

AUCKLAND/WAIKATO FISH & GAME

A Meeting of Council will be held at the NZ Deerstalkers Hall, Wairere Drive, Hamilton, on Saturday 3 December 2016 commencing at 11a.m.

AGENDA

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M. Young
Chairman
13/11/2016

AUCKLAND/WAIKATO FISH & GAME

Minutes of a Meeting of Council
held at the NZ Deerstalkers Hall, Wairere Dr, Hamilton,
on Saturday 15 October 2016 commencing at 11.00am.

PRESENT:

Chairman: M. Young.

Councillors: G. Annan, C. Carey, D. Cocks, W. Howard, A. Kerr, E. Williamson, S. Smith,
B. Smith.

Staff: B. Wilson, D. Klee.

Visitors: P. Hardy (DoC).

1. APOLOGIES

N. Juby, C. Sherrard, P. Shaw, A. Sintenie, M. Davis, J. Dyer, A. Daniel.

It was moved;

that the apologies be accepted.

S. Smith/Annan CARRIED

2. POSSIBLE CONFLICTS OF INTEREST ARISING FROM MEETING AGENDA:

None declared.

3. MINUTES OF PREVIOUS MEETING OF 20 August 2016:

It was moved;

that the minutes of the previous meeting of 20 August 2016 be accepted as a true and correct record.

Annan/Howard CARRIED

4. MATTERS ARISING FROM PREVIOUS MINUTES:

There were no matters arising from the previous minutes.

5. CORRESPONDENCE:

Nil.

6. CHIEF EXECUTIVE'S BI-MONTHLY REPORT & FINANCIAL STATEMENTS:

In reply to a question, Mr Klee spoke on the mitigation agreement for the Huntly Motorway bypass and the negotiations that he was carrying out with NZTA regarding funding for future wetland construction. Differing views were expressed by Councillors as to whether Fish & Game should manage additional wetlands. It was emphasised that

as a consequence of the Healthy Rivers Project more landowners would be constructing wetlands in the Waikato catchment.

Councillors discussed the closure of the Tui Ridge property with special conditions with the syndicate moving to a new property on the west coast. Mr Wilson informed the meeting that Mr Dyer had already inspected the property and given the proven history of the Tui Ridge syndicate he expected that the new property would be equally well run.

Mr Klee was asked for an update of the Waikare/Whangamarino scheme review. He replied that the parties were now in phase II, which involved narrowing down the possible options and modelling their potential outcomes.

Mr Wilson summarised his discussions with LandCare Research on their research programme for the Giant Willow Aphid and social wasps. He emphasised that the central government had acknowledged the problem and significant resources were being allocated for research on both the aphid and wasps, but a long-term solution was still several years away. Further discussion took place with it noted that wasps did not stray far from their hive and thus localised control methods, such as the new Vespex baits, were effective.

Mr Wilson informed Councillors that the Healthy Rivers Project and the Waikato District Plan Review would require significant resources over the next year but offered the best opportunity for the next 20 years to make significant changes to the RMA regulations and processes in the Waikato. He stressed that the Healthy Rivers Project was receiving considerable attention in local media but that Fish & Game was taking a low profile approach and looking for potential allies.

The financial statements were presented by Mr Wilson who expressed his concerns that although fish licences sales were up slightly to date, he expected another large decline this season due to the introduction on new licence categories in 2015. However he reminded Councillors that the NZF&G Council had stated the no regional F&G council would have their budgets reduced due to the implementation of the new licence categories.

It was moved;

that the CE Bimonthly report and Financial Statements be accepted.

Annan/Cocks CARRIED

7. SUBDIVISION ADJCENT TO THE CATHCART WETLAND :

Councillors discussed Mr Wilson's report on subdivision development adjacent to the Cathcart Wetland and especially noted the advantages of purchasing the Singer and Cheyne Wetlands so that Council controlled the entire lower Mangatawhiri Wetland complex. It was agreed that the new subdivision north of the wetland presented council with challenges especially in regards to the necessity of a buffer zone.

The meeting rose for lunch at 12.30pm and resumed at 1.20pm.

