



New Zealand Fish and Game Council

BOARD PACK

for

NZC Meeting 168

Friday, 19 April 2024

9:00 am (NZST)

Held at:

NZC Offices

78 Victoria Street Wellington

INDEX

Cover Page

Index

Agenda

Attached Documents:

1.4 a	Interests Register.....	11
1.5 a	2024.02.16 18 - NZC Minutes 167 - Part I - Unconfirmed.docx	**
1.6 a	Health and Safety Report April 24.docx.....	13
1.6 b	2023 Health and Safety Visitor Policy - NZC Office.docx.....	14
1.7 a	NZC Risk Management Register.xlsx	**
1.9 a	List of Acronyms.docx.....	15
2.1 a	LWP Licence Forecast 2024-25 - NZC (KT) (1).docx.....	17
2.2 a	Contestable Funding Applications NZC.docx.....	25
2.2 b	Support Paper for Contestable Fund Bid RMA Fund.docx.....	29
2.2 c	Support paper for Contestable fund bid for Risk management system.docx.....	30
2.2 d	Support paper on HR HS advisors.docx.....	31
2.2 e	05 Cost Saving and CF Applications Taranaki Explanatory Note.docx.....	33
2.2 f	06 Cost Saving and CF Applications wellington Explanatory Note.docx.....	36
2.2 g	10 CSI 2024 25 cf application.pdf.....	39
2.4 a	Budget and Licence Fee Recommendation.docx.....	41
2.5 a	Prevention of Bullying and Harrassment feedback cover paper.docx.....	45
2.5 b	Final Drug and Alcohol Policy.pdf.....	47
2.5 c	Final Drug and Alcohol Procedure.pdf.....	50
2.5 d	Final Governance Code of Conduct mch 24.pdf.....	57
2.5 e	Final Prevention of Bullying & Harassment Policy.pdf.....	60
2.5 f	Maritime New Zealand Update Apr 2024.pdf.....	69

—Continued—

** File not integrated in this board pack. Click on file name to download from BoardPro.

2.6 a	2.5-Ranger Compliance Update Cover Paper - 168- NZC.docx.....	73
2.6 b	2.5-Appendix 1 - NZFGC - LT Corina Jordan - compliance - 14.06.2023_uploaded.pdf.....	76
2.6 c	2.5-Appendix 2-National Compliance Policy 2023. Oct. update_uploaded.doc.....	86
2.6 d	2.5-Appendix 3-National Policy on Prosecutions - Updated January 2022_uploaded.pdf..	108
2.6 e	2.5-Appendix 4-Ranger recruitment guide_uploaded.docx.....	128
2.6 f	2.5-Appendix 5-Ranger application.initial application_uploaded.DOC.....	130
2.6 g	2.5-Appendix 6-Fit and proper declaration_uploaded.docx.....	136
2.6 h	2.5-Appendix 7- Code of conduct.agreement.2021 updated_uploaded.docx.....	137
2.6 i	2.5-Appendix 8-SOP - Training_uploaded.docx.....	141
2.6 j	2.5-Appendix 9-SOP - Ranging operations_uploaded.docx.....	143
2.6 k	2.5-Appendix 10-Operations Order template_uploaded.doc.....	147
2.6 l	2.5-Appendix 11-File check sheet_uploaded.docx.....	150
2.6 m	2.5-Appendix 12-Gun unloading SOP. 2023_uploaded.docx.....	151
2.6 n	2.5-Appendix 13-Unattended firearms SOP.Sept v2 2023_uploaded.docx.....	152
2.6 o	2.5-Appendix 14-Unattended guns flowchart. Sept 2023_uploaded.docx.....	153
2.7 a	production schedule review.docx.....	154
2.8 a	RMA Legal Fund Update Cover Report - NZC.docx.....	156
2.8 b	Attachment 1 page 1 Table 1 RMA Reserve Update 29 Feb 2024 A4.pdf.....	160
2.8 c	Attachment 1 page 2 Table 2 Available Funds on RMA Fund 29 Feb 2024.pdf.....	161
2.8 d	Attachment 5 Revised Timetable 22 March 2024.pdf.....	162
2.8 e	Attachment 3 Summary Tranche 2 Groundwater Proposal.pdf.....	166
2.8 f	Attachement 4 Cost Estimate Kahu Environmental.docx.....	170
2.8 g	Attachement 2 RMA Legal Fund Tranch 2.docx.....	174
2.8 h	Attachment 6 HBBFG Emergency Meeting Fund Tranch2.pdf.....	179
2.9 a	WC SFGMP Cover Report.docx.....	183
2.9 b	Attachment 1 - Notes from West Coast Draft SFGMP.docx.....	186
2.9 c	Attachment 2 - Recommendation to Minister from NZC Chair.docx.....	193

2.10 a	NZC Meeting_Research Monitoring Programmes_April 2024.docx.....	196
2.10 b	Table 1 Research Fund as at 29 Feb 2024.pdf.....	199
2.11 a	NZC Meeting_Research Update_April 2024.docx.....	200
2.11 b	LHInsights_NZ.pdf.....	203
2.12 a	Staff development Grant Cover Paper.docx.....	244
2.12 b	MVT_signed.pdf.....	247
2.12 c	Hamish Stevens Staff Development Grant App.pdf.....	250
2.13 a	Hawkes Bay Notification of spending frm reserves.docx.....	268
4.2 a	2024-03 NZC Cover Report_uploaded.docx.....	270
4.2 b	DRAFT SFGMP Guide V6 January 2024_uploaded.docx.....	274
4.2 c	Draft Key Elements FG SFGMP January 2024 V4_uploaded.docx.....	286
4.2 d	2024-03 SFGMP Consultation Guidelines_uploaded.docx.....	295
4.3 a	2024 Apr NZC Communications Update Report_uploaded.pdf.....	298
4.3 b	Jan Monthly media report.pdf.....	313
4.3 c	Feb Monthly media report.pdf.....	319
4.3 d	March Monthly media report_uploaded.pdf.....	326
4.4 a	NZC Finance Report.docx.....	334
4.4 b	Table 1 NZC combined Profit and Loss to 29 Feb 2024.pdf.....	339
4.4 c	Table 2 NZC only Profit and Loss to 29 Feb 2024.pdf.....	341
4.4 d	Table 3 National only Profit and Loss to 29 Feb 2024.pdf.....	343
4.4 e	Table 4 Balance Sheet as at 29 Feb 2024.pdf.....	345
4.4 f	Table 5 Accounts Receivable as at 29 Feb 2024.pdf.....	347
4.4 g	Table 6 Accounts Payable as at 29 Feb 2024.pdf.....	348
4.5 a	National Finance Report Feb 24.docx.....	350
4.7 a	NZC Correspondence Register.docx.....	353
4.8 a	4.8-Licence Sales Update April 2024_.docx.....	355
4.8 b	4.8- Appendix 1 -Game Bird Licencing Report 2024.docx.....	359

AGENDA

NZC MEETING 168



Name:	New Zealand Fish and Game Council
Date:	Friday, 19 April 2024
Time:	9:00 am to 5:00 pm (NZST)
Location:	NZC Offices , 78 Victoria Street Wellington
Board Members:	Barrie Barnes, Steve Haslett, Darryl Reardon, DAVE COLL, Dave Harris, Dean Phibbs, Debbie Oakley , Gerard Karalus, Greg Duley, Linn Koevoet, Mike Barker, Tom Kroos, GRAEME NAHKIES (Chair)
Attendees:	Carmel Veitch, Corina Jordan, Charlie Hopkins
Guests/Notes:	Richard Cosgrove; Heather Garrick; Charlie Hopkins

1. Opening meeting

1.1 Health and Saftey Briefing	9:00 am (5 min)
Carmel Veitch	
1.2 Welcome by Chair	9:05 am (10 min)
Barrie Barnes	
1.3 Apologies	9:15 am (5 min)
Barrie Barnes	
1.4 Conflicts register	9:20 am (5 min)
Barrie Barnes	
Supporting Documents:	
1.4.a Interests Register	11
1.5 Minutes of meeting 167	9:25 am (10 min)
Barrie Barnes	
Supporting Documents:	
1.5.a 2024.02.16 18 - NZC Minutes 167 - Part I - Unconfirmed.docx	
1.6 Health and Safety Report	9:35 am (10 min)
Supporting Documents:	
1.6.a Health and Safety Report April 24.docx	13
1.6.b 2023 Health and Safety Visitor Policy - NZC Office.docx	14

1.7 Audit and Risk Report

9:45 am (10 min)

Corina Jordan

This document will be emailed separately

Supporting Documents:

1.7.a NZC Risk Management Register.xlsx

1.8 Sub-Committee Reports

9:55 am (10 min)

Corina Jordan

1. Taupo Fisher Advisor committee (verbal)
2. Research sub-committee (verbal)

1.9 List of Acronyms

10:05 am (5 min)

Corina Jordan

Supporting Documents:

1.9.a List of Acronyms.docx 15

2. Decision Required

2.1 2024-25 License Reforecast

10:10 am (15 min)

Carmel Veitch

Supporting Documents:

2.1.a LWP Licence Forecast 2024-25 - NZC (KT) (1).docx 17

2.2 Contestable Funding Applications

10:25 am (90 min)

Carmel Veitch, Corina Jordan

Supporting Documents:

2.2.a Contestable Funding Applications NZC.docx 25

2.2.b Support Paper for Contestable Fund Bid RMA Fund.docx 29

2.2.c Support paper for Contestable fund bid for Risk management system.docx 30

2.2.d Support paper on HR HS advisors.docx 31

2.2.e 05 Cost Saving and CF Applications Taranaki Explanatory Note.docx 33

2.2.f 06 Cost Saving and CF Applications wellington Explanatory Note.docx 36

2.2.g 10 CSI 2024 25 cf application.pdf 39

2.3 Break

11:55 am (15 min)

Barrie Barnes

2.4 Budget and Licence fee Recommendation

12:10 pm (10 min)

Carmel Veitch

Supporting Documents:

2.4.a	Budget and Licence Fee Recommendation.docx	41
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2.5 HR Policy Feedback

12:20 pm (10 min)

Supporting Documents:

2.5.a	Prevention of Bullying and Harrassment feedback cover paper.docx	45
2.5.b	Final Drug and Alcohol Policy.pdf	47
2.5.c	Final Drug and Alcohol Procedure.pdf	50
2.5.d	Final Governance Code of Conduct mch 24.pdf	57
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2.5.f	Maritime New Zealand Update Apr 2024.pdf	69

2.6 Ranger Compliance Policy

12:30 pm (15 min)

Corina Jordan

Supporting Documents:

2.6.a	2.5-Ranger Compliance Update Cover Paper - 168- NZC.docx	73
2.6.b	2.5-Appendix 1 - NZFGC - LT Corina Jordan - compliance - 14.06.2023_uploaded.pdf	76
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2.6.e	2.5-Appendix 4-Ranger recruitment guide_uploaded.docx	128
2.6.f	2.5-Appendix 5-Ranger application.initial application_uploaded.DOC	130
2.6.g	2.5-Appendix 6-Fit and proper declaration_uploaded.docx	136
2.6.h	2.5-Appendix 7- Code of conduct.agreement.2021 updated_uploaded.docx	137
2.6.i	2.5-Appendix 8-SOP - Training_uploaded.docx	141
2.6.j	2.5-Appendix 9-SOP - Ranging operations_uploaded.docx	143
2.6.k	2.5-Appendix 10-Operations Order template_uploaded.doc	147
2.6.l	2.5-Appendix 11-File check sheet_uploaded.docx	150
2.6.m	2.5-Appendix 12-Gun unloading SOP. 2023_uploaded.docx	151
2.6.n	2.5-Appendix 13-Unattended firearms SOP.Sept v2 2023_uploaded.docx	152
2.6.o	2.5-Appendix 14-Unattended guns flowchart. Sept 2023_uploaded.docx	153

2.7 Review Fish and Game production Schedule and processes

12:45 pm (10 min)

Corina Jordan

Supporting Documents:

2.7.a	production schedule review.docx	154
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2.8 RMA Applications and Stocktake 12:55 pm (15 min)

Supporting Documents:

2.8.a	RMA Legal Fund Update Cover Report - NZC.docx	156
2.8.b	Attachment 1 page 1 Table 1 RMA Reserve Update 29 Feb 2024 A4.pdf	160
2.8.c	Attachment 1 page 2 Table 2 Available Funds on RMA Fund 29 Feb 2024.pdf	161
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2.8.f	Attachement 4 Cost Estimate Kahu Environmental.docx	170
2.8.g	Attachement 2 RMA Legal Fund Tranch 2.docx	174
2.8.h	Attachment 6 HBFG Emergency Meeting Fund Tranch2.pdf	179

2.9 West Coast Fish and Game Council sports fish game management plan 1:10 pm (10 min)

Supporting Documents:

2.9.a	WC SFGMP Cover Report.docx	183
2.9.b	Attachment 1 - Notes from West Coast Draft SFGMP.docx	186
2.9.c	Attachment 2 - Recommendation to Minister from NZC Chair.docx	193

2.10 Research Applications and Stock take 1:20 pm (10 min)

Corina Jordan

Supporting Documents:

2.10.a	NZC Meeting_Research Monitoring Programmes_April 2024.docx	196
2.10.b	Table 1 Research Fund as at 29 Feb 2024.pdf	199

2.11 License database analysis update 1:30 pm (10 min)

Corina Jordan

Supporting Documents:

2.11.a	NZC Meeting_Research Update_April 2024.docx	200
2.11.b	LHInsights_NZ.pdf	203

2.12 Staff Development Grant 1:40 pm (10 min)

Carmel Veitch

Supporting Documents:

2.12.a	Staff development Grant Cover Paper.docx	244
2.12.b	MVT_signed.pdf	247
2.12.c	Hamish Stevens Staff Development Grant App.pdf	250

2.13 Notification of Use of Reserves Hawkes Bay 1:50 pm (10 min)

Carmel Veitch

Supporting Documents:

2.13.a Hawkes Bay Notification of spending frm reserves.docx	268
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3. Lunch

3.1 Break 2:00 pm (60 min)

Barrie Barnes

4. Reports to Note

4.1 CE Report (verbal update) 3:00 pm (20 min)

Corina Jordan

4.2 Sport Fish Game management programme guidelines 3:20 pm (10 min)

Supporting Documents:

4.2.a 2024-03 NZC Cover Report_uploaded.docx	270
4.2.b DRAFT SFGMP Guide V6 January 2024_uploaded.docx	274
4.2.c Draft Key Elements FG SFGMP January 2024 V4_uploaded.docx	286
4.2.d 2024-03 SFGMP Consulttation Guidelines_uploaded.docx	295

4.3 Communications update 3:30 pm (10 min)

Corina Jordan

Supporting Documents:

4.3.a 2024 Apr NZC Communications Update Report_uploaded.pdf	298
4.3.b Jan Monthly media report.pdf	313
4.3.c Feb Monthly media report.pdf	319
4.3.d March Monthly media report_uploaded.pdf	326

4.4 NZC Finance Report 3:40 pm (15 min)

Carmel Veitch

Supporting Documents:

4.4.a NZC Finance Report.docx	334
4.4.b Table 1 NZC combined Profit anfd Loss to 29 Feb 2024.pdf	339
4.4.c Table 2 NZC only Profit and Loss to 29 Feb 2024.pdf	341
4.4.d Table 3 National only Profit and Loss to 29 Feb 2024.pdf	343
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4.4.g Table 6 Accounts Payable as at 29 Feb 2024.pdf	348

4.5 National Finance Report 3:55 pm (15 min)

Carmel Veitch

Supporting Documents:

4.5.a	National Finance Report Feb 24.docx	350
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4.6 Break 4:10 pm (20 min)

Barrie Barnes

4.7 Correspondence register 4:30 pm (5 min)

Corina Jordan

Supporting Documents:

4.7.a	NZC Correspondence Register.docx	353
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4.8 Licence Sales Update 4:35 pm (10 min)

Corina Jordan

Supporting Documents:

4.8.a	4.8-Licence Sales Update April 2024_.docx	355
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4.8.b	4.8- Appendix 1 -Game Bird Licencing Report 2024.docx	359
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4.9 General Business 4:45 pm (15 min)

Barrie Barnes

5. Close Meeting

5.1 Close the meeting

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

Interests Register

New Zealand Fish and Game Council

As of: 8 Apr 2024



Person	Organisation	Active Interests	Notice Date
Barrie Barnes	Alpha Pistol Club	Foundation Member	23 Aug 2022
	I love Fly Fishing	Owner	23 Aug 2022
	North Shore Flyfishers Inc	Treasurer	23 Aug 2022
Dean Phibbs	Buller Electric Power Trust	Trustee	7 Dec 2021
	Buller Holdings Ltd	General Manager Finance	7 Dec 2021
Debbie Oakley	Several Horticultural Companies/entities (kiwifruit growers)	Director/Shareholder	4 Dec 2021
Gerard Karalus	Misty Creek Trust (Small Beef Farmer)	Owner/Occupier	4 Dec 2021
	Tongariro & Lake Taupo Anglers Club	Member	4 Dec 2021
Greg Duley	New Zealand Conservation Authority	Member	23 Aug 2022
	NZ Hunter - Magazine and TV Show	Owner	4 Dec 2021
Linn Koevoet	Civil Defense	Sector Coordinator	4 Dec 2021
	Waitaki River Volunteer Salmon Hatchery	Administration & Committee member	4 Dec 2021
Mike Barker	Mata Au Sports Fish Trust	Trustee	28 Nov 2023

Steve Haslett	ECAN/Brother-in-law Chair of risk, Finance & Audit committee	Extended Family	10 Feb 2023
	Environmental Health Intelligence NZ (Including Water Quality) - Statistical Research	Advisor	10 Feb 2023
Tom Kroos	Wildlife Services Ltd	Company Director	23 Aug 2022

Health and Safety Report

NZ Fish and Game Council Meeting 168 – 19 & 20 April 2024

As part of its commitment to Health and Safety and providing a safe workplace, the New Zealand Fish and Game Council requires a Health and Safety update report at each meeting. This report provides an update since the last reporting period in February 2024.

1.	Implementation and adherence to the Health & Safety Policy/Manual
	<p>A proposal for an HR/H&S advisor has been put forward as a CF bid. It is recognised by the Regional Managers that more needs to be done to develop our H & S policies and processes. Part of the advisor's role will be to support this as well as to support the National Health and Safety Committee.</p> <p>5 representatives from around the country have been put forward for the National Health and Safety Committee. The HR/HS advisor, if approved, will also attend this Committee.</p> <p>The first meeting of the Committee was held on 8 April , coordinated by the current HR Business Partner</p>
2.	Risk Management (identification and treatment)
	<p>Maritime NZ have been conducting a follow up of last year's audit and have questioned where we are at with the Drug and Alcohol Policy and the Fatigue Management policy.</p> <p>The drug and alcohol policy is being presented to this meeting for final approval.</p> <p>Because Regions have differing situations that cause fatigue, the draft fatigue management policy will be one of the first things considered by the National Health and safety Committee, for their input.</p>
3.	Training and awareness raising
	<p>Training will be undertaken with the National Health and Safety committee. This is a requirement of the Health and Safety at Work Act.</p>
4.	H&S Incidents
	<p>No incidents reported.</p>
5.	Near misses and/or injuries
	<p>No injuries reported.</p>

HEALTH AND SAFETY SUMMARY FOR VISITORS

Visitor Policy

Gemtech premises are private. Access to areas other than the reception, meeting rooms and amenities are restricted to members of the public. Visitors are permitted in other areas by appointment and must be accompanied by a member of Gemtech staff at all times. Under the Smoke-Free Environments Act, all areas are also smoke-free. Visitors must:

- Obey all instructions and signs at all times.
- Sign in.
- Remain with the accompanying staff member.
- Wear all necessary safety equipment as provided.

First Aid Training

The Health and Safety at Work Act (2015) requires that an appropriate number of personnel in any workplace is required to be first aid trained. Current first aid trained personnel:

- Anna Milligan

Hazards

Contractors/sub-contractors and visitors are responsible for advising Gemtech of any hazards that arise from their activities. It is part of Gemtech's Policy that all issues identified and escalated to the correct party must be carried out in a timely manner, to get effective resolution of the issue. See below on how to identify a hazard:

Risks	Hazards	Classification of Hazard Consequence
<ul style="list-style-type: none"> • Noise. • Light. • Hazardous Substances. • Safe Procedures. • Environment. 	<ul style="list-style-type: none"> • Physical. • Chemical. • Psychological. • Ergonomic. • Biological. 	<ul style="list-style-type: none"> • Death, or any of the following conditions that amount to or results in permanent loss of bodily function. • Amputation of a body part. • Burns requiring referral to a medical specialist. • Loss of consciousness, lack of oxygen, or acute illness requiring treatment by a registered medical practitioner, from absorption, inhalation, or ingestion of any substance. • Harm that causes the person harmed to be hospitalised (within seven days).

Accident and Incidents

Please report all accidents and incidents that occur on site to the Health and Safety Officer (Anna Milligan) immediately. An Accident/Incident Report will be made to identify why the event occurred and the relevant hazards involved.

Emergency Procedures

Fire Evacuation - If a fire alarm sounds, exit the building via the stairs. Do not use the lifts. Gather down Victoria Street to your right. There are also fire alarms that can be manually activated, these are located by the front and rear stairwells.

Earthquake – Stop, drop and hold - the standard procedure of getting under a table or desk until the shaking has stopped. It is typical practice to stay inside after an earthquake as a precaution, in case surrounding buildings are damaged, however, if necessary exit the building using the old staircase (by Gemtech's toilets – these exit onto Bond Street).

Emergency Supplies – An emergency bag is located in our office, a first aid kit is located in the Gemtech office, and our closest defibrillator is at New World Metro/Press Hall on Willis Street (during business hours).

Glossary of Common Fish & Game Acronyms

AOG	All of Government (largely applies to a discounted purchasing system but can refer to an AOG response i.e. Covid-19)
BP	Business Plan
CEO	Chief Executive Officer
CF	Contestable Funding
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
GBHT	Game Bird Habitat Trust
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
SFGMP	Sports Fish and Game Management Plan
SOG	Strategic Oversight Group
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

2024/25 Licence Forecast

NZ Fish and Game Council Meeting 168 – 19th & 20th April 2024

Prepared by: Kate Thompson & Carmel Veitch on behalf of the Licence Working Party

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks approval for the Licence Forecast and consideration of the 2024/25 Licence fee.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information.
2. Agree to notify regions that the forecast LEQ for the 2024/25 Season is **72,826** for Fish and **31,340** for Game.

Whakarāpopoto - Executive Summary

1. Each year, the Licence Working Party (LWP) provides a forecast for licence sales to support Fish & Game's budgeting processes. This has historically been undertaken and provided at the Managers' meeting and NZC meetings in April. To ease the pressure on the budgeting process, the Licence Working Party completed a preliminary analysis for the February meeting to provide an earlier indication of potential budgetary boundaries. It was agreed by the NZC at the February meeting that a further analysis and update would occur during the month of March to enable a forecast at a time when over 90% of the sales will have occurred for the 2023-24 Season.
2. The LWP has analysed Licence Sales over the past few years, including forecasting sales through to the end of the 2023/24 season.
3. The total recommended LEQ for Fish Licence Sales is 72,826.
4. The total recommended LEQ for Game Licence Sales is 31,340.

Takenga mai - Background

5. Licence revenue targets for each region are usually set by comparing two prior seasons' sales and extrapolating those results using a standard formula to determine the 'Extrapolated Licence Revenue Budget'. For the 2024/25 licence revenue forecasts, the results of the 2021/22 and 2022/23 seasons are normally compared as the 2023/24 season is incomplete at the time the forecasts are required to be set. Utilising this 'usual' method of budgeting, the extrapolated licence revenue targets for 2024/25 would be **74,652** LEQ Fish and **31,339** LEQ Game. *Note: this method gives us a Fish LEQ target, which is 1,826 LEQ's higher than the recommendation by the LWP within this report and is equivalent to approximately \$233,000.*
6. This 'usual' method of forecasting sales has been used for the Game LEQ as the two latest game seasons have been completed; however, the Fish Licence LEQ has needed more scrutiny in recent years, as explained below.
7. Following Covid entering the country during the 2019/20 season, the fish licence sales targets have been reviewed in more detail due to the impact of lockdowns and border closures on licence sales. The non-resident categories, being the most impacted, have yet to recover to pre-COVID levels.

Season	Non-Resident	Non-Resident Day
2018-19	7,153	12,887
2021-22	526	1,466
2022-23	4,355	10,928
2023-24 YTD (22 Mar)	4,081	9,430

8. The LWP agreed that an estimate of the 2023/24 complete season results for fish licence sales should continue to be utilised in determining licence revenue targets for the 2024/25 budget round. This will provide a more up-to-date forecast particularly considering the current national sales report YTD showing a decline on last season.
9. For the February NZC meeting, the 2023/24 YTD licence sales to 29 January were measured against the same period for the 2022/23 season. An assumption was made that the sales trend between these two seasons YTD will continue for the remainder of the 2023/24 season. Therefore, the percent change YTD was applied to sales for the remainder of the 2022/23 season to determine estimated sales for the remainder of the 2023/24 season. This calculation was completed on a category-by-category basis.

10. The same method of forecasting complete season sales was used for estimating last season's results (2022/23) going into the 2023/24 budget round.

For your information, the table below shows that estimate compared with the actual outcome for the 2022/23 season. *Note: the estimate here was completed prior to Cyclone Gabrielle and significant weather events affecting many North Island regions during the 2023 summer.*

Region	Estimate 2022-23 completed 16 Jan 22	Actual 2022-23	Variance
Northland	374	367	-7
Auckland/Waikato	3,501	3,324	-177
Eastern	8,448	8,300	-148
Hawke's Bay	2,447	2,300	-147
Taranaki	947	934	-13
Wellington	2,862	2,849	-13
Nelson/Marlborough	4,087	3,937	-150
North Canterbury	10,848	10,760	-88
West Coast	2,008	2,019	11
Central South Island	12,381	12,417	36
Otago	14,807	14,947	140
Southland	8,515	8,449	-66
Total	71,225	70,603	-622

11. A further analysis has been undertaken by the LWP as of 22 March to enable an update for this meeting. Please refer to the following tables and explanations for information.

Kōrerorero - Discussion

12. **Table 1** – Fish licence forecast (LEQ) by Council for 2024/25 – based on the **Traditional Method**.

Table 1	Actual Fish 2021-22	Actual Fish 2022-23	Extrapolated Fish 2024-25
Northland	217	455	455
Auckland Waikato	3231	3550	3550
Eastern	8695	8643	8617
Hawke's Bay	2476	2525	2525
Taranaki	861	1034	1034
Wellington	3239	2990	2866
Nelson Marlborough	3460	4410	4410
North Canterbury	10980	11084	11084
West Coast	1744	2253	2253
Central South Island	11638	12946	12946
Otago	14923	15828	15828
Southland	8099	9084	9084
	69563	74802	74652

13. **Table 2** – Fish licence forecast (LEQ) by Council using the estimated sales for the 2023/24 complete season as of 29 January 2024, presented for the February NZC meeting.

Table 2	Fish 2022-23	2023-24 to 29 Jan YTD (actual)	Est 29 Jan - 30 Sept	Estimated Total 2023-24	Extrapolated 2024-25
Northland	455	331	140	471	471
Auckland Waikato	3550	2859	831	3690	3690
Eastern	8643	6700	1749	8449	8352
Hawke's Bay	2525	1856	371	2227	2078
Taranaki	1034	780	178	958	920
Wellington	2990	2561	388	2949	2929
Nelson Marl	4410	3579	691	4270	4200
North Canterbury	11084	9534	1319	10853	10738
West Coast	2253	1703	462	2165	2121
Central South Is	12946	10232	2401	12633	12477
Otago	15828	13348	2337	15685	15614
Southland	9084	7752	1174	8926	8847
	74802	61235	12041	73276	72435

14. **Table 3** – Fish licence forecast (LEQ) by Council using the estimated sales for the 2023/24 complete season as of 22 March 2024, updated for this meeting.

Table 3	Fish 2022-23	2023-24 to 22 Mar YTD (actual)	Est 23 Mar - 30 Sept	Estimated Total 2023-24	Extrapolated 2024-25
Northland	455	399	65	464	464
Auckland Waikato	3550	3235	444	3679	3679
Eastern	8643	7547	1002	8549	8502
Hawke's Bay	2525	2174	198	2372	2296
Taranaki	1034	922	69	991	970
Wellington	2990	2831	183	3014	3014
Nelson Marl	4410	4094	277	4371	4352
North Canterbury	11084	10404	645	11049	11032
West Coast	2253	1996	194	2190	2159
Central South Is	12946	11263	1464	12727	12618
Otago	15828	14518	1075	15593	15476
Southland	9084	8375	436	8811	8675
	74802	67758	6052	73810	73233

15. With the improvement in licence sales over the summer months, the updated estimated 2023/24 complete season results increased from 72,435 LEQ's in January to 73,233 LEQ's in March. This difference of 798 LEQ's is equivalent to approximately \$101,000.
16. As detailed within the background information above, this new estimate was obtained by applying the percent change YTD by category to sales that occurred for the final period of the 2022/23 season (23 Mar – 30 Sept). The result was that 6,052 LEQ's were predicted to be achieved for the balance of the 2023/24 season.

17. This predicted result for the remainder of the 2023/24 season of 6,052 LEQ's is, in fact, higher than sales which occurred in the same period of the 2022/23 season (5,575 LEQ's) and is at odds with the sales report as of 22 March 2024 which is reporting that sales are down by 2.1% nationally.
18. On reviewing the data and the percent change by category we can see that season categories are showing declines, but the short-term and non-resident sales are showing good increases YTD. This means that the estimated remaining sales for the 2023/24 season is higher than the prior season as it is primarily short-term and non-resident licences sold in this second half of the season. Compounding this is that the poor summer for most of the north last season meant that more short-term categories were likely purchased in the latter part of last season. The LWP agreed that we could potentially be overestimating what might occur for the remainder of this season if we were to use this category-by-category approach.
19. The 2023/24 season has also seen all South Island regions fall behind last season's YTD. This is unusual and further supports the LWP's recommendation to take a more conservative approach in estimating complete season sales for the 2023/24 season.
20. The LWP recommends that instead of applying the percent change YTD to each category, it would be prudent to apply the Total YTD variance for each region per the sales report completed as of 22 March 2024. The result being that if a region is reporting a decline on last season's YTD, overall, it is assumed that the remaining sales for the season will also be down regardless of category. So rather than adding 6,052 LEQ's to the YTD results to achieve the complete season estimate, the new figure of 5,461 should be applied as per the table below.
21. **Table 4** – Fish licence forecast (LEQ) by Council – estimated sales for the 2023/24 season 23 March – 30 September 2024

Table 4	Actual 2022/23 Mar 23 - 30 Sept 23	Total % Var per Sales Report to 22 Mar	Est 2023/24 23 Mar - 30 Sept 24
Northland	55	-0.20%	55
Auckland Waikato	410	3.10%	423
Eastern	929	-2.20%	909
Hawke's Bay	174	-7.50%	161
Taranaki	68	-4.60%	65
Wellington	158	0.00%	158
Nelson Marl	273	-1.10%	270
North Canterbury	566	-1.10%	560
West Coast	180	-3.70%	173
Central South Is	1,315	-3.20%	1,273
Otago	1,050	-1.80%	1,031
Southland	397	-3.60%	383
	5,575		5,461

22. **Table 5** – Fish licence forecast (LEQ) by Council using the estimated sales for the 2023/24 complete season as of 22 March 2024, as recommended by LWP.
23. **Table 5 Adjustment** – During the 2023/24 budget round, the Hawke's Bay Region's licence sales forecast was reduced following the devastating impacts of Cyclone Gabrielle and the likely impact this event may have on licence sales. 800 LEQ's were deducted from the

Region's budget to compensate for the potential loss of licence revenue. It is apparent from sales reports YTD and estimated end-of-year sales that the adjustment was well over-estimated. The budget for the region has been met YTD to 22 March 2024, and the complete season result is estimated to exceed the budget by some 455 LEQ's. It is therefore recommended that an adjustment is again applied to the Hawke's Bay fish licence sales target for 2024/25 of 450 LEQ's to bring this income back into the National pool. This adjustment is incorporated into the table below.

Table 5	Fish 2022-23	2023-24 to		Estimated Total 2023-24	Extrapolated 2024-25
		22 Mar YTD (actual)	Est 23 Mar - 30 Sept		
Northland	455	399	55	454	454
Auckland Waikato	3550	3235	423	3658	3658
Eastern	8643	7547	909	8456	8363
Hawke's Bay	2525	2174	161	2335	2240
Hawke's Bay adj					450
Taranaki	1034	922	65	987	964
Wellington	2990	2831	158	2989	2989
Nelson Marl	4410	4094	270	4364	4341
North Canterbury	11084	10404	560	10964	10904
West Coast	2253	1996	173	2169	2127
Central South Is	12946	11263	1273	12536	12331
Otago	15828	14518	1031	15549	15410
Southland	9084	8375	383	8758	8595
	74802	67758	5461	73219	72826

24. **Table 6** –Fish licence forecast (LEQ) by Council summary 2023-24 Estimate vs. Budget, vs. Extrapolated 2024-25

Table 6	Estimated Total 2023-24	Budget 2023-24	Extrapolated 2024-25
Northland	454	370	454
Auckland Waikato	3658	3729	3658
Eastern	8456	8663	8363
Hawke's Bay	2335	1879	2690
Taranaki	987	938	964
Wellington	2989	2807	2989
Nelson Marl	4364	4599	4341
North Canterbury	10964	11148	10904
West Coast	2169	2208	2127
Central South Is	12536	12937	12331
Otago	15549	15614	15410
Southland	8758	9167	8595
	73219	74059	72826

25. **Table 7** –Game licence forecast (LEQ) by Council – estimated sales for the 2023/24 season
23 March – 30 September 2024

Table 7	Game Budget 2024	Game 2022	Game 2023	Extrapolated Game 2025
Northland	1552	1582	1552	1537
Auckland Waikato	6201	6309	6518	6518
Eastern	3012	3024	2854	2769
Hawke's Bay	1916	1916	1750	1667
Taranaki	1113	1114	1086	1072
Wellington	3409	3409	3290	3231
Nelson Marl	887	900	862	843
North Canterbury	2381	2428	2557	2557
West Coast	358	370	364	361
Central South Is	2233	2235	2267	2267
Otago	4029	4080	3989	3944
Southland	4672	4727	4625	4574
	31763	32094	31714	31340

26. Commission for the 2024/25 year has been calculated at 4% compared to 4.5%, which has been applied in recent years. From the regional variance reports for the 2022/23-year, the actual commission/fees paid on licence sales nationally equated to 3.84%. This reduction is partly due to a shift of sales from agents to online facilities. The impact of this change reduces licence sales commission/fee budgets by approximately \$63,000.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

27. Based on the current process of \$153 for a Fish Licence and \$113 for a Game Licence, Net Sales would equate to \$12,126,969 (Last year, \$12,258,439); this is a reduction of \$131,470.
28. Interest Income budget for the year is \$336,472.
29. Together (net Licence income and Interest), the forecast income is \$12,463,441.
30. Based on the Base Funds for 2024/25 of \$11,867,408 with no increase in Licence fee, \$596,033 would be available for contestable funding.
31. In the 167th NZC meeting, the NZC recommended that regions reduce their base funds by 3% to free up more funds for the contestable funding round. This would have freed up \$356,022.
32. Six regions have reduced their budgets, adding \$191,880 back into the pool. However, in most cases these funds have been sought back via the Contestable funding applications.
33. The total Funds available within the Contestable funding is \$787,914
34. Refer to Table 8 for a Summary of Base Funds per Council. This table also outlines the Net Licence Income for 2024 25 based on the forecast of 72,826 (fish) and 31,340 (game) LEQs. And the Base Funds per Region.

Table 8: Base Funds 2024 25					
National Budget	Net licence & Interest Income 24/25	Base Funds 24/25	Less savings 3%	New Base Funds	Surplus/ Shortfall
Northland	206,660	581,107	-	581,107	(374,447)
Auckland\Waikato	1,072,615	909,097	27,273	881,824	190,790
Eastern	1,352,120	1,278,944	-	1,278,944	73,176
Hawkes Bay	529,492	380,624	-	380,624	148,868
Taranaki	228,804	419,692	-	419,692	(190,888)
Wellington	684,040	830,600	-	830,600	(146,560)
Nelson-Marlb	637,861	564,125	-	564,125	73,736
Nth Canterbury	1,636,575	1,003,286	30,099	973,187	663,387
West Coast	319,681	351,136	9,535	341,601	(21,920)
Central SI	1,823,766	877,010	26,475	850,535	973,231
Otago	2,381,735	1,240,968	-	1,240,968	1,140,767
Southland	1,550,068	823,924	20,292	803,632	746,436
NZC only	40,025	1,240,295	37,209	1,203,086	(1,163,062)
National inc Resear	-	1,366,600	40,998	1,325,602	(1,325,602)
TOTAL	12,463,441	11,867,408	191,880	11,675,527	787,914

35. The CPI for December 2023 is 4.7%.

36. Based on these forecasts, a licence Fee increase will need to be considered in order to meet the current budget requirements of Fish and Game.

37. Any increase in the licence fee will have to take into consideration the Minister's approval.

38. If there is no increase in the licence fee, Fish and Game has to consider where to reduce costs.

Legislative Implications

39. Any amendment to the licence fee requires approval from the Minister.

Risks and mitigations

40. There are many risks involved in agreeing on the LEQ and the licence fee, as both impact the financial viability of the organisation.

Consultation

41. The normal consultation process will take place following the April 2024 meeting.

Ngā mahinga e whai ake nei - Next actions

42. If agreed, the Regional Councils will be informed of the Forecast LEQ's for 2024/25 to build into their budgeting process and advised of NZC's appetite for any amendments to licence fees.

Contestable Funding Applications

New Zealand Fish and Game Council Meeting 168 19th & 20th April 2024

Prepared by: Carmel Veitch, Chief Financial Officer, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

This report to the New Zealand Fish and Game Council seeks approval for the Contestable funding applications for the 2024 25 Financial Year.

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. Receive the information.
2. Agree to Approve XX applications to the Value of \$ XX for the 2024 25 Financial year.

Whakarāpopoto - Executive Summary

- 1 All Councils have submitted budgets and contestable funding applications for the 2024 25 Financial year. There is a total of 58 (last year 90) applications to the value of \$ 2,135,321 (last year \$2,965,090.)

Takenga mai - Background

- 2 Councils Budget and Contestable Funding Applications were due into the NZC on 22 March 2024.
- 3 Budgets have been reviewed and base funding is correct for all Councils.
- 4 Refer to the Contestable funding Applications booklet for details of individual applications.
- 5 Table 1 (within the Contestable funding booklet provides a summary of the Contestable Funding Applications.
- 6 In the 167th NZC meeting an indicative fee of \$153 for Fish and \$ 113 (\$108 +\$5 GBHT) was recommended. This is the same fee as 2024 25.
- 7 The Chairs have an opportunity to meet with and discuss the CF's on Friday 19th.
- 8 During the NZC meeting a table will be presented on a power point which will reflect the financial impact of the CF decisions.

Kōrerorero - Discussion

- 9 There are 58 Applications (51 from the Licence Fee \$1,941,220 and 8 from Reserves \$194,101) One of these applications from Reserves is for Capex.
- 10 Two regions – Auckland/Waikato and Nelson Marlborough have not made any CF applications from the Licence fee.
- 11 Remuneration /Salaries make up 11 of the applications. This totals \$684,071 and includes 5 applications for New Staff members.
- 12 One CF's is for Capital expenditure which is one off.\$ 29,601 from reserves.(Central South Island)

Ngā kōwhiringa - Options

- 13 The Council may
 - a. Agree to the Chairs and NZC recommendations.
 - b. Agree to amend the applications as required.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

14 With the present Fish and Game prices there is net income of \$12,463,441

15 Base Funds for 2024/25 are \$11,867,408

16 NZC recommended to Regions to reduce their budgets by 3%. 6 Regions have managed to do this - bringing \$191,880 back in to the pool, however most regions have asked for this funding back via a CF application.

17 This allows **\$787,914 available** from the present licence fee.

Summary	
	Current Fee
Fish Sales	11,142,378
Game Sales	3,384,720
Total Sales	14,527,098
Ex GST	12,632,259
Less Commission	- 505,290
Net Licence income	12,126,969
Interest Income	336,472
TOTAL Income	12,463,441
Base Funds	11,867,408
Less Savings	- 191,880
Plus Approved Contes	-
Funds Available	787,914

18 If all CF's were approved (\$1,941,220 from Licence fee) and the Licence Fee remains at the \$153 and \$113, then \$1,153,306 would need to be funded for reserves – that is 8.47% of budget. Some regions can withstand this, however, many would not have the capacity – further analysis of this will be given prior to the meeting.

19 An Alternative option is to reconsider the Licence fee and reevaluate the CF's to ensure that the organisation is able to

Section 4 Treaty Responsibilities

20 N/a.

Risks and mitigations

21 Risks related to this is that F & G cannot undertake its statutory function.

22 Further risk that the organisation can not afford to continue to operate with increasing costs.

Consultation

23 All Regions will be consulted on the Budget and Licence Fee outcome.

Ngā mahinga e whai ake nei - Next actions

24 If agreed, Regions will be consulted on the decision.

Support Paper for Contestable Fund Bid RMA Fund of \$200k

Background:

Each year the RMA fund is topped up to provide funding for new additional projects. In previous years this amount has been \$400k. This year we are applying for a \$200k top up and recognise that most regional councils will delay notifying their proposed plans. This amount will mainly be needed for national level advocacy. Key pieces of work will include:

- Fast Track Legislation
- RMA reform
- Amendment of the National Policy Statement for Freshwater Management.

Much of the detail for this reform is unknown. The full extent and costs of these cases will not be known until later this year.

Proposal:

It is proposed that contestable funding of \$200k is set aside so that additional cases can be funded from the RMA fund.

Risks of not receiving funding:

We will not be able to get external expert help (particularly legal assistance) with the many changes that have been signalled that will impact on freshwater. NZC will need to use reserve funding to support cases until additional funding is allocated to the RMA fund.

Support Paper for Contestable Fund Bid for Risk Management System

Background:

Currently there is no national system for managing health and safety risks. Most regions use a spreadsheet and Nelson and Wellington use an app which identifies site hazards, although accidents and incidents can't be recorded on this.

At a recent Managers meeting which was discussing the health and safety policies, there was concern that we leave ourselves open to prosecution by not having a national risk management system

Discussion:

North Canterbury are keen on the Impac risk management system used by DoC. This covers a risk register, a safety toolbox as well as incident and accident reporting, and training.

The current annual cost for this system is \$7000 plus gst , plus a \$1500 set up fee.

Impac can also provide training on the use of the system.

There are more simple systems available such as Working Wise's GOSH system which has the same functionality as Impac , although they aren't a consultancy, so don't provide separate training.

I implemented GOSH into English Language Partners (which has 20 regional offices) about 7 years ago and they are still using it.

The cost of that system is an annual fee of \$4750 plus gst and a set up fee of \$1500 - \$3000.

The new National Health and Safety Committee could view these and possibly other systems to determine what would work best for the organisation.

One manager considered that the risk management system and the HR system should be combined.

It is possible to record incidents and accidents in Employment Hero , but there is no capacity to record hazards and risks.

Other HR systems do have this functionality but they would cost an extra \$10,000 a year and may not be as good as a separate health and safety system.

Recommendation:

It is recommended that

Funding be approved of \$8000 for a risk management/health and safety system in the first year and ongoing funding of \$5000 - \$7000 for following years

That the National Health and Safety Committee be tasked with viewing suitable systems, undertaking due diligence and determining the best system of Fish and Game NZ

Support Paper for Contestable Fund Bid for Human Resources/Health and Safety Advisor

Background:

For the last year, an HR Business Partner has been in place on a fixed term basis, which has been funded by the Ministerial review fund. This position finishes in May 2024.

The HR Business Partner has established a number of HR policies and is currently working on an HR manual for managers which collects all the policies, procedures, guidelines and templates into one place. In addition, the HRIS system Employment Hero has been implemented.

The HR Business partner also provides adhoc advice and support with employment issues, recruitment and contracts, as well as liaising with Strategic Pay with regards to remuneration

Managers want to see a permanent HR position established to continue to support and develop Employment Hero as well as develop new polices and provide ongoing HR support.

In addition, the recent audit by Maritime NZ and concern from Councils has highlighted the need for some expertise in the health and safety area to lead the new National Health and Safety committee, particularly in reviewing regional health and safety plans, and to also develop some health safety guidance and SOPs that can be incorporated into regional health and safety plans.

Proposal:

It is therefore proposed that a permanent 4 day a week position be approved that combines both the HR and Health and Safety roles.

This would be suit someone who has experience in both HR and Health and Safety. They would need to pick up and grow the functionality of Employment Hero , as well as being able to develop any further HR policies and provide advice and support to managers and Councils on HR areas.

They would also co-ordinate the National Health and Safety Committee to review regional plans and ensuring that nationally consistent procedures and SOPS are provided for those plans where there are gaps.

The National Health and Safety Committee has been formed and comprises 5 staff and managers from the regions plus this new role. In the short term, the current HR Business Partner will kick off the first meeting, so as not to delay progress on health and safety initiatives.

This role would also establish national reporting on health and safety incidents and accidents and well as reviewing risk management processes.

The estimated base salary cost for this role would be \$83,000 per annum.

Risks of not receiving funding for this position:

1. Human Resources – if this role is not funded on an ongoing basis, then the work that has been done so far of having nationally consistent policies and a consistent approach to managing staff, will be undone. Managers have started getting used to an HRIS system and

Employment Hero has a lot of functionality that has yet to be develop that can make managers lives easier.

Managers are also now used to having someone internally that they can ring to ask advice on HR issues. Managers who have come from the corporate sector are used to having HR support and are surprised that there has been nothing in the past.

2. Health and Safety - while the previous National Health and Safety committee did provide some templates for health and safety policies and plans, these for the most part have not been kept up to date. There is also no national overview of Health and safety incidents and accidents or risk management.

We have been very lucky so far that WorkSafe have not had occasion to audit us, and we rely very much on the experience and expertise of our staff to not behave in an unsafe manner.

While the current development of national health and safety policies goes some way to mitigate the likelihood of prosecution if we had a serious harm incident, we still do not have national risk management processes in place.

As some of our workplace are remote and dangerous, there is much more that we could be doing to keep our people safe.

A fine from WorkSafe will be significantly more expensive that the cost of funding this position.

1. Progressing to Amalgamation and Shared Resources Business Model

Taranaki and Wellington Fish and Game Councils are actively progressing a shared resources arrangement (with the intention of amalgamation) for the long-term benefit of the organisation.

There were resources set aside for the implementation of the Ministerial Review recommendations to assist the two regions progress this. There have been additional costs associated with this process, but we have absorbed these to-date as we work through the new arrangements.

The progression of this business model should be actively supported (politically and financially) and Taranaki Fish and Game consider that it would be inequitable to make additional budget cuts given they are already making a significant contribution to the wider organisation in the most cost-efficient way.

2. Budget Savings Already Made During COVID and Not Reinstated

Taranaki Fish and Game Council took what it considered a responsible response to the NZ Council request for a financially conservative approach during COVID in 2020 and 2021. This included ending a lease on the public facing office at the Whanganui base, and operating from a modest shared office space in New Plymouth.

Taranaki Council has continued with those arrangements and retained the cost savings to the organisation – absorbing costs due to inflation. The lowered base funding was retained and cost increases absorbed. Taranaki Council consider that as a small region that they have already undertaken our fair share of savings – and base level of funding for core function has been reached.

In essence, Taranaki made a 5% cost reduction in operational and overhead expenditure three years ago and it has not been reinstated. It would be inequitable to expect Taranaki Fish and Game region to make a further 3% cut in budget when other regions that have not retained this prudent financial management approach and had their base funding reinstated their base funding budget to pre-COVID. It is also understood that some regions made ‘5% budget savings’ by reducing their Asset Replacement Fund Reserve contribution by in response to COVID budgeting and reinstated it the following year – i.e. the operational budget remained unchanged.

3. Identifying Additional Budget Cuts

a. Core Functions – no extension projects

A review was undertaken on base core funding requirements – no material savings are possible without reducing core service or removing core functions. Taranaki Council consider that eroding core functions and outcomes sought by regions is not an appropriate approach.

b. External project costs. We have already removed and critiqued projects that are not part of core function. There are few opportunities to make material savings in the external project budget for core function projects - most costs are now associated with staff time resources.

- c. Additional sources of income – any regular sources of income to offset costs are being actively pursued
- d. Personnel - Obligations as a Good Employer (see below)

4. Obligations As A Good Employer

a. Appropriate Remuneration of Staff

We must keep good faith with the staff on the implementation of the remuneration review outlined in the Remuneration Policy. This provides for internal parity in the first instance, and external equity using an annual comparison to the general market assessment to ensure we are appropriately remunerating staff. This takes into account any existing CPI adjustments that are still in effect in contracts.

Appropriate remuneration has already been identified as a key principle to consider, and will reiterate the rhetoric of the importance of staff.

A contestable fund application will be made for appropriate staff remuneration adjustments.

b. Adjusting Capacity With Shared Resources

As a good employer we must provide for capacity for staff to ensure their wellbeing is maintained. We cannot simply keep loading additional time commitments onto the Chief Executive and other staff without addressing the capacity issue. Under the Shared Resources Agreement and contracts, Wellington Council provides management services to Taranaki Council but acknowledge that there is a need for Wellington Council to adjust workload accordingly with the shared resources arrangement to accommodate this.

This readjusting of staff resource allocations takes into account an anticipated minimum of 400 hours of time (8 hours per week) for the Chief Executive to deal directly with responsibilities for two governance engagements, additional regional local government engagement, and iwi engagement (at a time of active treaty settlement implementation). Taranaki Council recognise that the responsibilities for managing two entities cannot be managed within the same time allocation without adjusting from responsibilities and staff resources.

The re-allocation of staff resources requires that Wellington needs to back fill that additional time with staff resources – work previously undertaken by the Chief Executive – and then subsequently delegated to the other staff.

For Taranaki Fish and Game Staff remuneration review in 2023 allocated the increase in base funding – which reflected that Taranaki staff were significantly below the guidelines independently developed for Fish and Game by *Strategic Pay* and adopted in the Fish and Game Remuneration Policy.

A contestable fund allocation to cover shared services was not undertaken in 2023/2024 due to the sabbatical provided to a Fish and Game Officer – and this has been allocated to the shared resources costs for this current financial year. The employment

arrangement is reinstated for next financial year and there is now a need to cover the funding of shared resources.

Taranaki Council has essentially been operating with only an acting Manager for 3 years (in addition to his role as senior field officer) and absorbing the cost increases accordingly.

A contestable fund application for continued provision shared services by Taranaki Fish and Game Council as essential.

5. Increased Base Workload Demand Anticipated

Rather than focusing on realigning workloads to make staff resources more efficient or reducing core services - there will be even more demands.

There will be an increase in Mana Whenua engagement in general interactions given implementation of Treaty Settlements, and specifically in the development of the two Sports Fish and Game Bird Management plans. For the two regions 38 Iwi organisations (not including over 200 hapu groups).

6. Proposed Amalgamation - Expectation of Material Savings in Short Term Unrealistic

Modest potential financial efficiencies are likely to be more evident in the long-term when amalgamations of regions and/or functions are pursued – unless there are staff redundancies that don't service core functions. There is likely to be readjustments of remuneration arrangements on retirement (appropriate remuneration within Rem Policy guidelines and aligning with experience). We believe that NZ Council should be looking at material savings from other regions going through those circumstances – i.e. senior staff – replacement with less experienced staff.

7. Conclusion

Taranaki Fish and Game Council are seeking an equitable and supportive stance by the NZ Council and wider organisation to the progression of a more efficient and enduring long-term business model. As two of the regions prepared to embrace change and not continue on as Business as Usual (BAU), then there needs to be consideration of what those regions need to be supported.

Wellington Fish and Game Council: Explanatory Note for Budgeting Process for 2024 2025 Financial Year

1. 5% Budget Savings Already Made During COVID and Not Reinstated

Wellington Fish and Game Council took what it considered a responsible response to the NZ Council request for a financially conservative approach during COVID in 2020 and 2021. This included suspending projects, but these were not reinstated – such as Fish in Schools programme, and habitat enhancement work.

Wellington Council has continued to retain the cost savings to the organisation – absorbing costs due to inflation. The lowered base funding was retained, and cost increases absorbed. Wellington Council consider that they have already undertaken a fair share of savings.

2. Progressing to Amalgamation and Shared Resources Business Model

Taranaki and Wellington Fish and Game Councils are actively progressing a shared resources arrangement (with the intention of amalgamation) for the long-term benefit of the organisation.

There were resources set aside for the implementation of the Ministerial Review recommendations to assist the two regions progress this. There have been additional costs associated with this process, but we have absorbed these to-date as we work through the new arrangements.

The progression of this business model should be actively supported (politically and financially) and Wellington Fish and Game consider that it would be inequitable to make additional budget cuts while implementing this approach given they are already making a significant contribution to the wider organisation in the most cost-efficient way.

3. Identifying Additional Budget Cuts

a. Core Functions – no extension projects

A review was undertaken on base core funding requirements – no material savings are possible without reducing core service or removing core functions. Wellington Council consider that threatening and eroding core function and that budgets should provide for these core functions for each region.

b. External project costs.

A review of the external project costs indicates that operations are providing for core functions at very cost effectively. Wellington Council does not fund ‘extension’ functions that are beyond core function.

External funding opportunities are sought for these projects as potential income to offset costs is already undertaken and being actively pursued where possible.

We have already removed and/or critiqued projects that are not part of core function – i.e. the ‘nice to do’ projects . We have absorbed any inflation costs and did not reinstate the projects.

There are few opportunities to make material savings in the external project budget for core function projects - most costs are now associated with staff time resources.

c. Personnel

Obligations as a Good Employer (see following).

4. Obligations As A Good Employer

a. Appropriate Remuneration of Staff

We must keep good faith with the staff on the implementation of the remuneration review outlined in the Remuneration Policy. This provides for internal parity in the first instance, and external equity using an annual comparison to the general market assessment to ensure we are appropriately remunerating staff. This takes into account any existing CPI adjustments that are still in effect in contracts.

Appropriate remuneration has already been identified as a key principle to consider, and will reiterate the rhetoric of the importance of staff.

A contestable fund application will be made for staff remuneration adjustments.

b. Adjusting Capacity With Shared Resources

As a good employer we must provide for capacity for staff to ensure their wellbeing is maintained. We cannot simply keep loading additional time commitments onto the Wellington Chief Executive without addressing the capacity issue. Recently the Chief Executive relinquished 600 hours of accumulated Time in Lieu (at no cost to the organisation) mainly due to the extraordinary requirements and contributions requested over time – essentially this time is volunteered. It does highlight that have not had the ability to adjust capacity for others to pick up responsibilities – given that other staff are already at full capacity. We are adjusting the workload accordingly with the shared resources arrangement to accommodate this – as this will be an ongoing commitment.

This readjusting of staff resource allocations takes into account an anticipated minimum of 400 hours of time (8 hours per week) for the Chief Executive to deal directly with responsibilities for two governance engagements, additional regional local government engagement, and iwi engagement (at a time of active treaty settlement implementation). This is in addition to time required for situations where dual representation is possible for both regions. This is recognition that the responsibilities for managing two entities cannot be managed within the same time allocation without adjusting from responsibilities and staff resources.

The re-allocation of staff resources requires that Wellington Council needs to back fill that additional time with staff resources – work previously undertaken by the Chief Executive – and then subsequently delegated to the other staff.

There is currently no capacity to absorb 400 hours within the current staffing arrangements.

A contestable fund application for continued provision shared services by Taranaki Fish and Game Council will be actively supported as essential.

5. Increased Base Workload Demand Anticipated

Rather than focusing on realigning workloads to make staff resources more efficient or reducing core services - there will be even more demands.

There will be an increase in Mana Whenua engagement in general interactions given implementation of Treaty Settlements, and specifically in the development of the two Sports Fish and Game Bird Management plans. For the two regions 38 Iwi organisations (not including over 150 hapu groups).

6. Risk Management of Cash Reserves - Use of Reserves for RM Legal

The accumulation of modest surpluses (with notable surplus from prudent financial management during COVID) resulted in use of General Reserves for RM Legal (Environment Court hearing) rather than the application to the Regional RM Legal Fund being the appropriate fund. Risk of simply drawing down of reserves for continued operational arrangements is not preferred.

7. Amalgamation - Expectation of Material Savings in Short Term Unrealistic

Modest potential financial efficiencies are likely to be more evident in the long-term when amalgamations of regions and/or functions are pursued – unless there are staff redundancies that don't service core functions. There is likely to be readjustments of remuneration arrangements on retirement (appropriate remuneration within Rem Policy guidelines and aligning with experience). We believe that NZ Council should be looking at material savings from other regions going through those circumstances – i.e. senior staff – replacement with less experienced staff.

8. Conclusion

Wellington Fish and Game Council are after an equitable and supportive stance by the NZ Council and wider organisation to the progression of a more efficient and enduring long-term business model. As two of the regions prepared to embrace change and not continue on as Business as Usual (BAU), then there needs to be consideration of what those regions need to be supported.

In October the Central South Island region presented a paper to the Regional Manager / CEO group as well as NZC. The paper outlined the challenges faced by the Central South Island Fish and Game (CSIFG) region due to the significant increase in angler utilisation of resources, particularly driven by the popularity of fishing in the Mackenzie canal fishery. Despite the increased demand, CSIFG staffing levels have remained stagnant since Fish and Game's formation in the 1990s. This has resulted in difficulties in fulfilling statutory obligations, maintaining compliance, and retaining social license among license holders.

Key findings from the draft National Angler Survey (NAS) indicate a substantial increase in angler usage, with CSIFG accounting for a significant portion of nationwide angling activity. The paper highlights the imbalance between increased angler demand and limited staff resources for compliance and management efforts.

The options proposed to address the staffing shortage include:

1. **Hiring Additional Staff:** Adding personnel to the CSIFG team to enhance compliance efforts and support key projects. This would require funding from the contestable fund.
2. **Reduce Scope of Work:** Allocating resources primarily to canal compliance, potentially impacting other operational work.
3. **Cross-Regional Support:** Seeking support from regions nationally to share workload and costs.
4. **Regional Ranging Rotation:** Implementing a rotational ranging schedule across Fish and Game regions to support compliance efforts at the canals.
5. **Inter-Region Staff Relocation:** Encouraging staff relocation between regions to address staffing needs, with relocation costs covered.
6. **Regional Canal Ranging Target:** Setting canal ranging targets for neighbouring regions to contribute to compliance efforts in the CSIFG region.
7. **Secondment to CSIFG:** Sending staff from other regions on secondment to CSIFG to provide training and support compliance efforts.
8. **Hybrid Approach:** Considering a combination of options to address staffing challenges effectively.

The paper recommends a hybrid approach, combining options 3 to 8, to increase CSIFG staffing levels gradually and effectively. This approach aims to demonstrate proactive decision-making and commitment to addressing the staffing issue while considering the financial constraints of Fish and Game as an organisation.

The timing for implementing these options varies, with some available as short-term goals and others requiring longer-term planning and funding allocation through the contestable funding process.

In conclusion, the paper emphasises the urgency of addressing the staffing issue to meet statutory obligations and maintain social license, while also recognizing the need for innovative approaches to overcome resource constraints.

This CF fund application revitalises option 1 above. With research recently completed we now understand both the focus of angling effort in the canal fishery and the have interim results for its contribution to the local economy. These results really illustrate the opportunity that we have to both drive the fishery forward for the benefit of our licence holders, the local community and Fish and Game as an organisation.

While a compliance focus is still top of mind for a number of licence holders I see the second role that we are applying for having a public interfacing centric role based around creating the opportunity to build:

- Community involvement in the Fishery
- Funding sources to drive growth and sustainability.
- Build a partnership approach to an iconic fishery.
- Community ownership of the Canal Management Strategy with CSIFGC managing the Statutory details.

From a national good perspective this fishery can be a formidable driver of licence sales and recruitment building on the already strong base that we have across the regions with people utilising the canals.

The end state for this work would be where we have 1850 ambassadors (population of Twizel), out there involved with and welcoming the angling community from around the world.

At the current point in time the constraint that dictates CSIFGCs ability to get this type of work underway is a lack of staff. In part our ability to give 3% of our budget back to the contestable funding pool is that we are not financially constrained. In fact, by drawing the line based on hours utilisation and what we could get done with the people we had on the team was far more limiting on our activity than the money available.

In terms of supporting the national strategy this application covers all the objectives.

For Fish and game to be an unified and enduring organisation we can no longer complete work region by region. We need to take the opportunities presented especially one like the canal fishery where in effect anglers have voted with their feet and are telling us why. This will ensure our future and by working together both internally and with our stakeholder we will get a better result.

This also has deep connections to public perception and legitimacy by being the conduit and demonstrating not only do we care, but we will also listen and involve “you” in the solutions development and implementation, we gain traction and get the public to tell our story.

By listening and giving people what they want from the fishery we increase the attraction and retention of licence holders. This subsequently gives us the opportunity to build into a coaching and development program for angling and widen our offerings to include those that would not ordinarily participate.

Our connection to Mana Whenua can be strengthened through this approach as they are one of the key partners in making this a success and are intimately involved in the operation of the canals through our shared partnership with both Meridian and Genesis.

Overall, the Habitat that has been created through the canals is unique in NZ at the current time. The ease of access and grandeur of the setting also rate highly with why anglers are attracted to the fishery. Maintaining this is hugely important both in terms of a management objective and the basis of the fishery being present.

This application is the key enabler to get this work moving and begin the partnership with like minded community members that will help co create a successful outcome. Thank you for the consideration of this application.

Budget and Licence Fee Recommendation

New Zealand Fish and Game Council Meeting 168 19th & 20th April 2024

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

Kōrero taunaki - Summary of considerations

Purpose

This report to the New Zealand Fish and Game Council seeks approval for the 2024 25 Budget and Licence Fee Recommendation

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. Approve the XX contestable funding applications to the value of \$XXXX. (\$xxxx from the Licence fee and \$xxxx approved from Reserves)
2. Approve the Total Budgets of \$XXXX (subject to licence fee approval)
3. That the 2024 25 Adult whole season sports fish licence of \$xxx and the Adult whole season game licence fee of \$xxx (inclusive of the \$5 Game Bird habitat Stamp) inclusive of GST be accepted.
4. That the licence categories be charged at the agreed ratios for all categories.
5. The Licence fee(s) and budget go to the Regions for Consultation.

Takenga mai - Background

- 1 Base Funds for 2024 25 were approved as part of the 2023 24 budget round of 11,867,408.
- 2 The NZC recommended to Regions to reduce their budgets by 3 % which would reduce base funds by \$356,022.
- 3 6 Regions have reduced their budgets to the value of \$191,880 – This sets the base funds for 2024/25 to 11,675,527.

Table 1: Base Funds 2024 25			
National Budget	Base Funds 24/25	Less savings 3%	New Base Funds
Northland	581,107	-	581,107
Auckland/Waikato	909,097	27,273	881,824
Eastern	1,278,944	-	1,278,944
Hawkes Bay	380,624	-	380,624
Taranaki	419,692	-	419,692
Wellington	830,600	-	830,600
Nelson-Marlb	564,125	-	564,125
Nth Canterbury	1,003,286	30,099	973,187
West Coast	351,136	9,535	341,601
Central SI	877,010	26,475	850,535
Otago	1,240,968	-	1,240,968
Southland	823,924	20,292	803,632
NZC only	1,240,295	37,209	1,203,086
National inc Resear	1,366,600	40,998	1,325,602
4 TOTAL	11,867,408	191,880	11,675,527

- 5 The Chairs and the NZC have met to discuss the Contestable funding applications and have given their recommendations for the Council to Consider.
- 6 LEQ forecasts recommended is 72,826 (last year 74,060 for Fish) (refer 24/245 Licence reforecast agenda item)
- 7 LEQ forecasts for Game 31,340 (last year 31,763)

Table 2: Licence Forecast LEQ 2024/25		
Projected 24/25		
	Fish	Game
Northland	454	1,537
Auckland/Waikato	3,658	6,518
Eastern	8,363	2,769
Hawkes Bay	2,690	1,667
Taranaki	964	1,072
Wellington	2,989	3,231
Nelson-Marlb	4,341	843
Nth Canterbury	10,904	2,557
West Coast	2,127	361
Central SI	12,331	2,267
Otago	15,410	3,944
Southland	8,595	4,574
NZC only		
National		
8 TOTAL	72,826	31,340

9 In the 167th NZC meeting, the NZC indicated that there would be no increase in the Licence fee for the 2024/25 season and that price of \$153 and \$113 (inc GBHT \$5) were the indicative price for the 2023 24 season. These prices need to be finalised at this meeting.

10 Net Income from Licence Fees and Interest forecast with the above Licence fees is \$12,463,441.

Table 3: Net Income Summary 2024/25			
	Net Licence		Net Income
	Income	Interest	
Northland	196,556	10,104	206,660
Auckland/Waikato	1,054,846	17,768	1,072,615
Eastern	1,317,780	34,340	1,352,120
Hawkes Bay	493,862	35,630	529,492
Taranaki	219,772	9,032	228,804
Wellington	673,056	10,984	684,040
Nelson-Marlb	630,442	7,419	637,861
Nth Canterbury	1,623,208	13,367	1,636,575
West Coast	304,211	15,470	319,681
Central SI	1,779,322	44,444	1,823,766
Otago	2,323,769	57,966	2,381,735
Southland	1,510,144	39,923	1,550,068
NZC only	0	40,025	40,025
National	0	0	0
11 TOTAL	12,126,969	336,472	12,463,441

12 Total CF applications \$2,135,321 Refer to the contestable funding pack. Contestable Funding applications have been considered by the Governors.

13 The NZC needs to make a recommendation on the Licence fee, the Budget and if required the use of regional reserves for the 2024/25 season.

Kōrerorero - Discussion

14 Refer the papers regarding the Licence fee and contestable funding applications.

Ngā kōwhiringa - Options

15 The Council may

- a. Agree to consult with the Regions on the Licence fee and Budget decisions.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

16 The Financial implications will be demonstrated within the NZC meeting.

17 Summaries of the impact of the Chair recommendations will also be provided at the meeting.

Legislative Implications

18 The Minister is required to approve the Licence fee following Regional consultation.

Section 4 Treaty Responsibilities

19 None

Policy Implications

20 Financial policies that include the use of reserves.

Risks and mitigations

21 That Fish and Game remain a financially stable organisation.

Consultation

22 All regions to be consulted.

Ngā mahinga e whai ake nei - Next actions

23 Any decision will go out to regions for consultation.

Prevention of Bullying and Harassment Policy Feedback

New Zealand Fish and Game Council Meeting 168 – 19 & 20 April 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report seeks final approval from the New Zealand Fish and Game Council (NZC) for the Prevention of Bullying and Harassment Policy.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information; and
2. Approves the Prevention of Bullying and Harassment Policy.

Whakarāpopoto - Summary

- The NZC viewed the draft Prevention of Bullying and Harassment Policy at its November 2023 meeting. The draft policy was then sent to Regional Managers in order that they could consult with their staff and Councils. The responses are summarised in the table below.

Takenga mai – Background

- The Prevention of Bullying and Harassment Policy and Procedures are part of a suite of policies that are linked to the National Health and Safety policy and is one of the policies that our lawyers recommended be included in our Health and safety manuals. The policy includes staff and Councillors. This is particularly important as there have been a few instances of Councillors bullying or harassing staff.

Consultation

- Regional feedback is set out below:

Region	Prevention of Bullying and Harrassment Policy	Comments
Northland	✓	Northland Fish & Game Council supports the Policy.
Auckland/Waikato	✓	No changes suggested. The Council has an anti-bullying policy which has just been through consultation with the staff
Eastern	✓	No additional feedback, supports the purpose of the policy and notes that bullying and harassment is also covered in employment law
Hawke's Bay	✓	The Council supports the Policy
Taranaki	✓	The Council supports the policy
Wellington	✓	The Council supports the policy
Nelson/Marlborough	✓	Council supports the policy
West Coast	✓	Will adopt the policy and procedures when finalised
North Canterbury		Council supports the policy
CSI	✓	Council were generally supportive of the policy but felt it was important not to have too specific language as you end up arguing about terminology. Council recognised that bullying is unreasonable and unwarranted and is about power and domination to the detriment of another person.
Otago	✓	The policy is supported and its adoption as a local policy would follow. The Council didn't consider the procedures as they are operational, but agreed that they could be finalised by the managers group
Southland	✓	No changes suggested to the policy and procedures

Discussion on feedback

As no specific changes have been recommended from the Councils, the final Policy is submitted for approval

Ngā mahinga e whai ake nei - Next actions

- If approved, the policy will be published and circulated to Regional Councils for their adoption.

DRUG AND ALCOHOL POLICY

Section	Operational
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	
Approval	NZC
Effective Date	

1. PURPOSE

The purpose of this Policy is to:

- Demonstrate **Regional Councils'** commitment to health and safety and to outline our expectations and requirements regarding a drug and alcohol-free work environment, and also to provide a safe work environment for all employees.
- Provide advice and guidance to ensure that all employees fully understand their responsibility under this policy
- Outline our approach to prevention, education, screening and assistances with regards to drugs and alcohol in the workplace

2. POLICY

Being at work while impaired or at risk of impairment from drugs or alcohol is a serious health and safety risk.

Employees are strictly prohibited from:

- The use, sale, supply, transfer or possession of drugs unless use and possession are medically prescribed and do not impair or are a risk of impairment.
- Attending work with drugs or alcohol in their system, with levels above those set out in Appendix A of the Drug and Alcohol Procedures

3. Personal Conduct and Responsibilities

It is everyone's responsibility to identify concerns about health and safety at work. If an employee feels unsafe working with one of their colleagues because they suspect that he/she is in breach of this policy, they should refer the matter to their manager.

If an employee discloses they have a drug or alcohol problem that is affecting their work, Regional Councils encourage the employee to ask for help from their manager or Human Resources at an early stage (before the employee is the subject of testing), without fear of reprisal or disciplinary action.

Proactive disclosure of drug or alcohol problems will be kept confidential as a health-related matter.

VALUES

TRUST

We are trusted as consistent and capable providers

INCLUSION

We recognise and respect diverse perspectives and cultural interests

CONNECTION

We are deeply connected with anglers, hunters, regulators and the public

SERVICE

We are enthusiastic, professional, kind and accountable

4. Drugs and Alcohol in the Workplace

Workplaces are defined as any place where an employee performs work related tasks, including (but not limited to) offices, Fish and Game vehicles and boats, places where field work is undertaken, travel between workplaces, training courses or conferences provided by the Regional Council.

No alcohol may be consumed in the workplace, on or offsite, by any Regional Council employee **except**, where formal staff functions have been arranged and approval is given by the manager. **Alcohol may be consumed after work hours when working away from home, except when driving a work vehicle or boat.**

Alcohol may be consumed at social events at places and times designated in advance by the Regional Council. Employees and management are responsible for ensuring that all staff are able to get home safely.

No illicit or restricted drugs are to be brought into the Regional Council's workplaces at any time or consumed during work hours.

Legal drugs (prescribed by a medical practitioner) or non-prescription over the counter drugs are deemed to be acceptable as long as work duties and safety are not impaired.

Employees using legal drugs that might impair performance must immediately notify their manager prior to commencing work.

5. Enforcement of the Policy

Alleged breaches of the key requirements by Regional Council employees may be investigated as serious misconduct. While a potential breach of the policy is being investigated, the Regional Council may:

- Apply a safety stand-down to an employee from employment, to enable an appropriate investigation to occur for health and safety/wellbeing reasons.
- Require the employee to undergo further drug/alcohol screening tests and return a negative result before returning to work
- Suspend the driving privileges of a Fish and Game vehicle or boat until the investigation is concluded.
- Temporarily assign modified or restricted duties.

Following an investigation, the Regional Council may:

- Offer, at its discretion the opportunity for the employee to participate in a rehabilitation programme, and/or;
- Take disciplinary action up to and including summary dismissal

The nature and severity of the breach will determine the disciplinary action that is taken.

6. Search and Surveillance

In order to assist with achieving the objectives set out in this policy, the Regional Council reserves the right to undertake searches for drugs and alcohol within any Regional Council property and/or workplace

Regional Council property includes offices, vehicles, boats, workstations and storage areas but does not include the employees' home or place of residence if it is used for flexible working or working from home.

7. Drug and Alcohol Testing

The Regional Council may undertake drug and/or alcohol testing to ensure compliance with this policy.

The processes for drug and alcohol testing are detailed in the Fish the Drug and Alcohol Procedure. Testing will be undertaken by a professional drug detection agency such as the TDDA.

Pre-employment testing

Prospective employees may be required to undergo pre-employment or engagement drug and alcohol testing.

If a prospective employee returns a positive or non-negative result for the presence of drugs or alcohol, the Regional Council may discontinue their application, or if the applicant has already been appointed, their employment or engagement may be stood down and/or employment terminated.

Post incident/event testing

If there is an incident, accident, near miss or property damage involving an actual or potential compromise of health and safety standards and an employee's actions, or lack of action, may have been a direct or indirect contributory factor (incident, accident or near miss/close call), then an alcohol and drug test may be required.

Reasonable cause testing

If the Regional Council suspects on reasonable grounds that an employee is under the influence of drugs or alcohol. Reasonable cause may be based on a pattern of behaviour, actions or conduct. See Appendix B of the Drug and Alcohol Procedures for examples of behavioral indicators.

The Regional Manager/Chief Executive must carefully consider the grounds for suspicion and should seek advice before making a judgement as to whether reasonable cause has been established.

8. Employee Disclosure, Assistance and Rehabilitation

Employees will have access to assistance from Instep's Alcohol and Other Drug Programme.

If an employee discloses that they have a drug or alcohol problem that is affecting their work, The regional Council encourages the employee to ask for help from their manager or HR, at an early stage (before the employee is the subject of testing), without fear of reprisal or disciplinary action.

Proactive disclosures of drug or alcohol problems will be kept confidential as a health-related matter.

If the employee is not comfortable discussing the problem with their manager, they may contact another manager and Fish and Game New Zealand's Employee Assistance Programme (EAP) provider -Instep. Instep provide a free and confidential service, which is independent from Fish and Game New Zealand.

The Regional Council will consider what reasonable steps it can take to assist an employee who proactively discloses a drug and / or alcohol problem, including referral to appropriate treatment providers.

If an employee returns a positive drug and / or alcohol test (as noted in Section 9) and subsequently discloses a drug or alcohol problem, the Regional Council may take disciplinary action up to and including summary dismissal and/or any other actions available to it pursuant to this policy and the Drug and Alcohol Procedure.

DOCUMENT MANAGEMENT CONTROL

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



DRUG AND ALCOHOL PROCEDURE

Section	Operational
Contact/Owner	NZC HR
Last Review	New Procedure
Next Review	
Approval	NZC
Effective Date	

1. Purpose

The purposes of this Procedure are to:

- Support the Fish and Game New Zealand Drug and Alcohol Policy by setting out the procedural arrangements and testing processes.
- Assist management to enforce the drug and alcohol policy in a consistent and fair way
- Outline support options that may be available to employees
- Enable Fish and Game NZ to comply with the Health and Safety at Work Act 2015, in particular the duty to ensure, so far as reasonably practicable, the provision and maintenance of a work environment that is without risks to health and safety and that the health and safety of other persons is not put at risk from work carried out as part of the conduct of our business.

2. Application of Policy and Procedure

Managers are responsible for taking all reasonably practicable steps to ensure the health and safety of employees undertaking work under their direction. This procedure must be followed if a manager:

- Observes or has reasonable cause to suspect that an employee is breaching the Fish and Game New Zealand Drug and Alcohol Policy; or finds evidence of such a breach; or
- Learns from an eyewitness that the employee may have breached the Fish and Game New Zealand Drug and Alcohol Policy.

Any manager may instruct an employee to undergo an initial drug and/or alcohol screening test administered by a collecting agency such as the TDDA, if they suspect that the employee may have breached the policy.

The manager will arrange an appointment with the drug agency and the employee will be accompanied to the appointment by the manager.

Employees who undergo drug and/or alcohol testing will be told the purpose of the test, where the information will go, the name and address of the collecting agency and the likely consequences if they refuse to participate.

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The employee will be asked to sign a written consent to the test by the collecting agency.

At any stage of the processes or procedures herein, employees may request the presence of a support person or representative.

Every person subject to this procedure is entitled to confidentiality (insofar as practicable) and just treatment.

If the test results show the presence of drugs or alcohol in excess of the amounts set out in Appendix A of this Procedure, then a disciplinary process will be commenced where rehabilitation may be offered.

3. Safety Stand -down

If the absence of drugs and alcohol cannot be established through an initial test (i.e. returns an invalid result) then a safety stand-down may be required.

Stand-down is a health and safety precaution. It is not suspension because, in the case of employee, does not involve the person being sent away unilaterally from the workplace and is not disciplinary action.

While an employee is 'stood-down', nothing has been proven; the employee remains at work on pay and can be given reasonable instructions with which they must comply; their dignity, confidentiality and privacy should be maintained; and they must not operate any vehicle or boat or undertake other high-risk tasks.

Please note that if an employee may be impaired by drugs or alcohol, they must not be permitted to drive a Fish and Game vehicle or boat until such time as they are able to return a negative test result. This is to protect both the employee's own personal safety and the safety of others.

4. Compromised, diluted or adulterated test specimens

Deliberate compromise of process

If an employee makes a deliberate attempt to compromise the integrity of a specimen or the testing process when taking a drug test (for example by providing a specimen that is not his or her own, or adulteration e.g. by use of a masking agent), or the collector has reasonable grounds to suspect that the employee has tampered with a specimen, then the manager may in respect of an employee take disciplinary action up to and including summary dismissal.

Temperature

If an employee provides a specimen that is not within acceptable temperature testing range, meaning that the manager cannot verify it was provided by the employee or the specimen is otherwise compromised, the employee may be provided with one further opportunity to provide an acceptable specimen within 2 hours.

If the second specimen is also not acceptable for testing, this may be treated as a refusal or failure to take a drug and/or alcohol test or to provide an acceptable specimen (refer next section).

Dilution

A specimen may be too dilute to be accepted for testing if the specimen provider has consumed high quantities of water or other fluids or a diluent has been added.

The employee will be given one further opportunity to provide an acceptable specimen within 24 hours. The employee may have to reduce his/her fluid intake during this period.

If the second specimen is also not acceptable for testing, this may be treated as a refusal or failure to take a drug and/or alcohol test or to provide an acceptable specimen (refer next section).

5. Refusal or failure to take a drug or alcohol test or provide an acceptable specimen

Refusal to comply with an instruction to undertake a drug or alcohol test, or refusal or failure to provide an acceptable specimen without reasonable explanation, will be treated as a breach of the Fish and Game New Zealand Drug and Alcohol Policy.

If an employee is instructed to take a drug or alcohol test but refuses or fails to do so, the employee

must be given an opportunity to explain the refusal or failure.

The manager will consider any explanation given, and the circumstances leading up to refusal or failure.

If the manager considers the explanation is unreasonable in the circumstances, then they may take disciplinary action in respect of an employee up to and including summary dismissal.

6. Employee Assistance and Rehabilitation

An employee making a voluntary disclosure may be granted extended leave to participate in a drug and alcohol rehabilitation or treatment programme.

If requested by the employee, Fish and Game New Zealand will fund up to three treatment sessions, and may consider further assistance on a case-by-case basis.

The employee's return to work after successful completion of the course of treatment within a reasonable period of time agreed by the manager will depend on the Fish and Game Council's needs at that time and will be on the recommendation of the service provider.

If an employee who has not made a voluntary disclosure returns a positive test result, the manager may, at their sole discretion, permit him or her to continue in their employment subject to the requirement that they undertake a rehabilitation and/or treatment programme approved by Fish and Game New Zealand.

Failure to take part or complete the programme within a reasonable timeframe may result in disciplinary action up to and including summary dismissal.

The employee may be allocated alternative or restricted duties during the programme (if available, and at the manager's discretion).

Fish and Game New Zealand may, at its sole discretion, and upon the employee's request, fund an initial assessment by a rehabilitation provider nominated or approved by Fish and Game New Zealand.

Process for rehabilitation agreement

The employee must agree in writing to the programme and follow up testing.

The manager will arrange an initial appointment for the employee to meet with the rehabilitation specialist;

The employee will be given a phone number to contact the rehabilitation specialist;

All communications between the specialist and employee will remain confidential save as provided in the contract;

The rehabilitation specialist will arrange for treatment or further specialist advice as considered necessary;

Rehabilitation will commence and the rehabilitation provider will provide the manager with information on the attendance of the employee in accordance with the contract and will advise whether or not the employee has successfully completed the programme;

The rehabilitation specialist will report to the manager after three sessions on the necessity or value of further treatment. Further sessions are at the employee's cost

With the written permission of the employee, the employee's representative or support person may be informed of progress.

