



New Zealand Fish and Game Council

BOARD PACK

for

**NZC MEETING #167: Friday 16 & Sunday 18 February
2024**

Friday, 16 February 2024

9:00 am (NZDT)

Held at:

Brentwood Hotel - Rata Meeting Room

16 Kemp Street, Kilbirnie, Wellington

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AGENDA

NZC MEETING #167: FRIDAY 16 & SUNDAY 18 FEBRUARY 2024



Name:	New Zealand Fish and Game Council
Date:	Friday, 16 February 2024
Time:	9:00 am to 5:00 pm (NZDT)
Location:	Brentwood Hotel - Rata Meeting Room, 16 Kemp Street, Kilbirnie, Wellington
Board Members:	Barrie Barnes, Darryl Reardon, DAVE COLL, Dave Harris, Dean Phibbs, Debbie Oakley, Gerard Karalus, Greg Duley, Linn Koevoet, Mike Barker, Steve Haslett, Tom Kroos
Attendees:	Carmel Veitch, Corina Jordan, Helen Brosnan, Jane Hutchings, Maryse Ropiha

1. Procedural Matters

1.1 Open Meeting/Welcome: NZC Meeting #167

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	NZC Member Interests Register - MASTER.docx	15
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1.3 Health & Safety Briefing

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

1.4 Confirmation of Agenda & Urgent Items

Barrie Barnes

FOR DECISION

The meeting agenda to be adopted before any matter/item is considered.

The meeting will deal with business in the order given on the agenda, unless the meeting or the Chair decide to give precedence to any business.

1.5 Confirm Minutes NZC Meeting #166 24 & 25 Nov 2023 – Part I

Barrie Barnes

FOR DECISION

Supporting Documents:

1.5.a	2023.11.24 & 25 NZC Minutes 166 - Part I - Unconfirmed.docx	18
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1.6 NZC Action Schedule

Corina Jordan

FOR NOTING

Supporting Documents:

1.6.a	NZC Action Schedule.docx	35
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1.7 NZC Risk Register Report (to be uploaded)

Corina Jordan

FOR NOTING

1.8 NZC Draft Agenda/Work Plan 2023/24

Corina Jordan

FOR DISCUSSION

Supporting Documents:

1.8.a	2023-24 Draft NZC Work Plan.docx	40
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2. Strategic Matters

2.1 F&G Audit Findings Report

Carmel Veitch

FOR NOTING

Supporting Documents:

2.1.a	NZC Audit Findings Report for year ended 31 August 2023.docx	41
2.1.b	NZC Fish Audit Findings Report 23 from GT.pdf	43

2.2 RMA Legal Fund Applications & Update

Corina Jordan

FOR DECISION

Supporting Documents:

2.2.a	RMA Legal Fund Update Cover Report - NZC.docx	56
2.2.b	Table 1 RMA Legal Committed Funds as at 31 December 2023.pdf	59

2.3 Research Fund Applications & Monitoring Programme Update

Corina Jordan

FOR DECISION

Supporting Documents:

2.3.a	Research Applications & Monitoring Programmes Update NZC.docx	60
2.3.b	NZIER proposal_Economic contribution of trout fishing.pdf	63
2.3.c	Economic survey Fish and Game DRAFT Oct 2023.docx	71
2.3.d	Fish & Game Economic Impact Proposal.pdf	74
2.3.e	Research Summary.pdf	84
2.3.f	Research Fund Committed Funds as at 31 December 2023.pdf	85

2.4 Contestable Funding Process

Carmel Veitch

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

Supporting Documents:

2.4.a	Contestable Funding Process.docx	86
2.4.b	Table 1 Contestable Funding and Budget Process - B & W for NZC.pdf	87
2.4.c	Considered CFB Process Enhancement - NZC Chair.docx	108

2.5 Ranger Compliance Update

Corina Jordan

FOR DISCUSSION

Supporting Documents:

2.5.a	Ranger Compliance Update Cover Paper - NZC.docx	109
2.5.b	Appendix 1 - NZFGC - LT Corina Jordan - compliance - 14.06.2023.pdf	112
2.5.c	Appendix 2-National Compliance Policy 2023. Oct. update.doc	122
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2.5.n	Appendix 13-Unattended firearms SOP.Sept v2 2023.docx	188
2.5.o	Appendix 14-Unattended guns flowchart. Sept 2023.docx	189

2.6 Draft H&S Policies

Jane Hutchings

FOR DECISION

Supporting Documents:

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2.6.b	Draft National H&S Policy.docx	192
2.6.c	draft H & S policy for rangers.docx	195
2.6.d	Regional HS Declaration form.docx	198

2.7 Draft Protected Disclosures Policy & Procedures

Jane Hutchings

FOR DECISION

Supporting Documents:

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2.7.b	Draft Protected Disclosures policy.docx	203
2.7.c	Draft Protected Disclosures procedure.docx	206
2.7.d	Protected Disclosures Form.docm	209

2.8 Staff Development Grant Update & Applications

Carmel Veitch

FOR DECISION

Supporting Documents:

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3. Operational Matters

3.1 Banking Signatories Update

Carmel Veitch

FOR DECISION

Supporting Documents:

3.1.a	Banking Signatories update.docx	223
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3.2 Confirm Budget Amendments

Carmel Veitch

FOR DECISION

Supporting Documents:

3.2.a	Confirm Budget Amendments 2022 23.docx	225
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3.3 LWP Indicative Licence Fee & Forecast

Carmel Veitch

FOR DECISION

Supporting Documents:

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4. Information Papers for Noting

4.1 NZC Finance Report

Carmel Veitch

FOR NOTING

Supporting Documents:

4.1.a	NZC Finance Report as at 31 December 2023.docx	232
4.1.b	Table 1 Combined NZC Profit and Loss for 4 months ended 31 Dec 2023.pdf	236
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4.1.f	Table 5 Aged Receivables as at 31 December 2023.pdf	244
4.1.g	Table 6 Aged Payables as at 31 December 2023.pdf	245

4.2 PLACEHOLDER: National Variance Report (to be uploaded)

Carmel Veitch

FOR NOTING

Supporting Documents:

4.2.a	National variance report as at 31 August 2023.docx	247
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4.3 National Finance Report

Carmel Veitch

FOR NOTING

Supporting Documents:

4.3.a	National Finance Report Dec 23.docx	248
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4.4 National/Regional Reserves as at 31 August 2023

Carmel Veitch

FOR NOTING

Supporting Documents:

4.4.a	National and Regional Reserves as at 31 August 2023.docx	251
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4.5 Otago Notification of Use of Reserves

Carmel Veitch

FOR NOTING

Supporting Documents:

4.5.a	Otago Notification of spending frm reserves.docx	255
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4.6 Staff Development Grant Update Report – Steve Dixon

FOR NOTING

Supporting Documents:

4.6.a	Staff Development Grant Report - RAS Course - Steve Dixon.pdf	257
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4.7 NZC CEO Report

Corina Jordan

FOR NOTING

Supporting Documents:

4.7.a	2024 Feburary NZC Meeting_CEO Report - NZC.docx	271
4.7.b	Production Schedule - Copy.docx	278

4.8 Communications Update

Corina Jordan

FOR NOTING

Supporting Documents:

4.8.a	Communications Report Feb 2024 - NZC.docx	282
4.8.b	analytics report-Janv2.pdf	288
4.8.c	Fish & Game ReWild Campaign Report 2024.pdf	293
4.8.d	Monthly report to 1 December 2023- Fish & Game (76).pdf	300
4.8.e	Monthly report to 1 January 2024- Fish & Game (43).pdf	308

4.9 Health & Safety Report

Jane Hutchings

FOR NOTING

Supporting Documents:

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4.10 Sub-Committee Reports

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)

Supporting Documents:

4.10.a	2024-01-31 RSC Terms of Reference.docx	317
4.10.b	Draft Funding Application Form.docx	318
4.10.c	Research Applications Process Sequence.docx	323

4.11 Correspondence Register – Part I

Corina Jordan

FOR NOTING

Supporting Documents:

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4.11.b	23 NZC Fish Audit Findings Report from GT.pdf	326
4.11.c	F&G letter.docx	339
4.11.d	Clarification of Southlands (partial) support for Cost Optimisation.msg	341
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4.11.h	2023-12-15 RE. Hastings Anglers Club 2nd Letter 21-11-23.pdf	347
4.11.i	NZC Meeting 166 Update to Regions + Draft Policies for Consultation.msg	349
4.11.j	RE_ Request to Speak to NZC.msg	351
4.11.k	2023-11-20 RE. John Laue Kai Iwi Lakes - Sent 19-01-2024.docx	356
4.11.l	2024-01-19 RE_ Denise Baldwin - Concerns Regarding Water Pollution in Canterbury.msg	357
4.11.m	2024-01-19 RE_ Leslie Hogbin - Addressing the Future of Angling in New Zealand.msg	359
4.11.n	2024-01-19 RE_ Michael Bate - Starving waterfowl.msg	361

5. Public Exclusion/Part II

5.1 Public Exclusion Resolution

Barrie Barnes

FOR DECISION

Supporting Documents:

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6. Procedural Matters - Part II

6.1 Confirm Minutes NZC Meeting #166 24 & 25 Nov 2023 – Part II

Barrie Barnes

FOR DECISION

- Confirm Notes NZC Emergency Meeting/Workshop – 21 Dec 2023 - Part II

Supporting Documents:

6.1.a	2023.11.24 & 25 Part II (PE) Minutes 166 - Unconfirmed.docx	364
6.1.b	2023-12-21 Workshop Notes.docx	370

6.2 NZC Action Schedule - Part II

Corina Jordan

Supporting Documents:

6.2.a	NZC Action Schedule - Part II.docx	372
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7. Strategic Matters - Part II

7.1 24/25 Budget Review & Proposed CF Applications

Carmel Veitch, Corina Jordan

FOR DISCUSSION

Supporting Documents:

7.1.a	2024 25 Budget Review and Contestable Funding Applications.docx	373
7.1.b	Appendix on HR & HS advisors.docx	386

7.2 Cost Optimisation Project Update (Verbal)

Corina Jordan

FOR DISCUSSION

7.3 NZC Governance Advisor Appointment

FOR DISCUSSION

Supporting Documents:

7.3.a	NZC Governance Advisor Appointment Cover Paper.docx	388
7.3.b	NZC Governance Advisor Role - Skills & Experience Matrix - blank ratings.docx	391
7.3.c	2023-08-08 Proposal NZC Professional Governance Advisor Position.docx	397
7.3.d	2023 GOVERNANCE ADVISOR POSITION NZC - Draft Application Form.docx	398

7.4 NZC Chair's Report (Verbal)

Barrie Barnes

FOR NOTING

- F&G Review on Taupo Fishery (attached)
- Meeting with Minister McClay 17/1/24 & Update
- Guide Licensing (*relative to the above*)

Supporting Documents:

7.4.a	F&G Review on Taupo Fishery.pdf	404
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7.5 Wildlife Act Review (Verbal)

Corina Jordan

FOR NOTING

8. Items for Information

8.1 NZC Correspondence Register – Part II

Corina Jordan

FOR DISCUSSION

Supporting Documents:

8.1.a	NZC Correspondence Register - Part II.docx	427
8.1.b	FW_ Cost optimisation project.msg	428
8.1.c	FW_ Request to speak to Wildlife Act Review Discussion at NZC Meeting.msg	432
8.1.d	TM0347 Corina Jordan.pdf	437
8.1.e	2023-10-11 Response Letter to AW Council Chair RE. Levy.pdf	441

8.2 List of Acronyms

Supporting Documents:

8.2.a	List of Acronyms.docx	446
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9. Review/Close of Meeting

9.1 Resolutions to come out of Public Excluded

Barrie Barnes

FOR DECISION

9.2 Next NZC Meeting: 19/4/24 (NZC & Managers Joint Meeting) & 20/2/24

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.

Register of Fish & Game NZ Council Member Interests

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

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

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

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

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



NZC Action Schedule

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
1.	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	In progress.	before 30/10/24 Elected Members take office
2.	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	Verbal update on progress to be provided at Feb 2024 NZC meeting.	19/04/2024
3.	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.	TBC
4.	Discussion on potential timeframes 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	Verbal update on progress to be provided at Feb 2024 NZC meeting.	16/02/2024
5.	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	In progress. Verbal update to be provided at Feb 2024 NZC meeting.	16/02/2024
6.	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	To be presented at a future NZC meeting.	19/04/2024
7.	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	Progress update included in the Ranger Compliance Update Report in the Feb 2024 NZC Agenda.	19/04/2024
8.	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	Update report deferred to April 2024 NZC meeting.	19/04/2024

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
9.	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	In progress. Update report to be presented at April 2024 NZC meeting.	19/04/2024
10.	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.	19/04/2024
11.	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	In progress.	19/04/2024
12.	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	In progress.	19/04/2024
13.	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
14.	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	Verbal update on progress to be provided at Feb 2024 NZC meeting.	16/02/2024
15.	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	In progress. To be presented at a future NZC meeting for review.	TBC
16.	Include visa classification clarification in the Residency Definitions paper for the 18 August 2023 meeting.	NZC CEO	15/06/2023	In Progress. Due date amended.	19/04/2024
17.	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. Verbal update provided at 18 August NZC meeting.	19/04/2024

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
18.	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
19.	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
20.	Update the list of acronyms used and included in the Board Pack for reference.	NZC EA	24/11/2023 Agenda Item: 2.9	Updated list included in Feb 2024 NZC Agenda.	Completed 16/02/2024
21.	Inquire with authors about the specifics of iwi, gender, age in Mana Whenua survey responses. Circulate these details to regional councils.	NZC CEO	18/08/2023 Agenda Item: 4.2	Completed.	Completed 24/11/2023
22.	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.	NZC 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
23.	Circulate Aon Insurance and Liability PowerPoint Presentation from NZC 18 August 2023 Meeting to regions for information.	NZC EA	18/08/2023 2.2 Agenda Item: 2.1	Completed.	Completed 31/08/2023
24.	That the NZC meeting dates for the rest of 2023 be recirculated and updated in calendars.	NZC EA	15/06/2023	Completed. Updated invitations to NZC members and relevant staff were sent on 18/7/23 for the remaining 2023 NZC meeting dates.	Completed 30/06/2023
25.	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
26.	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 NZC meeting.	Completed 18/08/2023

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
27.	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
28.	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
29.	NZC staff to follow up with LINZ on the High Country Advisory Group membership.	NZC CEO	21/04/2023	Completed.	Completed

NZC DRAFT 2023-24 Work/Agenda Plan



NZC MEETING	18 & 19 AUG 2023	24 & 25 NOV 2023	16 – 18 FEB 2024	19 & 20 APR 2024	18 & 19 JUN 2024	23 & 24 AUG 2024
LOCATION	Wellington Airport/Brentwood Hotel	Wellington NZC Boardroom	Brentwood Hotel	Wellington NZC Boardroom (TBC)	2 Half Days Zoom (TBC)	Wellington NZC Boardroom (TBC)
STRATEGIC WORKSHOPS/ PRESENTATIONS	Insurance & Indemnity John Bell (AON NZ)		Governors Workshop <ul style="list-style-type: none"> • Governance Training & Strategic Planning 	FSWG & FFWG <ul style="list-style-type: none"> • Recs on long-term sustainable structure & 5-year budget/BP 	Public Access Advocacy Strategy (TBC)	Managers Strategic Workshop (TBC)
STANDING AGENDA ITEMS						
Procedural Items; Decision Items/Strategic Matters; Information Reports/Operational Matters; NZC Correspondence; Part II/Public Excluded Items						
STANDING STRATEGIC ITEMS:						
<ul style="list-style-type: none"> • RMA/Legal Fund Applications & Update • Research Applications & Monitoring Programme Update • Policies for Review 						
OTHER STRATEGIC ITEMS	<ul style="list-style-type: none"> • Consolidated Annual Report 	<ul style="list-style-type: none"> • NZC Performance Report • Organisational Strategy 2024/25 Strategic Priorities • Sports Fish/Gamebird Notices & Regulations • GBHT Annual Report 	<ul style="list-style-type: none"> • Licence Forecast 	<ul style="list-style-type: none"> • Budget Summaries & CF Applications • Staff Development Grant Applications 	<ul style="list-style-type: none"> • Licence Fee, Anglers Notice & SFLFFN 	<ul style="list-style-type: none"> • Organisational Strategy/2025/26 Strategic Priorities
STANDING OPERATIONAL ITEMS						
<ul style="list-style-type: none"> • CEO Report • Communications Update • Financial Reports • H&S Report • Licence Sales/LWP Update • Sub-Committee Reports 						
OTHER OPERATIONAL ITEMS	<ul style="list-style-type: none"> • RM Proposals • Maritime & Ranger Compliance Update • Staff Development Update • Annual Budget & Meeting Schedule 2023/24 					<ul style="list-style-type: none"> • Annual Budget & Meeting Schedule 2024/25

NZ Fish & Game Audit Findings

NZ Fish and Game Council Meeting 167- 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council presents the Audit Findings Report from Grant Thornton for the year ended 31 August 2023.
2. See attached the Audit Findings from Grant Thornton received 16 January 2024.

Financial Considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following:

1. That NZC receives the information Audit Findings Report from Grant Thornton for the year ended 31 August 2023.

Whakarāpopoto - Executive Summary

3. Grant Thornton, Auditor of the NZC presented an unqualified Audit report for the year ended 31 August 2023.
4. There were no uncorrected misstatements identified during the audit (pg. 4).
5. They did not identify any control deficiencies or recommendations during the Audit work (pg. 4).
6. With regard to Presumptive Management Override of Controls – “we did not identify any specific areas of concern to report to the Board” (pg. 7).
7. With regard to Fraud Risk in respect to revenue recognition – “revenue is fairly stated and we did not note any issues or exceptions to report to the Board” (pg. 8).
8. With regard to the Statement of Service Performance (SSP) “Based on audit procedures performed, we are satisfied of appropriate performance reporting as part of the financial report of the Council. We did not note any issues or exceptions to report to the Board.” (pg. 9).

Kōrerorero - Discussion

9. Verbal discussion to be undertaken at the meeting.

Ngā mahinga e whai ake nei - Next actions

10. If agreed, continued discussions with the Auditors and the Office of the Auditor General to ensure future Audits are undertaken in a professional and constructive manner.

Executive summary

Dear Board Members

We are pleased to advise that our audit of the financial statements of **New Zealand Fish and Game Council** (“the Council”) for the year ended 31 August 2023 is complete. There have been no significant changes to our audit plan and strategy.

We have issued an unqualified audit report on the performance report.

We take this opportunity to extend our appreciation to Carmel Veitch for her assistance and cooperation during the audit.

This audit findings report (“report”) highlights the significant findings arising during our audit, in accordance with the requirements of ISA (NZ) 260 *Communication with Those Charged with Governance*. It has been prepared solely for the Board Members (“the Board”) and management of **the Council**. It should not be quoted or referred to, in whole or in part, without our prior written consent. No warranty is given to, and no liability will be accepted from, any party other than **the Council**.

The report should be read in conjunction with our audit engagement letter and any other formal correspondence addressed to the Board regarding this year’s audit.

We strive for a high level of client satisfaction, and our business is built around the relationships we maintain with our clients. We want to hear feedback from our clients, both positive and negative, to ensure the services we provide exceed expectations. If you receive our Client Voice Engagement Survey, we would greatly appreciate you taking the time to provide your feedback.

We trust that you find this report informative, and we appreciate the opportunity to be of service to you.

If you have any queries or wish to discuss any issues further, please do not hesitate to contact either Deme Miranda or myself.




Yours faithfully,

Brent Kennerley

Partner, Audit
Grant Thornton New Zealand Audit
M: +64 21 475 049



Executive summary: Our audit findings

Areas of audit focus Areas of audit focus represent specific areas that we considered during our audit. Often, they will be identified audit risks, subject to management judgement or estimates, key audit matters, or business risks.			Uncorrected audit misstatements There were no uncorrected misstatements identified during the audit.							
	Presumptive management override of controls	Page 7								
	Presumptive fraud risk in respect to revenue recognition	Page 8								
	Statement of service performance	Page 9								
Audit status <ul style="list-style-type: none"> We have completed our audit work. We have issued an unmodified audit report. 			Control deficiencies and recommendations We did not identify any control deficiencies or recommendation during our audit work.							
Materiality Our audit engagement was undertaken using the following materiality: <table data-bbox="129 1005 672 1125"> <tr> <td></td> <td>NZFG</td> </tr> <tr> <td>Materiality:</td> <td>\$120,000</td> </tr> <tr> <td>Performance Materiality :</td> <td>\$90,000</td> </tr> <tr> <td>Trivial:</td> <td>\$6,000</td> </tr> </table>					NZFG	Materiality:	\$120,000	Performance Materiality :	\$90,000	Trivial:
	NZFG									
Materiality:	\$120,000									
Performance Materiality :	\$90,000									
Trivial:	\$6,000									

Areas of audit focus

Areas of audit focus represent areas we specifically considered during our audit of the Council. The table below summaries our work and conclusions in these areas. The following pages explore this in more detail.

Focus area	Risk*	Management judgement or estimate	Material adjustments	Control recommendation	Pending matters
Presumptive management override of controls	Other Risk	Yes	No	No	No
Presumptive fraud risk in respect to revenue recognition	Other Risk	No	No	No	No
Statement of service performance	Other Risk	Yes	No	No	No

* Risk refers to Significant Risk or Other Risk (per ISA (NZ) 315 Identifying and Assessing the Risks of Material Misstatement through Understanding the Entity and Its Environment)



Presumptive management override of controls

Our understanding

The level of risk of management override of controls may vary from entity to entity, but the risk is always present. Due to the unpredictable way in which such override could occur, it is a risk of material misstatement due to fraud and thus a significant risk. International Standard on Auditing (NZ) 240 *The Auditor's Responsibilities Relating to Fraud in an Audit of Financial Statements* requires us to presume a significant risk of management override of control during our audit procedures.

Our response

During our audit we gained an understanding of management's assessment of the risk and the overall control environment in place, and completed appropriate audit work over accounting estimates, judgements and decisions made by management. We have also performed data analysis on the manual journal entries, enabling us to identify outliers and focus on the riskier entries made during the period.

Conclusion

Based on the audit procedures performed, we did not identify any specific areas of concern to report to the Board.



Presumptive fraud risk in respect to revenue recognition

Our understanding

In accordance with ISA (NZ) 240 *The Auditor's Responsibilities Relating to Fraud in an Audit of Financial Statements*, we must consider the risk of material misstatement due to fraudulent financial reporting relating to revenue recognition. Revenue is a key focus area due to the high volume of transactions occurring and its significance to operations.

Our response

During our audit we:

- Evaluated the design and operational effectiveness of management's internal controls related to revenue recognition across your different revenue streams.
- Reviewed the revenue recognition policy and its appropriateness
- Performed correlation analysis between revenue, trade receivables and cash in bank to identify large and unusual trends.
- Performed substantive procedures whereby we select a sample of revenue transactions and inspect supporting documentation, cash received and agree the recognition of revenue in accordance with PBE IPSAS 23 *Revenue from Non-Exchange Transactions* and PBE IPSAS 9 *Revenue from Exchange Transactions*.
- Performed testing of revenue in advance to confirm that it had been recognized consistently with PBE IPSAS 23 and PBE IPSAS 9.
- We reviewed management's judgement in relation to revenue recognition policies to be appropriate.

Conclusion

Based on the audit procedures performed, revenue is fairly stated and we did not note any issues or exceptions to report to the Board.



Statement of service performance

Our understanding

This is the first year of adoption of Public Benefit Entity International Financial Reporting Standard (PBE FRS) 48 *Service Performance Reporting*. Service performance reporting is essential for ensuring that the Council is accountable to the public. It is important that the service performance information reflects the performance of the organization, and the performance story is being told. The focus needs to be on demonstrating that appropriate and applicable measures have been developed and the progress the Council is making towards achieving its outcomes and impacts. This requires performance measures that directly relate to its impacts which should be able to be measured and reported against. PBE FRS 48 requires that the Association, as a Tier 2 entity under PBE IPSAS reports its performance information for the year ended 31 August 2023.

Our response

During our audit:

- We obtained an understanding of the systems and controls relevant to significant performance measures reported by the Council.
- We verified reported levels of achievement for significant performance measures through substantive audit procedures.
- We ensured that all relevant significant performance measures have been reported in the 2023 statement of service performance.

Conclusion

Based on audit procedures performed, we are satisfied of appropriate performance reporting as part of the financial report of the Council. We did not note any issues or exceptions to report to the Board.



Fraud risk

Scope of audit services regarding fraud

In accordance with International Standard on Auditing (New Zealand) ISA (NZ) 240 *The Auditor's Responsibilities Relating to Fraud in an Audit of Financial Statements*, our required objectives with regards to fraud are:

- to identify and assess the risks of material misstatement of the financial report due to fraud;
- to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and
- to respond appropriately to fraud or suspected fraud identified during the audit.

Risk of management override of controls

Although the level of risk of management override of controls may vary from entity to entity, the risk is nevertheless present in all entities. Due to the unpredictable way in which such override could occur, it is a risk of material misstatement due to fraud and thus a significant risk.

Responsibility of the Board and management

The Board and management are required to consider the risk of fraud within the Association and are responsible for maintaining a system of internal control to prevent or detect material misstatements to the financial statements arising from instances of fraud.

What have we done in our audit to address the risk of fraud?

- Considered conditions present that increase the risk of fraud.
- Conducted planning discussions with management regarding the risk or existence of fraud, policies and procedures in place to prevent and detect fraud.
- Planned the nature and extent of our audit tests having regard to the risk of fraud, noting revenue recognition is required to be an assumed fraud risk.
- Reviewed accounting estimates for management bias.
- Evaluated the business rationale for unusual transactions.
- Maintained professional scepticism throughout the audit.
- Reviewed the appropriateness of journal entries and year-end accounting adjustments.
- Evaluated if any identified audit misstatements are indicative of fraud.
- Incorporated unpredictable audit procedures into our audit plan and testing.

Conclusion

Management has confirmed that to the best of its knowledge and belief there have been no instances of fraud during the period, and our procedures did not uncover any matters to report.



How serious are risks of fraud?

The 2022 Global Fraud Survey conducted by the Association of Certified Fraud Examiners demonstrates the risk and impact of fraud:

\$100,000

Median loss from **misappropriation of assets** schemes



\$593,000

Median loss from **financial statement fraud** schemes



12 months

Median duration of a fraud scheme before detection



42%

Cases initially detected by tips

Communication of audit matters with those charged with governance

Auditing Standards require us to communicate a number of matters with those charged with governance. These are documented below.

Matters for Grant Thornton to consider	Description	Exceptions
Irregularities and illegal acts	We have not become aware of any material irregularities or illegal acts.	No
Non-compliance with laws and regulations	We have not become aware of any material non-compliance with laws and regulations.	No
Access to books and records, and conduct of audit	We have been presented with all the necessary books and records and explanations requested of management.	No
Appropriateness of accounting policies	We have not detected any material deficiencies in the accounting policies disclosed. There have been no significant changes in significant accounting policies or their application during the year.	No
Material uncertainties and going concern	We have not detected any material deficiencies in management's assessment of the going concern assumption.	No
Disagreements with management	We have had no disagreements with management. No exceptions noted.	No
Difficulties encountered during the audit	There were no specific difficulties encountered during the audit.	No
Consultation with other accountants	We are not aware of any consultations about accounting or auditing matters between management and other independent public accountants, nor are we aware of opinions obtained by management from other independent public accountants on the application of generally accepted accounting principles.	No
Draft management representation letter	We have not requested any specific representations in addition to those areas normally covered by our standard representation letter.	No
Expected modifications / exceptions to the audit report	No exceptions noted. We intend to issue an unmodified audit report.	No

Communication of audit matters with those charged with governance

Our audit quality – we achieve our goal of a quality audit by ensuring we understand our opportunities for continuous improvement.

Our system of audit quality management

We proactively identify emerging risks and identify opportunities to enhance audit quality and provide insights.

These processes include:

- internal and external monitoring;
- client feedback;
- monitoring of complaints; and
- interaction with regulators.

How we monitor our system of audit quality management

Annually, we conduct a comprehensive internal inspection program to assess whether our system of audit quality management is operating effectively. The thematic findings of our internal inspections and themes identified by the Financial Markets Authority (“FMA”) inspections, are generally consistent.

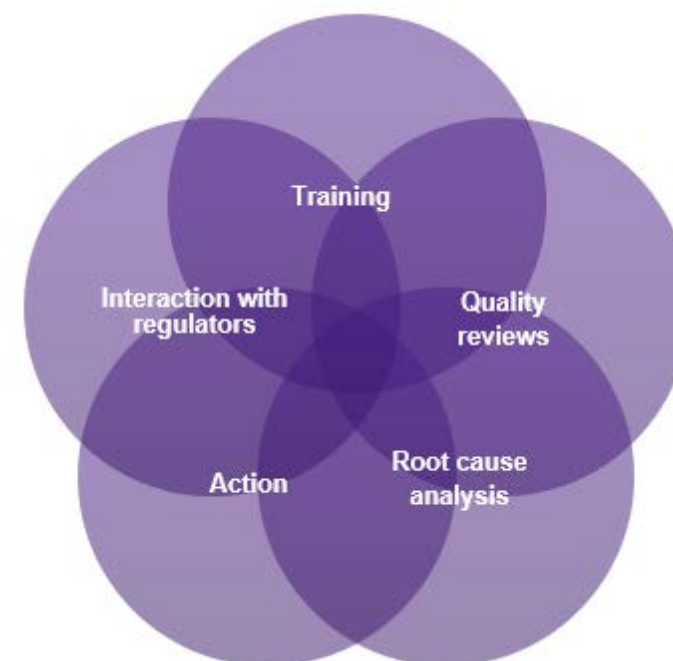
Financial Markets Authority review

The FMA completed a review of Grant Thornton in June 2021. There were no material findings that require communication. In their conclusion the FMA noted that Grant Thornton continued with its focus on improving audit quality as a result of outcomes from our previous reviews as well those from CAANZ and the Auditor-General.

Independence and the provision of non-audit services

We confirm that the engagement team and others in the firm, as appropriate, the firm, and when applicable, network firms have complied with the relevant ethical requirements regarding independence.

All relationships and other matters between the firm, network firms and **the Council** that in the auditor’s professional judgement, may reasonably be thought to bear on independence.



RMA Legal Fund Update

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides an update to NZC on the allocated funds from the RMA Legal Fund and ratification of the decision made at the NZC Emergency Meeting/Workshop held on 21 December 2023 regarding the Wellington Fish and Game Council (WFGC) Emergency Application to the RMA fund for Horizons Plan Change 2 (PC2) Case.

Financial Considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following:

That NZCI:

1. Receives the information in the RMA Legal Fund Update report.
2. That the decision agreed at the NZC Emergency Meeting/Workshop held on 21 December 2023 to support the WFGC Emergency Application to the RMA fund for Horizons PC2 Case cost overrun of \$107,770 to be funded from the RMA fund be ratified.

Whakarāpopoto - Executive Summary

2. On 21 December 2023, NZC held an Emergency Meeting/Workshop to consider the WFGC Emergency Application to RMA fund for Horizons PC2 Case. It was agreed that the WFGC's predicted PC2 Environment Court case cost overrun of \$107,770 be funded from the RMA Fund. The importance of ensuring effective management of the remaining funds and future replenishments was noted and the importance of submitting an adequate 'contestable fund bid' in April 2024 to bring the RMA Fund back up to an adequate level.

Takenga mai - Background

3. The following summary is taken from the report presented on 21 December 2023 to the Emergency Meeting/Workshop:
 - WFGC General reserves at 31/8/23 \$282,248 = 29% of total budget (this takes into account \$120,000 for PC2;
 - Current available in RM fund \$259,000
 - PC2 application \$107,770
 - If PC2 is approved the remaining RM fund would be \$151,230
 - NZC staff recommend approval.
3. The PC2 case is nationally important (precedent setting) because it is testing regulatory frameworks for agriculture where freshwater impacts are significant. Specifically, the Fonterra Risk Scorecard as a regulatory gateway vs OVERSEER or environment outcomes-based approaches that link land use to freshwater outcomes.
4. The framework F&G seeks through regional planning processes can be summarised as:
 - Identify Salmonid fishery values and reflect these ideally through schedules and Objectives.
 - Set policies that maintain freshwater health where values are being provided for and improve freshwater health where values are degraded.
 - Establishment numerical environmental limits that provide for salmonid fishery values e.g. dissolved oxygen instream limits of 80% saturation or greater.
 - Establish management frameworks that ensure activities that impact freshwater health are managed in a way that is consistent with the policies and achieves the objectives.
5. Horizons PC1 was national precedent-setting when it was established as it paved the way for the NPSFWM 2020. Importantly the One Plan identifies trout fishery values to the river reach level, and protects these values through objectives and policies, including setting numerical freshwater limits specifically for the trout fisheries.
6. PC2 specifically focuses on the management framework of the One Plan (bullet point 4) and its supporting policies in relation to agricultural land uses. The PC2 case proposes to clarify and amend the policies addressing nitrogen leaching from intensive farming land uses using a risk score matrix for nitrogen loss (Fonterra derived) and using good management practices to reduce nitrogen loss risk, taking into account two natural capital factors (soil leaching ability and rainfall). Concurrently there is a proposal from MFE for a risk scorecard approach and also a version in the Waikato plan proposed – with the former being intended to be a consistently used approach throughout the country but this won't be compulsory.
7. Fish & Game has to date invested significantly into the One Plan process over the last 15 years, with cases run through to Higher Courts. Fish & Game's interest in PC2 is to retain a management approach in the One Plan which addresses intensive agricultural land uses, so they operate within the natural capacity of the landscape and over time reduce discharges from these land uses to improve freshwater health back towards the numerical environmental limits that have been set in the One Plan.
8. WFGC applied to NZC (September 2023 NZC meeting) to have the case funded out of the RM budget. While the proposal meets the funding criteria for the RM budget, NZC determined

that WFGC should fund the project from their reserves at that time. WFGC has funded the initial \$120,000 out of their reserves. Due to the Environment Court amending the court process to call for further evidence, expert conferencing, and an extended hearing, WFGC is now applying to NZC to have the predicted cost case overrun of \$107,770 funded out of the RMA fund.

Kōrerorero – Discussion

9. With the above RMA fund approval, the total committed funds will be \$685,528 and available funds will be \$151,772. No other RMA fund applications are sought at this meeting.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

10. This item seeks to ratify this RMA funding allocation.

Legislative Implications

11. This item has no particular legislative implications. This item is important in setting case law and the application of the NPS-FM plan changes.

Section 4 Treaty Responsibilities

12. No known obligations.

Policy Implications

13. This work aids in shaping future policy and what tools other councils will use in their NPS-FM work.

Risks and Mitigations

14. The risk of not doing this work is that the council adopts a tool that will not achieve freshwater improvements, and other councils will follow suit.

Consultation

15. This item is being presented at the Managers' meeting on 8 February 2024 and presented to the NZC for ratification.

Table 1: RMA /Legal Fund Reserve

New Zealand Fish and Game Council										
As at 31 December 2023										
	Project Code	Project Name	Date Approved	Total Approved	Source	Total Spent to Date	Withdrawn	Under/Over Spent to date	Committed Funds	Status Update
Auck/Wai		Healthy Rivers	22-Aug-20	\$110,000	NZC Fund	\$110,000		\$0	\$0	Six weeks of hearings currently in progress, decisions due out early next year.
Auck/Wai	162/1	Healthy Rivers 2	21-Apr-23	\$100,000	NZC Fund	\$4,126.95		\$45,873	\$45,873	see above update.
Auck/Wai		Whangamarino Weir and Waikato Regional Council	11-Nov-17	\$50,000	NZC Fund	\$6,000		\$44,000	\$44,000	Ongoing - large weir owned by F&G under joint consent with DOC to raise water levels. This structure needs re-consenting in 4 years time. The funding needs to be retained for this project.
Nel Mar		MDP - NPS	7/6/2019, 22/11/2019,2016/16 & 27/07/2021	\$58,475	NZC Fund	33,886.60		\$24,589	\$24,589	Ongoing peer review of John Hayes report regarding over allocation of the Wairau River.
Nel Mar		MeP appeal mediation	1/5/22 meeting 157th	\$50,000	NZC Fund	3,200.00		\$46,800	\$46,800	See above update.
North Canterbury	162/2	Rakaia WCO/Hydrology	Exec approved 16/5/22 \$30k 5/7/22 \$70k,180k April 23	\$280,000	NZC Fund	\$100,363		\$179,637	\$179,637	Update provided at November meeting.
NZC		Draft Policy Positions Doc	Nov-22	\$56,000	NZC Fund	\$875		\$55,125	\$55,125	Project on going.
NZC	161/1 166/1	RMA Practice Notes	Feb-23	\$88,450	NZC Fund	\$53,366		\$35,084	\$35,084	As updated in Aug a waigoodpolicy web page has been developed. We are continuing to add additional practice notes to this web page to support our work for NPS-FM plan changes.
NZC		NPS FM	Aug-20	\$150,000	NZC Fund	\$127,747		\$22,253	\$22,253	\$50k to Otago, \$40k NM TOTAL committed \$90k plus Nexis Lexis. November 2023 meeting approved funding: \$20,000 for RMA Training and \$10k for experts to present to Regional Councils
NZC	165/1	Wild life Act Position paper	Aug-23	\$60,000	NZC Fund	42,687.65		\$17,312	\$17,312	A team has been formed to assist with this work and provide information for SOG meetings and developing the position paper. Item 3.6 will provide update on this work.
NZC	166/2	Ag Consultant	Nov-23	\$15,000	NZC Fund	\$0		\$15,000	\$15,000	
NZC	166/3	RMA training on NPS FM plus triainers	Nov-23	\$30,000	NZC Fund	\$0		\$30,000	\$30,000	Approved from the NPS FM fund Nov 23
Otago		Priority Consents	1-May-20	\$60,000	Otago Reserves	\$18,303	1	\$41,696	\$41,696	on going
Otago		RPS Land & Water - reserves	28-Aug-21	\$60,000	Otago Reserves	\$52,191		\$7,809	\$7,809	Awaiting decision from commissioners. Small over spend anticipated.
Otago		Priority Plan Change	16-Feb-20	\$120,000	Otago Reserves	\$88,925	0	\$31,075	\$31,075	On going land and water plan work. Public submissions have now opened and 6 November is the closing date for submissions.
WGTV		GW Natural Resource Plan	24/11/2019	\$40,000	NZC Fund	\$36,109		\$3,891	\$3,891	Finishing up with follow up from mediation
WGTV	165/2	GW RC hearing Plan Change 1	18/08/2023	\$80,000	NZC Fund	\$40,752		\$39,248	\$39,248	\$42a reports have been circulated and hearing dates are set.
WGTV		Horizons One Plan Change 2	23/11/2019	\$38,000	NZC Fund	\$24,622		\$13,378	\$13,378	Horizons Plan One Plan - Plan Change 2 is entering the formal hearing stage with transfer of evidence occurring for different parties. Environment Court date is set down for 20 November - F&G have engaged legal, planning, and technical experts. The issues dealt with here have been canvassed in the Waikato Regional Council Regional Plan hearings which are on-going.
WGTV	165/R1	Horizons Plan Change	18/08/2023	\$120,000	Wellington Reserves	116,170.00		\$3,830	\$3,830	See plan change 2 update above
WGTV	Spec meeting	Horizons Plan Change 2	21/12/2023	\$107,770	NZC Fund	-		\$107,770	\$107,770	to be ratified at meeting 167
Southland		Southland Water & Land Plan appeal	23/Nov/18	\$4,000.00	Southland Reserves	\$172,662		-\$88,662	\$0	Overspend from Southland Reserves - Jacob assistng - perhaps a further \$10k. Total SWLP cost to date \$302k (this includes the NZC funding)
Southland		Southland Water & Land Plan appeal - NZC meeting 156	18/Feb/22	\$4,360.50	NZC Fund	\$74,361		\$0	\$0	Process is not completed but funding is used up. High Court Appeal outstanding.
Southland	159/1	Waituna Lagoon application- NZC meeting 159	25/Aug/22	\$20,000.00	NZC Fund	\$14,432		\$5,568	\$5,568	Final invoices received in November 2023.
TOTAL ACROSS ORGANISATION										
					Live and Approved Applications	Spent to Date	Withdrawn	Under/Over Spent to date	Committed Funds	NZC Legal/RMA Fund 31/8/23
Totals									\$769,939	
Less RMA out of Regions Reserves									\$84,411	
Total Committed from National Budget									\$685,528	\$768,016
TOTAL Committed Funds - Reserve									685,528	

Research & Monitoring Programme Update

New Zealand Fish and Game Council Meeting – 8 February 2024

Prepared by: Heather Sanders Garrick, Quantitative Ecologist, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides an update to the New Zealand Fish and Game Council on the status of the Research Fund, presents applications to the Research Fund for consideration, and presents findings of concluded research funded by the Research Fund.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receives the update on the status of the Research Fund and current applications to the fund; and
2. Note the current financial status of the Research Fund.
3. Review applications to the research fund and provide a recommendation for approval.

Whakarāpopoto - Executive Summary

2. The Research Fund has an available balance of \$62,481 for the 2023/24 fiscal year.

Takenga mai - Background

3. As of 31 December 2023, there are \$218,860 committed funds from the Research Fund. There is an available balance of \$62,481 to fund new research applications in the 2023/24 fiscal year.
4. Three applications to the Research Fund have been received:
 - *NZIER – Economic Contribution of Freshwater Angling.*
 - *Cawthron Institute - Economic Survey of Trout and Salmon Angling in Aotearoa New Zealand; and*
 - *Deloitte Limited – Economic Contribution Study of Sport Fishing.*

Kōrerorero - Discussion

Applications to the Research Fund:

NZIER – Economic Contribution of Freshwater Angling

5. This proposal calls for a two-stage approach. The initial stage is a high-level desktop analysis using data from Fish & Game and other public sources, the narrative of which will be “freshwater angling in New Zealand contributes \$X of economic activity to the economy. Fish & Game New Zealand plays a vital role in protecting and growing this value, as per their legislated mandates.” The second stage is to use the Treasury’s Living Standards Framework to characterize the non-market attributes of recreational fishing that may be valued in economic terms, for example, mental health or community cultural capability and belonging. The proposed timeline is 4 months, with a proposed budget of \$54,430. Further details can be located on the full application attached.

Cawthron Institute – Economic Survey of trout and salmon angling in Aotearoa New Zealand

6. This proposal was previously reviewed during the July Meeting and has been updated to reflect the consultation with Regional Managers and the NZC. The proposed budget is \$160,000 across two years. Further details can be located on the full application attached.

Deloitte Limited – Economic Contribution Study of Sport Fishing

7. This proposal uses an internally developed Input-Output model. The economic contribution is measured using value-added, which is the sum of payments to labour, capital, and production taxes associated with the activity of interest. Value added is preferred as a measure of economic contribution over other variables (such as revenue) because it enables consideration of the indirect contribution of any given sector while avoiding the problem of double counting. The proposed timeline for this project is 8 – 10 weeks, with a proposed budget of \$40,000 - \$60,000. Further details can be located on the full application attached.

Ngā kōwhiringa - Options

8. The NZC may:
 - a. Agree to approve the application to the research fund.
 - b. Agree to amend the current application to the research fund before consultation; or

- c. Agree to not fund the current application to the research fund.
9. The NZC will have a further opportunity to consider the National Research Strategy and funding application following consultation.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

10. The financial implications of the proposed applications to the Research Fund, if approved, vary between \$40,000 and \$160,000, resulting in remaining available funds of \$22,481, \$8,051, \$2,481, or -\$97,519 depending on the proposal selected.

Legislative Implications

11. There are no legal implications to consider.

Section 4 Treaty Responsibilities

12. There are no Section 4 Treaty Responsibilities for consideration.

Policy Implications

13. There are no policy implications.

Risks and Mitigations

14. The major risk associated with the proposed research is the possibility that the objectives of the projects will not be realised, the capability of the project team to undertake the work will change, or that logistical restraints will alter the project budget or timeline.

Consultation

15. Further opportunities for consultation and discussion of decisions will be undertaken with regions following the NZC meeting.

Ngā mahinga e whai ake nei - Next Actions

16. If agreed, funds will be allocated to support proposed research, amendments will be requested from applicants, or applicants will be informed of decision not to fund.



MEMO

To Arash Alaeinia, Fish & Game – Eastern Region
From Roshen Kulwant, NZIER
Date 8/12/2023
Subject Economic contribution of freshwater angling

1 What you want

You are seeking to establish a baseline of the economic contribution from freshwater angling (particularly trout fishing) to better demonstrate the value that Fish & Game provides through its activities and services.

Fish & Game – Eastern Region is one of 12 Councils that collectively comprise Fish & Game New Zealand. As a Public Entity, you are mandated to oversee the effective management of the country's sports fish and game resources. This includes managing, maintaining, and enhancing sport fish and game birds (and their habitats) in the best long-term interests of present and future generations of anglers and hunters.

However, you do not receive any Crown funding for your activities which are primarily funded through the sale and purchase of hunting and fishing licences. Additionally, the new National Coalition Government has established a Minister for Hunting and Fishing with a key focus on supporting Fish & Game New Zealand in protecting trout and salmon fishing.¹

Therefore, it is now timely and imperative that you show the value you protect and enhance from your activities to motivate further discussions with your stakeholders around funding and licence fee settings.

These activities include monitoring and compliance, education, advocacy, and species management. Particularly for trout fishing, the Trout Stocking Programme plays a core role in maintaining and enhancing the viability of the sport.

You need an established baseline of the economic contribution that freshwater fishing brings to the economy, which further research can be built upon as additional budget becomes available. The research questions for this project are:

- What is the direct and indirect economic contribution of freshwater angling to the New Zealand economy?
- What are the wider non-market benefits to wellbeing associated with freshwater angling in New Zealand?

¹ https://www.national.org.nz/national_will_protect_hunting_and_fishing_rights

2 What we will provide

We offer you:

- a clear, robust way of thinking about the issue – recreational tourism from freshwater angling plays an important role, and we will show the wider economic impacts
- assurance that our advice is independent and informed about the latest evidence through our expertise in economic modelling and tourism to quantify the effects
- a reputation for clarity and robustness amongst the media and policy circles. We have delivered on prominent research projects and will ensure this work can be used to engage a wide audience.

2.1 We will provide independent analysis for you to communicate with key stakeholders

We will provide a branded report that shows our estimate of the contribution of freshwater angling to the New Zealand economy. We have included two stages of work that we can perform for you to capture the economic benefits of recreational fishing.

Stage 1 describes our approach to economic impact assessment on the contribution of recreational freshwater angling to the New Zealand economy.

Stage 2 will look at the wider social and wellbeing impacts of recreational fishing.

Our proposed approach for this work is:

- an inception meeting with you to agree on the final scope and the ways of working with you
- analysis of the direct and indirect economic contribution generated from freshwater angling activity
- assessment of the wider wellbeing impacts associated with freshwater angling based on the established literature
- recommendations for future research opportunities to strengthen and build on the analysis covered in this project.

Our report will be concise and highlight the main key points in an easy-to-understand manner for you to effectively communicate the results to your stakeholders. If you would like, we can also present our findings to you and your team at either the draft or final report stage.

Stage 1: Economic contribution of freshwater angling to the New Zealand economy

This will be a high-level desktop analysis using the information that you hold and from other public sources. Using the Stats NZ Tourism Satellite Account as the foundation of our model, we will estimate the direct and indirect economic contribution of recreational freshwater angling activity to the New Zealand economy through licence sales and average spend profiles.

Our method is similar to others that have been used internationally to estimate the economic contribution of various forms of fishing. In 2016, the New Zealand Marine Research Foundation commissioned a report that used participation rates and average spend profiles to estimate the direct and total economic contribution from marine recreational fishing activity.²

The narrative of our analysis will be along the lines of: *“freshwater angling in New Zealand contributes \$X.XX worth of economic activity to the economy. Fish & Game New Zealand plays a vital role in protecting and growing this value, as per their legislated mandates.”*

We expect our estimates will largely be defined by:

- freshwater fishing activity across the various licence types, including single-day, multi-day, and yearly licences for both domestic and international anglers
- tourism spending associated with freshwater angling for international activity, domestic in-region activity, domestic out-of-region activity, and
- additional business to industries supporting freshwater angling, including tackle making, boating services and equipment supplies, accommodation, hospitality, and transport services.

To get a better understanding of the economic impact of recreational freshwater angling, we will pull together several data sources, such as:

- Fish & Game national angler surveys
- Stats NZ Tourism Satellite Account
- Business Demography and Annual Enterprise Survey
- International visitor surveys
- Sport NZ Active NZ surveys.

Where information gaps exist, we propose engaging with you and your stakeholders as necessary to gather insight into what reasonable assumptions can be made to fill these gaps.

We would also review other approaches that have been used internationally and domestically to estimate the economic contribution of recreational fishing or similar recreational activities.

Stage 2: Social and wellbeing impacts of freshwater angling

Freshwater angling also provides a range of wider social and wellbeing benefits that may not be monetised. Our assessment of the wider wellbeing impacts of recreational fishing will build on the traditional economic values we provide in stage 1 and will give a more fulsome picture of the overall benefits that recreational fishing generates.

For example, a study funded by Tackling Minds in the UK found that fewer people who participated in recreational fishing suffered from an anxiety disorder compared to those who did not participate in recreational fishing (16.5% versus 26.4%).³

² [New-Zealand-Fishing-Economic-Report.pdf \(nzmrnf.org.nz\)](#)

³ <https://www.aru.ac.uk/news/fishing-could-ease-severe-mental-health-issues>

To do this, we will use the Treasury’s Living Standards Framework (shown below), which gives us a structural basis for capturing and illustrating the scale and direction of the benefits.

For instance, recreational freshwater fishing can contribute to people’s wellbeing through the following domains:

- leisure and play
- physical and mental health
- community cultural capability and belonging
- environmental amenity.

These are non-market attributes of recreational fishing activity that, in some cases, can be valued in economic terms. However, they are not covered by the economic estimates of fishing’s contribution to employment, income, and wealth to people in the community.

One method that may be used is the **identify, quantify, monetise method**. This is the order that non-market values can be included in wellbeing assessments where identified benefits are quantified and then monetised, where possible. The ability to step through each part depends largely on the data and information available to generate robust estimates.

Figure 1 Treasury’s Living Standards Framework



Source: Based on The Treasury’s Living Standards Framework

3 Our team and experience

3.1 We have brought together a team of experts for this project

They bring expertise in economic impact analysis involving economic modelling and fisheries to complete this research successfully.

Roshen Kulwant (Senior Economist) will lead this project and be your main point of contact. He is a skilled Economist with several years of experience in public policy, consulting, and economic analysis. He has advised senior decision-makers across all levels, including Ministers and heads of government agencies.

His previous roles include Fisheries NZ’s Inshore Central Fisheries Management Team, where his work formed the basis of the recently established Economics Team in the Science and Information Directorate.

Daniel Hamill (Senior Economist) will provide analytical support and quality assurance on the economic modelling component of this project. He is experienced in modelling the economic contribution of sectors and changing economic environments.

Before joining NZIER, Daniel gained significant experience in the primary sector as a Senior Economist at the Ministry for Primary Industries. His focus area is the economic modelling of the primary sectors, in particular, fisheries, viticulture, and pastoral farming.

Michael Bealing (Principal Economist) will provide project oversight and support to Roshen and Daniel. Michael is passionate about environmental economics and helping decision-makers account for natural capital in their decisions.

He has 15 years of experience incorporating the value of natural resources into policy analysis. He has worked on environmental economics for Waka Kotahi, the Ministry of Transport, the Ministry for the Environment, and the Treasury.

He specialises in the assessment of 'hard to measure problems' across a wide range of areas, including transport, infrastructure, construction, natural resource economics, public health economics, the screen industry and disability.

3.2 We have a solid track record of undertaking wider economic impact assessments related to recreational tourism

Our track record means that we are familiar with the existing research on tourism, as well as the data and frameworks required to assess the associated impacts.

Our relevant experience in past projects is outlined in Table 1.

