy.
2. Regional staff, managers and Councils will have the opportunity to provide feedback on this draft policy if endorsed by NZC.

#### Ngā mahinga e whai ake nei - Next actions

If agreed, the Draft Performance Management Policy will be circulated to regions for feedback before returning to NZC for final approval.



# DRAFT PERFORMANCE MANAGEMENT POLICY

|                       |                             |
|-----------------------|-----------------------------|
| <b>Section</b>        | Operational                 |
| <b>Contact/Owner</b>  | NZC Chief Executive Officer |
| <b>Last Review</b>    | N/A New Policy              |
| <b>Next Review</b>    |                             |
| <b>Approval</b>       | NZC                         |
| <b>Effective Date</b> |                             |

## 1. PURPOSE

Clause 26G of the Conservation Act 1987 requires the NZ Fish and Game Council to operate a personnel policy that complies with the principles of being a good employer. This policy is designed to meet that requirement and to support Fish and Game to attract, retain and motivate people it needs to achieve its objectives, both now and into the future. It provides a framework for fair and consistent performance management practice across Fish and Game and encourages and supports personal development and organisational learning.

## 2. PRINCIPLES

Fish and Game's performance management policy and process will be guided by the following principles:

- Support Fish and Game's strategy and goals, organisational capability, and focus on service delivery;
- Provide clear goals for staff to strive for;
- Provide expectations on the behaviours required to meet our values
- Provide a process for managers to provide staff with regular, timely and constructive feedback on performance and an avenue for the celebration of success and achievement;
- Be sufficiently flexible to meet the various regional requirements whilst still being applied consistently across Fish and Game; and
- Enable employees at all levels in the organisation to clearly understand how their job activities and the level of their performance directly contribute to the success of Fish and Game and the clear relationship between performance and rewards.

## 3. BENEFITS OF SUCCESSFUL PERFORMANCE MANAGEMENT

An effective performance management process provides benefits for the individual, the manager and Fish and Game.

### 3.1 Benefits to the staff member:

- Receiving valuable and timely feedback on their performance;
- Opportunity to discuss in depth precisely what is expected of them;
- Ability to gain recognition for his or her efforts and achievements;
- Problems and issues affecting their progress can be discussed and addressed; and
- Opportunity to formally discuss their development and training needs.

### 3.2 Benefits to the manager:

- Opportunity for the manager's relationship with the staff member's to be strengthened via increased communication;
- Staying connected to the staff member's performance and progress towards team goals can contribute to the overall performance in the manager's area of responsibility; and
- Ability to monitor individual roles and team functions and consider changes to job scope, design and team priorities.
- Have a basis from which to assess pay movements in the remuneration review.

### 3.3 Benefits to Fish and Game:

- Problem areas can be highlighted and dealt with promptly and effectively;
- Discussions of staff member's ideas and expectations enhances communication; and
- Managers are provided with a forum to communicate Fish and Game's goals and strategic direction as well as their own areas of responsibility.

## 4. ANNUAL PERFORMANCE MANAGEMENT CYCLE

4.1 The following steps broadly outline the key aspects of the performance management cycle:

### a) **Setting Performance Objectives, Behaviours and Training and Development Goals:- September**

- This is a collaborative discussion between the Manager and staff member to formally establish and agree performance objectives, behaviours and training and development goals for the staff member;
- The **performance objectives** should be based on the staff member's specific role accountabilities and the organisation's strategic objectives and priorities; and
- The **training and development goals** should be focused on the improvement of the staff members's skills and knowledge within their current role or to support their overall career goals;
- The **Team and personal behaviours** should be linked to the organisation's values

### b) **Regular Reviews and Feedback:**

- Regular constructive feedback from the manager on progress should be on-going throughout the performance year, at least 6 monthly. Progress can be undermined if reviews are held sporadically or only when there is a problem;
- Progress against objectives, workloads and priorities should be reviewed, adjusting the objectives and/or timelines if necessary and identifying actions needed by the individual and/or manager to ensure the objectives are met;
- Additional coaching, assistance or extra resources required by the staff member should be discussed and agreed and any performance problems should be dealt with as and when they arise, so that they can be resolved quickly and effectively; and
- It is recommended that the manager records progress notes and the staff member enters their comments from these meetings into the on-line performance management system.
- **End of year assessment – July - August**
- This will inform the annual remuneration review. Goals that have not been completed can be rolled into the performance plan for the next year.

## 5. 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 (for Consultation):</b>                           |
| <b>Next Review</b>   |

DRAFT

## Residency Definitions

### New Zealand Fish and Game Council Meeting - 15 June 2023

Prepared by: Corina Jordan, CEO, NZ Fish and Game Council

#### Kōrero taunaki - Summary of considerations

##### *Purpose*

This report to the New Zealand Fish and Game Council provides an update on regional feedback to amend the definition of resident and non-resident to align with the Immigration Act and DoC Taupō.

##### *Financial considerations*

Nil       Budgetary provision       Unbudgeted

##### *Risk*

Low       Medium       High       Extreme

#### Ngā taunaki - Staff Recommendations

NZC Staff recommend that the New Zealand Fish and Game Council:

1. Receives the Residency Definitions consultation update.
2. Considers the consultation received to date from the Regions; and
3. Notes that the decision on amending the definition of resident and non-resident to align with the Immigration Act and DoC Taupō will be considered at the 18 August NZC meeting.

##### *Financial Implications*

Analysis will be undertaken by the Licence Working Party (LWP) on the implications and presented at NZC's August meeting.

##### *Legislative Implications*

If confirmed, this would result in amendments to the Sports Fish Licences Fees and Forms Notice 2024. Consideration also needs to be given as to whether this fits within NZC's current policy and strategy, such as National Policy, three-year plan and R3 initiatives etc.

##### *Consultation*

To fit within Council meeting timeframes, a summary of regional feedback received to date is set out below:

| Region           | Resident Definition Amendment | Comment  |
|------------------|-------------------------------|--|
| Northland        | ✓                             | Supports the standardisation of Resident/Non-Resident definitions in line with DOC policy and Immigration NZ.  |
| Auckland/Waikato | X                             | Did not support changing current definition of residency. Foreign nationals working on temporary visas are taxpayers in generally low paying employment, they should have similar benefits as residents. |
| Eastern          | X                             | Not supported due to concern that students and those   |



| Region             | Resident Definition Amendment | Comment   |
|--------------------|-------------------------------|---|
|                    |                               | on work visas would be disadvantaged and penalised to pay the non-resident licence fee, when in fact they are contributing to the economy of the county by paying taxes and international student fees. |
| Hawke's Bay        |                               | Not received to date.   |
| Taranaki           | ✓                             | Taranaki Fish & Game council supported amending the definition of resident and non-resident to align with the Immigration Act and DOC taupo.  |
| Wellington         | X                             | Did not support amendments, definition should not rely solely on the definitions used by DOC Taupo fishers and/or the Immigration Act.<br><b>See Letter attached.</b>                                   |
| Nelson/Marlborough | ✓                             | Council unanimously supported the Resident/Non-Resident definitions in their current format.  |
| West Coast         | ✓                             | Received 14/6/23<br>Supported amending the definitions as proposed in the consultation document provided by the NZ Council.   |
| North Canterbury   | ✓                             | Supported the recommendation to align the resident/non-resident definition with the Immigration Act and DOC Taupo.  |
| CSI                | ✓                             | Passed as written.  |
| Otago              | ✓                             | F&G compliance and communication resources to be increased to ensure high compliance levels are maintained. <b>See Letter attached.</b>   |
| Southland          | ✓                             | Supported the proposal to move to the use of a residency definition that is consistent with that used by Immigration New Zealand.   |

## Appendix 1: Consultation Letter to Regional Councils

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

### Recommendations - Ngā taunaki

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

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

### Executive Summary - Whakarāpopoto

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

### Discussion - Kōrerorero

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

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

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

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

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

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

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

DoC Taupō defines:

Resident as someone who is a:

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

Non-resident as someone who is not a:

- New Zealand citizen; or

- Permanent resident as defined in the Immigration Act 2009.

The Immigration Act definitions are as follows:

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

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

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

### **Options - Ngā kōwhiringa**

Regional councils may:

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

### **Considerations for Decision-Making - Whai whakaaro ki ngā whakataunga**

#### **Financial Implications**

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

#### **Legislative Implications**

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

#### **Section 4 Treaty Responsibilities**

There are no legislative implications raised.