8. OSH REPORT:

Councillor Kerr expressed his reservations over the value of the recent OSH refresher courses for rangers and enquired as to their cost. Mr Wilson replied that the bulk of the cost was covered by the NZF&G Council. Attendance at an OSH refresher course once every 3 years was a requirement for the renewal of ranger warrants. Mr Dyer had recently attended a ranger co-ordination course in Wellington so that he could run a 2-hour refresher course as part of a general ranger training day.

It was moved;

that the OSH Report for October 2016 be accepted.

Kerr/Williamson CARRIED

9. FIELD TRIP:

Councillors agreed that a one day field trip should be held in June 2017 with the itinerary to include the Mangatawhiri and Whangamarino Wetlands. The field trip to be scheduled at the next meeting of Council in December 2016.

10. GOVERNANCE/POLICY REVIEW:

It was moved:

that the Adopted Policies and Positions be reaffirmed

Cocks/Annan CARRIED

Mr Wilson observed that public awareness remained a concern with some Councillors, but that there would be considerable media interest in Fish & Game stance as the Healthy Rivers Project proceeded. After further discussion it was move:

that Council funds the Chief Executive to attend a media training course.

Kerr/Williamson CARRIED

11. NZF&G COUNCIL MEETING 23 SEPTEMBER 2016:

Disappointment was expressed that Councillors had still not received the minutes of the September 2016 NZF&G Council meeting. It was agreed that no discussion was possible until the minutes had been received, and thus this agenda item should be rescheduled for the December 2016 meeting of Council.

12. GENERAL BUSINESS:

The paper prepared by Robert Sowman, Policy & Planning Manager, NZF&G Council, on extending the licence administration services agreement with Eyede Solutions Ltd was tabled. After discussion it was moved:

that the extension of the licence administration services agreement with Eyede Solutions Ltd is supported but that Council requests a copy of the key performance indicators used by the Licence Working Party in their consideration of the service providers performance.

Kerr/Williamson CARRIED

Councillor Carey expressed his concern that the current Select Committee inquiry into issues relating to the illegal possession of firearms in New Zealand may have implications for the ownership of semi-automatic firearms, including shotguns, with more stringent licencing requirements. Mr Wilson reminded Councillors that a submission to the Select Committee on behalf on Council had been made by Mr Dyer.

There being no further business the meeting concluded at 1.50 pm.



1 November 2016

Murray Young
Chairman
Auckland/Waikato Fish and Game Council
156 Brymer Road
RD 9
HAMILTON 3289

Dear Murray

SUPPLY OF PLASTIC LICENCES

Thank you for your letter of 27 June 2016 about the supply of plastic game bird licences. This letter arrived after the close-off date for agenda papers and correspondence to the New Zealand Council's July 2016 meeting. It was therefore tabled at the following September 2016 Council meeting and I am now able to reply based on that discussion.

In your letter you rightly note that game bird plastic licence stock was depleted on Friday 13 May - a week after the 7 May opening of the 2016 Game Season. This impacted on 326 orders received but not processed at that date with approximately 70 additional licences before the service resumed once more stock were printed.

Clearly in this instance some 400 licence holders were inconvenienced and this was regrettable. However for your Council to then strongly recommend consideration be given to changing to a more reliable supplier is somewhat unjust.

In most cases, 100% of cards are personalised accurately and dispatched within 5 working days. For the game season there were over 38,000 licences sold by 31 August 2016. 35,000 of these sold between 19 March 2016 and 10 May 2016. The exact quantity on a daily basis for this period is listed on the attached table. You will note that on a number of days, such sales exceeded 1,000 licences. With only a couple of exceptions, all were processed within the 5 day turn-around period. There was an expectation that after opening weekend sales numbers would drop off dramatically and supplies would suffice. The depletion of plastic licence stock on 13 May was due to unexpectedly higher-than-forecast demand for licence cards. Traditionally, game hunters have shown a slower take-up of plastic licences compared to anglers. There was an expectation for this game season that paper book sales would still be favoured in some localities. This expectation proved wrong.

Nevertheless, those 400 odd licence buyers affected all received their licence receipt providing them with proof of purchase and the ability to hunt. Those same buyers were offered the option of having a paper book licence issued immediately instead of the delay before a plastic licence could be issued to them.

As for changing provider, I am told ABnote provides this service on contract to Eyede Solutions, and is a leading global plastic card manufacturer and provider of financial and secure identification card products with an exemplary record.