Post-treatment testing

On completion of the programme, the employee will be required to return a negative drug and alcohol test (the cost of which testing shall be met by the employee) prior to returning to normal duties.

The employee may subsequently be required to complete up to 12 random drug and alcohol tests over the next 24 months.

A positive test during or following treatment may result in disciplinary action up to and including summary dismissal.

7. Search and Surveillance

In accordance with and for the purposes of the Fish and Game New Zealand Drug & Alcohol Policy, the Fish and Game Council may undertake lawful searches and/or surveillance.

The manager may search any Fish and Game Council workplace or area in the Council's possession or control. This may include the Council's buildings, vehicles, boats, workstations, and storage

The manager or someone authorised by the manager, may not search an employee's person or personal property (including looking inside bags) without genuine necessity, reasonable cause, and the explicit consent of the employee.

8. Confidentiality and Privacy

All information gathered as a result of testing or participation in a rehabilitation or treatment programme is collected for the purpose of implementing, enforcing and achieving the purpose of the Fish and Game New Zealand Drug and Alcohol Policy.

A copy of the results of any drug and/or alcohol test is retained by the collecting agency and will be provided to the employee as well as their manager.

Results may be used in evidence and disclosed in disciplinary or legal proceedings.

Information will be held for the duration of the individual's employment/engagement, or longer where Fish and Game New Zealand has a legitimate reason or as required by law.

Except when required by law, no information relating to any testing or rehabilitation will be disclosed to an external party without the written consent of the employee concerned.

9. Definitions

Adulteration	The deliberate use by the donor of a diluent or masking agent, or providing a substitute urine specimen, in order to compromise the detection of drugs/metabolites in their urine.
Alcohol	As per common usage and definition.
Collecting agency and collector	Respectively an accredited agency and a person qualified to collect specimens and take samples for the purpose of detection and quantitation of drugs of abuse within the specimen.
Drug	<p>For the purposes of the Fish and Game New Zealand Limited drug and alcohol policy and this procedure, "drug" and "drugs":</p> <ul style="list-style-type: none"> Includes any substance listed in the schedules of the Misuse of Drugs Act 1975, including future amendments and additions; Includes substances listed in the AS/NZS 4308:2008: Procedures for specimen collection and quantitation of drugs of abuse in urine; Includes any synthetic or natural psychoactive substances that may be referred to as 'designer drugs', 'drug analogues', 'synthetic cannabinoids' or 'herbal highs' (whether or not they are controlled); May include any volatile substance deliberately used or misused for the purpose of achieving an altered state of mind; May include prescription and non-prescription ('over-the-counter') medication that the user knows or ought to know can impair the user's mental or physical ability and pose a safety risk in the circumstances (e.g. driving while affected by opiate medications);
Non-negative	A test result that is non-negative but has not been confirmed by an accredited laboratory as positive.
Sample	A portion taken from a specimen, on which the test or assay is actually carried out.

Stand-down	Temporarily assigning modified or restricted duties to an employee or having them cease duties for a short period but not leave the workplace, while appropriate steps set out in this procedure are implemented.
Work and workplace	For the purpose of this procedure, includes work carried out on behalf of Fish and Game New Zealand by any employee or contractor; in an OSPRI workplace. Workplace has the meaning given in the Health and Safety at Work Act 2015.

FURTHER INFORMATION

INFORMATION AND ADVICE ABOUT DRUGS AND ALCOHOL CAN BE FOUND AT WWW.DRUGFOUNDATION.ORG.NZ

APPENDIX A

MAXIMUM ACCEPTABLE LEVELS OF DRUGS AND ALCOHOL

Confirmatory test cut-off concentrations (as total drug): AS/NZS 4308:2008 compound	Cut-off level (micrograms/litre)
Morphine	300
Codeine	300
6-Acetylmorphine	10
Amphetamine	150
Methyl amphetamine	150
Methyl enedioxy methyl amphetamine	150
Methyl enedioxy amphetamine	150
Benzylpiperazine*	500
Ephedrine*	500
Phentermine*	500
Pseudoephedrine*	500
11-nor-9-tetrahydrocannabinol-9-carboxylic acid	15
Benzoyllecgonine	150
Ecgonine methyl ester	150
Oxazepam	200
Temazepam	200
Diazepam	200
Nor diazepam	200
Hydroxyl-alprazolam	100
7-amino-clonazepam	100
7-amino-flunitrazepam	100
7-amino-nitrazepam	100

ALCOHOL LIMITS

For the test to be positive there must be a level of alcohol in the employee's system higher than 100 micrograms of alcohol per litre of breath while in paid work or greater than the NZ Land Transport legal driving limit (for all other circumstances).

All aspects of the testing procedure will be carried out in a confidential and private manner by a trained Breath Alcohol Tester using a calibrated breath alcohol testing device, which complies with the AS 3547-1997/Amendment 1-2000 (type 2), for the measurement of alcohol.

APPENDIX B – REASONABLE CAUSE INDICATOR

When determining “reasonable cause”, physical symptoms and/or unusual or out of character on site observable behaviours must be considered. One symptom on its own is not enough evidence to reach a conclusion of drug use.

Examples of physical symptoms or behaviours include, but are not limited to:

- excessive lateness
- absences often on Monday, Friday or in conjunction with holidays
- increased health problems or complaints about health
- emotional signs – outbursts, anger, aggression
- changes in personality
- changes in alertness – difficulty with attention span
- changes in appearance – clothing, hair, personal hygiene
- less energy
- involvement in various minor accidents
- feigning sickness or emergencies to get out of work early
- going to the bathroom more than normal
- defensive when confronted about behaviour
- dizziness
- slurred speech
- hangovers
- violent behaviour
- impaired motor skills
- bloodshot eyes
- impaired or reduced short term memory
- reduced ability to perform tasks requiring concentration and co-ordination
- intense anxiety or panic attacks
- impairments in learning and memory, perception and judgement
- irritability
- depression
- odour of alcohol or drugs

Reasonable grounds testing may also take place where the Company learns, from a credible source, that the employee is working under the influence of drugs and/or alcohol, or where the employee is observed using, possessing, distributing or consuming drugs or alcohol during work time or during any breaks.



GOVERNANCE CODE OF CONDUCT

Section	Governance
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	
Approval	NZC
Effective Date	

1. PURPOSE

This Code sets out the minimum standards of conduct for all Councils and supports the values of Fish and Game NZ. Reflected in this *Code of Conduct* is the importance of trust and confidence in the relationship between Fish and Game Councils and their employees.

It is intended that this Code can be included in or used as a template to update the Council's current Governance Policies.

2. POLICY

Council Members are expected to act reasonably at all times in compliance with their Councils Standing Orders and Governance policies and taking into account the interests and welfare of other Members and Council staff and their obligations under the Public Sector Act 2020 to be a "good employer".

The "good employer" principle means that Councils must operate employment policies that provide for fair and proper treatment of employees in all aspects of their employment, including recruitment, development, diversity, remuneration and health and safety.

Members are expected to maintain the highest integrity, discretion and ethical conduct when performing their duties or representing the Fish and Game Council. Members are expected to exercise good judgement to determine what action should be taken in any given situation and be able to withstand scrutiny from internal and external parties.

3. EXPECTED BEHAVIOURS

1. Personal responsibilities:

- act in good faith
- act honestly and with integrity in all aspects of Council activity;
- respect the rights of others and treat others courteously and without discrimination or harassment and comply with Fish and Game's Bullying and Harassment Prevention Policy and Process;
- be respectful of, and responsive to all genders, cultures, values and beliefs;
- exercise reasonable care, diligence and skill at all times;
- lay aside all private and personal interests in decision making;

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- comply with relevant Fish and Game policies, processes, standards, Vision, Mission and Values
 - understand the Council's responsibilities as a PCBU under the Health and Safety at Work Act 2015 and ensure that these requirements are adhered to and implemented.
 - act in a safe manner to protect your health and safety and that of other Council members and employees of the Council and comply with all Health and Safety policies and procedures.
2. External relationships:
- actively promote and support the Council and its decisions in all relevant fora;
 - act reasonably, honourably and in good faith when working with the fishing and hunting communities;
 - create and maintain positive relationships and networks with others; and
 - don't undermine other Members, the Council or Council staff in any media, including social media.
3. Confidential information:
- be responsible for the security and confidentiality of any personal information that you have acquired;
 - ensure that any information you have acquired through the Council is not used for personal advantage; and
 - ensure that financial and non-financial information gathered by Fish and Game and your knowledge of its systems and processes is used solely to perform Fish and Game business.
4. Conflicts of interest:
- avoid or register any financial interest in any undertaking that could be seen to compromise your responsibilities to Fish and Game,
 - do not allow personal relationships with staff or licence holders to affect or appear to affect the professional relationship with them; and
 - when your personal views differ from those of Fish and Game, you must ensure that both your personal integrity and the integrity of Fish and Game are not compromised. If you are likely to find yourself in this situation, then you should discuss the matter with your Chair first.
5. Uphold the reputation of Fish and Game:
- act with integrity at all times;
 - ensure your participation in political matters does not conflict with your duty to your Fish and Game Council; and
 - ensure your private activities do not reflect adversely on Fish and Game, on Fish and Game staff or key stakeholders.
6. Additional expectations for Members as Good Employers:
- Ensure that employment policies are in place that provide for fair and proper treatment of employees in all aspects of their employment;
 - Ensure that all practicable steps are taken to minimise or eliminate health and safety risks for employees. This includes bullying, harassment or mistreatment of employees;
 - Be supportive of employees of the Council and do not criticise employees or the service provided by the Council and Management to anyone other than the Chair or Executive Committee;
 - Support the Chief Executive/Regional manager to implement the decisions of the Council but not interfere with the management of Council staff except where the CE/RM has breached employment policies or law
 - lead by example and model the standards of behaviour expected of Council employees;
 - do not communicate privately with employees of the Council on matters which fall under the Council or Chief Executive responsibility in such a way as to threaten or weaken the relationship between the Council and the Chief Executive.

7. Misconduct:

- If any Member of the Council is disrespectful or uses offensive or malicious language at a meeting, the Chair has the authority to remove that member from the meeting, under the Standing Orders, if the member refuses to withdraw the comments or to apologise.
- Similarly, if a Member’s conduct is disorderly, the Chair may require that Member to leave the meeting (See Clause 3.4 of the Standing Orders)
- If a Member has strong views about a Matter that create a risk of bias, prejudice or pre-determination that is inconsistent with performing their duties in an impartial or professional manner, they will be excluded from the meeting when that Matter is being discussed as per Section.....of the Council’s Standing Orders or Conflict of Interest Policy. Divergent views can be recorded but must be presented in a professional manner.
- As a last resort and following a fair investigation, the Minister may remove any Council Member from office for misconduct under Section 26ZA2 of the Conservation Act,

8. Other relevant information

- Code of Conduct for Crown Entity Board Members
<https://www.publicservice.govt.nz/guidance/code-of-conduct-for-crown-entity-board-members/>
- Council Standing Orders
- Council’s Governance Policies
- Health and Safety at Work Act 2015, Duties of a PCBU
<https://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976894.html>

To be signed with Oath of Office

I agree to abide by this Code of Conduct in all aspects of my Council activity

Signed: Date:

4. DOCUMENT MANAGEMENT CONTROL

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

Prevention of Bullying and Harassment Policy

Section	Operational
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	
Approval	NZC
Effective Date	

PURPOSE

The purpose of this policy is to:

- Show that unacceptable or unwelcome behaviours as set out below will not be tolerated
- make clear our commitment to being an effective and sustainable organisation with a culture of mutual respect
- provide you with the information you need to understand:
 - bullying, harassment and victimisation
 - how to prevent it
 - where this is not successful, how to report and resolve concerns

Support our values:

- Trust
- Inclusion
- Connection
- Service

This Policy applies to all Fish and Game NZ staff and Councillors

DEFINITIONS

Bullying

Bullying is unreasonable and unwanted, repeated and ongoing behaviour towards a person or group that can lead to physical and/or psychological harm.

This covers actions which a reasonable person wouldn't do in similar circumstances. It includes victimising, humiliating, intimidating or threatening a person.

Repeated behaviour can include a range of actions, which can be clear, direct and obvious, or more indirect and subtle. It can affect a person's dignity, psychological or physical integrity.

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A single incident isn't considered bullying but should be addressed by management, as inappropriate behaviours can escalate if ignored. Also, a single incident, if serious enough, can amount to harassment. See the definition of harassment in the next block of information.

Examples of bullying include, but are not limited to:

- threats
- intimidation
- physical violence
- shouting
- interfering with equipment or possessions
- excluding or isolating a person from colleagues or from work events
- 'ganging up'
- defamatory gossip
- unjustified criticism, such as a manager being unavailable to give feedback then finding fault with work not done as they wanted
- unjustified threats of dismissal
- unfair treatment
- public humiliation
- setting unrealistic deadlines, over-pressuring, over-working
- underworking, creating a feeling of uselessness
- removing responsibility without justification
- adding responsibility without justification
- changing targets or deadlines without justification
- any other means of undermining a person's right to dignity at work.

Workplace bullying is not:

- mutually acceptable, well-intentioned friendly banter, good-natured jokes and compliments
- friendships and relationships where the parties consent to the relationship
- issuing reasonable instructions and expecting them to be carried out
- warning or disciplining someone, including suspension or demotion, in line with our policy and procedures
- insisting on high standards of performance for core responsibilities, as well as in areas such as quality, safety, team cooperation, and attendance
- legitimate criticisms about work performance
- giving critical feedback, including in a performance discussion
- performance improvement or performance management processes
- disciplinary investigations
- robust discussion about issues or concerns in the workplace
- differences of opinions and non-aggressive conflicts
- a single incident of minor unreasonable behaviour.

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Harassment Harassment is unwanted and unwarranted behaviour that a person finds offensive, intimidating or humiliating. The behaviour is repeated, or significant enough as a single incident, to have a detrimental effect on a person's dignity, safety and wellbeing.

Harassment can be physical, psychological, verbal or visual behaviour. As with bullying, harassment might be clear, direct and obvious, or more indirect and subtle.

This is most commonly sexual or racial harassment (both defined below) but can include other forms, such as:

- emotional harassment
- psychological harassment
- physical harassment
- derogatory comments directed at someone's status or role in the organisation.

Sexual harassment

Sexual harassment is any unwelcome or offensive sexual behaviour that is repeated, or is significant enough as a single incident to have a harmful effect on a person.

It can involve spoken or written material, images, digital material or a physical act.

Sexual harassment is unlawful under the [Human Rights Act \(1993\)](#) and the [Employment Relations Act \(2000\)](#). Sexual violation, any activity done without a person's consent, and indecent assault are unlawful under the [Crimes Act 1961](#).

Electronically (including online) sharing of sexual photographs, videos, rumours, comments or information about another person without their consent are unlawful under the [Harmful Digital Communications Act \(2015\)](#). This Act includes a new criminal offence to help tackle the most serious instances of bullying and harassment by people using digital technology. It is illegal to send messages and post material online that deliberately cause someone serious emotional distress.

The [Victims' Rights Act \(2002\)](#) ensures that if someone has suffered harm as a result of an offence of a sexual nature, they are to be treated with courtesy and compassion and have their dignity and privacy respected.

Examples of sexual harassment include, but are not limited to:

- offensive sexual remarks or jokes
- implied or actual threats of being overlooked for work opportunities or promotions if a person declines a manager's advances
- unwelcome touching, patting, or pinching by any personnel
- intentionally exposing or flashing private body parts
- being hassled for a date, regardless of acceptance, or being followed home or elsewhere by any personnel
- images or other material of a sexually explicit or offensive nature in the workplace, including in electronic form
- intrusive or unwelcome questions about a person's personal life.

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Racial harassment

Racial harassment is behaviour that is racist (about someone's ethnicity, colour, or national origin) and unwelcome, hurtful, offensive, belittling or threatening and is either repeated or serious enough to have a harmful effect on a person, and expresses hostility, contempt or ridicule.

Examples of racial harassment include, but are not limited to:

- offensive remarks or jokes about a person's race, colour, ethnicity or nationality
- mimicking how a person speaks, e.g. if they have an accent
- calling someone a racist name or using 'slurs'
- racially offensive material in the workplace
- deliberately mispronouncing a person's name
- excluding or isolating a person because of their race, colour, ethnicity or nationality.

Discrimination

Discrimination is behaviour that results in a person being treated unfairly or less favourably than another person in the same or similar circumstances.

Under the Human Rights Act 1993 it is unlawful to discriminate based on:

- sex – includes pregnancy and childbirth, and discrimination against transgender and intersex people because of their sex or gender identity
- marital status – includes whether a person is or is not single, married, in a civil union, or in a de facto relationship, divorced, widowed, separated or with a domestic partner
- religious belief – not limited to traditional or mainstream religions
- ethical belief – not having a religious belief, whether in respect of a particular religion or religions or all religions
- colour, race, or ethnic or national origins – includes nationality or citizenship
- disability – including physical disability or impairment, physical illness, psychiatric illness, intellectual or psychological disability or impairment, any other loss or abnormality of psychological, physiological, or anatomical structure or function, reliance on a guide dog, wheelchair, or other remedial means, the presence in the body of organisms capable of causing illness
- age – people are protected from age discrimination if they are over 16 years old
- political opinion – the lack of a particular political opinion or any political opinion
- employment status – being unemployed, a volunteer, or being a recipient of a benefit under the Social Security Act 2018 or an entitlement under the Injury Prevention, Rehabilitation, and Compensation Act 2001
- family status – includes having or not having children or other dependants, being married to, in a civil union, de facto relationship with, or a relative to a particular person
- sexual orientation – being heterosexual, homosexual, lesbian or bisexual.

Unlawful discrimination covers a wide range of attitudes and behaviours, and

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includes discrimination against someone because of their past, present or assumed circumstances. For example, it is unlawful to discriminate against someone because they have a mental illness, have had one in the past, or because someone assumes they have a mental illness.

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Victimisation Victimisation means punishing a person, or negative behaviour or action towards a person because they were involved in a dispute or complaint (either as the person making the complaint or allegations, witness, support person, person complained about, or otherwise).

The [Human Rights Act 1993](#) also protects all people from being victimised because they:

- were involved in a dispute
- supported another person to make a complaint
- contacted the Human Rights Commission about harassment or discrimination.

The [Employment Relations Act 2000](#) also protects employees against victimisation of this kind.

Accountabilities

The Manager and the Council We will work to respond to and minimise workplace bullying, harassment and victimisation. We will do this by:

- establishing and promoting respect for the broad range of human values and character strengths required for Fish and Game NZ
- actively looking for ways to support positive workplaces that workers feel are pleasant, fair, rewarding and positively challenging
- encouraging positive leadership styles, and investing in and supporting all our personnel to achieve this
- training key personnel on how to receive bullying and harassment reports and give support and advice
- where appropriate, directing attention towards behaviour rather than people
- aiming to promote harmonious relationships across Fish and Game NZ
- giving workers who believe they've been bullied, harassed or victimised a range of options to resolve the issue and access support
- offering a range of solutions up to and including taking formal actions, where appropriate
- aiming to repair the working relationship and promote positive work values
- openly discussing bullying, harassment and victimisation in both formal and informal settings
- providing information and training about bullying, harassment and victimisation
- identifying factors that contribute to bullying, harassment and victimisation
- putting effective control measures in place to address those and prevent them from happening again
- ensuring our processes and systems for addressing bullying, harassment and victimisation are fit for purpose and reviewing them regularly.

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When dealing with an allegation of bullying, harassment and victimisation, we will:

- treat all matters seriously
 - where appropriate, investigate promptly and impartially
 - reasonably support all parties involved
 - find appropriate remedies and consequences for confirmed bullying as well as false reports
 - communicate the process and its outcome (though not necessarily any action taken against a person if that violates their privacy)
 - ensure confidentiality
 - apply the principles of natural justice
 - keep good documentation
-

Manager

The Manager agrees to:

- ensure personnel are clear on what their roles involve
 - intervene early to call out and deal with any unreasonable behaviour before it escalates
 - record and, where appropriate, investigate complaints fairly and in line with our policies and processes
 - not ignore issues raised
 - where there is a conflict of interest, defer responsibility to another manager, where appropriate
 - cooperate with investigations
 - look for informal solutions (self-help, giving feedback, mediation or facilitation) before escalating an issue to higher levels (such as investigation) where appropriate.
-

All staff

All staff agree to:

- tell their manager if they experience or see any bullying, harassing or victimising behaviours
 - if the manager is the person considered to be behaving in an inappropriate manner, tell another manager or HR
 - try low-level solutions (e.g. talking to the person initially, if safe to do so)
 - follow our informal or formal processes (**as outlined in the Process for Managing Bullying and Harrassment**) when making a complaint
 - keep an eye out for other people and provide support when they see a person being isolated or experiencing reprisals.
-

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DOCUMENT MANAGEMENT CONTROL

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

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Maritime New Zealand Update Apr 2024

New Zealand Fish and Game Council Meeting 168 Apr. 2024

Prepared by: Adam Daniel,

Kōrero taunaki - Summary of considerations

Purpose

This report to the New Zealand Fish and Game Council is intended to update the council on the implementation of October 2023 Maritime New Zealand audit, forced reapplication for the Part 35 training program (skippers tickets) and the second (ongoing) Maritime New Zealand audit in March 2024.

Financial considerations

Nil

 Budgetary provision

 Unbudgeted

Risk

Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

NA

That the New Zealand Fish and Game Council:

NA

Whakarāpopoto - Executive Summary

- 1 Maritime NZ staff have indicated that they are “raising the bar” through audits rather than rule or legislative change after the White Island tragedy. The original Maritime New Zealand audit of the Fish & Game Maritime Transport Operator Plan (MTO) was completed in December of 2023 and added additional oversight to the program significantly increasing compliance costs. Due to the structure of Fish & Game oversight of vessels and staff were and still are the responsibility of regional managers. Maritime New Zealand’s interpretation of The Health and Safety at Work Act 2015 increased oversight from officers including the Maritime Coordinator and CEO. To meet this expectation without changing the structure of Fish & Game NZ the Sea Flux app is being used to digitally monitor the MTO. Subscription fees to Sea Flux in addition to increased staff time monitoring regions via the Sea Flux database, required audits at two regions annually, and mandatory reporting to management will add at least \$20,000 annually to the cost of maintaining the maritime program. The recommendations of the initial Maritime New Zealand audit have been implemented including:
 - Purchase, setup, and staff training for the Sea Flux app.
 - Mandatory reporting to the NZC and managers.
 - In person audits of two regions annually by the maritime coordinator.
 - Reapplication for the industry specific training program (Part 35).
- 2 The reapplication to issue skippers’ tickets (Part 35) was completed with minor changes to the existing program. The changes to the program include:
 - No night operation without specific training and equipment.
 - Change to jet boat operation training requirements (yet to be determined).
 - Four yearly refresher training for existing skippers.
- 3 The only significant outstanding item from the original audit is the approval of global health and safety policies by the NZC that must include fatigue and drug/alcohol policies that are adopted by each region in the Fish & Game Maritime program.

Takenga mai - Background

- 4 The original audit from Maritime NZ in October of 2023 required Fish & Game to implement a nationwide platform (Sea Flux) for monitoring maritime assets and skippers required documentation. The Fish & Game maritime program includes 16 vessels and 35 skippers with over 200 separate expiry dates (e.g., fire extinguisher, survey, maintenance checks, refresher training...) that were previously monitored via several

spreadsheets and monthly boat checks. Regions have fully adopted the new program that allows for easy oversight of the entire maritime program via the Sea Flux app. The previous system relied on regional managers to ensure compliance of the MTOP and the new systems allows the Maritime Coordinator and CEO real-time updates on all aspects of the program.

- 5 Instead of allowing a simple name change on the existing Part 35 training program, that allows the Maritime Coordinator to issue skippers tickets, Maritime NZ required a reapplication that was completed in December 2023. Maritime NZ requested significant changes to the program including additional ongoing training, mandatory medical examinations, eyesight test and improved jet boat training. After requesting that Maritime NZ provide justification for changes to the existing training plan most of additional requirements were dropped. The Par 35 training plan was approved with the changes listed in section 2 above. After the application approval, Maritime NZ have decided to reconsider requirements for jet boat operators. This process is ongoing but should be completed in the next two months.
- 6 The second and ongoing audit of the MTOP by Maritime NZ began in March of 2023 and focused on the implantation of recommendations from the initial audit. The only outstanding recommendation is the approval of “drug and alcohol” and “fatigue” policies by the NZC that are required to be adopted by all regions involved in the Maritime program. Once Fish & Game has global health and safety policies the auditing process should be complete until reapplication is required in 2026.
- 7 In March of 2024 the Maritime Coordinator audited the North Canterbury and Central South Island regions MTOP including boat inspections and staff interviews. The audits went well and no significant deficiencies were detected.
- 8 Overall, the MTOP audit recommendations significantly improved the oversight of the maritime program at a national level. Ironically, none of the recommendations addressed or improved aspects of the plan that would directly improve the safety of our staff.

Ngā kōwhiringa - Options

NA

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- 9 The implementation of additional oversight and auditing of the Maritime Program will cost at least an additional \$20,000 annually.

Legislative Implications

NA

Section 4 Treaty Responsibilities

NA

Policy Implications

Risks and mitigations

Consultation

Ngā mahinga e whai ake nei - Next actions

Ranger Compliance Update

New Zealand Fish and Game Council Meeting 168 – 19 & 20 April 2024

Prepared by: Richard Cosgrove, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report is an update on ranger compliance coordination work and ongoing projects.

Financial Considerations

- Nil
 Budgetary provision
 Unbudgeted

Risk

- Low
 Medium
 High
 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Send the attached policies to the regional Fish & Game Councils for their feedback before being reviewed by NZC at an upcoming NZC council meeting.
2. Note the work carried out to date, including the ongoing work and progress.

Takenga mai - Background

2. A brief update follows on compliance-related matters pertinent to national coordination and compliance operations.

Kōrerorero - Discussion

Managers feedback

3. Following the last NZC meeting, the attached policies were sent to Regional Managers for consultation as part of their regular manager's meeting process.
4. The manager's feedback was generally supportive, though the Nelson Marlborough manager was concerned that the additional extra training requirements may be too onerous on the honorary Rangers.
5. However, most other regions have more frequent training obligations on their Honorary Rangers; therefore, standardising the training requirements will, in my mind, only serve to show that we, as an organisation, value the work of the honorary rangers and are prepared to make the investment in them. Hence, they are comfortable in undertaking compliance work.
6. To recap, the National Compliance Coordinator, Anthony van Dorp, has comprehensively reviewed all the policies and SOPs under which our ranging teams operate. Under the Conservation Act 1987, NZC has the role of developing these policies as per section 26(HA).
7. There are two policy papers under which all our rangers operate: The National Compliance Policy and The National Prosecutions Policy, both of which are attached in the appendix for Councillors' information. These policies are extensive and detailed and cover the situations that staff and honorary Rangers face.
8. There are also 11 SOPs attached in the appendix covering the following situations: Ranger recruitment; Ranger Applications; Fit and Proper declarations; Ranger Code of Conduct; Training of Rangers; Ranging Operations; Operations Orders; Prosecution file handling and three SOPs relating to firearms handling.
9. Anthony has done extensive work over the last few years managing and creating these policies, and SOPS has enabled Fish & Game Compliance Teams to have a solid, consistent basis from which to work no matter where they are in the country. His work and dedication have led to a lifting in the professionalism of our ranging teams.
10. The key factor for our Compliance Teams is the adherence to the National Policies and SOPs, as failure to follow these policies and SOPs will only undermine the credibility that Fish & Game has built up with other enforcement agencies such as NZ Police, MPI Fisheries, Immigration NZ and DOC.
11. The next phase in ratifying these policies and SOP's is to seek feedback from the regional Fish & Game councils., so the NZC can review that before implementation.

Ngā mahinga e whai ake nei - Next Actions

12. Send out the Compliance Policies and Ranger SOPs for regional feedback, and collate that feedback for NZC.

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14 June 2023

Corina Jordan
Chief Executive
New Zealand Fish and Game Council
WELLINGTON

By email: cjordan@fishandgame.org.nz

Dear Corina,

**APPOINTMENT OF FISH AND GAME RANGERS
AND COORDINATION OF COMPLIANCE ACTIVITIES**

1. You have asked for my legal advice on a number of questions regarding your power to appoint Fish and Game rangers and associated abilities to coordinate compliance activities across Fish and Game. These include:
 - a. Your ability to develop and implement national policy to coordinate Fish and Game compliance functions and whether consultation with the regional Fish and Game Councils would be required;
 - b. Your ability to step in and stop a compliance activity (e.g., if a regional Fish and Game Council were planning to undertake compliance activities but you had significant concerns around the safety and appropriate training, coordination, and/or supervision of the exercise); and
 - c. Your ability to remove rangers' warrants and under what grounds.
2. In summary, my advice is that:
 - a. Your power to appoint Fish and Game rangers includes the power to set reasonable conditions on rangers' activities and to cancel a ranger's warrant if they fail to comply with those conditions.
 - b. The New Zealand Fish and Game Council can adopt a national policy on coordination of compliance using its power in s 26C(1)(a) Conservation Act 1987. That policy could address issues such as enforcement priorities, training requirements, and health and safety requirements. It could also set out the respective roles and responsibilities of each of the relevant actors: you as Chief

Executive of the New Zealand Council, regional managers, and the New Zealand and regional Fish and Game Councils.

- c. Consultation with the regional Fish and Game Councils is required in the development of any national policy. The New Zealand Council must give genuine consideration to the regional Councils' views. But the regional Councils do not have a right of veto over the policy.
 - d. You can intervene to stop compliance activities where either you or the New Zealand Council has safety concerns about a proposed activity. If a regional Fish and Game Council is also involved in the proposed activity, you should consult with the relevant regional Council and cooperate on the management of health and safety risks.
3. I explain the reasons for these conclusions in further detail below, together with some general advice on health and safety obligations relevant to the New Zealand Council, regional Fish and Game Councils, you in your capacity as Chief Executive, and council members in their capacity as officers under health and safety legislation.

Power to appoint rangers includes powers to set conditions on appointments

4. Section 26FA of the Conservation Act 1987 authorises you as Chief Executive of the New Zealand Council to appoint Fish and Game rangers.¹
5. This includes the power to set reasonable conditions on the appointment.² Reasonable conditions could include requirements for a ranger to:
 - a. Comply with the provisions of the Conservation Act 1987, the Wildlife Act 1953 and any regulations made under those Acts.
 - b. Comply with the national policy on compliance and law enforcement policy approved by the Minister under s 26HA Conservation Act 1987.
 - c. Comply with any other national policy on the coordination of compliance activities adopted by the New Zealand Council (as discussed further in paragraphs 11 to 17 below).
 - d. Take reasonable care for their own health and safety and to ensure that their acts or omissions do not adversely affect the health and safety of others.
 - e. Comply with any written directive relating to the exercise of their compliance and law enforcement powers issued by you as Chief Executive.

¹ Conservation Act 1987, s 26FA(1) and (2).

² See the authorities in M Smith *New Zealand Judicial Review Handbook* (2nd ed, Thomson Reuters, Wellington, 2016) at [15.3.6]. See also s 26FB Conservation Act 1987 which provides that a ranger's powers may be limited by the terms of their warrant of appointment.

6. As a matter of good practice, any conditions should be set out in writing. It would be preferable for the conditions to be communicated to rangers at the time of their appointment (or reappointment). But there is nothing to prevent you from writing to rangers now to do this.
7. There is no statutory requirement for you to consult with regional Fish and Game Councils when determining these conditions. But it would be advisable to do so from both a legal and a relationship management perspective.

Removal of Fish and Game rangers

8. Your power to appoint Fish and Game rangers also includes the power to remove or suspend a ranger by cancelling their warrant.³
9. Your power to remove an honorary ranger is limited to the grounds of incapacity, neglect of duty or misconduct.⁴ These must be proved to your satisfaction.⁵ Failure to comply with conditions of appointment could constitute “misconduct”. To avoid dispute, this should be clearly communicated to rangers in writing at the time that any conditions are put in place.
10. The statute does not set out any specific grounds for the removal of a ranger who is employed by either the New Zealand Council or a regional Council. You are accordingly able to remove or suspend these rangers as you see fit.⁶ In practice, it would be advisable to have reasonable grounds for the removal. These could include failure to comply with conditions of appointment. As above, to avoid dispute this should be clearly communicated to rangers in writing at the time that any conditions are put in place.

National policy to coordinate compliance activities

11. Your power to set reasonable conditions on a ranger’s appointment is complemented by the New Zealand Council’s ability to adopt a national policy on the coordination of compliance activities across Fish and Game. The advantage of a national policy is that it would apply to the regional Fish and Game Councils as well as to individual rangers.⁷
12. Section 26HA of the Conservation Act 1987 empowers the New Zealand Council to develop a national Fish and Game compliance and law enforcement policy that relates to:⁸
 - a. The authorisation of rangers to issue infringement notices;

³ Legislation Act 2019, s 45(a).

⁴ Conservation Act 1987, s 26FA(3).

⁵ *Id.*

⁶ The power to remove a person from office in s 45(a) Legislation Act 2019 reflects the common law power of the Crown to dismiss its servants at its pleasure, see: *Statutory Interpretation* (online, Thomson Reuters) at [LE 45.01]. Note, however, that this power only extends to the power to remove the person’s warrant as a Fish and Game ranger. The person could only be removed from their employment with Fish and Game following an ordinary employment process.

⁷ Regional Fish and Game Councils are required to implement national policies in relation to planning, see: Conservation Act 1987, s 26Q(1)(e)(v).

⁸ Conservation Act 1987, s 26HA(1).

- b. The issuing of infringement notices by those rangers; and
 - c. The exercise by rangers of other powers to enforce or ensure compliance with the Conservation Act or Wildlife Act and any regulations made under those Acts.
13. Any national policy adopted under s 26HA must be prepared in consultation with the regional Fish and Game Councils,⁹ approved by the Minister, and published in the Gazette.¹⁰
 14. It is questionable whether s 26HA permits the New Zealand Council to adopt a national policy addressing the coordination of compliance activities more widely. However, it is not necessary to resolve that question because the power in s 26HA supplements the New Zealand Council's general power to develop national policies in s 26C(1)(a) of the Conservation Act 1987. As discussed in my separate advice regarding the adoption of a national policy on remuneration, the New Zealand Council may use the power in s 26C(1)(a) to "develop any relevant national policies to achieve its coordination purpose".¹¹
 15. The New Zealand Council can accordingly use its power in s 26C(1)(a) to adopt a national policy for the coordination of compliance activities across Fish and Game to address issues beyond those specifically covered by s 26HA. This could include matters such as enforcement priorities, training requirements, and health and safety requirements. It could also set out the respective roles and responsibilities of each of the relevant actors – you as Chief Executive, regional managers, and the New Zealand and regional Fish and Game Councils and their members.
 16. Any national policy adopted under s 26C(1)(a) must be prepared in consultation with regional Fish and Game Councils.¹² As I have advised before, consultation requires the New Zealand Council to genuinely consider the views expressed by the regional Councils. But it does not give the regional Councils a right of veto over the policy. Unlike the policy in s 26HA, a national policy adopted under s 26C(1)(a) does not have to be approved by the Minister.¹³
 17. I consider that there are clear practical and legal advantages to addressing the coordination of compliance issues across Fish and Game through a national policy which is separate from the compliance and law enforcement policy. The need for a coordinated policy is heightened because of the overlapping health and safety obligations of the New Zealand Council, the regional Fish and Game Councils, individual Council members and managers.

⁹ Conservation Act 1987, ss 26HA(1) and 26C(1)(a).

¹⁰ Conservation Act 1987, s 26HA (2).

¹¹ Letter to Corina Jordan (14 June 2022); see also letter from Minister of Conservation to CEO New Zealand Council of 25 September 2002.

¹² Conservation Act 1987, 26C(1)(a).

¹³ Conservation Act 1987, s 26R(2A).

Health and safety obligations

18. The New Zealand Council and the regional Fish and Game Councils, “officers” of those bodies, and individual rangers all have obligations under the Health and Safety at Work Act 2015. These obligations need to be considered alongside the statutory functions and responsibilities set out in the Conservation Act.¹⁴

Councils’ obligations as PCBUs

19. Both the New Zealand Council and regional Fish and Game Councils are “persons conducting a business or undertaking” (**PCBUs**) under the Health and Safety at Work Act.¹⁵
20. PCBUs must, so far as is reasonably practicable, ensure the health and safety of both: workers who work for them; and workers whose activities at work are influenced or directed by them.¹⁶
21. From the New Zealand Council’s perspective, this will include:¹⁷
- a. Any rangers that are employed by the New Zealand Council; and
 - b. Any rangers that are employed by a regional Fish and Game Council, and any honorary rangers, whose activities are influenced or directed by the New Zealand Council (e.g., through national policy).
22. From the regional Fish and Game Councils’ perspective, this will include:¹⁸
- a. Any rangers that are employed by the regional Council; and
 - b. Any rangers that are employed by the New Zealand Council, and any honorary rangers, who are engaged in compliance activities influenced or directed by the regional Council.
23. The duty to ensure the health and safety of workers specifically includes a duty to provide training and supervision to protect people from risks to their health and safety arising from work carried out as part of the PCBU’s activities.¹⁹ This would include risks arising from Fish and Game’s compliance and enforcement activities.

¹⁴ This is reinforced by ss 26G and 26T of the Conservation Act which, through the application of s 73(3)(b) of the Public Service Act 2020, require the New Zealand Council and regional councils respectively to operate employment policies that comply with the principle of being a good employer including to ensure “*good and safe working conditions.*”

¹⁵ Health and Safety at Work Act 2015, s 17(1)(a).

¹⁶ Health and Safety at Work Act 2015, s 36(1)(a) and (b).

¹⁷ Health and Safety at Work Act 2015, s 19(3).

¹⁸ *Id.*

¹⁹ Health and Safety at Work Act 2015, s 36(3)(f); Health and Safety at Work (General Risk and Workplace Management) Regulations 2016, r 9.

24. In addition to the central duty to ensure the health and safety of workers, the Health and Safety Act also requires that:
- a. PCBUs must ensure, so far as is reasonably practicable, that the health and safety of other persons is not put at risk by their activities. This includes anglers, hunters and other members of the public.²⁰
 - b. PCBUs must consult, cooperate, and coordinate when their health and safety duties overlap.²¹ This duty will come into play whenever a ranger who is employed by a regional Council is carrying out compliance functions under the national policy set by the New Zealand Council. Or where a ranger who is employed by the New Zealand Council is carrying out a compliance operation organised by a regional Council. The duty to cooperate reinforces the value of a single national policy on the coordination of compliance activities that addresses health and safety requirements and accompanying responsibilities as discussed above.

Officers' duties under health and safety legislation

25. "Officers" of PCBUs owe due diligence obligations as individuals.²² "Officers" include Council members, Chief Executives, senior managers, and anyone else in a position of significant influence over the PCBU's activities. As Chief Executive you will be considered to be an "officer" of the New Zealand Council.
26. Officers' due diligence obligations are different from, and additional to, the PCBUs' obligations. The specific due diligence obligations are listed in Appendix One to this letter. In essence, they require officers to be aware of health and safety risks and to actively ensure that steps are in place to manage these risks. These due diligence obligations again reinforce the value of a single coordinated national policy on compliance that addresses health and safety requirements and accompanying responsibilities.
27. The Conservation Act 1987 contains indemnity provisions that provide that Council members shall not be personally liable for any good faith default made by the Council or any Council member during the course of its operations.²³ But these provisions:
- a. Do not exempt Council members from their due diligence obligations as "officers"; and
 - b. May not prevent a Council member from facing individual liability for a fine if they are found to have breached their due diligence obligations.²⁴

²⁰ Health and Safety at Work Act 2015, s 36(2).

²¹ Health and Safety at Work Act 2015, s 34(1).

²² Health and Safety at Work Act 2015, s 17(1)(b)(iv).

²³ Conservation Act 1987, ss 26DA and 26ZB.

²⁴ See my advice on the scope of ss 26DA and 26ZB Conservation Act 1987 of 27 February 2023. In addition, the Health and Safety at Work Act 2015 takes a strict view on arrangements that exclude liability for breach under that Act. Section 29 prohibits insurance against fines. Section 52(2) identifies a limited group of officers

Workers' duties under health and safety legislation

28. In addition to the obligations of PCBUs and officers, workers themselves are required to:²⁵
- a. Take reasonable care for their own health and safety;
 - b. Take reasonable care to ensure that their acts or omissions do not adversely affect the health and safety of others;
 - c. Comply with any reasonable instruction given to them by the PCBU, so far as they are able to; and
 - d. Cooperate with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to them.
29. A ranger's ability to meet their duties as a "worker" will depend to a large extent on the training and resources provided to them by the New Zealand Council and the regional Fish and Game Councils.

Can you step in and stop compliance activities if you have health and safety concerns?

30. The question of whether you can step in and stop compliance activities has two elements:
- a. Do you have any legal authority to stop a ranger from carrying out a compliance activity?
 - b. In what circumstances should you step in?

Legal authority to stop compliance activities for health and safety concerns

31. As discussed above, you have the legal authority to set conditions on a ranger's appointment, including conditions regarding health and safety. Ultimately you can cancel a ranger's warrant if they do not comply with those conditions. This provides the legal "backstop" that gives you the authority to stop a ranger from carrying out a compliance activity if you have reasonable health and safety concerns. In practical terms, this would be achieved by issuing a directive to the rangers involved that the activity should be stopped or suspended until steps can be taken to address the identified health and safety risk.²⁶

who cannot be held liable for failure to comply with due diligence obligation. That group does not include members of either the New Zealand Council or regional Fish and Game Councils.

²⁵ Health and Safety at Work Act 2015, s 45.

²⁶ The hierarchy of risk management under s 30 Health and Safety at Work Act 2015 requires: a. first, that a risk to health and safety be eliminated; and b. if it is not reasonably practicable to eliminate the risk, then steps to minimise the risk should be implemented.

When should you step in?

32. It is difficult to advise generally on this type of situation without specific details, but factors to consider when determining whether it is necessary for you to step in include:
- a. Your due diligence obligations as an “officer” of the New Zealand Council.
 - b. The necessity of the proposed activity, the potential risk it poses, and the potential harm resulting from that risk. WorkSafe New Zealand takes a robust view on this point, typically advocating the position that the necessity of a particular activity will rarely outweigh clear health and safety risk.
 - c. Whether there has been consultation or cooperation with the relevant regional Fish and Game Council about the management of the health and safety risks of the proposed activity.
 - d. Which workers are involved, their training and expertise, and whether a risk assessment or job safety analysis has been completed.
 - e. Whether similar risks or hazards have arisen previously and how they have been eliminated or minimised.
33. As already emphasised, it would be preferable for these matters to be spelled out in a national coordination policy that clearly defines health and safety requirements for compliance activities and accompanying roles and responsibilities.

Recommendations

34. On the basis of this advice, I recommend that:
- a. You should write to all Fish and Game rangers setting out the conditions of their appointment. Those conditions should include conditions relating to the management of health and safety.
 - b. The New Zealand Council should develop a national policy to coordinate roles and responsibilities for compliance and enforcement across Fish and Game. This policy should address the management of health and safety risks. It should be prepared in consultation with the regional Fish and Game Councils.
35. Alison Gordon, who assisted in the preparation of this opinion, would be able to help you with implementing these recommendations.

36. I hope that this advice is helpful. Please get in touch if you have any queries or you would like to discuss any aspect of this advice further.

Yours sincerely,



Elana Geddis
Barrister



Alison Gordon
Barrister

APPENDIX ONE: OFFICERS' DUE DILIGENCE OBLIGATIONS UNDER HEALTH AND SAFETY AT WORK LEGISLATION

Officers are required by the Health and Safety at Work Act to take reasonable steps to:

- a. Acquire and keep up to date knowledge of work health and safety matters;
- b. Understand the nature of the operations of the New Zealand or regional council (as applicable) and generally understand the hazards and risks associated with the operations;
- c. Ensure the New Zealand or regional council (as applicable) has available and uses resources and processes to eliminate or minimise risks to health and safety from work carried out;
- d. Ensure the New Zealand or regional council (as applicable) has appropriate processes to receive and consider information about hazards, incidents, and risks, and to respond in a timely way to that information;
- e. Ensure that the New Zealand or regional council (as applicable) has and implements processes to comply with its obligations as a PCBU; and
- f. To verify the provision and use of the resources referred to in paragraphs (c)-(e) above.

There are various approaches to ensure that you meet and demonstrate that you have complied with the due diligence obligations. One option (among many) is to ensure that health and safety is included as a standing agenda item at each Council meeting and require periodic updates or reports on management of health and safety risks from operational staff at those meetings. It is also prudent to factor the management of health and safety risk into financial decision-making.

Draft 2023 revision

Fish and Game New Zealand Compliance Policy – Rangers



October 2023

Contents

Title	Page
Contents	2
1 Introduction	2
2 The Objectives of Fish and Game Compliance	3
3 Rangers	5
4 Ranging Operations	15
5 Offences and Prosecutions	18
6 National Coordination	19
7 Compliance Policy Review	19
Appendix 1: Ranger Agreement and Code of Conduct	
Appendix 2: Directors Appointment Notice	
Appendix 3: Ranger Application	
Appendix 4: Fit and Proper Person Form	
Appendix 5: Guide to Ranger Recruitment and Training	
Appendix 6: SOP's – Training and Operational, gun unloading, unattended firearms	

1. Introduction

The 'Fish and Game New Zealand Policy for Compliance' is a national policy framework that outlines best practice and standard operating procedures for Fish & Game Regions to carry out compliance and law enforcement functions pursuant to the Conservation Act 1987, the Wildlife Act 1953, the Freshwater Fisheries Regulations 1983, and Wildlife Regulations 1955.

This policy is to be read in conjunction with the Infringement Notice Compliance and Enforcement Policy, and the National Policy on Prosecutions.

The objective of this policy is to achieve and maintain a high level of compliance with the requirements as set out in the afore mentioned legislation. It includes all compliance matters including the recruiting, training, and appointment of rangers as well as standard operating procedures and operational requirements.

The statutory mandate for compliance is outlined in Section 26 Q (1) of the Conservation Act 1987, which states that one of the functions of each Fish and Game Council is to:

“manage, maintain and enhance the sports fish and game resource in the recreational interest of anglers and hunters.”

and in particular, - Section 26 Q (1) (b) (iv)

“by ensuring that there are sufficient resources to enforce fishing and hunting season conditions.”

Although many Fish and Game Rangers are volunteers (honorary rangers), they have a wide range of powers which are essentially equivalent to those of paid staff rangers. Fish and Game New Zealand must ensure that Rangers are capable of using these powers in a responsible way. This means that rangers must be carefully selected and trained to ensure that they have the training and skills necessary to carry out the role of a ranger competently and professionally and in a manner that achieves public support.

Purpose and scope of the Policy

The policy applies to volunteer rangers appointed by the Director under Section 26 FA(2). It also applies, when appropriate, to Fish & Game staff appointed as rangers by the Director under Section 26FA(1).

Other warranted officers include those appointed by the Director-General of Conservation under Section 59 of the Conservation Act 1987 (DOC Officers) and members of the Police who are deemed legislatively to be Fish & Game Rangers.

2. The Objectives of Fish and Game Compliance.

- A. To achieve a high level of compliance with the Conservation Act 1987, Wildlife Act 1953, the Freshwater Fisheries Regulations 1983, and the Wildlife Regulations 1955 as they apply to sports fish and game birds managed by Fish & Game Regions. This is achieved by actions to:
- B. To Protect the Fish and Game Resource.
- C. To Protect Fish and Game Licence Income.
- D. To Protect the Quality of the Fish and Game Experience.
- E. To Enhance the Public Image of Fish and Game.

2.1 Means to Achieve These Compliance Goals.

2.1.1 That sufficient Ranging Resources will be provided to enforce Fish and Game legal requirements and season regulations.

2.1.2 That Fish and Game Rangers will be well trained, organised, equipped, and motivated. Along with being well directed and coordinated.

2.1.3 That Fish and Game Rangers will be encouraged to act in a positive and professional manner towards licence holders and the general public on behalf of Fish and Game New Zealand.

2.1.4 People found in non-compliance with legal requirements and/or season regulations will as a general course of action be held to account for their actions which may include prosecution action.

2.1.5 Regions will report the compliance activities undertaken in annual reports, to the New Zealand Council.

2.2 Measurement of the Compliance Goals.

That Fish & Game Regions will have a goal that a minimum of 95 % of sports fish anglers and game bird hunters interviewed by Rangers will comply with legal requirements and season regulations.

And regions will have a goal to contact 10% of licence holders annually.

3. Rangers

- 3.1.1 Fish and Game compliance work is to be planned and reported on for each financial year (1 September – 31 August).
- 3.1.2 Fish & Game Rangers include staff rangers appointed pursuant to Section 26 FA(1), whose appointment remains for the duration of their employment with Fish & Game, and volunteer Honorary Rangers. Under Section 26FA (4) of the Conservation Act 1987, Fish and Game Honorary Rangers shall be appointed for a term not exceeding 3 years but may be reappointed. Appointments made by the Director will be until the next general expiry date. When honorary rangers are initially appointed their warrants shall be for a term of no more than 12 months as a probationary period, but at the conclusion of that period they may be appointed for the remainder of the existing 3-year warrant period.
- 3.2.1 Section 26FA (3)(a) of the Conservation Act 1987 allows appointments to be either:
- Fish and Game region specific or,
 - area specific or,
 - areas specific or,
 - for all of New Zealand.
 - When issuing ranger warrants for regions unless a reason exists otherwise, rangers will be appointed for all of New Zealand.
- 3.2.2 Section 26FA (3)(b) of the Conservation Act 1987 allows appointments to be either:
- For a particular purpose or,
 - For a general purpose
 - Unless a reason exists otherwise appointments will be general purpose, so that rangers' warrants enable them to exercise powers of a ranger under the complete legislation of the Conservation and Wildlife Acts.

3.2.3 Fish and Game Ranger Role Description

(For persons appointed Fish and Game Rangers under Section 26FA(2) Conservation Act 1987)

Purpose

To assist Fish and Game New Zealand conserve the sports fish and game bird resources of New Zealand through carrying out compliance activities.

Nature and Scope

Fish and Game Rangers contribution to the achievement of Fish and Game New Zealand goals in the following key areas:

- Assisting in the creation of an effective deterrent to non-compliance by sports fishers and game bird hunters
- Detecting and apprehending non-compliers and contributing to their successful prosecution
- Encouraging a high level of voluntary compliance through creating good public relations and establishing a good rapport with the angling and hunting public
- Gathering and reporting information on illegal activities and poor environmental practice potentially effecting water quantity and quality
- Assisting Fish and Game New Zealand in other general management activities that benefit anglers and hunters.

Personal Specifications and Attributes

Desirable Qualifications

- Good general education and/or life experience
- Previous law enforcement or authority role experience
- Good knowledge of sports fishing and/or game bird hunting techniques

Physical Requirements

- Preferably of sound physical fitness with good eyesight and hearing

Skills and Attributes

The ranger must:

- Be able to demonstrate a professional competence and perform the functions of a volunteer Fish and Game Ranger
- Be a balanced individual with an even temperament.
- Have a tidy appearance.
- Have good oral communication skills, and the ability to communicate with a diverse range of people, being courteous and having sensitivity to different ethnic groups.
- Have the ability to handle confrontational situations and display a calm and rational approach, whilst being assertive if required.
- Display good judgement and be capable of thinking quickly.
- Have good written skills.
- Be fair, honest, and consistent in dealing with people, and have a high level of integrity.

Tasks

- To undertake duties and exercise powers in a consistent, courteous and professional manner.
- To maintain a sound knowledge of the powers, responsibilities and obligations of a Fish and Game Ranger and perform within these parameters.
- To comply with operational Fish and Game New Zealand, policies, procedures, and operating guidelines
- To gather evidence and report breaches of the sports fishing and game bird hunting laws and regulations
- To give evidence in court if required
- Strive to achieve performance targets set by Fish and Game Regions
- Report to the Regional Compliance Coordinator on compliance activities and maintain a record of anglers and hunters checked.
- To attend and participate in training courses and assessments.

3.3. Recruiting and Appointment of Fish and Game Rangers:

- (i) Section 26FA (1) of the Conservation Act 1987 allocates the function of the appointment of employees of Fish and Game Councils as Fish and Game Rangers to the Director of the New Zealand Fish and Game Council.
- (ii) Section 26FA (2) of the Conservation Act 1987 allocates the function of the appointment of other suitable persons to be Fish and Game Rangers in an honorary capacity, to the Director of the New Zealand Fish and Game Council.¹
- (iii) Section 26FA (9) of the Conservation Act 1987 states that all Police are deemed to be Fish and Game Rangers.
 - (i) The Director of the New Zealand Fish and Game Council may appoint suitable people as Fish and Game Rangers.
 - (ii) The Regional Fish and Game Council Manager will take responsibility for the assessment and recommendation of suitable people within their region as Fish and Game Rangers.

3.3.1 Criteria for Appointment of new honorary Fish and Game Rangers.

When a Fish and Game Council Manger or Chief Executive recommends to the Director a person to be a Fish and Game Ranger (i.e. they are considered 'suitable') they must forward an application for appointment to the Director. Persons considered for appointment must meet the following criteria, considered regarding the Rangers Role Description:

- (a) Is a minimum of 18 years old.
-

- (b) Is generally no older than 65 years old for initial appointments – exceptions to be considered on a case-by-case basis.
- (c) Is preferably a current sports fish or game bird licence holder.
- (d) Has been vetted by the New Zealand Police and does not have relevant criminal convictions.
- (e) Has applied in writing outlining why they want to become a Ranger.
- (f) Has supplied two referees.
- (g) Is literate (able to write clearly and to a reasonable standard),
- (h) Is well spoken and relates well to people.
- (i) Is reasonably fit and mobile.
- (j) Has a reasonable standard of health.
- (k) Has been interviewed by the Regional Compliance Officer and deemed to be a ‘fit and proper’ person who will represent Fish & Game well to anglers and hunters, and the general public.
- (l) Has received initial training which includes having completed training in law, field practice and processes, and has completed mandatory training in situational safety and tactical communications.
- (m) Has completed a ‘fit and proper person’ declaration. In this declaration the ranger indicates whether they hold a firearms licence or not, and that they are not subject to a Police Safety Order or any Protection order which would make them unsuitable to be in possession of firearms.
- (n) Has agreed to and signed the Rangers Agreement and Code of Conduct.

3.3.2 Criteria for Reappointment of Existing Fish and Game Rangers

When a Fish and Game Council Manger recommends to the Director a person to be reappointed as a Fish and Game Ranger they must record and forward to the Director information confirming that this person meets the following criteria:

- (i) Has attended training events.
- (ii) Has satisfactorily complied with the regional performance requirements.
- (iii) Has honoured the Ranger Agreement and Code of Conduct.
- (iv) Has been Police vetted again prior to application.
- (v) Has completed a new ‘fit and proper person’ declaration.
- (vi) Has signed a new Rangers Agreement and Code of Conduct.
- (vii) Is reasonably fit and mobile.
- (viii) Has a reasonable standard of health.

Note: Rangers should be considered for retirement from the ranger scheme when their warrant expires after turning 70 years old, but this should be assessed on a case – by – case basis, as if the ranger is fit, and healthy, and active they may be considered for reappointment.

Police Vetting

Regional Compliance staff should have access to the NZ Police vetting services online.

Staff Ranger Police Vetting

Staff rangers should also be Police vetted at the time of initial warrant application along with completing 'fit and proper person' forms. Staff are to renew 'fit and proper person' form declarations at the same time (3 yearly) when honorary rangers are subject to warrant renewal and recurring police vetting. Managers and C.E's may require further Police vetting of staff at their discretion and subject to employment contract conditions, if it is believed necessary.

3.3.3 Ranger Agreement

An Honorary Fish and Game Ranger will be required to sign the Rangers Agreement and Code of Conduct before they are issued with a warrant. A copy of this is appended to this document. In the Rangers Agreement and Code of Conduct a Ranger will agree to:

- (i) the terms and requirements and restrictions on ranging as set out by Director and the Regional Fish and Game Manager.
- (ii) be a positive ambassador for Fish and Game New Zealand.
- (iii) at all times present Fish and Game in a positive light and voice any concerns in the first instance to their Compliance Officer.²
- (iv) not undertake any activities at any time that will bring Fish and Game New Zealand into disrepute.

3.3.4 Fish and Game Ranger Training and Skill Maintenance

The Fish and Game Ranger Trainee Scheme

The Fish and Game Ranger Trainee Scheme requires applicants to

- Attend Ranger Training Days.
- Complete situational safety and tactical communication training.
- Undergo field experience of ranging with a warranted Fish and Game Ranger.
- Check licence holders under supervision.
- Receive a positive assessment in regard to aptitude and attitude.
- Be deemed competent to carry out the role of ranger, following written and practical assessment.

General Training

- (i) Appointed Fish and Game Rangers must attend a minimum of one regional Ranger training session each year.
- (ii) Fish and Game Ranger training material will be developed by the New Zealand Fish and Game Council for use training sessions.

- (iii) Rangers will be notified of relevant information which may include legislation updates, matters of significance and interest, and regional ranging activities, in newsletters compiled and distributed by Fish & Game nationally.
- (iv) Council reports may be provided to Rangers. Because Fish and Game Rangers are ambassadors for Fish and Game this will ensure they are more knowledgeable when encountering licence holders and the general public.
- (v) It shall be the responsibility of the Regional Compliance Officer to keep training records of each ranger and to ensure rangers meet training standards.

3.3.5 Training Provision and Reporting

- All Rangers will be required to attend at least 1 training session per year.
- Training will rotate each year from internally provided training to externally provided training the following year, with different focus and emphasis.
- Internal provided training will provide updates on law, field practice and processes, and skill maintenance. This training will include a component of Health and Safety and basics of the Situational Safety and Tactical Communications training and is provided and delivered internally by Fish & Game staff.
- Externally provided training will provide either initial or refresher training on Situational Safety and Tactical Communications on at least a 2 yearly basis. This training will also include a component of law, field practice and processes which may be delivered by Fish & Game staff.
- To ensure consistency, training that is provided by Fish & Game staff will be delivered by trained and approved staff who can deliver the training to a high standard.
- Regions will maintain training records of all honorary and staff rangers.

3.3.6 Training Rotations

To streamline ranger training and achieve maximum attendance at training with minimal inconvenience to rangers the following training system shall apply:

- The 2 types of training being internally and externally provided, with different emphases will rotate on a 2 yearly cycle.
- Year 1 will be internally provided training.
- Year 2 will be externally provided training.
- Not all regions will be on the same training cycle, to enable rangers to attend elsewhere then their home region to receive updates, and special 'catch up' courses may be held as required.

3.3.7 Non-Attendance at Training.

If rangers fail or are unable to attend training as required, the following shall apply:

- Regional Compliance Coordinators will arrange for training to be undertaken as soon as possible to ensure the ranger is brought up to date with training requirements.
- A time frame of 6 months for training updates will apply.

- If rangers are not up to date within the required time the rangers warrant shall be suspended until training is up to date, unless the ranger's specific situation is considered on a case-by-case basis and an extension is granted by the NZ Council CEO in consultation with the Rangers Regional Manager/C.E.

3.3.8 Pre-season briefings and refresher training

Prior to the game season and the fishing season openings rangers shall be briefed by regional compliance staff and training refreshers and reminders given along with notifications of new season regulation changes and any other pertinent information, along with Health and Safety briefings.

3.3.9 Termination of Ranger warrant

Fish and Game Rangers are often the only public contact anglers, hunters, and the public have with the Fish & Game organisation. As such they are ambassadors for our public awareness campaign. Inappropriate behaviour by a Ranger while on or off duty can have far-reaching negative impacts on the image of Fish and Game New Zealand.

Section 26FA (5) of the Conservation Act 1987 states that any Fish and Game Ranger may at any time be removed by the Director for:

- Incapacity
- Neglect of duty
- Misconduct

Provided that it is proven to the satisfaction of the Director.

These criteria are set out in the Ranger Agreement and Code of Conduct and agreed to by the Ranger applicant when they are appointed.

Process:

Under Section 26FC (2) of the Conservation Act 1987 the Director may in writing delegate to regional Fish and Game Managers the Director's power under this Act for the dismissal of Rangers based on the following:

1. Misconduct

- (i) All complaints against Rangers must be put in writing and signed by the complainant.
- (ii) Rangers must be informed of the substance of the complaint and given the opportunity to explain their actions in person.
- (iii) The Regional Manager may recommend to the Director that a Ranger is dismissed if after an interview, it is found that the Ranger is guilty of misconduct.

- (iv) The Regional Manager may carry out the dismissal of the Ranger on the Directors behalf.
- (v) The reasons for dismissal must be clearly outlined and explained to the Ranger in writing.
- (vi) If not dismissed rangers may be censured and placed on a performance improvement programme.

2. Neglect of Duty

- (i) Compliance Officers will review Ranger's performance annually.
- (ii) Inactive or non-performing rangers should be identified and reasons for this identified.
- (iii) Inactivity or non-performance should be discussed with the ranger and where appropriate remedial measures put in place.
- (iv) Where after a reasonable time the ranger is still not performing to the required standard, the ranger may be considered for dismissal.
- (v) If dismissed the rangers warrant and equipment must be returned.³
- (vi) If not dismissed rangers may be censured and placed on a performance improvement programme.

Resignation of Rangers

- i. Section 26FA (5) of the Conservation Act 1987 states that an honorary Ranger may at any time resign office by writing to the Director. Under Section 26FC (2) of the Conservation Act 1987 the Director will in writing delegate to regional Fish and Game Managers the Director's power under this Act to allow Rangers to resign by writing to their Fish and Game Region Manager.
- ii. Regional Compliance Officers will notify the New Zealand Council Office of any Ranger resignations to enable the maintenance of a current database of Fish and Game Rangers.
- iii. Section 26FA (6) of the Conservation Act 1987 states that once a Ranger resigns or is dismissed, they will return their warrant and uniform to the Director. Under Section 26FC (2) of the Conservation Act 1987 the Director will in writing delegate to regional Fish and Game Managers the Director's power under this Act to allow Fish and Game Region Managers to collect a Rangers warrant and uniform when they resign.
- iv. Specified Ranger equipment warrants, and uniform will be supplied free of charge to Fish and Game Rangers. Rangers will wear uniform in accordance with any national policy. The equipment warrants and uniform will be returned when the Ranger Agreement is terminated, along with any equipment issued to the ranger.
- v. Responsibility for the return of the warrant and uniform, and equipment will lie with the regional Fish and Game Manager.

3.4 Ranger numbers

Regional Fish and Game Councils will aim to have sufficient Rangers to enforce fishing and hunting season conditions. Factors which will influence ranger numbers and locations will include but not limited to:

The numbers of rangers required by a region to carry out compliance functions will vary according to various factors including but not limited to:

- (i) Geographical factors.
- (ii) Fish & Game resources which need compliance monitoring.
- (iii) Availability of suitable rangers.
- (iv) Health and Safety factors and risk assessments.

It is preferable to maintain a smaller team of well trained and higher performing rangers than a larger team of rangers who are not performing well.

3.5.1 Reimbursement of Expenses

- (i) Section 26FA (10) of the Conservation Act 1987 states that Fish and Game Councils can reimburse actual or reasonable expenses incurred when ranging if the Director has given prior authorisation and has subsequently approved the amount of the expenses. Under Section 26FC (2) of the Conservation Act 1987 the Director will in writing delegate to regional Fish and Game Managers the Director's power under this Act to allow Fish and Game Region Managers to reimburse actual or reasonable expenses incurred by Rangers when ranging.
- (ii) Directed mileage (such as on Opening Weekend of the Game bird season) will be reimbursed at the Government Service rate or at a rate otherwise specified by the New Zealand Council, or as agreed with the ranger beforehand.
- (iii) Honorary Rangers will not receive free fishing or hunting licences or other valuable consideration as a reward for being a Ranger. They are Honorary Rangers, and providing licences or valuable consideration can lead to encouraging people to apply for the role who may not be suitable and give undesirable incentives to be part of the ranger scheme.
- (iv) Regions may consider other ways to recognise ranger service such as awards or similar tokens of appreciation.

3.5.2 Health and Safety

Section 26FA (7) of the Conservation Act 1987 states that Fish and Game Rangers are not to be regarded as employees by reason only of appointment as a Fish and Game Ranger. While Fish and Game Rangers appointed under Section 26FA(2) are honorary, the Health and Safety at Work Act 2015 defines that they are for the purposes of Health and Safety to be regarded as though they are employees. All rangers regardless of whether they are stipendiary or honorary rangers must always act in ways that will not cause hazards or dangers to themselves or others through any act or omission.

Health and Safety briefings including risk assessments must be carried out prior to any ranging operation, and hazards and actions to mitigate recorded. All rangers must comply with provisions and requirements of any Health and Safety policies which are

in force at any time and comply with all training requirements and operational directives as are applicable including those set out in the Rangers Guide and Health and Safety Manual.

Equipment

- (i) The provision of equipment will comply with the national brand.
- (ii) Rangers will wear nationally approved branded Ranger clothing where provided and will only wear it while on duty and acting as a ranger.

Standard Issue

- Ranger cap.
- Ranger vest.
- Ranger warrant and holder.
- Field notebook.
- Notice books (offence and Land entry forms).
- Language cards (as required).
- Ranger Guide and health and safety manual.
- Rangers will be provided with electronic forms such as offence reports, and activity reporting sheets.

3.6 Accountability

- (i) All Fish and Game Rangers shall carry a valid warrant of appointment. The warrant is standard throughout the country and is provided on appointment.
- (ii) Rangers are accountable to their regional Fish and Game Council Manager via the regional compliance coordinator for their activities, and reporting.
- (iii) Rangers will report monthly to regional compliance coordinators their activities including details of ranging carried out, and contacts made with anglers and hunters.
- (iv) Any offences dealt with by rangers will be reported to regional compliance staff promptly and within 5 days in any event.
- (v) Seized gear will not be retained by rangers but will be as soon as possible pass to the custody of Fish & Game compliance staff.
- (vi) Rangers will act in a professional manner and not undertake any activities when on duty or otherwise that will bring Fish and Game NZ into disrepute.
- (vii) While technically a ranger's warrant is valid within the Taupo Fishery area, as this area is managed by the Department of Conservation, rangers should avoid acting within that area wherever possible but report any matters of concern they may become aware of to the Department of Conservation as soon as possible.

4. Ranging Operations

Duties and Functions of Rangers

- (i) Rangers will be allocated performance objectives by regions which will specify ranging efforts and locations.
- (ii) Rangers may carry out independent fishery ranging, subject to any directions or restrictions placed by regions.
- (iii) Game hunter ranging will be carried out under the direction and instructions of regional compliance staff and may be restricted to rangers assisting staff in the field, with this being a regional operational decision as to how this applies.
- (iv) Rangers are expected to whenever possible make themselves available to assist with organised ranging events, at least either the game or fishing season opening operations.
- (v) Rangers will carry out all lawful instructions of staff when engaged in ranging operations.
- (vi) Rangers will deal with, and document offences as required by training.
- (vii) Rangers will give evidence in court as and when required.
- (viii) Rangers will comply with all regional instructions and restrictions on ranging as advised by regional compliance staff.
- (ix) If a ranger wishes to range in another region than that they are appointed to, they will seek permission from the other regions compliance staff or regional manager to do so and will also advise their own compliance coordinator of that. They will then report the results of that ranging to that region.
- (x) Duties of rangers may include at the region's discretion non-compliance roles such as public relations events and assisting with other duties carried out by staff.
- (xi) Rangers when dealing with offenders will report all offences dealt with for resolution decisions by Regional Compliance staff. Rangers do not have discretion to make decisions as to resolution in the field.
- (xii) Regardless of any compliance functions of rangers, emphasis will be maintained on the public relations role of all rangers representing Fish & Game NZ.

Ranging Strategies

Ranging will be organised to achieve a high level of compliance through means of:

- Achieving a high level of deterrence.
- Acting to detect and apprehend offenders.
- Holding those found committing offences to account for their actions.

Deterrence

Deterrence will be achieved by:

- Directed and coordinated ranging operations in areas where there are known issues of non-compliance.

- Directed and coordinated ranging operations across Fish & Game Regions in areas popular for angling and hunting, to reinforce the deterrent message that ranging can occur anywhere at any time.
- Game season ranging will include operations on both public and private land and operations from year to year should be strategically planned and carried out to ensure maximum coverage of ranging efforts across regions to achieve a deterrent effect. All areas of known high use by hunters should receive periodic ranging visits which should be on a random basis.
- Ranging operations should be in most cases highly visible and provide a deterrent to those who may offend.
- In some cases, ranging operations may be covert particularly when the objective is to apprehend offenders where offending is known to be occurring or is likely to be occurring.
- In some cases, compliance operations carried out by Fish & Game staff may include use of covert cameras as appropriate. All use of surveillance devices must comply with the Search and Surveillance Act 2012.

Operational Planning and Taskings

- Organised ranging operations are to be coordinated and operational planning and taskings set out in a formal written manner such as an Operations Order or similar planning document, therefore ensuring that all involved in the operation are aware of what operations are planned, who is involved, of taskings, along with health and safety risk assessments and mitigation processes.
- When large scale formal operations are planned, including Game Season openings, formal operational planning and tasking documents will be provided to the NZ Council C.E prior to the dates of operations, so that an overview is maintained of operations nationally, and to facilitate any media communications.
- At the conclusion of such operations results will be shared nationally and a debrief will be held.

Media

- Publication of ranging operations and outcomes including prosecutions acts as a deterrent and should be done whenever able and as appropriate.

Cooperation with other enforcement agencies.

- Ranging operations may include joint operations with other agencies such as Police or Department of Conservation staff. Joint operations with Police during the game season can be particularly useful for both agencies, especially where there is known or anticipated prevalence of offending.
- A MOU (memorandum of understanding) with Police regarding joint operations should be if possible be put in place and maintained to enhance cooperation between both agencies.

4.3 Reporting of Compliance Activities

Reporting and collation by regions

- Regions will collect monthly (or at other specified times) activity reports from rangers and record that in a regional database.
- Regions will maintain a record of all offenders and offences dealt with.
- All exercise of powers of entry to land and powers of search must be reported by rangers to regional compliance coordinators.
- Regions will collate annually a summary of powers of entry and of search.

Annual Reporting by Regions

- (i) At the end of the financial year an annual report will be submitted to the regional and New Zealand Fish and Game Councils analysing the regions ranging effort in that year.
- (ii) The annual report will also include reporting as required by the Search and Surveillance Act 2012 on the number of occasions search and entry powers have been exercised during the year. This includes the number of times private property has been entered for compliance duty pursuant to the Conservation Act and Wildlife Act.
- (iii) The Regional Fish and Game Manager in association with the Regional Compliance Officer will also:
 - Direct rangers and approve expenses – if any.
 - Respond to deficiencies or over-emphasis of ranger effort identified in the analysis of the annual ranging effort.
 - Ensure sufficient rangers to maintain compliance targets.
 - Monitor regional compliance targets and amend as required.

National Compliance Database.

- A National Compliance Database will be maintained, with access to selected staff in regions.
- Details of all offenders and offences dealt with will be entered into the National Compliance Database by regional compliance staff. This entry is to be done as soon as possible after the offender has been dealt with.
- This database will be checked when dealing with offenders and used in decision making processes which include ascertaining if the offender has come to notice of Fish & Game in the past for any offences.
- The database will be maintained and administered by a designated administrator who will maintain the integrity and security of the database to ensure it and access to it complies with the requirements of the Privacy Act 2020.

4.7 Performance of Fish and Game Rangers

The performance of ranging effort can be measured by analysing ranging outcomes. Rangers are given targets to:

- (i) Individually check a minimum number of licences per annum. Each Regional Compliance Officer will set a figure based on the goal of checking 10 % of their licence holders annually.
- (ii) If possible, range at locations and times as directed by the Regional Compliance Officer.
- (iii) Submit activity reports on individual ranging effort (days ranged, licences checked, areas visited). as required by regions.
- (iv) Supply a detailed Rangers Report to the local Fish and Game Office within 5 days of dealing with any offence.

5. Offences and Prosecutions

- 5.1.1 Any incidents or offences shall be reported to the Regional Compliance Officer by the ranger involved as soon as possible and in any event within 5 days.
- 5.1.2 Processes regarding dealing with offences which includes resolution processes and outcomes are detailed in the National Policy on Prosecutions, and that policy shall be referred to in regard to this, and followed in order to ensure prosecution matters are dealt with consistently across regions.
- 5.1.6 The Regional Compliance Officer shall report to the Regional Manager at the conclusion of the prosecution.
- 5.1.7 Where a prosecution has national significance the Director of New Zealand Fish and Game shall be informed of the matter, and of outcomes.

5.2 Offence Reporting and administration

- 5.2.1 All offences dealt with including prosecutions will be reported in the National Compliance Database. The database will record action taken and outcomes.
- 5.2.2 Compliance Officers will report on prosecution work in their staff reports in the Council Agenda.

The annual report prepared by regions will include a summary of the types of offences dealt with and the types of outcomes such as warnings, prosecutions, diversions and so forth.

- 5.2.3 Fish & Game councils are legally entitled to a proportion of fines imposed for certain prosecutions. This includes prosecutions for Conservation Act offences, pursuant to Section 46(7A)(b) of the Conservation Act 1987 and

Section 73(2) of the Public Finance Act 1989, and equates to 90% of fines that are imposed by courts in prosecutions. Fish & Game Councils should check that they do receive fines from the Ministry of Justice, when they are entitled to such monies following prosecutions.

6. National Coordination

The New Zealand Council of Fish & Game will maintain the position of a National Compliance Coordinator who will have oversight of compliance nationally, and this role will include the following functions:

- Assisting with maintaining an up-to-date list of rangers.
- Assist with coordination of training which is externally provided.
- Ensure training material is prepared and distributed for internally provided training and assist with training as is practicable.
- Ensure that documentation and forms for ranger recruitment and appointments are prepared and maintained.
- Ensure that the Rangers Guide and Health and Safety Manual is regularly reviewed and updated as that is required and distributed to regions for use by staff and honorary rangers.
- Ensure preparation and distribution twice yearly of a ranger's newsletter; 1 of which is focused on the game season and 1 which is focused on fishery matters. This newsletter is to also pass on new information and legislative changes which effects rangers.
- Provide advice to regions and New Zealand Council on compliance matters.
- Assist with preparation of submissions on law changes which effect Fish & Games compliance and enforcement functions, as which effect anglers and hunters, as appropriate.
- Give support to regional compliance coordinators.
- Standard Operating Procedures (SOP's) summarising key parts of this policy will be prepared and attached to this document and updated as required.
- Give advice to the New Zealand Council Chief Executive on compliance and enforcement matters.
- Liaise with external agencies on compliance and enforcement matters.

7. Compliance Policy Review.

- (i) New Zealand Fish & Game Council will review this document 2 yearly to ensure that it remains up to date.

- (ii) In the first instance the National Compliance Coordinator along with other key compliance and policy staff will lead the 2 yearly reviews and make any recommendations for amendments.

Appendix 1

Fish and Game Rangers Appointment.

I (name of director of NZ Fish & Game) of Wellington being the Director of the New Zealand Fish and Game Council acting pursuant to the provisions of Section 26FA(2) of the Conservation Act 1987 DO HEREBY APPOINT _____ of _____, (*occupation*) as a Fish and Game ranger in an honorary capacity. Such appointment shall be from and inclusive of the ___ day of _____ (dates of issue and expiry of warrant)

Signed _____ at Wellington this ___ day of _____

Appendix 2

Rangers agreement and Code of Conduct.

See attached document.

Appendix 3

Initial Ranger Application form

See attached document.

Appendix 4

Fit and Proper Person form.

See attached document.

Appendix 5

Guide to Ranger recruitment and training.

See attached document.

Appendix 6

Template Operations Order

See attached document.

Appendix 7

SOPS – Training and Operational, gun unloading, and unattended firearms.



National Policy on Prosecutions January 2022

Purpose

1. The purpose of this Policy is to set out principles and guidelines that Fish and Game Councils will follow in making the decision to initiate criminal proceedings, including infringement notice processes, and when considering appeals against Court decisions arising from prosecutions. This policy should be read together with:
 - a. The *Solicitor-General's Prosecution Guidelines 2013*;
 - b. The *Solicitor-General's Guidelines for Diversion Schemes 2021*; and
 - c. The *Solicitor-Generals Guidelines for the Use of Warnings 2021*.

Accountability

2. This Policy must be adhered to by all Fish & Game New Zealand staff involved in the preparation and conduct of all prosecutions, including infringement notice processes. It applies in conjunction with the Fish & Game New Zealand Infringement Notice Compliance and Enforcement Policy.

Scope

3. This Policy applies to all prosecutions and potential prosecutions arising from enforcement action and investigations by Fish and Game Councils under legislation, including regulations, anglers' notices and game bird season notices applicable to Fish & Game New Zealand, and / or that Fish and Game Councils may deal with breaches of, or consider acting in relation to.

Conflicts of Interest

4. Fish and Game Councils and staff with duties or accountability under this Policy must act fairly, promptly, without any actual or potential conflict of interest and in accordance with the law.

5. Any person involved in the investigation, preparation or conduct of a prosecution who may have any actual or potential conflict of interest whatsoever must disclose the matter of concern immediately to their Regional Manager or Chief Executive.

Prosecution Decisions

6. The decision to prosecute – or not to prosecute- will be based on the following factors:
 - a. The Solicitor - General’s Prosecution Guidelines. This Policy adopts the Solicitor – General’s Guidelines and it must be read in conjunction with those guidelines;¹
 - b. The purpose of the legislation which Fish and Game Councils are seeking to enforce by a proposed prosecution;
 - c. The resources available to Fish and Game Councils relative to the public interest in a prosecution proceeding; and
 - d. Whether another prosecuting agency has or will bring criminal proceedings in relation to the same subject matter and the potential Fish & Game New Zealand prosecution.

Test for Prosecution

7. Prosecutions, including infringement notice processes, will be initiated only if both requirements set out in the Solicitor - General’s Prosecution Guidelines can be met, these are:
 - a. The evidence that can be adduced in court is sufficient to provide a reasonable prospect of conviction – the Evidential Test; **and**
 - b. Prosecution is required in the public interest - the Public Interest Test.¹
8. Staff with accountabilities under this Policy must separately consider and be satisfied that each aspect of the above test is met before a decision to prosecute or if applicable, to issue an infringement notice, is made. The evidential sufficiency of a proposed prosecution must first be satisfied before the public interest is considered.

¹ See Appendix 1 – The ‘Public Interest’ test

All the evidence and information available must be analysed and evaluated in a thorough and critical manner. The evidence available must be capable of reaching the standard of proof required, i.e., beyond reasonable doubt.

9. If the conclusion is reached that there is insufficient evidence or that it is not in the public interest to prosecute (which includes issue an infringement notice), a decision of “no prosecution” will be taken. A decision of “no prosecution” does not preclude any further consideration of a case, if new and additional evidence becomes available, or a review of the original decision is required.

Decision Making Procedures

10. Decisions to prosecute must be made in accordance with the Solicitor - General’s Prosecution Guidelines. The ability to commence prosecutions comes from the Criminal Procedure Act 2011, which applies to all charges and provides that:
 - a. “Any person may commence a proceeding”;² and
 - b. A criminal proceeding in respect of an offence is commenced by filing a charging document in the District Court.³

Section 26S(7) of the Conservation Act 1987 provides an authority for Fish & Game Councils to appear before courts in relation to matters affecting the Councils functions.

11. A recommendation by a region’s Compliance Coordinator or other person dealing with a matter, to commence a prosecution, or take an alternative course of action, must be approved by the Regional Manager or Chief Executive. To achieve this, the following procedures must be followed:

² Section 15 of the Criminal Procedure Act 2011.

³ Section 14(1) of the Criminal Procedure Act 2011.

Recommendation to prosecute/not prosecute

12. When rangers / Fish and Game Officers investigate a suspected breach of any Act, including the Conservation and Wildlife Acts, Regulation, Angler Notice, or Game Bird hunting Notice, a file must be produced containing:
 - a. All relevant evidence; and
 - b. A covering report, including a recommendation as to what action, if any, maybe appropriate.

13. The person within each region responsible for prosecutions must forward the file to the Regional Manager or Chief Executive for review and for consideration as to how the matter is progressed and / or resolved.

14. Resolution for any alleged offences may include the following:
 - a. No action;
 - b. Warning letter;
 - c. Youth warning with parental follow up;
 - d. Issuing an Infringement Notice; or
 - e. Prosecution (with or without diversion as appropriate).

