



New Zealand Fish and Game Council

BOARD PACK

for

NZC Meeting 173

Friday, 28 February 2025

9:30 am (NZDT)

Held at:

Brentwood Hotel

16 Kemp Street, Kilbirnie, Wellington

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AGENDA

NZC MEETING 173



Name:	New Zealand Fish and Game Council
Date:	Friday, 28 February 2025
Time:	9:30 am to 5:30 pm (NZDT)
Location:	Brentwood Hotel , 16 Kemp Street, Kilbirnie, Wellington https://teams.microsoft.com/l/meetup-join/19%3ameeting_NDE3NmJINzEtNGM3MS00NTQ3LTljYjctZTAzNzE1ZGNjNTdh%40thread.v2/0?context=%7b%22Tid%22%3a%228fe7a0b5-5d63-4589-bb23-c70d2971f612%22%2c%22Oid%22%3a%228d3a039c-6c43-4b5e-8c6b-449959af33a6%22%7d
Board Members:	Barrie Barnes (Chair), Bill O'Leary, Dave Coll, Euan Williamson, Gerard Karalus, Greg Duley, Lindsay Withington, Linn Koevoet, Mark Sceats, Mike Barker, Sam Speight, Steve Haslett
Attendees:	Adrienne Murray, Avon Compton, Corina Jordan, Helen Brosnan, Richard Cosgrove, Rosamond Connelly, Graeme Nahkies

1. Procedural Matters

1.1 Open Meeting/Welcome: NZC Meeting #173

Barrie Barnes

Note meeting arrangements/welcome everyone, including guests/speakers and members of the public.

1.2 Apologies/Declaration of Interests

Barrie Barnes

FOR DECISION

Apologies: Linn Koevoet (CSI rep Andrew Simpson), Dean Phibbs, Debbie Oakley (Sunday 18/2/24).

Remind everyone to disclose any actual, perceived or potential conflicts of interest for the meeting in addition to those as listed in the Interests Register.

Supporting Documents:

1.2.a Interests Register	9
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1.3 Interest Register

Supporting Documents:

1.3.a NZC Member Interests Register - MASTER.docx	10
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1.4 Confirm Minutes NZC Meeting #171

For Noting

Supporting Documents:

1.4.a	Minutes : NZC Meeting #171 - 13 Dec 2024	13
1.4.b	Minutes : Extraordinary Meeting 172: Gamebird Regulations - 13 Feb 2025	25

1.5 Matters Arising

Barrie Barnes

FOR NOTING

1.6 NZC Health, Safety, and Wellbeing

Adrienne Murray

Provide a health and safety briefing for venue, including identifying any hazards and emergency procedures & evacuation routes.

Supporting Documents:

1.6.a	NZC Health Safety and Wellbeing_update.docx	29
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1.7 NZC Risk Register Report

Corina Jordan

FOR NOTING

Supporting Documents:

1.7.a	Cover page for Risk Register-MacBook Air.pdf	32
1.7.b	Risk Register_28.02.2025.pdf	39

1.8 NZC CEO Strategy paper

Corina Jordan

2. Decision Items

2.1 Health, Safety, and Wellbeing Committee

Supporting Documents:

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2.2 Health, Safety, and Wellbeing Policies to review

Supporting Documents:

2.2.a	NZC Health & Safety Policies Cover Paper.pdf	50
2.2.b	Fatigue Management and Support Policy.pdf	59
2.2.c	Health Safety and Wellbeing Policy.pdf	63
2.2.d	Health, Safety, and Wellbeing_Roles and Responsibilities Policy.pdf	65
2.2.e	Lone Worker Support policy.pdf	71
2.2.f	Time off in lieu policy.pdf	74
2.2.g	Status of Fish and Game Policies-RAC.docx	76

2.3 RMA fund update

FOR NOTING

Supporting Documents:

2.3.a	RMA Legal Fund Update Cover Report.pdf	82
2.3.b	Attachment 1 - Project Plan for RMA Phase 3 Project.pdf	91
2.3.c	Appendix 2 DRAFT-NZC Arms Act review Submissions 2025.pdf	94

2.4 RM Policy and Submission Approval Policy

Corina Jordan

FOR DECISION

Supporting Documents:

2.4.a	NZC RM draft Policy and Submission Approval process Cover Report.pdf	105
2.4.b	Appendix 1 NZC Resource Management draft Policy.pdf	110

2.5 Access Strategy and Advocacy Campaign

FOR DISCUSSION *NB: to be discussed/covered at NZC Meeting on 18/2/24*

Supporting Documents:

2.5.a	NZC Access Advocacy Cover Paper.pdf	114
2.5.b	Attachment 1 - Access F&G.pdf	119
2.5.c	Attachment 2 - Access Advocacy and Issues Eastern Region.pdf	121
2.5.d	Attachment 3 - DOC Access Charter.pdf	125

2.6 Supporting Woman Anglers

FOR DECISION

Supporting Documents:

2.6.a	Supporting Women Anglers NZC Paper.pdf	126
2.6.b	Importance of Increasing Participation Amongst Women_Appendix.pdf	130

2.7 R3

Corina Jordan

FOR DECISION

Supporting Documents:

2.7.a	13_2_2025_Managers Meeting_R3 Strategy Implementation.docx	132
2.7.b	NZC R3 Strategy Implementation & next steps.pdf	138
2.7.c	24943 F&G Extension Programme Document Mar24 Proof2.pdf	144
2.7.d	20240527 Comms strategy.docx	153

2.8 Zero Based Budgeting update (presentation)

Corina Jordan

FOR DISCUSSION

2.9 Public Excluded Motion

FOR DECISION

3. Public Excluded

3.1 Motion to go into a public excluded session

Supporting Documents:

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4. Information Papers for Noting

4.1 Review and approval NZC SSP - late paper

FOR NOTING

4.2 NZC National Finance Report - Late paper

FOR NOTING

4.3 NZC Finance Report - late paper

4.4 Licence Working Party & Sales Update

FOR NOTING

Supporting Documents:

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4.5 Communications Update

Corina Jordan

FOR NOTING

Supporting Documents:

4.5.a	NZC Meeting_Communications update.docx	192
4.5.b	NZC Communications Report Jan 25.docx	197

4.6 Sub-Committee Reports - Oral

FOR NOTING

Sub-Committee Chairs (Verbal/Attached):

- Research Sub-Committee (attached: ToR, Draft Funding Application Form & Research Applications Process)
- Executive Committee, FSWG & FFWG
- Taupō Fishery Advisory Committee Update (Debbie Oakley)

4.7 Research Project Update

FOR NOTING

4.8 NZC Action Schedule

Supporting Documents:

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4.9 Correspondence Register

Corina Jordan

FOR NOTING

Supporting Documents:

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4.10 General Business

4.11 List of Acronyms

Supporting Documents:

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5. Review/Close of Meeting

5.1 Meeting 174

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

Agenda items not covered at the 16/2/24 NZC Meeting will be carried over to 18/2/24 NZC Meeting.

Interests Register

New Zealand Fish and Game Council

As of: 28 Feb 2025



Person	Organisation	Active Interests	Notice Date
Barrie Barnes	Alpha Pistol Club	Foundation Member	23 Aug 2022
	I love Fly Fishing	Owner	23 Aug 2022
	North Shore Flyfishers Inc	Treasurer	23 Aug 2022
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

Register of Fish & Game NZ Council Member Interests

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

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

Barrie Barnes -Northland	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 - Feb 2023 (Elected Chair)
Interests	Declared: 23/08/22
Owner	I Love Fly Fishing
Treasurer	North Shore Flyfishers Inc
Foundation Member	Alpha Pistol Club
Euan Williamson - Auckland	
Position	F&G NZ Council Member
Responsibilities	
Term	2024 - 2027
Interests	
Mark Sceats - Eastern	
Position	F&G NZ Council Member
Responsibilities	Eastern Fish & Game Council Chair
Term	2024 - 2027
Interests	
Dave Coll – North Canterbury	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 -
Interests	Declared: 4/12/21 - <i>Nothing to Declare</i>

Gerard Karalus -Taranaki	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 -
Interests	Declared: 4/12/21
Member	Tongariro & Lake Taupo Anglers Club
Owner/occupier	Misty Creek Trust (small beef farmer)
Sam Speight -West Coast	
Position	F&G NZ Council Member
Responsibilities	
Term	2024 - 2027
Interests	
Lindsay Withington -Southland	
Position	F&G NZ Council Member
Responsibilities	Southland Chair
Term	2024 - 2027
Interests	
Greg Duley -Hawkes Bay	
Position	F&G NZ Council Member
Responsibilities	Executive Committee member
Term	2021 - 2024
Interests	Declared: 4/12/21 & 23/08/22
NZ Hunter	Magazine & TV Show
Member	New Zealand Conservation Authority

Linn Koevoet – Central South Island	
Position	F&G NZ Council Member
Responsibilities	Central South Island Regional Council (Chair)
Term	2021 -
Interests	Declared: 4/12/21
Administration & Committee member	Waitaki River Volunteer Salmon Hatchery
Sector Coordinator	Civil Defence
Bill O’Leary - Nelson	
Position	F&G NZ Council Member
Responsibilities	
Term	2024 - 2027
Interests	
Mike Barker - Otago	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 -
Interests	Declared: 28/11/23
Trustee	Mata Au Sports Fish Trust
Steve Haslett -Wellington	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 -
Interests	Declared: 10/02/23
Advisor	Environmental Health Intelligence NZ (including water quality) - Statistical Research
Extended Family	ECAN/Brother-in-law Chair of Risk, Finance & Audit Committee

MINUTES (in Review)

NZC MEETING #171



Name:	New Zealand Fish and Game Council
Date:	Friday, 13 December 2024
Time:	9:00 am to 5:00 pm (NZDT)
Location:	Brentwood Hotel - Totara Boardroom, 16 Kemp Street, Kilbirnie, WELLINGTON
Board Members:	Barrie Barnes (Chair), Dave Coll, Gerard Karalus, Greg Duley, Linn Koevoet, Mike Barker, Steve Haslett, Euan Williamson, Mark Sceats, Sam Speight, Lindsay Withington, Bill O'Leary
Attendees:	Corina Jordan, Maggie Tait, Richard Cosgrove, Rosamond Connelly, Graeme Nahkies, Adrienne Murray

1. Procedural Matters

1.1 Open Meeting/Welcome: NZC Meeting #171 13-14 December 2024

Meeting opened at 9.13am.

Chief Executive Officer chaired the meeting until an election for the chair was held from amongst the members.

1.2 Workshop

Graeme Nahkies provided a workshop to the members on the principals of good governance. He emphasised that Fish & Game is a creature of statute and part of the wider public service. He also reminded members of the functions of Fish & Game, the requirements for policy development and expectations of Board Members. The presentation ended with a discussion of likely governance challenges over the next term.

1.3 Apologies

Steve Haslett joined the meeting remotely for both days. Sam Speight was present at the meeting in person on 13/12 but joined remotely on 14/12.

Euan Williamson was an apology for early departure.

1.4 Election of Chair

The Chief Executive Office explained the voting procedure. There would be a call for nominations for the Chair. Each nomination must be moved and seconded. If more than one nomination was received, the election would be by secret ballot.

One nomination for the Chair was received.



Election of Chair

That Barrie Barnes be nominated as the Chair of Fish & Game New Zealand Council.

Decision Date: 13 Dec 2024
Mover: Gerard Karalus
Seconder: Mark Sceats
Outcome: Approved

As only one nomination was received, the Chief Executive Officer declared Barrie Barnes elected as Chair.

Barrie Barnes assumed the Chair for the rest of the meeting.

1.5 Interest Register

The Interest Register is to be updated with the following changes:

Linn Koevoest - Chair CSI removed.

Lindsay Withington - elected to Chair Southland.

Steve Haslett - noted his conflict of interest whereby his brother in law is a member of ECAN. The environmental health link can be removed.

Bill O'Leary - noted his membership of the Nelson/ Marlborough Conservation Board.

1.6 NZC Letter of Expectations

Members were asked to sign a 'Letter of Expectations' setting out behaviours for governance members. One copy was returned to NZC staff while members kept a second copy.

1.7 Confirm Minutes NZC Meeting #170 23-24 August - Part I

Mark Sceats was present at the August meeting. Minutes to be amended accordingly.



Minutes of the previous meeting

That NZC confirms the public minutes of the NZC meeting on 23-24 August, as corrected.

Decision Date: 13 Dec 2024
Mover: Mark Sceats
Seconder: Linn Koevoet
Outcome: Approved

1.8 Matters Arising

Euan Williamson sought clarification on the legality of the proposed budget rollover.

Action: The Chief Executive Officer to share legal opinions outlining the expenditure of licence fees.

1.9 Health and Safety Report

The Chair reminded members of their important duties for good health and safety governance. It is critical that the board undertakes actions which discharge their duty under the Health and Safety at Work Act 2015.

The Fatigue Management Policy has been circulated to regions.

Action: Staff will review the draft Fatigue Management Policy to include elected board members. Regional Council budgets will need to provide for any additional costs as agreed by the policy eg

accommodation for overnight stays if driving home would create a fatigue risk. The reviewed policy will be recirculated to regions for further consideration and feedback.



That the Fatigue Management Policy be reviewed to include Fish & ...

That the Fatigue Management Policy be reviewed to include Fish & Game board members at both the regional and national levels. The new policy is to be recirculated for comment.

Decision Date: 13 Dec 2024
Mover: Lindsay Withington
Seconder: Dave Coll
Outcome: Approved



That the Health and Safety Report and attached documentation be r...

That the Health and Safety Report and attached documentation be received, subject to amendments.

Decision Date: 13 Dec 2024
Mover: Mike Barker
Outcome: Approved

The Health and Safety policy status contains a number of material inaccuracies.

Action: This work is reviewed and brought back for consultations with the regions.

1.10 NZC Risk Register

The Chief Executive Officer provided an update on risks that had developed since the paper was written. These included risks around High Pathogenicity Avian Flu (HPAI). A discussion on addressing Botulism in an HPAI context followed, particularly as climate change alters where Botulism manifests.

Action: Staff will share a spreadsheet for recording botulism cases across the country.



That the New Zealand Fish and Game Council: a. Receive the inform...

That the New Zealand Fish and Game Council:

- a. Receive the information.
- b. Review and discuss the risk assessment and
- c. Consider the annual work program and budget with a specific view to addressing those risks identified as high (2) and very high (1)

Decision Date: 13 Dec 2024
Mover: Mike Barker
Seconder: Linn Koevoet
Outcome: Approved

2. Decision Items

2.1 RMA Fund Update and New Funding Application



recieved

That NZC receives the information in the RMA Legal Fund Update (appendix 1 & 2) and advocacy update (appendix 3) of this report.

Decision Date: 13 Dec 2024
Mover: Euan Williamson
Seconders: Mark Sceats
Outcome: Approved



That NZC approve additional funding of \$98k for Phase 3 RMA Refor...

That NZC approve additional funding of \$98k for Phase 3 RMA Reform, as well as the replacement NPS-FM national direction.

Abstention Mike Barker

Decision Date: 13 Dec 2024
Mover: Sam Speight
Seconders: Dave Coll
Outcome: Approved

2.2 NZC Performance Report



received

That the DRAFT NZC Fish & Game Annual Report for the year ending 31 August 2024 be received.

Decision Date: 13 Dec 2024
Mover: Lindsay Withington
Seconders: Euan Williamson
Outcome: Approved

The Board would like the Fish & Game NZC Annual Report to be shared with licence holders once the report has been audited and finalised.

Errors noted on page 10 around dates of Board membership.

Action: Review dates of Board membership as recorded in Annual Report.

2.3 Research Update Licence holder perceptions



received

That the Licence Holder Survey be received.

Action: The Chief Executive Officer is to arrange a workshop with the Research Sub- Committee to discuss the methodology.

Decision Date: 13 Dec 2024
Mover: Lindsay Withington
Seconders: Sam Speight

2.4 Research update Economic assessment of the trout fisheries



That the research into Economic Assessment of Trout Fisheries be ...

That the research into Economic Assessment of Trout Fisheries be received.

Decision Date: 13 Dec 2024
Mover: Mike Barker
Seconders: Linn Koevoet
Outcome: Approved

The CEO noted that part of contract with NZIER includes an outreach component – to allow independent scientists talk with authority on the findings. The research is interesting and merits its own launch and advocacy.

Action: A copy of the report is to be provided to the Minister. Staff to organise a launch event to highlight the research and will ensure the Minister is invited.

2.5 Consultation Feedback on Budget and Meeting Schedule



That the New Zealand Fish and Game Council seeks consultation fro...

That the New Zealand Fish and Game Council seeks consultation from regional councils on holding:

- i. Five NZC meetings in the 2024-25 financial year;
 - a) 13th and 14th December 2024- Wellington
 - b) 26th Feb (online 6pm-8pm) and 28th Feb 2025 – Wellington
 - c) 11th and 12th April 2025 – Wellington
 - d) 17th and 18th June 2025 – online (6pm- 8pm)
 - e) 27h August (online) and 29th August – 2025 Wellington
- ii. One Governors Forum – (Chairs and NZC);
 - a) 1st March 2025 – Wellington
- iii. Two in-person Managers meetings;
 - a) Time and location TBC (Feb and October)

Decision Date: 13 Dec 2024
Mover: Dave Coll
Seconders: Lindsay Withington
Outcome: Approved

Note that Canterbury and Otago requested a change to the March Regional Managers meeting from 13 March to 20 March to align with regional budget setting.

2.6 Staff Development Fund Application



Delegation to CEO power to approve development fund applications

That NZC delegates to the CEO the power to approve development fund applications within budget.

Decision Date: 13 Dec 2024
Mover: Mark Sceats
Seconders: Sam Speight
Outcome: Approved



Receive information and approved additional funding

That the NZC:

1. Receive the information.
2. NZC approves the extra funding required for the Jayde Cooper application come from the research fund budget.

Decision Date: 13 Dec 2024
Mover: Mark Sceats
Seconders: Steve Haslett
Outcome: Approved

2.7 Sports Fish and Gamebird Management Plan Policies and Guidance

The CEO noted that there had been an extensive process to build these plans. The recommendation on the table is to adopt the policy document as NZC policy and then the Mana Whenua guidance should remain as guidance. A conversation followed about whether this was more appropriate to be policy or guidance. The CEO noted the Ministerial review of F&G recommended that NZC write policy on this in order to ensure that regional councils are implementing the latest policy.

Action: staff to send the historic papers through to new members so they can see consultation that has previously occurred.

A couple of points for amendment or clarification were noted:

Pg 5 – Hearings can be carried out by subcommittee – clarify

Pg 3 – Ethical behaviours anglers and hunters. What does that include? – clarify

Pg 7 – Example of issues to be provided.



That NZC adopt the following three documents as policy, with amen...

That NZC adopt the following three documents as policy, with amendments: SFGMP consultation policy, key elements and guide and that the Mana Whenua Engagement document be adopted as a guideline.

Decision Date:	13 Dec 2024
Mover:	Lindsay Withington
Seconder:	Mike Barker
Outcome:	Approved

2.8 Game Bird Habitat Report



That the NZC Agree to: 1. The hunter licence fee contribution for...

That the NZC Agree to:

1. The hunter licence fee contribution for the Habitat Stamp being maintained a for the 2026 game season.
2. The game bird or other wildlife species to be depicted on the 2027 habitat stamp open to any game bird species.
3. A photographic competition to select the artwork of the 2027 stamp.
4. Note the Trust Board's 2025 meeting will be held in Hamilton on 23 August 2025

Decision Date:	13 Dec 2024
Mover:	Gerard Karalus
Seconder:	Dave Coll
Outcome:	Approved

3. Items for Information

3.1 Compliance Report



Receive Compliance Report

That NZC:

1. Receive the information
2. Note work carried out to date

3. Note ongoing work and progress

Decision Date:	13 Dec 2024
Mover:	Mark Sceats
Seconded:	Sam Speight
Outcome:	Approved

The CEO provided an introduction to this paper. Staff have written a draft infringement policy. This work was started five years ago but was parked. There have been discussions at NZC regarding the variations and differences we are seeing across the country in infringement practice including around diversion. The introduction of infringement fines would need to be approved by the Minister. Keen to progress this work.

3.2 Maritime Report

Adams Daniel has reviewed our maritime compliance functions. Has identified consistency across the regions as an issue including health and safety policies. It remains a concern that regions think they have the 'option' of adopting NZC policy.

All governors (at national and regional level) have responsibility for ensuring all reasonable steps are taken to protect the health and safety of our staff and volunteers. This is a serious responsibility and there are consequences for not having the right policies in place or not enforcing them.

Action: Staff to write back asking regional offices to go back and review their health and safety policies and look at their enforcement systems. This should include the legal opinion on needing to adopt nationally set policy. Also remind managers that lone working policy covers staff working from home.



Maritime Report

That NZC:

1. Create a database to document national policy and track the regions that have and have not adopted NZC policy.
2. Develop a staff intentions log policy in conjunction with regions. This policy would be binding for the regions participating in the NZC Maritime Program but preferably regions would adopt a single system that would be part of a uniform national health and safety system for all field work.
3. Develop a fast-track process for policy in conjunction with regions to allow NZC to be more responsive in the future

Decision Date:	13 Dec 2024
Mover:	Dave Coll
Seconded:	Mark Sceats
Outcome:	Approved

Meeting paused Friday 13 December at 3.02pm.

3.3 Ranger Report

3.4 NZC Finance Report

Meeting resumed Saturday 14 December at 9.53am.

The Chief Executive Officer explained that it was not possible to provide a finance report for this meeting as the Chief Financial Officer is on sick leave.

The Crawford Report (report into cost-optimisation) is not yet complete. The draft report has not been provided as it was not considered to be helpful to send out incomplete information. The report will be completed in time for our NZC strategy meeting in February. There is a standing commitment to let the Otago region view this report ahead of the other regions.

Once the report is completed there will be a presentation to NZC. When board members go back to the regions, they will have a thorough understanding of what the report is saying. There was discussion about whether the NZC meeting could be live streamed to regions, so there is no risk of inconsistent report backs.



Taupo Fishery Advisory Committee

That NZC put forward Debbie Oakley as the New Zealand Fish & Game Council nominee on the Taupo Fishery Advisory.

Decision Date: 13 Dec 2024

Mover: Barrie Barnes

Seconded: Mark Sceats

Outcome: Approved

3.5 HPAI Update and Recommendations

H5N1 is not currently present in Oceania. Biosecurity NZ has recently placed restrictions around an egg farm in Otago where H7N6 was discovered. The situation around High Pathogenicity Avian Influenza (HPAI) is evolving quickly. This paper represents our current understanding and best advice at this point in time. Regions need to stay agile as developments may occur suddenly and fast policy changes may be required in response.



Receive the Report

That NZC receive the report.

Decision Date: 13 Dec 2024

Mover: Lindsay Withington

Seconded: Gerard Karalus



Policy Recommendations

That NZC:

1. Adopt the following recommendations and request that regional councils also uphold these positions: (i) That Personal Protective Equipment (PPE) level 1 protocols are adhered to for any activities where birds are being handled (see Appendix 2) (ii) That any bird banding operations in Otago and CSI are to cease (as requested by MPI) until further notice, but banding operations outside of Otago and CSI may continue, if PPE level 1 protocols are implemented. ((iii) That if H5N1 is discovered in New Zealand and the country moves to Phase 3 on the risk framework, Fish & Game will stop routine operations involving the handling of wild birds until advised further. Note that in Phase 3 where contact with wild birds is necessary and undertaken in conjunction with MPI, DOC or Te Whatu Ora, PPE level 3 protocols must be adhered to by all Fish & Game staff and volunteers. (iv) That permits for disturbing or culling wild birds are not to be issued as a mechanism to address concerns around HPAI transmission from wild birds to farmed birds or more generally as a response to HPAI concerns.
2. Adopt the Fish & Game New Zealand HPAI Communications Plan as set out in Appendix 3.

3. Note that the HPAI situation in New Zealand has the potential to change quickly, which may require agility in relation to the NZC recommendations.

Decision Date: 13 Dec 2024
Mover: Euan Williamson
Seconder: Mark Sceats
Outcome: Approved

3.6 Appointment of Committee Members

Nominations for membership of the Executive Committee and the Research Sub-Committee are sought.



Executive Committee Membership

That the following nominations for membership of the Executive Committee be accepted (in addition to the Chair):

Mark Sceats - moved Gerard Karalus/ seconded Lindsay Withington
 Dave Coll - moved Greg Duley/ seconded Mark Sceats
 Greg Duley - moved Mike Barker/ seconded Mark Sceats

Decision Date: 13 Dec 2024
Mover: Mark Sceats
Seconder: Lindsay Withington
Outcome: Approved

The NZC were keen to investigate membership of the Executive Committee being revisited on an annual basis.

Action: That the Governance and Policy Advisor report back on the current wording of the standing orders executive and what changes might be required.



Membership of the Research Sub-Committee

That the following nominations for the Research Sub-Committee be accepted:

Steve Haslett and Mike Barker - moved Mark Sceats/ seconded Lindsay Withington

Note: Steve and Mike intend to co-Chair this committee

Decision Date: 13 Dec 2024
Mover: Barrie Barnes
Seconder: Dave Coll
Outcome: Approved

3.7 Public Excluded Motion



Resolution to exclude the public

That NZC excludes the public from the following parts of the proceedings namely:

Confirmation of the Public Excluded minutes of the NZC meeting on 23-24 August
 NZC Forensic Review
 Future of the Licence System

Rakaia WCO

CEO KPIs

GENERAL SUBJECT OF EACH MATTER TO BE CONSIDERED	REASON FOR PASSING THIS RESOLUTION IN RELATION TO EACH MATTER	GROUND(S) UNDER SECTION 48(1) FOR THE PASSING OF THIS RESOLUTION Good reason to withhold exists under section 7
Confirm Public Excluded Minutes NZC Meeting 170 – 24 August 2024 -	For the reasons set out in the Part I minutes held with public present.	Section 48(1)(a)(ii) That the public conduct of the whole or the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist.
Rakaia WCO Update	S9(2)(h) OIA Exclusion of the public is necessary to maintain legal professional privilege.	
Future of the licence system	Improper gain or advantage s7(2)(k)	
NZC CEO KPI's	Free and frank expression Protection of members Improper gain or advantage. s7(2)(f) and s7(2)(j)	

Decision Date: 13 Dec 2024
Mover: Dave Coll
Seconded: Linn Koevoet
Outcome: Approved

3.8 Resolutions to come out of Public Excluded

3.9 Licence Working Party & Sales Update



Receive the report

That NZC receive the report

Decision Date: 13 Dec 2024
Mover: Mike Barker
Seconded: Lindsay Withington

3.10 Communications Update



Receive the Report

That NZC receive the Communications Report

Decision Date: 13 Dec 2024
Mover: Steve Haslett
Seconded: Dave Coll

Outcome: Approved

3.11 NZC CEO Report



Receive the Report

That NZC receive the CEO report

Decision Date: 13 Dec 2024

Mover: Linn Koevoet

Seconder: Lindsay Withington

Outcome: Approved

3.12 Sub-Committee Reports



Received

That NZC receive that report from the Research Subcommittee

Moved Bill O'Leary

Decision Date: 13 Dec 2024

Seconder: Dave Coll

A verbal update was received.

The Subcommittee raised the fact that a research position would be valuable. This is also one thing that Chair hopes the council will support at the next funding round.

3.13 Action List



Received for information

That NZC receive the action list for information

Decision Date: 13 Dec 2024

Mover: Gerard Karalus

Seconder: Mark Sceats

Outcome: Approved

3.14 General Business

The Chair raised the issue of different bag limits in different regions and the potential confusion this can cause at the boundary. National bags limits were discussed, however setting bag limits is a key function of regional councils and one of the main reasons people put their name forward for the role. National coordination was agreed to be a better approach.

3.15 List of Acronyms

3.16 NZC Correspondence Register

4. Close Meeting

4.1 NZC Meeting closed 3:10pm

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

Agenda items not covered at 24/11/23 NZC Meeting will be carried over to 25/11/23 NZC Meeting.

Signature: _____

Date: _____

MINUTES (in Review)

EXTRAORDINARY MEETING 172: GAMEBIRD REGULATIONS



Name:	New Zealand Fish and Game Council
Date:	Thursday, 13 February 2025
Time:	6:00 pm to 8:30 pm (NZDT)
Location:	Teams Meeting, Microsoft Teams
Board Members:	Barrie Barnes (Chair), Bill O'Leary, Dave Coll, Euan Williamson, Gerard Karalus, Greg Duley, Lindsay Withington, Linn Koevoet, Mark Sceats, Mike Barker, Sam Speight, Steve Haslett
Attendees:	Corina Jordan, Richard Cosgrove, Rosamond Connelly

1. Opening Meeting

1.1 Interest Register

2. Major Decisions and Discussions

2.1 2025 Game Bird Hunting Season Regulation Changes



Northland Region Decisions

Approve the proposed Northland Region bag limit increase for Paradise Shelduck from 20 to 25

Decision Date: 13 Feb 2025
Mover: Lindsay Withington
Seconder: Mark Sceats
Outcome: Approved



Eastern Region Decisions

Approve the proposed Eastern Region season length increase for Mallards and Grey Ducks from four to six weeks

Decision Date: 13 Feb 2025
Mover: Lindsay Withington
Seconder: Greg Duley
Outcome: Approved

Euan Williamson voted against this motion on the grounds that no justification had been provided.



Eastern Region Decisions

Decline the proposed Eastern Region season length increase for Shoveler from four to six weeks

Decision Date: 13 Feb 2025
Mover: Dave Coll

Seconded: Lindsay Withington
Outcome: Not Approved

Linn Koevoet abstained from voting because technical issues had prevented him from hearing the debate while Mark Sceats abstained due to his role as Eastern Region representative.



Eastern Region Decisions

Approve the proposed Eastern Region season length increase for Shoveler from four to six weeks

Decision Date: 13 Feb 2025
Mover: Greg Duley
Seconded: Sam Speight
Outcome: Approved



Taranaki Region Decisions

Approve the proposed Taranaki Region bag limit increase for Paradise Shelduck in Area C from 10 to 15, for opening weekend only

Decision Date: 13 Feb 2025
Mover: Lindsay Withington
Seconded: Sam Speight
Outcome: Approved



Hawkes Bay Region Decisions

Approve the proposed Hawkes Bay Region bag limit increase for Black Swan from 3 to 5

Decision Date: 13 Feb 2025
Mover: Mark Sceats
Seconded: Lindsay Withington
Outcome: Approved



Hawkes Bay Region Decisions

Approve the proposed Hawkes Bay Region shooting hours increase of 15 minutes

Decision Date: 13 Feb 2025
Mover: Mark Sceats
Seconded: Dave Coll
Outcome: Approved



Wellington Region Decisions

Approve the proposed Wellington Region bag limit reduction for Grey/Mallard from 12 to 10

Decision Date: 13 Feb 2025
Mover: Gerard Karalus
Seconded: Lindsay Withington
Outcome: Approved



North Canterbury Region Decisions

Approve the proposed North Canterbury Region bag limit reduction for Grey/Mallard from 25 to 20

Decision Date: 13 Feb 2025
Mover: Mark Sceats
Seconded: Gerard Karalus

Outcome: Approved

Linn Koevoet voted against the above motion as he represents the neighbouring Central South Island region. Survey numbers and complaints from this region suggests that the numbers do not need to be reduced.



North Canterbury Region Decisions

Approve the proposed North Canterbury Region bag limit reduction for Paradise Shelduck from 20 to 15

Decision Date: 13 Feb 2025
Mover: Greg Duley
Second: Euan Williamson
Outcome: Approved

Linn Koevoet voted against this motion for the same reasons as above.



North Canterbury Region Decisions

Approve the proposed North Canterbury Region season length reduction for Paradise Shelduck in Area B by seven weeks to simplify hunting zones and align with the Mallard season

Decision Date: 13 Feb 2025
Mover: Euan Williamson
Second: Gerard Karalus
Outcome: Approved



North Canterbury Region Decisions

Approve the proposed North Canterbury Region season length reduction for Pukeko by three weeks

Decision Date: 13 Feb 2025
Mover: Lindsay Withington
Second: Sam Speight
Outcome: Approved



Southland Region Decisions

Approve the proposed Southland Region bag limit increase for Grey/Mallard from 20 to 25

Decision Date: 13 Feb 2025
Mover: Euan Williamson
Second: Mark Sceats
Outcome: Approved



Date Changes for 2025

Approve non-substantive date changes for all regions to update the year and days in the 2025/26 season to allow them to remain on the day of the week intended

Decision Date: 13 Feb 2025
Mover: Sam Speight
Second: Linn Koevoet
Outcome: Approved



Noting next steps

Notes that following the NZC approval of the 2025 Draft Game Bird Hunting Regulations, the NZC staff will work with staff from the Department of Conservation, and the Minister's office to seek Ministerial approval and subsequently ensure publication.

Decision Date: 13 Feb 2025
Mover: Linn Koevoet
Seconded: Lindsay Withington
Outcome: Approved



Noting weaknesses in regulatory process

Notes that the Minister's Office and standard regulatory practice requires certain processes to be undertaken prior to proposing changes to regulation. These processes have not consistently been followed by Fish and Game Regional Councils.

Decision Date: 13 Feb 2025
Mover: Sam Speight
Seconded: Linn Koevoet
Outcome: Approved



Noting roadmap for regulatory improvement

Invites New Zealand Council staff to prepare a roadmap for the NZC and Regional Councils to improve their Regulatory Practice maturity, for consideration at a future NZC meeting.

Decision Date: 13 Feb 2025
Mover: Sam Speight
Seconded: Linn Koevoet
Outcome: Approved

3. Other Business

4. Close Meeting

4.1 Close the meeting

Next meeting: NZC Meeting 173 - 28 Feb 2025, 9:30 am

Signature: _____

Date: _____

NZC Health Safety and Wellbeing

New Zealand Fish and Game Council Meeting 173 – 28th & 2nd February 2025

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council is to provide an update on Health, Safety, and Wellbeing for the New Zealand Fish & Game Staff.

Financial considerations

X ☐ Nil ☐ Budgetary provision / ☐ Unbudgeted

Risk

X ☐ Low ☐ Medium ☐ High ☐ Extreme

Ngā taunaki – CEO Recommends

2. NZC Staff recommend that the New Zealand Fish and Game Council:
 - a. Receive the information.
 - b. 1 incidence, 0 accidents and 0 near misses in the reporting period

Executive Summary - Whakarāpopoto

3. As part of its commitment to Health, Safety, and Wellbeing and providing a safe workplace, the New Zealand Fish & Game Council require a report at each meeting describing:

- 3.1 Implementation and adherence to the Health and Safety policy/ manual – including H&S as an agenda item for staff;
- 3.2 Monitoring and reporting – in accordance with the Health and Safety plan; risk management (identification and treatment); any new issues or hazards that have arisen and how these have been addressed;
- 3.3 Training programme – information sharing and training of staff and volunteers;
- 3.4 H&S incidents – near misses or injuries sustained, plus updated on past events.

Background - Takenga mai

- 4 This report provides a summary of:

- 4.1 The health, safety, and wellbeing performance of the New Zealand Fish & Game Council inclusive of any contract work;
- 4.2 Any significant health, safety, or/ and wellbeing incidents for the reporting period, and any updates on past incidents;
- 4.3 Any near miss events and subsequent follow – up actions;
- 4.4 The report also responds to any matters arising from the last Council meeting.

Discussion - Kōrerorero

- 5 New Zealand Fish & Game Council employs Adrienne Murray a Human Resources and Health and Safety expert which works across the organisation. Adrienne has established and facilitates a Health, Safety, and Wellbeing Committee, which is discussed further in the Health, Safety, and Wellbeing Committee Report.
- 6 The table below summarises the reporting statistics for this period. There has been no incidents, accidents, or near misses during this period.

Lost time due to injuries for this period	Lost time due to injuries this year 2024/25	Incidents this period	Incidents this year 2024/25	Near miss events this period	Near miss events this year	New Hazards reported this period	New Hazards reported this year 2024/25
21.1625 sick days.	21.1625 Days.	1	1	0	0	0	0

Options- Ngā kōwhiringa

7 The Council may

- a. Accept the Health, Safety, and Wellbeing Report;
- b. Discuss any accidents, incidents, or near misses, and action taken or recommended;

Considerations for decision-making - Whai whakaaro ki ngā whakataunga

Financial Implications

8 There are no financial implications.

Legislative Implications

9 Legislative requirements under Health and Safety Act and obligations to be a 'Good employer'.

Section 4 Treaty Responsibilities

10 Legislative requirements under Health and Safety Act and obligations to be a 'Good employer'.

Policy Implications

11 To give effect to Health, Safety, and Wellbeing policies.

Risks and mitigations

12 None

Consultation

13 Health, Safety, and Wellbeing committee to be updated on any accidents, near misses, or potential health, safety, or/and wellbeing concerns moving forward.

14 If regions will instead be consulted following decisions being taken, then state this too.

Next actions - Ngā mahinga e whai ake nei

15 No further actions

Risk Register

New Zealand Fish and Game Council Meeting 173 – 28th & 2nd February 2025

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

Kōrero taunaki - Summary of considerations

Purpose

- 1 This report to the New Zealand Fish and Game Council provides an analysis of the risks facing Fish & Game as an organisation, as well as the New Zealand Fish and Game Council.

Financial Considerations

☐ Nil ☐ Budgetary provision / ☐ Unbudgeted

Risk

☐ Low ☐ Medium ☒ X High ☐ Extreme

Ngā taunaki – CEO Recommends

- 2 NZC CEO recommends that the New Zealand Fish and Game Council:
 - a. Receive the information.
 - b. Review and discuss the risk assessment and
 - c. Consider the annual work program and budget with a specific view to addressing those risks identified as high (2) and very high (1).

Executive Summary - Whakarāpopoto

3. The Risk Register report provides an analysis of the organisational and New Zealand Fish & Game Council (NZC) risks associated with the achievement of the Council's Strategic Objectives. These risks, if not appropriately managed, could impede the achievement of the New Zealand Fish & Game Council's strategic priorities and effective implementation of the Organisational Strategy.
4. The Risk assessment largely remains the same as that provided at NZC meeting 171. The main areas highlighted as high (2) or very high (1) centre mainly around staffing of the NZFGC in particular support for the NZC CEO, finance and research, along with organisational culture, advocacy, and Biosecurity.
5. The NZC has considered the risks associated with financial support for NZC and approved additional budget to support two contact positions for the first quarter of 2025. These positions are to implement BAU financial functions for NZC, provide financial capacity and capability support to Regional Fish & Game Councils, to start the review and propose changes to financial policies and to implement Zero Based Budgeting.
6. The Risk Register Report summarises mitigation approaches to effectively manage the majority of risks. However, some identified risks may be outside of the direct control of the New Zealand Fish & Game Council, such as organisation legislative reform and cultural issues largely associated with the structure of the organisation, including fiscal management.
7. F&G's environmental advocacy function and its effective implementation is a risk. Strengthening coordination and management of RM cases, and greater organisational oversight is recommended to mitigate and manage risk.

Background - Takenga mai

8. Risk assessment is the identification and analysis of relevant risks to achieving the council's objectives and forms a basis for determining how the risk should be managed (accept, reject, manage).
9. Fish & Game faces a variety of risks from both external and internal sources. Appendix 1 of this report outlines these risks across key categories:
 - a. Operational/ assets;
 - b. Financial;
 - c. Human resources;
 - d. Governance;
 - e. Strategic;
 - f. Reputational;
 - g. Social/ demographic;
 - h. Species/ population;
 - i. Compliance and prosecutions

- j. Environmental / biosecurity
- k. Contractors/third-party risks
- l. Health and safety, and
- m. Produce quality/ value.

