



MINUTES (in Review)

NZC 162



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

1. Opening meeting

1.1 Welcome by Chair

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

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

1.2 Apologies

No apologies were received.

1.3 Conflicts of interest for the meeting

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

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

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



NZC 23/04 - 01 Resolution

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

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

CARRIED

Decision Date: 21 Apr 2023

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Mover:

Debbie Oakley

Second:

DAVE COLL

Outcome: Approved

1.4 Health and Safety Report



NZC 23/04 - 02 Resolution

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

CARRIED

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

1.5 Audit and Risk Report



NZC 23/04 - 03 Resolution

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

CARRIED

Decision Date: 21 Apr 2023
Outcome: Approved

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

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



Audit & Risk Reporting - Climate Change & Freshwater Degradation

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

Due Date: 15 Jun 2023
Owner: Corina Jordan

1.6 Approve Minutes for Meeting #161

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



NZC 23/04 - 04 Resolution

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

CARRIED

Decision Date: 21 Apr 2023
Mover: Tom Kroos
Seconded: Debbie Oakley

Outcome: Approved

1.7 Sub-Committee Reports

Future Structure Working Group Update:

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

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

Future Finance Working Group Update:

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

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

Executive Committee:

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



NZC 23/04 - 05 Resolution

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

CARRIED

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



NZC 23/04 - 06 Resolution

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

CARRIED

Decision Date: 21 Apr 2023
Mover: Gerard Karalus
Seconder: DAVE COLL



FFWG & FSWG ToR

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

Due Date: 15 Aug 2023
Owner: Corina Jordan

2. Decision Required

2.1 Organisation Strategy



NZC 23/04 - 07 Resolution

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

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

CARRIED

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

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

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

2.2 23/24 Licence Reforecast



NZC 23/04 - 08 Resolution

That the New Zealand Fish and Game Council:

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

CARRIED

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

The Chief Financial Officer advised that:

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

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

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

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

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



Licence Fees/Redistribution of Funds Policy

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

Due Date: 15 Aug 2023
Owner: Corina Jordan



Policy Audit

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

Due Date: 15 Aug 2023
Owner: Corina Jordan

2.3 RMA Applications and Stocktake



NZC 23/04 - 09 Resolution

That the New Zealand Fish and Game Council:

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

CARRIED

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

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

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

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

The following was highlighted during consideration of the two applications:

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

2.4 Research Applications



NZC 23/04 - 10 Resolution

**That the New Zealand Fish and Game Council:
Receives the Research Fund Update and applications for consideration;
and**

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

CARRIED

Cr. Kroos abstained from voting.

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

CE spoke to paper:

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

Consideration of research proposals parked until tomorrow morning.



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

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

Due Date: 12 May 2023
Owner: Jack Kós



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

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

Decision Date: 21 Apr 2023
Mover: Mike Barker
Seconder: Tom Kroos
Outcome: Approved

2.5 HR Plan

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

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



NZC 23/04 - 11 Resolution

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

CARRIED

Decision Date: 21 Apr 2023
Outcome: Approved

2.6 Remuneration Policy



NZC 23/04 - 12 Resolution

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

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

CARRIED

Decision Date: 21 Apr 2023
Mover: Mike Barker
Seconder: Steve Haslett
Outcome: Approved

Jane spoke to paper:

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

Queries from Crs.

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

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



Remove reference to MOC

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

Due Date: 28 Apr 2023
Owner: Carmel Veitch

2.7 Contestable Funding Applications

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

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



NZC 23/04 - 13 Resolution

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

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

CARRIED

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

Cr. Kroos - Query around increasing NR licence further?

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

Meeting adjourned at 4:56pm Friday 21 April.

Meeting resumed at 8:00am

CE set out basis for NZC's applications:

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

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

Magazine (NAT003):

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

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

Managers Meeting (NAT 006):

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

RMA (NAT009&010)

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

Social licence (NAT011):

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

Support from regions (NAT012-014):

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

RMA/Legal Fund (NAT015):

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

Research - Optimisation model (NAT016):

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

fund. Intention in this space is to create an internal tool that can be applied annually. Tools such as this demonstrate that we are using best practice, which gives us credibility with the Ministers.

- Cr. Oakley suggest there is opportunity to work with DOC Taupō on their modelling.
- Cr. Haslett support for doing this internally to retain the knowledge. Is the person going to be retained by the organisation?
 - CE - May be that after this project is complete we choose to fund this position in house.
- Agreed to support.