15. The Regional Manager or Chief Executive receiving the file, report, and accompanying recommendation must promptly assess and consider the matter in accordance with this policy **and** in accordance with the processes outlined within the Fish & Game New Zealand Infringement Notice Compliance and Enforcement Policy.

16. The decision as to how to proceed; whether to take no action, issue a written warning, issue an infringement notice, or commence a prosecution, will be made by the Regional Manager in consultation with the Region Compliance Coordinator, with input from the Compliance Decision Group, as appropriate, particularly in more complex or technical matters. The processes involved are outlined in the Infringement Notice Compliance and Enforcement Policy.

17. The Regional Manager or Chief Executive may consider seeking legal advice and/ or refer the matter back to the Compliance Coordinator and / or investigating officer for further enquiries or to ensure the file is to a satisfactory standard.
18. The Regional Manager or Chief Executive reviewing the file must in accordance with this policy assess the appropriate level of action to be taken in relation to the file.
19. The following must be reviewed in relation to each file:
 - a. Thoroughly assess any proposed prosecution or infringement notice action in accordance with this policy, the Infringement Notice Compliance and Enforcement Policy, and the Solicitor - General's Prosecution guidelines.
 - b. Request any necessary further enquires or investigations, if further information is required, or the file is not to a satisfactory standard.
 - c. Check the offenders previous conviction history and any previous history of Fish & Game offending.
 - d. Authorise if prosecution is to proceed and note the file with reasons for this.
 - e. If authorising prosecution determine the number and nature of charges to be filed in Court.
 - f. In complex or technical matters refer the file to the Compliance Decision Group for assessment and decision.
 - g. If prosecution is authorised assess if diversion of charge(s) is appropriate as a resolution option. In making this assessment the factors outlined in the section titled 'Diversion' must be considered.

When Prosecution is authorised

20. When prosecution is authorised:
 - a. Refer the file to a prosecuting staff member of Fish and Game; or
 - b. If an external solicitor is to be engaged with conducting the prosecution, forward the file to that solicitor with a request to conduct prosecution, and reasons for this.

When Prosecution with diversion is authorised

21. Ensure that the processes set out in the section titled 'Diversion' are followed.
22. If the Regional Manager or Chief Executive or Fish and Game prosecutor or solicitor engaged to conduct a prosecution does not endorse the proposed prosecution, the following procedure is to apply:
 - a. The matter shall be referred to the Compliance Decision Group (CDG) for further consideration.
 - b. The Compliance Decision Group shall take all steps to resolve the matter, which may include seeking legal and / or other expert advice.
 - c. A decision must be in accordance with the Solicitor - General's Prosecution Guidelines.

Responsibility of Prosecutors

23. Once a decision to prosecute is made, accountability for the legal issues in connection with the prosecution passes to the Fish and Game staff member responsible to act as prosecutor, or to the external solicitor engaged to conduct the prosecution for Fish and Game. This includes:
 - a. Determining correct charges and wordings;
 - b. Ensuring the prosecution file is prepared to an appropriate standard;
 - c. Preparing a summary of facts;
 - d. Compliance with the Criminal Procedure Act 2011 and the Criminal Disclosure Act 2008;
 - e. The Prosecutor representing Fish & Game New Zealand with competency and to the ethical standards expected of prosecutors and by the Solicitor – General;
 - f. Consulting with the regional manager or chief executive and staff about any developments that may affect the conduct of the prosecution; and
 - g. Advising the Regional Manager or Chief Executive about any media interest in a prosecution.

Use of diversion

24. Diversion is a prosecution process where an offender charged with offence(s), is summonsed, and appears in Court, but the prosecution makes available to the defendant a means to remedy the wrong by an alternative resolution, and when that is completed the charge(s) are dismissed by the Court. Therefore, the defendant does not receive a conviction and is not subject to a Court imposed penalty. The intent is, however, to still address the public interest factors leading to the decision to prosecute.
25. Diversion can involve the offender paying a donation to Fish & Game along with a contribution to the prosecutions costs or could be another outcome, such as volunteer work.
26. If the defendant does not complete – or rejects- the diversion offer or conditions, the Court process continues, and the Court will deal with the matter as any other Court prosecution.
27. Diversion is a process recognised by the Criminal Procedure Act 2011⁴ and is used routinely by most prosecuting agencies. The purposes of diversion are typically to:
 - a. Address offending behaviour that has resulted in charge(s);
 - b. Balance the needs of victims, the offender and their communities;
 - c. Give an offender an opportunity to avoid conviction; and
 - d. Reduce re-offending.
28. If a decision is made to prosecute an offender rather than issue an infringement notice, that does not mean that the offender cannot be considered for diversion.
29. Diversion must only be offered to a defendant, after the prosecution decision has been made and once a charge is filed. The reason for this is that prosecution instead of issuing an infringement notice must be for reasons around the seriousness and circumstances of the offence, **and** the need for judicial intervention. Having an

⁴ See sections 147 and 148 of the Criminal Procedure Act 2011.

offender appear in Court reinforces the seriousness of the offending and the unsuitability of resolving it by an out of Court action by way of infringement notice.

Diversión eligibility

30. To be eligible for consideration to be offered diversion an offender:
- a. Should have no previous convictions or history of Fish & Game offences, including written warnings for offences against the Conservation and Wildlife Acts and / or any notices / regulations made under those Acts; and
 - b. If the offender has previous convictions or history of Fish & Game offences that those matters are either not recent, or the convictions or previous offence history is not relevant to the current offending and charge(s).

Approach to diversion

29. The following principles apply to operation of the diversion scheme:
- a. The existence of the diversion scheme must not be mentioned to potential defendants during an active investigation to avoid it becoming a factor in the decision to prosecute;
 - b. The existence of the diversion scheme (or any other resolution options) must not be taken into consideration until a decision to prosecute has been made;
 - c. The diversion decision maker must be distinct from the person who investigated the offence and who recommended a prosecution – this provides the necessary independence and detachment for the decision; and
 - d. Reasons for making an offer of diversion must be recorded in writing by the diversion decision maker.

Diversión processes

30. The processes involved in operating diversion are set out in the attached appendix 2 titled 'Diversión Guidelines'. This sets out the processes to follow in running a diversion process and in then notifying the court when diversion is complete and having the charge(s) dismissed.

Diversion conditions: donations

31. When a condition of diversion is a donation to Fish & Game within a reasonable time period, the level of donation should be set at a level consistent with an infringement fee for the same or similar offence. If the offence being diverted is not an infringement offence, a decision as to fee level should be made considering infringement offences fee levels, and the overall circumstances of the offending.

Diversion conditions: contribution to costs of prosecutions

32. When a condition of diversion is a contribution to the prosecutions costs, this should be set at a level which is fair, reasonable, transparent, and consistent with other similar matters and in consideration of the circumstances of the matter and the actual costs incurred by Fish & Game.

Use of warnings

33. The public interest test of the test for prosecution recognises that not all behaviour that may amount to criminal conduct requires a prosecution response. Whether a warning is appropriate depends on the circumstances of the case, including the behaviour, the intended purpose of the warning and the evidence available to support the warning.
34. The warning decision maker must be distinct from the person who investigated the offence and who recommended a warning – this provides the necessary independence and detachment for the decision.
35. Reasons for issuing a warning must be recorded in writing by the warning decision maker.

Sufficiency of evidence when issuing warnings

36. Warnings should only be issued where the alternative is to prosecute and there is credible evidence that meets the evidential test of the test for prosecution.

Range of behaviour for warning

37. A warning may be issued for a range of behaviour where it is supported by the evidence. Whether a warning is appropriate depends on the circumstances of the

case, including an assessment of the public interest considerations against prosecution – see paragraph 4 of Appendix 1. It is intended that warnings will be issued as a one-off response rather than repeatedly.

Content of warning

38. A warning should be issued in writing and include the following matters:
- a. The context for issuing the warning, including:
 - i. Accurately setting out the key facts leading to the issuing of the warning, including any explanation, response or admission provided by the person; and
 - ii. The reasons for issuing the warning.
 - b. The consequences related to the warning, including:
 - i. Where the warning will be held and for how long;
 - ii. How the warning will be used; and
 - iii. Any consequences if, in the future, the person engages in similar behaviour.
 - c. The person's rights in relation to the warning, e.g., the right to have the warning reviewed within a certain period.
 - d. Any response of the person to the proposed warning.

Appeals

39. Any Fish and Game prosecution, which results in consideration for an appeal will be:
- a. Discussed by the Regional Manager or Chief Executive with the prosecutor involved, and any other relevant staff; and
 - b. Discussed with the NZ Fish and Game Council CEO.

Any appeal to be lodged will require:

- a. A legal opinion assessing the matter and suitability for appeal; and
- b. The Solicitor - General's approval obtained in accordance with the Criminal Procedure Act 2011.

Appendix 1 - The 'Public interest' test⁵

1. Once a prosecutor is satisfied that there is sufficient evidence to provide a reasonable prospect of conviction, the next consideration is whether the public interest requires a prosecution. The Solicitor - General's Guidelines in relation to the public interest test should be referred to in conjunction with this appendix.
2. The following section lists some public interest considerations for prosecution which may be relevant and require consideration by staff when determining where the public interest lies in any case. The following list is illustrative only.

Public interest considerations for prosecution:

- a. The predominant consideration is the seriousness of the offence. The gravity of the maximum sentence and the anticipated penalty is likely to be a strong factor in determining the seriousness of the offence;
- b. Whether the offence involved violence;
- c. Where there are grounds for believing that the offence is likely to be continues or repeated, for example, where there is a history of recurring conduct;
- d. Whether the defendant has relevant previous offending . Check for previous convictions, diversions and / or cautions / warnings;
- e. Where the offence is prevalent;
- f. Where the offender was a ringleader or an organiser of the offence;
- g. Where the offence was premeditated;
- h. Where the offence was carried out by a group;
- i. Where the offender has created a serious risk of harm;
- j. Where the offence has resulted in financial loss to Fish and Game;
- k. Where the offence was committed against a person carrying out a statutory function, for example a Fish and Game ranger;
- l. Where there is an element of false or misleading behaviour / conduct.

⁵ Solicitor – General's Prosecution Guidelines – As at 1 July 2013:
http://www.crownlaw.govt.nz/uploads/prosecution_guidelines_2013.pdf

- 3 For example, regional Fish and Game Councils decided to initiate prosecutions in the following cases:
- a. An honorary Fish and Game ranger approached and spoke to two lake shore anglers, who were both found to be spin fishing without current fishing licences. As the ranger spoke to the two unlicensed anglers a licenced companion of theirs approached the ranger and acted in an obstructive manner, threatened to physically injure the ranger, refused to provide the ranger with his name and details, displayed his bare buttocks at the ranger and threw stones at the ranger's boat as he retreated following the exchange. In response to the principal offender's behaviour, one of the unlicensed anglers refused to provide the ranger with his name and address or surrender his fishing equipment for seizure and displayed his bare buttocks at the ranger as he retreated. As a result of the incident the ranger seriously considered surrendering his warrant as an honorary Fish and Game ranger; and
 - b. An angler was found by a Fish and Game ranger fishing on a lake trolling for trout without a current fishing licence. The angler had been convicted in the District Court approximately 3 months earlier for fishing without a licence during the same season.
4. The following section lists some public interest considerations against prosecution which may be relevant and require consideration when determining where the public interest lies in any case. The following list is illustrative only. Again, the Solicitor - General's Guidelines should be referred to.

Public interest considerations against prosecution:

- a. Where the Court is likely to impose a very small or nominal penalty;
- b. Where the loss or harm can be described as minor and was the result of a single incident, particularly if it was caused by an error of judgement or genuine mistake;

- c. Where the offence is not of any test of a serious nature, and is unlikely to be repeated;
 - d. Where there has been a long passage of time between an offence taking place and the likely date of hearing such as to give rise to undue delay or an abuse of process unless:
 - i. the offence is serious; or
 - ii. delay has been caused in part by the offender; or
 - iii. the offence has only recently become known; or
 - iv. the complexity of the offence has resulted in a lengthy investigation.
 - e. Where a prosecution is likely to have a detrimental effect on the physical or mental health of a victim or witness;
 - f. Where the offender is elderly;
 - g. Where the offender is a youth;
 - h. Where the offender has no previous convictions;
 - i. Where the offender was at the time of the offence or hearing suffering from significant mental or physical ill-health;
 - j. Where the offender has rectified the loss or harm that was caused (although defendants should not be allowed to avoid prosecution simply because they pay reparation / compensation);
 - k. Where any proper alternatives to prosecution are available
5. For example, regional Fish and Game Councils decided to not initiate a prosecution in the following cases:
- a. An honorary Fish and Game ranger found a middle-aged male spin fishing for trout on a local river. The angler claimed to be employed and have recently brought a fishing licence from a local licence agent, which he could not find in his fishing bag. The ranger issued the angler with a failure to produce notification requiring him to produce his fishing licence, none was forthcoming. Initial enquiries by Fish and Game revealed that the angler did not have a current fishing licence as claimed. Prima facie evidence was available of the offender fishing without a licence (a strict liability offence, which meant that there was no need to prove the offender intended to

commit the offence) and providing the ranger with false / misleading information.

Subsequent enquiries by Fish and Game revealed that:

- i. The offender had a diagnosed intellectual disability, which meant that he could not read or write, had limited insight into his actions and was inclined to make things up; and
- ii. The offender received on-going assistance from community support services and worked in a local workshop for people with intellectual disabilities. Evidence was provided to Fish and Game by the offenders' support worker with respect to the nature and severity of the offender's intellectual disability.

In addition, after speaking with the ranger the offender's support worker assisted the offender with purchasing a fishing licence for the remainder of the season. Accordingly, a decision was made to explain to the offender the relevant rules and regulations and need for a fishing licence rather than prosecute.

- b. In another case a regional Fish and Game Council decided not to prosecute two middle aged males who were found by a ranger fishing without licences. The facts of the case were that the two were residents of a drug and alcohol rehabilitation facility and had been sent off trout fishing for the day to occupy them. It was evident that neither knew they had to have a trout fishing licence and were new to fishing, having borrowed spin rods. Enquiries found one of the two had suicidal tendencies when stressed, and their care giver had overlooked the fact that licences were required. Accordingly, a decision was made to explain to the offenders, and their carers the relevant rules and regulations and need for fishing licences for any future excursions.

Another (hypothetical) situation also illustrates this point. A person is found walking in a trout spawning stream and in so doing disturbing the spawning grounds of freshwater fish, during the spawning season. The person claims to be there to gather

watercress and is found in possession of freshly picked water cress and there is no evidence whatsoever that they are there to take trout. There is prima facie evidence of an offence against Section 26ZJ of the Conservation Act 1987, in that the ingredients or elements of the offence can be made out, and the offence is strict liability in that the prosecution does not need to prove that the defendant intended to commit the offence.

In considering the first part of the Solicitor - General's Prosecution Guidelines requirements – the Evidential Test, the evidential test may well be fulfilled, in that all elements of a charge are met. However, in considering the second part, the Public Interest Test, an examination of the matter may well result in the public interest test not being met. Particularly if any harm was minor, caused by an error of judgement or genuine mistake, and unlikely to be repeated. In such a case a decision can correctly be made of 'no prosecution.' Conversely in the same scenario, if the person can be shown to be reckless, caused much damage, and had no remorse, i.e., is likely to repeat the offence, then public interest may well dictate a prosecution is justified.

6. These considerations are not comprehensive or exhaustive. The public interest considerations which may properly be considered when deciding whether the public interest requires prosecution will vary from case to case. In Fish and Game prosecutions, which are often of a regulatory nature, relevant considerations will include:
 - a. Fish and Game's statutory objectives and enforcement priorities;
 - b. The effect of a decision not to prosecute on public opinion;
 - c. The obsolescence or obscurity of the law; and
 - d. The prevalence of the alleged offence and the need for deterrence.

7. Cost is also a relevant factor when making an overall assessment of the public interest.

8. None of the above factors are necessarily determinative in themselves; all relevant and applicable public interest factors must be weighed.

9. A decision whether or not to prosecute must not be influenced by:
 - a. The race, ethnic or national origins, sex, marital status, religious, ethical, or political beliefs of the offender; or
 - b. The prosecutor's personal views regarding the victim or the offender; or
 - c. Possible political advantage or disadvantage to Fish and Game; or
 - d. The possible effect on the personal or professional reputation or prospects of those responsible for the prosecution decision.

Appendix 2 - Diversion

How to use diversion as a process.

1. Offence meets the criteria for prosecution, i.e., meets prosecution guidelines tests for evidential sufficiency **and** prosecution is in the public interest.
2. Obtain an up-to-date criminal history for the defendant.
3. Check defendant is eligible for diversion – no previous relevant convictions (note that the point of diversion is generally to prevent a person getting a first conviction, although if previous convictions are old, or unrelated to the current offence, diversion may still be considered).
4. File charging document(s) in Court as per usual commencement of a prosecution in accordance with the Criminal Procedure Act 2011. Summons in accordance with Criminal Procedure Rules 2012 and initial disclosure package in accordance with Criminal Disclosure Act 2008 is served on the defendant.
5. The diversion offer can only be offered once the defendant has appeared in Court at first appearance which is usually in Registrars List in the District Court. This can have the advantage of the process being seen to have more judicial oversight. Having an offender appear in Court reinforces the seriousness of the offending and the unsuitability of resolving it by an out of court action, including by way of an infringement notice(s).
6. When diversion is offered at first court appearance the matter would be remanded off to another date to allow the defendant and prosecution to arrange diversion conditions and to allow time for the defendant to complete them.
7. Diversion conditions should include:
 - a. A contribution to summons service and prosecution costs. This should be set at a level which is fair, reasonable, transparent, and consistent with other

- similar matters and in consideration of the circumstances of the matter and the actual costs incurred by Fish & Game.
- b. The diversion agreement conditions do not have to be negotiable; the offer and conditions can be put to the defendant, although overall circumstances of the offending and the offender should be considered.
 - c. A donation to an identifiable cause. For example, junior angler and hunter programmes, angler / hunter access, wetland development programmes. The level of donation should be set at a level consistent with an infringement fee for the same or similar offence. If the offence being diverted is not an infringement offence, a decision to fee level should be made considering infringement offences fee levels, and the overall circumstances of the offending.
 - d. Diversion can include surrender of gear for disposal, e.g., ammunition / fishing gear where there is good reason for this to happen.
 - e. A written apology may be required to demonstrate the defendant's acceptance of responsibility and remorse.
 - f. In some cases, diversion can include a donation to another external charity.
8. When the diversion conditions are met, the prosecution must ensure that the court is advised in writing that diversion is completed, and request the Court dismisses the charge(s). This is a requirement of Section 148 of the Criminal Procedure Act 2011. This can be done by the prosecutor at the next court date, or administratively by written application to the Court. For sake of transparency the court can be advised in this application what the diversion conditions were, although this is not a requirement. When advising the Court that diversion is complete an application should be also made for the charge(s) to be dismissed pursuant to Section 147 of the Criminal Procedure Act 2011.
 9. If diversion is not completed by the agreed date the prosecution will proceed as per any other non-diversion prosecution, or an extension of time could be granted by the Court to complete diversion if the prosecution seeks an extension.

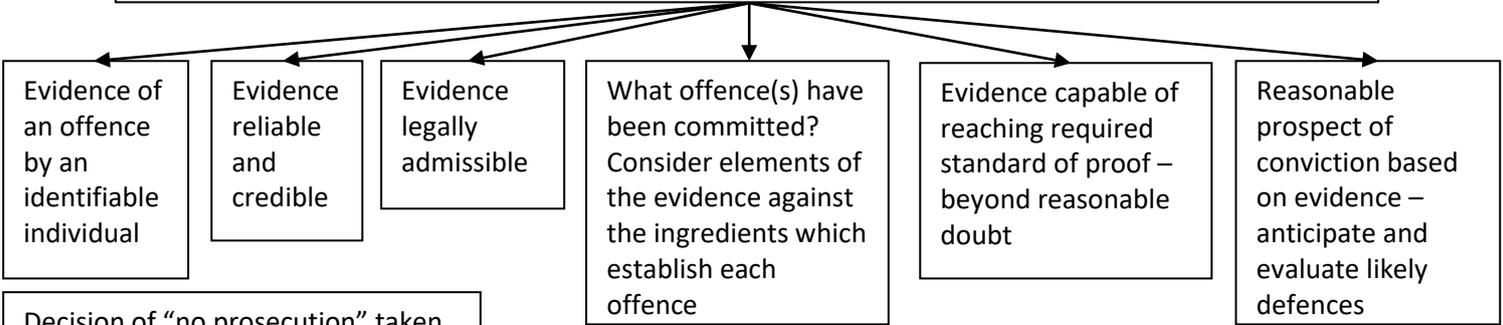
10. When diversion is completed, the defendant can be advised that they do not need to appear in Court at the next Court date, as the matter is being dismissed. If represented by a lawyer, the Criminal Procedure Act does not require the defendant to appear in court if they have already been excused.

Prosecutions only to be initiated or continued if the test for prosecution is met
Test for prosecution met if:

1. Evidence which can be adduced in Court is sufficient to provide a reasonable prospect of conviction – the Evidential Test; **and**
2. Prosecution is required in the public interest – the Public Interest Test.

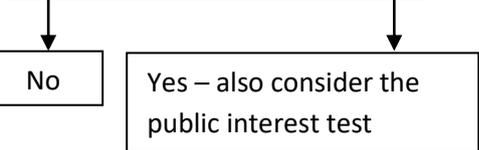
Each aspect of test must be considered separately and satisfied before a decision to prosecute is made. Evidential test must be satisfied before public interest test is considered.

The Evidential test – Step 1
 Reasonable prospect of conviction exists if there is reliable and admissible evidence which prosecution can adduce before a Court and an impartial Judge or jury could reasonably be expected to be satisfied beyond reasonable doubt that individual prosecuted has committed an offence – Consider each of the following elements:



Decision of “no prosecution” taken if evidential test not met. Does not preclude further consideration of case if new and additional evidence becomes available, or a review of original decision is required (rare step)

Is the evidential test satisfied?



Public interest considerations for prosecution (list is illustrative only):

- Seriousness of the offence – predominant consideration;
- Violence / threats involved;
- Prevalence of offence and need for deterrence;
- Defendant has relevant previous convictions and / or reparation / warnings for similar offences;
- Offence premeditated or carried out by a group;
- Defendant ringleader or organiser of offence;
- Offence resulted in financial loss / risk of harm;
- Offence committed against a Ranger serving the public;
- Offence involved false or misleading behaviour;
- Effect decision not to prosecute.

The public interest test – Step 2
 Does the public interest require a prosecution?



Decision of “no prosecution” taken. Does not preclude consideration of alternatives to a prosecution if evidential test met., e.g., warning letter, youth warning with parental follow up.

Decision of “prosecution” taken – Charging document(s) laid within statutory timeframe. File should be reviewed regularly.

Public interest considerations against prosecution (list is illustrative only):

- Court likely to impose small / nominal penalty;
- Offence minor and unlikely to be repeated
- Loss or harm minor and result of a single incident, especially if judgment error or genuine mistake;
- Obscurity of the law;
- Age – youth / elderly;
- Physical / mental health of offender;
- No previous convictions;
- Offender rectified loss / harm caused – but shouldn’t be able to buy way out of prosecution;
- Proper alternatives to prosecution available;
- Cost of prosecution.

GUIDE TO RECRUITMENT AND TRAINING OF FISH & GAME RANGERS



Recruiting Processes

1. **Initial assessment of applicant-**
Usually via the applicant expressing an interest and contacting Fish & Game. Sometimes unsuitable persons can be identified at this stage saving any further enquiries.
2. **Applicant completes:**
 - Honorary Ranger Application form - includes nominating referees.
 - Applicant consents to a Police check (complete & sign form).
 - Applicant completes a fit and proper person declaration form.
3. **Initial interview with applicant.**
Use interview form to gain relevant information and determine why the applicant wishes to become a Fish & Game ranger. Assess suitability and impressions of the applicant. Look at background, experience, and qualifications.
4. **Referee interviews.** Use the Ranger applicant referee questions form as a guide when speaking to the referees.
5. **If suitable at this point, submit Police vetting form to Police vetting services.**
This can be done via the National CLE coordinator if a region does not have access to Police vetting services.
6. **Field assessment and training.**
If considered suitable thus far, and Police check reveals no issues, have the applicant spend time with Fish & Game staff. This is an opportunity to assess them in terms of temperament, and overall suitability for the role of a Fish & Game ranger.
7. **Issue with Fish & Game Ranger guide & Health and Safety Manual,** and have them begin to familiarise with law and procedures, particularly the powers of rangers to check licences, seize gear, and land entry powers.
8. **Use written ‘ranger exercises’** to test the applicants’ knowledge of law and procedures, particularly powers of rangers.
9. **Have the ranger applicant complete Cert Training.**
By doing the online modules followed by attending a CERT refresher day to qualify. Or attendance at an initial 2-day course. Contact CERT Systems LTD to get the applicant access to the online modules.
10. **When satisfied suitable** and after having completed the initial CERT training consider issue of an initial ranger warrant (which is for a 1-year period).
11. **Have the new ranger** sign the ranger’s agreement and Code of Conduct, agree to regional performance standards and targets, and sign these documents. Forward a copy of the signed Rangers agreement and Code of Conduct to NZC along with the warrant application form. The Rangers warrant will then be issued if all requirements are met and forwarded to the region.
12. **Issue the new Ranger with their Rangers warrant and with gear** and equipment including at least a ranger vest, cap, offence book, notice of land entry book (if applicable), land entry information leaflets, field notebook, and any other gear regionally issued.
13. **Continue to mentor** the new Ranger, provide advice and feedback, and encouragement. If possible have them spend time with staff or other experienced rangers.
14. **After 1 year** if satisfactory performance consider reissue of warrant for the remainder of the existing three-year warrant period.

Criteria for Ranger applicants

Age limits for new applicants and rangers.

There is no hard and fast rule, but as a guide a new applicant should be at least 18 to 20 years old. And generally, no older than about 65 years old. However individual cases should be assessed on their merits. Note that rangers should be considered for retirement from the ranger scheme when their warrant expires after turning 70 years old, but this should be assessed on a case-by-case basis, as if a ranger is fit, and healthy, and active they may be considered to continue as a ranger.

Health and fitness.

Applicants should have a reasonable standard of health and fitness suitable for outdoor activity, which can at times be strenuous.

Other criteria.

- Have good people skills and an ability to effectively communicate.
- Have a reasonable standard of literacy.
- They are interested in the role for the right reasons: In that they show a good attitude towards the role, and the public, and not simply be “seeking the badge”.
- Have no criminal convictions, or if they do have any convictions those are historic, irrelevant to the role of ranger, and are not for dishonesty or for violence. (If any convictions discuss with Regional Manager/C.E, or National coordinator).
- Are willing to attend training as required.
- Training requirements include initial CERT ranger safety training and then refresher CERT training at intervals no more than 3 yearly.
- Attend annual Regional in-house training which includes law changes, field processes and practice, and an in-house ranger safety refresher based on the CERT training already received.
- Must be prepared to assist with organized ranging events, e.g., opening days.
- Must be prepared to attend Court if required to give evidence.
- Must agree to and abide by the Rangers Agreement and Code of Conduct, and any other directions as given by Fish & Game.

Fish & Game responsibilities to Rangers

- Provide a high standard of training to rangers including CERT ranger safety training initially and thereafter at intervals of no more than 3 yearly refresher day.
- Provide regional in-house training at least annually, covering law changes, field processes and practices, and including health and safety matters including an in-house refresher of ranger safety based on the syllabus taught in CERT training.
- Adequately resource with gear and equipment, including as applicable Ranger uniform including caps, vests, stationary and other required equipment as is regionally issued.
- Provide mentoring and support to rangers including feedback on performance.
- Maintain regular contact with Rangers.

Q. A person who wants to be a ranger isn't suitable – how do I deal with this?

- A. It can be hard to tell a keen person that they are not suitable. Be respectful, polite, and considerate.

Assess if there are other opportunities for them to be involved or to assist.



HONORARY RANGER APPLICATION

1. Personal Details:

Surname: _____ First Names: _____

Date of Birth: _____ Occupation: _____

Residential Address: _____

Telephone:
Home: _____ Business: _____ Mobile: _____

Email: _____

Firearms Licence: Do you hold a firearm licence? Yes/No.

Firearms Licence No: _____ Expiry Date: _____

- Attach a copy of your firearms licence.

Note rangers are required to deal with persons who are in possession of firearms who may be committing offences. Are you comfortable to deal with this type of person/incident involving handling firearms?

Yes/No.

2. Contacts:

Next of Kin (Name): _____ Relationship: _____

Phone numbers: _____

Address: _____

3. Medical- must have a reasonable standard of health suitable for outdoor strenuous activity.

Allergies:

Medical Conditions:

Medication prescribed:

Any other Physical Conditions:

4. Education History:

Please describe education level and list any qualifications held or part held:

5. Employment History:

Present Occupation:

Length of service:

List previous Employment:

6. Transport:

Do you own your own vehicle: Yes/ No

Drivers licence Number: Classes held:

-Attach a copy of your drivers licence

7. Sports and Leisure:

List:

Sports	Hobbies	Club memberships
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8. Fitness: Describe your level of fitness (must have and maintain a reasonable standard of fitness suitable for strenuous outdoor activity).

9. General:

- (i) What are your reasons for applying to be a Fish & Game ranger?
- (ii) Have you previously applied to be a ranger. (If yes state when and where).
- (iii) Describe why you consider you would be suitable as a ranger. (Give details of any relevant previous experience including dealing with public, law enforcement and compliance, public relations).
- (iv) Do you know any current Fish & Game staff or honorary rangers? If yes, who and where?
- (v) Are you involved in any way as a fishing or hunting guide? If yes, how and where?
- (vi) Do you hold a current Fish & Game NZ fishing or game hunting licence?
Sport fish / Game (circle one or both).

10. PREVIOUS CONVICTIONS

Do you have any convictions for any offences. **Yes / No** (circle as applicable)

If 'Yes' what for, and when? (Describe):

Note: A requirement of applying to become an honorary ranger for Fish & Game NZ is consenting to a Police vetting check- a separate form for this is attached- if you decline to consent to a Police check your application will not be considered by Fish & Game NZ.

* Attach and return to Fish & Game with the vetting consent form proof of identity.

1. Primary ID : e.g. Copy of passport, original birth certificate, etc

2. And a second form of ID e.g. drivers licence, firearms licence etc.

(Note 1 of these forms of ID must be photographic).

11. REFEREES

Please provide two referees. They may be spoken to regarding your application.

Name_____

Address_____

Phone Number_____

Name_____

Address_____

Phone Number_____

12. If considered for the ranger scheme you are required to undergo a period of initial familiarization, assessment, and training with Fish & Game staff. Additionally all you must:

i. Familiarise yourself with the appropriate Act and Regulations.

- ii. Attend at least one training course per year.
- iii. Actively range and assist staff during organised compliance operations.
- iv. Complete activity sheets as required.
- v. Complete written ranger reports on any detected breaches of the relevant Regulations and/or Acts.
- vi. Give evidence in court if required.
- vii. Deal with anglers and hunters in a professional and friendly manner at all times.
- viii. Maintain a reasonable standard of fitness.
- (ix) Agree to performance standards set by Fish & Game NZ.

By submitting this application you agree to these conditions and requirements.

Signature _____ Date _____

Check that on return of this application and vetting consent to Fish & Game:

- Attached copy of firearms licence (if applicable)
- Attached copy of drivers licence.
- Attached copies of other identity required by the Police vetting consent (e.g. passport/birth certificate etc)
- That you have signed this application
- Police vetting form completed as required and applicable and is signed

Note if your application to become a Fish & Game ranger is unsuccessful copies of personal identification (passport/birth certificate/drivers licence/firearms licence) will be destroyed. We will retain this application form however for our records.



Declaration – Fish & Game Ranger- Fit and Proper person to possess firearms

I, (name) _____

Staff / Honorary ranger at (_____ F&G region)

Hold a current firearms licence (licence number) _____(copy attached)

Or: I do not hold a current firearms licence. (delete as applicable).

I declare that I am not subject to any of the following prohibiting me from possessing firearms:

1/ A Police Safety Order.

2/ A Protection order.

3/ Any other prohibition from obtaining, possession or use of firearms.

I agree that:

1/If at any time while a Fish and Game ranger I become subject to any prohibition from obtaining, possession or use of firearms, or;

2/ If at any time I am charged with any offence

That I will notify my Fish & Game region immediately and will not act as a ranger until I am authorised to do so by Fish & Game.

Name:_____

Signature:_____

Date:_____



**Fish & Game Honorary Ranger Agreement
and Code of Conduct**

Having been appointed pursuant to the Conservation Act 1987 Section 26FA(2), to the position of Fish & Game Honorary Ranger, I

Full Name

Of (address)

.....

Agree that when acting in the capacity of Honorary Ranger I will:

- 1 Not put myself or others at risk, and if finding myself or others at risk, take steps to eliminate or minimise the risks involved.
- 2 Notify an appropriate responsible person of my intentions and inform them of my return. (That person must have been instructed on the action to take if you do not return or check in. Your regional Compliance Co-ordinator must be advised in the event you fail to return or check in).
- 3 Comply with all operational Fish & Game policies, operating guidelines and safety procedures in force at the time, these include:
 - Independent ranging only to be carried out during daylight hours unless approved by a Fish & Game Officer, or the Regional Fish & Game manager or CEO.
 - All game bird ranging to be done in pairs.
 - Rangers must not be in possession of firearms while ranging unless in possession of a seized gun – i.e. hunting and ranging at the same time is not permitted.

- Ranging outside of your region only permitted with consent of that other regions CLE coordinator or manager.
 - Ensure that ranging intentions are left with a responsible person and that procedures are in place if overdue.
- 4 Follow any operating and health and safety instructions given to me by my Co-ordinator or other Fish & Game Officers, as that may arise.
 - 5 Respect the individual's privacy and not reveal or use any information gained except for Fish & Game compliance activities.
 - 6 Never bring myself or Fish & Game into disrepute by my actions, dress, language or behaviour, nor make any statements to any person or any media releases relating to compliance activities unless authorized to do so by my Fish & Game Region's Manager.
 - 7 Only promote the interests of Fish & Game New Zealand and not allow my position to be used as a platform for private beliefs on issues such as religion, politics, or self-interest activities. If I suspect a conflict of interests I will discuss this with my co-ordinator.
 - 8 Present myself in a tidy manner and not lend or give any uniform to a non Fish & Game compliance person.
 - 9 Look after Fish & Game supplied uniform or equipment and return it when I am no longer a Fish & Game ranger.
 - 10 Respect cultural differences and not engage in any discrimination or harassment of anglers and hunters because of their sex, age, marital status, ethnic origin, sexual orientation, disability, religious or ethical beliefs.
 - 11 Not consume any alcohol or non-prescription drugs during or immediately before any duty, except for normal pain relief drugs. Not to carry out any duty while under the influence of alcohol or drug.

- 12 Ensure any vehicle used in relation to Fish & Game purposes meets legal requirements, and is maintained in a safe condition, and is operated in accordance with the law and safe practice.
- 13 Comply with requirements around use of boats and watercraft, in that only powered vessels operated by Fish & Game NZ under Maritime NZ survey, and operated by trained and approved skippers can be used for ranging.
- 14 Ensure any vessel used in relation to Fish & Game purposes meets any legal requirements and is operated in accordance with the law and safe practice, including wearing of life jackets or vests at all times when on any vessel. Note that a 'non powered' vessel- i.e. kayak or rowboat may be used for ranging purposes.
- 15 Carry my own personal vessel and/or personal vehicle and/or vessel insurance if using these for Fish & Game business.
- 16 Attend training courses and work to achieve performance standards required by my Fish & Game Region's Compliance Co-ordinator.
- 17 Other than for the purposes of the Health and Safety at Work Act 2015, I acknowledge that there exists no employer/employee relationship between the Manager or CEO - Fish & Game New Zealand – (.....) Region, and myself, and that I indemnify the Manager or CEO - Fish & Game New Zealand – (.....) Region against all claims whatsoever.
- 18 Acknowledge that I may retire or resign from being a Fish & Game Honorary Ranger at any time.

I acknowledge that in return Fish & Game New Zealand**Region,**
will provide me with:

- As safe a working environment as possible.
- A Ranger Manual and Health and Safety Guide which includes procedures for identifying hazards I might face while carrying out ranging duties.
- A regional support person who will encourage my efforts and provide feedback on my performance.
- The training required to carry out my duties to the required level.
- Identification for my particular role.
- Regular information on laws and other matters that relate to my duties as a ranger.
- Reimbursement for any **approved** expenditure.

Signed *Ranger*

Date ___/___/___

Signed *Manager / CEO*

Fish & Game New

Zealand.....Region.

Standard operating Procedure – Ranger Training**October 2023****Initial Training.**

- As outlined in the Ranger recruitment and training guide.
- To ensure all new rangers receive training in law, processes, procedures, and Health and Safety including the CERT delivered training before being appointed and warranted.

On-Going Training.

- 2 yearly rotations of training comprising internally and externally led training.
- Internally led and delivered focusing on rangers' powers, procedures, processes including dealing with offences and offenders, evidence gathering, land entry processes and requirements and Health and Safety processes and requirements.
- Externally led training focusing on Situation Safety and Tactical Communications. Currently delivered by CERT Systems LTD and called CERT training. This will also have a component on powers and interviewing techniques, which may be led by a qualified Fish & Game staff member.
- Not all regions will be on the same rotation to ensure opportunity across all training subjects and content.
- Additional courses may be put on to ensure adequate coverage of training to meet requirements.
- Development of training and refresher videos, focusing on different aspects of compliance work. Each video to be short and specific to 1 subject.
- Videos to be developed by the National Compliance Coordinator in conjunction with other key staff and used for training and refresher purposes.
- Use short specific knowledge quizzes to test rangers skill levels.
- Other communications with rangers to include newsletters (2 per year – 1 game season focused, and 1 angling focused).
- Other communications as required to ensure rangers are kept up to date with relevant matters including legislation changes and similar.
- Regions will deliver pre- season briefings and training refreshers as is relevant.
- The Rangers Guide and Health and Safety manual will be maintained and updated as required and distributed to all staff and honorary rangers.

Trainers

- A team of Fish & Game 'trainers will be 'developed and receive 'train the trainers courses. This team will deliver in-house internal led training for all regions, to ensure consistency of training delivery across all regions.
- Training material to be developed annually by the National Compliance Coordinator in conjunction with trainers to ensure best practice in material and content.

Records

- Regions will retain records of training delivered and to whom.
- This will be available to NZC – National Compliance Coordination role and the C.E.

- Externally led training course reports will be distributed to the host regions and to NZC compliance coordination.

Review

- Training will be reviewed annually to ensure it meets the needs of the organization.
- Reviews as required may include an external assessor to ensure that best practice is being met.

Standard Operating Procedure – Ranging Operations

October 2023

Background

Fish & Game NZ regional organized ranging operations usually occur for reasons of:

- Season openings – Game and Fish seasons.
- Responding to incidents and reports of alleged offending.
- Maintenance of deterrence against offending.

Honorary Rangers will also carry out ranging individually usually regarding sports fish, and this is ranging which is usually incidental to the rangers own recreational activities rather than being primarily a ranging exercise. Honorary Rangers do work in support of staff, and they are asked to make themselves available to assist as able with season opening events.

Honorary Rangers are bound by the requirements and restrictions of the Rangers Agreement and Code of Conduct which places various restrictions on how they may range especially regarding game season and nighttime ranging. This is for Health and Safety reasons and to mitigate risk.

- Rangers must comply with the Rangers Guide and Health and Safety Manual requirements.
- Rangers must comply with the Rangers Agreement and Code of Conduct in all ranging operations carried out.
- Rangers must comply with any regional restrictions placed on rangers.
- Rangers must recognize the public relations role they carry out regardless of compliance aspects of operations.

Organised Ranging Operations

Game Season.

Game season opening operations are the most significant ranging events carried out across all regions at the same time. The game opening carries the highest level of risk to rangers due to interaction with hunters and firearms. Historically there is an extremely low rate of incidences involving game bird hunters and firearms however if an incident were to occur the potential for harm and injury is high. Preparation for game season ranging should include:

- Commence regional planning in January / February each year, so all planning and coordination is completed well before the game season opening on the first weekend of May.
- If considering joint operations with Police begin this with an approach to Police by the end of February at the latest to allow time for planning and coordination processes.
- Consider areas for ranging operations based on factors including high use locations, history of non-compliance, information which indicates areas of concern, and an approach to achieve a general deterrence and thus compliance.
- Ranging should include both public and private land and water.
- Operations should support the premise that rangers can and will check hunters ‘anywhere, anyplace, anytime’.

- Honorary rangers are not to carry out ad-hoc game season ranging – all honorary rangers must be coordinated and under the control and direction of a staff member with importance to ensure compliance with the Best Practice as set out in the Rangers Guide and Health and Safety Manual, and Rangers Agreement and Code of Conduct, particularly that no ranging occurs while in possession of firearms other than seized guns, and that rangers comply with Maritime NZ rules regarding use of motorized boats (only Fish & Game in survey boats skippered by authorized staff are to be used while ranging).

Resources and allocation

Ranging will include staff and honorary rangers. Planning of ranging teams should consider how to best maximize the use of available rangers and staff.

- Teams should comprise, when possible, staff rangers, working with honorary rangers.
- Where there are limited staff available experienced rangers if deemed suitable will lead teams and supervise less experienced rangers.
- All ranging teams to be under the coordination and control of staff rangers, even if not physically present with those teams.
- All ranging teams must include at least 1 member who is familiar with firearms particularly shotguns, and preferably a ranger who holds a firearms Licence, even though a firearms Licence is not necessary for rangers to seize and possess firearms incidental to seizure under the Wildlife Act 1953.

Health and Safety

A pre-season Health and Safety risk assessment must be completed and mitigation measures to risks put in place. This must be a part of the planning process and included in the operational planning and tasking documentation.

- Consider if appropriate to request Police assistance for any specific high-risk locations if not already working in a joint agency operation.
- All Rangers are to comply with tactical communications and situational awareness training (CERT Training) practices, as trained.

Planning and tasking rangers

All planning and tasking should be set out and recorded in a written planning document, using a format such as the SMEAC template, or a similar style which sets out the objectives of the ranging operation, where it will take place, who is involved, the taskings to each ranging team, and health and safety assessments and mitigations. This document as applicable will also include private land entry requirements and processes.

Firearms

Firearms represent the greatest risk to rangers. Risks include deliberate use against rangers, accidental discharge, and risk is highest when hunters are nervous about a ranging visit or are under the influence of substances such as alcohol or drugs, or when dogs are present and may get in the way of or knock firearms. To mitigate risk the following must be followed by rangers:

- Carry out an assessment prior to contacting hunters looking for signs of possible non-compliance, alcohol or drug use, dogs that are not under control.
- Assess and plan a safe route to contact hunters from the non-shooting sector, along with an exit route if that is required.
- Make identification as rangers prior to contacting hunters so rangers are not 'face to face' unannounced to hunters. (Subject to any operational considerations around evidence gathering as may be appropriate).
- After brief introduction hunters are to be required to make guns safe and place them in a safe location.
- Guns are to be unloaded following the Gun unloading Standard operating procedure. (See attached document).
- Some rangers who are issued with stab resistant body armour (SRBA) may choose to wear this as it will be in some way resistant to shot in any incident of accidental discharge.
- The primary mitigation against accidental shooting is however a careful risk assessment and planning process and following best practice gun unloading procedures at every hunter contact.
- Unattended firearms located by rangers are to be dealt with in accordance with the Standard operating procedure for dealing with unattended firearms.
- Seized firearms must be transported and stored in accordance with the Arms Regulations in force.

Pre-Ranging Operational Briefings

Pre operation briefings must be held with all rangers and any other agencies involved and to include:

- Going through the Operational planning and tasking document, and pay particular attention to taskings and health and safety risk assessments and mitigations.
- A refresher on field processes and procedures including rangers powers, land entry procedures, and other operational requirements.
- Rangers should sign off on Health and Safety briefings on a 'Tail gate' form or similar Health and Safety sign off document.

Sports Fish season operations

While sports fish ranging operations do not carry the same risk as game season ranging planning and coordination processes as still required to ensure ranging objectives are met, and rangers are planned and coordinated.

Honorary Rangers self-initiated ranging operations

While most honorary rangers will carry out fishery ranging incidental to their own recreation, on occasions some rangers may carry out designated ranging trips.

For Health and Safety purposes regions must carry out a risk assessment of all known risks within their region and as appropriate place restrictions on rangers' activities which may include:

- No go areas due to excessive risk (unless authorized and directed by staff).

- Restrictions on types of ranging in specified areas. This may include no sole / 1-up ranging in certain areas at some times of year (e.g., targeted ranging in closed waters areas) where there is a higher probability of encountering deliberate offending.
- Areas where rangers must advise to Fish & Game intentions prior to ranging and confirm approval to range (e.g., to avoid conflicting with staff operations).
- Rangers should be encouraged to spend time working alongside staff in a support role.

Intentions

- As set out in the Rangers Agreement and Code of Conduct. Rangers must ensure that they leave intentions notice with a responsible person prior to ranging and advise of their return.
- Intentions must include instructions to be followed if they are overdue. Which includes notification to their Fish & Game contact, and to Police if further action to locate them is required.

Communication and Distress Signal devices

- Rangers should be encouraged to carry a means of communication especially if in distress.
- Options include cell phones, Personal Locator Beacons, InReach devices and similar.

Review

This SOP will be reviewed annually to ensure it remains current and relevant.



XXXXX Region

Title (e.g. Opening Weekend Ranging Operation)

Situation:

The weekend of (DD/MM/YY) is the opening of the game bird hunting / trout fishing season. (Outline the season, it's length and other relevant information).

Mission:

(Outline the goal of the compliance operation).

Execution:

General outline.

(Outline the areas of operation and generally who is involved, if outside agencies are part of the operation)

(Outline the laws and regulations to be enforced, along with any angler or hunter surveys to be done)

(Outline any special considerations, such as public relations, areas of special interest or other issues)

Taskings.

Date:

(Complete information in the headings below)

Team One.

(Who is in this team).

Locations: (Where)

Intel: (Any information or intelligence to convey to this team, e.g., history of non-compliance etc).

(Repeat for all teams as required for all days of the operation)

Operational Procedures

(Outline requirements particular to the operation, and this may include land entry procedures, and aspects around interacting with hunters or anglers)

Offences.

(Outline common offences likely to be encountered)

Outline expectations for dealing with offences:

E.G, expectations around seizure of equipment, dealing with excess bag limit, and so on.

Firearms Security.

During game ranging, outline the current legal aspects around firearms security and storage, including leaving firearms in a vehicle.

Health and Safety Risk analysis:

Outline aspects around risk analysis.

Risks identified:

List risks identified and mitigation measures.

Administration & Logistics:**Timings.**

Outline timings and hours of duty.

Dress and equipment.

Outline attire/uniform and required equipment.

Ranger Reports and Offence Notices.

Outline procedures relating to issuing and processing offences.

Meals.

Outline if rangers to supply own meals or if supplied.

Vehicles.

Outline vehicle allocation.

Command & Communications:

Detail who is in charge of the operation.

Communications

Detail how rangers will communicate – cell phones, radio, and emergency communications devices as applicable.

Phone List

Outline phone numbers of rangers.

Police In the event of an emergency phone 111 - Otherwise Phone 105

Prepared by: (who prepared this document)

Additional.

Include as an attachment, as necessary, any relevant legislation, especially rangers powers around entry to property and search and seizure.

Offence File Check Sheet

Name of offender:

Date of offence:

Location:

O/C - Ranger:

Offences disclosed:

Statement taken: Y/N

Photographs taken: Y/N

Police check done to confirm ID: Y/N

ID other wise confirmed: Y/N How:

Previous F&G offence history: Y/N If Yes- what/when:

F&G Licence: Y/N or previous licence history: Y/N

Relevant matters:

Explanation offered:

Any issues:

Meet requirements of Prosecution Guidelines:

Evidential test: Y / N

Public Interest test: Y / N

Recommendation:

Warn / Prosecution/ Prosecution with diversion/ other _____

Recommendation by:

Date:

CEO/Manager sign off:

Date:

Gun unloading Standard Operating Procedure - May 2023

Background

At the CLE coordinators group Teams meeting on 18 May, the matter of an accidental discharge of a shotgun in Otago Region on the game season opening weekend was discussed. Fortunately, the hunter had been given instructions to point the gun in a safe direction and no harm was done on this occasion as a result, other giving all involved no doubt a good fright. It appears likely that the hunter while unloading did not have the safety catch applied on the gun and at some point, brushed the trigger thus firing the gun.

As a result, after consultation with the CLE group as a whole, we have come up with the following which is suggested be adopted as a Best Practice SOP around ranging and for gun unloads. This if approved could be incorporated into 1/ Health and Safety manuals, and 2/ the Rangers Guide and Health and Safety Manual and become of pre-season briefings with rangers/staff.

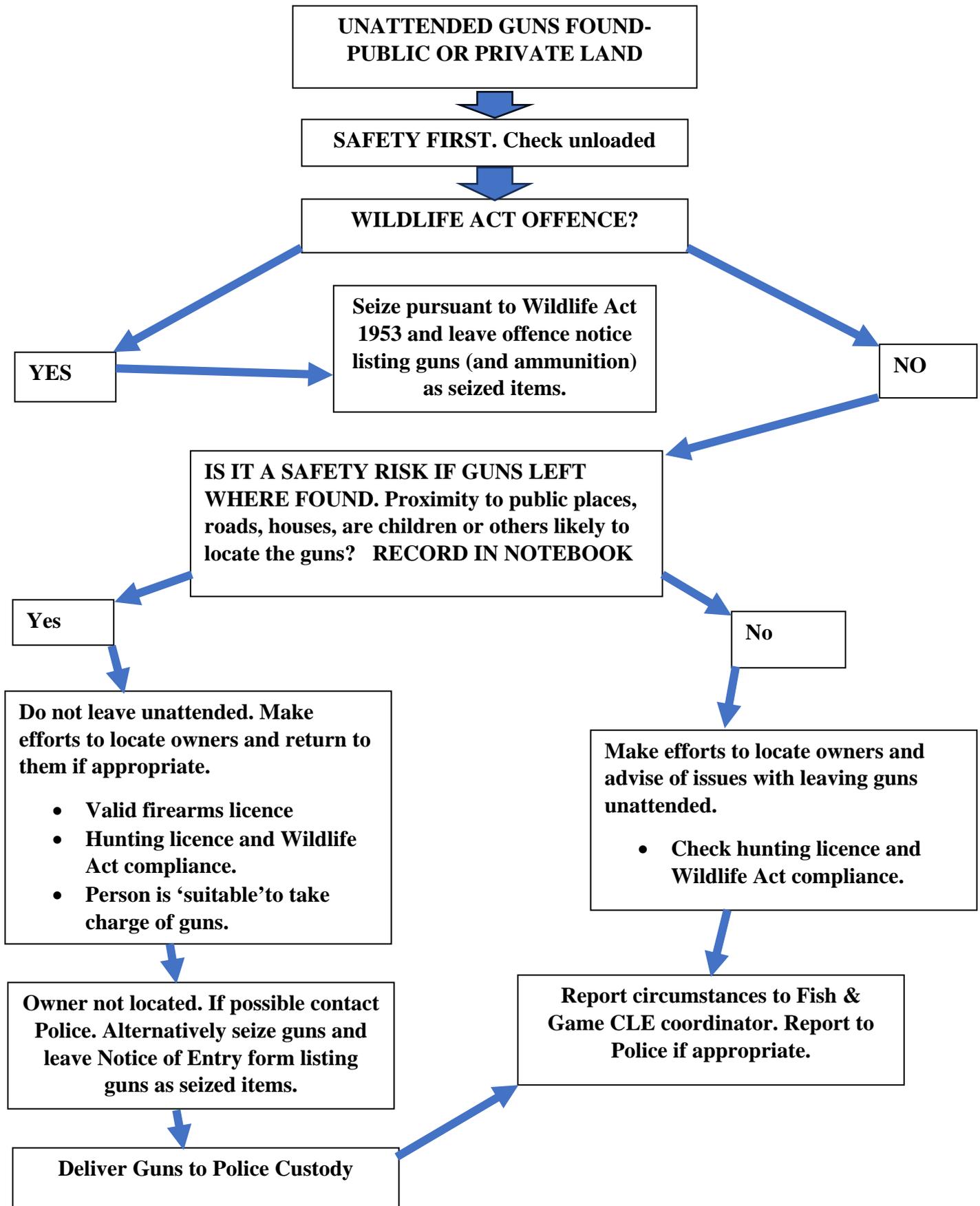
Draft Best Practice SOP for ranging shotgun unloading procedures.

- Ranging teams should ensure that each team has at least 1 member who holds a firearms licence and is familiar with firearms - particularly semi-automatic and pump action guns commonly used by hunters.
- After initial contact with hunters, the hunters should be instructed that guns will be unloaded, and guns and ammunition will be checked by rangers, this to be carried out 1 gun at a time.
- If any dogs are present, take steps to ensure they are under control or restrained so that they cannot knock guns over.
- A safe direction for unloading of firearms to be identified by rangers and communicated to the hunters, making sure this is understood.
- Instruction given to apply the safety catch on the gun and to keep their fingers off the trigger during unloading.
- Point the gun in the safe direction.
- Carry out the unload under ranger supervision.
- When the gun is made safe, carry out functions including checking ammunition and gun magazine capacity if applicable.
- When complete, place guns in a safe place - if possible, away from hunters (especially if offences have been found), and dogs.
- In some circumstances if it is deemed appropriate, have the hunter do the unload (hunter appears cooperative, no offences evident, not under influence of alcohol or other substances).
- If the hunter is non-cooperative, evidently nervous, offences are evident, or other concerns are apparent, rangers should take possession of the gun(s) and carry out the unload themselves, if possible.

SOP – Unattended Firearms. Sept 2023

- 1) Guns are located unattended on either public or private land.
- 2) Ensure the guns are unloaded and check for any Wildlife Act offences, e.g., ammunition or magazine capacity or other matter.
- 3) If there are WLA offences, seize the guns pursuant to WLA powers.
- 4) If seizing guns pursuant to the WLA, complete an offence notice with details of the guns as seized items and leave a copy where they were located.
- 5) In all circumstances consider risk factors around the safety to others including the likelihood of persons other than the owners of the guns locating them, including children and or other members of the public and ensure this is documented, e.g., proximity to public places, roads, dwellings.
- 6) If there are no WLA offences, and it is deemed on assessment of the circumstances that leaving the guns as found is likely to be a risk to the safety of others do not leave the guns unattended but do the following.
- 7) Make efforts to locate the owner(s) of the gun(s) and return to them if appropriate (check for valid firearms licence and hunting licence).
- 8) If owners are not able to be readily located, make efforts to contact Police to arrange for seizure by Police.
- 9) If unable to contact Police, due to circumstances and factors such as a remote location, lack of phone coverage, then seize the guns, and when able to advise Police and subsequently deliver to Police custody as soon as possible.
- 10) If seizing the guns as in point 9. above, rangers will complete a 'Notice of Entry' form, and complete details of the gun(s) as seized items and leave a copy of the notice where the guns were located.
- 11) In any event subsequently the matter is to be reported to the Fish & Game Regional Manager who will as appropriate advise Police of the matter.

Unattended Firearms located while ranging



Insecure firearms breach the Arms Regulations, Firearms Safety Code, and Arms Act

NZC updating our Sports Fish & Game bird notices and regulation production

Fish and Game Managers Meeting

Prepared by: Charlie Hopkins, Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to Fish and Game Managers seeks to update managers on discussions around our Notices and Regulations Booklets with the Department of Conservation (DOC)

Financial Considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

2. NZC Staff recommend the following motion:

- a. That the Managers receive the information.

Whakarāpopoto - Executive Summary

3. This paper provides an update on the recently completed work around the following pieces of work:
 - a. Game Licences, Fees, and Forms Notice 2024
 - b. Open Season for Game in Fish and Game Regions Notice 2024 including Schedules 1 and 2.
 - c. New Zealand Game Bird Habitat Stamp
 - d. Regulations booklet provided to people when they buy a game hunting licence
4. The [Game Licences, Fees, and Forms Notice 2024](#) was made public on 26 February 2024 and came into effect on 14 March 2024.

5. Then the [Open Season for Game in Fish and Game Regions](#) including schedules 1 and 2 were gazetted on 12 March 2024.
6. The Regulations booklet was prepared and printed, although did not make it to the regions on time for the beginning of licence sales on 14 March.
7. The 2024 Game Bird Habitat Stamp was included in the Open Season for Game in Fish and Game Regions, a copy is included below.



Ngā kōwhiringa – Options

8. None.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

9. None.

Legislative Implications

10. The regulations setting process is a fundamental core role of the regions, and NZC needs to support this so that our Notices and Regulations are fit for purpose.

Section 4 Treaty Responsibilities

11. None.

Policy Implications

12. None.

Risks and mitigations

13. Reputational risk with licence holders

Consultation

14. There will be input required from regional staff during this project.

Ngā mahinga e whai ake nei – Next actions

15. The Managers will be kept up to date on how future work progresses.
16. Note that Pegging Day is 7 April and Opening Day is 4 May.

RMA Legal Fund Update

NZ Fish and Game Council Meeting 168, Item 2.8

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides an update to NZC on the allocated funds from the RMA Legal Fund and details of new applications to this fund.

Financial Considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following:

1. Receives the information in the RMA Legal Fund Update report.
2. Approve additional funding for NPS-FM work on inputs control. We now seek to allocate the remaining funds from the NPS-FM fund (approved Aug 20) of \$10,215 towards this work ie this would come from an existing fund.
3. Approve new funding application of \$30,000 for legal support for Fast Track legislation. Item 3.3 in public excluded provides an update on the Fast Track legislation.
4. Approve new funding application of \$3000 to complete writing our draft mana whenua engagement policy for Sports Fish and Game Management Plans.
5. Approve new funding application of \$65,000 towards Tranch 2 case in Hawkes Bay for external experts.
6. Approve new funding application of \$50,000 towards RMA reform and NPS-FM amendment work that will commence in May 2024.

Whakarāpopoto - Executive Summary

7. This item provides an update of spending of existing cases and details three new funding applications. From the existing NPS-FM fund we request that the remaining \$10,215 is put towards “inputs control” work. The three new legal fund cases are:

-Fast Track legislation work \$30,000

-drafting a mana whenua engagement policy \$3,000

-Tranch 2 case in Hawkes Bay \$65,000 for external experts.

-RMA reform / NPS-FM amendment work that will commence in May 2024 \$50,000 for external experts.

Takenga mai - Background

Inputs Controls

8. A critical topic in the NPS-FM area is how to prevent further degradation in already degraded catchments, and how to hold the line in catchments that have acceptable water quality, but could decline without regulation. We need a farming systems expert to help us participate in court proceedings and influence regional councils with this work. In the past overseer has been a tool for managing N inputs, but the industry is looking for other tools that are likely to be less useful. Stocking rate and fertiliser inputs can be controlled, but this also has difficulty as it needs to be assessed on a farm scale basis.

Fast Track legislation

9. We have provided an update on the fast track legislation. We anticipate that we will need legal advice to complete the submission before the closing date of 19 April 2024. We also anticipate that legal assistance would be beneficial when presenting our submission to the select committee later this year.

Mana whenua engagement policy for Sports Fish and Game Management Plans

10. Aside from the work that will be presented to NZC in item 4.2, we are working on a draft mana whenua engagement policy to assist with our Sports Fish and Game Management Plan work (SFGMP). Kahu Environmental is assisting us with this work.

Tranch 2 Case in Hawkes Bay

11. We apply for \$65k from NZC RMA Fund. The ground water take application to Hawkes Bay Regional Council was refused in 2023. In February 2023 the commissioners acting on behalf of HBRC declined the application by a group of eight applicants to take 15Mm³ T2 allocation for irrigation and stream augmentation.

Two of the original eight applicants have proceeded with an appeal to the Environment Court for reduced volume of 3.88Mm³.

Expert conferencing have confirmed that the likely topics will involve:

- groundwater / surface water effects;
- well interference effects;
- ecology; and
- planning.

RMA Reform / NPS-FM Amendments

12. Chris Bishop in his speech to the NZPI conference provided some details of the RMA reform process and proposed NPS-FM amendments. This update is provided in item 3.3. Over the next two years there will be a number of amendments including new resource management legislation to submit on and we are likely to need funding for these process.

Kōrerorero – Discussion

13. With the above RMA fund approval, the total committed funds will be \$636,708 (and including regions reserves this is \$721,118). The remaining available funds will be \$151,772. This item includes new funding applications as detailed below. If all new funding applications are approved \$3,772 will remain in the RMA fund.
14. Inputs Control - The RMA fund allocated \$150k for NPS-FM in Aug 2020. We are applying for the balance of \$10,215 of this fund to be allocated towards inputs control work. This will combine with the fund approved at meeting 166/2 (November 2023) for an agricultural consultant to assist with advice for a practice note on inputs controls. There is also some remaining funds for the write up of our practice note on this subject in the RMA practice notes fund (remaining fund \$28,034 but note this is for other practice notes too).
15. Fast Track Legislation - To participate in the select committee process and to write our submission we will need external legal support. Therefore we ask you to approve \$30,000 funding for legal support for Fast Track legislation.
16. The draft mana whenua engagement policy to assist with our Sports Fish and Game Management Plan work (SFGMP) has been drafted with some external assistance and this work is costed at \$3000. Attachment 3 contains a quote for this work.
17. Tranch 2 Case in Hawkes Bay will serve to ensure that fishing values are adhered to. We apply to NZC for \$65,000. We want to ensue that the health and wellbeing of the water body is maintained, rather than the water removed for irrigation. We are also concerned about effects of the proposal on cultural values, effects on flows in rivers and streams on the biota, the effects on other users of shallow groundwater including stock water, and domestic supply. Attachment 4 includes the report that went to HBF&G for reserve funding.
18. RMA reform / NPS-FM amendments will involve change that will enable development and is likely to remove environmental protections. We want to ensure fishing values are retained. We don't have a lot of detail about these reforms yet, and will endeavour to update you as we find out more. We estimate that \$50,000 will need to be set aside for this work.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

19. This item seeks to approve four new RMA fund items. The RMA fund has a remaining fund of \$151,772 and if all new applications are approved the remaining fund would reduce to \$3,772.

Legislative Implications

20. The inputs controls item will set new case law in this area. This item includes the Fast Track legislation work. Tranch 2 work will seek to ensure that the Tuki Tuki fishing values are protected. The RMA reform and NPS-FM amendments are likely to impact negatively on our habitats and therefore we will need to be involved in these processes.

Section 4 Treaty Responsibilities

21. We note that there are likely to be treaty / Settlement Act issues associated with the Fast Track Legislation for the government to work through.

Policy Implications

22. Fast Track legislation will have far reaching consequences for policy work as it will essentially set aside regional plans and make decisions outside the parameters of the RMA. If the bill goes through as is this work is potentially more important than the Tranche 2 application as the minister could call it in and approve it irrespective of the panels recommendation.
23. Inputs Control work aids in shaping future policy and what tools other councils will use in their NPS-FM work in relation to inputs controls.

Risks and Mitigations

24. The risk of not being involved in the fast track legislation work is that all the work that we have done in Water Conservation Orders and to protect and enhance Lakes and Rivers could be in vein when hydro schemes / water take consents are approved that would of previously been refused under the RMA process.
25. The risk of not doing further inputs controls works is that the council adopts a tool that will not achieve freshwater improvements, and other councils will follow suit.

Consultation

26. This item is being presented at the Managers' meeting on 18 April 2024 and their recommendation will be presented to you at your meeting.

Attachments:

Attachment 1 - RMA legal fund table

Attachment 2 – Quote for mana whenua engagement policy work from Kahu Environmental

Table 1: RMA /Legal Fund Reserve

New Zealand Fish and Game Council

As at 29 February 2024

	Project Code	Project Name	Date Approved	Total Approved	Source	Total Spent to Date	Withdrawn	Under/Over Spent to date	Committed Funds	Status Update
Auck/Wai		Healthy Rivers	22-Aug-20	\$110,000	NZC Fund	\$110,000	\$0	\$0	\$0	Six weeks of hearings currently in progress, decisions due out early next year.
Auck/Wai	162/1	Healthy Rivers 2	21-Apr-23	\$100,000	NZC Fund	\$58,777	-	\$41,223	\$41,223	see above update.
Auck/Wai		Whangamarino Weir and Waikato Regional Council	11-Nov-17	\$50,000	NZC Fund	\$6,000	\$0	\$44,000	\$44,000	Ongoing - large weir owned by F&G under joint consent with DOC to raise water levels. This structure needs re-consenting in 4 years time. The funding needs to be retained for this project.
Nel Mar		MDP - NPS	7/6/2019, 22/11/2019,2016/16 & 27/07/2021	\$58,475	NZC Fund	\$38,115	\$0	\$20,361	\$20,361	John Hayes to final report after peer review regarding over allocation of the Wairau River.
Nel Mar		MeP appeal mediation	1/5/22 meeting 157th	\$50,000	NZC Fund	\$3,200	\$0	\$46,800	\$46,800	See above update.
North Canterbury	162/2	Rakaia WCO/Hydrology	Exec approved 16/5/22 \$30k 5/7/22 \$70k,180k April 23	\$280,000	NZC Fund	\$106,058	\$0	\$173,942	\$173,942	Update provided at November meeting.
NZC		Draft Policy Positions Doc	Nov-22	\$56,000	NZC Fund	\$875	\$0	\$55,125	\$55,125	Project on going.
NZC	161/1 166/1	RMA Practice Notes	Feb-23	\$88,450	NZC Fund	\$60,416	\$0	\$28,034	\$28,034	As updated in Aug a waigoodpolicy web page has been developed. We are continuing to add additional practice notes to this web page to support our work for NPS-FM plan changes.
NZC		NPS FM	Aug-20	\$150,000	NZC Fund	\$139,785	\$0	\$10,215	\$10,215	Application for \$10,215 to spend the remaining budget on inputs control work (along with Ag Consultant \$15k approved below).
NZC	165/1 plus \$20k	Wild life Act Position paper	Aug-23	\$80,000	NZC Fund	\$51,488	\$0	\$28,512	\$28,512	A team has been formed to assist with this work and provide information for SOG meetings and developing the position paper. Item 3.6 will provide update on this work.
NZC	166/2	Ag Consultant	Nov-23	\$15,000	NZC Fund	\$0	\$0	\$15,000	\$15,000	
NZC	166/3	RMA training on NPS FM plus trianers	Nov-23	\$30,000	NZC Fund	\$0	\$0	\$30,000	\$30,000	Approved from the NPS FM fund Nov 23
Otago		Priority Consents	1-May-20	\$60,000	Otago Reserves	\$18,303	\$1	\$41,696	\$41,696	on going
Otago		RPS Land & Water - reserves	28-Aug-21	\$60,000	Otago Reserves	\$52,191		\$7,809	\$7,809	Awaiting decision from commissioners. Small over spend anticipated.
Otago		Priority Plan Change	16-Feb-20	\$120,000	Otago Reserves	\$88,925	\$0	\$31,075	\$31,075	On going land and water plan work. Public submissions have now opened and 6 November is the closing date for submissions.
WGTV		GW Natural Resource Plan	24/11/2019	\$40,000	NZC Fund	\$36,109	\$0	\$3,891	\$3,891	Finishing up with follow up from mediation
WGTV	165/2	GW RC hearing Plan Change 1	18/08/2023	\$80,000	NZC Fund	\$54,506		\$25,494	\$25,494	s42a reports have been circulated and hearing dates are set.
WGTV		Horizons One Plan Change 2	23/11/2019	\$38,000	NZC Fund	\$24,622	\$0	\$13,378	\$13,378	Horizons Plan One Plan - Plan Change 2 is entering the formal hearing stage with transfer of evidence occurring for different parties. Environment Court date is set down for 20 November - F&G have engaged legal, planning, and technical experts. The issues dealt with here have been canvassed in the Waikato Regional Council Regional Plan hearings which are on-going.
WGTV	165/R1	Horizons Plan Change	18/08/2023	\$120,000	Wellington Reserves	\$116,170	\$0	\$3,830	\$3,830	See plan change 2 update above
WGTV	167/1	Horizons Plan Change 2	21/12/2023	\$107,770	NZC Fund	\$12,605	\$0	\$95,165	\$95,165	to be ratified at meeting 167
Southland		Southland Water & Land Plan appeal	23/Nov/18	84,000.00	Southland Reserves	\$172,662	\$0	-\$88,662	\$0	Overspend from Southland Reserves - Jacob assistng - perhaps a further \$10k. Total SWLP cost to date \$302K (this includes the NZC funding)
Southland		Southland Water & Land Plan appeal - NZC meeting 156	18/Feb/22	74,360.50	NZC Fund	\$74,361	\$0	\$0	\$0	Rule 78 Permitted Activity for weed and sediment. A working group is being established to advance development of 'new' rule structure to be notified through Plan Change Tuatahi – likely in late 2024 / early 2025. It has been decided to put the joint appeal on hold with a view to actively engaging with the working group. A work programme is currently being developed for the working group.
Southland	159/1	Waituna Lagoon application- NZC meeting 159	25/Aug/22	20,000.00	NZC Fund	\$14,432	\$0	\$5,568	\$5,568	Final invoices received in November 2023.

TOTAL ACROSS ORGANISATION

				Live and Approved Applications		Spent to Date	Withdrawn	Under/Over Spent to date	Committed Funds	NZC Legal/RMA Fund 31/8/23
Totals									\$721,118	
Less RMA out of Regions Reserves									\$84,411	
Total Committed from National Budget									\$636,708	\$768,016

Table 2: Available Funds in RMA/Legal

				RMA Fund	Regional Reserves
Unallocated Funds for 21/22				145,640	
Budget for 2022/23				350,000	
Budget for 2023/24				440,000	
TOTAL TO Allocate since 2021				935,640	
Less NZC Approvals					
Date	Meeting	Region	For	Amount	
Aug-22	159	Southland	Waituna Lagoon	20,000	
Nov-22	160	NZC	Legal Advice NPS FM	9,000	
Nov-22	160	NZC	Expert Support Natural & Built	65,148	
Nov-22	160	NZC	Draft policy Doc	56,000	
Nov-22	160	NZC	RMA Training	2,500	
Feb-23	161	NZC	RMA Practice Notes	53,450	
Apr-23	162	Akld Waiktto	Waikato Healthy Rivers	100,000	
Apr-23	162	Nth Cant	Rakaia River WCO	180,000	
Aug-23	165	Well	Greater Well Regional Council	80,000	
Aug-23	165	Well from Reserves	Horizons Plan Change	-	120,000
Aug-23	165	NZC	Wildlife Act	60,000	
TOTAL Approved to 31/8/23				626,098	120,000
Approvals 2024					
Nov-23	166	NZC	Additional Practice Notes	35,000	
Nov-23	166	NZC	Ag Consultant input control practice nc	15,000	
Dec-23	167	Wellington	Horizons Plan Change	107,770	
Total Approved 2024				157,770	-
Available for Funding via RMA				151,772	

**BEFORE THE ENVIRONMENT COURT
AT AUCKLAND**

**I MUA I TE KŌTI TAIAO O AOTEAROA
TĀMAKI MAKĀURAU ROHE**

ENV-2023-000057

UNDER the Resource Management Act 1991 (RMA)

IN THE MATTER of an appeal under section 120 of the RMA

**BETWEEN I&P FARMING LIMITED AND TE AWAHOHONU
FOREST TRUST**

Appellants

AND HAWKE'S BAY REGIONAL COUNCIL

Respondent

AND INGLIS BUSH COMMUNITY TRUST

**MEMORANDUM OF COUNSEL FOR THE APPELLANTS RESPONDING TO
PROPOSED CHANGE TO TIMETABLE**

22 March 2024

Solicitor acting:

M J Doesburg
Wynn Williams
PO Box 2401, AUCKLAND 1140
Tel +64 9 300 2600
mike.doesburg@wynnwilliams.co.nz

Counsel instructed:

B J Matheson
Richmond Chambers
33 Shortland Street
Auckland
matheson@richmondchambers.co.nz

NEW ZEALAND FISH & GAME COUNCIL

**NGĀ HAPU O TE TAIWHENUA O TAMATEA AND
NGĀTI KAHUNGUNU IWI INCORPORATED**

ONGA – TIKO FARMING GROUP

**ROYAL FOREST & BIRD PROTECTION SOCIETY
INCORPORATED**

THOMAS FRATER

WISE WATER USE

Section 274 parties

MAY IT PLEASE THE COURT

1. On 21 March 2024, counsel for Te Taiwhenua o Tamatea (**TToT**) filed a memorandum seeking amendments to the timetable that had previously been agreed by the parties and confirmed by the Court on 23 January 2024.
2. TToT proposes to restructure the timetable to provide for most expert conferencing to occur after evidence exchange, and to generally defer timetabled steps to later in 2024.
3. The TToT memorandum quotes at paragraph 7a an email response provided by Counsel for the Appellants when the TToT timetable was described in general terms. Counsel have taken further instructions and provide the Appellants' response in this memorandum.

Appellants' response to proposed timetable

4. The Appellants understand the desire to have expert conferencing (with the exception of groundwater conferencing) informed by matters in the cultural dimension. The previous timetable sought to accommodate this by making provision for mana whenua representatives to attend conferencing.
5. While TToT has only recently engaged counsel, it and Forest & Bird have been aware of the issues in the proceeding and the timetable for a long time. The Appellants were surprised that a witness on groundwater modelling issues was identified so late, particularly given the Court's direction for the parties to identify expert witnesses by 1 March 2024.
6. Despite this, the Appellants are eager to work with parties to ensure that issues are fully ventilated and that evidence exchange and conferencing is effective at narrowing or resolving issues. The Appellants also see the benefit that additional time will provide for further informal engagement between parties.
7. Accordingly, the Appellants consent to the amended timetable set out at paragraph 5 of the TToT memorandum, with one change. The Appellants' groundwater modelling expert is overseas from 30 April, returning on 20 May – the Appellants propose that conferencing on that topic occur in the week of 20 May.

8. With that change, the proposed timetable is:
- (a) Joint witness conferencing on groundwater during the week of 20 May 2024.
 - (b) Appellants to circulate their evidence in chief by 31 May 2024.
 - (c) Other parties to circulate their evidence in chief by 28 June 2024.
 - (d) Conferencing on all topics other than groundwater during July 2024 (week of 8, 15 or 22 July, subject to availability).
 - (e) Parties to file list of issues for determination with the Court following expert conferencing.
 - (f) All parties' rebuttal evidence due 2 August 2024.
 - (g) Appellants to file four hard copies of all the evidence by 7 August 2024.
 - (h) A 5 day hearing on suitable dates from 19 August 2024 (subject to parties' availability).

DATED this 22nd day of March 2024



.....
B J Matheson / M J Doesburg
Counsel for the Appellants

Tranche 2 groundwater proposal Plain language update September 2023

A refresher on T2...

In 2015, under the Tukituki catchment Plan Change 6, a groundwater allocation of up to 15 million cubic meters p.a. was made available (as a discretionary activity) for use in the Ruataniwha basin during the summer irrigation season provided that *river flows are augmented to maintain specified minimum surface water flows commensurate to the scale of effect of the groundwater abstraction*. This is known as Tranche 2 (T2).

In broad terms, our proposal has been to abstract T2 groundwater for irrigation and to mitigate the consequential stream depletion effects via using some of the abstracted groundwater to discharge directly to streams during drier periods (when flows are low and takes by other users from the rivers can become restricted). The combined irrigation and augmentation volumes are included within the 15 million cubic meter p.a. allocation limit.

Unlike the instantaneous effects of using surface river water, the effects of using deep groundwater are spread over both time and area. The groundwater system is used to smooth, buffer and delay stream depletion effects using groundwater storage that is later replenished naturally.

Augmentation uses groundwater stored in the aquifer system during wetter periods to mitigate stream depletion effects during drier periods.

It is estimated that there is approximately 15 billion cubic meters of groundwater stored in the basin and approximately 260 million cubic meters of water flows through the basin on average each year. 15 million cubic meters p.a. represents 0.001% and 0.058% of these respective totals.

Our groundwater model (developed by leading modeller Aqualinc Ltd) helps us understand the basin-wide hydraulic response of the groundwater and surface water system from proposed T2 groundwater consent applications.

The Two T2 Appellants and Mana Whenua

Rivers and waterways are recognised by the two T2 Appellants as taonga. They both understand that especially for Mana Whenua, the mauri and the mana of the awa are crucial elements to preserve and protect.

With advice and possibly participation from Mana Whenua, the two Appellants are committed to restore, where they can, then nurture and sustain, mahinga kai sites, make new plantings that improve habitat for birds and fish, and to assist with improving the quality of the water entering the awa.

They intend achieving this at several locations on their properties, many already identified as natural wetlands, then cleaning, extending, re-stocking tuna and koura, and planting those in native trees and other vegetation to provide habitat, food, shade, and improve the quality of water flowing out.

Tranche 2 irrigation water is also a taonga. Its use will be stringently monitored to regulate delivery of only the volume plants can use to take up nutrients. Changes to the farming systems will mean fewer livestock and/or livestock (especially cattle) having fewer days on pasture, significantly reducing effluent volume and improving the quality of the water from the whenua.

The proposed scale of T2 use is significantly reduced since the consent hearing

In February 2023 the Commissioners acting on behalf of the Hawke's Bay Regional Council declined the initial application by a group of eight applicants to take the full 15 Mm³ T2 allocation for irrigation and stream augmentation.

Since then, two of the original eight applicants have decided to proceed with an appeal to the Environment Court but for a significantly reduced volume of take – 3.88Mm³ rather than the full 15Mm³. This revised proposal represents 0.00026% and 0.015% of the estimated groundwater stored in the basin and annual water flows respectively. A comparison of the initial application with what is now proposed is set out in Table 1 below.

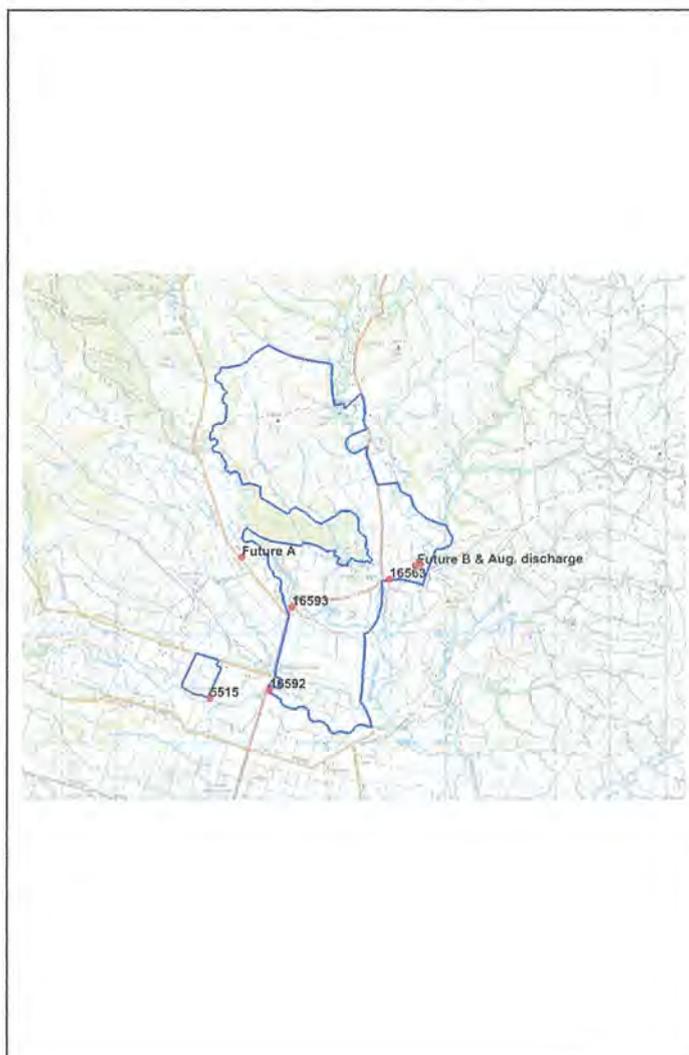
Table 1: T2 applications – original versus revised proposal

	November 2022 cubic meters				September 2023 cubic meters		
	Irrigation	Augmentation	Strategic reserve	Total	Irrigation	Augmentation	Total
TAFT	2,812,920	2,094,200	909,821	5,816,941	1,800,000	815,600	2,615,600
I&P	911,910	287,100	124,730	1,323,740	900,000	370,700	1,270,700
Papawai	1,004,517	465,700	202,322	1,672,539	0	0	0
Tuki Tuki	604,400	70,500	30,629	705,529	0	0	0
Plantation	1,632,879	912,800	396,564	2,942,243	0	0	0
Springhill	492,852	355,800	154,576	1,003,228	0	0	0
Buchanan	547,560	248,600	108,004	904,164	0	0	0
Purunui	367,821	183,900	79,895	631,616	0	0	0
Total	8,374,859	4,618,600	2,006,540	15,000,000	2,700,000	1,186,300	3,886,300

About the appellants...