10. Risks affect the organisations ability to survive and thrive, maintain its relevance and value proposition to the government and its stakeholders, maintain its financial strength, maintain and build its social licence or positive public image, and maintain the overall quality of its services and products.
11. Risk assessments should inform the development of annual operational work programs and budgets and should be undertaken before introducing new processes or activities, before introducing changes to existing processes or activities, when embarking on organisational change, or when a new risk becomes apparent.
12. There is generally no practical way to reduce all risks to zero. Therefore, the council must determine how much risk should be prudently accepted, and management should strive to maintain risk within these levels. This acceptance is referred to as risk appetite.
13. The goal of the Risk Register (Appendix 1) is to assist the NZC to identify the relative risks for both the NZC, and the wider organisation, and to assist the council prepare for and manage risk. The assessment should be considered as the council reviews and considers for approval the NZC annual operating work plan, and final budgets. Risks are identified as low (4), moderate (3), high (orange), or very high (red).

		Impact			
		Minor	Moderate	Major	Critical
Likelihood		Little or No Effect	Effects are Felt but Not Critical	Effects are significant	Effects are critical
Improbable	Unlikely to Occur	4	4	3	2
Possible	May Occur	4	3	2	1
Probable	Will Likely Occur	3	2	1	1
		Risk Key			
		4	Low		
		3	Moderate		
		2	High		
		1	Very High		

Discussion - Kōrerorero

14. Appendix 1 Risk Register identifies relative risks to the New Zealand Fish & Game Council (NZC), and the wider Fish & Game organisation. The Risk Register also summarises mitigation approaches to effectively manage risk to a desirable level.
15. Risks around organisational culture and cohesion, wellbeing, and resilience remain high despite the establishment and implementation of a significant body of work over the last year to address these risks. It is likely that these risks will increase, especially as the organisation faces a period of uncertainty in relation to future legislative change. An increased focus on ensuring governors across the organisation are informed and consulted is recommended, along with the continued implementation of cross organisation engagement and information flow initiatives.
16. Mitigation and management approaches to cultural challenges should focus on supporting organisational cohesion and working together, shared values/ vision/ and objectives, improvements to fiscal and operational efficiency, enabling expert human resources to be redeployed to high-value projects, and implementation of NZC policy as set out under the Conservation Act.
17. Alternatively, or in combination, the establishment of cross organisation governance agreements to address the areas identified above could be deployed to assist risk management.
18. Risk across the following categories remains high to very high, with budget constraints impacting on effective risk management:
 - a. New Zealand Council Staff stress and wellbeing - Lack of a research position within NZC for the 2024/25 financial year is a significant risk as Research is a core statutory function for NZC, and lack of this position poses a gap in both organisational capacity as well as capacity within the NZC team;
19. Human resourcing to support the financial management of NZC, Game Bird Habitat Trust, and to support the regional Fish & Game Councils is a significant risk. The NZC has considered these risks and approved budget to support two contract financial positions for the first quarter of 2025. These positions are to implement BAU financial functions for NZC, provide financial capacity and capability support to Regional Fish & Game Councils, to start the review and propose changes to financial policies and to implement Zero Based Budgeting
 - a. Review of New Zealand's Environmental Management Legislation (RMA Reform). Budget is currently established at \$200,000 against a historic budget of ~\$500,000, coupled with no changes in the structure of the RM team.
 - b. Recruitment, reactivation, and retention (R³)
20. Biosecurity and, in particular, the risk of HPAI, along with outbreaks of Botulism.

21. Priorities for the New Zealand Fish & Game Council team for 2024/25, based on the Risk Register and assessment for 2024/25, in addition to the teams well established and historical focus areas and projects, include:
22. Financial management of NZC, review of fiscal policies and systems for NZC and the wider organisation, Implementation of Zero Based Budgeting, and completion of the Cost Optimisation Project;
 - a. Communications and engagement, which continue to build off the “Rewild” campaign and increased focus on internal and external communications;
 - b. Building strong and enduring relationships across key stakeholders and the government. The Parliamentary Fish and Gamebird hunt are two key initiatives, along with regular meetings and the building of collaborative projects across the Ministries, hunting and fishing leadership (GAC, NZPFGA, NZ Deerstalkers etc), and eNGO's. Internal and external facing engagement and information sharing (i.e. newsletters) remain a strong focus of the team, along with ongoing connection to hunting and angling influencers including clubs;
 - c. Development of an extension program (factsheets, podcasts, workshops, YouTube clips, social media posts, e-learning modules, etc) and resources to support R³ and build stronger licence holder engagement and value add;
 - d. Review and modernisation of Fish & Games licencing and customer support systems and services;
 - e. Establishment of a National Sportsfish and Gamebird Monitoring Program and Standard Operating Procedures (SOPs);
 - f. Compliance policies and processes, including the establishment of a national infringement system;
 - g. Ongoing development and implementation support across Fish & Game on health and safety and human resources, along with the continued review and development of NZC Policy for regional consultation and implementation;
 - h. Development and implementation of an audit system with a focus on the NZC policy binding on regions that has been developed over the last two years (H&S, H&R, Governance, Compliance) and ARF.
 - i. Ongoing focus on organisational culture, leadership, and governance excellence;
 - j. Building relationships with Mana Whenua and implementation of Fish & Games Section 4 Te Tiriti o Waitangi obligations.
 - k. Collaboration between DOC, MPI, and Ministry for Health on Biosecurity challenges, development of Action Plans and their implementation, and outreach initiatives to support education and stakeholder engagement.

Options- Ngā kōwhiringa

23. The Council may:

- a. Adopt the risk assessment; or
- b. Adopt the risk assessment with X amendments; or
- c. Agree to not adopt the risk assessment.

Considerations for decision-making - Whai whakaaro ki ngā whakataunga

Financial Implications

24. The financial implications of the risk assessment should be considered. The annual operational work program and budget has been developed to specifically manage the majority of the risks identified. The increasing risk associated with human resourcing in the research and financial management areas are high and should be considered in future budget reviews.

25. HPAI poses a significant risk to New Zealand's avian populations, including game birds. An outbreak is likely to significantly impact game bird populations and the ability of F&GNZ to provide game bird hunting opportunities. This will impact the organisation's income with a potential full loss of income from successive game bird seasons.

26. Some identified risks may be outside of the direct control of the New Zealand Fish & Game Council. These risks are largely related to:

- a. Organisational culture;
- b. Implementation of the Organisational Strategy;
- c. Implementation of New Zealand Council policy binding on regions and, in particular, those policies related to behaviour (both of staff and of councillors), Health and Safety, and Human Resources; and
- d. Wider organisational fiscal management, efficiency, and viability.
- e. HPAI outbreak in New Zealand

27. Legislative change for Fish & Game or/and cross organisational governance support for change may be required to effectively manage these risks.

28. Due to budget constraints, the following risks remain high:

- a. New Zealand Council Staff stress and wellbeing - Lack of a research position within NZC for the 2024/25 financial year is a significant risk as Research is a core statutory function for NZC, and lack of this position poses a gap in both organisational capacity as well as capacity within the NZC team (\$75,000 part-time);

29. Human resourcing to support the financial management of NZC, Game Bird Habitat Trust, and to support the regional Fish & Game Councils has been

addressed in the short term through provision of two contract positions for the first quarter of 2025.

- a. Review of New Zealand's Environmental Management Legislation (RMA Reform). Budget is currently established at \$200,000 against a historic budget of ~\$500,000, coupled with no changes in the structure of the RM team.
- b. Reputational, which includes social licence and public perceptions of Fish & Game and hunting and angling (\$80,000).

Legislative Implications

30. Some identified risks require legislative changes for the organisation or/ and cross organisational collaboration in order to effectively manage the risk.

Section 4 Treaty Responsibilities

31. The paper includes risks associated with Fish & Game's implementation of its section 4 obligations under Te Tiriti o Waitangi.

Policy Implications

32. The risk assessment considers the implementation of the Organisational Strategy and the long-term viability of Fish & Game.

Risks and mitigations

33. The paper provides a risk assessment for Fish & Game as an organisation and the New Zealand Fish & Game Council.

Consultation

34. No regions were consulted on the risk assessment.
35. Council to consider if they would like regional feedback on any matters discussed in the report.

Next actions - Ngā mahinga e whai ake nei

36. The council will consider the Annual Operational Work Plan and budget in light of the discussion around organisational and NZC risks, with a particular focus on those risks identified as high (2) or very high (1).

Risk Register		As at 23 August 2024	
Risk Type	Description	Mitigation	Risk Code
Operational/assets			1 to 4
	Flood,fire, theft, earthquake	Insurance, alarms, theft prevention, key codes changed	3
	Internet, files storgae and security	Security software up to date, Internet supplier agreement in place	4
	Physical files	Security software up to date, Internet supplier agreement in place	3
Financial			
	Reliance on licence income	Secure other sources of income	3
	Ongoing or new pandemic impact on Non residents	Use of reserves	2
	Investment income weak	Reduced reliance on interest revenue	2
	Depleted reserves		2
	Fraud	Fraud prevention measures in place and audited	4
	Financial policies including delegations and approvaes	Review of finacial systems and processes is underway along with finacial policies which need to be updated	2
	Declining licence sales	R3 programme	2
	Licencing system failure	Contracts in place and being monitored	3
	Agent commission increase	Progressive movement to online sales	2
	NZC levies/constraints on reserves	Levy setting system being reconsidered, current policy on reserves across regions and NZC to be reviewed & socialised	3
Human resource			
	Pay and conditions of staff	Retain good working conditions, review JD's & job sizing with Strategic Pay and test against market.	3
	Loss of key staff and recruitment of required skills	Promote professional development opportunities, incorporate resilience and cultural support and address capacity and capability gaps.	2
	Succession planning	CE to have succession plans in place to ensure transition of institutional knowledge.	2
	Recruitment	Reassessment of staffing budget against needs of office, go to market on existing positions, plan to address perceived staffing gaps.	1
	Staff stress and wellbeing	Monitoring in place and regular contact through one on one meetings. Seeking to fill one vacancy. Development of individualised My Plans linked to strategic priorities. Encourage staff to take time off. Lack of a research position within NZC, and appropriate resourcing for the financial management of NZC, and wider organisational for the 2024/25 financial year is a significant risk. This is because Research is a core statutory function for NZC, and lack of this position poses a	1
	NZC Office Culture	Maintain positive and transparent workplace culture	4
	Inter-office staff culture	Cultural challenges across organisation continue despite investment in culture and leadership training, resilience training and staff conference in 2023. The current organisational structure and budgetting approach creates conflict. Minister of Hunting and Fishing legislation changes for F&G will foundational for cultural change. Continue to work on the cultural challenges across F&G, more face time, build subject matter teams across organisation, and ongoing training.	1
	NZC Governor/staff culture	Training on culture, reestablishing boundaries, building trust and cohesion, creating culture of kindness.	4
Governance			
	Governance and Cr skill level	Governance and chair training, coopting specialist skills and education	2
	Councillors	Use and knowledge of standing orders and governance policies, and implementation of NZC governance polices	1
	Representation	Encouragement of diversity (and gender) at elections, encourage diverse appointments to NZC	2
	Councillor safety	No addresses, limited personal info	4
	Culture	Cultural challenges across organisation continue despite investment in culture and leadership training, resilience training and staff conference in 2023. The current organisational structure and budgetting approach creates conflict. Ongoing training for governors on culture and governance. Induction for new councils in 2024.	1
	Disconnect between customers and governors	Increase awareness of process of NZC and opportunities for public engagement.	4
Strategic			
	Lack of organisation strategy	Organisational strategy built collectively across the organisation, and socialised.	4
	Lack of organisational strategic implementation plans	Work across organisation to implementation organisational strategy. Reivew how the organisation builds annual operational work plans to ensure these are linked to the organisational strategy, and annual SSP. Build consolidated annual reporting which links to organisational strategy.	1

Risk Register		As at 23 August 2024	
Risk Type	Description	Mitigation	Risk Code
Reputational			
	Social Licence	Gather insights on what licence holders, wider stakeholders and public think and feel of Fish and Game to inform social licence campaign, increasing social media profile of organisation, commissioning analysis report summarising last decade of environmental activities undertaken by Fish and Game. Pull together report looking at public benefit organisation has provided.	3
	Public perceptions of Fish and Game	Broaden awareness and respect for Fish and Game through social licence campaign, including comms and advocacy	3
	Perceptions of trout	Promote value of trout- commercial, recreational, tablefare.	2
	Catch and release	Promote sustainable harvest	2
	Perceptions around hunting	Promote sustainable harvest and ethical shooting.	2
	Diversity of membership and Council	Recruitment at elections, encouragement of diversity through R3 planning.	2
	Low trust for alternative sources of income (NC example)	Positive projects promoted with alternative sources of income (bequests)	4
	Seen as adversarial and litigious	Comms strategy to better articulate reasons of objections and legal actions	3
Social/demographic			
	Perceived value of introduced trout and ducks diminishing?	Value to be promoted through communications plan	2
	Population is diversifying and increasingly urban	R3 programme to target specific audiences	1
	Older population (baby boomers) aging out of sport	R3 programme	2
	Rural community trust in F&G low	Regain trust via regular contact on positive projects - Catchment groups, wetland enhancement projects (strategic priority 20-23)	2
Species/Population			
	Sedimentation of waterways	Govt intervention should slow the pace of inputs. Removal may be challenging.	2
	Species interactions - natives V introduced	Engage and support research on this. Collaborate with manawhenua on research projects to build understanding of values & joint ownership of solutions.	2
	Ducks as pests/contributor to ecoli levels	Research and social messaging	3
	Searun Salmon fishery collapse	Season bag limit - adaptive management	2
	New incursions of pest fish species	Monitoring	3
	Increase in gamebird populations/increased crop predation.	Population monitoring for Mallards and Parries in place	3
	Cultural Harvest	Facilitate and encourage engagement with iwi & consideration to support legislative changes	3
Political			
	DOC advocacy positions	Strategic priority 22 - 27 to engage and support stakeholder groups and build relationships	3
	RMA review	Govt announced review of RMA, NES FW, and NPS FW. Continue to work closely with the government on environmental legislative reform, along with key stakeholders (such as GAC, EDS, F&B, Hunting and Fishing Influencers, Clubs etc), and Ministries (DOC, MPI, MfE).	2
	Wildlife Act Review	Engagement with DOC and GAC. Consider legislative changes, and build policy positions.	2
	Conservation Act Review	Engagement with DOC, GAC, and eNGO's	2
	F&G Legislative Review	Details to come. Will be essential to address cultural challenges across the organisation and to effectively implement F&G Organisational Strategy	2
	NPS -FM/NES implementation for wetlands and maimai's	Propose regulatory changes to enable the protection, enhancement, and establishment of wetlands in supporting the work of F&G, GBHT, and Hunters	3
	Relationship with Minister of Conservation	Maintain quarterly senior leadership meetings, and monthly operational meetings	4
	Relationship with DOC	Continue to build strong relationships with DOC.	3
	Treaty of Waitangi and our obligations	Strategic priority 22 - 27 to engage with iwi more regularly and meaningfully	2
Compliance and prosecutions			
	Perceptions about F&G prosecutions	Prosecution guidelines in place and regularly reviewed. Public interest test considered. Build and implement an infringement system.	2

Risk Register		As at 23 August 2024	
Risk Type	Description	Mitigation	Risk Code
Environmental			
	Didymo, lake snow etc more pests	Assisting Biosecurity with messaging. Promotion of Check, clean,dry through our own publications	2
	Climate change - heat/flooding	Climate change research? Return of flows to rivers through plan changes	1
	Declining water quality and quantity	Pressure on regional councils plans and recording of complaints	2
	Biosecurity - fish and bird diseases	Monitoring and reporting of incidents and observations to BNZ (eg HPAI). Working collaboratively with DOC, MPI, Ministry for Health. Development of action plans and implementation, outreach, communciations, and education.	2
	Intensive land use/ urban sprawl - reduced access	Pressure on regional councils to monitor. Reporting on issues	2
	Gravel extraction/ river straightening/ willow problems	Regional councils global consent for river works up for renewal. F&G input with other stakeholders.	4
	Carbon Farming - Forestry in headwaters	National advocacy, supporting regional engagement with district plans	2
Contractors/third party risks			
	Contractors	Check values align. Annual work programmes from FOBC	4
	Rangers and Volunteers	CE working with National Compliance Coordinator to review current systems.	2
Health & Safety			
	Mental stability, stress, personal conflicts	Open door policy with CE for raising issues. H&S manual covers identification of risk factors	2
	Fire and emergency	Regular fire drills, emergency contacts on list at office.	3
	Ranger Safety	Vetting and approval process	3
Product quality/value			
	Decreasing perception of value of trout and ducks	Trout/Ducks promoted as highly valued species through comms channels	2
	Reducing perception of value for money in licence	Communications plan to sell benefits. R3 plan to make people more successful. Ranging to check licences.	2
	Licence category choices	Review of licence categories initiated.	4
	Reduced access availibility	Identification of public access points (project in 2020-2023 priorities). Improved relationships with landowners	2

		Impact			
		Minor	Moderate	Major	Critical
Likelihood		Little or No Effect	Effects are Felt but Not Critical	Effects are significant	Effects are critical
Improbable	Unlikely to Occur	4	4	3	2
Possible	May Occur	4	3	2	1
Probable	Will Likely Occur	3	2	1	1
		Risk Key			
		4	Low		
		3	Moderate		
		2	High		
		1	Very High		

Health Safety & Wellbeing Committee

New Zealand Fish and Game Council Meeting 173 – 28th Feb & 2nd March 2025

Prepared by: Adrienne Murray, HR & HSW Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish & Game Council provides an update on Health, Safety and Wellbeing activities across Fish & Game New Zealand. This information is important for NZC to receive and consider as NZ Councillors, along with the NZC CEO, have PCBU responsibilities for Fish and Game New Zealand. Regional Fish & Game Councils and Regional Managers/ CE's are PCBU at the Regional level.

Financial Considerations

☒ Nil ☐ Budgetary provision ☐ Unbudgeted

Risk

☐ Low ☒ Medium ☐ High ☐ Extreme

Ngā taunaki - CEO Recommendations

2. CEO recommends that NZC:
 - a. Establish a Health, Safety, and Wellbeing Committee to assist the NZC and Regional Fish & Game Councils meet their obligations under the Health, Safety, and Work Act;
 - b. Write to Regional Fish & Game Councils advising of the establishment of the HSC and the reasons for its establishment;
 - c. Receives the update from the Health, Safety and Wellbeing Committee which encompasses:
 - i. Incidents, injuries and near misses and the implications of these
 - ii. Areas of potential liability for NZC

Whakarāpopoto - Executive Summary

3. This paper seeks to update you on the activities of NZC and the Fish and Game Employee Health and Safety Committee (HSC) and explain why the work is being done.

Takenga mai - Background

Health , Safety, and Wellbeing Committee and the role of the New Zealand Fish & Game Council

4. Fish & Game Councils have health and safety obligations to their own employees (Regional Managers/ CE's/ and staff) as "*persons conducting a business or undertaking*" (PCBUs) under the Health and Safety Work Act 2015 (HSWA), along with obligations to act in accordance with the principle of being a "good employer" (legal advice, Fish and Game Good Employer Obligations, dated 15 November 2023).
5. By virtue of the cooperation and coordination provisions of HSWA and certain provisions of the Conservation Act 1987 (CA87), the New Zealand Fish & Game Council also has obligations and requirements to co ordinate health and safety matters across the organisation as a whole, and establish policies and processes to ensure that HSWA is being met, this is because NZFGC is the only part of the wider Fish & Game network with the ability to co ordinate the wider organisation in the manner contemplated by the Act.
6. In relation to rangers, Section 26FA of the Conservation Act 1987 authorises the NZC CEO to appoint Fish and Game rangers, which includes requirements to take reasonable care for their health and safety and to ensure that their acts or omissions do not adversely affect the health and safety of others (legal advice, Appointment of Fish and Game Rangers and co ordination of compliance activities, dated 14 June 2023). As such the NZC CEO has PCBU responsibilities for warrented rangers. Regional Councils and Managers/ CE' are also PCBU for warrented rangers as they have day to day control and influence over their activities.
7. One of NZFGC's functions under s 26C(1)(a) of the CA87 is to develop, in consultation with FGC Regions, national policies for carrying out NZFGC's functions for sports fish and game. Relevantly, these functions include:
 - i. to develop, in consultation with Fish and Game Councils, national policies for the carrying out of its functions for sports fish and game, and the effective implementation of relevant general policies established under the [Wildlife Act 1953](#) and this Act (26C(1)(a));
 - ii. auditing the activities of the FGC Regions (s 26C(1)(j)); and.
 - iii. coordinating the management and enhancement of sports fish and game by the FGC Regions (an additional function confirmed by the Minister in 2002 pursuant to s 26C(1)(k) CA87.
8. Section 26Q(1)(e) CA87 requires that Fish & Game Councils implement national policy determined by the New Zealand Fish and Game Council. While there is no provision under CA87 for NZFGC to enforce the policy, it is still useful when it comes to HSWA because in the event of a breach of the policy by an FGC Region, WorkSafe will not care whether or not the policy is "binding" under CA87; NZFGC's implementation of such a policy, and the FGC Region's failure to comply, will be relevant to WorkSafe in considering who (if anyone) should be prosecuted.
9. As part of discharging its responsibilities under both CA87 and HSWA, and in supporting Regional Fish & Game Councils PCBU obligations under HSWA, NZC has established a Health, Safety and Wellbeing Committee.
10. The Health, Safety, and Wellbeing Committee has been established to bring together staff and management to review health, safety, and wellbeing across Fish & Game and provide feedback and advice on how health, safety, and wellbeing is being managed. This includes reviewing any incidents, accidents, or

near misses and the action taken, identifying any trends, and looking forward to identify any potential changes in risk. The Health, Safety and Wellbeing Committee (HSC) will also review and provide advice on health, safety, and wellbeing policies or/ and processes. The Health, Safety, and Wellbeing Committee comprises five staff from across five different regions, and the committee is coordinated by Adrienne Murray from NZC. The Health, Safety, and Wellbeing Committee includes a Regional Manager, two field staff and two office staff members.

11. The following information is provided from the Health and Safety at Work Act 2015 (HSWA), with updates included from 2023 and definitions from WorkSafe (02/2024):

a. The role of the HSC is to:

- i. make it easy for the business and workers to cooperate on ways to ensure workers' health, safety, and wellbeing at work;
- ii. assist in developing standards, rules, and policies or procedures for work health, safety, and wellbeing;
- iii. make recommendations relating to work health, safety, and wellbeing;
- iv. carry out other tasks that are agreed upon between the business and the committee.

12. HSCs are particularly effective in workplaces with multiple businesses with committee members drawn from each business., This helps a business that shares responsibility for work health and safety with other businesses to meet the HSWA requirement to consult, cooperate with, and coordinate activities with other businesses.

13. WorkSafe has also provided guidance on how PCBUs can meet their obligation to coordinate with each other where shared duties exist. Examples of how we can meet this duty and avoid any gaps in managing health and safety risks include:

- a. planning
- b. identifying the risks that need to be managed
- c. consulting with other PCBUs to agree on how those risks will be managed
- d. consulting with other PCBUs to decide who is best placed to manage each risk and
- e. clearly defining roles, responsibilities and actions so that everyone knows what to expect

14. In addition, a business has an obligation to:

- a. Consult with the HSC about health and safety matters
- b. allow each member of the HSC to spend as much time as necessary to attend meetings or carry out functions as a member of the Committee;

- c. provide the HSC with the necessary information to perform its functions, including information relating to hazards and the health and safety of workers at the workplace.
- 15.If the HSC makes a recommendation regarding work health, safety, and wellbeing the business must either adopt the recommendation or provide a written statement advising the HSC of the reasons for not adopting the recommendation.
- 16.The above legislation and advice fit the F&G legal advice on the obligations and accountability of the NZFGC and the accountabilities and obligations of each region as a PCBU.
- 17.Combined with the legislative compliance with HSWA, it is of obvious value to share and consult on the area of Health Safety and Wellness, which enables each region to provide good quality practices putting people as the first priority. NZC has a role in coordinating these activities to promote and consult on F&G wide policies, enabling a transparent process and support across F&G.
- 18.Terms of Reference for the Fish and Game Employee Health & Safety Committee (HSE) are attached as Appendix 2.
- 19.Health, Safety, and Wellbeing activities:
 - a. The committee is developing two important databases:
 - i. Lists of all required policies and procedures covering everything from national required policies and procedures to specific SOP's for particular work duties.
 - ii. Database of incidents, including near misses, to identify any trends.
- 20.NZC is working to create an environment and organisational culture of transparency where the whole organisation can learn from a region's/NZC experiences.
- 21.To support this, we are requesting that regions share their H&S Council updates with NZC so that the HSC can consider these reports in their update to NZC on health, safety and wellness matters, and provide advice.
- 22.The committee is also tasked with developing HS&W policies that have the same requirements and implications across the whole of Fish & Game. In these cases, and where appropriate it is prudent and cost-effective for the policy to be a national policy, which will be consulted on with regions before being finalised as a Fish & Game policy. Alternatively and where appropriate policy can be developed for regional adoption as a means of improving efficiency and effectiveness across the organisation, rather than each region creating its own H&S policies.
- 23.Where regional policies already exist, the HSC can review policies to ensure that they meet the latest H&S requirements, and may advise on best in class from currently available regional policies to support regions stay up to date in an efficient and effective manner.
- 24.It is also intended to seek feedback from Regional F&G Managers on their H&S policy requirements and priorities, to inform ongoing H&S policy and process development.

Accidents, Incidents and Near Misses

25. Each region maintains its own risk and hazard registers and records all accidents, incidents and near misses. A report is provided to the Region's Council at each meeting.

26. Where an accident or incident results in a person requiring hospital-level care and/or time off on ACC this must be advised to NZC through the F&G CEO in a timely manner. This is consistent with the overarching accountability of Fish and Game as a PCBU. Support will be provided as and when requested.

27. Information provided by each region is summarised as:

- a. Risks
- b. Incidents
- c. Response

28. Table 1 sets out the recorded incidents during the reporting period.

29. As this is the first collection of the data, we cannot provide any trends. Note that five regions reported that there had been no incidents or near misses.

Slips/trips and falls	Inappropriate shoes in water	Review of PPE
Vehicle	Other driver fault Tyre came off vehicle Flat tyre	None (defensive driving up to date) Checking equipment Checking equipment Installing video capabilities in vehicles as part of H&S response
Physical – lifting heavy load	Slipped disk	None
Wellbeing	Advised stress	Leave (medical)
	Fainting	Nil
Fieldwork	Specific issues not advised	Information not available

Table 1. Summary of risks, incidences, and responses across Fish & Game during the reporting period.

Areas of potential liability for New Zealand Fish & Game Council

Wellness

30. The concept of “Wellness” for employees as an employer obligation is becoming more prominent. The requirements of legislation and WorkSafe are being explored along with the ethos of being a good employer. Rather than a policy and seeking support from all the regions, there is a need for a wellbeing strategy that aims to protect our staff from harm.
31. Designing ways to eliminate or minimise risks to mental wellbeing, as well as including activities to foster, reclaim and support wellbeing, is essential and is required to support our people and ensure we meet our obligations.
32. An example of the support intervention is our EAP system through the Skills Group instep, which staff use regularly. While this support is necessary, EAP is often referred to as “the ambulance at the bottom of the cliff” as, by the time the support is accessed, the person is already experiencing a level of distress and/or mental harm.

Options- Ngā kōwhiringa

27. The Council may:

- a. Establish a Health, Safety, and Wellbeing Committee to assist the NZC and Regional Fish & Game Councils meet their obligations under the Health, Safety, and Work Act;
- b. Write to Regional Fish & Game Councils advising of the establishment of the HSC and the reasons for its establishment, seeking regional support and endorsement;
- c. Receive the update from the Health, Safety and Wellbeing Committee which encompasses:
 - i. Incidents, injuries and near misses and the implications of these
 - ii. Areas of potential liability for NZC;
- d. Discuss any accidents, incidents, or near misses, and action taken or recommended.

Considerations for decision-making - Whai whakaaro ki ngā whakataunga

Financial Implications

28. There are no financial implications.

Legislative Implications

29. Legislative requirements under Health and Safety Act and obligations to be a ‘Good employer’.

Section 4 Treaty Responsibilities

30. Legislative requirements under Health and Safety Act and obligations to be a ‘Good employer’.

Policy Implications

31. To give effect to Health, Safety, and Wellbeing policies.

Risks and mitigations

32. NZC, Regional Councils and Regional Managers need to maintain an up-to-date knowledge of Health, Safety and Wellbeing obligations accountabilities both as a member of NZC and as a councillor in their region

Consultation

33. Write to Regional Fish & Game Councils advising them of the establishment of a Health, Safety, and Wellbeing committee and seek their endorsement and support. Seek that Regional Fish & Game Councils provide updates to the HSC on any accidents, near misses, or potential health, safety, or/and wellbeing concerns moving forward.

Next actions - Ngā mahinga e whai ake nei

34. As above.

Appendix 1. Terms of Reference NZC Fish and Game Employee Health, Safety, and Wellbeing Committee (HSE)

Purpose:

The Purpose of the Committee is to bring together experts across Fish & Game who have expertise in particular areas, e.g. rangering, maritime, field work, and fatigue management, to promote a consistent approach to Health and Safety across the country, to review health and safety policies, plans and processes, to investigate incidences/ accidents/ and near misses where appropriate including identifying trends and changes in risk, and to advise NZC and regions on health, safety, and wellbeing management improvements.

Accountabilities:

- To provide input into national health and safety policies, plans, processes, and guidelines as they are drafted
- To develop and undertake a programme of reviewing NZC and regional health and safety compliance
- To analyse incidents and accidents around the country and share information on corrective actions, patterns, trends, and changes in risk[s];
- To ensure a consistent process for analysing and addressing risk[s];
- Consider and advise NZC on the purchase and implementation of a national risk management system;
- To share knowledge on policies, processes and templates and create subject matter expertise for the organisation;
- Report to managers bimonthly to report on progress against accountabilities.

Membership:

At least six representatives from around the regions and the NZ Council that can be staff or managers but will have expertise in specific areas.

Meetings:

Most meetings are held fortnightly online, with at least one meeting face-to-face with training provided

(dated 15 February 2025)

Draft Health, Safety & Wellbeing Policies for Consultation

New Zealand Fish and Game Council Meeting 173: 28th Feb & 2nd March 2025

Prepared by Adrienne Murray, HR & HSW Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks approval for the adoption of the Fatigue Management Policy, and regional consultation on the following proposed health and safety and wellbeing policies (s26C(1)(a), s26C(1)(j), and sS26Q(1)(e)):
 - a. Health, Safety and Wellbeing;
 - b. Health, Safety and Wellbeing - Roles and Responsibilities;
 - c. Lone Worker;
2. This report to the New Zealand Fish and Game Council seeks approval and adoption of the time off in lieu (TOIL) policy, and recommends regions also adopt this policy.

Financial Considerations

x ☐ Nil x ☐ Budgetary provision / ☐ Unbudgeted

Risk

x ☐ Low ☐ Medium ☐ High ☐ Extreme

Ngā taunaki – CEO Recommends

3. NZC Staff recommend that the New Zealand Fish and Game Council:
 - a. **Agree** that the draft Health, Safety, and Wellbeing policy, Health, Safety and Wellbeing - Roles and Responsibilities policy, along with the draft Lone Worker policy are sent to the regions to be consulted on under s26C(1)(a) of the Conservation Act 1987;
 - b. **Adopt** the time off in lieu policy as NZC policy and provide to Regional Fish & Game Councils for adoption if they so choose;
 - c. **Adopt** the Fatigue Management Policy as NZC policy under s26C(1)(a) of the Conservation Act 1987, which will require that Regional Fish and Game Councils adopt the policy.

Executive Summary - Whakarāpopoto

4. The following policies have been prepared under section 26C(1)(a) of the Conservation Act for consultation with Regional Fish and Game Councils:
 - a. Lone Worker: This policy defines who a lone worker is and sets out the requirements for support through communication;
 - b. Health Safety and Wellbeing: This policy describes the overarching values and visions for health and safety in Fish and Game;
 - c. Health Safety and Wellbeing – Roles and Responsibilities. This policy describes the duty of care that all the roles in Fish and Game have to care for themselves and others. The accountabilities cover the roles within NZC and in the regions. This policy places duties and responsibilities using the four main groups defined by WorkSafe: PCBU, Councils, Officers, Staff;
5. The following policy has been prepared for the New Zealand Fish and Game Council, and is recommended to be circulated to regions for adoption if they so choose:
 - a. Time off in lieu (TOIL). This policy describes the obligations and responsibilities of management and staff regarding applying for, managing and taking time as TOIL
6. The following policy has been consulted on with the Regions and is recommended for adoption by NZC under section 26C(1)(a) of the Conservation Act 1987:
 - a. Fatigue Management and Support Policy
7. The Fatigue Management and Support Policy has been circulated to all regions with only minor changes recommend back by three regions.

Takenga mai - Background

8. Fish & Game Councils have health and safety obligations to their own employees (Regional Managers/ CE's/ and staff) as "*persons conducting a business or undertaking*" (PCBUs) under the Health and Safety Work Act 2015 (HSWA), along with obligations to act in accordance with the principle of being a "good employer" (legal advice, Fish and Game Good Employer Obligations, dated 15 November 2023).
9. By virtue of the cooperation and coordination provisions of HSWA and certain provisions of the Conservation Act 1987 (CA87), the New Zealand Fish & Game Council also has obligations and requirements to co ordinate health and safety matters across the organisation as a whole, and establish policies and processes to ensure that HSWA is being met, this is because NZFGC is the only part of the wider Fish & Game network with the ability to co ordinate the wider organisation in the manner contemplated by the Act.

10. New Zealand Fish & Game Councils staff are currently implementing a HS policy program to address the following key areas:

- a. Develop a national policy which clearly defines the roles of NZFGC and Regional Fish & Game Councils (FGC) when it comes to H&S so that duty to consult and co ordinate under HSWA has been met;
- b. Ensure that systems and policies are in place at the regional level to ensure that the regional work environments are safe for all employees
- c. Establish a national health, safety, and wellbeing committee;
- a. Sets out the health and safety duties of the FGC Regions, which largely centre around the management of on-the-ground safety, providing training and support, and managing other day to day health and safety matters, such as risk management.
- b. Requires the FGC Regions to have in place a comprehensive regional health and safety policy (Regional Policy) which addresses specified topics. The following topics are recommended to be covered by Regional Policy at a minimum:
 - i. The process for receiving and considering information regarding health and safety incidents, hazards, and risks, and responding in a timely way to that information;
 - ii. Training and supervision;
 - iii. Procedures for managing health and safety risks that arise in the specific region, for example (and only as applicable to the region): fieldwork; working alone; motor vehicles, boating, office security, and hatchery operations;
 - iv. The requirement under HSWA to engage with other agencies the FGC Region may work with from time to time and who may also owe overlapping health and safety duties;
 - v. Availability of first aid assistance and training;
 - vi. Emergency evacuation procedures;
 - vii. Drug and alcohol use;
 - viii. Workplace stress and fatigue management; and
 - ix. Bullying and harassment.
- c. Imposes reporting obligations on the FGC regions, including requiring an Annual Declaration of Health and Safety Compliance (Annual Declaration) to be completed by the FGC Regions and provided to the NZFGC;

- d. Sets out the health and safety duties of NZFGC, primarily to undertake due diligence before appointing rangers, and to take steps if any issues arise from the Annual Declarations;
 - e. Provides a template Regional Policy, an Annual Declaration template, and a Fit and Proper Person Form (FPP) (to be completed before a ranger is appointed).
11. Since August 2022 the policies and documents set out in table 1 have been developed. Policy has been adopted following formal consultation with Regional Fish & Game Councils and consideration of their feedback consistent with the requirements of the Conservation Act 1987.
12. NZC staff have also developed a directory of policies/ documents which shows the status of the policy, and its date for review. This is provided in the Managers sharepoint folder. The next steps will be to work with the Managers to identify any policy gaps and priority areas of work. It is intended to produce a full policy manual which includes all regional policies in identifying policy needs (draft provided in the Appendices).

Document	Effective date
National Policy on Pressure Sensitive Fisheries	23 August 2022
Remuneration Policy	19 August 2023
Policy on Setting National Policy	24 November 2023
Performance Management Policy	24 November 2023
Staff Code of Conduct	24 November 2023
Governance Code of Conduct	19 April 2024
Drug and Alcohol Policy	19 April 2024
Drug and Alcohol Procedure	19 April 2024
Vehicle Use Policy	23 September 2024
Process for Managing Bulling and Harassment	19 April 2024
Prevention of Bullying and Harassment Policy	19 April 2024
Health and Safety Compliance Report template	Provided to regions
NZC Standing Orders	August 2024

Fish & Game New Zealand Ranger & Compliance Policy	October 2023
Infringement Notice System	With the Minister for Hunting and Fishing
Health and Safety Audit Checklist	Provided to regions
Sportsfish and Gamebird Management Plan Mana Whenua Consultation guidelines	December 2024
Sportsfish and Gamebird Management Plan Key Elements Policy	December 2024
Sportsfish and Gamebird Management Plan Policy	December 2024
Fatigue Management and Support Policy	Final proposed at NZC meeting 173 28 February 2025
Health, Safety, and Wellbeing – Roles and Responsibilities Policy	Draft proposed at NZC meeting 173 for consultation 28 February 2025
Health, Safety, and Wellbeing Policy	Draft proposed at NZC meeting 173 for consultation 28 February 2025
Lone Worker Support Policy	Draft proposed at NZC meeting 173 for consultation 28 February 2025

Table 1. Policies and documents developed since 1 August 2022.

13. The following policies have been prepared under section 26C(1)(a) of the Conservation Act for consultation with Regional Fish and Game Councils:

- a. **Health Safety and Wellbeing – Roles and Responsibilities.** This policy describes the duty of care that all the roles in Fish and Game have to care for themselves and others. The accountabilities cover the roles within NZC and in the regions. This policy places duties and responsibilities using the four main groups defined by WorkSafe: PCBU, Councils, Officers, Staff;
- b. **Lone Worker:** This policy defines who a lone worker is and sets out the requirements for support through communication;
- c. **Health Safety and Wellbeing Policy:** This policy describes the overarching values and visions for health and safety in Fish and Game;

14. The following policy has been prepared for the New Zealand Fish and Game Council, and is recommended to be circulated to regions for adoption if they so choose:

- a. Time off in lieu (TOIL). This policy describes the obligations and responsibilities of management and staff regarding applying for, managing and taking time as TOIL

15. The Fatigue Management and Support Policy was initially sent out for regional consultation on the 23/10/2024, and then resent out on the 21/1/2025. This policy gap had been identified by Maritime as part of their annual audit. A number of regions have adopted the policy without providing feedback.

16. Four regions provided feedback requesting changes, though the overall policy and intent was supported (Table 2). This feedback was considered and the policy was updated to reflect the feedback. The amended Fatigue Management and Support Policy is recommended for adoption by NZC under section 26C(1)(a) of the Conservation Act 1987.