Table 1 NZIER's relevant experience and projects

Tourism-related research	Description
Waiheke Island: The economic contribution of the ferry service - Fullers 360 (2023)	NZIER assessed the value of Fullers360 ferry services in Auckland, with reference to Waiheke Island. This included an economic value that Fullers360 services contribute to the Waiheke Island economy.
The economic impact of Queenstown International Airport - Queenstown Airport Corporation (2023)	We used our bottom-up regional computable general equilibrium (CGE) model to estimate the flow-on effects to other sectors and regions due to the increased passenger numbers. This demonstrated the airport's current and potential contribution to the local and regional economies and the New Zealand economy as a whole.
Economic contribution of Port Otago to the Otago and national economies - Port Otago (2023)	Port Otago commissioned us to estimate the direct, indirect, and induced economic impacts of Port Otago on the region's economy. We used our CGE model of the New Zealand and regional economies to assess the wider economic impact of Port Otago's activities in facilitating trade.
The potential local and regional impacts of COVID-19 in New Zealand with a focus on tourism - NZIER working paper (2020)	We used our CGE model to assess the potential impacts of COVID-19 on New Zealand's economy and its regions. Our regional CGE model is used to run three scenarios (phases) based on the different alert levels (1-4) imposed by the New Zealand Government.
Peer review of economic assessment of proposed Queen's Wharf Mooring Dolphins - Panuku (2019)	Review and critique of the cost-benefit analysis of building mooring dolphins to enable extra-large cruise liners to berth in Auckland, enabling passengers to spend more time and money in the city and facilitating use by higher value exchange visitors joining or leaving ships there. Presented at a resource consent hearing.

Tourism-related research	Description
Location, location, location: The value of having a port in the neighbourhood - Ports of Auckland Ltd (2019)	Ports of Auckland (POAL) has asked NZIER to estimate its economic impact. We estimated that the location of the Port adds between \$1.4 and \$1.6 billion dollars to the national economy each year.
Estimating the economic impacts of the Rotorua Lakefront and Whakarewarewa Forest developments - Rotorua Lakes Council (2018)	NZIER was asked to use its computable general equilibrium (CGE) model of the New Zealand economy and the Rotorua regional economy to estimate the economic impact on businesses and households of an injection from the PGF to catalyse tourism investment in the region.
Economic impact of Wellington's screen industry - Wellington Regional Economic Development Agency (WREDA) (2018)	WREDA commissioned NZIER to use its CGE model – TERM-NZ, to estimate the economic contribution that the screen industry in Wellington makes to the regional economy.
What's the use of non-use values? Non-Use Values and the Investment Statement – Treasury (2018)	We surveyed the literature on Total Economic Value (TEV) and the Non-use Value component to: <ul style="list-style-type: none"> • assess definitions and terms used in the literature • outline various techniques used to measure non-use values • describe New Zealand estimates of non-use values
Capturing natural capital in decision making Updated stocktake of recent literature – Treasury (2017)	We reviewed the literature on capturing natural capital in decision-making, with a focus on approaches to measuring natural capital that have been implemented rather than the extensive range of academic and grey literature.
Te Papa's contribution to Wellington: economic and social impact of Te Papa - Te Papa (2017)	We estimated Te Papa's total footprint at \$394 million by applying multipliers to Te Papa's annual spending on goods and services and planned capital expenditure. The total footprint indicates the linkages between Te Papa and the Wellington City economy.
A movie museum for Wellington: a meta-analysis of potential impact on visitors - Wellington City Council (2016)	NZIER were asked to establish credible estimates of the impact of a movie museum on drawing new visitors to Wellington, increasing how long visitors stay and increasing how much they spend. Our findings were to be an input into the business case that was being prepared.
The economic significance of nature-based tourism to New Zealand (1995)	Estimate of the size of nature-based tourism, from visitor numbers, business characteristics, and position in the rural economy, for the Department of Conservation
Cost-benefit analysis in recreation evaluation (1994)	Prepared a manual on applying Cost Benefit Analysis to recreational facilities for the Wellington Regional Council
Tourism in New Zealand: a regional and national multiplier analysis (1992)	Adapting national input-output table to isolate a tourism industry and regional input-output tables to estimate tourism multipliers at a regional level for the Foundation for Research Science and Technology

4 Quality assurance

All NZIER projects are subject to internal peer review by a suitably qualified and experienced staff member who is otherwise not engaged in the work. Our quality assurance guidelines require project managers to engage the peer reviewer at key stages in the project (inception, design, results, reporting, etc).

Any concerns, risks, or issues that emerge during any engagement will be notified to the client's contract manager by the NZIER contact person in the first instance.

Quality assurance is provided on NZIER's work by:

- the interaction of team members on individual projects
- exposure of the team's work to the critical review of a broader range of NZIER staff members at internal seminars
- providing for peer review at various stages through a project by a senior staff member, in this instance that is Michael Bealing.

5 Timeline and reporting

Once we have approval to proceed, we will meet with you to confirm the project milestones and timeline. We are happy to take your lead on the frequency of project updates and meetings as we progress with our analysis.

Our proposed timeline is described in the table below. This can be adjusted to fit your needs and timeframes.

Table 2 Project timeline

Stage	Task	Dec	Jan	Feb	Mar
1	Meet to approve scope/milestones	█			
2	Gather data and information	█	█		
3	Data analysis to estimate economic contribution		█	█	
4	Literature review and wellbeing assessment		█	█	
5	Draft report on economic impacts and wellbeing assessment			█	█
6	Final report incorporating feedback and comments				█

Source: NZIER

6 Cost and payment terms

We estimate the total cost of the study to be \$54,430 + GST. We have assumed minimal engagement with your stakeholders in our cost estimates, and any substantial engagement will require us to revise our cost estimates for this project.

Table 3 Estimated consulting hours and costs

Description	Consulting hours	Cost excl GST
1 Project management and engagement	44	\$11,290
2 Stage 1 - economic contribution analysis	88	\$21,780
3 Stage 2 - wellbeing impact study	40	\$9,900
4 Report writing	32	\$7,920
5 Quality assurance	16	\$3,540
Total	220	\$54,430

Notes

- 1 All pricing excludes GST and any other taxes.
- 2 Disbursements will be agreed upon in advance and charged at cost.

Source: NZIER

We are happy to meet to discuss any aspects of our approach and cost estimate to ensure our work best meets your needs.

Economic survey of trout and salmon angling in Aotearoa New Zealand

October 2023

Background

Freshwater fishing for trout and salmon is an important part of Aotearoa New Zealand's social and cultural fabric. The quality of New Zealand's angling also attracts many international visitors, contributing to the tourism sector, particularly in rural and remote parts of the country. Understanding the value that the trout and salmon fishery generates for the New Zealand economy, and the perspectives and needs of anglers is important to enable adaptive management and conservation of this natural resource. This is particularly important at the current time, given New Zealand's changing social and economic context, with global pandemics, climate change, natural disasters and national policy restructuring posing new challenges for tourism and natural resource management.

Furthermore, the protection of freshwater environments for trout and salmon fishing may have many co-benefits for other species and resource users. Funding generated from sales of angling licences is applied by Fish and Game to conserve native freshwater habitats, and to advocate for the protection and maintenance of water quantity and quality. Voluntary activities carried out by angling clubs, such as riparian habitat restoration, also bring benefits for native fish species, and water-users more broadly such as wildfowlers, canoeists and trekkers.

Despite the depth of angling's importance to New Zealand's economy and society, there has never been a comprehensive assessment of its national economic value in terms of tourism revenue and job creation, or the co-benefits fishery management brings for freshwater habitats. Nor has there been a study of the social significance of angling to the lives of anglers and their families.

Objectives

This project proposes to assess the current economic value of trout and salmon fisheries in Aotearoa New Zealand. Specifically, it aims to measure:

1. The economic impact of angler expenditure in the tourism sector in terms of job creation in ancillary service industries (e.g. fishing guides, angling retail, accommodation, food, travel);
2. The socio-economic characteristics of anglers;
3. Anglers' fishing effort and catch rates;
4. The benefits that anglers derive from fishing;
5. The co-benefits of trout and salmon management for other species and freshwater-users.

Quantitative (i.e. dollar values, full-time job equivalents) and qualitative (i.e. non-monetary values) data generated by this analysis will have the following utility:

- Enable Fish and Game to highlight the value of angling tourism, especially in remote and rural regions of New Zealand;
- Enable Fish and Game to better understand its resource users and their behaviour, and adapt its policies accordingly;
- Enable Fish and Game to engage with other stakeholders (e.g. tourism promoters, local councils) to better support angling tourism;
- Highlight the co-benefits that trout and salmon management provides for other freshwater species and users.

Methodology

To achieve the above research objectives, the project team will undertake the following activities:

Activity 1. Review of the National Angler Survey and other literature to derive historical benchmarks of angler effort and economic impacts of trout and salmon fisheries in New Zealand. Current research such as the Mackenzie Basin canal survey, being undertaken by Otago University, will enable a comparison with our regional case studies (See Activity 4 below). The Lake Taupo fishery, managed by the Department of Conservation, will be out of scope, however it will be added into the national overview analysis based on existing Taupo survey information. The review will also enable the integration of National Angler Survey methods into the design of this study's national and international on-line survey questionnaire of anglers, retailers and fishing guides.

Activity 2. Preparation of an input-output model to enable the estimation of multiplier effects of angler expenditure on the local economy. A set of input-output tables for all NZ business regions has already been constructed as part of an ongoing study by the Scion team, Valuing recreation and tourism benefits of mountain-biking in New Zealand. This activity will build on the input-output modelling framework developed in that project.

Activity 3. On-line survey of both domestic and visiting international anglers, New Zealand retailers and fishing guides to collect data on:

- a. Angling destinations
- b. Angling effort and catches
- c. Spending patterns of anglers
- d. Socio-economic characteristics of anglers
- e. National economic impacts of angling

Activity 4. Two case study sites Fish and Game regions to provide more detailed analysis of:

- a. Angler effort and catches
- b. Regional economic impacts of angling
- c. Assessment of management expenditure on trout and salmon fisheries
- d. Co-benefits of trout and salmon fishery management for other species and users

Having some of the highest angler effort recorded in the 2014/15 National Angler Survey (excluding the Department of Conservation-managed Taupo region), it has been recommended that the Eastern and North Canterbury regions are used as initial case studies. Through the National Angler Survey's results, the detailed data collected from these regions could be extrapolated to other regions.

Activity 5. Data analysis, report and infographic production

Outputs

Output 1: Interim report summarising first half of the study (see Table 1)

Output 2: Final report summarising all results;

Output 3: Infographics summarising the results for use by Fish & Game.

Budget and timeframe

Due to funding availability from Fish & Game, the study's budget will be split equally into two successive financial years (2023-24 and 2024-25). Table 1 details the activities, outputs and budget across these financial years.

Table 1. Proposed activities, outputs, timelines and budget

Activity		Timeline	Budget (\$)
Phase 1		May-August 2024	
Activity 1	Review of National Angler Survey and integration into design of survey	May-June	25,000
Activity 2	Preparation of an input-output model	July-August	10,000
Activity 3	On-line survey of anglers	July-August	45,000
<i>Output 1</i>	<i>Interim report</i>	<i>August</i>	
Phase 1 budget			80,000
Phase 2		September 2024 – March 2025	
Activity 4	Cases study analyses	September 2024	30,000
Activity 5	Analysis, report and infographic	October-December	50,000
<i>Output 2</i>	<i>Final report</i>	<i>January-February 2025</i>	
<i>Output 3</i>	<i>Infographics</i>	<i>January-February 2025</i>	
Phase 2 budget			80,000
Total budget			160,000

Research team

The study will be conducted by a team led by the Cawthron Institute who will sub-contract Scion. Regular advice and feedback will be provided by an informal steering committee of Fish & Game regional managers and Council members. It is anticipated that the following researchers will be involved:

- James Butler (economist, Cawthron Institute)
- Robin Holmes (salmonid ecologist, Cawthron Institute)
- Richard Yao (senior research economist, Scion)
- Saeed Solaymani (economist, Scion)

The steering committee will consist of:

- Arash Alaeinia (Eastern Regional Manager)
- Rasmus Gabrielsson (North Canterbury Regional Manager)
- Heather Garrick (Fish & Game Council)

Arash Alaenia
Chief Executive Officer
Eastern Fish & Game
Via email: aalaeinia@fishandgame.org.nz

Dear Arash

Proposal to provide an economic contribution study of sport fishing

Thank you for providing Deloitte Access Economics the opportunity to submit a proposal to produce an assessment of the economic contribution assessment of freshwater sport fishing to the New Zealand economy to Fish & Game New Zealand (**Fish & Game**).

We have assembled a proposal which draws together:

- A **leading economics capability** in both Australia and New Zealand, with experience in working together on economic contribution studies across countries and sectors.
- A team with **extensive experience in the economic contribution studies** to develop a detailed picture of the economic contribution of freshwater angling to the New Zealand economy.

If you have any questions regarding our proposal, please feel free to contact me by phone on +64 93030755, or by email at elvandermerwe@deloitte.co.nz.

Yours sincerely



Liza Van Der Merwe
Partner

Deloitte Limited (as trustee for Deloitte Trading Trust)

Our understanding of your needs

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

Fish and Game's vision is a New Zealand where freshwater habitats and species flourish, where hunting and fishing traditions thrive, and all New Zealand enjoy access to sustainable wild fish and game resources.

Fish and Game is a non-profit organisation and receives no government or taxpayer funding. The fees it recovers from fishing and hunting licence holders fund its costs associated with the management of fish and game resources. These costs range from species management and habitat protection to public awareness advocacy to compliance.

We understand that Fish and Game is after a credible and robust analysis of the economic contribution freshwater sport fishing activities towards the New Zealand economy. We understand that the economic contribution analysis will be used by Fish and Game, and the 12 associated regional Fish & Game councils, with communications and interactions with relevant stakeholders.

Deloitte Access Economics has considerable experience in undertaking economic contribution studies for government and private sector clients. We have also conducted various economic contribution studies in both New Zealand and Australia. For example, an economic contribution study conducted was for Ministry of Business, Innovation and Employment. In this study, our teams across New Zealand and Australia worked together to determine the economic contribution that the space economy makes to New Zealand. The study is used to shape and inform future policies around the space economy and is referred to by the media and government on a regular basis.

Our approach

About economic contribution

We understand that Fish & Game wishes to place a value on the economic contribution of its freshwater angler activities to the New Zealand economy.

An economic contribution study is used to gauge the size of activities, firms or industries in the economy and will seek to answer the question "How much economic activity does freshwater angling contribute to the economy?" This includes the indirect activity that freshwater angling supports, such as the goods and services businesses servicing freshwater angling activities provide. However, it cannot be interpreted as causal; that is, in the absence of freshwater angling, some of this activity would continue to take place.

A contribution study is a static, snapshot of freshwater sport fishing at a single point in time (normally a single year) and in most cases is derived from accounting and corporate information provided by that entity, e.g., revenue and employment data. Contribution studies are often used as part of a report highlighting the economic significance of an economic entity or its activities and could be included in the context of broader social significance. A contribution study normally reports on total value added and employment.

Deloitte's approach to undertaking an economic contribution study uses our in-house Input-Output model that in turn is based on a database compiled by Statistics New Zealand. Deloitte's Input-Output model has been designed to allow regional as well as New Zealand national level analysis.

We provide more detail on Input-Output modelling below.

Input-output modelling

Input-Output (I-O) analysis is used to estimate the economic contribution of a given sector, or sectors. Economic contribution is measured using value added, which is the sum of payments to labour, capital and production taxes less subsidies associated with the activities of interest. Payments to capital (usually found in company financial statements as earnings before interest, tax, depreciation and amortisation) includes the value of all pre-tax income to capital used in the production process.

There is both a direct and indirect component of value added. In the current project, the value added generated by freshwater sport angling represents the direct value added to the economy. Indirect value added is the sum of payments to labour, capital and production taxes less subsidies in those parts of the economy supplying intermediate inputs to freshwater angling and its activities. The sum the direct and indirect value added gives the total economic contribution of freshwater angling.

Economic activity accounting framework



The *New Zealand National Accounts: Input-Output Tables* provide the foundation for estimation of the indirect economic contribution of any given industry in New Zealand. They provide information on the pattern of expenditure on intermediate inputs across each industry category. The indirect economic contribution of freshwater angling and related value-adding businesses is estimated based on these tables.

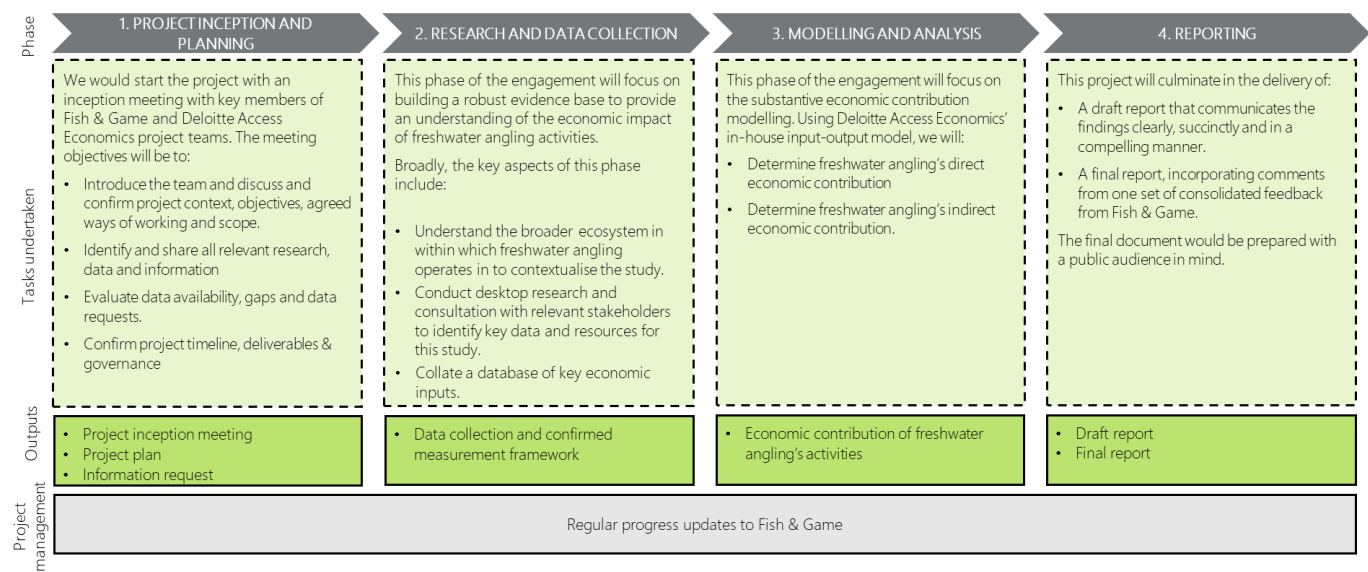
Value added is preferred as a measure of economic contribution over other variables (such as revenue) because it enables consideration of the indirect contribution of any given sector, while avoiding the problem of double counting.

Nevertheless, it is not a measure of the overall impact on welfare from the presence of particular activities. Identification that a given activity, firm or sector has a positive economic contribution (it could be less than zero if subsidies are significant) does not permit inferences about whether the economy is better off with that sector.

Economic contribution represents the gross contribution of the activity, form or sector of interest. That is, while value added measures the income to wages and capital engaged in the activity of interest, it provides no information on the opportunity cost (and therefore the marginal welfare benefits) of having those labour and capital resources utilised in the sector of interest. This means that economic contribution analysis does not permit inferences about counterfactual scenarios – for example, what might happen to living standards in the absence of the activity or sector of interest.

Our approach

The figure below provides an overview of the stages of the project. Deloitte Access Economics expects that we will work with Fish & Game in the early stages of the project to refine our approach.



Deloitte Access Economics has a strong background in economic contribution studies and a proven track record for effective and audience-appropriate communication. Underlying every economic contribution that we undertake is a robust analytical and methodological framework.

Regular feedback and written progress reports will be provided throughout the course of the project, as agreed by Fish & Game's team and Deloitte Access Economics.

Stage 1: Project inception

An initial project inception meeting will be held with Fish & Game following official commencement of the engagement. The main objectives of this meeting will be to:

- Introduce the team and discuss and confirm project context, objectives, agreed ways of working and scope.
- Identify and share all relevant research, data and information
- Evaluate data availability, gaps and data requests.
- Confirm project timeline, deliverables & governance.

At this meeting, we will present our draft project plan to Fish & Game. The plan will outline key dates in the timeline and provide a brief overview of our methodology, including our consultation strategy.

We propose that the inception meeting be held over an hour. This meeting could be via Teams.

Stage 2: Research and data collection

In the second stage of the project, we will collect, collate and analyse all available information provided by Fish & Game. Other possible sources include:

- Market research on sport fishing activities in New Zealand, including raw data collected from the recent national survey.
- Statistics New Zealand.

Any gaps in information will be addressed through discussion with Fish & Game.

We will provide a full data request on project inception.

Stage 3: Modelling and analysis

The economic contribution could be confined to certain activities or all activities in a particular year for Fish & Game as it relates to freshwater angling activities. As discussed above, we will confirm the scope of the analysis at Project Inception. It's important to note that an economic contribution study does not allow for projections.

We would measure the economic contribution in terms of direct and indirect contribution to GDP and direct and indirect job creation. This analysis would be performed at a national level to assess the distribution of benefits:

- 1. The direct economic contribution.** Direct economic contribution is the value added to the economy from labour and capital inputs (measured by gross operating surplus) employed directly freshwater angling activities.
- 2. The indirect economic contribution.** Indirect economic contribution is the demand for goods and services produced in other sectors of the economy as a result of intermediate inputs used by freshwater angling activities. Indirect economic contribution is also referred to as the flow-on effects in the wider economy.
- 3. Total economic contribution.** This is the sum of the direct and indirect economic contributions.

Stage 4: Reporting

The fourth stage of the project will bring together the economic contribution results to provide a comprehensive picture of freshwater angling’s economic footprint in New Zealand.

The core deliverable of the project will be either a:

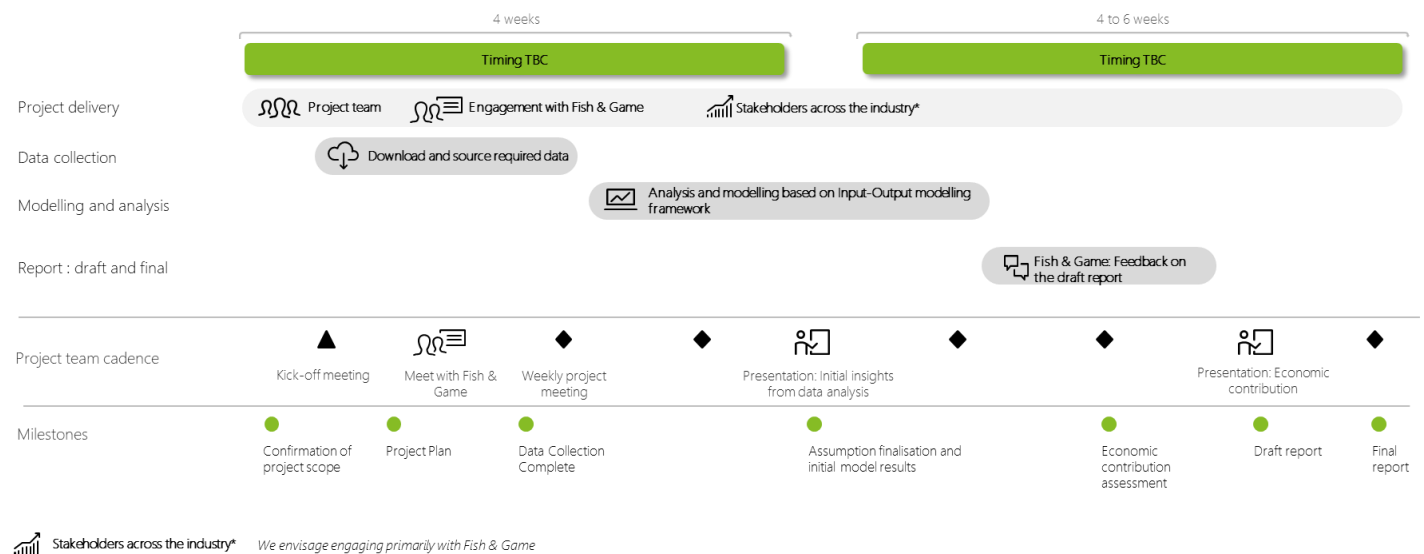
- **Option 1:** A visual infographic summarising the economic contribution of sport fishing.
- **Option 2:** A concise PowerPoint version of a report, detailing the findings of our economic contribution study.

The report will set out the results in clear, accessible language, ensure that any assumptions used are defensible and that appropriate sensitivity analysis has been undertaken. A discussion of the assumptions used in the report will be provided in an Appendix. We will not be providing a model as part of the engagement and the deliverable will be Deloitte Access Economics branded.

Timeframes

It would typically take us eight to ten weeks to complete an economic study, provided the data required is readily available. We understand information on licencing fees, expenditures and the recent national survey will be available at the commencement of this project.

Provided below is an overview of the indicative timing for an economic contribution study.



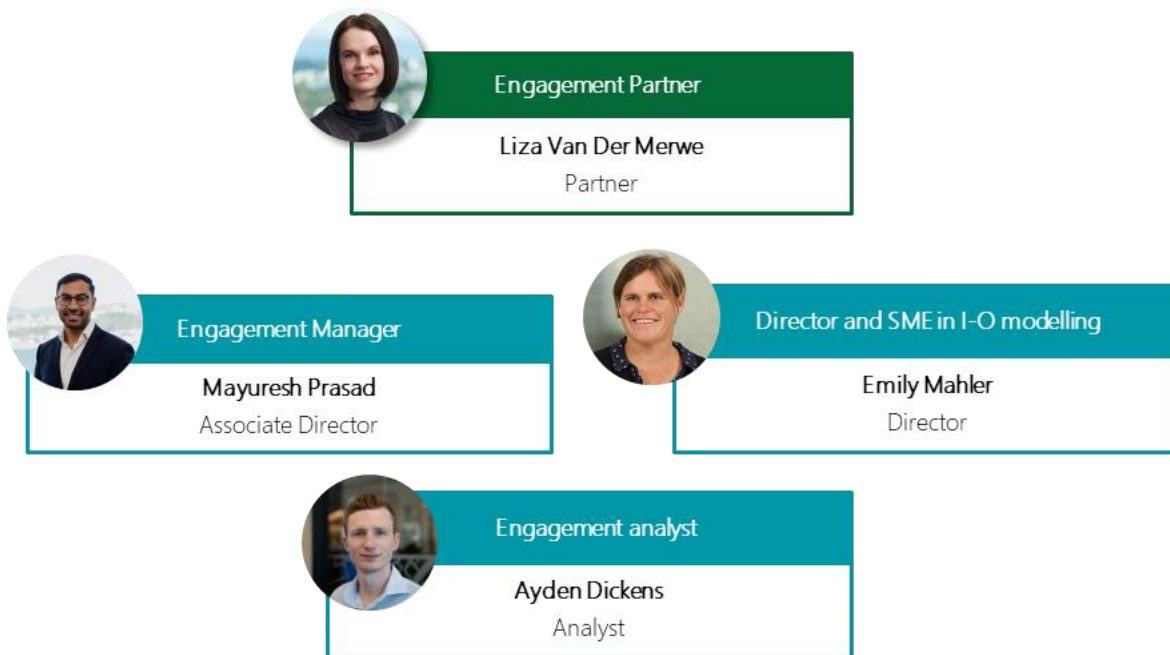
Deloitte Access Economics will confirm the final timing of the project and key deliverables with Fish & Game at the project inception meeting. Timelines may change if there are unforeseen delays such as obtaining clean and usable data or receiving feedback on the draft report and preparation of the final report.

Our team

Key personnel

The project team nominated for this engagement brings a unique blend of industry knowledge, technical capabilities, and analytical skills.

Liza Van Der Merwe will be the engagement partner, overseeing the report and ensuring the timely and quality delivery of the project. The core team members include **Mayuresh Prasad** and **Ayden Dickens**, with support from **Emily Mahler**, a subject matter expert. A graphical illustration of our proposed team is shown below.



Short biographies and roles of the core team are provided below. Full CVs and descriptions of other members are available on request.

Liza Van der Merwe, Partner, will be the Engagement Partner and the primary point of contact for Fish & Game. Liza Van der Merwe is a specialist Deloitte Access Economics partner where she specialises in providing economic modelling, competition, and regulatory advice and has extensive experience with econometrics, and economic analysis, including economic contribution studies and economic impact assessment studies.

Emily Mahler, Director, will provide subject-matter expertise support to the engagement and quality assurance of this engagement. Emily leads Deloitte Access Economics' Tourism, Aviation, and Economic Contribution modelling capabilities. Emily specialises in developing detailed surveys, conducting market analyses, and building robust and reliable models to support policy analyses and strategy decisions.

Mayuresh Prasad, Associate Director, will be the Project Manager on the engagement. Mayuresh has over 9 years' experience as a professional economist and has extensive experience in econometrics and economic contribution studies.

Ayden Dickens, Analyst, will provide analyst support on the engagement. Ayden has provided economic advisory services to a number of private and public sector clients. Ayden has worked with clients across the freight, construction, banking

and insurance industries, as well as government ministries, to help bring an economics and data-centric lens to analysing and solving problems

Our fees

The total amount for the services will be in the range \$40,000-\$60,000, GST exclusive, depending on the chosen option:

Services	Cost (excl. GST)
Option 1: Infographic report	\$40,000
Option 2: Short PowerPoint report	\$60,000

The range specified above is an estimate of cost and assumes the required data for the study will be readily available

If travel is required as part of this work for data collection and meetings with Fish & Game Contractors' team and/or specific industry stakeholders; we would look to recover these expenses at cost on agreement with you.

The price estimate does not include an assessment of the induced tourism benefit.

The price estimate is based on the assumption that we will have access to the raw data underlying the recent national survey conducted by Fish & Game.

	Cawthron/Scion	NZIER	Deloitte Access Economics
Outcome	<p>Assess the current economic value of trout and salmon fisheries in NZ, with an aim to measure:</p> <ol style="list-style-type: none"> 1) The economic impact of angler expenditure in the tourism sector in terms of job creation in ancillary service industries (e.g. fishing guides, angling retail, accomodation, food, travel.) 2) The socio-economic characteristics of anglers. 3) Anglers' fishing effort and catch rates 4) The benefits that anglers derive from fishing 5) The co-benefits of trout and salmon management for other species and freshwater-users <p>Quantitative (dollar value) and qualitative (non-monetary value) data generated by this analysis will have the following utility:</p> <ol style="list-style-type: none"> 1) Enable F&G to highlight the value of angling tourism, especially in remote and rural regions of NZ 2) Enable F&G to better understand its resource users and their behaviour, and adapt its policies accordingly 3) Enable F&G to engage with other stakeholders (e.g. tourism promoters, local councils) to better support angling tourism 4) Highlight the co-benefits that trout and salmon management provides for other freshwater species and users 	<p>Report showing an estimate of the contribution of freshwater angling to the NZ economy in 2 stages</p> <p>Stage 1) Economic contribution of freshwater angling to the NZ economy. This includes direct and indirect economic contribution through licence sales and average spend profiles.</p> <p>Stage 2) The wider social and wellbeing impacts of recreational fishing The assessment of the wider wellbeing impacts of recreational angling will build on the traditional economic values and give a more fulsome picture of the overall benefits that recreational fishing generates</p>	<p>Report establishing a comprehensive picture of freshwater angling's economic footprint in NZ Economic contribution is measured in terms of direct and indirect contribution to GDP and direct and indirect job creation. Analysis is performed at a national level. Report will be set out results in clear, accessible language, ensuring that any assumptions used are defensible.</p> <p>A core deliverable of the project will be either a:</p> <ol style="list-style-type: none"> 1) A visual infographic summarising the economic contribution of sport fishing 2) A concise powerpoint version of a report, detailing the findings <p>Final document would be prepared with a public audience in mind.</p>
Methodology	<ol style="list-style-type: none"> 1) Review of NAS and other literature to derive historical benchmarks of angler effort and economic impacts. Also incorporates regional case studies undertaken by Otago Uni and DoC. 2) Preparation of an input-output model to enable the estimation of multiplier effects of angler expenditure on the local economy. The Scion team has already constructed a model for recreation and tourism benefits for mountain biking in NZ 3) On-line survey of domestic and international anglers, retailers and guides to collect data on destinations, effort and catch rate, spending patterns, socio-economic characteristics and national economic impacts of angling 4) Two case studies on F&G regions to provide more detailed analysis 5) Data analysis, report and infographic production 	<p>Stage 1) Economic contribution of freshwater angling High-level desktop analysis using information from F&G and other public sources (NAS, Stats NZ Tourism Satellite Account, Business Demography and Annual Enterprise Survey, International visitor surveys, Sport NZ Active NZ surveys). Using the Stats NZ Tourism Satellite Account as the foundation of the model. Using a similar method to that used internationally to estimate economic contribution of various forms of fishing. Estimates are expected to be influenced by fishing activity across various licence types, tourism spending associated with freshwater angling for international activity, domestic in-region activity, domestic out-of-region activity, and additional business to industries supporting freshwater angling</p> <p>Stage 2) Social and wellbeing impacts of freshwater angling Build on existing studies outlining the known social and wellbeing benefits of recreational fishing, and apply this to Treasury's Living Standards Framework which gives a structural basis for capturing and illustrating the scale and direction of benefits. It is possible for some of these non-market attributes to be valued in economic terms, using processes such as the identify, quantify, monetise method. The ability to achieve this depends largely on the data and information available to generate robust estimates.</p>	<p>Identify and share all relevant research, data and information, including raw data underlying the recent NAS, licencing fees and expenditures. Desktop research and consultation with stakeholders to identify key data and resources Collate a database of key economic inputs. Substantive economic modelling using Deloitte's in-house input-output model (based on a database compiled by Stats NZ) to determine direct and indirect economic contribution Draft and final report.</p>
Budget and timeframe	<p>May-Aug 2024 Review of NAS and integration into survey design Preparation of input-output model Online survey of anglers Interim report \$80,000</p> <p>Sep 24-Mar 25 Case study analyses Analysis, report and infographic Final report Infographic \$80,000</p> <p>Total cost \$160,000</p>	<p>Project is expected to take around 220 hours over 4 months to complete, consisting of;</p> <ol style="list-style-type: none"> 1) Meet to approve scope/milestones 2) Gather data and information 3) Data analysis to estimate economic contribution 4) Literature review and wellbeing assessment 5) Draft report on economic impacts and wellbeing assessment 6) Final report incorporating feedback and comments <p>Total cost \$54,430</p>	<p>Typically takes 8-10 weeks to complete economic study, providing the data required is readily available Total cost estimated to be in the range of \$40,000-60,000, depending on the reporting option chosen Infographic report \$40,000, short powerpoint report \$60,000</p> <p>Total cost \$40,000 - \$60,000</p>
Other	<p>Very comprehensive study</p>	<p>NZIER has a strong background in assessing economic contributions from various activities A team with expertise in economic impact analysis involving economic modelling and fisheries.</p>	<p>Deloitte Access Economics has considerable experience in undertaking economic contribution studies for government and private sector clients in NZ and Australia. A team with extensive experience in economic contribution studies. Uses an in-house input-output model</p>
	<p>Need to prepare an input-output model</p>		<p>No mention of social and wellbeing aspects Price estimate does not include assessment of the induced tourism benefit.</p>

Table 1: Research Fund - Committed Funds

New Zealand Fish and Game Council

As at 31 December 2023

Project Ref	Project Name	Coordinator	Council	Date Approved	Expenditure for	Completion Dates	Total Approved	Total Spent to Date	Withdrawn/ \$ not required	Commitment	Status/Comments
56	Game Harvest Survey Analysis	Matthew Mc Dougall	Eastern	May-13	ongoing		4,000	2,948	-	1,052	Ongoing \$500 budget every yr
61	Mallard Research -Duck Management Units	Matthew Mc Dougall	Eastern	Sep-15	2015/16		3,000	655	-	2,345	
67.2	Mallard Research -Cat GPS pilot study	Zane Moss	Southland	May-16	2016/17		9,300	7,617	-	1,683	
68	Environmental DNA to identify spawning & establish protocols	Phil Teal/Adam Canning	Wellington	May-17	2017/18		50,000	41,290	-	8,710	Massey Sequencing DNA, trial continues next spring spawning
70	Liminological variables on food web dynamics in Lake Tarawera	Matt Osborne	Eastern	May-17	2017/18		15,000	15,000	-	-	Fieldwork progressing
75	Native Fish/Sports interactions	Phil/Adam Canning	Wellington	Apr-18	2018/19		50,000	32,557	-	17,443	Fieldwork progressing - Amy finished thesis requirement - AC to assist with 2 papers.
76	Mallard Research - Brood Habitat selection and use	David Klee	Akld/Waik	Jul-18	2018/19		21,000	17,391	-	3,609	Fieldwork progressing
77.2	Research into Womens Angling	Cohen & Otago	Otago	Apr 22 & Nov 22			23,500	10,000	-	13,500	
78.1	Fishing for Mental Health Aug 22 and Nov 23	Cohen Stewart	Southland	Aug-22			34,375	6,000	-	28,375	Add titional Funding approved meeting 166
78.2	Sustainable Food Harvest	Chris Newton	Hawkes Bay	Aug-22			12,000	-	-	12,000	
79.1	Engaging with Mana Whenua	Corina Jordan	NZC	Nov-22			28,330	24,574	-	3,756	
80	Insight work - environmental synthesis - Gerhard Uys	Corina Jordan	NZC	Nov-22			40,000	-	-	40,000	
81	Species FW Science	Corina Jordan	NZC	Nov-22			30,000	-	-	30,000	
82	Australasian Shoveler	Matt McDougall	Eastern	Apr-23			8,000	-	-	8,000	
83	Licence Sales Insights	Corina Jordan	NZC	Apr-23			21,000	11,404	-	9,596	
84	Trout Populations & Relationships	Corina Jordan	NZC	Apr-23			38,790	-	-	38,790	
0										-	
TOTALS										\$ 218,860	

Recommendation: Accept Research Fund of \$218,860 as at 31 December 2023

Contestable Funding Process

NZ Fish and Game Council Meeting 167- 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks to inform the Council on the Current Contestable Funding process.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

1. NZC Staff recommend that NZC receives the information.



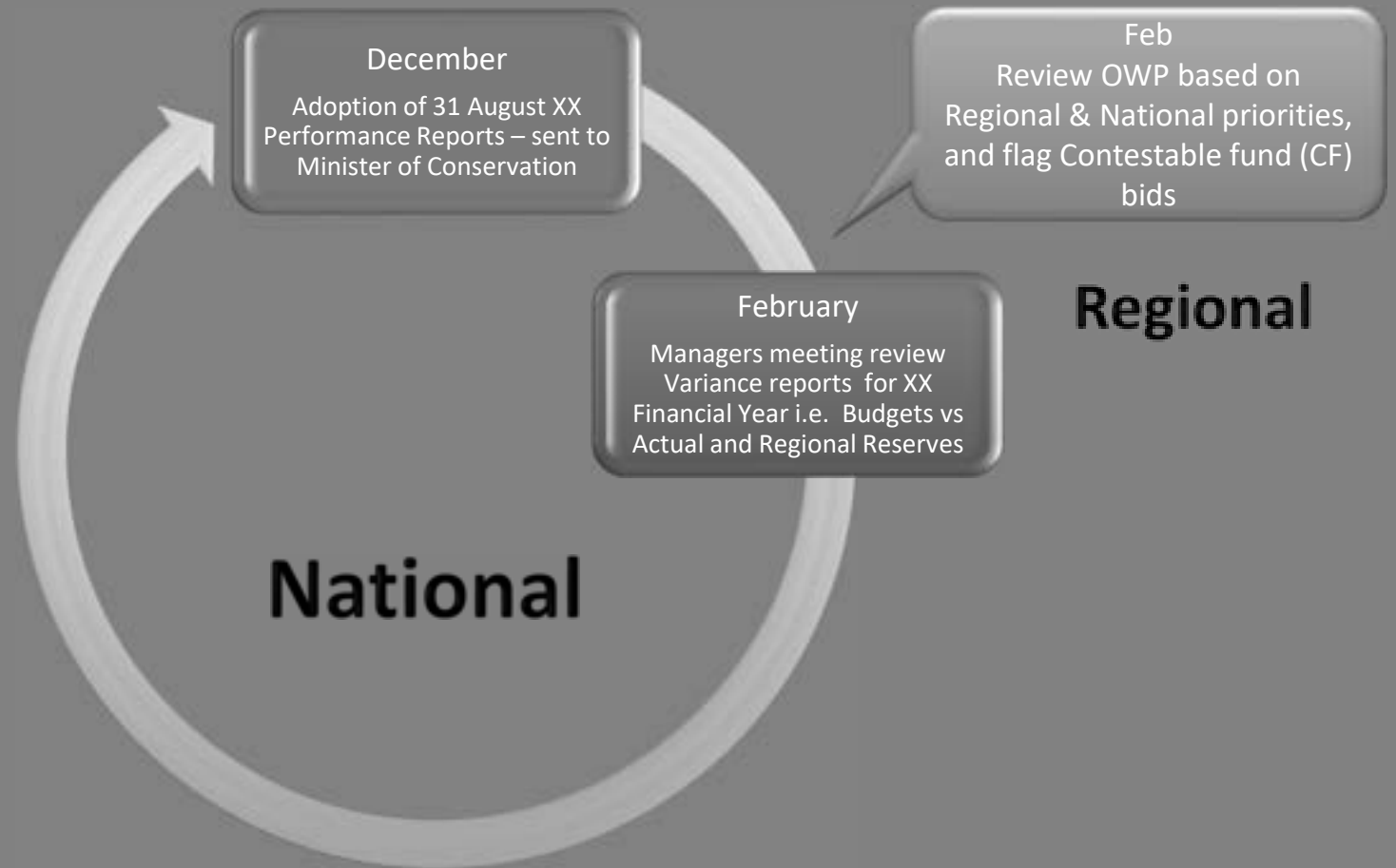
ANGLERS & HUNTERS FOR CONSERVATION

New Zealand Fish & Game
Planning, Budgeting, Licence Fee Setting

Planning & Budgeting



KEY DATES National/Regional for Budget



Review of Operational/Financial Performance

- Managers meeting
 - Variance reports (February)
 - Reserves Update
 - NZC review (CV)
- Management Reporting to/with Staff
 - Monitor YTD spending against budgets
 - OWP performance reviews
- Each Council meeting
 - Finance reporting
 - Variance reporting
 - Management reporting
 - Adoption of Annual Report & Statement of Service Performance (Dec meeting)
- Annual General meeting
 - Presentation of Annual Performance Report

KEY DATES National/Regional



BUDGETS/Contestable Funds

- We aim to work within our allocated base fund from prior year –
- Can proposed changes to priorities be incorporated into current allocated budget (base fund)?
 - i.e. can the new priorities be funded by reallocating funds from other project areas?
- Do we need to adjust budgets for inflation/market pressure?
- Are our Reserves adequate for the following year (20% of Base Funds)?
- If we cannot fund new priorities or increased costs within the budget a Contestable Fund Application (CF) can be put forward to the National pool in the new Budget Round.
- Increases to a regions budget by way of CF application needs to be approved at Manager & NZC level (Managers Recommend to the NZC applications at the April meeting)
- CF applications will be funded by either a regions reserves (for those who have adequate reserves) OR by adding the required funds to the licence fee.

KEY DATES National/Regional



Contestable Fund Bids

Contestable fund bids can be;

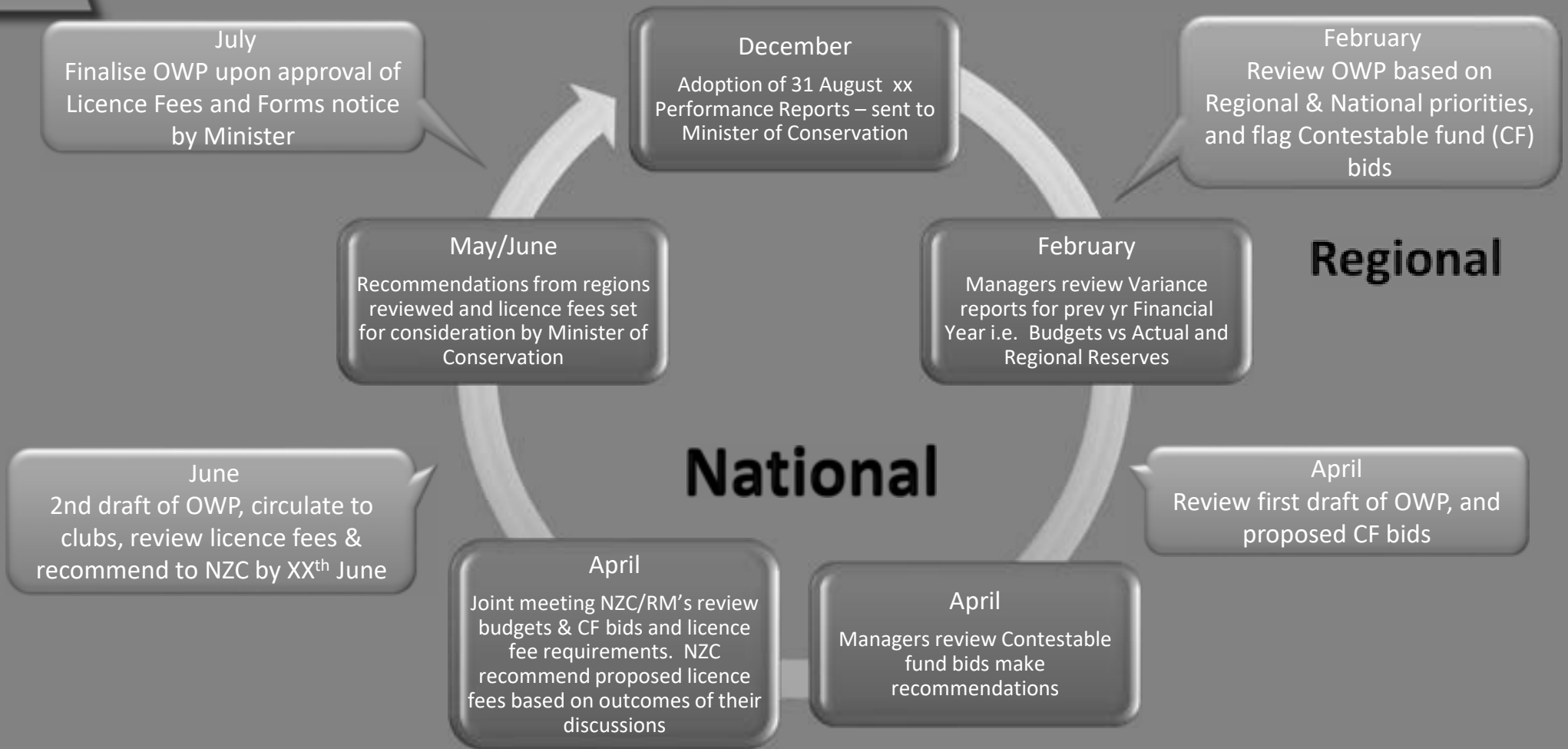
- ONE OFF - for expenditure that will apply in the forthcoming financial year only
 - E.g. for a specific project, purchase of an asset
- ONGOING - that is required as an ongoing project or inflationary adjustment
 - E.g. for additional staff or CPI increases, increased costs such as fish food

Ranked in order of importance at April Managers meeting as a recommendation to the NZC;

0	Failed
1	Good to do but not essential
2	Recommended but not essential
3	Essential for Regional council
4	Essential for whole organization or one off from reserves

Licence fee requirements established based on proposed budgets and CF applications

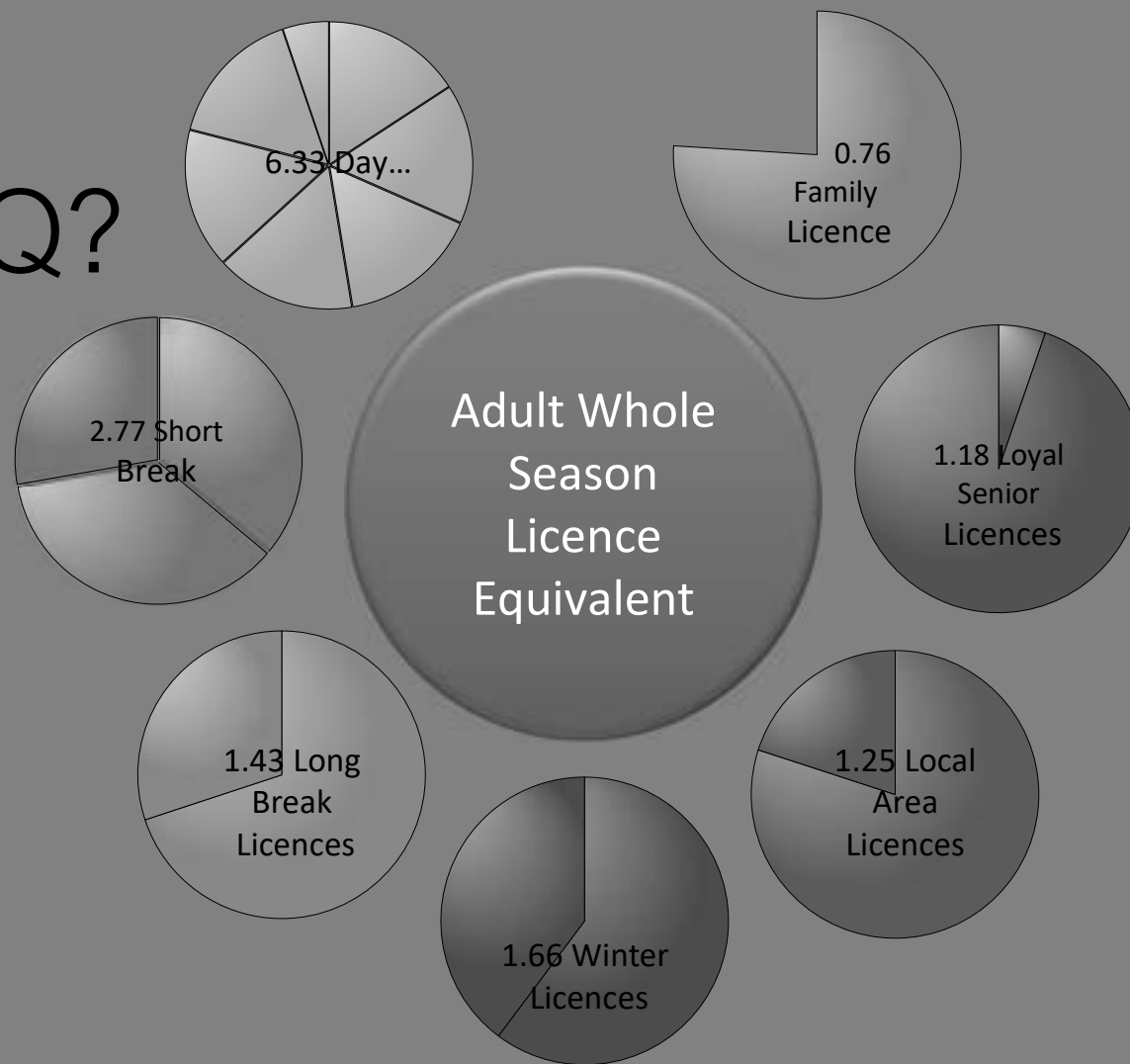
KEY DATES National/Regional



Setting Licence Fees



What is an LEQ?



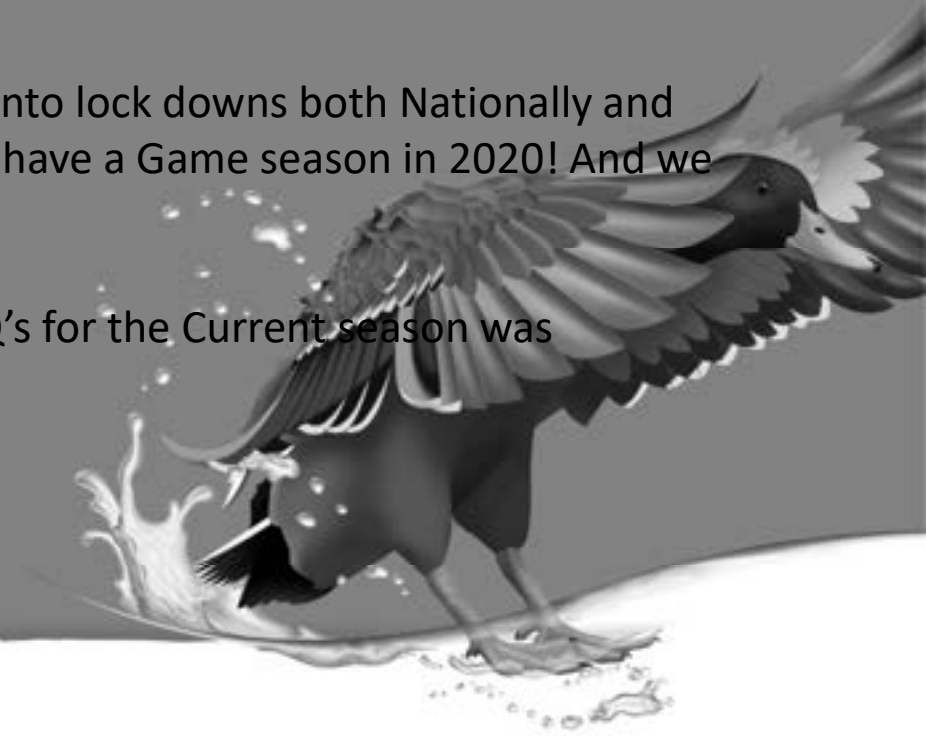
Setting the Licence Fee

Pre Covid

- To predict 2 full sets of licence sales years (LEQ's) were compared- If predicting for 2019/20 year – the 2016/17 and 2017/18 LEQ figures were analysed/compared
 - If the LEQ's went up then the forecast would = the last years actual
 - If LEQ's went down , then the forecast would assume it will go down the next year by half again.