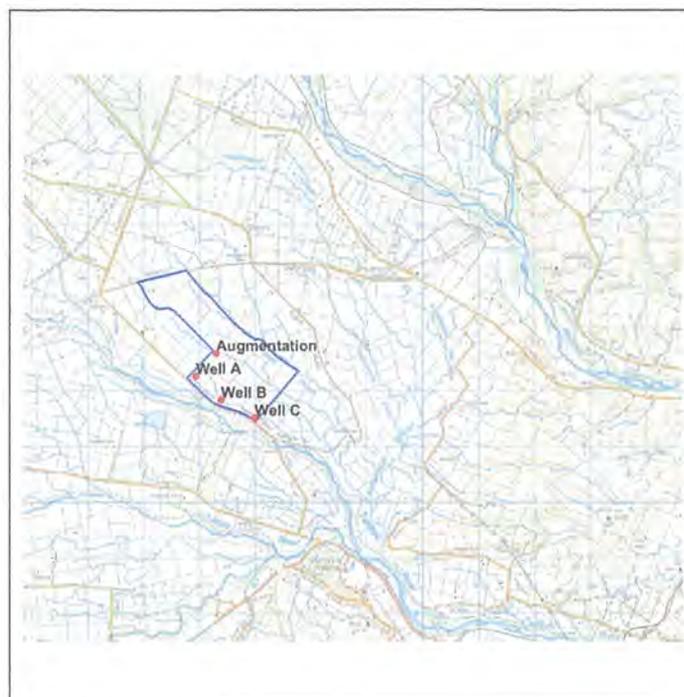
Te Awahohonu Forest Trust

- Ahu Whenua Trust, formed in 1971. Corpus Māori Freehold land is Tarawera C9 (70km north from Napier). Beneficial owners descend from original owners, whakapapa to Iwi and Hapū throughout Hawke's Bay and beyond. Strongly Taiao, Tangata, Pakihi focused evidenced by environmental protections, biodiverse 10,000ha Ahimanawa Block. Whānau pride, annual owner benefits, award winning farming performance, optimised land use through forestry, waterways enhancement, flora and fauna attention, owner field days, comprehensive owner AGM's and annual reports.
- Owns and operates "Gwavas Station" and the recently acquired adjacent "Pease" farm, combined total approx. 1,385 ha.
- Livestock breeding and finishing, with winter and summer fodder crops. Never previously irrigated.
- T2 to enable summer grain crops and pasture, finishing of stock prior to 2nd winter (meaning less heavy cattle on the property).
- Reduction in breeding animals and winter fodder crops.



I&P Farming Limited

- Owns and operates “Braemar” farm approx. 310 ha. Family owned since the 1920’s.
- Livestock finishing with mixed cropping over summer. Never previously irrigated.
- T2 to enable increased food crops from current ~140 ha up to ~280 ha over medium-term.
- Reduction to livestock finishing operation and re-weighting from cattle to sheep, due to reduction in permanent pasture with consequential reduction in environmental footprint
- Highly fertile soil. Long-term aspiration horticulture and/or commercial vegetable production.



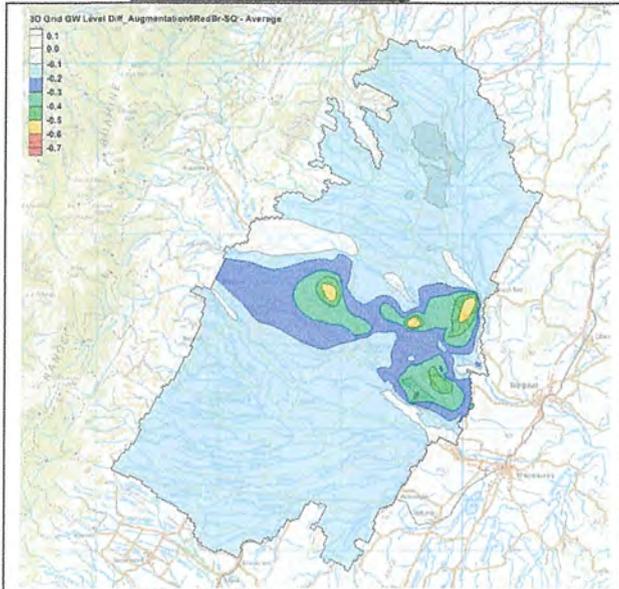
What does the T2 project give back to the environment?

- Summertime low river flows in the Mangaonuku, Waipawa and Tukituki (including at Red Bridge) are higher with T2 than what they would be without T2 (due to augmentation overcompensating the effects of T2 alone). Helps both the river ecology and reliability of existing users.
- Reduced leaching of nitrogen into water ways due to the change in farming systems enabled by T2. Reduction in other contaminants due to fewer and/or smaller animals being grazed.
- Cultural benefits associated with projects aimed at enhancing mahinga kai and rongoa values.
- Establishment of on-farm habitats (such as wetland restoration and riparian planting) to improve insect, bird and aquatic life.

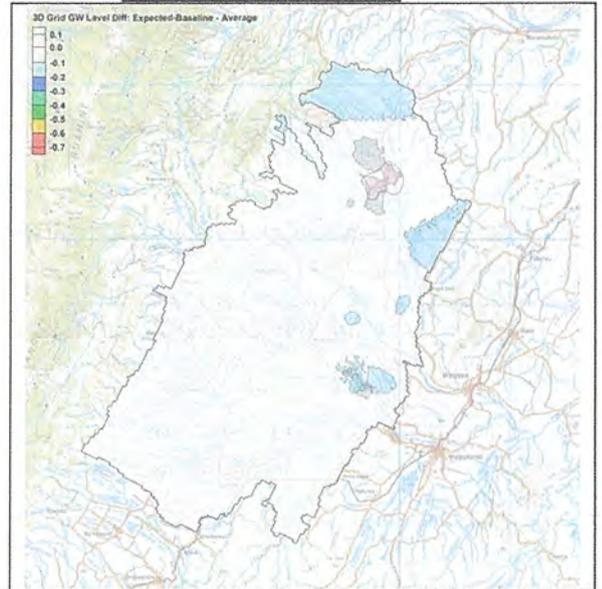
Annual average effects of T2 on groundwater levels over the 20-year consent...

Shallow groundwater levels (approximately <30 meters)

November 2022 hearing



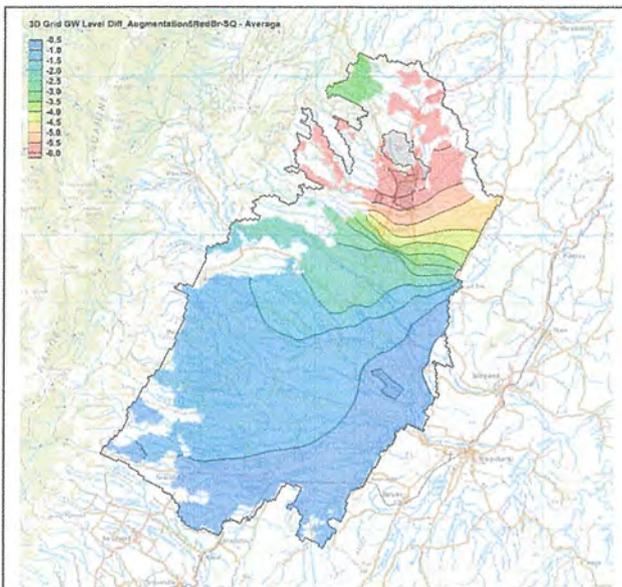
September 2023 update



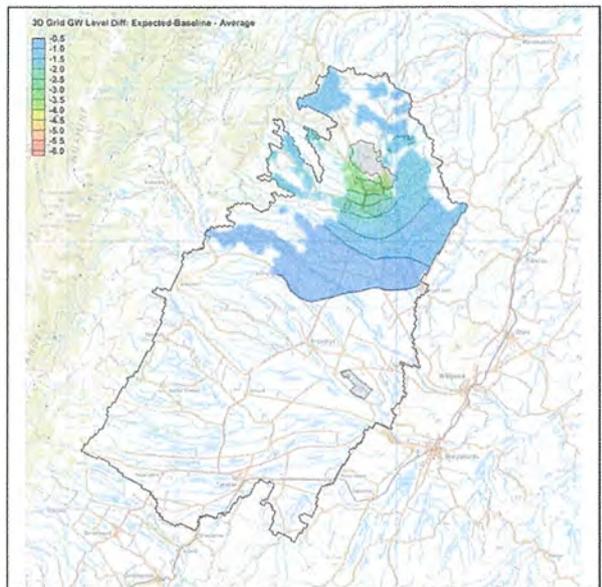
- Shallow well interference analysis is underway, based on the driest summer conditions (i.e. not the annual average).

Deep groundwater levels (approximately >30 meters)

November 2022 hearing



September 2023 update



- T2 bores to be pump-tested for any interference on other deep bore users before commissioning.



Attention: Helen Brosnan
Fish and Game New Zealand

Date
20 March 2024

Estimate Number
Q000829

Job Number

ESTIMATE - Ruataniwha Tranche 2 Groundwater Take Appeal

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

Ruataniwha Tranche 2 Groundwater Take Appeal - Planning support and advice and preparation of expert planning evidence for environment court appeal opposing an application for resource consent to take groundwater.

Tasks	Time	Rate	Amount
Research and investigations Review background documents, evidence of other parties.	10.00	245.00	2,450.00
Meetings/hui Meetings/hui with client and liaison with other parties	12.00	245.00	2,940.00
Prepare expert evidence Preparation of expert evidence for Environment Court hearing.	70.00	245.00	17,150.00
Peer review Internal peer review.	8.00	245.00	1,960.00
Prepare expert evidence Preparation of rebuttal evidence (if required)	30.00	245.00	7,350.00
Planning services Attendance at expert witness caucusing (if required)	16.00	245.00	3,920.00
Hearing attendance Attendance at hearing	40.00	245.00	9,800.00
Travel Time spent travelling to and from meetings, hui, hearings, site visits, etc	6.00	120.00	720.00
Costs	Quantity	Rate	Amount
Accommodation in Hawkes Bay	4.00	200.00	800.00
Staff mileage	450.00	0.95	427.50

GST 7,127.63

Total 54,645.13

Valid To: 17 April 2024

If you are happy to proceed on the basis of the above fee estimate for this project, please sign and return to us the attached engagement contract. If you have any questions or would like to make amendments to the estimate, please feel free to contact us to discuss.

Short Form Agreement for Consultant Engagement

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

and: Kāhu Environmental Limited (*Consultant*)

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

Project: Ruataniwha Tranche 2 Groundwater Take Appeal

Scope & nature of the Services:

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

Research and investigations	Review background documents, evidence of other parties.
Meetings/hui	Meetings/hui with client and liaison with other parties
Prepare expert evidence	Preparation of expert evidence for Environment Court hearing.
Peer review	Internal peer review.
Prepare expert evidence	Preparation of rebuttal evidence (if required)
Planning services	Attendance at expert witness caucusing (if required)
Hearing attendance	Attendance at hearing
Travel	Time spent travelling to and from meetings, hui, hearings, site visits, etc

Programme for the Services:

To be agreed between the Parties.

Fees & timing of payments:

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

Information or services to be provided by the Client:

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

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

Client authorised signatory (ies):



Print name:

Date:

Consultant authorised signatory (ies):



Print name:

Date:

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

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

RMA / Legal fund application

Horizons Plan Change 2

Rationale – why should we support this case?	
Case Name	Tranch 2 Groundwater Proposal
Court	Environment Court Appeal by Applicant against the decision of Hawkes Bay Regional Council
Focus Issues / Topics	<ul style="list-style-type: none"> - groundwater / surface water effects; - well interference effects; - ecology; and - planning.
Relevant Legislation	RMA, NPS-FM, Hawkes Bay Regional Plan
Other parties Involved / Stakeholders / Collaborators / Partners?	HBRC, Applicant. We are looking to partner with Forest and Bird and Tamatea.
Legal Representation / SME's/consultants involved	Sarah Ongley (Lawyer) Kahu Environmental (Planning and Cultural Evidence) Hydrologist TBC Helen Rutter (or another modelling expert) Ground Water Professor Paul Williams Other legal (forest and Bird) Ecology - Russell Death
Why Fish & Game?	<p>Hawkes Bay Fish and Game council ran a successful case on Tukituki Plan change 6 and the Ruataniwha Water Storage Scheme proposals in 2017 in order to establish a sustainable management framework for the Tukituki catchment that recognises and provides for freshwater water ecological health and its outstanding salmonid fishery. The case established a limits frameworks for both water quality and water quantity to provide for ecological health. The Ruataniwha Water Storage Scheme proposal was not progressed as access to the DOC land was deemed unlawful.</p> <p>Water quantity limits were set in the plan 15Mm3 however limited information had been provided to set this and when application was made for this volume of water take council refused consent due for two main reasons (Summary of decision, page 2 decision 24 February 2023):</p> <p>“The first is that provisions in the National Policy Statement for Freshwater Management 2020 include words that direct us to prioritise the “health and wellbeing” of freshwater versus it being used or developed. Additionally, the Policy Statement requires that we “protect” the habitats of indigenous freshwater species.</p> <p>The second reason is that we are not persuaded that the potential adverse effects of the application can be avoided or mitigated. These include effects on cultural values, effects on flows in rivers and streams and the biota that dwell there, and effects on other users of shallow groundwater, including for, stock water and for domestic supply”.</p> <p>In February 2023 the commissioners acting on behalf of HBRC declined the application by a group of eight applicants to take 15Mm3 T2 allocation for irrigation and stream augmentation. Since then, two of the original eight applicants have proceeded with an appeal to the Environment Court for reduced volume of 3.88Mm3.</p> <p>A summary of the application is provided in appendix 1 of this report.</p>
Risk summary	Until we engage ground water experts we don't know if the reduced volume is ok or not.
Resources – what's needed to support this case?	
Staff Lead	Helen Brosnan and Corina Jordan submitting NZC funding application.

	Helen Brosnan will be the primary contact person.	
Region/s	Hawkes Bay Fish and Game	
Estimated Duration (weeks) and likely time of year this will occur (Q1,2,3,4)	Estimate duration: now until end of Q4	
Budget – how much, for what? + /- contingencies	<i>How much money do you need? What will you spend it on? Provide breakdown of total cost.</i>	Planning \$55k (this has been covered by HBF&G reserves) Hydrologist / ground water expert \$30,000
	TOTAL REQUESTED \$	\$30,000
Endorsement/s	We are still working through details with other parties for funding the case.	

Legal Case Risk & Assessment Criteria

**Associated risks and priority information will be included in Legal Case Tracking Database and regular updates of the progress of the case will be provided for reporting and outcomes tracking.*

Primary Criteria

Key Questions	Risk Weighting Score 1-3 [1= high 2= med 3= low]	Supporting Detail
What is the national precedent value in the proposed legal action?	2	Water allocation from ground water is a critical issue for agricultural communities. There is concern that consenting this take will result in surface water takes drying up.
What degree of cross regional significance is the issue for which legal action is being contemplated?	1	Regionally significant. Water security is an issue in Hawkes Bay that will continue to be an issue.
What degree of public or licence holder interests are there, and what is their engagement?	1	unknown
RISK ASSESSMENT RESULT		<i>Total Score from above Score 3-4 = High risk approach Score 5-6 = Med risk approach Score 7-8 = Low risk approach</i>
Are there relationships to other synergies and co-dependency's?		This is common issue to all regional councils on how they deal with ground water allocation.
What is the risk of doing nothing?	High	A potentially industry driven solution will be adopted by the EC which is not fit for purpose
What is the likelihood of a negotiated settlement?	Low	Low. HBF&G was not involved in the mediation process. Nothing was resolved in the mediation process.
What is the likelihood of an appeal to a higher court?	unknown	unknown

Secondary Criteria

Key Questions	Supporting Detail
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<p>What is the significance to Fish & Game of the resource under challenge, including its current benefits and potential use and value? For example:</p> <ol style="list-style-type: none"> a. How many angler/hunter days does the resource support? b. Is it an important recruitment habitat? c. What benefit could it have in the future? 	<p>Tukituki River is an outstanding waterbody. It is a significant trout fishery and therefore it is an important fishery to protect.</p> <p>Table 3-14: Twenty most popular waterbodies within the Hawke's Bay region during the 2021-22 fishing season. The cumulative percentage of total 2021-22 fishing effort is also presented.</p> <table border="1" data-bbox="501 349 1474 607"> <thead> <tr> <th>Catchment</th> <th>Waterbody</th> <th>Angler-days (+/- se)</th> <th>Cum. % of total</th> </tr> </thead> <tbody> <tr> <td>Tutaekuri</td> <td>Tutaekuri River</td> <td>4,449 +/- 684</td> <td>13.5</td> </tr> <tr> <td>Tukituki</td> <td>Tukituki River below Patangata</td> <td>4,445 +/- 820</td> <td>27</td> </tr> <tr> <td>Tukituki</td> <td>Tukituki River Waipawa to Patangata</td> <td>3,177 +/- 581</td> <td>36.6</td> </tr> <tr> <td>Tukituki</td> <td>Tukituki River above Waipawa confluence</td> <td>2,815 +/- 509</td> <td>45.1</td> </tr> <tr> <td>Ngaruroro</td> <td>Ngaruroro River below Taruarau confluence</td> <td>2,557 +/- 789</td> <td>52.9</td> </tr> <tr> <td>Tukituki</td> <td>Waipawa River</td> <td>2,542 +/- 745</td> <td>60.6</td> </tr> </tbody> </table>	Catchment	Waterbody	Angler-days (+/- se)	Cum. % of total	Tutaekuri	Tutaekuri River	4,449 +/- 684	13.5	Tukituki	Tukituki River below Patangata	4,445 +/- 820	27	Tukituki	Tukituki River Waipawa to Patangata	3,177 +/- 581	36.6	Tukituki	Tukituki River above Waipawa confluence	2,815 +/- 509	45.1	Ngaruroro	Ngaruroro River below Taruarau confluence	2,557 +/- 789	52.9	Tukituki	Waipawa River	2,542 +/- 745	60.6
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<p>What is the risk to that resource of the proposed action being taken without Fish & Game contesting/supporting the proposed action? For example:</p> <ol style="list-style-type: none"> a. What will be lost in terms of the resource? b. Would it affect license sales? c. Who uses the resource? 	<p>If flow is reduced in the water, this will result ultimately in reduced fishing values and licence sales. As shown above the Tukituki is a significant Hawkes Bay fishery.</p>																												
<p>What is the likelihood of Fish & Game succeeding in contesting/supporting the proposed action?</p> <ol style="list-style-type: none"> a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources. 	<p>To be advised, this level of detail is not available yet.</p>																												
<p>What are the other alliances could be considered in contesting/supporting the proposed action?</p> <ol style="list-style-type: none"> a. To answer this question, supply any approaches that have been made to other entities. 	<p>We are discussing running the case in conjunction with Tamatea who is applying for legal funding, and Forest and Bird.</p>																												

<p>What is the likely dollar cost of any action by Fish & Game to first hearing/court level with a breakdown of costs for lawyers, expert witnesses and scientific support? Indicate the timeframe over which the costs will span.</p> <p>a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources.</p>	<p>Legal – hopefully Tamatea to pay from legal initiative funding (TBC) Planning \$55k Ground water or hydrology expert: \$30k Ecologist – Forest and Bird Other legal - Forest and Bird Other ground water or hydrology – Forest and Bird</p>
<p>What is the likelihood of it being resolved at a particular level e.g. Council hearing, Environment Court, High Court, Appeal Court, i.e. the risk of it going to subsequent higher courts and the likely subsequent costs involved?</p> <p>a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources.</p>	<p>Environment Court level resolution.</p>
<p>Are there any alternative options (to court proceedings) to achieve the same outcome?</p> <p>a. To answer this question supporting advice could be supplied from legal and or RMA planning sources.</p>	<p>No.</p>
<p>Are there any alternative funding opportunities including shared costs?</p>	<p>As detailed about – joint case with Forest and Bird and Tamatea (TBC)</p>

What is the region's ability to generate external funding to help cover financial costs?

None.

Tranch 2 I&P Farming Ltd & Others v Hawkes Bay Regional Council

Hawkes Bay Fish and Game Council Emergency Meeting

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides information to Hawkes Bay Fish and Game Council (HBFGC) on the Tranche 2 I & P Water Take hearings. HBFGC Manager is seeking Council endorsement to present a case on behalf of the HBFGC at the hearings, jointly with Forest and Bird and Te Taiwhenua o Tamatea.
2. HBFGC Manager is seeking Council approval to seek funding of \$90,000 for whole or \$30,000 part of the RM case from the Fish & Game National RM budget. If only part funding is sought from the Fish & Game National RM budget then the budget shortfall is recommended to be funded out the HBFGC dedicated reserve for freshwater health set aside for the Tukituki River.
3. ENV-2023-AKL-000057 I&P Farming Ltd & Others v Hawkes Bay Regional Council (HBRC) is a case that was refused by HBRC. The applicant is now appealing the decision and re-applying with a lower volume of water take. If granted this is likely to open up the remainder of the water available through Tukituki Plan Change 6 for application. This could have a significant impact on river flows in the Tukituki River and its tributaries which would impact on the Regions Outstanding Trout Fishery.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

4. That Hawkes Bay Region Fish and Game:
 - a. Receives this information.
 - b. Support staff recommendation to apply to NZC RMA fund for either whole funding of the case at \$90,000; or
 - c. Support staff recommendation to apply to NZC RMA fund for part funding of the case at \$30,000, with \$60,000 to be funded from the HBFGC Freshwater Health dedicated reserves;
 - d. Supports staff recommendation to run a joint case with Forest and Bird and Te Taiwhenua o Tamatea.

Whakarāpopoto - Executive Summary

4. Hawkes Bay Fish and Game council ran a successful case on Tukituki Plan change 6 and the Ruataniwha Water Storage Scheme proposals in 2017 in order to establish a sustainable management framework for the Tukituki catchment that recognises and provides for freshwater water ecological health and its outstanding salmonid fishery. The case established a limits frameworks for both water quality and water quantity to provide for ecological health. The Ruataniwha Water Storage Scheme proposal was not progressed as access to the DOC land was deemed unlawful.

5. Water quantity limits were set in the plan 15Mm³ however limited information had been provided to set this and when application was made for this volume of water take council refused consent due for two main reasons (Summary of decision, page 2 decision 24 February 2023):

“The first is that provisions in the National Policy Statement for Freshwater Management 2020 include words that direct us to prioritise the “health and wellbeing” of freshwater versus it being used or developed. Additionally, the Policy Statement requires that we “protect” the habitats of indigenous freshwater species.

The second reason is that we are not persuaded that the potential adverse effects of the application can be avoided or mitigated. These include effects on cultural values, effects on flows in rivers and streams and the biota that dwell there, and effects on other users of shallow groundwater, including for, stock water and for domestic supply”.

6. In February 2023 the commissioners acting on behalf of HBRC declined the application by a group of eight applicants to take 15Mm³ T2 allocation for irrigation and stream augmentation.

7. Since then, two of the original eight applicants have proceeded with an appeal to the Environment Court for reduced volume of 3.88Mm³.

8. A summary of the application is provided in appendix 1 of this report.

9. A minute of the Environment Court is attached in appendix 2 showing the tight timetable (and urgency of this decision). Time extensions have been applied for an confirmation of this is yet to occur.

10. A cost estimate from Kahu Environmental is attached in appendix 3 providing an overall cost estimate of \$55,000 for planning evidence. We are proposing the following hearing evidence, though final decisions on the shape of Fish & Game case, pending Council approval, would be finalised once budgets have been confirmed with Forest and Bird and Te Taiwhenua o Tamatea.

11. Proposed evidence to be presented on behalf of HBFGC:

- a. Planning evidence \$55,000
- b. Hydrology Evidence \$30,000

Takenga mai - Background

12. Draft conditions have been circulated for a new decision and expert conferencing was scheduled for the 25 March and topics are likely to involve:

- groundwater / surface water effects;
- well interference effects;

- ecology; and
- planning.

13. Fish and Game were party to the case, however were not part of the mediation that took place 30 November and 1 December 2023. We have confirmed that we do want to become part of a joint case so we are now able to join the proceedings. This will have advantages as we will not duplicate material, and it will be more cost effective for us and our joint parties.
14. An online technical briefing was held on 19 September 2023 at 5.30pm. HBF&G staff were advised (email 28 September 2023 4pm) to get legal counsel organised and apply for funding for the case. Mediation was set down for 30 November and 1 December 2023 and HBF&G did not attend or appoint anyone to advise them. This went ahead without HBF&G representation.

Kōrerorero – Discussion

15. The Tranche 2 water take case presents an important RM case for the region. It is likely to be the deciding case on the Tukituki Water Quantity limits and relationships between ground water takes and surface water in the catchment. If the water permits are granted this is likely to result in further applications for water takes under Tukituki Plan Change 6. Full or partial application of the Tukituki Plan change 6 water quantity limits, could have significant impacts on water flows in the Tukituki River and its tributaries which would impact on the Rivers outstanding trout fishery.

Ngā kōwhiringa - Options

HBF&G decisions:

- a) Receives the information.
- b) Support staff recommendation to apply to NZC RMA fund for either whole funding of the case at \$90,000; or
- c) Support staff recommendation to apply to NZC RMA fund for part funding of the case at \$30,000, with \$60,000 to be funded from the HBF&G Freshwater Health dedicated reserves;
- d) Supports staff recommendation to run a joint case with Forest and Bird and Te Taiwhenua o Tamatea.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

16. There are plenty of funds in reserves to pay for this case.

Legislative Implications

17. This item has precedent setting issues and therefore we need to be involved with this appeal.

Section 4 Treaty Responsibilities

18. No known obligations.

Policy Implications

19. This work aids in shaping future policy and will better resource the RMA team to do advocacy work relating to hunting and fishing values.

Risks and mitigations

20. The risk of not doing this work is that water takes like this one will be appealed and won when the original decision should be upheld.

Consultation

21. This item has not been consulted elsewhere.

Ngā mahinga e whai ake nei - Next actions

22. To confirm with Forest and Bird and other partners funding that we can provide for planning expert.
23. To confirm with legal and the Environment Court that we are part of the proceeding (in association with Forest and Bird).

Attachments:

1. Summary of application provided by applicant
2. Environment Court minute showing timetable. Note a time extension has been requested.
3. Cost Estimate for Planning Expert from Kahu Environmental.
4. Time extension application to the environment court.

West Coast Sports Fish and Game Management Plan

New Zealand Fish and Game Council Meeting 168

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides an update to NZC on the West Coast Sports Fish and Game Management Plan.

Financial considerations

- Nil
 Budgetary provision
 Unbudgeted

Risk

- Low
 Medium
 High
 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives this information.
2. Supports staff recommendation to the Minister of Hunting and Fishing or
3. Amends staff recommendation to the Minister of Hunting and Fishing (provide detail).

Whakarāpopoto - Executive Summary

1. NZC advises that although the WC SFGMP does not accord with the new SFGMP consultation policy or guidance, we still recommend that it is approved by the Minister of Hunting and Fishing. Our key reason for this is that it was prepared in good faith and with the intent of complying with the requirements of the Conservation Act. The new guidance that is included on the NZC agenda item 4.2.

Takenga mai - Background

2. West Coast Fish and Game has been working on their draft Sports Fish and Game Management Plan (SFGMP) for over two years including their public consultation process in 2023.
3. The SFGMP was ready to go to the new minister when the elections were over, however DOC advised to hold off presenting the SFGMP until the staff delegations and new ministerial directive was established. This occurred in January 2024 and at this time the WC SFGMP was provided to the Minister of Hunting and Fishing.
4. The Minister of Hunting Fishing asked the chair of NZC for advice on the WC SFGMP. A response was provided, including options for the minister to consider.
5. DOC had been involved in the formulation of the SFGMP guidance and consultation policy over the last quarter of 2023. The minister is aware of this work and requested that we assess the WC SFGMP against the new policy.

The new policy will require a best practice approach to consultation rather than the minimal requirements of the Conservation Act.

Kōrerorero – Discussion

6. We carried out a technical assessment of the WC SFGMP last year. We hope with the guidance provided in item 4.2 that better drafting of plans can be achieved. Our review is attached in appendix 1 of this report.
7. Our broad opinion is that it would be unfair to ask WCF&G to start again with this process. We understand from the regional manager that the west coast is undertaking a two year programme to identify and map trout spawning sites. Therefore this work is not yet ready to be included as part of their SFGMP.
8. NZC provided advice to the Minister of Hunting and Fishing and this advice is provided for background information in attachment 2.

Ngā kōwhiringa - Options

NZC decisions:

- a. Receives the information.
- b. Supports / does not support the staff recommendations contained in this report.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

9. This item does not consider additional funding applications to NZC but may involve costs to WC F&G.

Legislative Implications

10. SFGMP are a requirement of the Conservation Act. Once the SFGMP is expired, Operational Work Plans should be provided to the minister.

Section 4 Treaty Responsibilities

11. This item doesn't specifically review the consultation process associated with the production of the WC SFGMP and therefore assessment of the plan in terms of treaty responsibilities is outside of the scope of this assessment.

Policy Implications

12. This work aids in shaping future SFGMP and identification of fish and game resources.

Risks and mitigations

13. The risk of not doing this work is that the Minister of Hunting and Fishing can require the fish and game region to provide operational work plans.

Consultation

14. No internal consultation on this specific item has occurred.

Ngā mahinga e whai ake nei - Next actions

15. To be determined by actual resolutions.

Attachments:

1. Review of draft WC SFGMP
2. NZC advice to the Minister of Hunting and Fishing

Notes from West Coast Draft SFGMP

Part One

Plan Overview

- Fine, but probably not needed. Too long. Not in recommended approach.

Term of Plan

- Too long, but is in recommended approach.

Fish & Game Roles and responsibilities

- Good.

Partners and Stakeholders

- Manawhenua section consulted with manawhenua
- Detailed description of stakeholders fine, but not recommended in new approach.

Statutory processes and non-statutory processes

- Fine, too long, and should be under F&G Roles and responsibilities.

Cross-boundary management

- Fine, not required by legislation.

OWP

- Fine, and reference is recommended in new approach

Part Two

Introductory section

- Fine, useful to have, but new approach will be different. i.e. recommending having narrative description of issues, and then objectives, with policies to be included in the OWP.

Mission Statement

- Fine, but repetitive re F&G statutory responsibilities

Sports Fish and Game Bird Populations Introduction

- Introduction, too long, also overlap with role of F&G Council
- Outcome, too long
- Issues not grouped, too lengthy, and in some cases offer solutions, e.g. opportunities for working with other freshwater fisheries agencies,
- Key concern, phrasing of the issue: perception that sportfish populations can impact native species. Surely issue is there is a concern and that more research needed?
- Concern re game birds impacting on crops and pastures in some circumstances. Is this real? If it is, need to say it.

Sports Fish and Game Bird Populations Objectives

- Some issues/objectives relate to recreational opportunities, yet this is the section on sports fish and game bird populations, e.g. 8.3.3

Issue: There is a demand amongst anglers and hunters for a diverse range of recreational opportunities. Anglers are interested in the enhancement of seasonal salmon runs in the region.

Objective: To optimise angling and hunting opportunity and maintain or improve the recreational fishing opportunities available in the West Coast.

Policy: Use enhancement to extend the spectrum of angling opportunity in the West Coast by improving Salmon Fisheries.

Protect the significant sports fishing characteristics of the West Coast's spectrum of fishing opportunities.

- Some objectives seem more like policies, ie. what F&G will do.
- Some objectives, not really objectives,
 - e.g. 8.3.6. i.e. To have regard to the effects of fish and game management activities on other natural resources and resource users. [This is a legal requirement, and not an objective]
- Comment, the issue isn't clear. i.e. opportunities for cooperation with other freshwater management agencies over management initiatives is not really a current situation that requires active management, or a problem that needs to be solved. The objective and policy are basically the same thing.
- Doesn't seem to be a clear understanding on the difference between an issue, objective, and policy, leading to repetition. E.g.

Issue: Sports fish and game populations and management activities may impact on other resources and these external effects need to be carefully assessed. For example, the perception that sportfish populations can impact native species. **There are also opportunities for co- operation with other freshwater fisheries agencies over management initiatives.** Also, there are concerns amongst landholders that game birds can impact on crops and pasture in some circumstances.

Objective: To cooperate with other freshwater fisheries agencies over freshwater fisheries conservation and habitat protection.

Policy: Actively liaise with the Ministry of Primary Industries, the Department of Conservation and Ngai Tahu over freshwater fisheries management issues and protection of freshwater habitats.

- There are some examples of good issue description, see below example re commercial activities, but it's not clear how F&G manage commercial activities, i.e. what is their jurisdiction over guiding. Policy response not quite clear, i.e. monitoring good, but how do they manage the rest.

Issue: There is increasing interest in commercial activities based on sports fish and game resources through the provision of services to anglers and hunters. The provision of guiding and access services such as aircraft transportation have the potential to affect the quality of angling and hunting experience, and this combined with subsequent promotion may lead to capacity pressures.

Objectives:

To manage commercial activity relating to sports fish and game to avoid or minimise adverse effects on angling and hunting and ensure pressure-sensitive fisheries are not over-utilised.

To clearly define Council's jurisdiction over sports fish and game resources where commercial interests encroach on the interests of anglers and hunters.

Habitat

- Includes a section on the range of responsibilities of the WC F&G Council from 26Q of the WA
- Don't need the statement that under common law no one owns the water.
- Background section includes a key statement re co-operative relationships with stakeholders, is this needed in the background section. Could cover off in the Stakeholder section up above.
- Outcome – actually pretty good and helpful I think.
- Issues, too lengthy.
- Not all the issues relate to habitat. One of the issues should be access. E.g.

9.2.11 Access opportunities to waterways can be lost through incremental changes, such as subdivision, the loss of accessways such as unformed legal roads, and changes in landholder values.

- Some issues include objectives. Eg.

9.2.9 Development and management of wetland reserves is undertaken to protect, restore or enhance habitat values by maintaining or increasing habitat diversity. Management of hunting in reserves or on other wetlands is undertaken in ways which minimise effects on habitat quality.

- There are issues that don't have objectives to relate to. E.g. there is no objective in relation to mineral and gravel extraction.
- Policy useful in identifying priority given to nationally or regionally significant habitat, or those at risk from a specific threat.

- Policy 9.4.3 repeats background re stakeholder relationships.
- Repetition in policies e.g:

9.4.2 Promote the protection, maintenance and enhancement of habitats through either public processes and public advocacy including:

- a) resource consent application processes
- b) regional and district policy and plan development
- c) legislation and policy development under other Acts.
- d) Department of Conservation planning processes
- e) Department of Conservation concession application processes

9.4.13 Protect fish and game habitats and amenity values of rivers, streams, and lakes in the West Coast by way of:

- a) involvement in consent and permission processes
- b) involvement in the development of RMA policies and plan changes.
- c) applications for water conservation orders
- d) involvement in collaborative community-based processes.

- Not always clear which policies directly relate to the objectives. E.g.

Issue

9.2.1 Point and diffuse source pollution and sediment is a serious issue affecting water and habitat quality. Of particular concern are intensive agricultural land uses, particularly unconstrained and poorly managed dairying.

Objectives

9.3.3 To actively promote targets for habitat quality and quantity, and where necessary, actively defend these targets.

9.3.4 To assess and monitor the condition and trend of sports fish and game bird habitat in the region.

9.3.5 Promote and improve habitat protection and enhancement on private land.

Angler and Hunter Participation – Background

- Repetition, e.g. in Background reference to statutory role to promote recreation based on sports fish and game birds – this should be in description of F&G functions.
- Don't need to cite references (e.g. Walrond and Hayes),
- Should F&G involve licence holder in F&G decision-making?

Angler and Hunter Participation Issues:

- Repetition, e.g. 10.2.1 and 10.2.5 are exactly the same, 10.2.8 has repetition within the issue re hardening of attitudes towards property rights
- One issue raises problem and solves it in same section e.g.

10.2.9 Non-resident anglers and hunters are perceived to be gaining access to angling and hunting without contributing equitably to management of the resource. A non-resident fishing license, at a fee 1.3 times greater than the regular full season adult fishing license has been introduced.

- Policies – way too long and too much detail. E.g. I don't think you need all the ethical standards of behaviour in the SFGMP.

10.4.1 Promote angler and hunter codes of conduct for fish and game resource use and access. Ethical standards of behaviour include;

- A desire to have others enjoy their hunting and angling opportunities as much as you.
 - Acknowledgment that anglers and hunters often have no audience to ensure they behave ethically and humanely and that such behaviour is self-motivated and regulated.
 - An individual concern for the well-being of the environment
 - Promotion of uses which preserve the diversity, integrity, and beauty of ecosystems and the disapproval of those which do not.
 - Acknowledgment and use of the accepted rural code of ethics and the importance of maintaining the traditional landowner-recreationalist relationship.
 - An acceptance that the health of the sports fish and game resource should not be measured by production of game birds and fish alone, but also by its ability to provide intangible values such as an appreciation of wilderness, rivers, lakes and wetlands.
- Policy 10.4.5 has a policy re matters to consider in approving applications for fishing competitions and conditions – too much detail for the plan.
 - Re participation of anglers and hunters, not sure this adds any value.

Democracy

Objective 10.3.15 To facilitate angler and hunter participation in fish and game management.

Democracy

Policy 10.4.22 Encourage licence-holder participation in Council elections as voters and candidates.

Policy 10.4.23 Ensure Council activities and processes are open and accessible to encourage maximum angler and hunter participation.

Public Interface

- Repetitive with other sections, e.g.

Background

Management responsibility of the sports fish and game bird resource involves relationships with many other stakeholders, including the Department of Conservation, statutory organisations, iwi, interest groups and members of the wider community. The level of support from these other stakeholders impacts upon the West Coast Council's capacity to successfully achieve its purpose and functions. To be effective, the West Coast Council requires high public awareness of its role and activities, and its contribution to environmental protection and enhancement.

Issue

The achievement of fish and game management objectives will be assisted by developing and maintaining positive working relationships with all sectors of the community. The functions and goals of other organisations may affect the interests of the West Coast Council and vice versa. Lack of consultation may result in lost opportunities or unnecessary conflict.

Objective

11.3.5 To develop and maintain positive working relationships with groups within the community, especially Te Runanga O Ngai Tahu, local bodies, resource user groups, politicians, conservation and recreation groups and government departments.

11.4.3 Liaise with groups within the community involved in environmental protection or resource management, especially Runanga, local bodies, resource user groups, politicians, conservation and recreation groups and government departments.

11.4.4 Liaise with primary industry representatives, such as Federated Farmers.

11.4.7 Work co-operatively with other community groups where there is a mutual benefit in doing so.

- Some issues don't see necessary in a plan. E.g.

11.2.5 The methods by which the Council communicates with licence-holders and the public is also changing. Online tools of communication, such as websites and email, are becoming more important as the readership rate of traditional tools, such as newspapers and physical mail is dropping. The same applies with the shift to cellular phones. The Council needs to maintain both physical and electronic forms of communication, but slowly shift as demographics shift to electronic communication where possible.

- Also repetition re habitat advocacy e.g:

11.4.8 Advocate the Council's position on legislation, policy and/or development proposals affecting fish and game resources, their use or public access.

Compliance Outcome – really only need the first sentence.

There is a high level of compliance with and acceptance of the need for fishing and game hunting regulations applying to the West Coast. Compliant anglers and hunters continue to support the Council and its rangers in ensuring that non-compliance is kept to a minimum. Anglers and hunters themselves, and license agents, are educated to provide information to their peers about fish and game regulations to further boost compliance. Regulations are reviewed to ensure that they remain accurate and appropriate.

From: Barrie Barnes <BBarnes@fishandgame.org.nz>
Sent: Friday, February 9, 2024 7:41 PM
To: Todd McClay (MIN) <T.McClay@ministers.govt.nz>
Cc: Corina Jordan <cjordan@fishandgame.org.nz>
Subject: TM0573 RE: West Coast Sports Fish and Game Management Plan

Hon Todd McClay

Kia ora Todd,

Further to my email reply, AM 09FEB24, I'm now able to reply to you in more detail with respect the West Coast Sports Fish and Game Management Plan (WC SFGMP).

It's most commendable that, Fish and Game West Coast, have undertaken the requirements for preparation and have submitted to you for your consideration, their (regional) SFGMP.

I, provide the following advice with due consideration of the wider national position that also includes Fish and Games possible future structure and national/regional functions.

SFGMP (*Sports Fish and Game Management Plans*).

Fish and Game is aware of its SFGMP obligations with reference to the Conservation Act 1987, ss17L, 17M, 17N & 26Q.

Also, Fish and Game understand that the Minister may request operational work plans for those regions with expired SFGMP (in accordance with s26Q).

Fish and Game Regions with expired SFGMP.

- Northland
- Hawkes Bay
- Taranaki
- Wellington
- Nelson/Marlborough
- West Coast
- North Canterbury
- Southland

Fish and Game Regions with current SFGMP.

- Auckland/Waikato
- Eastern (*Expires 2024*)
- Central South Island
- Otago (*Expires 2025*)

Governance Review 2021.

The Review of the Governance of Fish and Game NZ and the Regional Fish and Game Councils, Feb 2021 recommended (amongst other recommendations that require legislation changes):

- (34) The NZFGC should develop guidelines to guide a process for community input for FGCs to follow in developing management plans. At a minimum there should be a requirement to demonstrate that the provisions of section 17(L)(4)(b) have been complied with i.e. that the impact on other natural resources and/or other users has been considered.

- (36) The NZFGC as part of its co-ordination role should assure itself that the duty set out in section 17M2(ii) which requires the FGC to *‘give notice of the draft plan ... so far as is practicable, to representatives of the appropriate iwi authorities and to the appropriate regional councils and territorial authorities’* has been adequately discharged.

The above ministerial review items (along with many others) are currently being worked through.

Fish and Game NZ Council (NZN) has drafted a guidance note on the development of SFGMP and a consultation policy.

These are scheduled to come before the NZN meeting scheduled for April 2024.

Ultimately this will form the basis of a national policy to be consulted and adopted by all Fish and Game regions, s26C(1)(a), s26Q(e)(v).

In considering the WC SFGMP I note the draft:

- Set's out objectives for the 10-year management of Sports Fish and Game.
- Has undergone a consultation process involving iwi.
- Has undergone a consultation process involving stakeholders.
- Does not contain any spatial mapping or list any spawning sites.

For Ministerial Consideration.

As the Minister for Hunting and Fishing, you have indicated a commitment to a reform of Fish and Game NZ.

Given your indicated commitment you may deem it appropriate, to

- a. Accept the Westcoast Sportsfish Gamebird Management Plan;

Or place the draft WC SFGMP approval on hold until:

- a. NZN has completed SFGMP National Guidelines and consultation policy, and /or
- b. That as the Minister of Hunting and Fishing, you have determined the direction you want Fish and Game to take in legislative reform.

The above is provided from myself, as chair of NZN, after consultation with those undertaking the draft national policy for presentation to NZN, April 2024, and subsequent for regional consultation.

The draft WC SFGMP has not, at this time, been put to NZN, given that the draft has only recently been received, and therefore, not scheduled for the coming NZN meeting 16/18FEB24.

I would be pleased to receive your advice, should you wish the draft WC SFGMP, to go before the upcoming NZN meeting, giving consideration that there's a national policy being worked on.

I look forward to an opportunity to catch up with you after the NZN meeting, 16/18FEB24.

I know you have a busy schedule, so when it suits, please let me know of your availability.

Ngā mihi
Barrie

Barrie Barnes | Chair
New Zealand Fish and Game Council

Mobile 021 925 006

E BBarnes@fishandgame.org.nz W www.fishandgame.org.nz

Research & Monitoring Programme Update

New Zealand Fish and Game Council Meeting 168 – 19th – 20th April 2024

Prepared by: Heather Sanders Garrick, Quantitative Ecologist, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

This report provides an update to the New Zealand Fish and Game Council on the status of the Research Fund, to present applications to the Research Fund for consideration, and to present findings of concluded research funded by the Research Fund.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That the New Zealand Fish and Game Council:

1. Receive the update on the status of the Research Fund and current applications to the fund; and
2. Note the current financial status of the Research Fund.

Whakarāpopoto - Executive Summary

- 1 There is no available balance remaining in the Research Fund for the 2023/24 fiscal year.

Takenga mai - Background

- 2 As of 29 February 2024, there is \$244,977 committed funds from the Research Fund. There is no available balance to fund new research applications in the 2023/24 fiscal year.
- 3 There are no new applications to the Research Fund.
- 4 An update on the funded research titled “Licence Sale Insights” is available.

Kōrerorero - Discussion

Findings of Ongoing Research:

Licence Holder Insights

A powerpoint presentation on the findings of this ongoing research has been provided for circulation to the council members.

Ngā kōwhiringa - Options

- 5 There are no current actions for consideration.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- 6 There are no new financial implications.

Legislative Implications

- 7 There are no legal implications to consider.

Section 4 Treaty Responsibilities

- 8 There are no Section 4 Treaty Responsibilities for consideration.

Policy Implications

- 9 There are no policy implications.

Risks and mitigations

- 10 There are no risks or mitigations.

Consultation

- 11 There are no actions available for consultation.

Ngā mahinga e whai ake nei - Next actions

12 There are no applicable next actions.

Table 1: Research Fund - Committed Funds

New Zealand Fish and Game Council

As at 29 February 2024

Project Ref	Project Name	Coordinator	Council	Date Approved	Completion Dates	Total Approved	Total Spent to Date	Withdrawn/ \$ not required	Commitment	Status/Comments
56	Game Harvest Survey Analysis	Matthew Mc Dougall	Eastern	May-13		4,000	2,948	-	1,052	Ongoing \$500 budget every yr
61	Mallard Research -Duck Management Units	Matthew Mc Dougall	Eastern	Sep-15		3,000	655	-	2,345	
67.2	Mallard Research -Cat GPS pilot study	Zane Moss	Southland	May-16		9,300	7,617	-	1,683	
68	Environmental DNA to identify spawning & establish protocols	Phil Teal/Adam Canning	Wellington	May-17		50,000	41,290	-	8,710	Massey Sequencing DNA, trial continues next spring spawning
70	Liminological variables on food web dynamics in Lake Tarawera	Matt Osborne	Eastern	May-17		15,000	15,000	-	-	Fieldwork progressing
75	Native Fish/Sports interactions	Phil/Adam Canning	Wellington	Apr-18		50,000	32,557	-	17,443	Fieldwork progressing - Amy finished thesis requirement - AC to assist with 2 papers.
76	Mallard Research - Brood Habitat selection and use	David Klee	Akld/Waik	Jul-18		21,000	17,391	-	3,609	Fieldwork progressing
77.2	Research into Womens Angling	Cohen & Otago	Otago	Apr 22 & Nov 22		23,500	23,500	-	-	
78.1	Fishing for Mental Health Aug 22 and Nov 23	Cohen Stewart	Southland	Aug-22		34,375	8,306	-	26,069	Add titional Funding approved meeting 166
78.2	Sustainable Food Harvest	Chris Newton	Hawkes Bay	Aug-22		12,000	12,000	-	-	Project completed - waiting oin report
79	Engaging with Mana Whenua	Corina Jordan	NZC	Nov-22		28,330	24,574	-	3,756	
80	Insight work - environmental synthesis - Gerhard Uys	Corina Jordan	NZC	Nov-22		40,000	5,000	-	35,000	
81	Species FW Science	Corina Jordan	NZC	Nov-22		30,000	-	-	30,000	
82	Australasian Shoveler	Matt McDougall	Eastern	Apr-23		8,000	-	-	8,000	
83	Licence Sales Insights	Corina Jordan	NZC	Apr-23		21,000	14,962	-	6,038	
84	Trout Populations & Relationships	Corina Jordan	NZC	Apr-23		38,790	-	-	38,790	
85	NZIER Economic Contribution of Fesh Water Angling			Feb-24		62,481			62,481	
	TOTALS								\$ 244,977	

Recommendation: Accept Research Fund of \$244,977 as at 29 Feb 2024

Research Update: Licence Sale Insights

New Zealand Fish and Game Council Meeting 168 – 19th – 20th April 2024

Prepared by: Heather Sanders Garrick, Quantitative Ecologist, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

This report provides an update to the New Zealand Fish and Game Council on the ongoing research titled “Licence Sale Insights” funded by the Research Fund.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That the New Zealand Fish and Game Council:

1. Receive the update on the status of the research.

Whakarāpopoto - Executive Summary

- 1 An draft report on national trends in R3 and licence holder insights is enclosed.

Takenga mai - Background

- 2 This study launched at the end of September 2023 and was funded by the Research Fund.
- 3 The aims and objectives of this study are to:
 - 3.1 Quantify trends in recruitment, retention and reactivation of Fish & Game licence holders.
 - 3.2 Quantify the impact of various factors (i.e., economic, ecological, etc.) on purchase behaviour of licence holders.
 - 3.3 Identify the impact of licence price on purchase behaviour of licence holders relative to other factors.

Kōrerorero - Discussion

Findings of Ongoing Research:

4 Fishing Licences

The number of licence holders increased through the 2015/16 fishing season, but has been declining since. However, the 2022/23 season saw an increase in the number of licence holders. The 2022/23 season was similar in licence holder numbers to the 2018/19 season.

The proportion of licence holders that are female has increased steadily since the 2005/06 fishing season. Female anglers are more likely to purchase day licences and child's licences than male anglers.

Younger anglers more commonly purchase day, winter, and short break licences, while older anglers more commonly purchase family, long break, and local area licences.

Rate of loss was highest amongst anglers aged 18-35, and decreased with age. Rate of loss is increasing annually for anglers aged 26-75, with the most pronounced increase in the 18-55 age range, indicating a loss of working aged adults from the licence pool.

5 Game Bird Licences

The number of licence holders increased through the 2012 game bird season, but has been declining since by approximately 1% annually.

The proportion of licence holders that are female has increased steadily since the 2006 game bird season. Female hunters are more likely to purchase day licences and child's licences than male hunters.

The recruitment rate for hunters has declined, while the reactivation and retention rates have increased. Retention for game bird hunters is very high, on average 73.0%.

Rate of churn was highest for hunters aged 18-35 and declined as age increased. This indicates that hunters are most likely to take a temporary hiatus from hunting during the ages most associated with university, early career, and early child rearing.

- 6 A powerpoint presentation on additional findings of this ongoing research has been provided for circulation to the council members.

Ngā kōwhiringa - Options

- 7 There are no current actions for consideration.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- 8 There are no new financial implications.

Legislative Implications

- 9 There are no legal implications to consider.

Section 4 Treaty Responsibilities

- 10 There are no Section 4 Treaty Responsibilities for consideration.

Policy Implications

- 11 There are no policy implications.

Risks and mitigations

- 12 There are no risks or mitigations.

Consultation

- 13 There are no actions available for consultation.

Ngā mahinga e whai ake nei - Next actions

- 14 There are no applicable next actions.

New Zealand Fish & Game Licence Holder Insights

Contents

DEFINING R3	2
EXECUTIVE SUMMARY	3
FISHING LICENCES	3
GAME BIRD LICENCES	3
METHODS	4
FISHING LICENCES	5
THE AVERAGE LICENCE HOLDER	5
TRENDS IN R3	9
GENDER	13
AGE	17
NON-RESIDENTS	23
GAME BIRD LICENCES	24
THE AVERAGE LICENCE HOLDER	24
TRENDS IN R3	27
GENDER	31
AGE	35
NON-RESIDENTS	41

Defining R3

R3 is a term that refers to the different states of licence holders: Recruitment, Retention, and Reactivation. In this report, we also consider two additional states: In-churn, and lost. The definitions of these states for the purposes of this report are as follows:

RECRUITMENT: A licence holder who has never purchased their licence before purchases it for the first time this year. The recruitment rate is the proportion of this year's licence holders who were recruited to the dataset this year.

RETENTION: A licence holder who purchased their licence last year also purchases their licence this year. The retention rate is the proportion of this year's licence holders who were retained from the previous year.

REACTIVATION: A licence holder who has previously purchased their licence, did not purchase a licence last year, but did purchase a licence this year. The reactivation rate is the proportion of this year's licence holders who were reactivated this year.

IN-CHURN: A licence holder who has previously purchased their licence, did not purchase a licence this year, but does during a future year within the dataset. The churn rate is the number of licence holders in churn relative to the number of active licence holders.

LOST: A licence holder who purchased a licence last year, but did not this year and does not purchase again for the remainder of the dataset. The rate of loss is the number of licence holders lost this year relative to the number of active licence holders.

For the purposes of this national report, all licences purchased from any Fish & Game region are considered when calculating R3. For example, a licence holder who is classified as "recruited" is purchasing their first licence from Fish & Game during the 2005/06 – 2022/23 seasons. Similarly, a licence holder who is classified as "lost" or "in-churn" has not purchased a licence from any region.

Executive Summary

Fishing Licences

The number of licence holders increased through the 2015/16 fishing season, but has been declining since. However, the 2022/23 season saw an increase in the number of licence holders. The 2022/23 season was similar in licence holder numbers to the 2018/19 season.

The proportion of licence holders that are female has increased steadily since the 2005/06 fishing season. Female anglers are more likely to purchase day licences and child's licences than male anglers.

Younger anglers more commonly purchase day, winter, and short break licences, while older anglers more commonly purchase family, long break, and local area licences.

The recruitment rate for anglers has declined, while the reactivation rates and rate of loss have both increased. There was no trend in retention, with an average retention rate of 50.8%.

The average number of years spent "in-churn" for anglers who purchased licences in non-consecutive years was 2.7 years.

Rate of loss was highest amongst anglers aged 18-35, and decreased with age. Rate of loss is increasing annually for anglers aged 26-75, with the most pronounced increase in the 18-55 age range, indicating a loss of working aged adults from the licence pool.

Game Bird Licences

The number of licence holders increased through the 2012 game bird season, but has been declining since by approximately 1% annually.

The proportion of licence holders that are female has increased steadily since the 2006 game bird season. Female hunters are more likely to purchase day licences and child's licences than male hunters.

The recruitment rate for hunters has declined, while the reactivation and retention rates have increased. Retention for game bird hunters is very high, on average 73.0%.

The average number of years spent "in-churn" for hunters who purchased licences in non-consecutive years was 2.6 years.

Rate of churn was highest for hunters aged 18-35 and declined as age increased. This indicates that hunters are most likely to take a temporary hiatus from hunting during the ages most associated with university, early career, and early child rearing.

Rate of loss was increasing for hunters aged 26-55, indicating a loss of working aged adults from the licence pool.

Methods

This report utilizes licence sales data from the 2005/06 through the 2022/23 fishing and the 2006 through the 2023 game bird seasons. Data was collected at point of sale, either by the sales agent or through an online form. Data was stripped to include only licences that were classified as “active”, or licences which had not been refunded. R3 was tracked using the unique licence holder ID which is assigned at initial purchase. Licences which were not associated with any personal data (i.e., name, date of birth, etc.) were excluded from analyses as that licence could not be associated with a licence holder.

The first 3 years of data were not used when analysing retention, recruitment, reactivation, or churn, as a disproportionate number of licence holders were identified as “recruited” during this time period. Similarly, the final 3 years of data were not used when analysing churn or loss, as a disproportionate number of licence holders were identified as “lost”. These trends occur simply due to proximity to the start and end of the available dataset. Additionally, 2016 was removed from the dataset when analysing R3, as an error which prevented a small proportion of licence holders from being successfully merged in the transition to the new licence sales database system resulted in artificially inflated recruitment and loss, and artificially deflated retention.

Region of residence was determined by matching the address provided by the licence holder to legal addresses as listed in the NZ Addresses shapefile from the LINZ database. Country of residence for non-residents was determined using the country provided by the licence holder during purchase. In some cases, licence holders provided an address in a different country but purchased a resident licence. These licence holders are still included in the non-resident category for the purposes of this document.

Fishing Licences

The Average Licence Holder

Between the 2005/06 and 2022/23 fishing seasons, the average licence holder purchased licences during $2.6 (\pm 0.004)$ seasons.

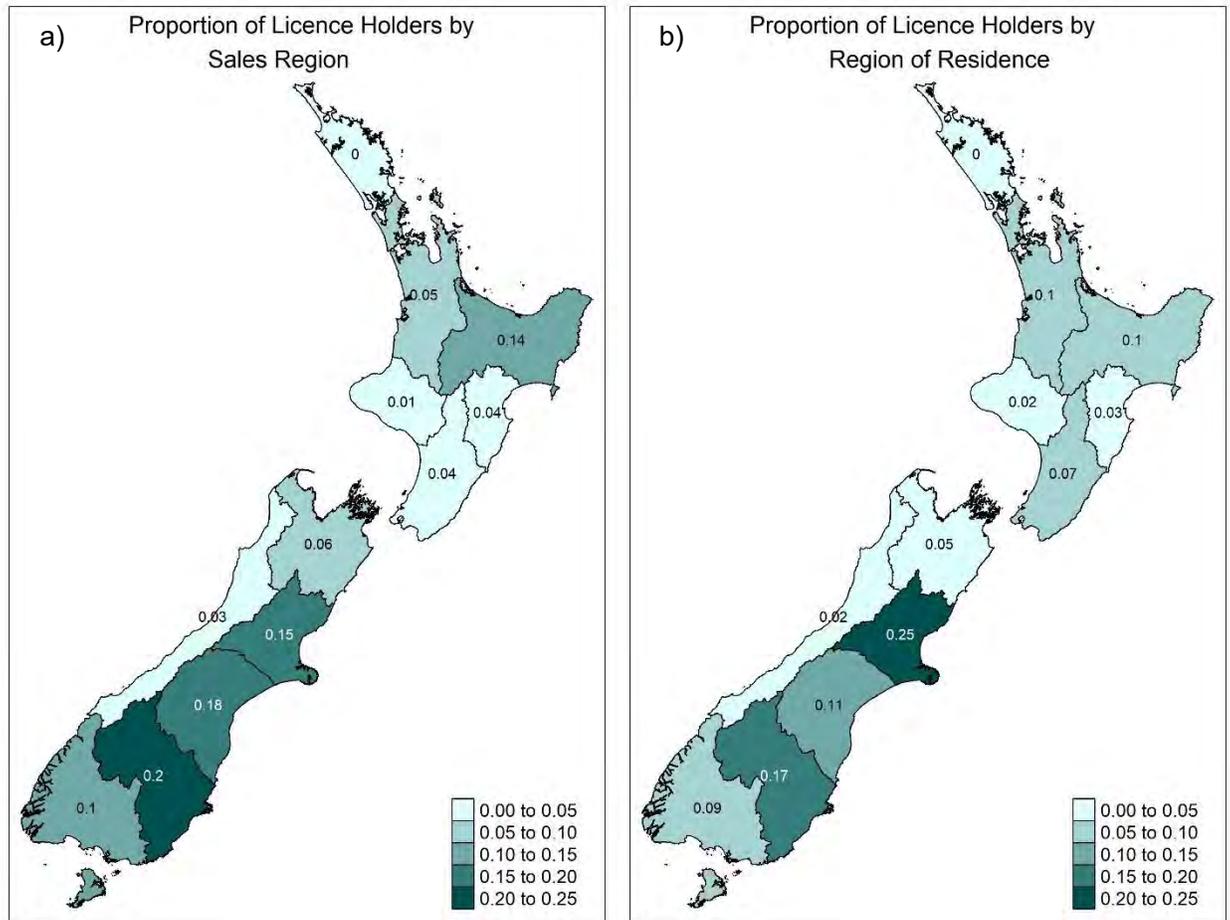


Figure 1. The proportion of New Zealand Fish & Game fishing licence holders by a) Fish & Game region of licence sale, and b) Fish & Game region of reported residence, between the 2018/19 and 2022/23 fishing seasons. During this time period, 22.2% of licence holders did not provide a valid address.

Over the course of the 2018/19 to 2022/23 fishing seasons, 77.8% of licences sold were associated with valid addresses. Of those licence holders which provided a valid address, an annual average of 25.2% lived within the North Canterbury Fish & Game region, followed by Otago (16.6%), Central South Island (10.9%), and Auckland/Waikato (9.9%) Fish & Game regions. Proportion of licence holders by sales region differed from region of residence, with the majority of licences sold being greatest in Otago (20.4%), followed by Central South Island (18.5%), North Canterbury (15.2%), and Eastern (13.7%).

On average, 91.4% ($\pm 0.9\%$) of fishing licence holders self-identified as male while 8.4% ($\pm 0.9\%$) identified as female. There is an increasing trend in the proportion of licence holders that identify as female of, on average, 0.7% per year ($F_{1,16} = 218, P < 0.001$). When it came to child's licences, an

average of 67.2% ($\pm 0.4\%$) of licence holders identified as male, while 32.7% ($\pm 0.4\%$) identified as female.

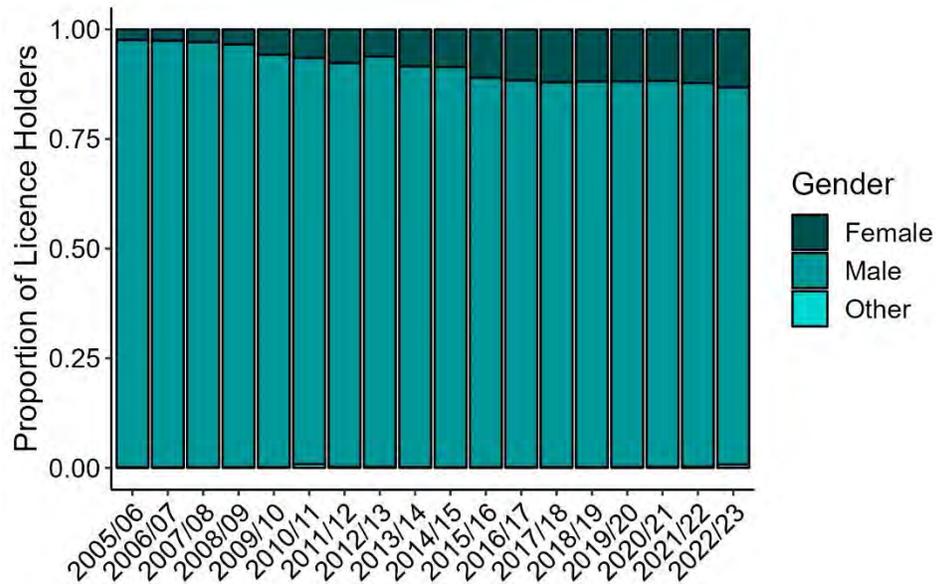


Figure 2. The proportion of licence holders who purchased fishing licences from New Zealand Fish & Game by gender from the 2005/06 through the 2022/23 fishing seasons.

The average number of licences purchased per licence holder did not differ by gender ($F_{2, 51} = 0.49$, $P = 0.61$). However, male anglers on average spent more money on licences than female anglers did ($F_{2, 51} = 27.2$, $P < 0.001$). A higher proportion of licences purchased by female anglers were day licences ($F_{2, 33} = 8.4$, $P < 0.001$), 37.7% compared to 22.3% of licences purchased by male anglers. Additionally, a larger proportion of licences purchased by female anglers were child licences ($F_{2, 21} = 69.7$, $P < 0.001$), 19.6% compared to 5.6% of licences purchased by male anglers.

Table 1. The mean age and standard error of New Zealand Fish & Game licence holders by licence type.

Licence Type	Mean Age
Child	8.2 ± 0.01
Day	40.5 ± 0.12
Winter	43.9 ± 0.07
Short Break	45.0 ± 0.08
Whole Season	41.8 ± 0.02
Local Area	46.1 ± 0.04
Long Break	48.5 ± 0.29
Family	49.9 ± 0.02
Loyal Senior	73.0 ± 0.03

The mean age of licence holders between the 2005/06 and 2022/23 seasons was 44.3 (± 0.01) years. The mean age has decreased by an average of 0.23 years per year ($F_{1, 1,685,940} = 5,690$, $P < 0.001$). On average, female licence holders were 9 years younger than their male counterparts ($F_{2, 1,685,939} = 18,494$, $P < 0.001$). Mean age varied by licence type, with the day licence holders younger than whole season licence holders by an average of 6.0 years ($F_{8, 1,685,933} = 64,900$, $P < 0.001$).

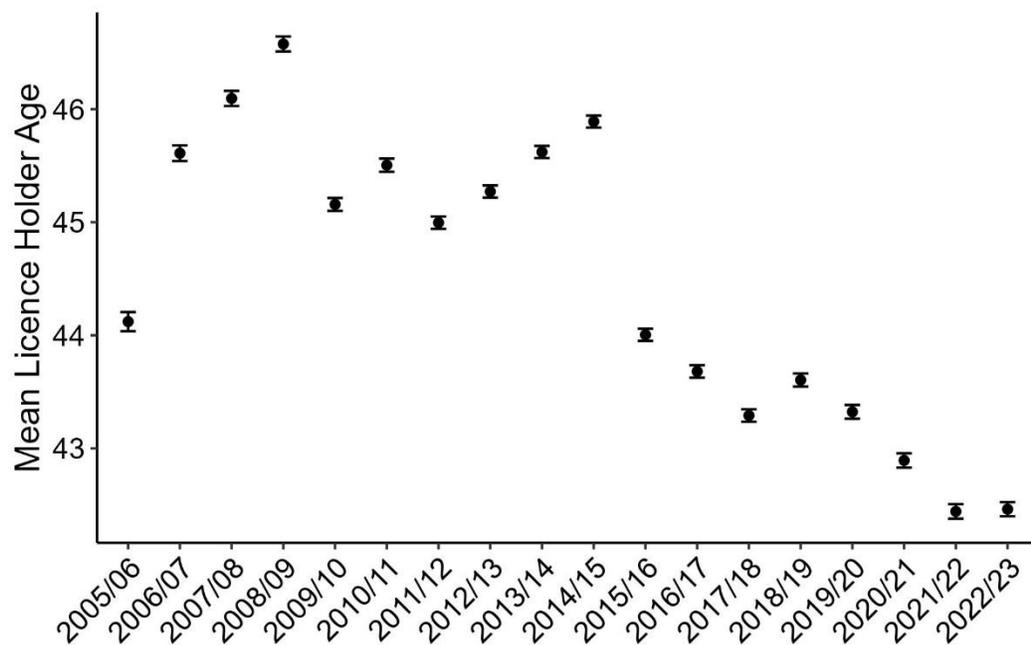


Figure 3. The mean age of licence holders who purchased fishing licences from New Zealand Fish & Game from the 2005/06 through the 2022/23 fishing seasons, with error bars representing standard error.

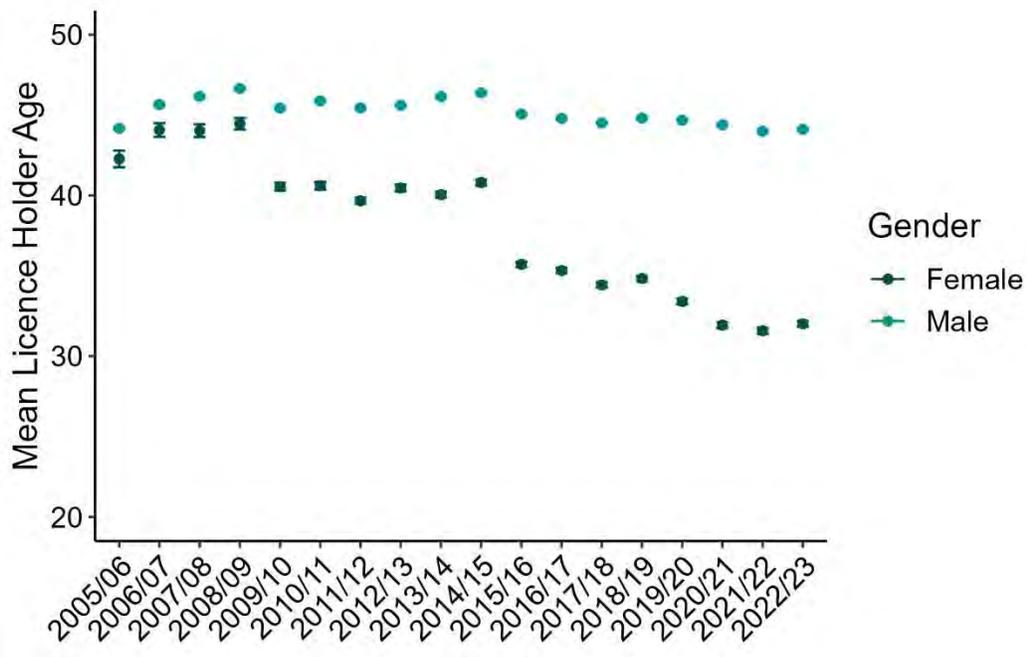


Figure 4. The mean age of licence holders who purchased fishing licences from New Zealand Fish & Game from the 2005/06 through the 2022/23 fishing seasons by gender, with error bars representing standard error.



Trends in R3

The relationship that best depicts the trend in the number of fishing licence holders over time was a Poisson glm with both linear and quadratic components (Linear component: $F_{1,15} = 197$, $P < 0.001$; Quadratic component: $F_{1,15} = 70.1$, $P < 0.001$). However, the number of licence holders who purchased a fishing licence departed from the value predicted by this model by nearly 10%. This indicates a departure from the previous quadratic trend, and a linear model going back to the 2015/16 season seems to be the most appropriate estimate of the current trend.

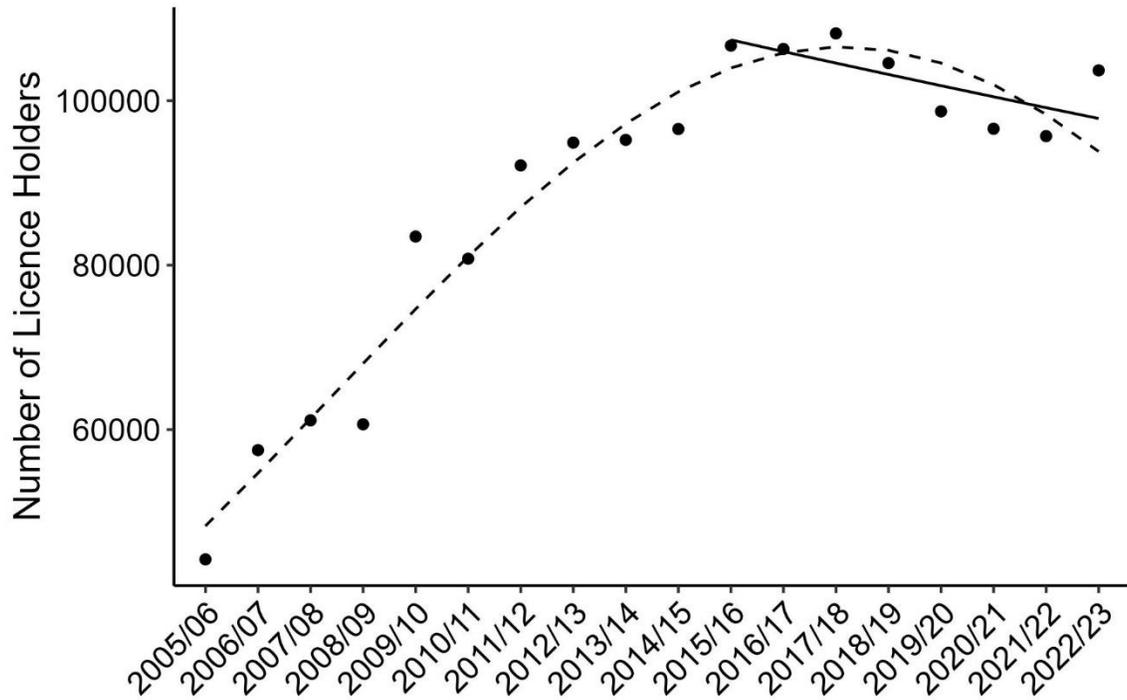


Figure 5. The number of licence holders who purchased fishing licences from New Zealand Fish & Game from the 2005/06 through the 2022/23 seasons. The dashed line represents a quadratic Poisson regression on the number of licence holders over time, while the solid line represents a simple linear Poisson regression from the 2015/16 through the 2022/23 seasons.

Based on the long-term quadratic relationship, the estimated number of licence holders for the 2023/24 season is 88,569, an 14.5% decrease from the 2022/23 season. A 95% prediction interval on the estimated number of licence holders was 87,845-89,311. The estimated number of licence holders for the 2024/25 season is 82,708, with a prediction interval of 81,939-83,487. A simple linear Poisson glm on licence holder count from the 2015/16 – 2022/23 fishing seasons estimates the number of licence holders for the 2023/24 season as 96,552, a 6.9% decrease from the 2022/23 season, with a prediction interval of 95,833-97,303. The estimated number of licence holders for the 2024/25 season is 95,274, with a prediction interval of 94,462-96,096.

The recruitment rate has declined since the 2008/09 season, at a rate of -0.8% per year ($F_{1, 12} = 12.7, P = 0.004$).

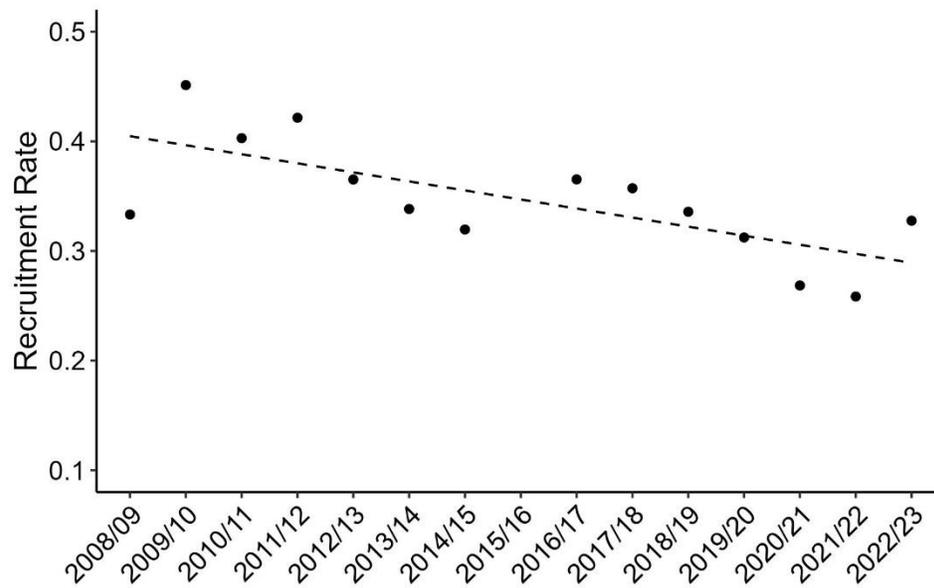


Figure 6. The recruitment rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons. The dashed line represents a simple linear regression on the recruitment rate over time.

There was no evident trend in retention rate over time between the 2008/09 and 2022/23 fishing seasons ($F_{1, 12} = 1.3, P = 0.28$). The average retention rate was 50.8% of licenced anglers.

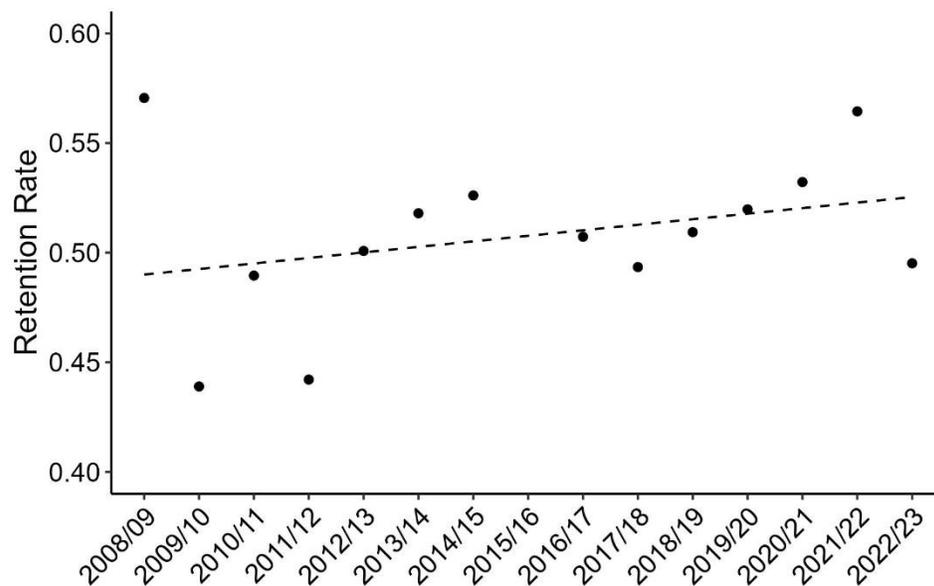


Figure 7. The retention rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons. The dashed line represents a simple linear regression on the retention rate over time.

The reactivation rate has increased since the 2008/09 season, at a rate of 0.6% per year ($F_{1, 12} = 52.7, P < 0.001$).

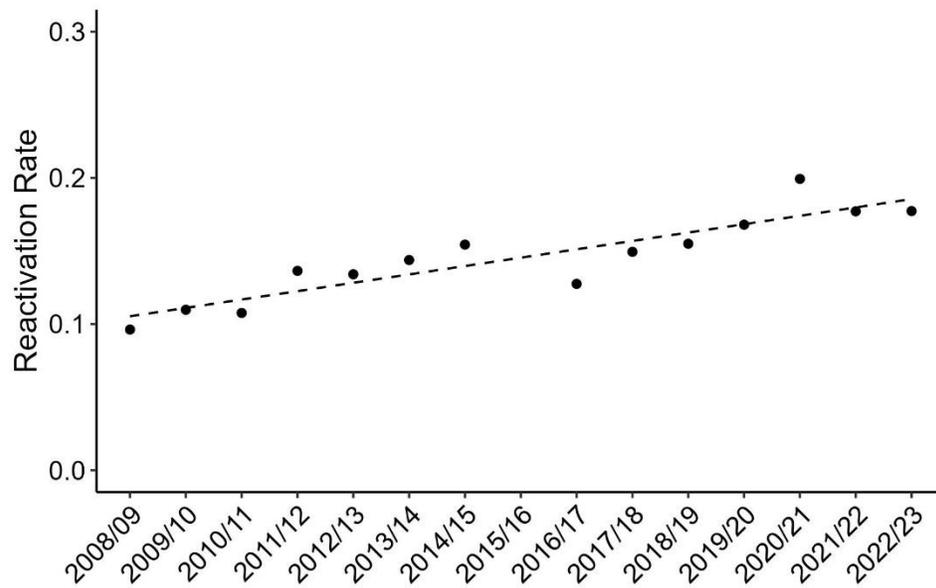


Figure 8. The reactivation rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons. The dashed line represents a simple linear regression on the reactivation rate over time.

The average number of years spent “in-churn” for anglers who purchased in multiple non-consecutive years since the 2008/09 season was 2.7 (± 0.003) years. There was no significant trend in the number of licence holders “in churn” relative to the number of active licence holders ($F_{1, 9} = 0.86, P = 0.38$).

The rate of loss increased by an average of 1.4% annually between the 2006/07-2019/20 seasons ($F_{1, 11} = 24.2, P < 0.001$).

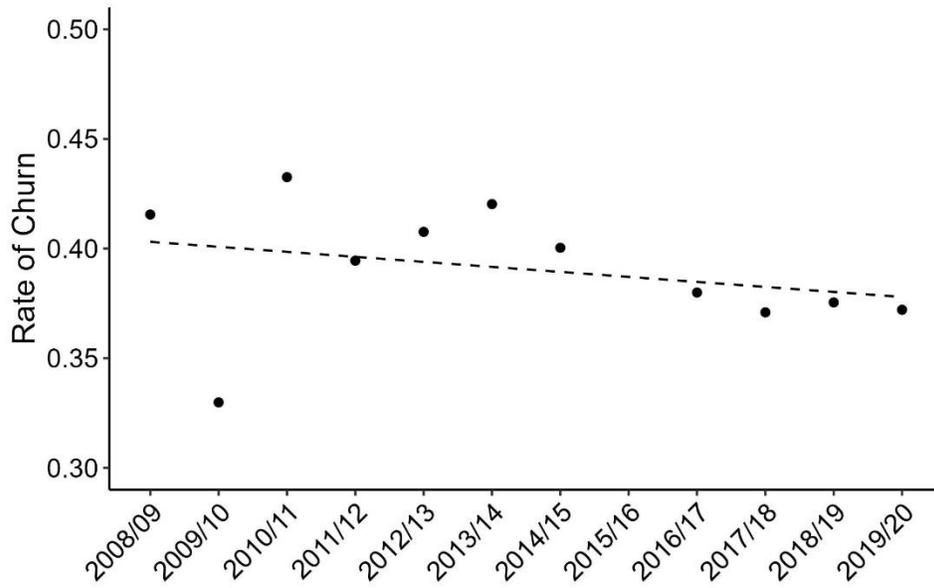


Figure 9. The rate of churn for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2019/20 fishing seasons. The dashed line represents a simple linear regression on the rate of churn over time.