#### **Policy Implications**

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

#### **Risks and Mitigations**

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

#### **Next Actions - Ngā mahinga e whai ake nei**

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





Corina Jordan  
**Chief Executive**  
**New Zealand Fish and Game Council**



9 June 2023

NZ Fish and Game Council

#### Licence Fee Recommendation 2023/2024

At its last Council meeting on 6 June 2023, Wellington Fish and Game Council considered the paper Resident/Non-Resident Definition authored by Corina Jordan, CEO NZ Fish and Game Council dated 8 May 2023.

After considerable discussion Wellington Fish and Game Council concluded that it would not support amending the current definition of Resident/Non-Resident, and therefore would not support solely on the Immigration Act definition or DOC Taupo's definition.

The Council considered that the proposed amendment(s) did not recognise the value of working migrants that contribute to paying taxes and contributing to the community. By contributing to the central tax take, that considering migrant workers to be non-resident conflicts with the intent and justification for having a pricing differential – i.e. that they would contribute to wider water management within New Zealand through general taxation.

It was resolved that

**Wellington Fish and Game does not support the proposed amendments to the Fish and Game definitions on resident and non-resident anglers – and for clarity that the definition for such should not rely solely on the definitions used by DoC Taupo fisheries and/or the Immigration Act.**

Yours sincerely

Paul Dewar  
Chairman  
Wellington Fish and Game Council

A blue ink handwritten signature, appearing to be 'Phil Teal', written in a cursive style.

pp Phil Teal  
Chief Executive  
Wellington Fish and Game Council



26<sup>th</sup> May 2023

Chief Executive,  
New Zealand Fish & Game Council  
Via email

**Re: Feedback on Non Resident definition**

Dear Corina,

Otago Council considered the paper provided by NZC on Resident/Non Resident definitions at its 24<sup>th</sup> May 2023 meeting.

Council agreed that consistency, including with Taupo, was important and probably over-rides concerns about a small number of long stay anglers who are living and working in our region. The Immigration Act 2009 definition of a resident as being a Citizen of NZ or those holding a permanent resident visa is very clear and seems appropriate.

The Council did express concern about achieving compliance when sales of licences to non residents were completed online, or at agencies where staff are not equipped or willing to test every individual with an accent on their residency status.

It was acknowledged that there was a goodwill component to it and that non resident anglers have been very compliant in the past but the potential introduction of higher fees, and restrictions on fishing for non residents, could increase the temptation for them to test the system. In that respect, the organisations compliance and communication resources will need to be increased to ensure that our present high compliance levels are maintained.

Yours sincerely

A handwritten signature in blue ink that reads "Ian Hadland".

Ian Hadland  
Chief Executive  
Otago Fish & Game Council

## Remuneration Policy

### New Zealand Fish and Game Council Meeting – 15 June 2023

**Prepared by:** Jane Hutchings, HR Business Partner, NZ Fish and Game Council

#### Kōrero taunaki - Summary of considerations

##### *Purpose*

This report provides an update on regional feedback on the Draft Remuneration Policy.

##### **Ngā taunaki - Staff Recommendations**

NZC staff recommend the following motion:

That the New Zealand Fish and Game Council notes the feedback on the draft Remuneration Policy and recommends that the final policy be submitted for approval at the August Council meeting.

##### **Whakarāpopoto - Summary**

The NZ Fish and Game Council viewed and commented on the draft Remuneration Policy at its April 2023 meeting. The draft policy was then sent to Regional Managers in order that they could consult with their staff and Councils.

##### **Takenga mai – Background**

The organisation asked NZC to establish a cohesive remuneration framework. Over the last three years, work has been done to achieve this by several remuneration committees with the final result being the new remuneration framework that was agreed at the April NZ Council meeting. The attached Remuneration Policy supports that framework, along with the Performance Review Policy, which has been drafted and is included in this agenda for consideration.

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

##### **Consultation**

Regional feedback is set out below:

To fit within Council meeting timeframes, a summary of regional feedback received to date is set out below:

| Region           | Remuneration Policy | Comment   |
|------------------|---------------------|---|
| Northland        | ✓                   | Northland Fish & Game Council supports the draft remuneration policy.   |
| Auckland/Waikato |                     | Feedback was around definition of roles and salary bands rather than on the Policy itself, except to say that their Policy on Policies from NZC states that policy consideration should go through 2 rounds of regional council meetings. <b>See Letter attached.</b> |
| Eastern          | ✓                   | Supports in principle the intent to create a framework that brings a national policy over the process for all regions but retains room for regional input. The policy   |

| Region             | Remuneration Policy | Comment  |
|--------------------|---------------------|--|
|                    |                     | should also include a broad framework for the CEO/Managers in the Remuneration Policy process.   |
| Hawke's Bay        |                     | Not received to date.  |
| Taranaki           | ✓                   | Policy only sent to staff for feedback, general support and no specific comments.  |
| Wellington         | ✓                   | Supports policy for internal consistency of remuneration and ensure remains competitive following General Market assessments. Assessments must be made during the budgeting process to ensure F&G can afford recommendations and are aware of potential budget constraints. <b>See Letter attached.</b>  |
| Nelson/Marlborough | ✓                   | The Council unanimously supported the Draft Remuneration Policy.   |
| West Coast         | ✓                   | Received 14/6/23<br>Supported the Remuneration Policy as circulated.   |
| North Canterbury   |                     | Not received to date.  |
| CSI                | X                   | Concern Policy has not considered the Commerce Act in its development. Based on F&G structure, national rem policy may be in effect "price fixing" on one of our major inputs. <b>See Email attached</b>   |
| Otago              | X                   | Otago expressed their gratitude for the review of the salary bands, but questioned whether it was appropriate for NZC to promote national policy development for matters which are not part of their statutory mandate.<br>However, they then went to suggest a number of amendments to the policy, most of which have been incorporated into the attached policy<br><b>See Letter attached.</b> |
| Southland          | ✓                   | Council supported the remuneration policy proposed by NZC.   |

### Discussion on feedback

The feedback in general has been supportive, however, considering Auckland/Waikato's feedback on the need to pass policy through two council meetings, it is proposed that a final version of this policy be presented at the August NZ Council meeting.

With regards to the other feedback, only CSI and Otago have questioned NZC's ability to make national policy.

With regards to CSI's view that the policy contravenes the Commerce Act, legal opinion will be sought on this and presented at the August meeting. However, given that multi-employer agreements and pay equity provisions also set standard pay rates across organisations, it would seem unlikely that we are acting illegally.

With regards to Otago's submission, despite their view that NZC couldn't promote national policy development they have provided suggested amendments, most of which are minor wording changes and they have been incorporated into the attached policy. The changes have been highlighted in green.

The only major issue relates to Section 4, which they consider to be out of line with the process for budget setting, as distribution of funds is the responsibility of each Council and therefore Section 4 should be removed. This section is highlighted in yellow.

Section 4 doesn't say anything about how regional councils distribute their budget, so this section has been left in.

**Ngā mahinga e whai ake nei - Next actions**

If agreed, the final Remuneration Policy will be presented at the August NZ Council meeting for final approval. This will give the Regional Councils who wish to the opportunity to review the policy again.



# DRAFT REMUNERATION POLICY

|                       |                                      |
|-----------------------|--------------------------------------|
| <b>Section</b>        | Operational                          |
| <b>Contact/Owner</b>  | NZC CEO/NZC                          |
| <b>Last Review</b>    | N/A – New Policy                     |
| <b>Next Review</b>    |                                      |
| <b>Approval</b>       | NZC [INSERT MEETING DATE/RESOLUTION] |
| <b>Effective Date</b> | [INSERT DATE]                        |

## 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 people 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 people 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 person performing the role;
- e. Progress employees demonstrating good performance to the midpoint of the range within three years in role;
- f. Reward employees based on consistent delivery of strong individual performance that includes both the results that are achieved and how they are achieved;
- g. Demonstrate equity, openness and transparency; and
- h. Ensure consistency and pay parity across the regions.

2.2. Decisions made 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. Organisational and individual performance, and staff contribution to national level projects
- c. Relevant market pay rates to inform salary ranges;
- d. Market dynamics e.g. supply and demand; and
- e. Affordability.