NZC	
Northland	No Comments
Auckland Waikato	<p>In general, our staff and I support having a policy but we made a few comments for consideration.</p> <p>In my experience managing fatigue must be tailored to meet individual needs so it is difficult to provide a 'one rule for all' approach. It is our job as managers to ensure we communicate with our staff and manage their workloads, stress and fatigue levels.</p> <p>There is the odd occasion where staff finish late and start early, so it may not always be possible to achieve 10 hours between shifts, although this would be rare. Some discretion would be helpful rather than a blanket rule.</p> <p>Staff and I are of the opinion that the number of consecutive workdays should not be a hard and fast rule. For example, it is common for us to work weekends. Under the draft policy if staff work a full week and then the Saturday and Sunday (even if they are not full days) , staff must take the following Monday off. In my opinion forcing staff to take a day off when they do not wish to, is not conducive to creating a good work environment if it is not warranted, i.e. if staff are showing no signs of fatigue. Staff have expressed to me that if they work a weekend, they may prefer to take the following Thursday and Friday off for a 4-day weekend. That seems reasonable and may be a much better method to manage fatigue and stress. Managers are best placed to determine staff fatigue levels and some discretion is warranted</p> <p>It is not uncommon for us to work some big days when the needs arise. If a fatigue management plan is required for working more than a 10-hour day, a template should be provided as part of this</p>

	process and included as part of the discussion, so we know what is required
Eastern	The time regarded as a fair limit for work on any one day before a staff member should be considering whether to drive or to take a break before returning to the office is 10 hours. This needs to be taken into consideration by Councillors when they have driven a long distance travelling to meetings and then returning home.
Hawkes Bay	<p>Staff responsibilities towards managing their own fatigue are covered just fine in Section-3, but Section-5 is wholly focused on work-related causes of fatigue, when factors outside of work can play major factors in causing fatigue in the workplace, so need to be recognized even if largely outside of the organisations control.</p> <p>I'd suggest adding the following 2 bullet points to Section-5:</p> <ul style="list-style-type: none"> • <i>Time and energy consuming, and emotionally challenging responsibilities or activities outside of work. Including caring for dependent relatives, whanau or friends, sporting or community activities.</i> • <i>Excessive alcohol and/or substance consumption or the side-effects of prescribed medications</i> <p>HBFGC appreciate the opportunity to be consulted on the draft Fatigue Management Policy and support the development of a national policy which regions are to implement.</p>
Taranaki	No comment
Wellington	No comment
Nelson/Marlborough	No comment
North Canterbury	No comment
CSI	Fatigue around driving is a significant risk and there needs to be a time of 10 hours as a safety point for checking, particularly if you are driving (sent via the HSC)
West Coast	No comment
Otago	No comment
Southland	No comment

Table 2. Regional feedback received on the proposed Fatigue Management and Support Policy.

17. The changes proposed by Hawkes Bay, Central South Island, and Eastern Fish and Game Councils has been accepted and the Fatigue Management and Support Policy has been updated.

18. The feedback provided by the Auckland Waikato Fish and Game Council has been considered. The policy has been amended to enable staff to take either a Thursday or Friday off (11 consecutive days of work rather than the originally proposed 10). NZC staff have retained the 10 hours of rest provision in the policy which represents best practice and is standard across industries. Sleep is essential for health and wellbeing, including cognitive function, and resilience. NZC staff can develop a Fatigue Management Plan template for the organisation.

Options- Ngā kōwhiringa

19. The Council may

- a. Agree to consultation on the policies:
 - i. Lone Worker
 - ii. Health Safety and Wellbeing
 - iii. Health Safety and Wellbeing – Roles and Responsibilities
- b. Agree to amend any of the above policies before consultation
- c. Agree to adopt the Fatigue Management and Support policy under s26C(1)(a).
- d. Agree to adopt the Time off in lieu (TIEU) policy and circulate to regions so they can adopt it if they so choose.
- e. Request that NZC staff develop a Fatigue Management Plan template for Fish & Game.

20. The Council will have a further opportunity to consider the policies under (a) above following consultation.

Considerations for decision-making - Whai whakaaro ki ngā whakataunga

Financial Implications

21. NIL

Legislative Implications

22. Conservation Act 1987, requirements of Councils to be good employers, and the Health, Safety, at Work Act 2015.

Section 4 Treaty Responsibilities

23. NIL

Policy Implications

24. Development of policies under the Conservation Act s26C(1)(a).

Risks and mitigations

25. NIL

Consultation

26. Once approved by NZC, the policies will be consulted with regions, requiring that the information be available for the NZC meeting 174 on the 11/04/2025.

Next actions - Ngā mahinga e whai ake nei

27. If agreed, consultation with regions will take place

Appendices:

- Fatigue Management and Support
- Health Safety and Wellbeing Roles and Responsibilities
- Lone Worker
- Health Safety and Wellbeing
- TOIL

POLICY: FATIGUE MANAGEMENT AND SUPPORT

Section	Operational
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	April 2026
Approval	NZC
Effective Date	19 April 2026

1. PURPOSE

The purpose of this Policy is to support all the people who work for NZ Fish and Game, whether they be Councilors, staff, volunteers to maintain a healthy lifestyle by ensuring that they manage their work to minimise fatigue.

People conducting a business or undertaking (PCBUs), and workers have a responsibility to manage fatigue at work as specified by the Health and Safety at Work Act 2015.

2. POLICY

The purpose of these guidelines is to ensure that all Fish and Game NZ staff, including councilors and volunteers minimize the risk to themselves and others by:

- Understanding fatigue and how it can affect you
- Understanding the roles and responsibilities of staff and managers
- Identifying hazards that contribute to fatigue
- Assessing fatigue risks
- Working with staff to develop a plan to manage factors that contribute to fatigue

3. APPLICATION

This policy applies to all employees at our workplace, councillors and contractors, and to anyone who comes into our workplace

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. FATIGUE AND THE HSWA 2015

Under the Health and Safety at Work Act, fatigue is a workplace risk that must be managed like any other risk. This means that the business must eliminate the risk of fatigue as far as reasonably practicable.

If it can't be eliminated, it must be minimized as far as reasonably practicable, by implementing suitable control measures in consultation with staff.

5. ROLES AND RESPONSIBILITIES

Management responsibilities:

- Ensure staff, councillors, or/and contractors have sufficient breaks between periods of work to rest and recover
- Provide training for staff and councillors to foster a common understanding of fatigue management
- Develop a culture of shared responsibility for fatigue management
- Ensure that any person who has worked for more than 10 hours, including travel to and from the work activity is provided and encouraged to have a break

Staff and Councilor Responsibilities

Staff and councilors have a duty under the Act to take reasonable care of their own safety and health and that their acts or omissions don't adversely affect the health or safety of others.

To reduce the risk of being involved in a work accident caused by fatigue you should:

- Understand your sleep, rest and recovery needs and obtain adequate sleep and rest away from work.
- Seek medical advice if you are concerned about a health condition that affects your sleep or causes fatigue.
- Look out for signs of fatigue in yourself and the people you work with
- In consultation with your manager, take steps to manage fatigue e.g. taking a short break or nap (before driving home after a long period of field work), drinking water, stretching
- Talk to your manager if you foresee or experience being impaired by fatigue likely to create a health and safety risk e.g. because of a health condition, excessive work demands or personal circumstances

You should also appreciate the events in your personal life which may impact on your resilience, and which might contribute to fatigue. These include:

- time and energy consuming, and emotionally challenging responsibilities or activities outside of work such as caring for dependent relatives, whanau or friends, sporting or community activities;
- Excessive alcohol and/or substance consumption or the side-effects of prescribed medications

6. WHAT IS FATIGUE:

Fatigue is a state of mental and/or physical exhaustion that reduces a person's ability to perform work safely and effectively. It can occur because of prolonged or intense physical or mental activity, sleep loss and/or disruption of the internal body clock. Signs of fatigue include:

- Tiredness even after sleep
- Reduced hand-eye coordination or slow reflexes
- Short term memory problems and an inability to concentrate

- Blurred vision or impaired visual perception
- A need for extended sleep during days off work
- Increased irritability
- Falling asleep at work
- Excessive head nodding or yawning
- Near misses

7. WHAT CAN CAUSE FATIGUE?

- Long periods of work
- Inadequate rest breaks
- Not enough time to recover between work periods
- Very strenuous jobs and long commuting times
- Disruption of circadian rhythms
- Environmental stresses (noise, vibration)
- Stresses in your personal life

8. FATIGUE MANAGEMENT PLAN

Teams can mitigate the risks of fatigue by developing a practical fatigue management plan that matches the demands of their roles.

Steps are to identify the particular causes of fatigue and finding solutions, for example:

- Where long distance driving is required to undertake ranging or check wetlands, take a volunteer ranger or retired ranger with you to share driving and provide extra support
- Manage workloads to reduce the need to work for extended periods
- Eliminate or reduce the need to work long shifts for more than 3 consecutive days
- Be aware of the fatiguing effects of drift diving or aerial surveys and find solutions to reduce the risk of accidents following these activities.
- Making sure that there is at least 10 hours between the end of one workday and the start of the next
- Ensuring that staff and councillors work no more than 14 hours in a day
- Ensuring that there is no more than 11 consecutive days of work
- Ensuring that staff take holidays on a regular basis and are not stockpiling annual leave without the written agreement with their manager
- Ensuring that any time off in lieu (TOIL) accumulated is taken within the agreed period and not accumulated.

9. OUR EXPECTATIONS OF YOU

Breaches

These policies reflect “the way we do things around here.”

Depending on the seriousness of the breach, if you are found to have breached these policies we will:

- talk with you to make sure you know the terms of the policy you have breached, including what appropriate support we can offer.

- make sure you know the required behaviour expected from now on; and/or,
- take disciplinary action if necessary.

See our **code of conduct** and the 'Serious misconduct' clause of your employment agreement for more information about what behaviour is expected and what action may be taken for breaches.

DOCUMENT MANAGEMENT CONTROL

Prepared by: Adrienne Murray: HR Advisor
Owned by NZC
Authorised by Council
Date Issued (for Consultation) December 2024
Next Review:

POLICY: Health Safety and Wellbeing

Section	Operational
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	April 2026
Approval	NZC
Effective Date	

1. PURPOSE

The health and safety of our people, volunteers, contractors, and visitors is a core cultural value of Fish and Game

2. POLICY

We support proactive and meaningful health and safety policies and procedures that enable all staff, volunteers, contractors, and visitors to adhere to best practice protocols and processes. This is legislated by the NZ Government's WorkSafe under the Health and Safety at Work Act (HSWA) 2015 and relevant Codes of Practice, Standards, and Guidelines that apply to our business

3. APPLICATION

This policy applies to all employees at our workplace, including councillors and contractors, and to anyone who comes into our workplace

4. BACKGROUND

Fish and Game New Zealand is a PCBU (Person Conducting a Business or Undertaking) according to HSWA. A PCBU must ensure the health and safety of workers (defined as employees, volunteers, contractors and subcontractors), visitors, passersby, and neighbouring companies and that other people are not put at risk by its work. This is called the 'primary duty of care'.

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

Specific Obligations

Fish and Game is obliged to provide and maintain a healthy and safe work environment by carefully designing the training, structures, work systems and technology to meet obligations. This includes monitoring the health/welfare of staff and training people about risks. Personal Protective Equipment (PPE) and Clothing (PPC) are provided according to specific needs.

Hazards, Risks and Incidents

Fish and Game will identify and control hazards and risks in our workplace and ensure our staff have the right plant, tools, skills, and information to work safely. This includes the maintenance of all plant and equipment according to the label/manufacture's instructions.

If an incident or near miss were to occur:

- We will accurately record them with investigations and prevention plans.
- We will support a safe return to work where possible.

Training and Review

Fish and Game will train and supervise staff and volunteers to ensure safety and competency. We will design and regularly review measurable targets and involve staff and stakeholders in induction, training, continuous process improvement and establishing roles/responsibilities. This may include contracting external expertise.

Safety will always take precedence over expediency.

DOCUMENT MANAGEMENT CONTROL

Prepared by: Adrienne Murray
Owned by NZC
Authorised by Council
Date Issued (for Consultation) 1 March 2025
Next Review:

POLICY: Health Safety and Wellbeing

ROLES AND RESPONSIBILITIES

Section	Operational
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	April 2026
Approval	NZC
Effective Date	19 April 2026

1. PURPOSE

The purpose of this Policy is to ensure that all people involved with Fish and Game (F&G) - whether members of the Council, Managers, staff, volunteers or visitors- are provided with an understanding of our safety practice roles and responsibilities. These are based on the Health and Safety at Work Act 2015 (HSWA) and its related regulations across Maritime, Civil Aviation and Environmental. These also reference the Health, Safety and Wellbeing Policy and individual regional H&S policies and procedures.

2. POLICY

We believe that manaakitanga (We care) and tiakitanga (Safe with us) are essential to ensure we are caring for our staff and community as part of our everyday routine. It is important that we look out for one another and understand our safety practice roles and responsibilities.

Everyone has a duty of care for themselves and others. In some cases, individuals may hold more than one duty in their workplace. Regardless of whether you hold one or more duties, everyone has a role(s) in delivering Health, Safety and Wellbeing at F&G to be healthy and safe in work, life and travel.

3. APPLICATION

This policy applies to all staff at our workplaces, including councillors, contractors, volunteers and to anyone who comes into our workplaces

VALUES

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4. ROLES AND RESPONSIBILITIES

This policy applies to all entities and persons who hold duties under the HSWA 2015.

The HSWA 2015 places duties onto four groups, who are considered duty holders. Each duty holder holds a defined responsibility for health and safety in the workplace

Duty Holder	Duties and Responsibilities
PCBUs	<ul style="list-style-type: none"> • Must meet the Duties of the Health and Safety at Work Act (2015) under Section 36 Primary duty of care. • F&G must ensure, so far as is reasonably practicable, the health and safety of its workers and any other workers it influences or directs. • F&G is required to ensure a focus on 'so far as is reasonably practicable'. • In the HSWA and in relation to a duty of a PCBU, 'reasonably practicable' means that which is, or was at a particular time, reasonably able to be done in relation to ensuring health and safety, taking into account and weighing up all relevant matters including Section 22 of HSWA: <ul style="list-style-type: none"> • The likelihood of the hazard or the risk concerned occurring, and the degree of harm that might result from the hazard or risk, and • What the person concerned knows, or ought reasonably to know, about The hazard or risk; and • The ways of eliminating or minimising the risk; and • The availability and suitability of ways to eliminate or minimise the risk; and • After assessing the extent of the risk and the available ways of eliminating or minimising the risk, the cost associated with available ways of eliminating or minimising the risk, including whether the cost is grossly disproportionate to the risk. • In carrying out the primary duty, F&G must ensure, at a minimum, so far as is reasonably practicable: <ul style="list-style-type: none"> • The provision and maintenance of a work environment which is without risks to health and safety, • the provision of adequate facilities for the welfare at work of workers while they carry out work for the PCBU, including access to those facilities, • the provision of any information, training, instruction or supervision necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the PCBU and • that the health of workers and conditions at the workplace are monitored for the purpose of preventing injury or illness of workers arising from the conduct of the PCBU.

Officers	<p>An officer is a person who holds a very senior leadership position in the business and has the ability to significantly influence the management of a business or undertaking.</p> <p>Officers have a duty of due diligence to ensure their business understands and manages its key health and safety risks.</p> <p>For F&G, the NZC councillors as individuals, are all officers of the PCBU.</p> <p>The F&G Governance function across both NZC and Regional Councils will:</p> <ul style="list-style-type: none"> • Establish appropriate forums and governance mechanisms to enable visibility of systems of work • Provide channels and forums for Officers to perform due diligence requirements as outlined by the HSWA. • Establish a programme to monitor and learn from outcomes of implemented safety practices across all the regions. • Report on and provide assurance reporting at all levels on safety and its agreed critical risks and controls. • Maintain and create a framework to report on how F&G as a PCBU meets its obligations under the HSWA. <p>Officers usually delegate the implementation of health and safety policy to the highest management position (Chief Executive), who is responsible for ensuring appropriate management and oversight for implementing procedures and practices to ensure obligations and expectations are met. The Council may delegate any of its functions or powers but can never delegate its accountability.</p> <p>Officers of a company are required to:</p> <ul style="list-style-type: none"> • Exercise due diligence to ensure the PCBU complies with its primary duty. Due diligence includes taking reasonable steps to: <ul style="list-style-type: none"> ○ acquire and keep up-to-date knowledge of health and safety matters for the PCBU, ○ understand the nature of the PCBU's operations and of the associated hazards and risks, • ensure there are adequate processes to eliminate or minimise risks to health and safety, • Ensure that the PCBU has appropriate processes for receiving and considering information regarding incidents, hazards, and risks and for responding in a timely way to that information, • Ensure that the PCBU has and implements processes for complying with any duty or obligation and • verify the provision and use of the above resources and processes through reviews and audits. Ensure effective governance processes to lead and resource safety at F&G adequately. <ul style="list-style-type: none"> • Approve and monitor the progress of the Health and Safety Committee • ensure the PCBU has appropriate resources and effective governance processes to lead and resource safety at F&G
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	<p>adequately</p> <ul style="list-style-type: none"> • approve and monitor the progress of the H&S strategy • lead and champion safety practices in their own regions. • Participate as required in the development, design and implementation of the F&G H&S strategy. • Endorse the H&S strategy for approval by the Regional Council and NZC • lead by example, modelling the safety practices and actively discussing everyday work. • Understand the team's risk profile, critical safety risks and relevant controls for the workplace, and ensure the integration and establishment of learnings • Ensure progress of safety plans and provide adequate resources (in particular, for people), leadership focus and financial funding to achieve effective implementation of safety in own area. • Understand H&S policy and procedures through observation and learning sessions with staff.
Workers	<p>A worker is an individual who carries out work in any capacity for a PCBU. All workers must take reasonable care to ensure the H&S of themselves and others, comply with the PCBU's reasonable instructions, and cooperate with reasonable policies and procedures.</p> <p>For F&G, this includes all staff and other person(s) conducting a business or undertaking (PCBU's) with overlapping duties as defined in the Health and Safety at Work 2015 Act, i.e. contractors, subcontractors and volunteers</p> <ul style="list-style-type: none"> • keep yourself and others safe in the workplace/when performing work. • Actively participate in safety conversations on hazard identification and risk management processes and assist in identifying better controls to work safely. • Participate in the delivery of the safety operational plan. • Be involved in everyday learning reviews to identify success factors and understand where processes restrict safe and adaptive practices. • Speak up about unsafe practices, conditions and hazards, what processes restrict or inhibit safety, • report HSW events, unsafe practices, conditions and hazards using the defined tools in the workplace. • Keep yourself aware of emergency procedures for any work environment. • Participate in training to develop required skills and competencies.
Other persons at work	<p>Other persons who come to the workplace, such as visitors, casual volunteers and other persons at work, must take reasonable care of themselves and not harm others in the workplace.</p>

Health and Safety Committee	<ul style="list-style-type: none"> • Be a contact point for workers' feedback or issues by championing Work as Done vs Work as Imagined and other safety practices. • Undertake required training to perform the role. • Work with people leaders to help engage workers in participating in the delivery of the H&S operational plan and be involved in learning reviews. • Participate in safety forums and Health and Safety Committee meetings.
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5. POLICY PRINCIPLES

There are five key principles that support safety practice roles and responsibilities. One or more of these principles are applied to every individual's work role at F&G. Our policy demonstrates how every individual contributes to the safety of everyday work activity.

- F&G delivers a safe system of work

A PCBU and its officers are responsible for ensuring safe systems. These roles facilitate adequate H&S resources, so far as is reasonably practicable, to create workplace conditions where the physical and psychological environments are optimal

- Safety is owned and led by the Regions

In our workplaces, safety risks are actively discussed, and work practices are reviewed regularly for the purpose of continuous improvement.

- Safety practice is embedded by Leadership

Leadership (at all levels) ensures all operational processes use a safety lens to understand how our work is done. Leaders reinforce and support learning and improvement in business activities on a day-to-day basis. They empower staff to apply principles, frameworks and processes that proactively uncover what has led to success.

- Working constructively and communicating with all regions, including NZC, is a constant

The F&G safety eco-system is an organic and complex system where overlapping duty roles and responsibilities should be discussed upfront and continually with regions and NZC. A continual understanding of overlapping duties and how we all co-operate, consult, and co-ordinate is required.

- Accountability is clearly defined

All elements of the F&G health and safety systems have defined accountabilities for all regions of F&G. These appear in job descriptions, safety documents and contracts with contractors and volunteers. We identify specific duties to facilitate compliance requirements or meet legislative requirements. These include the governance mechanisms in place at F&G

6. OUR EXPECTATIONS OF YOU

Breaches

These policies reflect “the way we do things around here.”

Depending on the seriousness of the breach, if you are found to have breached these policies, we will:

- Talk with you to make sure you know the terms of the policy you have breached, including what appropriate support we can offer.
- Make sure you know the required behaviour expected from now on and/or,
- take disciplinary action if necessary.

See our **code of conduct** and the ‘Serious misconduct’ clause of your employment agreement for more information about what behaviour is expected and what action may be taken for breaches.

DOCUMENT MANAGEMENT CONTROL

Prepared by:	Adrienne Murray
Owned by:	NZC
Authorised by	Council
Date Issued (for Consultation)	28 February 2025
Next Review:	

DRAFT FOR CONSULTATION

POLICY: LONE WORKER SUPPORT

Section	Operational
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	Lone Worker
Approval	NZC
Effective Date	February 2025

1. PURPOSE

The purpose of this Policy is to support all the people who work for Fish and Game New Zealand, whether they be Councillors, employees, contractors or volunteers who work from time to time in isolation or alone.

People conducting a business or undertaking (PCBUs) and workers have a responsibility to manage communications with any person working alone and provide an effective means of getting help quickly in an emergency

Part 2 of the Health and Safety at Work (General Risk and Workplace Management) Regulations 2016: 21- Managing risks associated with remote or isolated work:

- 1. A PCBU* must manage, in accordance with regulations 5 to 8, risks to the health and safety of a worker who performs remote or isolated work.*
- 2. To minimise risks to the health and safety of a worker associated with remote or isolated work, a PCBU must provide a system of work that includes effective communication with the worker.*
- 3. A PCBU who contravenes this regulation commits an offence and is liable of conviction –
(a) for an individual, to a fine not exceeding \$10,000;
(b) for any other person, to a fine not exceeding \$50,000.*

The purpose of this policy is to ensure that all Fish and Game NZ employees, including councillors, contractors and volunteers, minimise the risk to themselves and others by:

- Understanding the roles and responsibilities of employees and managers
- Identifying hazards that may be present when working alone

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

- Assessing these risks
- Management at all NZ Fish & Game regions must work with people who may be working alone from time to time to develop a plan to manage these risks.

2. APPLICATION

This policy applies to all employees at our workplace, including councillors, contractors, volunteers, and anyone who enters our workplace.

3. POLICY

Fish & Game recognises that it is not possible to eliminate all risks associated with working alone, and therefore, all regions are required to have the following protocols and control measures in place to minimise as far as practicable risks to any person working for Fish and Game who is working alone

3.1. The control measures must be:

Fit for purpose
Suitable for the nature and the duration of the work
Installed, set up and used correctly

3.2. The control measures must include:

- Detailed SOP for the nature of the work
- Confirmation at every use that the equipment to be used is checked and safe for use
- Confirmation that the person to be working alone has adequate knowledge of and experience in undertaking the work and in the use of the equipment

3.3. Communications – There must be a SOP of a communication system that enables management and/or supervisor to:

- Identify who will be working on their own
- The location where they will be working
- The time that they leave the primary workplace to go and work on their own and the expected time that they will be away
- The time that they arrive at the location to undertake the work
- Time that they are due back in the primary place of work or accommodation if they are away from the primary workplace overnight
- If they are away overnight, the time the next day that they are due back at the primary workplace

3.4. The effectiveness of the communication system must be reviewed at least annually to ensure that

- It meets the regulations required
- Staff using the communication system both understand and are capable of using the system
- It is effective in the workplaces that the lone worker will be
- It is tested to ensure that it is working correctly
- The system includes a “panic and/or emergency capability should emergency help be needed

Our expectations of you

All regions will have effective systems to enable our workers, be they councillors, employees or volunteers are able to be assured that they have been provided with the safest possible work environment, equipment and communication systems

Breaches

These policies reflect “the way we do things around here.”

DOCUMENT MANAGEMENT CONTROL

Prepared by: Adrienne Murray, HR Advisor NZC
Owned by: NZC
Authorised by NZC
Date Issued (for Consultation)
Next Review: April 2026

TIME OFF IN LIEU POLICY

Section	Operational
Contact/Owner	NZC Chief Executive Officer
Last Review	N/A New Policy
Next Review	November 2026
Approval	NZC
Effective Date	

Policy

1. PURPOSE

The success of NZC is founded on its employees' skills, energies and commitment. You may occasionally be required to work outside what are considered 'core' hours of work or beyond your contracted hours to meet the needs of the business and our stakeholders. Without this goodwill and adaptability, it would be impossible to provide a responsive service or cope with work demands.

This policy sets out both a definition of the TOIL system and guidelines for its implementation.

2. PRINCIPLES

The Council's TOIL policy and process aims to:

- Support the Council's strategy and goals, organisational capability, and focus on service delivery.
- Recognises its duty to protect the health and safety of its employees by ensuring that they do not work too many hours and that they are recompensed by taking time off (TOIL) for the extra time they have to work.
- Provide expectations on the standards required to apply for TOIL.
- Provide a process for managing the provision of TOIL
- Be sufficiently flexible to meet the needs of NZC and employees

3. WHAT IS TOIL

- TOIL is time off which you are allowed to take to balance out for hours worked beyond the working day (i.e. evenings and weekends).
- This overtime is only paid in time off, and all references to "overtime" in this document mean unpaid overtime.
- TOIL is not to be confused with working flexibly due to the nature of the role. For example, working to meet periods of high demand should be offset with lull periods. All instances will be treated carefully by the CEO and must be agreed in writing in advance.
- TOIL allows employees to respond flexibly to unexpected service or personal needs and respond to the occasional need to vary the timings of service provision, such as irregular weekend workshops or seminars.
- TOIL is not a tool to be used to accrue time to enable extra days of leave to be taken. Most duties should be carried out as part of regular contractual working hours.

- TOIL is an exceptional rather than a routine occurrence. It is to ensure that when employees attend meetings, conferences or visits that extend beyond regular working hours, this time can be taken back. It also allows employees to respond to crises in their personal lives.
- TOIL should not result in changes to normal working arrangements, for example, every Friday afternoon becoming a 'TOIL' afternoon or working through lunch times and leaving work early each day.
- The scheme must be utilised in the best interests of effective service provision. This requires cooperation between employees and managers to ensure adequate cover is provided as necessary.
- The success of the scheme is based on trust. Any employee who is found to have abused the TOIL scheme may have it withdrawn and be subject to disciplinary action

4. RULES ON ACCRUING AND TAKING TOIL

- TOIL is equal to time actually worked: i.e. there is no provision for time-and-a-half, double time, etc. – if you work two hours, you can claim two hours TOIL, regardless of whether the occasion is evening or weekend.
- Employees will not accrue more than four days in TOIL in each month, except in exceptional circumstances and only with prior consent of the CEO.
- TOIL should be taken within two months of being accrued unless agreed in advance with the CEO.
- Employees cannot take more than two consecutive TOIL days.
- Where lieu time has been accrued and not redeemed within two months, the CEO may direct you, with two weeks' notice, to take the lieu time off.
- Existing procedures will remain for all other authorised absences, such as annual leave, sickness, and compassionate leave.
- TOIL is not payable on termination of employment.

5. PROCESS

- Employees must agree with the CEO any time to be worked outside of regular working hours in advance. If this is not practical for any reason, employees must advise the CEO as soon as possible afterwards.
- Employees must obtain the CEO's approval before taking the time earned as TOIL, in the same way that annual leave is approved.
- Following approval by the CEO, TOIL is to be recorded in payroll records. The Finance Manager is notified via the approval from the CEO and will confirm the leave to you with an email to you copied to HR for recording in your personnel file.

6. DOCUMENT MANAGEMENT CONTROL

Prepared by: Adrienne Murray, HR Business Partner
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation):
Next Review November 2025

STATUS OF F&G POLICY DEVELOPEMNT

Completed	F					
Not done	ND					
Being Consulted on	C					
POLICIES	Policy	Status	Consulte d	Adopted	Review	
GOVERNANCE						F&G Policy
Governance Code of Conduct	x	F		5/29/2024		F&G Policy
Good Employer	x	ND				F&G Policy
Delegations		ND				Specific to regions
Legislative compliance	x	F				F&G Policy
Standing Orders		F				Specific to regions
Delegations		ND				Specific to regions
NATIONAL POLICY						
National Policy on setting policy		F		11/23/2023	Nov-28	F&G Policy
Pressure Sensitive Fisheries Management				1/09/22		F&G Policy
Commercial Origin Salmon Release				17/04/21		F&G Policy
National Bequest Policy				27/10/21		F&G Policy
National Policy on Prosecutions				1/1/2022		F&G Policy
More to come						
PEOPLE						
Recruitment	x	ND				Specific to regions
Contracts						Specific to regions
Employee Code of Conduct	x	F		23/11/24	6/1/2028	F&G Policy
Performance Management	x	F		1/11/23	6/1/2028	F&G Policy
Remuneration	x	F		1/08/23	8/1/2025	F&G Policy
Flexitime (for discussion)						
Motor Vehicle	x					F&G Policy

STATUS OF F&G POLICY DEVELOPEMNT

Looking after our Families	x	ND				F&G Policy
EAP		F				specific to regions
Managing Leave	x	ND				Recommend policy to regions
Types of Leave						Legislative
Public Holidays						Legislative
Hours of work (TOIL)	x	in draft				F&G Policy
Computer usage		these should be in contracts need to confirm				F&G Policy
Confidentiality	x					F&G Policy
Company Property	x					F&G Policy
Leaving employment	x					F&G Policy
TRAINING	x					
Technical development	x	need to differentiate, this is about budget as well as developing staff				F&G Policy
Leadership	x					F&G Policy
Personal Development	x					F&G Policy
Health & Safety						F&G Policy
FINANCIAL						
Payroll		F				specific to regions
Sensitive expenditure	x	review what we have and update as required				
Theft	x					
Contracts Management	x					x
Fraud	x					x
Delegations						
more to come						
SOCIAL MEDIA POLICIES						F&G Policy
Social media guidelines	x	in draft				
MEDIA POLICIES						F&G Policy
Policies to be done	x	several policies to do				

STATUS OF F&G POLICY DEVELOPEMNT

Organisational Strategy						F&G Policy
Communications and Engagement Strategy						F&G Policy

STATUS OF F&G POLICY DEVELOPEMNT

Health, Safety and Wellbeing

Status of Policies and Procedures Across all regions Updated: 25/11/2024		12/2/2025	
Health Safety and Wellbeing:	Policy	Procedur e	
			Fish & Game NZ
Accountabilities Document			F&G NZ Policy
National Health, Safety and Wellness	x		F&G NZ Policy
Risks and Hazards Matrix		x	required all
Health Safety and Wellbeing staff meeting minutes		x	required all
Health Safety and Wellbeing reports to Council		x	F&G NZ Policy
Action register		x	required all
Review schedule		x	required all
H&S Vision	x		F&G NZ Policy
Employee Involvement	x		F&G NZ Policy
Wellbeing	x		F&G NZ Policy
Drug & Alcohol use	x		F&G NZ Policy
Fatigue management policy	x		F&G NZ Policy
Fatigue management guide			
Workplace stress	x		F&G NZ Policy
<u>Bullying and Harassment</u>	x		F&G NZ Policy
Smoke Free	x		F&G NZ Policy
External contractors H&S Agreement	x		required all
Emergency evacuation procedures	x	x	required all
Internal Audits	x	x	required all
H&S Introduction for all Staff			required all
Introduction for new staff		x	required all
External contractors H&S Introduction		x	required all
Volunteer Registration & Agreement		x	required all
Incident/Injury Management (14 to 14c can be 1 policy)	x		F&G NZ Policy
Incident reporting			F&G NZ Policy
Accident investigation			F&G NZ Policy
Injury management & return to work			F&G NZ Policy
First Aiders		x	required all
Training and qualification records		x	required all
Working Alone	x	x	F&G NZ Policy
Lone worker field based		x	required all regions

STATUS OF F&G POLICY DEVELOPEMNT

Lone worker office based		x	
Working from home		x	
Ranger H&S	x	x	Completed 2021
Vehicle Use	x		F&G NZ Policy
Safe driving/vehicle use		x	F&G NZ Policy
ATV's		x	required all regions
Maritime	x		F&G NZ Policy
Boat Safety		x	Required in regions where there are boats
Boat training		x	Required in regions where there are boats
Boat maintenance plan		x	Required in regions where there are boats
Non powered boats		x	Required in regions where there are boats
PPE	x	x	F&G NZ Policy
Hazardous substances	x	x	required all regions
Storage and spill plan		x	required all regions
Hazardous Substance Register/Inventory		x	required all regions
Field Work			required all regions
Wading/river crossing		x	required all regions
Drone use		x	required all regions
Drift diving		x	required all regions
Working from fixed wing aircraft		x	required all regions
Working from helicopters		x	required all regions
Electric Fishing Machine		x	required all regions
Chainsaw use		x	required all regions
Organised Events		x	required all regions
Pandemics		x	F&G NZ Policy
Hatchery operations		x	Required in regions where

STATUS OF F&G POLICY DEVELOPEMNT

			there are Hatchery's
Use of Fish & Game owned land by licence holders and general public		x	
Office safety	x		F&G NZ Policy
Managing Emergencies	x		F&G NZ Policy
Ergonomics	x		F&G NZ Policy

RMA Fund Update

New Zealand Fish and Game Council Meeting 173 – 28 February and 2 March 2025

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides NZC an update on RMA projects being funded through the RM fund.

Financial Considerations

☐ Nil ☒ Budgetary provision ☐ Unbudgeted

Risk

☐ Low ☒ Medium ☐ High ☐ Extreme

Ngā taunaki - Staff Recommendations

2. NZC Staff recommend the following:
 - i. Receive the RMA update paper;
 - ii. Receive the project plan for the RMA Phase 3 reform project that was approved at meeting 171 in December 2024 (attachment 1)

Whakarāpopoto - Executive Summary

3. The RMA Update Paper provides an update on the RMA projects being undertaken by Regional Fish & Game Councils and the New Zealand Fish & Game Council.
4. Since the New Zealand Fish & Game Council (NZC) meeting 171, the New Zealand Council staff have submitted on the Biosecurity Act Proposed Amendments,
5. The New Zealand Fish & Game Council staff are developing submissions on the Arms legislative reform, and are developing submissions on the Conservation Act amendments which are focussed on access charges and "modernising" Conservation Land Management, including permits for guiding, land exchanges and disposals, increasing the number of exempted activities (not requiring a concession).

6. NZC staff have developed a project plan for RMA Phase 3 and roll out of National Direction consultation documents (this will replace the National Policy Statement for Freshwater Management). This is attached as appendix 1. The project plan will be reviewed as we receive more information from MfE.
7. NZC staff are working with external experts to develop a new National Policy Statement for Freshwater Management, which is intended to meet the governments aspirations where these are consistent with the RMA 1991, and which provide for health freshwater ecosystems and limits based management frameworks.

Kōrerorero – Discussion

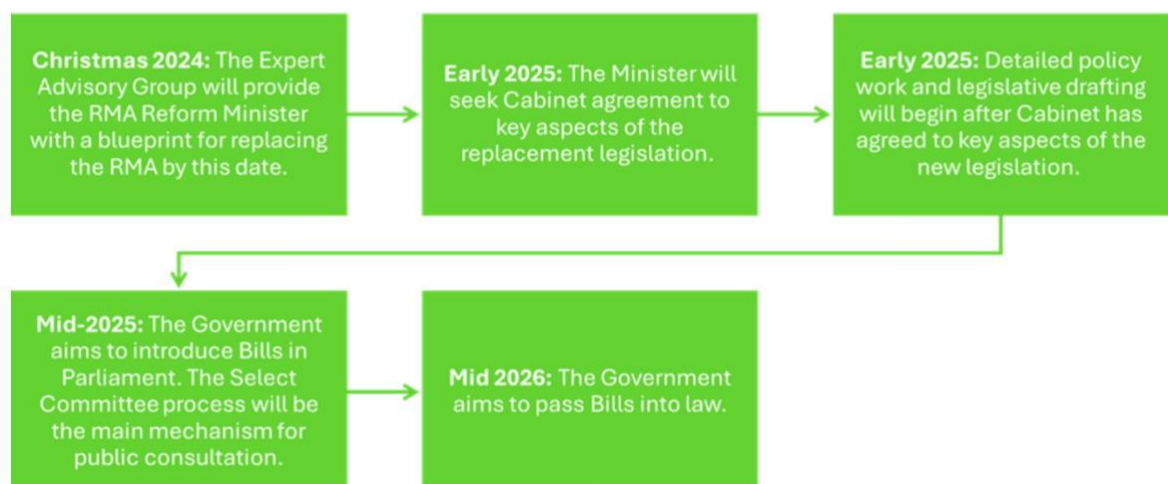
Biosecurity Act Proposed Amendments, submission closed 13 December 2024

8. New Zealand Fish & Game Council submitted on the proposed changes to the Biosecurity Act which was consulted via MPI. We have a copy of this submission on our web page (corporate documents).

RMA Phase 3 Reform

9. The government proposes review and reform of the Resource Management Act. Cabinet has released 10 principles that will guide the development of proposals for Phase 3 of the reform which focusses on a top-down approach to the resource management system. An overview of these changes were summarised in item 2.2 meeting 171. The timetable for the Phase 3 RMA reform is repeated below for your reference:

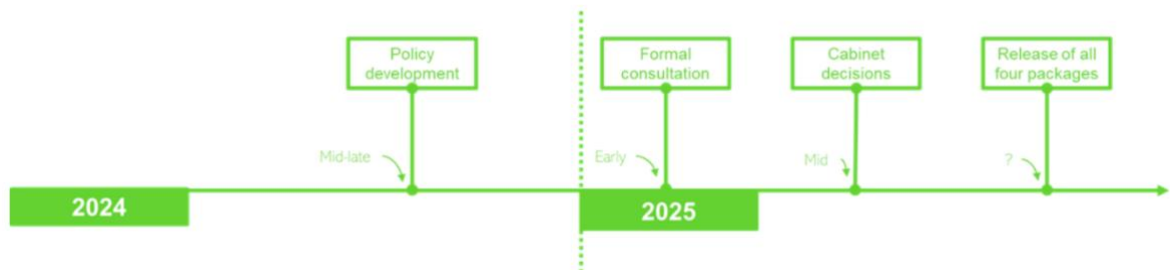
Process for Phase 3



Nation Direction Documents

10. There is very little information on the replacement suite of national policy including NPS-FM's replacement. The new national direction documents are

due out before mid 2025 and we will provide further updates when we have more information. The timeframe for the changes are set out below.



Conservation Law Reform

11. On November 15th DOC released two discussion documents for consultation relating to access charges and "modernising" Conservation Land Management, including permits for guiding, land exchanges and disposals, increasing the number of exempted activities (not requiring a concession). NZC will be co-ordinating and writing a submission on behalf of the organisation, with submissions closing 28 February 2024.

12. NZC Staff also learnt of stakeholder consultation that occurred in November relating to fee setting for huts and campsites. We have since asked DOC to include us in future consultations. We have given feedback to the bivy and basic hut stakeholder consultation on 16 January 2025 .

Resource Management (Consenting and Other System Changes) Amendment Bill

13. NZC staff have provided a submission to these amendments which closed on 10 February 2025. A copy of this submission can be found on our website.

Local Government (Water Services) Bill due 23 February 2025

14. NZC staff have provided a submission to the above legislation change relating to waste water treatment plant consenting and technology. A copy of our submission will be available on our web site in due course.

Partnering to Plant Trees on Crown Owned Land: Request for Information submissions close 28 February 2025

15. NZC staff have provided a submission to the above request for information from MPI. A copy of our submission will be available on our website in due course.

Fire Arms Legislative Review

16. NZC staff are working with experts across Fish & Game and externally with the hunting sector leaders to develop a submission on the Arms Act rewrite.

<https://www.justice.govt.nz/justice-sector-policy/key-initiatives/firearms-reform/#Arms-Act-rewrite-consultation>

17. The firearms reform programme aims to deliver a firearms system that:

- i. imposes controls that protect individuals and the public from fire-arms related harm;
- ii. supports the safe possession and use of firearms and other weapons for legitimate purposes, such as sports, hunting, collecting, and pest control.