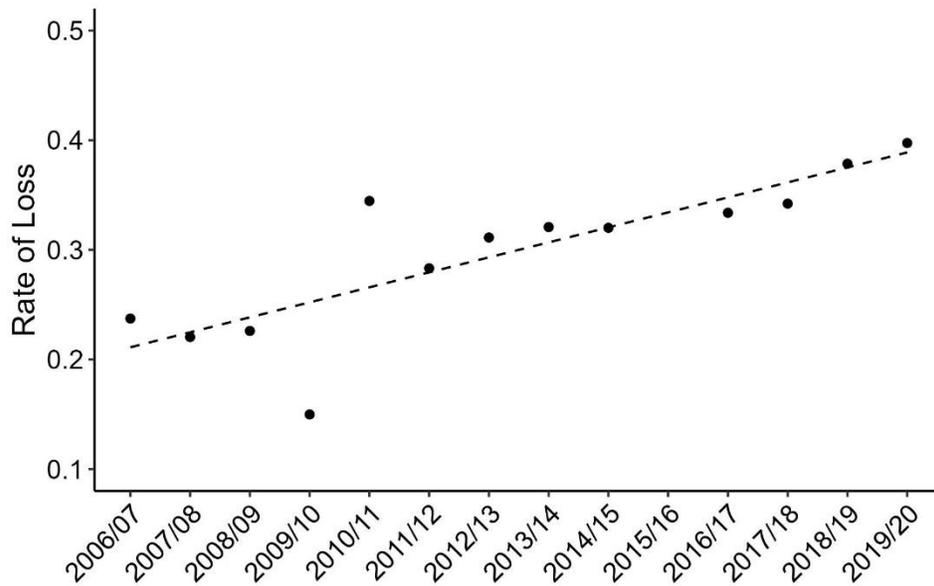


Figure 10. The rate of loss for New Zealand Fish & Game fishing licence holders from the 2006/07 through the 2019/20 fishing seasons. The dashed line represents a simple linear regression on the rate of loss over time.

Gender

Recruitment was higher for female anglers than male anglers, with an average annual recruitment rate of 62.3% relative to male's 32.0% ($F_{1,24} = 191, P < 0.001$). There was no evidence of any difference in trend between male and female recruitment rates over time ($F_{1,24} = 2.52, P = 0.13$).

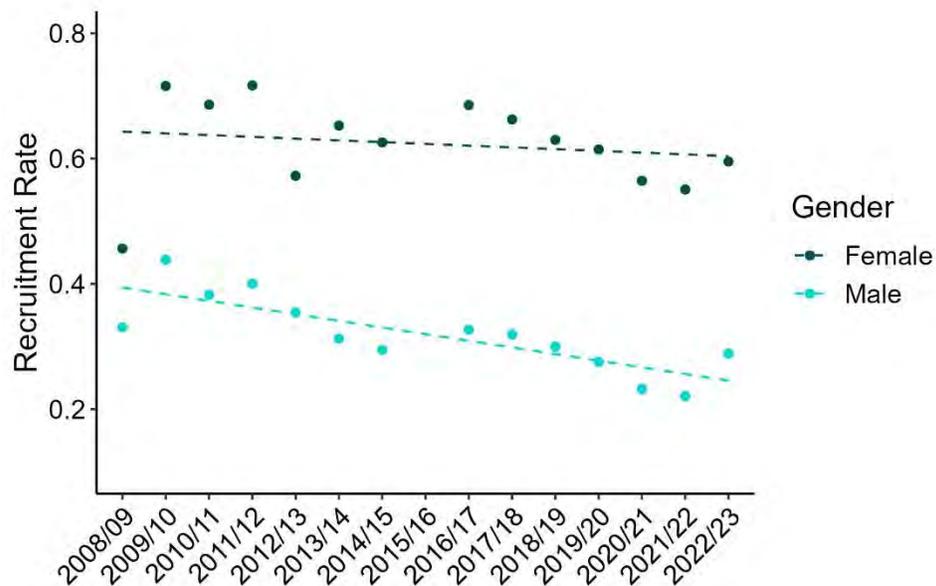


Figure 11. The recruitment rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons by gender. The dashed line represents a simple linear regression on the recruitment rate over time.

Retention was significantly lower for female anglers than male anglers, with an average annual retention rate of 27.6% relative to male's 53.2% ($F_{1,24} = 170, P < 0.001$). There was no evidence of any difference in trend between male and female retention rates over time ($F_{1,24} = 3.1, P = 0.09$).

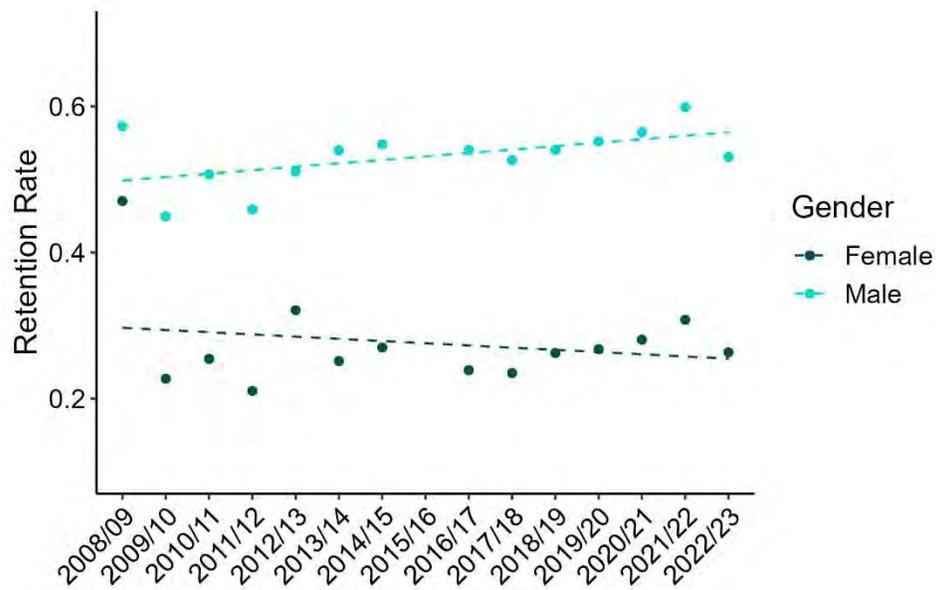


Figure 12. The retention rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons by gender. The dashed line represents a simple linear regression on the retention rate over time.

Reactivation was higher for male anglers than female anglers, with an average of 14.9% relative to female's 10.1% ($F_{1,24} = 77.6$, $P < 0.001$). There was no evidence of any difference in trend between male and female reactivation rates over time ($F_{1,24} = 0.005$, $P = 0.95$).

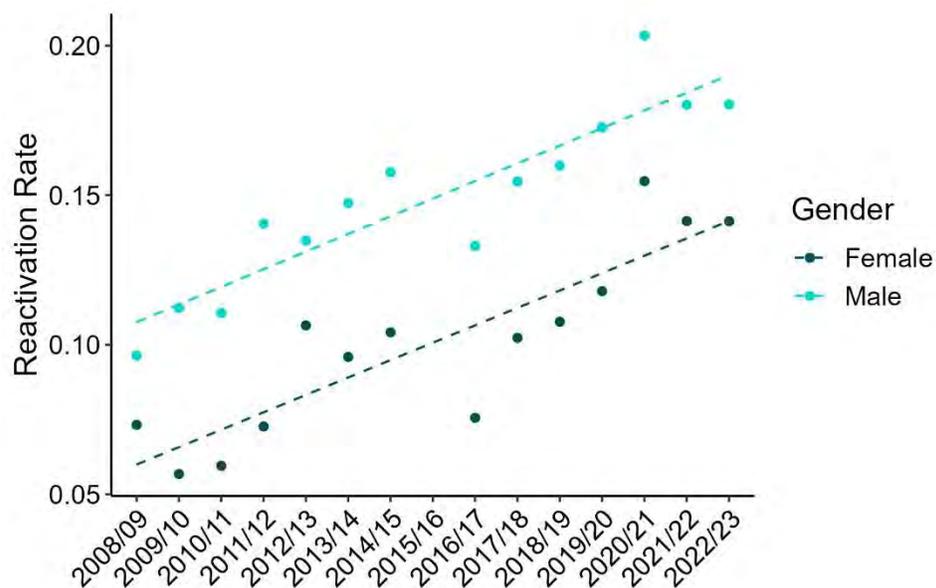


Figure 13. The reactivation rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons by gender. The dashed line represents a simple linear regression on the reactivation rate over time.

Churn was higher amongst male anglers than female anglers, with an average of 39.5% in-churn relative to female's 30.8% ($F_{1,18} = 17.3$, $P < 0.001$). There was no evidence of any difference in trend between male and female rate of churn over time ($F_{1,18} = 0.76$, $P = 0.39$). On average, male anglers spent slightly longer in-churn than female anglers, at 2.7 (± 0.003) years relative to female's 2.5 (± 0.01) years ($F_{1,467,112} = 299$, $P < 0.001$).

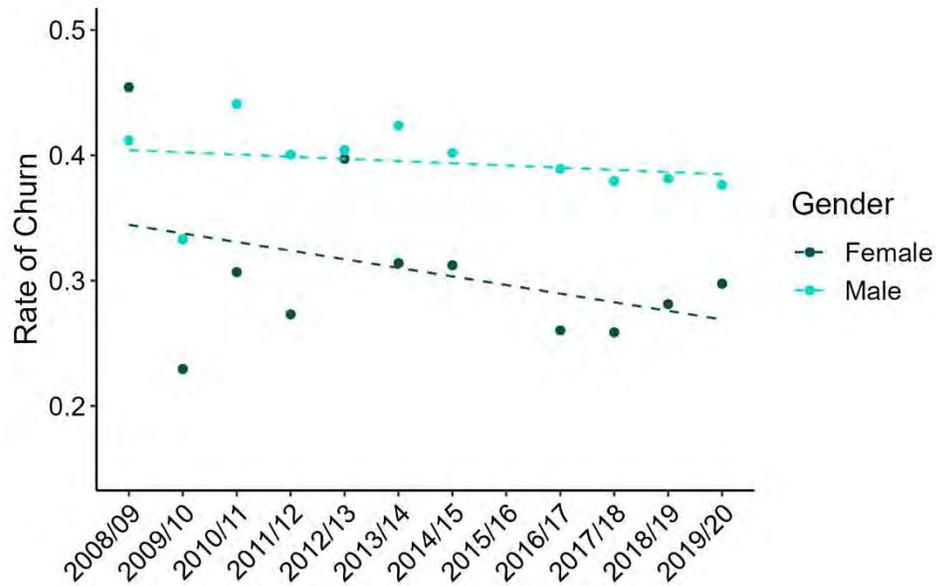


Figure 14. The rate of churn for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2019/20 fishing seasons by gender. The dashed line represents a simple linear regression on the rate of churn over time.

Loss was higher for female anglers than male anglers, with an average rate of loss of 43.5% amongst females relative to male's 28.4% ($F_{1,22} = 16.7, P < 0.001$). On average, the rate of loss for female anglers increased by 4.5% annually ($F_{1,11} = 28.2, P < 0.001$). On average, the rate of loss for male anglers increased by 1.0% annually ($F_{1,11} = 13.3, P = 0.004$).

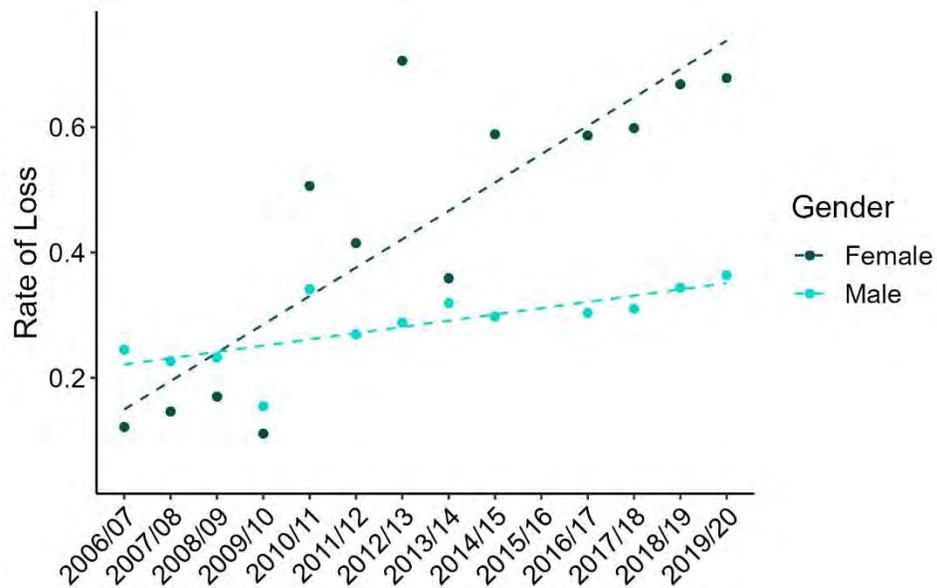


Figure 15. The rate of loss for New Zealand Fish & Game fishing licence holders from the 2006/07 through the 2022/23 fishing seasons by gender. The dashed line represents a simple linear regression on the rate of loss over time.

Age

Recruitment rates varied by age class ($F_{7,96} = 324, P < 0.001$) but the change in recruitment over time did not vary by age class ($F_{7,96} = 1.3, P = 0.24$). On average, recruitment was highest for the younger age classes and was lowest within the older age classes.

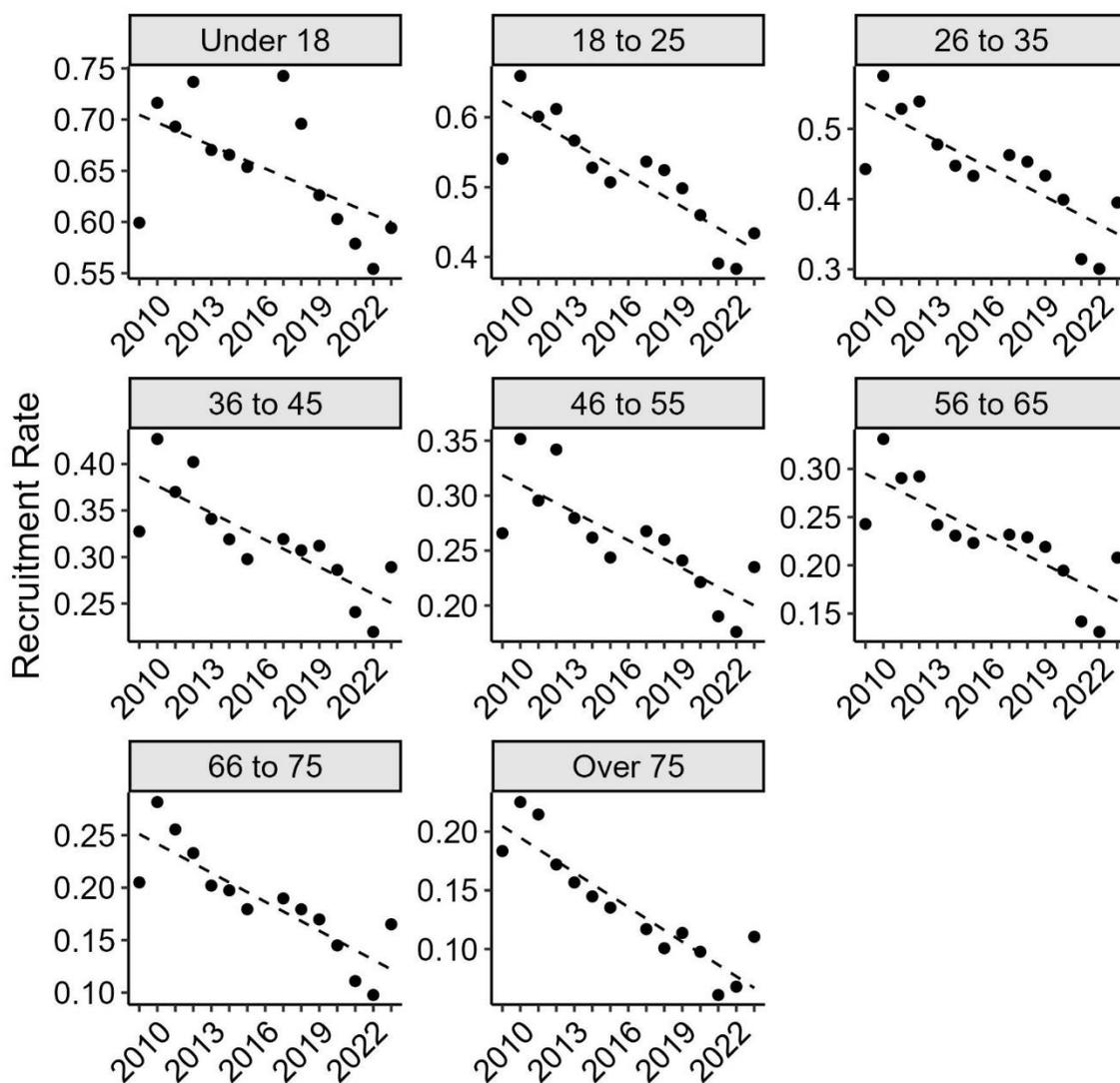


Figure 16. The recruitment rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons by age group. The dashed line represents a simple linear regression on the recruitment rate over time.

Retention rates varied by age class ($F_{7, 96} = 327, P < 0.001$) but the change in retention over time did not vary by age class ($F_{7, 96} = 1.4, P = 0.22$). On average, retention was highest within the older age classes and lowest within the younger age classes.

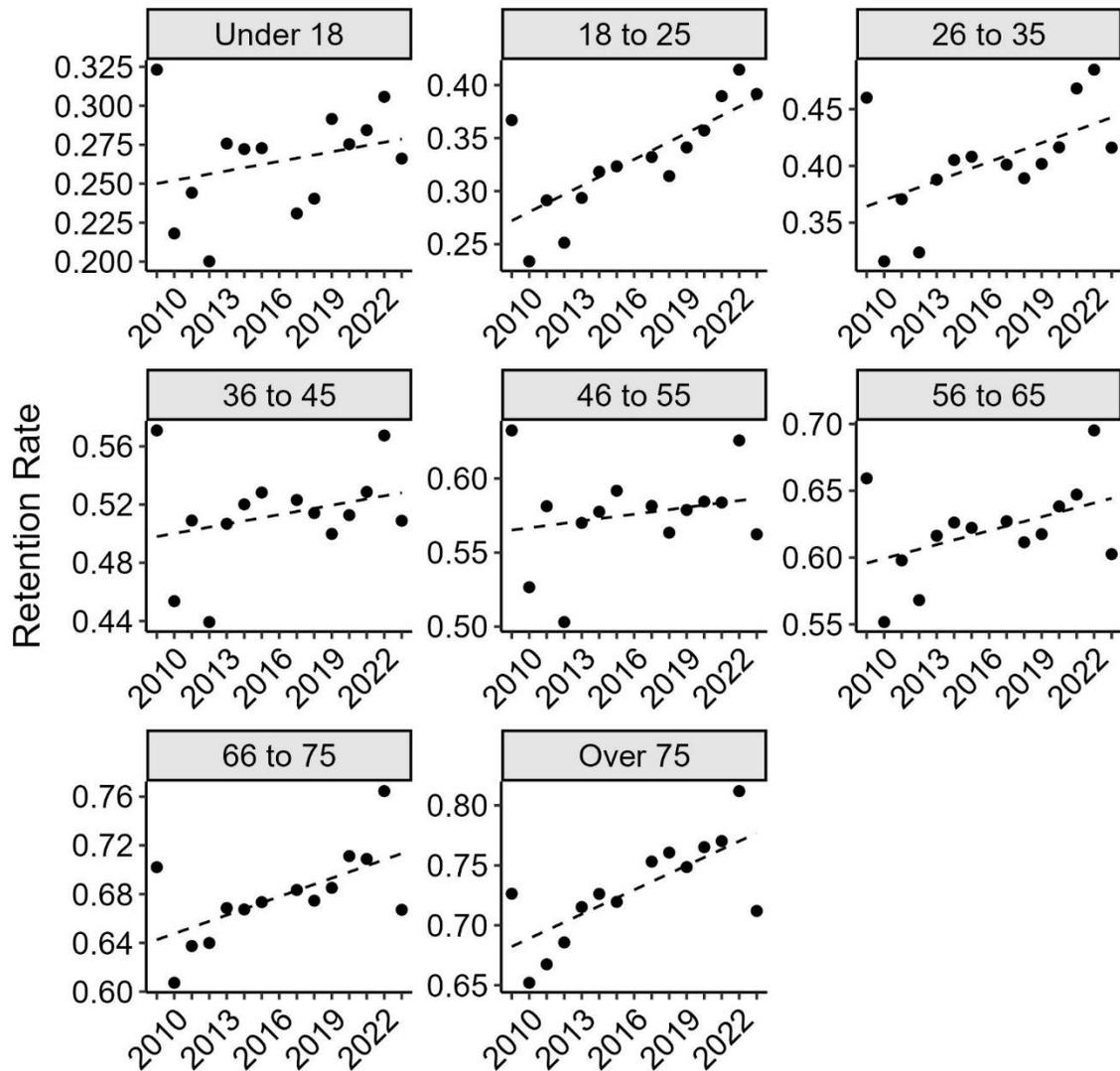


Figure 17. The retention rate for New Zealand Fish & Game licence holders from the 2008/09 through the 2022/23 fishing seasons by age group. The dashed line represents a simple linear regression on the retention rate over time.

Both reactivation rates and change in reactivation over time varied by age class ($F_{7, 96} = 35.7, P < 0.001$; $F_{7, 96} = 2.7, P = 0.014$). On average, reactivation was lowest within the under 18 age class. All age classes exhibited an increase in reactivation over time, but the increase was not as pronounced for age classes over 65.

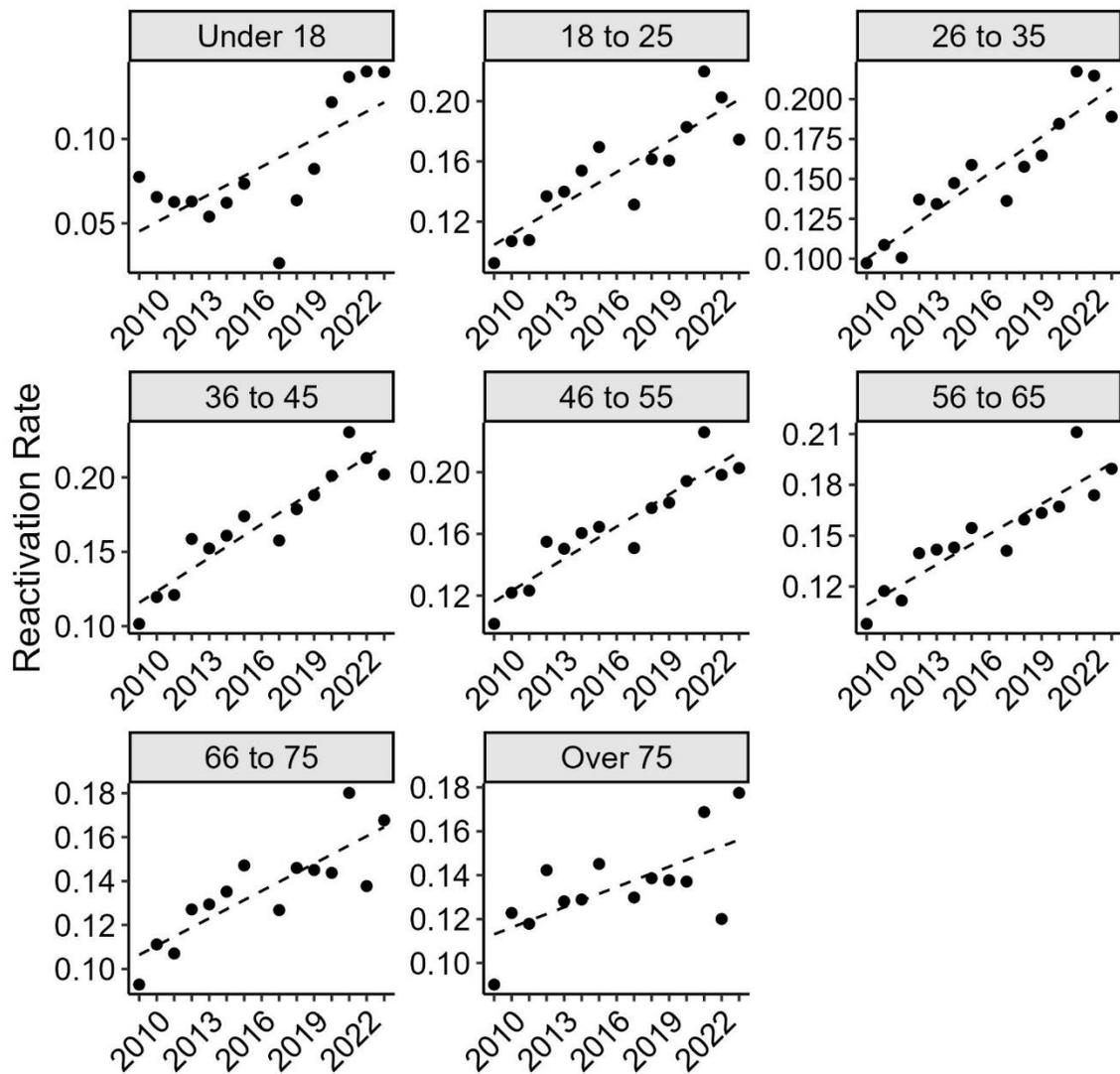


Figure 18. The reactivation rate for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons by age group. The dashed line represents a simple linear regression on the reactivation rate over time.

Both rate of churn and the change in rate of churn over time varied by age class ($F_{7, 72} = 67$, $P < 0.001$; $F_{7, 72} = 2.1$, $P = 0.049$). On average, rate of churn was highest within the 18-35 age range and lowest within the older age classes. The 18 to 25 age class exhibited a declining trend in rate of churn, while the other age classes exhibited no evident trend. Differences in the length of time spent in churn varied between age classes by a small, but statistically significant amount ($F_{7, 493, 515} = 982$, $P < 0.001$).

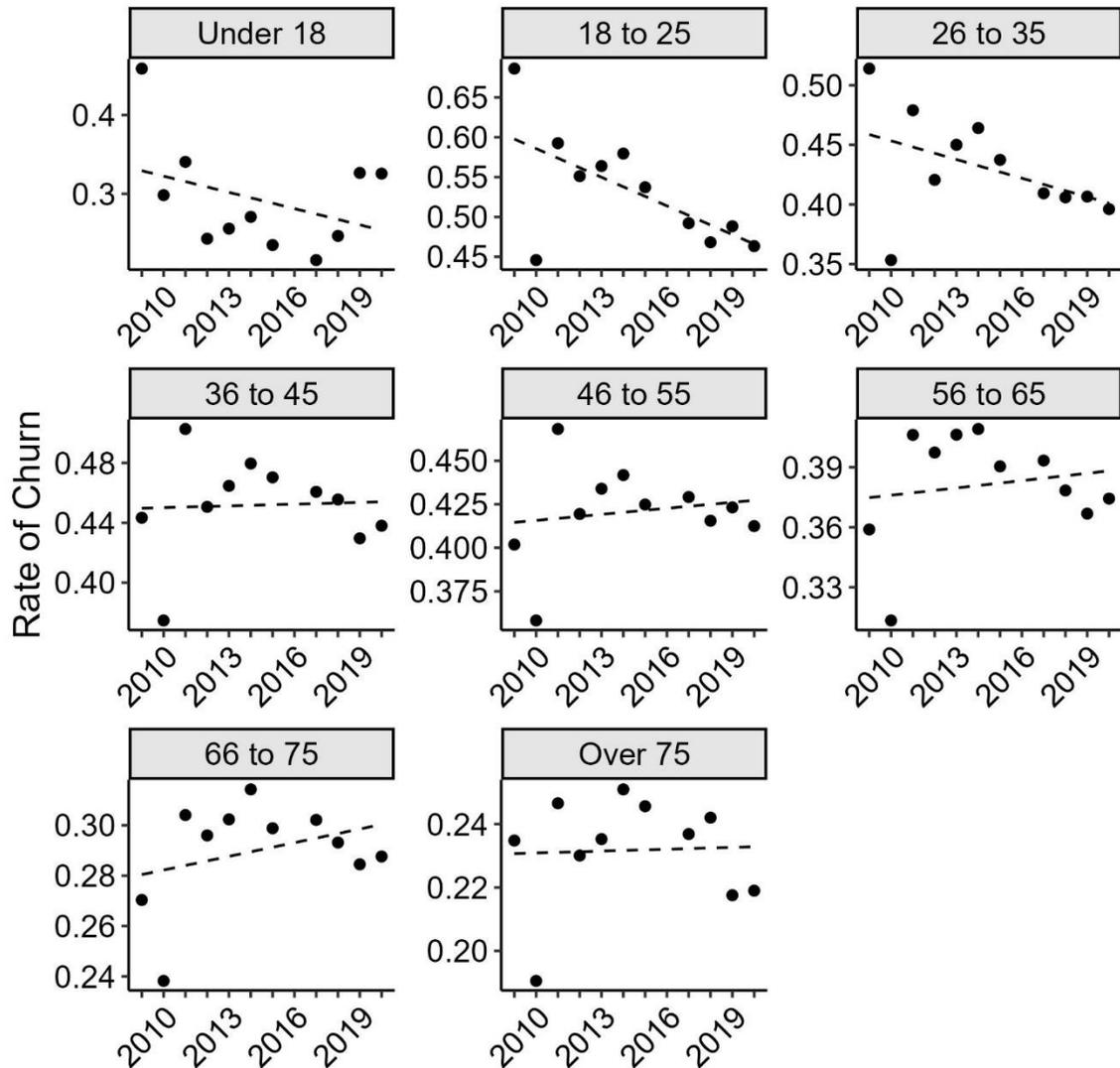


Figure 19. The rate of churn for New Zealand Fish & Game fishing licence holders from the 2009 through the 2020 fishing seasons by age group. The dashed line represents a simple linear regression on the rate of churn over time.

Table 2. The mean number of years spent in-churn and standard error by age group for New Zealand Fish & Game fishing licence holders from the 2008/09 through the 2022/23 fishing seasons.

Age Group	Years In-Churn
Under 18	1.8 ± 0.01
18 to 25	2.9 ± 0.01
26 to 35	2.6 ± 0.01
36 to 45	2.7 ± 0.01
46 to 55	2.7 ± 0.01
56 to 65	2.8 ± 0.01
66 to 75	2.8 ± 0.01
Over 75	2.7 ± 0.02

Both rate of loss and the change in rate of loss over time varied by age class ($F_{7, 88} = 42.8, P < 0.001$; $F_{7, 88} = 4.7, P < 0.001$). On average, rate of loss was highest within age classes 18-35. Age classes between 26-75 years old all exhibited increasing trends of loss over time, while the age classes under 18 and over 75 years old exhibited no evident trend.

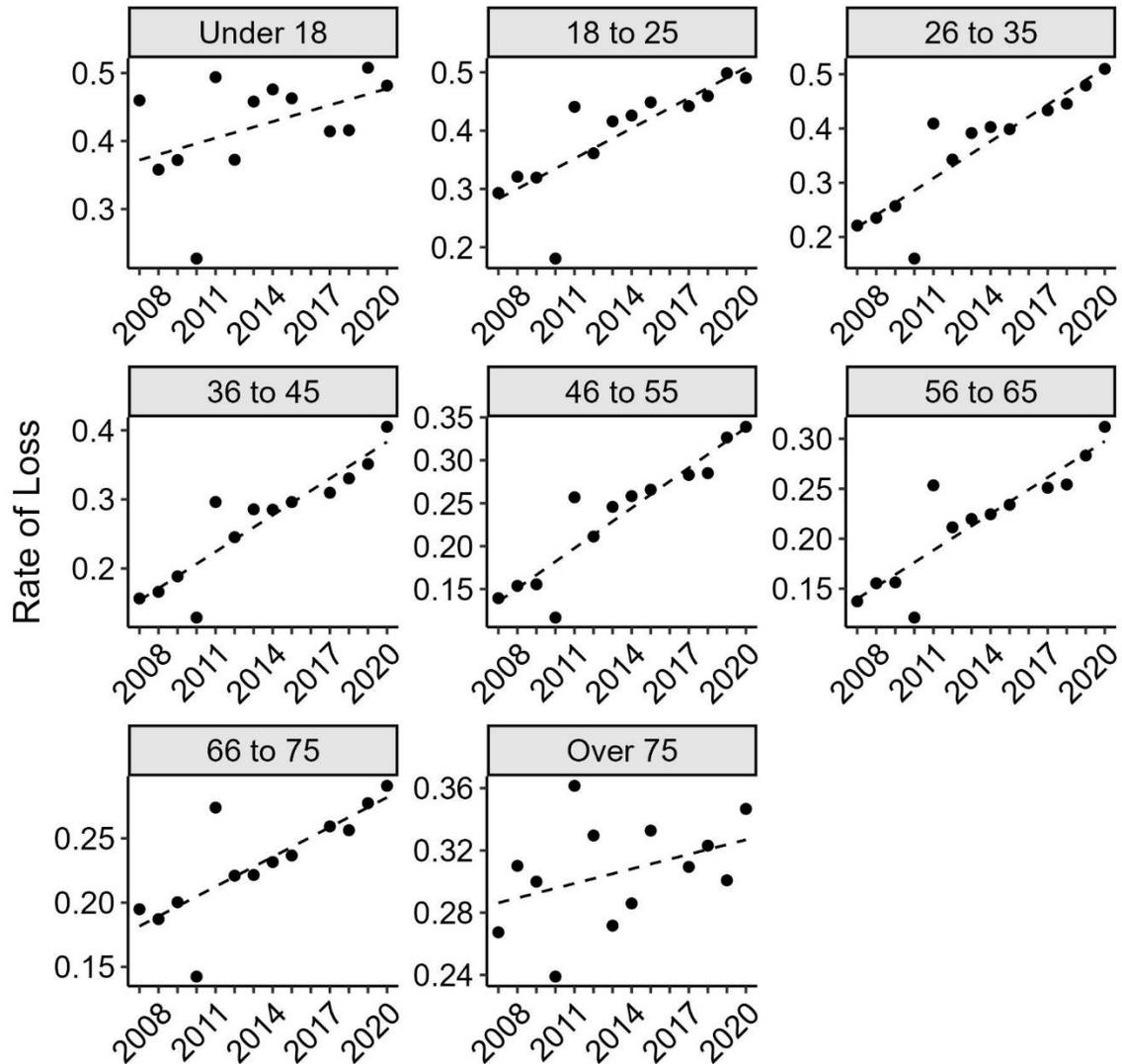


Figure 20. The rate of loss for New Zealand Fish & Game fishing licence holders from the 2006/07 through the 2019/20 fishing seasons by age group. The dashed line represents a simple linear regression on the rate of loss over time.

Non-Residents

Since the 2005/06 fishing season, non-residents from 144 countries have purchased fishing licences from New Zealand Fish & Game. On average, 43.0% ($\pm 4.5\%$) of licences purchased by non-residents are day licences. The number of non-resident licence holders varied between 3,437 and 10,158 in the years prior to the COVID 19 pandemic. During the 2022/23 season, the number of fishing licences purchased by non-residents returned to the pre-pandemic norm, at 8,310 licence holders. During the 2022/23 fishing season, non-residents purchased 11,072 fishing licences, equating to a value of \$1,201,772 NZD.

The majority of non-resident anglers have been from Australia (36.0%) followed by the United States (25.2%) and the UK (9.2%).

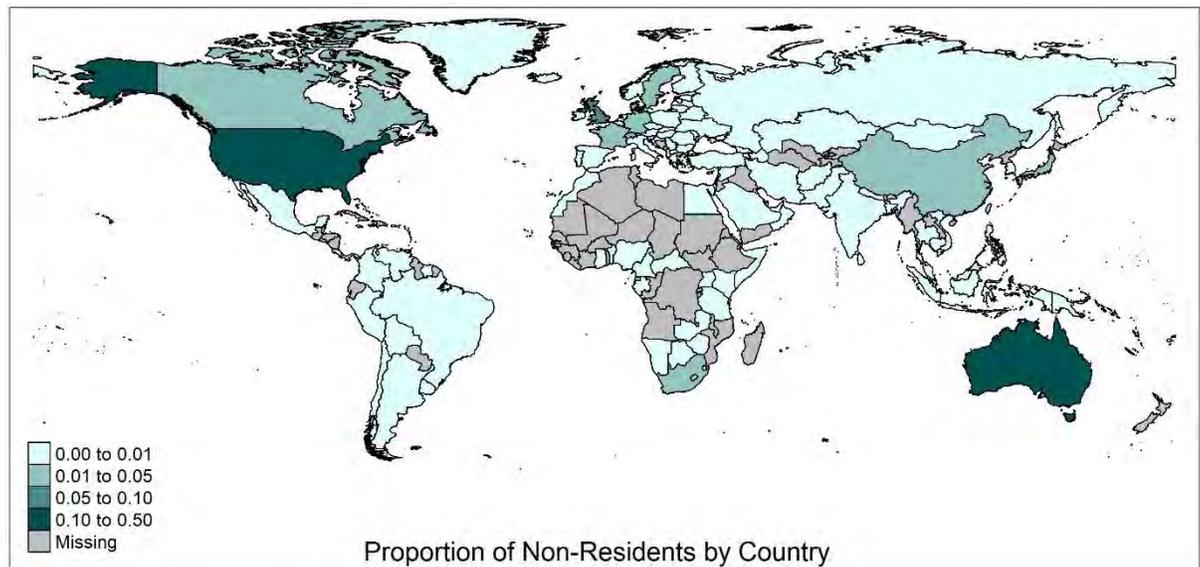


Figure 21. The proportion of New Zealand Fish & Game non-resident fishing licence holders from the 2005/06 through the 2022/23 fishing seasons by reported country of residence.

Game Bird Licences

The Average Licence Holder

Between the 2006 and 2023 game bird seasons, the average licence holder purchased licences during $4.8 (\pm 0.01)$ seasons.

Over the course of 2006 to 2023 game bird seasons, 83.5% of licences sold were associated with valid addresses. Of those licence holders which provided a valid address, an annual average of 21.7% lived within the Waikato Fish & Game region, followed by Southland (12.9%), Otago (12.4%), and Wellington (11.6%) Fish & Game regions. Proportion of licence holders by sales region is, overall, similar to the proportion of licence holders that reported residence within each region.

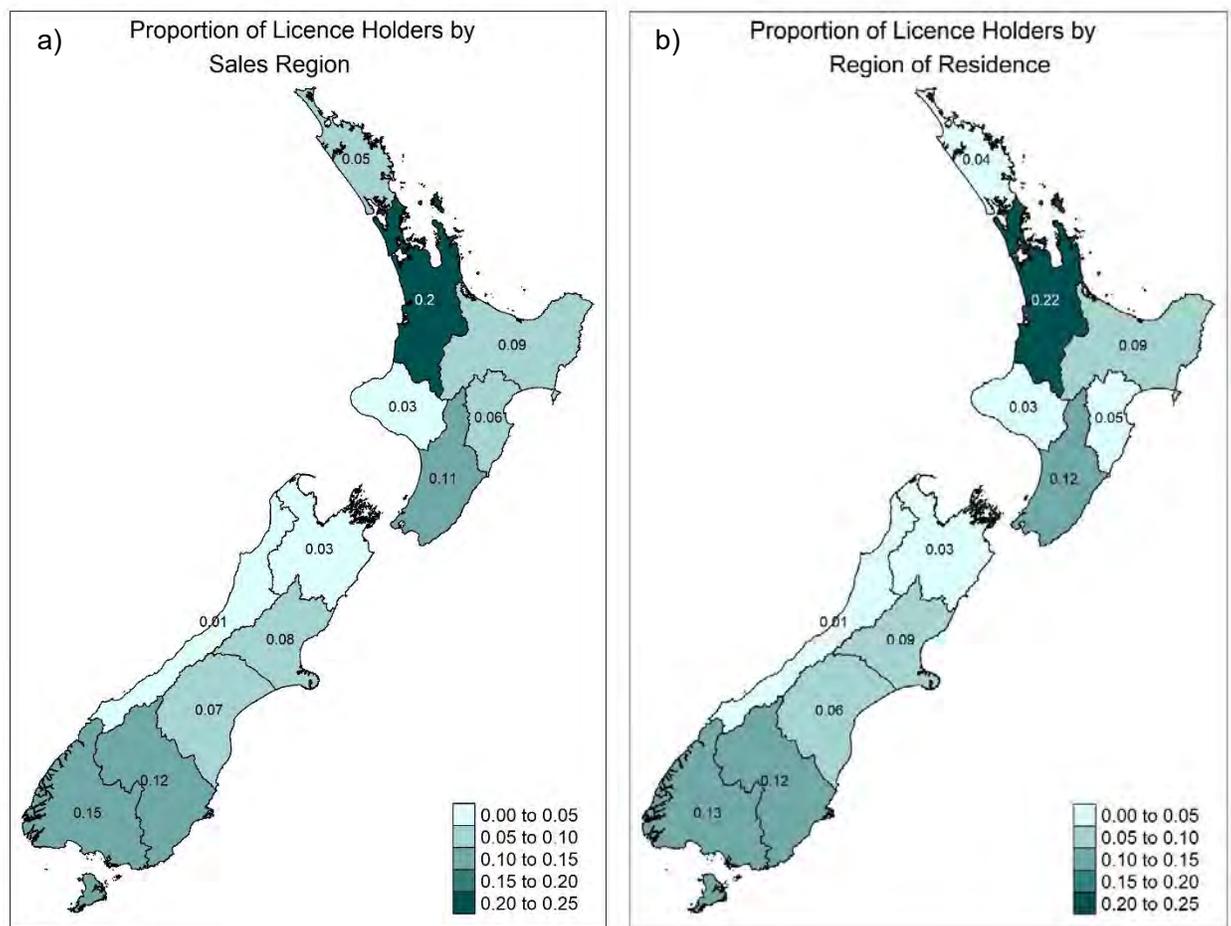


Figure 22. The proportion of New Zealand Fish & Game game bird licence holders by a) Fish & Game region of licence sale, and b) Fish & Game region of reported residence, between 2019 and 2023.

On average, 96.8% ($\pm 0.2\%$) of game bird licence holders self-identified as male while 3.1% ($\pm 0.2\%$) identified as female. There is an increasing trend in the proportion of licence holders that identify as female of, on average, 0.2% per year ($F_{1,16} = 1,026$, $P < 0.001$). When it came to child's licences, an average of 84.7% ($\pm 0.9\%$) of licence holders identified as male, while 15.1% ($\pm 0.9\%$) identified as female.

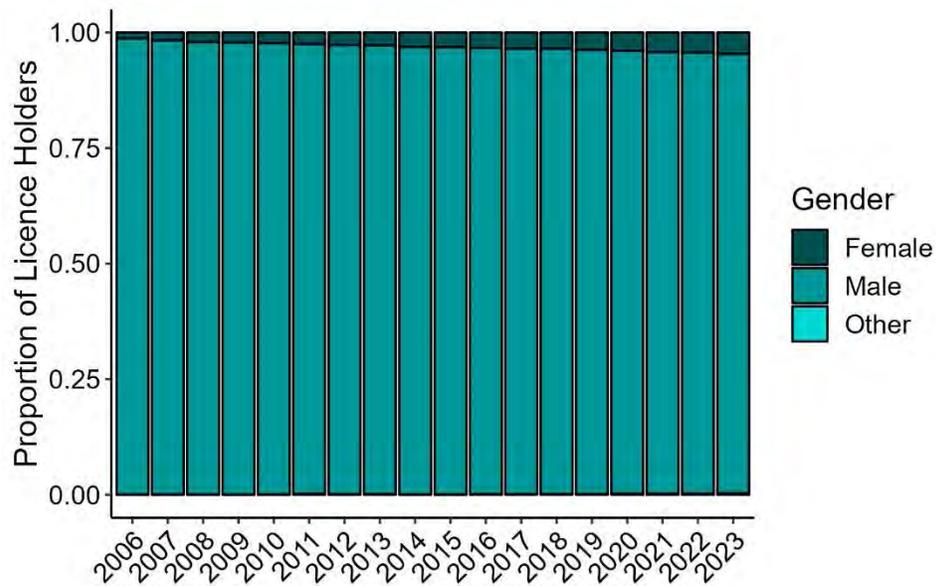


Figure 23. The proportion of licence holders who purchased game bird licences from New Zealand Fish & Game by gender from the 2006 through the 2023 hunting seasons.

The average number of licences purchased per licence holder did not differ by gender ($F_{2, 51} = 0.68$, $P = 0.51$). However, male hunters on average spent more money on licences than female hunters did ($F_{2, 51} = 18.2$, $P < 0.001$). A higher proportion of licences purchased by female hunters were day licences ($F_{2, 33} = 7.6$, $P = 0.002$), 5.8% compared to 3.1% of licences purchased by male hunters. Additionally, a larger proportion of licences purchased by female hunters were child licences ($F_{2, 47} = 43.35$, $P < 0.001$), 16.7% compared to 2.9% of licences purchased by male hunters.

The mean age of licence holders between 2006 and 2023 seasons was 41.7 (± 0.02) years. The mean age has increased by an average of 0.17 years per year ($F_{1, 618,976} = 1,465$, $P < 0.001$). On average, female licence holders were 14 years younger than their male counterparts ($F_{2, 618,975} = 6,455$, $P < 0.001$). Mean age varied by licence type, with the day licence holders younger than whole season licence holders by an average of 1.2 years ($F_{1, 618,976} = 80.1$, $P < 0.001$).

Table 3. The mean age and standard error of New Zealand Fish & Game licence holders by licence type.

Licence Type	Mean Age
Day	40.5 \pm 0.12
Whole Season	41.8 \pm 0.02

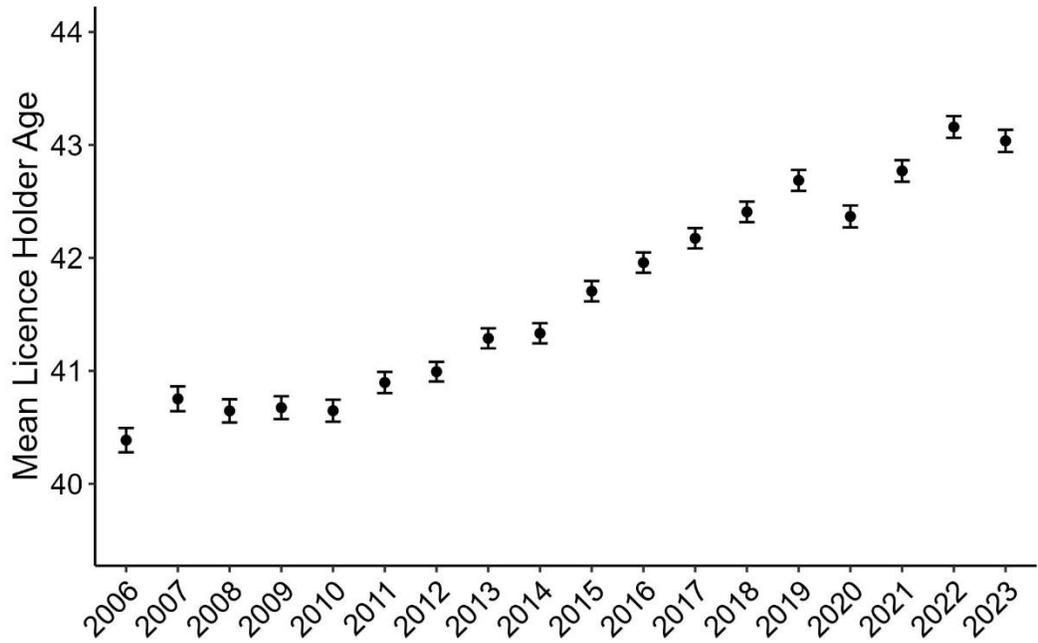


Figure 24. The mean age of licence holders who purchased game bird licences from New Zealand Fish & Game from the 2006 through the 2023 hunting seasons, with error bars representing standard error.

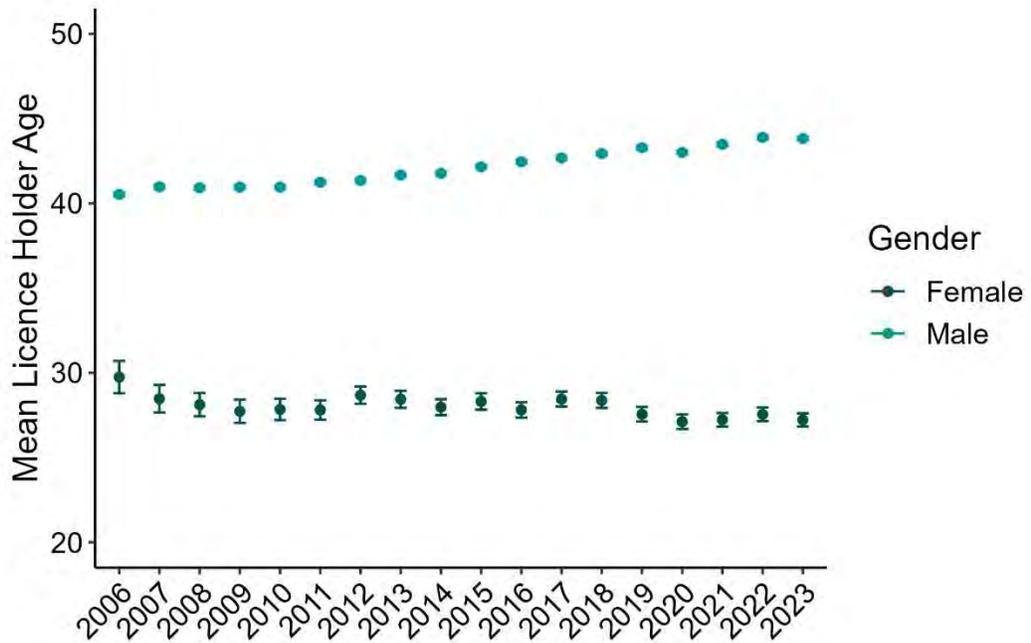


Figure 25. The mean age of licence holders who purchased game bird licences from New Zealand Fish & Game from the 2006 through the 2023 hunting seasons by gender, with error bars representing standard error.

Trends in R3

The relationship that best depicts the trend in the number of game licence holders over time is split between the 2012 and 2013 game seasons. Prior to the 2013 game season, a Poisson glm representing the number of licence holders over time indicates a rapid increase in the number of licence holders. After the 2012 game season, the relationship shifted and now indicates a small annual decline.

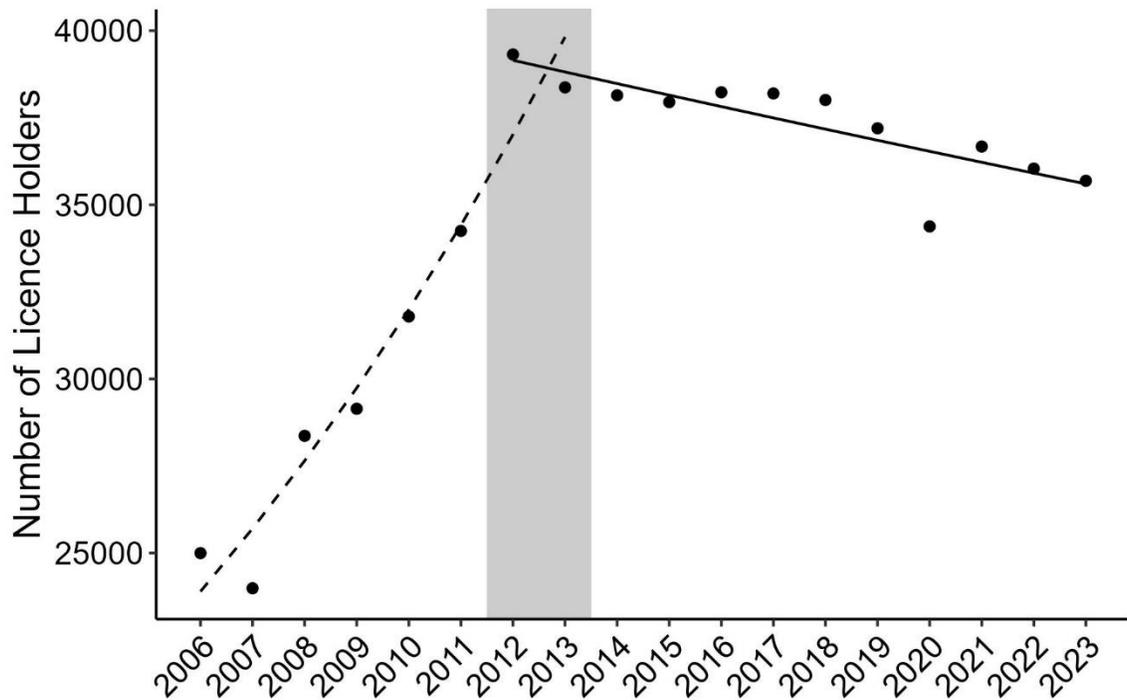


Figure 26. The number of licence holders who purchased game bird licences from New Zealand Fish & Game from the 2006 through the 2023 seasons. The dashed line represents a linear Poisson regression on the number of licence holders over time for the 2006-2013 seasons, while the solid line represents a regression for the 2012-2023 seasons.

Based on the 2012-2023 relationship, the estimated number of licence holders for the 2024 season is 35,293, an 1.1% decrease from the 2023 season. A 95% prediction interval on the estimated number of licence holders was 34,897-35,719. The estimated number of licence holders for the 2025 season is 34,989, with a prediction interval of 34,534-35,447.

The recruitment rate has declined since the 2009 season, at a rate of -1.0% per year ($F_{1, 12} = 36.1$, $P < 0.001$).

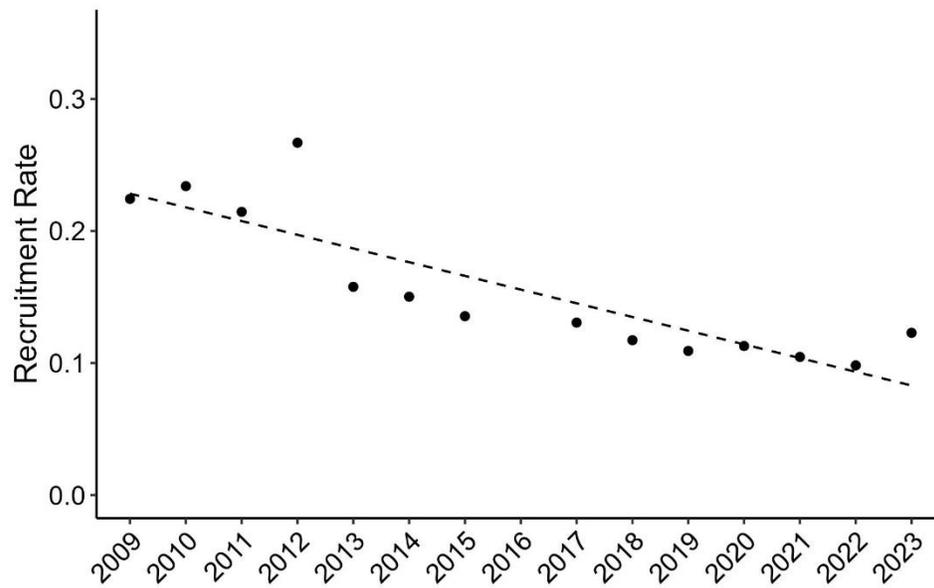


Figure 27. The recruitment rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons. The dashed line represents a simple linear regression on the recruitment rate over time.

The retention rate has increased since the 2009 season by an average of 0.8% per year ($F_{1, 12} = 16.2$, $P = 0.002$). The average retention rate has been very high between 2009-2023 at 73.0%.

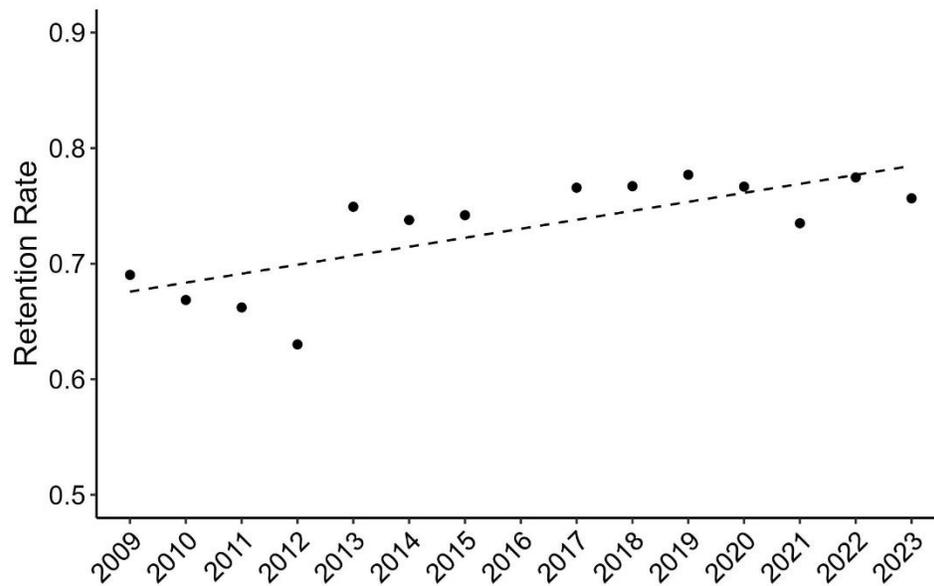


Figure 28. The retention rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons. The dashed line represents a simple linear regression on the retention rate over time.

The reactivation rate has increased since the 2009 season, at a rate of 0.3% per year ($F_{1, 12} = 9.3$, $P = 0.010$). There was a small spike in reactivation during the 2021 season, likely a result of game bird hunters returning to the sport following the 2020 COVID restrictions.

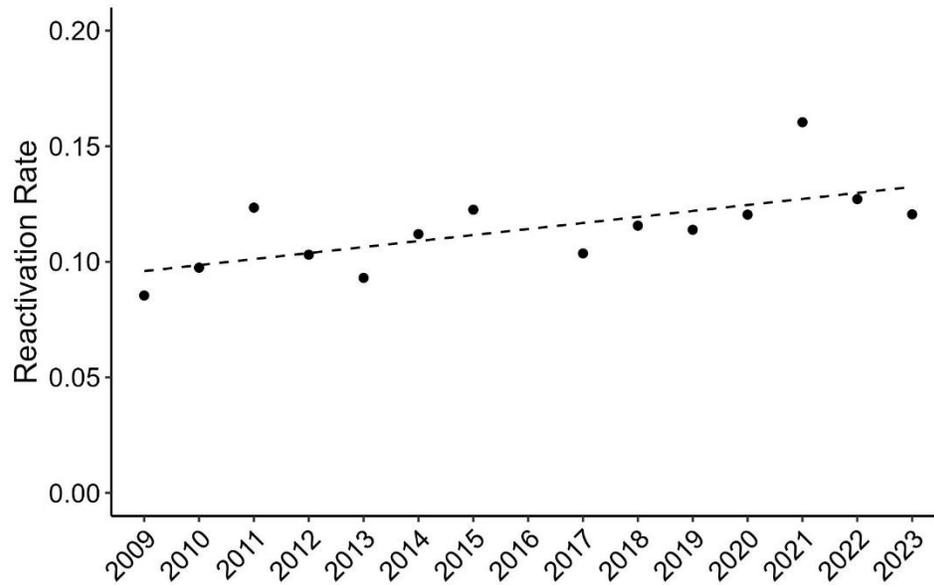


Figure 29. The reactivation rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons. The dashed line represents a simple linear regression on the reactivation rate over time.

The average number of years spent “in-churn” for hunters who purchased in multiple non-consecutive years since the 2009 season was 2.6 (± 0.006) years. There was no significant trend in the number of licence holders “in churn” relative to the number of active licence holders ($F_{1, 9} = 1.2$, $P = 0.31$).

There was no evident trend in the rate of loss over time between the 2007-2020 seasons ($F_{1, 11} = 0.12$, $P = 0.74$).

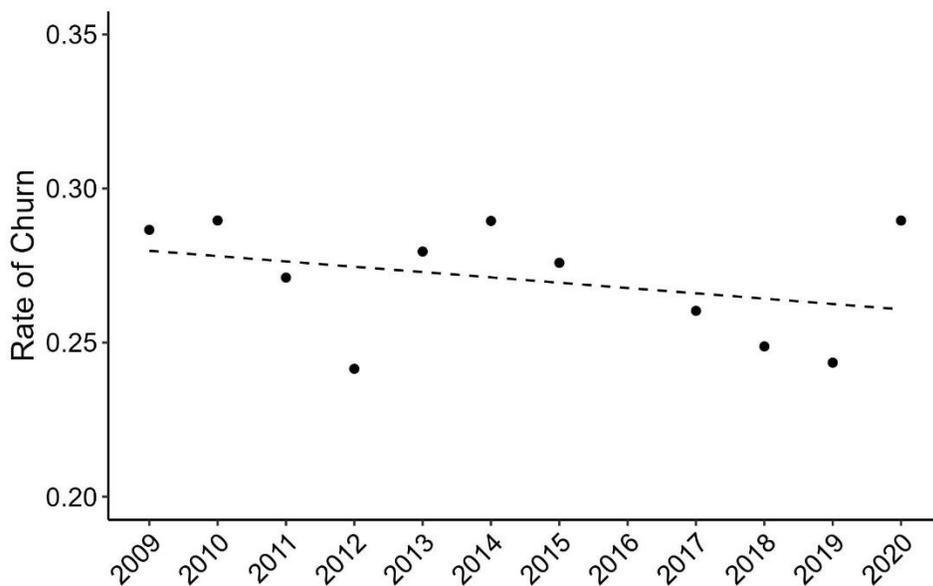


Figure 30. The rate of churn for New Zealand Fish & Game game bird licence holders from the 2009 through the 2020 hunting seasons. The dashed line represents a simple linear regression on the rate of churn over time.

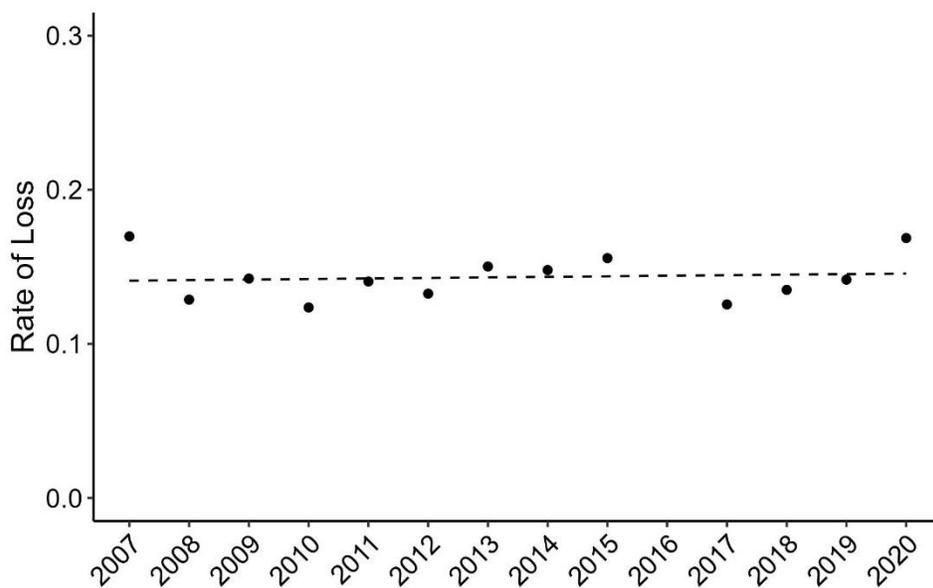


Figure 31. The rate of loss for New Zealand Fish & Game game bird licence holders from the 2007 through the 2020 hunting seasons. The dashed line represents a simple linear regression on the rate of loss over time.

Gender

Recruitment was higher for female hunters than male hunters, with an average annual recruitment rate of 35.0% relative to male's 15.0% ($F_{1,24} = 271, P < 0.001$). There was no evidence of any difference in trend between male and female recruitment rates over time ($F_{1,24} = 0.001, P = 0.98$).

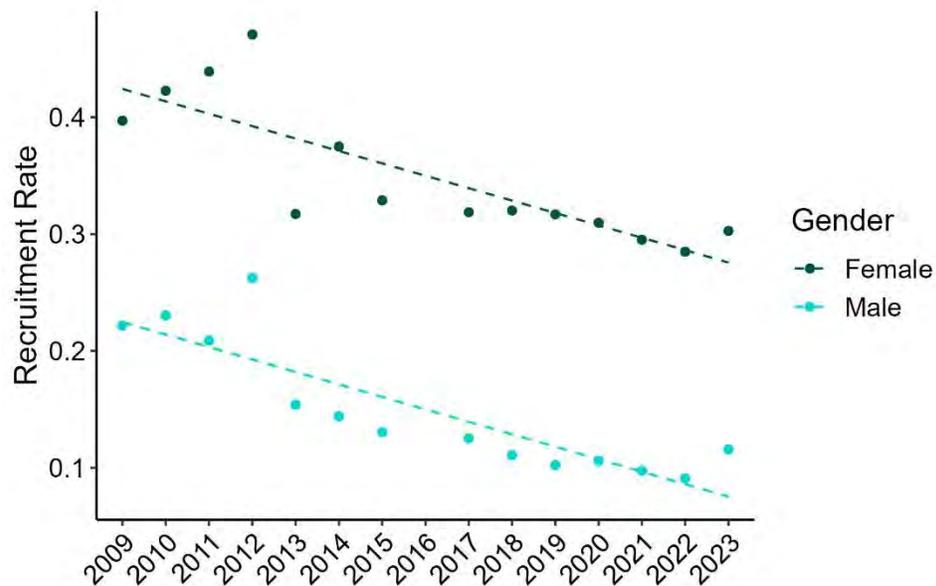


Figure 32. The recruitment rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons by gender. The dashed line represents a simple linear regression on the recruitment rate over time.

Retention was significantly lower for female hunters than male hunters, with an average annual retention rate of 54.8% relative to male's 73.6% ($F_{1,24} = 193, P < 0.001$). There was no evidence of any difference in trend between male and female retention rates over time ($F_{1,24} = 0.01, P = 0.95$).

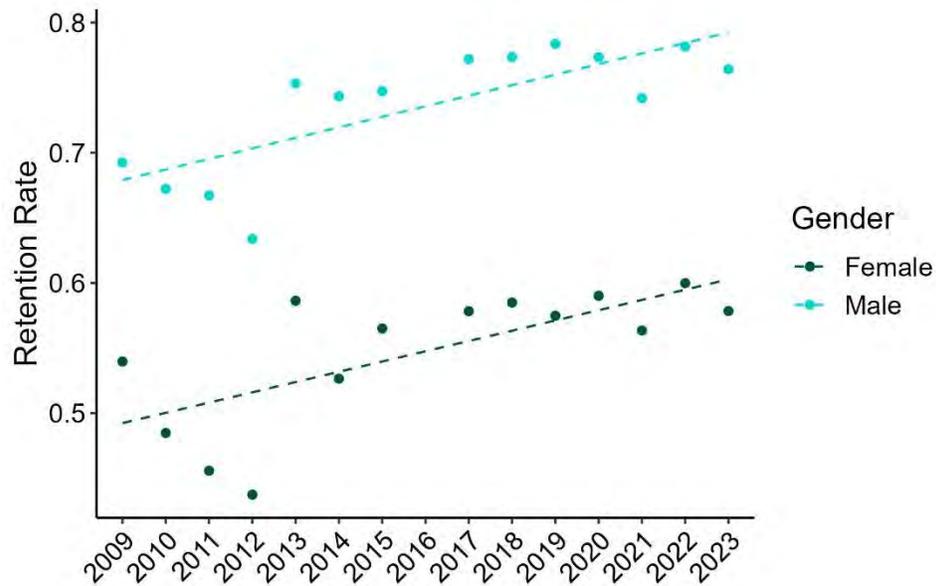


Figure 33. The retention rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons by gender. The dashed line represents a simple linear regression on the retention rate over time.

Reactivation was higher for male hunters than female hunters, with an average of 11.4% relative to female's 10.2% ($F_{1,24} = 5.5$, $P = 0.028$). There was no evidence of any difference in trend between male and female reactivation rates over time ($F_{1,24} = 0.018$, $P = 0.90$).

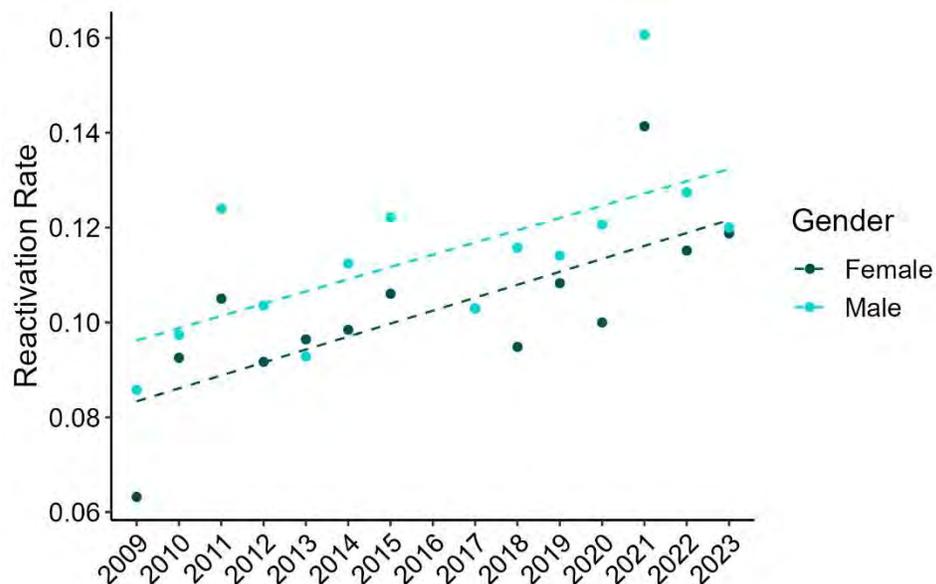


Figure 34. The reactivation rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 fishing seasons by gender. The dashed line represents a simple linear regression on the reactivation rate over time.

Churn was higher amongst male hunters than female hunters, with an average of 27.0% in-churn relative to female's 25.0% ($F_{1,18} = 6.0$, $P = 0.025$). There was no evidence of any difference in trend between male and female rate of churn over time ($F_{1,18} = 0.085$, $P = 0.77$). On average, male hunters spent slightly longer in-churn than female hunters, at 2.6 (± 0.01) years relative to female's 2.4 (± 0.03) years ($F_{1,124,337} = 67.4$, $P < 0.001$).

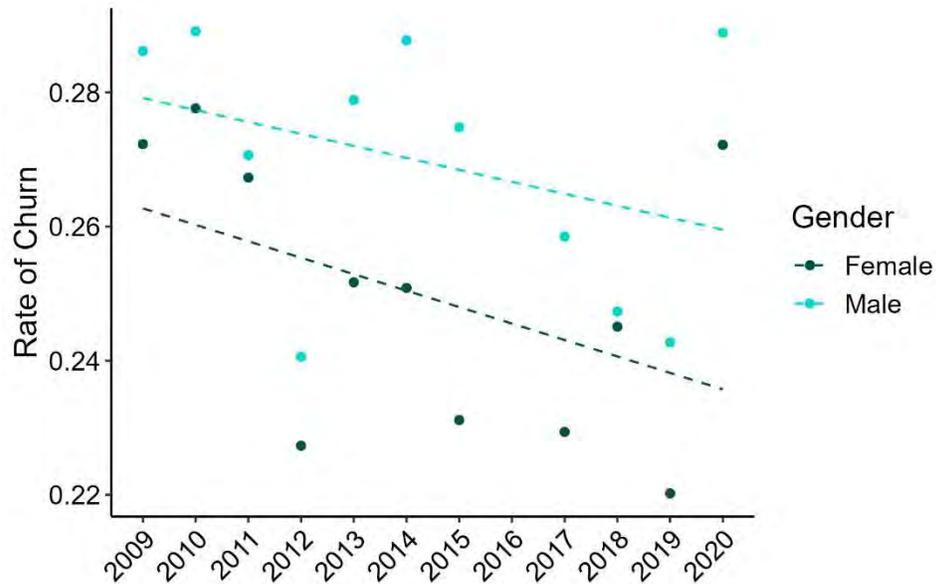


Figure 35. The rate of churn for New Zealand Fish & Game game bird licence holders from the 2009 through the 2020 hunting seasons by gender. The dashed line represents a simple linear regression on the rate of churn over time.

Loss was higher for female hunters than male hunters, with an average rate of loss of 24.9% amongst females relative to male's 14.1% ($F_{1,22} = 48.2$, $P < 0.001$). On average, the rate of loss for female hunters increased by 1.2% annually ($F_{1,11} = 10.2$, $P = 0.008$). For male hunters, there was no evident trend in rate of loss over time ($F_{1,11} = 0.04$, $P = 0.84$).

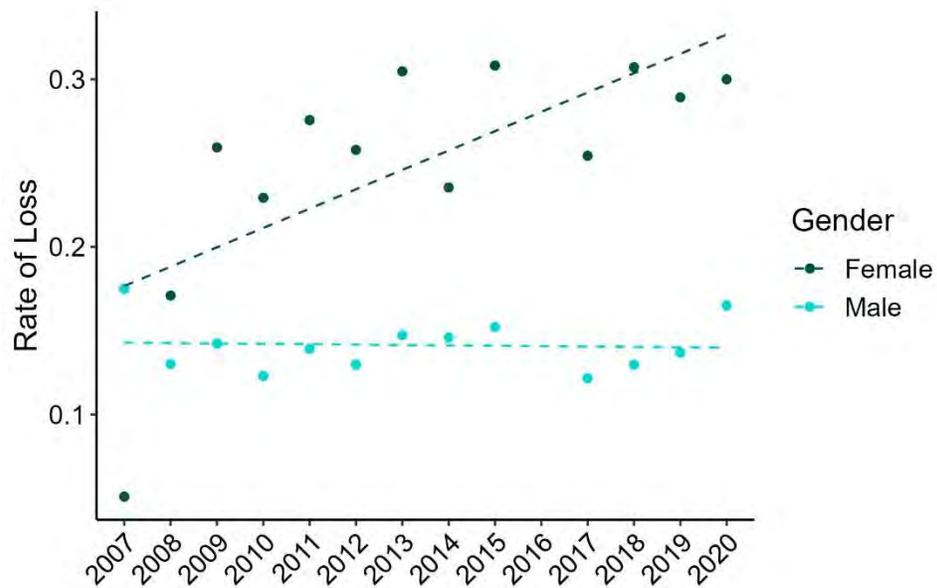


Figure 36. The rate of loss for New Zealand Fish & Game game bird licence holders from the 2007 through the 2023 hunting seasons by gender. The dashed line represents a simple linear regression on the rate of loss over time.

Age

Recruitment rates varied by age class ($F_{7,96} = 166, P < 0.001$) but the change in recruitment over time did not ($F_{7,96} = 1.1, P = 0.34$). On average, recruitment was highest for the younger age classes and was lowest within the older age classes.

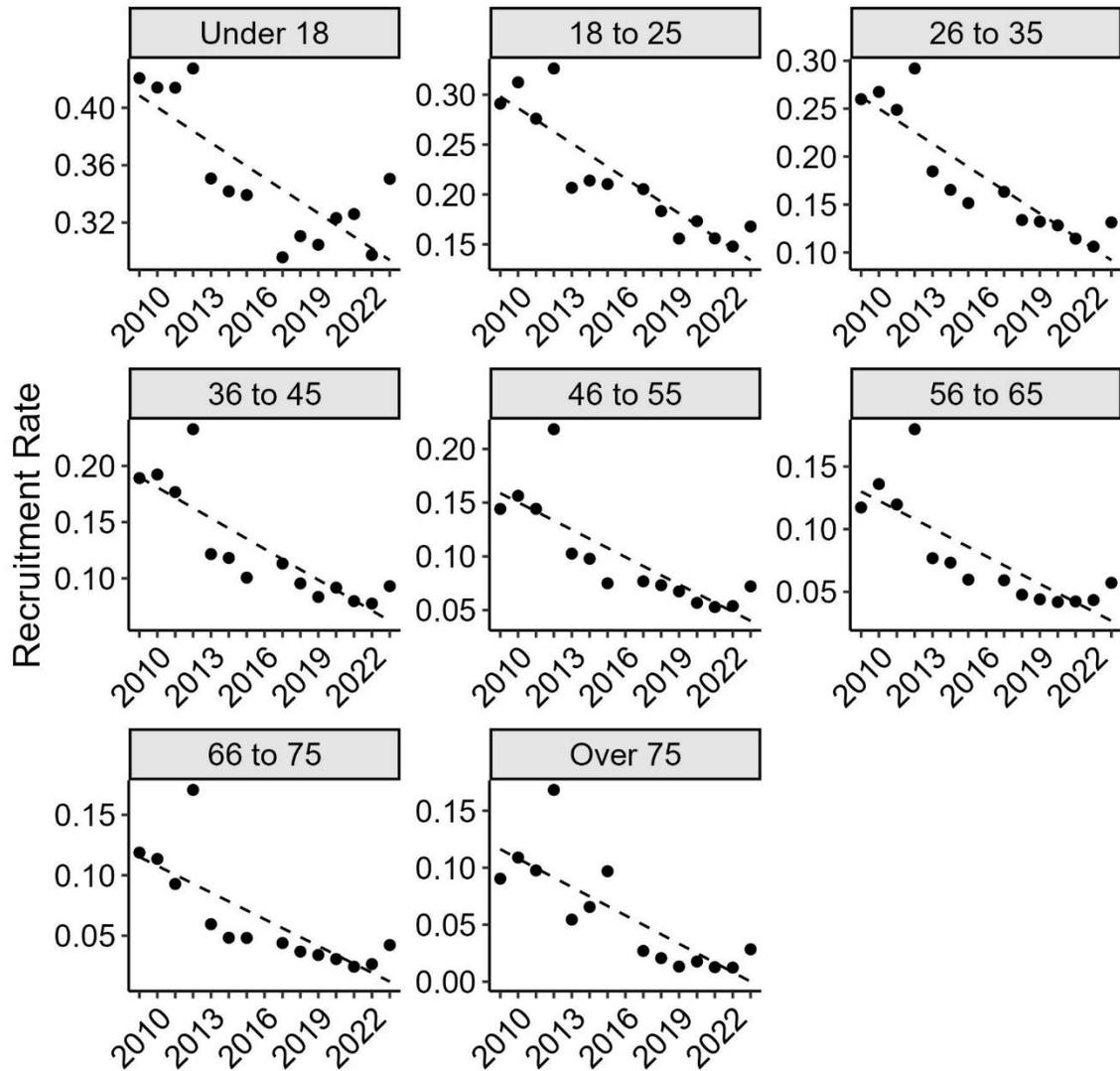


Figure 37. The recruitment rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons by age group. The dashed line represents a simple linear regression on the recruitment rate over time.

Retention rates varied by age class ($F_{7, 96} = 121, P < 0.001$) but the change in retention over time did not ($F_{7, 96} = 0.42, P = 0.89$). On average, retention was highest within the older age classes and lowest within the younger age classes.