- 2.3. A reputable and proven job evaluation system will be used to size roles at Fish and Game.
- 2.4. 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 Fish and Game **Councils**.
- 3.2. To be eligible for a remuneration review, employees must have commenced permanent employment with Fish and Game prior to 1 July of the current review year.
- 3.3. Permanent employees who commence employment with Fish and Game on or after 1 July will have their remuneration reviewed in the following review year.
- 3.4. Any employee who has worked for less than three months in their role of the performance year is not eligible for a remuneration review.
- 3.5. Casual employees are not eligible for a remuneration review.
- 3.6. Fixed Term employees (of one year or less duration) are not eligible for a remuneration review.
- 3.7. Fixed Term employees greater than one year duration may be eligible for a remuneration review at the **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 CEO, will determine the total budget available and allocation for the organisation remuneration review based on submissions from the Regional Managers/Chief Executives. Final budgets are subject to the Minister of Conservation decision on licence fees.

### 5. MARKET POSITIONING

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

### 6. SALARY RANGES

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

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

### 7. CONSUMER PRICE INDEX (CPI) ADJUSTMENTS

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

\*Fixed remuneration is defined as annualised base salary plus any fixed benefits such as extra leave, a vehicle, extra kiwisaver etc,

## 8. KIWISAVER

- 8.1. Fish and Game encourages individuals to make provision for their retirement, and encourages participation in KiwiSaver or other personal superannuation schemes at the discretion of the employee:
- 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
  - As required by law, Fish and Game provides employer contributions to KiwiSaver participants. This contribution may not be converted into salary.

## 9. TIMELINE FOR REMUNERATION REVIEW

- 9.1. Regional Managers/CEOs submit applications 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 the role.
- 9.5. The managers collectively discuss their proposed rem changes (summarised to protect confidentiality) in order to ensure consistency across the regions.
- 9.6. Staff are advised in writing of the results of the remuneration review and changes are made effective from 1 September each year.

## 10. RESPONSIBILITIES

### 10.1. Regional Managers/Chief Executives

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

Additionally, Regional leaders have a responsibility to:

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

### 10.2. Human Resources

Human Resources will:

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

\*Fixed remuneration is defined as annualised base salary plus any fixed benefits such as extra leave, a vehicle, extra kiwisaver etc,



**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 (for Consultation):</b>                           |
| <b>Next Review:</b>  |

DRAFT

\*Fixed remuneration is defined as annualised base salary plus any fixed benefits such as extra leave, a vehicle, extra kiwisaver etc,

**From:** "Ben Wilson"  
**Sent:** Tuesday, 13 June 2023 00:22  
**To:** "Barrie Barnes" <BBarnes@fishandgame.org.nz>; "Corina Jordan" <cjordan@fishandgame.org.nz>; "Maryse Ropiha" <MRopiha@fishandgame.org.nz>  
**Cc:** "Nigel Juby" <nigeljuby@gmail.com>  
**Subject:** FW:

Good afternoon all

Please find the comments below from the Chair of Auckland/Waikato, Nigel Juby, for the June NZ Council meeting.

Regards  
Ben

**Ben Wilson** / *Chief Executive*

### **Auckland/Waikato Fish & Game**

156 Brymer Rd, RD 9, Hamilton

**Ph:** 021 848306

[bwilson@fishandgame.org.nz](mailto:bwilson@fishandgame.org.nz) [www.fishandgame.org.nz](http://www.fishandgame.org.nz)

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**From:** Nigel Juby <nigeljuby@gmail.com>  
**Sent:** Tuesday, June 13, 2023 12:16 PM  
**To:** Ben Wilson <BWilson@fishandgame.org.nz>  
**Subject:**

#### **NZ Council meeting of 2-22 April 2023**

The Auckland/Waikato Council is concerned that neither the agenda nor draft minutes of the NZ Council meeting of 22-23 April have been made available to regions. There have been considerable concerns expressed by regions in recent years over the lack of transparency of NZ Council proceedings. Therefore the Auckland/Waikato Council believes that it is good practice that the agenda is sent out to the regional Chairs and Chief Executives prior to each meeting. Furthermore, the draft minutes should be sent out within two weeks after each meeting. Although we understand that there is concern that the unconfirmed minutes should not be made publicly available, albeit they have been for many years, there is still no adequate reason why the unconfirmed minutes cannot be distributed within Fish and Game. Alternatively, to expedite fast decision making, the draft minutes could be approved via a quick zoom meeting by NZC.

The council appreciates the summary as a very good product but needs the minutes to be available for a more in-depth understanding of decisions.

#### **2023/24 Licence Fee Consultation**

The Auckland/Waikato Council supports the recommendation from the NZ Council for the licence fees for the 2023/24 season.

### Residency Definitions Consultation

The Auckland/Waikato Council does not support any change in the current definition of residency. Foreign nationals working on temporary visas are taxpayers in generally low paying employment, they should have similar benefits as residents.

### Draft National Policies

I emphasise that these are the preliminary comments of the Auckland/Waikato Council on the draft remuneration and reserves policies. National Policy (adopted 7 June 2019) states that all draft policy must lie with regional Fish and Game Councils for at *least two meeting cycles*. Therefore we assume that NZ Council will not be adopting these policies until later in the year and that the Auckland/Waikato Council will have further opportunity to consider the proposals.

### DRAFT NATIONAL RESERVES POLICY:

The Auckland/Waikato has the following preliminary comments on the Draft National Reserves Policy:

- ***That the Asset Replacement Fund is reviewed with consideration given that if only applies to assets valued at more than \$5,000.***

Currently all capital expenditure over \$2,000 requires pre-notification, albeit we acknowledge that in practice this is rarely carried out. The limit of \$2,000 has been in place for many years and is no longer practicable, requiring notification for routine purchases such as laptops. We consider that it would be much more practical to have a limit of \$5,000.

- ***That general reserves for regions should be maintained at 30% of budget.***

We note that 20% of budget is considered by the NZC to be adequate to provide security against fluctuations in income and to ensure adequate operational cash flow. However, this is not always true for Auckland/Waikato because:

- Auckland/Waikato receives the majority of its income towards the end of the financial year (e.g. May & June).
- However, the bulk of Auckland/Waikato expenditure, including two levy payments, occurs in the first half of the financial year (September to February).

In some recent years, Auckland/Waikato has had to use restricted reserves to maintain cash flow during the December - February period because of the delay by external funding agencies to reimburse expenditure for habitat restoration work. This is not ideal and thus we suggest that either the reserve policy is changed to require regions to maintain general reserves at 30% or levy payments dates are changed to better reflect actual availability of funds. Potentially, separate sportfish and gamebird levy payment dates would solve this issue.

### DRAFT REMUNERATION POLICY

The Auckland/Waikato Council has the following preliminary comments on the Draft Remuneration Policy:

- Council supports the concept of bulk funding of budgets based perhaps on a 3-yearly review, rather than having NZC involved in determining individual pay rates on an annual basis.
- Salary ranges should be adjusted for the Fish & Game “model”. For example, it is inequitable that the minimum salary for a new field officer should be considerably higher than that for an experienced and skilled office manager.
- Roles should be better defined, especially the demarcation between field officer and senior field officer.
- The salary range for regional manager’s salary should be based on actual council expenditure rather than budgeted expenditure as the latter didn’t take into consideration or provide incentive for external income.
- Concern was expressed that the proposed salary range would widen the *gender pay gap* for Fish and Game employees.
- There should also be transparency with the salary range for national office staff.
- Many roles don't actually fit within the strict framework of the 4 job descriptions.

The Auckland/Waikato considers that the remuneration policy still requires considerable discussion and regional input.

Please contact me if you require any clarification on the above preliminary comments.

Yours sincerely

Nigel Juby

**Chairman**

**Auckland/Waikato Fish & Game**



12 June 2023

NZ Fish and Game Council

### **Draft Remuneration Policy**

At its last Council meeting on 6 June 2023, Wellington Fish and Game Council considered the paper *Draft Remuneration Policy* authored by Corina Jordan, CEO NZ Fish and Game Council dated 8 May 2023.

This was considered an operational policy but appropriate for Council to consider as they also needed to be aware of their obligations as employers.

Wellington Fish and Game Council supported the following concepts and proposed approaches noted in the Draft Remuneration Policy:

- A consistent organisational approach to evaluating staff performance and adjusting remuneration on an annual basis, based off staff performance and updated General market movement across comparable organisations.
- Strategic Pay has provided Fish and Game with remuneration and market assessments for at least seventeen years – for remuneration of similar roles in similar organisations, such as local government – and they should be the principal providers of information to maintain consistency.
- Remuneration information is provided from a market assessment done in March each year to inform of any remuneration changes required for the new Financial Year starting 1 September each year.
- Comparing staff remuneration to the General Market movement should ensure there is an awareness of remuneration levels in a competitive employment market.
- Council wishes to ensure that staff are appropriately and fairly remunerated for their contribution to Fish and Game in representing the needs of hunters and anglers.

