



New Zealand Fish and Game Council

BOARD PACK

for

NZC Meeting #171

Friday, 13 December 2024

9:00 am (NZDT)

Held at:

Brentwood Hotel - Totara Boardroom

16 Kemp Street, Kilbirnie, WELLINGTON

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AGENDA

NZC MEETING #171



Name:	New Zealand Fish and Game Council
Date:	Friday, 13 December 2024
Time:	9:00 am to 5:00 pm (NZDT)
Location:	Brentwood Hotel - Totara Boardroom, 16 Kemp Street, Kilbirnie, WELLINGTON https://teams.microsoft.com/join/19%3ameeting_NTcxNGJjODktOWM4ZS00MDY3LWEyZDctZTE5MWM1NTdlYjBi%40thread.v2/0?context=%7b%22tid%22%3a%228fe7a0b5-5d63-4589-bb23-c70d2971f612%22%2c%22oid%22%3a%22e31f6fcc-d5a3-4a5e-91c4-c1d1ddb0fbff%22%7d
Board Members:	Barrie Barnes (Chair), Dave Coll, Gerard Karalus, Greg Duley, Linn Koevoet, Mike Barker, Steve Haslett, Euan Williamson, Mark Sceats, Sam Speight, Lindsay Withington, Bill O'Leary
Attendees:	Corina Jordan, Maggie Tait, Richard Cosgrove, Rosamond Connelly, Graeme Nahkies, Adrienne Murray

1. Procedural Matters

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

Barrie Barnes

1.2 Workshop

Introduction to NZC Governance Role, Code of Conduct & Integrity Requirements

1.3 Apologies

Barrie Barnes

1.4 Election of Chair

Corina Jordan

1.5 Interest Register

Supporting Documents:

1.5.a	NZC Member Interests Register - MASTER.docx	9
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1.6 NZC Letter of Expectations

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

Supporting Documents:

1.7.a	Minutes : NZC Meeting 170 - 23 Aug 2024	12
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1.8 Matters Arising

1.9 Health and Safety Report

Supporting Documents:

1.9.a	Health and Safety Report December24-AM.docx	24
1.9.b	Draft fatigue management guide.docx	27
1.9.c	Draft Vision Statement.docx	29

1.10 NZC Risk Register

Supporting Documents:

1.10.a	Cover page for Risk Register.docx	30
1.10.b	13_12_24_NZC Risk Management Register.pdf	37

2. Decision Items

2.1 RMA Fund Update and New Funding Application

Supporting Documents:

2.1.a	RMA Legal Fund Update.docx	40
2.1.b	Appendix 1 Phase 3 RMA and Conservation Act consultation.docx	45
2.1.c	Appendix 2 Quote from Kahu for Planning Work.pdf	48
2.1.d	Appendix 3 RMA Phase 3 Funding Application.docx	53

2.2 NZC Performance Report

To be tabled

2.3 Research Update Licence holder perceptions

Corina Jordan

Supporting Documents:

2.3.a	Vision research report for NZC.docx	57
2.3.b	NZFG_2024PVP_Walker.pdf	61

2.4 Research update Economic assessment of the trout fisheries

Corina Jordan

Supporting Documents:

2.4.a	NZIER Economic Contribution of Freshwater Angling Report Summary.docx	111
2.4.b	NZIERE~1.PDF	115

2.5 Consultation Feedback on Budget and Meeting Schedule

Corina Jordan

Supporting Documents:

2.5.a	2024 25 Meeting & Budget Consultation.pdf	144
2.5.b	2024 25 Annual Budget & Meeting Schedule.pdf	147
2.5.c	Completed Consultation - 20-01-2022 to Current.docx	149

2.6 Staff Development Fund Application

Supporting Documents:

2.6.a	Staff development Grant Cover Paper Nov 24.docx	160
2.6.b	A Daniel CV.docx	163
2.6.c	A Daniel staff grant.docx	166
2.6.d	Appendix 1 JaydeCouper_Staff development Grant Application.pdf	168
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2.7 Sports Fish and Gamebird Management plan Policies and Guidance

Supporting Documents:

2.7.a	SFGMP Cover Report.docx	179
2.7.b	Ap 1 SFGMP Consulttation Guidelines.docx	183
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2.7.d	Ap 3 SFGMP Guide.docx	194
2.7.e	Ap 4 Mana Whenua Engagement guideline (1).docx	206

2.8 Game Bird Habitat Report

Supporting Documents:

2.8.a	Report to NZFG Council Oct24.docx	210
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3. Items for Information

3.1 Compliance Report

3.2 Maritime Report

Supporting Documents:

3.2.a	NZC audit report Oct 2024.docx	212
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3.3 Ranger Report

Corina Jordan

Can we please check - was this the same as the compliance report above?

Supporting Documents:

3.3.a	NZC Paper CLE November 2024.docx	216
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3.4 NZC Finance Report

To be Tabled

3.5 HPAI Update and Recommendations

Late Paper

Supporting Documents:

3.5.a	HPAI council-response-paper_FINAL.docx	218
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3.6 Appointment of Committee Members

3.7 Public Excluded Motion

That the NZC excludes the public from the papers as noted in the table included in the agenda.

Supporting Documents:

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3.8 Resolutions to come out of Public Excluded

3.9 Licence Working Party & Sales Update

Supporting Documents:

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3.10 Communications Update

Corina Jordan

Supporting Documents:

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3.11 NZC CEO Report

Receive the report

Supporting Documents:

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3.12 Sub-Committee Reports

- Research Sub-Committee -Verbal update

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3.13 Action List

Corina Jordan

Supporting Documents:

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3.14 General Business

Barrie Barnes

3.15 List of Acronyms

Supporting Documents:

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3.16 NZC Correspondence Register

Corina Jordan

For information only

Supporting Documents:

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4. Close Meeting

4.1 NZC Meeting closed 3:10pm

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

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

Register of Fish & Game NZ Council Member Interests

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

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

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

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

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

MINUTES (in Review)

NZC MEETING 170



Name:	New Zealand Fish and Game Council
Date:	Friday, 23 August 2024
Time:	9:00 am to 5:08 pm (NZST)
Location:	Brentwood Hotel - Totara Boardroom, 16 Kemp Street, Kilbirnie, WELLINGTON
Board Members:	Barrie Barnes (Chair), Darryl Reardon, Dave Coll, Dave Harris, Dean Phibbs, Gerard Karalus, Greg Duley, Linn Koevoet, Mike Barker, Steve Haslett, Tom Kroos
Attendees:	Carmel Veitch, Corina Jordan, Richard Cosgrove, Adrienne Murray, Helen Brosnan, Maggie Tait
Apologies:	Debbie Oakley

1. Opening meeting

1.1 NZC Meeting 170

NZC Meeting (Day 1: Tue 18 June 2024) online only 18 Jun 2024, the minutes were confirmed as presented.