Population monitoring and analysis (NAT 022):

- CE spoke to this. Org has draft SOP's but they have stalled. This is an opportunity to revise these with external expert support in species monitoring and statistical analysis. Idea being we can have a document that shows what we do, why and where in a consistent world leading way. Allows for national conclusions and efficiencies across the organisation.
- Cr. Harris - query whether this was all species?
 - CE - Yes.
- Cr. Barker - will you look at overseas expertise?
 - CE - Intentional is yes but dependent on budget and availability.
- Cr. Phibbs - are we trying to do more than we can?
 - CE - This is why we need external support. Team has capability but not capacity. Have capacity to assist and implement though.
- Chair - reflects change in planning and thinking to be one organisation.
- Agree to support.

Crs. discussion:

- Cr. Koevoet - need to look down the Ministerial review and the way that they are facilitating manawhenua engagement. Can see in the next year that there will be funding pressure on engagement.
- Cr. Coll - support managers position.
- Cr. Oakley - reason managers didn't support is they don't have sufficient licence income, but resource users could buy their licence in Auckland. Highlights the inequity of being a grant region. Question on whether the learnings from this position can be spread nationally.
- Cr. Harris - supported this last year on the request of Auckland because Nigel thought they needed a second field staff because of amalgamation. No sign of amalgamation and currently Northland's licence income is only 30% of costs. Can't support until amalgamation.
- Cr. Barker - Understand Auckland is about to lose staff because of retirements, is there no way this person could be re-employed by AW?
 - CE noted potentially two staff members in AW retiring. We are talking about one of those positions being replaced out of reserves
 - Chair noted one AW staff member due to retire does a lot of work up there.
- Cr. Kroos - Appreciate depth of information provided. Agree with some managers on resource allocation, and no value of s4 responsibilities. We have experts doing work nationally and wondered if there was some opportunity for national function from this role. Incredibly hard one but I am more for trying to offer alternatives as opposed to yay or nay.

- Cr. Phibbs - Managers have had to make a hard decision. Org may need to make some really hard decisions in the future. Ultimately support managers position.
- Cr. Karalus - think we are treading on dangerous ground because of the significance of engagement with manawhenua. Support the application.
- Cr. Haslett - Q in my mind is can we afford to not approve it? This has broader ramifications on our engagement with manawhenua. And doesn't the Minister come from Northland? Can we face the PR battle? Could have risk for the organisation as a whole.
- Cr. Reardon - noted the staff member is tangatawhenua and has contact with 11 iwi in the region. The Minister is from Northland and if we don't approve this we may open a can of worms we can't close.
- Chair - when I think about the work a person has done in an area Fish and Game has difficulty engaging in I think this is a huge step forward. If this level of engagement is working as we think we may get a flow on down the country. Need to factor in our s4 responsibilities and look at the big picture. Cannot see how we are intending to achieve our s4 responsibilities whilst removing something like this.
- Cr. Duley - the obvious solution is some sort of sharing of staff with Auckland. What is Auckland's opinion on this?
 - Chair - I think we need to consider this outside the concept of amalgamation. Need instead to think of this as a national organisation. How valuable is the role to the organisation in a role that is difficult to manage?
 - Cr. Reardon - this forum needs to understand and know that Northland is willing to amalgamate. We want it.
- Cr. Harris - is there any room in the Northland budget to accommodate a part of this position?
 - Chair - Northland's operational spend, other than as baseline budget, is outside the scope of this conversation.
- Cr. Oakley - opportunity as a council to request Auckland and Northland to sit down and discuss resources going forwards.
- NZC agreed to support this position (Nth 002).

Auckland:

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

Eastern:

- Brief discussion on applications but noted most are from notification only.
- East (002) supported

Taranaki:

- Tara (002) supported.

Wellington:

- All applications supported as inflationary increases.

Nelson/Marlborough:

- CE gave overview of applications.
- Discussion around moving to one auditor and whether it would result in any efficiencies.

- CFO suggests unlikely to see savings unless there are mergers. There may be some efficiencies based on having an auditor with FG experience.
- CFO noted that NM use of reserves will require a top-up from NZC reserves next year unless there are increased licence sales.

North Canterbury:

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

Otago:

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

Central South Island:

- CE gave overview of applications and positions of managers.
- CSI (009):
 - CE set out managers position - there is recognition of the resources in CSI and the staffing shortages. The reason they did not support it because they are making hard decisions around REM, the Northland position, and in the context of uncertain licence sales and increasing costs they did not feel like they could not support a new hire.
 - Suggestion that there was the potential to utilise existing salary budget for the vacant RM position to hire a field staff and for national support for RM to be given to CSI.
 - Cr. Kroos - Need to acknowledge the significance of the canals for the whole organisation.
 - Cr. Phibbs - Can't do everything at once. Need to be austere and revisit in the future.
 - Cr. Harris - I'll support this because of the significant compliance issues on the canals and the value of the fishery.
 - Chair - when we talk about licence sales anglers purchase them nationally, not just for the region they
 - Cr. Oakley - can't compare with Northland because that was an existing position. We can't employ additional staff when we're losing money.
 - Also clarified that the total amount was salary + ancillary costs.
 - Cr. Barker - would support this because of the value of the canals.
 - Cr. Coll - Can't support this at this time. In a financially stressed situation and it should be parked for a year.
 - Cr. Duley - Agree with Cr. Coll.
 - Cr. Koevoet - Disappointed by the managers' recommendation from a CSI perspective. As a national appointee still support the application. Lack of honorary rangers in the region to undertake compliance and the one that is there believes they are not being supported by F&G. Highlighted significant percentage of illegal activities amongst anglers in this area. Additional to canals the upper Ohau river needs compliance work.
 - Chair - If this money wasn't available would licences decrease by 8-900? Given the thought is for funding a person for 100% ranging activity is there ability within that one salary to do all this work?

- Cr. Koevoet - extra staff member will give 133 ranger days into the program. Won't just be done by the one person though.
- Cr. Duley - is there opportunity for collaborative work from neighbouring regions?
- Council split 6-6, chair's casting vote means that the application is not supported. Application not supported.

2.8 Designated Waters Update



NZC 23/04 - 14 Resolution

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

CARRIED

Decision Date: 21 Apr 2023
Mover: Tom Kroos
Seconded: Dean Phibbs



NZC 23/04 - 15 Resolution

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

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

CARRIED

Cr. Harris voted against the motion.

Decision Date: 21 Apr 2023
Mover: DAVE COLL
Seconded: Linn Koevoet
Outcome: Approved



NZC 23/04 - 16 Resolution

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

CARRIED

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

NCZ staff explained the proposed changes for the Designated Waters licence system.

Council discussed the merits of expanding the limits with some reservations expressed by members.

2.9 Residency Definitions



NZC 23/04 - 17 Resolution

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

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

CARRIED

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



NZC 23/04 - 18 Resolution

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

CARRIED

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



LWP Residency Definitions Implications

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

Due Date: 15 Jun 2023
Owner: Carmel Veitch

2.10 Draft Reserves Policy



NZC 23/04 - 19 Resolution

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

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

CARRIED

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

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

2.11 GBHT Nominations



NZC 23/04 - 20 Resolution

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

- Chantel Whitby
- Mark Sutton
- Andy Garrick; and

- **Agrees to endorse the nomination of Andy Tannock as Chair of the Game Bird Habitat Trust Board.**

CARRIED

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

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

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

2.12 Staff Development Grant



NZC 23/04 - 21 Resolution

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

CARRIED

Four members voted against the motion.

Decision Date: 21 Apr 2023
Mover: Debbie Oakley
Seconder: DAVE COLL
Outcome: Approved

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

2.13 Budget and Licence Fee Recommendation



NZC 23/04 - 22 Resolution

**That the New Zealand Fish and Game Council receives the 23/24 Budget and Licence Fee Recommendation report; and
Agrees that the 2023/24 Adult whole season sports fish licence of \$153 and the Adult whole season game licence fee of \$113 (inclusive of the \$5 Game Bird Habitat Stamp) inclusive of GST be accepted.**

CARRIED

One member voted against the motion.

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



NZC 23/04 - 23 Resolution

That the New Zealand Fish and Game Council:

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

CARRIED

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

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

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

The following was also noted during discussion on the options:

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

2.14 Public Excluded Motion



NZC 23/04 - 24 Resolution

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

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

General subject of each matter to be considered	Reason	Section 48(1) grounds
Confirm Public Excluded Minutes 161	As per PE motion in Minutes 161.	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.
Magazine	S9(2)(j) OIA	

	Exclusion of the public is necessary to enable negotiations.	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.
Legal	S9(2)(h) OIA Exclusion of the public is necessary to maintain legal professional privilege.	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.

This resolution is made in reliance on Section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and the particular interest or interests protected by Section 6 or Section 7 of that Act which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public as stated in the above table.

CARRIED

Decision Date: 21 Apr 2023
Mover: Tom Kroos
Seconder: Dave Harris
Outcome: Approved

3. Public Excluded

3.1 PE Minutes 161



NZC 23/04 - 25 Resolution

That the minutes of the New Zealand Fish and Game Council meeting held on 10 February 2023, meeting #161 with the public excluded (Part II), be confirmed as a true and correct record.

CARRIED

Decision Date: 21 Apr 2023
Mover: Dave Harris
Seconder: Mike Barker
Outcome: Approved

3.2 Magazine

The CEO noted that this was discussed to some extent as part of the Contestable Funding, however, NZC staff were requesting NZC's mandate to engage an alternate provider to complete the Fishing magazine for 2023, including future production of the magazine as part of the review of Fish and Game's communication strategy.