Further discussion ensued on:

- Ensuring that Fish and Game can afford the remuneration recommendations and be aware of potential budget constraints.
- The remuneration policy should apply to all staff including Chief Executives.
- The job sizing number resulting from the current job sizing exercise should be confirmed as the assessment number - so it does not cause tension for annual review. Reviews of job sizing should only occur if job descriptions and/or expectations of the position category change materially.
- How do we deal with contracts that already have CPI explicitly stated, with a reasonable expectation that this would continue for annual review?

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

- Acknowledge that there is some refinement (in detail) of some of the clauses in the Draft Remuneration Policy and note it is an operational policy document.
- There is currently no mechanism to cause restraint on spending on remuneration by some regional councils. There needs to be some clarification as to whether this is a 'guide' or 'required approach' for each entity to follow as an approach to employment issues - and if it is a guideline then identifying mechanisms such as MOUs between regions to encourage following the guidelines to ensure consistency.

After further discussion Wellington Fish and Game Council resolved that

**Wellington Fish and Game supports the concepts and intent of the remuneration policy to try and get internal consistency of remuneration and also ensure staff remunerations remain competitive following General Market assessments.**

**Wellington Council also considered that assessments must be made during the budgeting process to ensure Fish and Game can afford the remuneration recommendations and be aware of potential budget constraints.**

Yours sincerely

Paul Dewar  
Chairman  
Wellington Fish and Game Council



pp Phil Teal  
Chief Executive  
Wellington Fish and Game Council

**From:** "Steve Mcknight"  
**Sent:** Tuesday, 30 May 2023 21:07  
**To:** "Maryse Ropiha" <MRopiha@fishandgame.org.nz>  
**Subject:** Consultations

Hi Maryse,

In response to the consultations current out to us for feedback;  
Draft Rem Policy – There is some concern at the CSI council that the Policy has not considered the commerce act in its development. I fed the details back to Jane directly. It is based around our structure and that by having a rem policy at national level we may in fact be in effect “price fixing” on one of our major inputs.

Licence Fee – The Licence fee for next season was carried by the CSI council as written.  
Resident / non Resident definition – This was also passed as written by the CSI council  
Draft annual reserves policy – There was no resolution passed on this policy. However it was received and noted by the council.

I am expecting some further feedback from Staff on the Rem policy so will send that through as it comes to hand

Kind Regards

Steve



6<sup>th</sup> June 2023

Chair and Chief Executive,  
New Zealand Fish & Game Council  
Via email

Dear Barrie and Corina,

**Re: Draft Remuneration Policy – Feedback from Otago Fish and Game Council**

Otago Council considered the Draft Remuneration Policy paper at 24<sup>th</sup> May 2023 meeting.

**Review of roles against general market**

Firstly, the Otago Fish & Game Council wanted to express its gratitude for the NZC completing the review of salary bands for common roles across the organisation. This was long overdue. Otago Council had previously written to NZC asking for this to be completed with urgency so that it could retain its best staff and attract suitably qualified replacements for those departing. The summary report from Strategic Pay has been welcomed.

**Legislation**

Council raised a question as to whether it was appropriate for New Zealand Council to promote national policy development for matters which are not part of its statutory mandate. Remuneration and management of staff are the functions of individual F&G councils and this separation of duties, including operation of a 'personnel policy' is well laid out in the Conservation Act.<sup>1</sup> It confirms that staffing matters are the strict preserve of individual councils.

**Ministerial Review**

There has been some discussion - at both a management and governance levels - about the adoption of common policy across the organisation and this being based on the outcome of the Ministerial Review. We assume that was grounded upon Recommendation 17 *NZC develop a full suite of Governance and Corporate policies which are binding on itself and all Fish and Game Councils*'. We don't consider this extends as far as development of national policy on Human Resources as the review was silent on this aspect and it was strictly a review of 'governance' rather than management at Fish and Game.

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<sup>1</sup> s26F allows NZC to appoint a manager and other staff and s26G provides for the adoption of personnel policy that complies with the principle of being a good employer. These sections are duplicated in the powers for regional Fish & Game Councils in s26T (1) and (2).

### Should there be National policy on remuneration?

In saying the above, Council agrees that policy is useful to ensure a consistency in approach to regional F&G staff management including performance and remuneration. Whether that should be national policy or policy adopted at a local level is an important decision. National policy needs to be very high level (all operational aspects removed) if it is to be agreed by councils. Local approval of consistent policy or guidelines by councils could have more guiding detail which could be more helpful to the regional council and its manager. Local adoption of the policy or guidelines should create the desired consistency across the organisation – provided it is adopted by every Council.

### Amendments sought

If the NZC proposes to persist with the document as national policy, Otago submits the following amendments and comments;

- Overall the Policy draft looks to be an edited version of policy for a standard top down organisation. There have been attempts to make it fit our federal system of Councils but the result is now somewhat confusing. Adding the word ‘Councils’ after Fish and Game everywhere it appears would help considerably, especially in the recognition of Councils as individual entities and is more consistent with s26T of the Cons.Act.
- Section 2: 2.1c Change shareholders for “licence holders”.
- 2.1d Add the word ‘experience’ in here.
- 2.2 Assumes that NZC make decisions on allocation of funds for remuneration. It does not. It receives budgets (which include salaries) from regions and sets an appropriate licence fee for recommendation to the Minister. Edit sentence to say “Decisions made by Councils on the allocation of funds....”
- 2.2b needs to directly recognise staff contributions to national level projects.
- 2.5 85% of the range for the position they hold is fine, provided that job description exactly matches the role which has been job sized.
- 2.6 Needs to recognise experience alongside performance.
- Section 3: Policy might apply to all F&G Councils rather than all F&G staff as stated in 3.1. Rest of this section is business as usual.
- 3.7 Change “CEO’s” to Councils or managers sole discretion...”. National CEO has no authority to stipulate conditions of employment in regions.
- Section 4: This is out of line with the process for budget setting. NZC determine levies and propose a licence fee to the Minister to cover the organisations costs. Distribution of funds within each Council is their own care. Section should be removed from this policy.
- Section 5: A ‘fixed package’ needs to be further described. Use of consistent terms is encouraged. There is no clear link between ‘fixed package’ and ‘salary’.
- 6, 7 and 8: Provide good policy guidance. 6c needs clarifying further or remove midpoint reference.
- Section 9: 9.1 needs to be clearer that remuneration increases are part of a wider budget submitted to NZC. Change ‘Human Resources’ to “ a Third party provider (such as Strategic Pay) ...”. Present ‘human resources’ role is temporary.
- 9.2 needs rewording to: “The budgets including any contestable funding bids for salary budget increases are approved by NZC in April”.
- 9.5 This needs to be further described and linked to a standard performance review system (in train we are told)

- 9.6 needs to be carefully reworded to ensure that individual staff do not have their privacy breached.
- Section 10.2: Again, the present role of ‘Human Resources’ is temporary. Who will do this role when the present staff members contract runs out? This is a confused section.
- 10.2b should be provide advice to regional managers and CEO's, Provided that role is retained in the longer term.
- 10.3 is not required. Remove.

#### Missing components

- Long service leave – Recognition of long service seems to be missing but this might be covered in a contract rather than enshrined in a policy. There have been rumours of generous retirement provisions in contracts which should be either standardised or removed.
- Needs a sentence to describe that it will comply with all legal and regulatory requirements and be updated in line with these. s73 an s74 of the Public Service Act 2020 applies.
- Add a provision on how and when job descriptions will be evaluated if the present set of defined roles changes. Perhaps a 3 yearly evaluation process should be in place to assess the relative value and complexity of different roles within the organisation. This was suggested in the Strategic Pay report.

The Otago CE would be available to help with redrafting the policy if that were helpful.

Yours sincerely



Ian Hadland  
Chief Executive  
Otago Fish & Game Council



Colin Weatherall  
Chair  
Otago Fish & Game Council



# NZC Finance Report

## New Zealand Fish and Game Council Meeting - 15 June 2023

**Prepared by:** Carmel Veitch, CFO, NZ Fish and Game Council

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### Kōrero taunaki - Summary of considerations

#### *Purpose*

This report to the New Zealand Fish and Game Council presents the NZC Finance report for the nine months ended 31 May 2023.

#### *Financial considerations*

Nil       Budgetary provision       Unbudgeted

#### *Risk*

Low       Medium       High       Extreme

### Ngā taunaki - Staff Recommendations

That the New Zealand Fish and Game Council receives the NZC Finance Report for the nine months ended 31 May 2023 with a surplus of \$166,969.