Covid Hit – Our traditional sales forecast did not take into lock downs both Nationally and Internationally. At times we did not know if we would have a Game season in 2020! And we did not know when the Borders would be opened.

During and Post Covid – More in-depth analyse of LEQ's for the Current season was undertaken



Setting the Licence Fee cont'

The sales targets for 2023-2024 in Table on next page were established using a comparison of 2021-2022 sales versus the estimated 2022-2023 complete season sales and extrapolated using standard methods.

Adjustments were made for the inclusion of the non-resident levy, for Taranaki and Northland as discussed, and a later adjustment made for Hawke's Bay following the devastating impacts of cyclone Gabrielle.

The National target before these adjustments for the 2023-2024 season was 70,873, the actual results for 2022-2023 was 70,603, a difference of 270 LEQ's.

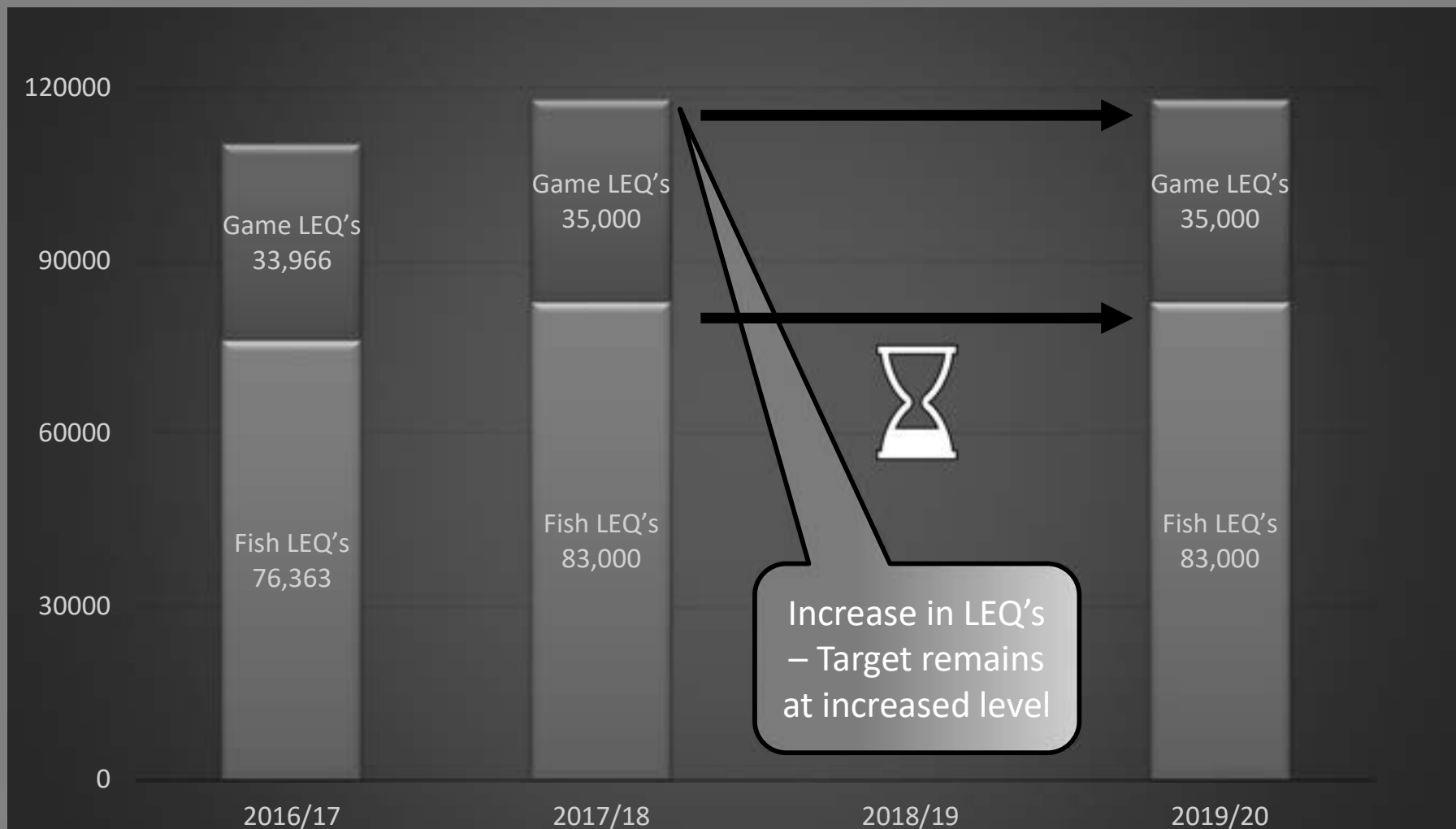


Setting the Licence Fee cont'

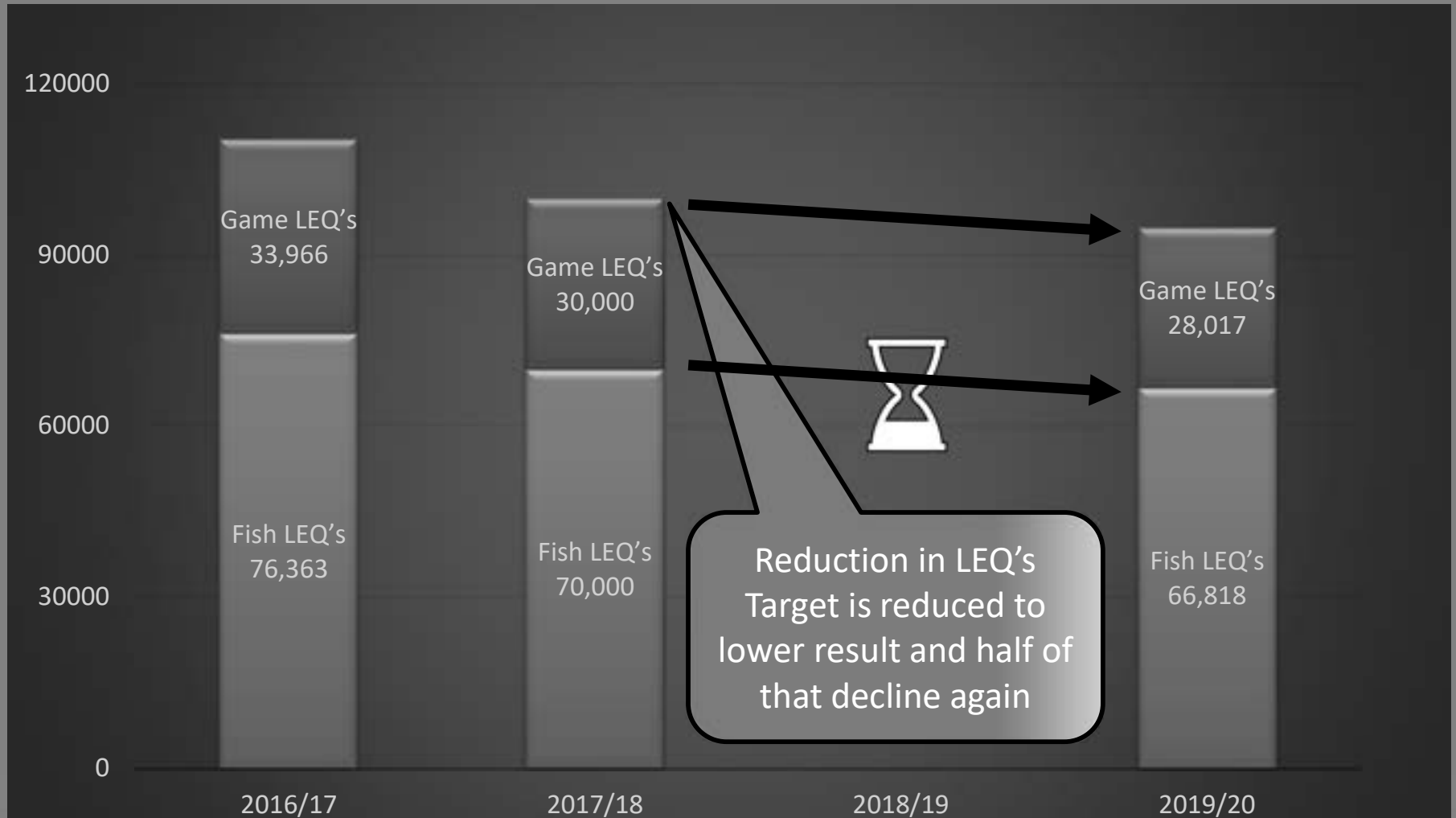
Table LEQ Budgets 2023-2024

Region	Extrapolated 2023-2024	LEQ for Non-Res Levy	Adjustment	Total
Northland	374	70	-74	370
Auckland/Waikato	3,501	228		3,729
Eastern	8,346	317		8,663
Hawke's Bay	2,440	244	-805	1,879
Taranaki	947	91		1,038
Wellington	2,679	128	-100	2,707
Nelson/Marlborough	4,087	512		4,599
North Canterbury	10,797	351		11,148
West Coast	2,008	200		2,208
Central South Island	12,381	556		12,937
Otago	14,799	816		15,614
Southland	8,515	652		9,167
Total	70,873	4,166	-979	74,060

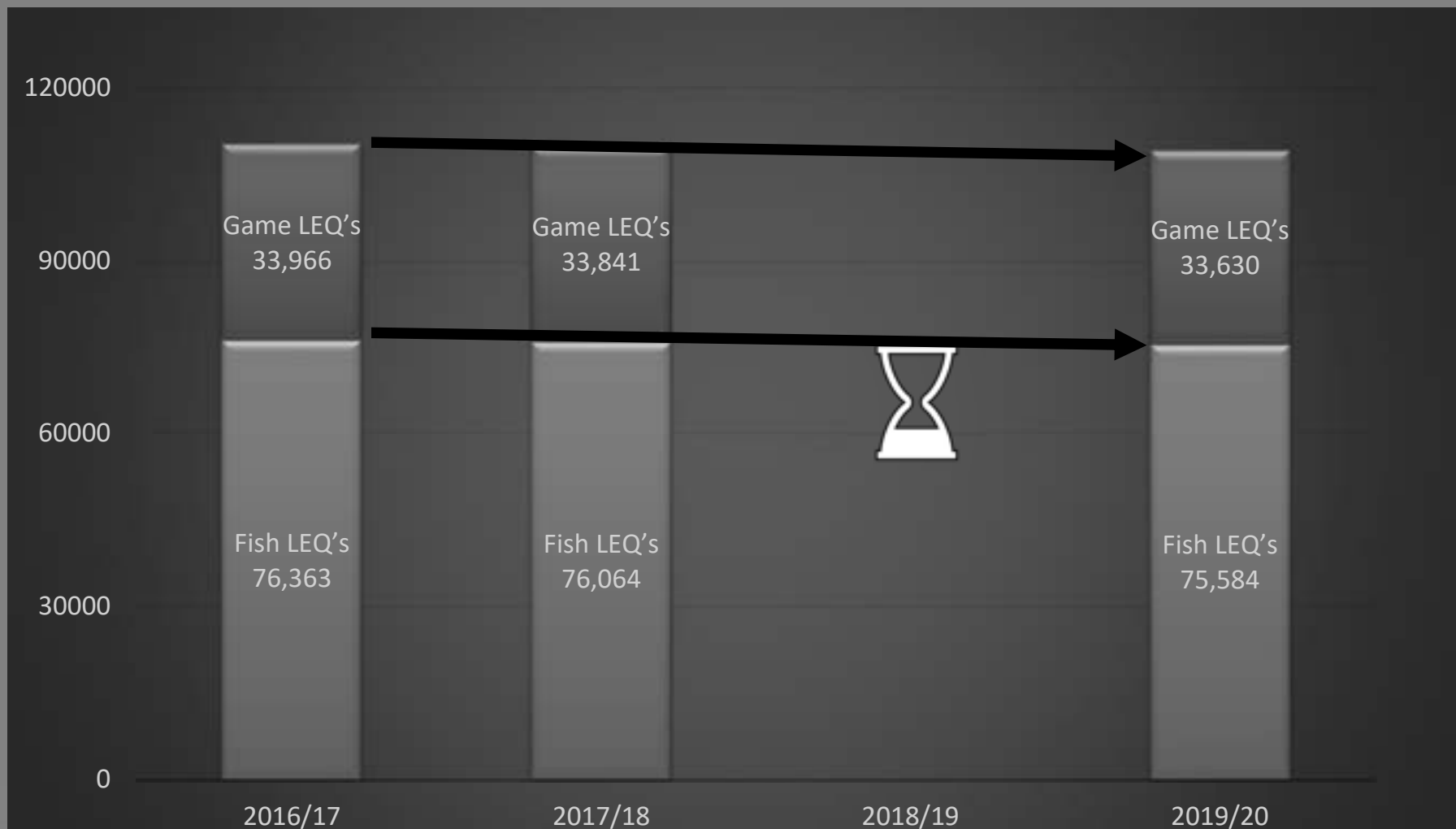
Establishing Licence Sales Targets – Increasing Trend



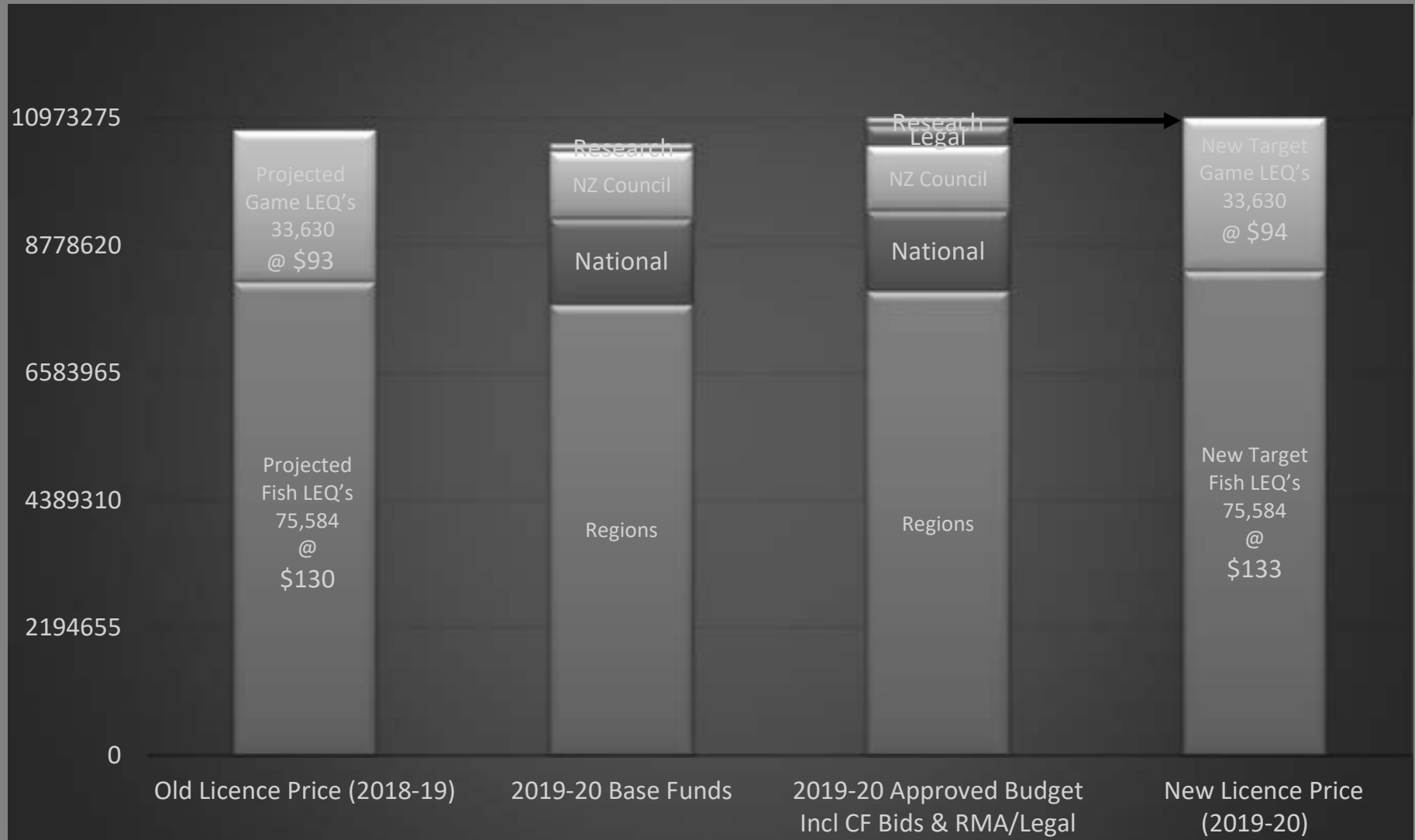
Establishing Licence Sales Targets – Declining Trend



Actual National LEQ Targets – 2019/20



Setting 2020-21 LEQ (Whole Season Licence Price)



LEVIES & GRANTS

The difference between what a region earns by way of licence sales and what its operational budget requirements are.

Most regions pay a National levy to support the functions of the New Zealand Council and for National projects such as licencing, magazines, research, and RMA.

Some regions receive a grant as their licence revenue is insufficient to provide for their operational budget requirements.

Why should they receive a grant if they don't earn the income?

- It is a national licence
- A regions licence sales does not always reflect the resources it must manage
- Often a licence is purchased in one Region (eg Auckland /Waikato) but the activity is in another region eg Eastern

Our Largest Expense/Resource

OUR PEOPLE/STAFF

On Average

65-70% of Regions Budgets are for Salaries.

The End



Considered Enhancement of Contestable Funding Process 2024

From NZC Chair, Barrie Barnes

(Note: Dates indicated are at this time a guide. It is, however, important that the stages be completed for the NZC meeting in April 2024.)

1. **29 February 2024** - Contestable Fund Bids (CFBs) regionally finalised.
2. **By 8 March 2024** - All CFBs collated and circulated to Regional Managers and Regional Chairs. All CFBs need to be considered against Fish & Game's Organisational Strategy.
3. **By 22 March 2024** - Regional Managers meet to discuss, support (or dismiss), and rank CFBs. The CFBs are only those that are 'operational'. Where there's a governance component that is held over for 5: below. The consideration of those CFBs by Managers are considered for their strategic alignment to the Organisational Strategy and technical and scientific merit nationally.
4. **By 29 March 2024** - The determination and recommendations of Managers on operational-based CFBs are circulated to Regional Chairs.
5. **By 12 April 2024** - The Regional Chairs meet to discuss and reaffirm the operational CFBs presented by Regional Managers. The Regional Chairs also process the CFBs that are governance-based and consider the national importance of all CFBs. This process is not to consider amendments, changes etc to the Managers' decisions and positions on the CFBs, but to have a full knowledge of the CFBs from an overall national position. As mentioned in 2: above, all CFBs need to be considered against the Fish and Game Organisational Strategy.
6. **19 April 2024** - Regional Chairs present their regional CFBs to NZC, as was carried out in 2023.

Ranger Compliance Update

New Zealand Fish and Game Council Meeting 167 – 16 & 17 February 2024

Prepared by: Richard Cosgrove, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

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

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receives the ranger compliance update and information; and
2. Note the work carried out to date, including the ongoing work and progress.

Takenga mai - Background

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

Kōrerorero - Discussion

Legal Opinion

3. In June 2023, the NZ Council CE received a legal opinion (Appendix 1) from Elana Geddis clarifying her roles and responsibilities around appointing Rangers and compliance activities. The clarification was an essential analysis of the responsibilities of the CE regarding our compliance teams.
4. The legal opinion was shared with the Regional Managers and constituted the basis for the comprehensive review of NZC Compliance Policies and Standard Operating Procedures (SOPs) discussed below.
5. The attached appendix is very clear on the obligations of the CE and has led to an increased engagement across the organisation in the compliance sphere. In brief:
 - The NZC CE can appoint and remove rangers and set reasonable conditions for their activities.
 - NZC can adopt national policies on compliance.
 - NZC CE can intervene to stop a planned compliance activity if there are safety concerns, and/or breaches of National Policy about the proposed activity.
 - The NZC CE is the PCBU in regard to the Health and Safety in Work Act 2015.

Compliance Policies and Standard Operating Procedures

6. The National Compliance Coordinator Anthony van Dorp has undertaken a comprehensive review of all the policies and SOPs that our ranging teams operate under. Under the Conservation Act 1987, NZC has the role of developing these policies as per section 26(HA).
7. There are two policy papers all our rangers operate under: The National Compliance Policy and The National Prosecutions Policy, both of which are attached in the appendix for Councillors' information. These policies are extensive in detail and cover the situations that staff and honorary Rangers may deal with.
8. There are also 11 SOPs also attached in the appendix covering the following situations: Ranger recruitment; Ranger Applications; Fit and Proper declarations; Ranger Code of Conduct; Training of Rangers; Ranging Operations; Operations Orders; Prosecution file handling and three SOPs relating to firearms handling.
9. As NZC will see, the extensive work Anthony has done over the last few years managing and creating these policies and SOPS has enabled Fish & Game Compliance Teams to have a solid consistent basis to work from no matter where they are in the country. His work and dedication have led to a lifting in the professionalism of our ranging teams.
10. The key factor for our Compliance Teams is the adherence to the National Policies and SOPs, as failure to follow these policies and SOPs will only undermine the credibility that Fish & Game has built up with other enforcement agencies such as NZ Police, MPI Fisheries, Immigration NZ and DOC.
11. It is important to note that at the end of the coming financial year, DOC is disestablishing its Compliance Team. It is currently unknown if any replacement team or structure for enforcement will be created. If not, then the only Warranted Officers with powers under the Conservation Act will be NZ Police constables and Fish & Game Rangers.

Game Bird Season Opening Weekend Ranging

12. Discussions have been held with the newly appointed NZ Police National Rural Policing Commander, who has issued an advisory to all of the Police District Commanders to expect to hear from Fish & Game regional compliance coordinators and to plan for joint opening weekend compliance operations in their districts.
13. Considering the levels of non-compliance with not only game bird hunting regulations but wider firearms legislation discovered in some regions last game bird season, the Police presence with our Compliance Teams for the 2024 game bird season will be welcome.
14. This will also offer the Police the opportunity to interact with many hunters in a short timeframe. This is a valuable engagement opportunity for rural police teams.
15. The NZC team have also met with engagement teams from the Firearms Safety Authority, Game Animal Council, Mountain Safety Council, Federated Farmers, NZ Deerstalkers and DOC to share plans for the coming hunting season.
16. This will enable consistent messaging around safety, requirements and obligations of hunters during the coming season. There will also be an emphasis on celebrating the positive benefits of hunting and highlighting that hunting in New Zealand is quite safe compared to many overseas countries.

Ranger Appearance

17. It has been highlighted that there is an opportunity to create a consistent look for our Rangers. Whilst work has been underway for several years to achieve this, some recent interactions have highlighted that when conducting planned ranging operations, especially joint regional collaborations, there is considerable variation in Ranger's appearance.
18. This may seem a minor thing, but Rangers are often the only interaction many of our licence holders may have with Fish & Game, hence having a consistent appearance, not only makes it easier for the public to recognise us, but it also shows we are a professional organisation responsibly managing our resource.
19. The National Compliance Policy indicates that a ranger cap and vest shall be provided to ranging, but there is considerable variation in those items and a review of them should be undertaken to ensure regions are operating with the current standard.

Compliance Coordination Meetings

20. Our regional Compliance coordinators are undertaking regular coordination meetings, this collaboration has increased since the staff conference in 2023.
21. The conference enabled the first in-person meeting for the coordinators in many years, which not only enhanced the level of collaboration but also has already shown an increased consistency in operations around such areas as Designated Waters Fisheries enforcement.
22. Conducted via teams, these meetings are essential in improving consistency, especially with new staff coming on board, of note there is a Contestable Funding Application to restore the annual Compliance Team in-person meetings that used to occur before Covid.

Ngā mahinga e whai ake nei - Next Actions

23. Continue to review and update the Compliance Policies and Ranger SOPs.
24. Continue planning for the 2024 Game bird hunting season.
25. Continue coordination on ranging activities plus continue publishing a Rangers newsletter.

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14 June 2023

Corina Jordan
Chief Executive
New Zealand Fish and Game Council
WELLINGTON

By email: cjordan@fishandgame.org.nz

Dear Corina,

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

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

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

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

Power to appoint rangers includes powers to set conditions on appointments

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

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

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

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

Removal of Fish and Game rangers

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

National policy to coordinate compliance activities

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

³ Legislation Act 2019, s 45(a).

⁴ Conservation Act 1987, s 26FA(3).

⁵ *Id.*

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

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

⁸ Conservation Act 1987, s 26HA(1).

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

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

¹⁰ Conservation Act 1987, s 26HA (2).

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

¹² Conservation Act 1987, 26C(1)(a).

¹³ Conservation Act 1987, s 26R(2A).

Health and safety obligations

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

Councils’ obligations as PCBUs

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

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

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

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

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

¹⁸ *Id.*

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

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

Officers' duties under health and safety legislation

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

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

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

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

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

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

Workers' duties under health and safety legislation

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

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

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

Legal authority to stop compliance activities for health and safety concerns

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

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

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

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

When should you step in?

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

Recommendations

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

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

Yours sincerely,



Elana Geddis
Barrister



Alison Gordon
Barrister

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

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

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

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

Draft 2023 revision

Fish and Game New Zealand Compliance Policy – Rangers



October 2023

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Appendix 1: Ranger Agreement and Code of Conduct

Appendix 2: Directors Appointment Notice

Appendix 3: Ranger Application

Appendix 4: Fit and Proper Person Form

Appendix 5: Guide to Ranger Recruitment and Training

Appendix 6: SOP's – Training and Operational, gun unloading, unattended firearms

1. Introduction

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

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

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

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

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

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

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

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

Purpose and scope of the Policy

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

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

2. The Objectives of Fish and Game Compliance.

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

2.1 Means to Achieve These Compliance Goals.

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

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

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

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

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

2.2 Measurement of the Compliance Goals.

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

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

3. Rangers

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

3.2.3 Fish and Game Ranger Role Description

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

Purpose

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

Nature and Scope

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

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

Personal Specifications and Attributes

Desirable Qualifications

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

Physical Requirements

- Preferably of sound physical fitness with good eyesight and hearing

Skills and Attributes

The ranger must:

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

Tasks

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

3.3. Recruiting and Appointment of Fish and Game Rangers:

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

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

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

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

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

3.3.2 Criteria for Reappointment of Existing Fish and Game Rangers

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

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

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

Police Vetting

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

Staff Ranger Police Vetting

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

3.3.3 Ranger Agreement

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

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

3.3.4 Fish and Game Ranger Training and Skill Maintenance

The Fish and Game Ranger Trainee Scheme

The Fish and Game Ranger Trainee Scheme requires applicants to

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

General Training

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

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

3.3.5 Training Provision and Reporting

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

3.3.6 Training Rotations

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

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

3.3.7 Non-Attendance at Training.

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

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

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

3.3.8 Pre-season briefings and refresher training

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

3.3.9 Termination of Ranger warrant

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

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

- Incapacity
- Neglect of duty
- Misconduct

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

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

Process:

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

1. Misconduct

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

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

2. Neglect of Duty

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

Resignation of Rangers

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

3.4 Ranger numbers

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

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

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

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

3.5.1 Reimbursement of Expenses

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

3.5.2 Health and Safety

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

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

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

Equipment

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

Standard Issue

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

3.6 Accountability

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

4. Ranging Operations

Duties and Functions of Rangers

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

Ranging Strategies

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

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

Deterrence

Deterrence will be achieved by:

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

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

Operational Planning and Taskings

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

Media

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

Cooperation with other enforcement agencies.

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

4.3 Reporting of Compliance Activities

Reporting and collation by regions

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

Annual Reporting by Regions

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

National Compliance Database.

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

4.7 Performance of Fish and Game Rangers

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

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

5. Offences and Prosecutions

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

5.2 Offence Reporting and administration

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

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

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

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

6. National Coordination

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

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

7. Compliance Policy Review.

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

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

Appendix 1

Fish and Game Rangers Appointment.

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

Signed _____ at Wellington this ___ day of _____

Appendix 2

Rangers agreement and Code of Conduct.

See attached document.

Appendix 3

Initial Ranger Application form

See attached document.

Appendix 4

Fit and Proper Person form.

See attached document.

Appendix 5

Guide to Ranger recruitment and training.

See attached document.

Appendix 6

Template Operations Order

See attached document.

Appendix 7

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



National Policy on Prosecutions January 2022

Purpose

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

Accountability

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

Scope

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

Conflicts of Interest

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

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

Prosecution Decisions

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

Test for Prosecution

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

¹ See Appendix 1 – The ‘Public Interest’ test

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

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

Decision Making Procedures

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

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

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

² Section 15 of the Criminal Procedure Act 2011.

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

Recommendation to prosecute/not prosecute

12. When rangers / Fish and Game Officers investigate a suspected breach of any Act, including the Conservation and Wildlife Acts, Regulation, Angler Notice, or Game Bird hunting Notice, a file must be produced containing:
 - a. All relevant evidence; and
 - b. A covering report, including a recommendation as to what action, if any, maybe appropriate.
13. The person within each region responsible for prosecutions must forward the file to the Regional Manager or Chief Executive for review and for consideration as to how the matter is progressed and / or resolved.
14. Resolution for any alleged offences may include the following:
 - a. No action;
 - b. Warning letter;
 - c. Youth warning with parental follow up;
 - d. Issuing an Infringement Notice; or
 - e. Prosecution (with or without diversion as appropriate).
15. The Regional Manager or Chief Executive receiving the file, report, and accompanying recommendation must promptly assess and consider the matter in accordance with this policy **and** in accordance with the processes outlined within the Fish & Game New Zealand Infringement Notice Compliance and Enforcement Policy.
16. The decision as to how to proceed; whether to take no action, issue a written warning, issue an infringement notice, or commence a prosecution, will be made by the Regional Manager in consultation with the Region Compliance Coordinator, with input from the Compliance Decision Group, as appropriate, particularly in more complex or technical matters. The processes involved are outlined in the Infringement Notice Compliance and Enforcement Policy.

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

When Prosecution is authorised

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

When Prosecution with diversion is authorised

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

Responsibility of Prosecutors

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

Use of diversion

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

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

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

Diversión eligibility

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

Approach to diversion

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

Diversión processes

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

Diversion conditions: donations

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

Diversion conditions: contribution to costs of prosecutions

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

Use of warnings

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

Sufficiency of evidence when issuing warnings

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

Range of behaviour for warning

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

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

Content of warning

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

Appeals

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

Any appeal to be lodged will require:

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

Appendix 1 - The 'Public interest' test⁵

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

Public interest considerations for prosecution:

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

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

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

Public interest considerations against prosecution:

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

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

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

Subsequent enquiries by Fish and Game revealed that:

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

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

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

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

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

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

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

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

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

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

Appendix 2 - Diversion

How to use diversion as a process.

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

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

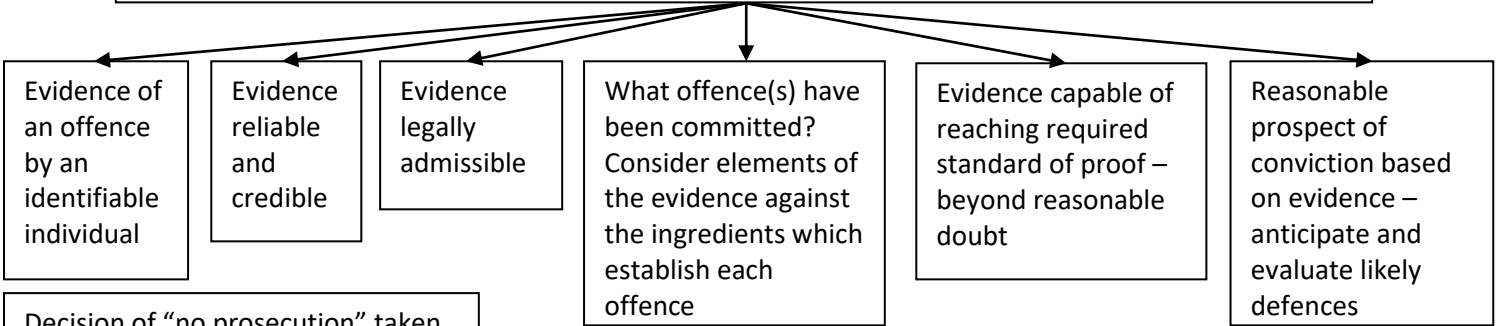
10. When diversion is completed, the defendant can be advised that they do not need to appear in Court at the next Court date, as the matter is being dismissed. If represented by a lawyer, the Criminal Procedure Act does not require the defendant to appear in court if they have already been excused.

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

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

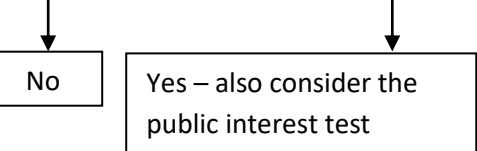
Each aspect of test must be considered separately and satisfied before a decision to prosecute is made. Evidential test must be satisfied before public interest test is considered.

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



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

Is the evidential test satisfied?



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

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

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



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

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

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

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

GUIDE TO RECRUITMENT AND TRAINING OF FISH & GAME RANGERS



Recruiting Processes

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

Criteria for Ranger applicants

Age limits for new applicants and rangers.

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

Health and fitness.

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

Other criteria.

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

Fish & Game responsibilities to Rangers

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

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

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

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



HONORARY RANGER APPLICATION

1. Personal Details:

Surname: _____ First Names: _____

Date of Birth: _____ Occupation: _____

Residential Address: _____

Telephone:
Home: _____ Business: _____ Mobile: _____

Email: _____

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

Firearms Licence No: _____ Expiry Date: _____

- Attach a copy of your firearms licence.

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

Yes/No.

2. Contacts:

Next of Kin (Name): _____ Relationship: _____

Phone numbers: _____

Address: _____

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

Allergies:

Medical Conditions:

Medication prescribed:

Any other Physical Conditions:

4. Education History:

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

5. Employment History:

Present Occupation:

Length of service:

List previous Employment:

6. Transport:

Do you own your own vehicle: Yes/ No

Drivers licence Number: Classes held:

-Attach a copy of your drivers licence

7. Sports and Leisure:

List:		
Sports	Hobbies	Club memberships

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

9. General:

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

10. PREVIOUS CONVICTIONS

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

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

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

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

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

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

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

11. REFEREES

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

Name _____

Address _____

Phone Number _____

Name _____

Address _____

Phone Number _____

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

- i. Familiarise yourself with the appropriate Act and Regulations.

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

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

Signature _____ Date _____

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

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

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



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

I, (name) _____

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

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

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

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

1/ A Police Safety Order.

2/ A Protection order.

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

I agree that:

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

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

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

Name: _____

Signature: _____

Date: _____



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

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

Full Name
Of (address)
.....

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

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

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

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

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

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

Signed *Ranger*

Date ___/___/___

Signed *Manager / CEO*

Fish & Game New

Zealand.....Region.

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

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

On-Going Training.

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

Trainers

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

Records

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

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

Review

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

Standard Operating Procedure – Ranging Operations

October 2023

Background

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

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

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

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

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

Organised Ranging Operations

Game Season.

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

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

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

Resources and allocation

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

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

Health and Safety

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

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

Planning and tasking rangers

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

Firearms

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

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

Pre-Ranging Operational Briefings

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

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

Sports Fish season operations

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

Honorary Rangers self-initiated ranging operations

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

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

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

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

Intentions

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

Communication and Distress Signal devices

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

Review

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



XXXXX Region

Title (e.g. Opening Weekend Ranging Operation)

Situation:

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

Mission:

(Outline the goal of the compliance operation).

Execution:

General outline.

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

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

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

Taskings.

Date:

(Complete information in the headings below)

Team One.

(Who is in this team).

Locations: (Where)

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

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

Operational Procedures

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

Offences.

(Outline common offences likely to be encountered)

Outline expectations for dealing with offences:

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

Firearms Security.

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

Health and Safety Risk analysis:

Outline aspects around risk analysis.

Risks identified:

List risks identified and mitigation measures.

Administration & Logistics:**Timings.**

Outline timings and hours of duty.

Dress and equipment.

Outline attire/uniform and required equipment.

Ranger Reports and Offence Notices.

Outline procedures relating to issuing and processing offences.

Meals.

Outline if rangers to supply own meals or if supplied.

Vehicles.

Outline vehicle allocation.

Command & Communications:

Detail who is in charge of the operation.

Communications

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

Phone List

Outline phone numbers of rangers.

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

Prepared by: (who prepared this document)

Additional.

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

Offence File Check Sheet

Name of offender:

Date of offence:

Location:

O/C - Ranger:

Offences disclosed:

Statement taken: Y/N

Photographs taken: Y/N

Police check done to confirm ID: Y/N

ID other wise confirmed: Y/N How:

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

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

Relevant matters:

Explanation offered:

Any issues:

Meet requirements of Prosecution Guidelines:

Evidential test: Y / N

Public Interest test: Y / N

Recommendation:

Warn / Prosecution/ Prosecution with diversion/ other _____

Recommendation by:

Date:

CEO/Manager sign off:

Date:

Gun unloading Standard Operating Procedure - May 2023

Background

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

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

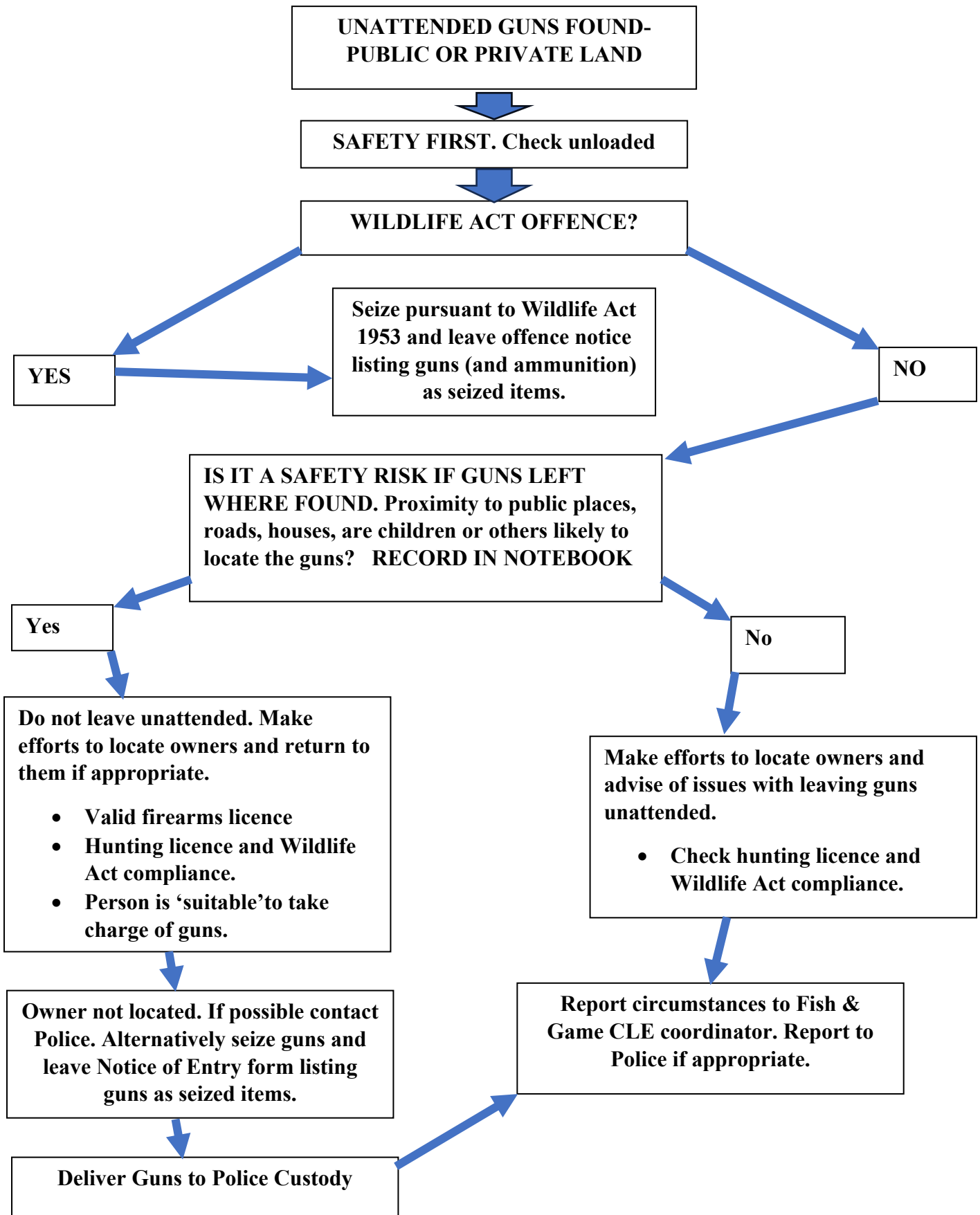
Draft Best Practice SOP for ranging shotgun unloading procedures.

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

SOP – Unattended Firearms. Sept 2023

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

Unattended Firearms located while ranging



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

Draft Health & Safety Policies

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

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

Kōrero taunaki - Summary of Considerations

Purpose

1. To receive initial feedback from the New Zealand Council on the proposed National Health and Safety Policy, the National Health and Safety Policy for Rangers and Managers declaration.

Financial Considerations

- Nil
 Budgetary provision
 Unbudgeted

Risk

- Low
 Medium
 High
 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receives the draft National Health and Safety policy, the draft National Health and Safety Policy for Rangers and the Managers Declaration and provides feedback.

Kōrerorero – Discussion

2. At the November 2023 NZC meeting, the draft National Health and Safety Policy and Managers Declaration was presented for initial discussion.
3. However, at the Managers meeting that occurred after the NZC paper went out, the Managers suggested splitting the policy in two. One policy specifically for the rangers, as that is where the NZC CEO has a PCBU responsibility and one general policy.
4. The NZC in November agreed with this approach, and the two draft policies are now tabled for discussion.
5. The National Health and Safety Policy for Rangers could be appended to the new guidance for Rangers that has been developed.
6. The other general National Health and Safety policy incorporates the standard regional Health and Safety Policy, but the Introduction explains the PCBU responsibilities of the CEO of the NZC and the expectations that the NZC has of the Regional Councils.

Ngā mahinga e whai ake nei - Next Actions

7. Once feedback is received, any amendments will be made to the two policies before they go to the Regional Councils for consultation.



DRAFT National Health and Safety Policy

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

1. Introduction

Fish and Game NZ is committed to providing and maintaining a safe and healthy workplace for employees, volunteers and the public, by complying with relevant health and safety legislation (Health and Safety at Work Act 2015 (HSWA) and associated regulations), and various New Zealand standards and approved codes of practice.

The New Zealand Fish and Game Council (NZ Council) and each of the Regional Fish and Game Councils (Regional Councils) are PCBUs for the purposes of the HSWA. PCBUs have a requirement to work with each other where there are overlapping duties. This requirement relates not only to Fish and Game Councils but to other organisations that the Councils work with.

The NZ Council also has the function of developing national policies in consultation with the regions and has particular responsibilities as the only Council with an overview across the organization.

The Chief Executive of the NZ Council is not a PCBU with respect to Regional Council employees except when they are undertaking ranger duties. However, one of the NZ Council's functions is to develop, in consultation with Regional Councils, national policies for the carrying out of the NZ Council's functions for sports fish and game. It is also a function of the NZ Council to audit the activities of the Regional Councils.

In line with these functions, the NZ Council expects the Regional Councils to be model employers and to ensure that the Regional Councils' working environments are healthy and safe for all employees, not just rangers.

This policy applies to all Regional and NZ Council employees and all other workers (such as contractors or volunteers) where applicable.

2. POLICY

Duties of Regional Councils and the NZ Council

The Council will, as far as is reasonably practicable, comply with the provisions of legislation dealing with health and safety in the workplace, by:

- providing a safe physical and emotional work environment;
- ensuring a health and safety plan is in place in relation to specific activities which include ; fieldwork; working alone, ranging; motor vehicles; boating; office security; and hatchery operations where relevant
- ensuring that engagement and consultation with staff on the plan occurs;
- providing adequate facilities and any safety equipment deemed necessary, including ensuring access and ensuring property and equipment is safe to use and workers are not exposed to risks;
- ensuring there is an effective method in place for identifying, assessing and controlling risks. This includes the recording and investigating of injuries, and reporting incidents and accidents including serious harm incidents;

- ensuring that a drug and alcohol policy, a fatigue management plan, and a prevention of bullying and harassment policy is in place.
- ensuring that health and safety plans have been agreed with other agencies to cover overlapping health and safety issues
- having a commitment to a culture of continuous improvement.

The Regional Manager/Chief Executive, as an Officer, is also responsible for implementing this policy and therefore must:

- exercise due diligence in accordance with the provisions of the health and safety legislation;
- ensure that operational plans and procedures such as first aid and emergency evacuation procedures are in place;
- take all reasonable steps to protect workers, volunteers and visitors in the workplace from unsafe or unhealthy conditions or practices;
- ensure there are effective processes to deal with unacceptable behaviour, such as non-compliance;
- ensure that workers have adequate training, supervision and information to undertake their activities
- keep Council fully informed;
- advise the Council Chair of any emergency situations as soon as possible.

The Regional Manager/Chief Executive and the Council, may be liable if they fail to meet or comply with health and safety obligations.

All workers (employees, contractors, and volunteer workers) are expected to play a vital and responsible role in maintaining a safe and healthy workplace through:

- being involved in improving health and safety systems at work;
- following instructions, rules, procedures and safe ways of working;
- reporting any pain or discomfort as soon as possible;
- reporting all injuries, incidents and near misses;
- helping new staff members, trainees, volunteers and visitors to the workplace understand the risks and risks and why they exist;
- reporting any health and safety concerns or issues through the reporting system;
- keeping the workplace tidy to minimise the risk of any trips and falls;
- wearing protective clothing and equipment as and when required to minimise exposure to workplace risks;
- take reasonable care for the health and safety of themselves and of others in the workplace.

Workers may be personally liable if they fail to meet or comply with their health and safety obligations.

All others (e.g. visitors) in the workplace must:

- follow all instructions, rules and procedures while in the workplace;;
- report all injuries, incidents and near misses to the Manager/Chief Executive;
- wear protective clothing and equipment as and when required to minimise their exposure to risks.

Councils must have a comprehensive health plan in place that is specific to their region covering the topics and policies set out in the Appendix to this Policy.

Health and Safety incidents will be reported to the National Health and Safety Committee, except for Serious Harm incidents which will be reported to NZC straight away. When there is a health and safety incident, the Regional Council will consider whether changes to the Health and Safety Plan are required to minimize the risk of such an incident occurring again in future, will make such changes as are necessary.

To support consistency of approach, the NZ Council and the Regional Councils will establish a **National Health and Safety Committee**, comprising regional representatives and a representative from the NZ Council. The Committee will monitor incidents, review Council policies and plans, and share practices and learnings.

DOCUMENT MANAGEMENT CONTROL

Prepared by: Jane Hutchings, HR Business Partner
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council

Date Issued (for Consultation):
Next Review:

Appendix 1

A Health and Safety Plan should cover:

1. The process for receiving and considering information regarding health and safety incidents, hazards, and risks, and responding in a timely way;
2. Staff involvement
3. Training and supervision;
4. 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; ranging; motor vehicles; boating; office security; and hatchery operations;
5. The requirement under HSWA to engage with other agencies the Council may work with from time to time and who may also have overlapping health and safety duties;
6. Availability of first aid assistance and training;
7. Emergency evacuation procedures;

Plus additional policies and guidelines covering:

1. Drug and alcohol use;
2. Fatigue management
3. Prevention of bullying and harassment.
4. Lone worker SOP
5. Safe driving policy
6. Intentions template or App
7. Tailgate forms
8. Boat training manual
9. Boat safety plans
10. External contractors induction checklist
11. External contractors health and safety agreement
12. Drift diving safety plan
13. Plan for controlling hazardous substances
14. A storage and spill plan
15. Hazard control plans
16. Drone use guidelines



National Health and Safety Policy for Rangers

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

1. PURPOSE

The New Zealand Fish and Game Council (**NZ Council**) and each of the Regional Fish and Game Councils (**Regional Councils**) are PCBUs for the purposes of the Health and Safety at Work Act 2015 (**HSWA**). The NZ Council and the Regional Councils have overlapping duties in relation to fish and game rangers, who are appointed by the Director of the NZ Council but are usually managed, and trained, by the Regional Councils.

HSWA requires PCBUs with overlapping duties to consult and co-operate with each other, and to coordinate their activities. The purpose of this policy is to clarify the health and safety responsibilities of the NZ Council, and the Regional Councils, to avoid, so far as reasonably practicable, any gaps in the overall health and safety scheme as it relates to fish and game rangers.

To the extent that it relates to rangers, this Policy is implemented pursuant to sections 26HA of the Conservation Act 1987 (**Act**), which allows the NZ Council to develop a national policy relating to fish and game rangers.

2. POLICY

Under section 26FA of the Act, the Director (i.e. the NZ Council Chief Executive) has the power to appoint Fish and Game rangers. Under HSWA, rangers are workers whose activities are influenced by the NZ Council, and the NZ Council owes them a duty of care, even where the rangers are employed by a Regional Council or are honorary rangers carrying out activities under the supervision of a Regional Council.

Duties of Regional Councils

Regional Councils have primary responsibility for managing the on-the-ground health and safety of rangers who are employed by them or are carrying out activities in their region (including honorary rangers). The Regional Council's responsibilities include:

- providing training, support and appropriate supervision to rangers;
- ensuring that Rangers and Regional Councils understand and comply with the Ranger Guide and Health and Safety Guidelines for Rangers
- ensuring that the necessary personal protective equipment (**PPE**) is available for use by the rangers, and that rangers are knowledgeable in the proper use of the PPE;
- managing any other matters of day to day health and safety, including hazards and risks, that arise in the Regional Council's workplace or in locations where the rangers will be operating.

Regional Councils must have a comprehensive health and safety policy and plan in place that is specific to their region, and at a minimum, covers the following topics:

1. The process for receiving and considering information regarding health and safety incidents, hazards, and risks, and responding in a timely way to that information;

2. Training and supervision;
3. 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; ranging; motor vehicles; boating; office security; and hatchery operations;
4. The requirement under HSWA to engage with other agencies the Regional Council may work with from time to time and who may also owe overlapping health and safety duties;
5. Availability of first aid assistance and training;
6. Emergency evacuation procedures;
7. Drug and alcohol use;
8. Workplace stress and fatigue management; and
9. Bullying and harassment.

On an annual basis beginning on **DATE**, the Regional Councils must complete the declaration attached to this Policy and titled “Annual Declaration of Health and Safety Compliance”, and provide it to the Chief Executive of the NZ Council. The Declaration will confirm that:

- the Regional Council has health and safety policies and a plan in place that cover all matters required by this Policy, and that it has been complied with in the preceding 12 months;
- all health and safety incidents that have occurred in the preceding 12 months have been reported to **the Health and Safety Committee** and will record such incidents (and any changes to the Regional Health and Policy that may have resulted);
- all rangers have been provided with ongoing training in the 12 months preceding the declaration, and provide details of training completed and by which rangers.

Duties of NZ Council

The NZ Council has a duty to ensure that all reasonably practicable steps have been taken to ensure the health and safety of the rangers it appoints. This means:

- undertaking due diligence with respect to the suitability of prospective rangers before they are appointed; and
- ensuring that the Regional Councils are meeting their health and safety responsibilities as set out in this Policy.

Before the NZ Council Chief Executive signs a ranger warrant, the Chief Executive must be provided with:

1. a Fit and Proper Person form completed by the prospective ranger;
2. confirmation from the Regional Manager/CE that the prospective ranger has met the criteria set out in the Recruitment Guide for rangers and
3. evidence that the prospective ranger has completed the CERT Situational Safety and Tactical Communications course.

The Chief Executive of the NZ Council will keep an appropriate record as evidence that she undertook this due diligence before the ranger’s warrant was signed.

The Chief Executive of the NZ Council will receive the “Annual Declaration of Health and Safety Compliance” provided by Regional Councils. If any issues arise from the Declaration (or a Regional Council’s failure to provide it), the Chief Executive will take such further steps, or make such further enquiries, as may be appropriate in the circumstances. This may include an approach to WorkSafe or to the Minister of Conservation.