NZC Meeting 170 Commenced at 9.06am



minutes adopted with amendments

approved

Decision Date: 23 Aug 2024

Mover: Tom Kroos

Seconder: Dave Harris

Outcome: Approved

1.2 Apologies

Late arrivals due to transport delays: Gerard (arrived 10.08) and Greg (arrived 9.56)



apologies accepted

Apologies accepted - Mark Sceats standing in for Debbie Oakley. Graeme Nahkies also in attendance. Both have speaking rights.

Decision Date: 23 Aug 2024

Mover: Dave Coll

Seconder: Darryl Reardon
Outcome: Approved

1.3 Interests Register

No change

1.4 Health and Safety Briefing

Handled by our hosts at the Freemasons conference room

1.5 Confirmation of Agenda & Urgent Items Meeting 170



Agenda confirmed

Agenda confirmed

Decision Date: 23 Aug 2024
Mover: Dean Phibbs
Seconder: Dave Coll
Outcome: Approved

1.6 Confirm Minutes of NZC Meeting 168 19 & 20 April



Minutes confirmed

Decision Date: 23 Aug 2024
Mover: Darryl Reardon
Seconder: Linn Koevoet
Outcome: Approved

Minutes confirmed with changes:

Allan not Dave spoke to bid at 9.48

even should be event on page 21 1.3

P25 Amend spelling of Maimai (was mai mia)

1.7 Ratification of decisions of NZC Meeting 169



Received the information detailed in the RMA tables updating you ...

Received the information detailed in the RMA tables updating you on RMA cases (appendix 1 & 2).

NZC to confirmed RMA fund decisions:

a) Fund 50% of \$35,000 for the joint North Canterbury / Central South Island and Southland Fish and Game High Court Case (as noted in minutes from meeting 169).

b) Fund 50% of the \$75,000 costs for joint Otago / CSI Fish and Game application for funding (as discussed in 4 June NZC workshop).

Decision Date: 23 Aug 2024

1.8 Matters arising NZC Meeting168



Matters Arising

matters arising

Decision Date: 23 Aug 2024
Mover: Darryl Reardon
Seconder: Linn Koevoet
Outcome: Approved

nil

1.9 Confirmation of minutes for NZC Meeting 169



confirmed with amendments

approved

Decision Date: 23 Aug 2024
Mover: Tom Kroos
Seconder: Dave Harris
Outcome: Approved

1.2 apologies amend:

Dave Coll did attend the meeting

Lynn was an apology from 6.15pm due to video conference issues

P12 licence fee increase decision - amend \$160 to be \$116

p16 Action list: Maimai spelling change

1.10 Risk Register

A discussion highlighted the importance of the risk register and what mitigations are in place. There was a wide ranging conversation about the risks and the ranking.

Discussions around risks covered internal cohesion and impactful external risks such as High Path Avian Influenza. The structure of the organisation, lack of cohesion and issues with lack of clarity of roles and responsibilities were highlighted.

A clarification was offered after some commentary that the full-time equivalent staff for NZC was the same as at 2018, with 7.6 staff. In 2019 there was an overlap with new staffer Jack Kos commencing and Robert Sowman staying on, so numbers were 8.4 for a year.



risk register adopted

Adopt risk register with amendments and send to regions with a covering letter and suggest they supply their risk register.

Decision Date: 23 Aug 2024
Mover: Dave Harris
Seconder: Dave Coll
Outcome: Approved

2. Decision Required

2.1 2024-25 Annual Budget and Meeting Schedule

It was explained the schedule was based around meeting the production schedule for licence setting and other regulatory work. People shared views on how challenging it was to meet online or just for a single day.



Annual meeting and budget 2.1

All of 2.1 agreed to (p45)

Decision Date: 23 Aug 2024
Mover: Steve Haslett
Seconder: Linn Koevoet
Outcome: Approved



Agree to the Governors' Forum 2.2

2.2 Governor's forum

Decision Date: 23 Aug 2024
Mover: Dave Harris
Seconder: Gerard Karalus
Outcome: Approved



2.3 managers' meeting/s

It was agreed In-person managers' meeting/s are at the discretion of the CE within the budget provided.

Decision Date: 23 Aug 2024
Mover: Dave Harris
Seconder: Dave Coll
Outcome: Approved



2.4 and 3 approved

A meeting and workshop to be held in the 2025-26 financial year and, consult with Regional Chairs on the meeting and budget timetable for 2024-25

Decision Date: 23 Aug 2024
Mover: Dave Harris
Seconder: Tom Kroos
Outcome: Approved



Contestable Fund budget round

NZC resolves that there will no longer be a Contestable Fund budget round (affirmation of previous resolution). Instead NZC, on an annual basis, will be taking a zero-based budget approach, whereby the entire budget of a region, will be reviewed annually, and in setting both Licence Fees recommendations, and organisational budgets moving forward.

As approved by the meeting the following note is to be added after **para 21** on **pg47**:

Managers have no statutory role to advise NZC on the process. The process that has been established, to workshop, and then advise NZC on budgets has no foundation in legislation.

Decision Date: 23 Aug 2024
Mover: Dave Coll
Seconder: Darryl Reardon
Outcome: Approved



Utilisation of regional reserves is lawful and NZC will consider levying regional reserves

Utilisation of regional reserves is lawful and NZC will consider levying regional reserves* as part of this process. (Note: There's no statutory recognition of the term 'reserves').

Dave Harris abstained

*note it is only lawful to levy licence income.

Decision Date: 23 Aug 2024
Mover: Dave Coll
Seconder: Darryl Reardon
Outcome: Approved

The NZC CEO will provide advice and support to the Regions in transitioning to a zero based budgeting approach for the organisation.

The NZC Council Budgeting meeting, is scheduled for 11th and 12th April. The Chairs of each region will be invited to zoom into the meeting in order to speak to their regions budget proposals.

2.2 Approval of National Budget 2024 25



budget approved

That the New Zealand Fish and Game Council:

1. Receive the information.
2. Approve the Total National Budget for 2024-25 of \$13,255,721 across all Regions and the NZC/National Budget.
3. The Forecast Deficit for the year is \$532,417.