### Whakarāpopoto - Executive Summary

1. The NZC Finance Report for the nine months ended 31 May 2023 presents a surplus of \$166,969 against a total (for full year) budget deficit of \$541,474.
2. The NZC only budget has a YTD surplus of \$1,381,786 against a total budget of \$1,664,126.
3. The National only report has a YTD Deficit of \$1,214,817 against a total budget deficit of \$2,205,600.

### Takenga mai - Background

This paper includes the following attachments:

- Table 1: Statement of Financial Performance for the 9 months ended 31 May 2023.
- Table 2: Statement of Financial Performance – NZC to 31 May 2023.
- Table 3: Statement of Financial Performance – National to 31 May 2023.
- Table 4: Statement of Financial Position as at 31 May 2023.
- Table 5: Aged Receivables Summary as at 31 May 2023.
- Table 6: Aged Payables Summary as at 31 May 2023.

The Budget deficit of \$541,474 was approved at the 159 NZC meeting in August 2022, which is made up as follows:

1. \$33,516 use of Reserves (1.03%) as per budget process.



2. \$80,000 for website development – carried over from previous year.
3. \$6,958 difference between ARF and depreciation.
4. Plus, an additional approved \$261,000 spending from reserves at the 160 NZC meeting in November 2022.
5. Plus, additional funding approved \$160,00 spending from reserves at the 161 NZC meeting in February 2023.



# Table 1: Statement of Financial Performance

## New Zealand Fish and Game Council For the 9 months ended 31 May 2023

|                                      | YTD ACTUAL       | TOTAL BUDGET     | REMAINING BUDGET | % OF BUDGET SPENT |
|--------------------------------------|------------------|------------------|------------------|-------------------|
| <b>INCOME</b>                        |                  |                  |                  |                   |
| Levies                               | 2,837,071        | 3,782,761        | 945,690          | 75%               |
| Interest Income                      | 5,262            | 16,158           | 10,896           | 33%               |
| <b>Other income</b>                  |                  |                  |                  |                   |
| Advertising & Merchandise            | 16,536           | 30,000           | 13,464           | 55%               |
| Gain on sale                         | 99               | -                | (99)             | -                 |
| Sundry Income                        | 9,000            | 12,000           | 3,000            | 75%               |
| Magazine Contributions               | 47,000           | 110,000          | 63,000           | 43%               |
| Sale of Fish and Game Cookbook       | 12,535           | -                | (12,535)         | -                 |
| <b>Total Other income</b>            | <b>85,170</b>    | <b>152,000</b>   | <b>66,830</b>    | <b>56%</b>        |
| Donations - Water Quality            | 450              | -                | (450)            | -                 |
| <b>Total INCOME</b>                  | <b>2,927,953</b> | <b>3,950,919</b> | <b>1,022,966</b> | <b>74%</b>        |
| <b>GRANTS TO REGIONS</b>             |                  |                  |                  |                   |
| Grants to Regions                    | 438,883          | 585,070          | 146,187          | 75%               |
| <b>Total GRANTS TO REGIONS</b>       | <b>438,883</b>   | <b>585,070</b>   | <b>146,187</b>   | <b>75%</b>        |
| <b>OUTPUTS</b>                       |                  |                  |                  |                   |
| <b>ADVOCACY</b>                      |                  |                  |                  |                   |
| Advocacy - Legal & Specialist Advice | 47,623           | 60,400           | 12,777           | 79%               |
| National Public Awareness            | 6,800            | 15,000           | 8,200            | 45%               |
| National Magazine                    | 129,112          | 348,000          | 218,888          | 37%               |
| RMA/Legal                            | 325,025          | 350,000          | 24,975           | 93%               |
| Social Licence Campaign              | 34,704           | 60,000           | 25,296           | 58%               |
| NBEA Project                         | 59,864           | 100,000          | 40,136           | 60%               |
| <b>Total ADVOCACY</b>                | <b>603,128</b>   | <b>933,400</b>   | <b>330,272</b>   | <b>65%</b>        |
| <b>RESEARCH</b>                      |                  |                  |                  |                   |
| Research Programme                   | 24,686           | 75,000           | 50,314           | 33%               |
| Research - National Anglers Survey   | 55,459           | 30,000           | (25,459)         | 185%              |
| Research - Phd Programme             | -                | 25,000           | 25,000           | -                 |
| <b>Total RESEARCH</b>                | <b>80,145</b>    | <b>130,000</b>   | <b>49,855</b>    | <b>62%</b>        |
| <b>CO-ORDINATION</b>                 |                  |                  |                  |                   |
| Marketing                            | 5,977            | 72,000           | 66,024           | 8%                |
| Business & Financial Support         | 3,797            | 4,000            | 203              | 95%               |
| Co-ordination National - CEO Travel  | 23,782           | 16,000           | (7,782)          | 149%              |
| Co-ordination - Administration       | 3,833            | 5,000            | 1,167            | 77%               |
| Elections                            | 33,750           | 45,000           | 11,250           | 75%               |
| Fish and Game Cookbook               | 2,853            | -                | (2,853)          | -                 |
| Regulations                          | 45,739           | 82,000           | 36,261           | 56%               |
| Information Technology- National     | 46,105           | 64,150           | 18,045           | 72%               |
| Maritime NZ Compliance               | 3,177            | 8,000            | 4,823            | 40%               |



Table 1: Statement of Financial Performance

|   | YTD ACTUAL       | TOTAL BUDGET     | REMAINING BUDGET | % OF BUDGET SPENT |
|---|------------------|------------------|------------------|-------------------|
| Manager Meetings                                | 13,468           | 12,000           | (1,468)          | 112%              |
| Staff Conference                                | -                | 30,000           | 30,000           | -                 |
| Staff Development Grant                         | 6,029            | 10,000           | 3,971            | 60%               |
| Youth Education Programme                       | 6,000            | 7,000            | 1,000            | 86%               |
| Website and Social Media                        | 33,696           | 66,450           | 32,754           | 51%               |
| Website Development                             | 17,472           | 80,000           | 62,528           | 22%               |
| Ranger Co-ordination                            | 16,109           | 27,500           | 11,391           | 59%               |
| Licencing                                       | 381,727          | 503,000          | 121,273          | 76%               |
| <b>Total CO-ORDINATION</b>                      | <b>643,513</b>   | <b>1,032,100</b> | <b>388,587</b>   | <b>62%</b>        |
| <b>Total OUTPUTS</b>                            | <b>1,326,786</b> | <b>2,095,500</b> | <b>768,714</b>   | <b>63%</b>        |
| <b>GOVERNANCE</b>                               |                  |                  |                  |                   |
| New Zealand Council                             | 58,198           | 60,000           | 1,802            | 97%               |
| Governance Advice & Performance                 | 75,163           | 80,000           | 4,837            | 94%               |
| Governors Forum                                 | 13,686           | 12,000           | (1,686)          | 114%              |
| Regional Audit                                  | -                | 10,000           | 10,000           | -                 |
| Remuneration Committee                          | 7,568            | -                | (7,568)          | -                 |
| <b>Total GOVERNANCE</b>                         | <b>154,614</b>   | <b>162,000</b>   | <b>7,386</b>     | <b>95%</b>        |
| <b>MINISTERIAL REVIEW IMPLEMETATION</b>         |                  |                  |                  |                   |
| Chair Strategy Workshop - Review                | 3,646            | 8,000            | 4,354            | 46%               |
| Consultant Amalgamation - Review                | 315              | 80,000           | 79,685           | 0%                |
| Consultation by ISG - Hui Review                | -                | 30,000           | 30,000           | -                 |
| Governance Training Program - Review            | 9,401            | 95,000           | 85,599           | 10%               |
| HR Consultant - Review                          | 24,661           | 80,000           | 55,339           | 31%               |
| ISG Support - Writing Policy - Review           | 2,071            | 10,000           | 7,929            | 21%               |
| Leadership & Cultural Training - Review         | 8,725            | 25,000           | 16,275           | 35%               |
| Legal Costs - Review                            | 16,307           | 65,000           | 48,694           | 25%               |
| Managers Strategy Workshop                      | 13,332           | 14,000           | 668              | 95%               |
| NZC Strategy Workshop & Implementation - Review | 53,652           | 33,000           | (20,652)         | 163%              |
| Staff Hui - Review                              | 4,460            | 60,000           | 55,540           | 7%                |
| <b>Total MINISTERIAL REVIEW IMPLEMETATION</b>   | <b>136,570</b>   | <b>500,000</b>   | <b>363,430</b>   | <b>27%</b>        |
| <b>OVERHEADS</b>                                |                  |                  |                  |                   |
| Salaries & Contractors                          | 562,554          | 979,403          | 416,849          | 57%               |
| Staff Expenses                                  | 59,179           | 47,100           | (12,079)         | 126%              |
| Office Premises                                 | 42,699           | 60,900           | 18,201           | 70%               |
| Office Equipment                                | 212              | 2,000            | 1,788            | 11%               |
| Communications/Consumables                      | 10,930           | 24,200           | 13,270           | 45%               |
| General (inc Insurance)                         | 4,323            | 8,600            | 4,277            | 50%               |
| Financial Audit Fee                             | 18,127           | 18,000           | (127)            | 101%              |
| Depreciation                                    | 6,106            | 9,620            | 3,514            | 63%               |
| <b>Total OVERHEADS</b>                          | <b>704,131</b>   | <b>1,149,823</b> | <b>445,692</b>   | <b>61%</b>        |
| <b>Total Expenses</b>                           | <b>2,760,984</b> | <b>4,492,393</b> | <b>1,731,409</b> | <b>61%</b>        |
| <b>Net Surplus/(Deficit)</b>                    | <b>166,969</b>   | <b>(541,474)</b> | <b>(708,443)</b> | <b>-31%</b>       |