The Licence Working Group (Robert Sowman convenor, Jay Graybill, Phil Teal, Kate Thompson and Ian Hadland) has for some time been aware of the growing cost and time delays in forwarding plastic licences to anglers and hunters. In an effort to remove these transfer shortcomings, work has already commenced on the creation of a digital licence option that would allow the angler or hunter to receive their licence instantly following confirmation of payment. The digital licence would ultimately lend itself to inclusion in a Fish and Game app which is also being explored. Obviously all Fish and Game Councils will be consulted on this as a licence option before it is introduced. Until this becomes a licence option there will continue to be a licence receipt and plastic card licence provided to all buyers. The Licence Working Group has noted the concern around the issuing of a temporary licence and temporary hunting stand claim tag. The word 'temporary', or reference to an expiry date has been removed from both forms of licence and tag. The authorising agent information has also been included on the receipt along with space for the holder's signature, making both forms eligible as licences.

The status of the stand claim tag was discussed at the August 2016 meeting of managers where it was proposed to do away with the plastic tag and have just a tag receipt that can be printed. A memo to regions for consultation on this is to be circulated for comment before being finalised. Robert Sowman is willing to come and discuss any licensing matters with your Council if this would be helpful.

Should the Auckland/Waikato Council remain concerned about how the licence administration system is managed, your Council is most welcome to nominate one of its staff to the Licence Working Group who coordinate this activity on behalf of all Fish and Game Councils.

For its part, the New Zealand Fish and Game Council is most appreciative of the Licence Working Group's contribution and the standard of service provided by Eyede Solutions.

Yours sincerely



Lindsay Lyons
Chairman

Key Performance Indicators

No.	Key Performance Indicator	Measurement and required level of performance	Measurement Period	Critical / non-critical
IT sustainability				
1	IT infrastructure is future-proofed to maintain system sustainability	A continuing programme of maintaining IT infrastructure is in place to assist with service delivery improvement and sustainability		
	IT infrastructure is maintained to ensure it is available to the Fish & Game systems that utilise it.	All IT infrastructure is being managed and maintained to meet a 99% availability standard		
Data Information and Services				
	Data entry carried out accurately and complies with PAF (or equivalent) requirement.	Meets requirement in 95% of cases.		
	Electronic records supplied, made available and dispatched	Information and services delivered according to requirements and timeframes in 95% of cases.		
Service Satisfaction				
	Satisfaction with quality of advice is consistently high	Rated 'good' or better		
	User satisfaction of online licence website	Average rating of 'good' or better		
	Key stakeholders (Fish & Game regions, retailers and public licence holder) satisfaction with quality and timeliness of service			
Financial requirements				
	Maintain sound financial records and reporting	Audit ratings on quality of service performance are good or better		
Data Information and Services				
	Ensure compliance with all KPIs	Meets requirement in 95% of cases		

Bi Monthly Managers Report

Auckland/Waikato Fish & Game Meeting December 2016

OUTPUT 1: SPECIES MANAGEMENT**Project 1111 Drift Diving**

Adam Daniel has planned and prepared for the January drift dives and hopes to include Anna Sintenie and Mischa Davis.

Project 1112 Banding

Banding and Harvest Data: David Klee has produced the harvest assessment report that accompanies the post out and summarised the remits and staff recommendations.

Project 1115 Fish Population Surveys

Adam and Anna conducted electrofishing surveys of Arapuni tributaries that indicated spawning was successful in the stream but a blown-out culvert is causing fish passage issues in the stream.

Project 5117 Gamebird Research

PhD Project Mallard Productivity: Jenn Sheppard is back in the country and continuing to work hard on the data analysis for the telemetry project. The analysis of nest ecology, nest survival and nest habitat selection is nearly complete. This serves as the 2nd chapter of Jenn's PhD. A scientific manuscript and technical report will be made available following the completion of this chapter. Some of the results that we've found so far are as follows:

- Breeding propensity (probability that a female will nest) = 0.91, and larger females are most likely to nest. We found no differences in site or year.
- Average nest initiation date is 27 August. On average, birds nest earlier in Waikato, but peak nesting occurred 2 weeks later in 2015. Regardless of site or year, 50% of all nests are initiated between 11 August - 24 September. Older females and females in better body condition nest earlier, or between marked and unmarked birds.
- Clutch size of first nest attempt averaged 10.65 eggs and decreased with each nest attempt number as the season progressed. Older and larger females laid more eggs. We found no differences in site or year, or between marked and unmarked birds.
- Re-nesting propensity (probability of female re-nesting after nest or brood failure), was 0.47. Older females were more likely to re-nest, but the probability of re-nesting decreased as the season progressed, and if the female invested more time in the previous nest attempt. We found no differences in site or year.
- Predators affected nearly 40% of nests in this study and in total, removed 20% of all the eggs laid by females. Partial predation occurred in 16% of nests, following which half of the females abandoned their nest, whereas the other half continued incubating and successful hatched nests. During partial predation events, predators removed an average of 3.6 eggs.
- We've assessed habitat selection within 1m of the nest site, and have evaluated vegetation density, composition and the type of habitat the nest was located in (road, ditch,

waterbody, hedge or tree row, other habitat). Birds selected nest-sites with higher density measures. Preliminary analysis suggests birds also select grass, avoid forbs, select nest sites along roads, hedges and ditches.

- Daily nest survival = 0.9877, meaning cumulative survival = 0.54. Nest survival was greater in Southland, and older females and females in better body condition had greater nest survival. Nest survival was positively related to vegetation density and the percent of grass habitat around the nest.

Masters Project Heavy Metal Concentrations: As reported at the last meeting a sub-sample of liver tissue has been dispatched to the lab in order to determine whether metals other than lead that bio-accumulate in organs warrant further investigation. This revealed some interesting results. Lead levels were elevated in some birds, as was cadmium which is not all that surprising as both have well documented vectors through lead shot and our liberal use of cheap fertilisers respectively. Interestingly, copper levels were also elevated in a number of samples above levels where sub lethal effects are likely to occur. At this stage we are unsure of exactly how the copper is entering the food web.

Katie Gibb has been busy removing gizzards and organs for the circa 400 birds and should be finished with this work by the end of the week. Once we know exactly how many samples we have, Katie, her supervisors and I will sit down and go over the budget and determine exactly what samples will be run and which metals will be tested for, based on the two lots of sub samples run to date. The ingested shot analysis of the gizzards will also begin shortly. Results from these are expected back in December and data analysis will commence. The last of the sample collection will be in February 2017, post breeding blood samples of Southland birds.

Project 5121 Fish Harvest Surveys

Adam has removed all but two cameras (located behind Oio Farms) and hopes to retrieve the last two cameras in late November.

Project 1161 Trout Releases

The annual Arapuni trout release was conducted October 8th with 2000 rainbows being released.

OUTPUT 2 HABITAT PROTECTION/MANAGEMENT

Project 1211 R.M.A.

Healthy Rivers plan change for the Waikato/Waipā catchment: National Environmental Manager, Peter Wilson has come on board to provide strategic and technical planning oversight on this project. The proposed plan change has now been notified, with submissions due on 8 March 2017. Anna and Peter are currently working on submissions, which will require significant attention until early March. Further Submissions will then be drafted in line with the timeframes put out by the WRC.

As currently drafted, the proposed plan is almost guaranteed to fall considerably short of its objectives. Fish & Game's overall strategy will be to seek improvements which ensure that the objectives of the proposed plan are capable of being achieved by its rules and policies. The proposed plan change is receiving considerable media coverage and does not sit well

with many stakeholder groups, particularly the drystock sector. As such, we expect to be moving forward on this in partnership with other stakeholders, primarily the Beef and Lamb NZ. While support from environmental NGOs and DOC would also be helpful, due to their own limitations we do not expect to see them involved in any meaningful way.

Wallace Corporation: This appeal has been settled without needing an Environment Court hearing. In the end, the conditions will realise very similar nutrient reductions as those imposed by the commissioners and will require large nutrient reductions from previous consent limits as well as further reductions from previous discharge levels over the duration of the consent.

Lake Waikare/Whangamarino Flood Scheme: David attended the further sediment experts meetings for phase 2. The specific objective is to undertake detailed assessment of the identified options to reduce sediment deposition in Whangamarino Wetland due to the NOCG discharge. The Expert Working Group concluded that of the five approaches recommended in its report of 22 July 2016, three are recommended for further evaluation. These are:

- Water quality treatment (including using flocculation) in the Lake upstream of the NOCG
- Water quality treatment (likely using flocculation) downstream of the NOCG, and prior to its discharge into the Pungarehu Stream
- Water quantity controls that reduce the quantity of water discharging from the NOCG.