Dave H voted against

Decision Date: 23 Aug 2024
Mover: Greg Duley
Seconder: Tom Kroos
Outcome: Approved

2.3 2024 25 NZC budget and AWP

Debate focussed on the inclusion of the Ministerial Review table items that were for the Minister or others to deliver, not NZC.



Budget and workplan approval NZC/National

That the New Zealand Fish and Game Council:

1. Receive the information.
2. Approve the rollover and reallocation of \$207,500 unused 2023-24 budget to the 2024-25 financial year.

3. Approve the Financial NZC/National Budget Deficit of \$257,431 for 2024-25 (NZC surplus of \$2,042,419 and National deficit of \$2,299,850)
4. Delegate to the Chief Executive the authority to spend within the Budget approved for the 2024-25 year.

Decision Date: 23 Aug 2024
Mover: Tom Kroos
Seconder: Steve Haslett
Outcome: Approved



workplan

Adopt workplan with 2024-25 with the exception of appendix one.
 Action for Corina - amend word binding page 80 re 5.1e and align with statute.
 Create two new appendices separating out elements in the Ministerial Review Recommendations to be clear which are our responsibility, and which are Ministerial.

Decision Date: 23 Aug 2024
Mover: Dean Phibbs
Seconder: Greg Duley
Outcome: Approved

2.4 Rationality of HS System



2.4 - points 1-5

1. Received the information.
2. Agreed the continuation of the review
3. Delegated to the Chief Executive the authority to review and provide to the NZ Council proposals for recommended changes from Health and Safety to Health Safety and Wellbeing policies
4. Noted that this information has been discussed with the Health and Safety committee and that this initial information is provided with their input.
5. Agreed that all new councillors are inducted into health and safety requirements

Decision Date: 23 Aug 2024
Mover: Steve Haslett
Seconder: Gerard Karalus
Outcome: Approved

Discussion around NZC having a role across Fish & Game as it was responsible for developing policy, which had culpability ramifications.

Ensure mitigations are clear - eg ranging in pairs not alone.

2.5 Communications update

Discussion around the need to measure if the campaign leads to more licence sales. Work to raise Fish & Game profile and public licence acknowledged.



recieve the communications report

report received

Decision Date: 23 Aug 2024
Mover: Steve Haslett
Seconder: Tom Kroos
Outcome: Approved

3. Lunch

3.1 Break

lunch ended at 1.45pm

4. Reports to Note

4.1 Licence Sales Update

Member of the public Bryce Johnson present. Overall, with overs and unders the organisation is 1.3 per cent below budget.

Discussion around the impact of weather on licence sales, can't be predicted but can be factored within the year. Observation that junior licences held up despite 410 issue.



Recieve the information

Receive the information as presented in the Licence Sales Update dated 31 July 2024.

Decision Date: 23 Aug 2024
Mover: Gerard Karalus
Seconder: Dave Harris
Outcome: Approved

4.2 NZC Finance Report



received report

Received the NZC Finance Report for the 10 months ended 30 June 2024 with a deficit of \$266,412.

Decision Date: 23 Aug 2024
Mover: Dave Coll
Seconder: Dean Phibbs
Outcome: Approved

Carmel highlighted the report contained info to the end of June, noting a \$266k deficit. Discussion around research (Steve) and how applications should be assessed by the sub committee. Mike asked about Mana Whenua being included in research, Corina said included insights work alongside traditional research.

4.3 National Finance Report

Carmel noted the report is a snapshot of spending to 30 June, big items like magazine not in these figures, also noted RMA and research spending can be spread out.



Receive the information as presented in the National Finance Report as of 30 June 2024.

Received the information as presented in the National Finance Report as of 30 June 2024.

Decision Date: 23 Aug 2024
Mover: Mike Barker
Seconder: Darryl Reardon
Outcome: Approved

4.4 Research and Monitoring Program update



Report received

Received the update on the status of the Research Fund and research funded by the fund; and noted the current financial status of the Research Fund.

Decision Date: 23 Aug 2024
Mover: Darryl Reardon
Seconder: Mike Barker
Outcome: Approved

There were questions about why older items were included on the list - staff said the items had continued into the financial year with some spending occurring.

Steve H provided an update that Wellington results were coming in. Dean suggested tighter delivery dates be set and Tom noted the subcommittee had asked about that and he asked for future reports to include status updates.

Corina highlighted the need for a resource to pull together research work.

Steve H proposed that monitoring reports are publicised on the website which Corina supported and said she wanted to create annual reporting for monitoring. He also asked for reports to go to the subcommittee and not have to await the next NZC meeting which Corina agreed with.

ACTION: completed reports should run a webinar for staff and councils

ACTION: reports to include status updates for projects.

ACTION: Corina to communicate to staff that completed research should be presented to the research subcommittee

4.5 RMA Fund Update



RMA reports received

Received the information detailed in the RMA tables updating you on RMA cases (appendix 1 & 2).

NZC to confirmed RMA fund decisions:

- a) Fund 50% of \$35,000 for the joint North Canterbury / Central South Island and Southland Fish and Game High Court Case (as noted in minutes from meeting 169).
- b) Fund 50% of the \$75,000 costs for joint Otago / CSI Fish and Game application for funding (as discussed in 4 June NZC workshop).

Dean Phibbs voted against because he thought Otago project should have got 100 percent.

Decision Date: 23 Aug 2024
Mover: Tom Kroos
Seconder: Dave Harris
Outcome: Approved

There were no new applications to consider, \$722k funds allocated, regions have committed \$134k and the remaining \$587k is committed by NZC, not including the contestable fund money.

Corina and Helen updated the NZC about an upcoming EDS report into Conservation and Wildlife Act reforms. They will circulate a summary once the embargo lifts.

4.6 SFGMP Guidance



Adopted policy and guidance

Adopted the consultation, key elements, guide as NZC policy and the mana whenua engagement SFGMP work as guidance.

Decision Date: 23 Aug 2024
Mover: Dean Phibbs
Seconder: Dave Coll
Outcome: Approved

Developing this after recommendation in ministerial review. 8 expired plans in regions. West Coast's plan for next 10 years is signed off. Minister wrote that his expectation is future plans align with guidance and he will seek NZC advice on approving these plans.

4.7 2023-24 Financial Report process and sign off

That the auditors are coming in from the 4th November, 2-3 week process.



Financial report process

That, subject to the draft Performance Report being circulated to the Council members for approval and any queries satisfactorily explained, the Chair be authorised to sign the 2023-24 Performance Report on behalf of the Council.