## Table 2: Statement of Financial Performance- NZC Budget only

### New Zealand Fish and Game Council For the 9 months ended 31 May 2023

Region is NZC.

|                                      | YTD ACTUAL       | NZC BUDGET       | REMAINING BUDGET | % OF BUDGET SPENT |
|--------------------------------------|------------------|------------------|------------------|-------------------|
| <b>INCOME</b>                        |                  |                  |                  |                   |
| Levies                               | 2,837,071        | 3,782,761        | 945,690          | 75%               |
| Interest Income                      | 5,262            | 16,158           | 10,896           | 33%               |
| <b>Other income</b>                  |                  |                  |                  |                   |
| Gain on sale                         | 99               | -                | (99)             | -                 |
| Sundry Income                        | 9,000            | 12,000           | 3,000            | 75%               |
| <b>Total Other income</b>            | <b>9,099</b>     | <b>12,000</b>    | <b>2,901</b>     | <b>76%</b>        |
| Donations - Water Quality            | 450              | -                | (450)            | -                 |
| <b>Total INCOME</b>                  | <b>2,851,882</b> | <b>3,810,919</b> | <b>959,037</b>   | <b>75%</b>        |
| <b>GRANTS TO REGIONS</b>             |                  |                  |                  |                   |
| Grants to Regions                    | 438,883          | 585,070          | 146,187          | 75%               |
| <b>Total GRANTS TO REGIONS</b>       | <b>438,883</b>   | <b>585,070</b>   | <b>146,187</b>   | <b>75%</b>        |
| <b>OUTPUTS</b>                       |                  |                  |                  |                   |
| <b>ADVOCACY</b>                      |                  |                  |                  |                   |
| Advocacy - Legal & Specialist Advice | 45,348           | 50,400           | 5,052            | 90%               |
| National Public Awareness            | 173              | 7,500            | 7,327            | 2%                |
| Social Licence Campaign              | 34,704           | 60,000           | 25,296           | 58%               |
| NBEA Project                         | 59,864           | 100,000          | 40,136           | 60%               |
| <b>Total ADVOCACY</b>                | <b>140,089</b>   | <b>217,900</b>   | <b>77,811</b>    | <b>64%</b>        |
| <b>CO-ORDINATION</b>                 |                  |                  |                  |                   |
| Business & Financial Support         | 3,797            | 4,000            | 203              | 95%               |
| Co-ordination National - CEO Travel  | 23,782           | 16,000           | (7,782)          | 149%              |
| Information Technology- National     | 4,800            | 12,000           | 7,200            | 40%               |
| <b>Total CO-ORDINATION</b>           | <b>32,379</b>    | <b>32,000</b>    | <b>(379)</b>     | <b>101%</b>       |
| <b>Total OUTPUTS</b>                 | <b>172,468</b>   | <b>249,900</b>   | <b>77,432</b>    | <b>69%</b>        |
| <b>GOVERNANCE</b>                    |                  |                  |                  |                   |
| New Zealand Council                  | 58,198           | 60,000           | 1,802            | 97%               |
| Governance Advice & Performance      | 75,163           | 80,000           | 4,837            | 94%               |
| Governors Forum                      | 13,686           | 12,000           | (1,686)          | 114%              |
| Regional Audit                       | -                | 10,000           | 10,000           | -                 |
| Remuneration Committee               | 7,568            | -                | (7,568)          | -                 |
| <b>Total GOVERNANCE</b>              | <b>154,614</b>   | <b>162,000</b>   | <b>7,386</b>     | <b>95%</b>        |
| <b>OVERHEADS</b>                     |                  |                  |                  |                   |
| Salaries & Contractors               | 562,554          | 979,403          | 416,849          | 57%               |



Table 2: Statement of Financial Performance- NZC Budget only

|                              | YTD ACTUAL       | NZC BUDGET       | REMAINING BUDGET | % OF BUDGET SPENT |
|------------------------------|------------------|------------------|------------------|-------------------|
| Staff Expenses               | 59,179           | 47,100           | (12,079)         | 126%              |
| Office Premises              | 42,699           | 60,900           | 18,201           | 70%               |
| Office Equipment             | 212              | 2,000            | 1,788            | 11%               |
| Communications/Consumables   | 10,930           | 24,200           | 13,270           | 45%               |
| General (inc Insurance)      | 4,323            | 8,600            | 4,277            | 50%               |
| Financial Audit Fee          | 18,127           | 18,000           | (127)            | 101%              |
| Depreciation                 | 6,106            | 9,620            | 3,514            | 63%               |
| <b>Total OVERHEADS</b>       | <b>704,131</b>   | <b>1,149,823</b> | <b>445,692</b>   | <b>61%</b>        |
| <b>Total Expenses</b>        | <b>1,470,096</b> | <b>2,146,793</b> | <b>676,697</b>   | <b>68%</b>        |
| <b>Net Surplus/(Deficit)</b> | <b>1,381,786</b> | <b>1,664,126</b> | <b>282,340</b>   | <b>83%</b>        |



## Table 3: Statement of Financial Performance- NATIONAL

### New Zealand Fish and Game Council For the 9 months ended 31 May 2023

Region is National.

|                                      | YTD ACTUAL       | NATIONAL BUDGET  | REMAINING BUDGET | % OF BUDGET SPENT |
|--------------------------------------|------------------|------------------|------------------|-------------------|
| <b>INCOME</b>                        |                  |                  |                  |                   |
| <b>Other income</b>                  |                  |                  |                  |                   |
| Advertising & Merchandise            | 16,536           | 30,000           | 13,464           | 55%               |
| Magazine Contributions               | 47,000           | 110,000          | 63,000           | 43%               |
| Sale of Fish and Game Cookbook       | 12,535           | -                | (12,535)         | -                 |
| <b>Total Other income</b>            | <b>76,071</b>    | <b>140,000</b>   | <b>63,929</b>    | <b>54%</b>        |
| <b>Total INCOME</b>                  | <b>76,071</b>    | <b>140,000</b>   | <b>63,929</b>    | <b>54%</b>        |
| <b>OUTPUTS</b>                       |                  |                  |                  |                   |
| <b>ADVOCACY</b>                      |                  |                  |                  |                   |
| Advocacy - Legal & Specialist Advice | 2,275            | 10,000           | 7,725            | 23%               |
| National Public Awareness            | 6,627            | 7,500            | 873              | 88%               |
| National Magazine                    | 129,112          | 348,000          | 218,888          | 37%               |
| RMA/Legal                            | 325,025          | 350,000          | 24,975           | 93%               |
| <b>Total ADVOCACY</b>                | <b>463,040</b>   | <b>715,500</b>   | <b>252,460</b>   | <b>65%</b>        |
| RESEARCH                             | 80,145           | 130,000          | 49,855           | 62%               |
| <b>CO-ORDINATION</b>                 |                  |                  |                  |                   |
| Marketing                            | 5,977            | 72,000           | 66,024           | 8%                |
| Co-ordination - Administration       | 3,833            | 5,000            | 1,167            | 77%               |
| Elections                            | 33,750           | 45,000           | 11,250           | 75%               |
| Fish and Game Cookbook               | 2,853            | -                | (2,853)          | -                 |
| Regulations                          | 45,739           | 82,000           | 36,261           | 56%               |
| Information Technology- National     | 41,305           | 52,150           | 10,845           | 79%               |
| Maritime NZ Compliance               | 3,177            | 8,000            | 4,823            | 40%               |
| Manager Meetings                     | 13,468           | 12,000           | (1,468)          | 112%              |
| Staff Conference                     | -                | 30,000           | 30,000           | -                 |
| Staff Development Grant              | 6,029            | 10,000           | 3,971            | 60%               |
| Youth Education Programme            | 6,000            | 7,000            | 1,000            | 86%               |
| Website and Social Media             | 33,696           | 66,450           | 32,754           | 51%               |
| Website Development                  | 17,472           | 80,000           | 62,528           | 22%               |
| Ranger Co-ordination                 | 16,109           | 27,500           | 11,391           | 59%               |
| Licencing                            | 381,727          | 503,000          | 121,273          | 76%               |
| <b>Total CO-ORDINATION</b>           | <b>611,134</b>   | <b>1,000,100</b> | <b>388,966</b>   | <b>61%</b>        |
| <b>Total OUTPUTS</b>                 | <b>1,154,318</b> | <b>1,845,600</b> | <b>691,282</b>   | <b>63%</b>        |
| <b>MINISTRIAL REVIEW</b>             |                  |                  |                  |                   |
| Chair Strategy Workshop - Review     | 3,646            | 8,000            | 4,354            | 46%               |