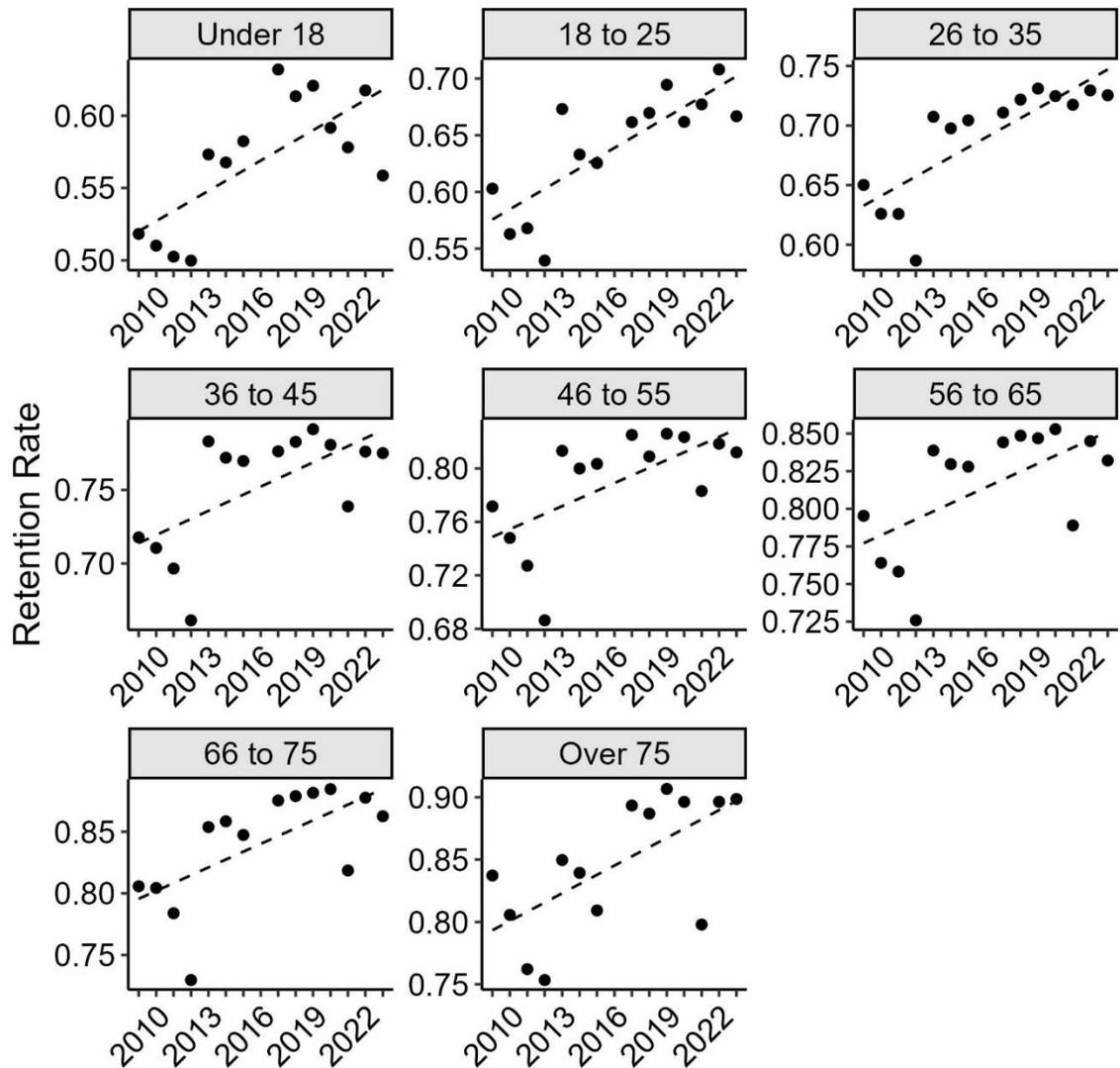


Figure 38. The retention rate for New Zealand Fish & Game licence holders from the 2009 through the 2023 hunting seasons by age group. The dashed line represents a simple linear regression on the retention rate over time.

Reactivation rates varied by age class ($F_{7, 96} = 17.5, P < 0.001$), but the change in reactivation over time did not ($F_{7, 96} = 1.1, P = 0.37$). On average, reactivation was highest within the 18-35 age groups and lowest within the under 18, 66-75, and over 75 age groups.

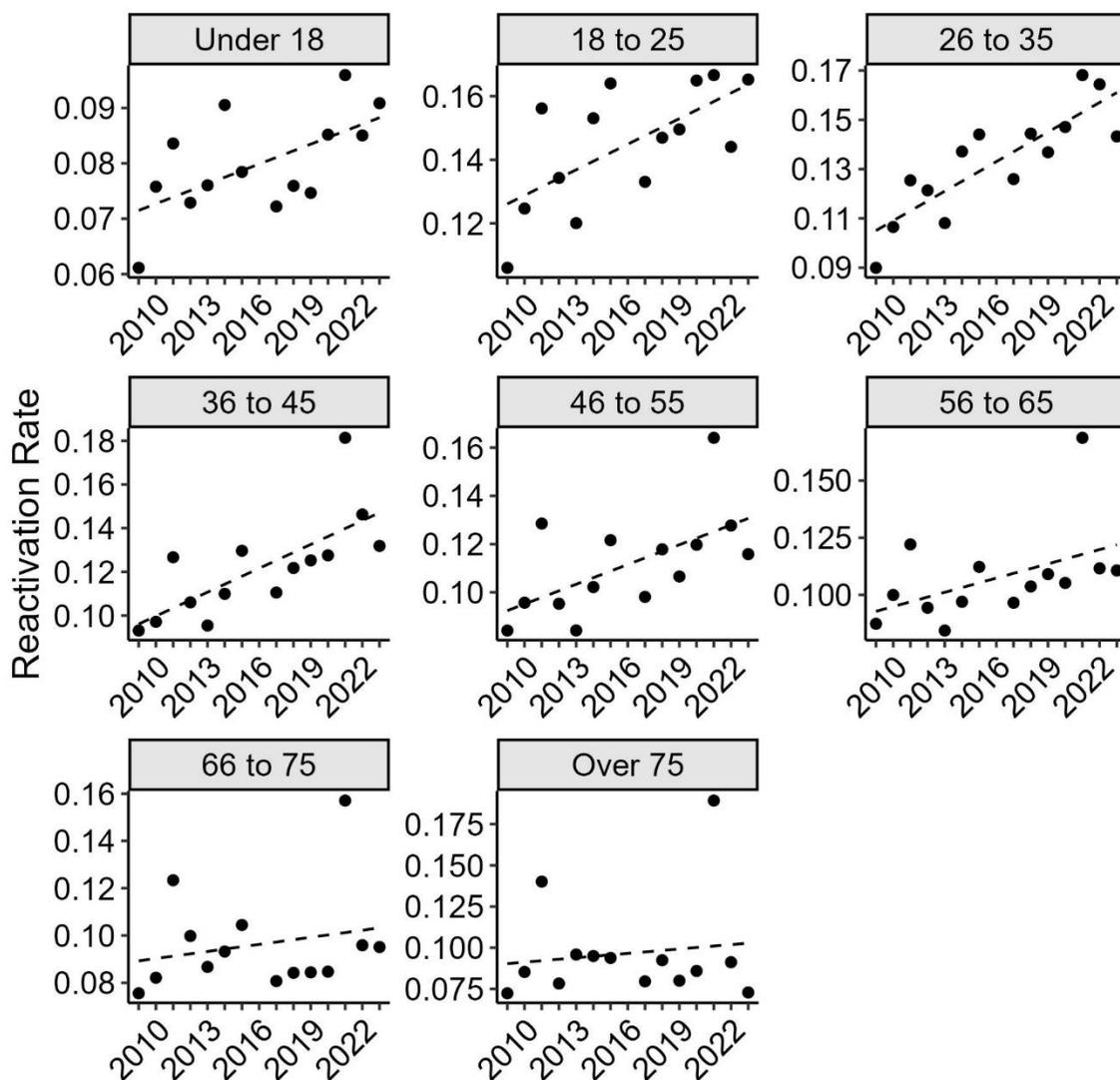


Figure 39. The reactivation rate for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons by age group. The dashed line represents a simple linear regression on the reactivation rate over time.

Both rate of churn and the change in rate of churn over time varied by age class ($F_{7, 72} = 110, P < 0.001$; $F_{7, 72} = 3.6, P = 0.002$). On average, rate of churn was highest within the 18-35 age range and lowest within the older age classes and the under 18 age class. The under 18 and 18 to 25 age classes had exhibited declining trends in rate of churn, while the other age classes exhibited no evident trend. Differences in the length of time spent in churn varied between age classes by a small, but statistically significant amount ($F_{7, 130,668} = 195, P < 0.001$).

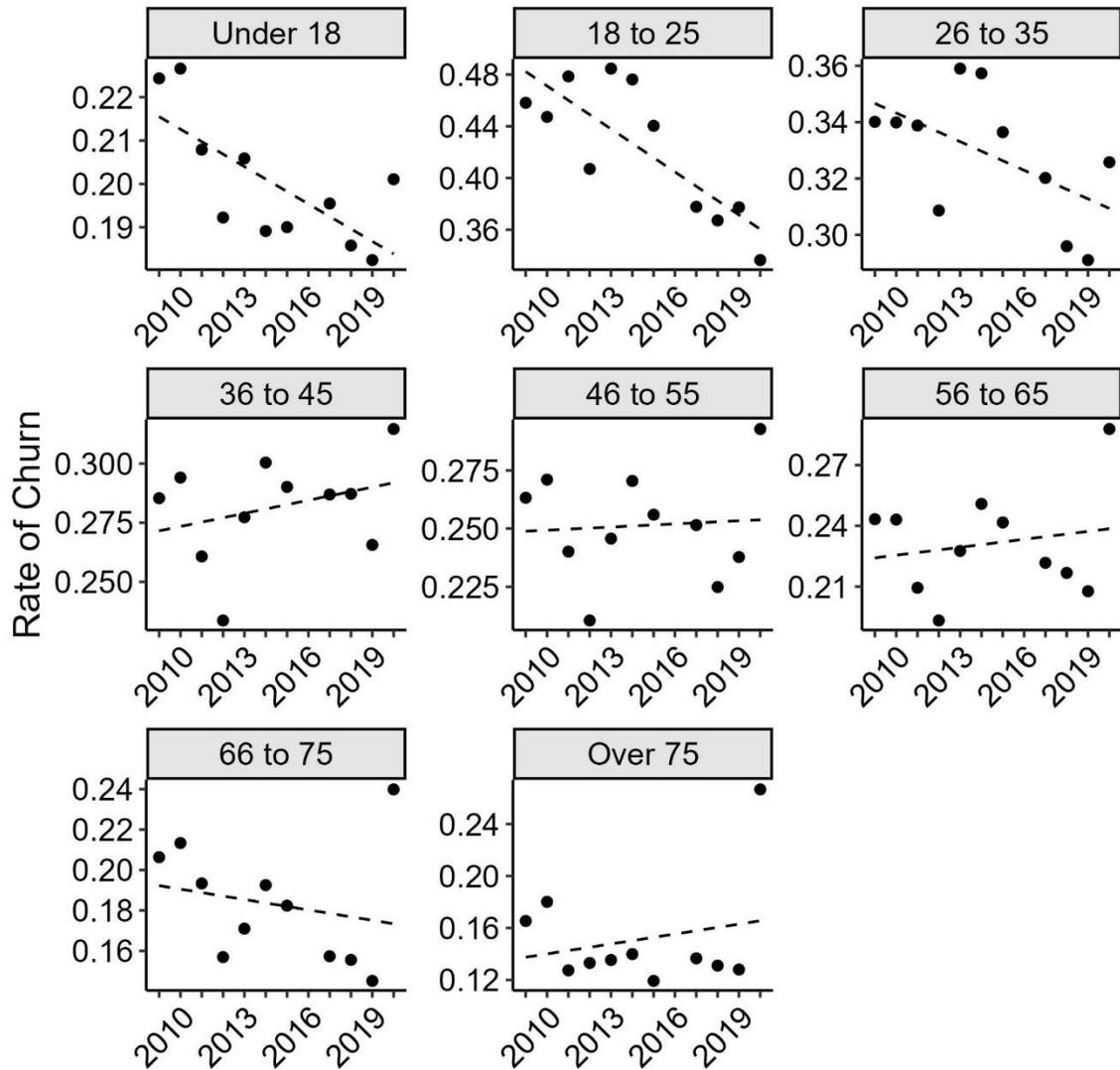


Figure 40. The rate of churn for New Zealand Fish & Game game bird licence holders from the 2009 through the 2020 hunting seasons by age group. The dashed line represents a simple linear regression on the rate of churn over time.

Table 4. The mean number of years spent in-churn and standard error by age group for New Zealand Fish & Game game bird licence holders from the 2009 through the 2023 hunting seasons.

Age Group	Years In-Churn
Under 18	1.9 ± 0.01
18 to 25	2.5 ± 0.01
26 to 35	2.7 ± 0.01
36 to 45	2.6 ± 0.01
46 to 55	2.6 ± 0.01
56 to 65	2.7 ± 0.02
66 to 75	2.6 ± 0.03
Over 75	2.5 ± 0.07

Both rate of loss and the change in rate of loss over time varied by age class ($F_{7, 88} = 71.9, P < 0.001$; $F_{7, 88} = 2.8, P = 0.011$). On average, rate of loss was highest within age classes up to 25 years old and over 75 years old. Age classes between 26-55 years old all exhibited increasing trends of loss over time, while the age classes under 18 and over 56 years old exhibited no evident trend.

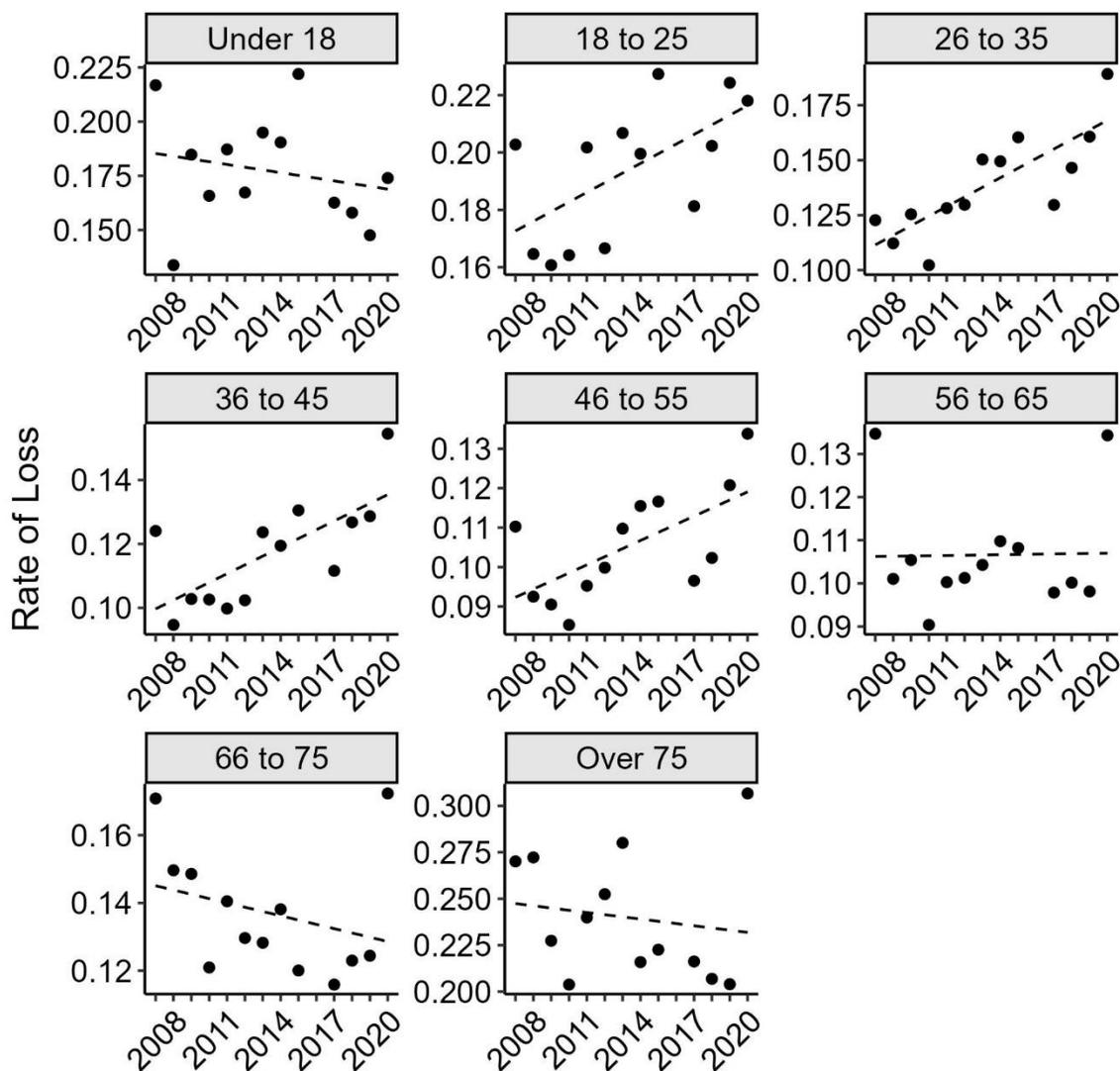


Figure 41. The rate of loss for New Zealand Fish & Game game bird licence holders from the 2007 through the 2020 hunting seasons by age group. The dashed line represents a simple linear regression on the rate of loss over time.

Non-Residents

Since the 2006 hunting season, non-residents from 46 countries have purchased game bird licences from New Zealand Fish & Game. On average, 14.8% ($\pm 2.2\%$) of licences purchased by non-residents are day licences. The number of non-resident licence holders varied between 150 and 204 in the years prior to the COVID 19 pandemic. In 2023, the number of game bird licences purchased by non-residents returned to the pre-pandemic norm, peaking at 205 licence holders. In 2023, non-residents purchased 215 game bird licences, equating to a value of \$18,172 NZD.

The majority of non-resident hunters have been from Australia (53.4%) followed by the United States (31.3%) and the UK (3.4%).

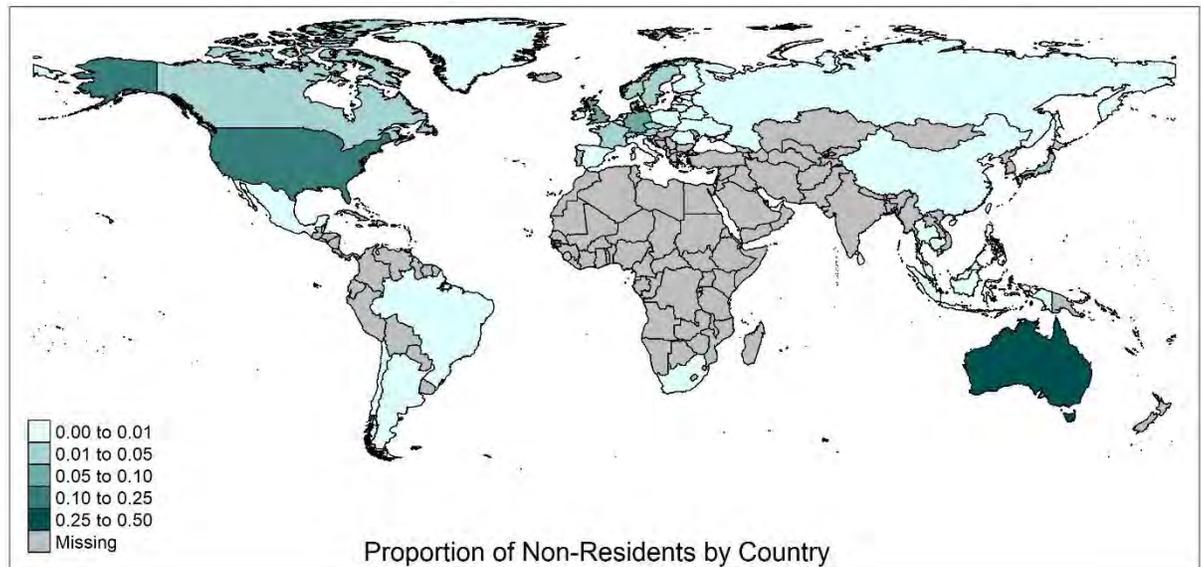


Figure 42. The proportion of New Zealand Fish & Game non-resident game bird licence holders from the 2006 through the 2023 hunting seasons by reported country of residence.

Staff Development Grant

New Zealand Fish and Game Council Meeting 168. 19th and 20th April 2024.

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

Kōrero taunaki - Summary of considerations

Purpose

This report to the New Zealand Fish and Game Council seeks approval for staff development grant application for

- Hamish Stevens \$2,500 and
- Beginner te Reo Māori classes for 20 F & G staff \$6,600

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. Receive the information.
2. Agree to fund the Staff Development Applications of :
 - 2.1. Hamish Stevens for Biennial Bay Delta Science Conference – San Francisco \$2,500
 - 2.2. Beginner te Reo Māori online classes for 20 F & G staff \$6,600 (applied for by Maggie Tait)

Takenga mai - Background

- 1 The Staff development Grant is made available to all staff each year. There is a budget of \$10,000
- 2 For the 2023/24 year this fund has been fully allocated and currently has a commitment of \$6,497 – re Table 1.
- 3 A further \$10,000 becomes available for the 2024/25 year and Staff were invited to apply for the fund in December 2023. Applications closed on the 29th February.
- 4 There are 2 applications – totally \$9,100 for the 2024/25 year.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- 5 Refer table 1 for current staff development projects and commitments.

Table 1: Current Staff Development Projects and Commitments							
New Zealand Fish and Game Council							
As at 29 February 2024							
APPROVED	REGION	AWARDED TO	Amount	ACTUAL SPENT	Refund w/drawn	Y	COMPLETE COMMITMENT
6/04/2023	Otago	Steve Dixon - Recirculating Aquaculture Systems	6,000	5,079	921	Y	-
24/11/2023	NC	Rasmus - Speaker at the March 2024 World Fisheries Conference	6,000	-			6,000
16/02/2024	Otago	Ian - R3 conference	5,049	4,552			497
TOTAL Commitment			6,000	5,079	921		6,497

- 6 Refer table 2 for the current staff development available fund.

Table 2 : Available Funds -Staff Development Grant	
Balance per Reserve 31 August 2023	128
Plus 2023/24 Budget	10,000
Plus Withdrawn Funds	921
Less approved	
Rasmus - Meeting 166	- 6,000
Ian - Meeting 167	- 5,049
Balance available for Funding to August 2024	0
Funding available for 2024/25	10,000

Hamish Stevens has applied for \$2,500 (see attached) for flights and transfers from NZ to Sacramento. All Accommodation and associated costs will be funded by the Winnemem Wintu Rematrication project. The Application is complete.

Maggie Tait has applied for \$6,400 on behalf of staff for a Beginner te Reo Māori online classes for 20 F & G staff.

Both of these projects total \$9,100. If both approved there will be \$900 remaining in the fund for the 2024/25 year.

Consultation

Not required.

Ngā mahinga e whai ake nei - Next actions

- 7 If agreed, New Zealand council staff will notify the applicants Hamish Stevens and Maggie Tait of the approval of these grants.

STAFF DEVELOPMENT GRANT APPLICATION



No:

Date Received:

Applicant:	Maggie Tait
Region/Position:	NZC Principal Communications Advisor - Kaitohutohu Mātāmua

Summary of Itinerary/Project: (Max 1600 characters)

Weekly one hour classes in beginner te Reo Māori, to be held online and available for up to 20 staff.

Summary of funding applied for:

Fees: \$ \$6400 for four terms.

Travel: \$nil

Accommodation: \$nil

Other: \$ possibly some materials, I'll estimate \$200.

TOTAL: \$6600

Total funding granted: \$ _____ Date: 25 March 2024

A Description of the planned program and of what benefit it will be to Fish and Game New Zealand.

I would like a grant in order to take te Reo Māori classes, which, if this application is approved would include approximately 10 additional staff. One of the pou of our organisational strategy is to connect with mana whenua. We know that the reo and Māori values are intertwined and to understand and reflect them a basic appreciation of the language and ability to respectfully pronounce it are required. Learning te reo Māori would be mana enhancing for staff but also benefit the reputation of the organisation. Being able to confidently offer a Māori greeting or respond with good pronunciation would be a sign of respect and openness to build a positive and collaborative relationship. The classes would also be a good professional development as these skills are valued across Aotearoa in a variety of professions and roles.

The amount of money being sought including costs breakdowns and quotation where appropriate.

The cost is \$200 per hour + gst and the classes are run in 8 week blocks

Details of any other sources of funding being sought.

n/a

Information on any Fish and game projects the applicant has contributed to.

n/a

Checklist- make sure these are included in with the application:	
1. Copy of applicant CV attached including any training undertaken since joining Fish and Game	Yes <input type="checkbox"/> No <input type="checkbox"/>
2. A written endorsement from the applicant's Manager or Council.	Yes <input type="checkbox"/> No <input type="checkbox"/>
3. A written endorsement from the host agency if appropriate.	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
4. Confirmation of acceptance as a conference presenter if appropriate.	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
5. Copies of quotes.	Yes <input type="checkbox"/> No <input type="checkbox"/>

- 1. I Maggie Tait agree that if my application is successful, I will submit a detailed report of the observations and recommendations on how the performance of Fish & Game New Zealand can be improved. This will be circulated to all staff so that future applicants are aware of the standard required, within 2 months of returning from the Course/trip.**
- 2. Retain all supporting receipts and submit these to NZ Council with the claim for reimbursement.**

Signature:



Date:



STAFF DEVELOPMENT GRANT APPLICATION



No:

Date Received:

Applicant:	Hamish Stevens
Region/Position:	Fish and Game Officer

Summary of Itinerary/Project: (Max 1600 characters)
 Prior to 30th Sept travel to San Francisco
 30th September – 2nd October - Biennial Bay Delta Science Conference
 3rd October - Winnemem Waywaket Symposium
 4th -6th October – Hosted by University of California, Davis
 7th-9th October Hosted by Winnemem Wintu
 Post 9th Oct return to New Zealand

Summary of funding applied for:

Fees:	\$	
Travel:	\$	\$2,500
Accommodation:	\$	
Other:	\$	
TOTAL:	\$	
Total funding granted:	\$	_____ Date: _____

A Description of the planned program and of what benefit it will be to Fish and Game New Zealand.

Attend Bay Delta Science Conference and Winnemem Waywaket Symposium to continue building relationships with US agencies and the Winnemem Wintu to assist in the rematriation of salmon from New Zealand to the Winnemem Waywaket (McCloud) River. Connecting with overseas experts on salmon management is consistent with policy and several methods of the current Salmon Management Plan.

Policy 3.6.1 Encourage research that improves the knowledge base of New Zealand chinook salmon nationally and internationally

Method 3.6.1.3 Encourage research on NZ salmon by visiting experts from overseas

Method 3.6.1.4 Develop and contribute to relations with international salmon research and management community

The amount of money being sought including costs breakdowns and quotation where appropriate.

\$2,500 for flights and transfers - New Zealand to Sacramento

Details of any other sources of funding being sought.

Accommodation and associated costs funded by Winnemem Wintu Rematriation project

Information on any Fish and game projects the applicant has contributed to.

Salmon habitat restoration projects, coordination of Winnemem Wintu Rematriation project within the Central South Island Region

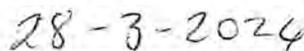
Checklist- make sure these are included in with the application:	
1. Copy of applicant CV attached including any training undertaken since joining Fish and Game	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
2. A written endorsement from the applicant's Manager or Council.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
3. A written endorsement from the host agency if appropriate.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
4. Confirmation of acceptance as a conference presenter if appropriate.	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>
5. Copies of quotes.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

- 1. I Hamish Stevens__ agree that if my application is successful, I will submit a detailed report of the observations and recommendations on how the performance of Fish & Game New Zealand can be improved. This will be circulated to all staff so that future applicants are aware of the standard required, within 2 months of returning from the Course/trip.**
- 2. Retain all supporting receipts and submit these to NZ Council with the claim for reimbursement.**

Signature:



Date:



Hamish Stevens

Tēna koutou, Tēna koutou, Tēna koutou katoa
 Ko Hokonui te maunga e rū nei taku ngākau
 Ko Mātaura te awa e mahea nei aku māharahara
 Nō Te uma kaha ahau
 E mahi ana au hei Fish & Game Officer Ki Central South Island
 Nō reira, tēnā koutou, tēnā koutou, tēnā koutou katoa

38 Hornbrook Street
 Temuka, 7920
 Mobile: 027 4815960
 Email: hstevens@fishandgame.org.nz
 New Zealand Citizen
 Full New Zealand Drivers Licence

Summary of Experience and Skills

Work Experience

Department of Conservation Coastal Otago Biodiversity Ranger Oct 2005 – Sept 2006

Roles and Responsibilities:

Design and delivery of a predator trapping program to protect Mohua in the Catlins Coastal Rainforest Park.

Central South Island (CSI) Fish & Game Fish & Game Officer Oct 2006 - Present

Roles and Responsibilities:

Compliance coordination, monitoring and enforcement, species management, habitat protection and enhancement, public awareness and education, licence holder success/participation and stakeholder and Mana Whenua relationship management.

Education and Qualifications

Bachelor of Science Feb 2002 - Nov 2004

University of Otago

Major: Zoology and Ecology

First Aid First Responder

Fire and Emergency New Zealand

Four Wheel Drive Offroad Handling

Department of Conservation

Chainsaw Handling to thinning

Department of a Conservation

Electrofishing Trained

CSI Fish & Game

Associations and Organisations Membership

Temuka Volunteer Fire Brigade

Nov 2011 –

Present

Roles and Responsibilities:

Management and leadership of crew at emergency incidents. Current rank of Station Officer

South Canterbury Branch New Zealand Deer Stalkers Association

2006 – Present

Roles and Responsibilities:

Big game harvest data management

References

Mark Webb

Senior Fish & Game Officer
Central South Island Fish & Game
2a John Bull Place
Temuka
Mobile: 027 481 5968
Email: mwebb@fishandgame.org.nz

Murray Blogg

Chief Fire Officer
Temuka Volunteer Fire Brigade
30a Hamilton Street
Temuka
Mobile: 027 432 4253



28 March 2024

Kia ora Tatou

I am writing to offer my enthusiastic support for the application of Hamish Stevens to the Staff Scholarship fund. As a representative of the Central South Island Fish and Game, I wholeheartedly endorse Hamish's candidacy for this opportunity.

Hamish Stevens is an invaluable member of our team, demonstrating unwavering dedication and expertise in his role at Fish and Game. His longstanding commitment to our organisation has been exemplary, and his contributions have significantly impacted our efforts, particularly in the critical project of rematriating Salmon (Nur) to their endangered home waters.

This application presents an invaluable opportunity for Hamish to expand his network and deepen his understanding of this crucial project, particularly through collaboration with stakeholders in the United States. His involvement in the rematriation project, coupled with the prospect of connecting with the Winnemem Wintu people, underscores his readiness to engage in meaningful dialogue and collaboration that will benefit our shared goals.

CSI Fish and Game fully endorses Hamish's application and believes he is a deserving candidate for this scholarship. Furthermore, we are committed to supporting Hamish should there be any shortfall in the funding available from the staff development fund. It's important to note that while the funding covers flights and transfers, there are additional costs associated with the trip, which the Winnemem Wintu people are graciously supporting.

In conclusion, I have every confidence that Hamish Stevens will make the most of this opportunity and bring back invaluable insights and connections that will benefit both Fish and Game and the broader community. Thank you for considering his application, and please do not hesitate to reach out if you require any further information.

Kind Regards

Steve McKnight
Chief Executive

Statutory managers of freshwater sports fish, gamebirds and their habitats.

Central South Island Region

32 Richard Pearse Drive, Temuka 7920, PO Box 150 Temuka 7958. Telephone (03) 615 8400
Email: csi@fishandgame.org.nz www.fishandgame.org.nz

28 March, 2024

To whom it may concern,

Hamish is working on the Winnemem Wintu Salmon Rematriation Project through his role at Central South Island Fishing and Game. He has been excellent to work with and has presented data on NZ Chinook Salmon at our monthly scientific meetings.

We would like to extend a warm invitation to Hamish to visit us in Redding in October, after he attends the Bay Delta Science Conference and the Winnemem Waywaket Summit at UC Davis. This will give him an opportunity to visit the Winnemem Waywaket/McCloud River, where we will be rematriating the NZ Chinook to. It will also be an excellent opportunity for Hamish to learn more about the Winnemem side of the project.

Kind Regards,

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

Dr Melanie Cheung
Biologist for the Winnemem Wintu

Christchurch to San Francisco Sat 28 Sep 2024 1 adult NZD \$0.00

San Francisco to Christchurch Sun 13 Oct 2024 Modify search (startover? retainSearchCriteria=true)

- 1 Select your flights
- 2 Enter passenger details
- 3 Extras
- 4 Select your seats
- 5 Review and pay

1 Select your flight to San Francisco

September 2024		October 2024	
Wed 25	\$2,053	Thu 26	\$996
Fri 27	\$1,026	Sat 28	\$1,026
Sun 29	\$1,026	Mon 30	\$996
		Tue 1	\$996

Sort by: 24 hour time

Price	Departs	Arrives	Duration
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11:00AM 6:55AM 2 flights

Economy	Premium Economy	Business
Inflight meal & beverages On-demand entertainment	Premium check-in Premium seating with increased leg room Fine cuisine & beverages	Complimentary lounge access Premium check-in Luxurious leather armchair Fine cuisine & beverages



3/27/24, 4:39 PM

Select your flights - Air New Zealand

<p>A320  787-9</p>	<p>14h (hours) 55m (minutes)</p> <p>Transit Auckland (1h (hours) 25m (minutes))</p>	<p><input type="radio"/> \$1,026</p> <p><input type="radio"/> \$2,146</p> <p><input type="radio"/> \$4,606</p>	
<p>10:00AM 6:55AM 2 flights 15h (hours) 55m (minutes)</p> <p>Transit Auckland (2h (hours) 25m (minutes))</p>	<p><input type="radio"/> \$1,026</p> <p><input type="radio"/> \$2,146</p> <p><input type="radio"/> \$4,606</p>		
<p>8:45AM 6:55AM 2 flights 17h (hours) 10m (minutes)</p> <p>Transit Auckland (3h (hours) 40m (minutes))</p>	<p><input type="radio"/> \$1,026</p> <p><input type="radio"/> \$2,146</p> <p><input type="radio"/> \$4,606</p>		
<p>1:00PM 2:48PM 3 flights 20h (hours) 48m (minutes)</p> <p>Transit Auckland (1h (hours) 30m (minutes))</p> <p>Los Angeles (4h (hours) 15m (minutes))</p>	<p><input type="radio"/> \$1,422</p> <p><input type="radio"/> \$2,434</p> <p><input type="radio"/> \$4,927</p>	Lie-flat bed	
<p>A320  777-300ER  737-800</p>	<p>12:00PM 2:48PM 3 flights 21h (hours) 48m (minutes)</p> <p>Transit Auckland (2h (hours) 30m (minutes))</p> <p>Los Angeles (4h (hours) 15m (minutes))</p>	<p><input type="radio"/> \$1,422</p> <p><input type="radio"/> \$2,434</p> <p><input type="radio"/> \$4,927</p>	<p>skycouch™ available</p> <p>Lie-flat bed</p>
<p>A320  777-300ER  737-800</p>	<p>11:00AM 2:48PM 3 flights 22h (hours) 48m (minutes)</p> <p>Transit Auckland (3h (hours) 30m (minutes))</p>	<p><input type="radio"/> \$1,422</p> <p><input type="radio"/> \$2,434</p> <p><input type="radio"/> \$4,927</p>	<p>skycouch™ available</p> <p>Lie-flat bed</p>

3/27/24, 4:39 PM

Select your flights - Air New Zealand

Lie-flat bed

Los Angeles (4h (hours) 15m (minutes))

skycouch™ available

5:00PM 5:40PM 3 flights
19h (hours) 40m
(minutes)

A320
 777-300ER
 737-800

\$2,243

\$2,434

Not available on this flight

Transit Auckland (1h (hours) 50m (minutes)).

Los Angeles (2h (hours) 50m (minutes))

skycouch™ available

4:00PM 5:40PM 3 flights
20h (hours) 40m
(minutes)

A320
 777-300ER
 737-800

\$2,243

\$2,434

Not available on this flight

Transit Auckland (2h (hours) 50m (minutes)).

Los Angeles (2h (hours) 50m (minutes))

skycouch™ available

3:00PM 5:40PM 3 flights
21h (hours) 40m
(minutes)

A320
 777-300ER
 737-800

\$2,243

\$2,434

Not available on this flight

Transit Auckland (3h (hours) 50m (minutes)).

Los Angeles (2h (hours) 50m (minutes))

skycouch™ available

2 Select your return flight to Christchurch

October 2024

Thu 10	Fri 11	Sat 12	Sun 13	Mon 14	Tue 15	Wed 16
\$1,030	\$1,030	\$1,290	\$1,000	\$1,000	\$1,000	\$1,127

Sort by: 24 hour time

Price	Departs	Arrives	Duration
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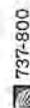
Economy	Premium Economy	Business
Inflight meal & beverages On-demand entertainment	Premium check-in Premium seating with increased leg room Fine cuisine & beverages	Complimentary lounge access Premium check-in Luxurious leather armchair Fine cuisine & beverages
<input type="radio"/> \$1,000	<input type="radio"/> \$2,120	<input type="radio"/> \$4,610
<i>skycouch™</i> available		Lie-flat bed
<input type="radio"/> \$1,000	<input type="radio"/> \$2,120	<input type="radio"/> \$4,610
<i>skycouch™</i> available		Lie-flat bed
<input type="radio"/> \$1,000	<input type="radio"/> \$2,120	<input type="radio"/> \$4,610
<i>skycouch™</i> available		Lie-flat bed

Air New Zealand only flights

 777-300ER A320	9:00PM Tue 15	9:55AM Tue 15	2 flights 16h (hours) 55m (minutes)	Transit Auckland (2h (hours) 30m (minutes))
 777-300ER A320	9:00PM Tue 15	10:25AM Tue 15	2 flights 17h (hours) 25m (minutes)	Transit Auckland (3h (hours) 0m (minutes))
 777-300ER A320	9:00PM Tue 15	11:25AM Tue 15	2 flights 18h (hours) 25m (minutes)	Transit Auckland (4h (hours) 0m (minutes))

Flights including other airlines

 737-800	3:00PM Tue 15	8:10AM Tue 15	3 flights
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3/27/24, 4:39 PM

777-300ER
 A320

21h (hours) 10m
(minutes)

Transit Los Angeles (3h (hours) 22m
(minutes)),
Auckland (1h (hours) 45m (minutes))

3:00PM 9:55AM 3 flights
Tue 15 22h (hours) 55m
(minutes)

737-800
 777-300ER
 A320

Transit Los Angeles (3h (hours) 22m
(minutes)),
Auckland (3h (hours) 30m (minutes))

4:30PM 9:55AM 3 flights
Tue 15 21h (hours) 25m
(minutes)

737-800
 777-300ER
 A320

Transit Los Angeles (2h (hours) 58m
(minutes)),
Auckland (2h (hours) 30m (minutes))

4:30PM 10:25AM 3 flights
Tue 15 21h (hours) 55m
(minutes)

737-800
 777-300ER
 A320

Transit Los Angeles (2h (hours) 58m
(minutes)),
Auckland (3h (hours) 0m (minutes))

4:30PM 11:25AM 3 flights
Tue 15 22h (hours) 55m
(minutes)

737-800
 777-300ER
 A320

Transit Los Angeles (2h (hours) 58m
(minutes)),
Auckland (4h (hours) 0m (minutes))

Select your flights - Air New Zealand

Not available
on this flight

Not available
on this flight

\$4,922

Lie-flat bed

Not available
on this flight

Not available
on this flight

\$4,922

Lie-flat bed

Not available
on this flight

Not available
on this flight

\$6,122

Lie-flat bed

Not available
on this flight

Not available
on this flight

\$6,122

Lie-flat bed

Not available
on this flight

Not available
on this flight

\$6,122

Lie-flat bed

Air New Zealand United Airlines

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Hawkes Bay Notification of Spending from Reserves

NZ Fish and Game Council Meeting 168- 19 & 20 April 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks to inform the Council on the spending from reserves for Hawkes Bay Fish and Game Council.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information.

Background

1. The HBF Council has a Healthy state of Reserves with 185% of Reserves to Budget as at 31/8/23. This is \$638k over the 20% level required by the NZC policy.
2. In 2018 the Council resolved to develop the Hawkes Bay Fish & Game Council Education centre. The aim of the Council was for the Game Farm/Visitor Education Facility to be cost neutral – meaning that all costs – be it maintenance, stocking, events and staffing will be netted off by the income stream associated with the use of the Game farm by the Public
3. At present \$21,500 of direct costs (excluding Salaries) has been expended on the Education Centre. The Council has agreed to seek the use of Reserves to cover the direct costs of the Education Centre for 2023/24. A contestable Fund bid has been agreed to be applied for to cover both the direct and salaries costs of establishing the education centre and its programmes for the 2024/25 year with the intention that the Education be self funded by the 2025/26 financial year.

Council	Actual Reserves 31/8/23	Approved Budget 2023/24	Reserves required 20% of Budget	Top up required 20% Reserves	% of Budget after top up	% of Licence Income Levy Regions	Reserves over 30%
Northland	\$212,347	\$591,644	118,329	0	36%		34,727
Auckland/Waikato	\$392,938	\$947,234	189,447	0	41%	38%	108,570
Eastern	\$919,095	\$1,322,153	264,431	0	70%	67%	522,170
Hawkes Bay	\$716,064	\$386,276	77,255	0	185%	174%	600,098
Taranaki	\$181,569	\$420,936	84,187	0	43%		55,197
Wellington	\$453,771	\$964,842	192,968	0	47%		164,137
Nelson-Marlb	\$180,987	\$596,829	119,366	0	30%	27%	1,815
Nth Canterbury	\$341,665	\$1,077,807	215,561	0	32%	21%	18,104
West Coast	\$329,494	\$357,031	71,406	0	92%		222,308
Central SI	\$1,015,642	\$1,006,194	201,239	0	101%	55%	713,592
Otago	\$1,244,542	\$1,329,287	265,857	0	94%	53%	845,485
Southland	\$957,968	\$985,579	197,116	0	97%	60%	662,115
NZC & National	\$1,309,186	\$4,040,895	808,179	0	32%		144,182
TOTAL	\$8,255,268	\$14,026,707	\$2,805,341	\$0	59%		\$4,092,501

Financial Implications

1. The reserves as at 31 August for Hawkes Bay are \$716,064.

Policy Implications

2. Reserves are maintained at above 20%.

NZC Meeting 168 Item 4.2a

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

Kōrero taunaki - Summary of considerations

The review of the Governance of Fish and Game New Zealand and the Regional Fish and Game Councils, prepared for the Minister of Conservation February 2021 included the following recommendations:

34. NZFGC should develop guidelines to guide a process for community input for FGC's to follow in developing management plans. At a minimum there should be a requirement to demonstrate that the provisions of section 17 (L) (4) (b) has been complied with ie that the impact on other natural resources and / or other users has been considered.

36. NZFGC should assure itself that the duty set out in s17m (2) (ii) which requires the FCG to 'give notice of the draft management plan ... so far as is practicable, to representatives of the appropriate iwi authorities and to appropriate regional council and territorial authorities' has been adequately discharged.

A number of recommendations relating to mana whenua engagement is also included in our mana whenua engagement guidelines.

Community engagement is a key theme of this work and is important to get the right issues included in the management plan. Staff has also requested guidance regarding the contents of the management plans.

This item asks NZC to receive this SFGMP guidance and consultation policy for information. We are also working on a draft mana whenua engagement policy and hope to provide this to you before the meeting.

Purpose

To set NZC policy for best practice for community consultation and writing SFGMPs when regions are developing their Sports Fish and Game Management Plans.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That NZC

1. Receive the information.

Whakarāpopoto - Executive Summary

- 1 This paper introduces the proposed SFGMP guidelines and consultation guidance. This work will assist regions with their consultation and drafting processes associated with this piece of work.

Takenga mai - Background

- 2 NZC obtained legal advice regarding our present s4 obligations that set the scene for SFGMP until new legislation is introduced Rachael Ennor and Elana Geddis February 2023. NZC has also received “Mana Whenua Engagement Discussion on how Fish and Game can engage with Mana Whenua” by Dave Milner August 2023. This document was also discussed at the staff conference in September 2023. This information has been used to inform our mana whenua engagement policy.
- 3 With the new Minister of Hunting and Fishing we want to continuously improve our processes and management plans. Fish and Game have 8 expired SFGMP: Northland, Hawkes Bay, Taranaki, Wellington, Nelson/ Marlborough, West Coast, North Canterbury and Southland. The following SFGMP have not expired: Auckland, Eastern (expires 2024), Central South Island, Otago (expires 2025). Therefore guidance and policy for SFGMP writing will be relevant to many of our regions.
- 4 Where a SFGMP has expired, the Operational Work Plan for the region may be requested by the minister.
5. Critical to this work is the across organisation trout spawning and trout habitat mapping project that is currently underway. It would also be useful to map our game bird habitat.

Kōrerorero – Discussion

6. We introduced this item as a draft NZC policy initially at the 21 September informal managers meeting. However, ultimately it will be up to NZC if they want to adopt guidelines or policy. It is NZC function to provide policy and direction on species management work and therefore either approach is consistent with NZC functions.

7. One manager suggested that the guidance should only cover the minimum that is prescribed in the Conservation Act. This approach has not been deemed an acceptable approach by DOC.
8. In relation to s4 of the Conservation Act and iwi engagement, complying with what is prescribed in this legislation would not discharge Fish and Game's obligations in relation to engagement with mana whenua. Case law that has been created since this legislation was enacted has meant that s4 is no longer the only consideration in consultation processes.
9. Initially we prioritised the inclusion of the minimal elements to meet the requirements of the Conservation Act. However with further consultation with DOC, habitat monitoring, policies and outcomes got added back into this draft guidance.

Ngā kōwhiringa - Options

10. NZC may
 - a. Note the information provided and managers feedback provided.
 - b. Suggest specific amendments.
 - c. Adopt the attached documents as NZC guidance or
 - d. Adopt the attached documents as NZC policy

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

11. This item involves an application to the contestable fund for \$5000 to assist with the development of a mana whenua engagement policy.
12. Some regions may need to budget for writing SFGMP if they do not have staff in house to do this. The development of Operational Work Plans are an annual requirement so will be developed as part of existing budgets.

Legislative Implications

13. Nil at this stage, but with Conservation Act and Wildlife Act reform it is likely to involve change to the organisation, governance and cross organisation teams.

Section 4 Treaty Responsibilities

14. This item has section 4 implications, especially the consultation guidelines.

Policy Implications

15. This specific item is also relevant to the Wildlife Act review as it shows what future aspirations we have for working with other organisations and managing species.
16. A critical part of future SFGMP will be the identification of spawning sites and the mapping of Trout and Salmon habitat.

Risks and mitigations

Nil

Consultation

17. Managers were generally wanting SFGMP to be briefer and adhere to the minimum requirements of the Conservation Act. Managers were also concerned about the incorporation of spawning sites as part of the SFGMP as this was seen to not have the flexibility needed to update records and mapping. It was suggested that holding this information in a national database would be better than in a plan that required public consultation and that only got updated once every 10 years.
18. DOC has been consulted regarding the draft guidelines and key elements. Initially we were looking at a SFGMP that only contained the mandatory elements listed in the Conservation Act, but DOC wasn't happy with this approach so additional items that they thought were necessary has been added back in eg policies, outcomes and monitoring of species.

Ngā mahinga e whai ake nei - Next actions

Seek further feedback on our Mana Whenua engagement guidelines, both from Kahu and Te Ao advisors.

Attachments:

1. SFGMP consultation guidance
2. Key Elements of a SFGMP
3. SFGMP Guide

Guide to Drafting Sports Fish and Game Management Plans

Introduction

1. The guidance document identifies statutory requirements for Sports Fish and Game Management Plans (SFGMPs) and identifies additional optional elements that could be included to help achieve the purpose of SFGMPs.
2. At the outset, F&G Councils will need to engage early with mana whenua¹ at the beginning of the process of preparing SFGMPs in order to give effect to the principles of the Treaty of Waitangi.² Accordingly, this Guide does not pre-determine specific content or format that would necessarily meet Mana Whenua aspirations. This will need to be determined after genuine engagement with mana whenua and as set out in the Mana Whenua engagement guidelines consultation should commence with a blank page, rather than with a drafted document.
3. This document should be read in conjunction with the document, “Draft Elements – Sports Fish & Game Management Plans” that sets out key elements to consider including in SFGMP based on this guidance.
4. This guidance document is structured as follows:
 - a) Context
 - b) Te Tiriti o Waitangi
 - c) Purpose of SFGMPs
 - d) Statutory requirements of SFGMPs
 - e) Optional elements to consider including in SFGMPs.

Context

5. In considering what elements to recommend for inclusion in a Guide to Drafting SFGMPs, I have reviewed the SFGMPs for CSI 2022-2032, West Coast (draft), Auckland Waikato 2021-2031, and Otago 2015-2025.
6. I have also considered the Review of the Governance of Fish and Game New Zealand and the Regional Fish and Game Councils prepared for the Minister of Conservation, Engaging with Mana Whenua, A Discussion Document Exploring Best Practice For Fish & Game.
7. Based on reviewing those documents, the legislative requirements and discussions with F&G planning staff, key context is set out below.

Public process for developing SFGMPs

8. The process for developing SFGMPs is set out in s 17M of the Conservation Act 1987. Key elements include the requirement to publicly notify draft SFGMPs, provide copies to iwi authorities and local authorities, and invite written submissions. F&G Councils must give full consideration to submissions and provide opportunities for any person to appear before F&G Council representatives to be heard in support of their submission.
9. The F&C Council must send the draft SFGMP, a summary of submissions received, and of public opinion made known about the draft SFGMP to the Minister of Conservation. The F&G Council must also send the Minister a written statement of any matters of content on which the Director-General of Conservation and the F&G Council are unable to agree.

¹ Te Aka Māori Dictionary: “(noun) territorial rights, power from the land, authority over land or territory, jurisdiction over land or territory - power associated with possession and occupation of tribal land. The tribe's history and legends are based in the lands they have occupied over generations and the land provides the sustenance for the people and to provide hospitality for guests.” Section 2 Conservation Act 1987 states “Manawhenua means customary authority exercised by an iwi or hapu or individual in an identified area”.

² Section 4 of the Conservation Act states that “*This Act shall so be interpreted and administered as to give effect to the principles of the Treaty of Waitangi.*”

Internal Working Document – 18 December 2023

10. In addition to the specific steps outlined in the legislation, F&G is developing guidelines for engaging with mana whenua and stakeholders.

Ministerial approval

11. The Minister must approve a draft SFGMP or send it back to the F&C Council for further consideration before approving it.³ There is no legislative requirement to make any changes sought by the Minister.⁴ The F&G Council will however, need to demonstrate that they have properly considered any comments or recommendations from the Minister before re-submitting the SFGMP for approval. If the F&G Council does not make any changes sought by the Minister, this may lead to the Minister declining to approve the SFGMP.⁵

10-year timeframe

12. The Conservation Act requires F&G Councils to review SFGMPs no later than 10 years after the date of approval.⁶ It can take 1-3 years from initial engagement to final approval of a SFGMP. The time taken to prepare a SFGMP can mean that issues become outdated by the time the SFGMP is approved. While the SFGMP, or part of the SFGMP can be reviewed more frequently than 10 years,⁷ the same process for developing a SFGMP applies to any review.

Implementation of SFGMPs

13. While there is no explicit provision in the Conservation Act requiring F&G Councils to comply with SFGMPs, it is implied from the provisions governing SFGMPs that F&G Councils will exercise their functions in accordance with SFGMPs. The Ministerial Review recommended however, that the Minister should have the power to require adherence to an approved SFGMP.
14. New Zealand Fish and Game have adopted an Organisational Strategy, and in accordance with that each region should have a SFGMP. F&G Councils are required to prepare operational work plans annually. If there is no approved SFGMP for the region, the OWPs require Ministerial approval. The Minister can amend OWPs.

Users of SFGMPs

15. F&G operational teams appear to be the primary users of the SFGMPs, although it is unclear how often SFGMPs are referred to and how they impact F&G Councils' day-to-day work. For some regions, the SFGMP may not serve any purpose beyond meeting the statutory requirement to prepare them. Some F&G Councils use SFGMPs' schedules of significant waterbodies to determine whether a F&G Council is an affected party in relation to applications for resource consent. Many of the SFGMPs I reviewed are lengthy. For example, the CSI SFGMP (approved in 2022) is 78 pages, which can impact on its usability.

Key stakeholders need to state their values and work out where they align and where they don't. SFGMP can be useful for regional council to "have regard to" in Resource Management processes. SFGMP can also be useful for DOC work as it confirms where valued introduced species are located.

Purposes of Sports Fish and Game Management Plans

³ Section 17M(2)(g) of the Conservation Act states: "the Minister shall approve the draft or send it back to the Fish and Game Council for further consideration before approving it."

⁴ The Ministerial Review recommended that the Minister's powers be expanded to include a mandatory power of direction for an addition or amendment to a draft SFGMP. Recommendation 2, page 10, Ministerial Review.

⁵ The Department of Conservation (DOC) considers that the Minister of Conservation may exercise the power under s 17M(2)(g) to send a draft SFGMP back to a F&G Council for further consideration more than once. DOC considers that this is in line with the general principle of statutory interpretation that a power conferred by legislation may be exercised more than once (see s 51 of the Legislation Act 2019). If a F&G Council sends a SFGMP to the Minister, and the Minister uses their power under s 17M(2)(g) to send the draft back to the F&G Council for further consideration, when the F&G Council sends a revised draft SFGMP to the Minister, the Minister may approve the draft or send it back to the F&G Council for further consideration.

⁶ Section 17M(5)(b) of the Conservation Act.

⁷ Section 17M(5)(a) of the Conservation Act.

Internal Working Document – 18 December 2023

Legal requirements

16. F&G Councils are required under s 17L of the Conservation Act to prepare such SFGMPs as are necessary for the management of sports fish and game in their region.

Guide operational work plans

17. F&G Councils are required to prepare OWPs annually.⁸ While there is no explicit legal requirement for an OWP to be consistent with a SFGMP, if there is no SFGMP, then the OWP requires approval from the Minister of Conservation.⁹

Engagement with licence holders

18. SFGMPs provide an opportunity to connect with licence holders and reflect their interests and aspirations relating to managing sports fish and game birds.

Engagement with mana whenua

19. SFGMPs provide an opportunity to engage with mana whenua on their rights, interests and aspirations in relation to managing sports fish and game birds. Refer also to the SFGMP Consultation Guidelines and Draft Fish and Game Mana Whenua engagement guidelines.

Planning tool to assist F&G Councils meet functions

20. SFGMPs could be used to guide F&G work to meet their statutory functions and help prioritise work programmes.

Transparency

21. As set out in the context, SFGMPs must go through a public process before approved by the Minister. This provides for transparency in terms of how F&G Councils exercise their statutory functions.

Influence conservation planning documents

22. Under the Conservation Act, the Director-General of Conservation must consider SFGMPs in developing freshwater fisheries management plans¹⁰ and conservation management plans.¹¹ It is important that SFGMPs include provisions covering how sports fish and game birds are managed in conservation areas, to ensure that F&G's interests will be properly taken into account on conservation planning documents.

Identification of spawning areas

23. It is an offence to carry out an activity that disturbs or is reasonably likely to disturb a declared spawning area of sports fish, unless authorised by the Director-General of Conservation.¹² The Director-General may declare areas to be spawning areas on the recommendation of the New Zealand Fish and Game Council in relation to sports fish.¹³ While it is not uncommon to disturb sports fish spawning areas, and prosecutions are not brought, identifying spawning areas in SFGMPs that are important to F&G will lay the foundation for better protection.

Influence resource management planning documents

24. Advocating for the protection of sports fish and game bird habitats in resource management processes is one of F&G most effective tools.¹⁴ In addition to making submissions on plans and resource consents, F&G Councils can influence planning documents through SFGMPs as decision-makers must consider SFGMPs in preparing or changing policy statements and

⁸ Section 26Q(3)(a) of the Conservation Act.

⁹ Section 26Q(3)(e) of the Conservation Act.

¹⁰ Note that there are currently no freshwater fisheries management plans.

¹¹ Sections 17J and 17E(9) of the Conservation Act. SFGMPs may also be a mandatory consideration when developing Conservation Management Strategies under s.17D(8).

¹² Section 26ZJ of the Conservation Act.

¹³ Section 26ZJA(2) of the Conservation Act.

¹⁴ F&G Councils have a statutory function to advocate the interests of the Council, including its interests in habitats. See s 26Q(e)(vii) of the Conservation Act.

Internal Working Document – 18 December 2023

plans under the RMA.¹⁵ Key areas are set out below in relation to the National Policy Statement for Freshwater Management 2020 (NPS-FM):

- a) When developing fish passage provisions regional councils must take into account any SFGMPs approved by the Minister.¹⁶
 - b) Fishing is relevant to compulsory value human contact and fishing is an optional value for Freshwater Management Units, requiring the identification of an environmental outcome.¹⁷
 - c) The fishing value of a waterway can be used to identify outstanding water bodies.
 - d) Regional councils must identify and map natural wetlands in their region.¹⁸
25. Where SFGMPs identify values consistent with the framework in the NPS-FM, it will provide a strong basis to advocate for the protection of those values. Conversely, if the SFGMP does not align with the statutory requirements or identify areas requiring protection for their fishing values, it may undermine subsequent submissions on planning documents or resource consents.

Statutory Requirements for Sports Fish and Game Management Plans

26. This section outlines the statutory requirements of SFGMPs.

Giving effect to Treaty Principles

27. To meet the requirements of s 4 of the Conservation Act, F&G Councils must take account of, and give weight to, Treaty rights and interests alongside its statutory responsibilities to manage, maintain and enhance the sports fish and game resources in the interests of anglers and hunters.
28. In relation to developing SFGMPs, the legislative requirements in relation to iwi (summarised above) do not represent the principles of Te Tiriti o Waitangi.¹⁹ F&G Councils need to develop ways to engage with mana whenua as partners, rather than stakeholders in developing SFGMPs. Kāhu Environmental advise F&G should assess ways to involve mana whenua in the development of SFGMPs, and in particular to start by asking mana whenua about what role they should have in the process. Initial conversations should explore common objectives e.g. habitat/wetland restoration, water quality and freshwater management.
29. This engagement needs to happen before F&G Councils start drafting SFGMPs to allow iwi/hapū interests and aspirations to be actively taken into account during the planning process.
30. The Ministerial Review also recommended that F&G NZ develop, in collaboration with Māori, a national policy on consultation and engagement with Māori and a standing advisory panel on Treaty issues and engagement with Māori. Engagement with mana whenua should utilise those resources when available.
31. F&G Councils must do the background mahi before engaging with mana whenua. This includes being familiar with relevant Treaty Settlement Acts, Waitangi Tribunal Reports, iwi management plans, environmental management plans, statutory acknowledgements and sites of significance to iwi in the region. Reference to relevant Treaty Settlement Act is particularly important, as many include specific obligations in relation to SFGMPs.
32. F&G Councils should also be familiar with key issues likely to be raised by iwi in relation to managing sports fish and game and Treaty interests, and have an open mind when

¹⁵ Sections 74(2)(b)(i), 61(2)(a)(i), 66(2)(c)(i). Note there are the same requirements under the Natural and Built Environment Act (NBA) in relation to natural and built environment plans (s 174(2)(d)). The incoming National government policy is to repeal the NBA.

¹⁶ Clause 3.26(3)(a) of the NPS-FM.

¹⁷ Appendices 1A and 1B of the NPS-FM.

¹⁸ Clause 3.22 of the NPS-FM.

¹⁹ Kāhu Environmental Engaging with Mana Whenua, A Discussion Document Exploring Best Practice For Fish & Game

Internal Working Document – 18 December 2023

discussing those issues with mana whenua in terms of possible ways to provide for those interests. Potential issues include:²⁰

- a) Intrinsic value of waterways vs utility for fishing and hunting
- b) Customary use of indigenous species
- c) Māori Rights to non-indigenous species
- d) Predation of indigenous species by sports fish
- e) Prosecution of Māori for hunting or fishing without licences
- f) Concessionary licences for Māori to fish and hunt introduced species

33. Note that some of these issues may be beyond the scope of a SFGMP. Discussing the issues however, will likely be important to mana whenua, and F&G Councils may want to consider other avenues to address matters raised in discussion with mana whenua if possible.

Issues, Objectives and Policies

34. SFGMPs must include objectives for the management of sports fish and game birds, within any region or part of any region.²¹ In the SFGMPs that I reviewed, issues, outcomes and objectives and policies were all included to help guide F&G Council actions. Current SFGMP however contained considerable overlap in content between issues, outcomes, objectives and policies. There needs to be a clear link between the issues, objectives and policies.

35. Guidance:

a) Consider including, issues, objectives and policies that all directly relate to each other, using the following definitions:

i. Issue: problem requiring action

e.g. Issue for Sustainability of the Resource: There are growing concerns that the sea-run salmon fishery and the sea-run trout fishery are in decline, as there are fewer fish returning to sustain the population.

ii. Objective: what F&G Council would like to achieve to resolve an issue

e.g. Achieve sustainability of sea-run salmon fishery and the sea-run trout fishery through management, and support anglers and hunters enjoying a sustainable and highly valued recreational experience.

iii. Policy: action to achieve the objective

e.g. Policies for Sustainability of the Resource: Undertake the following actions in relation to the sea-run salmon fishery and the sea-run trout fishery:

- Monitor the resource to determine whether it is in decline;
- If resource is declining, investigate factors contributing to the decline; and
- Consider management options to improve the fishery and or game resource.

b) When considering objectives and policies to include in SFGMPs, consider the long-term (i.e. 10 years) vision for the region, to avoid the SFGMP becoming outdated too quickly.

Consistency with Legislation

36. SFGMPs must not derogate from the Conservation Act or any other Act.²² As noted above, there are a number of Treaty Settlement Acts that confer specific obligations on F&G Councils, including in relation to developing SFGMPs.

²⁰ Ministerial Review

²¹ Section 17L(1) of the Conservation Act provides that “purpose of a sports fish and game management plan is to establish objectives for the management of sports fish and game, or both, within any region or part of any region.”

²² Section 17L(3)(a) of the Conservation Act.

Internal Working Document – 18 December 2023

37. **Guidance:**

- a) *Ensure all applicable references to Treaty Settlement Acts are included in SFGMPs.*
- b) *Engage with mana whenua on the provisions referencing Treaty Settlements.*

Conservation Policy

38. SFGMPs cannot derogate from policy approved under the Conservation Act or any other Act in respect of the area to which the plan relates, or part of that area.²³

39. **Guidance:**

- a) *Consider all relevant policies in the CGP; and*
- b) *Include a clear statement in SFGMPs that it is consistent with the CGP.*

Conservation statutory planning documents

40. SFGMPs cannot derogate from any provision in any conservation management strategy or conservation management plan or freshwater fisheries management plan.²⁴

41. **Guidance:**

- a) *Review conservation management strategies and conservation management plans applicable to your region when drafting SFGMPs.*
- b) *Include a clear statement in the SFGMP that it is consistent with applicable conservation statutory planning documents.*

Sustainability of sports fish and game

42. When preparing a draft SFGMP, F&G Councils must have regard to the sustainability of sports fish and game in the area to which the plan relates.²⁵ Existing SFGMPs generally include a separate section on the sustainability of sports fish and game birds that sets out objectives and policies. This approach is useful.

43. The content of this section, (i.e. issues/objectives/policies) will be driven by engagement with mana whenua, views of stakeholders and the local situation. There are however, some issues that are likely to be relevant across the country. For example, monitoring the sports fish and game bird resource to understand the state of the resource is an issue relevant to all regions.

44. **Guidance:**

- a) *Consider the following matters when considering issues, objectives and policies to include in a SFGMP in relation to the sustainability of the resource:*
 - i. *Ensure appropriate angling and hunting conditions in Anglers Notice and Open Season for Game Notice to ensure the sustainability of the resource*
 - ii. *Planned releases of sports fish consistent with the CGP*
 - iii. *Potential areas of high use requiring more intense management*
 - iv. *Degraded fisheries and game bird populations requiring restoration*
 - v. *Risks and opportunities from fishing competitions and organised culls*
 - vi. *Airspace, e.g. wind turbines and bird strike*
- b) *Consider including issues, objectives and policies on monitoring that:*

²³ Section 17L(3)(b) of the Conservation Act.

²⁴ Section 17L(3)(c) of the Conservation Act.

²⁵ Section 17L(4)(a) of the Conservation Act.

Internal Working Document – 18 December 2023

- i. Provide direction for monitoring priorities for operational workplans*
- ii. Work towards a national species monitoring programme and standard operating procedures.*

Impact on other natural resources and other uses of the habitat concerned

45. When preparing a draft SFGMP, F&G Councils must have regard to the impact that the management proposed in the draft is likely to have on other natural resources and other users of the habitat concerned.²⁶ This requirement has two distinct parts. F&G Council must consider the impact that the management proposed has on both:
- a) Other natural resources
 - b) Other users of the habitat concerned.
46. The Ministerial Review noted that it appears F&G Councils "rarely if ever take into account of the impact or concerns of other users."²⁷ The SFGMPs I analysed did include some specific provisions addressing impacts on other natural resources. For example, in the CSI SFGMP there is a policy that provides for remediating fish passage barriers, recognising the potential for adverse effects on indigenous fish populations from, and where it would not significantly impact on rare or threatened indigenous fish species.²⁸ Similarly, in the Otago SFGMP there is a policy to manage hunting in reserves or other wetlands in ways which minimise effects on habitat quality.²⁹
47. One objective is worded "To have regard to the effects of fish and game management activities on other natural resources and resource users." This objective repeats the statutory direction, and should not be included in SFGMPs.
48. Rather, when drafting SFGMPs, you must consider for every objective and policy whether it will have an impact on other natural resources or other users of the habitat concerned. If there is an impact, F&G Councils should consider whether the management measure is appropriate to discharge F&G statutory functions, and if yes, whether any mitigation measures could be implemented.
- 49. Guidance:**
- a) *When developing SFGMP objectives and policies consider the likely impact of proposed management on both:*
 - i. other natural resources; and*
 - ii. other users of the habitat concerned.*
 - b) *Consider the following issues, amongst others, in relation to impacts on other natural resources:*
 - i. Interactions between indigenous fish and sports fish*
 - ii. Potential impacts of loss of fish passage barriers on indigenous fish*
 - c) *Consider the following issues in relation to impacts on other users of the resource:*
 - i. Risks to aviation safety from game birds*
 - ii. Impacts on crops from game birds*
 - d) *Include a clear statement that the impacts of proposed management on other natural resources and users of the habitat concerned has been considered.*

²⁶ Section 17L(4)(b) of the Conservation Act.

²⁷ Page 34 of the Ministerial Review.

²⁸ Policy 9.4.16 of the CSI SFGMP.

²⁹ Policy 6.2.12 of the Otago SFGMP.

Internal Working Document – 18 December 2023

Recreational opportunities for hunter and anglers

50. SFGMPs must include such provisions as may be necessary to maximise recreational opportunities for hunters and anglers.³⁰ Current SFGMPs sections included separate sections covering angler and hunter participation in fishing and game bird hunting. Some also included provisions on angler and hunter participation in F&G management. Both issues are important.
51. **Guidance:** Consider including issues, objectives and policies in SFGMPs on:
- a) Maximising recreational opportunities for hunters and anglers; and
 - b) Involving anglers and hunters in F&G decision-making. Evidence of this wider consultation will be needed for ministerial sign off. This is one of the steps of the consultation policy.

Optional Elements

52. This section provides guidance on optional elements. These are elements that F&G Councils could consider raising for discussion with mana whenua and stakeholders for inclusion in draft SFGMPs. Mana whenua and stakeholders may also have other elements they wish to see included.

Background

53. Having background information in the SFGMP is useful, although brevity is key to ensure the SFGMP is user-friendly. It will be important to tell F&G's story, including the legislative role of F&G Councils, past achievements and future aspirations.

54. **Guidance:** Consider including critical background information in a background section such as:
- a) Mission statement
 - b) Role, Term or Intent of the Plan
 - c) Role of F&G Councils
 - d) Legislative context (see discussion below)

Partners and Stakeholders

55. The two most recent SFGMPs I analysed³¹ both included a section on Partners and Stakeholders. It is important to acknowledge mana whenua as Treaty partners, and not equate mana whenua with stakeholders in the same section.
56. In terms of mana whenua, the SFGMPs I analysed included a description of the F&G Council relationship with local iwi. In my view, this is consistent with the F&G Council's Te Tiriti obligations, but will need to be considered as part of engagement with mana whenua.
57. In terms of stakeholders, this includes DOC, local councils, New Zealand Walking Access Commission/Ara Hīkoi Aotearoa and the local Conservation Board. Some SFGMPs included descriptions of the statutory functions of these stakeholders. Other stakeholders could include land owners, including farmers.
58. Including descriptions of stakeholders doesn't contribute to any of the purposes of the SFGMPs identified above. There may be value however, in including descriptions of stakeholders in terms of relationships with those stakeholders. This could be addressed in a separate section on community engagement (see discussion below). Community engagement is important to understanding the impacts of F&G Council management on other users of habitat.

³⁰ Section 17L(4)(c) of the Conservation Act.

³¹ CSI and West Coast

Internal Working Document – 18 December 2023

59. **Guidance:**

- a) *Discuss with mana whenua including information on F&G's relationship with iwi and reference to iwi management plans in SFGMPs.*
- b) *Consider describing the relationships with diverse members of the community in a Community Engagement section (see discussion below).*

Habitat protection

60. One of the purposes of SFGMPs identified above is influencing both resource management and conservation planning documents. F&G advocacy for habitat protection in particular, is essential to the viability of sports fish and game bird resources, as it is dependent on habitat values. Habitat protection is also an area where F&G Councils could work with mana whenua, as well as stakeholders where there are shared interests.

61. **Guidance:**

- a) *Consider including issues, objectives and policies in relation to habitat protection.*
- b) *Ensure provisions on habitat protection align with:*
 - i. *Conservation planning documents*
 - ii. *Resource management decision-making framework under the RMA and NPS-FM, including for regional plans:*
 - iii. *F&G priorities for habitat protection*
 - iv. *F&G practice notes for RMA advocacy see <https://www.waigoodpolicy.org.nz/>*
- c) *Consider including issues, objectives and policies that address the following matters:*
 - i. *Impacts of pest control on sports fish and game bird habitats*
 - ii. *Climate change impacts on habitat values*
 - iii. *Monitoring priorities*
 - iv. *Degraded wetlands requiring restoration and removal of wetlands requiring re-establishment*
 - v. *Reverse sensitivity effects*

Public Relations/Public Advocacy and Education

62. The SFGMPs I analysed all included a section on public interface, recognising that protecting sports fish and game birds requires the support of government, local councils and the wider community. The elements of this section could be included in a broader community engagement section, i.e. how F&G Councils engage with mana whenua, DOC, local councils, landowners, local conservation boards, and the wider community.

63. **Guidance:** *Consider including issues, objectives and policies in relation to community engagement.*

Administration

64. The SFGMPs I analysed all include a section covering how the F&G Council manages its financial resources and performs its statutory functions in line with legal requirements. This is not a statutory requirement of SFGMPs.

65. **Guidance:** *Do not include provisions relating to how F&G manages its financial resources and performs its statutory functions in SFGMPs.*

66. The CSI SFGMP also included an objective and policy on climate change. The provisions relate to how the CSI F&G Council will reduce its emissions (e.g. through purchasing decisions). This is not relevant to managing sports fish and game birds. This is best

Internal Working Document – 18 December 2023

addressed through developing a national policy on how F&G will reduce its emissions to meet the 2050 climate target.

67. **Guidance:** *Do not include provisions on how F&G Councils will reduce emissions to meet the 2050 climate target in SFGMPs.*

Compliance

68. All of the SFGMPs I looked at had compliance sections. Compliance is essential to the management of sports fish and game birds. The compliance section should not include objectives and policies relating to conditions addressing the sustainability of the resource.

69. **Guidance:**

- a) *Consider including in SFGMPs issues, objectives and policies related to compliance.*
- b) *Consider including provisions on conditions relating to the sustainability of the resource in the section of the SFGMP dealing with sustainability of the resource.*

Resource Summary

70. All of the SFGMPs I analysed include detailed sections describing the sports fish and game resource within their region. Describing the state of the sports fish and game resource, including habitat values is essential to set objectives and policies.
71. The resource summary sections include a Recreational Opportunity Spectrum (ROS) and Significance Criteria, with waterways identified in the appendices according to how they rate using the ROS and Significance Criteria. Some of the resource descriptions also identified spawning areas.
72. The SFGMPs also included policies that link management to the resource classification. For example, in the CSI SFGMP, Policy 9.4.4 provides:
- Give priority to the monitoring and management of fish and game bird habitats within the CSI Fish and Game Region which are of national or regional significance and those that have the highest levels of angler and hunter participation.
73. Policy 8.4.2 of the draft West Coast SFGMP provides:
- Establish and maintain an inventory of sports fish and game resources in the West Coast including:
- a) classification of individual sports fisheries and game habitats to allow management based on significance, key characteristics and the recreational opportunity provided within a spectrum.
74. Despite the policy direction in the SFGMPs, feedback from F&G planners is that the classification of waterways based on the ROS and significance criteria didn't necessarily determine management decisions. For at least one region however, the classification did determine affected party status in terms of resource consent processes under the RMA.
75. The classification system used in the SFGMPs does not directly link to the protection of habitat values in the RMA and NPS-FM, and planning documents, in particular in relation to the outstanding values of waterways for fishing (see purposes of SFGMs outlined above).
76. There are no maps of the habitat of sports fish and game birds in the SFGMPs I analysed, or of spawning areas. Including mapped areas that are important to F&G Councils will enhance F&G resource management advocacy for habitat protection. Maps of spawning areas will assist with ensuring those areas are protected.
77. It will be important to engage with mana whenua on describing the resource to ensure mātauranga Māori and Māori values are appropriately reflected.
78. **Guidance:** *Consider including the following in SFGMPs:*
- a) *Description of the State of the Environment – Species, Habitat and Threats*

Internal Working Document – 18 December 2023

- b) *Maps of sports fish and game bird habitat, including on public conservation land and private land. We note that some regions have this in their work programme to deliver over a two year period.*
- c) *Maps of spawning areas - We note that some regions have this in their work programme to deliver over a two year period.*
- d) *Criteria for identifying the values of the sports fish and game resource that aligns with resource management national direction and regional plans, including fishing values in freshwater management units in regional plans and outstanding natural waterways and identifying waterways that meet the criteria*
- e) *Maps of wetlands that are game bird habitat*
- f) *Explicit links to objectives and policies and significant waterways*

Legislative context

79. The SFGMPs I analysed all include a section describing relevant legislation, usually in an appendix. Some also included summaries of the wider legislative context, e.g. the National Parks Act, Public Works Act and Local Government Act. Including a description of all relevant legislation does not directly achieve any of the purposes of SFGMPs as outlined above.
80. Including a description of the relevant provisions of the Conservation Act, in terms of the functions of F&G, the legislative basis for SFGMPs and the relationship between SFGMPs and conservation planning would however, assist in terms of the purpose of influencing conservation planning documents. So too does including any Water Conservation Orders in the Region.
81. Resource management legislation is also directly relevant to the purpose of influencing resource management planning documents, particularly in relation to habitat protection and public access to recreational resources.
82. **Guidance:** *Consider including legislative context in relation to:*
- a) *Conservation Act, in terms of F&G Council functions, SFGMPs legislative direction and relationship with conservation planning documents.*
 - b) *Resource management provisions that support F&G's advocacy for habitat protection.*

Plan Implementation and Review

83. The CSI SFGMP includes a section that identifies key actions and target dates for implementing key actions. It is important to have a road map to implement the SFGMP. Setting targets with specific timeframes for achieving them may assist. Additionally, SFGMPs should include provisions relating to reviewing the SFGMP to ensure it is fit for purpose over time, and the objectives are being met.
84. **Guidance:** *Consider including in SFGMPs:*
- a) *Plan Implementation section that refers to key objectives and policies, including targets and timeframes.*
 - b) *Consider including review provisions.*

Appendices

85. The SFGMPs I analysed all included a variety of appendices.
86. **Guidance:**
- a) *Consider including the following appendices in SFGMPs:*
 - i. *Map of the region*
 - ii. *Access points for angling and hunting*

Internal Working Document – 18 December 2023

- iii. Reserves Owned or Managed by the F&G Council – including, and linking to specific objectives*
- b) Consider not including the following in SFGMPs:*
 - i. Prioritisation Principles – as these could change within the 10-year timeframe*
 - ii. Recreational Opportunity Spectrum – unless tied to objectives*

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Sports Fish and Game Management Plans

Giving Effect to the Principles of Te Tiriti o Waitangi

- Engagement with mana whenua must happen before F&G Councils start drafting SFGMPs to allow mana whenua interests and aspirations to be actively taken into account during the planning and drafting process. This should be undertaken in accordance with the F&G Guide for Engaging with Mana Whenua. *[Under development]*
- The structure and content of SFGMPs will therefore be determined as part of engaging with mana whenua.
- It will be important to comply with and refer to relevant Treaty Legislation and have regard to iwi planning documents.
- Examples of issues that have arisen in the past include:
 - Intrinsic value of waterways vs utility for fishing and hunting
 - Customary use of indigenous species
 - Māori Rights to non-indigenous species
 - Predation of indigenous species by sports fish
 - Prosecution of Māori for hunting or fishing without licences
 - Concessionary licences for Māori to fish and hunt introduced species
- Note that some issues raised may be beyond the scope of a SFGMP. Discussing the issues however, will likely be important to mana whenua, and F&G may want to consider other avenues to address any matters raised.

Approval Page

- This section confirms the SFGMP has been approved by the Minister.

[See Appendix One: Example of an Approval Page.](#)

Contents Page

Introduction

- Consider the following elements for an Introduction:
 - Role of F&G – opportunity to tell F&G's story
 - Vision for the region
 - Legislative Context
 - Consistency with law and relevant planning documents
- Key questions to consider:
 - Does this information help achieve one or more of the purposes of the SFGMP?

Draft Internal Working Document – January 2024

State of the Environment – Species, Habitats and Threats

- Consider including a section on the state of the environment, covering the sports fish and game bird resource, habitat values, as well as threats to those values.
- Consider including maps of sports fish and game habitat and spawning areas.
- Consider identifying significant fishing values of waterways, including for outstanding waterways consistent with resource management legislation.
- Make explicit links to objectives and policies and significant values of waterways
- Key questions to ask:
 - Is there a link to between significant values of waterways and the objectives and policies?
 - Is the description of the state of the environment based on evidence, including mātauranga Māori and science?
 - How will the description assist in resource management and conservation advocacy?

Community Engagement

- Consider including issues, objectives and policies that relate to how F&G engages with diverse members of the community.
- Include licence holders, iwi, DOC, local councils, conservation boards, private landowners, New Zealand Walking Access Commission/Ara Hikoi Aotearoa.

Sustainability of Sports Fish and Game Bird Populations

- Include issues, objectives and policies that will help F&G manage sports fish and game bird populations.
- Consider addressing the following matters, amongst others:
 - Data requirements
 - Appropriate angling and hunting conditions
 - Planned release/s
 - Degraded fisheries or game bird resources requiring restoration
- Including issues, objectives and policies on monitoring that:
 - Provide direction for monitoring priorities for operational workplans
 - Implement national species monitoring programmes and Standard Operating Procedures (if any).
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned, including in relation to:
 - Risks to aviation safety from game birds
 - Impacts on crops from game birds

[See Appendix Two: Example of issues, objective and policies for Sustainability of Sports Fish and Game Birds Populations](#)

Habitat Protection

- Include issues, objectives and policies that address habitat protection.
- Consider including issues, objectives and policies that address the following matters:

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- Priority outcomes for resource management and conservation advocacy to influence planning documents
- Climate change impacts on habitat values
- Degraded wetlands requiring restoration.
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned, including in relation to:
 - Interactions between sports fish and indigenous fish
 - Fish passage and impacts on indigenous fish

[See Appendix Three: Example of issues, objective and policies for habitat protection](#)

Recreational Opportunities for Hunters and Anglers

- Include issues, objectives and policies that address the following:
 - Protecting and improving access to recreational opportunities
 - Maintaining and improving awareness of existing recreational opportunities for hunters and anglers
 - Guiding
 - Ethical behaviour of anglers and hunters
 - Equitable access to the resource for all licence holders
- Consider including issues, objectives and policies that address how F&G involves licence holders in decision-making.
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned.

Compliance

- Consider including issues, objectives and policies on compliance.
- Key issues to consider:
 - Training for F&G rangers
 - Monitoring requirements to assist compliance activity. Monitoring is key to the work we do so we can set bag limits and know when there are adverse changes to bird and fish populations. A Standard Operating Procedure is currently been developed to set a framework for monitoring work. We would expect to see the following monitoring work as a minimum:
 - Annual long running game bird counts and banding.
 - Water quality monitoring, investigations to fish passage obstructions, drift diving / electric fishing population monitoring, trout spawning surveys, gravel maintenance to enhance spawning where applicable, sports fish tagging programme, participate in fish screen working party / advocacy where applicable,

Plan Implementation and Review

- Consider including a section describing how the plan will be implemented and reviewed.
- Key questions to consider:
 - Is making links to the Operational Work Plan helpful?
 - Would identifying targets and timeframes be helpful?

General

- Engagement with mana whenua and stakeholders will identify additional elements.

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- Be brief, don't repeat issues.
- Think high level, 10 year-horizon.