18. The firearms rewrite factsheet can be found at

https://www.justice.govt.nz/assets/Documents/Publications/Arms_Act_rewrite-factsheet.pdf

19. Key areas of submission where amendments are sought by Fish & Game include:

- i. Theme 1: Purpose of regulating firearms access, possession, and use
- ii. Is regulation based on a risk profile of products an appropriate approach to the maintenance of public safety
- iii. Review of product definitions in Appendix 5
- iv. Firearms Amnesty and buy-back provisions. Should there be options to support surrender dispose of, or modify firearms products that the licence holder can no longer legally use?
- v. Theme 3: Responsible possession and use
 - a) Minimum age
 - b) Manufacturing under a standard licence
 - c) Firearms Licence Compliance Requirements
 - d) The role of the Firearms Safety Authority in ensuring compliance
 - e) Licence Compliance
 - f) Security and Storage
 - g) Role of Health Practitioners
 - h) Unlicensed Use of Firearms
 - a) Resources on Using Firearms Safely
- vi. Theme 4: Supplying, Importing and Buying Products

- a) Standard Licence Holders Ability to sell privately
 - b) Dealers Licences
- vii. Theme 5: Compliance, Offences, and Penalties
 - a) Do current offences and penalties contribute to public safety?
 - b) Offence and Penalty Levels
 - c) Encouraging Compliance
- viii. Theme 6: Cost Recovery
- ix. Theme 7: Agencies that control the possession and use of firearms
 - a) Ministers Arms Advisory Group.
 - b) Firearms Safety Authority
 - c) Firearms Safety Authority and Police roles
 - d) Other Matters – Fish & Game NZ as enforcement agency relating to firearms

20. A draft of the submission is provided in appendix 2. Submissions close on the 28 February 2025.

Regional RM projects funded through the RM fund

21. Off the back of the Southland Fish & Game Council case on the Southland Land and Water Plan, NZC staff wrote to regions to seek that regions provide detailed case management updates. Table 1 sets out the information provided.

Healthy Rivers 1 & 2 (AK / Wai) Awaiting decision from commissioners. Small over spend anticipated.
Whangamarino Weir and Waikato Regional Council (Ak / Wai) Funds need to be held for future re-consenting work.
Tranch 2 case (Hawkes Bay) A joint case was run with Tamatea and Forest & Bird. Hearings have been completed, with just the site visit outstanding. Small over spend anticipated because an extra trip had to be made because the hearing was deferred to due to illness of the EC judge. Much of the case came down to the concept of “cumulative effects” and Te Mana O Te Wai, the (lack of) ecological evidence and defining who were mana whenua. Experts included Helen Rutter (hydrology) and Maggie Burns (planning), for Forest and Bird, Russell Death (ecology) and Paul Williams (ground water modelling). Tamatea also called on a number of cultural experts. Evidence was circulated in June, conferencing was held in July and hearings in August and September. The decision is due in early 2025.
Marlborough District Plan (Nelson / Marlborough)

Pelorus / Kaituna / Rai report completed and being updated with changes to Te Mana O Te Wai and then this work can be provided to and discussed with council and Fish and Game's Treaty partners to inform the new freshwater plan development.
MeP appeal mediation (Nelson / Marlborough) Sought legal advice regarding affected party interpretation for specific consent applications for new water allocation. Have provided legal advice to council and received comment back from them. Maimai appeal point remains on hold pending outcome of Grovetown Lagoon management plan, which will hopefully mean the region can withdraw this appeal point if managed hunting can be retained at this site.
Rakaia WCO/Hydrology (North Canterbury) Detailed updates provided to NZC in 2024 public excluded items. Hearing was held in November 2024 and awaiting decision.
RMA Practice Notes – Wai Good Policy web page (NZC) This project was completed in 2024, with ongoing communications regarding the material in the web page. As national direction changes, further update of this material will be required however the science will remain the same. One outstanding piece of work is inputs control where further research relating to fertiliser application and stocking rates would assist with the formulation of an agricultural consenting pathway.
NPS FM (NZC) Aug 20, NPS-FM April 24 The remaining budget is set aside for national direction and RMA Phase 3 reform. A project plan for this work is included in attachment 2 of the RMA fund update item. Wildlife Act Position paper The remaining budget is on hold until the government resumes their review of the Wildlife Act in 2026.
RMA training on NPS FM plus trainers (NZC) We have carried out "case management" training with Sally Gepp in July 2024 which was also available to managers as well as the RMA team. We have also conducted evidence writing training for the RMA team in November 2024.
Priority Consents (Otago) Work ongoing
RPS Land & Water – reserves (Otago) On hold for new National Direction.
Regional Policy Statement (RPS) (Otago) Attending mediation for different sections, some still to be completed. Decided to withdraw from S274 party appeal for Oceania Gold
GW Natural Resource Plan (Wellington) Project ongoing, hearing stream two commences in March
GW RC hearing Plan Change 1 (Wellington) Decisions released and decision to not appeal made. Detailed overview of case to come to NZC in April
Horizons One Plan Change 2 (Wellington) Horizons Plan Change (Wellington) Horizons One Plan Change 2 Awaiting decisions

<p>Southland Water & Land Plan appeal Rule 24 applied for a stay in proceeding, subject to s70 proceedings with hearings set down for March. Rule 78 – on hold while collaborative process is underway to develop a new rule for a subsequent plan change.</p>
<p>Joint case ELI Case to the High Court Joint party to the proceedings with Central South Island and North Canterbury. Section 107 amendments have already occurred in the Phase 2 Resource Management (Freshwater and Other Matters) amendment to the Resource Management Act. Southland to confirm what funding has been used for this case</p>
<p>Waituna Lagoon application Project complete however there are ongoing water quality issues and live consent for an opening regime to facilitate the ecological health of the lagoon. Detailed overview of case to come to NZC in April</p>

Table 1. Summary update provided by the Regions on their RM funded projects.

22. NZC staff have developed a project plan for RMA Phase 3 and roll out of National Direction consultation documents (this will replace the National Policy Statement for Freshwater Management). This is attached as appendix 1. The project plan will be reviewed as we receive more information from MfE.
23. NZC staff are working with external experts to develop a new National Policy Statement for Freshwater Management, which is intended to meet the governments aspirations where these are consistent with the RMA 1991, and which provide for health freshwater ecosystems and limits based management frameworks.
24. Priority work for the NZC staff this year will be National Direction and RMA Phase 3, along with providing ongoing support and training to the Regional Fish & Game RM teams. NZC staff have also drafted a Resource Management Policy for NZC to consider, including a work programme for 2025. This is covered in a later paper for NZC meeting 173.
25. NZC will focus advocacy efforts on the following projects over the 2025 calendar year and this will be reviewed as necessary. Our submissions are generally posted on our web page in the corporate documents page. We have a performance measure in our Annual Report which requires us to attach copies of the submissions that we have written over the financial year.

Advocacy Project	Focus area
Phase 3 RMA Reform	

Conservation Law Reform	Central government legislation
Wildlife Act reform	
Biosecurity Act reform	
Firearm regulation and legislation reform	
Other relevant legislation eg Overseas Investment Act	
National Direction, particularly NPS-FM	
Revise practice notes when new national direction is passed.	National and Regional
Other as required eg develop and update policy positions as required.	
Support regions with SFGMP	Regional Fish & Game Councils
Support Regions with Resources Consents and Regional Policy Processes	
Support regions with precedent setting submissions	Regional policy and plans
Iwi, Government Departments, LINZ eNOGs including EDS and Forest and Bird	Build and maintain relationships

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

26. To be tabled.

Legislative Implications

27. The Phase 3 RMA reform includes some big shifts in philosophy from the RMA. We are concerned that at this early stage there is no mention of values, ecology (or the natural environment), access or recreation in this new legislation.

Section 4 Treaty Responsibilities

28. We note that there are likely to be treaty / Settlement Act issues associated with the above legislation changes.

Policy Implications

29. We await consultation on the new National Direction documents. We anticipate that Freshwater, energy and primary production related policy will be relevant to the species that we manage.

Risks and Mitigations

30. The risk of not being involved in the policy and legislation changes is that habitat protections could be removed to the detriment of the species that we manage.

Consultation

31. Regions have been consulted in the preparation of this paper.

Attachments:

Attachment 1 - Draft Project Plan for RMA Phase 3 reform project

Attachment 2 – draft Fire Arms Act Legislative Review Submission

Attachment 1 – Draft Project Plan for RMA Phase 3 Project

Executive Summary

\$98k funding was allocated from the RMA fund for advocacy work relating to RMA Phase 3 reform at meeting 171 in December 2024.

Key outcomes sought

To support Fish and Game's advocacy in representing the interests of hunters and anglers, and the recognition of sports fish and game birds and their habitats the development of NZ's future resource management framework.

The work will focus on National Direction consultation, particularly the NPS-FM replacement and also RMA Phase 3.

Key responsibilities, roles and sign off

Name	Organisation / expertise	Funding
Helen Marr and other staff as required	Kahu / planning	\$68,000
Russell Death	Consultant / ecology	\$10k
Lawyer to be confirmed	Legal	\$15k
Helen Brosnan	Case manager NZC	
Corina Jordan	NZC CEO	Sign off

Other Stakeholders that we will work closely with

We will endeavour to work closely with other eNGOs to align advice to MfE where possible. This will include working with EDS, Forest and Bird and others as applicable.

Key tasks and deliverables

- Attend meetings relevant to this advocacy work
- Draft a new NPS-FM, with a starting point of NPS-FM2020
- Provide feedback to MfE regarding TAS and SWIM group recommendations
- Liaise with other eNGOs to align views where possible
- Focus on the key issues that will impact on the species that we manage and the habitat that they live in.
- Identify policy and legislation proposals that will support our work, and confirm our support for those changes. Identify policy and legislation changes that will hinder the habitat and species that we manage.
- Work towards win / win solutions for both our management and for other sectors.
- Make submissions to national direction and RMA Phase 3 proposals.

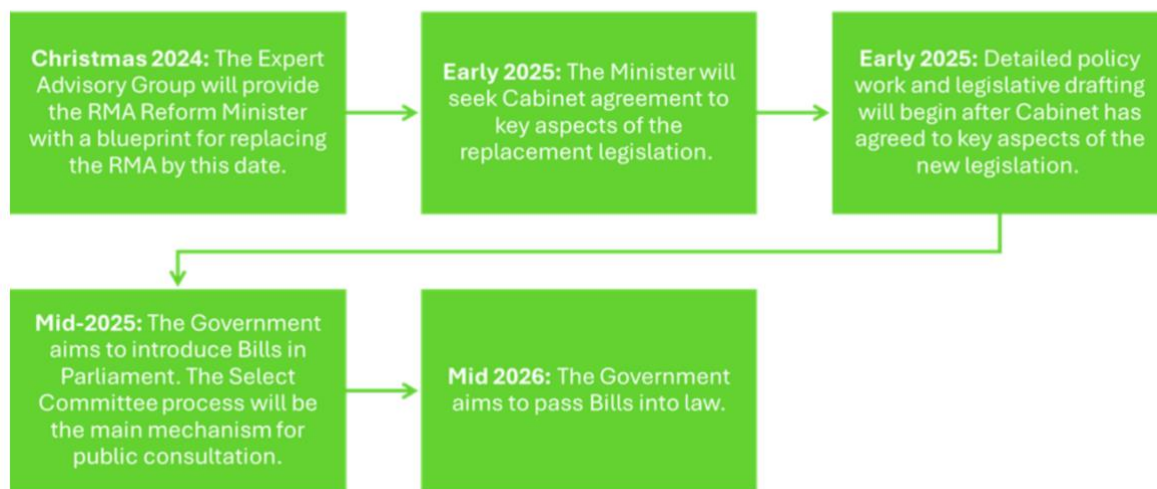
Resources – Funding and cost code

Funding of \$98k has been approved for this project. The project code for this project is 171/1 as the funding was approved at meeting 171.

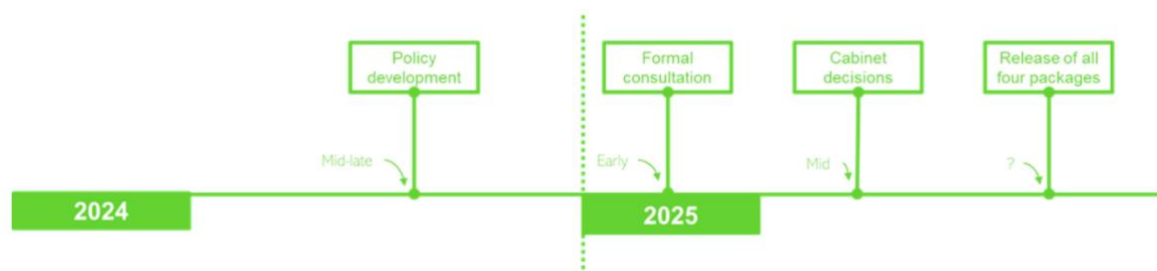
Project timeline

The project timeline that we have been advised of to day is included in the following flow chart:

Process for Phase 3



The following timeline has been provided for the National Direction consultation



Milestones and Reporting

The key milestones for this project will be receiving and then submitting on first National Direction (NPS-FM) and then RMA Phase 3 draft legislation. We have asked for exposure drafts and detailed versions for each of these processes but we are not sure if this will be provided.

NZC staff will update NZC on this project at each NZC meeting.

Project Risks

We are concerned that much of the good philosophy that should be retained in the RMA will be removed. Early signals note that primary production will be a priority in freshwater (not the needs of the ecology). We are concerned that cumulative effects will be removed from legislation. We are concerned about where “significantly degraded” definition will land for discharges. Permitted Activity rules and Fresh water Farm Plans will not provide improvements to already degraded catchments and most importantly, we want national bottom lines to be set at a level that allows our species to thrive (not just survive).

Communications

When we receive exposure drafts or consultation documents we will develop a comprehensive communications and advocacy plan. This will include engagement with licence holders, stakeholders, and the government.

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

Record keeping

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

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



Submission on Arms Act review – January 2025

Introduction

1. This submission is made by the New Zealand Council of Fish & Game New Zealand, on behalf of all Fish & Game Regions. We support changes to the Arms Act which enhance public safety, and which enable those people who hunt and shoot to do so safely, efficiently and without unnecessary bureaucracy and cost.
2. This submission relates to matters most relevant to Fish & Game licence holders as in game bird hunters, and to Fish & Game Councils compliance and law enforcement work.

Fish & Game organisation

3. Fish & Game is a statutory body established by Parliament under the Conservation Act 1987 to manage, maintain, and enhance sports fish and game birds and their habitats throughout New Zealand in the interests of anglers and hunters. The organisation comprises 12 regional autonomous Fish & Game councils, and the 13th council is the NZ Fish & Game council made up of appointees from each regional council. Fish & Game reports annually to the Minister of Conservation.
4. Fish & Game directly represents around 150,000 licence holders. Approximately 40,000 of these are game bird hunting licence holders, i.e., they are recreational game bird hunters. Game bird hunting in New Zealand may only be undertaken with shotguns, by licenced hunters and by landowners, who must also comply with other hunting regulations.
5. Fish & Game has the statutory mandate to manage the following game bird species:
 - a. Black swan.
 - b. Grey duck.

- c. Mallard duck.
- d. Paradise shelduck.
- e. Shoveler duck.
- f. Pukeko.
- g. Chukar.
- h. Red legged partridge.
- i. Pheasant.
- j. Australian or brown quail.
- k. Californian quail.
- l. Virginian or bobwhite quail.

Submission Points

Theme 1: Purpose of regulating firearms access, possession, and use

6. We agree with the current purposes and principles of the Arms Act as set out in Section 1A. In our view the main principles and purposes should be to promote the safe use and control of firearms, and that possession and use of firearms is a privilege. However, we submit that while possession and use of firearms is a privilege, it is a privilege that should not be unreasonably denied to persons who are deemed to be fit and proper persons to possess and use firearms. The Arms Act and administration of the Act should also encourage compliance with the Act, and a key part of that is to make compliance fair, reasonable and affordable.

Theme 2: Products controlled by the Act

7. Does the Act define 'firearms' well?

We agree with the definitions of a firearm as set out in the Act.

8. Is regulation based on a risk profile of products an appropriate approach to the maintenance of public safety?

We agree that a risk-based approach is appropriate, and that is reflected in the range of regulation imposed from low-risk air guns, which do not require a firearms licence except for those aged 16 and 17 years old, through to the restrictions, for example, imposed on pistols and prohibited firearms.

9. Review of product definitions in Appendix 5

The term 'Prohibited firearms' is arguably misleading, as many of the firearms that are currently prohibited can be possessed and used under specified conditions with appropriate permits or authorisation, for example, semi-automatic centrefire rifles used for pest control. Essentially, those firearms are 'restricted', and we suggest that they instead be defined with another wording to make it clear that they are not altogether prohibited in entirety but under certain conditions can be possessed and used legally, as can for example, pistols.

The fact that there is no current definition of 'ammunition' is a gap in the Act, especially given that it is a requirement to hold a firearms licence to possess ammunition, and in our view, for completeness, this should be a simple matter to define what constitutes ammunition.

Note distinction around semi-automatics

10. Firearms Amnesty and buy-back provisions. Should there be options to support surrender dispose of, or modify firearms products that the licence holder can no longer legally use?

Our view is that it would be in the public interest for the Act to specify that licence holders or even the public generally, can surrender firearms or arms items without risk of prosecution where in the circumstances there may only be evidence of a technical offence of possession of a firearm or item without a licence. This will encourage surrender and disposal of old or unsafe firearms or those which are not wanted any further by owners or those in possession of them without fear of prosecution.

Theme 3: Responsible possession and use

11. Fit and Proper Person Test

The fit and proper person requirements as set out in Sections 24 and 24A of the Act are in our view fit for purpose and achieve the objectives to ensure only suitable persons can obtain a firearms licence.

As statutory managers of game birds and game bird hunting, we agree with the situation set out where a person who is charged or convicted of an offence against the Wildlife Act 1953 may be found not fit and proper to hold a firearms licence. This is a powerful incentive for hunters to comply with the Wildlife Act and Regulations made under that Act. We however would not like to see situations where this is used in an excessively punitive manner without good cause. We

recognise that in some cases a Wildlife Act offence may be the tip of the iceberg and unknown to us there may be a raft of other issues relating to that individual such as a pattern of law breaking, or anti-authority behaviours.

12. Minimum age

There is no evidence that the minimum age to hold a firearms licence, of 16 years old, is problematic. We submit that it should remain at 16 years old. Game bird hunting is a sport which is often 'passed down' from generation to generation, and many young hunters are keen to obtain their own firearms licences when they can, so that they can legally hunt either independently, or with their mentors without having to be supervised as an unlicensed person using a firearm under a licence holders' immediate supervision. The advantage of those younger persons being able to obtain a firearms licence is that they must undergo safety training and testing, and vetting processes, all which are positives in respect of promoting the safe use and control of firearms, as set out in the purposes of the Act.

13. Manufacturing under a standard licence

Some hunters reload their own ammunition for reasons as various as making custom ammunition through to doing so for cost saving or simply for the enjoyment of doing so. Hunting waterfowl over open water is only able to be legally done using non-toxic shot, e.g, steel, bismuth, or tungsten shot. Bismuth and tungsten shot ammunition is expensive to purchase, and hunters who wish to reload this type of shot should be able to do so. Additionally, many centrefire rifle shooters and hunters reload ammunition, and thus manufacture their own ammunition. There is no evidence that this is problematic, and this should be able to continue without restriction. Some firearm parts may be able to be manufactured by persons with the skill and means to do so, and this can be a better option than having to import parts with delays and expense and permits. We submit that this type of manufacture should remain permitted by persons who hold a standard firearms licence, for their own use, and that the controls are currently adequate. Where criminality in terms of manufacture has occurred, it is evident that those responsible have had no regard for what is legal or illegal in any event, such as illegal 3D printing of firearms. In those cases, illegal manufacture should be prosecuted, and deterrent sentences imposed.

14. Firearms Licence Compliance Requirements

The role of the Firearms Safety Authority in ensuring compliance

The first gatekeeping for licence holders is the vetting and fit and proper tests. Our view is that the best way the Firearms Safety Authority can ensure licence holders follow the rules is to provide adequate education and encouragement, along with enforcement as and when required. If vetting of licence applicants is done well, then the vast majority of licence holders should be responsible and keen to ensure that they do not jeopardize holding their firearms licence.

15. Licence Compliance

We agree that it is appropriate for first time licence holders to be issued a 5-year licence and then 10-year licences thereafter. This ensures a period where the first-time licence holder can be more easily monitored after the 5-year period concludes, and then those who are deemed fit and proper can hold licences for 10-year periods which reduces bureaucracy. Overall, it is not difficult for licence holders to comply with the current licence requirements as set out in the Arms Act and Regulations, but it is essential that there is a good flow of information to licence holders from the Firearms Safety Authority especially when there are legislative or regulatory changes.

16. Security and Storage

We agree that storage and security should be inspected prior to issue or renewal of a firearms licence, including that even those persons who hold a firearms licence but do not own or possess a firearm should have a minimum security and storage facility so that they are equipped if they do find themselves in possession of a firearm at some time.

We note that other than inspection of security and storage at the time of issue of a firearms licence, other inspections under Section 24B of the Act must be carried out with 7 days' notice. In our view this is fair and reasonable and encourages compliance with the requirements of the Act.

17. Role of Health Practitioners

Given that a licence holders mental health can change over time we view the current requirements around this as fair and reasonable. However, this can in some cases perhaps cause some people to be reluctant to seek mental health care if they are worried about that leading to a loss or suspension of their firearms licence. We note that the Firearms Safety Authority has been doing a lot of good work around this aspect to reassure licence holders that simply requiring mental health care does not necessarily mean that they will lose their firearms licence. At present, we suggest in the absence of evidence that the current legislation is not working, that it is left as is.

18. **Unlicensed Use of Firearms**

In our view the current law around unlicensed use of firearms is working. New and young hunters and shooters need to be able to learn in a safe environment and enabling an unlicensed person to shoot under supervision of a licence holder is essential to promoting the safe use of firearms. Many young people (under the age of 16 years) accompany their parents or mentors to hunt game birds during the game season, and they are able to learn, and use firearms legally under the provisions of the exemption from holding a firearms license as set out in Section 22(2) of the Act. The ability for new and young hunters to learn to hunt and shoot without a licence while under supervision of a licence holder is essential for the next generation of hunters and shooters coming on. In most cases, those people will be wishing to obtain their own firearms licences in any event, as they are able to.

19. **International Visitors**

Some international visitors come to NZ to hunt and the current legislation around this seems to be working, we are not aware of any issues with this.

20. **Resources on Using Firearms Safely**

The resources provided and maintained by Firearms Safety Authority are valuable for promoting the safe use and possession of firearms. We support the development and updating as required of information and resources particularly around storage, transportation, and use of firearms by hunters.

Theme 4: Supplying, Importing and Buying Products

21. **Standard Licence Holders Ability to sell privately**

Our view is that private sales of firearms products by standard licence holders should be able to continue when they are selling a firearm that they own personally to another licence holder. The registry will capture the details of such transactions and the sale – and purchase- can be tracked. This keeps such transactions simple and does not have to involve a dealer.

22. **Dealers Licences**

We are not aware of any issues with the current situation around dealers' licences, as is defined in the Act in Section 5.

Theme 5: Compliance, Offences, and Penalties

23. Do current offences and penalties contribute to public safety?

Our view is that for the law-abiding licence holders, current offences and penalties do contribute to public safety in that licence holders who legitimately wish to use firearms to hunt and shoot do not wish to put themselves in positions where they may face prosecution and subsequent penalties, and loss of their firearms licence. However, the criminal element who illegally use firearms generally have no regard for the offences and penalties they may face for criminal use of firearms, and creating more offences or increasing penalties may have little effect on such people. The only thing which will deter criminal use of firearms is enforcement and subsequent prosecutions which holds them accountable, which ultimately are subject to the courts sentencing. In that regard, it is the sentencing of offenders for offences which is most crucial, and deterrent sentencing is where the most important effects will be achieved.

24. Offence and Penalty Levels

Offences and penalties are currently in our view mostly adequate. Maximum sentences for most offences are at significant levels to signal the potential severity of the offences as passed into law. An area which we have noted that there are no offences created – but simply breaches of licence conditions, is around breaches of storage and security requirements as set out in the Arms Regulations in Regulations 19, 19A and 19B. Breaches of these requirements only relate to licence holders, and there are no offences created, instead breaches invariably result in a review of the licence holders' firearms licence. And the mere act of breaching the Arms Regulations security provisions does not necessarily meet the criteria of an offence against Section 53 of the Arms Act. Section 53 offences require more than just leaving a firearm unattended or in breach of security requirements. This is in our view a gap which should be remedied, and the ability for prosecution action against a person who leaves a firearm in breach of security requirements should be an enforcement tool.

Additionally, the Search and Surveillance Act 2012 in Section 18 provides constables with powers of search and seizure of arms in certain circumstances in breach of the Arms Act. Breaches of the Arms Regulations – as in for example breaches of security requirements fall outside of that, and therefore appear to lack a power of seizure. An example may be a firearm left in a vehicle in breach of security requirements. This is again a gap in legislation which in our view requires a fix.

25. Encouraging Compliance

In our view education is the best tool to encourage compliance along with deterrent penalties for those who are non-compliant. The Firearms Safety Authority is doing a lot of good work around education, and we support that continuing. Non-compliant people however, especially where offending is wilful and deliberate need to be held accountable with deterrent penalties, including if they are licence holders a review of their licence status.

Theme 6: Cost Recovery

26. We have previously submitted on the review of costs and fees (February 2023). Essentially, our view is that costs and fees must be kept at levels which are fair and reasonable, and which encourage compliance. Many firearms users especially in rural areas hunt to supply food for families, and especially those who are in lower incomes brackets would struggle to pay what is said to be cost recovery for firearms licencing. We accept that fees for firearms licences have not increased for many years, and it is inevitable that they will increase however excessive fee increases will have the perverse effect of driving some licence holders 'underground' if they simply cannot afford the increased fees. Additionally, we have many game bird hunters who only shoot a few times each season, and excessive fees for those people also has a significant impact on the cost of their recreation. The firearms licencing system and associated functions is for the societal social good, and the costs of this should not be borne solely by licence holders. The bottom line is fees need to be at levels which will encourage compliance. An incremental increase in line with CPI is arguably a fair way to increase fees.

Theme 7: Agencies that control the possession and use of firearms

27. Ministers Arms Advisory Group.

We support the Ministers Arms Advisory Group; this is a useful mechanism to advise and give feedback to the Minister on Arms matters.

Firearms Safety Authority

We have noticed an increase in interaction between 'the Regulator' with the firearms and hunting and shooting community since the introduction of the Firearms Safety Authority (FSA), along with much better availability of information and resources. As an enforcement agencies Fish & Game

Councils have had increased communication and interaction with the FSA and this is a good thing to have a flow of information and dialogue between our agencies.

We suggest that if logistically possible firearms licence holders themselves receive information from the FSA perhaps in emails if nothing else to keep them informed and educated.

The Firearms Community Advisory Forum and Arms Engagement Group are also useful means of consultation and advisory tools for Police and FSA.

Firearms Safety Authority and Police roles

Our view is that matters which are of a criminal enforcement nature should be retained by Police, where constabulary powers are required to deal with those matters. Non criminal matters and where non – constabulary powers are adequate for enforcement could be dealt with satisfactorily by the FSA. Matters which FSA deal with that elevate to criminality can then be referred to the Police to resolve.

28. Other Matters – Fish & Game NZ as enforcement agency relating to firearms

Seized Firearms

Fish & Game councils have responsibilities under the Wildlife Act 1953 to carry out enforcement functions in relation to game bird hunters. This includes powers of seizure of firearms from hunters who are found to be breaching the Wildlife Act in various ways, including hunting game birds without a licence, or other breaches of the Wildlife Act and Regulations. Consequently, Fish & Game does have responsibilities also to advise FSA of seizure of firearms, and to consult around the subsequent possession and disposal or return to hunters of firearms at the conclusion of enforcement or prosecution action. Fish & Game works with FSA to ensure in cases where hunters are dealt with for offences that subsequent assessments are made around the fit and proper test requirements.

Organisational Firearms

Some Fish & Game Regions also own firearms for bird/animal control purposes, which are used only by staff who hold firearms licences. Currently, the Arms Act does not recognise in any respect firearms that are departmentally or organisationally owned and used by staff. This has implications in areas such as security and storage and the registry requirements which also need to be addressed.

This is also a similar situation to the Department of Conservation, which currently holds approximately. 700 firearms. Fish & Game owned firearms are much smaller in number, but faces the same problem that the department does.

Currently, organisationally owned firearms will have to be registered to staff members, who then have responsibility for those firearms that may be accessed and used by other staff. This is an undesirable situation, and we suggest that an alternative is that organisational or departmental firearms are able to be registered to the organisation, with details and firearms licence information of staff who can access those firearms also recorded. This will then enable FSA to have a record of where those firearms are stored and to carry out security inspections, which at present may slip through the gaps.

Alcohol thresholds

Signature Block

Date:

DRAFT

Resource Management draft Policy and Submission Approval Process

New Zealand Fish and Game Council Meeting 173 – 28 February and 2 March 2025

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides NZC with a draft Resource Management Funding Policy to consider, along with the process of signing off submissions made on behalf of the New Zealand Fish & Game Council.

Financial Considerations

☐ Nil ☒ Budgetary provision ☐ Unbudgeted

Risk

☐ Low ☒ Medium ☐ High ☐ Extreme

Ngā taunaki - Staff Recommendations

2. NZC Staff recommend the following:
 - a) Review and approve the draft Resource Management Fund Policy for Regional Consultation.
 - b) Decide on NZC process for review of submissions: either chair, or exec (3) or subcommittee (name members) to review contentious submissions prior to submitting (set out in detail in paragraphs 11 and 12) .

Whakarāpopoto - Executive Summary

3. The Resource Management Policy sets out criteria for prioritising funding applications to the RMA fund both for policy, consents and legislation work.
4. A submission approval procedure is also detailed below to ensure the submission finalisation and sign off processes meets the requirements of the New Zealand Fish & Game Council.

Kōrerorero – Discussion

Draft Resource Management Strategy

5. Fish & Game has a statutory functions under the Conservation Act 1987 to advocate on behalf of hunters and anglers including their interest in the habitats of sportfish and gamebirds.

Section 26C Functions of the New Zealand Fish and Game Council

- a) *The functions of the New Zealand Fish and Game Council shall be—*
 - (g) *to advocate generally and in any statutory planning process the interests of the New Zealand Fish and Game Council and, with its agreement, of any Fish and Game Council in the management of sports fish and game, and habitats*

Section 26Q Functions of Fish and Game Councils

- (1) *The functions of each Fish and Game Council shall be to manage, maintain, and enhance the sports fish and game resource in the recreational interests of anglers and hunters, and, in particular*
 - (e) *in relation to planning,—*
 - (i) *to represent the interests and aspirations of anglers and hunters in the statutory planning process;*
6. A draft Resource Management Strategy went to NZC previously in 2024 which was developed in association with the cross organisational RMA team. Some of the specific projects has now changed with the repeal of the Natural Built Environments Act and the proposals for reform with the coalition government.
 7. Some significant challenges have arisen politically due to the Southland Land and Water case. It is timely to finalise development of a Resource Management and Strategy Fund Policy to enable clarity around the process for funding applications, funding consideration and prioritisation, and the conditions of funding such as development of case theory and regulation reports back to the New Zealand Fish & Game Council. It is also recommended that a communications and advocacy strategy be developed for cases that could be subject to political and public commentary.
 8. The proposed Resource Management Strategy Fund Policy has been developed in consultation with the Regional Resource Management Team. This draft policy is provided in appendix 1. The key elements of the strategy include:
 - a) Development of a funding decision scoring system;
 - b) Requirements to submit applications on the prescribed form;
 - c) Case theory and case plan to be provided to NZC for review and approval with the application.
 - d) The NZC CEO may direct that a Communications and engagement plan be developed and approved either before the NZC considers the

application, or where material risks arise due the implementation of the case;

- e) The Council that applied for funds will report back to NZC at least twice annually on implementation of the case theory and any changes to the case that is predicted to arise through for example presentation of evidence, expert conferencing, mediation, or decisions.
- f) The Council that applied for funds will also report at least two annually on milestones and expenditure against budget.
- g) At the end of the process, key learnings from the case will be presented to NZC and the RM team along with the decision and other key documents.
- h) Unused funds must be returned to the advocacy fund

Submission Approval Process

9. There is a significant body of work advocating on behalf of the New Zealand Fish & Game Council and anglers and hunters through national legislative processes. Timeframes are often short and the legislative review and proposed changes are detailed and complex.
10. The process currently being implemented for submissions is:
 - a) New Zealand Fish & Game staff review the proposed legislative changes;
 - b) New Zealand Fish & Game staff advise Regional Fish & Game Managers and the Regional RM staff of the proposed legislative changes and seek there feedback. This can include hosting workshops, and also seeking input through formal meetings;
 - c) New Zealand Fish & Game staff provide an all of organisation update on policy and submissions processes via the Staff Newsletter;
 - d) For significant legislative reform processes or high profile cases, a communications and engagement strategy is developed and implemented. This can include engagement with licence holders, supporting licence holders to engage in the submission processes, media engagement, and engagement with stakeholders such as hunting and fishing leaders and where appropriate eNGO's.
 - e) New Zealand Fish & Game staff draft up the submission;
 - f) The submission is reviewed by the NZC CEO;
 - i. The submission is provided to the Minister for Hunting and Fishing and appropriate Minister[s];

- ii. The submission is socialised with the New Zealand Fish & Game Council where appropriate or its delegate where this has been provided;
 - iii. The submission is submitted;
- g) Final submissions to be linked to staff newsletter and next NZC agenda
- h) The submissions is provided to NZC where appropriate, and is made available on Fish & Games website.
11. New Zealand Fish & Game staff seek direction from the New Zealand Fish & Game council on the submission process and in particular the approach for sign off of submissions before they are lodged. This approval process could include:
- CEO approval for draft release;
 - Provide submission to the Minister for Hunting and Fishing. They can direct their questions to the NZC CEO;
 - NZC (chair / exec / subcommittee) to review draft submission and discuss any issues with CEO;
 - Submission to be submitted by NZC CEO or her delegate.
12. In most instances the above consultation will occur in the last 5 days before the submission is due and therefore timing is key.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

13. Budgets are already provided for this work and RMA fund application has been secured for the National Direction and RMA Phase 3 work.

Legislative Implications

14. The Phase 3 RMA reform includes some big shifts in philosophy from the RMA. We are concerned that at this early stage there is no mention of values, ecology (or the natural environment), access or recreation in this new legislation. There is a lot of focus on bottom lines and the Target Attribute States, and we are concerned that these will be driven downwards which will not benefit the species that we manage.

Section 4 Treaty Responsibilities

15. Nil

Policy Implications

16. Proposed policy to be consulted on by the regions.

Risks and Mitigations

17. We want to be well organised with the advocacy workload that we have ahead of us this year. Our submission sign off process for more contentious submissions will ensure that there are “no surprises” in the advocacy work that we do.

Consultation

18. For consultation with Regional Fish & Game Councils.
19. The draft Resource Management Policy has been discussed at the RMA team meeting on 3rd February 2025. Minor amendments were included from their comments.

Attachments:

Attachment 1 – Draft Resource Management Strategy Policy

POLICY: RESOURCE MANAGEMENT & LEGISLATION

Section	Operational
Contact/Owner	NZC CEO
Last Review	New Policy
Next Review	April 2026
Approval	NZC
Effective Date	19 April 2026

1. PURPOSE

The Resource Management Policy is intended to provide policy on prioritising spending of the New Zealand Fish & Game Councils Resource Management Fund, along with the conditions associated with the provision of funds to support National and Regional Resource Management cases, and cases taken in relation to legislation relevant to hunts and anglers such as the Firearms Act, Wild Life Act, Conservation Act, and National Parks Act.

2. PART 1 – PRIORITY FOR SPENDING RESOURCE MANAGEMENT FUND MONEY

Scope: The RMA fund could now be called “Resource Management Strategy Fund” to better reflect the range of cases that have been funded from it including Wildlife Act and Conservation Law Reform work. This fund can continue to fund regional policy and consents as well as significant changes to the legislation that we work under, where we need to obtain funding for external experts to assist with this work.

3. OVERALL GOALS

The allocation of funds to the advocacy fund will be set by the New Zealand Fish & Game Council as part of its annual budget process and following consultation with the Regional Fish & Game Councils. Any council can apply for funding, with funding awarded on the merits of the case and alignment with the priorities set out below:

3.1 Advocate for Fish and Game values – restoring degraded ecosystems and retaining those in good health where required to:

3.1.1 Recognise and protect the rights of hunters and anglers;

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

- 3.1.2 Recognise and protect salmonid fisheries;
- 3.1.3 Recognise and protect angling values
- 3.1.4 Recognise and protect game bird populations;
- 3.1.5 Recognise and protect recreational and/ or amenity values; and
- 3.1.6 Recognise and protect access for recreational users.
- 3.2 Develop productive relationships with iwi, which give effect to the Councils' legal responsibility to The Treaty of Waitangi / Te Tiriti o Waitangi.
- 3.3 Retain the Councils' functions, purpose, and independence, with improvements where possible, during reviews to the Wildlife and Conservation Acts.
- 3.4 Advocate for the protection and restoration of trout and salmon habitat as a part of healthy ecosystems;
- 3.5 Develop tools to address detrimental population impacts due to species interaction and advocate to embed those tools in legislation and policy.
- 3.6 Work towards updating Sports Fish and Game Management Plans across the country, and embedding the values identified in Sportsfish and Gamebird Management Plans in regional policy, this includes angling and hunting values and access.
- 3.7 Work towards including accurate mapping of Fish and Game values to communicate where the species we manage live, and for hunting and angling values.
- 3.8 Contribute to the restoration of the Councils' social and legislative licence through our work.
- 3.9 Collaboratively develop joint positions on key issues and shared advocacy resources between the Councils.
- 3.10 Build local and national relationships with key stakeholders with influence on legislative and policy processes.
- 3.11 Promote Regional Councils and Territorial Authorities to resource Long Term Plans sufficiently to implement meaningful State of the Environment monitoring, policy and enforcement.

Councils should aim to engage with decision makers early, participating where possible in legislation or plan writing and making fulsome submissions. After entering the legal system, cases that represent high value through precedent setting potential or the protection of important sports fish and game resources should be prioritised where limited funds are available (such as in 2025).

The following table provides a scoring matrix for proposed new cases. Cases which represent National Significance will be prioritised, if required over those with regional significance only.

	Precedent setting potential	Value of sports fish and game resources impacted	Likelihood of success	Potential strength of evidence to support the case	Political risk, risk to organisational Brand (low risk =4; high risk =1).	Total score for proposed new case
Locally important	3	2	1, 2, 3, or 4	1, 2, 3, or 4	1, 2, 3, or 4	
Regionally significant 1 region	6	4	1, 2, 3, or 4	1, 2, 3, or 4	1, 2, 3, or 4	
Regionally significant 2 or more regions	9	6	1, 2, 3, or 4	1, 2, 3, or 4	1, 2, 3, or 4	
Nationally significant	12	8	1, 2, 3, or 4	1, 2, 3, or 4	1, 2, 3, or 4	

4. FUNDING PROCESS

- 4.1 To apply for advocacy funds, the region must provide the application case on the prescribed form to be decided at the next available NZC meeting. If a decision is needed urgently, a workshop can be held and a decision recommended, to be confirmed at the next NZC meeting.
- 4.2 Case theory and case plan along with communications and engagement plan will be provided to NZC for review and approval with the application.
- 4.3 The Council that applied for funds will report back to NZC at least twice annually on implementation of the case theory and any changes to the case that is predicted to arise through for example presentation of evidence, expert conferencing, mediation, or decisions. The Council that applied for funds will also report at least two annually on milestones and expenditure against budget.
- 4.4 At the end of the process, key learnings from the case will be presented to NZC and the RM team along with the decision and other key documents.
- 4.5 Unused funds must be returned to the advocacy fund.