Table 3: Statement of Financial Performance- NATIONAL

|   | YTD ACTUAL         | NATIONAL BUDGET    | REMAINING BUDGET | % OF BUDGET SPENT |
|---|--------------------|--------------------|------------------|-------------------|
| Consultant Amalgamation - Review                | 315                | 80,000             | 79,685           | 0%                |
| Consultation by ISG - Hui Review                | -                  | 30,000             | 30,000           | -                 |
| Governance Training Program - Review            | 9,401              | 95,000             | 85,599           | 10%               |
| HR Consultant - Review                          | 24,661             | 80,000             | 55,339           | 31%               |
| ISG Support - Writing Policy - Review           | 2,071              | 10,000             | 7,929            | 21%               |
| Leadership & Cultural Training - Review         | 8,725              | 25,000             | 16,275           | 35%               |
| Legal Costs - Review                            | 16,307             | 65,000             | 48,694           | 25%               |
| Managers Strategy Workshop                      | 13,332             | 14,000             | 668              | 95%               |
| NZC Strategy Workshop & Implementation - Review | 53,652             | 33,000             | (20,652)         | 163%              |
| Staff Hui - Review                              | 4,460              | 60,000             | 55,540           | 7%                |
| <b>Total MINISTERIAL REVIEW</b>                 | <b>136,570</b>     | <b>500,000</b>     | <b>363,430</b>   | <b>27%</b>        |
| <b>Total Expenses</b>                           | <b>1,290,888</b>   | <b>2,345,600</b>   | <b>1,054,712</b> | <b>55%</b>        |
| <b>Net Surplus/(Deficit)</b>                    | <b>(1,214,817)</b> | <b>(2,205,600)</b> | <b>(990,783)</b> | <b>55%</b>        |



## Table 4: Statement of Financial Position

### New Zealand Fish and Game Council As at 31 May 2023

|  | 31 MAY 2023      | 31 AUG 2022      |
|--|------------------|------------------|
| <b>Assets</b>                            |                  |                  |
| <b>Current Assets</b>                    |                  |                  |
| <b>Cash &amp; Cash Equivalents</b>       |                  |                  |
| NZ Fish and Game Council                 | 651,687          | 307,920          |
| NZ Fish and Game Council - Sav           | 74,911           | 1,141            |
| Serious Saver                            | 6,248            | 255,743          |
| Credit Cards                             | (1,023)          | (2,991)          |
| <b>Total Cash &amp; Cash Equivalents</b> | <b>731,823</b>   | <b>561,812</b>   |
| <b>Receivables</b>                       |                  |                  |
| Accounts Receivable                      | 13,128           | 242,447          |
| Accounts Receivable - Other              | 45,551           | 6,555            |
| Interest Receivable                      | 9,394            | 9,394            |
| Salmon Card Costs to Oncharge            | 3,451            | -                |
| GST                                      | 32,358           | -                |
| <b>Total Receivables</b>                 | <b>103,882</b>   | <b>258,396</b>   |
| Term Investments                         | 2,369,099        | 2,193,776        |
| Prepayments and Accrued Income           | 9,000            | 1,200            |
| <b>Total Current Assets</b>              | <b>3,213,803</b> | <b>3,015,184</b> |
| <b>Non-current Assets</b>                |                  |                  |
| Property, Plant & Equipment              | 12,865           | 19,271           |
| Term Deposits >12mths                    | -                | 174,930          |
| <b>Total Non-current Assets</b>          | <b>12,865</b>    | <b>194,201</b>   |
| <b>Total Assets</b>                      | <b>3,226,668</b> | <b>3,209,386</b> |
| <b>Liabilities</b>                       |                  |                  |
| <b>Payables</b>                          |                  |                  |
| Accounts Payable                         | 413,899          | 291,785          |
| Income Received in Advance               | 19,600           | 19,600           |
| Accruals and Prepaid Licences            | 59,934           | 137,982          |
| PAYE Clearing                            | 29,022           | 16,906           |
| GST                                      | -                | 34,432           |
| <b>Total Payables</b>                    | <b>522,455</b>   | <b>500,706</b>   |
| Employee Entitlements                    | 43,741           | 73,004           |
| Rounding                                 | -                | -                |
| NZGBHT - Stamp Programme                 | 133              | 142,306          |
| <b>Total Liabilities</b>                 | <b>566,329</b>   | <b>716,015</b>   |
| <b>Net Assets</b>                        | <b>2,660,339</b> | <b>2,493,370</b> |
| <b>Equity</b>                            |                  |                  |
| <b>Accumulated Funds</b>                 |                  |                  |



Table 4: Statement of Financial Position

|                                  | 31 MAY 2023      | 31 AUG 2022      |
|----------------------------------|------------------|------------------|
| Accumulated Funds                | 1,398,312        | 1,102,115        |
| Transfer (To)/From Reserves      | 33,421           | (307,338)        |
| Net Surplus/(Deficit)            | 166,969          | 603,536          |
| <b>Total Accumulated Funds</b>   | <b>1,598,702</b> | <b>1,398,312</b> |
| <b>Reserves</b>                  |                  |                  |
| <b>Dedicated reserves</b>        |                  |                  |
| Asset Replacement Reserve        | 21,762           | 21,762           |
| <b>Total Dedicated reserves</b>  | <b>21,762</b>    | <b>21,762</b>    |
| <b>Restricted Reserves</b>       |                  |                  |
| National Anglers Survey Reserve  | 134,956          | 160,134          |
| Research Reserve                 | 194,256          | 174,165          |
| RMA/Legal Fund Reserve           | 698,224          | 724,868          |
| Staff Development Grant Reserves | 12,440           | 14,128           |
| <b>Total Restricted Reserves</b> | <b>1,039,875</b> | <b>1,073,296</b> |
| <b>Total Reserves</b>            | <b>1,061,637</b> | <b>1,095,058</b> |
| <b>Total Equity</b>              | <b>2,660,339</b> | <b>2,493,370</b> |



## Table 5: Aged Receivables Summary

### New Zealand Fish and Game Council

As at 31 May 2023

#### Ageing by due date

| CONTACT                                      | CURRENT      | < 1 MONTH     | 1 MONTH  | 2 MONTHS | 3 MONTHS | OLDER    | TOTAL         |
|--|--------------|---------------|----------|----------|----------|----------|---------------|
| Gun City                                     | 733          | -             | -        | -        | -        | -        | 733           |
| Kilwell Sports Ltd                           | -            | (201)         | -        | -        | -        | -        | (201)         |
| North Canterbury<br>Fish and Game<br>Council | 502          | 167           | -        | -        | -        | -        | 669           |
| NZ Post Ltd                                  | -            | 11,927        | -        | -        | -        | -        | 11,927        |
| <b>Total</b>                                 | <b>1,235</b> | <b>11,893</b> | <b>-</b> | <b>-</b> | <b>-</b> | <b>-</b> | <b>13,128</b> |
| <b>Percentage of<br/>total</b>               | <b>9%</b>    | <b>91%</b>    | <b>-</b> | <b>-</b> | <b>-</b> | <b>-</b> | <b>100%</b>   |