Annexed to this Policy is the Annual Declaration of Health and Safety Compliance.

DOCUMENT MANAGEMENT CONTROL

Prepared by:
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation):



Annual Declaration of Compliance Health and Safety

To: New Zealand Fish and Game Council (NZ FGC)

From: [REGION] Fish and Game Council

This declaration is provided in accordance with the National Health and Safety Policy for Rangers (**National Policy**) implemented by the NZ FGC on [DATE] pursuant to ss 26HA and 26C(1)(a) of the Conservation Act 1987.

The [REGION] Fish and Game Council declares:

1. We have a health and safety policies and a health and safety plan in place that covers all matters required by the National Policy, and it has been complied with in the 12 months preceding the date of this declaration.
2. All health and safety incidents that have occurred in the last 12 months in our region have been reported to the National Health and Safety Committee or the NZ FGC as necessary and are recorded in Appendix A.
3. Following the incidents (if any) recorded in Appendix A, the Regional Plan has been reviewed. Any amendments or variations that were made to the Regional Plan as a result of that review have been recorded in Appendix B.
4. We have provided all rangers that undertake activities in our region with adequate, ongoing training to ensure that they remain a suitable person to carry out the role of ranger in accordance with the warrant issued by the Director of NZ FGC. Details of this training is attached.

Signed for and on behalf of the [REGION] Fish and Game Council:

[Regional Manager / Chief Executive]

Date:

Appendix A: Health and Safety Incidents

Date of Incident	Description	Action taken

Appendix B: Amendments to Regional Plan

Date of Amendment	Clause Amended	Summary of Amendment

Appendix C: Ranger Training

Date of Training	Description of Training	Rangers who Received the Training

Protected Disclosures Cover Paper

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

Prepared by: Jane Hutchings, HR Business Partner, NZ Council

Kōrero taunaki - Summary of considerations

Purpose

1. To receive initial feedback from the NZC on the draft Protected Disclosures Policy and Procedures.
2. The Protected Disclosures (Protection of Whistleblowers) Act 2022 (the Act) requires that all public sector organisations have procedures in place for receiving and handling protected disclosures (including Crown Entities). Therefore, the purpose of drafting this Policy and Procedures is to ensure that a policy and process are in place if one of our staff wished to make a disclosure under the Act.

Financial Considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the draft Protected Disclosures Policy and Procedures and provide feedback.
2. Agree on who should be Nominated Disclosure Managers.

Kōrerorero – Discussion

2. The [Protected Disclosures \(Protection of Whistleblowers\) Act](#) came into force in July 2022 and was a rewrite of the original 2000 Act.
3. The Act protects people who wish to report serious wrongdoing in their workplace from punitive action against them.
4. Serious wrongdoing includes:
 - An offence.
 - A serious risk to:
 - Public Health
 - Public Safety
 - The health or safety of any individual, or
 - The environment.
 - A serious risk to the maintenance of the law, including the prevention, investigation and detection of offences and the right to a fair trial.
 - An unlawful, corrupt or irregular use of public funds or public resources; and
 - Oppressive, unlawfully discriminatory, or grossly negligent conduct or gross mismanagement by:
 - A public sector employee, or
 - A person performing a function or duty or exercising a power on behalf of a public sector organisation (the government).
5. Employees, volunteers and contractors can report a serious wrongdoing in the organisation that they work for. They can make the report to a Nominated Disclosure Manager. In most organisations, this would be the Chair of the Board, the Chief Executive or the Head of HR.
6. **In Fish and Game, it is suggested that the Nominated Disclosure Managers be the Chief Executive and the Chair of the NZ Council, and the Chief Executives/Regional Managers and Chairs of the Regional Councils.** The attached Procedure, the Act and the Office of the Ombudsman provide guidance on the process once someone submits a protected disclosure. This could also be covered in governance training, but as a submission under the Act is likely to be quite rare, it is suggested that Nominated Disclosure Managers contact the NZC HR Advisor for advice.
7. Employees, don't need to make a submission within their own organisation but can make it to an external Appropriate Authority such as the Ombudsman or the Auditor General. Schedule 2 of the [Protected Disclosures \(Protection of Whistleblowers\) Act 2022](#) lists examples of Appropriate Authorities.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

8. Nil.

Ngā mahinga e whai ake nei - Next Actions

10. If agreed, the Protected Disclosures Policy and Procedures will go to Regional Councils for consultation.



DRAFT Protected Disclosures Policy

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

1. PURPOSE

To comply with the Protected Disclosures Act 2022, to facilitate the disclosure and investigation of serious wrongdoing in the workplace, and to provide protection to employees/workers who report concerns.

2. POLICY

This policy provides for an employee, a former employee, a volunteer, a contractor of Fish and Game NZ or a Council member to be protected from dismissal and any other punitive acts by Fish and Game for disclosing a serious wrongdoing. The serious wrongdoing may be committed either by Fish and Game or within Fish and Game by an employee or contractor.

Fish and Game NZ:

- protects those who, in good faith, raise concerns about serious wrongdoing.
- Maintains confidentiality of the discloser's details
- ensures allegations of serious wrongdoing are properly investigated and addressed.
- complies with the principles of natural justice.
- sets out a standardised process for making a protected disclosure.
- identifies who a protected disclosure of serious wrongdoing may be made to
- complies with the requirements of the Act

3. What is a Protected Disclosure?

A protected disclosure is defined as where the discloser:

- believes on reasonable grounds that there is, or has been, serious wrongdoing in or by the discloser's organisation; and
- discloses information about that in accordance with this Act; and
- does not disclose it in bad faith.

Those who provide support information are generally also protected if they disclose in the same manner.

The discloser will not be liable to any civil, criminal, or disciplinary proceedings because they made or referred a protected disclosure. However, if they have been personally involved in the serious wrongdoing about which they are disclosing information, the Protected Disclosures Act does not protect them from disciplinary action, or from civil or criminal proceedings arising from that wrongdoing.

A discloser is entitled to protection even if:

- they are mistaken and there is no serious wrongdoing; or
- they do not refer to the Act when making the disclosure; or
- they also make the disclosure to another person if they do so—
 - on a confidential basis; and
 - for the purposes of seeking advice about whether or how to make a protected disclosure;

accordance with this Act.

4. Who is a Protected Disclosure made to?

The disclosure made to the Chief Executive of the NZ Council, to a Regional manager/Chief Executive or Regional Council Chair, or to an Appropriate Authority (see the Procedures for Appropriate Authorities).

5. What is Serious Wrongdoing?

An unlawful, corrupt, or irregular use of funds or resource of a public sector organisation; or Acts, omissions, or courses of conduct:

- that constitute a serious risk to public health or public safety or health or safety of an individual, or to the environment; or
- that constitute a serious risk to the maintenance of law, including the prevention, investigation, and detection of offences and the right to a fair trial; or
- that constitute an offence; or
- that is oppressive, unlawfully discriminatory, or grossly negligent, or gross mismanagement by a public sector employee or person performing a function or a duty or exercising power on behalf of a public sector organisation or the Government

6. What is not Serious Wrongdoing?

Things like dissatisfaction with the leadership of an organisation or more minor misconduct matters may not amount to serious wrongdoing and would therefore not be covered by the Act. The Act does not cover employment issues that are covered by the Employment Relations Act.

7. Natural Justice

Fish and Game NZ, will adhere to principles of 'Natural Justice', meaning that those involved:

- are not judges in their own cause. If the person involved in considering a protected disclosure is in any way involved with the alleged serious wrongdoing, then that person cannot give an objective view of the matter and will not be part of the process; and
- will hear both sides of the argument. The process should hear both sides of any assertions made by the complainant and by any person who is involved in the alleged serious wrongdoing.
- will give a reasoned decision in a timely manner.

8. Protection from Victimisation and Retaliation

Fish and Game NZ must not retaliate, or threaten to retaliate, against a discloser who is an employee; and no person may treat another less favourably because of a protected disclosure. This applies even if it transpires that the disclosure is not protected by the Act.

If the discloser feels that their protected disclosure has caused them to suffer retaliatory action, they may have a personal grievance under the Employment Relations Act 2000.

Similarly, if they feel that they have been victimised because of their protected disclosure they may make a complaint under the Human Rights Act 1993.

9. Confidentiality

Where a protected disclosure is made, the recipient of the disclosure, must use their best endeavours not to disclose information that may identify the discloser.

This obligation exists unless the discloser consents in writing to the disclosure of their identity or :

- for the effective investigation of the disclosure
- in order to prevent serious risk to public health, or public safety, the health and safety of the individual, or the environment
- to comply with the principles of natural justice
- to aid an investigation by a law enforcement or regulatory agency for the purpose of law enforcement.

10. Important Notes

The protection of the Act will not apply where a disclosure is made in bad faith.

The Act does not provide immunity from prosecution for the serious wrongdoing itself – only for the making or referring of the disclosure.

If the information is disclosed to someone other than those people specified in the Act (for example, directly to the media or on social media), the discloser may lose the protection of the Act.

The discloser must ensure that any disclosure of information is made strictly in accordance with the procedures of this policy.

If the discloser is unsure about any part of this policy, then they should refer to the NZC HR Advisor.

Refer to the Protected Disclosures Procedures for a step by step process on making a disclosure
See also: [Office of the Ombudsman Protected Disclosure Guidance](#)

DOCUMENT MANAGEMENT CONTROL

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



DRAFT Protected Disclosures Procedure

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

1. PURPOSE

To outline the procedure to be used when a protected disclosure is made. This document supports the Protected Disclosure Policy.

2. PROCEDURE FOR A PROTECTED DISCLOSURE

Check the definition of discloser, protected disclosure and serious wrongdoing in the Protected Disclosures Policy to ensure your disclosure meets the definition.

Record the details of your disclosure on **the Protected Disclosures (Whistleblowers) Form attached**. Talk to Human Resources if you would like advice or assistance. Disclosures cannot be verbal and must be in writing.

If you are disclosing to Fish and Game, the appropriate people to disclose to are one or more of the following **Nominated Disclosure Managers**: Regional Manager/Chief Executive, Chair of the Regional Council, Chair of the NZ Council, Chief Executive of the NZ Council.

If you are not comfortable about going to someone within Fish and Game see section 4 of this Procedure.

3. PROCEDURE FOR DISCLOSURES MADE WITHIN FISH AND GAME NZ

If you make a disclosure to one of the people above, then the following will happen:

- Within two working days, they will provide you with a written acknowledgement of receipt of your disclosure and will set out Fish and Game's intended course of action.
- They will consider the disclosure and check whether it has been made anywhere else, seeking advice as deemed appropriate, and will report the disclosure to the appropriate Council. They can opt to:
 - investigate the disclosure:
 - address any serious wrongdoing by acting or recommending action:
 - refer the disclosure to an Appropriate Authority:
 - decide that no action is required
 and they will tell you what they have opted to do.
- If they determine that the matter is to be investigated, they will commence a formal investigation.

- If they determine no action is required, they will inform you (with reasons). These reasons may include that the disclosure is not a protected disclosure, the amount of time that has passed means an investigation will not be practicable, and/or that the matter is best addressed by other means.
- Within 20 working days of making the disclosure you will be advised whether the investigation has resulted in the disclosure being upheld or not, or alternatively what steps the Council has taken and when this information is likely to be known. The Council may, at its discretion, engage an external investigator to help with any investigation.
- The NZ Council will establish and maintain a secure in confidence register of disclosures and their status.

You can make an anonymous disclosure, but please note that in some circumstances it will not be possible for us to properly investigate an anonymous disclosure; for example, where further information is required but cannot be obtained.

4. PROCEDURES FOR DISCLOSURES MADE OUTSIDE FISH AND GAME NZ

You do not have to go through Fish and Game to make a protected disclosure. You can go to another Appropriate Authority (listed below) at any time.

Two examples of where it might not be appropriate to disclose the information a Nominated Disclosure Manager is where you believe, on reasonable grounds, that:

- a Nominated Disclosure Manager is or may be involved in the alleged serious wrongdoing; or
- because of any relationship or association, they may have a link to a person whom you believe to be involved in the alleged serious wrongdoing.

These examples are also instances of where Fish and Game NZ might refer the disclosure to an Appropriate Authority under section 16 of the Act.

Within twenty working days, whoever you make the disclosure to is required by the Act to:

- Acknowledge receipt of the disclosure
- Consider the disclosure and check if further investigation is required
- Check with you if you have made the disclosure elsewhere
- Deal with the matter – investigate, address the wrongdoing, refer the disclosure to other appropriate parties (after consulting with you), or decide that no action is required
- Inform you about what has been done or what will be done and the reasons.

The bodies which constituted an **Appropriate Authority** to which you can go to make the disclosure are:

- the Commissioner of Police
- the Ombudsman
- the Controller and Auditor-General
- the Director of the Serious Fraud Office
- the Inspector-General of Intelligence and Security
- the Parliamentary Commissioner for the Environment
- the Independent Police Conduct Authority (IPCA)
- the Solicitor-General
- the State Services Commissioner
- the Health and Disability Commissioner
- the head of every public sector organisation
- a private sector body which comprises members of a particular profession or calling and which has power to discipline its members

More information on Appropriate Authorities is contained in Schedule 2 of the Act

DOCUMENT MANAGEMENT CONTROL

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

DRAFT



Draft Protected Disclosure Form

1. Name¹:
2. Position:
3. Is this disclosure being made to a Nominated Disclosure Manager?

YES - (please tick as appropriate):

- Chief Executive Officer/Regional Manager
- Chair of the Regional Council
- Chair of the New Zealand Council
- CEO of the New Zealand Council

NO – Who are you reporting to, and why? (see Clause 4 of the Protected Disclosures Procedure for other organisations that you can make a disclosure to)

.....

.....

.....

.....

.....

¹ You can make an anonymous disclosure, but please note that in some circumstances it will not be possible for us to properly investigate an anonymous disclosure; for example where further information is required but cannot be obtained.

4. Please set out details of the serious wrongdoing:
(This includes the nature of the alleged incident/wrongdoing, the time and place of the incident/wrongdoing, the people involved, and any other relevant information. Continue on a separate sheet if necessary.)

.....
.....
.....
.....

5. Please list any evidence (e.g. documents, written notes, receipts and witnesses) you are aware of that supports the matters described at paragraph 4 above:

.....
.....
.....
.....
.....
.....

Declaration :

I understand that I am making a disclosure of information which I wish to be protected under the Protected Disclosures Act 2022 and that:

- in making a protected disclosure, if I feel that it has caused me to suffer any retaliation or victimisation from Fish and Game NZ, I may have a personal grievance under the Employment Relations Act 2000, or I may make a complaint under the Human Rights Act 1993; and
- in making a protected disclosure I will not be liable to any civil, criminal or disciplinary proceeding by reason of having disclosed this information. I understand however that the protection provided under the Protected Disclosures Act 2022 will not apply where I act in bad faith in making the disclosure, or disclose information I know to be false, or I do not follow the procedures for disclosure which are described in the Protected Disclosures Act; and

- the Nominated Disclosure Managers will use their best endeavours to protect my identity. I understand however that it may be necessary to disclose the information contained in this form, including my identity, where it is essential to the effective investigation of the allegations in the protected disclosure, or to prevent serious risk to public health or public safety or the environment, or having regard to the principles of natural justice.

Signed:

Date:

Disclosure Manager's use only

Disclosure Manager's name:

Designation:

Date disclosure received:

20 working days ends:

Date receipt of disclosure acknowledged:

Assessment of disclosure (report attached):

Serious wrongdoing - Investigate/Not serious wrongdoing (delete one)

Reasons for assessment of disclosure:

Any other recommended action or process:

Consideration of immediate support, confidentiality issues, any urgent management action required:

Outline who has been consulted:

This form is to be used in conjunction with:

Protected Disclosures (Whistleblowers) Policy**Protected Disclosures (Whistleblowers) Procedure**

Staff Development Update and Application

Fish and Game Managers Meeting – 8 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to New Zealand Fish and Game Council seeks approval for Ian Hadland, CEO of Otago Fish and Game Council, to attend the next 'Council to Advance Hunting and Shooting Sports R3 Symposium' to be held in Alabama, USA on 29 May - 1 June 2024.

Financial Considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC staff recommend that NZC:

1. Agree to support Ian Hadland's application to the Staff Development Fund to attend the 'Council to Advance Hunting and Shooting Sports R3 Symposium' to be held in Alabama, USA on 29 May - 1 June 2024 to the value of \$5,049.

Whakarāpopoto - Executive Summary

2. The Staff development fund of \$10,000 is available for staff to apply for each year.
3. Ian has applied for \$6,055 to attend the next Council to Advance Hunting and Shooting Sports R3 Symposium to be held in Alabama 29 May - 1 June 2024.
4. There is currently \$5,049 available in the Fund for this financial year.

Takenga mai - Background

5. The grant is open to any Fish & Game New Zealand staff member and could include:
 - Attending international conferences;
 - Undertaking education at foreign institutions;
 - Meeting with international experts;
 - Staff exchanges with foreign agencies; or
 - Staff travel within New Zealand to widen experiences on Fish & Game issues.
6. There is one current application for the 2023/24 year, \$6,000 allocated to Rasmus Gabrielson to the value of \$6,000 towards travel costs, conference fee and partial accommodation costs to attend the World Fisheries Congress in Seattle USA being held from 3 to 7 March 2024.
7. The next round for applications for the 2024/25 opens next month.
8. This application will go to the Managers' meeting on 8 February 2024 for a recommendation to the NZC.

Kōrerorero - Discussion

9. Application attached.
10. Letter of recommendation from Chair of Otago Fish and Game attached.
11. Supporting information attached.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

12. There is currently \$5,049 available in this fund.
13. The request is for \$6,055 – a shortfall in the fund of \$1,066.
14. Otago Fish and Game Council have indicated that they will be able to cover the shortfall within their Staff Training budget if this application is approved.

Table 1 : Available Funds -Staff Development Grant	
Balance per Reserve 31 August 2023	128
Plus 2023/24 Budget	10,000
Plus Withdrawn Funds	921
Less approved	
Rasmus - meeting 166	- 6,000
Balance available for Funding to August 2024	5,049
Funding Applied for by Ian Hadland	6,055
Shorfall	- 1,006

Ngā mahinga e whai ake nei - Next actions

15. If agreed, Ian will be notified of his success and the NZC will reimburse Ian/Otago Fish and Game for the expenses up to the agreed amount.

STAFF DEVELOPMENT GRANT APPLICATION



No:

Date Received:

Applicant:	Ian Hadland
Region/Position:	Chief Executive

Summary of Itinerary/Project: (Max 1600 characters)

This application is for funding of travel and associated costs to attend the next Council to Advance Hunting and Shooting Sports R3 Symposium to be held in Alabama 29th May-1st June 2024.

Recognised as the foremost R3 (Recruitment, Retention, Reactivation) event in the USA, the Symposium serves as a crucial gathering for stakeholders, including state and federal agencies, non-governmental organizations (NGOs), academic institutions, and representatives from the hunting, fishing, wildlife conservation, and outdoor industries. Marketing and engagement staff from 50 state agencies converge to gain insights from experts and leaders in the field, sharing the latest national R3 efforts, and outcomes.

A day or so either side of the workshop will be spent networking with relevant staff to take a more in depth look at some of the campaigns and any other opportunities which might be readily applied back in NZ.

Summary of funding applied for:

<i>Fees:</i>	\$	690
<i>Travel:</i>	\$	3,415
<i>Accommodation:</i>	\$	1,350
<i>Other:</i>	\$	600
TOTAL:	\$	6,055

Total funding granted: \$ _____ Date: _____

A Description of the planned program and of what benefit it will be to Fish and Game New Zealand.

The 2024 R3 Symposium agenda promises enlightening sessions on wide range of relevant topics including angler and hunter research, marketing and communications campaigns, information on the latest trends and results from R3 marketing efforts. Breakout discussions, valuable networking opportunities, and exhibitors showcasing resources and information about their programs will also be relevant and of interest.

National Priority: Attracting and retaining licence holders in one of the key national priorities adopted by NZF&GC in 2023. This includes a review of existing R3 activity, developing data driven marketing programmes, database analysis and other licence holder research.

Attendance will bring the well positioned staff member up to date with the latest trends, research approaches and provide insights into effective campaigns for recruitment and retention of participants. This can be shared with the wider organisation upon return. Some concepts may be tested in Otago to check for application across the wider organisation.

The amount of money being sought including costs breakdowns and quotation where appropriate.

Total - \$5865

See attached sheet for summary estimate of expenses

Details of any other sources of funding being sought.

Cost overrun (if any) may be funded from Otago training budget.

Otago Fish & Game Council will provide the time for the staff members attendance and travel.

Information on any Fish and game projects the applicant has contributed to.

Licence working party member 2012 – present.

Research coordinator for national licencing project 2009 – 2013. Coordination of research conducted by contracted party (Q&A Research Ltd) on licence holder attitudes, values, licence preferences and potential switching behaviour.

Part of implementation team for introduction of new licence categories including successful introduction of non resident licence in 2014 season, further new categories in 2015, and more recently the Designated Waters licencing regime.

Input and assistance into other research of national significance in particular Stu Hayes 2015/16 survey of Non resident licence holders and local and national surveys on hunter and angler perceptions.

Major contributor to NZC 2020-2023 R3 strategy document.

Checklist- make sure these are included in with the application:	
1. Copy of applicant CV attached including any training undertaken since joining Fish and Game	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
2. A written endorsement from the applicant's Manager or Council.	Yes <input type="checkbox"/> No <input type="checkbox"/>
3. A written endorsement from the host agency if appropriate.	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>
4. Confirmation of acceptance as a conference presenter if appropriate.	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>
5. Copies of quotes.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

- 1. I, Ian Hadland, agree that if my application is successful, I will submit a detailed report of the observations and recommendations on how the performance of Fish & Game New Zealand can be improved. This will be circulated to all staff so that future applicants are aware of the standard required, within 2 months of returning from the Course/trip.**

- 2. Retain all supporting receipts and submit these to NZ Council with the claim for reimbursement.**

Signature: Ian Hadland _____

Date: 18 January 2024 _____



18 January 2024

Dear NZC (and Managers)

Letter of support for Ian Hadlands Staff Scholarship application

I am writing to express my full support for Ian's application for the staff scholarship to attend the Council to Advance Shooting and Hunting Sports R3 Symposium in Alabama in late May. (*R3 is the widely used acronym for Recruitment, Retention and Reactivation = R3*)

As Ian's Chair, I have observed his passion and dedication towards R3 topics and he is a strong advocate for recruitment and retention initiatives both locally and nationally. I believe this Symposium would be an excellent opportunity for him to further develop his skills and knowledge in this field and make useful network connections with relevant people undertaking similar work.

I note that 'Attract and Retain Licence holders' is one of the NZC's strategic priorities and rightfully so. Otago also has a strategic priority to 'recruit and retain licence holders'. The symposium is primarily focused on methods to achieve that, so Ian's attendance aligns perfectly with local and national F&G direction.

Ian is a long serving and dedicated staff member with a high interest in this area of work so his attendance should bring immediate benefits to the organisation. Thank you for considering his application.

Yours sincerely

Colin Weatherall

Chair, Otago Fish & Game Council

Additional documentation

THE NATIONAL R3 SYMPOSIUM

SAVE THE DATE!

MAY 29 – JUNE 1, 2024 – MOBILE, AL



The Council to Advance Hunting and the Shooting Sports (Council) is pleased to announce the **2024 National R3 Symposium will be held May 29 – June 1, 2024 in Mobile, Alabama.**

Mark your calendars and plan on attending the largest gathering of R3 professionals.

Several hundred representatives from agencies, non-governmental organizations (NGO) and hunting, shooting sports, fishing and outdoor industries across the country will be in attendance.

THE HISTORY

The National R3 Symposium made its debut in May 2018 in Lincoln, NE, resulting in a groundswell of national focus and efforts to increase the recruitment, retention, and reactivation of participants in hunting, shooting sports, angling, and boating. As the Council prepared for the sequel, the pandemic took hold of the country and two Virtual R3 Forums were held in its place.

By 2022, the Council was ready to reconvene the in-person symposium and hosted the return of the foremost R3 event, May 2–5, 2022 in Broken Arrow, OK.

In Broken Arrow, 220 professionals, ranging from practitioners to CEOs, representing over 100 different organizations in the agency, NGO, and industry space attended. Sessions addressed hunting participation and land access, shooting participation and range access, policy and regulations, technological solutions, social media and marketing, storytelling and mentorship, and diversifying hunting and the shooting sports. In partnership with the Recreational Boating and Fishing Foundation (RBFF), the Council also hosted a half-day R3 training opportunity. The session helped lay a solid foundation and understanding of R3 principles and strategies to inspire success.

The momentum continued in 2023 with 249 R3 professionals registering to attend and 107 agency, nonprofit, industry and academia organizations represented. Sessions addressed hunting and shooting sports participation, tribal R3 engagement, avidity, What Women Want research findings, industry engagement, hunting regulation complexity, virtual resources available to hunter and shooters and more. The Council and the Recreational Boating and Fishing Foundation (RBFF) continued R3 foundational training and increased opportunities for advanced training.

Join us as we continue to write our history in the R3 movement and the continuations of hunting, shooting sports, and angling for generations to come.

CV and Training History

CV

With three decades of experience in Fish & Game, I believe a CV shouldn't be mandatory. My professional capabilities, extensive experience, and accomplishments are widely recognised by Council members, managers, and colleagues. Nonetheless, I am willing to furnish one if it is deemed necessary for the application process.

Description of prior training

With the support of the Otago Fish & Game Council, I completed a Bachelor of Commerce majoring in marketing (minor in management) and graduated in December 2015 after a decade of part time study.

Quotes for expenses

Flights (quote) Dunedin to Pensacola, USA

Route	Class	Passenger	Price
Dunedin to Pensacola 2 flights via Auckland, Houston	Economy	1 adult	NZD \$2,955.00 <small>(incl. taxes & charges)</small>
Pensacola to Dunedin 2 flights via Houston, Auckland	Economy	1 bag	

Progress: 1. Select your flights, 2. Economy options, 3. Enter passenger details, 4. Extras, 5. Select your seats, 6. Review and pay

Accommodation (estimate)

Property	Rating	Price (NZD)
Holiday Inn Express & Suites Mobile - University Area, an IHG Hotel	8.9 (Fabulous)	1,331
The Lily Pad Modern Cottage In The City	10 (Exceptional)	1,335

Estimate \$1350

Transport Pensacola to Symposium venue in Mobile, AL

Uber: US\$80 each way = NZ\$260. Other transport, say \$200 = \$460

Food (estimate)

4 days @100/day = \$400 (Some meals part of Symposium)

Symposium Fees

Earlybird Registration = \$690

Incidentals

Travel insurance, parking, etc, = \$200

Summary

Item	Estimate	Notes
Flights	\$2955	If booked soon
Accommodation	\$1350	
Transport	\$460	Uber. Could hire car
Food	\$400	
Symposium Fees	\$690	Not determined yet
Incidentals	\$200	
TOTAL	\$6055	Best estimate at this point in time

Banking Signatories Update

NZ Fish and Game Council Meeting 167- 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) seeks approval to update the NZC Bank Signatories with ANZ.

Financial Considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Remove John Kos (Jack) as a Bank Signatory of all NZ Fish and Game ANZ bank Accounts.
2. Approval for Corina Little (Jordan), Maryse Ropiha, Richard Cosgrove and Carmel Veitch to be signatories on all NZ Fish and Game ANZ bank accounts.
3. Apart from Transfers between ANZ Accounts, all transaction must have joint (two) signatories.
4. If transferring between ANZ New Zealand Fish and Game Councils accounts – only one signatory is required.

Whakarāpopoto - Executive Summary

2. The ANZ require a minute from the Council as approval for the mandate on the NZ Fish and Game bank accounts.
3. Jack Kos is to be removed and Corina Little, Maryse Ropiha, Richard Cosgrove and Carmel Veitch to be signatories on the Account.
4. Two must sign apart from an internal transfer between accounts is being made.

Takenga mai - Background

5. In recent dealings with the ANZ Bank, we were notified that the Board minutes had not been updated for the mandate on file.
6. Jack Kos (John) is no longer an employee, and I was unable to remove him from our mandate without an updated minute.
7. Corina Little; Maryse Ropiha and Carmel Veitch are currently signatories.
8. As a replacement for John Kos we would like to add Richard Cosgrove as a signatory.

Risks and Mitigations

9. To ensure there are two signatories available to process payments to suppliers, salaries and taxes it is important we have four signatories.
10. All signatories have their own log-on and use an authenticator code when processing/authorising transactions.

Consultation

11. N/A

Ngā mahinga e whai ake nei - Next actions

12. If agreed, the mandate for the ANZ bank will be updated accordingly.

Confirm Budget Amendments for 2023/24

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) seeks approval to make amendments to the NZC budget. Approval is sought for the reallocation of \$20,000 from the Advocacy budget to the Marketing and Social budget.

Financial Considerations

- Nil
 Budgetary provision
 Unbudgeted

Risk

- Low
 Medium
 High
 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Approves the reallocation of \$20,000 from the Advocacy budget to the Marketing and Social Licence Budget.

Whakarāpopoto - Executive Summary

2. The marketing and social licence budget is \$120,000 of which \$113,694 has been spent YTD. There is a further \$20,000 required to complete the social licence campaign.
3. The Advocacy – Legal & Specialist Advice currently has a budget of \$50,400 – with spending to date of \$5,263.
4. There are projects within the advocacy budget that can be undertaken in the 2024/25 year so that funds can be freed up for the social licence campaign to be continued.
5. There is NO impact on the overall budget of the NZC as it is merely a reallocation of budget.
6. The new budgets for each area will be as follows:

	Present Budget	New Budget
Advocacy – Legal & Specialist Advice	\$50,400	\$30,400
Marketing & Social Licence	\$120,000	\$140,000

7. The following Budget Deficit of \$515,074 will be maintained:

Meeting	\$	Explanation
164 June 2023	2,451	Use of reserves (.07% as per budget)
164 June 2023	-160,000	Top Up of Reserves
165 August 23	3623	Diff between ARF and Depreciation
165 August 23	475,000	Carry over unspent projects from 2023
165 August 23	22,000	Spending from Reserves - Maritime
166 November 23	172,000	Spending from Reserves - Magazine
	515,074	TOTAL BUDGET DEFICIT 2023 24

Risks and Mitigations

8. There is no risk in reallocating the budgets.

Consultation

9. Consultation is not required.

Ngā mahinga e whai ake nei - Next Actions

If agreed, the budgets will be updated for the next finance report.

2024/25 Licence Forecast

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

Prepared by: Carmel Veitch, Chief Financial Officer on behalf of the Licence Working Party

Kōrero taunaki - Summary of considerations

Purpose

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

Financial Considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information.
2. Agree to notify regions that the forecast LEQ for the 2024/25 Season **72,435** for Fish and **31,298** for Game.
3. To agree to reforecast at the end of March 2024.
4. Consider Licence pricing options for 2024/25.

Whakarāpopoto - Executive Summary

2. Each year the Licence Working Party (LWP) provides a forecast for licence sales to support Fish & Game's budgeting processes. This has historically been undertaken and provided to the Managers' meeting and NZC meetings in April. These timeframes have put significant pressure on the budgeting process. As such, the Licence Working Party has brought their analysis forward to February to provide an earlier indication of potential budgetary boundaries.
3. The LWP has analysed Licence Sales over the past few years, including forecasting sales through to the end of the 2023/24 season.
4. Total LEQ for Fish Licence Sales is 72,435.
5. Total LEQ for Game Licence Sales is 31,298.

Takenga mai - Background

6. Licence revenue targets for each region are usually set by comparing two prior seasons' sales and extrapolating those results using a standard formula to determine the 'Extrapolated Licence Revenue Budget'. For the 2024/25 licence revenue forecasts, the results of the 2021/22 and 2022/23 seasons are normally compared as the 2023/24 season is incomplete at the time the forecasts are required to be set. Utilising this method of budgeting the extrapolated licence revenue targets would be; 74,802 LEQ Fish and 31,298 LEQ Game.
7. This method has continued to be used for the Game LEQ, as the two latest game seasons have been completed, however, the Fish Licence LEQ has involved more scrutiny as explained below.
8. The Covid pandemic and resulting impact on fish licence sales particularly, has meant that the above method for forecasting fish licence sales is too delayed to set 2023-24 revenue budgets. The 2020/21 and 2021/22 seasons saw a significant decline in non-resident anglers due to border closures, isolation requirements, and general hesitancy to travel.
9. The LWP agree that an estimate of the 2023/24 complete season results for fish licence sales should be utilised in determining licence revenue targets for the 2024/25 budget round. This will mean that the two fishing seasons being compared will be the most recent 2022/23 season and an estimated complete season result for 2023/24.
10. Note this method is the same method used for the forecast of the 2023/24 season.
11. By applying the usual formula to the two seasons (2022/23 and estimate for 2023/24) immediately before that for which we are forecasting (2024/25) the extrapolated Fish LEQ is decreased to 72,435 (some 2,217 LEQ lower than utilising the standard method).
12. The method for estimating the complete season results for the current 2023/24 Fish season was completed on a Region-by-Region basis and is detailed below.
13. Licence categories: 2023/24 YTD sales to 29 January were measured against the same period for the 2022/23 season. An assumption was made that the sales trend between these two seasons YTD will continue for the remainder of the 2023/24 season. The percent change YTD was applied to sales recorded for 2023/24 season from 29 January to the end of the season to determine estimated sales of resident licence categories for the remainder of the 2023/24 season.
14. Non-resident licences are now factored into the LEQ calculation. For the prior season, LEQ's have been adjusted to take this into consideration.
15. The recommended Game LEQ is based on the usual method of determining sales targets as the 2024 Game Season is yet to occur.

Kōrerorero - Discussion

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

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

17. **Table 2** – LEQ for Fish licence forecast by Council for using the 2023/24 extrapolated Fish LEQs as per the above explanation.

Table 2	Actual Fish 2022-23	2023-24 to 29 Jan YTD (actual)	Estimated LEQ 30 Jan - 30 Sept 23	Estimated Total 2023-24	Extrapolated 2024-25	% of budget Achieved As at 29 January 2023	Fish Budget 2023-24
Nothland	455	331	140	471	471	89.6%	370
Auckland Waikato	3550	2859	831	3690	3690	76.7%	3729
Eastern	8643	6700	1749	8449	8352	77.3%	8663
Hawke's Bay	2525	1856	371	2227	2078	98.8%	1879
Taranaki	1034	780	178	958	920	83.1%	938
Wellington	2990	2561	388	2949	2929	91.2%	2807
Nelson Marlborough	4410	3579	691	4270	4200	77.8%	4599
North Canterbury	11084	9534	1319	10853	10738	85.5%	11148
West Coast	2253	1703	462	2165	2121	77.1%	2208
Central South Islands	12946	10232	2401	12633	12477	79.1%	12937
Otago	15828	13348	2337	15685	15614	85.5%	15614
Southland	9084	7752	1174	8926	8847	84.6%	9167
	74802	61235	12041	73276	72435	82.7%	74059

18. The LWP recommend the use of the data in Table 2 – 72,435 as the Forecast fish LEQ for 2024/25.
19. The LWP would like to undertake further analysis of this data at the end of March to identify any significant trend movements. One region – Hawkes Bay which had its LEQ budget reduced last year due to flooding has reached 98.8% of its LEQ budget as at 29 January – so is a region that requires additional analysis.

20. **Table 3** – LWP LEQ for Game licence forecast by Council for 2024/25.

Region	Actual Game 2022	Actual Game 2023	Extrapolated Game 2025	Game Budget 2024
Northland	1582	1544	1525	1552
Auckland Waikato	6309	6512	6512	6201
Eastern	3024	2853	2768	3012
Hawke's Bay	1916	1750	1667	1916
Taranaki	1114	1082	1066	1113
Wellington	3409	3289	3229	3409
Nelson Marlborough	900	860	840	887
North Canterbury	2428	2551	2551	2381
West Coast	370	364	361	358
Central South Island	2235	2263	2263	2233
Otago	4080	3988	3942	4029
Southland	4727	4625	4574	4672
	32094	31681	31298	31763

Whai whakaaro ki ngā whakataunga - Considerations for decision-making**Financial Implications**

21. Based on the current process of \$153 for a Fish Licence and \$113 for a Game Licence Net Sales would equate to \$12,010,317 (Last year \$12,258,439), this is a reduction of \$248,000.
22. Based on the Base Funds for 2024/25 of \$11,687,408 with no increase in Licence fee there would be \$600,000 available for contestable funding (note last year \$450,000 was allocated to RMA from this fund) refer Table 4 for Summary of Base Funds per Council. This table also outlines the Staff FTE's and the Net Licence Income for 2024 25 based on the forecast of 72,435 (fish) and 31,298 (game) LEQs.

Table 4: Base Funds for 2024/25						
	Approved Budget 2023/24 (inc from Reserves)	Less One Off from Licence Fee	Less One off from Reserves	Base Funds 2024/25	Net Licence Income 2024 25	Staff FTE's
Northland	591,644	0	10,537	581,107	196,616	3.8
Auckland/Waikato	947,234	0	38,137	909,097	1,052,880	5.8
Eastern	1,322,153	0	43,209	1,278,944	1,309,385	10.8
Hawkes Bay	476,850	0	96,226	380,624	413,532	3
Taranaki	420,936	0	1,244	419,692	212,498	3
Wellington	844,842	0	14,242	830,600	661,684	4.8
Nelson-Marlb	596,828	0	32,704	564,125	608,974	4.2
Nth Canterbury	1,077,807	0	74,521	1,003,286	1,593,061	7
West Coast	357,031	0	5,895	351,136	301,864	2.5
Central SI	996,194	0	119,184	877,010	1,788,182	6
Otago	1,311,787	0	70,819	1,240,968	2,337,343	9
Southland	985,579	0	161,655	823,924	1,534,297	7
NZC only	1,290,295	50,000	0	1,240,295	0	7.4
National	2,081,600	715,000	0	1,366,600	0	
TOTAL	13,300,779	765,000	668,371	11,867,408	12,010,317	74

23. The CPI for December 2023 is 4.7%.

24. Based on these forecasts, a licence Fee increase will need to be considered in order to meet the current budget requirements of Fish and Game.
25. Any increase in the licence fee will have to take into consideration the Minister's approval.
26. If there is no increase in the licence fee, Fish and Game has to consider where to reduce costs.

Legislative Implications

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

Risks and mitigations

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

Consultation

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

Ngā mahinga e whai ake nei - Next actions

30. Further forecasts will be prepared at the end of March 2024.
31. If agreed the Regional Councils will be informed of the Forecast LEQ's for 2024/25 to build into their budgeting process and advised of NZC's appetite for any amendments to licence fees.

NZC Finance Report

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) presents the NZC Finance report for the four months ended 31 December 2023.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the NZC Finance Report for the four months ended 31 December 2023 with a deficit of \$393,747.

Whakarāpopoto - Executive Summary

2. For the four month period ended 31 December 2023, the combined NZC and National Budget presents a surplus of \$393,747 against a total (for full year) budget deficit of \$515,074.
3. The NZC only budget reports a surplus of \$462,446 against a total budget of \$1,945,526.
4. The National only budget reports a deficit of \$856,193 against a total budget of deficit of \$2,460,600.

Takenga mai - Background

5. This paper includes the following attachments.
 - Table 1: Statement of Financial Performance for the 4 months ended 31 December 2023
 - Table 2: Statement of Financial Performance – NZC only to 31 December 2023
 - Table 3: Statement of Financial Performance – National only to 31 December 2023
 - Table 4: Statement of Financial Position as at 31 December 2023
 - Table 5: Aged Receivables Summary as at 31 December 2023
 - Table 6: Aged Payables Summary as at 31 December 2023
6. The Budget Deficit of \$515,074 was approved as follows:

Meeting	\$	Explanation
164 June 2023	2,451	Use of reserves (.07% as per budget)
164 June 2023	-160,000	Top Up of Reserves
165 August 23	3623	Diff between ARF and Depreciation
165 August 23	475,000	Carry over unspent projects from 2023
165 August 23	22,000	Spending from Reserves - Maritime
166 November 23	172,000	Spending from Reserves - Magazine
	515,074	TOTAL BUDGET DEFICIT 2023 24

7. The split between NZC and National Costs:

	Actual YTD	Budget
Table 2 - NZC	462,446	1,945,526
Table 3 - National	(856,193)	(2,460,600)
TOTAL As per Table 1	(393,747)	(515,074)
Table 1 - Combined	(393,747)	(515,074)

Kōrerorero - Discussion

Statement of Financial Performance

9. Levies for the 4 months to 31 December 2023 is \$1,107,726 against a budget of \$4,043,585. This is for the quarterly levies – in line with the Budget.
10. Grants – YTD \$184,798. Which is made up of the 4 grants invoiced for October 2023 – these will be paid in November. 25% of the budget as expected.

Outputs

11. **Advocacy** YTD \$362,370 vs a budget of \$1,035,400.
 - Costs within National Public Awareness relate to the costs associated with the Sika Show held at Mystery Creek in October 2023. \$11,444 YTD. This includes travel, accommodation, meals, Displays, clothing, giveaways and site costs.
 - RMA legal spend YTD \$231,718 -refer to the RMA/Legal fund paper with the summary of committed projects.
 - The Marketing and Social Licence Budgets have been combined to \$120,000. \$113,694 has been spent to 31 December- # Re-Wild. Additional funding for this project is being sought – with the reallocation of the Advocacy budget to this area.
12. **Research** - The invoice for the final report of the National Anglers survey from NIWA makes up \$59,550. The total cost of the NAS over the last 3 years is \$161,000.
13. **Co-ordination** - Costs within this area are made up of National Projects that are co-ordinated and paid for by NZC.
 - Coordination – Administration/HR is a budget for the HR system and the EAP.
 - The Staff Conference is included in two budgets - \$5,568 here and \$40,439 under Ministerial Review Costs. This staff conference was held in September 2023. Some costs were incurred last financial year. The total cost of the Conference was \$91,000.
 - The Youth Development Grant - \$6,000 represents the sponsorship to the NZ Junior Clay target National Championships.
14. **Governance** – YTD \$30,804 vs a budget of \$102,000 – This represents the travel costs to date for the NZC meeting and reimbursements for Chair travel
15. **Ministerial Review Costs** - \$140,196k vs Budget of \$300,000. The major cost being the Staff conference and the cost optimisation project.
16. **Overheads** - Total spent YTD \$410,320 vs a total budget of \$1,253,017 – there are no major exceptions to report.

Statement of Financial Position – Balance Sheet as at 31 December 2023

17. Refer to Table 4 attached. There has been a significant use of funds in the first four months of the year. With cash and cash equivalents reducing by \$348 and Term Investments by \$587,000. The main factor for this is the payment of creditors and accrual as at 31/8/23 \$800,000 and the payments made for the RMA Legal this year are \$231,000 and Marketing and Social Licence \$114,000.

18. This time of the year always shows a net outflow of cash and this is to be expected, given that the NZC budget deficit is \$515,000 for the year. Cashflow improves in February when the next levy is due.
19. Aged receivables \$16,412 – refer to Table 5.
20. Aged payables \$144,320 - refer to Table 6.

Risks and Mitigations

11. At this stage, all budgets will fall within budget.
12. Budgets need to be carefully managed as per the reserves paper the NZC are set to have reserves fall below 20% at the end of 31 August 2024. This is a combination of the approval of spending from Reserves.

Table 1: Statement of Financial Performance

New Zealand Fish and Game Council For the 4 months ended 31 December 2023

	YTD ACTUAL	TOTAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Levies	1,107,726	4,043,585	2,935,859	27%
Interest Income	3,087	65,050	61,963	5%
Other income				
Advertising & Merchandise	1,680	30,000	28,320	6%
Sundry Income	4,000	12,000	8,000	33%
Magazine Contributions	-	50,000	50,000	-
Sale of Fish and Game Cookbook	35	-	(35)	-
Total Other income	5,715	92,000	86,285	6%
Donations - Water Quality	70	-	(70)	-
Total INCOME	1,116,598	4,200,635	3,084,037	27%
GRANTS TO REGIONS				
Grants to Regions	184,798	739,192	554,394	25%
Total GRANTS TO REGIONS	184,798	739,192	554,394	25%
OUTPUTS				
ADVOCACY				
Advocacy - Legal & Specialist Advice	5,263	50,400	45,137	10%
National Public Awareness	11,444	15,000	3,556	76%
National Magazine	17	410,000	409,984	0%
RMA/Legal	231,718	440,000	208,282	53%
Marketing & Social Licence	113,694	120,000	6,306	95%
NBEA Project	235	-	(235)	-
Total ADVOCACY	362,370	1,035,400	673,030	35%
RESEARCH				
Research Programme	11,404	100,000	88,596	11%
Research - Optimisation Model	-	45,000	45,000	-
Research - National Anglers Survey	59,550	30,000	(29,550)	199%
Research - Phd Programme	-	25,000	25,000	-
Total RESEARCH	70,954	200,000	129,046	35%
CO-ORDINATION				
Business & Financial Support	2,218	4,000	1,782	55%
Co-ordination National - CEO Travel	388	16,000	15,612	2%
Co-ordination - Administration/HR	7,705	35,000	27,295	22%
Co-ordination - Species - Game	2,548	60,000	57,452	4%
Co-ordination - RMA	8,571	19,000	10,429	45%
Elections	15,000	45,000	30,000	33%
Fishing & Hunting Regulations	26	82,000	81,974	0%
Information Technology- National	20,122	62,150	42,028	32%
Maritime NZ Compliance	6,659	30,000	23,341	22%

Table 1: Statement of Financial Performance

	YTD ACTUAL	TOTAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Manager Meetings	-	12,000	12,000	-
Staff Conference	5,568	30,000	24,432	19%
Staff Development Grant	1,516	10,000	8,484	15%
Youth Education Programme	6,000	7,000	1,000	86%
Website and Social Media	26,560	76,450	49,890	35%
Website Development	10,940	45,000	34,060	24%
Ranger Co-ordination	11,093	39,500	28,407	28%
Licencing	177,988	513,000	335,012	35%
Total CO-ORDINATION	302,901	1,086,100	783,199	28%
Total OUTPUTS	736,226	2,321,500	1,585,274	32%
GOVERNANCE				
New Zealand Council	23,270	60,000	36,730	39%
Governance Advice & Performance	5,219	20,000	14,781	26%
Governors Forum	194	12,000	11,806	2%
Regional Audit	-	10,000	10,000	-
Remuneration Committee	2,121	-	(2,121)	-
Total GOVERNANCE	30,804	102,000	71,196	30%
MINISTERIAL REVIEW IMPEMETATION				
Consultant Amalgamation - Review	346	20,000	19,654	2%
Governance Training Program - Review	20,500	40,000	19,500	51%
HR Consultant - Review	36,497	35,000	(1,497)	104%
Legal Costs - Review	-	15,000	15,000	-
NZC Strategy Workshop & Implementation - Review	2,915	5,000	2,085	58%
Staff Hui - Review	40,439	40,000	(439)	101%
Cost Optimisation - Review	47,500	75,000	27,500	63%
Te Ao Maori Advisor	-	30,000	30,000	-
Governance Advisor - Review	-	30,000	30,000	-
Consolidated Annual report - Review	-	10,000	10,000	-
Total MINISTERIAL REVIEW IMPEMETATION	148,196	300,000	151,804	49%
OVERHEADS				
Salaries & Contractors	353,793	1,085,903	732,110	33%
Staff Expenses	14,710	47,100	32,390	31%
Office Premises	19,685	60,900	41,215	32%
Office Equipment	1,119	2,000	881	56%
Communications/Consumables	6,367	22,900	16,533	28%
General (inc Insurance)	4,214	9,900	5,686	43%
Financial Audit Fee	8,329	18,000	9,671	46%
Depreciation	2,105	6,314	4,209	33%
Total OVERHEADS	410,320	1,253,017	842,697	33%
Total Expenses	1,510,345	4,715,709	3,205,364	32%
Net Surplus/(Deficit)	(393,747)	(515,074)	(121,327)	76%

Table 2: Statement of Financial Performance- NZC Budget only

New Zealand Fish and Game Council For the 4 months ended 31 December 2023

Region is NZC.

	YTD ACTUAL	2024 NZC BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Levies	1,107,726	4,043,585	2,935,859	27%
Interest Income	3,087	65,050	61,963	5%
Other income				
Sundry Income	4,000	12,000	8,000	33%
Total Other income	4,000	12,000	8,000	33%
Donations - Water Quality	70	-	(70)	-
Sale of Fish and Game Cookbook	35	-	(35)	-
Total INCOME	1,114,918	4,120,635	3,005,717	27%
GRANTS TO REGIONS				
Grants to Regions	184,798	739,192	554,394	25%
Total GRANTS TO REGIONS	184,798	739,192	554,394	25%
OUTPUTS				
ADVOCACY				
Advocacy - Legal & Specialist Advice	5,263	50,400	45,137	10%
National Public Awareness	4,993	7,500	2,507	67%
Marketing & Social Licence	22,647	30,000	7,353	75%
Total ADVOCACY	32,903	87,900	54,997	37%
CO-ORDINATION				
Business & Financial Support	2,218	4,000	1,782	55%
Co-ordination National - CEO Travel	388	16,000	15,612	2%
Total CO-ORDINATION	2,606	20,000	17,394	13%
Total OUTPUTS	35,509	107,900	72,391	33%
GOVERNANCE				
New Zealand Council	23,270	60,000	36,730	39%
Governance Advice & Performance	5,219	20,000	14,781	26%
Governors Forum	194	12,000	11,806	2%
Regional Audit	-	10,000	10,000	-
Remuneration Committee	2,121	-	(2,121)	-
Total GOVERNANCE	30,804	102,000	71,196	30%
OVERHEADS				
Salaries & Contractors	344,833	1,058,903	714,070	33%
Staff Expenses	14,710	47,100	32,390	31%
Office Premises	19,685	60,900	41,215	32%

Table 2: Statement of Financial Performance- NZC Budget only

	YTD ACTUAL	2024 NZC BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Office Equipment	1,119	2,000	881	56%
Communications/Consumables	6,367	22,900	16,533	28%
General (inc Insurance)	4,214	9,900	5,686	43%
Financial Audit Fee	8,329	18,000	9,671	46%
Depreciation	2,105	6,314	4,209	33%
Total OVERHEADS	401,361	1,226,017	824,656	33%
Total Expenses	652,472	2,175,109	1,522,637	30%
Net Surplus/(Deficit)	462,446	1,945,526	1,483,081	24%

Table 3: Statement of Financial Performance- NATIONAL

New Zealand Fish and Game Council For the 4 months ended 31 December 2023

Region is National.