5 Review

This strategy should be reviewed every second year to ensure it is kept up to date. This should be undertaken with input from Fish & Games Resource Management Team

DOCUMENT MANAGEMENT CONTROL

Prepared by: Helen Brosnan – Senior Policy Advisor NZC
Owned by: NZC
Authorised by Council
Date Issued (for Consultation): 28 February 2025
Next Review:

Public Access Strategy and Communications

New Zealand Fish and Game Council Meeting 173 – 28th Feb & 2nd March 2025

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the NZ Fish and Game Council (NZC) provides an update on public access, noting that there has been loss of angling and game bird hunting opportunity in most regions. Examples of lost access from the regions are included in attachment 1 of this report. The reasons are varied and summarised in attachment 2 of this report.

Financial considerations

- ☐ Nil
 ☒ Budgetary provision
 ☐ Unbudgeted

Risk

- ☐ Low
 ☒ Medium
 ☐ High
 ☐ Extreme

Ngā taunaki - Staff Recommendations

2. That NZC:
 - a. Receives the update on Fish & Games Access Campaign and information on public access. Note the locations listed in appendix 1 showing public access that has been lost.
 - b. Request that Regional Fish & Game councils that have not already done so, complete their access workshop and provide the information back to the NZC CEO.

Kōrerorero - Discussion

3. Fish & Game has a legislative requirement pursuant to the Conservation Act 1987, Section 26Q(1)(b) (1), to “maintain and improve the sports fish and game resource- by maintaining and improving access”.
4. Public access for hunting and freshwater angling is the primary concern for licence holders and as such a priority workstream for Fish & Game. Access was the top ranking priority for service attributes for all respondents in our 2024 survey (Fish and Game NZ 2024 Priorities, Value and Performance, Walker).
5. A public access advocacy paper was presented at the 2 November 2023 Formal Managers meeting and to NZC in November 2023.
6. The following was discussed and noted as part of the Regional Managers consideration of the paper:
 - a. Concerns about reduced access through forestry spaces, DOC lands, and iwi-owned lands.
 - b. Private forestry businesses and local councils/territorial authorities’ actions, like installing walkways in wetlands, are eroding opportunities and impacting access for anglers and hunters.
 - c. Proposal for high-level discussions with Managers & NZC and Corina to address issues with Ministers and other relevant CEOs/leader, including collaboration with the Game Animal Council and other hunting sectors being crucial.
 - d. DOC prioritising protection over access mandates with hunters and anglers, including those in tourism, adversely affected.
 - e. Consensus on the need for a reinvigorated national advocacy campaign to address access to public spaces/resources. Public access is a key benefit of buying licences.
 - f. Suggestion to include access issues in national strategic priorities.
 - g. Issues extend beyond physical access, including requirements and restrictions on firearms, dogs, and other regulations.
 - h. Walking Access Commission is not adequately signposting legal access points.
 - i. Review the Organisational Strategy to reflect the priority of access for licence holders.
 - j. Potential for a research component to support advocacy and strategy development.
 - k. Collaborate with managers and interested parties to create a comprehensive plan for improved public access. Suggested this could commence at the February 2025 Management/NZC planning session/meeting.
 - l. Present the issue and proposed actions at planning sessions, aiming for inclusion in strategic documents.
7. Subsequently an Access Strategy was drafted. The Strategy includes:

- a. Working with Regional Fish & Game Councils, DOC, Walking Access Commission, LINZ, the Minister for Hunting and Fishing, and hunting sector leaders;
 - b. Seeking Regional Fish & Game feedback on where access has been lost, why it has been lost, and priority areas for restoration;
 - c. Surveying licence holders on access issues;
 - d. Working with the WAC to update their maps and agree on a work program to restore priority access locations;
 - e. Access mapping available on F&G website.
8. Significant challenges to public access generally include the following. The information kindly provided by the Eastern team further elaborates on access issues seen at the regional level:
- a. The loss of access over successive years due to loss of what was public lands to Iwi Settlements where access has been lost or restricted, or where access in those lands has not been maintained by the organization responsible for it.
 - b. Privatisation of fish and game resources, often stealth, and at times illegally.
 - c. Private capture of fisheries by land owners or/and guides
 - d. Restricted hunting opportunities or lost opportunities due to encroachment of other interests such as cycleways, residential areas, urban development.
 - e. Difficulty in gaining access into forestry lands, usually with Health and Safety reasons cited for access restrictions, despite obligations under the Forest Stewardship council (FSC) requirements.
9. In relation to the privatisation of fish and game resources, under the Conservation Act 1987 section 26ZN Fishing rights not to be sold or let sets out that:
- (1) *Every person commits an offence against this Act who sells or lets the right to fish in any freshwater.*
 - (2) *For the purposes of subsection (1), the expression sells or lets the right to fish does not include—*
 - a. *the selling or letting of fishing rights on any licensed fish farm to the general public; or*
 - b. *the grant of a concession by the Minister to a sports fishing guide; or*
 - c. *charges made for guiding services by any sports fishing guide.*
10. NB Section 26ZN: substituted, on 13 March 1996, by [section 27](#) of the Conservation Amendment Act 1996 (1996 No 1).
11. New Zealand Fish & Game staff worked with hunting leaders, the Walking Access Commission, the Department of Conservation, and the Minister for Hunting and Fishing to develop an Access Charter. The Charter was released by the Minister at the Sika Show in 2024. The charter establishes guiding principles for the Department of Conservation (DOC) to provide clear and transparent decisions on public conservation

land access that make it easier for kiwis to go hunting and fishing, supported by Fish & Game. A copy of the Access Charter for Recreational Hunting and Fishing on Public Conservation Land and Waters is included as attachment 3.

12. The New Zealand Fish & Game Council CEO has requested Fish & Game Regional offices to workshop the following access related matters and provide feedback to the NZC CEO via a template that has been created for them:

- m. Where access has been lost
- n. Why access has been lost
- o. Identify priority areas to have access restored.

13. An access Strategy is being reviewed and updated off the back of the information provided. A number of regions are yet to provide the information requested.

- 4. Public access is a concern for Fish & Game as it is integral for hunters and anglers across NZ for their continued access to lakes, rivers and wetlands as Fish & Game licence holders. As identified above, this is also a concern that is impacting other organisations within the hunting and fishing sector.
- 5. Access is a national strategic priority for Fish & Game and therefore the Organisational Strategy needs to reflect this. Fish and Game need to work collaboratively on a national access advocacy campaign and develop a comprehensive plan for improved public access to address these issues.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- 6. There is currently no assigned budget for this specific policy, however, there are other relevant budgets that can be utilised so at this stage a specific budget is not sought.

Legislative Implications

- 7. There are no legislative implications currently regarding this proposal, but there is scope for legislative improvements regarding public access. We are also keeping an eye on Conservation Law reform, RMA Phase 3 and any future Overseas Investment Act changes that could result in reduced access. We have recently submitted on proposed changes to the Biosecurity Act that could also be relevant in the event of biosecurity outbreak.

Section 4 Treaty Responsibilities

- 8. There are no Section 4 responsibilities related to this proposal. However, there are Te Tiriti obligations that may need consideration in relation to access in some areas.

Policy Implications

- 9. There are no direct policy implications in relation to this proposal.

Risks and mitigations

- 10. The risk of public access for Fish and Game licence holders is being mitigated by this proposal and the development of a strategy and national public access advocacy campaign.

Consultation

11. Regions to provide feedback to NZC CEO on their access issues.

Ngā mahinga e whai ake nei - Next actions

12. If supported, work will be undertaken on the development of a strategy and advocacy campaign, in partnership with Managers and integrated into the Organisational Strategy under the leadership of the NZC CEO, which will commence as part of the February 2024 Management/NZC planning session/meeting.
13. If supported, work will be undertaken to prioritise and identify specific examples of access that has been lost on public conservation land so that we can present these to the minister of Hunting and Fishing and discuss ways of restoring access with DOC.
14. Work can also be prioritised to restore access to privately owned land, as prioritised and funded through regions.
15. We would aim to report back to NZC at the end of the year with what each region has achieved.

Attachment 1 – spreadsheet of examples of access that has been lost by region

Attachment 2 – Access Issues summary for background

Attachment 3 – Access Charter for Recreational Hunting and Fishing on Public Conservation Land and Waters.

Access / opportunities lost

Region	Hunting/ Angling	Location	Co-ordinates	Reason lost	Priority 1-3	Rectify?
Taranaki	Hunting	Lake Kohata Whanganui	39.971122, 175.080905	Subdivision		WDC granted subdivision consent with 1ha lots without considering F&G an affected party
Taranaki	Angling	Lahar Lake Horopito	39°21'27.7"S 175°24'43.7"E	landowner/landuse change		Hatchery releases could resume if new landowner agreements for angler access negotiated
Taranaki	Angling	Patea Dam Patea River	39°32'47.7"S 174°34'01.9"E	H&S Audit closed walkway access to tailrace		No chance!
Taranaki	Angling	Lake Namunamu Hunterville	39°53'11.7"S 175°27'55.6"E	Access closed for up to 5 years for forest harvesting		Ernslaw-1 will restore access once harvesting finished
Taranaki	Hunting	Lismore Forest	-39.84683860046164, 175.20134053861	Treaty Settlement post 2011		
Wellington	Hunting	Tangimoana Forests	-40.336175, 175.237915	DOC unilaterally closed huntign without consultation		
Wellington	Hunting	Tawhirihoe Scenic Reserve	-40.309186, 175.231048	Treaty Settlement		
Wellington	Hunting	Mouta Reserve	-40.533339, 175.319840	Treaty Settlement		
Wellington	Hunting	Tutaenui (Marton) Reservoir	-39.998905088287714, 175.3718825961	Unilateral Rangitike District Council decision		
Wellington	Hunting	Areas of Santoft Forests	-40.129576, 175.191865	Treaty Settlement		Negotiate access with Iwi
Wellington	Hunting	Crystals Lagoon	-40.775449666522015, 175.1688327972	Concerns regarding increased public access		
N/M - Marl	Waterfowl/upland g	Wairau Bermlands/River	Waihopai confl. - ocean 30x0.7km = 21k	MDC decision - concerns over public safety/H&S liabilities, winter gate locking		Provide updated advice to MDC once government clarification of this issue finalised
N/M - Marl	Waterfowl hunting	Grovetown Lagoon	-41.47303 173.97433	MDC decision - concerns over public safety/H&S liabilities		Resolve through management plan process - Governments review of Worksafe legislation around recreational liabilities will help
N/M - Marl	Waterfowl hunting	Bothams Bend	-41.44555 173.97824	MDC approved an equestrian center next door with no consultation with FG		No longer viable to hunt
N/M - Marl	Waterfowl hunting	Blind River -	-41.66150 174.15258	MDC designated a reserve with no FG consultation		Provide updated advice to MDC once government clarification of this issue finalised
N/M - Marl	Waterfowl hunting	Lower Opaoa	-41.51951 174.04369	MDC designated a reserve with no FG consultation		Provide updated advice to MDC once government clarification of this issue finalised
N/M - Marl	Waterfowl hunting	Hardings rd walkway	-41.51860 174.05248	MDC designated a reserve with no FG consultation - perceived h/S concerns d		Provide updated advice to MDC once government clarification of this issue finalised - good example of MDC staff bias - adjacent DOC managed land has a walkwaywith hunting, MDC land does not!
N/M - Marl	Waterfowl hunting	Southern Wairau Lagoons Access ti	-41.55355 174.06847	H/S concerns over horse riding		Provide updated advice to manager once governmtn clarification of this issue finalised
N/M - Marl	Upland game	Molesworth Station		Existing station manager does not make access easy for Chukar hunts		Await existing managers retirement, work on improved relationship/access with next manager
N/M - Marl	Angling	Goulter	-41.72380 173.16614	Storm damaged Rd which DOC has no \$ to fix, plus OFO Forestry have closed a		Continue to liase with DOC, ensure Govt specifically clarifies PAE situation around liability for forestry companies, when national review is done
N/M - Marl	Angling	Branch - temporary	-41.63908 173.22804	DOC wilding pine harvest has shutdown weekday vehicle access for 5 years		Partially resolved thru Forestry Company agreeing to weekday access if an induction held/Radio callups used.
N/M - Marl	Angling	Upper Wairau	-41.91023 172.91589	Road closed for part of season, \$60 daily toll when open, Guides pay a conces		Unlikely to be resolved until tenure review process replacement is embarked upon
N/M-Tasman	Fishing access/Upland	Upper Motueka	-41.56216 172.88059	New risk adverse manager at One-Forty-One Forestry - liability concerns led t		Essential Govt specifies liabilities for PAEs when it reviews WorkSafe to exclude recreational users.
N/M - Tasman	Waterfowl hunting	Parts of Waimea Inlet	-41.28282 173.09809	Subdivisions		Hunting no longer tenable
N/M Tasman	Upland game huntin	Waimea/Motueka bermlands		Increasing public use and adjacent subdivisions		Hunting no longer tenable in much of the lower bermlands for both rivers as rural-residential and cycleway developemnt continues
N/M Tasman	Waterfowl hunting	Coastal Motueka	-41.09401 173.02416	Adjacent anti-hunting landowner with horses		Not likely to change, limited gamebird use now anyway
N/N Tasman	Angling	Wangapeka	-41.41976 172.64170	Historic agreement for access to non-Queens Chain river areas re-negged on		Not likely to change, limited section of the river closed
Auckland/Waikato	Angling	Whakapapa River Intake Road	-39.120026 175.527141	Gate was locked in 2019 post treaty settlement despite legi		1 Need ministerial intervention to restore public access. DOC do not have the mandate to enforce public access if it jeopardises their partnership with iwi.
Auckland/Waikato	Angling	Lake Arapuni Boat Ramp below Wi	-38.285332 175.685293	Gate installed by locked by iwi blocking a DOC reserve and g		1 Need ministerial intervention to restore public access. DOC do not have the mandate to enforce public access if it jeopardises their partnership with iwi.
Auckland/Waikato	Angling	Pāmu (Landcorp farms)	-38.322668 175.614539	Pāmu (Landcorp farms) are publicly owned but do not allow		3 Need ministerial intervention to mandate public access on public land. Landcorp farms need enduring easements to safeguard public access in case they are used for treaty settlement or sold.
Auckland/Waikato	Angling	Moakururu Overseas Investment	-38.194301 175.614539	Moakururu Stream poorly implemented riparian margin tha		2 Need to force the owner or overseas investment office to survey the easement and to open practical access from the road to realise the benefit to the public.
Auckland/Waikato	Angling	Upper Waipa River	-38.284645 175.614539	Unclassified public property with no means for local authori		2 Adjacent landowner refuses to allow access or acknowledge public access. Need a penalty to force the adjacent landowner to allow access.
Central South Island						
Northland	Hunting	Te Arai Scenic Reserve	-34.698157, 172.959226	Reserve was returned to Iwi as part of Treaty settlement in 2015		Not unless a novel permitting arrangement can be reached with Te Aupouri
Northland	Hunting	Paxton Point Conservation Area	-34.667335, 173.029692	Was accessible through a Landcorp station (Cape View) which was returned to Iwi as part of Treaty settlement. Now isolated from practical public access		Not unless a novel permitting arrangement can be reached with Te Aupouri
Northland	Hunting	Lake Taeroe Wildlife Management Reserve	-34.674219, 173.021571	Same as Paxton Point		Not unless a novel permitting arrangement can be reached with Te Aupouri
Northland	Hunting	Sweetwater Lakes Conservation Area and Scenic Reserve	-35.057633, 173.197009	Was accessible through a Landcorp station (Sweetwater Station) which was returned to Iwi as part of Treaty settlement. Now isolated from practical public access. There is a walking track of 1.5km to the nearest lake edge which is not suitable for the type of hunting available. Kayak/Dinghy is needed, as well as decoys.		Permit and access was arranged through the Runanga of NgaiTakoto. An influential member of NgaiTakoto convinced the board to renege on the arrangement and stop all hunting.
Northland	Hunting	Onepu block	-34.709508, 173.020459	Once a Landcorp block, sold into private ownership		No
Northland	Hunting	Ahipara Conservation Area	-35.191947, 173.086922	Reserve was returned to Iwi as part of Treaty settlement in 2015		Not unless a novel permitting arrangement can be reached with Te Rarawa
Northland	Hunting	Epikauri Scenic Reserve	-35.268164, 173.150514	Reserve was returned to Iwi as part of Treaty settlement in 2015		Not unless a novel permitting arrangement can be reached with Te Rarawa
Northland	Hunting	Guthries Block	-35.440075, 173.640765	Once a Landcorp block, sold into private ownership		No
Northland	Hunting	White Hills Block	-35.440075, 173.640765	Once a Landcorp block, sold into private ownership		No
Northland	Hunting	Glenbervie Forest	-35.614548, 174.317740	Pine forest near Whangarei. Open for weekday after hours and weekend recreation. Popular with joggers, mountain Bikers and horse riders. Forest management used to allocate more remote areas for game bird hunting but stopped bothering to do it in recent years.		Rumour has it that the forest may be up for sale. If this occurs we will approach the new owners to look at options to reinstate access.
Northland	Hunting	Uretiti Scenic Reserve	-35.953145, 174.461768	DOC removed it from the hunting permit. Unsure but likely due to complaints from adjoining properties that were running horse tours in the reserve		Highly unlikely
Northland	Hunting	Takakuri Block	-35.139071, 173.674177	Landcorp, now Pāmu block. Unsure why access was ceased		Would require further investigation
Northland	Hunting	Te Ramanuka Conservation Area	-34.732096, 172.998630	Reserve was returned to Iwi as part of Treaty settlement		Not unless a novel permitting arrangement can be reached with Te Aupouri
Northland	Hunting	Manganui River Government Purpose Wildlife Management Reserve	-35.949283, 174.108427	DOC crossed it off their carbon paper game bird hunting permits as it is named incorrectly on the permit and therefore unenforceable as a legal document. This is supposed to be rectified by 2025 season		There are four other DOC areas that have had the correct name penned onto the carbon paper permits so fingers crossed we can make it a 5th for 2025 season

Northland	Fishing	Kai Iwi Lakes	-35.807765, 173.647317	<p>Not a loss of access but a loss of the ability to stock two lakes with no natural spawning. This saga requires a book of its own but in a nutshell when the Kai Iwi Lakes Reserve Management Plan was drafted it had the cessation of trout releases as an objective. Once published the reserve committee ruled to stop allowing trout to be released and the fishery has become extinct</p>	<p>Not unless Te Roroa and Te Kūihi (mana whenua and part of the reserve committee) completely reverse their sentiment towards trout and having them in Kai Iwi Lakes</p>
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Public Access Summary of Issues Eastern Fish & Game Region

Fish & Game has a legislative requirement pursuant to the Conservation Act 1987, Section 26Q(1)(b) (1), to “maintain and improve the sports fish and game resource- by maintaining and improving access”.

Advocacy includes liaison with a variety of stakeholders including landowners and managers, farmers, foresters, Iwi groups and other agencies including Government agencies and departments. This includes primarily DOC, LINZ, and the Walking Access Commission.

The Walking Access Commission is a key partner agency in regard to dealing with access issues and they also especially useful as when they are dealing with Overseas Investment applications will advocate for anglers and hunters on behalf of Fish & Game and usually with our input and assistance, to secure or enhance access to sports fish and game resources.

DOC manages extensive land areas which are of significant importance to anglers and hunters and this requires us to work with them to maintain and enhance access for anglers and at hunters on DOC managed lands. In some areas there are considerable areas of DOC land which are managed under agreements with Fish & Game for specific purposes, such as game bird hunting.

Challenges Generally

Significant challenges to public access generally include:

- The loss of access over successive years due to loss of what was public lands to Iwi Settlements where access has been lost or restricted, or where access in those lands has not been maintained by the organization responsible for it.
- Privatization of fish and game resources, often stealth, and at times illegally.
- Private capture of fisheries by guides with resulting landowner exclusion of public.
- Restricted hunting opportunities or lost opportunities due to encroachment of other interests such as cycleways, residential areas, urban development.
- Difficulty in gaining access into forestry lands, usually with Health and Safety reasons cited for access restrictions, despite obligations under the Forest Stewardship council (FSC) requirements. Usually if the forestry managers are able to say they are complying with legal obligations for recreation and access or even providing ‘more’ than legally required then they consider that they have done all they need to in this respect.
- In regard to private capture of fisheries, this is exacerbated by the legislation around the selling or letting of the rights to fish in freshwater being very weak, and essentially being simple for landowners and occupiers to navigate around. The Conservation Act 1987 Section 26 ZN is shown below. There are numerous ways for this legislation to be circumvented, and a prosecution must prove the ‘sale or letting’ of the rights to fish in freshwater, which is difficult to prove without a high level of evidence to prove all elements of that charge.

26ZN Fishing rights not to be sold or let

(1) Every person commits an offence against this Act who sells or lets the right to fish in any freshwater.

(2) For the purposes of subsection (1), the expression **sells or lets the right to fish** does not include—

(a) the selling or letting of fishing rights on any licensed fish farm to the general public; or

- (b) the grant of a concession by the Minister to a sports fishing guide; or
- (c) charges made for guiding services by any sports fishing guide.

Section 26ZN: substituted, on 13 March 1996, by [section 27](#) of the Conservation Amendment Act 1996 (1996 No 1).

- Essentially this means, landowners and occupiers can legally pick and choose who they may permit to access their property (in accordance with existing property rights and trespass laws) and as long as they say and do the right things when it comes to the arrangements with guides or anglers, it is extremely difficult to prosecute for this offence.

Issues and challenges in Eastern Fish & Game Region.

Since about 2008, in Eastern Region we have experienced the following examples of loss of or restricted access to fish and game resources:

- Kaingaroa Forest Central North Island Iwi Collective settlement. Loss of summer access along with mid-week access to the Rangitaiki River system and Flaxy Lakes within the Kaingaroa Forest. Access now is only available weekends only, May to Sept, during daylight hours, by permit. The legal access provisions are essentially weak and relate to foot access only, and there is only 1 public access easement to the river. All other access is by good will of the owners and forest managers, and much of this evidently relates to compliance with FSC matters. It is unfortunate that at the time of settlement angler access (public access) easements were not sought for access to the river system and lakes at key points, and politicians assurances of enhanced access came to nought.
- Along with the Kaingaroa matter, there has also been restricted access to Lake Rotomahana, via the Waimangu Forest, and this also is only available May to Sept in weekends only, by permit.
- Loss of road access to the Tarawera Outlet DOC campground. Road access was through forest, this has been stopped and boat access only is now permitted. Parties involved in this are DOC and Iwi land/forest owners and managers with seemingly an impasse in further resolution. In some ways this restriction has had a positive effect as it appears to also have stopped some poaching activity at the Tarawera outlet.
- Maungataniwha Station inland of Wairoa. The landowner restricts access illegally to and on public riverbed, (the bed is Crown land) and a gate is in place across a public road, with little will by local authorities to force it's removal – mainly it appears due to the gate not impeding access to any other properties. Maungataniwha has /is running a private lodge, tourism business for hunting and fishing. The owner has been written to by Fish & Game regarding the access to the river bed, but we still hear reports of anglers being accosted in the area.
- Wharerata forest access to the Kopuawhara Stream. A small but valued trout stream relatively close to Gisborne city. Access was via public road, and then public access easement within the Wharerata Forest to a location close to the stream. The forest was originally managed by the NZ Forest Service until late 1980's, and then managed by a forestry company (Juken Nissho) who heavily restricted access on public roads by placing a locked gate on the public road where it deviated around a slip into land off road reserve, and then locking the public access easement as well where it came off

the public road. Technically anglers could obtain a permit and key but in practice this didn't occur as it should have. LINZ was not interested in the closure of the public access easement despite us taking this up with them, and the District Council would not force the opening of the gate which was blocking a public road. Since then, the forest has been given to Iwi in a Treaty settlement and the new Iwi managers will not respond to attempts to talk to them despite considerable effort to make contact. Therefore, the stream is lost to public access. The Gisborne Tramping Club are also effected parties, as they had attempted also to regain access to the stream area and a walking track along an old railway line.

- The lower parts of the same Kopuawhara Stream are within private farmland, and exclusive capture of the stream is taking place there with public excluded, but the claim that anglers are paying for use of farm tracks etc, and transport over the farm.
- Several areas in the Upper Ngongotaha Stream and Waiteti Stream near Rotorua where we are aware that landowners are capturing trout fisheries for private gain, either to guests, or to guides. Attempts to deal with this have failed due to the loopholes in legislation meaning a way is found around the law by landowners.
- Te Urewera. Since the 2014 Treaty settlement with Tuhoe Iwi, the Urewera back country fisheries have become much more difficult for anglers to access. Tracks are generally not maintained, and in late 2022 almost all Te Urewera Huts other than 4 around Lake Waikaremoana (Great Walk huts) were removed or burnt, without replacements.
- Lake Waikareiti, a pristine rainbow trout fishery. Under Te Urewera management. The dinghies at this lake which used to be available for public hire from DOC are no longer available to be hired. The dinghies are still in place at the lake, along with oars and lifejackets, (sighted by F&G staff early 2023) but Te Urewera refuse to hire them to public. No understandable explanation for this situation is forthcoming. This essentially means Lake Waikareiti is unable to be fished by most anglers due to bush to the shore around almost the entirety of the lake. (The Wairoa Anglers club do still have a dinghy at this lake and so far are still able to use it themselves- but other than this, the lake is lost to anglers).
- Lake Waikaremoana itself within Te Urewera is still accessible- although not technically part of 'Te Urewera' itself as separate from the Te Urewera settlement as a separate land/lake block with 3 different iwi interests/owners in the bed. The lakebed is technically still leased by the Crown (DOC) but the lease is expired as of 2016 and continues to 'roll over' until it is walked away from, but the future is uncertain, and if the lease is lost the lake will become private without any legal public access. At present there is no certainty at all that the bed lease will continue with the Crown, and there is a High Court action yet to be determined regarding the various maori land owners of the bed and who has what control over what parts of the bed.
- Lake Waikaremoana, since about 2017/18, Te Urewera management have denied that anglers and boaters, hunters etc can camp around the lake. Contrary to the legal position of the lakebed including shoreline to the old high-water mark to date continuing to remain as legal lakebed in a lease to the Crown (DOC). Also, the Waikaremoana, DOC run motor camp has an uncertain future.
- Still in the Te Urewera Region, under the current Te Urewera management there has been no maintenance on the walking track into the Ruakituri River from the end of

Papuni Rd. This impacts on the ability of anglers to be able to access this fishery which is a world class rainbow trout fishery (probably still is , or at least very high value even following Cyclones). The last staff visit to this area was last year and staff were unable to locate the start of the official walking track, or the track itself, all old DOC signage is in a state of disrepair.

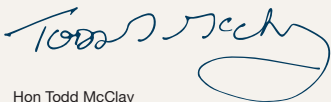
- While not part of Eastern Fish & Game Region – access has been lost into the upper Waipakihi River off the Desert Rd. The surrounding land is maori land, and the roadway access was given back to the landowners recently who have erected gates and access is now lost to the public. Interestingly a Helicopter company (Helisika) has now built a base at the end of this road, developed a MTB track and placed camps up the Waipakihi River on the side of the river which is private land opposite DOC land. So due to no other practicable public access what was recently public land easily accessed is essentially now privatized by stealth.
- In Hawkes Bay region, the Iwi at Lake Tutira who own a part of the lake have objected to trout liberations and as a consequence liberations there stopped several years ago, and the fishery is in decline as a result.
- On the East Coast, there is little public access into the Mata River system north of Gisborne, most access is via private farm and forestry blocks and access is very difficult to obtain, heavily restricted.
- Over the years considerable upland game hunting opportunities have been lost on the Whakatane coastal strip due to land use change, residential and lifestyle development in particular.
- Lastly, the current Lake Okataina closure situation with the Iwi placing a Rahui on the lake alongside a MPI closure order due to biosecurity concerns around the Gold Clam in the Waikato. The future of this situation is uncertain.

This is a sample of some of the access issues in or adjacent to the Eastern Region. This is not an exhaustive list of issues faced, and there are others we hear about from time to time, some of which we have been able to resolve. We are aware of other public access issues however those do not directly impact on anglers or hunters.

Access Charter for Recreational Hunting and Fishing on Public Conservation Land and Waters

Purpose

This charter outlines the principles and commitments to ensure that recreational hunting and fishing on public conservation land and waters is recognised and safeguarded for current and future generations. It balances the rights and responsibilities of recreational users with the imperative to conserve New Zealand's natural heritage.



Hon Todd McClay
Minister for Hunting and Fishing

1. Guiding principles

- **Public right of access:**
The public has a right to access public conservation land and waters, including for recreational hunting and fishing. We will guarantee this access, and where there needs to be restrictions that limit access, we will clearly explain why. Recreational hunting and fishing access will be underpinned by a fair system that ensures equitable opportunities for all New Zealanders.
- **Uniform standards and procedures:**
A common and consistent approach to access for hunting and fishing should occur across all regions. This will ensure fairness, transparency and predictability, facilitating compliance and fostering trust among users.
- **Safety and responsibility:**
Safety must always come first. You must understand and follow all rules and regulations, including firearm and fishing rules, and general safety guidelines.
- **Cultural respect:**
Public conservation land often holds cultural and historical significance for all New Zealanders. The charter respects and encourages you to honour the values and customs of local iwi and hapū.
- **Balancing recreation with conservation:**
We will allow hunting and fishing activities in areas that support or do not adversely affect conservation efforts.

2. Our commitments

- **Clear access information:**
The Department of Conservation (DOC) and Fish & Game New Zealand will provide clear, up-to-date information on where recreational hunting and fishing is allowed, including maps, seasonal restrictions and closures through relevant websites and DOC visitor centres, and will mark access routes and maintain signage at access sites.
- **Permitting and balloting system:**
Hunting and fishing require appropriate permits and licences. We will ensure that the permit system is user-friendly and consistent across New Zealand. The system will include clear and accessible conditions for access, including provisions for 4x4 vehicles, horses and the use of dogs. This approach aims to streamline the process, making it easier for users to comply.
- **Safety support:**
We will offer resources and real-time alerts about conditions affecting safety, such as asset closures and weather. When informed that recreational hunting and fishing activities are not occurring safely, we will investigate.
- **User-focused approach:**
You will receive effective, uniform and supportive assistance in accessing recreational hunting and fishing opportunities.
- **Maintaining access:**
DOC and Fish & Game New Zealand will work with Herenga ā Nuku Aotearoa/the Outdoor Access Commission to maintain access routes to public conservation land for recreational hunting and fishing activities while respecting private property rights.

3. Your responsibilities

- **Permits and licensing:**
If you wish to hunt or fish on public conservation land, you must hold the appropriate permits and licences. This ensures that the activities are regulated and supports conservation efforts.
 - **Hunting permits:** Required for all hunting activities; available through the DOC website.
 - **Fishing licences:** Fishing for trout, salmon and other species requires a licence from Fish & Game New Zealand.
- **Compliance with regulations:**
You must follow all rules, including seasonal closures, size and bag limits, species protection, and firearm use. Only drive in areas where it is explicitly allowed. Always keep your dog under control as you are legally responsible if your dog causes harm or disturbance to wildlife.
- **Environmental protection:**
You must minimise environmental impact by:
 - respecting catch limits and size restrictions
 - disposing of waste properly
 - avoiding disturbance to wildlife and protected areas
 - prohibiting lead shot in designated areas to protect bird species.
- **Reporting concerns:**
You are encouraged to tell us about sightings of endangered species, illegal activities or environmental hazards to help us with conservation efforts.
- **Respect for others:**
Respect the safety and rights of other users, such as trampers and campers, while you are undertaking hunting and fishing activities.
- **Outdoor Access Code:**
You must follow the Outdoor Access Code, which promotes responsible and respectful access while considering the environment and others' safety.

Contact information

For permits, maps, regulations, and further details on hunting and fishing on public conservation land, contact:

- **Department of Conservation**
Phone: 0800 362 468
Visit: www.doc.govt.nz
- **Fish & Game New Zealand**
Phone: 0800 434 732
Visit: www.fishandgame.org.nz

Supporting Women Anglers

New Zealand Fish and Game Council Meeting 173– 28th Feb & 2nd March 2025

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 Council seeks support to encourage women in fishing.

Financial considerations

☐ Nil ☐ Budgetary provision x Unbudgeted

Risk

☐ Low x Medium ☐ High ☐ Extreme

Ngā taunaki - Staff Recommendations

2. NZC Staff recommend that regional F&G Councils report back on whether they would support the following six actions:
 - i. Regional staff being involved in delivering educational materials/events tailored to the needs of women anglers.
 - ii. Regional staff being involved in/supporting the development of new and existing networks of women anglers (e.g. social media, clubs, etc).
 - iii. Committing regional staff to providing both image and written content that showcases women in trout fishing for inclusion in F&G publications, such as the F&G magazine, Reel Life, and weekly newsletters.
 - iv. Support and contribute to media campaigns in future F&G elections to encourage women to stand for a regional F&G Council.
 - v. Note that NZC will investigate and report back on how the current licencing system relates to women and identify barriers and or opportunities to increase rates of licences being held by women, including consideration of changing the family licence to allow two primary holders, in line with DOC approach.

Whakarāpopoto - Executive Summary

3. In New Zealand, as in many parts of the world, women are notably underrepresented as participants in freshwater fishing. This poses a significant challenge to the fishing community's inclusivity and financial sustainability. In New Zealand, women comprise only 13 percent of licence sales.
4. There is a significant opportunity to tap into this particular customer segment and build a stronger Fish & Game, which is also more reflective of society.
5. A focus of our ReWild campaign was to broaden our licence holder base and make our activities more accessible to more New Zealanders. As we look to the future, we remain focused on the preservation of native species and the management of introduced ones for the benefit of our people and the whenua. If we are to achieve these ambitions, we must spread our message beyond our traditional base.
6. It is important we adapt and increase our licence holder base to ensure we remain relevant and be financially viable in the future. Increasing the licence price on a yearly basis to cover increasing operating costs coupled with declining licence sales is not a viable long-term strategy.
7. This approach is also aligned with our R³ strategy (recruitment, retention, reactivation) strategy and the recommendations from the governance review highlighting the need for increased diversity across the organisation.

Takenga mai - Background

8. Addressing Barriers and Facilitators of Participation. Against this backdrop outlined above, FGNZ commissioned Dr Stu Hayes and Professor Brent Lovelock (Centre for Recreation Research, University of Otago) to undertake a comprehensive national women's angler study. A key aim of this study was to help FGNZ understand the barriers and facilitators of women's participation in trout fishing. Understanding these factors and implementing initiatives to address them is crucial for Fish & Game to better serve this demographic and develop effective strategies to enhance participation and engagement among women anglers. In their report, Dr Hayes and Professor Lovelock outlined key barriers:
 - i. **Lack of representation:** Traditional portrayals of fishing as a male-dominated activity have contributed to a lack of visibility and representation of women in the sport. Fish & Game New Zealand can address this issue by actively showcasing women anglers in promotional materials and educational initiatives, highlighting their achievements and contributions to the fishing community.
 - ii. **Access to resources:** Women may encounter difficulties in accessing essential resources and support systems for fishing, such as equipment, knowledge, and mentorship opportunities. Fish & Game New Zealand can bridge this gap by organising or supporting beginner-friendly fishing clinics.
 - iii. **Cultural and social norms:** Deep-seated cultural and social norms surrounding gender roles and expectations may discourage women from

pursuing fishing as a recreational activity. Fish & Game New Zealand can challenge these norms by fostering a culture of inclusivity and acceptance within the fishing community, creating a supportive environment where women feel empowered to embrace their passion for fishing without fear of judgment or discrimination.

- iv. **Lack of women in leadership/influential positions: Foster and grow community-based leaders.** Establish/support mentorship programmes tailored to support women anglers at all levels. We can provide resources and advice for these leaders and support them by hosting clinics/events run by these women.
9. Another problem for women is being confident and feeling safe in remote areas and a lack of confidence in asking for access to good fishing areas. We can mitigate this by facilitating access and providing resources targeted to address women's needs. We can foster buddy programmes and help more informal connections.
 10. Several key recommendations aimed at addressing the barriers to and facilitators of participation for women anglers:
 - i. Develop workshops, educational materials, and events tailored to the needs of women anglers.
 - ii. Provide support for the development and strengthening of new and existing networks of women anglers.
 - iii. Commit to increasing the visibility of women anglers within FGNZ promotional materials and publications.
 - iv. Work to increase representation of women within Fish & Game councils.
 - v. Work to improve feedback mechanisms for existing women anglers to communicate with FGNZ management.
 - vi. Evaluate the family licence with a view to loosening existing restrictions.

Kōrerorero - Discussion

Incorporating Data and Insights

11. During the 2023/24 fishing season, 14,763 out of a total of 109,356 anglers were women, accounting for approximately 13 percent of the total angler population.
12. However, official statistics may underestimate female participation due to the lack of data on female spouses on family fishing licenses and junior/child anglers – this could amount to a further 16,000 women.
13. Addressing the challenges women face will help make our organisation more sustainable and support future generations becoming involved.
14. Women are also often household budget managers and decision makers about discretionary spending.

15. In conclusion, encouraging women to participate in trout fishing is good for the sport and is important for Fish & Game's financial viability. It is also important the Fish & Game address issues raised in the Ministerial Review.
16. Fish and Game New Zealand's 12 regional F&G Councils regions have an important role in actioning the recommendations outlined by Hayes and Lovelock (2023) and creating a culture of inclusivity. By addressing the recommendations outlined by Dr Hayes and Professor Lovelock, Fish & Game can pave the way for a more inclusive fishing community and, in the process, create, retain and reactivate licence holders.

Ngā mahinga e whai ake nei - Next actions

17. If agreed, hold a workshop with a key person from each region to discuss implementing recommendations or use the existing Public Awareness Network group to do this.
18. Note that the NZC are developing a paper relating to family licences, primary licence holders and voting rights.

FOR INFORMATION

To: Corina Jordan, CEO New Zealand Fish and Game

From: H. Sanders Garrick

Date: 13 February 2025

Subject: Importance of Increasing Participation Amongst Women

Purpose

1. To detail the importance of increasing participation in freshwater fishing amongst women within New Zealand Fish and Game.

Points of Information

2. One of the major takeaways from R3 research recently published by Fish and Game¹ is that Fish and Game has reached carrying capacity within its existing demographic of anglers. (Figure 1)
 - a. Carrying capacity refers to a maximum number of individuals that can exist within a given environment. When a population reaches carrying capacity, it tends to oscillate between slightly above and slightly below the threshold level.
 - b. Without a substantial change in the environment (in this case concerted effort to expand the demographic base), the number of individuals will not meaningfully increase.
3. Without expanding the demographic profile of freshwater fishing, Fish and Game will have no opportunity for future growth.
 - a. Currently, 3.6% of the adult male population of New Zealand purchases a fishing licence from Fish and Game annually, compared to 0.4% of the adult female population².
 - b. Were women to participate in freshwater fishing at the same rate as men, that would increase the number of Fish and Game licence holders by an estimated 60,000.
 - c. In North America, women are the fastest growing demographic in hunting and fishing³.

¹ Sanders Garrick, H. 2024. Licence Holder Insights: New Zealand Fish & Game 2005/06 – 2022/23. New Zealand Fish & Game.

² Based on data from the 2023/24 fishing season and data from the 2023 New Zealand census.

³ Criscione, A. 2023. Women's Participation in Hunting and Shooting: Research-Based R3 Strategies. US National R3 Symposium. Meeting Papers.