## 4.2f. Table 6: Aged Payables Summary

### New Zealand Fish and Game Council

As at 31 May 2023

Ageing by due date

| CONTACT  | CURRENT        | < 1 MONTH     | 1 MONTH       | 2 MONTHS | OLDER | TOTAL          |
|--|----------------|---------------|---------------|----------|-------|----------------|
| <b>Aged Payables</b>                             |                |               |               |          |       |                |
| Air New Zealand Travel Card                      | 11,703         | -             | -             | -        | -     | 11,703         |
| Airport Palms Motel Chch                         | -              | 160           | -             | -        | -     | 160            |
| Angelo's Kitchen                                 | -              | 3,577         | -             | -        | -     | 3,577          |
| Ann Kingsbury<br>(AKingsbury@fishandgame.org.nz) | -              | 29            | -             | -        | -     | 29             |
| Arthritis New Zealand                            | 10             | -             | -             | -        | -     | 10             |
| Blackland Public Relations Limited               | 13,973         | -             | -             | -        | -     | 13,973         |
| Cancer Society                                   | 10             | -             | -             | -        | -     | 10             |
| Computer & Telephone Services Ltd                | 69             | -             | -             | -        | -     | 69             |
| Eastern Fish and Game Council                    | 6              | -             | -             | -        | -     | 6              |
| Eyede Solutions Limited                          | 129,212        | -             | -             | -        | -     | 129,212        |
| Ferret Software Ltd                              | 374            | -             | -             | -        | -     | 374            |
| Fuji Xerox New Zealand Limited                   | 31             | -             | -             | -        | -     | 31             |
| Gemtech Solutions Limited                        | 536            | -             | -             | -        | -     | 536            |
| Graphic Press & Packaging Limited                | 328            | -             | -             | -        | -     | 328            |
| Hothouse Communications Limited                  | 3,678          | -             | -             | -        | -     | 3,678          |
| Kahu Environmental Limited                       | 17,918         | -             | -             | -        | -     | 17,918         |
| Latitude Strategy & Communication<br>Limited     | 9,567          | -             | -             | -        | -     | 9,567          |
| Lexis Nexis DD                                   | 5,312          | -             | -             | -        | -     | 5,312          |
| Maryse Ropiha                                    | -              | 80            | -             | -        | -     | 80             |
| North Canterbury Fish and Game<br>Council        | 6,613          | -             | -             | -        | -     | 6,613          |
| Northland Fish and Game Council                  | -              | 83,361        | -             | -        | -     | 83,361         |
| NZ Post Ltd                                      | 295            | -             | -             | -        | -     | 295            |
| Otago Fish and Game Council                      | 8,376          | -             | -             | -        | -     | 8,376          |
| Primary Purpose                                  | 3,278          | -             | -             | -        | -     | 3,278          |
| Rachel Burt Barrister                            | 15,081         | -             | -             | -        | -     | 15,081         |
| Redstripe Limited                                | 4,934          | -             | -             | -        | -     | 4,934          |
| Southland Fish and Game Council                  | -              | -             | 85,515        | -        | -     | 85,515         |
| Taxicharge New Zealand Limited                   | 54             | -             | -             | -        | -     | 54             |
| Vertia Procurement Limited                       | 216            | -             | -             | -        | -     | 216            |
| Wellington Fish and Game Council                 | 8,567          | -             | -             | -        | -     | 8,567          |
| West Plaza Hotel                                 | -              | 1,039         | -             | -        | -     | 1,039          |
| <b>Total Aged Payables</b>                       | <b>240,139</b> | <b>88,246</b> | <b>85,515</b> | -        | -     | <b>413,899</b> |
| <b>Total</b>                                     | <b>240,139</b> | <b>88,246</b> | <b>85,515</b> | -        | -     | <b>413,899</b> |
| <b>Percentage of total</b>                       | <b>58%</b>     | <b>21%</b>    | <b>21%</b>    | -        | -     | <b>100%</b>    |

## **Glossary of common acronyms found in Fish & Game papers**

|        |   |
|--------|---|
| AOG    | All of Government (largely applies to a discounted purchasing system but can refer to an AOG response i.e. Covid-19)  |
| CEO    | Chief Executive Officer   |
| CFA    | Contestable Funding Application   |
| CFO    | Chief Financial Officer   |
| COI    | Conflict of Interest  |
| CRM    | Customer Relationship Management  |
| DEV    | Cabinet Economic Development Committee  |
| DOC    | Department of Conservation  |
| DPMC   | Department of the Prime Minister and Cabinet  |
| ECan   | Environment Canterbury (Regional Council)   |
| EDC    | Environmental or Ecological district report   |
| EDM    | Electronic Direct Mail (system for sending direct to licence holders via email)   |
| EDS    | Environmental Defence Society (NGO)   |
| EIANZ  | The Environment Institute of Australia and New Zealand  |
| ENGO's | Environmental non-governmental organisation/s   |
| EPA    | Environmental Protection Authority  |
| ESL    | formerly known as Eyede – the F&G Licencing system provider   |
| FIG    | Freshwater Implementation Group   |
| GETS   | Government Electronic Tender Service  |
| H&S    | Health & Safety   |
| IP     | All intellectual property rights and interests, including copyright, trademarks, designs, patents, and other proprietary rights, recognised, or protected by law. |
| IWP    | Intensive Winter Grazing  |
| LEQ    | Licence Equivalent  |
| LWP    | Licence Working Party   |
| MOU    | Memorandum of Understanding   |
| MPI    | Ministry for Primary Industries   |
| MfE    | Ministry For Environment  |
| NAS    | National Anglers Survey (undertaken approx. every seven years)  |
| NES    | National Environmental Statement  |
| NGO    | Non-Governmental Organisation   |

|        |  |
|--------|--|
| NIWA   | National Institute of Water & Atmospheric Research Limited |
| NPS    | National Policy Statement                                  |
| NPS-FM | National Policy Statement-Freshwater Management            |
| NZFFA  | NZ Federation of Freshwater Anglers                        |
| NZFSS  | NZ Freshwater Sciences Society                             |
| NZPFGA | NZ Professional Fishing Guides Association                 |
| NZSAA  | NZ Salmon Anglers Association                              |
|        |  |
| OIA    | Official Information Act                                   |
| OIO    | Overseas Investment Office                                 |
| ONL    | Outstanding Natural landscape                              |
| ORD    | On-road costs OR Otago Regional Council                    |
|        |  |
| PCBU's | Persons Conducting a Business or Undertaking               |
| PCO    | Parliamentary Council Office                               |
| PDU    | Provincial Development Unit                                |
| PGF    | Provincial Growth Fund                                     |
| PSF    | Pressure Sensitive Fisheries                               |
|        |  |
| R3     | Recruit, Retain and Reactivate programme                   |
| R&D    | Research and development                                   |
| RAP    | Resource Allocation Project                                |
| RFQ    | Request for Quote  |
| RFP    | Request for Proposal                                       |
|        |  |
| SDC    | Selwyn District Council                                    |
| SFC    | Standing Finance Committee                                 |
| SOP    | Standard Operating Procedure                               |
|        |  |
| WCO    | Water Conservation Order                                   |
| WRG    | Website Reference Group                                    |

**Licencing Acronyms**

|      |  |      |   |
|------|--|------|---|
| FWA  | Fish Whole Season - Adult              | FWF  | Fish Whole Season - Family              |
| FWNA | Fish Whole Season – Non-Resident Adult | FWNJ | Fish Whole Season – Non-Resident Junior |
| FSLA | Fish Senior Loyal                      | FLAA | Fish Local Area - Adult                 |
| FWIA | Fish Winter – Adult                    | FWJ  | Fish Winter - Junior                    |
| FWC  | Fish Winter - Child                    | FWNC | Fish Winter - Non-Resident Child        |
| FDA  | Fish Day – Adult                       | FDJ  | Fish Day - Junior                       |
| FDNJ | Fish Day – Non resident Junior         | FSBA | Fish Short Break - Adult                |
| FLBA | Fish Long Break – Adult                | FDNA | Fish Day – Non-Resident Adult           |
| FDNC | Fish Day – Non -Resident Child         | GWA  | Game Whole Season – Adult               |
| GWJ  | Game Whole Season – Junior             | GWC  | Game Whole Season – Child               |
| GDA  | Game Day – Adult                       | GDJ  | Game Day - Junior                       |