Decision Date: 23 Aug 2024
Mover: Dave Harris
Seconder: Steve Haslett
Outcome: Approved

4.8 Standing Orders Review



adopting new standing orders

Receives this information.
 2. Adopt the amended Standing Orders.
 To be amended:

2.3.3 Agendas and information to be published three days prior

2.3.14 Paper and electronic copies of the agenda to be provided to members

2.610 Quorum can be established without video, video can be turned off if the chair agrees

2.65 termination of link - this is removed

Decision Date: 23 Aug 2024
Mover: Darryl Reardon
Seconded: Dave Coll
Outcome: Approved

Key point highlighted was the change meant decisions made at online meetings are able to stand.

Staff received feedback that while some papers can be provided electronically agendas needed to be sent in paper. Request for better organised papers grouped in order. Discussion around public attending, and flexibility around the need to turn off cameras.

4.9 Staff Scholarship

There was positive feedback on the report.



received

That the NZC:

1. Received the information.
2. Note that Ian Hadland was thanked for his report.
3. Note that the Report was circulated to the rest of the organisation.

Decision Date: 23 Aug 2024
Mover: Gerard Karalus
Seconded: Dave Coll
Outcome: Approved

4.10 Election Update



receive the info

Received the information

Decision Date: 23 Aug 2024
Mover: Gerard Karalus
Seconded: Linn Koevoet
Outcome: Approved

Tom left at 15.40pm

Richie gave an update on nominations and the information is publicly available on our website.

4.11 Evaluation of Council and Performance Management

Barrie gave NZC a head's up that he would like to design a process to conduct a 360 review performance. He will contact councillors directly.

4.12 Sub-Committee and Liaison Report

Corina provided an update about the Taupō Fishery Advisory Committee report. The committee reported a bumper season. Other key updates were that:

- They will meet with Corina to talk about compliance on 4 Sept
- They are looking at a CRM and updated licence system
- Observing some poor etiquette, particularly women anglers dealing with difficult behaviour

Next meeting will hear from Cawthron Otago collaborative project.

Steve H updated that he had met with NZIER re economic value, expect a report end of September.

Linn updated that McKenzie Country economic value report found angling contributed 3.6 percent gdp of McKenzie, substantial tourism contribution to the area.



Updates received

Updates received

Decision Date: 23 Aug 2024
Mover: Dave Harris
Seconder: Darryl Reardon
Outcome: Approved

4.13 NZC Action Register

Discussion around need to complete actions or detail progress against them.

Discussed the need to change the status of secondary licence holders, for e.g. they should be able to vote. Regulatory change would be required so it was proposed a new action be added to write to the Minister proposing he change legislation to enable voting rights for secondary licence holders.

Action 10 was completed.

ACTION write to the Minister proposing he change legislation to enable voting rights for secondary licence holders.



Accept register with changes



Accept register with changes

Decision Date: 23 Aug 2024
Mover: Greg Duley
Seconder: Dave Coll
Outcome: Approved

4.14 NZC Correspondence

Discussed letter from Hawke's Bay about banding programme.

Action: CE to fast-track development of national gamebird monitoring programme and SOP for the February NZC meeting.

4.15 General Business

Discussed upcoming meeting with the Minister tomorrow.

Meeting closed at 5.08pm

4.16 List of Acronyms

5. Close Meeting

5.1 Close the meeting

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

Friday Close 4:57 pm

Saturday Close 2:37 pm.

Signature: _____

Date: _____

Health and Safety Report

NZ Fish and Game Council Meeting December 2024

An important requirement of the New Zealand Fish and Game Council is to exercise due diligence to ensure the organisation complies with health and safety obligations. This includes understanding the risks of the workplace and ensuring the organization has the resources and processes to minimize them.

To support the Council in maintaining an up-to-date knowledge of the requirements and to support the Council's commitment to Health and Safety, a Health and Safety update report will be provided at each meeting. This report provides an update since the last reporting period in August 2024.

1.	Implementation and adherence to the Health & Safety Policy/Manual
	<p>The H&S Committee is working effectively with representatives from 4 regions and 1 from the NZC office.</p> <p>An important step has been to ascertain what policies and processes are held in the region. This is progressing well. An excel spreadsheet is <i>attached</i> providing the most up to date information.</p> <p>The next steps are to ascertain adherence to the procedures within the regions.</p> <p>It is worth reporting that I have been made aware of a region shortcutting procedure and sending a lone staff member out in the field where procedures specifically state that two people were required. Short cutting procedures because it means lower costs or based on the expectation that there will not be any incidents, (because there has not been in the past,) does not meet the standards required of us and puts the regional management and regional council at significant risk</p> <p>Nelson/Marlborough has employed a qualified health and safety advisor to assist them to review and update their health and safety manual. In the new year we will co-opt her onto the health & safety committee for a period to support and assist the team in the work they are doing.</p>
2.	Risk Management (identification and treatment)
	<p>The draft Fatigue Policy and management recommendations <i>are attached</i>. These were sent to regions for their comments however no comments have been provided. I recommend that these be accepted as written.</p>
3.	Health & Safety Vision
	<p>A requirement under the WorkSafe legislation is that all organisations have a vision for Health & Safety. The Health & Safety committee have drafted a vision which <i>is attached</i>.</p>

4.	Training and awareness raising
	<p>The H&S committee members will all be offered the opportunity to complete an H&S audit course early in the new year. Completion of this means we will have inhouse capability to complete inhouse audits of regions for compliance</p>
4.	H&S Incidents including near misses and/or injuries
	<p>Regions have not reported any incidents.</p> <p>Regions have not reported any injuries caused by work-related injuries, nor have they reported any near misses.</p> <p>I am concerned that there may be some near miss incidents that have not been reported that would be of value to know about. Reporting “near miss” incidents provide us with the opportunity to potentially learn how procedures can be improved.</p> <p>In NZC Carmel Veitch (CEO) has had to take sick leave for a month. This has highlighted the need for backup and support for senior positions across the organisation. In this case we have employed a contract Finance Manager for the period that she will be away.</p> <p>A question for the regional councils is: Should a specialist or senior member of staff be away for a long period of time (month or more) how prepared is the region to both support the person who is away and provide support to the region in their absence.</p>
6	Important Updates
	<p>It is timely to remind Councilors of their responsibilities and obligations as a PCBU.</p> <p>The first convictions have been made following changes to legislation as a result of the Pike Rive tragedy. Here is the link to the article https://chapmantripp.com/trends-insights/decision-shines-light-on-due-diligence-duties-in-large-organisations/</p> <p>Even though it talks about large organisations, the obligations are no less for Fish and Game Regions or the whole organization</p>