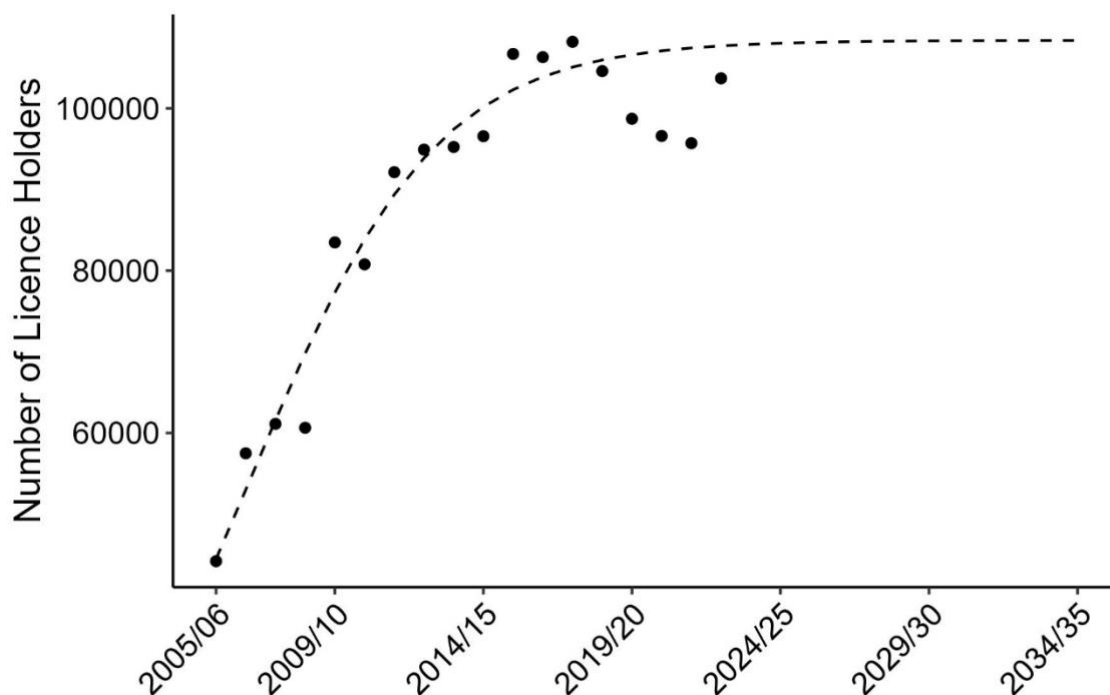


Figure 1. The number of fishing licence holders each year since the 2005/06 fishing season. The dashed line represents a logistic growth model fitted to the data, which predicts that, based on the existing trend in the number of licence holders, Fish and Game has reached “carrying capacity” for fishing licences.

4. Broadening the demographics of freshwater anglers is crucial to increase social support for freshwater fishing and maintenance of healthy freshwater ecosystems in a changing attitudinal and political landscape.

R3 Strategy Implementation and ReWild Campaign Progress

New Zealand Fish and Game Council Meeting 173 – 28 February and 2 March 2025

Prepared by: CEO Corina Jordan and Maggie Tait, Principal Communications Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides an update on the R3 (Retain, Reactivate, Recruit,) strategy implementation, including ReWild campaign results, and seeks regional support for ongoing initiatives.

Financial considerations

☐ Nil ☒ Budgetary provision ☐ Unbudgeted

Risk

☐ Low ☒ Medium ☐ High ☐ Extreme

Whakarāpopoto - Executive Summary

2. Under Fish & Game's R³ Roadmap we have made some significant progress including the creation of a new website, regular positive communications, and delivery of ReWild a social licence and hunting and fishing brand campaign. Work is underway to modernise our licence system, including establishment of a customer relationship management system (CRM), and executive dashboard. This will be a game changer for how we communicate with hunters and anglers, and our ability to link activity to impact.
3. There is a lot more work to be done and this paper outlines practical things that we can do now.
4. Otago Fish & Game Manager Ian Hadland has international connections with R3 experts. Otago sought expressions of interest from Regional Managers to attend a workshop with the expert later in the year. NZC staff consider that this would be a worthwhile initiative and provide the opportunity to view the R3 Roadmap and provide advice on the priority actions that we recommend be implemented by the Regions.

Takenga mai - Background

5. We are being insights driven. The following research has been conducted to inform our work:
 - a. [Primary Purpose report into licence holder perceptions 2023](#)
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6. Off the back of this research we developed a communications plan and work is also underway on development of extension resources (podcasts, factsheets, utube clips, and workshops) will support people get started or be more successful at hunting or fishing.

Kōrerorero - Discussion

7. What we are doing:
 - a. **Modernising our licencing system:**
 - i. By incorporating a Customer Relationship Management (CRM) system which will enable a stronger customer focus, improved understanding and direct communication to our customers, targeted connections including promotion of extension offerings, and improve our ability to analyse activity and engagement with impact and outcomes;
 - ii. Executive Dashboard Functionality to enable rapid delivery of data and analytics to support operational and strategic decisions;
 - iii. Digital system including digital licences, regulations etc
 - iv. Increased functionality such as through apps (mapping systems which provide easy to access regulations and tips and tricks), along with payment optionality etc
 - b. **Building a licence revenue and participation optimisation model**
 - i. This is currently in its third phase with Southwick developing the model. The model will be used to underpin F&G decisions on licence categories and prices, by assessment the relative modelling impact on revenue against participation.
 - c. **Developing Extension Resources:** This paper [24943 F&G Extension Programme Document Mar24 Proof2.pdf](#) was shared with Managers previously and sets out an approach to a range of resources which we are now developing.
To recap this programme draws inspiration from successful models in the agricultural sector and internationally. It aims to provide valuable

resources and support to the fishing and hunting community and ultimately strengthen Fish & Game's connections with licence holders.

The extension programme aligns with a key pillar of Fish & Game's organisational strategy, and is a cornerstone to our R³ (retain, recruit and reactivate) initiatives.

Ultimately, the extension programme will support Fish & Game to retain, recruit and reactivate licence holders, particularly those who participate in their formative years and then exit.

- d. **The ReWild campaign:** This campaign is predominately a social licence campaign, though it also forms a key plank of R³ in that it is intended to improve the image of fishing and hunting and make it attractive to wider demographics. That campaign is continuing.

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.

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 hunting and fishing accessible for new people to have a go.

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.

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.

What have we achieved from November 7th 2023 – January 31st 2025.

Since launching the campaign in November 2023, we've served 12,276,246 impressions across all media channels.

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With over 109,155 engagements across our media channels (reactions/likes, comments, shares, clicks, views, 3 second video views, competition entries), we have been flooded with support from Kiwis who share our love of wild places and now back our work.

8. What we need to do/Improve:

- a. **Access Improvement:** Access represents the primary barrier to participation, requiring:
 - Collaborative campaigns with key stakeholders
 - Partnership with DOC and LINZ
 - Primary sector engagement
 - Systematic identification of access loss causes
 - Development of policy solutions
 - Strategic social media campaigns
 - Solutions-focused approach
 - RMA team engagement for policy development
- b. **Events and Education:** Many regions hold excellent events and outreach. The Hawke's Bay region is a good case study of successful implementation:
 - Educational facility utilisation

- Open days for skill development
- School group engagement programmes
- NZCEA-accredited curriculum development
- Targeted skills courses for different demographics
- Safety course development
- Regular river condition communications
- Demonstrated results through doubled junior license sales

c. **Rural Relations.** Strengthening rural relationships requires:

- Trust rebuilding initiatives
- Recognition of shared values
- Active participation in catchment groups
- Environmental expertise sharing
- Habitat and wetland management support
- Collaborative approach to resource management
- Strategic support on common interest areas
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d. **Extension Programme.** The programme draws from successful agricultural sector models:

- Resource development for new participants
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e. **Organisational Development.** Modernisation initiatives include:

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- Digital Dashboard

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Ngā mahinga e whai ake nei - Next actions

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10. Regions conduct workshops to identify lost access areas, document causation and NZC working with regions implement initiatives that deliver access ie KPI could be to re-establish 2 priority access locations for each region.
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Extension Programme





Introduction

Fish & Game New Zealand is proposing an extension programme aimed at educating and empowering anglers and game bird hunters.

Drawing inspiration from successful models in the agricultural sector, this programme aims to provide valuable resources and support to the fishing and hunting community and ultimately strengthen Fish & Game's connections with licence holders.

The extension programme aligns with a key pillar of Fish & Game's organisational strategy, and in particular, is a cornerstone to our R3 (retain, recruit and reactivate) initiatives.

Attract and retain licence holders

Ultimately, the extension programme will support Fish & Game to retain, recruit and reactivate licence holders, particularly those who participate in their formative years and then exit. This includes migrating licenced hunters into game bird hunting. For example, in Canterbury, there are 40,000 firearms holders but only 5,000 licence holders.

“

Deliver well valued and cost-effective experience for licence holders by understanding their needs, providing simple and effective communication, making fishing and game bird hunting more attractive to a wider group of future participants”.

What does best practice extension look like?

Needs assessment

Conduct a thorough needs assessment to understand the specific needs and challenges of the target audience. This will help tailor the programme to meet their requirements and expectations. As part of this process we will capture key dates for hunters and anglers and create a calendar which will track activities and milestones that are important for hunters and anglers so we can serve content in the most timely way.

Staff involvement

We will work closely with our expert staff across all regions for their insights on development of content across all areas.

Stakeholder engagement

Engage with stakeholders including regional Fish & Game Councils and clubs to gather insights and feedback. This collaboration will ensure that the programme is relevant and effective.

Resource development

Develop high-quality resources, such as fact sheets, videos, and workshops, that address the identified needs of the target audience. Ensure that these resources are accessible and easy to understand. These need to have clear and consistent branding and style, existing content will need to be updated.

Training and education

Offer training and educational opportunities, focusing on key skills and knowledge areas. Provide hands-on learning experiences to enhance retention and engagement.

Multi-channel communication

Utilise a variety of communication channels, including social media, websites, and traditional media, to promote the programme and its resources. Tailor the messaging to reach different segments of the target audience.

Evaluation and feedback

Continuously monitor and evaluate the programme's effectiveness through feedback mechanisms and surveys. Use this data to make improvements and adjustments to the programme as needed.

Diversity and inclusion

Ensure that the programme is accessible and inclusive to all members of the community, regardless of age, gender, or background.

Partnerships and collaboration

Collaborate with other organisations and agencies to leverage resources and reach a wider audience. Partnering with groups will help increase engagement and participation.



Proposed components of Fish & Game extension programme

Resource development

The programme will focus on creating high-quality resources tailored to the needs of anglers and hunters. These resources will be developed in collaboration with subject matter experts and tested with targeted groups to ensure effectiveness. Resources will include fact sheets, instructional videos, podcasts, webinars, and workshops.

Education and training

The programme will offer educational opportunities to anglers and hunters through workshops, field days, and online resources. Special attention will be given to recruitment and retention strategies.

Engagement and outreach

Fish & Game New Zealand will engage with Fish & Game staff and councils, licence holders, stakeholders, and the wider community to promote the programme and its resources. This will involve targeted communication and media engagement, and partnerships with relevant organisations.

Safety and conservation

The programme will include modules on safety practices, river navigation, and conservation efforts. This will not only enhance the outdoor experience but also promote responsible and sustainable practices among anglers and hunters.

Diversity and inclusion

Efforts will be made to ensure that the programme is accessible and inclusive to all members of the community. Special resources will be developed for women and beginners.



Implementation plan

First half of calendar year

Resource stock-take

Conduct a thorough assessment of existing resources and identify gaps in the current offering. This will inform the development of new resources and the enhancement of existing ones.

Staff engagement

Work with our expert staff across the organization to get their insights on what is needed.

Stakeholder engagement

Engage with licence holders, fishing and hunting communities, and relevant experts to gather insights and feedback.

Second half of calendar year

Content development

Develop a comprehensive suite of resources covering a wide range of topics, including gear selection, safety practices, hunting techniques, and conservation efforts. These resources will be developed in collaboration with subject matter experts and tested with target groups.

Identify various media channels, including social media, websites, and traditional media, to promote the programme and its resources. Engage with influencers and experts to amplify reach and impact.

November

Launch

Hold an event and event push resources out on all our channels.

More over the page



Initial ideas for topics in the extension programme

Getting started in fishing and hunting

A series of resources aimed at beginners, covering the basics of gear selection, safety practices, and outdoor etiquette.

River navigation and safety

Tips and techniques for safely navigating rivers and lakes while fishing, including understanding different river system and safety devices.

Setting up decoys

Instructions on how to set up decoy spreads for duck hunting, including decoy placement and types of decoys to use.

Duck hunting

Bird identification, impact of different lights, changing your tactics as the season wears on, ducks get smart over season, how to be successful as the season progresses.

Duck calling

A guide to duck calling techniques, including how to use duck calls effectively to attract birds.

Dog training for hunting

Resources on how to train dogs for hunting, including basic commands and techniques for retrieving game.

Understanding fish behaviour

Information on how to identify fish behaviour and locate fish in rivers and lakes, improving the chances of a successful catch.

Conservation and sustainability

Modules on the importance of conservation and sustainable practices in fishing and hunting, emphasising responsible stewardship.

Gear selection and maintenance

Guides on selecting the right gear for fishing and hunting, as well as tips on how to maintain and care for equipment.

Different hunting styles

Information on various hunting styles, such as pop-up blinds or hides, and how to effectively use them in different hunting scenarios.

Women in the outdoors

Specialised resources for women interested in hunting and fishing, including gear selection, safety tips, and overcoming barriers to participation. Setting up reel and rod, what do you buy and for what, what flies do you use, how to find a fish. How to cast.

River and lake safety

Resources on how to safely navigate rivers and lakes, including understanding currents, weather patterns, and basic safety precautions.

Mapping systems and navigation

Instructions on how to use mapping systems for hunting and fishing.

Wildlife conservation and habitat protection

Information on the importance of wildlife conservation and how hunters and anglers can contribute to habitat protection efforts.

Wild game cooking

Resources on how to cook wild game, including recipes and cooking techniques that highlight the flavours of wild-caught fish and game.



Potential partners

- Influencers with YouTube or other channels
- Hunting and Fishing
- NZ Hunter
- Hunting Aotearoa
- JE Wild
- Hunter's Club
- Fishing Guide's Association
- Women on the Fly
- Callum McKenzie, Hunter Morrow (Fairlie, duck calling)
- Game Animal Council
- Gun City
- Complete Angler





Communications and engagement strategy

May 2024

Background

Fish & Game New Zealand manages, maintains and enhances sports fish and game birds and their habitats in the best long-term interests of present and future generations of anglers and hunters.

A not-for-profit organisation with formal statutory powers, it is funded by any New Zealander who buys a fishing or hunting licence. It is run by councils elected by people who pay licence fees. Licence fees cover the management of the fish and game resource in the following areas:

- Species Management
- Habitat Protection
- Access and Participation
- Public Awareness
- Compliance
- Licensing
- Council
- Coordination and planning

Fish & Game operates under the Conservation Act. It has a regional presence through 12 regional councils.

As New Zealand society evolves and changes, Fish & Game has to evolve to keep in step and maintain its public endorsement, also known as 'social licence to operate'.

Societal trends include:

- the increasing focus on protecting New Zealand's indigenous species is changing views on some managed species, such as trout, and increasing concerns about introduced species' perceived impact on indigenous species.
- increasing attention to the sentience of animals, reflected in trends across animal welfare and dietary choices, which is impacting support among some New Zealanders for hunting and fishing.
- increasing expectations that organisations will move towards bi-culturalism, working in genuine partnership between Māori and non-Māori and incorporating Māori culture and language.
- Fish and Game New Zealand maintains a complex relationship with the rural sector. Conflicts often arise due to differing interests in land and water use. Farmers and landowners may control access to rivers and lakes, leading to disputes over access restrictions. Additionally, in some cases, the rural sector's agricultural practices can impact water quality and habitats, causing conflicts over environmental conservation goals
- Access challenges: many rivers and lakes are bordered by private land and ensuring public access through private property can be a significant challenge. As New Zealand's population grows, there's also increased pressure on water bodies due to urbanisation and development. Fish & Game must navigate these challenges with a combination of advocacy, education, conservation efforts, and collaboration with government agencies, private landowners, and the public to achieve their mission of preserving and enhancing access to rivers and lakes for recreational purposes while protecting these natural resources.

As it evolves, Fish & Game faces a challenge to retain, recruit and reactivate licence holders (or members), particularly those who participate in their formative years and then exit.

Challenges

The organisation is also facing significant and far-reaching changes to the legislative framework it operates within, including to the Conservation Act which currently provides Fish & Game's statutory mandate, as well as the Wildlife Act and the Resource Management Act.

A review commissioned by the Minister of Conservation in 2021 found Fish & Game plays an important role in environmental advocacy and stewardship. It also identified opportunities to strengthen governance and management good practices. These recommendations are being implemented.

As an organisation, Fish & Game must also work hard to ensure it is effectively connected internally, both between regional councils, but also between regional councils and the national council.

Strategy 2023-2028

Fish & Game has developed a strategy for 2023-2028 (*refer Organisational Strategy), in response to the Ministerial review and the issues noted above.

The vision is:

A New Zealand where freshwater habitats and species flourish, where hunting and fishing traditions thrive and all Kiwis enjoy access to sustainable wild fish and game

The strategy is intended to provide a strengthened, fit-for-purpose organisation, more connected with stakeholders and mana whenua, to protect and enhance freshwater fish and game, their habitats and the values precious to all New Zealanders.

It sets out five strategic priorities, or objectives, where the organisation will focus its efforts.

1. Unified and enduring organisation

A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and mana whenua. Maintaining the statutory mandates that enable effective service delivery.

2. Attract and retain licence holders

Deliver well valued and cost-effective experience for licence holders by understanding their needs, providing simple and effective communication, making fishing and game bird hunting more attractive to a wider group of future participants

3. Mana whenua connected

Māori values are understood and reflected within Fish & Game with aligned advocacy and a positive collaborative approach that builds upon Te Tiriti obligations defined in the Conservation Act

4. Public perception and legitimacy

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 wellbeing through outdoor recreation.

5. Healthy habitats and ecosystems

Sport fish and game bird habitats are healthy. Species are monitored and maintained and sustainable wild harvest opportunities are secured for future generations.

This document sets out a communications and engagement (C&E) strategy to support Fish & Game to achieve its vision and purpose.

Communications and engagement to support the 2023-28 strategy

The communications and engagement goal is:

Build and strengthen support for Fish & Game by demonstrating its integral role in protecting, restoring, and rewilding New Zealand's natural freshwater habitats and species and preserving and enhancing access to hunting and fishing for sustainable wild food and enjoyment

Communicating and engaging with New Zealanders is central to Fish & Game achieving its mission to attract, retain and reactivate licence holders and understand and shape public perception.

This C&E strategy also contributes to Fish & Game's other goals of:

- Healthy habitats and ecosystems – contribute to building awareness of and involvement in F&G's work.
- Mana whenua connections – contribute to a constructive relationship by showing Māori partners that their values are understood and reflected by F&G.
- Unified and ensuring organisation – regional and national councillors and staff are more connected through cohesive internal and external communications.

New Zealand's environmental guardian

Approximately five per cent of Fish & Game's total licence fees are allocated to recruiting, training, equipping and coordinating voluntary rangers, and enforcing regulations to ensure the fish and game resource is

sustained. **However, 40 per cent is allocated to species and habitat protection.**

Recent research shows that the aspects of F&G's work that appeal most to New Zealanders are the ones to do with protecting and enhancing the environment.¹

The good news is that Fish & Game has a great story to tell about these aspects of its work. It has an outstanding - but little known - record of achievements in protecting and enhancing the environment over the past decade, in particular:

- the creation, restoration and protection of wetlands
- the awarding of Water Conservation Orders and values recognised and protected
- RMA cases won including the establishment of strong environmental bottom lines
- vegetation planted including riparian and wetlands
- research underpinning species management and protection
- flow-on benefits to native species including species Fish & Game are not directly responsible for
- licence fees leveraged to create added value.

Research

New Zealanders value the environment and outdoor recreation.

For example, research for the Department of Conservation showed that the majority of survey respondents (84%) felt that access to the outdoors was a major advantage of living in New Zealand².

¹ Fish & Game New Zealand General Public Views – quantitative report, April 2023

² <https://www.doc.govt.nz/globalassets/documents/about-doc/role/visitor-research/nzrs-and-the-environment.pdf>

In line with these values, research for Fish & Game by Primary Purpose³ found the Fish & Game New Zealand roles that appeal most to New Zealanders are the ones to do with protecting and enhancing the environment.

Less than half (42%) of New Zealanders knew of Fish & Game (either 'a lot' or 'a little bit').

From a list of seven Fish & Game New Zealand, the researchers tested the two roles that New Zealanders thought were most important were:

- 'Protecting riverbanks and waterways' (79% important)
- 'Monitoring and researching the natural environment to help improve freshwater health and species health'. (78%)

Participation in fishing and game bird hunting is low, but higher among Māori and younger people.

- Freshwater fishing at least once a year - Overall, 16 %; Māori 27%; Under 30-year-olds 25 %
- Game bird hunting at least once a year - Overall 7 %; Māori 12%; Under 30-year-olds 14 %.

New Zealanders are much more likely to consider that freshwater fishing is an important activity to promote and protect in New Zealand than they are for game-bird hunting.

Half of New Zealanders (51 %) believe it is important to protect and promote freshwater fishing, while a third (34 %) believe the same for gamebird hunting.

This strategy draws on the research findings that a useful way to position Fish & Game positively among the wider New Zealand public is to promote the environmental roles of the organisation, particularly around protecting

³ Fish & Game New Zealand General Public Views – quantitative report, April 2023

and enhancing the environment and improving water quality and species health.

Given the greater warmth New Zealanders expressed in the research towards freshwater fishing compared to game-bird hunting, it will also make sense to focus more on fishing. When talking about freshwater fishing there are benefits to using the messages that this activity is:

- A great way to help some families put food on their tables
- An activity for all kinds of people
- A good activity to do together with family and friends
- Good for improving mental and physical health.

Fishing – licence usage and attitude

- A small majority of anglers (51%) indicated their fishing frequency as once a month or more.
- The majority (89%) of respondents indicated that they purchase full season licences.
- The majority (65%) consider licence cost to be reasonable or low. At a regional level Southland showed the greatest resistance to licence pricing (31%).
- Many anglers (52%) indicate they intend to fish more in coming years. Otago residents appear to be the keenest with 64% indicating a likelihood that they will fish more.
- Overall, there is no indication from current or previous licence holders that support for and participation in fishing is likely to decrease.

Game bird hunting – motivations, values and frequency

- Game bird hunting licence holders were asked to identify their response to key motivations, and values for hunting. The top three were; 'an important part of New Zealand's outdoor heritage' (71%),

'a good activity to do with family and friends' (68%), and 'good for improving, mental and physical health' (63%).

- The bottom three were; 'making a positive impact on local communities and economies' (50%), 'an activity for all kinds of people' (50%), and 'an accessible and relatively inexpensive sport' (32%).
- There is less positive agreement for hunting values and motivations than observed by fishing licence holders
- Men were more likely to agree with suggested values and motivations for hunting than women
- Those hunting licence holders living in rural areas were more likely to agree with the motivations and values than those in metropolitan areas.
- Men under 35 years were more likely to have purchased a hunting licence in the last two years (53%)
- Hunting licence holder attitude towards licence pricing is fairly evenly split with 45% feeling pricing is about right, 47% feeling it is too expensive and 6% willing to pay a bit more. Among fish licence holders the same figures were 54% about right, 34% too expensive and 11% willing to pay a bit more. This shows a slight upside among anglers for potential pricing increase.
- 58% of respondents overall indicated they hunted once a month or more during the season. The Auckland/Waikato region showed a higher (73%) of hunters hunting once a month or more and Southland a lower level (37%).
- The great majority of hunters anticipate that they will do the same or more game bird hunting over the next few years (93%).

Audiences

The audiences for this strategy are grouped as follows, recognising that messaging and channels will be tailored for each sub-group. The audience analysis on the following page provides more detail about what we aim to achieve with each group.

Internal

- F&G national and regional councillors and staff

Licence holders

- Existing
- Lapsed

New Zealanders

- 'Un-engaged' – urban Kiwis who may be indifferent to hunting and fishing
- 'Lightly-engaged' – Kiwis who value 'the great outdoors', from existing participants in hunting and fishing to those who enjoy outdoor activities a few times a year
- Māori
- Rural and regional New Zealanders
- Conservationists
- Wild food harvesters
- Women (we know there is a growing group of female anglers)

Influencers

- Hunting & Anglers Influencers Forum and proposed reference group (see appendix)
- Specialist journalists and media – Māori, regional, rural, outdoors
- Relevant social media influencers
- Fishing guides
- Soldiers, Sailors Aviators Association of NZ
- Casting for recovery
- Reel for recovery

Partners and stakeholders

- Māori organisations at the national and regional level
- ENGOS:
 - Environmental Defence Society (EDS)
 - Forest and Bird
 - Greenpeace
- Animal welfare organisations
 - Save Animals from Exploitation (SAFE)
- Outdoors (see also Hunting & Anglers influencers forum):
 - Game Animal Council
 - NZ Deerstalkers Assn
 - Mountain Safety Council
 - Federated Mountain Clubs
 - Retailers including Hunting & Fishing and Gun City
- Regional and rural
 - DairyNZ
 - Beef + Lamb NZ
 - Federated Farmers
 - NZ Landcare Trust
 - Rural support trust
 - Catchment groups/communities
- Environmental research sector
 - Manaaki Whenua Landcare Research
 - NIWA

Government

- Regional Councils, LGNZ and Taituara
- Department of Conservation
- Ministry for the Environment
- LINZ
- Outdoors Access Commission
- Ministry for Primary Industries
- Ministers for Conservation, Environment, Agriculture
- Environment Select Committee

Sector media

- NZ Hunter
- Rod and Rifle
- Trout Fisher
- Aussie Fly life
- Hunting Aotearoa

Audience analysis

Audience	What we want them to think	What we want them to feel	What we want them to do
Internal	I can help tell F&G's story	Enthusiastic to talk about F&G	Contribute story ideas for the campaign. Share campaign materials and articles. Keep talking to people about F&G.
Unengaged public	I understand and respect F & G and people involved in hunting and fishing	Neutral to supportive -hunting and fishing are acceptable and a positive way to obtain food and connect with nature	Take up hunting or fishing when an opportunity arises Speak up positively when confronted with negative opinions
Lightly engaged public	It's important to stick up for the things that matter to me F&G does a good job on speaking up and acting on the things that matter to me	Supportive Willing to get actively involved	Take part in F&G activities Go hunting and fishing (and take their children) Get a licence (or renew) Speak up positively when confronted with negative opinions
Licence holders	F&G does a good job on things that matter	Supportive Willing to get actively involved	Renew licences Encourage others to go hunting and fishing/get a licence/support F&G
Lapsed licence holders	F&G does a good job and deserves my support	Supportive Willing to get actively involved	Get a new licence Encourage others to go hunting and fishing/get a licence/support F&G
Influencers	I can work with F&G because they do a good job on things that matter	F&G deserves my support and endorsement Willing to get actively involved	Share stories, campaign materials Proactively endorse F&G Speak up positively when confronted with negative opinions
Māori organisations	F&G is working to be a good partner, it demonstrates it understands and reflects Māori values	We can work with F&G	Collaborate in identifying story ideas and telling stories that resonate with Māori Share campaign materials Speak up positively when confronted with negative opinions

ENGOS Forest & Bird EDS	We share some goals with F&G	We can work with F&G, focusing on the areas where we agree	Collaborate on important policy issues Avoid criticising F&G
Outdoors organisations	F&G does a good job on things that matter to the people we work for/represent	We can work with F&G because we want the same things	Share campaign materials Collaborate on important policy issues
Regional and rural organisations	F&G does a good job on things that matter to the people we work for/represent	We can work with F&G in areas where we agree	Share campaign materials Support F&G's position on important policy issues where relevant
Environmental research sector	F&G is a credible science-based organisation that's doing a good job	We can rely on F&G information and data We can work together	Endorse F&G where relevant
Regional councils, LGNZ and Te Uru Kahika	F&G is a credible science-based organisation that's doing a good job	We can rely on F&G information and data We can work together	Share campaign materials via their channels where appropriate Take on board F&G submissions, comments etc (consider respectfully and fully)
Central Government agencies (Conservation, Environment, MPI)	F&G is a credible science-based organisation that's doing a good job It fills an important niche in the environmental management system	There's a role for F&G We can work together	Take on board F&G submissions, comments etc (consider respectfully and fully)
Elected representatives	F&G is a credible science-based organisation that's doing a good job	F&G has a lot of public support so I should take it seriously	Take on board F&G submissions, comments etc (consider respectfully and fully)

Communication channels

Choosing the best channel to reach target audiences for each phase of the integrated communications programme will be important to achieve maximum impact.

We will go direct to New Zealanders through a range of channels. We will use existing F&G 'owned' channels, as outlined below, and will work with our partners to 'borrow' their channels; that is providing content they can share and distribute to their audiences. This may mean some people see the same information through several channels, which is a good outcome because repetition reinforces messages.

The following table outlines the existing communication channels, however it is recommended a communications channel audit is undertaken with a particular focus on the wants and needs of our audiences.

Channel	Description/content	Target Audience	Delivery	Frequency	Responsibility	Notes
Regional specific Otago Wellington CSI and North Canterbury	Weekly fishing reports	Licence holders, subscribers	electronic	Weekly		
Regional specific Wellington	Weekly hunting report	Licence holders	electronic	Weekly		
F&G Magazine	Hardcopy magazine. Feature articles (R3, politics, environment and other). Regional news from regions. Column from NZC manager/chair	Previous season licence holders (AWS); libraries, schools, strategic allies and Parliament.	Mailed to individual licence holders. Formatted as 100-page A4 perfect-bound document.	Fish issue in August. Hunt issue in March. Commercial issues were previously published quarterly and sent free to Parliament, libraries, schools, surgeries etc.	Regional staff supply material for supplements.	Consider more prominent F&G branding on cover and add cover price Consider distribution via retailers

Fishandgame.org.nz	Website that is the 'shop window' to FGNZ. Outlines what FGNZ is and what it does. Content centres regional access to the resources and news from NZC office.	Members, non-members, strategic allies and media. Governors and staff.	Web-based.	Updated as and when required by NZC and regional staff.	NZC comms staff and regional staff.	
Reel Life and Both Barrels	Electronic e-zines with links to national news and regional content and columns, hosted on FGNZ website.	Licence holders, some people opt-out	Via email. Displayed in preview-pane with abridged text and clickable links to full content hosted on respective webpages.	Monthly.	NZC comms staff and regionals staff.	
Facebook	Channel for disseminating FGNZ news, sharing news and info to and from related organisations or strategic allies that is of interest to licence holders.	Licence holders and non-members interested in FGNZ activity.	Facebook feed, summaries with clickable links to external websites.	Should adhere to social media calendar (needs to be developed).	Admins for regional pages, NZC comms staff for national page.	
Instagram	Social media channels for posting images and captions.	Licence holders, regional staff and governors. Lapsed.	Instagram posts, summaries with clickable links to external websites	Should adhere to social media calendar (needs to be developed).	Overlooked and should be considered at regional level.	
TikTok	Fastest-growing social media channel for sharing video content.	Next-generation Licence holders and non-members interested in FGNZ activity.	Video posts to inspire and inform.	Adhere to social media calendar.	Needs to be considered at national and regional level.	

Public interface	Attending club meetings, competitions, fishing clinics, compliance.	Affiliated clubs, licence holders, public.	At events, in person – ‘waving the flag’, and in the field.	As requested/invited by clubs, seasonally scheduled competitions, surveys, fishing clinics, and ranging.	Regional managers. staff and volunteers.	
External media	Regular FGNZ content in fishing and hunting media.	Affiliated clubs. Fishing and hunting media including TV and print. Lapsed.	Varied.	Varied	NZC comms staff, regional staff.	
Advertising	Varied media. Social media advertising can be conducted relatively inexpensively with targeted reach to current or lapsed Licence holders.	Issues/campaign driven. Lapsed.	Varied media and outlets.	Timed as part of a specific campaign initiative.	NZC comms staff, regional staff assistance.	
Internal newsletter	Direct internal email correspondence.	Governors and staff	Email	Monthly	NZC comms staff.	
Licence holder letter	Direct letter to online licence purchaser. Personalised welcome, issues awareness and resources available.	Licence holders who purchased online.	Hardcopy, via mail.	Posted directly after purchase transaction.	NZC comms staff, manager.	
Info brochures	DLE-type information pamphlets on access or available resources etc. Sometimes position statements.	Licence holders, current and lapsed.	Hardcopy DLE	In stores, FG offices, or posted direct as part of campaign.	NZC comms staff, r3 advisor. Regional staff.	

Meeting Agendas and Minutes	Agendas and detailed minutes updated and made public in a timely manner to encourage engagement, increase information flow and transparency of FG NZ functioning.	Governors and staff, licence holders and members of the public.	Hard copy and web published.	Well in advance of each meeting.	Managers.	
Surveys	Online and direct-call surveys, and licence holder diary schemes, to obtain feedback on issues.	Licence holders	NZC-held SurveyMonkey account, direct calling.	As required.	NZC and regions	

Overall approach

The C&E strategy is to get more New Zealanders talking about Fish & Game's integral role in protecting and enhancing the healthy natural environment they value and access for outdoor recreation including wild food harvesting.

The intent of connecting more New Zealanders to this story is to drive awareness, understanding and action in support of Fish & Game.

Driving this shift requires:

- communicating compelling and coherent messages to target audiences multiple times through multiple channels (repetition is a proven mechanism for message retention)
- communicating in a positive and proactive way
- empowering and supporting national and regional councillors and staff, and third-party influencers and champions, to tell a cohesive story.

There is support from hunting and angling influencers for a collaborative approach to communicating positive messaging about

hunting and fishing, articulated at a July 2023 forum jointly hosted by F&G and the Game Animal Council (GAC).

This strategy, especially the social media campaign, provides a framework to align communications. Collaborating with these third-party influencers will help amplify messages about the value to the community of the environmental contribution of hunters and anglers.

Drawing on research for Fish & Game, it sets out an integrated approach across national and regional channels, targeting all Kiwis who value 'the great outdoors', recognising this audience includes many Māori; and also includes licence holders already connected to Fish & Game and former licence holders.

There is an overview of the campaign and more detailed supporting information on the following pages.

AUDIENCES

Broad audience – all kiwis who value ‘the great outdoors’ including licence holders				Targeted key audience
Public endorsement campaign <ul style="list-style-type: none"> • National and regional messages • Mainly digital (social media and digital channels) • Backed by website landing page and ‘out of home’ ads (eg. billboards) 	PR programme <ul style="list-style-type: none"> • Activating national and regional councillors and staff as story tellers • Third-party endorsements; influencers and partners via their channels (newsletter, social media, news media articles etc.) • News media 	Licence holder – specific <ul style="list-style-type: none"> • Reinforce messages in national and regional channels • Friends of Fish & Game 	Internal Communications <ul style="list-style-type: none"> • Strengthening connections between regional councils and national 	Partners and stakeholders <ul style="list-style-type: none"> • Central and regional government • Māori organisations • ENGOS • Outdoors activity partners (eg. Mountain Safety Council, Deerstalkers) • Rural and regional stakeholders (eg. farmer groups)
Retain, reactivate and recruit licence holders				

Key elements of the C&E strategy

Public Endorsement Campaign

Fish & Game is seeking to regain social licence for the great work it does by tapping into shared 'Kiwi values' and their love for

- getting out in nature and wild spaces,
- protecting and enhancing our natural environment,
- preserving our heritage for future generations and;
- demonstrating how Fish & Game contributes to these values and important activities

Objectives

- Raise awareness of the vital role wetlands and waterways play in sustaining New Zealand's diverse wildlife
- Raise public awareness of great work Fish & Game does and thus gain public endorsement for it and the organisation
- Ask Kiwis to participate in our conservation and restoration initiatives, by providing them opportunities to show some love for our wild waterways and wetland

Planning for this campaign is underway (see separate documents).

In brief, it will get F&G messages in front of audiences using social media and digital channels, backed up with an informational landing page. There will also be some Out of Home advertising (billboards, bus backs etc). The campaign messaging will be based on four pillars:

- Kaitiaki (Guardianship, stewardship)
- Mahinga kai (Cultivation, food-gathering)
- Whakahaumanu (Revive, restore, revitalise, rejuvenate)
- Hauora wairua (Spiritual health)

The campaign messaging will take several forms:

- news or event stories (e.g. local or regional happenings)
- education stories (e.g. did you know: it's F&G who ensures public access to 4090 freshwater lakes and wetlands across NZ?)
- inspirational stories (e.g. stunning photos)
- participation or calls to action (e.g. Follow and comment)

To amplify and extend the reach of this campaign, there will be active engagement and collaboration with other organisations and influencers, primarily through the Hunting & Anglers Influencers Forum attendees.

The narrative

Fish & Game New Zealand is on a new journey and it's one we want you to make with us. As Kiwi's we know getting out in nature restores our wairua or spiritual connection to the whenua or land.

When we visit these places, it revitalises and grounds us. We feel the mauri or life-force that binds us together. As trampers, anglers or hunters you know when you feel it.

You're partaking in it — not taking from it, finding your place in the cycle of nature. So we must ensure our wild places stay wild. And more than that, we must ensure that the life that survives there, thrives there.

Our journey has always been about protecting, restoring and rewilding Aotearoa New Zealand's natural freshwater habitats and species. And now it means safe-guarding indigenous species and the management of introduced ones, for the benefit of the people and the whenua.

But it's a journey we cannot make alone. All of us should take pride and participate in kaitiaki or guardianship, for the place we call home. To truly effect change we are encouraging the public to join our mahi and rewild themselves or 'whakatipu anō i a koe'.

By building our affinity for the wild, we can all participate in the tikanga or practice of protecting the incredible things that make our country so special. From our landscapes and unique fish and game, to our waterways, vulnerable species, and amazing freshwater ecosystems. Come aboard our freshwater waka for a trip whose impact will span generations. If you love the wild, then give it some aroha.

Rewild yourself to rewild Aotearoa New Zealand

Public relations programme

The messages and themes of the campaign will be amplified and reinforced through a public relations (PR) programme.

F&G regional teams do a great job telling the story, however our intent is to broaden and deepen the conversation about F&G's good work by

having more stories in the media, more often, focussing on both national and regional media.

Being 'in the news' continues to be critical to building profile and credibility, not least with stakeholders.

A more proactive media approach would include:

- Demonstrating thought leadership on relevant issues through opinion pieces in the name of the national chief executive Corina Jordan and other leaders
- Proactively seeking coverage through pitching stories to national and regional media

The resulting stories/articles/interviews can then be shared widely.

Supporting this includes:

- Activating national and regional councillors and staff as story tellers.
- Identifying and partnering with key influencers and partners to provide third-party endorsement, using their channels and voices to extend reach.
- Providing 'myth-busting' information, especially around introduced species.

We will identify and leverage proactive media opportunities based on milestones and events to create a 'hook' for news media, for example:

- Fishing and hunting milestones (e.g. season opening)

- Environmental events (eg winter planting season, World Wetlands Day)
- F&G events (especially with a regional focus)
- Events marking progress or celebrating success (eg launching the election manifesto; awards and acknowledgements).

Broader hunting and fishing influencers strategy Alongside F&G led campaign and PR activities, we will contribute to developing coordinated goals and messaging with the Hunting & Anglers Influencers Forum attendees and proposed reference group, focusing on positive messages in area where there is agreement.

Fish & Game National Awards

There is scope for F&G to create significant interest through an awards programme -- recognising and celebrating individual and group efforts. This could be a national F&G-led awards programme, across several categories such as:

- Contribution to community wellbeing
- Licence holder of the year
- Species management
- Habitat management
- Enhancing access
- Best photo
- Young person of year
- Environmental innovation

Friends of Fish & Game

Fish & Game New Zealand has expressed an interest in launching "Friends of Fish & Game," a membership initiative inspired by a similar model operated by Fish & Game Waikato-Auckland.

This programme would aim to extend the organisation's reach beyond the fishing and hunting community to include New Zealanders who may not fish and hunt, but recognise and want to contribute to the crucial environmental work of Fish & Game.

How Friends of Fish & Game could work

Membership Tiers: Friends of Fish & Game could offer different membership tiers, allowing individuals to choose the level of commitment that suits them best. Memberships could be annual or ongoing, with options for both individuals and families.