The full reports are available if anyone is interested in the detailed assessment.

Inghams application: We submitted in opposition to this discharge consent and we await for the applicants to contact us to see if we can resolve this application without going to hearing.

Te Kauwhata WWTP: David attended the biannual Te Kauwhata WWTP consultation meeting.

NZTA Evans Road Wetland Meeting: David attended a further meeting with NZTA and their contractors and provided a re-design of the previous plans.

Project 1221 Council Land

Williamson Wetland: Ongoing liaison with pondholders to ensure the implementation of the predator control programme. Some have failed to reply to correspondence and will need to be chased up to ensure everyone is pulling their weight.

Williamson & Cock's Block: EcoFX will shortly (early December?), begin poisoning possums and other potential TB carriers on this block. Their staff have been thoroughly shown around to allow them to plot all their bait station locations. However they believe that an aerial application of 1080 carrots is still required over part of the wetland.

Piggott Block: Confirmed with help of David Lawrie that the cormorant species breeding on this block is the Large Black Shag, (*Phalacrocorax carbo novaehollandiae* – the NZ subspecies). At least one website suggests these are persecuted by duck hunters. Yet this area, which has been regularly shot over since the Auckland Acclimatisation Society purchased it in 1978, has one of the largest nesting colonies in the region.

More recently we have been successful in getting \$1,160 from Waikato Regional Councils' Small Scale Community Initiatives Fund to buy traps and lures to control pests in this block. This should benefit a variety of wildlife including the shags.

The Botanical Society is visiting the Piggott block November 12 and it should prove very useful to tap into their expert tree and plant ID skills. A number of the less common native trees have potential as eco-source seed for our F&G blocks including in the wider area. A map of these will be produced.

Landcare research has also been encouraged to consider releasing 3 species of imported beetle that eat Tradescantia, (Wandering Willy). Their visit is scheduled Monday 14 November as we have been waiting on an overseas expert to arrive.

A survey has also recently been completed on the Piggott Block of the many old internal waterways which are seasonally flooded. This has led to a better understanding of how internal water levels are being controlled by drainage on adjoining land. An aerial map showing these drains (hidden from satellite photos by trees) is being produced. A worrying discovery is the amount of yellow flag iris weed on adjoining land. Mr Dyer is spraying out the last of it on our land as soon as weather conditions allow.

Dean Block: John Dyer attended a working bee on the Dean Block recently to check for Health & Safety concerns. Commendably one group of volunteers was removing a large hung-up dead tree that posed a potential risk to children using the area. Other workers seemed to have a good idea through their day jobs of the H&S needs for protective clothing, for instance and all had been made aware of our conditions.

It was also decided at a meeting onsite to proceed with a trapping programme for the Dean Block and application is being made by F&G to fund traps, also for the Central and probably also the North Shepherd Blocks. Rosters to service these along with strategies to mitigate flood risk to the traps contained in wooden boxes are issues being considered.

Robert Shearer of Native Awa, Te Kauwhata, has generously provided F&G with one of their mallard nest box/islands which has since been located on the Dean Block. These are so designed that carex planted on them soon takes over to provide excellent nesting cover for the nest box in the middle. Floating islands such as this rise and fall if water levels increase, unlike nests on the ground.

Project 1231 Non Council Land

Trapping trial: We purchased 10 of the Good Nature gas powered traps and placed them on private land surrounding some of our recently constructed wetlands. Each trap is coupled with a game camera, which have been freed up after the angler use study. We also have standard DOC 200 traps in the area. We aim to capture predator interactions and get an idea of catch rates compared to standard traps. According to the manufactures, the earlier issues with leaking gas cylinders and lures have been rectified in for the latest models and if successful could be a valuable tool to augment current trapping networks.

Landowner site visits: Four further site visits were conducted with landowners wishing to create wetland habitat on their properties.

Kopuku Plan: David attended a meeting which discussed further plans for this site in the Northern Whangamarino Wetland. This site was subject to a WRA application where we conducted some earthworks in order to create open water habitat and a small scale planting project. We are focused on increasing flow into the wetlands and will look at getting a hydrological assessment done. One of the options is to look at a ground water take in order to augment the natural rainwater run-off.