	YTD ACTUAL	NATIONAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Other income				
Advertising & Merchandise	1,680	30,000	28,320	6%
Magazine Contributions	-	50,000	50,000	-
Total Other income	1,680	80,000	78,320	2%
Total INCOME	1,680	80,000	78,320	2%
OUTPUTS				
ADVOCACY				
National Public Awareness	6,450	7,500	1,050	86%
National Magazine	17	410,000	409,984	0%
RMA/Legal	231,718	440,000	208,282	53%
Marketing & Social Licence	91,047	90,000	(1,047)	101%
NBEA Project	235	-	(235)	-
Total ADVOCACY	329,467	947,500	618,033	35%
RESEARCH				
Research Programme	11,404	100,000	88,596	11%
Research - National Anglers Survey	59,550	30,000	(29,550)	199%
Research - Phd Programme	-	25,000	25,000	-
Research - Optimisation Model	-	45,000	45,000	-
Total RESEARCH	70,954	200,000	129,046	35%
CO-ORDINATION				
Co-ordination - Administration/HR	7,705	35,000	27,295	22%
Co-ordination - Species - Game	2,548	60,000	57,452	4%
Co-ordination - RMA	8,571	19,000	10,429	45%
Elections	15,000	45,000	30,000	33%
Fishing & Hunting Regulations	26	82,000	81,974	0%
Information Technology- National	20,122	62,150	42,028	32%
Maritime NZ Compliance	6,659	30,000	23,341	22%
Manager Meetings	-	12,000	12,000	-
Staff Conference	5,568	30,000	24,432	19%
Staff Development Grant	1,516	10,000	8,484	15%
Youth Education Programme	6,000	7,000	1,000	86%
Website and Social Media	26,560	76,450	49,890	35%
Website Development	10,940	45,000	34,060	24%
Ranger Co-ordination	11,093	39,500	28,407	28%

Table 3: Statement of Financial Performance- NATIONAL

	YTD ACTUAL	NATIONAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Licencing	177,988	513,000	335,012	35%
Total CO-ORDINATION	300,296	1,066,100	765,804	28%
Total OUTPUTS	700,717	2,213,600	1,512,883	32%
MINISTRIAL REVIEW				
Consultant Amalgamation - Review	346	20,000	19,654	2%
Governance Training Program - Review	20,500	40,000	19,500	51%
HR Consultant - Review	36,497	30,000	(6,497)	122%
Cost Optimisation - Review	47,500	76,250	28,750	62%
Te Ao Maori Advisor	-	30,000	30,000	-
Governance Advisor - Review	-	30,000	30,000	-
Consolidated Annual report - Review	-	10,000	10,000	-
Legal Costs - Review	-	18,750	18,750	-
NZC Strategy Workshop & Implementation - Review	2,915	5,000	2,085	58%
Staff Hui - Review	40,439	40,000	(439)	101%
Total MINISTERIAL REVIEW	148,196	300,000	151,804	49%
OVERHEADS				
Salaries & Contractors	8,960	27,000	18,040	33%
Total OVERHEADS	8,960	27,000	18,040	33%
Total Expenses	857,873	2,540,600	1,682,727	34%
Net Surplus/(Deficit)	(856,193)	(2,460,600)	(1,604,407)	35%

Table 4: Statement of Financial Position

New Zealand Fish and Game Council As at 31 December 2023

	31 DEC 2023	31 AUG 2023
Assets		
Current Assets		
Cash & Cash Equivalents		
NZ Fish and Game Council	215,140	334,169
NZ Fish and Game Council - Sav	23,590	50,784
Serious Saver	5,643	206,730
Credit Cards	(3,709)	(3,330)
Total Cash & Cash Equivalents	240,664	588,352
Receivables		
Accounts Receivable	16,412	285,229
Accounts Receivable - Other	-	67,857
Interest Receivable	16,349	48,389
GST	89,174	-
Total Receivables	121,935	401,475
Term Investments	1,969,710	2,158,397
Prepayments and Accrued Income	4,000	12,000
Total Current Assets	2,336,309	3,160,224
Non-current Assets		
Property, Plant & Equipment	19,926	13,857
Term Deposits >12mths	-	389,006
Total Non-current Assets	19,926	402,863
Total Assets	2,356,234	3,563,087
Liabilities		
Payables		
Accounts Payable	144,320	566,149
Income Received in Advance	19,600	19,600
Accruals and Prepaid Licences	85,559	287,063
PAYE Clearing	25,615	18,876
GST	-	3,838
Total Payables	275,094	895,525
Employee Entitlements	77,324	87,898
NZGBHT - Stamp Programme	25	182,126
Total Liabilities	352,444	1,165,549
Net Assets	2,003,791	2,397,537
Equity		
Accumulated Funds		
Accumulated Funds	1,304,879	1,398,312
Transfer (To)/From Reserves	49,211	(58,885)

Table 4: Statement of Financial Position

	31 DEC 2023	31 AUG 2023
Net Surplus/(Deficit)	(396,147)	(95,833)
Total Accumulated Funds	957,944	1,243,595
Reserves		
Dedicated reserves		
Asset Replacement Reserve	21,794	21,794
Total Dedicated reserves	21,794	21,794
Restricted Reserves		
National Anglers Survey Reserve	105,125	134,675
Research Reserve	218,859	228,536
RMA/Legal Fund Reserve	694,068	768,016
Staff Development Grant Reserves	6,000	921
Total Restricted Reserves	1,024,053	1,132,149
Total Reserves	1,045,847	1,153,943
Total Equity	2,003,791	2,397,537

Table 5: Aged Receivables Summary

New Zealand Fish and Game Council

As at 31 December 2023

Ageing by due date

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	3 MONTHS	OLDER	TOTAL
Auckland/Waikato Fish & Game Council	1,523.36	-	-	-	-	-	1,523.36
Central South Island Fish and Game Council	1,206.36	-	-	-	-	-	1,206.36
Eastern Fish and Game Council	2,416.27	-	-	-	-	-	2,416.27
Hawke's Bay Fish and Game Council	336.43	-	402.01	-	-	-	738.44
Nelson Marlborough Fish & Game Council	917.18	-	-	-	-	-	917.18
North Canterbury Fish and Game Council	2,118.90	-	-	-	-	29.48	2,148.38
Northland Fish and Game Council	892.57	-	-	-	-	-	892.57
Otago Fish and Game Council	1,894.13	-	-	-	-	-	1,894.13
Southland Fish and Game Council	1,581.50	-	-	-	-	-	1,581.50
Taranaki Fish and Game Council	354.34	-	-	-	-	-	354.34
Wellington Fish and Game Council	769.43	-	-	-	-	-	769.43
West Coast Fish and Game Council	681.88	-	-	-	-	-	681.88
Zoleo	-	644.00	644.00	-	-	-	1,288.00
Total	14,692.35	644.00	1,046.01	-	-	29.48	16,411.84
Percentage of total	89.52%	3.92%	6.37%	-	-	0.18%	100.00%

Table 6: Aged Payables Summary

New Zealand Fish and Game Council

As at 31 December 2023

Ageing by due date

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	OLDER	TOTAL
Aged Payables						
Air New Zealand Travel Card	2,236.60	-	-	-	-	2,236.60
Arthritis New Zealand	-	10.00	-	-	-	10.00
Auckland/Waikato Fish & Game Council	2,070.00	-	-	-	-	2,070.00
Barrie Barnes	768.36	-	-	-	-	768.36
BDMA Revolution Limited	161.00	-	-	-	-	161.00
Cancer Society	-	10.00	-	-	-	10.00
Computer & Telephone Services Ltd	70.89	-	-	-	-	70.89
Connect NZ	-	959.16	-	-	-	959.16
Corina Jordan (cjordan@fishandgame.org.nz)	77.89	-	-	-	-	77.89
DECISIONS AS	-	-	-	-	2,335.20	2,335.20
Eastern Fish and Game Council	122.31	-	-	14.90	-	137.21
Employment Hero Pty Ltd	1,255.80	-	-	-	-	1,255.80
Eyede Solutions Limited	14,676.91	-	-	-	-	14,676.91
Ferret Software Ltd	373.75	-	-	-	-	373.75
Fuji Xerox New Zealand Limited	343.67	-	-	-	-	343.67
Gemtech Solutions Limited	352.62	-	-	-	-	352.62
Graphic Press & Packaging Limited	557.75	-	-	-	-	557.75
Heather Garrick	-	40.00	-	-	-	40.00
Hothouse Communications Limited	7,627.55	-	-	-	-	7,627.55
Instep	287.50	-	-	-	-	287.50
Institute of Directors	287.50	-	-	-	-	287.50
Kumutoto Consulting Limited	15,812.50	-	-	-	-	15,812.50
Latitude Strategy & Communication Limited	4,520.94	-	-	-	-	4,520.94
Lexis Nexis DD	9,620.34	17.39	-	-	-	9,637.73
New Zealand Couriers- Wellington	142.73	-	-	-	-	142.73
North Canterbury Fish and Game Council	21,131.01	-	-	-	-	21,131.01
NZ Hunter Magazine Ltd	-	-	-	-	40,997.50	40,997.50
Otago Fish and Game Council	557.75	-	-	-	-	557.75
Pohangina Environmental Consulting Ltd	-	-	1,351.25	-	-	1,351.25
Redstripe Limited	5,205.33	-	-	-	-	5,205.33
Rothbury Insurance Brokers Wellington	1,610.07	-	-	-	-	1,610.07
Seek NZ Ltd	-	862.50	-	-	-	862.50
The Lab	2,300.00	-	-	-	-	2,300.00
Wellington Fish and Game Council	2,576.00	-	-	-	-	2,576.00
Wellington Gardens	525.00	-	-	-	-	525.00
West Plaza Hotel	180.00	-	-	-	-	180.00
Windcave New Zealand Limited DD	50.03	-	-	-	-	50.03



Table 6: Aged Payables Summary

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	OLDER	TOTAL
Wonderlab	2,220.65	-	-	-	-	2,220.65
Total Aged Payables	97,722.45	1,899.05	1,351.25	14.90	43,332.70	144,320.35
Total	97,722.45	1,899.05	1,351.25	14.90	43,332.70	144,320.35
Percentage of total	67.71%	1.32%	0.94%	0.01%	30.03%	100.00%

Placeholder for National Variance Report

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

This report to the New Zealand Fish and Game Council (NZC) is a placeholder for the Variance Report for the year ended 31 August 2023. This report will be a late paper and will be sent out to NZC next week.

Financial Considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the National Variance Report as at 31 August 2023.

National Finance Report

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council presents the National Finance report as at 31 December 2023.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information as presented in the National Finance Report as at 31 December 2023.

Takenga mai - Background

- This report is tabled to the NZC to give a snapshot of the YTD spending across the Councils.

Kōrerorero - Discussion

- Refer to Table 1 for the summary of YTD spending.

Table 1: National Fish & Game Financial Report						
As at 31 December 2023						
Year to Date Expenditure against Total Approved Budget						
Council	Approved Budget	Approved from Reserves	RMA/Legal Spend Approved from Reserves	Total Budget (inc from Reserves)	Net Expenditure	YTD %
Northland	581,107	10,537	-	591,644	165,284	28%
Auckland/Waikato	909,097	38,137	-	947,234	188,129	20%
Eastern	1,278,944	43,209	-	1,322,153	437,038	33%
Hawkes' Bay	380,624	5,652	-	386,276	100,615	26%
Taranaki	419,692	1,244	-	420,936	126,078	30%
Wellington	830,600	14,242	120,000	964,842	377,037	39%
Nelson/Marlborough	564,125	32,704	-	596,829	170,927	29%
North Canterbury	1,003,286	74,521	-	1,077,807	400,794	37%
West Coast	351,136	5,895	-	357,031	119,337	33%
Central South Island	877,010	129,184	-	1,006,194	296,667	29%
Otago	1,233,468	95,819	3,959	1,333,246	432,784	32%
Southland	823,924	161,655	13,820	999,399	354,173	35%
NZC	1,290,295	130,000	-	1,420,295	459,274	32%
National inc RMA & Research	2,081,600	539,000	-	2,620,600	856,193	33%
Total	12,624,908	1,281,799	137,779	14,044,486	4,484,330	32%
4 months of the year completed, which represents					33% of the year	

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- With 33% of the year completed, All Councils range from 20% to 39% of spending YTD.
- Outliners include:
 - Auckland Waikato at 20% - the reasons behind this relates to non-licence income received TYD - \$253,000 (\$110 in grants and donations). Earthworks for projects are held up due to new consent and many of the rivers have been affected by last year's floods, hence they are unable to undertake surveys.

- Wellington – 39% of spend – this relates to the Horizons RMA funding from reserves that are fully spent.

Risks and Mitigations

6. At present there are no apparent risks, however, all Councils need to work within their budgets and notify NZC if planning to spend from reserves so that reserves levels can be monitored.

Consultation

7. N/A

Ngā mahinga e whai ake nei - Next Actions

8. Continue to monitor and support Councils.

Reserves as at 31 August 2023

NZ Fish and Game Council Meeting 167- 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks to inform the Council on the Current Reserves status of the Councils.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information.
2. Ensure Councils budget adequately for the Asset Replacement Fund in the 2024/25 Budget round.

Purpose

4. To outline to the NZC the reserves position for each Council following the financial audit.

Background

5. The NZC had a policy that a region must have 30% of their budget held in reserves. When reserves fall below this the region may apply for a top-up of reserves.
6. In 2020, this policy was changed to take into account the unknown impact of Covid.
7. The new reserves level was reduced to 20%. If a Council's reserves falls below 20% of the budget then they would apply for a Contestable funding application to make up the difference.
8. What are reserves in Fish and Game?
 - a. This is the calculation of the funds each Council has available. The calculation is:
 - b. Working Capital less the Restricted reserves equals the Council's reserves (or funds available).
 - c. Working Capital is Current Assets + Investments less Liabilities.
9. Councils have Dedicated and Restricted reserves.
10. Dedicated reserves are reserves that the Council have set aside for projects e.g. Asset replacement fund and Habitat funding. These reserves are included in the calculation of Reserves for the Council.
11. Restricted reserves are funds that are set aside for a particular purpose – but these funds have an external covenant/agreement on them – e.g. the Waikaremoana fund in Eastern that has a specified agreement of how the funds must be spent. Each of the Restricted reserves commits a third party to use the funds appropriately and report on these projects.

Analysis

12. Table 1 Summaries the reserves position for each Council as at 31 August 2023
13. Total Reserves as at 31 August 2023 \$8,255,268 (2022 \$7,564,168.)
14. No Council Requires a top-up of Reserves for the 2022/23 year. Reserves range from 30% (Nelson/Marl) to 185% (Hawke's Bay) of the approved budget.

Council	Actual Reserves 31/8/23	Approved Budget 2023/24	Reserves required 20% of Budget	Top up required 20% Reserves	% of Budget after top up	% of Licence Income Levy Regions	Reserves over 30%
Northland	\$212,347	\$591,644	118,329	0	36%		34,727
Auckland/Waikato	\$392,938	\$947,234	189,447	0	41%	38%	108,570
Eastern	\$919,095	\$1,322,153	264,431	0	70%	67%	522,170
Hawkes Bay	\$716,064	\$386,276	77,255	0	185%	174%	600,098
Taranaki	\$181,569	\$420,936	84,187	0	43%		55,197
Wellington	\$453,771	\$964,842	192,968	0	47%		164,137
Nelson-Marlb	\$180,987	\$596,829	119,366	0	30%	27%	1,815
Nth Canterbury	\$341,665	\$1,077,807	215,561	0	32%	21%	18,104
West Coast	\$329,494	\$357,031	71,406	0	92%		222,308
Central SI	\$1,015,642	\$1,006,194	201,239	0	101%	55%	713,592
Otago	\$1,244,542	\$1,329,287	265,857	0	94%	53%	845,485
Southland	\$957,968	\$985,579	197,116	0	97%	60%	662,115
NZC & National	\$1,309,186	\$4,040,895	808,179	0	32%		144,182
TOTAL	\$8,255,268	\$14,026,707	\$2,805,341	\$0	59%		\$4,092,501

15. Table 2 is Summary of each Councils' Reserves by Category.
16. The Asset Replacement fund continues to be of concern for some Councils. Taranaki, Wellington and North Canterbury have insufficient reserves to cover capital purchases. The reasons behind this have been insufficient funding within the budgets over the past few years and in some situations the purchasing of capital items that are not included in the Asset replacement funds.
17. As at 31 August 2023 there was \$1.422 mill (2022 \$1.132 mill) in the Non-resident reserve. 2022/23 was the last year that Councils can earn Non-resident income as from 2023/24 the Non-resident levy is part of the licence fee.

Council	Working Capital	Asset Replacement Fund	Non Resident Reserve	Other Dedicated Reserves	Total Dedicated reserves	Restricted Reserves	Reserves Incl Ded Reserves
Northland	\$493,953	\$20,460	\$25,005	\$13,991	59,456	281,606	\$212,347
Auckland/Waikato	\$1,322,072	\$117,442	\$115,148	\$0	232,590	929,134	\$392,938
Eastern	\$1,396,066	\$93,543	\$167,182	\$35,941	296,666	476,971	\$919,095
Hawkes Bay	\$716,064	\$41,636	\$86,492	\$68,609	196,737	0	\$716,064
Taranaki	\$513,399	\$1,578	\$20,551	\$7,386	29,515	331,830	\$181,569
Wellington	\$599,366	(\$2,373)	\$50,551	\$70,817	118,995	145,595	\$453,771
Nelson-Marlb	\$208,098	\$110,056	\$131,360	\$17,213	258,629	27,111	\$180,987
Nth Canterbury	\$516,298	\$13,060	\$75,503	\$131,590	220,153	174,633	\$341,665
West Coast	\$329,494	\$81,877	\$65,550	\$133,124	280,551	0	\$329,494
Central SI	\$1,015,642	\$109,003	\$230,111	\$70,574	409,688	0	\$1,015,642
Otago	\$1,260,571	\$91,651	\$318,946	\$245,740	656,337	16,029	\$1,244,542
Southland	\$1,082,489	\$135,907	\$135,897	\$351,826	623,630	124,521	\$957,968
NZC inc Research & F	\$2,440,414	\$21,794	\$0	\$921	22,715	1,131,228	\$1,309,186
TOTAL	\$11,893,926	\$835,634	\$1,422,296	\$1,147,732	\$3,405,662	\$3,638,658	\$8,255,268

18. Forecast Reserves for 31 August 2024 \$7,011,768. A movement of \$1,243,482 (Forecast Deficit for the year) assumes that all Councils meet their licence forecast and that all Councils work within their approved budgets.

19. The forecast for the NZC reserves will be reduced to 20% of Budget at 31 August 2024. This will require a top-up of reserves of \$10,444 to take the NZC to 20% of Budget.

Council	Actual Reserves 31/8/23	Adjustment for top of reserves	Forecast Deficit for year ended 31/8/23	Forecast Reserves 31 Aug 2024	Reserves required 20% of Budget	Top up achieve 20% Reserves	% of Budget
Northland	\$212,347	\$0	(\$10,959)	\$201,388	118,329	0	34%
Auckland/Waikato	\$392,938	\$0	(\$38,798)	\$354,140	189,447	0	37%
Eastern	\$919,095	\$0	(\$44,139)	\$874,956	264,431	0	66%
Hawkes Bay	\$716,064	\$0	(\$5,928)	\$710,136	77,255	0	184%
Taranaki	\$181,569	\$0	(\$1,549)	\$180,020	84,187	0	43%
Wellington	\$453,771	\$0	(\$134,846)	\$318,925	192,968	0	33%
Nelson-Marlb	\$180,987	\$0	(\$33,114)	\$147,873	119,366	0	25%
Nth Canterbury	\$341,665	\$0	(\$75,250)	\$266,415	215,561	0	25%
West Coast	\$329,494	\$0	(\$6,151)	\$323,343	71,406	0	91%
Central SI	\$1,015,642	\$0	(\$129,822)	\$885,820	201,239	0	88%
Otago	\$1,244,542	\$0	(\$89,221)	\$1,155,321	265,857	0	87%
Southland	\$957,968	\$0	(\$162,254)	\$795,714	197,116	0	81%
NZC inc Research & F	\$1,309,186	\$0	(\$511,451)	\$797,735	808,179	10,444	20%
TOTAL	\$8,255,268	\$0	(\$1,243,482)	\$7,011,786	\$2,805,341	\$10,444	50%

Financial Implications

20. The reserves as at 31 August is \$8.255 million.
21. No Council requires a top-up of reserves for the year ended 31 August 2023.
22. NZC is budgeted to require a top-up of \$10,444 in the year ended 31 August 2024.
23. Two Councils have reserves as a percentage of budget over 100%.

Policy Implications

24. Within our current policy all regions have adequate reserves.
25. Going forward a policy that deals with excess reserves is needed to be developed.

Otago Notification of Spending from Reserves

NZ Fish and Game Council Meeting 167- 16 & 18 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks to inform the Council on the spending from reserves for Otago Fish and Game Council.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receive the information.

Background

1. Otago Fish & Game Council has recently purchased the Field base (office/workshop) that it was leasing.
2. The purchase was an attractive proposition being modern, centrally located in the Region and fit for purpose. The minimal disruption to staff in not having to relocate was also a bonus.
3. The purchase was substantially funded from the sale of an empty industrial section the Council owned in Chardonnay Street, Cromwell. The balance was funded from the Council's General Reserve, (which has adequate funds) with legal fees for both transactions being paid out of the Council's Property Reserve.
4. In summary:
 - Proceeds of sale from Chardonnay Street property \$909,067.36
 - Purchase of Rees Street field base \$1,096,964.35
 - Balance paid from Councils General Reserve \$189,428.73
 - Less GST claimed \$143,250
 - Net use of reserves \$46,178
5. The purchase means there will be an annual saving of around \$45,000/pa in lease costs.
6. Otago have adequate reserves for this purchase.

Council	Actual Reserves 31/8/23	Approved Budget 2023/24	Reserves required 20% of Budget	Top up required 20% Reserves	% of Budget after top up	% of Licence Income Levy Regions	Reserves over 30%
Northland	\$212,347	\$591,644	118,329	0	36%		34,727
Auckland/Waikato	\$392,938	\$947,234	189,447	0	41%	38%	108,570
Eastern	\$919,095	\$1,322,153	264,431	0	70%	67%	522,170
Hawkes Bay	\$716,064	\$386,276	77,255	0	185%	174%	600,098
Taranaki	\$181,569	\$420,936	84,187	0	43%		55,197
Wellington	\$453,771	\$964,842	192,968	0	47%		164,137
Nelson-Marlb	\$180,987	\$596,829	119,366	0	30%	27%	1,815
Nth Canterbury	\$341,665	\$1,077,807	215,561	0	32%	21%	18,104
West Coast	\$329,494	\$357,031	71,406	0	92%		222,308
Central SI	\$1,015,642	\$1,006,194	201,239	0	101%	55%	713,592
Otago	\$1,244,542	\$1,329,287	265,857	0	94%	53%	845,485
Southland	\$957,968	\$985,579	197,116	0	97%	60%	662,115
NZC & National	\$1,309,186	\$4,040,895	808,179	0	32%		144,182
TOTAL	\$8,255,268	\$14,026,707	\$2,805,341	\$0	59%		\$4,092,501

Financial Implications

7. The reserves as at 31 August for Otago are \$1,244,542.

Policy Implications

8. Reserves are maintained at above 20%.

Staff Development Report

National Conservation Training Center Recirculating Aquaculture Systems Course

September 19 – 22, 2023



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Day 2	Culture Tank Design & Operation Solids Control Tour of Freshwater Institute, Shepherdstown, WV	6
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National Conservation Training Centre, Shepherdstown WV

Introduction

The world (which includes NZ, as we are sometimes forgotten being out of sight at the bottom of the planet) seems to be going through a climate change crisis. The significant variation of average weather conditions becoming, for example, warmer, wetter, or drier. These climate changes are making the governors of commercial salmon farms and trout hatcheries rethink about how their operations are run regarding the life-giving water they all rely on.

Most salmonid hatcheries around the globe rely on clean, cool, and uncontaminated running water from springs, wells, and cold-water streams. Macraes Flat Trout Hatchery situated approx. 100km North – West of Dunedin is an exception; its water is pumped via pipes and raceways from the Taieri River near Hyde, flows through the hatchery then out to Lone Pine Reservoir, a small dam near the Oceana Gold processing plant. Water temperature ranges from 2 degC in the Winter to sometimes as high as 24 degC in the Summer.

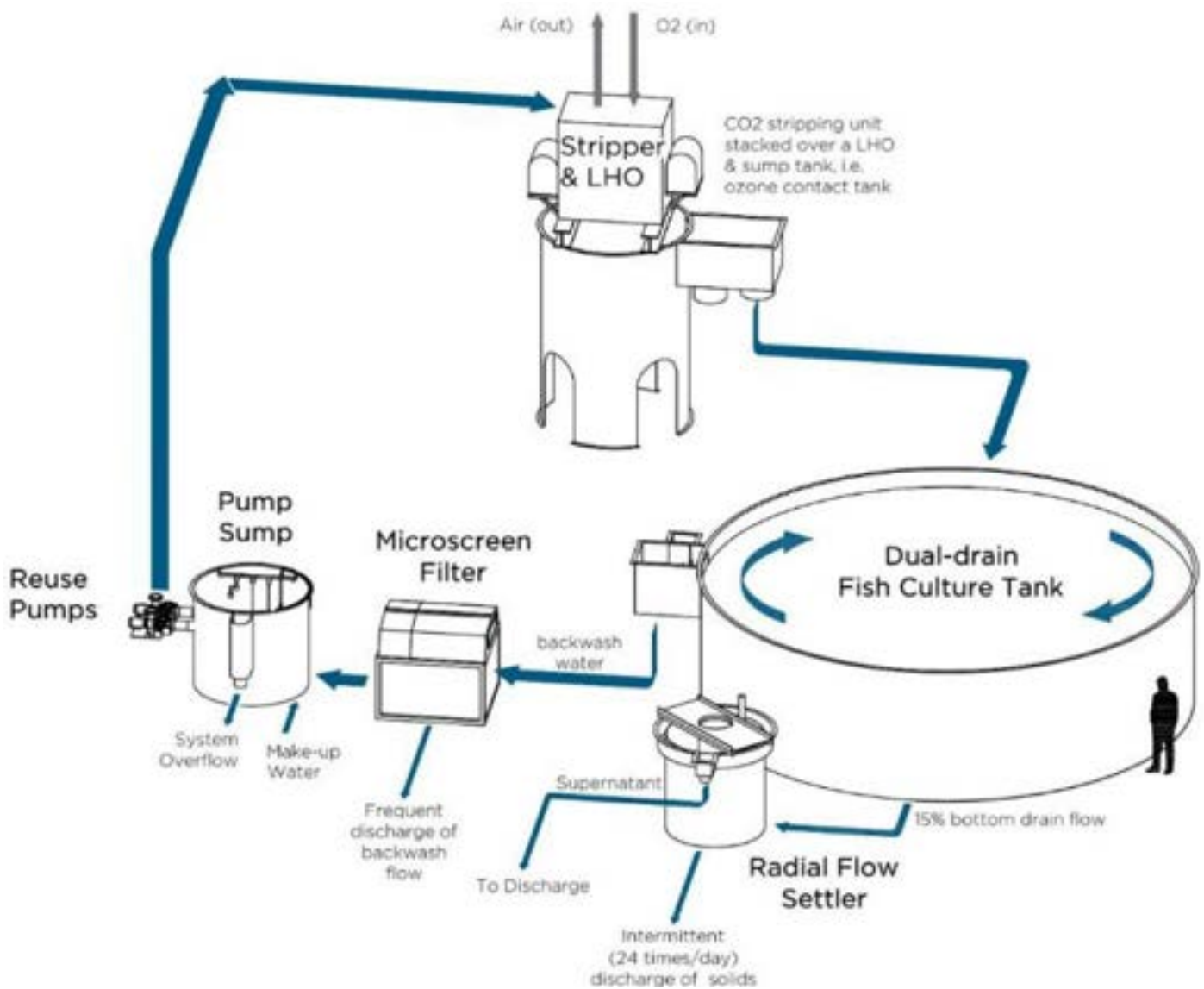
For a number of years, I have been concerned with the quality and temperature of the water that comes from the Taieri River and have had, on several occasions' difficulty in hatching rainbow trout eggs to the swim up stage because of large amounts of suspended sediment in the water. This has led me to investigate the possibility of converting the Macraes Flat Trout Hatchery to RAS (Recirculating Aquaculture System) or PRAS (Partial Recirculating Aquaculture System).

The course I attended was run by the Shepherdstown Freshwater Institute at the National Conservation Training Centre WV, USA and was attended by 41 students from around the world - Canada, Guam, China, Saudi Arabia, Chile just to name a few.....and me of course from NZ.

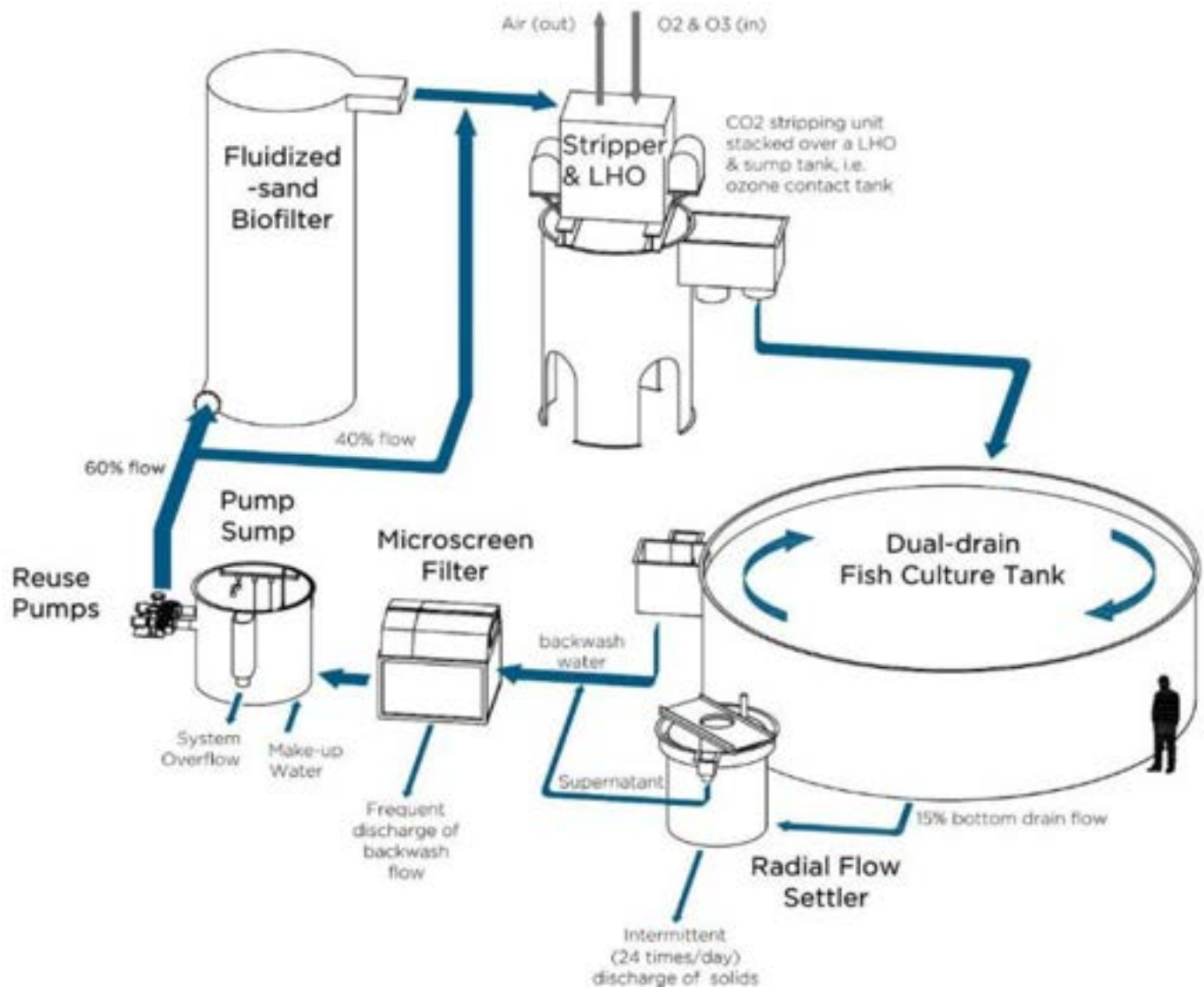
The information attached to this report will give a brief outline to how RAS works and considers if it is possible to convert the Macraes Flat Hatchery or any other hatchery managed by NZFG to RAS or PRAS.

DAY 1**Why Reuse & Recirculate water?**

Recirculation has significant environmental and economic benefits. Re-use of water will reduce the amount of new water required for the hatchery. Therefore, hatcheries can be established on sites where the amount of water is a limiting factor, or established hatcheries can increase production without increasing the amount of new water required. Recirculating systems filter and clean water and temperatures can be controlled for optimum growth rates. The technology used in these systems is based on the use of mechanical and biological filters and the method can be used for any species grown in aquaculture.

Main types of water Reuse Systems

Partial Reuse System (PRAS)



Full Recirculation System (RAS)

Day 1 take home notes.

- Circular tanks are preferred in RAS systems, Macraes Trout Hatchery already has circular tanks but not sure about other F&G run hatcheries.
- Solids from effluent is filtered out and, in some cases, reused for fertilizer. This is an environmentally friendly outcome which could be considered by F&G managed hatcheries.
- There is a lot of expensive water filtration equipment in a full RAS but the outcome is excellent water quality which in turn produces healthy unstressed fish.
- One downside to RAS is the need to constantly keep an eye on water quality (pH, CO₂, TAN, NO₂, NO₃, DO, Alkalinity, Temperature etc) and this is by using expensive monitoring equipment.

DAY 2

The first half of day two investigated culture tank design and solids management and the second half was a tour of the Shepherdstown Freshwater Institute.

Culture Tank Design & Operation

With a RAS system circular tanks are preferred over raceways and are widely used around the world when designing new or refurbishing old hatcheries/fish farms. The main advantages are, self-cleaning, flow injection and Hydrodynamics.

**Solids Control**

Solids control is very important in a hatchery and more so in a RAS as they adversely impact on fish – damage gills, harbour pathogens and breakdown/degrade water quality. Suspended solids can also mechanically plug bio-filters, aeration columns, screens, and spray nozzles.

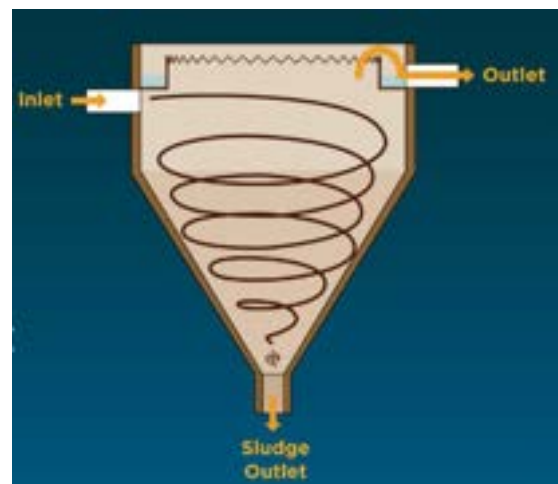
There are two ways of removing solids in a RAS:

- Gravity Separation – duel drain tanks, swirl settlers, radial flow settlers and settling basins.
- Physical Filtration – microscreen drum filters, disc filters and granular media filters

Examples of solid removal



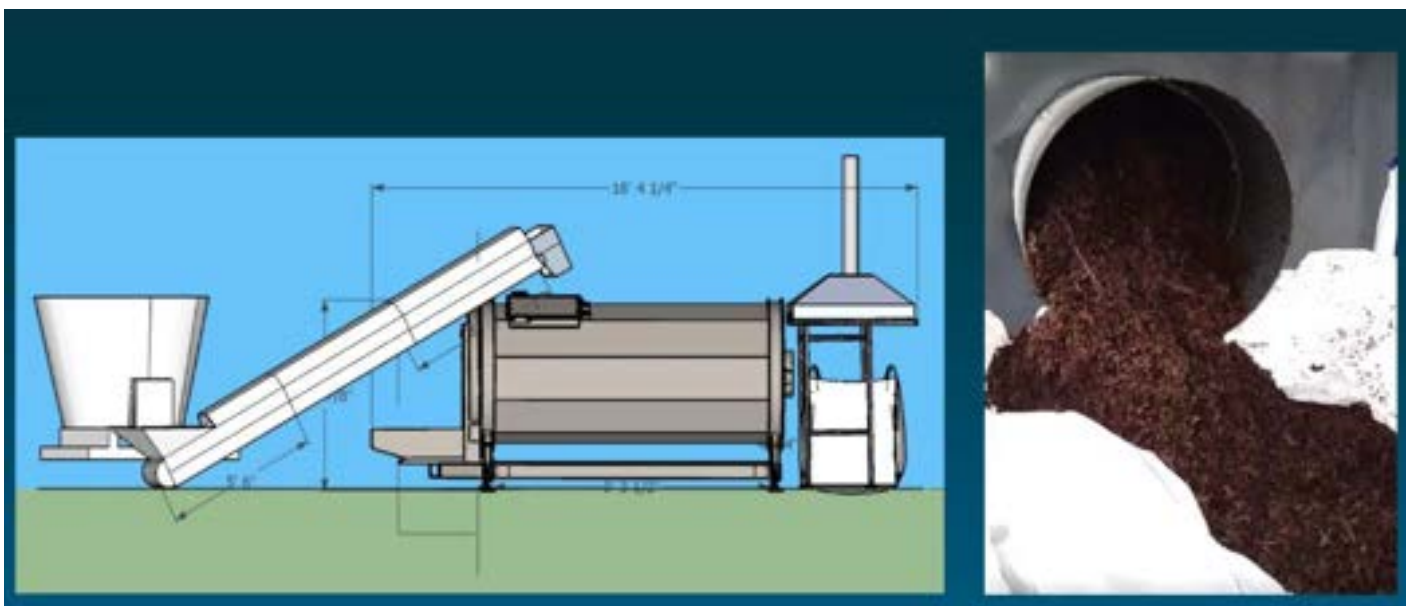
Microscreen filter



Swirl settler

Solid Disposal or Value (added use)

Solid disposal considerations are critical, do they get picked up by a waste removal truck or can they be reused for composting, nutrients for aquaponics, bio-gas production.



Brome composter - waste solids mixed with wood chips.

Tour of the Shepherdstown Freshwater Institute

“At The Conservation Fund – Freshwater Institute, we believe in conservation that makes economic sense. Every project places conservation at its centre, and our entrepreneurial staff create and implement innovative, practical ways to benefit the natural world and the well-being of Americans from every walk of life. We inspire new, innovative models that prove strategic conservation is good for both people and the environment.” (conservationfund.org)

Conservation Fund Projects:

- Build smart land-based fish farms.
- Improve feeds for land-based salmon farms.
- USFWS hatchery modernization projects
- Researching & restoring WV declining brook trout populations

We took a 30min ride by bus to the institute, the tutor split us up into groups of ten and we were taken around the facility learning how RAS works.



Bus ride to institute



RAS incubator



Tutor Dr John Davidson explaining water flow in a round tank.

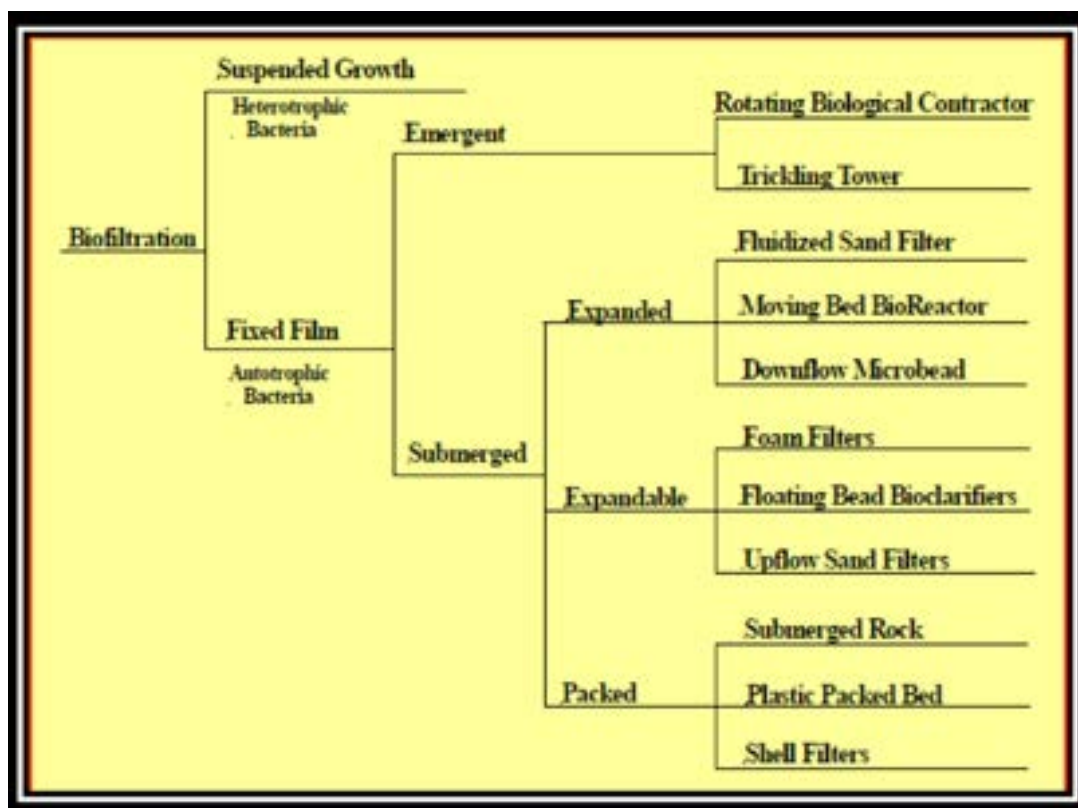
Day 2 take home notes.

- Once again round culture tanks were recommended for RAS. Could F&G run hatcheries be converted from raceways to circular tanks?
- There are many types of filtration systems for RAS and all seem to work well. The filters could be bought from the US but I believe they could be manufactured in NZ for a lesser amount.....would need to investigate pricing.
- I thought the added value for fish waste was a great concept. At Macraes our waste is collected in a tank and every 4yrs is tucked away.....with a RAS we could recycle the waste into compost and use it when planting at our managed reserves/wetlands or other wetland projects.

DAY 3

The first part of the day was an introduction to biofiltration and designs which incorporated a lot of equations and formulars....a very dry session. Biofiltration is needed for a full RAS system but not needed for Partial RAS. Biofiltration is used as a pollution control technique using living organisms to capture and biologically degrade pollutants.

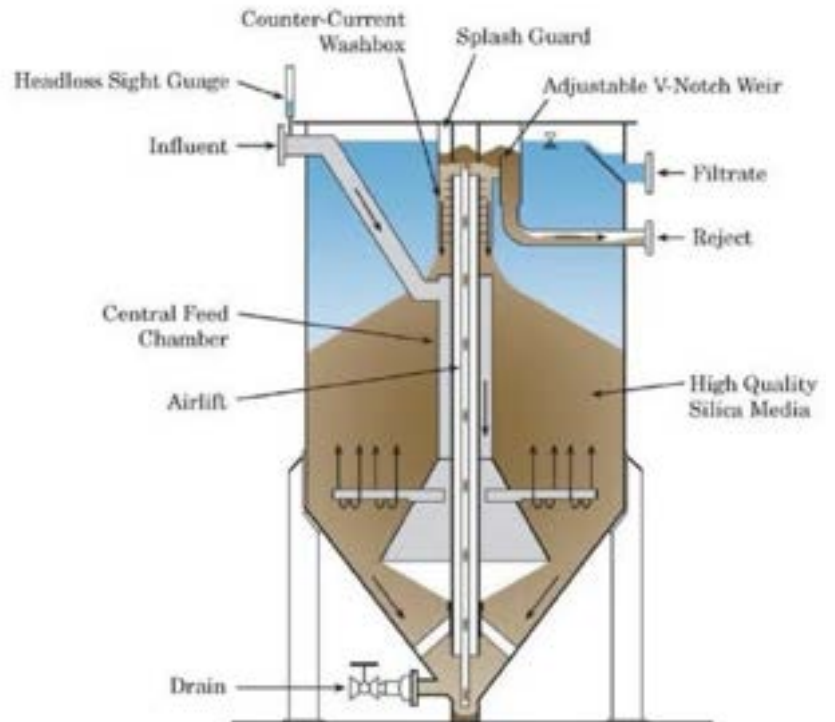
The table below outlines the methods used for biofiltration.



Examples of biofilters



Moving bed Biofilter



Fluidised sand bed bioreactor

The afternoon session looked at gas conditioning (CO_2 & Oxygen) and water quality control and disinfection using Ozone & UV.

In a nutshell fish need Oxygen and in a RAS setup there is an additional demand for Oxygen depending on water reuse and biomass. Oxygen sources for a RAS can be trucked in Liquid Oxygen tanks, Pressure swing absorption (PSA) unit, Oxygen cone, bubble diffusers just to name a few.

The other gas that needs to be monitored and controlled is CO_2 , Carbon Dioxide is toxic to fish. In a RAS this gas is removed using stripping towers, surface aerators, diffused aerators, foam fractionators.

Examples of Oxygen source



Pressure swing absorption unit

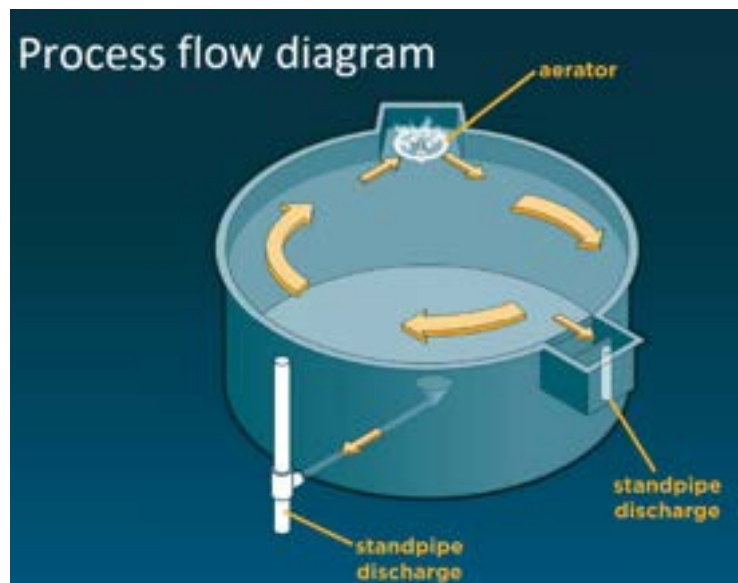


Oxygen cone

Examples of CO₂ strippers



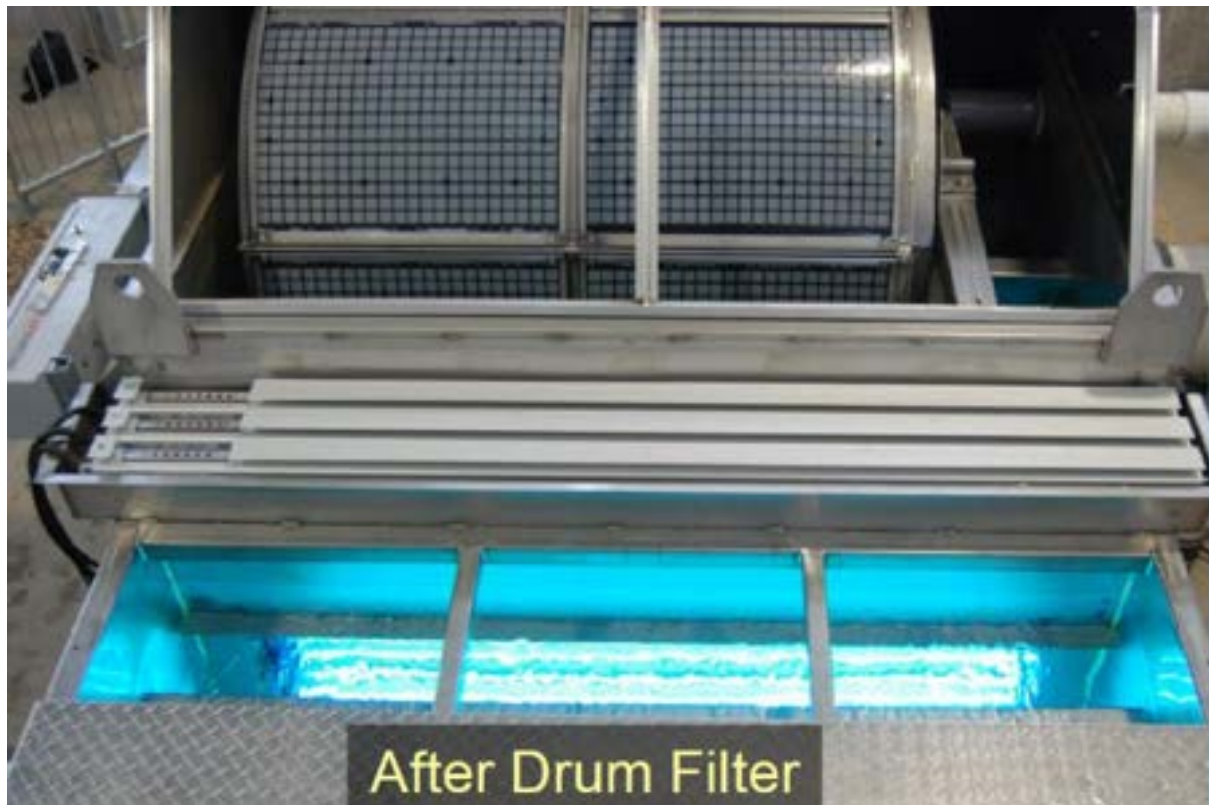
Stripping tower



Surface aerator

Ultraviolet irradiation and/or Ozonation in a RAS can reduce fish disease by improving water quality, reducing fish stress and disinfecting water.

Ozone is a powerful oxidizing agent that has seen wide use in aquaculture applications for achieving both disinfection and water quality improvements. Ultraviolet (UV) irradiation is also being widely applied within aquaculture systems; however, the primary objective of UV irradiation is disinfection. (Summerfelt, 2003)



UV disinfectant in line with a rotating drum filter

Day 3 take home notes.

This was a long day with a lot to think about.

- Biofiltration – it looks like once again expensive purpose-built equipment is needed but I think low-cost NZ built alternatives would be sufficient for small hatcheries.
- CO₂ strippers – these would be low cost if made in NZ.
- Oxygen injection – once again these would be low cost if made in NZ. Preference would be an oxygen cone or bubble diffusers (bubble diffusers already used in some applications in NZ)
- Ozone – would probably not use Ozone as a disinfectant because: the cost of equipment needed would be expensive, Ozone systems are complicated, but the main reason is Ozone, and its reaction by-products can be dangerous to humans and aquatic organisms.
- Ultraviolet (UV) irradiation – the use of UV is common in most non-RAS hatcheries worldwide. This would be my go-to in a hatchery renovation or a new build.

DAY 4

Finally, system operations and RAS maintenance are required for successful RAS facility.

System Operations

- RAS cleaning
- Backup systems & emergency response
- Disinfection

RAS Maintenance

- Pumps
- Valves
- Drum filters

I could go into a lot of detail explaining each of these points but it all boils down to common sense, it's like maintaining your car, if you don't get it regularly serviced it will eventually break down. The same thing applies to a hatchery, keep on top of maintenance and things shouldn't break.

The last session of the day was on Fish Health & Biosecurity. Basically, as for all hatcheries be it conventional or RAS fish health is a priority and needs to be monitored daily. Things to watch out for are mortalities, how the fish are behaving, are they feeding and growing, netting out fish on a weekly basis and checking for skin lesions or disease and if something unusual pops up having a biosecurity plan in place to action.

Day 4 take home notes.

- RAS needs more monitoring and maintenance as there are more moving parts.
- Macraes Flat Trout Hatchery has an agreement with Oceana Gold regarding maintenance and cleaning.....less cost to OFGC.
- Whether a hatchery is RAS or conventional this session has made me think about what Macraes hatchery and other F&G managed hatcheries have in place regarding maintenance and biosecurity.....more investigation is needed here.

Concluding remarks

After attending the course and reviewing the course content I believe the Macraes Flat Trout Hatchery (incubators and yearling grow-out tanks) would be an ideal pilot facility to convert to PRAS (Partial Reuse Aquaculture System)

There are two parts to Macraes Hatchery, outside and inside rearing tanks, with their own separate gravity fed water supply.

Outside tanks - water flows to the outside tanks via a pipe from an intake pond and then returns to a water storage dam.

Inside tanks (housed in a 6m x 12m building) - water flows to a 30,000L header tank via a pipe from an intake pond, through the rearing tanks, troughs, and incubator, to an effluent settling tank and then on to the storage dam.

More investigation is needed but the infrastructure for this small conversion I think would be negligible.

Also, there would need to be some consultation with Oceana Gold as they are in partnership with OFGC over hatchery operations.

Would RAS or PRAS be suitable for other F&G regions that manage hatcheries?

Without doing research I can't say for sure but once the Macraes hatchery is operational it will be a lot easier to gauge their suitability for conversion.

Acknowledgements

NZ Fish & Game Council - I would like to thank the NZ Fish & Game Council for the grant that made this trip possible.

Otago Fish & Game Council – I would like to thank the OFGC for allowing me the time off to attend the RAS course.

Steven Dixon
Otago Fish & Game Officer

References

Summerfelt, S.T., 2003. Ozonation and UV irradiation – an introduction and examples of current applications. *Aquacultural Engineering* 28 (2003) 21 - 36.

CEO Report

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

Prepared by: Corina Jordan, Chief Executive, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks to update NZC on key workstreams.

Financial Considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend that NZC:

1. Receives the update from the NZC CEO on current issues, key achievements, and highlights arising during the reporting period.

Whakarāpopoto - Executive Summary

2. The 2023/24 financial year was a big one for Fish & Game with the finalisation of Fish & Game's Organisational Strategy and establishment of the 3 - 5 year Business Implementation Plan. Both the Strategy and the Business Plan were built from the ground up, engaging across the organisation from staff through to the Regional Managers, Regional Fish & Game Councils, and the New Zealand Fish & Game Council.
3. The focus for the NZC CEO over the last year centred around the key priorities identified in the Strategy namely building a unified and enduring organisation, attracting and retain licence holders, Mana Whenua connected, public perception and legitimacy, and healthy habitats and ecosystems.
4. As identified in the 3 – 5 year Business Plan, a number of the initiatives over 2023/24 have centred around:
 - a. Building insights (data and knowledge) across the strategic priorities;
 - b. Launch of Fish & Game's Social Licence Campaign 'ReWild';
 - c. Building relationships across our stakeholders with a focus on key influencers, mana whenua, and decision-makers; and
 - d. Investing in the capabilities of Governance, Leadership, and the resilience and culture of the organisation.
5. The 2024/25 financial year looks to build on the work and outcomes achieved over 2023/24 and will be another pivotal year in the modernisation of the organisation and investing in its future.
6. Reports back from the two NZC subcommittees on Future Structure and Future Finance along with the Cost Optimisation paper are due ahead of the April 2024 NZC meeting and Contestable Bid process, and will influence the work program of the New Zealand Council team and wider organisation moving forward.
7. Importantly Fish & Game has a new Minister, the Minister of Hunting and Fishing, with reforms and legislative changes very much live for Fish & Game.