Ngā taunaki - CEO Recommendations

1. NZC CEO recommends that the New Zealand Fish and Game Council:
 - 2.1 Receive the information.
 - 2.2 Approve the attached fatigue guidelines

Attachments:

Update of Policies across each region



DRAFT Fatigue Management Guidelines

1. PURPOSE

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

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

2. FATIGUE AND THE HSWA 2015

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

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

3. ROLES AND RESPONSIBILITIES

Management responsibilities:

- Ensure staff have sufficient breaks between periods of work to rest and recover
- Provide training for staff to foster a common understanding of fatigue management
- Develop a culture of shared responsibility for fatigue management

Staff Responsibilities

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

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

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

4. WHAT IS FATIGUE:

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

- Tiredness even after sleep
- Reduced hand-eye coordination or slow reflexes
- Short term memory problems and an inability to concentrate
- Blurred vision or impaired visual perception
- A need for extended sleep during days off work
- Increased irritability
- Falling asleep at work
- Excessive head nodding or yawning

- Near misses

5. WHAT CAN CAUSE FATIGUE?:

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

6. FATIGUE MANAGEMENT PLAN

- Teams can mitigate the risks of fatigue by developing a practical fatigue management plan that matches the demands of their roles.
- Steps are to identify the particular causes of fatigue and finding solutions; for example:
- Where long distance driving is required to undertake ranging or check wetlands, take a volunteer ranger or retired ranger with you to share driving and provide extra support
- Manage staff workloads to reduce the need to work for extended periods
- Eliminate or reduce the need to work long shifts for more than 3 consecutive days
- Be aware of the fatiguing effects of drift diving and find solutions to reduce the risk of accidents following drift diving.
- Making sure that there is at least 10 hours between the end of one workday and the start of the next
- Ensuring that staff work no more than 14 hours in a day
- Ensuring that there is no more than 10 consecutive days of work
- Ensuring that staff take holidays on a regular basis and are not stockpiling annual leave without the written agreement with their manager.
- Ensuring that any TOIL accumulated is taken within the agreed period and not accumulated

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Initial draft for consideration

This vision statement is required for all councils and should be reviewed on an annual basis

Draft Vision Statement:

"Fish and Game New Zealand is committed to fostering a safe, healthy, and supportive environment for all employees, volunteers, contractors, and the public. We will achieve this by ensuring full compliance with the Health and Safety at Work Act 2015, relevant regulations, New Zealand standards, and approved codes of practice. Our vision is to create a culture of continuous improvement in health, safety, and wellbeing, where proactive safety measures, open communication, and shared responsibility ensure everyone can thrive both physically and mentally while contributing to the success of our organisation."

Risk Register

New Zealand Fish and Game Council Meeting 171 – 13th & 14th December of 2024

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

Kōrero taunaki - Summary of considerations

Purpose

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

Financial Considerations

Nil Budgetary provision / Unbudgeted

Risk

Low Medium X High Extreme

Ngā taunaki – CEO Recommends

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

Executive Summary - Whakarāpopoto

3. The Risk Register report provides an analysis of the organisational and New Zealand Fish & Game Council (NZC) risks associated with the achievement of the Council's Strategic Objectives. These risks, if not appropriately managed, could impede the achievement of the New Zealand Fish & Game Council's strategic priorities and effective implementation of the Organisational Strategy.
4. The main areas highlighted as high (2) or very high (1) centre mainly around staffing of the NZFGC, culture, recruitment, retention, and reactivation (R³), environmental advocacy, and Biosecurity.
5. The Risk Register Report summarises mitigation approaches to effectively manage the majority of risks. However, some identified risks may be outside of the direct control of the New Zealand Fish & Game Council, such as organisation legislative reform and cultural issues largely associated with the structure of the organisation, including fiscal management.
6. F&G's environmental advocacy function and its effective implementation is a risk. Strengthening coordination and management of RM cases, and greater organisational oversight is recommended to mitigate and manage risk.
7. Budget constraints around additional research, human resourcing and financial management, along with F&G environmental advocacy challenge effective risk mitigation and management.

Background - Takenga mai

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

m. Produce quality/ value.

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

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

Discussion - Kōrerorero

14. Appendix 1 Risk Register identifies relative risks to the New Zealand Fish & Game Council (NZC), and the wider Fish & Game organisation. The Risk Register also summarises mitigation approaches to effectively manage risk to a desirable level.

15. Risks around organisational culture and cohesion, wellbeing, and resilience remain high despite the establishment and implementation of a significant body of work over the last year to address these risks. It is likely that these risks will increase, especially as the organisation faces a period of uncertainty in relation to future legislative change. An increased focus on face-to-face meetings, ensuring strong cross-organisational governance relationships and organisational communication is recommended.
16. Mitigation and management approaches to cultural challenges should focus on supporting organisational cohesion and working together, shared values/ vision/ and objectives, improvements to fiscal and operational efficiency, enabling expert human resources to be redeployed to high-value projects, and implementation of NZC policy as set out under the Conservation Act.
17. Alternatively, or in combination, the establishment of cross organisation governance agreements to address the areas identified above could be deployed to assist risk management.
18. Risk across the following categories remains high to very high, with budget constraints impacting on effective risk management:
- a. New Zealand Council Staff stress and wellbeing - Lack of a research position within NZC for the 2024/25 financial year is a significant risk as Research is a core statutory function for NZC, and lack of this position poses a gap in both organisational capacity as well as capacity within the NZC team;
 - b. Human resourcing to support the financial management of NZC, Game Bird Habitat Trust, and to support the regional Fish & Game Councils is a significant risk.
 - c. Review of New Zealand's Environmental Management Legislation (RMA Reform). Budget is currently established at \$200,000 against a historic budget of ~\$500,000, coupled with no changes in the structure of the RM team.
 - d. Recruitment, reactivation, and retention (R³)
 - e. Biosecurity and, in particular, the risk of HPAI
19. Priorities for the New Zealand Fish & Game Council team for 2024/25, based on the Risk Register and assessment for 2024/25, in addition to the teams well established and historical focus areas and projects, include:
- a. Financial management of NZC and review of fiscal policies and systems for NZC and the wider organisation;
 - b. Communications and engagement, which continue to build off the "Rewild" campaign and increased focus on internal and external communications;
 - c. Building strong and enduring relationships across key stakeholders and the government. The Parliamentary Fish and Gamebird hunt are two key

initiatives, along with regular meetings and the building of collaborative projects across the Ministries, hunting and fishing leadership (GAC, NZPFGA, NZ Deerstalkers etc), and eNGO's. Internal and external facing engagement and information sharing (i.e. newsletters) remain a strong focus of the team, along with ongoing connection to hunting and angling influencers including clubs;