Nga Whenua Rahui: David met with local representatives of Nga Whenua Rahui Trust and local Maori Landowners. Nga Whenua Rahui is a funding programme developed to protect the natural integrity of Maori Land. Areas of funding that they are particularly interested in is fencing, weed control and planting.

Kopuatai Meeting: David and representatives of the Upper Piako Wetland Management Association met with new area manager Avi Holzapfel and local rangers to discuss the management of the Kopuatai and ABCD flax block. Kevin Hutchinson also attended in order to give some historical context given that most of the DOC staff have only recently started working in the area. The wetland is a stronghold for game bird hunters in the region and this meeting comes on the back of two recently declined applications for the construction of two open water areas in the wetland. The wetland is also under settlement with the Hauraki Iwi claim, a process we have not been invited to participate in, despite having spent significant effort and time on projects such as the ABCD flax block development. It is fair to say that there are a number of unknowns in regards to how the area will be managed in the future. Avi has never been in the wetland and the next step will be for the UPWMA to take him for a tour and highlight some of the key issues. David pointed out that apart from the weed and predator control the local hunters do in the wetland, F&G have also spent substantial time, effort and money on getting water quality and hydrological improvements which will benefit the wetland complex, an often lonely fight given we are the only agency submitting on the majority of applications and certainly the only agency willing to go to hearing and the higher courts where necessary.

Lake Pupuke: Alligator weed was confined to a very small area on the Lake, and has been twice previously reported by F&G staff to Auckland Council. However nothing has been done and it has since spread alarmingly. It now occupies much of the shoreline along Henderon Park there as well as spreading across the lake to the Pump-house. This is one of the world's worst weeds and needs to be controlled before it establishes across the entire lake. Auckland Council has been re-advised.

OUTPUT 3 PARTICIPATION

Project 1311 Access negotiation

Access Points: Adam has contacted WAMS to discuss why the 148 access points submitted two months ago have not been uploaded to the WAMS site. The response was that staff would get on it but nothing has happened yet.

Whanganui River: Adam has been exploring the legality and logistics of accessing the upper Whanganui River for a floating survey. Neglected tracks and a lack of a suitable takeout location in Kakahi or upriver have so far delayed the project.

Project 1361 User Groups

Adam spoke at both Hamilton and the Tauranga anglers clubs

OUTPUT 4 PUBLIC INTERFACE

Project 1442 Public Awareness

Adam appeared on Sky sports TV show Pure Fly NZ for an interview about the impact of removing willows.

OUTPUT 5 LAW ENFORCEMENT

Project 1511 Ranging

Little or no fishing activity has been detected in field outings due to the consistent rain. Although a report of potential fish transfers in Auckland was followed up by Adam, and John has conducted patrols in the area.

OUTPUT 8: PLANNING REPORTING

Project 1841 National Liaison

Freshwater Biosecurity Partnership Steering Group: Adam travelled to Wellington to attend as the National Invasive Species representative for Fish & Game NZ. Adam pushed to expand the existing didymo program to include all invasives and asked for clear guidance to government agencies about who was responsible for invasive species after rudd were left in a pond next the Whanganui River for 8 years and are now in the river.

Tail Docking: We have resubmitted on the proposal in NZ to ban tail docking of sporting breeds that are traditionally tail docked (ie. so-called Hunt-Point-Retrieve breeds such as German shorthairs and wirehairs, Weimaraners and Vizlas as well as some spaniel and terrier breeds). A register of such injuries coupled with a university study in Scotland showed that when these breeds of dogs were used for hunting but weren't tail docked, their rate of injury was 2.5x more. Repeated injury of their thin whip-like tails eventually led to injuries unresponsive to therapy and even to gangrene and adult amputation. This led to the Scottish Parliament announcing that it was going to abandon the ban in 2017 which until then provides for punitive fines and even jail time for anyone who docks a puppies' tail. This back-down has been welcomed by shooting and gamekeeping organisations throughout the UK and even by the kennel club. All of which is quite ironic as it looked like NZ was going to slavishly follow the Scottish ban despite all the submissions to the contrary.

OUTPUT 9: ADMINISTRATION

Vehicle Maintenance:

Adam did repairs and maintenance on the boat including monthly checks replacing the bung and fixing the bilge pump.

B. Wilson
Chief Executive