Year Ahead Priorities

8. This year is going to be a huge one for Fish & Game. We have a new government and a dedicated Minister for Hunting and Fishing. Legislative change and reform for Fish & Game remain very much live, with a clearer steer likely for the organisation around mid to late 2024.
9. Reports back from the two NZC subcommittees on Future Structure and Future Finance along with the Cost Optimisation paper are also due ahead of the April 2024 NZC meeting, and will influence the work program of the New Zealand Council team and wider organisation for the 2024/25 financial year and moving forward. All of this is underpinned by reducing licence sales and potential ceilings on licence prices.
10. The licence forecast for Fish is 72,435 LEQs, compared to 74,060 LEQs in the current year budget. Game is reduced from 31,763 LEQ's in the current year budget to a forecast of 31,298 LEQ's for 2024/25. Overall, the net reduction in forecast income is ~\$250,000, which is compounded by rising costs of undertaking our statutory functions. Given this forecast and our current budgets, there would only be around a total of \$600,000 available in the contestable budget round for 2024/25. Historically the RMA budget of around

\$450,000 - \$500,000 has come from the contestable fund, along with any increases in staff salaries, overhead costs, and Capex.

11. At this stage the 2024/25 financial year looks to build on the work and outcomes achieved over 2023/24 and will be another pivotal year in the modernisation of the organisation and investing in its future.
12. Since August 2022, the NZC CEO has focussed on building an Organisational Strategy to create shared values and a shared and unifying vision across Fish & Game, along with alignment in key priorities. A [2023-2026 Business Plan](#) to implement the strategy has also been completed with 2023/24 being the first year of its execution. The key priorities identified in the Strategy are:
 - a. Building a unified and enduring organisation;
 - b. Attract and retain licence holders;
 - c. Mana Whenua connected;
 - d. Public perception and legitimacy, and
 - e. Healthy habitats and ecosystems
13. Implementation of the [2023-2026 Business Plan](#) has focussed on:
 - a. Building insights (data and knowledge) across the strategic priorities; the
 - b. Launch of Fish & Games Social Licence Campaign 'ReWild';
 - c. Building relationships across our stakeholders with a focus on key influencers, mana whenua, and decision-makers; and
 - d. Investing in the capabilities of Governance, Leadership, and the resilience and culture of the organisation.
14. Over 2024/25 we will continue to work closely with the Government on conservation law, and environmental and firearms law reforms to deliver outcomes that meet Fish & Game licence holder aspirations and ensure fishing and hunting thrive in the future.
15. We will be advocating on behalf of licence holders to ensure New Zealand's rivers, lakes and wetlands are protected while changes are made to reduce bureaucracy and barriers through legislation. RMA changes are coming, and we will seek strong and enduring outcomes that benefit all New Zealanders. We will also work with primary industry and catchment groups to find common ground and look for collaborative pathways.
16. Ultimately, we want to safeguard the public recreational use of the natural environment and ensure the longstanding protection of the habitat of trout and salmon is retained while building relationships and reducing red tape. It's critical that future generations can enjoy fishing, hunting and the great outdoors.
17. There is intended to be a strong and continued focus on building Fish & Game's Social Licence and connecting with our Licence holders. This includes turning our minds to building extension resources and events that support and engage current and future generations of anglers and hunters, along with meeting licence holders in person through clubs and larger events to talk about the organisation and to hear from them on what they want to see from Fish & Game.
18. The priorities for the New Zealand Council team include:

- a. Building Fish & Game and hunters and anglers 'social licence', and key relationships with influencers, mana whenua, and decision makers;
- b. Increasing Fish & Game's connection to licence holders, and ensuring Fish & Game continues to provide value and meet existing and changing needs;
- c. Delivering research on 'Access' and the loss of hunter and angler access to hunting and fishing opportunities over the last decade, along with the Economic value to New Zealand of Fish & Games salmonid populations.
- d. Developing and implementing an 'Access' Strategy working collaboratively with the Game Animal Council and Herenga ā Nuku (Walking Access Commission) and key politicians.
- e. Continued focus on building a positive and professional culture across Fish & Game, including supporting the growth of leadership and governance capabilities and skills across the organisation.
- f. Finalisation and implementation of Fish & Games Standard Operating Procedures for Gamebird and Sportfish monitoring, analysis and reporting.
- g. Finalisation, coordination and implementation of Policy, Procedures and Templates including standing operating procedures (SOPs) to support Fish & Games Compliance Functions.
- h. Building outcome-based metrics and reporting in supporting Consolidated annual reporting to the Minister and in meeting our SSP audit requirements.
- i. Finalisation and implementation of organisation-wide Governance, HR/ HS policies and procedures, including governance induction material and processes.

Government Relations

19. Understanding that the election was a crucial moment for Fish & Game and its future considerable energy went into preparing for a new Minister. We drafted and professionally designed a Briefing for the Incoming Minister document. The CEO wrote to new Prime Minister Christopher Luxon congratulating him on his result and also exchanged texts with him, having met the PM previously at the Sika Show.
20. The CEO also wrote to key Ministers including Conservation Minister Tama Potaka, Associate Minister of Justice (Firearms) Nicole McKee and Environment Minister Penny Simmonds. She also wrote to Agriculture Minister Andrew Hoggard and RMA Reform Minister Chris Bishop.
21. The CEO pushed for a meeting with the new Minister at the earliest opportunity he had.

Briefing to the Incoming Minister

22. Following the 2023 election, we wrote a Briefing to the Incoming Minister (BIM).
23. The Briefing includes areas where we hope to work with the government, including:
 - a. Support to enable Fish & Game to keep doing its work by maintaining the organisation's mandate when reforming conservation laws.
 - b. Strong and effective measures to safeguard the health of New Zealand's rivers and lakes.
 - c. Strong protection for wetlands – maintaining and enhancing existing wetlands and backing landowners to create new wetlands for the benefit of all New Zealanders.

- d. Work with communities, sectors, and iwi to collaboratively develop solutions for the benefit of our communities and treasured freshwater.
- e. Enable New Zealanders to continue to get out in nature and enjoy their hunting and fishing heritage, including ensuring access to the natural environment and sports fish and game alongside indigenous species in our ecosystems.
- f. Support Fish & Game's leadership across the hunting and fishing sector collaboratively with the Game Animal Council.
- g. Consider the fishing and hunting sector's views in a range of areas, from firearms law reform, access, research and innovation to RMA reform.

Meeting with Hunting and Fishing Minister Todd McClay

24. The NZC CEO and Chair met with the Minister and his key staff on 17 January at his office in Parliament for an hour-long discussion. Topics covered were:

- a. Minister of Hunting and Fishing delegations in relation to Fish & Game and his aspirations for the organisation over this term of government.
- b. Fish & Game's Organisational Strategy and future aspirations of Fish & Game.
- c. Fish & Game's regulations production schedule and key dates for Ministerial decisions.
- d. Guide Licencing.
- e. Parliamentary Fish and opportunities for the Minister to engage with licence holders over 2024.

14. The key documents provided to the Minister included:

- a. BIM
- b. Manifesto
- c. Fish & Game Organisational Strategy
- d. Fish & Game Forms Fees and Notices Production Schedule (attached).

15. It was a productive meeting that built our relationship with the Minister and his office. A number of opportunities and challenges were traversed through an open and frank dialogue. The Minister touched on Fish & Game's work to serve and retain a strong connection to licence holders, the need to provide value for money and be fiscally responsible, and ensuring the organisation is professional in discharging its statutory functions.

Governance Advisor Role NZC

16. In early December 2023, the Governance Advisor role was advertised on the Institute of Directors website, including a position description, application form and Fish & Game's 2023-2024 Meeting and Budget Schedule. We received a robust response with a total of 10 applications, demonstrating significant interest in the position. A scoring system with clearly defined criteria was established to assess the applications. This approach ensured that key competencies such as governance expertise, strategic aptitude and planning were quantitatively evaluated. Following the process as agreed by NZC, the Executive Committee

reviewed the candidates utilising the scoring matrix to provide structured and objective feedback. This process has narrowed down the field to the top three candidates, with NZC to review each candidate's suitability for the role at its February meeting.

Fish Assist

17. Just before Christmas, we were alerted to the Fish Assistant website, an unauthorised internationally-based provider selling fish licences. We were concerned that anglers were being charged significantly more than they should by this website and that the wrong licences were being provided to them. E.g. being sent an adult whole season when they had purchased a family season licence.
18. We acted quickly, working with our licence operator ESL, the GCSB's Computer Emergency Response Team (CERT NZ), and the Conservation Department to stop further transactions. We publicised the issue directly with licence holders via email and with a media release and a series of media interviews, including this [story on 1 News](#).
19. We were concerned that the angler's credit card details had been compromised, as the website was not processing these payments through an accredited payment system. We contacted the affected people to suggest they take steps to secure their bank account information.
20. We haven't seen further activity from Fish Assist since the news coverage and intervention by CERT NZ. About 150 people were affected.

Outreach

21. Please see below the table of CEO external meetings attended from the end of November 2023 to January 2024 (*these meetings do not include regular internal meetings with F&G staff or regular project meetings*):

Date	Meeting	Location
28/11/2023	PNCC WWMG: <i>PNCC Wastewater Consent/BPO update/3 Waters projects etc.</i>	Totara Rd Wastewater Treatment Plant/ Microsoft Teams Meeting
30/11/2023	ENGOLF: <i>New Government discussion.</i>	Zoom
4/12/2023	MPI: <i>Debrief for 'The Wash Place' and new CAN for Te Arawa.</i>	Microsoft Teams Meeting
Date	Meeting	Location
5/12/2023	Fish Futures Working Group Hui: <i>5 - 6 December 2023, Te Ao Marama Inc offices.</i>	Invercargill
6/12/2023	Briefing for CCD Partners: <i>Introduction for people in the 'Check Clean Dry' circle to the clams-focused Summer Clams Campaign.</i>	Microsoft Teams Meeting
6/12/2023	F&G Southland: <i>AGM.</i>	Te Mahinga Kai Pa, Waituna, Invercargill
7/12/2023	DOC: <i>Recreation sector hui with DOC senior leaders.</i>	Microsoft Teams Meeting
8/12/2023	Article Interview: <i>with Bess Manson for stuff.co.nz & The Post.</i>	Waituna West, Manawatu
11/12/2023	Alison Dewes: <i>Inputs Control Agricultural Advice.</i>	Microsoft Teams Meeting
12/12/2023	Stuart Anderson (DDG Biosecurity New Zealand): <i>F&G/MPI discussion.</i>	MPI Offices, Wellington
12/12/2023	F&G/DOC: <i>Grace Xu (DOC's Governance & Performance Manager) meet & greet.</i>	Microsoft Teams Meeting/DOC Office Wellington
12/12/2023	F&G/Herenga ā Nuku: <i>To discuss public access research, F&G Manifesto, access issues & stewardship land.</i>	Outdoor Access Commission, Wellington

15/12/2023	Seminar: <i>Intro to the Greenpeace 'Know Your Nitrate Contamination' Map.</i>	Microsoft Teams Meeting
17/12/2023	Radio Interview: <i>with Troy Matich from Mediaworks re. National Angler Survey.</i>	Newsroom Line
19/12/2023	ENGOLF: <i>CEs plus programme/campaign heads.</i>	Zoom
19/12/2023	Iwi Meeting: <i>Meeting with Ngahi, Cyrus & Ken from TALT.</i>	Rotorua
11/01/2024	Horizons Regional Council	Palmerston North
16/01/2024	B+LNZ: <i>Meeting with Rowena Hume.</i>	Wellington
17/01/2024	Todd McClay: <i>Meeting with new Minister of Hunting & Fishing.</i>	Parliament
31/01/2024	NZ Police: <i>2024 Roar & Gamebird safety messaging.</i>	Microsoft Teams Meeting
31/01/2024	F&G & OAG: <i>Meeting with Naya Marou from the Office of the Auditor General.</i>	Microsoft Teams Meeting
31/01/2024	RNZ Interview: <i>with Kathryan Ryan re. history of F&G, the past 18 months as CEO, and background coming into the organisation.</i>	Zoom

NZC Management

22. I am consulting on proposals to better support the needs of NZC within the budget constraints of the organisation moving forward.

Sports Fish Licence Fees, Forms and Notices (LFFN)	END DATE	Completed
Information on Controlled Areas, Designated Waters and Salmon Waters should be requested from regions	24th May	Yes
Date by which regions should provide information	23 rd June	Yes
Meet with Michael Gee at DOC if there are any major revisions require	26th June	Yes
Confirm licence fees, Designated Waters, Controlled Fisheries and Sea Run Salmon Waters	1 st July	Yes
Updated Notice should be provided to DOC	1 st July	Yes
Notice should be published (note DOC submits to MOC and arranges publication)	17 th August	
Notice MUST be published by this date	30 th Sept	
Anglers Notice	END DATE	Completed
Draft Notice circulated to regions	24 May	Yes
Regional comments required back to NZC	23 June	Yes
Final draft circulated to regions	26 June	Yes
Final date for regional comment	29 June	Yes
Final draft on Anglers Notice	6 th July	Yes
Last minute additions to Anglers Notice from HBFG	7 th July	Yes
Finish supporting documentation for Anglers Notice	7 th July	Yes
Draft Notice to DOC - Michael Gee and Rosie Board for review	7 th July	Yes
The final version of the Anglers Notice has been sent to Graphic Press to start laying up for the regulation's booklet	17 th July	Yes
Notice to MOC	17 th July	Yes
Notice approved by MOC and published in Gazette	27 th (Mid-July)	
Game Licence Fees and Forms Notice	END DATE	Completed
Updated Noticed should be to Doc	1 st July	
Start draft Notice and Regulation Guide	Early Nov	
Date by which Notice, and Regulation Guide content should be sent to regions	20 th Dec	
Doc should be reminded of getting Notice approved	17 th January 24	
Final date regional councils must update document	26 th Jan	
Complete final draft of Game Notice	31 st Jan	
Finish supporting documentation for Game Notice	31 st Jan	
The final version of the Game Notice has been sent to Graphic Press to start laying up for the regulation's guide	Jan	
Draft Game Notice and submission to DOC to comment- Michael Gee and Rosie Broad for review	1 st Feb	
NZC meeting	16 th Feb	
Notice and submission to MOH&F and copy to Gazette office	19 th Feb	
Notice approved & signed by MOH&F and Gazette Notice published	3 rd March	

Notice should be published	14 th March	
Notice MUST be published	1 st Sat in May	

Regulation Guide Production - Game	END DATE	Completed
Date by which Notice, and Regulation Guide content should be sent to regions	24 th May	
Final date for regional content. Send content to Graphic Press for layout and confirm quantities		
Graphic Press send first proof to F&G, circulated to regions. Last date for advertising copy		
Final date for feedback to Graphic Print	After MOH&F approval 3 rd March?	
Last date for Regulation Guides to arrive at AB Corp		
Last date for Regulation Guides to arrive to regions and agents		
Licence sale date	14 th March	
Regulation guides printed and distributed ahead of licences going on sale		
Regulation Guide Production - Fishing	END DATE	Completed
Final date for regional content	2 July	Yes
Send final DLE & A4 info sheets to Graphic Press for layout	6 th July	Yes
Send final carrier letter to Graphic Print to AB Corp	6 th July	Yes
Sent the regional info & Preamble to Graphics Press	6 th July	Yes
Send draft Licence Agent pack for Sara (Hothouse?) to start designing	6 th July	Yes
Graphic Press sends the first proof to F&G, circulated to regions.	9 th July	Yes
Last date for advertising copy to Graphic Press	6 th July	Yes
Confirm quantities with Graphic Press	6 th July	Yes
Final date for feedback to Graphic Press	28 th July	Yes
Regulation Guide signed off (subject to approval from MOC)		Yes
Last date for Regulation Guide to be sent out from Graphic Press	15 th August	Yes
Last date for Regulation Guide to arrive at AB Corp	15 th August	Yes
Last date for regs/DLE's/Info packs to arrive at regions and agents	15 th August	Yes
Licence sale date - (2 nd Thursday of August as is the Licence Game for March)	17 th August	Yes
Licence Production - Fish	END DATE	Completed
Need sponsor – usually Kilwell	Nov	
Photo comp needs rules	Nov	
Photo competition – decide on the photo on the licence runs Dec-Mar	Dec-Mar	
Needs to be on the website	Dec	
Needs to be judged at the end of each month - D/J/F/M then public vote in April	End of month	
Prizes need to be sent out to winners	May	
Ordering the plastic licences – KT needs to analysis the licence's sold over last few years – confirm #'s		
AB Corp need to purchase the plastic licences – need a long lead time for this (Jackie from AB Corp the time and confirm #'s submitted)		
Making sure the new booklet goes out to Agents on how to.... (ESL and administrators work on this)		
Making sure all Agents have info packs	15 th August	
If an election year – making sure there is a tick box in the licence system for people to tick to votes	May	
Making sure that all is ready to go for the licences to go on sale 17 th August	17 th August	

Designated Waters	END DATE	Completed
Licence Fee Submitted to MOC		Yes
Confirmation by MOC of establishment of Designated Waters licence category		Yes
Submit final amendments to Sports Fish Licences Fees and Forms Notice to DOC		Yes
Submit Anglers Notice to MOC		Yes
Magazine content due		Yes
Regulations Guides signed off – include content on Designated Waters		Yes
Communications package for agents and licence holders prepared and delivered ahead of go-live date		Yes
Fishing magazine sent out featuring communications on Designated Waters		Yes
Compliance brief and training for rangers prepared and delivered (before session starts)		Yes
Comms package expanded and specifics prepared (before session starts)		Yes
Signage updated (before session starts)		Yes
Ongoing compliance and communications throughout season (October - Ongoing)		Yes
Designated Waters – Licence Sales System	END DATE	Completed
Commence development on licence sales system		Yes
ESL - 1st Major release (internal)		Yes
User acceptance testing on licence sales system		Yes
ESL - 2nd major release (internal)		Yes
User acceptance testing 2nd major release		Yes
Final acceptance on licence sales system		Yes
Final acceptance approval		Yes
Designated Waters go-live		Yes
MEETINGS/IMPORTANT DATES		
New Financial Year for Fish & Game	1 st Sept	
GBH Board Meeting in Hawkes Bay – incl field trip on Saturday (TBC)	22 & 23 rd Sept	
Sport Fishing Opening	1 st Oct	
High Country sports fishing opening (Otago & Southland)	1 st Nov	
Managers meeting (ZOOM) feed into the NZC meeting on the 24/25th	2 nd Nov	
High Country sports fishing opening (North Canterbury & CSI)	4 th Nov	
NZ Council Meeting – WGTN – Set strategic priorities for 24/25	24/25 th Nov	
Managers meeting (ZOOM) - TBC	14 th Dec	
All Variance reports and Reserves Schedules to CV - Finance	22 nd Dec	
All Regional Council Annual meetings must be completed	29 th Dec	
LWP Report for NZC – Report for formal Managers meeting	24 th Oct	
Managers meeting	2 nd Nov	
<p>NOTE: future copies of these below are sent to the National Library of NZ: Legal Deposit National Library of New Zealand PO Box 12340, Thorndon, Wellington 6144 70 Molesworth St, Thorndon, Wellington 6011 Courier deliveries: Dockway, Guthrie Lane (off Aitken Street), Thorndon, Wellington 6011</p>		

Game bird hunting guide (North Island) & (South Island) Sports fishing regulations (North Island) & (South Island)		
<i>Meet with Graphic Design and confirm schedule</i>		
<i>Meet with AB Corp (Licence Production schedule</i>		
<i>Meet with ESL</i>		
<i>NZC meeting – half day</i>		

Communications Update Report

Fish and Game Managers Meeting – 8 February 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) provides an update on communications and public awareness work.

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC staff recommend that NZC:

1. Receives the update on communications and public awareness work.

Whakarāpopoto - Executive Summary

2. This paper seeks to update you on main communications projects.

Public Awareness Campaign

3. Fish & Game has been running a successful social licence/public awareness campaign ReWild, launched in November 2023.
4. 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.
5. This work underpins the Retain, Reactivate and Recruit (R3) strategy. It's the foundation required to support people who currently fish and hunt, draw back in those who have in the past and make it accessible for new people to give fishing and hunting a go.
6. 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.
7. 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.
8. In addition to our paid advertising, the campaign is gathering organic support. We're grateful for the support we have received from key stakeholders, for example, Hunting & Fishing sent out an email to its 90,000-strong database about the campaign and why it matters. The company also agreed to share QR codes promoting the campaign on its retail store countertops which anecdotally have proven popular.
9. The NZC CEO has been in contact with key influencers who have large social media presences or networks and is getting support from some of them to create videos that will be seen by tens of thousands of people. This includes JE Wild, NZ Hunter, Hunting Aotearoa, Hunters Club and Dariush Cazador, the Professional Guides Association, the Complete Angler, Craig Smith, Serge Bonnafoux, Felix Borenstein, Jodi Payne. We also now have billboards up in Blenheim and Hawke's Bay.
10. Our photo comp has seen 37 entries in December with the same number in January at the time of drafting this report. This is strong engagement and provides us with great images to use in ongoing content. This is more entries than we normally see through our photo competition. We will run another competition using prizes provided by supporters featuring people cooking food from game birds and fish they've caught.

Results

11. The initial tranche of the campaign has been highly successful. Employing a comprehensive approach, we've utilised paid media on Facebook, YouTube, Stuff, and the NZ Herald, complemented by organic media efforts on Facebook and Instagram.

What have we achieved?

12. Awareness: Between 7 November 2023 – 29 January 2024 we've served 6,487,817 impressions across all channels. This means that New Zealanders have been exposed to the Fish & Game ReWild campaign over 6 million times. (Based on budget, this is at least 1 million more impressions than we would expect a typical campaign in this industry to serve).
13. Credibility: Our ads have been seen on Stuff and the NZ Herald 5,356,216 times, amplifying awareness and credibility of the campaign across New Zealand.
14. Facebook impact: Paid Facebook advertising has reached 354,978 New Zealanders in our target audiences of Anglers, Hunters and Families. We have received 126,835 plays on our Facebook video ads, with 50.8% of people watching these to completion. (significantly higher than the industry benchmark of 30%).
15. YouTube success: On YouTube, our video ads have been watched 201,604 times, with a strong video completion rate of 91.8%. (above the benchmark of 80%). This public awareness work is vital to the future of the organisation and its influence and should continue.
16. The impact of Fish & Game's ReWild campaign on Facebook is significant, reaching 3x more individuals compared to the previous period (16 August – 6 November 2023). Content interactions have surged by 21.1% and Link clicks have nearly doubled.
17. The Fish & Game Instagram was largely inactive before the ReWild campaign. Hence our reach has increased from 160 to 195.7k during the campaign period. Our content interactions and link clicks have also increased significantly, as seen in the right graph. These figures not only signify widespread awareness of the Rewild campaign but also highlight a substantial increase in user engagement. Our audience isn't just noticing; they're actively reacting, commenting, liking, sharing and clicking on our content.
18. Across the campaign period, our video ads were viewed 201,604 times. These were viewed to completion 91.8% of the time, meaning the large majority of people watched the full 15-second ad. The audience segments we reached included those who are Outdoor Enthusiasts, those searching for camping and hiking videos and those who are interested in fishing equipment. We reached our audience the most from Thursday to Sunday when fishing and hunting were at the forefront of their minds. Two-thirds of our audience (66.6%) watched our ReWild YouTube ads on the TV screen, expanding reach and impact.

R3 Policy

19. In line with our R3 policy – Reactivation, Retention and Recruitment, NZC staff coordinated a national lapsed licence holder reactivation campaign in late November, and early December. This involved developing an email template for regions, developing regional databases, and then sending it to lapsed licence holders from 2021-22, 2022-23, and those yet to purchase for the 2023-24 season.
20. Regions provided images and a text block updating the current season angling highlights which was delivered as an e-zine with a conspicuous prompt to 'Buy Your Licence Now', along with tips to help with angling success. The week immediately following the campaign saw the sale of 731 LEQs. At the time of writing a follow-up campaign was being sent.

21. Licence purchase data for the period November 15 to December 14 shows a blip that corresponds with the email campaign, sales performing better than in prior years, suggesting that continued reminders may have helped.

Website

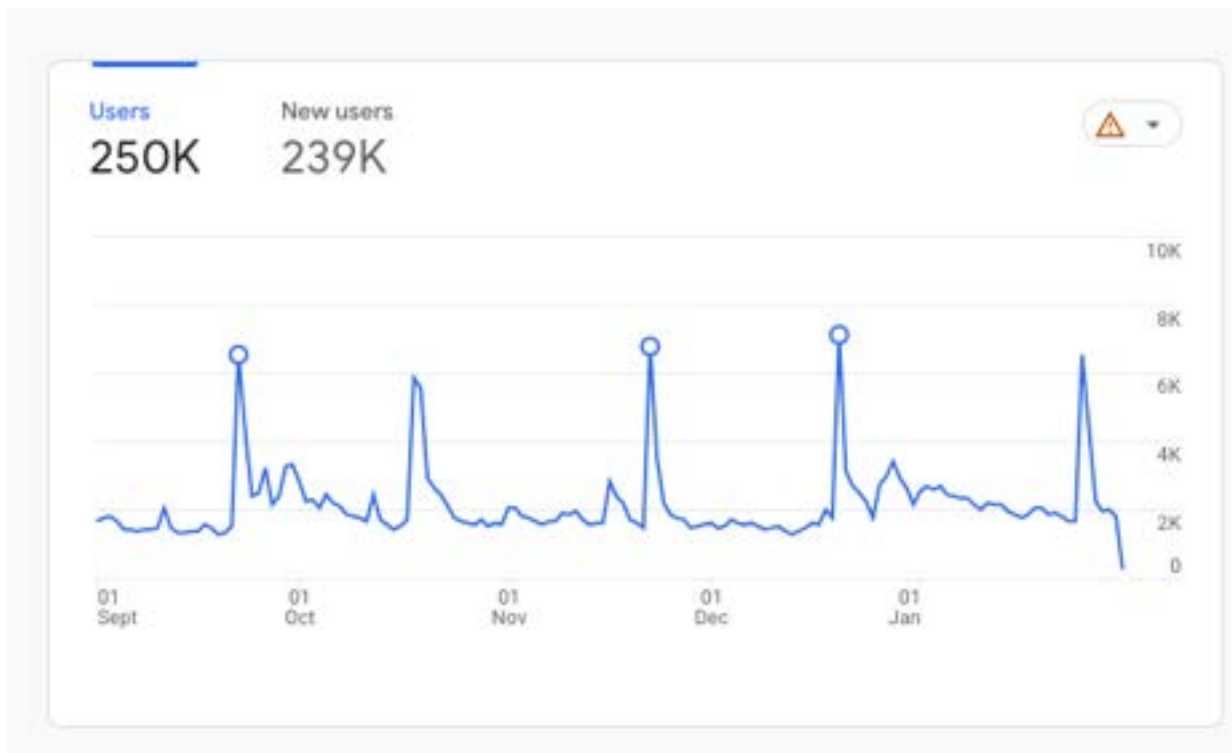
22. As this paper was finalised, we were preparing to live on the new website, scheduled for 7 February. The next report will detail how the launch went, what issues arose and how we are managing those.

Analytics

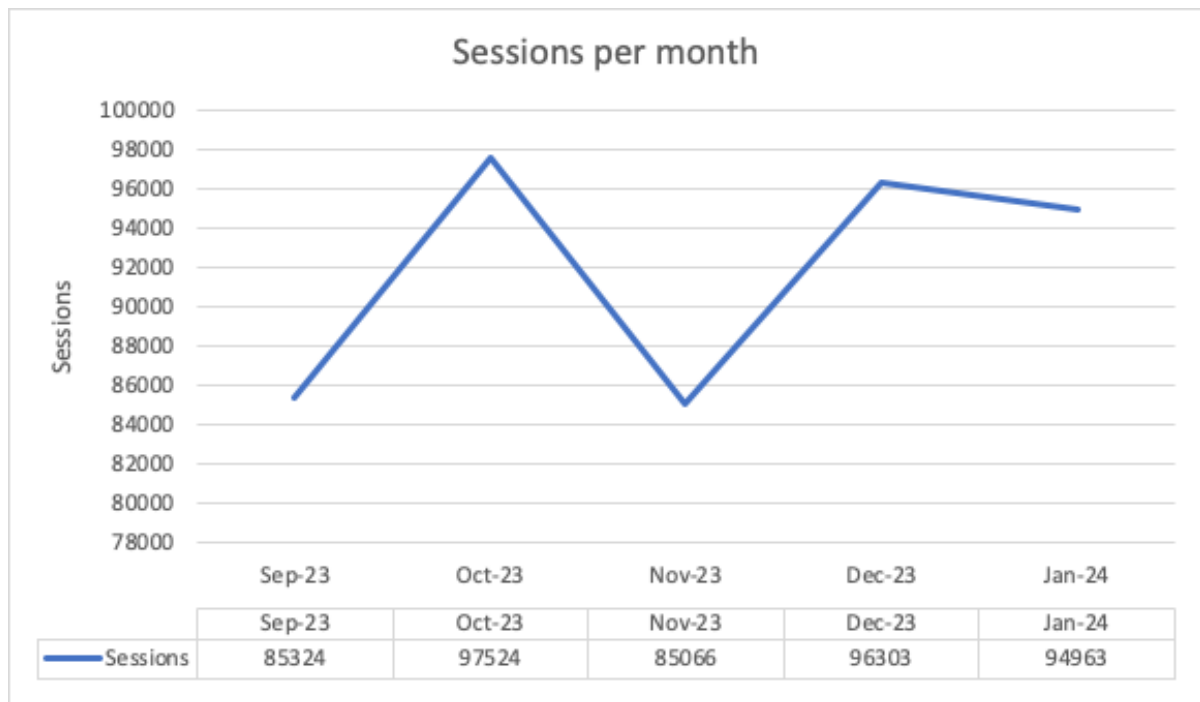
23. Overall traffic numbers went up in December and in January the numbers have been similar. The page views have gone down slightly (January has three more days that have not been accounted for in this report).
24. Searches are increasing for 'duck hunting season 2024' and 'duck shooting'. This page has been visited 1,409 times in the last 28 days.
25. Over the last two months 56 EDM campaigns have been sent and 43 EDM campaigns sent in December and 13 in January. The delivery rate was 98.2% and had an average open rate of 41.7%.

Website Users Chart - 1 Sept to 31 Jan

(Note peaks coincide with release of Reel Life)



Website Sessions Chart - Per Month



Sessions Explained

26. What are sessions? Google Analytics records a session every single time someone visits your website. A session starts right away when someone loads a page and ends after 30 minutes of inactivity. Every pageview, click, transaction, etc. tracked during this period of activity makes up one “Session.”

Internal Communications

- 27. A monthly newsletter is going out to staff in line with the organisational strategy pillar of Unified and Enduring Organisation: A national and regionally cohesive organisation built on a culture of shared values, trust, and engagement.
- 28. This newsletter update is intended to keep everyone informed of important national developments, campaigns, advocacy, surveys, all the great work happening across the country, training/professional development opportunities as well as general sharing of information and handy hints from across the organisation. The newsletter also profiles staff and shares personal news.

Anglers’ Survey

- 29. We released a national press release and supported regions with local PRs to publicise the Angler survey highlighting how popular the pastime is.
- 30. The survey conducted every seven years, records angling activity for all lake, river and hydro canal fisheries managed by Fish & Game and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing). Some 15,000 people were surveyed from December 2021 to October 2022.
- 31. About 92,000 angling licences were sold in New Zealand for the survey period – down by around 10 per cent from the last survey, likely due to Covid lockdowns and international travel restrictions. Almost 97% of angler days were attributed to New Zealand residents long-term season licences. Total angler usage was 991,700 angler days – 38% of angler days were for lakes, and 62% were for rivers and hydro canals.

32. These findings are a great snapshot of how many Kiwis are getting out in nature, fishing for fun, food and their mental health and doing something together with family and friends.
33. Fishing is not only great for physical and mental well-being but also an escape from the daily grind. It helps build bonds with family and friends, teaches essential life skills, nurtures an ethos of environmental conservation, and fosters independence.
34. Read the full survey [here](#).

Media Calendar - December 2023

5 Dec	Karen Rutherford Newshub Senior Reporter	Written comment re gold clams	https://www.newshub.co.nz/home/new-zealand/2023/12/strict-cleaning-rules-in-place-for-boaties-to-stop-dangerous-spread-of-gold-clams.html
7 Dec	Fishing and Outdoors Shannon Williams	New Govt written comment from Corina	https://fishingoutdoors.co.nz/2023/12/01/fishing-outdoors-vol-5-issue-12/
17 Dec	Troy Matich Mediaworks	Corina re Fish Assist	https://www.1news.co.nz/2023/12/22/anglers-warned-over-rogue-fishing-licence-website/
27 Dec	RNZ	Corina re Fish Assist	Rogue website overcharging for fishing licenses, warns Fish and Game RNZ News
24 Dec	Hawke's Bay Today and NZH	Corina re Fish Assist	Illegal fishing licences prompt warning for Hawke's Bay anglers - know the fishing rules for summer - NZ Herald
24 Dec	The Post, The Press, Waikato Times	Profile about Corina	Still rivers run deep for Fish & Game boss The Post
22 Dec	1 News 6 pm	Corina re Fish Assist	New Zealand anglers warned about rogue fishing licence website - Fish and Game NZ - Fuseworks (fuseworksmedia.com)
20 Dec	Otago Daily Times	Dame Lynda on ReWild	Topp support for F&G campaign Otago Daily Times Online News (odt.co.nz)
17 Dec	Stuff NZ Herald and several regional papers	Angling survey	https://www.stuff.co.nz/timaru-herald/301037233/central-south-island-and-hydro-canals-are-nz-anglers-el-dorado https://www.nzherald.co.nz/rotorua-daily-post/news/fish-game-survey-by-niwa-shows-the-most-popular-lakes-and-rivers-in-nz/2XLC2G4VUZCSPC24JUFE2ZSNLQ/ https://www.stuff.co.nz/southland-times/news/133474897/gone-fishing-more-anglers-hit-the-water-in-the-south-island



Google Analytics Report

Feb 2024

Comparing **1 Jan 2024 - 28 Jan 2024** with **1 Dec 2023 - 31 Dec 2023**

QUICK SUMMARY - what's new

- Overall traffic numbers went up in December in January the numbers have been pretty similar. The page views have gone down slightly. (January has three more days that have not been accounted for in this report).
- Searches are increasing for 'duck hunting season 2024' and 'duck shooting'. As per meeting with Richie/Roslyn/Maggie [this page](#) will be updated so information duck season dates will be up to date. This page has been visited 1,409 times in the last 28 days.
- 4.5% more users in January 2024 than December 2023.
- Over the last two months 56 EDM campaigns have been sent. 43 EDM campaigns have been sent in December and 13 in January. The delivery rate was 98.2% and had an average open rate of 41.7%.

QUICK SUMMARY - similar to previous report

- High engagement pages (users stay on the page) on the website are regional news pages.
- Most popular pages: licence related content, regulations, latest Reel Life's, Designated Waters.

TRAFFIC

	Page views	Page views % in/decrease with previous month	Users	Users % in/decrease with previous month	Sessions	Sessions % in/decrease with previous month	Average Engagement	Engagement % in/decrease with previous month
October	322K	^ 14.4%	57K	^ 10.3%	98K	^16.0%	3m 17s	^ 2.4%
November	262K	v 18.5%	51K	v 10.1%	85K	v 12.7%	2m 52s	v 12.7%
December	305K	^ 16.4%	55K	^ 6.9%	96K	^ 13.6%	3m 12s	^ 11.6%
January	280K	v 8.3%	56K	^ 4.5%	92K	v 1.4%	2m 55s	^ 0.7%



DEVICES

December: 67.5% of the visits are on mobile, 30% is viewing the website on desktop and 2.5% on tablet.

January 68.6% of the visits are on mobile, 29.2% is viewing the website on desktop and 2.3% on tablet.

MOST RECENT CONTENT ADDED

1. Otago Weekly Fishing Report - 25 January 2024: 124 views
2. Weekly Fishing Report for Central South Island and North Canterbury for 25 January 2024: 80 views
3. Reel Life January 2024: 12,735 views
4. Weekly Fishing report Central South Island and NC - 18 Jan 2024: 354 views
5. Otago weekly fishing Report - 18 January 2024: 169 views
6. Mohaka & Aropanau River Update: 68 views
7. Weekly Fishing Report for CSI and NC - 11 Jan 2024: 528 views
8. Otago Weekly Fishing Report 11 Jan 2024: 132 views
9. News in January 2024: 253 views
10. January 2024 Photo competition: 682 views

MOST POPULAR CONTENT

	Views Nov	Views Dec	Views Jan	% Jan vs. Dec
1. Fishing & Hunting licences EYEDE	107,742	171,025	131,690	∨ 23%
2. Fishing licences	9,132	14,806	11,993	∨ 19%
3. Buy Fishing & Hunting licences	7,028	11,563	9,251	∨ 20%
4. Home - Hunting and fishing information	5,804	7,128	6,701	∨ 6%
5. Fishing licences and regulations	2,557	3,592	3,017	∨ 16%
6. Freshwater fishing in New Zealand	2,530	3,036	3,218	∧ 6%
7. Fishing regulations	2,281	3,061	3,214	∧ 5%
8. Fishing and Hunting licences	1,817	2,610	1,984	∨ 24%
9. Designated Waters	1,577	1,889	2,286	∧ 21%
10. Where to fish	1,576	1,886	2,075	∧ 10%



TOP TRAFFIC CHANNELS

Most visitors found the website through search engines in the last 28 days.

- Organic search: (Google or other search engines) 163,043 - 64%
- Direct search: (direct to fishandgame.org.nz) 48,713 views - 19%
- Referral: (referring from other websites - most of these views are from Eyede) 37,495 views - 15%

Comment. Organic search continues to drive significant volumes of traffic to the website, validating ongoing SEO management investment. We also note the lack of any significant 'Paid' traffic - no surprise given recent 'Rewilding' campaign activity has been sent to the separate, dedicated website.

MOST SEARCH KEYWORDS ON GOOGLE AND FISH & GAME POSITION IN GOOGLE SEARCH

1. 'fishing licence nz' - average position 1
2. 'fish and game nz' - average position 1
3. 'fish and game' - average position 2.82
4. 'nz fishing licence' - average position 1
5. 'fishing license' - average position 5.3
6. 'fish and game license' - average position 1.5
7. 'fishing license nz' - average position 1
8. 'fishing licence' - average position 18.08
9. 'new zealand fishing license' - average position 1
10. 'trout fishing licence' - average position 1.5

The top 30 search queries are almost all fishing licence related. For almost all these search queries Fish & Game is at number 1 position in Google results. Other popular search queries in the top 50 are related to 'Duck shooting season 2024', 'regulations' and 'designated waters'.



EDM'S DECEMBER

Total campaigns sent: 43

Total emails sent: 653,412

Open rate 42.9%

Click rate: 2.5%

Delivery rate 98%

Unsubscribe rate 0.3%

EDM'S JANUARY

Total campaigns sent: 13

Emails sent: 412,492

Open rate 39.9%

Click rate: 3.3%

Delivery rate: 98.5%

Unsubscribe rate 0.2%

HIGHEST OPEN RATE

1.	Rewild - Angling and hunting clubs EDM	65.6%	Fri 01 Dec 2023
2.	Licence Holders Nelson - ReWild Yourself this summer	61.3%	Wed 20 Dec 2023
3.	Auckland/Waikato Fish & Game Spring Newsletter 2023	57.3%	Tue 05 Dec 2023
4.	Auckland/Waikato Fish & Game Spring Newsletter 2023	56.6%	Mon 18 Dec 2023
5.	December newsletter staff	55.1%	Wed 20 Dec 2023
6.	Gold Clam update	54.1%	Thu 21 Dec 2023
7.	Non - residents ReWild Yourself	53.7%	Tue 19 Dec 2023
8.	Hawke's Bay - Rewild Yourself This Summer!	53.5%	Mon 04 Dec 2023
9.	Hawke's Bay - Rewild Yourself This Summer!	52.4%	Mon 18 Dec 2023
10.	Lapsed Nelson - Rewild Yourself This Summer!	51.4%	Wed 20 Dec 2023



The EDM open rates in December are higher than the month of January. The average opening rate for January 2024 is 40%, in December the opening rate is 42.9%. *

When we look at Reel Life, there were more clicks to the regional Reel life in January (14,339) than in the December (14,816). Below are the clicks from the Reel Life EDM to the regional pages on the website.

CLICKTHROUGH ON REEL LIFE EDM TO REGIONS

	December	January
1. Central South Island	1467	1545
2. Eastern	1322	1525
3. Otago	1733	1428
4. North Canterbury	1522	1291
5. Southland	1271	1334
6. Auckland	1147	1240
7. Nelson	1041	1268
8. Hawkes Bay	776	904
9. West Coast	641	655
10. Wellington	604	555
11. Taranaki	323	384
12. Northland	368	366

*NOTE: According to [Campaign Monitor](#) the benchmark in 2022 for Agriculture, Forestry, Fishing and Hunting has average open rates of 27.3%.



ReWild Campaign Report

Tuesday 7th November – Monday 29th January

ReWild has connected with Kiwis over 6 million times

Our objective:

Inspire Kiwis to embrace the outdoors, connect with nature, and share their ReWilding stories while enhancing awareness of Fish & Game beyond just licensing.

Our strategy:

Employing a comprehensive approach, we've utilised paid media on Facebook, YouTube, Stuff, and the NZ Herald, complemented by organic media efforts on Facebook & Instagram.

What have we achieved?

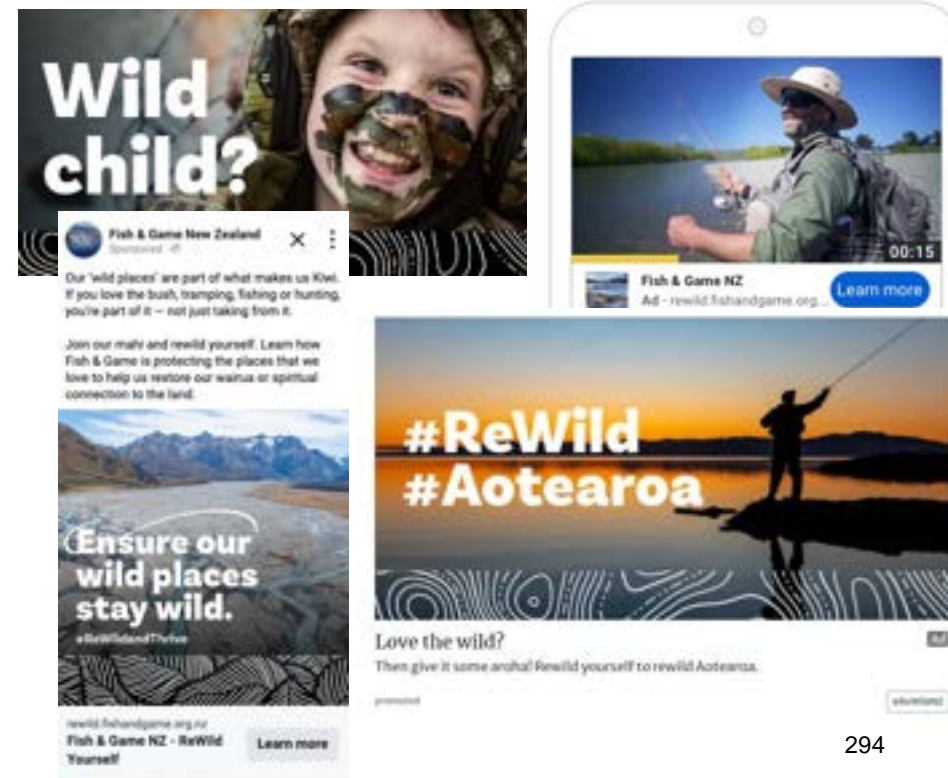
Awareness: Between November 7th - January 29th, we've served **6,487,817** impressions across all channels. This means that New Zealanders have been exposed to the Fish & Game ReWild campaign over **6 million** times. **Based on budget, this is at least 1 million more impressions than we would expect a typical campaign in this industry to serve.**

Credibility: Our ads have been seen on Stuff and the NZ Herald **5,356,216** times, amplifying awareness and credibility of the campaign across New Zealand.

Facebook impact: Paid Facebook advertising has reached **354,978** New Zealanders in our target audiences of Anglers, Hunters and Families. We have received **126,835** plays on our Facebook video ads, with **50.8%** of people watching these to completion **(significantly higher than the industry benchmark of 30%).**

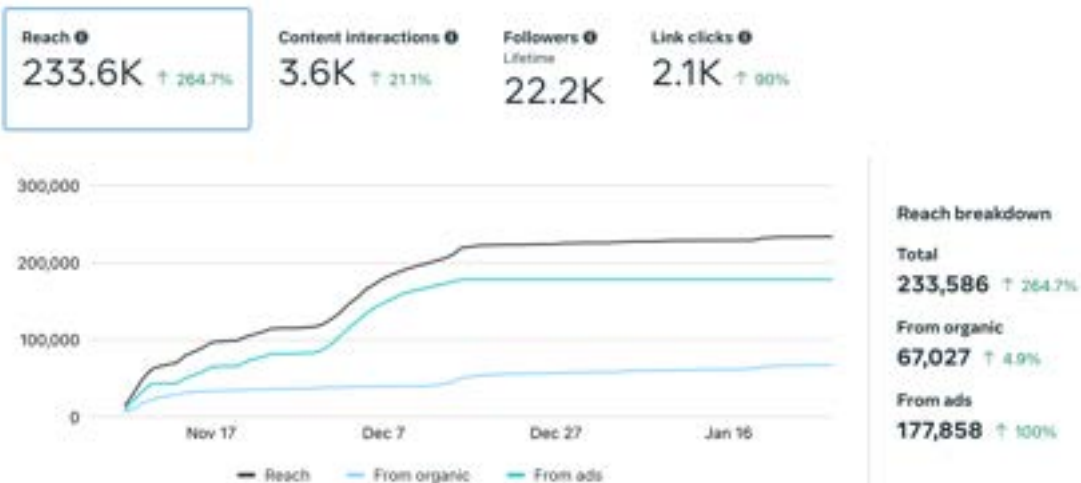
YouTube success: On YouTube, our video ads have been watched **201,604** times, with a strong video completion rate of **91.8%** **(above the benchmark of 80%).**

OVERALL METRICS

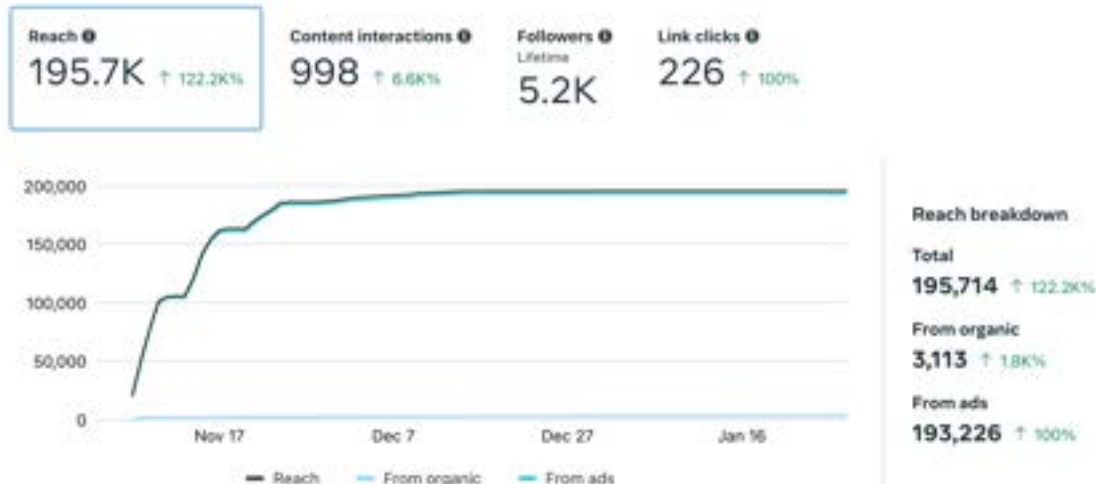


We are reaching 4x more people across Facebook & Instagram

Facebook



Instagram



The impact of Fish & Game’s ReWild campaign on Facebook is significant, reaching **3x more** individuals compared to the previous period (Aug 16th – Nov 6th). Content interactions have surged by **21.1%** and Link clicks have nearly doubled.

The Fish & Game Instagram was largely inactive before the ReWild campaign. Hence our reach has increased from **160** to **195.7k** during the campaign period. Our content interactions and link clicks have also increased significantly, as seen in the right graph.

These figures not only signify widespread awareness of the Rewild campaign but also highlight a substantial increase in user engagement. Our audience isn’t just noticing; they’re actively reacting, commenting, liking, sharing and clicking on our content.



Most reactions (313) and shares (49) on a post



Most comments on a post (295)



Our YouTube ads achieved a high completion rate of nearly 92%

Across the campaign period, our video ads were viewed **201,604** times. These were viewed to completion **91.8%** of the time, meaning the large majority of people watched the full 15-second ad.

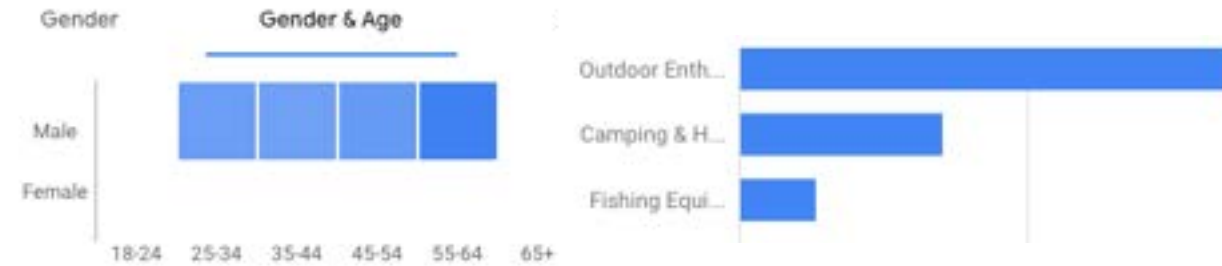
The audience segments we reached included those who are Outdoor Enthusiasts, those searching for Camping & Hiking videos and those who are interested in Fishing Equipment.

We reached our audience the most from Thursday-Sundays, when fishing and hunting was at the forefront of their minds.

Two thirds of our audience (**66.6%**) watched our ReWild YouTube ads on the TV screen, expanding reach and impact.



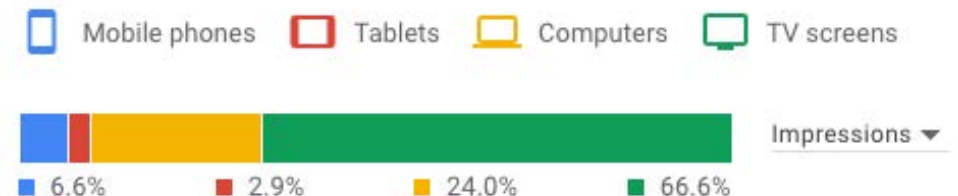
Who did we reach?



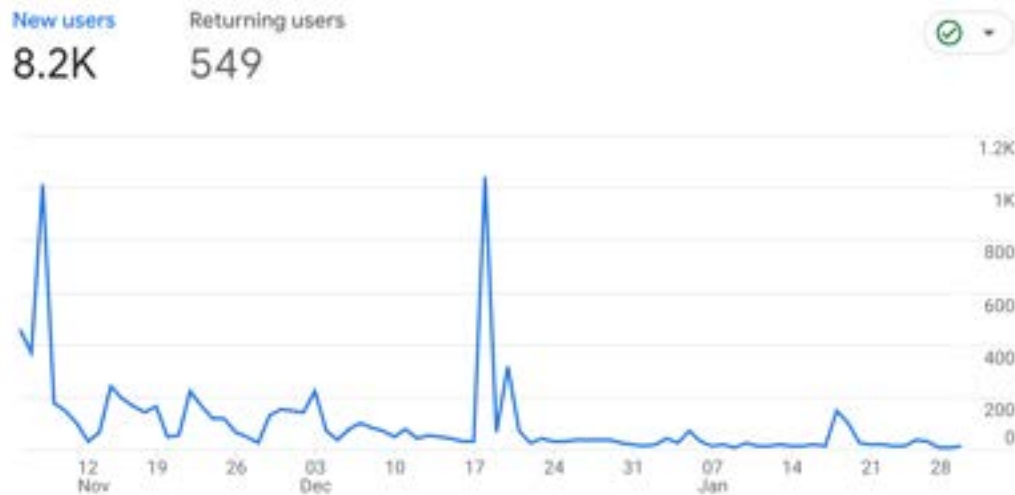
When did we reach them?