Online platform: Fish & Game New Zealand could establish a dedicated online platform where individuals could sign up, manage their memberships, and access resources and information related to conservation efforts.

Communication and engagement: Regular communication, including newsletters, social media updates, and event invitations, would keep members engaged and informed about conservation projects and opportunities to get involved.

Partnerships and collaborations: Friends of Fish & Game could actively seek partnerships with other conservation organisations, local businesses, and educational institutions to expand the scope and impact of the initiatives.

Potential selling points to members

Supporting conservation: By becoming a Friend of Fish & Game, members could contribute to the vital conservation efforts aimed at protecting New Zealand's unique ecosystems, waterways, and wildlife. Their support could help initiatives such as habitat restoration, water quality improvement, and the preservation of native species.

Educational opportunities: Members could gain access to exclusive educational programmes and resources, including workshops, seminars, and information. They could deepen their understanding of local ecosystems, wildlife, and the conservation challenges facing New Zealand.

Engagement in conservation efforts: Friends of Fish & Game could actively participate in hands-on conservation projects, volunteering alongside like-minded individuals, and Fish & Game staff.

Community and networking: Joining Friends of Fish & Game could provide people with an opportunity to connect with a community of

environmentally conscious individuals who share a passion for preserving New Zealand's environment, make new friends, collaborate on projects, and exchange ideas.

Exclusive benefits: Members could receive special privileges, such as retailer offers or angling instruction

Digital media

Fish & Game has a strong regional presence in social media, however the national presence could be improved through additional posts including sponsored/promoted content to boost reach.

There should be greater investment in:

Facebook: Facebook offers a versatile platform with a broad user base. It's an excellent choice for sharing updates on conservation efforts,

promoting events, engaging with members, and reaching a wide audience of outdoor enthusiasts. Corina Jordan should look to establish her own professional Facebook page (in addition to the organisation's page)

Instagram: Instagram's visually focused platform is ideal for showcasing New Zealand's natural freshwater resources, which is

central to Fish & Game's mission. Fish & Game should use Instagram to share stunning photos of waterways, wildlife, and outdoor activities, attracting nature lovers and outdoor enthusiasts.

YouTube: YouTube is an excellent platform for sharing video content, which can be a powerful tool for educating and engaging the audience. Fish & Game can create educational videos about fishing, hunting, conservation efforts, and interviews with experts, allowing them to provide in-depth content and connect with a broader audience.

LinkedIn: LinkedIn offers an ideal platform for Fish & Game to connect with a diverse range of professionals and stakeholders. This network, primarily focused on business and professional networking, can help Fish & Game engage constructively with environmental advocates, recruit talent, raise awareness and build partnerships. Corina Jordan should also invest in strengthening her own LinkedIn presence,

Messaging bank and internal Q&As

Develop/finalise organisational messaging and internal question and answer document for issues.

Style book

Review and refine the organisation's existing style book to ensure consistency.

Targeted engagement and partnerships

Partners and key stakeholders will see and hear messages via the broad campaign and PR programme. However, given their influence on Fish & Game achieving its objectives, it is important to engage directly on particular issues.

The C&E role is to identify opportunities to engage and provide advice and supporting materials. This targeted engagement would include:

- Strengthening connections with central and regional government officials and elected representatives to influence policy-making. It is recommended Fish & Game considers the following:
 - Organising a “Take an MP fishing or duck-shooting” event every year
 - Asking the Game Animal Council if Fish & Game representatives can join the Parliamentary Hunt
 - Organising an annual Wild Food dinner/gathering at Parliament

- Building and strengthening relationships with interested Māori organisations to support F&G's strategic objective for Mana Whenua
- Fish & Game could consider sponsoring a category in an existing awards programme such as Young Farmer of the Year.
- Partnering with environmental non-government organisations (ENGOS) on conservation initiatives and efforts, ensuring an accurate and fact-based narrative. Fish & Game has a strong reason to engage with them and ensure they value the organisation and want to partner with F&G on various initiatives.

- As noted above, we would work closely with influencers in outdoors activity and rural and regional communities to gain their endorsement of Fish & Game messages and positions, and develop agreed coordinated messaging where possible. In addition to the Hunting & Anglers Influencers Forum, this would include for example Mountain Safety Council; major retailers; Beef + Lamb New Zealand (B+LNZ); Federated Farmers; DairyNZ
- Consider bi-annual or annual communication to all stakeholders. The Annual Report should be celebrated and distributed widely.

Strong and enduring relationships with our 'customers'

Fish & Game should look to clearly defining its ideal customer audience groups via persona and customer journey mapping as part of a programme to better assess how we can strengthen its engagement and communication with them and so they can better recognise the value proposition.

This could include:

- Segmentation: segmenting the audiences and developing a list of potential persona categories that represent these segments.
- Create detailed personas for each category. Each persona should include a name, photo (fictional), demographics, goals, challenges, and key characteristics.
- Give these personas personalities and backstories to make them relatable and memorable.
- Customer Journey Mapping: outline the typical journey that each persona takes when engaging with Fish & Game. This includes

stages like awareness, consideration, decision-making, and post-engagement. Identify touchpoints, interactions, and emotions at each stage of the journey.

- Identify pain points and opportunities: Pinpoint pain points and obstacles that personas encounter during their journey with Fish & Game.
- Highlight opportunities to enhance engagement, communication, and the overall user experience.
- Based on the persona insights and journey mapping, refine Fish & Game's value proposition to better align with the needs and desires of each persona. Craft tailored messaging and benefits that resonate with each persona's goals and challenges.
- Determine which channels (e.g., social media, email, events) are most effective for reaching each persona.

Fish & Game can then better understand its diverse audience, tailor its engagement efforts, and communicate its value proposition more effectively, ultimately strengthening its relationship with stakeholders and licence holders.

Direct communications to licence holders

Fish & Game's regional councils communicate to licence holders directly and the plan is to use these channels to reinforce the campaign messages and encourage licence holders to take a wider perspective of Fish & Game's work beyond their immediate area of interest.

This could include national council messaging in regional communications; for example a monthly "Corina's comment" in regional newsletters to licence holders.

However, Fish & Game's National Council should also consider a quarterly national e-newsletter to licence holders based around key milestones (e.g. hunting and fishing seasons).

Internal communications

Strengthening internal communication between Fish & Game New Zealand's regional councils and its national board is paramount.

Firstly, effective internal communication ensures alignment with the organisation's overarching goals and objectives. By fostering a seamless flow of information, regional councils can better understand and implement national strategies, enhancing overall organisational efficiency and cohesion.

Secondly, sharing knowledge and best practices between regional entities promotes a culture of learning and continuous improvement. What works well in one region may benefit others.

Cohesive internal communication helps streamline decision-making processes. Effective exchange of information between regional councils and the national office will enable quicker responses to emerging challenges, policy changes, or urgent issues that may require immediate action.

Furthermore, a united voice presents a stronger front when addressing stakeholders, government agencies, and the public. Consistent messaging and coordinated efforts amplify Fish & Game's influence and effectiveness in advocating for the protection of New Zealand's freshwater resources.

Reinforcing internal communication channels between regional councils and the national office is essential for ensuring that Fish & Game New Zealand remains a powerful force.

Recommendations

- Internal communication platform: Implement an internal communication platform or intranet where regional councils and the national office can share information. Encourage regular updates to foster collaboration and ensure everyone is informed about key developments and initiatives.
- Monthly e-newsletter from the national council to staff showcasing what regions are doing and what the national council is doing
- Insertion of national council message in regional council staff communications channels, if appropriate
- Staff webinar: once a month hosted and showcased by a region
- Annual internal staff awards to recognise achievements.
Categories could include:
 - Lifetime achievement
 - Most improved or top regional council
 - Individual effort/team member living the F&G values
 - Environmental initiative

Risk mitigation

This risk register considers risks to achieving the C&E goal, not wider organisational risks. Active evaluation and media monitoring will be a key part of the risk assessment and mitigation process. It will also be used to ensure communications is achieving its goals.

Risk	Likelihood	Impact	Mitigation Plan
Campaign is criticised by a vocal license holder as a waste of their fees	Medium	Low to medium (depending on credibility of critic)	Ensure license holders are well-informed about the purpose and intent of the campaign and encouraged to take part to promote the lifestyle they enjoy.

Campaign is criticised by an ENGO on the basis that F&G is promoting introduced species that are damaging to NZ	Low	Medium (depending on credibility of critic)	Engage with ENGOs to inform them about the purpose and intent of the campaign, focussing on shared goals and common ground
Campaign is criticised by SAFE as promoting harm to fish and game birds	Low	Low	Develop messages to counter criticism of hunting. Focus on F&G environmental contribution first with broad audience.
F&G councillor or staff member makes controversial comment (eg on campaign social media channel)	Low	Medium to high (depending on who)	Ensure councillors and staff are well informed about purpose and intent of campaign, and their role. Own it, fix it, learn from it.
Elected regional council and staff bringing organisation into disrepute	Medium	Medium to high (depending on who)	Risk analysis and strategy

Initial activity plan for PR programme and targeted engagement

Workstream	Detail	Indicative timing
Planning	Communications strategy approved, message bank and FAQs	September
Campaign	Finalise preparation, including identifying talent Confirm launch date	Ready to launch in September-October
Targeted engagement	Finalise manifesto	August-September
	Work with Hunting & Anglers forum attendees and proposed reference group on coordinated messaging and goals	By end of 2023
	Plan event with key stakeholders to launch manifesto and campaign (tbc)	Confirm campaign launch date and set event date by end of August
	Reference group establishment	September-October
	Identify and plan opportunities for face to face engagement with other key stakeholders to develop partnerships and joint activities.	End September
Customer mapping	TBC	TBC
Create content for use in campaign, media relations and for partners and stakeholders to share	<ul style="list-style-type: none"> • Develop social media messages and plan for F&G 'owned' channels • 'About the campaign' information for staff, councillors, partners and stakeholders • Develop myth-busting content for varied uses • Develop fact sheets about Fish & Game (how the organisation works, how much licences costs, etc), including tailored fact sheets for different audiences • Case studies (visual and written): licence holders talking about Fish & Game and the value it provides 	Ongoing
Media relations	<ul style="list-style-type: none"> • Progress with opportunities identified on separate story list • Strengthen engagement with media 	<ul style="list-style-type: none"> • Ongoing
Website and general support	<ul style="list-style-type: none"> • Undertake a content review of the website 	<ul style="list-style-type: none"> • By end September

Appendix: Hunting and Anglers Influencers Forum contact list

Tim Gale	GM GAC	tim.gale@nzgac.org.nz
Kaylyn Pinney	GAC Policy Advisor	kaylyn.pinney@nzgac.org.nz
Grant Dodson	CE City Forests Ltd/GAC Chair	Grant.Dodson@cityforests.co.nz
Craig Smith	NZ Professional Fishing Guides Association	hatchfishing@me.com
Serge Bonnafoux	NZ Professional Fishing Guides Association	sergebonnafouxfishnewzealand@gmail.com
Tony Entwistle	Fly Fishing Expeditions NZ	tony@tonyentwistlesflyfishing.co.nz
Garry Ottmann	Executive Director Game & Forest Foundation/GAC member	g.ottmann@gameandforest.co.nz
Gwyn Thurlow	NZDA	Gwyn.thurlow@deerstalkers.org.nz
Piripi Curtis	Producer Hunting Aotearoa	piripi@hikoinz.co.nz
Dave Benfell	Editor Rod&Rifle Magazine/SSAA NZ	phil@rodandrifle.co.nz
Mark Rusher	H&F CEO	Mark.Rusher@huntingandfishing.co.nz
Luke Care	NZ Hunter Magazine	luke@nzhunter.co.nz
Dame Lynda Topp	Hunters for Conservation Trust	Twinyodel@gmail.com
Richard Burdon	Glen Dene Hunting & Fishing NZ/Hunters for Conservation Trust Chair/Dallas Safari Club Board	Richard@glendenehunting.com
Andy Tannock	H&F NZ/GBHT Board Chair/Hunters for Conservation Trust	andy.tannocknz@gmail.com
Ferg Turnbull	GM Gun City	ferg@guncity.com
Rene Vaz	Manic Fishing	rene@manictackleproject.com
Dave Shaw	Red Stag Hunters Club TV	admin@thehuntersclub.co.nz
Peter Ryan	NZ Hunting Author	peter@faraway.co
Craig Maylam	NIOA NZ	c.maylam@nioa.co.nz
Leigh Johnson	Women on the Fly	leigh@leighjohnsonnz.com
Cherry Lynne	Women on the Fly	cherrylynne@xtra.co.nz
Sarah Delany	NZ Women's Fly Fishing Team member 'Fly Ferns'	sarah@mortondelany.co.nz
Rachel McNae	Captain NZ Women's Fly Fishing Team 'Fly Ferns'	rachelmcnae@gmail.com
Owen Boynton	Toa Hunter Gatherer NZTV	toanewzealand@gmail.com
Robert Wilson Evolve	Hunters Element	rob@evolveoutdoors.com
Chris Sharland	H&F Marketing Manager	chris.sharland@huntingandfishing.co.nz
Andrew Morrison	Hunters for Conservation Trust	andrew@andrewmorrisonlimited.co.nz
Willie Duley	NZ Hunter Magazine	Willie@nzhunter.co.nz
Eugene Rewi	GAC Member	eugene.rewi@nzgac.org.nz
Tui Keenan	GAC Member	tui.keenan@nzgac.org.nz

John Cook	Sika Foundation President	john@sikafoundation.co.nz
Roy Sloan	Chair Fiordland Wapiti Foundation	Roy.Sloan@ravensdown.co.nz
Fraser Winskill	NZ GM NIOA	f.winskill@nioa.co.nz

Standing Orders: Motion to Exclude the Public

New Zealand Fish and Game Council Meeting 173 – 28th February & 2nd March 2025

Motion to Exclude the Public

Recommendation:

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

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

GENERAL SUBJECT OF EACH MATTER TO BE CONSIDERED	REASON FOR PASSING THIS RESOLUTION IN RELATION TO EACH MATTER	GROUND(S) UNDER SECTION 48(1) FOR THE PASSING OF THIS RESOLUTION
Confirm Public Excluded Minutes NZC Meeting 171 – 13 & 14 December 2024	For the reasons set out in the Part I minutes held with public present.	Section 48(1)(a)(ii) That the public conduct of the whole or the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist.
Licencing system update	S9(2)(h) OIA Exclusion of the public is necessary to maintain legal professional privilege.	
Budget support for CFO position	S9(2)(h) OIA Exclusion of the public is necessary to maintain legal professional privilege.	
Cost Optimisation update	Free and frank expression Protection of members Improper gain or advantage. s7(2)(f) and s7(2)(j)	
Eastern Region co-option	Free and frank expression Protection of members Improper gain or advantage. s7(2)(f) and s7(2)(j)	

(b) And that relevant NZC staff remain to provide advice to the Council on applicable items.

Licence Sales Update

New Zealand Fish and Game Council Meeting 173 – 28th Feb & 2nd March 2025

Prepared by: Kate Thompson, Eastern Fish & Game Council, Licence Working Party

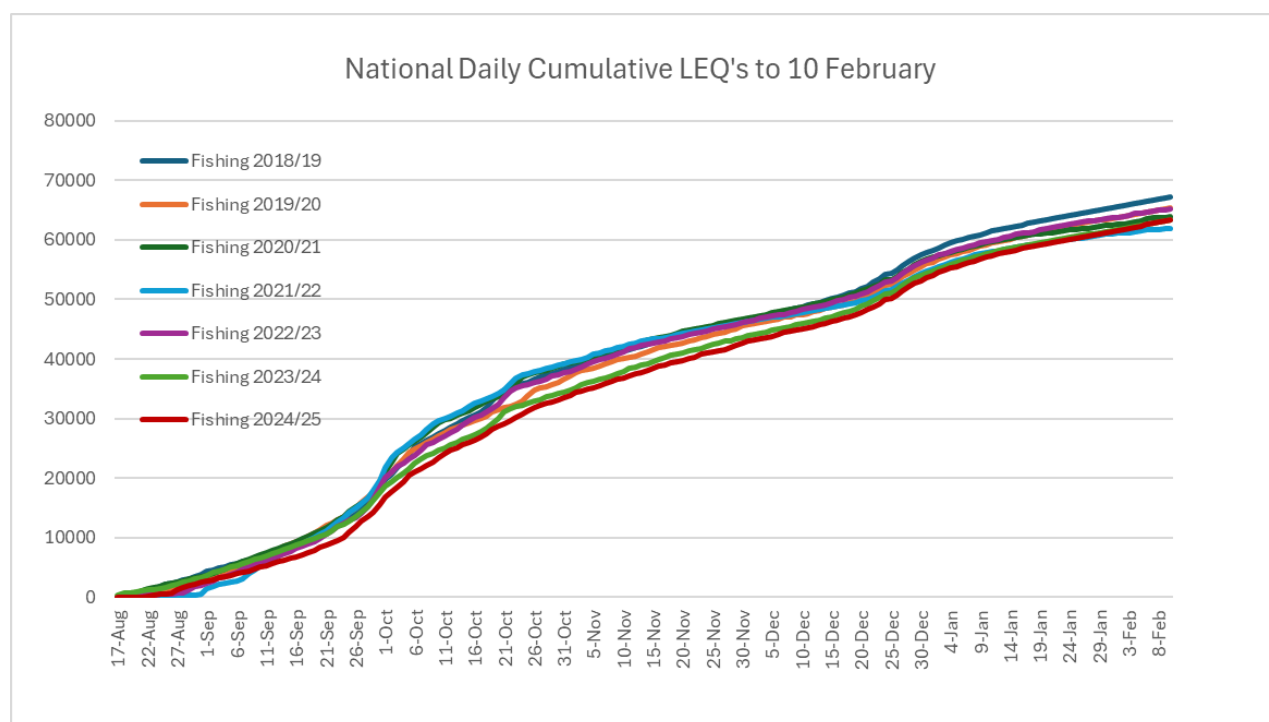
Kōrero taunaki - Summary of considerations

1 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.

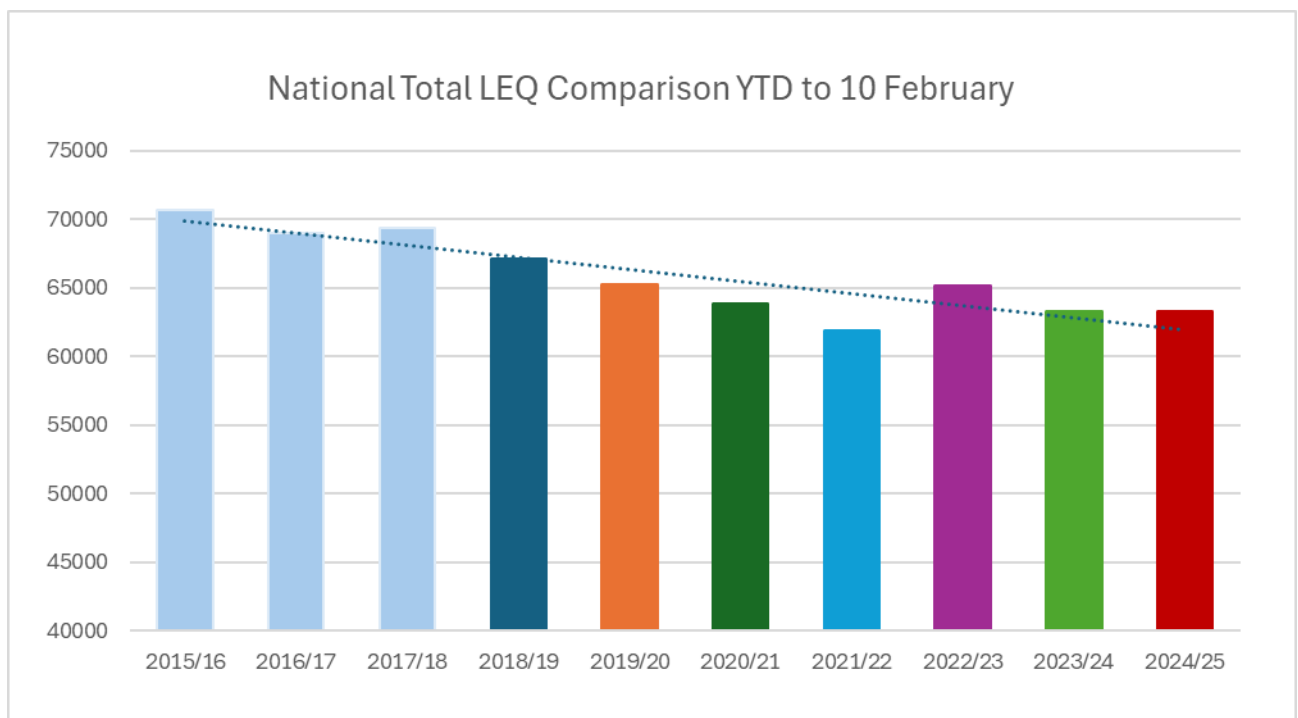
2 Fish Licence Sales 2024-25 Season YTD (Appendix 1)

- 2.1 Nationally fish licence LEQ's reported for 2024-25 season YTD to 10 February are 0.02% (14 LEQ's) ahead of sales reported for the same period of the 2023-24 season. (Appendix 1)
- 2.2 87.5% of the annual sales target has been met YTD.
- 2.3 The National daily cumulative LEQ comparison YTD is shown on Graph 1 and compares 2023-24 results against the previous six seasons, with 2018-19 being the year preceding the Covid19 pandemic and resulting disruptions.

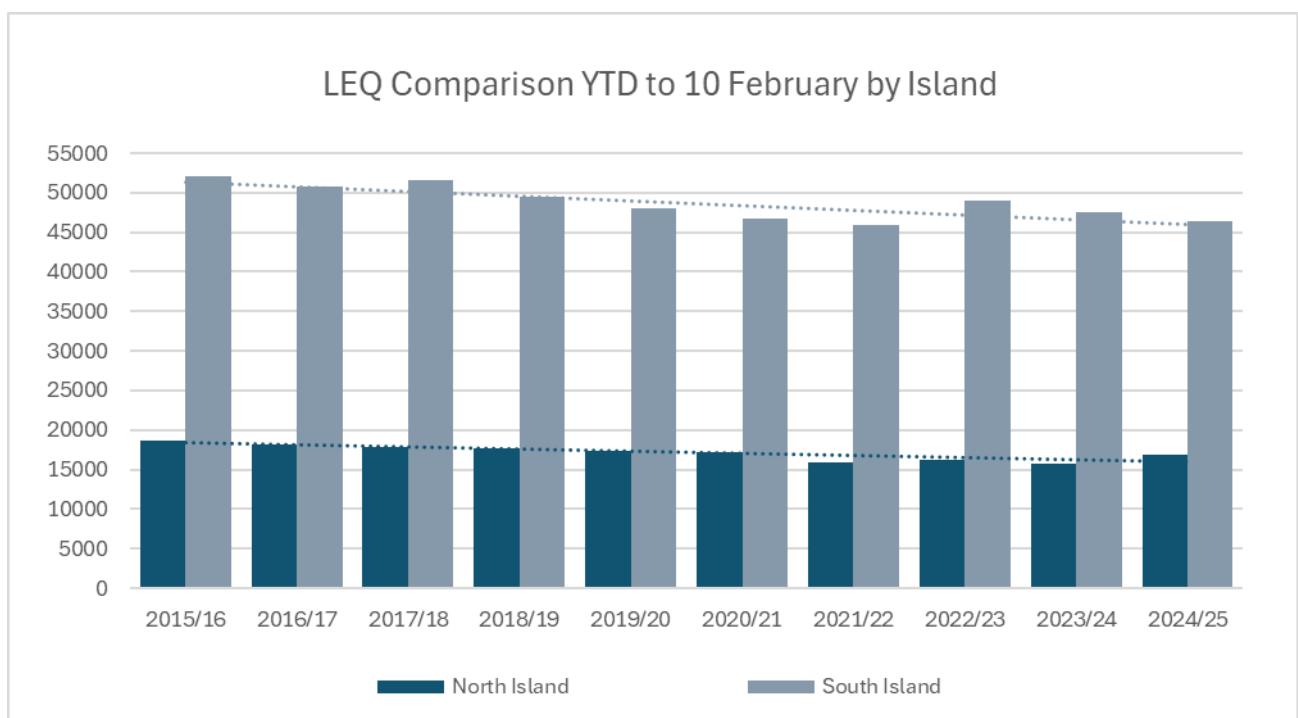


Graph 1: National Daily cumulative LEQs YTD

- 2.4 *Note: Prior seasons comparisons for all graphs have been adjusted to incorporate the non-resident levy for those seasons as for current seasons, the full value of the non-resident licence price is included for LEQ purposes and National Budgeting processes.*
- 2.5 Another view of LEQ totals YTD is shown on Graphs 2 and 3 and compares results for the same period for 10 seasons. While the 2024-25 results are showing positively against last season, they are still well below pre-covid levels.

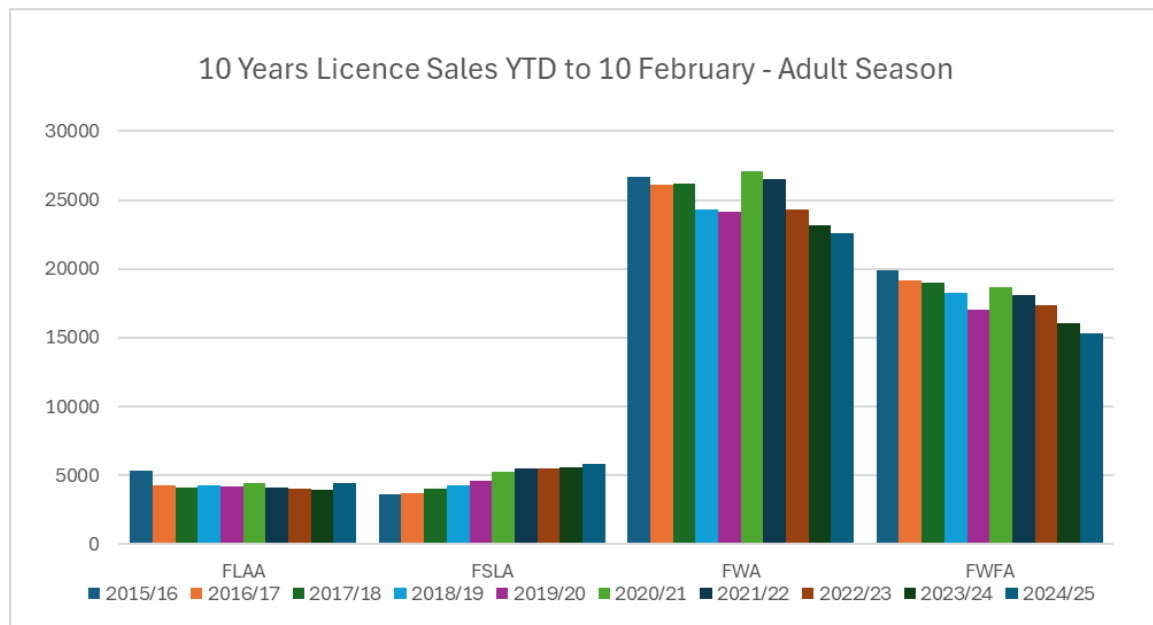


Graph 2: Total LEQ Comparison

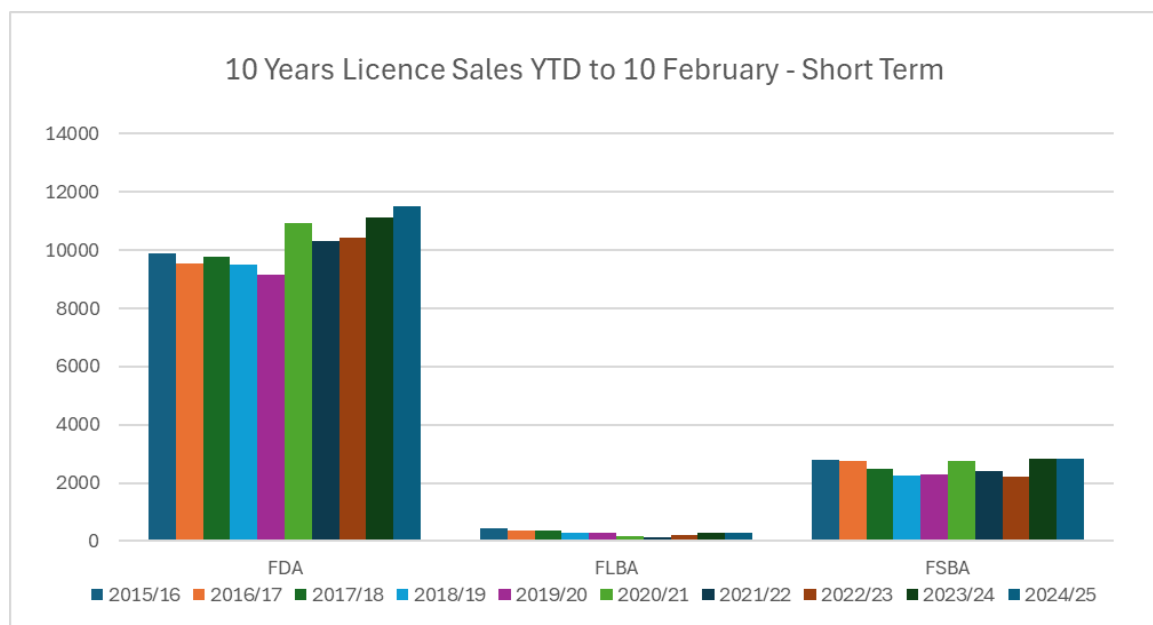


Graph 3: Total LEQ Comparison by Island

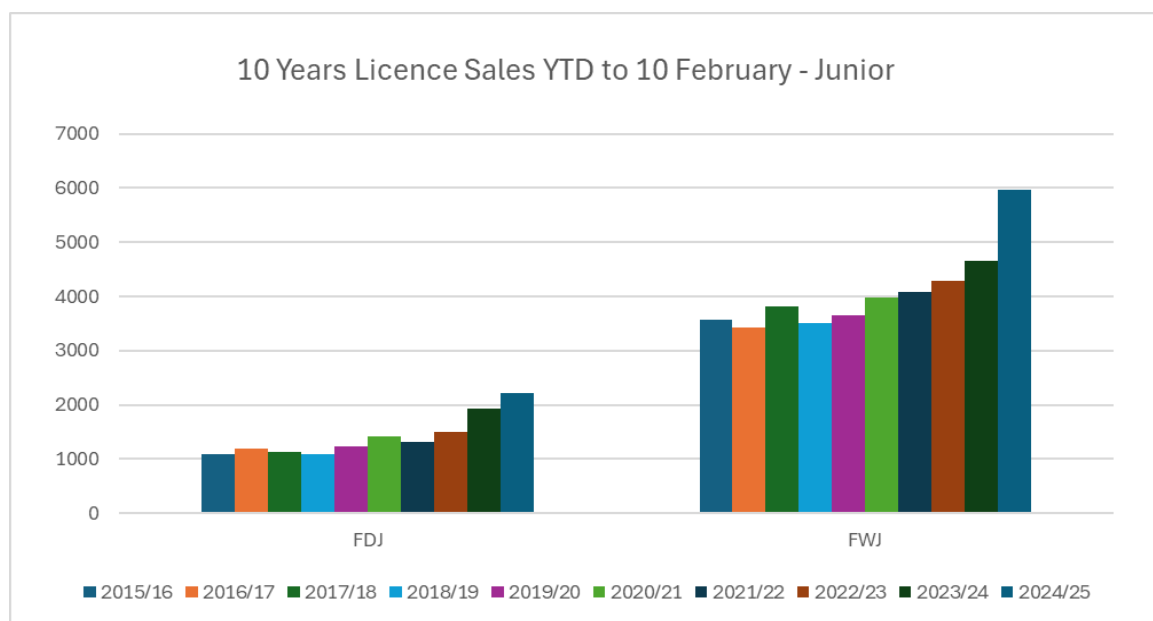
2.6 Graphs 4 through 7 provide a visual of sales by category YTD over 10 years.



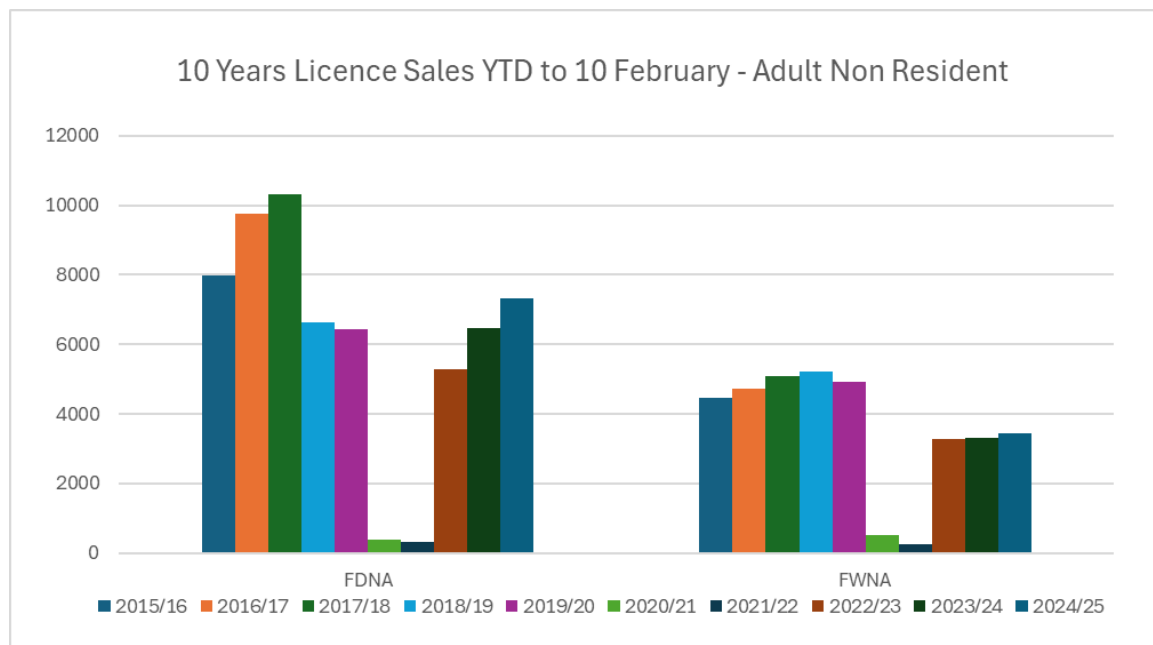
Graph 4: National Sales – Adult Season Licence Categories



Graph 5: National Sales – Adult Short Term Licence Categories



Graph 6: National Sales – Junior Licence Categories



Graph 7: National Sales – Adult Non-Resident Licence Categories

Licence Category descriptions

FLAA - Local Area Season, FLSA - Loyal Senior Season, FWA - Adult Season, FWF – Family Season

FDA – Adult Day, FLBA – Adult Long Break, FSBA – Adult Short Break

FWJ – Junior Season, FDJ – Junior Day

FDNA – Non-Resident Adult Day, FWNA – Non-Resident Adult Season

3.0 Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That Council receive the information.