Appendix One – Template for Approval

APPROVAL

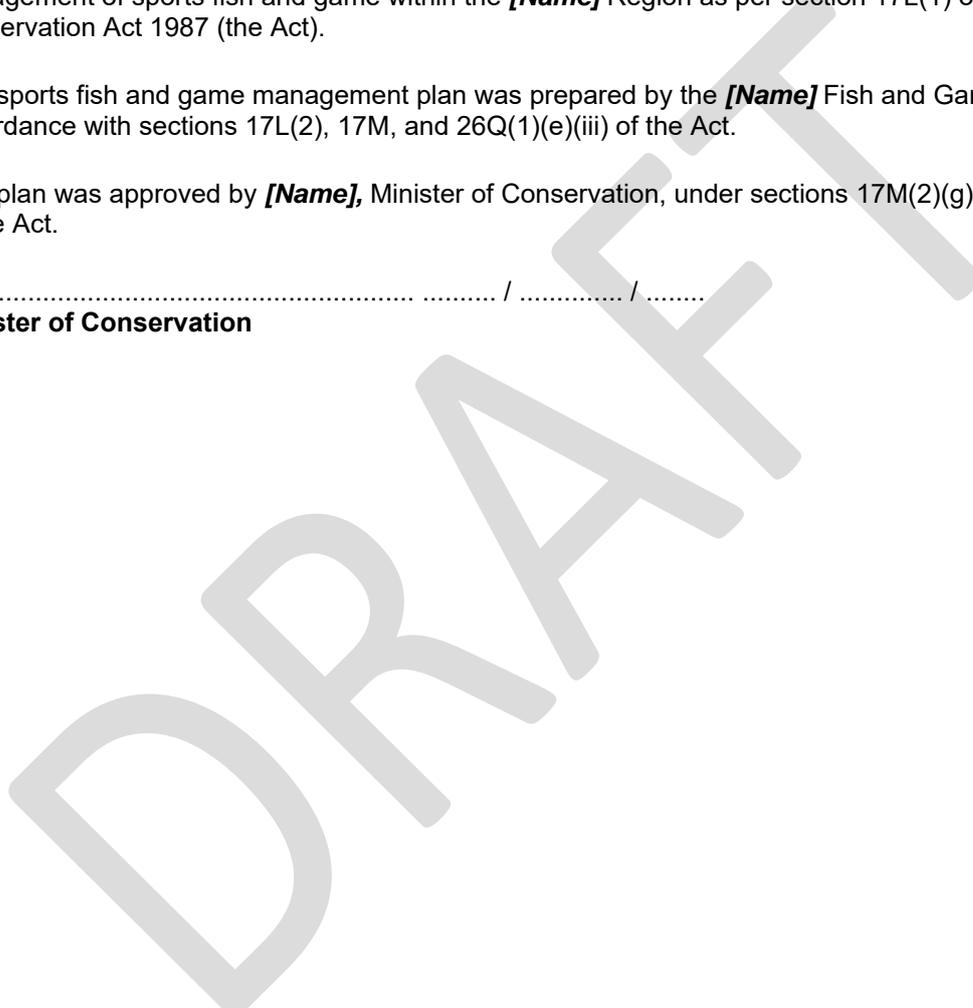
The purpose of this sports fish and game management plan is to establish objectives for the management of sports fish and game within the **[Name]** Region as per section 17L(1) of the Conservation Act 1987 (the Act).

This sports fish and game management plan was prepared by the **[Name]** Fish and Game Council in accordance with sections 17L(2), 17M, and 26Q(1)(e)(iii) of the Act.

This plan was approved by **[Name]**, Minister of Conservation, under sections 17M(2)(g) and 26A(1)(a) of the Act.

..... / /

Minister of Conservation



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Appendix Two: Example of Issues, Objective and Policies for Sustainability of the Resource

Issues:

[Issue defined as: problem requiring action]

There is an ongoing need for information on sports fish and game populations dynamics and factors affecting their abundance, including harvest, to develop appropriate management responses. There are growing concerns that the sea-run salmon fishery and the sea-run trout fishery are in decline, as there are fewer fish returning to sustain the population.

Sports fish and game bird populations can also impact other users of the resource, including potential risks to aviation safety and impacts on crops.

Objective:

[Objective defined as: what F&G would like to achieve to resolve an issue]

Achieve sustainability of sports fish and game bird species through management, and support anglers and hunters enjoying a sustainable and highly valued recreational experience.

Policies:

[Policy defined as: action to achieve the objective:

1. Maintain information in an up-to-date database detailing sports fish species, population monitoring, trends and harvest.
2. Draft angling and hunting conditions and recommendations that:
 - a) Manage angler and hunter harvest at sustainable levels
 - b) Are based on the best available information
 - c) Adopt a precautionary management approach in the absence of reliable information
3. Undertake the following in relation to the sea-run salmon fishery and the sea-run trout fishery:
 - a) Identify highly-valued areas
 - b) Monitor the resource to determine whether it is in decline
 - c) If resource is declining, investigate factors contributing to the decline
 - d) Consider management options to improve the fishery
4. Prioritise sports fish and game bird species management activities through:
 - a) Population trend monitoring
 - b) Angler and hunter harvest and surveys
 - c) Identification of species management threats and opportunities assessments of the effectiveness of species management activities.
5. Stock fish stocks through the planned release of species, only in waterbodies where:
 - a) sports fish species are already present
 - b) they will not have significant adverse effects on indigenous species
 - c) habitat is deemed suitable, and/or
 - d) limitations on natural spawning and/or rearing habitat limit adult sports fish populations below their carrying capacity.

Draft Internal Working Document – January 2024

6. Recognise the potential risks to aviation from game birds in the vicinity of airports and work with airport managers and hunters to provide for aviation safety, whilst protecting established game bird populations.
7. Assist landholders where there is a conflict between game birds and agricultural production to minimise impacts.
8. Improve the skills of hunters in hunting for individual game species with potential to cause adverse impacts.

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Appendix Three: Example of Issues, Objective and Policies for Habitat Protection

Issues:

[Issue defined as: problem requiring action]

Almost half of the country's lakes are in poor health, vast lengths of our rivers are adversely impacted by nitrogen and phosphorous inputs, with almost a fifth severely degraded by nutrient pollution. Overallocation of water in rivers is causing the ecology in the rivers to decline and degrading the habitats of sports fish and game birds. Major impacts result from:

- Intensification of land use including forestry, dairying, mining (including gravel extraction) and urban development
- Nutrient and sediment discharges to waterways and non-point source pollution
- Flood control works in rivers and streams
- Wetland drainage and modification of wetland vegetation
- Damming of rivers and lakes
- Development of rivers for the generation of hydroelectricity or alteration of flows through irrigation
- Introduction of unwanted organisms such as didymo (*Didymosphenia geminata*) and other aquatic pests.
- Mining or gravel extraction
- Climate change

Advocacy is an essential management tool, because other statutory bodies are responsible for the control and management of water and land resources.

Objective:

[Objective defined as: what F&G would like to achieve to resolve an issue]

Legislation, policy and plans enable the quality, water levels and natural characteristics of rivers, lakes and wetlands to support natural ecosystems and productive and diverse fish and game bird populations.

Policies:

[Policy defined as: action to achieve the objective]

1. Advocate in legislative and policy development, resource management and conservation statutory processes, and community-based processes, for the protection, maintenance and enhancement of the quality and extent of sports fish and game bird habitats, including for the following:
 - a) Water quality standards and flow regimes in plans that reflect the requirements of healthy and productive sports fish and game populations and the different stages in their life cycles.
 - b) Identification and protection of sports fishing values of waterways in Freshwater Management Units in regional plans, including significant values in outstanding water bodies.
 - c) Eradicating or effectively managing the risks posed by pests and diseases to sports fish and game bird habitats.
 - d) Wetlands are identified, maintained, improved and restored, in terms of quality, diversity and species productivity and the overall area of wetlands is not declining, underpinned by the regional focus on protection of regionally significant and other smaller wetlands.
 - e) A holistic assessment of the catchment's ecosystem values and needs.
 - f) Effects of climate change are considered in decision-making.

Draft Internal Working Document – January 2024

- g) Water conservation orders.
2. Press for appropriate action by agencies directly responsible where non-compliance with resource management, conservation, or other laws, and plans and policies written under these laws is detected.
 3. Assess and monitor the condition and trend of sports fish and game bird habitat in the region, prioritising habitat with resource and use issues, consistent with a national monitoring approach.

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Appendix Four: Example of Issues, Objective and Policies for Access

Issues:

[Issue defined as: problem requiring action]

Access to sports fish and game bird hunting opportunities is a significant factor limiting participation. Much of the sports fish and game bird resource is on private land, or only accessible by crossing private land. Restricted or preferential access arrangements across private land can result in 'exclusive capture' of fishing and hunting and reduces overall opportunities to licence holders. Having the correct legal and physical works in place is crucial to providing access to angling and game bird hunting areas.

Objective:

[Objective defined as: what F&G would like to achieve to resolve an issue]

Maintenance and improvement of public access to a wide range of sports fishing and game bird hunting opportunities within the region.

Policies:

[Policy defined as: action to achieve the objective]

1. To advocate and negotiate for the protection and creation of access on public and private lands to and along rivers, lakes and wetlands and to upland game hunting areas.
2. Work with land owners and other agencies to promote access to angling and game bird habitats.
3. Continue communication and advocacy work to raise the awareness of angling and game bird habitats both for recreation, food gathering and amenity.
4. Work with landowners and other agencies when access is closed (which was previously allowed) to see if alternative access can be established and or issues can be resolved.
5. Work with landowners to minimise the problem of "exclusive capture" which is the restriction on access to fishing and hunting opportunities through restricted or paid access across private property.
6. Work with the Walking Access Commission to utilise mapping resource and work with them to create new legal and physical public access.
7. Work towards developing online mapping showing legal and physical access to fishing and hunting areas.
8. Identify Treaty of Waitangi settlements that have resulted in loss of Crown and Forest lands that have previously been available for public access. Initiate discussions with a view to securing ongoing access.

SFGMP Consultation Guidelines

The development of a Sports Fish and Game Management Plan (SFGMP) is carried out under the Conservation Act 1987, in accordance with the Conservation Management Strategy and Conservation General Policy. The following guidelines provides a number of steps relating to consultation for developing new SFGMP.

In additional to this guideline, we are developing a mana whenua engagement guideline and have developed SFGMP key elements & guidance.

This consultation guideline is designed specifically to provide a good practice process to assist with developing SFGMP rather than general public consultation.

Step 1 Engage with mana whenua

Each region is responsible for the development of relationships with key mana whenua with interests in the Fish and Game region. Discussions with mana whenua could include the extent to which they want to be included in the process and what issues are key to them. Supplementary guidance for mana whenua engagement is provided in Draft Fish and Game Mana Whenua engagement guidelines.

Consultation should be consistent with the mana whenua engagement advice provided (Kahu Environmental August 2023) and legal advice "Giving Effect to Treaty Principles, advice on the application of s4 of the Conservation Act 1987" (Rachel Ennor and Elana Geddis Feb 2023).

Step 2 Discussion with key stakeholders

As a minimum discussion with the following organizations would be necessary prior to drafting:

- Department of Conservation
- Regional council / district council
- herengaanuku (walking access NZ)
- Game Animal Council

The focus on this round of consultation is to ask who wants to be involved in the build and to discuss what values everyone would expect to see.

Early discussions may also start conversations about key issues.

Step 3 NZC engagement to provide advice and support

Step 4 Drafting

This step ideally commences after a number of meetings with key stakeholders and ideally collaborative drafting is undertaken where possible. Section 17L of the Conservation Act prescribes minimum requirements of a SFGMP. Our Key Elements and Guide document also covers what SFGMP should contain.

17L Sports fish and game management plans

- (1) The purpose of a sports fish and game management plan is to establish objectives for the management of sports fish and game, or both, within any region or part of any region.
- (2) Each Fish and Game Council shall prepare for approval by the Minister such sports fish and game management plans as are necessary for the management of sports fish and game within its area of jurisdiction.
- (3) Nothing in any sports fish and game management plan shall derogate from—
 - (a) any provision in this Act or any other Act; or
 - (b) any policy approved under this Act or any other Act in respect of the area to which the plan relates, or any part of that area; or
 - (c) any provision in any conservation management strategy or conservation management plan or freshwater fisheries management plan.
- (4) When preparing a draft sports fish and game management plan, the Fish and Game Council shall—
 - (a) have regard to the sustainability of sports fish and game in the area to which the plan relates; and
 - (b) have regard to the impact that the management proposed in the draft is likely to have on other natural resources and other users of the habitat concerned; and
 - (c) include such provisions as may be necessary to maximise recreational opportunities for hunters and anglers.

Section 17L: inserted, on 10 April 1990, by section 13(1) of the Conservation Law Reform Act 1990 (1990 No 31).

Step 4 Further Engagement

Provide relevant sections of the draft SFGMP to key stakeholders for discussion and amend document. It is likely that primary industries and aviation authorities will also be interested in being involved in this process at this stage.

Step 5 Adoption of draft SFGMP for consultation by the region

Step 6 Provide draft SFGMP to license holders, other F&G councils and NZC for comment

Indicative timeframes to this step would likely to be 20 working days.

Step 7 Statutory Consultation process 40 working days

Formal consultation of draft must adhere to section 17M of the Conservation Act. This includes a notice of the draft plan in newspapers and notice of the draft plan to the director general (which is delegated to the local DOC office). Notice of the draft plan should also go to iwi authorities and regional councils or territorial authorities. The fish and game council may give further notice of the draft plan as the Fish and Game Council thinks fit.

Step 8 End of submission period and summary of submissions

Hearings can be carried out by a sub-committee of the region.

Step 9 Anticipate changes that may require a second consultation period of 40 days

Step 10 Final draft SFGMP must be adopted by the regional F & G council

Step 11 Provide copy of SFGMP to NZC along with summary of submissions

Section 26C Functions of New Zealand Fish and Game Council include (k) to perform such other sports fish and game functions as the Minister may require. The minister will usually requests comments from NZC regarding the SFGMP.

Step 12 Region to provide SFGMP to the Minister of Conservation

Region to provide Draft SFGMP with outcome of consultation to go to the minister of conservation.

Step 13 The Minister of Conservation can request changes or approve the SFGMP

Step 14 Approval

Once the SFGMP is approved, circulate to those who participated in the process, NZC and other regions for information. The approved plan should also be added to the F&G web page so the public can easily obtain a copy of the SFGMP.

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NZC Communications Report

New Zealand Fish and Game Council Meeting 168 – 19-20 April 2024

Prepared by: Maggie Tait, Principal Communications Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) provides an update on communications and public awareness work.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the update on communications and public awareness work. This report covers game bird season promotion, the ReWild campaign, website performance and media.

Whakarāpopoto - Executive Summary

2. This paper seeks to update you on main communications projects.

Gamebird season

3. A robust schedule of social media posts has been created to promote gamebird season, complemented by ReWild ads that are encouraging people to buy their licences.

These include:

- Mark Up Day (pinned post)
- Hunters To do list
- Scrub your maimai
- Clay shooting events
- Buy your ammo
- Prepare decoys
- Dog vaccination
- Train your dog

4. Media: We have issued a media release which got some back up highlighting that licences are now on sale and will be issuing an Opening Day release too. Hamish is working on a story about maimai wheel chair access as an Opening eve story for TV. We will also get media for Tony Jefferd's kids duck hunting event in the Hawke's Bay.
5. Licence holder emails - Electronic Direct Mail (EDM). An EDM is being sent out to lapsed license holders and a pre-season EDM will be drafted for regions to add local content to and send. A post-Opening EDM will also be sent to licence holders.

Public Awareness Campaign

Background:

6. Fish & Game has been running a successful social licence/public awareness campaign ReWild, launched in November 2023.
7. The campaign was developed under the new organisational strategy direction; in particular the Public Perception and Legitimacy heading: Understanding and reshaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting and well-being through outdoor recreation.
8. This work underpins the Retain, Reactivate and Recruit (R3) strategy. It's the foundation required to refresh the Fish & Game and hunting and angling image, in a way that ensures it is inclusive and modern. It will support people who currently fish and hunt, draw back in those who have in the past and make accessible for new people to give fishing and hunting a go.
9. The ReWild campaign seeks to:
 - Build public support for hunting and fishing and further embed hunting and fishing as part of who we are as a nation into the future.
 - While we have an engaged and thriving community, not everyone shares our passion or understands what we do, and the campaign aims to bring more people into hunting and fishing and strengthen our social licence.
 - The campaign also aims to unite our hunting and fishing sectors to be a stronger, more united, and consistent voice.
10. Key goals are to:
 - Get more people out fishing and hunting. That includes people who have done it in the past and first-timers.
 - Raise awareness of the organisation and the work it does, including species management and environment protection work.
 - Build public support for our mahi and our organisation.

Campaign Update: ReWild continues to connect with Kiwis

OVERALL METRICS FEB-MARCH



After launching in 2023, our ReWild campaign continues to connect with hundreds and thousands of Kiwis through a mixture of organic and paid content on Facebook and Instagram.

Our aim now is to get more people actively taking up hunting & angling – showing the ‘how’ behind rewild, sharing useful blogs and tips, and encouraging people to buy licences. We are boosting a minimum of 4x posts a month to reach a wider audience of hunters, anglers and families, beyond just our followers.

What have we achieved so far?

Awareness: Between February 1st – March 31st, our content on Facebook and Instagram was seen **1.4 million** times by New Zealanders. Within this, we reached **511,507** people on average 2.7 times each.

Engagement: We received over **2.3K** content interactions (likes, comments, reactions, shares), as well as **1.8K+** link clicks and **275** new followers to our Facebook and Instagram pages.

Community: The regional Fish & Game teams, as well as external angling and hunting groups, continue to support the campaign through resharing content and posting their own #ReWild content encouraging Kiwis to get into the outdoors.



fishandgame.nz

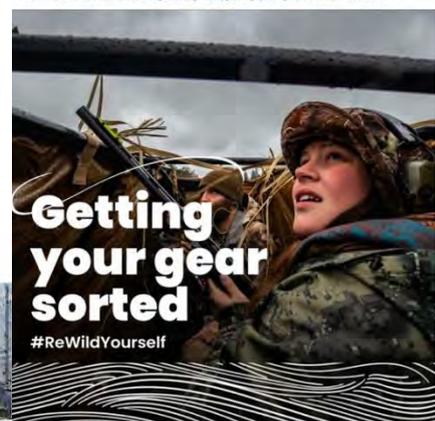
139 posts 5,227 followers 7,442 following

Fish & Game New Zealand
 Here at #FGNZ we are dedicated to the #conservation of NZ #fish & #game species & their habitats, your ticket to #adventure...
fishandgame.org.nz

Professional dashboard
 81K accounts reached in the last 30 days.

Edit profile Share profile

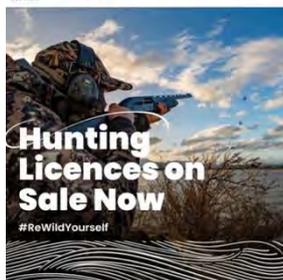
Fish & Game New Zealand
 Published by Eva Pattullo · March 25 at 10:00 AM · 🌐
 So you've got your licence and are wondering what's next? Preparing the right gear is crucial for maximising your hunting season.
 Don't forget to enhance your kit with essential accessories such as decoys, camo and calls to up your chances of a smooth and successful hunt.
 Learn more here: https://fishandgame.org.nz/_/getting-your-gear-sorted/... See more



Fish & Game New Zealand
 Published by Marnie Ford · March 19 at 10:00 AM · 🌐
 Want to start fishing but needs some advice? Read this blog about bait fishing basics.
<https://fnyurl.com/378wpeh/>

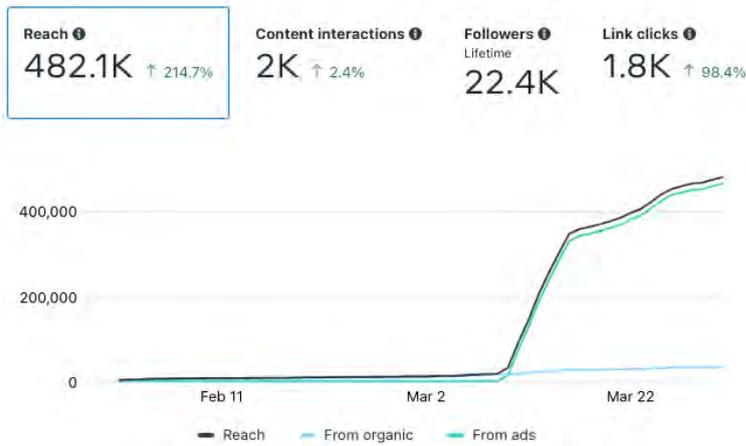


Fish & Game New Zealand
 Published by Fish & Game New Zealand · March 19 at 10:00 AM · 🌐
GAME BIRD LICENCES ON SALE NOW
 Game bird hunting is one of the great social, recreational sports in New Zealand, offering a special opportunity to connect with nature, build your fitness, source sustainable wild food and spend quality time with friends and family. Be no other.
 Now is your chance to join in rewilding Aotearoa. Secure your licence today and get ready to discover the thrill of the hunt and the joy of connecting with New Zealand's natural beauty...
 See more

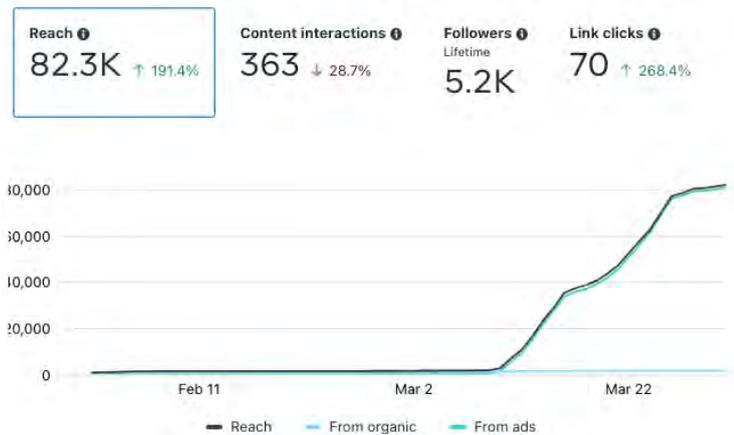


We reached over half a million New Zealanders across Feb-March

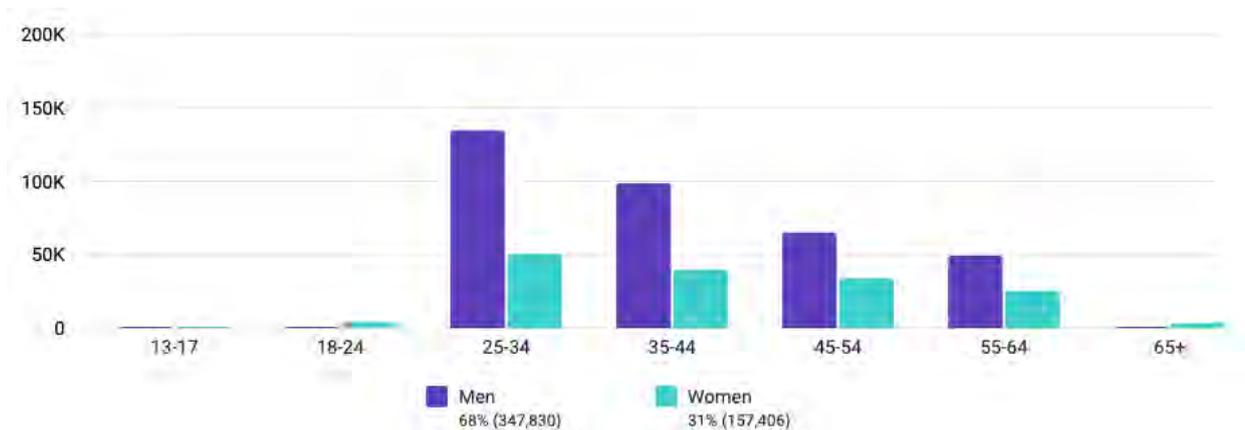
Facebook



Instagram



Age and gender distribution (boosted posts)



From February-March, we reached **510,995** people across Facebook and Instagram. As seen on the above graphs, we began boosting posts in March, contributing to a significant increase in reach across our hunting, angling and family audiences.

Not only are we reaching more people, but our content is resonating with those reached. From Feb-March, we gained **166** new followers on Facebook (a **9.2%** increase) and **109** new followers on Instagram (a **2.8%** increase). We also gained **1.8K+** link clicks through to a mixture of our ReWild campaign website and the official Fish & Game site, showing people are engaged and wanting to learn more.

With our boosted posts, we are primarily reaching men and women **aged 25-54**, skewed towards men (**68%**).

Our top performing posts

Highest Reach – 341.2K

Time to ReWild

Fish & Game New Zealand
Sponsored · 🌐

Never been hunting? Want to ReWild yourself?

Enjoying the outdoors is part of who we are as Kiwis. Give it a go - 'rewild' yourself and connect with nature, catch some kai and park your worries for a while.

Licences for the 2024 Game Bird Hunting season on sale Thursday, 14th March.

Learn how to get started with hunting here:
<https://fishandgame.org.nz/game-bird-hunting-in-new-zealand/getting-started//>



Fish & Game New Zealand
Public & Government Service

LEARN MORE

👍 38 4 comments 8 shares

Most Likes/Reactions – 121

International Women's Day

Fish & Game New Zealand
Published by Richard Cosgrove · March 8 at 12:41 PM · 🌐

On International Women's Day, it's awesome that we have currently visiting New Zealand one of fishing's most well-known salmon anglers, April Vokey.

She has to come to New Zealand and try her hand at catching a sea-run salmon on the spey rod.

April has a popular podcast called Anchored With April Vokey, which has listeners around the world. She has fished pretty much everywhere on the planet and has an impressive angling resume.... [See more](#)



See insights and ads

Boost

👍❤️ 121 5 🗨️ 4 ➦

Most Shares – 15

Hunting Licences on Sale

Fish & Game New Zealand
Sponsored · 🌐

GAME BIRD LICENCES ON SALE NOW!

Game bird hunting is one of the great social, recreational sports in New Zealand, offering a special opportunity to connect with nature, build your fitness, source sustainable wild food and spend quality time with friends and family like no other.

Now is your chance to join us in rewilding Aotearoa. Secure your licence today and get ready to discover the thrill of the hunt and the joy of connecting with New Zealand's natural beauty.

Buy online or in-store today.

<https://fishandgame.org.nz/game-bird-hunting-in-new-zealand/hunting-licences-and-regulations/where-to-buy-your-licence/>



Fish & Game New Zealand
Public & Government Service

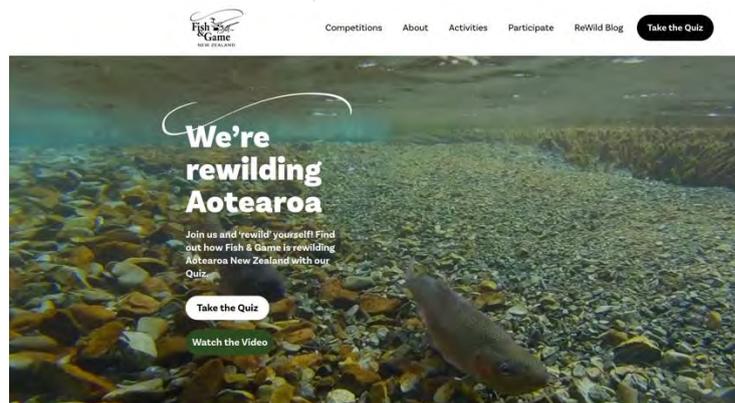
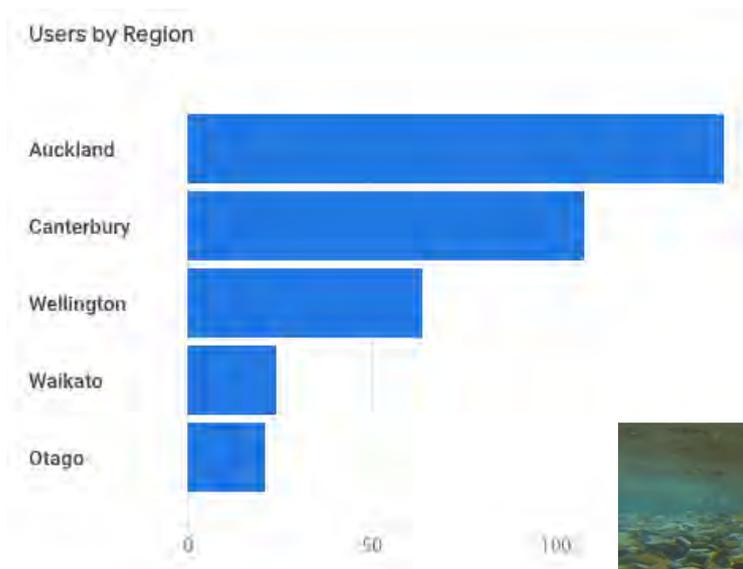
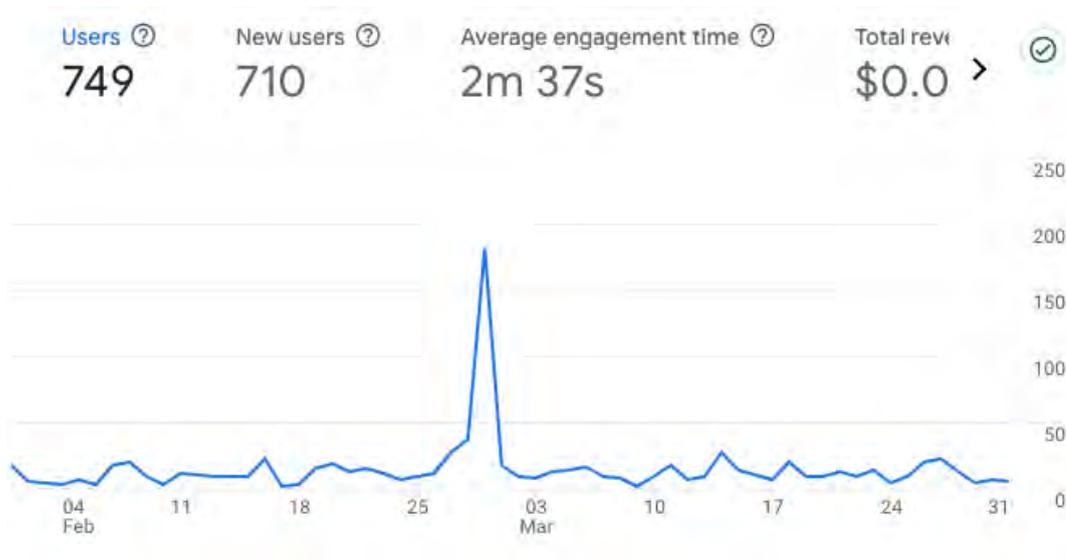
SHOP NOW

👍❤️👍 51 12 comments 15 shares

Users are spending over two and a half minutes on our ReWild website

During Feb 1st – March 31st, there were **749** users to the ReWild campaign website, spending on average **2 minutes and 37 seconds** on site. This signifies high-quality traffic as the users are actively engaged and staying on site for significantly longer than the average benchmark of 30 seconds.

The top regions these users are coming from are Auckland, Canterbury and Wellington, followed by Waikato and Otago.



Thank you to the regional Facebook pages for staying involved

Southland Fish & Game
 March 24 at 5:38 PM · 🌐

With Opening Weekend now looming close on the calendar, this episode will add some inspiration and tips to maximise it.
<https://www.facebook.com/share/gHzZz4zh4Qxxov1i/?mibextid=oFDknk>



Fish & Game New Zealand
 Published by Richard Cosgrove · March 24 at 12:51 PM · 🌐

Catch the Waterfowl episode of NZ Hunter Adventures
 Tonight, the crew at NZ Hunter Adventures will be airing Episode 8, 'A Fowl F pm on DUKE and... See more

Otago Fish and Game Council
 March 26 at 1:54 PM · 🌐



Fish & Game New Zealand
 Published by Maggie Tait · March 26 at 1:00 AM · 🌐

Did you know that fishing is great way to shake the blues? Check out this article about angling for wellbeing. <https://tinyurl.com/3hkapwx4>

Eastern Fish & Game
 4d · 🌐

This cool rental van seen in Rotorua tonight. A Dutch couple getting around our beautiful country and they don't fish!
[Escape Rentals](#)
[#rewild... See more](#)



107 10 comments 4 shares

Southland Fish & Game
 March 4 at 9:44 AM · 🌐



Fish & Game New Zealand
 Published by Maggie Tait · March 1 · 🌐

FISH & GAME WELLBEING AND MENTAL HEALTH S
 Game is conducting an angler wellbeing and mental more

Otago Fish and Game Council
 March 16 at 5:00 PM · 🌐

Brigade on an angling mission!
 A group of 12- to 15-year-old youths from Boys Brigade 1st Mosgiel tried their hand at fishing at Southern Reservoir with Otago Fish & Game one evening this week.
 For several of them, it was their first try at spin fishing for trout, says BB 1st Mosgiel leader David McMillan. The fishing adds to a range of new skills and character-developing activities the boys are undertaking to earn their various badges.
 Despite their excitement, the fishing ... See more



Nelson Marlborough Fish & Game
 February 2 · 🌐

Here is the latest edition of Reel Life, which has some great details of our recent family/whanau fishing day on the Taylor water temperature and how this affects your fishing from local absolute must-read. Happy reading!

<https://fishandgame.org.nz/.../reel-life-january-2024/>

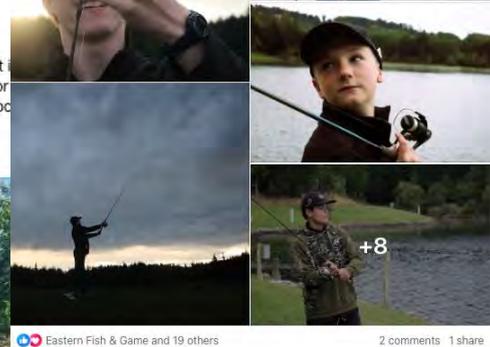


West Coast Fish & Game
 February 23 · 🌐

The temperature may be cooling down but the fishing is heating up! Autumn is a fantastic period to get out fishing with good opportunities to target all of our sports fish species. Get amongst it!
<https://fishandgame.org.nz/.../reel-life-february-2024...>



18 2 shares



Eastern Fish & Game and 19 others 2 comments 1 share

North Canterbury Fish & Game
 March 11 at 5:21 PM · 🌐



Fish & Game New Zealand
 Public & Government Service Learn more

Fish & Game New Zealand
 Published by Eva Pattullo · March 11 at 2:01 PM · 🌐

Never been hunting? Want to ReWild yourself?
 Enjoying the outdoors is part of who we are as Kiwis. Give it a go - 'rewild' yourself and connect with nature, c... See more

7 1 1 1

And check out support from the angling & hunting community

New Zealand Federation of Freshwater Anglers
4d · 🌐

NZ Hunter
March 24 at 4:08 PM · 🌐

Calling all Waterfowl hunters!
Episode eight 'A Fowl Feast' is coming up tonight 8.30pm on DUKE & TVNZ+
Joined by Fish & Game NZ's CEO Corina Jordan and top wild game chef Dariush Lolaiy, the team set about harvesting some late season mallards for an elaborate duck dinner.
Proudly brought to you by Continuous Waikato & Bay of Plenty

Catch the season finale
#ReWildYourself
TODAY 8 - TONIGHT 8.30PM
A FOWL FEAST

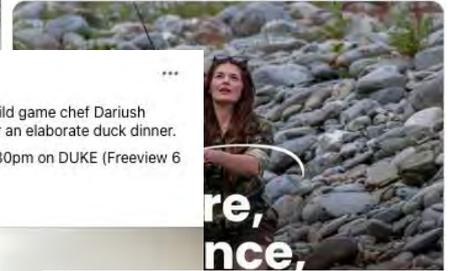
Women on The Fly NZ
6d · 🌐

How does fishing help your mental health?



Fly Fishing with Tony
March 26 at 8:51 AM · 🌐

Here's a great opportunity for all ladies interested in fly-fishing.

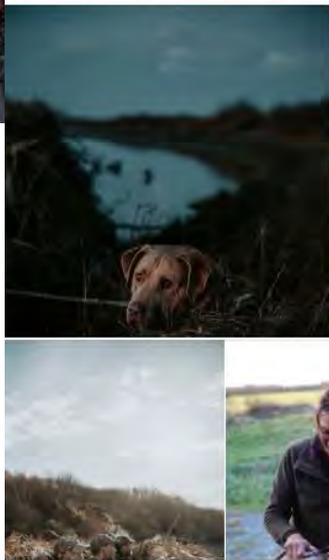


Hunting & Fishing New Zealand
March 23 at 10:00 AM · 🌐

Joined by Fish & Game New Zealand CEO Corina Jordan and top wild game chef Dariush Lolaiy, the team set about harvesting some late season mallards for an elaborate duck dinner.
Catch the season finale of NZ Hunter Adventures on tomorrow at 8.30pm on DUKE (Freeview 6 / Sky 23) & TVNZ.
#huntingandfishingnz #outtheredoingit

Hamills Tauranga
March 14 at 10:05 AM · 🌐

Hunting Licences on Sale Now
#ReWildYourself



New Zealand Mountain Safety Council
February 12 · 🌐

"A great way to keep in good condition and keep your fitness ticking over is simply just keeping active throughout the year! Whether it's mountain biking, running, or long walks with the dog, and plenty of hill work are all excellent ways to keep the body in good shape and able to cope with the exertion which comes with a Roar trip. Set yourself some weekly goals each week and try to better them!" - Fish & Game New Zealand Roar 2024 tip.
We asked our partners for their hunting fitness tips to help you get #ROARit.
#MakeltHomeNZ #Roar2024 #HuntingNZ



Whakatane Trout Fishing Club
March 13 at 6:26 AM · 🌐

Recentre, Rebalance, Rewild.
#ReWildYourself

You and 46 others

Shirley Salisbury ▶ Reel Women
March 4 at 2:28 PM · 🌐

Study - wellbeing and mental health

NZ Salmon Anglers Association - Inc
February 1 · 🌐

Keeping the water wild.
#ReWildAotearoa

Fish & Game New Zealand
Published by Maggie Tait · March 12 at 10:00 AM · 🌐

Read how women from different walks of life got into fishing and what they get out of it. <https://tinyurl.com/mt7arx4x>
#fishing #women

Fish & Game New Zealand
Published by Maggie Tait · March 1 · 🌐

FISH & GAME WELLBEING AND MENTAL HEALTH STUDY - for the first time ever, Fish & Game is conducting an angler wellbeing and mental health survey, and we need you... [See more](#)

Fish & Game New Zealand
Published by Eva Pattullo · February 1 · 🌐

Fish & Game has secured 12 of the 16 Water Conservation Orders nationally to keep our waterways protected. WCO's are used to protect any body of water that is o... [See more](#)

NZ Salmon Anglers Association - Inc and 1 other

Website:

In this report we are comparing the data of 1 March - 30 March 2024 with 1 February 2024 - 29 February 2024 and 1 February - 29 February 2024 with 1 January - 31 January 2024.

What's New

- On the face of it, traffic to the website seems to dip as we're heading toward the end of the fishing season. The amount of user interactions on the website (sessions) has gone down slightly.
- Sessions are not the only metric of traffic and engagement on the website. Page views in March have increased compared to both January and February meaning users are checking out more pages when they are on the website.
- Another metric is the number of users that dropped in February but went up again in March.
- With the hunting season starting, there are more searches on Google for hunting than in the previous months and we can see traffic increasing to Hunting info, regulations and licence pages.
- There was a spike in traffic to the website on the 22nd of March.
- Reel Life pages were popular in February. North Canterbury, Eastern, Central South Island and Otago hold the top four.
- High engagement pages (users stay on the page) on the website are regional news pages.
- Most popular pages: licence related content, regulations, latest Reel Life's.

'Go live' new website

The navigation changed when the website went live in January and existing pages have a new url path. This url path is how Google analytics tracks the traffic. Some of the January data therefore can't be compared, as indicated further in this report.

January

In the last report the analytics were compared until January 28th. On this page the latest data (until the 31st of January 2024) is included. The January numbers are going up quite a bit in just two more days. This data is included further in the report.

	Page views	Page views % in/decrease with previous month	Users	Users % in/decrease with previous month	Sessions	Sessions % in/decrease with previous month	Average Engagement	Engagement % in/decrease with previous month
January until 28th - latest report	280K	∨ 8.3%	56K	^ 4.5%	92K	∨ 1.4%	2m 55s	^ 0.7%
January until 31st - complete analytics	302K	∨ 1.0%	61K	^ 9.55%	99K	^ 3.16%	2m 53s	∨ 7.21%

General Traffic

	Page views	Page views % in/decrease with previous month	Users	Users % in/decrease with previous month	Sessions	Sessions % in/decrease with previous month	Average Engagement	Engagement % in/decrease with previous month
October	322K	^ 14.4%	57K	^ 10.3%	98K	^ 16.0%	3m 17s	^ 2.4%
November	262K	∨ 18.5%	51K	∨ 10.1%	85K	∨ 12.7%	2m 52s	∨ 12.7%
December	305K	^ 16.4%	55K	^ 6.9%	96K	^ 13.6%	3m 12s	^ 11.6%
January	280K	∨ 1.0%	61K	^ 9.55%	99K	∨ 1.4%	2m 55s	∨ 7.21%
February	257K	∨ 15.1%	50K	∨ 18.15%	80K	∨ 0.23%	2m 35s	∨ 11.4%
March	295K	^ 14.8%	53K	^ 5.8%	88K	^ 10.5%	2m 41s	^ 4.6%

Most Popular Content

	Views Jan	Views Feb	Views Mar	% Mar vs. Feb
1. Homepage	69,974	72,674	84,531	^ 16%
2. Fishing - General fishing licences info	*	12,247	32,052	^ 161%
3. /shop	*	5,971	13,694	^ 129%
4. Fishing - Fishing regulations	*	17,047	12,067	∨ 29%
5. Fishing - Standard licence options	*	1,111	4,905	^ 342%
6. Hunting - Latest season and bag limits	*	3,491	4,848	^ 39%
7. Hunting - This season updates	*	1,215	4,726	^ 289%
8. Fishing - Freshwater fishing in NZ	*	5,069	4,691	∨ 7%
9. Fishing - Where to fish	*	3,520	3,288	∨ 6%
10. Hunting - Hunting in NZ	*	1,417	3,260	^ 130%

* Comment. The website went live in January, this changed the navigation and url path, so these pages have data that can't be compared.

Most visitors found the website through search engines in the last month.

- Organic search: (Google or other search engines) 168,747 - 57.3%
- Direct search: (direct to fishandgame.org.nz) 81,144 views - 27.5%
- Referral: (referring from other websites - most of these views are from Eyede) 39,161 views. - 13%
- Other: (for instance social, video, unassigned) 2.2%

Comment. Organic search continues to drive significant volumes of traffic to the website, validating ongoing SEO management investment.

MOST SEARCH KEYWORDS ON GOOGLE AND FISH & GAME POSITION IN GOOGLE SEARCH MARCH 2024

- 'fishing licence nz'
- 'fish and game nz'
- 'fish and game'
- 'duck shooting season nz 2024'
- 'nz fishing licence'

Comment. There are no surprising search queries in the last couple of months.

EDM Summary

- The EDM open rates in March are higher than the month of February and January. The average opening rate for January 2024 is 39.9%, in February the opening rate is 43.7% and in March 44.2% .
- When we look at Reel Life, there were less clicks to the regional Reel Life in March (14,976) than in February (16,144). Below are the clicks from the Reel Life EDM to the regional pages on the website.
- The first edition of the Both Barrels went out in March. This didn't have links to regional pages on the website, but had a very good opening rate of 50 per cent.

EDM'S JANUARY	EDM'S FEBRUARY	EDM'S MARCH
Total campaigns sent: 13	Total campaigns sent: 21	Total campaigns sent: 24
Emails sent: 412,492	Total emails sent: 568,077	Total emails sent: 591,507
Open rate 39.9%	Open rate: 43.7%	Open rate: 44.2%
Click rate: 3.3%	Click rate: 2.6%	Click rate: 2.9%
Delivery rate: 98.5%	Delivery rate: 99.7%	Delivery rate: 99.6%
Unsubscribe rate 0.2%	Unsubscribe rate: 0.2%	Unsubscribe rate: 0.2%



HIGHEST OPEN RATE FEBRUARY AND MARCH

1. Angler Wellbeing and Mental Health Survey	56.1%	Sun 03 March
2. Newsletter February - Licence Holders & Stakeholders	55.5%	Wed 21 February
3. Lake Okataina Update - reduced access	54.6%	Thu 21 March
4. Lake Okataina closed until 29 April 2024	51.8%	Mon 18 March
5. February Internal Newsletter	50.6%	Wed 06 March
6. Both Barrels - March 2024	50.1%	Wed 20 March
7. F&G Angler Wellbeing and Mental Health Survey - Reminder	50.1%	Sun 17 March
8. Otago Weekly Fishing Report - 01 February 2024	45.1%	Thu 01 February
9. Otago Weekly Fishing Report - 15 February 2024	45.0%	Thu 15 February
10. Lower North Lowdown Fishing Report - 21 March 2024	44.4%	Thu 15 February

CLICK THROUGH ON REEL LIFE EDM TO REGIONS

	January	February	March
1. Central South Island	1,545	1,962	1,813
2. Eastern	1,525	1,699	1,640
3. Otago	1,428	1,730	1,477
4. North Canterbury	1,291	1,720	1,458
5. Southland	1,334	1,565	1,330
6. Auckland	1,240	1,510	1,409
7. Nelson	1,268	1,286	1,270
8. Hawkes Bay	904	928	967
9. West Coast	655	756	770
10. Wellington	555	559	665
11. Taranaki	384	388	441
12. Northland	366	731	432

*NOTE: According to [Campaign Monitor](#) the benchmark in 2022 for Agriculture, Forestry, Fishing and Hunting has average open rates of 27.3%.

Media Calendar – January – March 2024

Date	Topic	Channel	Spokesperson and comms person	Published
25 Mar	Profile about Corina	Gerhard Uys for his Let's Hope the Weather Holds podcast.	Corina	https://letshopetheweatherholds.podbean.com/e/33-fish-game-ceo-corina-jordan/
22 Mar	Counting on it –Duck banding & drift Dives	Fuzeworks + FG Website	Corina (MVT)	Counting on it - Fish & Game staff checking on wildlife numbers to manage species (fishingmag.co.nz) https://www.farmersweekly.co.nz/news/fish-game-are-out-counting-trout/
18 Mar	Licence sales	PR	Richie (MVT)	Rural News in brief NZ Herald Game bird season licences on sale - Fuseworks (fuseworksmedia.com)
10 Mar	Fast track proposals	Spinoff query about whether we were consulted or not	MVT responded we were not consulted	n/a
10 Mar	GBHT stamp	SST	Andy Tannock and Corina Jordan (MVT)	10 March issue of SST https://www.nzherald.co.nz/northern-advocate/news/northland-news-in-brief-monday/4JVIPBT6MJBOTEXUK3KFJBJ5BU/ Pr also issued
19 Feb	Profile	RNZ	Corina (MVT and SH)	https://www.rnz.co.nz/national/programmes/ninetoon/audio/2018926645/game-for-the-challenge-fish-and-game-s-new-chief-executive-corina-jordan
15 Feb 2024	Otago land and water plan response	ODT	Nigel Paragreen and Bruce Quirey	https://www.odt.co.nz/news/dunedin/calls-orc-resist-govt-pressure
9 Feb 2024	World Wetlands Day	ODT/Clutha Leader	Bruce Quirey	https://www.odt.co.nz/regions/south-otago/wetlands-prove-unsung-hero

5 Feb 2024	Underwood Wetland and World Wetland Day	PR	CJ/MVT	https://www.farmersweekly.co.nz/farm-management/rewilding-of-northland-valley-celebrated/ Northland's Underwood Wetland reversing habitat loss - NZ Herald
Jan				
25 Jan 2024	Canada geese	Wanaka app	Bruce Quirey	https://wanakaapp.nz/news/news/a-bloody-nuisance-canadian-geese-numbers-increasing?id=65b08de4b643c8002875dfdc
25 Jan 2024	Takitakitoa wetland walk	ODT/The Star (Dunedin)	Bruce Quirey	https://www.odt.co.nz/the-star/chance-see-takitakitoa-wetland
23 Jan 2024	Clutha River	ODT/Grey mouth Star	Jayde Couper and Bruce Quirey	https://www.odt.co.nz/regions/clutha-named-new-zealand%E2%80%99s-most-fished-river
20 Jan 2024	Thomsons Creek wetland	ODT	Ben Sowry and Bruce Quirey	https://www.odt.co.nz/regions/central-otago/wetland-project-haven-threatened-gulls
19 Jan 2024	Designated waters update	ODT	Mason Court and Bruce Quirey	
10 Jan 2024	Grass carp	ODT/Wanaka app	David Priest and Bruce Quirey	https://www.odt.co.nz/regions/central-otago/alert-after-%E2%80%98undesirable-fish-species%E2%80%99-caught

Tuesday, April 9, 2024 at 09:38:25 New Zealand Standard Time

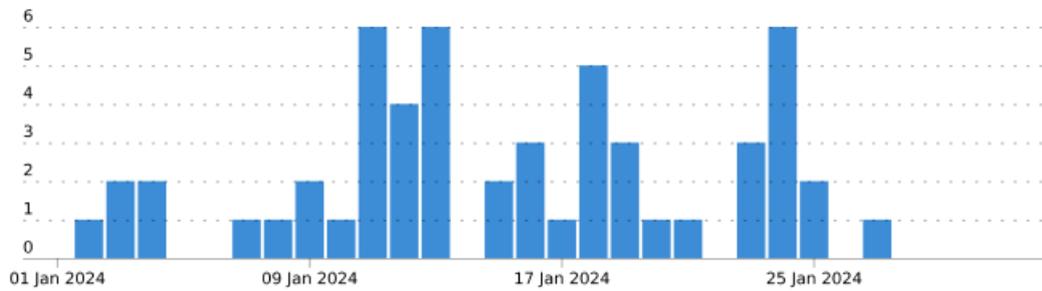
Subject: Monthly media report
Date: Thursday, 1 February 2024 at 12:06:12 AM New Zealand Daylight Time
From: Fuseworks Media
To: Richie Cosgrove
Attachments: cfe93733-f1d4-44e7-8808-fd3fce3df743.png, visualisation8426078210226760569.png, visualisation1375433699245541486.png, visualisation7647881737473074103.png



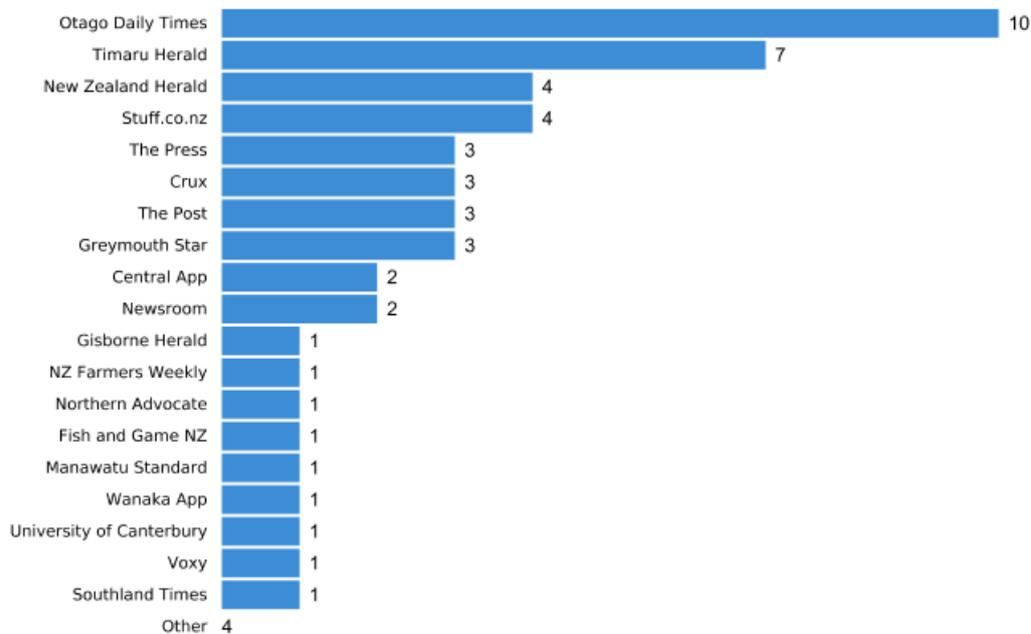
Fish & Game

Contains 54 items within the date range 01/01/2024 - 31/01/2024.

Volume



Sources



Content Types



■ Online: 38
■ Media Release: 2

■ Newspaper: 14

Pollution fears as crashed car still in stream

From Gisborne Herald, Murray Robertson
Published 06:19 27/01/2024

Eastern **Fish** and **Game** NZ has contacted the Bay of Plenty Regional Council about the removal of a stationwagon that plunged off State Highway 2 in the Waioeka Gorge and into the Opato Stream on January 14. ... When contacted by The Gisborne Herald yesterday, Eastern **Fish** and **Game** senior **fish** and **game** officer Anthony van Dorp got in touch with the BoP Regional Council.

'A bloody nuisance': Canadian geese numbers increasing

From Wanaka App, Staff Reporters
Published 05:54 25/01/2024

Fish & Game communications officer Bruce Quirey said the organisation has noticed more Canada geese in Otago and found them in locations where they have not previously been seen. ... "We estimate that geese numbers in the region have doubled in the past decade but our data is limited to **Fish & Game** monitoring sites, not a region-wide population count," Bruce said.

Chance to see Takitakitoa Wetland

From Otago Daily Times, Brenda Harwood
Published 04:38 25/01/2024

Years of work by Otago **Fish & Game** and countless volunteers to restore Takitakitoa Wetland will be highlighted during a public event to mark World Wetlands Day next Friday, February 2. ... Otago **Fish & Game** will host a walking tour of Takitakitoa Wetland, showcasing the remarkable turnaround in landscape and biodiversity of the wetland, located 40 minutes' drive south of Dunedin. ... Otago **Fish & Game** communications officer Bruce Quirey said Takitakitoa Wetland was an example of hunter-led conservation.

Hawke's Bay wetland becomes a generational treasure

From NZ Farmers Weekly
Published 15:56 24/01/2024

We had support from **Fish & Game** and the New Zealand Game Bird Habitat Trust. ... So in 2004, he embarked on a much larger project, the main 10ha wetland at Kanui, with support from **Fish & Game**. ... **Fish & Game's** National Council oversees the New Zealand Game Bird Habitat Trust programme.

Fish and Game CSI council 'intolerant of alternative viewpoints,' ex-councillor alleges

From The Press, Chris Tobin
Published 09:39 24/01/2024

AIMAN AMERUL MUNER / THE TIMARU HERALD **Fish & Game** / **Fish & Game** New Zealand AIMAN AMERUL MUNER / THE TIMARU HERALD

Fish & Game CSI council 'intolerant of alternative viewpoints,' ex-councillor alleges

From Stuff.co.nz, Chris Tobin
Published 06:11 24/01/2024
Also from Stuff.co.nz, The Press, Timaru Herald print edition

A request by the Central South Island **Fish & Game** (CSI) Council that two councillors resign is an indication the council is shutting down alternative viewpoints, a former councillor is claiming. ... Another notice at the meeting sought the assistance of the New Zealand **Fish & Game** Council to request the Minister of Conservation to remove de Wit from the council "on the grounds of his repeated misconduct and inability to perform the functions of the office". ... At the council's annual general meeting in December, de Wit asked why the council negotiated \$85,000 per annum resource recompense on projects with Meridian Energy as part of the 35 yearly Resource Management Act consent renewals, while at the same time, the Department of Conservation received \$2.4m and Otago **Fish** and **Game** Council \$1m per annum from Contact Energy for a salmon hatchery on the Clutha River.

Clutha named New Zealand's most-fished river

From Otago Daily Times
Published 08:19 23/01/2024
Also from Greymouth Star, Otago Daily Times

"It's no surprise the Clutha River/Mata-Au is so popular," Otago **Fish & Game** chief executive Ian Hadland said. ... Conducted every seven years, it records angling activity for all lake, river and canal fisheries managed by **Fish & Game**. ... Otago **Fish & Game** region had one of the highest uptakes of fishing licences nationally at almost 8% of the population.

Expert cross-country hiker perishes in bitter New Hampshire snow

From TVNZ, Associated Press
Published 05:13 21/01/2024

A large team of **Fish** and **Game** conservation officers and search and rescue squads assembled, and set out as of 2am. ... A New Hampshire Army National Guard helicopter crew made three separate flights, but couldn't get near the targeted area on Mount Guyot because of low clouds and poor visibility, Lt. James Kneeland of the **Fish** and **Game** Department said.

Wetland project a haven for threatened gulls

From Otago Daily Times, Hamish MacLean
Published 05:16 20/01/2024

The project manager, the Department of Conservation and Otago **Fish & Game** all lauded the news following the first bird monitoring of the site after construction of the Central Otago wetland took place this week. ... Otago **Fish & Game** officer Ben Sowry said more than 350 gulls had begun nesting in the first year after the wetland was established. ... **Fish & Game** had been involved as a liaison partner with Thomsons wetland for the last four years after the organisation was approached to conduct bird surveys for the years before and after the wetland's development, Mr Sowry said.

Alert after 'undesirable fish species' caught

From Otago Daily Times
Published 04:41 19/01/2024

Otago **Fish & Game** Central Otago operations manager David Priest said it was suspected the carp came from authorised releases in contained ponds near Queenstown.

Keeping the river clean for the future

From Otago Daily Times
Published 04:08 19/01/2024

In the same year as their formation, the Landcare Group established an agreement with the Department of Conservation (Doc), Environment Canterbury, Toitū te Whenua Land Information NZ, **Fish & Game**, Timaru District Council and Ashburton District Council for ongoing weed and pest control.

Gold miners delivered a 'no' on dredging Clutha from Luggate

From Crux, Kim Bowden
Published 14:30 18/01/2024

It is their conclusion the proposal is inconsistent with local policy, including the Otago Regional Council's water plan, and does not sit well alongside other visions for the waterway held by groups including Kai Tahu and Otago **Fish and Game**.

Legal change a positive step for NZ's braided rivers - University of Canterbury

From University of Canterbury
Published 11:09 18/01/2024

Calling themselves 'The Land the Law Forgot', members of the cross-disciplinary group span several universities, along with NIWA, Environment Canterbury and North Canterbury **Fish & Game** Council.

Hot, dry Ashley River, North Canterbury conditions leave fish and eels stranded

From New Zealand Herald, Pierre Nixon
Published 10:00 18/01/2024
Also from NZ Herald print edition, Otago Daily Times, Otago Daily Times

Ashley Village resident Ron Cameron and his son Jo alerted **Fish & Game** to the stranding and helped with the salvage work. ... However, exploring the riverbed found examples where the river had dried up quickly, stranding and killing fish and eels," **Fish and Game** said. ... The warm weather is leaving **Fish & Game** NZ staff hoping for wetter conditions to help reconnect the Ashley River's water channels.

Duckshooting and alcohol worries Fish and Game

From Greymouth Star
Published 00:00 17/01/2024
On Page: West Coast 2,3

Fish and Game says it is starting to see alcohol appear in maimais around Lake Brunner during duckshooting season and it wants to nip it in the bud. ... **Fish and Game** will now use trained staff - not honorary rangers - in the Lake Brunner area and police will accompany them on opening weekend this year. ... Meanwhile, the **Fish and Game** West Coast annual report shows dive surveys were conducted between December 2022 and February 2023, incorporating the Mawheraiti, Inangahua, Grey, Waitahu and Rough Rivers and Larry's Creek.

Plea for sightings of pest fish species after one found in Otago lake

From Lakes Weekly Bulletin
Published 09:27 16/01/2024
Also from Crux, Crux

It is believed the carp was released into contained ponds near Queenstown, but may have escaped during spring floods and swum down river into Lake Dunstan, said Otago **Fish and Game**. ... Central Otago operations manager David Priest said it was important for any pest fish species to be reported to **Fish and Game** to protect valuable fisheries.

Canterbury anglers stay close to home, new data from Fish & Game NZ shows

From Voxy
Published 16:39 15/01/2024

The survey, conducted every seven years, records angling activity for all lake, river and canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing). ... North Canterbury **Fish & Game** Chief Executive Dr Rasmus Gabriellsson says "The North Canterbury region has some of the most diverse fishing options for freshwater anglers. ... North Canterbury **Fish & Game** sold 13,152 licences during the survey period: 73% of these were NZ resident adult whole season style or winter licences; 17% were day licences.

Canterbury anglers stay close to home, new data from Fish & Game NZ shows

From Fish and Game NZ
Published 16:16 15/01/2024

The 2021-2022 National Angler Survey conducted by Niwa for **Fish & Game** has just been released. ... The survey, conducted every seven years, records angling activity for all lake, river and canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing). ... North Canterbury **Fish & Game** Chief Executive Dr Rasmus Gabrielsson says "The North Canterbury region has some of the most diverse fishing options for freshwater anglers.

What lies beneath - the hidden history of quarries

From The Post, Gordon Noble-Campbell
Published 06:59 13/01/2024
Also from [The Post](#)

In June 1932 Thomas ("Tom") Gollop, aged fifty-three, was confronted near Paekākāriki by Thomas Andrews, a ranger for the Wellington Acclimatisation Society (the forerunner of "**Fish & Game**"), on suspicion of poaching.

Damn the dam: Hazardous Pareora River structure to stay

From Timaru Herald, Doug Sail
Published 05:24 13/01/2024
Also from [Timaru Herald print edition](#), [Manawatu Standard print edition](#)

A meeting was held between Aoraki Environmental Consultancy (AEC), representing Te Runanga o Waihao, Aukaha and Te Runanga o Arowhenua, **Fish & Game**, Riley Consultants, Pareora Catchment Group (PCG), landowners, and an archaeologist.

What lies beneath - the hidden history of Wellington's quarries

From The Post
Published 05:00 13/01/2024
On Page: 5

In June 1932 Thomas ("Tom") Gollop, aged 53, was confronted near Paekākāriki by Thomas Andrews, a ranger for the Wellington Acclimatisation Society (the forerunner of "**Fish & Game**"), on suspicion of poaching.

A killing and a cull Hard times for Henley Lake geese

From Wairarapa Times-Age, Bella Cleary
Published 06:42 12/01/2024

This approach is a far cry from a goose cull at Henley Lake run by MDC and **Fish** and **Game** in 2011, which "distressed many people unfortunate enough to witness the birds being shot, having their necks wrung or being bludgeoned to death", according to previous Times-Age reporting.

Alert after 'undesirable fish species' caught

From Otago Daily Times
Published 04:56 12/01/2024
Also from [Central App](#), [Radio NZ](#)

Otago **Fish & Game** Central Otago operations manager David Priest said it was suspected the carp came from authorised releases in contained ponds near Queenstown.

Escaped exotic fish turns up in Lake Dunstan

From Otago Daily Times
Published 10:58 11/01/2024
Also from [Greymouth Star](#), [New Zealand Herald](#)

Otago **Fish & Game** Central Otago is asking anglers to be on the lookout and report any sightings after a grass carp was caught recently in the lake.

Central South Island and hydro canals are NZ anglers' 'El Dorado'

From Timaru Herald, Chris Tobin
Published 16:52 10/01/2024
Also from [Timaru Herald print edition](#), [Timaru Herald print edition](#), [The Press print edition](#)

"The abundance of large trophy sized brown and rainbow trout and salmon of commercial farm origin in the Upper Waitaki canals is high and well known by New Zealand anglers," **Fish** and **Game's** seven-year anglers' survey says. ... "It keeps us busy," Central South Island **Fish & Game** officer Rhys Adams says, commenting on the popularity of the region for anglers. ... The survey, the first for seven years, was conducted by NIWA and records angling activity for all lake, river and hydro canal fisheries managed by **Fish & Game** throughout the country.

Gone fishing: More anglers hit the water in the South Island

From Stuff.co.nz, Rachael Kelly
Published 13:38 08/01/2024

Also from [The Press print edition](#), [Southland Times print edition](#), [Timaru Herald print edition](#)

The 2021-2022 National Angler Survey conducted by Niwa for **Fish** and **Game**, which is conducted every seven years, records angling activity for all lake, river and hydro canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing). ... **Fish** and **Game** New Zealand chief executive Corina Jordan said the findings were a great snapshot of how many Kiwis were getting out in nature, fishing for fun, food and their mental health and doing something together with family and friends. ... In Southland, the survey showed that one in 10 residents fished for trout, Southland **Fish** and **Game** field officer Cohen Stewart said.

Referee misses blatant handball in Wellington Phoenix's defeat to Brisbane Roar

From Stuff.co.nz, Phillip Rollo

Published 22:59 07/01/2024

Central South Island **Fish & Game** warns anglers to stick to the rules

Follow the rules to make holidays fun

From Northern Advocate, Avneesh Vincent

Published 05:00 04/01/2024

Byline: Avneesh Vincent **On Page:** A002

For those going freshwater fishing, Northland **Fish & Game** regional manager Craig Deal felt the forecast provided the perfect opportunity for licensed anglers to go trout fishing this season.

Omakau School supports local environment

From Central App, Alexia Anderson

Published 07:14 04/01/2024

A wide range of groups have supported the project, including Otago Regional Council, Ministry for the Environment, **Fish** and **Game** Otago, the Department of Conservation, Aukaha, local businesses and the wider community.

Court documents show ECan pulled out rug over Rakaia River

From Newsroom, David Williams

Published 00:29 03/01/2024

Also from [Newsroom](#)

According to a court memorandum filed by Environmental Defence Society (EDS) and North Canterbury **Fish & Game** Council, there was a factual presentation "of how the flow of information relevant to stored water abstraction works in practice". ... This seems to have borne fruit, with EDS and **Fish & Game** agreeing not to pursue questions over "stored water" at Coleridge, controlled by Manawa. ... According to the court document subsequently filed by EDS and **Fish & Game**, meaningful progress had been made and attempts were being made to finalise the questions.

Northland weather conditions ideal for planning outdoor activities

From New Zealand Herald, Avneesh Vincent

Published 17:00 02/01/2024

For those going freshwater fishing, Northland **Fish & Game** regional manager Craig Deal felt the good weather forecast provided the perfect opportunity for licensed anglers to go trout fishing this season.

Report created by Richard Cosgrove, Fish and Game NZ. Powered by Fuseworks.

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Report ID: e1b448c7-c034-4b8e-a240-3b2d5934d06d

Tuesday, April 9, 2024 at 09:37:23 New Zealand Standard Time

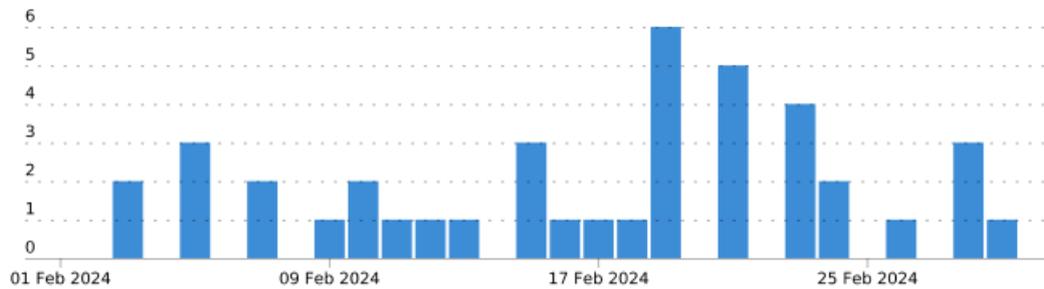
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Date: Friday, 1 March 2024 at 12:06:18 AM New Zealand Daylight Time
From: Fuseworks Media
To: Richie Cosgrove
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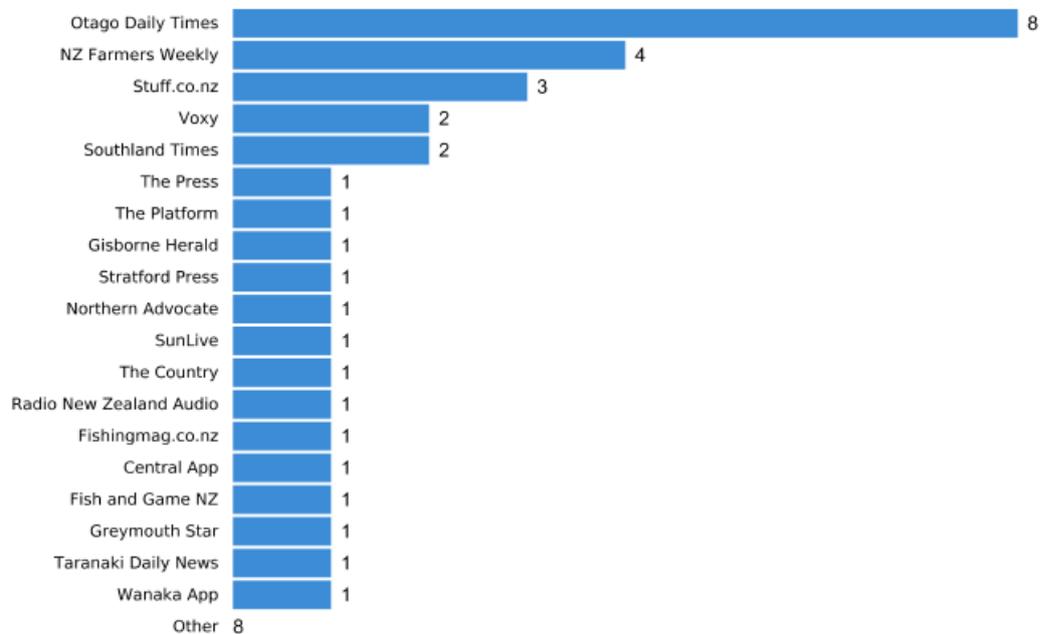
Fish & Game

Contains 41 items within the date range 01/02/2024 - 29/02/2024.

Volume



Sources



Content Types



Online: 27
Media Release: 3
Radio: 1

Newspaper: 8
Newsletter: 1
Podcast: 1

IN BRIEF

From Te Awamutu Courier
Published 05:00 29/02/2024
On Page: A008

For more information follow the public Facebook group Te Awamutu **Fish & Game** Inc.

Fly-fishing festival gets people hooked

From Otago Daily Times, Sandy Eggleston
Published 17:18 28/02/2024

Southland **Fish & Game** field officer Ben Febery said it was fantastic to see people connecting with the river and fishing. ... "For those keen to give it a try but are unsure where to start, you're welcome to contact the Southland **Fish & Game** office for advice." ... **Fish & Game** ran a competition for people to guess how many rainbow trout there were in a tank.

Letters to the Editor: war, poverty and Three Waters

From Otago Daily Times
Published 05:35 28/02/2024

Meanwhile **Fish & Game**, of which Mr Neilson is a former councillor, resolutely oppose gravel extraction from riverbeds choked with the stuff, heedless of the risks to property, lives and infrastructure posed by the impediment to flood flows.

Mueller Hut Route reopens, calls for a "culture change" voiced

From Wilderness Magazine, Justin Sprecher
Published 04:21 28/02/2024

What's notable is the report from New Hampshire **Fish** and **Game** does more than just the usual recounting of the rescue, it goes on to scold the hiker for being underprepared. ... Read the full report from New Hampshire **Fish** and **Game**.

Salmon, trout count ready for analysis

From Wanaka App
Published 06:37 26/02/2024

Fish & Game staff have zig-zagged for more than 40 hours on Otago's largest three lakes counting trout and salmon this summer. ... "These surveys provide "a valuable index of fish populations in the lakes," Otago **Fish & Game** ecologist Jayde Couper said. ... It is one of a range of methods **Fish & Game** uses to monitor fisheries, which also include spawning surveys, drift dives, electric fishing, environmental DNA testing in tributaries and analysis of angler surveys and competition data.

Analysis of fish numbers under way

From Otago Daily Times
Published 04:33 24/02/2024

Fish & Game staff have zig-zagged for more than 40 hours on Otago's largest three lakes counting trout and salmon this summer. ... Otago **Fish & Game** ecologist Jayde Couper said a **Fish & Game** boat was equipped with a high-powered echo-sounder supplied by Niwa. ... "Some people may have noticed lately a **Fish & Game** boat ambling slowly around our big lakes," Mr Couper said.

'Tragic': Thousands of dead eels devastating for Hokonui whānau

From Stuff.co.nz, Maxine Jacobs
Published 17:17 23/02/2024
Also from [Southland Times print edition](#)

Southland **Fish & Game** believe more native fish may be at risk. ... Cohen Stewart, a field officer for Southland **Fish & Game**, said the mass death would have a "huge impact on that fresh water ecosystem".

Public could help solve Whanganui mass fish death mystery - DOC

From Voxy
Published 13:30 23/02/2024

Iwi, the Department of Conservation, the Ministry for Primary Industries (MPI), Horizons Regional Council, Genesis, and **Fish** and **Game** are banding together to get to the bottom of this problem. ... MPI will test some of the fish specimens to try and determine the cause of death, Horizons Regional Council will gather more environmental data, and mana whenua and **Fish & Game** will add their data, observations and local knowledge to the mix.

Public could help solve Whanganui mass fish death mystery - DOC

From Department of Conservation
Published 12:31 23/02/2024

Iwi, the Department of Conservation, the Ministry for Primary Industries (MPI), Horizons Regional Council, Genesis, and **Fish** and **Game** are banding together to get to the bottom of this problem. ... MPI will test some of the fish specimens to try and determine the cause of death, Horizons Regional Council will gather more environmental data, and mana whenua and **Fish & Game** will add their data, observations and local knowledge to the mix.

Let the rivers flow as they should

From NZ Farmers Weekly
Published 10:41 23/02/2024

By Zane Moss, Southland **Fish & Game** manager ... I've also heard repeated allegations that **Fish & Game** has opposed consents to extract gravel to protect bridges and infrastructure. ... To the best of my knowledge, **Fish & Game** has never opposed a consent application in Southland to remove gravel if it poses a risk to bridges or roading infrastructure.

Federated Farmers' Chris Dillon on the Issues of Fish and Game & Gravel in Rivers

From The Platform
Published 16:10 21/02/2024

[00:00:00] Hoping to go to Chris Dillon from Federated Farmers to talk about issues of **Fish & Game** [New Zealand] and gravel in rivers. ... [00:02:10] So just tell us a little bit about what your beef is at the moment because I understand that it's mainly directed at **fish** and **game** and what the impacts are for farming and actually just for infrastructure. ... [00:07:51] On the boards of **fish** and **game**.

Wai Connection offers help to protect streams and wetlands

From Stuff.co.nz, Penny Wardle
Published 16:07 21/02/2024

Anybody working to restore freshwater in Marlborough catchments was invited to attend workshops, including people working with Kaipupu Sanctuary, Picton Dawn Chorus, Marlborough Forest & Bird, the East Coast Protection Group, Te Hoiere Project, Envirohub Marlborough, Nelson Marlborough **Fish & Game**, the Department of Conservation, and the Marlborough District Council, as well as other interested individuals.

Special hunting weekends for paradise shelduck

From Stratford Press
Published 05:00 21/02/2024

On Page: A018

For Taranaki game bird hunters who can't wait for the traditional May start of the hunting season to come around, **Fish & Game** is set to lay on some summer hunting opportunities. ... **Fish & Game** field officer Allen Stancliff says the aim is to disperse the ducks, moving them back to their home territories after they've gathered for their annual moult. ... Hunters who want to take part in the special season must hold a 2023 game bird hunting licence and obtain a \$5 permit from **Fish & Game** or a local game bird licence agent.

Suspected avian botulism cases in Waimanu Lagoons

From Kapiti News
Published 05:00 21/02/2024

On Page: A014

We're working with Greater Wellington Regional Council, the Ministry for Primary Industries, **Fish & Game** and the Department of Conservation to ensure collectively we have a good grasp on the spread and to keep the public informed if the situation changes."

Festival to display live trout

From Otago Daily Times
Published 04:33 21/02/2024

Fish & Game New Zealand communications officer Bruce Quirey said the live trout would be provided by the Otago **Fish & Game** Macraes hatchery and would be released afterwards into Lake Thomas, near The Key, in Southland.

Wai Connection offers help to protect streams and wetlands

From The Press, Penny Wardle
Published 19:20 19/02/2024

Anybody working to restore freshwater in Marlborough catchments was invited to attend workshops, including people working with Kaipupu Sanctuary, Picton Dawn Chorus, Marlborough Forest & Bird, the East Coast Protection Group, Te Hoiere Project, Envirohub Marlborough, Nelson Marlborough **Fish & Game**, the Department of Conservation, and the Marlborough District Council, as well as other interested individuals.

Patience is a virtue, even for El Niño

From NZ Farmers Weekly
Published 12:08 19/02/2024

He's got a bone to pick with **Fish** and **Game**, which he says is blocking plans to remove gravel from rivers that would make them more resilient to flooding.

Game for the challenge: Fish and Game's new chief executive Corina Jordan

From Radio New Zealand Audio
Published 11:49 19/02/2024

[00:00:00] When Corina Jordan accepted the chief executive role of **Fish** and **Game** in August 2022, many may have thought she

was inheriting a poison chalice. ... [00:00:22] Established under the Conservation Act 1987, **Fish and Game** is one of Aotearoa New Zealand's biggest freshwater advocates and is responsible for managing fishing and game hunting licences. ... [00:00:57] **Fish and Game** was perceived to be an old boys club plagued with governance, efficiency and transparency problems, etc.

Newsletter: Nine to Noon February 19 - 23

From Radio New Zealand
Published 07:59 19/02/2024

- Chief Executive of **Fish and Game**, Corina Jordan, on advocating for freshwater and turning around the organisation once perceived as a "old boys' club"
- Book review: Cynthia Morahan reviews *The Singularity* by Balsam Karam, translated by Saskia Vogel published by Text Publishing
- Around the motu: Georgina Campbell in Wellington

Calls for ORC to resist govt pressure

From Otago Daily Times, Hamish MacLean
Published 04:49 19/02/2024

Otago **Fish & Game** environmental officer Nigel Paragreen said central government's call to delay work on the land and water plan were creating uncertainty.

Tide may be turning in water debate

From Otago Daily Times
Published 04:49 19/02/2024

- Murray Neilson is a trustee of the Clutha Fisheries Trust and a former **Fish & Game** councillor.

Fishing the Wild Places of New Zealand by Tony Orman

From Fishingmag.co.nz, Allan Burgess
Published 22:55 18/02/2024

In the past he has donated royalties from two books to sport-fishing organisations, has made several submissions to Parliamentary Select Committees, has reasoned and at times "waged war" with politicians and governments short-sighted enough to try commercialising trout by way of trout farming and has served on executive councils of **fish** and **game** administration.

Stewardship review stuck

From Greymouth Star
Published 00:00 17/02/2024

On Page: INCE 18 1

The previous government started a reclassification process in April 2021, but during public submissions on the West Coast many big submitters, including Minerals West Coast, the Environmental Defence Society, Forest and Bird and **Fish and Game** claimed haste had led to flawed recommendations and omissions.

Fish & Game declares special season for paradise shelduck

From Taranaki Daily News
Published 05:00 16/02/2024

On Page: 4

For Taranaki game bird hunters who can't wait for the traditional May start of the hunting season to come around, **Fish & Game** is all set to lay on some summer hunting opportunities. ... **Fish & Game** has declared a special hunting season over two weekends for paradise shelduck, to help farmers disperse flocks that can damage pastures and crops. ... **Fish & Game** acting manager Allen Stancliff said the aim was to disperse the ducks, moving them back to their home territories after they had gathered for their annual moult.

Suspected avian botulism cases in birds in Waimanu Lagoons 15 February - Kapiti DC

From Voxy
Published 17:40 15/02/2024

We're working with Greater Wellington Regional Council, Ministry for Primary Industries, **Fish & Game**, and the Department of Conservation to ensure collectively we have a good grasp on the spread and to keep the public informed if the situation changes.

Suspected avian botulism cases in birds in Waimanu Lagoons 15 February - Kapiti DC

From Kapiti Coast District Council
Published 17:07 15/02/2024

We're working with Greater Wellington Regional Council, Ministry for Primary Industries, **Fish & Game**, and the Department of Conservation to ensure collectively we have a good grasp on the spread and to keep the public informed if the situation changes.

Southland Feds slam 'toxic' behaviour from Fish & Game

From NZ Farmers Weekly
Published 13:35 15/02/2024

Gravel build-up in Southland rivers is a disaster waiting to happen and **Fish & Game** need to stop blocking consent to extract before it's too late, Federated Farmers Southland says. ... "We urgently need the regional council to extract or move gravel in parts of all catchments in Southland, but **Fish & Game** are continuing to oppose resource consent without even being able to offer a logical explanation." ... "But come hell or high water, **Fish & Game** would not stop roadblocking that consent, which meant the lagoon's condition deteriorated and the toxic algal bloom levels got so high that even the ducks wouldn't land on it," Dillon says.