Where did we reach them?



Our campaign website has seen 8.2K users

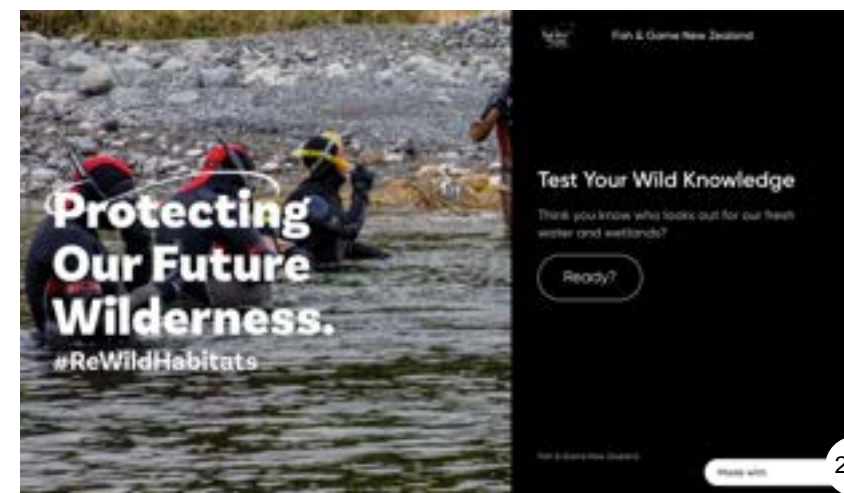


First user source / medium	New users	Engaged sessions	Engagement rate	Engaged sessions per user	Average engagement time
	8,229 100% of total	4,605 100% of total	47.22% Avg 0%	0.57 Avg 0%	23s Avg 0%
(direct) / (none)	2,118	1,602	56.29%	0.76	42s
NZHerald / Native	1,697	534	29.85%	0.32	11s
Stuff / Native	1,493	931	49.1%	0.63	10s
rewild.fishandgame.org.nz / referral	583	255	35.42%	0.44	34s
facebook / fishing_aud	488	180	35.23%	0.37	5s
facebook / retargeting	442	267	56.09%	0.60	23s
facebook / families_aud	343	123	34.55%	0.36	2s
facebook / hunting_aud	254	104	40.63%	0.41	8s

During the campaign period there have been **8,229** users to the ReWild campaign website with an average time on site of **23 seconds**.

Out of paid media activity, NZ Herald directed the most users to site at **1,697**. Overall, our paid media activity has driven **57.3%** of users to the site.

On site, the 'What we do' quiz has had **5,600** starts with **697** completes. The 'Wild knowledge' quiz has had **222** starts with **151** completes.





Thank you to the regional Facebook pages for getting involved



West Coast Fish & Game
December 16, 2023

Anglers dusting off the rods & perfecting skills.

Yesterday saw a group of keen anglers join West Coast Fish & Game Field Officer Baylee Kersten at the Taramakau River, south of Greymouth for a session on the Basics of Fly Fishing. Anglers of all ages and angling experience made up the group of participants and while the rain held off, the wind definitely kept things interesting.

After a discussion about Fly Fishing, the different gear available to anglers, fly types and situations they are best suited for, how to set your rod up for the thrill of the catch, it was time to set up the rods and take to the water to master the skill of a great cast! Retired guide Wayne Draffon taught the crew some new knots and also provided some great tips on body position when casting.

Summer is well on its way, warm days are resulting in the river and lake temperatures rising. Conditions are constantly improving so now is a great time to get together and get out fishing for the school holidays. A reminder though our Junior anglers can't fish alone if they're named on a family licence, they will need their own junior licence too. #ReWildAotearoa



Fish & Game New Zealand
Published by Maggie Tan

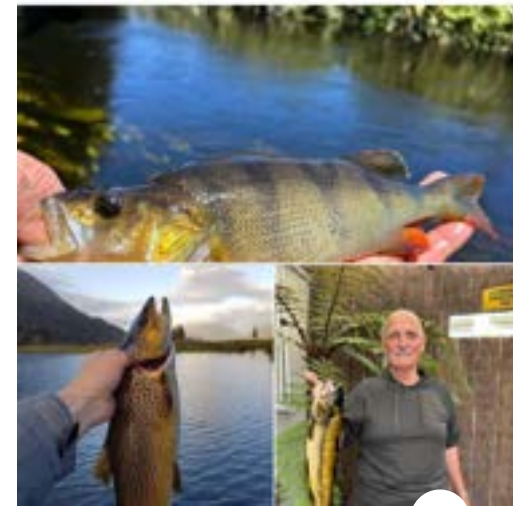
Today Fish & Game New Zealand is launching #ReWild - a public communications campaign to build public support for fishing and hunting. We're calling on kiwis to...



West Coast Fish & Game
December 20, 2023

There has been no shortage of plummy fish being caught in recent weeks. Ideal water temperatures and the occasional rainfall event is resulting in fantastic fishing conditions.

To find out more and how to get the most out of your holiday season adventures, check on this month's edition of real life below...



Eastern Fish & Game
January 22 at 11:29 AM

The Eastern team have had a busy week - duck banding in the BOP, a fish delivery to Hokianga Bay Fish & Game region, staff at Lake Waikaremoana and Ranging duties about the region.



And check out support from the angling & hunting community

Tongariro River Motel
January 3 at 11:04 AM
There's a lot going on #ReWildYourself

Riversmiths
December 16, 2023
Trout Meunière

NZ Game Animal Council
November 7
Today, Fish & Game New Zealand launched #ReWild, a new public awareness campaign designed to promote the importance of hunting and fishing to New Zealanders and the role hunters and fishers have in helping to protect and appreciate our wild places. A public and hunting sector organizations represented at the launch. This campaign and will support it in every way we can.

Fly Fishing with Tony
January 5 at 4:52 PM
Yep... Get into it!

New Zealand Professional Fishing Guides Association
January 10 at 10:35 AM
spot!

Oweno Fishing Flies - Follow
Amazing 🌟🌟🌟🌟
Like Reply Hide 2d

Olen Buchanan
Alexandra! Nice place 🍷👍
Like Reply Hide Send message 5d

Barrie Barnes
Out there doing it - excellent. 🌟
Like Reply Hide Send message 5d

Andrew Harding
Great campaign initiative, rather scary the direction NZ was / is taking in regards to these recreational pursuits.....
Like Reply Hide 1w

NZ Landcare Trust
December 19, 2023
Snap'n'share

Jason Gunn Burton
Good effort 🙌
Like Reply Hide

Mark Willis
Top effort to those involved

Women on The Fly NZ
January 23 at 9:45 AM
Where does your money go #ReWildHabitats

Philip Armitage
well done those Men and Women
Like Reply Hide

Kieran Lee
Well done!!! Thank you to all involved 🌟🌟🌟
Like Reply Hide

New Zealand Federation of Freshwater Anglers
January 10 at 10:06 AM
Ronan's Fly-Fishing Missions
Good to hear. We'll certainly need people power to look after our fresh water in the face of the many adversities, now and in the future.

Herenga & Maku Aotearoa Outdoor Access
November 24 at 10:30 AM
Our friends at Fish & Game New Zealand have a 0 Aotearoa. Check out the link for competitions and accessing, protecting and enjoying our wild space streams.

NZ Salmon Anglers Association - Inc
November 20 at 3:48 PM
Join our mahi, our wild #ReWildHabitats

Feeling lucky? Test your wild know-how!
#ReWildQuiz

Fish & Game New Zealand
Published by Eva Partullo · January 18 at 10:00 AM
Ever bought a fishing or a game bird hunting licence? You are the reason Fish & Game has been able to help restore our precious waterways, monitor water quality, count fish, improve access, plant native trees, and advocate to preserve some of the most beautiful wetlands in NZ.

Wednesday, January 31, 2024 at 16:00:41 New Zealand Daylight Time

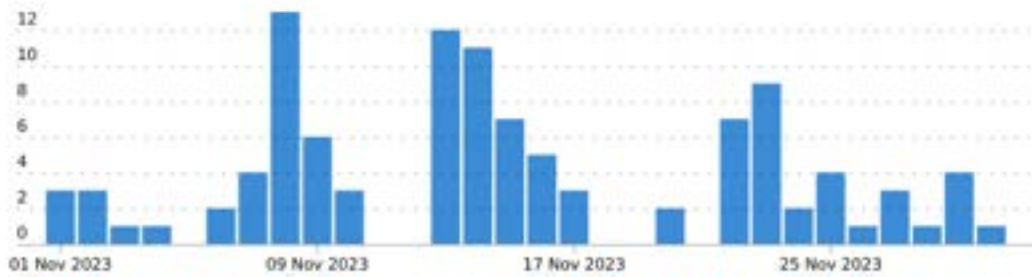
Subject: Monthly report to 1 December 2023: Fish & Game (76)
Date: Friday, 1 December 2023 at 12:06:12 AM New Zealand Daylight Time
From: Fuseworks Media
To: Richie Cosgrove
Attachments: cfe93733-f1d4-44e7-8808-fd3fce3df743.png, visualisation4667371790040432350.png, visualisation6378079009951516154.png, visualisation1164411217268851282.png



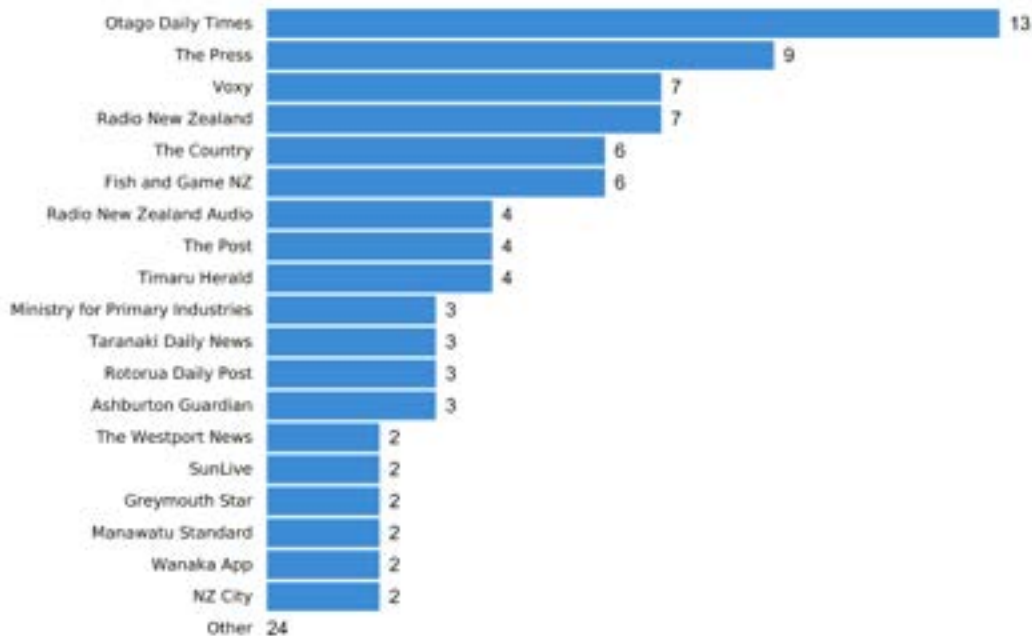
Fish & Game

Contains 108 items within the date range 01/11/2023 - 30/11/2023.

Volume



Sources



Content Types



Shoveler duck numbers falling

From Otago Daily Times, Hamish MacLean
Published 05:24 30/11/2023

Nevertheless, **Fish & Game** ecologist Jayde Couper warned against equating the long-term trend in birds shot with population trends for the species. ... In a report to the Otago **Fish & Game** Council, due to be tabled at today's council meeting in Roxburgh, Mr Couper said shoveler counts and trend analysis indicated the native game birds' numbers were somewhat stable or in a "slight" long-term decline, regionally as well as nationally.

BOP streams open December 1

From SunLive
Published 15:15 29/11/2023
Also from [Whakatane Beacon](#), [Rotorua Now](#)

Fish & Game urges anglers to make the most of the opening date, get amongst the action and have some fun. ... "We are seeing a nice recovery from the cyclone-ravished period earlier this year, and this should prove to be a blessing for trout fishers," says **Fish & Game's** Mark Sherburn. ... **Fish & Game** wants to remind anglers to Check, Clean and Dry their equipment between waterways to prevent the spread of aquatic pests.

Fishing events keep kids keen for more adventures

From Wanaka App, The Wānaka App
Published 05:08 29/11/2023

The boys were among 31 children at a Take A Kid Fishing event organised by Upper Clutha Angling Club, and supported by Otago **Fish & Game**, on the outskirts of Wānaka. ... "We're all for kids spending more time outdoors with their whanau and friends this season, connecting with nature and catching a tasty trout," **Fish & Game** officer Mason Court said. ... PHOTO: Mason Court, Otago **Fish & Game**

Fish & Game backs action on Waikato wake boats

From Rotorua Now
Published 17:32 28/11/2023

Fish & Game New Zealand is welcoming restrictions on wake boats in the Waikato region to prevent the spread of the invasive gold clam. ... " **Fish & Game** New Zealand has been calling for some time for a greater focus on ground zero in the Waikato River because that is where the clams are present and we want to avoid ad hoc closures of lakes and rivers across the country," says **Fish & Game** New Zealand chief executive Corina Jordan. ... " **Fish & Game** New Zealand has been alarmed for some time about the risk of wake boats spreading the gold clam because there is no known proven method of cleaning the internal tanks and bladders.

The 'slow-moving public health crisis' captured in new water quality map

From The Press, Keiller MacDuff
Published 05:34 27/11/2023
Also from [The Press print edition](#), [Waikato Times](#), [The Post](#), [The Post](#)

Richard Cosgrove / **Fish & Game** New Zealand

Productivity essence of the Manuherikia debate

From Otago Daily Times
Published 04:32 27/11/2023

Fish & Game can take a bow for that unwanted delivery and not a dairy cow in sight.

Limits placed on Waikato River wake boats to help stop spread of invasive clam

From Radio New Zealand
Published 09:34 26/11/2023

Fish and Game New Zealand said it supported the CAN. ... " **Fish and Game** recognise the concerns of our wider communities including anglers around the closure of Lake Ōkātina and potential wider closures of significant freshwater bodies in the Rotorua region and further afield," Jordan said.

A good first step for combatting the spread of invasive gold clam, in the Waikato River

From NZ City
Published 17:08 25/11/2023

Fish and Game Council CEO Carina Jordan, says these boats are the highest risk-transmission pathway to spread the gold clam.

Wairarapa river 'phenomenal' fishing, but operators need to hook big spenders

From The Post, Piers Fuller
Published 05:54 25/11/2023
Also from [The Post](#), [The Post](#)

Wellington **Fish and Game** manager Phil Teal said anglers were usually wary of talking too loudly about their favourite fishing spots, but the lower Ruamahanga River fishery could sustain plenty more. ... Anyone wanting to fish for trout in New Zealand must

have a freshwater fishing licence available at local outdoors stores or on the **Fish & Game** website

RNZ National 11am - Item 6

From Radio New Zealand
Published 11:58 24/11/2023

Fish and **Game** Chief Executive Corina Jordan says the ban on wake boats is welcomed as they carry water in their ballasts, so could spread the clams to other waterways.

RNZ National 8am - Item 7

From Radio New Zealand
Published 08:49 24/11/2023

Fish and **Game** Chief Executive Corina Jordan says the ban on wake boats is welcomed as they carry water in their ballasts, so could spread the clams to other waterways.

Fish & Game New Zealand backs action on wake boats in Waikato

From Voxy
Published 14:26 23/11/2023

Fish & Game New Zealand backs action on wake boats in Waikato **Fish & Game** New Zealand is welcoming restrictions on wake boats in the Waikato region to prevent the spread of the invasive gold clam. ... " **Fish & Game** New Zealand has been calling for some time for a greater focus on ground zero in the Waikato River because that is where the clams are present and we want to avoid ad hoc closures of lakes and rivers across the country," says Corina Jordan, chief executive of **Fish & Game** New Zealand. ... " **Fish & Game** New Zealand has been alarmed for some time about the risk of wake boats spreading the gold clam because there is no known proven method of cleaning the internal tanks and bladders.

Fish & Game New Zealand backs action on wake boats in Waikato

From Fish and Game NZ
Published 14:14 23/11/2023

Fish & Game New Zealand backs action on wake boats in Waikato **Fish & Game** New Zealand is welcoming restrictions on wake boats in the Waikato region to prevent the spread of the invasive gold clam. ... " **Fish & Game** New Zealand has been calling for some time for a greater focus on ground zero in the Waikato River because that is where the clams are present and we want to avoid ad hoc closures of lakes and rivers across the country," says Corina Jordan, chief executive of **Fish & Game** New Zealand. ... " **Fish & Game** New Zealand has been alarmed for some time about the risk of wake boats spreading the gold clam because there is no known proven method of cleaning the internal tanks and bladders.

Lowlands catchment group

From Ashburton Guardian
Published 10:54 23/11/2023

The working group, which included membership from the local community, Ashburton Water Zone Committee, Arowhenua Runanga, Forest & Bird, **Fish & Game** and the Department of Conservation presented 16 recommendations targeted at "improving the health of the water bodies of Lower Hinds for all." ... With assistance from **Fish & Game** officer, Mark Webb, over 20 rock weirs were installed. ... With assistance from **Fish & Game**, we continue to monitor the number and size of species in the waterway to show what impact these enhancements have made.

New biosecurity measures for Waikato River - Biosecurity New Zealand

From Voxy
Published 10:23 23/11/2023
Also from Sunlive

We thank **Fish & Game** New Zealand, Wakeboarding New Zealand, local and regional councils, and our iwi partners for their ongoing support and assistance with implementing these protections against the clam.

Angler fined for fishing without licence

From Otago Daily Times
Published 10:20 23/11/2023

A Milton man was prosecuted for fishing without a licence and obstructing a **Fish & Game** ranger while fishing at the Pūkaki Canal near Twizel in May this year. ... Shane William Pritchard, of Milton, appeared in the Timaru District Court this week facing charges of fishing without a sports fishing licence and obstructing a **Fish & Game** ranger. ... Central South Island **Fish & Game** compliance co-ordinator Hamish Stevens said a sports fishing licence cost as little as \$24 per day for an adult which was "a much cheaper and sensible option than getting caught out flouting the law and being ordered to pay hefty fines and costs in court".

New biosecurity measures for Waikato River - Biosecurity New Zealand

From Ministry for Primary Industries
Published 10:02 23/11/2023
Also from Ministry for Primary Industries

We thank **Fish & Game** New Zealand, Wakeboarding New Zealand, local and regional councils, and our iwi partners for their ongoing support and assistance with implementing these protections against the clam.

Water clarity: Murky management of river

From The Westport News, Jonathan Leask, Local democracy reporter
Published 00:00 22/11/2023

Byline: Jonathan Leask, Local democracy reporter **On Page:** Science & Nature 11

Fish & Game, Environmental Defence Society and several other parties have been engaged with ECan for about two years over who is responsible for monitoring and managing the Rakaia Water Conservation Order. ... North Canterbury **Fish & Game** Council chief executive Rasmus Gabriellsson has criticised ECan's announcement as misleading, saying the matter remains unresolved. ... **Fish & Game**, the Environmental Defence Society, and several other parties have been engaged with ECan for about two years over who is responsible for monitoring and managing the Rakaia Water Conservation Order, he said.

Fishing for a feed without a licence costs \$1100

From Timaru Herald, Doug Sail
Published 11:22 22/11/2023
Also from [The Press](#), [The Press](#), [Timaru Herald print edition](#)

Shane William Pritchard was hooked fishing without a licence by a Central South Island (CSI) **Fish and Game** officer on the Pukaki hydro canal near Twizel in the Mackenzie District at 12.40pm on May 22, 2023, the organisation's lawyer, Leticia Glover, told Judge Dominic Dravitzki. ... Glover said CSI was making no order for confiscation and destruction of the rod, and it was encouraging the defendant to engage with **Fish and Game** who could put in place a licence that could be paid off in instalments.

A Milton angler's been prosecuted for fishing at the Pukaki Canal near Twizel without a sports fishing licence in May

From NZ City
Published 11:11 22/11/2023

Shane William Pritchard has also been pinged for obstructing a **Fish & Game** range and refusing to hand over his rod. ... **Fish & Game** Central South Island Compliance Coordinator, Hamish Stevens, reminds a license costs as little as 24-dollars a day.

Canal angler convicted and fined - Fish and Game NZ

From Voxy
Published 09:02 22/11/2023
Also from [ODT](#)

Central South Island **Fish & Game** have successfully prosecuted an angler who flouted the law while fishing at the Pūkaki Canal near Twizel in May 2023. ... Shane William Pritchard of Milton appeared in the Timaru District Court on November 21 st, facing charges of fishing without a sports fishing licence and obstructing a **Fish & Game** ranger.

Canal angler convicted and fined - Fish and Game NZ

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Central South Island **Fish & Game** have successfully prosecuted an angler who flouted the law while fishing at the Pūkaki Canal near Twizel in May 2023. ... Shane William Pritchard of Milton appeared in the Timaru District Court on November 21 st, facing charges of fishing without a sports fishing licence and obstructing a **Fish & Game** ranger.

Ducks could fly free for dotterel conservation

From Stuff.co.nz, Sneha Johari
Published 05:18 20/11/2023
Also from [Southland Times print edition](#)

Plans to advocate for a no-shooting zone in the bay are being discussed by the Department of Conservation (DOC) in collaboration with **Fish & Game** and the regional council, Environment Southland. ... DOC's Murihiku office was working with **Fish & Game** and the regional council "to advocate for a no-shooting zone, better protection of the site in the coastal plan, and towards the longer-term aim of extending the existing 9ha wildlife refuge at [the] Tiwai sandpit to include the wider bay and roost site within the New River Estuary", the report said. ... Jacob Smyth, a Southland **Fish & Game** resource management officer, said Southland had a variety of wildlife and nature reserves.

Water clarity: The murky management of Rakaia River

From Radio New Zealand , Jonathan Leask
Published 16:28 17/11/2023
Also from [Ashburton Guardian](#)

Fish & Game, Environmental Defence Society and several other parties have been engaged with ECan for about two years over who is responsible for monitoring and managing the Rakaia Water Conservation Order. ... Photo: **Fish & Game** NZ / Supplied ... North Canterbury **Fish & Game** Council chief executive Rasmus Gabriellsson has criticised ECan's announcement as misleading, saying the matter remains unresolved.

Irrigation giant found wanting on fish bypass

From Newsroom, David Williams
Published 06:03 17/11/2023

The compliance report by the council, Environment Canterbury (ECan), noted Central Plains Water had consulted with ECan, **Fish**

& Game, and the Department of Conservation in February 2017 on the fish barrier's design and certification. ... Central Plains has developed a new monitoring programme, Goodfellow says, in consultation with NIWA (National Institute of Water and Atmospheric Research), and **Fish & Game**. ... ECan observed the trial and, upon receiving the results, said **Fish & Game** agreed to the method before the scheme was built, and there was no requirement under the consent to report the trial's results.

River row sparks claim of 'rife bullying'

From Rotorua Daily Post

Published 05:00 16/11/2023

Also from

[Bay of Plenty Times M-F](#), [Hawkes Bay Today M-F](#), [Whanganui Chronicle M-F Modular](#), [The Northern Advocate M-F Modular](#)

On Page: A016

"As one farmer, I would really struggle to have a member of the environmental society, or **Fish & Game** for that matter, on my property. ... Otago **Fish & Game** chief executive Ian Hadland said Kelliher's comments were "unfortunate and perhaps out of step". ... **Fish & Game** had "never been shy about letting our views be known, something we've found landowners and other stakeholders usually appreciate, even if they don't always agree".

ECan's withdrawal from Rakaia litigation baffles conservationists

From The Press, Will Harvie

Published 23:42 15/11/2023

Also from [The Press](#), [The Press print edition](#)

It was "disappointing" and ECan did not consult, said Rasmus Gabrielsson, chief executive of the North Canterbury **Fish & Game** Council. ... This interpretation was opposed by EDS, **Fish & Game**, and the anglers' federation, which argued it did have enforcement powers.

Call to pause work on new water rules

From Otago Daily Times, Hamish MacLean

Published 07:58 15/11/2023

Also from [Greymouth Star](#)

Southland **Fish & Game** manager Zane Moss said it was disappointing to hear that Southland Federated Farmers wanted to delay work to improve water quality in the region.

Manuherikia a tangled ecological web

From Otago Daily Times

Published 04:39 15/11/2023

- Murray Neilson is a trustee of the Clutha Fisheries Trust, a former **Fish & Game** councillor and a retired Department of Conservation freshwater technical support officer.

Get in quick to book a spot for annual Stratford Kids' Trout Fishing Day

From Stratford Press, Allen Stancliff

Published 03:28 15/11/2023

Also from [Taranaki Daily News print edition](#), [Stratford Press](#)

Photo / Taranaki **Fish & Game** ... If you would like to volunteer to help kids' fish on the day, please get in touch with Taranaki **Fish & Game** on 06 757 9676.

Environment Canterbury media statements 'misleading' - Fish and Game NZ

From Voxy

Published 15:42 14/11/2023

Environment Canterbury's (ECan) media comments on progress with the Declaration proceedings before the Environment Court relating to the Rakaia River Water Conservation Order do not provide full context, and readers could misunderstand where matters are at between the interested parties, says Rasmus Gabrielsson, Chief Executive of North Canterbury **Fish and Game** Council (**Fish and Game**). ... **Fish and Game**, Environmental Defence Society and several other parties have been engaged with ECan for about two years over who is responsible for monitoring and managing the Rakaia Water Conservation Order. ... Dr Gabrielsson said "There might be some additional delay and cost due to the ECan decision but **Fish and Game** intend to press ahead with the Court proceedings.

Environment Canterbury media statements 'misleading' - Fish and Game NZ

From Fish and Game NZ

Published 15:02 14/11/2023

Environment Canterbury's (ECan) media comments on progress with the Declaration proceedings before the Environment Court relating to the Rakaia River Water Conservation Order do not provide full context, and readers could misunderstand where matters are at between the interested parties, says Rasmus Gabrielsson, Chief Executive of North Canterbury **Fish and Game** Council (**Fish and Game**). ... **Fish and Game**, Environmental Defence Society and several other parties have been engaged with ECan for about two years over who is responsible for monitoring and managing the Rakaia Water Conservation Order. ... Dr Gabrielsson said "There might be some additional delay and cost due to the ECan decision but **Fish and Game** intend to press ahead with the Court proceedings.

Surprise at Canterbury council's 'misleading' court withdrawal

From Newsroom, David Williams
Published 14:44 14/11/2023

Other parties to the proceedings - including the Environment Minister, Environmental Defence Society and North Canterbury **Fish & Game** Council - opposed ECan's stance. ... North Canterbury **Fish & Game** chief executive Rasmus Gabrielsson says some questions are yet to be resolved or agreed and it is reviewing how to continue the case.

Topp fronts new campaign to promote fly fishing

From Greymouth Star
Published 00:00 14/11/2023

On Page: Opinion/Features 4

They're really bad, really really bad." **Fish** and **Game** has enlisted the help of the New Zealand comedy legend to encourage New Zealanders to get stuck into the outdoors. ... Jordan encouraged people to get out and have a go, to reach out to a local outdoors or hunting group or **Fish** and **Game** if they were unsure where to start.

Claim of 'rife bullying'

From Otago Daily Times, Mary Williams
Published 05:00 14/11/2023
Also from [New Zealand Herald, ODT](#)

"As one farmer, I would really struggle to have a member of COES or **Fish & Game** for that matter on my property. ... Otago **Fish & Game** chief executive Ian Hadland said Mr Kelliher's comments were "unfortunate and perhaps out of step". ... **Fish & Game** had "never been shy about letting our views be known, something we've found landowners and other stakeholders usually appreciate, even if they don't always agree".

More FM 2pm - Item 4

From More FM
Published 14:12 13/11/2023

Fish and **Game** caught them exceeding salmon and trout catch limits, fishing without a licence and giving false information.

Midday Rural News for 13 November 2023

From Radio New Zealand Audio
Published 13:26 13/11/2023

[00:03:12] So we've gone to **fish** and **game** and they're quite happy now for me to keep the ducks scared off the surge pond and we'll see if that makes any difference.

Cyrus Hingston | Ngāti Tarāwhai Iwi Trust Chairperson

From Waatea News, Dale Husband
Published 13:03 13/11/2023

[00:01:13] We've been working with Ministry of Primary Industries [MPI], Te Arawa Lakes Trust, regional council, the district council, Rotorua District Council, and **Fish** and **Game**, looking to put in place measures to protect Ōkātina.

Three men to pay \$6700 over illegal sportfishing in Mackenzie

From Stuff.co.nz, Regional reporter
Published 12:17 13/11/2023
Also from [The Press, Timaru Herald print edition](#)

The trio were at the Ōhau C canal near Twizel at night when they were discovered by a team of **Fish & Game** rangers completing compliance in the area, a **Fish & Game** spokesperson said. ... This claim was later confirmed to be false, the **Fish & Game** spokesperson said. ... Providing false or misleading particulars to a **Fish & Game** ranger was an offence with a maximum penalty of 12 months in prison or a \$100,000 fine.

Toxoplasmosis : Toll on lambs and threat to waterways

From Radio New Zealand Audio
Published 10:41 13/11/2023

[00:06:04] So we've gone to **fish** and **game** and they're quite happy now for me to keep the duck scared off the surge pond.

Canal fishing trip for friends attracts nine convictions and fines - Fish and Game NZ

From Voxy
Published 09:42 13/11/2023
Also from [Otago Daily Times, Otago Daily Times](#)

Three Ashburton friends have been processed through the courts after **Fish & Game** rangers detected them committing multiple offences during a fishing trip to the Mackenzie hydro canals during Labour Weekend 2022. ... The men were encountered fishing on the Ohau C Canal near Twizel as part of a nighttime compliance operation undertaken by **Fish & Game** rangers. ... Providing false or misleading particulars to a **Fish & Game** ranger is a serious offence with a maximum penalty of 12 months in prison or a \$100,000 fine.

Canal fishing trip for friends attracts nine convictions and fines - Fish and Game NZ

From Fish and Game NZ
Published 09:02 13/11/2023

Three Ashburton friends have been processed through the courts after **Fish & Game** rangers detected them committing multiple offences during a fishing trip to the Mackenzie hydro canals during Labour Weekend 2022. ... The men were encountered fishing on the Ohau C Canal near Twizel as part of a nighttime compliance operation undertaken by **Fish & Game** rangers. ... Providing false or misleading particulars to a **Fish & Game** ranger is a serious offence with a maximum penalty of 12 months in prison or a \$100,000 fine.

Ceremony celebrates protection of urban wetland

From Wanaka App, The Wānaka App
Published 05:55 13/11/2023

A QEII National Trust open space covenant will forever protect the urban wetland, which is owned by Otago **Fish & Game**, in the heart of the town. ... Otago **Fish & Game** chief executive Ian Hadland said the occasion marked the formal protection of a natural gem in the community and the collective effort to preserve its open space and ecological importance. ... "The covenant is a testament to the strong commitment of **Fish & Game** and our community to the preservation of urban wild spaces," Ian said.

Fishing fun day comes around again for kids in Stratford

From Taranaki Daily News
Published 05:22 13/11/2023
Also from [Taranaki Daily News print edition](#)

Taranaki **Fish and Game** senior field officer Allen Stancliff said the beauty of this release is that the trout remain in the vicinity for several months, complementing the Pātea River's resident brown trout population and providing great fishing for novice and expert anglers alike.

Lake Ōkātina partially reopens at the weekends

From Rotorua Daily Post
Published 05:00 13/11/2023

On Page: A006

He thanked anglers and boaties for their patience, and **Fish & Game**, Te Arawa Lakes Trust, Ngāti Tarāwhai Iwi and local council for their support and help with implementing the new Controlled Area Notice (CAN) requirements.

Lake Ōkātina gold clam protection: Lake partially reopens, fee to be charged at permanent wash station

From New Zealand Herald, Rotorua Daily Post
Published 12:55 10/11/2023
Also from [Maori Television](#)

He thanked anglers and boaties for their patience, and **Fish & Game**, Te Arawa Lakes Trust, Ngāti Tarāwhai Iwi and local council for their support and assistance with implementing the new Controlled Area Notice (CAN) requirements.

New biosecurity protections for all Te Arawa lakes

From Ministry for Primary Industries
Published 11:59 10/11/2023

We also thank **Fish & Game**, Te Arawa Lakes Trust, Ngāti Tarāwhai Iwi and local council for their support and assistance with implementing the new CAN requirements."

The Panel with Anton Matthews and Sally Wenley (Part 2)

From Radio New Zealand Audio
Published 17:37 09/11/2023

[00:12:24] And to this this week, **Fish & Game** New Zealand. ... [00:15:34] **Fish and Game** have really emphasised this week with their new big media launch is that it's time to get back out into the wild. ... Also, we speak to Dame Lynda Topp about a new campaign from **Fish and Game** New Zealand.

The Pre-Panel with Anton Matthews and Sally Wenley

From Radio New Zealand Audio
Published 16:27 09/11/2023

[00:01:13] And **Fish and Game** NZ.

The Soapbox Episode 8: Utes are going electric, will you be changing or staying the course?

From REX Today
Published 10:35 09/11/2023

[00:04:23] Oh, yes, I see that **Fish & Game** has enlisted the help of comedy legend Dame Lynda Topp to encourage New Zealanders to get stuck into the outdoors.

Wednesday, January 31, 2024 at 15:58:48 New Zealand Daylight Time

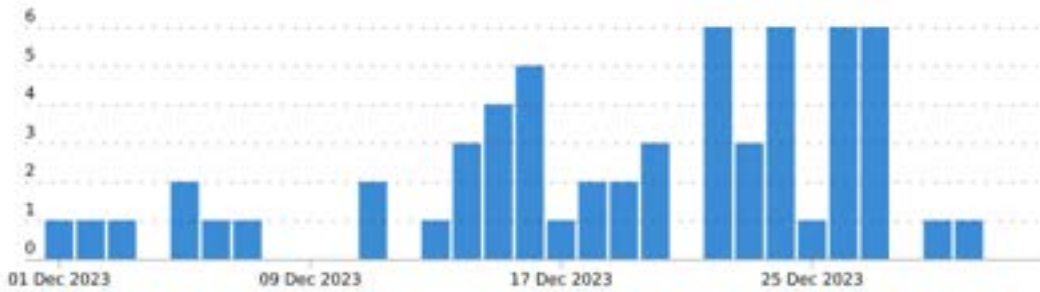
Subject: Monthly report to 1 January 2024: Fish & Game (43)
Date: Monday, 1 January 2024 at 12:06:15 AM New Zealand Daylight Time
From: Fuseworks Media
To: Richie Cosgrove
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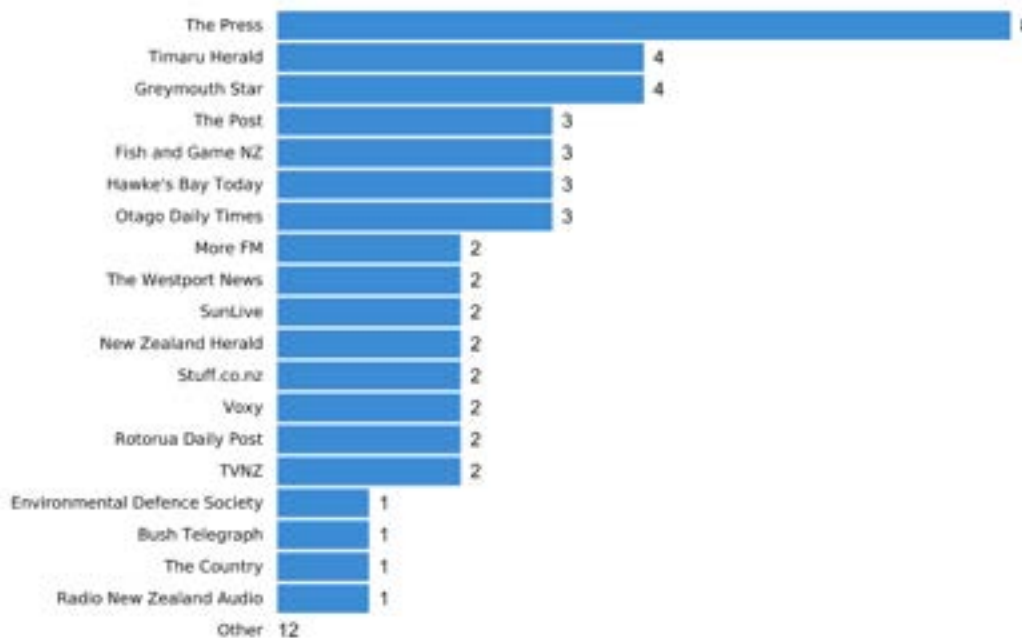
Fish & Game

Contains 60 items within the date range 01/12/2023 - 31/12/2023.

Volume



Sources



Content Types



Online: 31
Media Release: 5
Blog: 1
Newsletter: 1

Newspaper: 17
Radio: 4
TV: 1

Hook, line and winner

From Rotorua Daily Post, Carmen Hall
Published 05:00 30/12/2023
Byline: Carmen Hall **On Page:** A002

The 2021-22 National Angler Survey conducted by Niwa for **Fish & Game** has been released. ... The survey records angling activity for all lake, river and canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing). ... Eastern **Fish & Game** chief executive Arash Alaeinia said it was not surprising.

Decision pending on gold mining company move

From Wanaka App, The Wānaka App
Published 05:40 29/12/2023

Other submitters included Otago **Fish & Game**, Central Otago Whitewater Ltd, and neighbouring landowners, whose concerns over the proposal ranged from environmental harm to noise and safety.

More FM 4pm - Item 3

From More FM
Published 16:30 27/12/2023

Fish & Game New Zealand believes people should try their hand at angling this summer following a hectic year in the office.

Rotoiti top fishing lake - new study shows

From SunLive
Published 14:17 27/12/2023
Also from [Rotorua Now](#)

Lake Rotoiti is the most popular **Fish & Game** managed freshwater fishing lake in the country, according to new **Fish & Game** research. ... The 2021-2022 National Angler Survey conducted by Niwa for **Fish & Game** has just been released. ... The survey, conducted every seven years, records angling activity for all lake, river and canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing).

Rogue website overcharging for fishing licenses, warns Fish and Game

From Radio New Zealand
Published 10:27 27/12/2023
Also from [Greymouth Star](#), [The Westport News](#)

Anglers should beware of a rogue website that is charging significantly high costs for fishing licenses, says **Fish and Game** New Zealand. ... The website was based overseas, and was not authorised by **Fish & Game**, said chief executive Corina Jordan. ... "There is only one authorised place to purchase your fishing licence online, and that's the **Fish & Game** NZ website.

Fish & Game survey by Niwa shows the most popular lakes and rivers in NZ

From New Zealand Herald, Rotorua Daily Post
Published 11:34 26/12/2023
Also from [Rotorua Daily Post](#)

The 2021-22 National Angler Survey conducted by Niwa for **Fish & Game** has been released. ... The survey records angling activity for all lake, river and canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing). ... Eastern **Fish & Game** chief executive Arash Alaeinia said it was not surprising.

NZ News Live: Heavy rain, thunderstorms to hit much of the North Island

From Stuff.co.nz
Published 09:42 26/12/2023

Central South Island **Fish & Game** warns anglers to stick to the rules

Caught ... hook, line and sinker

From Hawke's Bay Today
Published 05:00 26/12/2023
On Page: A005

Fish and Game New Zealand issued a warning for fishers across the country about the unauthorised Fish Assistant website, which offers fishing licences at a significantly higher cost for the user than buying a licence through the **Fish and Game** website. ... "Anglers have reported being significantly overcharged or not receiving the licence they have paid for, which poses a real risk for anglers when they get approached by our compliance team in the field as they may be fishing illegally," the **Fish and Game** New Zealand statement said. ... "Fish Assistant has also altered fishing licences (an offence under the Freshwater Fishing Regulations) to remove the purchase price in an effort to prevent anglers from knowing the actual costs of purchasing them from **Fish and Game**."

Central South Island Fish & Game warns anglers to stick to the rules

From Timaru Herald, Yashas Srinivasa
Published 19:12 25/12/2023
Also from [Timaru Herald print edition](#), [The Press print edition](#)

Central South Island **Fish & Game** are warning anglers to purchase a fishing licence and stick to the rules over the holiday season, or expect to face ending up in court. ... Central South Island **Fish & Game** compliance co-ordinator Hamish Stevens said rangers would be active over summer. ... He said anglers targeting sea-run salmon in the Central South Island and North Canterbury **Fish & Game** regions must purchase an additional sea-run salmon licence and abide by its regulations.

Illegal fish licences warning for Hawke's Bay anglers, know fishing rules for summer

From New Zealand Herald, Hawkes Bay Today
Published 13:27 24/12/2023

Fish and Game New Zealand issued a warning for all fishers across the country about the unauthorized Fish Assistant website, which offers anglers fishing licences at a significantly higher cost to the user than buying a licence through the **Fish and Game** website. ... "Anglers have reported being significantly over-charged or not receiving the licence they have paid for, which poses a real risk for anglers when they get approached by our compliance team in the field as they may be fishing illegally," the **Fish and Game** New Zealand statement said. ... "Fish Assistant has also altered fishing licences, (an offence under the Freshwater Fishing Regulations) to remove the purchase price in an effort to prevent anglers from knowing the actual costs of purchasing them from **Fish and Game**."

Newstalk ZB Auckland 11am - Item 5

From Newstalk ZB
Published 12:26 24/12/2023

Fish and Game [NZ] says an unauthorised overseas based website called the Fish Assistant is charging people significantly more for a licence than if they bought it direct. ... [**Fish and Game**] Chief executive Carina Jordan says some people are also not getting the licence that they think they've purchased. ... She says the only authorised place to buy a fishing licence online is through the **Fish and Game** website.

Still rivers run deep

From The Post, Bess Manson
Published 09:12 24/12/2023
Also from [The Post](#), [The Press](#), [Waikato Times](#)

Fish & Game chief executive Corina Jordan with her dog, Bracken, by the Rangitikei River at Vinegar Hill near Rewa. ... That's where the **Fish & Game** boss is happiest - knee-deep, casting off, angling for her supper. ... She's been doing plenty of the latter in her role as chief executive at **Fish & Game**, the organisation that manages licences for fishing and game hunters.

FLY FISHING 101

From Greymouth Star
Published 00:00 23/12/2023
On Page: West Coast 8

A group of keen anglers joined West Coast **Fish and Game** field officer Baylee Kersten at the Taramakau River recently for a session on the basics of fly fishing. ... Conditions are constantly improving so now is a great time to get together and get out fishing for the school holidays," **Fish and Game** said. ... Ben, Adrienne and Evan Blackman being talked through the different line strength used for fly fishing by West Coast **Fish and Game** field officer Baylee Kersten as Wayne Grafton watches.

Still rivers run deep

From The Post
Published 05:00 23/12/2023
On Page: 300

That's where the **Fish & Game** boss is happiest - knee-deep, casting off, angling for her supper. ... She's been doing plenty of the latter in her role as chief executive of **Fish & Game**, the organisation that manages licences for fishing and game hunters. ... Returning to **Fish & Game** from Beef + Lamb New Zealand, where she had worked in policy and strategy, was like "coming home", albeit a broken one.

1 News 6pm - Item 6

From TVNZ
Published 20:10 22/12/2023

Fish and Game [NZ], says the Fish Assistant website, which isn't authorised by them, offers anglers licences at a significantly higher cost than through its own website. ... [**Fish and Game** Corina Jordan says] we are really concerned about this, so we've talked to those people that have brought licences, some of them have received the licences that they purchased, but there's other issues in that they've provided credit card details and a lot of personal details to this provider, this website that's based out of Amsterdam and also in some instances they haven't actually received the licence that they bought. ... The only authorised place to get a licence online is through the **Fish and Game** website.

New Zealand anglers warned about rogue fishing licence website - Fish and Game NZ

From Fish and Game NZ
Published 18:31 22/12/2023

Fish & Game New Zealand is urging anglers to beware of an overseas-based website offering its services to help purchase a fishing licence. ... The Fish Assistant website, which is not authorised by **Fish & Game** NZ, offers anglers fishing licences at a significantly higher cost to the user than purchasing a licence through the **Fish & Game** website. ... Fish Assistant has also altered fishing licences, (an offence under the Freshwater Fishing Regulations) to remove the purchase price in an effort to prevent anglers from knowing the actual costs of purchasing them from **Fish & Game**.

More FM 6pm - Item 4

From More FM
Published 18:14 22/12/2023

[Department of Conservation] DOC is working closely with **Fish** and **Game**, whose licence holders are also impacted by the scam.

Communities get behind the National Wild Goat Hunting Competition

From Department of Conservation
Published 11:22 22/12/2023

In Kaitaia the local Hunting & Fishing store, DOC office, and **Fish & Game** teamed up to run a 'Bush to Belly' event.

Anglers warned over 'rogue' fishing licence website

From TVNZ
Published 11:18 22/12/2023
Also from [Sunlive](#), [Stuff National News](#)

The Fish Assistant website, which is not authorised by **Fish & Game** NZ, offers anglers fishing licences at a significantly higher cost to the user than purchasing a licence through the **Fish & Game** website. ... "Anglers have reported being significantly over-charged or not receiving the licence they have paid for, which poses a real risk for anglers when they get approached by our compliance team in the field as they may be fishing illegally," **Fish & Game** said in a statement. ... The rogue website also has altered fishing licences to remove the purchase price to prevent anglers from knowing the actual costs of purchasing them from **Fish & Game**.

Fish & Game remind anglers to stick to the rules

From Fish and Game NZ
Published 11:27 20/12/2023

With the busy holiday season just around the corner Central South Island **Fish & Game** are reminding anglers to purchase a 2023/2024 sports fishing licence and to carry it with them, ready to show a ranger. ... Central South Island **Fish & Game** Compliance Coordinator Hamish Stevens said, " **Fish & Game** rangers will be active over summer to observe the success of anglers and the condition of the fisheries and check that freshwater anglers are licenced and following the regulations." ... "Those anglers that target sea-run salmon in the Central South Island and North Canterbury **Fish & Game** regions have an additional sea-run salmon licence to purchase and must abide by its associated sea-run salmon regulations.

More pollution for longer: Government 'rebalances' towards commerce

From Newsroom, Gary Taylor
Published 06:38 20/12/2023

The initiative arose out of the 'Dirty Dairying' campaign led by **Fish & Game** New Zealand, which raised public awareness of the parlous state of Aotearoa New Zealand's freshwater streams, rivers, lakes and wetlands.

Topp support for F&G campaign

From Otago Daily Times, Tim Cronshaw
Published 04:33 20/12/2023

Hoping to build on that number is **Fish & Game** New Zealand, which launched its public awareness Rewild campaign in Christchurch, led by keen angler and hunter Dame Lynda.

Clutha River a hot spot for anglers: Niwa survey

From Otago Daily Times
Published 07:57 19/12/2023

"It's no surprise the mighty Clutha River is so popular with anglers," Otago **Fish & Game** chief executive Ian Hadland said. ... The findings are revealed in the just-released 2021-22 national angler survey report completed by Niwa for **Fish & Game**. ... The survey, conducted every seven years, records angling activity for all lake, river and canal fisheries managed by **Fish & Game**.

Team effort to relocate brook trout to Coalpit Dam

From Central App, The Central App
Published 05:28 19/12/2023

Native galaxiids have more protection after recent collaboration between Otago Regional Council (ORC), Otago **Fish and Game** Council and Kyeburn farmers. ... "We welcome the support of staff of **Fish** and **Game**, particularly their expertise in electric fishing and trout transfers. ... Otago **Fish** and **Game** chief executive Ian Hadland said Pisgah Creek was one of a small number of places where it's necessary to intervene to separate predators from

'Auckland, Waikato anglers fish locally with great opportunities a short drive away'

From Voxy
Published 11:47 18/12/2023

New data from **Fish & Game** New Zealand shows anglers in Auckland and Waikato tend to fish locally with great locations to angle in their regional backyards. ... The 2021-2022 National Angler Survey conducted by Niwa for **Fish & Game** has just been released. ... The survey, conducted every seven years, records angling activity for all lake, river and canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing).

'Auckland, Waikato anglers fish locally with great opportunities a short drive away'

From Fish and Game NZ
Published 11:13 18/12/2023

New data from **Fish & Game** New Zealand shows anglers in Auckland and Waikato tend to fish locally with great locations to angle in their regional backyards. ... The 2021-2022 National Angler Survey conducted by Niwa for **Fish & Game** has just been released. ... The survey, conducted every seven years, records angling activity for all lake, river and canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing).

Fish and Game angling survey

From Maggie Tait, Fish and Game NZ
Published 09:45 17/12/2023

"This survey shows freshwater fishing remains an incredibly popular pastime for New Zealanders all around the country," said **Fish & Game** New Zealand chief executive Corina Jordan. ... The latest National Angler Survey conducted by NIWA for **Fish & Game** released today also shows far more people getting out fishing in the South Island compared to the North Island, with 77 per cent of angling activity occurring in the South Island and 23% in the North Island. ... The survey, conducted every seven years, records angling activity for all lake, river and hydro canal fisheries managed by **Fish & Game** and collects data on the number of angling days (one angler fishing on one day, irrespective of the number of hours spent fishing).

ECan checking a fraction of region's fish screens

From The Press, Keiller MacDuff
Published 06:07 16/12/2023
Also from [The Press print edition](#), [The Press](#), [The Press print edition](#)

This year, ECan's Water and Land committee discharged the Fish Screen Working Group, which included representatives from the Department of Conservation, NIWA, **Fish** and **Game**, NZ Salmon Anglers Association, Irrigation NZ, irrigation schemes and consultants. ... **Fish** and **Game** North Canterbury officer Emily Craig this week acknowledged the size of the task, but said the low monitoring and lower compliance rates were "concerning". ... The reduction to salmon catch rates introduced by **Fish** and **Game** was to compensate for the number of fish killed by screens, he said.

A smashing success

From Hawke's Bay Today
Published 05:00 16/12/2023
On Page: B006

The kelp loss prompted the California **Fish** and **Game** Commission to close its recreational red abalone fishery in 2018.

Central South Island Fish and Game Council seeks councillors' resignations

From The Press, Chris Tobin
Published 08:47 15/12/2023
AIMAN AMERUL MUNER / Stuff Chris Skelton / The Press AIMAN AMERUL MUNER / Stuff

Central South Island Fish and Game Council seeks councillors' resignations

From Timaru Herald, Chris Tobin
Published 05:34 15/12/2023
Also from [The Press](#), [Timaru Herald print edition](#)

Four Central South Island **Fish** and **Game** councillors have resigned since the beginning of the latest term in office. ... Moves are being made by the conflict-ravaged Central South Island **Fish** and **Game** Council to have two councillors resign and one of the pair removed by the Minister of Conservation. ... Another notice at the meeting sought the assistance of the New Zealand **Fish** and **Game** Council to request the Minister of Conservation to remove de Wit from the council "on the grounds of his repeated misconduct and inability to perform the functions of the office".

Steve Rout - Kiwi can do

From Lakes Weekly Bulletin
Published 18:03 14/12/2023

"I remember the **Fish** and **Game** officer giving us a tonging up for driving between wharves aged under 10."

Brook trout removal today from Kye Burn - ORC and Otago Fish & Game

From Voxy
Published 15:27 14/12/2023

Kye Burn farmers, staff from Otago Regional Council and the Otago **Fish** and **Game** Council today carried out the trout translocation from Pispah Creek, a tributary of the Kye Burn to the east of Ranfurly township, using a fish transportation unit. ... "We welcome the support of staff of **Fish** and **Game**, particularly their expertise in electric fishing and trout transfers. ... Otago **Fish** & **Game** chief executive Ian Hadland says the organisation supports the conservation of these important species.

Brook trout removal today from Kye Burn - ORC and Otago Fish & Game

From Simon Hartley, Otago Regional Council
Published 14:59 14/12/2023

Kye Burn farmers, staff from Otago Regional Council and the Otago **Fish** and **Game** Council today carried out the trout translocation from Pispah Creek, a tributary of the Kye Burn to the east of Ranfurly township, using a fish transportation unit. ... "We welcome the support of staff of **Fish** and **Game**, particularly their expertise in electric fishing and trout transfers. ... Otago **Fish** & **Game** chief executive Ian Hadland says the organisation supports the conservation of these important species.