Appendix 1: National Fish Licence Sales Comparison 2024-25 vs 2023-24 YTD to 10 February

National Fish Licence Sales YTD to 10 February																										
	Channel	FWF	FWA	FWNA	FLSA	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	25	74	69	5	5	0	2	16	53	67	16	3	16	1	60	2	2	0	0	0	416				
	Agency Online	13	34	11	9	2	0	0	0	3	0	5	1	0	0	5	0	0	9	7	0	99				
	Total	38	108	80	14	7	0	2	16	56	67	21	4	16	1	65	2	2	9	7	0	515	352		\$46,831	
	Public Online	42	108	92	12	10	0	2	19	85	112	25	6	20	7	74	6	3	0	0	0	623				
2023-2024	Agency Online	8	32	6	8	2	0	0	0	4	1	3	0	0	0	3	1	0	3	5	0	76				
	Total	50	140	98	20	12	0	2	19	89	113	28	6	20	7	77	7	3	3	5	0	699	463	31.7%	\$62,863	\$16,031
Auckland Waikato	Public Online	330	832	144	163	112	0	7	109	552	297	179	9	99	5	411	6	6	0	0	0	3,261				
	Agency Online	202	522	29	98	45	0	6	35	108	15	51	1	14	0	80	0	0	13	26	0	1,245				
	Total	532	1354	173	261	157	0	13	144	660	312	230	10	113	5	491	6	6	13	26	0	4,506	2,985		\$397,118	
	Public Online	395	932	146	185	119	0	13	104	634	352	269	10	134	6	623	4	1	0	0	0	3,927				
2023-2024	Agency Online	142	447	34	100	39	0	4	51	88	10	57	0	10	0	60	1	0	24	23	0	1,090				
	Total	537	1379	180	285	158	0	17	155	722	362	326	10	144	6	683	5	1	24	23	0	5,017	3,107	4.1%	\$421,413	\$24,295
Eastern	Public Online	1,175	939	127	250	520	0	37	357	1,456	506	235	17	227	12	754	6	9	0	0	0	6,627				
	Agency Online	894	728	81	233	808	0	17	140	393	216	144	5	81	18	75	0	3	44	22	26	3,928				
	Total	2069	1667	208	483	1328	0	54	497	1849	722	379	22	308	30	829	6	12	44	22	26	10,555	6,956		\$925,432	
	Public Online	1,275	1,053	153	286	637	0	30	445	1,761	541	286	16	241	30	1,128	9	7	0	0	0	7,898				
2023-2024	Agency Online	845	736	75	239	813	0	16	106	336	217	172	3	74	10	50	2	2	33	21	12	3,762				
	Total	2120	1789	228	525	1450	0	46	551	2097	758	458	19	315	40	1178	11	9	33	21	12	11,660	7,423	6.7%	\$1,006,890	\$81,457
Hawke's Bay	Public Online	180	445	113	88	64	0	5	90	255	194	124	3	59	1	235	0	1	0	0	0	1,857				
	Agency Online	97	333	58	126	58	0	0	14	50	155	60	1	6	5	26	0	0	4	16	33	1,042				
	Total	277	778	171	214	122	0	5	104	305	349	184	4	65	6	261	0	1	4	16	33	2,899	1,925		\$256,173	
	Public Online	211	589	156	110	97	0	13	107	285	201	233	7	89	4	436	2	6	0	0	0	2,546				
2023-2024	Agency Online	109	353	92	131	76	0	4	23	85	224	87	1	10	1	77	0	0	6	15	51	1,345				
	Total	320	942	248	241	173	0	17	130	370	425	320	8	99	5	513	2	6	6	15	51	3,891	2,425	26.0%	\$329,009	\$72,836
Taranaki	Public Online	55	188	65	32	22	0	1	30	75	145	38	2	22	2	253	0	0	0	0	0	930				
	Agency Online	40	190	5	51	17	0	1	16	25	2	46	0	8	0	52	0	0	10	18	0	481				
	Total	95	378	70	83	39	0	2	46	100	147	84	2	30	2	305	0	0	10	18	0	1,411	811		\$107,959	
	Public Online	83	258	105	43	18	0	0	32	118	215	80	6	51	3	377	1	2	0	0	0	1,392				
2023-2024	Agency Online	34	150	7	51	15	0	2	10	20	11	52	0	6	0	62	0	0	6	7	0	433				
	Total	117	408	112	94	33	0	2	42	138	226	132	6	57	3	439	1	2	6	7	0	1,825	986	21.5%	\$133,722	\$25,763
Wellington	Public Online	215	745	99	153	130	0	4	49	282	170	165	3	75	5	582	1	2	0	238	62	2,980				
	Agency Online	146	633	8	140	95	0	3	13	47	12	134	0	44	0	123	0	0	39	61	0	1,498				
	Total	361	1378	107	293	225	0	7	62	329	182	299	3	119	5	705	1	2	39	299	62	4,478	2,648		\$352,267	
	Public Online	233	757	49	172	152	0	2	38	286	88	273	1	86	2	612	1	0	0	225	37	3,014				
2023-2024	Agency Online	119	534	12	155	111	0	2	6	99	6	190	2	52	0	173	0	0	29	58	1	1,549				
	Total	352	1291	61	327	263	0	4	44	385	94	463	3	138	2	785	1	0	29	283	38	4,563	2,546	-3.8%	\$345,405	-\$6,862
Nelson/Marl	Public Online	307	513	190	130	112	0	4	55	358	227	144	7	97	2	475	7	1	0	733	113	3,475				
	Agency Online	397	868	222	228	96	0	8	18	115	134	105	1	20	1	151	1	1	259	1,045	258	3,928				
	Total	704	1381	412	358	208	0	12	73	473	361	249	8	117	3	626	8	2	259	1778	371	7,403	3,729		\$496,166	
	Public Online	347	607	191	142	116	0	6	55	326	299	235	10	125	6	591	7	1	0	815	165	4,044				
2023-2024	Agency Online	308	708	198	213	100	0	4	25	69	175	110	7	20	1	132	0	5	185	808	271	3,339				
	Total	655	1315	389	355	216	0	10	80	395	474	345	17	145	7	723	7	6	185	1623	436	7,383	3,615	-3.1%	\$490,343	-\$5,823
North Canterbury	Public Online	917	1,689	136	283	86	0	14	179	932	384	337	10	179	15	1,231	3	2	2,048	1,293	245	9,983				
	Agency Online	1,591	2,751	169	820	74	0	20	106	253	84	274	2	26	2	321	6	5	3,469	2,209	2	12,184				
	Total	2508	4440	305	1103	160	0	34	285	1185	468	611	12	205	17	1552	9	7	5517	3502	247	22,167	9,843		\$1,309,519	
	Public Online	995	1,757	172	338	108	0	11	153	925	359	473	8	256	9	1,714	3	4	2,143	1,416	384	11,228				
2023-2024	Agency Online	1,366	2,355	116	816	64	0	15	85	197	45	272	1	35	1	153	4	0	2,812	1,537	8	9,882				
	Total	2361	4112	288	1154	172	0	26	238	1122	404	745	9	291	10	1867	7	4	4955	2953	392	21,110	9,353	-5.0%	\$1,268,730	-\$40,789
West Coast	Public Online	265	341	214	80	77	0	5	72	222	201	85	6	59	6	292	3	3	0	595	111	2,637				
	Agency Online	106	177	8	48	62	0	1	6	29	147	34	1	6	13	6	0	12	60	97	0	813				
	Total	371	518	222	128	139	0	6	78	251	348	119	7	65	19	298	3	15	60	692	111	3,450	1,791		\$238,271	
	Public Online	302	440	150	79	103	0	8	96	270	199	165	6	58	3	460	3	3	0	578	122	3,045				
2023-2024	Agency Online	75	161	8	53	59	0	4	10	7	114	48	2	3	11	13	0	12	45	51	0	676				
	Total	377	601	158	132	162	0	12	106	277	313	213	8	61	14	473	3	15	45	629	122	3,721	1,827	2.0%	\$247,837	\$9,566

	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	1,386	1,548	312	307	363	0	53	610	2,296	714	447	24	314	29	1,548	13	9	2,045	0	0	12,018				
	Agency Online	1,557	1,765	52	681	512	0	27	260	809	266	381	3	154	16	309	1	7	2,238	242	3	9,283				
	Total	2943	3313	364	988	875	0	80	870	3105	980	828	27	468	45	1857	14	16	4283	242	3	21,301	10,585		\$1,408,243	
	Public Online	1,458	1,684	369	337	407	0	53	529	2,203	948	583	26	385	30	1,729	16	26	2,138	0	0	12,921				
2023-2024	Agency Online	1,359	1,484	40	663	534	0	20	225	672	323	383	12	106	25	283	2	36	1,802	174	7	8,150				
	Total	2817	3168	409	1000	941	0	73	754	2875	1271	966	38	491	55	2012	18	62	3940	174	7	21,071	10,487	-0.9%	\$1,422,528	\$14,285
	Public Online	1,873	2,263	465	368	326	0	30	276	1,723	1,325	514	37	247	87	1,589	11	47	0	1,416	400	12,997				
	Agency Online	2,045	2,887	137	743	148	0	13	99	316	398	361	9	41	28	9	7	23	500	1,377	67	9,208				
Otago	Total	3918	5150	602	1111	474	0	43	375	2039	1723	875	46	288	115	1598	18	70	500	2793	467	22,205	13,717		\$1,824,911	
	Public Online	1,933	2,478	481	357	389	0	38	340	1,907	1,541	722	47	274	104	1,942	22	60	0	1,496	436	14,567				
	Agency Online	1,746	2,546	142	808	151	0	16	94	292	400	426	15	41	32	47	6	23	374	1,142	153	8,454				
	Total	3679	5024	623	1165	540	0	54	434	2199	1941	1148	62	315	136	1989	28	83	374	2638	589	23,021	13,636	-0.6%	\$1,849,795	\$24,883
Southland	Public Online	783	880	564	120	139	0	24	179	611	721	336	20	110	18	828	11	11	0	843	380	6,578				
	Agency Online	1,435	1,840	40	438	127	0	12	95	180	86	439	7	31	3	84	3	1	189	900	0	5,910				
	Total	2218	2720	604	558	266	0	36	274	791	807	775	27	141	21	912	14	12	189	1743	380	12,488	7,941		\$1,056,559	
	Public Online	704	890	626	124	176	0	15	197	675	853	398	20	109	28	920	5	14	0	889	360	7,003				
2023-2024	Agency Online	1,193	1,527	24	460	145	0	7	76	181	86	419	5	27	2	63	1	3	132	778	2	5,131				
	Total	1897	2417	650	584	321	0	22	273	856	939	817	25	136	30	983	6	17	132	1667	362	12,134	7,430	-6.4%	\$1,007,837	-\$48,722
TOTAL	Direct	7,511	10,457	2,498	1,979	1,956	0	186	2,022	8,815	4,951	2,620	141	1,504	183	8,258	63	93	4,093	5,118	1,311	63,759	31,852		\$4,237,690	
	AOL	8,523	12,728	820	3,615	2,044	0	108	802	2,328	1,515	2,034	31	431	86	1,241	18	52	6,834	6,020	389	49,619	31,432		\$4,181,760	
	Total	16,034	23,185	3,318	5,594	4,000	0	294	2,824	11,143	6,466	4,654	172	1,935	269	9,499	81	145	10,927	11,138	1,700	113,378	63,283		\$8,419,450	
	Direct	7,978	11,553	2,690	2,185	2,332	0	191	2,115	9,475	5,708	3,742	163	1,828	232	10,606	79	127	4,281	5,419	1,504	72,208	35,069		\$4,757,230	
2023-2024	AOL	7,304	11,033	754	3,697	2,109	0	94	711	2,050	1,612	2,219	48	384	83	1,116	17	81	5,451	4,619	505	43,887	28,228		\$3,829,143	
	Total	15,282	22,586	3,444	5,882	4,441	0	285	2,826	11,525	7,320	5,961	211	2,212	315	11,722	96	208	9,732	10,038	2,009	116,095	63,297		\$8,586,372	
National Variance against 2023/2024 YTD																							14	0.02%	\$166,922	\$166,922
2024-25 Summary YTD Actual vs Total Budget																										
2024-25 Annual Budget																							72,376	100.0%		\$9,817,962
2024-25 YTD Actual																							63,297	87.5%		\$8,586,372
Variance to Budget																							-9,079	-12.5%		-\$1,231,590

NZC Communications Report

New Zealand Fish and Game Council Meeting 173 – 28 February and 2 March 2025

Prepared by: Maggie Tait, Principal Communications Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides the NZC with oversight of communications and public awareness activities, enabling assessment of their effectiveness in supporting Fish & Game's strategic objectives and social licence.

Financial Considerations

- ☐ Nil
 ☒ Budgetary provision
 ☐ Unbudgeted

Risk

- ☒ Low
 ☐ Medium
 ☐ High
 ☐ Extreme

Whakarāpopoto - Executive Summary

2. The period November 2024 to January 2025 saw substantial growth in the ReWild campaign's reach and engagement, with over 12 million impressions achieved since its launch in November 2023. Website performance remained strong despite the implementation of enhanced security measures, and digital communications continued to exceed industry engagement standards.

Public Awareness Campaign Background

3. Fish & Game has been running a successful social licence/public awareness campaign ReWild, launched in November 2023.
4. The ReWild campaign continues as a cornerstone of Fish & Game's R3 (Retain, Reactivate, Recruit) strategy. Developed under our organisational strategy's Public Perception and Legitimacy focus, it serves as the foundation for modernising Fish & Game's image and making hunting and angling more inclusive and accessible.
5. The ReWild campaign seeks to:
 - Build public support and embed hunting and fishing in New Zealand's national identity
 - Retain and expand participation by engaging current, past and newcomers
 - Unify hunting and fishing sectors for stronger advocacy

6. Campaign objectives align directly with R3 strategy through:
 - Supporting current hunters and anglers (Retain)
 - Re-engaging past participants (Reactivate)
 - Attracting newcomers through inclusive, modern messaging (Recruit)
7. Campaign Performance Highlights Since launch (November 2023 - January 2025):
 - Total media impressions: 12,276,246
 - Mainstream media presence: 2,390,831 impressions (Stuff/NZ Herald)
 - Social media reach: 1,065,307 unique people (avg 6.6 views each)
 - Video engagement: 469,818 views (93% completion rate)
 - Total engagement actions: 109,155
8. January 2025 Performance:
 - Monthly impressions: 512,436
 - Unique reach: 188,117
 - Content interactions: 1,779
 - New social media followers: 157
9. The campaign has achieved substantial growth, with Facebook reach tripling compared to pre-campaign periods and platform engagement increasing by 66%. These metrics demonstrate strong progress toward our objectives of strengthening social licence and expanding participation in hunting and fishing.
10. We are running our ReWild advertisement in ad breaks for the NZ Hunter programme which is broadcast on Sundays at 7.30pm on TVNZ DUKE & TVNZ+
11. The 30 second ad promotes the benefits of hunting and fishing and showcases our work.
12. It will run in ad breaks for the entire NZ Hunter season series.

Media

13. The highlight of our proactive media over the period was the launch of a Fish & Game research initiative led by Southland's Cohen Stewart. The CE was interviewed on RNZ's Nine to Noon and did other interviews on the findings.
14. We had a great wetlands story run on TVNZ and in the Press newspaper featuring our CE and the Nelson-Marlborough team. We also issued a media release for World Wetlands Day on February 2 and the next day issued another on the latest Game Bird Habitat stamp winner.

Proactive Media Calendar (reverse order so latest item is at the top.)**This is stories we initiate or put press releases out on, not reactive.**

Date	Topic	Channel	Spokesperson and comms person	Published
9 Feb	Small-scale wetlands	Direct pitch TVNZ plus press release	Corina and Lawson	https://www.thepress.co.nz/nz-news/360577394/bigger-isnt-necessarily-better-wetland-restoration https://www.1news.co.nz/.../small-scale-tasman-wetlands.../
3 Feb	Game Bird Habitat Stamp	Press release	Andy Tannock and Corina	Ducks Unlimited magazine
2 Feb	World Wetlands Day	Press release	Corina	Sunlive
2025				
10 Dec	Firearms training changes	Newstalk ZB off back of PR	Corina/RC	Newstalk ZB
18 Nov	Wellbeing study	Newstalk ZB	Corina/MVT	Newstalk ZB Auckland 7pm - Item 5 8:15PM, 23 November 2024 From bulletin: Newstalk ZB Auckland 7pm The country's first focused research on the mental health benefits of fishing is underway. A Fish and Game [New Zealand] studies found fishing can significantly reduce stress and improve mental health. It's found fishing prompts feelings of happiness and helps connection with self, others and nature. CEO Corina Jordan says they now intend to assemble a larger group for research which will flow on from this. CORINA JORDAN Probably 1,800 anglers is the next part of the research and that'll inform the benefits of freshwater fishing to mental health.
15 Nov	Wellbeing study	RNZ Nine to Noon Plus media release	Corina and Paul Catmur MVT and CS	https://www.rnz.co.nz/.../the-mental-health-benefits-of... Newstalk ZB NZ study links fishing, wellbeing Otago Daily Times Online News

2 Nov	Access Charter	Press release	Corina MVT	RNZ and Newstalk bulletins during the day eg Afternoon Edition: 02 November 2024 - News Fix - Omny.fm
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Website Performance

15. Note: Cloudflare was implemented mid-November as an additional security measure, filtering out robot traffic and providing more accurate user statistics.

16. Monthly Performance - November 2024:

- Users: 53,099 (-33.17% from October)
- Sessions: 90,568 (-32.87% from October)
- Page views: 284,997 (-32.74% from October)

17. Monthly Performance - December 2024:

- Users: 59,832 (+12.68% from November)
- Sessions: 109,280 (+20.66% from November)
- Page views: 368,739 (+29.38% from November)

18. Monthly Performance - January 2025:

- Users: 63,567 (+6.24% from December)
- Sessions: 117,435 (+7.46% from December)
- Page views: 367,215 (-0.41% from December)

19. The implementation of Cloudflare in November has provided more accurate traffic data by filtering out automated traffic, resulting in more reliable engagement metrics. Despite the apparent decrease in numbers, actual human engagement has remained strong and shown consistent growth through December and January.

Digital Communication Performance

20. Note: EDM engagement continued to exceed industry standards (27.3% for Forestry, Fishing and Hunting sector).

21. Notable Performances:

- Nelson/Marlborough Holiday Fishing (December): 68.81% open rate
- Reel Life monthly newsletters maintained consistent 37-45% open rates

22. All regional communications demonstrated sustained engagement well above industry standards, with unsubscribe rates consistently below 0.5%.

Search Performance

23. Top searches showed consistent interest in regional Fish & Game information and specific fishing locations. November - January search patterns indicate strong public interest in both regional information and specific fishing locations, with particular focus on Canterbury, Rotorua, and specific fishing spots.

Recommendations

24. That the managers receive this update on communications and public awareness work for the period November 2024 to January 2025.

Appendix 1 Monthly Media Report**Appendix 2 Website Analytics****Appendix 3 ReWild Analytics****Appendix 4 Media log**

Website:

Content and development (see also new content)

*** Cloudflare was added as an extra security barrier mid November. It creates a barrier for robots, so takes a lot of the fake traffic from the website so it affects the numbers below significantly.**

November

- **Cloudflare was added.**
- Fishing News, events and blogs
- Reel life
- Angling for wellbeing
- 150 year anniversary Angling season
- Women Angler Study report
- Habitat protection North Canterbury pages including restoration projects.

December

- Fishing competition
- Fishing News, events and blogs
- Reel life
- Hunting news

January

- Fishing competition
- Fishing News, events and blogs
- Hunting news
- Reel life
- Council Dates
- Sea Run Salmon Season Bag limit
- Hunting events calendar
- Bendigo Wildlife Management Reserve
- Fishing events calendar

Analytics

Summary

November *

- 53,099 users in November 2024 vs 79,455 users in October 2024. -33.17%
- 90,568 sessions in November 2024 vs 93,751 sessions in October 2024. -32.87%
- 284,997 page views in November 2024 vs 423,720 page views in October 2024. -32.74%

December

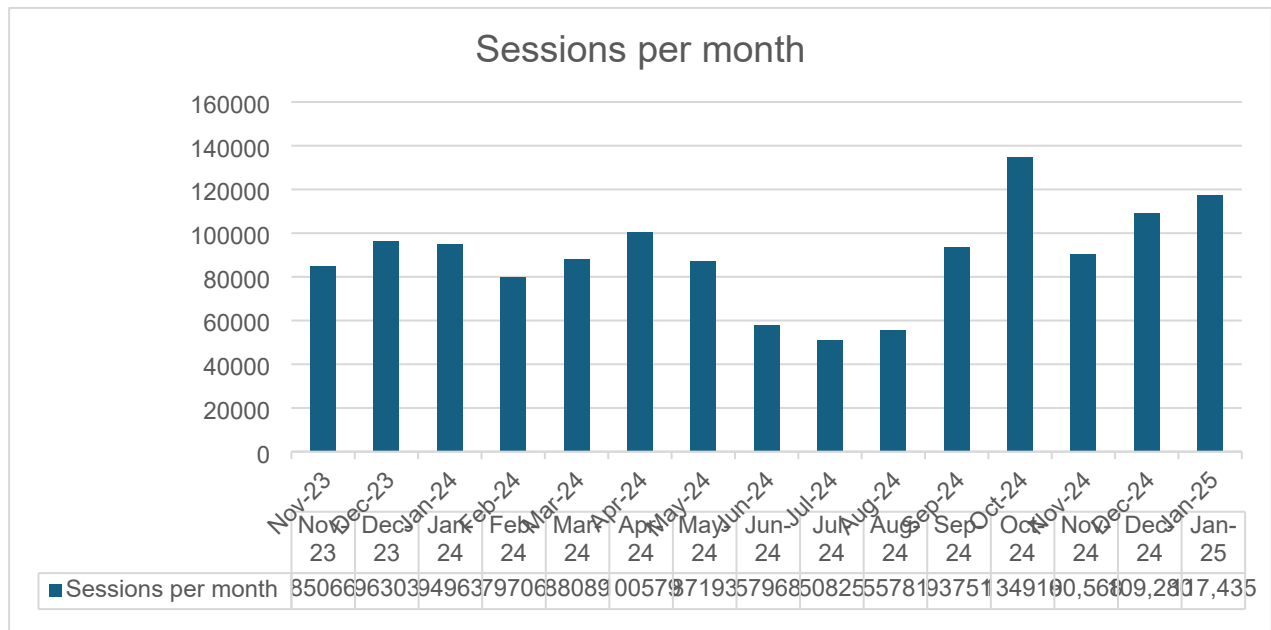
- 59,832 users in December 2024 vs 53,099 users in November 2024. +12.68%
- 109,280 sessions in December 2024 vs 90,568 sessions in November 2024. +20.66%
- 368,739 page views in December 2024 vs 284,997 page views in November '24. +29.38%

January

- 63,567 users in January 2025 vs 59,832 users in December 2024. +6.24%
- 117,435 sessions in January 2025 vs 109,280 sessions in December 2024. +7.46%
- 367,215 page views in January 2025 vs 368,739 page views in December 2024. -0.41%

Most viewed pages

Most viewed pages	Views November 2024	Views December 2024	Views January 2025
Homepage	52,164	61,260	57,904
/shop (Eyede)	24,961	34,401	30,779
/cart (Eyede)	20,447	28,349	25,014
/cart/purchasestepper (Eyede)	16,431	22,826	19,459
/freshwater-fishing-in-new-zealand/fishing-licences-and-regulations/standard-licence-options/	5,889	26,416	24,146
/freshwater-fishing-in-new-zealand/fishing-licences-and-regulations/fishing-regulations	5,664	6,690	7,383
/freshwater-fishing-in-new-zealand/fishing-licences-and-regulations/general-fishing-licence-info/	3,440	9,865	10,585
/freshwater-fishing-in-new-zealand/where-to-fish/	5,202	7,352	8,262
/freshwater-fishing-in-new-zealand/	3,308	4,119	4,540
/freshwater-fishing-in-new-zealand/where-to-fish/regional-info	3,440	4,878	3,467

Site visits by month 13 month trend.

Aug-23	59350
Sep-23	85324
Oct-23	97524
Nov-23	85066
Dec-23	96303
Jan-24	94963
Feb-24	79706
Mar-24	88089
Apr-24	100579
May-24	87193
Jun-24	57968
Jul-24	50825
Aug-24	55781
Sep-24	93751
Oct-24	134916
Nov-24	90,568
Dec-24	109,280
Jan-25	117,435

* A session is a single period of time in which a user is actively engaged with the website, including clicks, page views etc.

New content:**November**

- Fishing competition
- Fishing News, events and blogs
- Reel life
- 150 year anniversary Angling season
- Women Angler Study report
- Habitat protection North Canterbury pages including restoration projects.

December

- Fishing competition
- Fishing News, events and blogs
- Reel life
- Hunting news

January

- Fishing competition
- Fishing News, events and blogs
- Hunting news
- Reel life
- Bendigo Wildlife Management Reserve

Most Searched Queries in Google**November**

Most viewed pages	Views November 2024
Fish and game north canterbury	53
Eastern fish and game	22
Motueka river fishing	20
Fish and game southland	18
Hawkes bay fish and game	17
Southland fish and game	17
Central south island fish and game	16
Fish and game Rotorua	15
North canterbury fish and game	15
Otago fish and game	15

December 2024

Most viewed pages	Views December 2024
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Fish and game north canterbury	73
Motueka river fishing	28
Fish and game nelson	25
Fish and game Rotorua	24
Lake argyle nz	24
Eastern fish and game	22
Fish and game southland	18
Lake waikaremoana fishing	16
Fish and game otago	13
Otago fish and game	13

January 2025

Most viewed pages	Views January 2025
Fish and game north canterbury	35
Fish and game rotorua	32
Lake argyle nz	23
Lake Benmore fishing	23
Fish and game north otago	20
Fish and game southland	19
Eastern fish and game	28
Fish and game hawkes bay	18
Pelorus river fishing	18
Motueka river fishing	17

EDMs all EDMs excluding regional EDMs

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
08 November 2024	Auckland/Waikato Proposed changes	7,141	56.61%	4.27%	0.34%
21 November 2024	Southland - 150 years trout fishing in New Zealand	7,291	48.94%	3.91%	0.11%
21 November 2024	Eastern - 150 years trout fishing in New Zealand	5,735	48.24%	4.18%	0.21%
21 November 2024	Otago - 150 years trout fishing in New Zealand	9,154	45.38%	2.4%	0.21%
21 November 2024	Southland - 150 years trout fishing in New Zealand	4,649	40.97%	2.84%	0.17%
21 November 2024	Auckland/Waikato - 150 years trout fishing in New Zealand	2,698	50.47%	4.07%	0.04%
21 November 2024	CSI - 150 years trout fishing in New Zealand	6,734	35.62%	2.02%	0.15%
21 November 2024	Wellington - 150 years trout fishing in New Zealand	2,431	47.16%	3.44%	0.17%
21 November 2024	Taranaki - 150 years trout fishing in New Zealand	633	48.42%	3.96%	0.32%
21 November 2024	Nelson/Marlborough - 150 years trout fishing in New Zealand	2,611	51.99%	4.9%	0.23%
21 November 2024	Northland - 150 years trout fishing in New Zealand	242	55.79%	5.79%	0%
21 November 2024	West Coast - 150 years trout fishing in New Zealand	1,262	45.14%	4.55%	0%
21 November 2024	Hawkes Bay - 150 years trout fishing in New Zealand	1,679	52.62%	3.91%	0.24%

26 November 2024	November Internal Newsletter	73	67.12%	21.92%	0%
27 November 2024	Newsletter November - Licence Holders & Stakeholders	65,852	54.05%	0.68%	0.4%
28 November 2024	Newsletter November - Licence Holders & Stakeholders	111,107	38.98%	0.32%	0.33%
29 November 2024	Wellington - Tips to Help You Catch Some Trout	47	67.39%	13.04%	2.17%
29 November 2024	Reel life November 2024	161,695	45.11%	4.47%	0.45%
2 December 2024	Wellington – season off to a sensational start	2,983	47.21%	1.08%	1.05%
12 December 2024	Wellington – take a quick survey	4,192	44.46%	6.47%	0.29%
13 December 2024	Auckland – Come and catch a big trout	8,701	43.16%	0.61%	0.27%
16 December 2024	Taranaki Xmas Holiday Fishing escape	2,982	37.28%	1.66%	0.84%
17 December 2024	Southland – Summer holiday fishing tips	4,546	33.01%	1.69%	0.51%
18 December 2024	Nelson/Marlborough – Your holiday fishing	1,349	58.58%	2.31%	0.37%
18 December 2024	Nelson/Marlborough – Your holiday fishing	1,586	68.81%	7.97%	0%
19 October 2024	Reel Life December 2024	162,903	37.48%	4.16%	0.31%
20 December 2024	Otago Rewild yourself this summer	16,280	43.45%	1.38%	0.46%
30 January 2025	Reel Life January 2025	165,390	44.66%	5.07%	0.34%

Industry standard open rate for Forestry, Fishing and Hunting is 27.3%

Wellington & Taranaki

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
7 November 2024	Lower North Lowdown	10,965	44.53%	1.46%	0.15%
14 November 2024	Lower North Lowdown	11,304	43.23%	1.51%	0.19%
21 November 2024	Lower North Lowdown	11,268	44.78%	1.44%	0.12%
28 November 2024	Lower North Lowdown	11,251	44.53%	0.77%	0.22%
05 December 2024	Lower North Lowdown	11,203	43.06%	2.29%	0.19%
12 December 2024	Lower North Lowdown	11,450	44.5%	1.2%	0.24%
19 December 2024	Lower North Lowdown	11,409	46.25%	0.57%	0.23%
26 December 2024	Lower North Lowdown	11,384	43.94%	2.33%	0.19%
2 January 2025	Lower North Lowdown	11,358	36.78%	2.51%	0.23%
9 January 2025	Lower North Lowdown	11,712	44.52%	2.29%	0.31%
16 January 2025	Lower North Lowdown	11,666	45%	0.81%	0.21%
23 January 2025	Lower North Lowdown	11,622	44.1%	1.07%	0.1%
30 January 2025	Lower North Lowdown	11,673	43.52%	0.89%	0.21%

Otago

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
7 November 2024	Otago Weekly fishing report	18,387	49.51%	1.25%	0.2%
14 November 2024	Otago Weekly fishing report	19,247	46.69%	1.51%	0.21%
21 November 2024	Otago Weekly fishing report	19,173	44.27%	0.78%	0.21%

28 November 2024	Otago Weekly fishing report	19,130	48.75%	1.34%	0.27%
05 December 2024	Otago Weekly fishing report	19,016	47.96%	0.71%	0.23%
12 December 2024	Otago Weekly fishing report	19,625	49.71%	0.82%	0.24%
19 December 2024	Otago Weekly fishing report	19,533	47.43%	0.84%	0.21%
26 December 2024	Otago Weekly fishing report				
2 January 2025	Otago Weekly fishing report				
9 January 2025	Otago Weekly fishing report	20,536	50.59%	1.85%	0.32%
16 January 2025	Otago Weekly fishing report	20,449	48.4%	1.2%	0.26%
23 January 2025	Otago Weekly fishing report	20,391	47.88%	0.71%	0.19%
30 January 2025	Otago Weekly fishing report	20,304	48.21%	0.83%	0.23%

CSI

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
7 November 2024	CSI Weekly fishing report	20,339	42.13%	2.43%	0.18%
14 November 2024	CSI Weekly fishing report	21,036	48.25%	2.49%	0.25%
21 November 2024	CSI Weekly fishing report	20,917	45.92%	2.47%	0.17%
28 November 2024	CSI Weekly fishing report	20,867	46.3%	1.53%	0.24%
05 December 2024	CSI Weekly fishing report	20,771	48.08%	0.68%	0.2%
12 December 2024	CSI Weekly fishing report	21,385	47.67%	1.6%	0.21%
19 December 2024	CSI Weekly fishing report	21,303	47.48%	0.5%	0.17%

26 December 2024	CSI Weekly fishing report	21,249	46,69%	0.99%	0.18%
2 January 2025	CSI Weekly fishing report	21,208	39.45%	1.54%	0.23%
9 January 2025	CSI Weekly fishing report	22,190	46.39%	0.96%	0.28%
16 January 2025	CSI Weekly fishing report	22,101	49.24%	0.79%	0.2%
23 January 2025	CSI Weekly fishing report	22,051	47.37%	1%	0.17%
31 January 2025	CSI Weekly fishing report	21,970	39.22%	1.9%	0.17%

NZC Action Schedule

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
1.	That the Governance and Policy advisor report back on the current wording of the standing orders executive and what changes might be required.	Governance and Policy advisor	13/12/2024 Agenda item 3.6 appointment of committee members	In progress	11/04/2025
2.	A copy of the report is to be provided to the minister. Staff to organise a launch event to highlight the research and will ensure the Minister is Invited. NZIER	Principal Communications Advisor	13/12/2024 Agenda item 2.4 Research update economic assessment of trout fisheries	Report provided to Minister. Completed Planning under way for launch event. In progress	TBC
3.	Completed reports should run a webinar for staff and councils. Reports to include status and updates for projects. Corina to communicate to staff that completed research should be presented to the research subcommittee	NZC CEO	24/08/2024 Agenda Item: 4.4 Research and Monitoring program update	In progress	TBC
4.	CE to Fast-Track development of national gamebird Monitoring programme and SOP for the Feb Meeting	NZC CEO	24/08/2024 Agenda Item: 4.14 NZC Correspondence	Completed in part. Update provided in research paper.	28/02/2025
5.	Investigate environmentally friendly options as indicated in the letter received from Southland Fish and Game Council, correspondence item 4.12s, regarding biodegradable wads. Provide timeframes and analyse the positive opportunities these present for Fish and Game as a long-term project.	NZC CEO	24/11/2023 Agenda Item: 4.12	Completed in part. Updated paper	23/08/2024 11/04/2025

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
6.	Follow up with the Rural Support Trust to arrange for licences to be distributed, funded by the trust. This initiative was recognised as potentially beneficial for mental health.	NZC CEO	24/11/2023 Agenda Item: 4.10	In progress. Verbal update to be provided at Feb 2024 NZC meeting.	11/04/2025
7.	Develop a comprehensive paper focusing on biosecurity risks concerning key species, ensuring that this critical issue is addressed in a detailed and informed manner.	NZC CEO	24/11/2023 Agenda Item: 4.4	HPAI completed. Resourcing constraints are delaying full implementation.	28/02/2025
8.	Separate appendices from the board pack, creating two distinct documents/booklets. Distribution of the two printed/hard copies to the following members: Councillors Koevoet, Haslett, Reardon, Barnes, Harris and Karalus. Other NZC members agreed to receive links to appendices in the Board Pack.	NZC EA	24/11/2023 Agenda Item: 2.9	In progress. Check in with new council around preferences.	28/02/2025
9.	Scope the public access advocacy strategy job and gather information from each region (like what Eastern provided) as part of the April 2024 Management/NZC planning session to consider the impact on staff time and budget.	NZC CEO	24/11/2023 Agenda Item: 2.8	Minister has launched access charter. Regions completing access template, identifying where access has been lost and why and restoring priority access locations.	December 2024 – Completed 28/02/2025
10.	Lead the revision of sections of the Wildlife Act concerning Māori. First step: hiring Te Ao Māori staff. Next step: Approach key Māori figures for assistance.	NZC CEO	18/08/2023 Agenda Item: 4.2	In progress.	TBC
11.	Further develop the RM Strategy and bring a more detailed version. 2. Examine other sources of funding, especially the RMA/Legal fund and other budgets. 3. Explore funding options, matrix criteria, and bring this back for review.	NZC CEO	18/08/2023 2.3 Agenda Item: 2.5	On hold – pending Minister legislative changes.	TBC
12.	NZC staff to investigate whether there was scope for a national policy covering licence fee collection, redistribution of funds and payment of levies across regions.	NZC CEO	15/06/2023	In Progress. Legal advice received 23 – 24 August 2024 Minister has written to regions asking what changes they would like to see. This includes Fish and Games financial model.	23/08/2024 Completed Mid 2025

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
13.	Consider adjustments to the induction process for new Chairs and councillors, including the addition of in-person sessions and governance training during their first council meeting to improve engagement and effectiveness.	NZC CEO	24/11/2023 Agenda Item: 4.8	Completed Designed and provided to the regions. A number of regions have indicated that they would like to run in person workshops for governance training early 2025.	28/02/2025
14.	Write to the Minister proposing the change legislation to enable voting rights for secondary licence holders.	NZC CEO	24/08/2024 Agenda Item: 4.13 Action Register:	Completed Ministers office looking at Fish and Games elections.	20/11/2024
15.	The CEO to share legal opinions outlining the expenditure of licence fees	NZC CEO	13/12/2024 Agenda Item 1.8 Matters arising	Completed	14/02/2025
16.	<ul style="list-style-type: none"> Staff will review the draft Fatigue Management Policy to include elected board members. Regional council budgets will need to provide for any additional costs as agreed by the policy EG: accommodation for overnight stays if driving home would create a fatigue risk. The reviewed policy will be recirculated The work is reviewed and brought back for consultations with the regions 	HR and H&S Advisor	13/12/24 Agenda item: 1.9 Health and Safety Report	Completed	
17.	Staff will share a spreadsheet for recording botulism cases across the country.	NZC CEO	13/12/2024 Agenda item 1.10 NZC Risk Register	Completed David klee to be asked.	
18.	Review dates of Board membership as recorded in Annual report	Governance and Policy advisor	13/12/2024 Agenda item 2.2 NZC Performance Report	Completed ASK ROS to review the date and update SSP.	
19.	Discussion on potential time frames for completion concerning the expiry dates of current SFGMPs is to be initiated at the next Chairs Forum by the NZC Chair.	NZC Chair	24/11/2023 Agenda Item: 4.5	NZC: guidance and policy to support development of SFGMPs has been completed. A subject matter team is in place to support regions to support development of SFGMPs.	Completed

20.	HR Business Partner to create a list of standard statutory obligations and a set of Key Performance Indicators (KPIs) for Managers to serve as guidance that councils can utilise.	HR Business Partner	24/11/2023 Agenda Item: 4.5	Completed AM Reviewing	Completed AM Reviewing
21.	Continue monitoring the development and consultation process of the draft Ranger Policy. Prepare for its presentation to NZC in early 2024 and support the initiation of the train-the-trainer programme.	NZC CEO	24/11/2023 Agenda Item: 4.2	Completed. Next phase is the development of an infringement system.	completed
22.	NZC staff to investigate the recommendations provided in the Women's Angling Survey results summary and provide an update report in time for the next NZC meeting in February 2024.	NZC CEO	24/11/2023 Agenda Item: 2.6	Completed. Implementation phase.	completed
23.	Update the staff development fund process and application form to include submitting an abstract or a proxy as part of the application process, and for staff to present to NZC and the wider organisation, if applicable, on the outcome of the project's objectives/how the grant has developed professional knowledge, skills, and abilities as a demonstrable benefit to F&G.	CFO	24/11/2023 Agenda Item: 2.15	Completed.	Completed
24.	Discuss with DoC the changes in licence names to include a voting option. Consideration of voting rights for secondary holders and lower category licence holders.	NZC CEO	18/08/2023 Agenda Item: 4.2	Completed. Licence system and services are being reviewed.	2024/25
25.	The updated Organisational Strategy will be implemented and communicated to the regions, with a planned review of the Business Plan in February 2024 before the upcoming Contestable Funding round.	NZC CEO	24/11/2023 Agenda Item 2.3	Completed.	Completed
26.	Include visa classification clarification in the Residency Definitions paper for the 18 August 2023 meeting.	NZC CEO	15/06/2023	Completed.	completed
27.	Circulate the Auckland/Waikato levy response to NZC for information.	NZC EA	24/11/2023 Agenda Item: 4.12	Email response circulated to NZC members on 25/11/23.	Completed 16/02/2024
28.	Research Sub-Committee to continue refining the processes and ToR, ensuring clear governance and operational separation, and enhance communication and information sharing across regions. Draft ToR to go the Executive Committee for review prior to the 16 February 2024 NZC meeting.	Research Sub-Committee	24/11/2023 Agenda Item: 4.11	Research Sub-Committee ToR included in Feb 2024 NZC Agenda.	Completed 16/02/2024
29.	Update the list of acronyms used and included in the Board Pack for reference.	NZC EA	24/11/2023	Updated list included in Feb 2024 NZC Agenda.	Completed 16/02/2024

			Agenda Item: 2.9		
30.	Inquire with authors about the specifics of iwi, gender, age in Mana Whenua survey responses. Circulate these details to regional councils.	NZN CEO	18/08/2023 Agenda Item: 4.2	Completed.	Completed 24/11/2023
31.	Investigate the provision for a member to be counted as present when attending a meeting via audio or audiovisual link for the purposes of reaching a quorum, and requirements for amending Standing Orders/issuing gazette notices to allow for virtual meetings.	NZN EA	18/08/2023 Agenda Item: 2.2	Clarified at the Nov 2023 meeting: Local Government Act and Standing Orders specify council members may attend meetings remotely, but in-person attendance remains crucial for a quorum. Amendments to standing orders and legislation would be required to count virtual attendance towards quorum & ability to hold virtual meetings.	Completed 16/02/2024
32.	Circulate Aon Insurance and Liability PowerPoint Presentation from NZN 18 August 2023 Meeting to regions for information.	NZN EA	18/08/2023 2.2 Agenda Item: 2.1	Completed.	Completed 31/08/2023
33.	That the NZN meeting dates for the rest of 2023 be recirculated and updated in calendars.	NZN EA	15/06/2023	Completed. Updated invitations to NZN members and relevant staff were sent on 18/7/23 for the remaining 2023 NZN meeting dates.	Completed 30/06/2023
34.	Section 9.5 in the Remuneration Policy to be amended for clarity.	HR Business Partner	15/06/2023	Completed. Section 9.5 in the Remuneration Policy has been amended for clarity.	Completed 18/08/2023
35.	The Licence Working Party consider any implications on amending the definition of Resident and Non-Resident on the licence fees system and process.	CFO	15/06/2023	Verbal update provided at 18 August NZN meeting.	Completed 18/08/2023

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
36.	The Chair suggested that an audit on existing policies be undertaken.	NZC CEO	21/04/2023	Paper on Policy Review including an audit on existing policies included in NZC 165 Meeting Agenda for consideration at its 18 August 2023 meeting.	Completed
37.	Staff to reconsider climate change and freshwater degradation from a risk perspective as part of future Audit and Risk reporting.	NZC CEO	21/04/2023	Climate change and freshwater degradation have been updated to a higher risk category in the risk register (level 1) and the risk register is presented at each NZC meeting for ongoing Audit and Risk reporting and monitoring.	Completed
38.	NZC staff to follow up with LINZ on the High Country Advisory Group membership.	NZC CEO	21/04/2023	Completed.	Completed
39.	That the Chief Financial Officer engage with Fish and Game's insurance provider regarding the scope of indemnity insurance.	CFO	21/04/2023	F&G's insurance provider presented on indemnity insurance at the 18 August 2023 NZC meeting.	Completed 18/08/2023
40.	NZC staff to follow up with LINZ on the High Country Advisory Group membership.	NZC CEO	21/04/2023	Verbal update provided at 18 August NZC meeting.	Completed 15/06/2023

NZC Correspondence Register

Date	In/Out	Received From	Addressed To	Summary	Date Filed
15/12/2024	out	NZC Chair (Barrie)	Fish and Game Regional Chairs	REM Market Data	16/12/2024
19/12/2024	In	Todd Mcclay	Debbie Oakley	FW: TM02691 NZ Fish and Game - the Case for Advisory Boards	8/01/2025
23/12/2024	Out	Barrie Barnes	Lindsay Withington	FW: Re-clarification on Appointing a Councillor outside of an election	8/01/2025
12/01/2025	In	Councillor Williamson	NZC Chair	'Cost Optimisation Report'	14/01/2025
20/01/2025	Out	Barrie Barnes	Minister James Meager	FW: New Minister for Hunting and Fishing - Fish & Game New Zealand	20/01/2025
21/01/2025	In	Minister James Meager	Barrie Barnes	FW: New Minister for Hunting and Fishing - Fish & Game New Zealand	21/01/2025
21/01/2025	In	Steve Mcknight	Finance Manager	Re: CSI spend from reserves	28/01/2025
24/01/2025	Out	F&G CEO	Zane Moss and Lindsay Withington	Andy Thompson LOGIMA request	28/01/2025
24/01/2025	Out	F&G CEO	Regional Managers and NZC Members and Regional chairs	NZC meeting 171 Update Letter to Regions	28/01/2025

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