NZC 23/04 - 26 Resolution

**That the New Zealand Fish and Game Council receives the update report on the Fish and Game magazine; and
Agrees to engage an alternative supplier to complete the 2023 Fishing magazine.**

CARRIED

Cr. Duley abstained from voting.

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



NZC 23/04 - 27 Resolution

That the New Zealand Fish and Game Council agrees to consider future production of the magazine as part of a review of Fish and Game's communication strategy.

CARRIED

Decision Date: 21 Apr 2023
Mover: Dean Phibbs
Seconder: DAVE COLL
Outcome: Approved

3.3 Legal Update

CE spoke to this:

- NBEA is very unlikely to reflect F&G's interests. This has major ramifications for ability to engage in RM processes. Keeping processes on MfE. Just kicked off a campaign and planning to utilise supplementary order processes to delay the Bill to give more time to consider amendments. Working closely with Nats & Act and Green party agree this is fast. But Labour have committed to fast tracking this piece of legislation and will do so under urgency.
- Cr. Duley - where are EDS on this?
 - eNGO's weren't going to come out publicly but were willing to write to Parker - but Parker threatened to remove them from the table.
 - Next step was to write a report to Minister on wording changes for NBA, including the habitat of trout and salmon. But ministries & officials have still refused to write this into their reports.
- Cr. Haslett - do you mean not a Labour majority?
 - Or not Labour at all.
- Cr. Oakley - can we improve our social licence within the ministries?
 - It is very far gone. Our normal approach is hearts and minds of middle NZ then politicians won't touch it. This is a different situation as the ministries aren't reflecting what the public thinks. They fundamentally don't think we belong in modern legislation.
- Cr. Barker - can you outline what you'll discuss with MOC?
 - Org strategy, review, Labour election policies.
- Cr. Duley - need to engage with other cabinet members given MOC is outside of cabinet.
- Chair - Is there that level of interest in F&G from current MOC? Where can we ultimately draw our lines of influence? In some cases we simply need to go out with a tough message. In many instances anglers are not aware of what the threats are. If, for arguments sake, the review had been totally implemented where would we be with the current govt?
 - Suggestion it would have made a huge difference.
- Review:

- Suggested that the Clark & Mills review is the only lifeline. The only thing is that needs buy-in from regions before stating a desire to implement the Clark & Mills review.
- Cr. Duley - biggest risk we face is that as soon as the regions feel forced into a path there are issues. Not saying we don't come up with a resolution allowing us to take this to the Minister but need to bring regions along too.
- Cr. Phibbs - should do it through the working groups.
 - Discussion about the working groups and the need to get TORs through to the regions too.
- Cr. Duley - two things we need to do
 - empower the meeting with the minister
 - FS & FFWGs take the organisation along on the ride.
- NZC empowers the CE to engage with the Minister on the review.

Brief update on the SOG:

- Major change of direction in the strategic oversight group that is currently being resolved.

Cr. Duley left the meeting at 2:25 pm.

NZC endorses the draft letter to be sent to Martin Taylor and leave the final wording to the executive.



That the New Zealand Fish and Game Council support engaging with ...

That the New Zealand Fish and Game Council support engaging with the Minister of Conservation on implementing the Clark & Mills review.

Decision Date: 21 Apr 2023



Indemnity Insurance

1. That the Chief Financial Officer engage with Fish and Game's insurance provider regarding the scope of indemnity insurance.

Due Date: 15 Jun 2023

Owner: Carmel Veitch



NZC 23/04 - 28 Resolution

That the New Zealand Fish and Game Council agrees that all resolutions made in Public Excluded (Part II) be released to the Public (Part I) section of the meeting; and

That the Council moves out of Public Excluded (Part II).

CARRIED

Decision Date: 21 Apr 2023

Mover: Mike Barker

Seconder: Debbie Oakley

Outcome: Approved

4. Reports to Note

4.1 Resolutions to come out of Public Excluded

4.2 CE Report



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

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

CARRIED

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

The CEO spoke to her update report.

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



High Country Advisory Group

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

Due Date: 15 Jun 2023
Owner: Corina Jordan

4.3 Licence Sales Update



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

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

CARRIED

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

4.4 NZC Finance Report



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

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

CARRIED

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

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

4.5 National Finance Report



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

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

CARRIED

Decision Date: 21 Apr 2023
Mover: DAVE COLL
Seconder: Darryl Reardon
Outcome: Approved

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

4.6 General Business

Nothing was raised or discussed under General Business.

4.7 List of Acronyms

4.8 Public deputation

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

5. Close Meeting

5.1 Close the meeting

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

Signature:

Date: 21 April 2023