Catch more trout

From Whakatane Beacon
Published 00:00 13/12/2023

On Page: NEWS 9

EASTERN Region **Fish & Game** is providing a boat trout fishing "how-to" session for anglers in the new year. ... It will be held at Eastern **Fish & Game's** office and hatchery property at 1130 Paradise Valley Road, Ngongotaha on Saturday, January 6, beginning at 10am. ... **Fish & Game** officers Mark Sherburn and Matt Osborne will provide information on the trout's life cycle, food, habits and habitat, and tips and techniques to be more successful when fishing for trout from boats.

Opinion: Federated Farmers - how to avoid costly court cases

From Hawke's Bay Today, Sally Dryland
Published 16:18 11/12/2023
Also from Bush Telegraph

Groups such as **Fish & Game** may consider this money well spent, but for many farmers this represents money that would have achieved better outcomes if invested in on-farm mitigations.

Around the motu: Libby Kirkby McLeod in Hamilton

From Radio New Zealand Audio
Published 11:41 07/12/2023

[00:05:06] Well, interestingly, I talked to **Fish** and **Game** [New Zealand] and she said that that's what they've been asking for, because what's happening is that other communities like, say, the Rotorua Lakes region, are just ongoingly, sort of just closing their lakes because they're really, really worried about the spread of this cam. ... [00:05:24] So by shutting down **Fish** and **Game**, called the high risk **transmis sion** Pathway, that part of the Waikato River, it will hopefully be the right step to make sure that the clams can't spread and that other waterways can be just more sure that it's not going to end up being bought by one boat.

Joint effort to protect Pomahaka galaxiid

From Otago Daily Times
Published 04:33 06/12/2023

Otago **Fish & Game** and Ernslaw One are working together to protect native fish species in the Blue Mountains. ... **Fish & Game** is removing trout from streams in plantation forests where threatened native fish require protection and there is little sports fishing value. ... Otago **Fish & Game** Council chief executive Ian Hadland said a headwater tributary of Crookston Burn, in the Blue Mountains, had a population of rare Pomahaka galaxiids.

Newsletter: EDS News December 2023

From Environmental Defence Society
Published 17:21 05/12/2023

Consequentially, EDS and North Canterbury **Fish & Game** will be jointly filing a fresh case.

Park stewardship review: leaders

From The Westport News, Laura Mills, Greymouth Star
Published 00:00 05/12/2023

Byline: Laura Mills, Greymouth Star **On Page:** LOCAL 3

The Department of Conservation (DOC) started a reclassification process in April 2021, but during public submissions on the West Coast lands last year many big submitters, including Minerals West Coast, the Environmental Defence Society, Forest & Bird and **Fish** and **Game** claimed haste had led to flawed recommendations and omissions.

Ashburton Lakes remediation plan expected to be complete before year end

From The Country, Rural Guardian
Published 05:30 03/12/2023

The working group is made up of local rūnanga with a connection to the area, Environment Canterbury (ECan), farmers in the area, the Department of Conservation, Land Information NZ, the Ashburton District Council, Central South Island **Fish & Game**, the Ministry for the Environment and the Ministry for Primary Industries.

Calls to abandon DOC review

From Greymouth Star
Published 00:00 02/12/2023

On Page: INCE 18 1

The Department of Conservation started a reclassification process in April 2021, but during public submissions on the West Coast lands last year many big submitters, including Minerals West Coast, the Environmental Defence Society, Forest and Bird and **Fish** and **Game** claimed haste had led to flawed recommendations and omissions.

Stewardship panels confirmed

From Greymouth Star
Published 00:00 01/12/2023

On Page: West Coast 2

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Report created by Richard Cosgrove, Fish and Game NZ. Powered by Fuseworks.

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Report ID: e1b448c7-c034-4b8e-a240-3b2d5934d06d

Health and Safety Report

NZ Fish and Game Council Meeting 167 – 16 & 18 February 2024

As part of its commitment to Health and Safety and providing a safe workplace, the New Zealand Fish and Game Council requires a Health and Safety update report at each meeting. This report provides an update since the last reporting period in November 2023.

1.	Implementation and adherence to the Health & Safety Policy/Manual
	The current Health and Safety policy will be replaced by the National Health and Safety policy currently being considered by the NZC . The NZC Office Administrator is representing NZC staff in a health and safety group for level 2 of the Dominion building in Wellington. She is the office warden in case of emergencies.
2.	Risk Management (identification and treatment)
	Nil risks identified.
3.	Training and awareness raising
	Health and safety draft policies and plans currently being considered by the Regional Managers along with the setting up of a National Health and Safety Committee which will include a representative from NZC staff
4.	H&S Incidents
	No incidents reported.
5.	Near misses and/or injuries
	No injuries reported.

31 January 2024

Draft Terms of Reference for the Fish and Game New Zealand Council (NZC) Research Sub-Committee

1. The name of the committee shall be the NZC Research Sub-Committee.
2. The committee will consist of three NZC Councilors and shall elect a chairperson. In addition the NZC Chair is an Ex Officio.
3. The committee shall be a sub-committee of the NZC with the option to consult external experts.
4. The purposes of the committee are to:
 - a) Develop and recommend to NZC a research strategy that complies with approved priorities and objectives.
 - b) To evaluate and revise as necessary the research application process and make recommendations to NZC.
 - c) Consider research applications with the NZC CEO and make recommendations to the NZC.
5. The committee shall be bound by the Governance Policies of the NZC, the Conservation Act 26C(c), Local Government Official Information and Meetings Act 1987 and the Official Information Act, and by relevant sections of any amendments or replacements.
6. The committee shall be funded by the NZC budget.
7. The committee shall report on its activities to the NZC aligned with the meeting schedule of the NZC.

DRAFT



Research Fund Application Project Outline

This form requests essential information about your research project including methodology, budget and the personnel involved to allow the Research sub-committee, the CEO (who may consult with the Regional Managers group), and the New Zealand Council to understand what the project is about and make informed decisions on funding the project. If approved, the Chief Financial Officer will allocate budget to the project and manage disbursements, subject to completion of, and reporting on each project phase. Funded projects will be included in the Research Fund Database and reporting from you on progress is also required to track fund financial status and fund outputs and outcomes as part of monitoring the overall research fund performance for Fish & Game.

If funded, reporting on the progress of your project will need to be sent to the *Research Fund Coordinator* in the form of a “mid-year” (every 6 months) Update Report and an “end of” Project Closure Report. If a project is predicted to be completed in less than 12 months a “mid-project” report will be required. Any relevant publications should also be provided once complete. All funded projects will be included in a research project status update to be reviewed at NZC meetings.

***Replace text in italics below with project information.**

Rationale – why should we do the project?			
Project Title	<i>Name needs to be short, reflect the focus of the project and be distinct from pre-existing project names.</i>	Strategic Priority	<i>Which strategic priority does it align with?</i>
Problem & Background	<i>What question is the project addressing? What question/problem initiated this project? What already published research is relevant to the proposed research and how is it related to the proposed research? Given this background, please include information on what is novel and important about your proposed research,</i>		
Aim/s	<i>What is / are the defined aim/s of the project? What hypotheses will be addressed?</i>		
Outputs	<i>What will be delivered or created (reports, scientific publications in peer reviewed journals etc?) To the extent possible, please outline what the implications of your research are likely to be.</i>		
Study Area/s	<i>In the case of field projects, study areas should be specified with the aid of maps, giving the scientific and/or logistical justifications for the selection. These justifications might include mention of any previous fieldwork in the area and recent reports from local contacts.</i>		
Description / Methodology / Scope	<i>Provide a detailed description of the work that will be required to complete this project including study sites, all relevant detailed survey and analysis methods, and the equipment required.</i>		
Endorsement/s	<i>Written support already received from the Region or collaborators / stakeholders? This can be in the form of emails, letters or discussion summaries (list here and attach separately).</i> <i>Has there been appropriate consultation with Maori? Attach any correspondence with wth iwi or hapu in support or any approvals needed.</i>		
Stakeholders			



Benefits / Outcomes	<p>How will this benefit Fish & Game NZ and/or the public? A benefit is a measurable improvement that is perceived positively by stakeholders and contributes towards Fish & Game's strategic priorities. Consider benefits such as licence holder engagement, knowledge or capability development, compliance, better perception of the industry / social licence, increased Fish & Game resource management performance or employee engagement.</p> <p>Can these be measured? Is there a baseline to compare against?</p>		
Why Fish & Game? Partners?	<p>Why is Fish & Game and any specified Region best placed to do this project? Are any other NZC or external organisation already involved in similar research? Can we partner with others internally (multi Region application due to shared research needs) or externally?</p>		
Risks	<p>What will happen if this project is not completed? What risks are associated with the project and how will they be mitigated? Consider the time it will take, level of complexity and any external stakeholders.</p>		
Resources – what is needed to undertake the project?			
Overall Timeframe	When will the project start and finish?		
Project team + Est time required. <i>Note: If this application is from an external agency not all questions may be relevant.</i>	Regional / Office Sponsor:		Staff Lead:
	Other personnel involved and their role:		
Dependencies	Are there other projects or pieces of work that this project is dependent on or impacted by?		
External consultants or contracts? Partners?	Will you need external expertise? Why can't it be done in house?		
Budget – detailed costings (Complete budget section of this form.)	Total amount of funding required? Is any funding available from alternative sources?		

Project deliverables and timeframes – who delivers what and when?

* Project Deliverables should be able to be used for reporting on progress as key Milestones, Outputs or Outcomes (Gantt chart can be inserted to represent detail in table below).

Deliverable / Milestone	Who is involved?	Timeframe
What is it? What is involved? Is it dependent on anything else?	What people are needed for this?	By when?
What is it? What is involved? Is it dependent on anything else?	What people are needed for this?	By when?
What is it? What is involved? Is it dependent on anything else?	What people are needed for this?	By when?

**Budget:**

Staff costs (salary or salary replacement FTE)

Name	Year 1 FTE	Year 2 FTE	Y1 \$	Y2 \$
		Total		

Total

Operating Expenses: Include equipment hire/purchase, consumables, travel and accommodation

Item	Y1 Total \$	Y2 Total \$
Total		

Total

Subcontracting

Details and justification of subcontracting costs requested:

Subcontracting costs	Y1 Total \$	Y2 Total \$
Total		

Budget total: Yr 1.

Yr 2.



Named Investigators

Principal Investigator:

Other Principal or Associated Investigators:

Name:

Institution:

Contact details:

Phone No:

Email:

F & G Region (if appropriate):

CV(s) of named Investigators

Name:

Present position:

Organisation:

Academic qualifications: (Year conferred, qualification, discipline, University/Institute. Start each qualification on a new line).

Professional positions held, Year-year, job title, organisation. (List in reverse order date and start each position on a new line:).

Total years research experience:

Research experience relative to this project:

Professional distinctions and memberships, including honours, prizes, scholarships, boards or other governance roles:



Total number of *Peer reviewed* publications:

Journal articles	Books, book chapters, edited books	Conference proceedings

List of research publications:

Journal articles:

Books, book chapters, edited books:

Refereed conference proceedings:

Other forms of dissemination (reports for clients, technical reports, popular press etc)

1 February 2024

Process sequence for F&G research applications to NZC

- Research applications using the approved template are to be submitted annually by due date to the NZC. They are then forwarded to the Research subcommittee of the NZC (RSC).
- The RSC plus any approved external experts, in association with the CEO (who may consult the Regional Managers) and acting under delegation from the NZC under the RSC Terms of Reference, considers all submitted research applications and prepares a set of recommendations for the NZC.
- The total funding recommended to the NZC for all applications, whether single year or not, will in total not exceed the current year research budget ceiling unless the NZC agrees to make a further, sufficient budget allocation.
- The NZC is responsible for final ratification of the RSC recommendations.
- Successful applicants are then notified of the final decision and any approved funds allocated within budget by the CFO on the conditions and timeline provided with the funding notification.
- Progress reports are to be sent to the CEO. Unless the project is completed within six months of the starting, six-monthly progress reports detailing progress against the planned timeline are required. An end of Project Closure Report is to be submitted at the end of the project. Any relevant publications should also be provided once complete.
- The project and its reporting will be included in the Research Fund Database to facilitate tracking of the fund financial status and fund outputs and outcomes as part of monitoring the overall research fund performance for NZC.

A timeline is required.

The RSC suggestion is that as a transition measure for funding for 2024-25:

- *Applications close in April 2024 and*
- *that final decisions are approved/ ratified by the NZC at the August or November 2024 NZC meeting.*

For 2025-26

- *Applications close in Nov 2024*
- *that final decisions be approved/ratified by the NZC at the April 2025 NZC meeting.*

For years beyond 2025-26.

- *Applications close in Nov of the year preceding the relevant financial year.*
- *that final decisions be ratified by the NZC at the April NZC meeting, at the same time as the budget is set for the financial year.*

The RSC requests that the NZC and the CEO suggest any required timeline or other changes.

NZC Correspondence Register – Part I

Date	In/Out	Received From	Addressed To	Summary	Date Filed
16/01/2024	In	Grant Thornton NZ Audit	NZC	31 August 2023 Audit Report. (copy attached)	18/01/2024
20/12/2023	In	Upper Piako Wetlands Management Association C/- Mike O Donnell (Secretary)	NZC	Resent letter which was sent 4 September 2023 as no response was received. Letter dated 21 July 2023 re. use of .410 shotguns (attached)	20/12/2023
16/11/2023	In	Southland Fish & Game Council	NZC CEO	Clarification of Southlands (partial) support for Cost Optimisation. (attached)	16/11/2023
21/11/2023	In	Hastings Anglers Club	NZC CEO/NZC	A second letter from Club re. no response was received from NZC to their letter dated 11 October 2023. Asking for a response from the National Body on what they believe are serious concerns re. uncertainty for Freshwater Anglers arising from a lack of information on the matters listed. Invitation to Hawke's Bay F&G Council and F&G NZ to attend. (Both letters attached)	22/11/2023
2/10/2023	Out	Barrie Barnes (NZC Chair) Corina Jordan, NZC CEO	Jerry Walton	Response letter to Jerry re. his letter received 2/10/23 on Co-Governance/Fish and Game magazine article by Piripi Curtis. (attached)	2/10/2023
13/10/2023	Out	NZC	F&G Auckland/Waikato Regional Council	Response to email/letters received from the Auckland/Waikato Council regarding the draft Performance Management Strategy and 2023/24 levy payment. (<i>circulated to NZC on 25/11/23</i>)	13/10/2023
15/12/2023	Out	NZC CEO	Hastings Anglers Club	Response to Hastings Anglers Club Issues Raised & Update on Ministerial Review Implementation. (attached)	15/12/2023
21/11/2023	Out	NZC EA	Cr Harris	Response to Councillor Harris re. request to put the previous letter from F&G Southland Regional Council dated 26 July 2023 on NZC November 2023 Agenda re. Biodegradable Shotgun Wads for Waterfowl Hunting as no response received.	21/11/2023
1/12/2023	Out	NZC CEO	NZC members & staff	Briefing material for the incoming Minister of Hunting and Fishing and the Minister of Conservation.	1/12/2024
4/12/2023	Out	NZC Chair & NZC CEO	Managers & F&G Regional Councils	NZC Meeting 166 Update + Draft Policies for Consultation (attached)	4/12/2023
20/11/2023	Out	NZC EA on behalf of CEO	Paul O'Donnell	Response to inquiry re. wanting to make a submission to NZC regarding electric motors on fishing lakes that have restrictions on motorized boats and advise of the protocols to present to NZC. (attached)	9/01/2024
19/01/2024	Out	NZC Chair	All Regional Councillors	Greetings for 2024	19/01/2024

Date	In/Out	Received From	Addressed To	Summary	Date Filed
19/01/2024	Out	NZC CEO	John Laue	Response to Mr Laue re-wilding campaign and Kai Iwi Lakes situation. (attached)	19/01/2024
19/01/2024	Out	NZC EA on behalf of CEO	Denise Baldwin	Email thread response re. concerns regarding water pollution in Canterbury. (attached)	19/01/2024
19/01/2024	Out	NZC EA on behalf of CEO	Les Hogbin	Response re. perspectives on the state of angling in New Zealand. (attached)	19/01/2024
19/01/2024	Out	NZC EA on behalf of CEO	Michael Bate	RE. Starving waterfowl (attached)	19/01/2024

Upper Piako Wetlands Management Association

21st July 2023

The National Council

Fish and Game New Zealand

Dear Councillors

UPWMA is an association of 160 members primarily concerned with hunting and ecological values around the Kopuatai Wetlands area of the Hauraki Plains. All our members are F&G hunting licence holders. One of our major focus points is the sustainability of gamebird hunting, with our members actively putting a lot of effort into improving the habitat, and coaching kids to safely shoot and hunt. We have found if we start kids at about 10 years old with a little, lightweight single shot .410 and get them a few ducks, they are hooked on hunting for life, and being able to use a shotgun that is appropriate for their body size gives increased safety margins.

It was with dismay we read in the autumn issue of Fish and Game magazine that the F&G council had rolled over to the Conservation Minister's wishes and introduced a ban on lead shot use over water with .410 shotguns.

Although the magazine article tried to portray this as a positive for the future of the sport, it is anything but. Single barrel .410s are invariably $\frac{3}{4}$ or full choke, which rules out using steel shot and the load of steel would be so light anyway it would likely lead to lots of wounded game. That leaves us with bismuth or heavy shot, which according to an importer we have spoken with will retail for \$90 to \$100 per packet.... when we can get it. Who can afford to put ammo at \$4 per round into the chamber of a gun, especially when the kids shooting it often have a hit ratio of about 1 in 10?

The result will be that any kids too small to handle a full size shotgun will be penalised, and unable to hunt.

We struggle to believe that the small amount of lead shot fired through .410s over water every year has any significant, or even statistically detrimental, effect on the environment. Have there been any studies done to quantify how much lead is put into water by .410s, and if so can you give us the data?

To us this reeks of political greenwashing at the expense of our future hunters and your future licence holders. It is generally acknowledged within the shooting and hunting fraternity that the present government is anti-gun and anti-hunting, this appears to be just another thinly veiled attempt to cut out future generations of shooters and hunters. The sad part for us is that our national body has fallen for it, and without any consultation with licence holders.

Although our main concern is with junior hunters we are aware of a number of older hunters who are recoil sensitised, and use .410s. We don't want to lose them to the sport either.

We request you reconsider the non-toxic shot decree for .410 shotguns, or at the very least put an exemption in place for junior hunters, until there can be informed debate.

Sincerely

Mike O Donnell

Secretary

Subject: FW: Clarification of Southlands (partial) support for Cost Optimisation

From: Corina Jordan <cjordan@fishandgame.org.nz>
Date: Thursday, 16 November 2023 at 4:32 PM
To: Zane Moss <zane.moss@southlandfishgame.co.nz>
Cc: Lindsay Withington <lindsay.withington@icloud.com>, Dave Harris <dcharris@southnet.co.nz>, Carmel Veitch <cveitch@fishandgame.org.nz>, Steve McCartney <steve.mccartney@southlandfishgame.co.nz>
Subject: Re: Clarification of Southlands (partial) support for Cost Optimisation

Good afternoon Zane,

Really appreciate the clarification re the cost optimisation project. Great to have the Southland Region as part of this important work. Xero access came through this afternoon, so all sorted.

As always appreciate your councils considered feedback, and focus on organisation efficiencies and value to licence holders.

Kind regards

Corina Jordan | Chief Executive

New Zealand Fish and Game Council

Level 2, Dominion Building, 78 Victoria Street, Wellington 6011 | PO Box 25-055, Wellington 6140

Mobile 021 426 350

E cjordan@fishandgame.org.nz | W www.fishandgame.org.nz



From: Zane Moss <zane.moss@southlandfishgame.co.nz>
Date: Thursday, 16 November 2023 at 1:50 PM
To: Corina Jordan <cjordan@fishandgame.org.nz>
Cc: Lindsay Withington <lindsay.withington@icloud.com>, Dave Harris <dcharris@southnet.co.nz>, Carmel Veitch <cveitch@fishandgame.org.nz>, Steve McCartney <steve.mccartney@southlandfishgame.co.nz>
Subject: Clarification of Southlands (partial) support for Cost Optimisation

Kia ora Corina,

Ian Hadland mentioned you'd provided some feedback to him regarding the cost optimisation project, and specifically that you had Southland down as opposed to Gary looking at our finances?

I understood that we'd provided access for Gary to our Zero, but if that's not the case, happy to allow that as and when required.

I went back to my Chairman's letter and note *"Each year when considering proposed licence fee increases, the Southland Council consistently writes back to the New Zealand Council, urging you to reduce costs as an organisation, so efforts to reduce cost are supported"*.

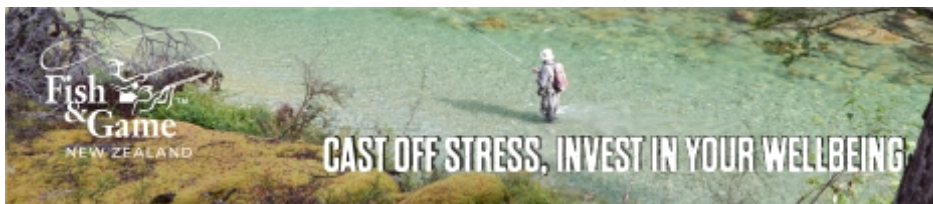
While that support may be cryptic, it is there. My Council's main concern was the extraordinary cost (given our financial position) associated with what seems to have been reduced to a relatively small body of work.

Please let me know if you require any further clarification or support.

Hei kōnā mai

Zane

Zane Moss | **Manager**



Southland Fish and Game Council

17 Eye Street | PO Box 159 Invercargill 9840

Mobile 021 2445384

Email zmoss@fishandgame.org.nz

Web www.fishandgame.org.nz

To: Hawkes Bay F&G Council
c.c. Corina Jordan (CEO F&G NZ)

We are writing to express our concern about the uncertainty for Freshwater Anglers arising from lack of information on the matters listed below.

We would like to arrange a meeting between F&G representatives and our Club members to enable us to be informed about these issues and to discuss our concerns. We would intend to invite other interested anglers from the Hawkes Bay region to attend such a meeting.

The matters we would like to see addressed at the meeting are: -

1. What is the current position on the implementation of the recommendations to the Minister of Conservation in the 2021 Review of the Governance of F&G NZ and the Regional F&G councils? We would specifically like to be informed about the full list of recommendations (1) to (36) at pages 41 to 43 of that review.
2. What is being done by F&G to investigate the current state of the Hawkes Bay River systems, sports fish population and habitat?
3. What is the present position on stocking Lake Tutira and with whom are F&G negotiating on this issue? What is the timeframe for any expected resolution? Are alternative easy access Hawkes Bay lakes being considered for stocking if the Tutira issues are not resolved?
4. Why was no report for the Hawkes Bay region provided in the September issue of Reel Life? Simply citing "the devastation caused by Cyclone Gabrielle" as the reason for the absence of a regional news report would seem to be symptomatic of a lack of proper feedback to licence holders.
5. What is the current state of management in F&G Hawkes Bay? Who is the manager? Are there any other employed staff? If so, who are they and what are their roles/job descriptions? How many warranted F&G Rangers are currently based in Hawkes Bay and what records are kept of their active engagement in ranging duties?

We look forward to your response as to a proposed meeting. We are happy to provide a venue and to make contact with other anglers who may wish to attend. Ideally, we would like representatives from both the Hawkes Bay F&G Council and F&G NZ to attend.

The contact person in our club for this purpose is our Secretary, Mark Hyett.
email – hyett@xtra.co.nz).

Yours faithfully

Hastings Anglers Club

Corina Jordan (CEO F&G NZ)

Cc Hawkes Bay F&G Council

Dear Corina

I refer to the issues raised in our email of 11th October _2023 on which we are still awaiting any meaningful response from F&G at National level.

In response to our email F&G Hawkes Bay called a meeting at very short notice which was unfortunate in that the timing prevented notice of the meeting getting to interested parties who were not members of Anglers Clubs.

The meeting (presided over by Bruce Bates, chairman of F&G HB) was, in our view, unsatisfactory in terms of a meaningful response to the issues raised in our email. Mr Bates was generally dismissive of our concerns as to the implementation of the recommendations in the 2021 report to the Minister of Conservation. He stated that Hawkes Bay would not be subject of any merger or amalgamation with any other region. To save the time that would otherwise have been taken up at the meeting and as he was part of a working group dealing with other recommendations in the report, he offered to respond to our email in writing to address each and every one of the 36 recommendations in the report. We have received no such response yet (although we acknowledge that we were aware that Mr Bates was travelling overseas not long after the meeting).

As to the matters (2) to (5) raised in our email, again a written response was promised but is yet to eventuate. In respect of (4) we received a simple apology for a lack of any report in Reel Life for September (and also October) but it is now late November and we are no more informed about the Hawkes Bay F&G situation than we were before the meeting.

F&G HB seems to us to be ignoring the immediate post cyclone crises that need the full attention of F&G in the field.

Waiting for the new government to form and to then get around to freshwater angling issues is just further unnecessary delay. Would you please liaise with us to implement a meeting with representatives of the F&G National body asap as hoped for by us in our initial email.

Yours faithfully
Hastings Anglers Club

From: "NZ Fish & Game Council"
Sent: Monday, 02 October 2023 01:31
To: "Jerry Walton" <heatherandjerry@gmail.com>
Bcc: "Barrie Barnes" <BBarnes@fishandgame.org.nz>; "Corina Jordan" <cjordan@fishandgame.org.nz>
Subject: RE: Attention Barrie Barnes Chair.

Dear Jeffy,

Thank you for reaching out to us regarding the matter of Co-Governance and the recent developments concerning the Rangitata river in the South Island.

I apologise for any inconvenience you may have experienced with our previous communication channels. We appreciate your patience and understanding as we work to ensure that all inquiries and concerns are addressed appropriately.

I would like to confirm that your message has been received, and we acknowledge your perspective on the relationship with Iwi and the recent decision to rename the Rangitata river. Your input is valuable to us, and we take all feedback seriously.

I would like to inform you that your email and concerns will be included in the agenda for discussion at our upcoming November NZ Council meeting. We look forward to a constructive discussion during the meeting, and we will keep you updated on any developments or outcomes resulting from our deliberations.

Ngā mihi
New Zealand Fish and Game Council

From: Jerry Walton <heatherandjerry@gmail.com>
Sent: Monday, October 2, 2023 12:16 PM
To: NZ Fish & Game Council <nzcouncil@fishandgame.org.nz>
Subject: Attention Barrie Barnes Chair.

Dear Mr Barnes ,

On the subject of Co-Governance

I recently sent an email to your CEO who never replied.

I know the chairman of Central South Island Linn Koevert who has told me you have not gone the Co-Governance way but want to have a closer relationship with IWI because they are fellow Hunter gatherers .

I agree whole heartedly but the recent decision by IWI to rename the Rangitata river in the South Island irritates me intensely.

In my opinion it is just nit picking and or attention seeking and Fish and Game should not have any part in it.

Will forward the emails I sent to your CEO and Piripi Curtis.

Kind Regards

Jerry Walton.



15 December 2023

Hastings Anglers Club
C/- Secretary, Mark Hyett
hyett@xtra.co.nz

RE. Hastings Anglers Club Issues Raised

Dear Mr Hyett and Members of the Hastings Anglers Club,

I hope this letter finds you well. I am writing to address your most recent correspondence dated 21 November 2023, and referring to your initial letter from 11 October 2023.

Thank you for raising your concerns with us.

Regarding your first letter addressed to the Hawke's Bay Fish & Game Council, we understand that the Hawke's Bay Fish & Game Council Chair, Bruce Bates, attended your recent meeting to address these concerns. For matters related to the Ministerial Review implementation, the Fish & Game National Council (NZC) is best placed to brief the Hastings Anglers Club on this.

In order to clarify some points you've raised, I've included a summary below on the Ministerial Review implementation. It would appear your other issues predominantly necessitate a governance response. Therefore, we have forwarded these to NZC Chair, Barrie Barnes, and Hawke's Bay Fish & Game Council Chair, Bruce Bates. We will work with them to arrange an opportunity to discuss your concerns directly, seeking collaborative solutions and ensuring necessary operational support is provided as required in relation to sports fish and game management, as well as cyclone recovery.

To assist, please confirm the date and time of your next meeting to help facilitate this.

Update on Ministerial Review Implementation

Fish & Game is unable to implement the parts of the Ministerial Review that require legislative changes. This is because the Conservation Minister, to date, has not seen fit to progress the legislative changes required which would enable Fish & Game to implement these recommendations.

The NZC CEO has been directed by the New Zealand Fish & Game Council (November 2022), to implement the non-legislative recommendations of the Review.

The first stages in addressing the overarching challenges raised in the Review were to develop from the ground up an Organisational Strategy, shared Values, and alignment in the implementation of the Strategy across the organisation.

This work commenced when the current NZC CEO joined the organisation in August 2022.

Cultural and leadership training programmes are being implemented to create high-performing teams and modernise the leadership styles across the organisation. All of organisation 'Resilience' training has been completed (a series of three webinars at two hours each, with an additional two webinars at one hour each), and the first of what will be ongoing cross organisational communications and engagement has started with a Designated Waters all of Staff Webinar ran 3 August 2023.

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

A National Communications and Engagement strategy has been developed along with a Social Licence/Communications and engagement campaign “ReWild”.

Despite only starting implementation of the specific review recommendations in late November 2022, Fish & Game is making significant progress on the recommendations, with a number entering into the later phases of implementation.

Table 1. Status of the Ministerial Review Recommendations

Rec #	Summary	Status
16	NZFGC establish a programme of professional development for elected members, such as IoD or AICD accredited training.	In progress with training provided for all regions including specific chairs training.
17	NZFGC adopt a full suite of governance and corporate policies which are binding on itself and all FGCs.	In progress
18	NZFGC adopt and implements a robust conflict of interest policy which reflects good practice as set out in the AG’s 2020 Guidance.	In progress
19	Sets out specific requirements relating to the conflict-of-interest policy in recommendation 18.	In progress
20	NZFGC to produce a consolidated annual report for the Minister covering its own and all FGC activities.	In progress
23	NZFGC to establish a standing advisory panel on Treaty issues and engagement with Māori.	In progress
26	Fish and Game initiate dialogue with Māori with a view to developing a national policy governing a system of consultation with Māori to ensure all relevant Treaty concerns are addressed by Fish and Game in the conduct of its business.	1 st phase complete
27	Hold a national hui (to begin work on recommendation 26) in conjunction with DOC.	In progress
29	NZFGC review eligibility requirements for voting in respect of type of licence held.	In progress
32	Don’t allow a councillor or Chair to simultaneously be an employee (while Fish and Game could refuse to employ a current councillor, it could not prevent an employee from running for office unless it was in their contract).	In progress
33	NZFGC should build on its existing programmes to build its licence holder base and attract a broader demographic.	1 st and 2 nd stage completed
34	NZFGC should develop guidelines to guide a process for community input for FGCs to follow in developing management plans.	1 st phase completed
35	A KPI for the CE should be to develop a community and stakeholder relationship strategy.	Completed
36	NZFGC should assure itself that the duty set out in s 17M2(ii) (which requires the FGC to give notice of the draft management plan to various stakeholders) has been adequately discharged.	In progress

Nāku iti noa, nā,

Corina Jordan
Chief Executive Officer
New Zealand Fish and Game Council

From: "NZ Fish & Game Council"
Sent: Sunday, 03 December 2023 23:05
To: "Northland Region Councillors"
 <northlandregioncouncillors@fishandgame.org.nz>; "Auckland/Waikato Region Councillors"
 <auckland-waikatoregioncouncillors@fishandgame.org.nz>; "Eastern Region Councillors"
 <easternregioncouncillors@fishandgame.org.nz>; "Hawke's Bay Region Councillors"
 <hawkesbayregioncouncillors@fishandgame.org.nz>; "Taranaki Region Councillors"
 <taranakiregioncouncillors@fishandgame.org.nz>; "Wellington Region Councillors"
 <wellingtonregioncouncillors@fishandgame.org.nz>; "Nelson/Marlborough Region Councillors"
 <nelson-marlboroughregioncouncillors@fishandgame.org.nz>; "North Canterbury Council - all
 governors" <northcanterburycouncil@fishandgame.org.nz>; "West Coast Councillors"
 <westcoastcouncillors@fishandgame.org.nz>; "CSI Region Councillors"
 <csiregioncouncillors@fishandgame.org.nz>; "Otago Region Councillors"
 <otagoregioncouncillors@fishandgame.org.nz>; "Southland Region Councillors"
 <southlandregioncouncillors@fishandgame.org.nz>
Cc: "NZC Members" <nzcmembers@fishandgame.org.nz>; "Arash Alaeinia"
 <aalaeinia@fishandgame.org.nz>; "Ben Wilson" <BWilson@fishandgame.org.nz>; "Corina Jordan"
 <cjordan@fishandgame.org.nz>; "Craig Deal" <cdeal@fishandgame.org.nz>; "Dean Kelly"
 <dkelly@fishandgame.org.nz>; "Ian Hadland" <ihadland@fishandgame.org.nz>; "Kerry Meehan"
 <kmeehan@fishandgame.org.nz>; "Phil Teal" <pteal@fishandgame.org.nz>; "Rhys Barrier"
 <rbarrier@fishandgame.org.nz>; "Steve Mcknight" <SMcknight@fishandgame.org.nz>; "Zane Moss"
 <zmosse@fishandgame.org.nz>; "Rasmus Gabrielsson" <rgabrielsson@fishandgame.org.nz>; "NZ Fish
 & Game Council" <nzcouncil@fishandgame.org.nz>
Subject: NZC Meeting 166 Update to Regions + Draft Policies for Consultation
Attachments: NZC Meeting 166 - November 2023 Update - NZC Chair.pdf, Fish & Game
 Organisational Strategy - November 2023.pdf, 2023-2024 Meeting & Budget Schedule - Final.pdf,
 Good Employer Obligations - Legal Opinion.pdf, Draft Prevention of Bullying & Harassment
 Policy.docx, Process for Managing Bullying & Harassment.docx, Draft Drug and Alcohol Policy.docx,
 Draft Drug and Alcohol Procedure.docx, Draft Governance Code of Conduct.docx

Kia ora koutou,

On behalf of NZC Chair Barrie Barnes, please find **attached** the following documents for your information and to share with your respective councils, noting these have been sent under separate email from NZC CEO Corina Jordan to your Regional Managers/CEs:

- **24 & 25 November 2023 NZC Meeting #166 Update** recapping key decisions and relevant items covered.

Attachments in order as referenced in the NZC Meeting Summary; followed by the documents out for **regional consultation** and **final approved policies** for information and reference:

Attachments final documents for reference:

1. Fish & Game Organisational Strategy - November 2023
2. 2023-2024 Meeting & Budget Schedule

DRAFT POLICIES for Regional Consultation: All Feedback to be sent to nzcouncil@fishandgame.org.nz by **Friday 15 March 2024** in time for the 20 April 2024 NZC Meeting.

(Please note: the NZC key discussion points on these draft policies prior to being circulated to regions is covered in the attached NZC Meeting #166 Update)

3. Good Employer Obligations - Legal Opinion
4. Draft Prevention of Bullying & Harassment Policy + Process for Managing Bullying & Harassment
5. Draft Drug and Alcohol Policy + Draft Drug and Alcohol Procedure
6. Draft Governance Code of Conduct

FINAL POLICIES based on Consideration of Regional Feedback:

7. 2023-11-24 Performance Management Policy - Final

Please note the other Final Policies as adopted by NZC at its Meeting #166 (listed below) will be provided to Managers under separate cover and once updated accordingly based on the decision from this NZC meeting:

- Policy on Setting National Policy
- Staff Code of Conduct Policy
- Conflict of Interest Policy

Ngā mihi

Maryse Ropiha | Executive Assistant

New Zealand Fish and Game Council

Level 2, Dominion Building, 78 Victoria Street, Wellington 6011 | PO Box 25-055, Wellington 6140

Mobile 021 170 4926

E MRopiha@fishandgame.org.nz | W www.fishandgame.org.nz



From: "Maryse Ropiha"
Sent: Sunday, 19 November 2023 22:48
To: "pod@xtra.co.nz" <pod@xtra.co.nz>
Cc: "NZ Fish & Game Council" <nzcouncil@fishandgame.org.nz>
Subject: RE: Request to Speak to NZC

Kia ora Paul,

Thank you for your interest in making a submission to the New Zealand Fish & Game Council regarding the use of electric motors on fishing lakes currently under motorized boat restrictions. We value your input and are committed to ensuring a thorough and transparent submission process.

To present your submission to the New Zealand Council (NZC), please follow these steps:

Draft a letter addressed to the NZC, providing the following details:

- Your full name.
- Your contact information, including email and phone number.
- The subject/topic you intend to discuss, in this case, the use of electric motors on restricted fishing lakes.
- State whether you are representing an organisation or group.
- Indicate if you plan to present any additional material as part of your address (e.g., documents, slides).

Once completed, submit your letter to the NZC through this email nzcouncil@fishandgame.org.nz. This will ensure that your request is formally registered.

Your submission will be reviewed by the NZC Chair. This process involves evaluating the relevance and significance of the topic, as well as scheduling considerations for the council meetings.

If your request to speak at a council meeting is approved, you will receive a response confirming the meeting date, time, and location. Additionally, an allocated time slot for your address will be provided.

For a verbal presentation, it is advisable to prepare a concise and clear address within the allocated time. If you intend to present written material or any form of multimedia, please ensure it is submitted in advance for review and technical arrangement.

We look forward to receiving your submission and considering your perspectives on this important matter.

Ngā mihi

Maryse Ropiha | Executive Assistant

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From: Paul O'Donnell <pod@xtra.co.nz>
Sent: Thursday, November 2, 2023 5:19 PM
To: NZ Fish & Game Council <nzcouncil@fishandgame.org.nz>
Subject: RE: Manifesto. Request for help.
Importance: High

Ms Corina Jordan,
Chief executive
Fish and Game Council.

Dear Corina,

I wish to make a submission to the council in regard to electric motors on fishing lakes which have restrictions on motorized boats.

Could you please advise as to the protocols required to present a written submission and or possibly a verbal submission to the council.

Thankyou in advance for your help,

Regards

Paul O'Donnell
pod@xtra.co.nz.

Paul F O'Donnell
229 Tuahiwi Road
RD1 Kaiapoi
North Canterbury 7691
New Zealand
021 937 246

From: NZ Fish & Game Council
Sent: 1 November, 2023 5:05 PM
To: O'Donnell <pod@xtra.co.nz>
Subject: Manifesto Fish & Game

No images? [Click here](#)



1 NOVEMBER 2023

Manifesto Fish & Game

Fish & Game has a vision for New Zealand and has written to MPs and potential Ministers so they know what hunters and anglers need to keep enjoying the outdoors, rivers, and lakes in our country every day.

Our 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 resources.

We are encouraged the new Government intends to create a new Fishing and Hunting portfolio and we look forward to sharing our vision with that new Minister.

We are apolitical. Our vision applies to any stripe of government and what we are seeking is strong and enduring changes that stand the test of time and don't get easily derailed.

In the manifesto we have five key requests from Government:

1. Support to keep doing our work, by maintaining our mandate when reforming conservation laws. We're ready to take on more, with support and funding.
2. Effective measures put in place to provide for healthy rivers and lakes, while reducing redtape and bureaucracy

3. Protection for wetlands – maintaining and enhancing existing wetlands and making it easier for landowners to create new wetlands for the benefit of all New Zealanders
4. Work with communities, sectors, and iwi to collaboratively develop solutions for the benefit of our communities and the environment.
5. Enable New Zealanders to continue to get out in nature, enjoy our hunting and fishing heritage, and identity, and improve well-being. We do this by ensuring access to our natural environment, and sports fish and game, alongside indigenous species in our ecosystems.

You can find the [full document here](#).

At Fish & Game, we know that what's good for anglers and hunters is good for all New Zealanders –clean and healthy waterways and thriving wetlands, sustainable sources of wild kai, and access to the great outdoors all contribute to our wellbeing. We are New Zealand's primary freshwater guardian – we have an outstanding record of achievements in protecting and enhancing the environment and representing the aspirations of gamebird hunters and anglers, in particular:

- Creating, restoring and protecting wetlands for gamebird hunting and conservation
- Securing Water Conservation Orders which recognise and protect the outstanding values of our lakes and rivers for angling, recreational, and conservation
- Advocating for and protecting access to our wild places and spaces for hunting and angling
- Pushing for regional and national policy plans which protect the environment including setting robust bottom lines for healthy waters
- Being an insights-driven organisation researching species, their habitats, and gamebird hunting and anglers values along with wider public perceptions.
- We not only focus on valued introduced species but also help protect indigenous non-game species;
- Run events and create resources to promote gamebird hunting and angling including kids events and adult education

You can [read here](#) where your licence money goes.



Corina Jordan

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



19 January 2024

John Laue

<mailto:johnlaue2@gmail.com>

RE. Kai Iwi Lakes

Tēnā koe John,

Thank you for reaching out regarding the re-wilding campaign and sharing your thoughts on the Kai Iwi Lakes situation.

We appreciate your dedication as keen trout fishermen and understand your concerns about the restocking of Kai Iwi Lakes. Fish and Game is indeed committed to enhancing the quality of life for all New Zealanders through our conservation efforts, including initiatives like re-wilding NZ's freshwater habitats.

We are aware of the situation at Kai Iwi Lakes in Northland. Whilst the initial concern with trout was their impact on the Dune Lake Galaxiid, there are now a raft of other environmental impacts affecting the lakes and putting the Dune Lake Galaxiid at further risk. Cyclone Gabrielle had a severe impact on the ecology of Lake Taharoa. Almost all of the submerged macrophyte layer was noted to have been absent in a monitoring visit in March 2023 after the cyclone. This macrophyte layer forms part of the basis of the food chain in the lake and without it the carrying capacity for a trout population is greatly diminished. There is also increased sedimentation in Lake Taharoa and the lake level has continued to drop despite the last season being the wettest in recorded history.

There is now also the threat of golden clam being introduced to the Kai Iwi Lakes. This is a high risk due to the popularity of Lake Taharoa with water sport enthusiasts and its high usage rate of Auckland residents who are likely to also use the Waikato hydro lakes, where the clam is known to be established. A golden clam incursion into any of the Kai Iwi Lakes has the potential to devastate the already fragile ecology and the natural character of the lakes.

These issues are of significant concern to Mana Whenua, the Department of Conservation and Northland Regional Council. Fish and Game shares these concerns as we recognise the importance of balancing conservation efforts with recreational interests. The Northland Fish and Game Council are closely following the situation with Kai Iwi Lakes and whilst the desire to re-establish the fishery is still high, an application for this in the current situation is unlikely to be successful. The Northland Fish and Game Council will continue looking to opportunities to explore sustainable options for the future restocking of these lakes. It will be a delicate process, requiring thorough scientific study and community consultation to ensure we make decisions that benefit both the environment and the local communities.

Your feedback is invaluable in these discussions, and we assure you that your concerns are being taken into consideration. We hope to find a solution that aligns with our commitment to both conservation and supporting the interests of fishermen and hunters like yourself.

Thank you again for your engagement with this issue.

Nāku iti noa, nā,

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

Corina Jordan

NZ Fish and Game Council CEO

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

New Zealand Council

Level 2, The Dominion Building, 78 Victoria Street, Wellington 6011. P.O. Box 25-055, Wellington 6146, New Zealand.
Telephone (04) 499 4767 Email nzcouncil@fishandgame.org.nz www.fishandgame.org.nz

From: "NZ Fish & Game Council"
Sent: Thursday, 18 January 2024 22:59
To: "dbfoto111@gmail.com" <dbfoto111@gmail.com>
Subject: RE: Denise Baldwin - Concerns Regarding Water Pollution in Canterbury

Kia ora Denise,

On behalf of NZC CEO, Corina Jordan, thank you for reaching out and sharing your concerns about the environmental challenges affecting the Halswell Stream, particularly the incidents of pollution you've observed.

Your observations and efforts in reporting these incidents to ECAN are highly commendable. It is disheartening to learn about the unsatisfactory response and the consequent impact on local aquatic life. Your detailed account, especially the timing of the subdivision contractors' activities, provides crucial insights.

At Fish and Game, while we primarily focus on the promotion and implementation of conservation practices like waterway and wetland renewal, we also recognise the importance of active advocacy in matters of environmental governance and policy enforcement. The issues you've highlighted underscore a gap in monitoring and responding to environmental violations, particularly outside regular working hours.

Your suggestion to lobby the government and ECAN to enhance their pollution action policies, including the provision of after-hours response teams, is indeed pertinent. We will consider this as part of our advocacy strategy, aiming to bring about more stringent and responsive environmental protection measures.

Additionally, we will explore the possibility of raising awareness about such practices among the wider community and stakeholders, which may include organising workshops or public forums to discuss these pressing issues.

We greatly value the commitment of individuals like yourself to safeguard our natural resources. Please be assured that your concerns are being taken seriously, and we will endeavour to address them through appropriate channels.

Once again, thank you for your vigilance and dedication to environmental conservation.

Ngā mihi

Maryse Ropiha | Executive Assistant

New Zealand Fish and Game Council

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From: Denise Baldwin <dbfoto111@gmail.com>
Sent: Thursday, November 9, 2023 9:29 AM
To: NZ Fish & Game Council <nzcouncil@fishandgame.org.nz>
Subject: CEO Fish and Game

I commend Fish and Game for their promotion of waterway and wetland renewal, assistance with replanting, etc

However I would like them to perhaps lobby government, ECAN about ECAN,S pollution action policies.

This winter I sent ECAN photographs and videos under their pollution watch site, pin pointing the site of a subdivision, dumping heavily silted water into the Halswell Stream, by -passing the ponds designed for silt retention, turning the Halswell stream, darkly clay coloured, for three days.

On follow up with ECAN I discovered that my complaint was found “unsustained” and when asked why? I was informed “that because an ECAN official had not witnessed the event, due to the complaint being “after hours”, nothing could or would be done.

Irrespective of the detailed data sent.

The days after this event dead trout of all sizes could be seen floating in the river, caught up in the native plantings along the river bank.

Why are there not after hours ECAN officers available to investigate such complaints?

As subdivision contractors continue to start their pumps up at 1730 hours most evenings when it rains heavily.

The pollution occurred in Canterbury, between Candys and Wroots road Kennedys Bush, the stream goes into Lake Ellesmere.

Kind regards Denise Baldwin

From: "NZ Fish & Game Council"
Sent: Thursday, 18 January 2024 22:48
To: "hogbin@xtra.co.nz" <hogbin@xtra.co.nz>
Subject: RE. Leslie Hogbin - Addressing the Future of Angling in New Zealand

Kia ora Leslie,

On behalf of NZC CEO Corina Jordan, thank you for your open letter and for sharing your perspectives on the state of angling in New Zealand. Your observations about the limited visibility of young anglers in major cities and the emphasis on trout fishing resonate with us.

We are encouraged to hear about the rise in angling interest in the UK, as seen in the TV show "Gone Fishing," and the contrasting scenario you've depicted in New Zealand. It's evident that our approach to fishing, particularly in promoting diverse forms of the sport, needs reassessment.

Your experience with coarse fishing, the challenges surrounding the support for species like tench, and the success of your local fishing club highlight a need for broader recognition of various fishing practices. It's inspiring to learn how a community can grow and sustain its passion, even in the face of limited institutional support.

We acknowledge the importance of exploring opportunities beyond trout fishing and agree that man-made canals and other waterways offer the potential for diverse angling experiences. The point you made about the success of salmon fishing and the forward-thinking approach of Christchurch Fish and Game is particularly enlightening.

Your letter serves as a reminder that our organisation must evolve to meet the changing needs and interests of the angling community. We are committed to considering your insights as we develop strategies to promote and support a more inclusive and diverse angling culture in New Zealand.

We appreciate your long-standing commitment as a licence holder and your constructive suggestions for change. Your voice is invaluable in shaping the future of fishing in our country.

Thank you once again for reaching out.

Ngā mihi

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From: Leslie Hogbin <hogbin@xtra.co.nz>
Sent: Tuesday, November 7, 2023 1:22 PM
To: NZ Fish & Game Council <nzcouncil@fishandgame.org.nz>
Subject: wake up Fish and Game! a message to Corina Jordan

Open letter

With around 3million anglers in the UK and licence numbers increasing, take a look at Gone Fishing now on TV1 and consider the number of young anglers to be seen in any major city in NZ ...if you can actually see any outside of an occasional catch and kill lake!

Yes amongst many forms of fishing i enjoy coarse fishing inspite of rather than as a result of a supportive FG.

Tench were introduced with trout and yet not supported by FG and even banned in some area's where liberated (yes i have 'game keepers for the nation' and i have spoken with McDowall many times when he was alive).

The local coarse fishing club started in my front room and quickly rose to 80+ members, the club still exists with reduced activities...but even more interest!

We have so many empty waterways (natural and man made) and a FG stuck in the past....wake up to a world beyond trout. The most popular fishing is man made canals...nothing to do with FG's initiatives. Salmon fishing has been a disaster.

To be fair, Christchurch FG is at least a bit more forward thinking.

Your campaign is positive being focussed on the well being experienced by anglers but unless we change our thinking nothing will change for the better.

Les Hogbin
licence holder for many years

From: "NZ Fish & Game Council"
Sent: Thursday, 18 January 2024 23:05
To: "michaelbate@xtra.co.nz" <michaelbate@xtra.co.nz>
Subject: RE. Starving waterfowl

Kia ora Michael,

On behalf of NZC CEO, Corina Jordan, thank you for taking the time to follow up on our previous correspondence and for sharing the audio recording from NewstalkZB. I appreciate your ongoing engagement with important environmental issues and your dedication to preserving New Zealand's rich biodiversity.

The concerns raised in the audio about the impact of herbicides and man-made chemicals on our streams, rivers, and aquatic life are indeed alarming. The situation described, where waterfowl and fish are suffering due to the deteriorating quality of our waterways, is a matter of great concern for all of us at Fish and Game New Zealand. The health of our ecosystems is integral not only to the wildlife that depends on them but also to the recreational activities and the overall well-being of our communities.

In response to these pressing issues, Fish and Game New Zealand is committed to advocating for stronger measures to protect our waterways from pollution and degradation. This includes working with local and national authorities, as well as engaging with various stakeholders, to implement more stringent regulations on the use of harmful chemicals and to promote practices that safeguard our aquatic ecosystems.

Additionally, we are investing in research to better understand the extent and impact of chemical pollutants in our rivers and lakes. This research will inform our conservation strategies and help us to target areas most in need of intervention. We also aim to raise public awareness about the importance of maintaining clean and healthy waterways, encouraging community involvement in conservation efforts.

Your contribution, by bringing such issues to our attention, is invaluable in our collective effort to protect New Zealand's natural heritage and helps us to address problems more effectively and timely.

Rest assured, we take these matters seriously and are dedicated to making a positive impact on the health of New Zealand's aquatic ecosystems.

Thank you once again for your commitment to protecting New Zealand's biodiversity.

Ngā mihi

Maryse Ropiha | Executive Assistant

New Zealand Fish and Game Council

Level 2, Dominion Building, 78 Victoria Street, Wellington 6011 | PO Box 25-055, Wellington 6140

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From: Michael Bate <michaelbate@xtra.co.nz>
Sent: Wednesday, November 8, 2023 2:24 PM
To: NZ Fish & Game Council <nzcouncil@fishandgame.org.nz>
Subject: Starving waterfowl

Good Afternoon Corina,

Thank you for your in depth, empathetic and appreciative email reply to me on 16 October 2023.

I would like to refer to my attached audio mp3 that was recorded from NewstalkZB from an unknown resident in North Canterbury.

The contents of this audio highlight the desolation that our biodiversity is facing today.

Our streams and rivers are under attack from herbicides and man made chemicals as never before, throughout the country the conditions mentioned in the audio are rampant in our waterways.

Due to the above, most of our waterfowl are starving in the first week of life, our fish are sharing the same fate in many places.

Regards

Michael Bate



Virus-free. www.avast.com

Standing Orders: Motion to Exclude the Public

New Zealand Fish and Game Council Meeting 167 – 16 & 18 February 2024

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 Good reason to withhold exists under section 7
Confirm Public Excluded Minutes NZC Meeting 166 – 24 & 25 November 2023 - Part II	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.
NZC Action Schedule - Part II	Improper gain or advantage s7(2)(k)	
24/25 Budget Review & Proposed CF Applications	Improper gain or advantage s7(2)(k)	
Cost Optimisation Project (verbal)	Improper gain or advantage s7(2)(k)	
NZC Governance Advisor Appointment	Free and frank expression Improper gain or advantage s7(2)(f) and s7(2)(k)	
Chair's Report (verbal)	Free and frank expression Improper gain or advantage s7(2)(f) and s7(2)(k)	
Wildlife Act Review (verbal)	Improper gain or advantage s7(2)(k)	
NZC Correspondence Register – Part II	Improper gain or advantage s7(2)(k)	

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