- d. Development of an extension program (factsheets, podcasts, workshops, YouTube clips, social media posts, e-learning modules, etc) and resources to support R³ and build stronger licence holder engagement and value add;
- e. Review and modernisation of Fish & Games licencing and customer support systems and services;
- f. Establishment of a National Sportsfish and Gamebird Monitoring Program and Standard Operating Procedures (SOPs);
- g. Compliance policies and processes, including the establishment of a national infringement system;
- h. Ongoing development and implementation support across Fish & Game on health and safety and human resources, along with the continued review and development of NZC Policy for regional consultation and implementation;
- i. Development and implementation of an audit system with a focus on the NZC policy binding on regions that has been developed over the last two years (H&S, H&R, Governance, Compliance) and ARF.
- j. Ongoing focus on organisational culture, leadership, and governance excellence;
- k. Building relationships with Mana Whenua and implementation of Fish & Games Section 4 Te Tiriti o Waitangi obligations.
- l. Collaboration between DOC, MPI, and Ministry for Health on Biosecurity challenges, development of Action Plans and their implementation, and outreach initiatives to support education and stakeholder engagement.

Options- Ngā kōwhiringa

20. The Council may:

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

Considerations for decision-making - Whai whakaaro ki ngā whakataunga

Financial Implications

21. The financial implications of the risk assessment should be considered. The annual operational work program and budget has been developed to specifically manage the majority of the risks identified. The increasing risk associated with human resourcing in the research and financial management areas are high and should be considered in future budget reviews.
22. HPAI poses a significant risk to New Zealand's avian populations, including game birds. An outbreak is likely to significantly impact game bird populations and the ability of F&GNZ to provide game bird hunting opportunities. This will impact the organisation's income with a potential full loss of income from successive game bird seasons.
23. Some identified risks may be outside of the direct control of the New Zealand Fish & Game Council. These risks are largely related to:
 - a. Organisational culture;
 - b. Implementation of the Organisational Strategy;
 - c. Implementation of New Zealand Council policy binding on regions and, in particular, those policies related to behaviour (both of staff and of councillors), Health and Safety, and Human Resources; and
 - d. Wider organisational fiscal management, efficiency, and viability.
 - e. HPAI outbreak in New Zealand
24. Legislative change for Fish & Game or/and cross organisational governance support for change may be required to effectively manage these risks.
25. Due to budget constraints, the following risks remain high:
 - a. New Zealand Council Staff stress and wellbeing - Lack of a research position within NZC for the 2024/25 financial year is a significant risk as Research is a core statutory function for NZC, and lack of this position poses a gap in both organisational capacity as well as capacity within the NZC team (\$75,000 part-time);
 - b. Human resourcing to support the financial management of NZC, Game Bird Habitat Trust, and to support the regional Fish & Game Councils is a significant risk.
 - c. Review of New Zealand's Environmental Management Legislation (RMA Reform). Budget is currently established at \$200,000 against a historic budget of ~\$500,000, coupled with no changes in the structure of the RM team.
 - d. Reputational, which includes social licence and public perceptions of Fish & Game and hunting and angling (\$80,000).

Legislative Implications

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

Section 4 Treaty Responsibilities

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

Policy Implications

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

Risks and mitigations

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

Consultation

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

Next actions - Ngā mahinga e whai ake nei

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

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

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

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

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

RMA Fund Update

NZC Meeting 171, Item 2.2

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

Kōrero taunaki - Summary of considerations

Purpose

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

Financial Considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following:

1. Receives the information in the RMA Legal Fund Update (appendix 1 & 2) and advocacy update (appendix 3) of this report.
2. Approve additional funding for Phase 3 RMA Reform, as well as the replacement NPS-FM national direction. We apply to secure up to \$98k funding for this work)(appendix 5 RM funding application).

Whakarāpopoto - Executive Summary

1. This item provides an overview of the RMA fund and a brief update on each project. The current allocated funds in the RM fund are \$474,654 on the 31 October 2024. There is currently \$272,772 funding available for the year ended 31/8/25.
2. This item provides an update of spending on existing cases (appendix 4).
3. We have included a summary of next steps in RMA review (appendix 3).
4. A new funding application will be sought from NZC to cover RMA Phase 3 reform, replacement NPS-FM and ideas for developing an agricultural consenting framework. Funding of \$98k is sought for this work (appendix 5).