From grazed valley to a lush wetland

From Rural News
Published 15:40 13/02/2024

The project has been a partnership led by **Fish & Game** New Zealand, and protects an area of precious native forest, wetland and river flats. ... The land was purchased from local farmers David and Gloria Underwood by a \$600,000 grant from the Nature Heritage Fund with \$55,000 from the Northland **Fish & Game** Council for survey costs in 2016. ... The remaining 40ha of grassed valley floor and surrounds was vested to Northland **Fish & Game** Council as Local Purpose Reserve for the development of a wetland.

Northland's Underwood Wetland reversing habitat loss

From New Zealand Herald, Denise Piper
Published 11:13 11/02/2024
Also from [The Northern Advocate M-F Modular](#)

The project has been led by **Fish & Game** New Zealand, with the development taking place in two stages since 2016. ... Creating new wetlands is a turnaround from other parts of New Zealand, with 5761ha of freshwater wetlands lost between 1996 and 2018, **Fish & Game** chief executive Corina Jordan said. ... "**Fish & Game's** journey has always been about protecting, restoring and rewilding Aotearoa New Zealand's natural freshwater habitats and wildlife species."

Consent bid for 100-year-old jetty

From Otago Daily Times, Matthew Littlewood
Published 05:21 10/02/2024

Correspondence with interested party Otago **Fish & Game** said this retrospective consent was "the first part of an encompassing plan to repair the present structure of the jetty and enhance the structure to meet the owner's responsibilities defined in today's standards and the expectations of the public".

Special hunting season for Taranaki paradise shelduck over three weekends

From The Country, Stratford Press
Published 02:23 10/02/2024

For Taranaki game bird hunters who can't wait for the traditional May start of the hunting season to come around, **Fish & Game** is set to lay on some summer hunting opportunities. ... **Fish & Game** field officer Allen Stancliff says the aim is to disperse the ducks, moving them back to their home territories after they've gathered for their annual moult. ... Hunters who want to take part in the special season must hold a 2023 game bird hunting licence and obtain a \$5 permit from **Fish & Game** or a local game bird licence agent.

Wetlands prove an unsung hero

From Otago Daily Times
Published 04:08 09/02/2024

The vital role of wetlands in human and environmental health is becoming better known thanks to World Wetlands Day and groups such as Otago **Fish & Game** (OFG). ... About 30 hectares of forest-flanked, failed farmland in the Takitakitoa valley was reflooded by **Fish & Game** in 2016, using a one-metre-high stop-bank. ... "Restoration work continues every year, funded by **Fish & Game** licence fees and donations of native plants."

Efforts to control lagarosiphon in Lake Dunstan

From Central App, Anna Robb
Published 08:04 07/02/2024

LDAWMG has representatives from Otago Regional Council, Contact Energy, Central Otago District Council, Kāi Tahu (Hokonui Runanga), Cromwell and Districts Community Trust, Lake Dunstan Charitable Trust, Otago **Fish and Game** Council, and Clutha Fisheries Trust and LINZ.

Stationwagon removed from Opato Stream following January 14 crash

From Gisborne Herald, Gisborne Herald
Published 01:12 07/02/2024

Eastern Region **Fish and Game** has reported they had been advised by the Bay of Plenty Regional Council that the stationwagon that crashed into the Opato Stream off State Highway 2 in the Waioeka Gorge last month has now been removed.

Rewilding of Northland valley celebrated

From NZ Farmers Weekly
Published 11:36 05/02/2024

Also from [Sunlive](#)

The project has been a partnership led by **Fish & Game** New Zealand, and protects an area of precious native forest, wetland and river flats. ... The land was purchased from local farmers David and Gloria Underwood in 2016 with a \$600,000 grant from the Nature Heritage Fund, and \$55,000 from the Northland **Fish & Game** Council for survey costs. ... The remaining 40ha of grassed valley floor and surrounds was vested to Northland **Fish & Game** Council as Local Purpose Reserve for the development of a wetland.

ReWilding the north for World Wetlands Day - 'wetland a paradise for wildlife'

From Fish and Game NZ

Published 09:42 05/02/2024

The project has been a partnership led by **Fish & Game** New Zealand, and protects an area of precious native forest, wetland and river flats. ... The land was purchased from local farmers David and Gloria Underwood by a \$600,000 grant from the Nature Heritage Fund with \$55,000 from the Northland **Fish & Game** Council for survey costs in 2016. ... The remaining 40ha of grassed valley floor and surrounds was vested to Northland **Fish & Game** Council as Local Purpose Reserve for the development of a wetland.

Feds take a swipe at Fish & Game for opposing resource consents

From Stuff.co.nz, Rachael Kelly

Published 05:21 03/02/2024

Also from [Southland Times print edition](#)

Rachael Kelly Southland Federated Farmers president Chris Dillon has taken a swipe at **Fish & Game** over freshwater management issues in the province. ... Southland Federated Farmers president Chris Dillon has taken aim at **Fish & Game**, saying its opposition to resource consents is hindering freshwater management in the province. ... But Southland **Fish and Game** manager Zane Moss says Federated Farmers would be better off working with Environment Southland on the issues instead of "taking random wild swings in the media".

Report created by Richard Cosgrove, Fish and Game NZ. Powered by Fuseworks.

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Report ID: e1b448c7-c034-4b8e-a240-3b2d5934d06d

Tuesday, April 2, 2024 at 09:24:58 New Zealand Daylight Time

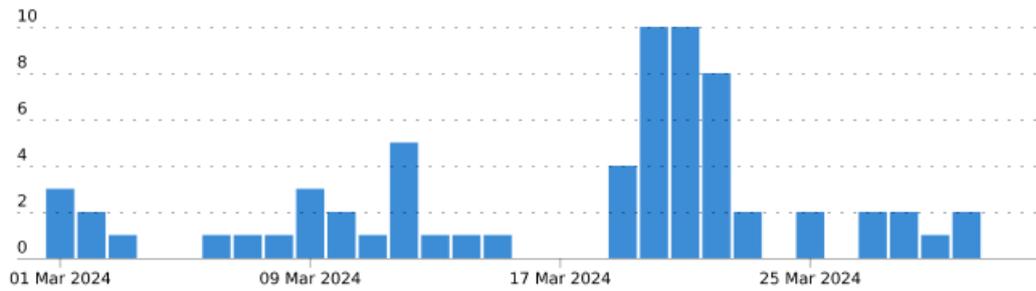
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Date: Monday, 1 April 2024 at 12:06:45 AM New Zealand Daylight Time
From: Fuseworks Media
To: Richie Cosgrove
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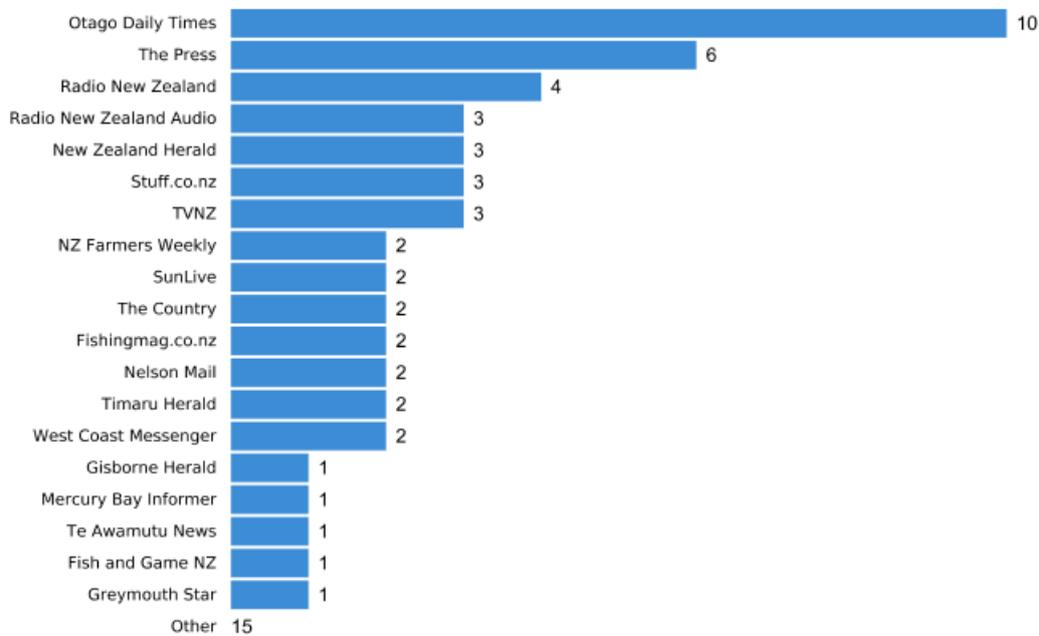
Fish & Game

Contains 66 items within the date range 01/03/2024 - 31/03/2024.

Volume



Sources



Content Types



■ Online: 46
■ Radio: 6
■ TV: 1

■ Newspaper: 10
■ Media Release: 3

Newstalk ZB Auckland 3pm - Item 7

From Newstalk ZB
Published 15:23 30/03/2024

Fish and **Game** [NZ] officer Richard Cosgrove says people can pick up their licence online or from retailers.

Decision by ORC angers farmers

From Otago Daily Times, Hamish MacLean
Published 04:43 30/03/2024

Among those supporting the decision, Otago **Fish & Game** said the plan in place at present had allowed "damaging intensification" in the region. ... Otago **Fish & Game** Council environmental officer Nigel Paragreen said before the vote, regional council staff laid out the "genuine need" for a new plan.

From cow to cone - A big scoop from Nelson

From Radio New Zealand Audio
Published 16:53 29/03/2024

[00:09:00] Also, significantly, Department of Conservation [DOC], **Fish** and **Game** [New Zealand] and iwi.

Community pressure forces ECan backdown

From NZ Farmers Weekly
Published 10:38 28/03/2024

Cushnie said some locals had been "run ragged" moving tuna, kōura and other critters from the creek to Ashburton River, and **Fish & Game** members also stepped in to help the rescue mission,

20 yrs of weed control paying off At Lake Wanaka

From Land Information NZ
Published 14:49 27/03/2024

- Toitū Te Whenua Land Information New Zealand
- Otago Regional Council
- Queenstown Lakes District Council
- Guardians of Lake Wānaka
- Department of Conservation
- **Fish & Game** Otago
- Clutha Fisheries Trust
- Wānaka Marina Limited
- Wai Wānaka

Lake Arapuni Fishing Contest 2024: Te Awamutu anglers catch trout, rudd, eel

From New Zealand Herald, Waikato Herald
Published 10:29 27/03/2024
Also from [Te Awamutu Courier Modular](#)

The fishing competition, run by Te Awamutu **Fish & Game** Club, was off to a great start as participants were greeted with sunshine.

Game bird season licences on sale

From West Coast Messenger
Published 00:00 27/03/2024
Also from [West Coast Messenger](#)

On Page: The West Coast Messenger 12

Fish and **Game** game bird hunting licences for the 2024 season are now on sale. ... With the season fast approaching with opening day on May 4, hunters can secure their licence online via the **Fish** and **Game** website or at selected retailers nationwide. ... " **Fish** and **Game** encourages all hunters to grab their licences as soon as possible, as part of ensuring they're ready for the exciting season ahead," says spokesman Richie Cosgrove.

Counting on it - Fish & Game staff checking on wildlife numbers to manage species

From Fishingmag.co.nz, Fish and Game NZ
Published 16:00 23/03/2024

Counting on it - **Fish & Game** staff checking on wildlife numbers to manage species ... **Fish & Game** staff across the country are out of their offices catching and counting birds or kitted up in wetsuits to count fish. ... **Fish & Game** New Zealand chief executive Corina Jordan spent two days recently helping the Taranaki and Wellington offices banding mallard and grey ducks.

SailGP Chch: High-speed sailing and foraged feasts for the belly

From TVNZ, Rachel Parkin
Published 05:29 23/03/2024

"Shellfish, *fish*, small *game* and then wild greens, seaweeds, mushrooms... yip, the sky's the limit.

Fish and Game staff checking on wildlife numbers to manage species

From Voxy
Published 13:39 22/03/2024
Also from [Farmers Weekly](#)

Fish & Game New Zealand chief executive Corina Jordan spent two days recently helping the Taranaki and Wellington offices banding mallard and grey ducks. ... to get out in nature and get stuck in with the team doing valuable monitoring work as CEO of **Fish & Game**," says Jordan, who helped band 500 birds. ... **Fish & Game** staff are also out drift-diving rivers to monitor trout populations.

Fish and Game staff checking on wildlife numbers to manage species

From Richard Cosgrove, Fish and Game NZ
Published 13:03 22/03/2024

Fish & Game staff across the country are out of their offices catching and counting birds or kitted up in wetsuits to count fish. ... **Fish & Game** New Zealand chief executive Corina Jordan spent two days recently helping the Taranaki and Wellington offices banding mallard and grey ducks. ... to get out in nature and get stuck in with the team doing valuable monitoring work as CEO of **Fish & Game**," says Jordan, who helped band 500 birds.

Farmer outcry over dying fish pushes Canterbury council to allow water diversion

From Radio New Zealand , Sally Murphy
Published 11:01 22/03/2024
Also from [The Country](#), [Otago Daily Times](#), [New Zealand Herald](#)

They said council failed to reply or make a decision and the creek ran dry earlier this week, leaving locals and **Fish and Game** scrambling to save fish .

Anger over Greenstreet creek

From Ashburton Guardian
Published 22:38 21/03/2024

Fish & Game New Zealand helped with a rescue mission last week and rescued about 200 upland bully, 50 brown trout, eight eels, eight inganga and one redfin perch and one koura. ... "It's highly regrettable that there has been a loss of aquatic life in this stream and we acknowledge the fish salvage work undertaken by **Fish and Game** and the community."

'Total annihilation': Frustration after fish perish in dried-up creek

From TVNZ, Katie Stevenson
Published 20:28 21/03/2024

Farmers, locals and **Fish and Game** staff have been out in the creek using buckets and fishing nets, doing what they could to try and save the fish. ... "I'd like to acknowledge the fish salvage work undertaken by **Fish and Game** and the local community over recent days - thank you". ... **Fish and Game** counted more than 200 creatures that were saved.

1 News 6pm - Item 7

From TVNZ
Published 20:09 21/03/2024

Using buckets and fishing nets, farmers, locals and *fish* and *game* staff have been out here doing what they can to try and save the fish. ... **Fish and Game** [NZ], counting more than 200 creatures they help save. ... **Fish and Game** NZ, Steve McKnight says we're really looking at no significant rain in the forecast at the moment, and I think that we are going to see some more streams that suffer the consequences of that.

'People power'- ECan finally answers call to give dying fish water

From The Press, Eve Hyslop, Kai Schwoerer
Published 18:19 21/03/2024
Also from [The Press print edition](#)

Using buckets and fishing nets, farmers, locals and **Fish and Game** staff did everything they could over the last four weeks to save the fish.

Rural news in brief: Fieldays, bird hunting licences, farmers wanted for pasture survey

From New Zealand Herald, The Country
Published 15:42 21/03/2024

Fish & Game New Zealand game bird licences on sale now ... **Fish & Game** has announced that game bird hunting licences for the 2024 season are now on sale, ahead of opening day on May 4. ... With the season fast approaching, hunters can secure their licence online via the **Fish & Game** website or at selected retailers nationwide.

Game bird licences now on sale

From The Star
Published 10:40 21/03/2024

Fish & Game has announced game bird hunting licences for the 2024 season are now on sale. ... The season is fast approaching - opening day will be May 4 - and hunters can secure their licence online via the **Fish & Game** website or at selected retailers.

'The last vestiges of life' - farmers beg for help as fish die

From The Press, Eve Hyslop, Kai Schwoerer
Published 09:52 21/03/2024

Using buckets and fishing nets, farmers, locals and **Fish** and **Game** staff have done everything they can over the last four weeks to save the fish. ... "It's highly regrettable that there has been a loss of aquatic life in this stream and we acknowledge the fish salvage work undertaken by **Fish** and **Game** and the community." ... According to a salvage report by **Fish** and **Game**, 268 fish were saved from four puddles across 200m of creek.

Morning Rural News for 21 March 2024

From Radio New Zealand Audio
Published 07:53 21/03/2024

[00:00:30] It says the loss of aquatic life is highly regrettable and it acknowledges this fish salvage work done by **Fish** and **Game** and locals.

'The last vestiges of life' - farmers beg for help as fish die

From The Press, Eve Hyslop, Kai Schwoerer
Published 05:39 21/03/2024
Also from [The Press print edition](#)

Outdoor Access, a group which monitors rivers and lakes by livestream video, has been working alongside locals and **Fish** and **Game** to salvage what is left of the creek. ... People living near the creek have been salvaging native fish with buckets, while **Fish** and **Game** has helped out with fishing nets, and the wildlife that has been saved has been put into the Ashburton River.

Farmers concerned by council's lack of action to stop fish dying in dried up Ashburton stream

From Radio New Zealand
Published 23:01 20/03/2024

It said the loss of aquatic life was "highly regrettable" and it "acknowledges the fish salvage work undertaken by **Fish** and **Game** and the community". ... Meanwhile, **Fish** and **Game's** chief executive for the central South Island, Steve McKnight, said the dry conditions making streams disconnect from their rivers were the worst they had seen in about a decade. ... McKnight said **Fish** and **Game** was monitoring hotspots around the region's Hakataramea, Opihi and Opuha rivers.

News in Briefs

From Te Awamutu News, Staff Reporters
Published 20:13 20/03/2024

Fish & Game has announced that game bird hunting licences for the 2024 season started on May 4 are now on sale. ... Hunters can secure their licence - which they must have to participate in game bird hunting - online via the **Fish & Game** website or at selected retailers nationwide.

News in brief

From Cambridge News, Staff Reporters
Published 17:05 20/03/2024

Fish & Game has announced that game bird hunting licences for the 2024 season started on May 4 are now on sale. ... Hunters can secure their licence - which they must have to participate in game bird hunting - online via the **Fish & Game** website or at selected retailers nationwide.

RNZ National 2pm - Item 6

From Radio New Zealand
Published 14:28 20/03/2024

Fish and **Game** [New Zealand], I believe, early in the week were there salvaging trout, other species that they killed, they had it all pulled up.

Midday Rural News for 20 March 2024

From Radio New Zealand Audio
Published 13:07 20/03/2024

[00:02:13] Meanwhile, **Fish** and **Game** Chief Executive for the Central South Island, Steve McKnight, says the dry conditions making streams disconnect from their rivers are the worst they've seen in about a decade.

Thousands of freshwater fish dead in Ashburton Creek

From The Press, Eve Hyslop
Published 11:19 20/03/2024

Outdoor Access, a group which monitors rivers and lakes by livestream video, has been working alongside locals and **Fish** and **Game** to salvage what is left of the creek. ... People living near the creek have been salvaging native fish with buckets, while **Fish** and **Game** has helped out with fishing nets, and the wildlife that has been saved has been put into the Ashburton River.

Farmers and fishers say fish dying as Ashburton stream dries up

From Radio New Zealand
Published 08:35 20/03/2024
Also from [The Country, New Zealand Herald](#)

Colgan said **Fish** and **Game** were at the creek last week working to save trout.

Water comments: 'a bit dramatic' or a statement of fact?

From Otago Daily Times
Published 07:28 20/03/2024

Dunroon dairy farmer and president of North Otago Federated Farmers, Mfanwy Alexander has accused Nigel Paragreen of **Fish** and **Game** Otago of being "a bit dramatic" in saying that Otago's freshwater was in a "dire" state (ODT 11.3.24). ... - Murray Neilson is a trustee of the Clutha Fisheries Trust, a former **Fish & Game** councillor and a retired Department of Conservation freshwater technical support officer.

Cyrus Hingston | Ngāti Tarāwhai Iwi Trust Chairperson

From Waatea News, Dale Husband
Published 13:18 19/03/2024

[00:05:00] For the last three months open up until the 29 February that finished, we'd been in discussions with MPI, **Fish** and **Game** [New Zealand], Bay Regional Council, Rotorua Lakes Council Charitable Lakes Trust, and they had no money to continue that, no access to funds.

Central Hawke's Bay news briefs

From Hawke's Bay Today, CHB Mail
Published 12:08 19/03/2024

Fish & Game New Zealand game bird licences on sale now ... **Fish & Game** has announced that game bird hunting licences for the 2024 season are now on sale. ... The season is fast approaching with Opening Day on May 4 and hunters can secure their licence online via the **Fish & Game** website or at selected retailers nationwide.

Game bird licences on sale now

From Rotorua Now
Published 09:46 19/03/2024
Also from [Sunlive](#)

Fish & Game has announced that game bird hunting licences for the 2024 season are now on sale. ... With the season fast approaching with Opening Day on May 4, hunters can secure their licence online via the **Fish & Game** website or at selected retailers nationwide. ... "**Fish & Game** encourages all hunters to grab their licences as soon as possible, as part of ensuring they're ready for the exciting season ahead," says spokesman Richie Cosgrove.

Trust aims to return sea-run salmon

From Otago Daily Times
Published 04:05 15/03/2024

The Otago **Fish & Game** Council has welcomed the formation of a trust aimed at returning sea-run salmon to the lower Clutha River. ... Otago **Fish & Game** chief executive Ian Hadland said in a statement the trust was formed after a long negotiation and was a positive step towards mitigating the losses caused to sports fishers because of the dams. ... **Fish & Game** and Contact Energy had been working together for nearly 20 years on sports fisheries mitigation in the lower Clutha but restoring the salmon fishery had proved challenging, Mr Hadland says.

We can't find the environmental group that was extensively consulted on the fast-track consenting bill

From The Spinoff, Hayden Donnell
Published 11:17 14/03/2024

The NZ **Fish** and **Game** Council hadn't been consulted either.

River revival needs to be done right, Timaru mayor says

From Stuff.co.nz, Rachael Comer
Published 19:01 12/03/2024
Also from [Timaru Herald print edition](#)

It now included Environment Canterbury (ECan), Toitū te Whenua Land Information New Zealand, Central South Island **Fish & Game**, and the Timaru and Ashburton district councils.

Water woes in great big chunks

From Mercury Bay Informer
Published 11:49 12/03/2024

Fish and **Game**. ... Exactly the same applies to Forest and Bird as to **Fish** and **Game**, no objection to the application of deadly poison to water.

Water alarm 'bit dramatic'

From Otago Daily Times, Hamish MacLean
Published 05:00 12/03/2024
Also from [ODT, Greymouth Star](#)

Otago **Fish & Game** has been accused by farmers of being "a bit dramatic" after sounding the alarm about the state of the region's freshwater. ... Otago **Fish & Game** environmental officer Nigel Paragreen said recently released research into the region's waterways showed a "dire" state of freshwater that could not be ignored. ... **Fish & Game** has urged councillors to stay the course on the land and water plan and notify the plan on June 30 - a date set by former environment minister David Parker.

Lake Opuha water level "strikingly low", irrigation anticipated to cease within week

From Stuff.co.nz, Yashas Srinivasa
Published 19:37 11/03/2024
Also from [Timaru Herald print edition](#)

OEFRAG Chair and Central South Island **Fish** and **Game** representative Steve McKnight said the group made the decision in response to the "deepening impact" of the current dry spell on the lake level and rivers in the region.

Collection: Stunning image of mallard on stamp

From SunLive
Published 11:49 10/03/2024

The trust recommends to the NZ **Fish** and **Game** Council a different game bird image for the stamp each year. ... Corina Jordan, chief executive of **Fish & Game** New Zealand, says the organisation is proud to support the trust and its work. ... Regional **Fish** and **Game** field staff provide advice to landowners on proposed projects and act as referees for their consideration by the trust, while the national office of **Fish** and **Game** provides administrative support to the trust.

Hunter shoots duck, goes postal

From Sunday Star-Times, Virginia Fallon
Published 05:00 10/03/2024

Byline: Virginia Fallon **On Page:** 8

Each year, in conjunction with the NZ **Fish & Game** Council, it chooses a different game bird image for a stamp, a programme now in its 31st year and one that's raised more than \$2.5m for conservation projects on both public and private land. ... Corina Jordan, chief executive of **Fish & Game**, says the organisation is proud to support the trust and its work.

Reliable water supply is finally here

From Nelson Mail, Murray King
Published 05:15 09/03/2024
Also from [Nelson Mail print edition](#)

Since the early 2000s, the 2000/01 drought to be precise, farmers, growers, iwi, the Department of Conservation, **Fish & Game**, the wider growing community, commercial developers, the environmental sector and both councils have collaborated at various points along the journey of the dam.

Returning sea-run salmon to lower Clutha aim of new trust

From Otago Daily Times
Published 04:48 09/03/2024

The Otago **Fish & Game** Council has welcomed the formation of a trust aimed at returning sea-run salmon to the lower Clutha River. ... Otago **Fish & Game** chief executive Ian Hadland said in a statement the trust was formed after a long negotiation and was a positive step towards mitigating the losses caused to sports fishers because of the dams. ... **Fish & Game** and Contact Energy had been working together for nearly 20 years on sports fisheries mitigation in the lower Clutha but restoring the salmon fishery had proved challenging, Mr Hadland says.

Water shortage direction on river

From Otago Daily Times
Published 06:44 08/03/2024

OEFRAG chairman and Central South Island **Fish & Game** representative Steve McKnight said the group made the decision as part of a proactive approach to maintain the flow in the river.

Controversial gold mine owner investigated over dairy farm conversion

From Newsroom, David Williams
Published 07:03 07/03/2024

Just before Christmas, Environmental Defence Society and North Canterbury **Fish & Game** sought their own orders.

Artists for conservation in Tamatea Dusky Sound

From Art News Aotearoa
Published 20:21 06/03/2024

Echoing the feeling of the voyage's written accounts, which detailed (and delighted in) the sound's abundance of freshwater, **fish** and **game**, Hodges casts the place as a paradise, calm-watered and fringed by dense greenery, almost always steeped in the soft light of a setting sun-scenes in which the region's infamously unpredictable weather and storm clouds of sandflies are notably absent.

Rainbow Trout - *Oncorhynchus mykiss* - Identification Guide New Zealand

From Fishingmag.co.nz, Allan Burgess
Published 12:12 03/03/2024

Here is a little reading about rainbow trout on the **Fish & Game** website.

Duck numbers 'pretty healthy' despite cyclone

From Gisborne Herald, Murray Robertson
Published 06:58 02/03/2024

Eastern **Fish** and **Game** dealt with up to 2000 mallard and grey ducks during their banding and population monitoring programme in Tairāwhiti over summer. ... As well as the banding programme, during which 1500 to 2000 ducks were handled, **Fish** and **Game** staff also did aerial counts of black swan and paradise shelduck over the summer months when the birds congregated to moult their flight feathers. ... Senior **fish** and **game** officer Matthew McDougall said they had been concerned that Cyclone Gabrielle may have decimated the paradise and black swan populations on the East Coast.

Water shortage direction issued for Opihi River and tributaries

From Stuff.co.nz
Published 18:31 01/03/2024
Also from [Timaru Herald print edition](#)

"We are still experiencing the impact of El Niño conditions this summer and expect dry conditions to continue into autumn," advisory group chair and Central South Island **Fish** and **Game** representative Steve McKnight said.

Dead black swans discovered

From Otago Daily Times
Published 05:48 01/03/2024
Also from [Otago Daily Times](#)

The discovery of the black swans, which are a protected species on the lake, has prompted Otago **Fish & Game** to launch an investigation. ... The incident was reported by an angler on the shore of the Makarora River mouth, prompting swift action by **Fish & Game**. ... Otago **Fish & Game** operations manager David Priest said swans were protected due to their low numbers and could only be hunted in the Otago **Fish & Game** region below the Clutha dam during the game bird season.

Report created by Richard Cosgrove, Fish and Game NZ. Powered by Fuseworks.

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Report ID: e1b448c7-c034-4b8e-a240-3b2d5934d06d

NZC Finance Report

New Zealand Fish and Game Council Meeting 168 – 19th – 20th April 2024

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

Kōrero taunaki - Summary of considerations

Purpose

This report to the New Zealand Fish and Game Council presents the NZC Finance Report for the 6 months ended 29 February 2024.

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. Receive the NZC Finance Report for the 6 months ended 29 February 2024 with a deficit of \$152,664

Whakarāpopoto - Executive Summary

- 1 For the 6 month period ended 29 February 2024 the combined NZC and National Budget presents a deficit of \$152,664 against a Total Budget Deficit of \$515,074.
- 2 The NZC only budget reports a surplus of \$934,114 against a total budget of \$1,945,526.
- 3 The National only budget reports a deficit of \$1,086,778 against a total budget of deficit of \$2,460,600.

Takenga mai - Background

- 4 This paper includes the following attachments:
 - Table 1: Statement of Financial Performance for the 6 months ended 29 February 2024
 - Table 2: Statement of Financial Performance – NZC only to 29 February 2024
 - Table 3: Statement of Financial Performance – National only to 29 February 2024
 - Table 4: Statement of Financial Position as at 29 February 2024
 - Table 5: Aged Receivables Summary as at 29 February 2024
 - Table 6: Aged Payables Summary as at 29 February 2024
- 5 The Budget Deficit of \$515,074 is made up from the following approvals from the NZC.

Meeting	\$	Explanation
164 June 2023	2,451	Use of reserves (.07% as per budget)
164 June 2023	-160,000	Top Up of Reserves
165 August 23	3,623	Diff between ARF and Depreciation
165 August 23	475,000	Carry over unspent projects from 2023
165 August 23	22,000	Spending from Reserves - Maritime
166 November 23	172,000	Spending from Reserves – Magazine
167 February 2024		\$20,000 transferred from the Advocacy Budget to the Marketing and Social Licence budget.
	515,074	TOTAL BUDGET DEFICIT 2023 24

6 The Split between the NZC and National Costs are:

	Actual YTD	Budget
Table 2 - NZC	934,114	1,945,526
Table 3 - National	(1,086,778)	(2,460,600)
TOTAL As per Table 1	(152,664)	(515,074)
7 Table 1 - Combined	(152,664)	(515,074)

Kōrerorero – Discussion

Statement of Financial Performance

8 Income

- 8.1 Levies for the 6 months to 29 February 2024 are \$2,021,793 – 50% of budget as planned.
- 8.2 Other income of \$42,825 has been received -this is slightly below budget at 47% of the budget.

9 **Grants** – paid to regions are \$369,596 are in line with budget.

10 **Outputs – Advocacy.** The total Advocacy Budget is \$1,035,400. YTD the Actual Expenditure on this budget is \$457,327. Projects to Note:

- 10.1 National Public Awareness - \$18,627 compared to a budget of \$15,000. The reason for this overspends relates to the Sika show which had not been budgeted.
- 10.2 No costs for the National Magazine have been received to date – The Game Magazine costs will be reported in the April report.
- 10.3 \$309,080 has been reimbursed to Regions for RMA projects YTD. The main projects funded include Healthy Rivers (Akld/Wai) \$101k, GW Plan Change 1 (Well) \$54k, Wildlife position paper \$51k and Rakaia WCO \$40k (Nth Cant)
- 10.4 The Marketing and Social Licence budget is at 84% of the budget as at 29 February 2024 and has \$23k available in spending for the rest of the year. Note \$20k was approved by the NZC at the Feb 24 meeting to be transferred from the Advocacy budget to this budget – increasing this budget to \$140,000.

11 **Outputs – Research** – Total budget \$200,000 – spending YTD \$95,318.

- 11.1 Research Programme – reimbursements of \$35,768 have been made to Regions for projects this year – this includes funding for:
- 11.1.1 Womens Fishing
- 11.1.2 Fishing for Mental health
- 11.1.3 Insight Work Environmental
- 11.1.4 Licence Sales insights

- 11.2 The National Anglers Survey costs for the year total \$59,550. With the total survey over the last 3 years costing \$161,000.
- 12 **Outputs – Co-ordination – Total Budget \$1,086,100 – YTD spend 43% of Budget \$465,671.**
- 12.1 Co-ordination – Administration/HR – YTD spent \$11,355 - these cost include the monthly costs for Employment Hero and the EAP service which supports all Fish and game staff when required.
- 12.2 Co-ordination – Species Game – only 4% of the budget has been spent YTD – this budget of \$60,000 is a one off for the Population Monitoring and Analysis SOP.
- 12.3 Co-ordination RMA – budget of \$19,000 which cover the Nexis Lexis subscription and the \$10k towards training.
- 12.4 Elections \$22,500 – this is an accrual each month towards the 2024 tri-annual elections. It is anticipated that the 2024 election will cost more than the \$135,000 that has been set aside – however, this is dependent on the number of elections held in each region.
- 12.5 No costs yet for the Hunting and Fishing regulations – the game regulation guide costs will be reported in April.
- 12.6 Costs YTD for Maritime Compliance relate to Health and Safety and MOSS advice received following the Maritime audits.
- 12.7 Website and Social Media costs are slightly ahead of budget – this is due to the Campaign Monitor costs of purchasing 4 million EDM credits.
- 12.8 Ranger Co-ordination costs of \$18k include the Cert Training held in Rotorua (November) and Invercargill (Sept). Other costs in the area relate to ranger warrants and support from Eastern to coordinate the Ranger programme. These costs are in line with budget.
- 12.9 Licencing costs of \$276k are in line with budget and include the Licence Audit fee, Licence Contract, production/distribution of the Licence and support from Eastern to co-ordinate the Licencing system.
- 13 **Outputs – Governance**
- 13.1 New Zealand Council expenses YTD are \$39,020 – which is 71% of the budget. There are still 2 meetings (April and August) to be accounted for. There are 2 main expenses –November 23 meeting \$20k and February 24 meeting \$18k. This budget is for 4x meetings @ \$15k each.
- 13.2 Governance Advice and Performance \$9,060 YTD , relates to travel by the Chair for meetings with Ministers, Doc and other advocacy roles as well as Legal opinions requested.

- 14 **Outputs – Ministerial Review Implementation.** YTD \$171k spent vs a \$300 k budget. The major project costs have been \$70k for the cost optimisation project – there is a further \$5 k left in this budget. The Staff Hui and HR consultant costs along with Governance Training were other major costs.
- 15 **Outputs – Overheads.** Total overheads are \$609k (49% of the budget) The Financial Audit fee budget will exceed budget this year due to the increase in Audit fees for 2023 and 2024 which were not notified to us until after the Audit.

Statement of Financial Position

- 16 **Current Assets –** Total \$2.8m this includes \$41k for Accounts Receivable – see Table 5.
- 17 **Total Liabilities** are \$585k – this includes \$307,362 for Accounts payable – refer Table 6.
- 18 Restricted Reserves include the NAS, Research, RMA and Staff Development funds – these represent the funds that the NZC have committed to these funds. Total Restricted Reserves \$993,305.

Risks and mitigations

- 19 At this stage, all budgets are within Budgets – however, close monitoring of budgets is required to ensure this remains the case at year end.

Table 1: Statement of Financial Performance

New Zealand Fish and Game Council For the 6 months ended 29 February 2024

	YTD ACTUAL	TOTAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Levies	2,021,793	4,043,585	2,021,792	50%
Interest Income	11,810	65,050	53,240	18%
Other income				
Advertising & Merchandise	2,800	30,000	27,200	9%
RMA Legal - Revenue	20,000	-	(20,000)	-
Sundry Income	6,000	12,000	6,000	50%
Magazine Contributions	13,990	50,000	36,010	28%
Sale of Fish and Game Cookbook	35	-	(35)	-
Total Other income	42,825	92,000	49,175	47%
Donations - Water Quality	70	-	(70)	-
Total INCOME	2,076,498	4,200,635	2,124,137	49%
GRANTS TO REGIONS				
Grants to Regions	369,596	739,192	369,596	50%
Total GRANTS TO REGIONS	369,596	739,192	369,596	50%
OUTPUTS				
ADVOCACY				
Advocacy - Legal & Specialist Advice	13,096	30,400	17,304	43%
National Public Awareness	18,627	15,000	(3,627)	124%
National Magazine	22	410,000	409,978	0%
RMA/Legal	309,080	440,000	130,920	70%
Marketing & Social Licence	116,913	140,000	23,087	84%
NBEA Project	235	-	(235)	-
Total ADVOCACY	457,974	1,035,400	577,426	44%
RESEARCH				
Research Programme	35,768	100,000	64,232	36%
Research - Optimisation Model	-	45,000	45,000	-
Research - National Anglers Survey	59,550	30,000	(29,550)	199%
Research - Phd Programme	-	25,000	25,000	-
Total RESEARCH	95,318	200,000	104,682	48%
CO-ORDINATION				
Business & Financial Support	2,198	4,000	1,802	55%
Co-ordination National - CEO Travel	1,661	16,000	14,339	10%
Co-ordination - Administration/HR	11,355	35,000	23,645	32%
Co-ordination - Species - Game	2,548	60,000	57,452	4%
Co-ordination - RMA	8,658	19,000	10,342	46%
Elections	22,500	45,000	22,500	50%
Fishing & Hunting Regulations	22	82,000	81,978	0%
Information Technology- National	31,546	62,150	30,604	51%

Table 1: Statement of Financial Performance

	YTD ACTUAL	TOTAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Maritime NZ Compliance	12,022	30,000	17,978	40%
Manager Meetings	-	12,000	12,000	-
Staff Conference	10,568	30,000	19,432	35%
Staff Development Grant	4,552	10,000	5,448	46%
Youth Education Programme	6,000	7,000	1,000	86%
Website and Social Media	40,419	76,450	36,031	53%
Website Development	15,560	45,000	29,440	35%
Ranger Co-ordination	18,588	39,500	20,912	47%
Licencing	276,474	513,000	236,526	54%
Total CO-ORDINATION	464,671	1,086,100	621,429	43%
Total OUTPUTS	1,017,963	2,321,500	1,303,537	44%
GOVERNANCE				
New Zealand Council	39,020	60,000	20,980	65%
Governance Advice & Performance	9,060	20,000	10,940	45%
Governors Forum	10,996	12,000	1,004	92%
Regional Audit	-	10,000	10,000	-
Remuneration Committee	2,121	-	(2,121)	-
Total GOVERNANCE	61,198	102,000	40,803	60%
MINISTERIAL REVIEW IMPLEMENTATION				
Consultant Amalgamation - Review	346	20,000	19,654	2%
Governance Training Program - Review	20,500	40,000	19,500	51%
HR Consultant - Review	36,497	35,000	(1,497)	104%
Legal Costs - Review	-	15,000	15,000	-
NZC Strategy Workshop & Implementation - Review	3,457	5,000	1,543	69%
Staff Hui - Review	40,439	40,000	(439)	101%
Cost Optimisation - Review	70,000	75,000	5,000	93%
Te Ao Maori Advisor	-	30,000	30,000	-
Governance Advisor - Review	-	30,000	30,000	-
Consolidated Annual report - Review	-	10,000	10,000	-
Total MINISTERIAL REVIEW IMPLEMENTATION	171,238	300,000	128,762	57%
OVERHEADS				
Salaries & Contractors	527,348	1,085,903	558,555	49%
Staff Expenses	19,624	47,100	27,476	42%
Office Premises	29,168	60,900	31,732	48%
Office Equipment	947	2,000	1,053	47%
Communications/Consumables	9,170	22,900	13,730	40%
General (inc Insurance)	4,935	9,900	4,965	50%
Financial Audit Fee	12,839	18,000	5,161	71%
Depreciation	5,137	6,314	1,177	81%
Total OVERHEADS	609,168	1,253,017	643,849	49%
Total Expenses	2,229,162	4,715,709	2,486,547	47%
Net Surplus/(Deficit)	(152,664)	(515,074)	(362,410)	30%

Table 2: Statement of Financial Performance- NZC Budget only

New Zealand Fish and Game Council For the 6 months ended 29 February 2024

Region is NZC.

	YTD ACTUAL	2024 NZC BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Levies	2,021,793	4,043,585	2,021,792	50%
Interest Income	11,810	65,050	53,240	18%
Other income				
Sundry Income	6,000	12,000	6,000	50%
Total Other income	6,000	12,000	6,000	50%
Donations - Water Quality	70	-	(70)	-
Sale of Fish and Game Cookbook	35	-	(35)	-
Total INCOME	2,039,708	4,120,635	2,080,927	49%
GRANTS TO REGIONS				
Grants to Regions	369,596	739,192	369,596	50%
Total GRANTS TO REGIONS	369,596	739,192	369,596	50%
OUTPUTS				
ADVOCACY				
Advocacy - Legal & Specialist Advice	13,096	30,400	17,304	43%
National Public Awareness	11,498	7,500	(3,998)	153%
Marketing & Social Licence	50,619	50,000	(619)	101%
Total ADVOCACY	75,214	87,900	12,686	86%
CO-ORDINATION				
Business & Financial Support	2,198	4,000	1,802	55%
Co-ordination National - CEO Travel	1,661	16,000	14,339	10%
Total CO-ORDINATION	3,859	20,000	16,141	19%
Total OUTPUTS	79,073	107,900	28,827	73%
GOVERNANCE				
New Zealand Council	39,020	60,000	20,980	65%
Governance Advice & Performance	9,060	20,000	10,940	45%
Governors Forum	10,996	12,000	1,004	92%
Regional Audit	-	10,000	10,000	-
Remuneration Committee	2,121	-	(2,121)	-
Total GOVERNANCE	61,198	102,000	40,803	60%
OVERHEADS				
Salaries & Contractors	513,908	1,058,903	544,995	49%
Staff Expenses	19,624	47,100	27,476	42%
Office Premises	29,168	60,900	31,732	48%



Table 2: Statement of Financial Performance- NZC Budget only

	YTD ACTUAL	2024 NZC BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Office Equipment	947	2,000	1,053	47%
Communications/Consumables	9,170	22,900	13,730	40%
General (inc Insurance)	4,935	9,900	4,965	50%
Financial Audit Fee	12,839	18,000	5,161	71%
Depreciation	5,137	6,314	1,177	81%
Total OVERHEADS	595,728	1,226,017	630,289	49%
Total Expenses	1,105,594	2,175,109	1,069,515	51%
Net Surplus/(Deficit)	934,114	1,945,526	1,011,412	48%

Table 3: Statement of Financial Performance- NATIONAL

New Zealand Fish and Game Council For the 6 months ended 29 February 2024

Region is National.

	YTD ACTUAL	NATIONAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Other income				
Advertising & Merchandise	2,800	30,000	27,200	9%
RMA Legal - Revenue	20,000	-	(20,000)	-
Magazine Contributions	13,990	50,000	36,010	28%
Total Other income	36,790	80,000	43,210	46%
Total INCOME	36,790	80,000	43,210	46%
OUTPUTS				
ADVOCACY				
National Public Awareness	7,130	7,500	370	95%
National Magazine	22	410,000	409,978	0%
RMA/Legal	309,080	440,000	130,920	70%
Marketing & Social Licence	66,294	90,000	23,706	74%
NBEA Project	235	-	(235)	-
Total ADVOCACY	382,760	947,500	564,740	40%
RESEARCH				
Research Programme	35,768	100,000	64,232	36%
Research - National Anglers Survey	59,550	30,000	(29,550)	199%
Research - Phd Programme	-	25,000	25,000	-
Research - Optimisation Model	-	45,000	45,000	-
Total RESEARCH	95,318	200,000	104,682	48%
CO-ORDINATION				
Co-ordination - Administration/HR	11,355	35,000	23,645	32%
Co-ordination - Species - Game	2,548	60,000	57,452	4%
Co-ordination - RMA	8,658	19,000	10,342	46%
Elections	22,500	45,000	22,500	50%
Fishing & Hunting Regulations	22	82,000	81,978	0%
Information Technology- National	31,546	62,150	30,604	51%
Maritime NZ Compliance	12,022	30,000	17,978	40%
Manager Meetings	-	12,000	12,000	-
Staff Conference	10,568	30,000	19,432	35%
Staff Development Grant	4,552	10,000	5,448	46%
Youth Education Programme	6,000	7,000	1,000	86%
Website and Social Media	40,419	76,450	36,031	53%
Website Development	15,560	45,000	29,440	35%

Table 3: Statement of Financial Performance- NATIONAL

	YTD ACTUAL	NATIONAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Ranger Co-ordination	18,588	39,500	20,912	47%
Licencing	276,474	513,000	236,526	54%
Total CO-ORDINATION	460,813	1,066,100	605,287	43%
Total OUTPUTS	938,890	2,213,600	1,274,710	42%
MINISTRIAL REVIEW				
Consultant Amalgamation - Review	346	20,000	19,654	2%
Governance Training Program - Review	20,500	40,000	19,500	51%
HR Consultant - Review	36,497	30,000	(6,497)	122%
Cost Optimisation - Review	70,000	76,250	6,250	92%
Te Ao Maori Advisor	-	30,000	30,000	-
Governance Advisor - Review	-	30,000	30,000	-
Consolidated Annual report - Review	-	10,000	10,000	-
Legal Costs - Review	-	18,750	18,750	-
NZC Strategy Workshop & Implementation - Review	3,457	5,000	1,543	69%
Staff Hui - Review	40,439	40,000	(439)	101%
Total MINISTERIAL REVIEW	171,238	300,000	128,762	57%
OVERHEADS				
Salaries & Contractors	13,440	27,000	13,560	50%
Total OVERHEADS	13,440	27,000	13,560	50%
Total Expenses	1,123,568	2,540,600	1,417,032	44%
Net Surplus/(Deficit)	(1,086,778)	(2,460,600)	(1,373,822)	44%

Table 4: Statement of Financial Position

New Zealand Fish and Game Council As at 29 February 2024

	29 FEB 2024	31 AUG 2023
Assets		
Current Assets		
Cash & Cash Equivalents		
NZ Fish and Game Council	480,923	334,169
NZ Fish and Game Council - Sav	118,838	50,784
Serious Saver	406,630	206,730
Credit Cards	(6,188)	(3,330)
Total Cash & Cash Equivalents	1,000,203	588,352
Receivables		
Accounts Receivable	41,692	285,229
Accounts Receivable - Other	725	67,857
Interest Receivable	16,349	48,389
Total Receivables	58,766	401,475
Term Investments	1,748,546	2,158,397
Prepayments and Accrued Income	6,000	12,000
Total Current Assets	2,813,515	3,160,224
Non-current Assets		
Property, Plant & Equipment	16,893	13,857
Term Deposits >12mths	-	389,006
Total Non-current Assets	16,893	402,863
Total Assets	2,830,408	3,563,087
Liabilities		
Payables		
Accounts Payable	307,362	566,149
Income Received in Advance	19,600	19,600
Accruals and Prepaid Licences	108,961	287,063
PAYE Clearing	30,042	18,876
GST	61,916	3,838
Total Payables	527,881	895,525
Employee Entitlements	57,787	87,898
Rounding	-	-
NZGBHT - Stamp Programme	(133)	182,126
Total Liabilities	585,535	1,165,549
Net Assets	2,244,873	2,397,537
Equity		
Accumulated Funds		
Accumulated Funds	1,304,879	1,398,312
Transfer (To)/From Reserves	79,958	(58,885)

Table 4: Statement of Financial Position

	29 FEB 2024	31 AUG 2023
Net Surplus/(Deficit)	(155,064)	(95,833)
Total Accumulated Funds	1,229,773	1,243,595
Reserves		
Dedicated reserves		
Asset Replacement Reserve	21,794	21,794
Total Dedicated reserves	21,794	21,794
Restricted Reserves		
National Anglers Survey Reserve	105,125	134,675
Research Reserve	244,977	228,536
RMA/Legal Fund Reserve	636,706	768,016
Staff Development Grant Reserves	6,497	921
Total Restricted Reserves	993,305	1,132,149
Total Reserves	1,015,100	1,153,943
Total Equity	2,244,873	2,397,537

Table 5: Aged Receivables Summary

New Zealand Fish and Game Council

As at 29 February 2024

Ageing by due date

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	3 MONTHS	OLDER	TOTAL
Auckland/Waikato Fish & Game Council	96.60	-	-	-	-	-	96.60
Central South Island Fish and Game Council	48.30	-	-	-	-	-	48.30
Eastern Fish and Game Council	144.90	-	-	-	-	-	144.90
Game Animal Council	23,000.00	-	-	-	-	-	23,000.00
Hawke's Bay Fish and Game Council	-	-	-	-	402.01	-	402.01
Nelson Marlborough Fish & Game Council	48.30	-	-	-	-	-	48.30
New Zealand Game Bird Habitat Trust	1,063.21	-	-	-	-	-	1,063.21
North Canterbury Fish and Game Council	510.64	-	-	-	-	-	510.64
Northland Fish and Game Council	48.30	-	-	-	-	-	48.30
NZ Hunter Magazine Ltd	16,088.50	-	-	-	-	-	16,088.50
Otago Fish and Game Council	96.60	-	-	-	-	-	96.60
Southland Fish and Game Council	96.60	-	-	-	-	-	96.60
West Coast Fish and Game Council	48.30	-	-	-	-	-	48.30
Total	41,290.25	-	-	-	402.01	-	41,692.26
Percentage of total	99.04%	-	-	-	0.96%	-	100.00%

Table 6: Aged Payables Summary

New Zealand Fish and Game Council

As at 29 February 2024

Ageing by due date

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	OLDER	TOTAL
Aged Payables						
Andy Harris	-	243.00	-	-	-	243.00
Barrie Barnes	492.05	-	-	-	-	492.05
BDMA Revolution Limited	161.00	-	-	-	-	161.00
Brentwood Hotel Limited	9,619.50	-	-	-	-	9,619.50
Campaign Monitor	13,028.00	-	-	-	-	13,028.00
Clare Lenihan	6,944.60	-	-	-	-	6,944.60
DECISIONS AS	-	-	-	-	2,335.20	2,335.20
Distinction Whangarei Hotel	-	189.00	-	-	-	189.00
Eastern Fish and Game Council	8,414.72	-	-	-	-	8,414.72
Elana Geddis Barrister	10,177.50	-	-	-	-	10,177.50
Employment Hero Pty Ltd	1,255.80	-	-	-	-	1,255.80
Eyede Solutions Limited	79,595.05	-	-	-	-	79,595.05
Ferret Software Ltd	373.75	-	-	-	-	373.75
Fuji Xerox New Zealand Limited	303.35	-	-	-	-	303.35
Gemtech Solutions Limited	404.68	-	-	-	-	404.68
Gerhard Uys Media	2,500.00	-	-	-	-	2,500.00
GF Karalus	199.22	-	-	-	-	199.22
Grant Thornton	1,150.00	-	-	-	-	1,150.00
Hothouse Communications Limited	4,339.35	3,220.00	-	-	-	7,559.35
Id Solutions 1993 Limited	47.72	-	-	-	-	47.72
Instep	1,150.00	-	-	-	-	1,150.00
Kahu Environmental Limited	1,759.50	-	-	-	-	1,759.50
Kumutoto Consulting Limited	17,250.00	-	-	-	-	17,250.00
Latitude Strategy & Communication Limited	8,280.01	-	-	-	-	8,280.01
Lexis Nexis DD	8,818.70	-	-	17.39	-	8,836.09
Nelson Marlborough Fish & Game Council	846.00	-	-	-	-	846.00
New Zealand Couriers- Wellington	162.89	-	-	-	-	162.89
North Canterbury Fish and Game Council	9,716.02	-	-	-	-	9,716.02
Otago Fish and Game Council	3,591.63	-	-	-	-	3,591.63
Redstripe Limited	978.97	-	-	-	-	978.97
Richard Cosgrove (rcosgrove@fishandgame.org.nz)	125.30	-	-	-	-	125.30
Rieger's Print and Copy Limited	861.90	-	-	-	-	861.90
Ronald Mottram Picture Framers	949.20	-	-	-	-	949.20
Seek NZ Ltd	266.86	-	-	-	-	266.86
Sika Show	400.00	-	-	-	-	400.00
Sounds Air Travel and Tourism Limited	1,422.95	-	-	-	-	1,422.95
Southland Fish and Game Council	15,525.00	-	-	-	-	15,525.00



Table 6: Aged Payables Summary

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	OLDER	TOTAL
Stephen Haslett	-	285.00	-	-	-	285.00
Taranaki Fish and Game Council	-	55,750.77	-	-	-	55,750.77
Tom Kroos	-	267.40	-	-	-	267.40
Wellington City Council	525.00	-	-	-	-	525.00
Wellington Fish and Game Council	31,942.14	-	-	-	-	31,942.14
Windcave New Zealand Limited DD	50.03	-	-	-	-	50.03
Wonderlab	1,425.71	-	-	-	-	1,425.71
Total Aged Payables	245,054.10	59,955.17	-	17.39	2,335.20	307,361.86
Total	245,054.10	59,955.17	-	17.39	2,335.20	307,361.86
Percentage of total	79.73%	19.51%	-	0.01%	0.76%	100.00%

National Finance Report

NZ Fish and Game Council Meeting 168 – 19th & 20th April 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council presents the National Finance report as at 29 February 2024.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information as presented in the National Finance Report as at 29 February 2024.

Takenga mai - Background

- This report is tabled to the NZC to give a snapshot of the YTD spending across the Councils.

Kōrerorero - Discussion

- Refer to Table 1 for the summary of YTD spending.

Table 1: National Fish & Game Financial Report						
As at 29 February 2024						
Year to Date Expenditure against Total Approved Budget						
Council	Approved Budget	Approved from Reserves	RMA/Legal Spend Approved from Reserves	Total Budget (inc from Reserves)	Net Expenditure	YTD %
Northland	581,107	10,537	-	591,644	274,961	46%
Auckland/Waikato	909,097	38,137	-	947,234	433,281	46%
Eastern	1,278,944	43,209	-	1,322,153	626,418	47%
Hawkes' Bay	380,624	5,652	-	386,276	152,303	39%
Taranaki	419,692	1,244	-	420,936	162,699	39%
Wellington	830,600	14,242	120,000	964,842	518,464	54%
Nelson/Marlborough	564,125	32,704	-	596,829	253,742	43%
North Canterbury	1,003,286	74,521	-	1,077,807	457,508	42%
West Coast	351,136	5,895	-	357,031	205,628	58%
Central South Island	877,010	129,184	-	1,006,194	481,100	48%
Otago	1,233,468	95,819	3,959	1,333,246	615,876	46%
Southland	823,924	161,655	13,820	999,399	426,643	43%
NZC	1,290,295	130,000		1,420,295	714,292	50%
National inc RMA & Research	2,081,600	539,000	-	2,620,600	1,086,778	41%
Total	12,624,908	1,281,799	137,779	14,044,486	6,409,691	46%
6 months of the year completed, which represents					50%	of the year

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- With 50% of the year completed, All Councils range from 39% to 54% of spending YTD.

Risks and Mitigations

- At present there are no apparent risks, however, all Councils need to work within their budgets and notify NZC if planning to spend from reserves so that reserves levels can be monitored.

Consultation

6. N/A

Ngā mahinga e whai ake nei - Next Actions

7. Continue to monitor and support Councils.

NZC Correspondence Register

Date	In/Out	Received From	Addressed To	Summary	Date Filed
17/02/2024	In	Bryce Johnson	NZC Chair/CEO	Christopher Luxon wants new dams built across the country	17/02/2024
22/02/2024	out	NZC Chair and NZC CEO	Managers & F&G Regional councils	RE Base Funding for 2024-25	22/02/2024
26/02.2024	In	Nelson Marlborough Fish and Game Council	NZC Chair	2024-25 Base Funding	26/02.2024
28/02/2024	In	Northland Fish and Game Council	NZC Chair	2024-25 Base Funding	28/02/2024
29/02/2024	In	Eastern fish and Game Council	NZC	Eastern Policy Feedback	29/02/2024
29/02/2024	In	Todd McClay	NZC Chair	FTM0573 Response West Coast Sports Fish and Game Management Plan	29/02/2024
5/03/2024	In	Jan and Andy Harris	NZC Chair	FW: base funding 2024/25	5/03/2024
6/03/2024	Out	NZC CEO	Dean Kelly, Regional Manager West Coast	FW: TM0573 Response West Coast Sports Fish and Game Management Plan	6/03/2024
8/03/2024	Out	NZC Office	AWFGC	Letter to AWFCB regarding Levy	8/03/2024
9/03/2024	Out	CNZ Chair	Lauren Gillot for Todd McClay	FW: Meeting with Minister 05MAR24	11/03/2024
9/03/2024	In	Bryce Johnson	NZC Chair/CEO	FW: Media Release: The government's war on nature goes nuclear	11/03/2024
9/03/2024	out	NZC Chair	Bryce Johnson	FW: Media Release: The government's war on nature goes nuclear - Prepare a considered reply	11/03/2024
8/03/2024	out	NZC Chair	Ngahi Bidois - Eastern Chair	FW: Lake Okataina Update	11/03/2024
11/03/2024	In	Dean Phibbs	NZC Chair	Future Finance Working Group Report	11/03/2024
12/03/2024	In	Stu Ross	NZC Chair and CE	Reverse Brief - Revenue Opportunities for Fish & Game	2/04/2024

Date	In/Out	Received From	Addressed To	Summary	Date Filed
28/03/2024	Out	NZC Chair	Paul Centofanti	Triennial Elections and Potential to merger.	04/04/2024

Licence Sales Update

New Zealand Fish and Game Council Meeting 168 – 19th and 20th April 2024

Prepared by: Kate Thompson, Eastern Fish & Game Council, Licence Working Party

Kōrero taunaki - Summary of considerations

Purpose

To inform the New Zealand Fish and Game Council of progress on licence sales year to date and compare results to the same period of prior seasons.

Analysis Fish Licence Sales

Fish licence LEQ's reported to 7 April are 1.7% behind results reported for the same period of last season.

93.5% of the annual sales target has been met YTD.

Nationally, the most notable variances this season are within the Family and Adult Season licence categories, where both are reporting a downturn on last season, 7.5% and 4%, respectively. The Local Area and Loyal Senior categories are reporting to be just ahead of those reported for the same period last season.

Short-term licence sales have increased this season, with Short Break sales 25% ahead and Day licences 12% ahead of sales reported for the same period last season.

Positively, the sale of resident junior categories is up on last season, with Junior Season licence sales ahead by 10% and Junior Day licences ahead 34%.

Adult Non-Resident Season licence sales are up just 2%, whereas Adult Non-Resident Day licence sales are up 23% on last season.

Overall, there is a shift from season categories to short-term categories, particularly for residents. Non-residents have yet to return to pre-COVID levels but again, the short-term categories are outperforming the season categories.

Note: The reporting date of 7 April was Good Friday last season; therefore, the Easter weekend results that have yet to occur for last season may distort this sales report slightly.

Analysis Game Licence Sales

Game licence LEQ's reported to 7 April are 3.5% below of results reported for the same period of last season.

28.4% of the annual sales target has been met YTD.

It is too early to draw conclusions from the Game licence sales YTD. Many factors influence the flow of early games season sales, including the timing of on-sale, magazine distribution date, date of email to past holders, and finally, the opening date. A rush on sales usually occurs during the week before opening.

Included for the council's information is Appendix 1, an interesting analysis of the game bird licence holder purchase patterns undertaken for the North Canterbury Fish & Game Council by Quantitative Ecologist Heather Sanders-Garrick.

Appendix 1: National Fish Licence Sales YTD to 7 April

	Channel	FWF	FWA	FWNA	FSLA	FLAA	FWIA	FLBA	FSBA	FDA	FDNA	FWJ	FWNJ	FDJ	FDNJ	FWC	FWNC	FDNC	SRSE	DWLR	DWLN	Total Fish	Fish LEQ	Fish Var	Fish \$	Inc/Dec
Northland	Public Online	33	84	100	2	8	3	3	13	61	101	11	1	5	1	53	2	0	0	0	0	481				
	Agency Online	12	31	3	6	4	2	2	0	1	1	6	0	0	0	6	0	0	9	0	0	83				
	Total	45	115	103	8	12	5	5	13	62	102	17	1	5	1	59	2	0	9	0	0	564	418		\$52,655	
2022-2023	Public Online	27	86	82	6	8	7	2	22	70	113	17	3	23	2	73	3	2	0	0	0	546				
	Agency Online	13	35	11	9	2	3	0	2	8	0	6	1	2	0	6	0	0	9	7	0	114				
	Total	40	121	93	15	10	10	2	24	78	113	23	4	25	2	79	3	2	9	7	0	660	418	0.1%	\$55,598	\$2,943
Auckland Waikato	Public Online	357	908	185	166	111	26	6	105	594	399	168	8	93	5	431	6	1	0	0	0	3,569				
	Agency Online	179	503	47	96	44	18	7	43	158	28	48	1	10	1	63	2	0	25	0	0	1,273				
	Total	536	1411	232	262	155	44	13	148	752	427	216	9	103	6	494	8	1	25	0	0	4,842	3,216		\$405,541	
2022-2023	Public Online	350	902	172	170	122	26	11	142	766	463	206	13	131	11	529	7	7	0	0	0	4,028				
	Agency Online	206	541	45	98	48	9	9	48	133	37	54	2	17	0	90	0	2	13	26	0	1,378				
	Total	556	1443	217	268	170	35	20	190	899	500	260	15	148	11	619	7	9	13	26	0	5,406	3,333	3.6%	\$443,444	\$37,903
Eastern	Public Online	1,305	1,005	181	269	656	86	32	429	1,678	624	199	11	224	14	758	7	14	0	0	0	7,492				
	Agency Online	975	867	110	238	772	28	23	148	542	372	167	10	51	13	61	2	11	69	0	0	4,459				
	Total	2280	1872	291	507	1428	114	55	577	2220	996	366	21	275	27	819	9	25	69	0	0	11,951	7,908		\$997,154	
2022-2023	Public Online	1,237	1,013	172	257	560	41	52	519	2,000	781	261	21	284	16	980	7	12	0	0	0	8,213				
	Agency Online	921	763	110	237	851	24	22	198	555	410	165	5	98	19	90	0	3	48	24	47	4,590				
	Total	2158	1776	282	494	1411	65	74	717	2555	1191	426	26	382	35	1070	7	15	48	24	47	12,803	7,754	-1.9%	\$1,031,659	\$34,505
Hawke's Bay	Public Online	225	501	175	99	60	9	11	61	250	205	94	2	33	4	187	6	4	0	0	0	1,926				
	Agency Online	150	425	66	136	90	4	4	28	81	258	72	1	7	4	40	0	0	10	0	0	1,376				
	Total	375	926	241	235	150	13	15	89	331	463	166	3	40	8	227	6	4	10	0	0	3,302	2,401		\$302,701	
2022-2023	Public Online	201	486	135	92	73	25	6	128	367	330	145	6	75	2	307	1	1	0	0	0	2,380				
	Agency Online	101	361	79	127	61	11	2	19	102	294	64	1	18	7	30	0	2	8	16	43	1,346				
	Total	302	847	214	219	134	36	8	147	469	624	209	7	93	9	337	1	3	8	16	43	3,726	2,254	-6.1%	\$299,918	-\$2,783
Taranaki	Public Online	84	231	92	30	24	5	1	39	103	210	37	2	30	5	148	4	1	0	0	0	1,046				
	Agency Online	37	198	10	52	18	3	2	15	26	9	41	0	5	0	42	0	0	15	0	0	473				
	Total	121	429	102	82	42	8	3	54	129	219	78	2	35	5	190	4	1	15	0	0	1,519	984		\$124,083	
2022-2023	Public Online	57	211	87	33	24	7	2	48	110	220	44	4	34	3	275	1	0	0	0	0	1,160				
	Agency Online	44	198	7	51	19	7	4	35	35	14	49	0	10	0	57	0	0	11	22	0	563				
	Total	101	409	94	84	43	14	6	83	145	234	93	4	44	3	332	1	0	11	22	0	1,723	952	-3.3%	\$126,617	\$2,534
Wellington	Public Online	228	825	148	154	109	24	6	36	224	118	109	5	79	2	440	2	2	0	0	0	2,511				
	Agency Online	167	666	18	145	83	12	4	13	54	37	79	0	33	0	167	0	0	52	0	0	1,530				
	Total	395	1491	166	299	192	36	10	49	278	155	188	5	112	2	607	2	2	52	0	0	4,041	2,869		\$361,685	
2022-2023	Public Online	224	795	122	155	144	29	8	63	386	255	189	3	97	5	676	3	2	0	258	76	3,490				
	Agency Online	154	652	10	142	104	11	3	24	70	36	147	0	44	0	133	0	0	43	65	0	1,638				
	Total	378	1447	132	297	248	40	11	87	456	291	336	3	141	5	809	3	2	43	323	76	5,128	2,895	0.9%	\$385,110	\$23,425
Nelson/Marl	Public Online	345	614	225	128	84	17	5	51	466	241	133	9	76	2	529	4	3	0	0	0	2,932				
	Agency Online	421	905	328	204	87	15	5	34	115	274	110	2	23	1	165	1	2	437	0	0	3,129				
	Total	766	1519	553	332	171	32	10	85	581	515	243	11	99	3	694	5	5	437	0	0	6,061	4,216		\$531,521	
2022-2023	Public Online	322	551	235	133	115	17	5	68	474	341	157	8	112	3	566	8	3	0	770	198	4,086				
	Agency Online	410	925	300	229	104	5	10	27	151	179	106	1	21	2	159	1	1	279	1,080	366	4,356				
	Total	732	1476	535	362	219	22	15	95	625	520	263	9	133	5	725	9	4	279	1850	564	8,442	4,175	-1.0%	\$555,471	\$23,950
North Canterbury	Public Online	1,123	1,881	153	314	110	36	8	161	1,093	419	353	8	131	7	1,617	7	13	2,367	0	0	9,801				
	Agency Online	1,654	2,853	182	812	70	31	9	135	285	76	303	4	31	1	374	4	0	4,008	0	0	10,832				
	Total	2777	4734	335	1126	180	67	17	296	1378	495	656	12	162	8	1991	11	13	6375	0	0	20,633	10,655		\$1,343,432	
2022-2023	Public Online	954	1,789	183	286	102	28	17	246	1,272	629	391	12	223	25	1,462	3	3	2,253	1,351	461	11,690				
	Agency Online	1,619	2,862	223	834	77	27	30	151	356	123	284	2	29	2	343	6	5	3,628	2,245	3	12,849				
	Total	2573	4651	406	1120	179	55	47	397	1628	752	675	14	252	27	1805	9	8	5881	3596	464	24,539	10,579	-0.7%		

	Channel	FWF	FWA	FWNA	FSLA	FLAA	FWIA	FLBA	FSBA	FDA	FDNA	FWJ	FWNJ	FDJ	FDNJ	FWC	FWNC	FDNC	SRSE	DWLR	DWLN	Total Fish	Fish LEQ	Fish Var	Fish \$	Inc/Dec
Central South Is	Public Online	1,547	1,751	414	313	412	57	52	610	2,629	749	422	9	296	16	1,565	16	13	2,349	0	0	13,220				
	Agency Online	1,751	1,925	64	668	492	26	33	354	1,219	348	388	5	169	3	430	5	2	2,518	0	0	10,400				
	Total	3298	3676	478	981	904	83	85	964	3848	1097	810	14	465	19	1995	21	15	4867	0	0	23,620	11,856		\$1,494,850	
2023-2024	Public Online	1,434	1,642	391	310	387	33	65	839	3,158	1,148	493	25	404	31	1,774	16	11	2,214	0	0	14,375				
	Agency Online	1,587	1,825	66	684	532	15	37	375	1,171	425	396	5	179	18	334	1	9	2,298	243	3	10,203				
	Total	3021	3467	457	994	919	48	102	1214	4329	1573	889	30	583	49	2108	17	20	4512	243	3	24,578	11,563	-2.5%	\$1,538,377	\$43,527
Otago	Public Online	2,096	2,341	520	361	395	60	33	302	2,161	1,640	505	33	289	69	1,645	13	32	0	0	0	12,495				
	Agency Online	2,187	3,059	190	698	155	25	18	128	568	839	382	18	62	52	14	8	11	624	0	0	9,038				
	Total	4283	5400	710	1059	550	85	51	430	2729	2479	887	51	351	121	1659	21	43	624	0	0	21,533	15,024		\$1,894,352	
2023-2024	Public Online	1,924	2,373	578	373	354	45	41	365	2,303	2,058	556	41	313	111	1,791	17	67	0	1,492	604	15,406				
	Agency Online	2,072	2,951	202	752	153	16	19	129	439	629	373	9	55	35	11	10	30	509	1,391	138	9,923				
	Total	3996	5324	780	1125	507	61	60	494	2742	2687	929	50	368	146	1802	27	97	509	2883	742	25,329	14,798	-1.5%	\$1,968,755	\$74,403
Southland	Public Online	841	961	651	116	124	20	12	198	793	860	316	25	98	16	912	13	10	0	0	0	5,966				
	Agency Online	1,626	1,999	41	455	178	10	15	123	273	138	447	5	33	2	77	1	2	255	0	0	5,680				
	Total	2467	2960	692	571	302	30	27	321	1066	998	763	30	131	18	989	14	12	255	0	0	11,646	8,815		\$1,111,494	
2023-2024	Public Online	806	909	680	122	144	5	26	216	792	1,175	342	21	129	25	907	11	16	0	888	562	7,776				
	Agency Online	1,451	1,866	58	440	134	12	15	121	230	136	451	7	37	4	88	3	1	193	906	3	6,156				
	Total	2257	2775	738	562	278	17	41	337	1022	1311	793	28	166	29	995	14	17	193	1794	565	13,932	8,492	-3.7%	\$1,129,839	\$18,345
TOTAL	Direct	8,499	11,497	3,069	2,038	2,167	361	178	2,081	10,317	5,831	2,448	118	1,378	145	8,585	85	100	4,716	0	0	63,613	36,039		\$4,544,099	
	AOL	9,286	13,676	1,072	3,563	2,069	177	122	1,041	3,381	2,549	2,103	46	426	96	1,449	23	35	8,115	0	0	49,229	34,434		\$4,341,724	
	Total	17,785	25,173	4,141	5,601	4,236	538	300	3,122	13,698	8,380	4,551	164	1,804	241	10,034	108	135	12,831	0	0	112,842	70,474		\$8,885,823	
2023-2024	Direct	7,814	11,120	3,113	2,017	2,119	265	244	2,768	12,039	7,815	2,896	164	1,904	240	9,714	81	127	4,467	5,374	2,073	76,354	35,892		\$4,775,244	
	AOL	8,689	13,170	1,123	3,653	2,156	143	152	1,142	3,296	2,476	2,134	34	518	101	1,349	21	66	7,103	6,122	603	54,051	33,385		\$4,441,687	
	Total	16,503	24,290	4,236	5,670	4,275	408	396	3,910	15,335	10,291	5,030	198	2,422	341	11,063	102	193	11,570	11,496	2,676	130,405	69,278	-1.7%	\$9,216,931	\$331,108
National Variance against 2022/2023 YTD																							-1,196	-1.7%	\$331,108	\$331,108

2023-24 Summary YTD Actual vs Total Budget

2023-24 Annual Budget	74,060	100.0%	\$9,853,149
2023-24 YTD Actual	69,278	93.5%	\$9,216,931
Variance to Budget	-4,782	-6.5%	-\$636,218

Appendix 2: National Game Licence Sales YTD to 7 April

	Channel	GWA	GWJ	GWC	GDA	GDJ	Total	Game LEQ	Game Var	Game \$	Inc/Dec
Northland	Agency Online	309	25	8	0	0	342				
	Public Online	80	12	3	0	0	95				
	Total	389	37	11	0	0	437	396		\$35,146	
2023-2024	Agency Online	273	24	4	0	0	301				
	Public Online	63	12	0	0	0	75				
	Total	336	36	4	0	0	376	343	-13.4%	\$32,212	-\$2,934
Auckland Waikato	Agency Online	2,449	184	94	0	0	2,727				
	Public Online	470	61	22	0	0	553				
	Total	2,919	245	116	0	0	3,280	2,967		\$263,163	
2023-2024	Agency Online	2,326	198	82	0	0	2,606				
	Public Online	432	53	30	0	0	515				
	Total	2,758	251	112	0	0	3,121	2,807	-5.4%	\$263,596	\$432
Eastern	Agency Online	735	61	40	0	0	836				
	Public Online	107	13	8	0	0	128				
	Total	842	74	48	0	0	964	857		\$75,969	
2023-2024	Agency Online	747	71	46	0	0	864				
	Public Online	94	15	6	0	0	115				
	Total	841	86	52	0	0	979	858	0.1%	\$80,551	\$4,583

	Channel	GWA	GWJ	GWC	GDA	GDJ	Total	Game LEQ	Game Var	Game \$	Inc/Dec
Hawke's Bay	Agency Online	279	13	7	0	0	299				
	Public Online	55	8	7	0	0	70				
	Total	334	21	14	0	0	369	338		\$29,990	
2022-2023	Agency Online	338	23	13	0	0	374				
	Public Online	40	12	5	0	0	57				
	Total	378	35	18	0	0	431	385	13.8%	\$36,138	\$6,149
2023-2024	Agency Online	83	7	7	0	0	97				
	Public Online	24	4	6	0	0	34				
	Total	107	11	13	0	0	131	109		\$9,682	
Taranaki	Agency Online	102	9	6	0	0	117				
	Public Online	14	5	2	0	0	21				
	Total	116	14	8	0	0	138	119	8.8%	\$11,150	\$1,468
2022-2023	Agency Online	609	41	25	0	0	675				
	Public Online	105	18	7	0	0	130				
	Total	714	59	32	0	0	805	726		\$64,355	
2023-2024	Agency Online	639	42	20	0	0	701				
	Public Online	101	19	8	0	0	128				
	Total	740	61	28	0	0	829	752	3.6%	\$70,610	\$6,255
Wellington	Agency Online	220	15	4	0	0	239				
	Public Online	32	4	1	0	0	37				
	Total	252	19	5	0	0	276	256		\$22,682	
2022-2023	Agency Online	220	11	7	0	0	238				
	Public Online	20	4	1	0	0	25				
	Total	240	15	8	0	0	263	243	-5.0%	\$22,813	\$131
2023-2024	Agency Online	761	48	30	0	0	839				
	Public Online	82	9	9	0	0	100				
	Total	843	57	39	0	0	939	854		\$75,762	
North Canterbury	Agency Online	774	51	44	0	0	869				
	Public Online	82	9	5	0	0	96				
	Total	856	60	49	0	0	965	868	1.6%	\$81,485	\$5,723
2022-2023	Agency Online	27	2	0	0	0	29				
	Public Online	44	2	4	0	0	50				
	Total	71	4	4	0	0	79	72		\$6,367	
2023-2024	Agency Online	26	2	0	0	0	28				
	Public Online	43	3	5	0	0	51				
	Total	69	5	5	0	0	79	70	-2.5%	\$6,571	\$204
West Coast	Agency Online	329	15	5	0	0	349				
	Public Online	89	3	7	0	0	99				
	Total	418	18	12	0	0	448	422		\$37,388	
2022-2023	Agency Online	351	33	13	0	0	397				
	Public Online	55	6	0	0	0	61				
	Total	406	39	13	0	0	458	414	-1.9%	\$38,841	\$1,453
2023-2024	Agency Online	955	70	23	0	0	1,048				
	Public Online	115	12	12	0	0	139				
	Total	1,070	82	35	0	0	1,187	1,086		\$96,330	
Otago	Agency Online	892	69	31	0	0	992				
	Public Online	101	14	12	0	0	127				
	Total	993	83	43	0	0	1,119	1,009	-7.1%	\$94,771	-\$1,559
2022-2023	Agency Online	1,148	66	32	0	0	1,246				
	Public Online	92	11	3	0	0	106				
	Total	1,240	77	35	0	0	1,352	1,255		\$111,322	
2023-2024	Agency Online	1,048	73	23	0	0	1,144				
	Public Online	76	7	5	0	0	88				
	Total	1,124	80	28	0	0	1,232	1,140	-9.2%	\$107,019	-\$4,303
TOTAL	Agency Online	7,904	547	275	-	-	8,726	8,011		\$710,563	
	Public Online	1,295	157	89	-	-	1,541	1,326		\$117,591	
	Total	9,199	704	364	-	-	10,267	9,337		\$828,155	
2022-2023	Agency Online	7,736	606	289	-	-	8,631	7,854		\$737,577	
	Public Online	1,121	159	79	-	-	1,359	1,152		\$108,180	
	Total	8,857	765	368	-	-	9,990	9,006		\$845,757	
2023-2024	Agency Online	7,904	547	275	-	-	8,726	8,011		\$710,563	
	Public Online	1,295	157	89	-	-	1,541	1,326		\$117,591	
	Total	9,199	704	364	-	-	10,267	9,337		\$828,155	
2023-2024	Agency Online	7,736	606	289	-	-	8,631	7,854		\$737,577	
	Public Online	1,121	159	79	-	-	1,359	1,152		\$108,180	
	Total	8,857	765	368	-	-	9,990	9,006		\$845,757	
National Variance against 2023 YTD								-331	-3.5%	\$17,603	\$17,603

2023-24 Summary YTD Actual vs Total Budget

2023-24 Annual Budget	31,763	100.0%	\$2,982,913
2023-24 YTD Actual	9,006	28.4%	\$845,757
Remaining to meet budget	-22,757	-71.6%	-\$2,137,156

Game Bird Licencing Report

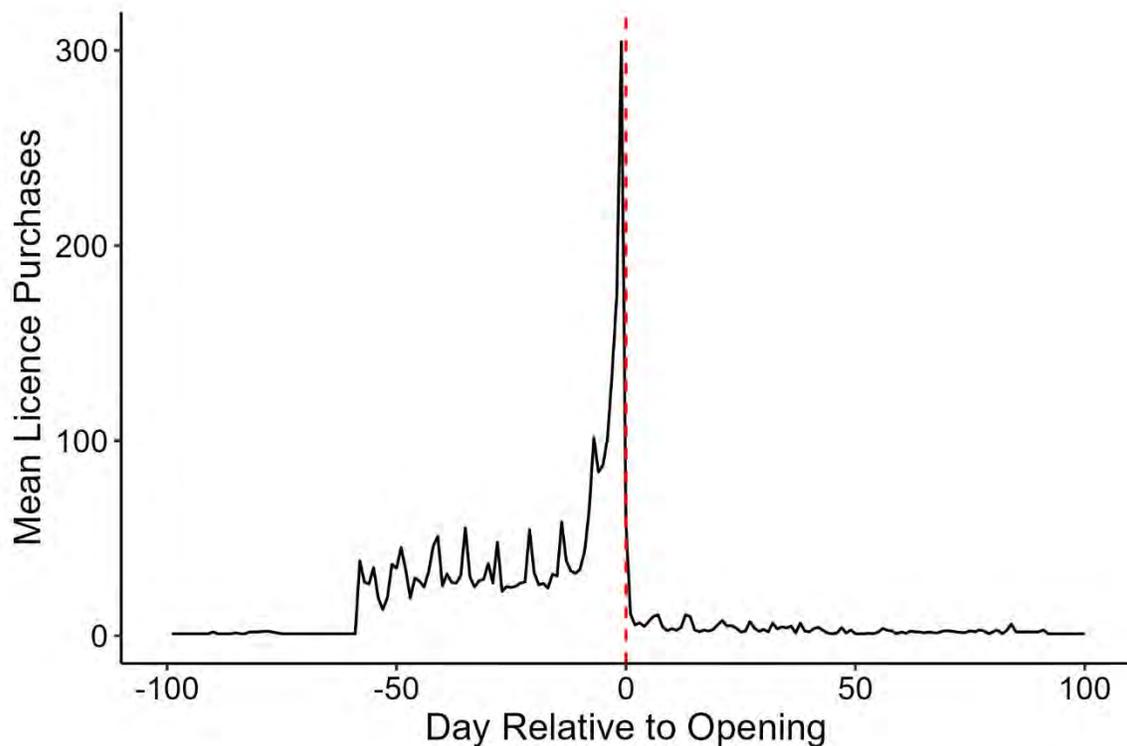
North Canterbury Fish & Game



Prepared January 2024

This report utilizes the 5-year mean of licence purchasing patterns for game bird licence holders in North Canterbury. Due to the unusual nature of the 2020 game bird season, this report uses data from the 2018-2019 and 2021-2023 game bird seasons.

All Licence Agents



Purchasing spikes occur every Saturday leading up to opening day. Purchasing spikes are consistent in magnitude until the Saturday prior to season, which is nearly twice the magnitude of previous weekends, at an average of 102 licences purchased. Licence sales exceed previous daily sales the entire week leading up to opening day, with the largest purchasing spike occurring the day before opening. Approximately 10% of the average total licences sold are purchased the day before game bird season opens.



Weeks Till Opening	Cumulative Licences Purchased	Percent of Total
4 Weeks	1,015	33.2%
3 Weeks	1,222	40.0%
2 Weeks	1,452	47.5%
1 Week	1,800	58.9%
Opening	2,745	89.8%

On average, the licences that are purchased by the end of the day on opening represent 90% of total licence sales. The table above shows the cumulative number of licences purchased by the end of the day on Saturday from 4 weeks prior to opening day, and the corresponding proportion of total licence sales.

Four agents were responsible for the overwhelming majority of game bird licence sales: Ballingers Hunting & Fishing, Gun City Cranford, Gun City Sockburn, and North Canterbury Hunting & Fishing. Combined, these four agents sold on average 74% of licences during the 2018-2019 and 2021-2023 game bird seasons.