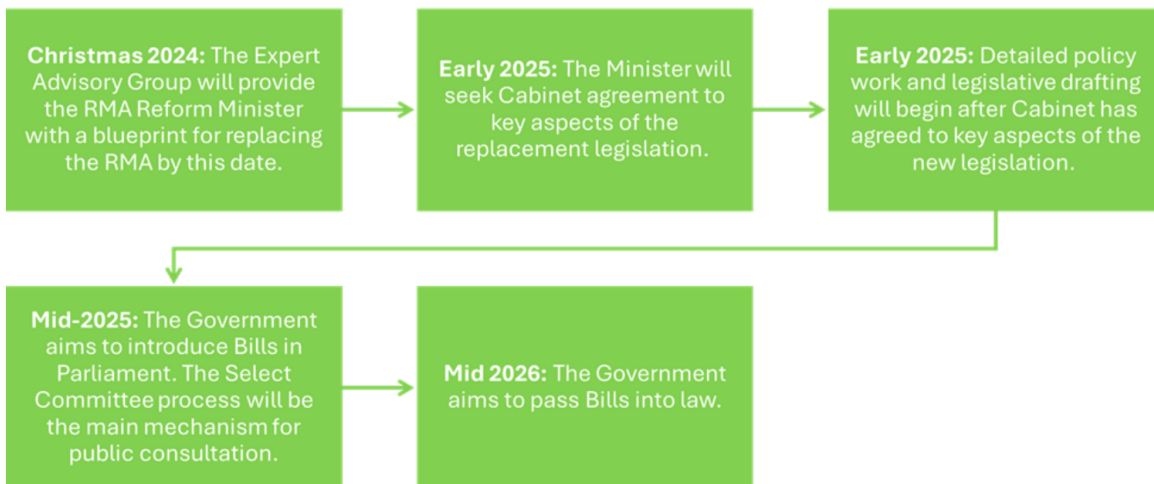
Takenga mai - Background

RMA Phase 3 Reform

5. The government proposes review and reform of the Resource Management Act. Cabinet has released 10 principles that will guide the development of proposals for Phase 3 of the reform which focusses on a top-down approach to the resource management system.
6. The Minister said the three high-level goals for the new system are:
 - a. Unlocking development capacity for housing.
 - b. Enabling delivery of high-quality infrastructure.
 - c. Enabling primary sector growth and development.
7. The Minister also noted that these objectives need to be achieved, whilst also safeguarding the environment, human health and upholding Treaty Settlements.
8. Cabinet has agreed on ten core design features for the new resource management system. The new system will:
 - a. Narrow the scope of the resource management system to focus on managing actual effects on the environment. The Minister said this will mean fewer consents and the scope of consents will be carefully limited.
 - b. Establish two Acts with clear and distinct purposes – one to manage environmental effects arising from activities, and another to enable urban development and infrastructure. The Minister said the current system focusing on integrated management had failed. No details have yet been provided as to how these two Acts will interact with each other, or how any inconsistencies will be resolved.
 - c. Strengthen and clarify the role of environmental limits and how they are to be developed.
 - d. Provide for greater use of national standards to reduce the need for resource consents and simplify council plans. This would mean that an activity which complies with the standards cannot be subject to a consent requirement. The Minister said the new national direction being developed by the Government in Phase 2 of the RMA reform will be transitioned across into the new system, which will be more enabling of development.
 - e. Shift the focus away from consenting before activities can get underway, and towards compliance, monitoring and enforcement of activities' compliance with national standards.
 - f. Use spatial planning and a simplified designation process to lower the cost of future infrastructure.
 - g. Realise efficiencies by requiring one regulatory plan per region, jointly prepared by regional and district councils. No details have yet been provided as to how the plan will be administered between councils and who will be responsible for enforcement.
 - h. Provide for a rapid, low-cost resolution of disputes between neighbours and between property owners and councils, with the potential for a new Planning Tribunal (or equivalent).
 - i. Uphold Treaty of Waitangi settlements and the Crown's obligations.
 - j. Provide faster and cheaper processes with less reliance on litigation, contained within shorter and simpler legislation that is more accessible.
9. The Government has appointed an expert advisory group to provide advice on a new planning and environmental system based on the ideas announced today. That group

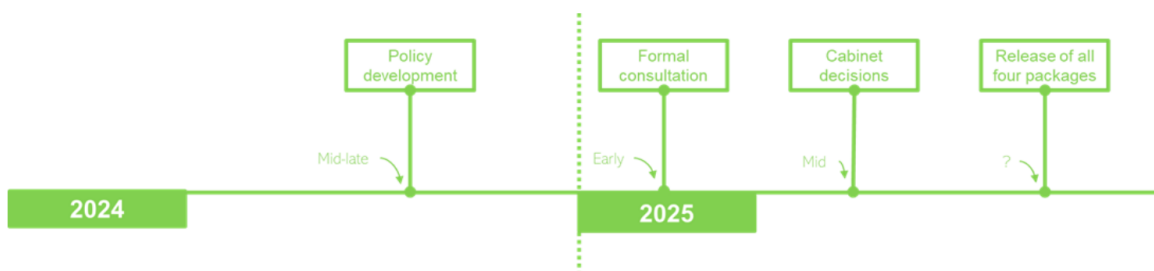
- comprises Janette Campbell (Chair), Rukumoana Schaafhausen, Kevin Counsell, Gillian Crowcroft, Christine Jones, Mark Chrisp, and Paul Melville.
10. The expert advisory group is required to report back to the Government by the end of 2024. Public consultation is largely to occur via the Select Committee process.
 11. RM Reform 3 proposes a significant shift in philosophy from the RMA, including a focus on individual property rights, the narrowing of the scope of the resource management system and the effects it controls, and increased direction from national policy statements. The Government is seeking to centralise much of New Zealand's environmental decision-making.
 12. NZC staff are seeking budget approval (appendix 5) to support engagement in the RM Reform 3 and National Direction work to support development of a RM system which recognises the values of hunters and anglers and provides for gamebird and sportsfish populations and their habitats.

Process for Phase 3



Nation Direction Documents

13. There is very little information on the replacement suite of national policy including NPS-FM's replacement. The new national direction documents are due out in 2025 and we will provide further updates when we have more information. The timeframe for the changes are set out below.



Conservation Law Reform

14. On November 15th DOC released two discussion documents for consultation relating to access charges and "modernising" Conservation Land Management, including permits for guiding, land exchanges and disposals, increasing the number of exempted activities (not requiring a concession). NZC will be co-ordinating and writing a submission on behalf of the organisation, with submissions closing 28 February 2024. A more detailed overview of topics we will look into is included in appendix 3.

Parliamentary Commissioner for the Environment

15. The PCE sent a letter to Minister Patterson on Otago Water Quality, this has been included for information in appendix 5. This letter corrects the minister quoting the PCE claiming that "Otago is a shining example of water quality".
16. A speech made by the PCE "Rethinking Responsibilities for Water Modelling and Land Use Change" also raised some interesting points. This speech is included in appendix 6. It notes that government needs to provide better leadership and co-ordination of freshwater modelling, that there is a huge data gap in our system and that environmental outcomes need to be looked at catchment by catchment. He suggests a set up similar to the old drainage boards and associated rates to enable better resourcing and co-ordination.

Advocacy Update

17. We have provided a summary of our advocacy work in appendix 3.

Kōrerorero – Discussion

18. We discussed the funding proposal with managers at their meeting on the 14 & 15 November. They were supportive of setting aside funding for national direction and legislation changes for 2025.
19. We have obtained a fee proposal from Kahu environmental to assist with planning work (\$68k) which is included in appendix 4. Russell Death gives so fees including \$1762 for one days work or \$8812 for a weeks work and we estimate \$20k for legal assistance. This is a total budget of \$98k for this work.

Existing Funds for Agricultural expert	\$15k	Agriculture Expert
New funding requested Planning	\$68	Kahu Environmental - Planing
New Funding - ecology	Estimate \$ 10k	Russell Death – Freshwater Ecologist
New funding	Estimate \$20	Lawyer

A RMA Fund application is attached in appendix 5.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

20. The RMA fund has a remaining fund of \$272,772 available until 31/08/25 and committed funds of \$474,654 at 31 October 2024.

Legislative Implications

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

Section 4 Treaty Responsibilities

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

Policy Implications

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

Risks and Mitigations

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

Consultation

16. This item was presented at the Managers' meeting on 14 November 2024 and the item amended from looking at a consenting pathway for agriculture, to the advocacy work for the phase 3 reform work.

Attachments:

Appendix 1 - RMA legal fund table 1

Appendix 2 – RMA Legal fund table 2

Appendix 3 – Summary of MFE report regarding RMA amendments dated 22 October 2024 and other advocacy work

Appendix 4 – Fee proposal from Kahu Environmental for planning work for Phase 3 RMA reform.

Appendix 5 – RM Reform 3 and National Direction Funding application

Advocacy update for NZC and staff newsletter November 2024

RMA Reform

The following information is taken from MFE paper “Replacing the RMA” dated 22 October 2024

[Replacing the Resource Management Act 1991](#)

Phase 1 with the repeal of the Natura And Built Environment Act 2023 and Spatial Planning Act 2023 is complete.

Phase 2 is underway with the new fast track consenting legislation and RMA changes and RMA National Direction instruments.

Phase 3 of reform will be further detailed next year with an expert advisory group leading.

The work will look at narrowing the scope of the legislation and focusing on the enjoyment of private property rights. The scope of what are deemed “effects” has allowed too many objectors to frustrate and delay development. There are 10 key principles outlined in the cabinet paper relating to this work:

8.1 narrow the scope of the resource management system and the effects it controls

8.2 establish two Acts with clear and distinct purposes – one to manage environmental effects arising from activities, and another to enable urban development and infrastructure

8.3 strengthen and clarify the role of environmental limits and how they are to be developed

8.4 provide for greater use of national standards to reduce the need for resource consents and simplify council plans, such that standard-complying activity cannot be subjected to a consent requirement

8.5 shift the system focus from ex ante consenting to strengthened ex post compliance monitoring and enforcement

8.6 use spatial planning and a simplified designation process to lower the cost of future infrastructure

8.7 realise efficiencies by requiring one regulatory plan per region jointly prepared by regional and district councils

8.8 provide for rapid, low-cost resolution of disputes between neighbours and between property owners and councils, with a Planning Tribunal (or equivalent) providing an accountability mechanism

8.9 uphold Treaty of Waitangi settlements and the Crown’s obligations

8.10 provide faster, cheaper and less litigious processes within shorter, less complex and more accessible legislation.

It is aimed that by mid 2025 there will be some kind of blue print for the RMA reform work with new legislation the following year.

The cabinet paper talks about significant change to both legislation and existing plans to achieve their objectives. Despite its original intent, application of the RMA has increasingly treated land use as a privilege rather than a right. The objectives of phase 3 is to increase

housing and business growth, enable infrastructure and double renewable energy and enable primary sector growth (including aquaculture, forestry, pastoral farming, horticulture and mining).

It is noted that management of historic heritage and green house gas emissions are better managed under separate policy.

The proposal is to establish two Acts with clear and distinct purposes with access to housing and other essentials of life within environmental limits. The concept of “double bottom lines” is referred to “*requiring councils to provide for essential human needs such as housing, food production, drinking water and sanitation within environmental limits*”. The clear purpose to manage the effects arising from activities and enable urban development and infrastructure.

It is proposed that national standards will be used to reduce the need for resource consents. The new system will involve more permitted activities, subject to specified standards with an increased focus on monitoring and heavier penalties to deter non-compliance.

The use of spatial mapping for infrastructure and to map natural hazard risk and public open space, but it doesn't mention the advantages of mapping areas where public recreation or access exists and should be retained.

Regional and district councils should jointly prepare one plan for each region. Plan change processes should be made more efficient with reduced appeal rights to reduce litigation to council.

A new planning tribunal could resolve disputes between neighbours and between councils and property owners. The role of Environment Court is still to be defined.

It is proposed that there would be a rapid transition to the new system.

Regular updates will be provided to reform ministerial group including housing, infrastructure, environment, energy, agriculture, hunting and fishing.

Public consultation will occur via the select committee process

Resource Management (Freshwater and Other Matters) Act

This bill has now passed with some additional items that were not consulted on. Most importantly the amendment to section 107. It proposed amending section 107 to grant a discharge or coastal permit if a consent authority is satisfied the receiving waters were already subject to significant adverse effects and imposes conditions on the consent. However, the consent authority must be satisfied the conditions will contribute to a reduction in the adverse effects on aquatic life over the duration of the consent.

The Amendment Act specifically directed that no freshwater planning instrument that has the purpose of giving effect to the National Policy Statement Freshwater Management (NPS-FM) may be notified before the sooner of either the date on which a new NPS-FM is published under section 54 of the RMA, or 31 December 2025.

Most notable for our work is:

- removal of the hierarchy of obligations (Te Mana o Te Wai) from resource consent decisions
- Removal of the “low slope land” map and associated requirements from the Stock Exclusion Regulations 2020 for extensive farming systems, to be replaced by

freshwater farm plans and regional plan rules which consider the bespoke requirements of the farm in relation to stock exclusion.

- Removal of NES-F permitted and restricted discretionary regulations and conditions for intensive winter grazing. Select Committee have recommended including new regulations preventing intensive winter grazing closer than five metres to the bed of any river, lake, wetland or drain and prevent intensive winter grazing within or adjacent to any critical source area. Vegetation must be maintained as a ground cover over critical source areas (excluding cultivation or harvesting of annual crops.)

The Bill expands the circumstances where updates to National Environmental Standards are exempt from consultation and submission requirements. It also proposes cross-references to national policy statements and national planning standards so these too could be amended without restrictions.

- Consenting pathways for coal mines that affect wetlands and SNAs.
- 20 working day timeframe for submissions on national direction proposals.

NPS-FM

Ministers are discussing key aspects of this and other national policy. We have no detailed information on what the new national direction will involve at this stage.

Biosecurity Act Amendments

We will submit on the proposed amendments due by 29 November 2024. A copy of the submission will be available in due course in the 'corporate documents' area of the Fish and Game web site.

Health and Safety Law Reform

We became party to a submission written by Aotearoa Climbing Access Trust (ACAT) to MBIE which highlighted the challenges for access and recreation with Health and Safety law changes to protect public access.

[Outdoor recreation groups call for health and safety law changes to protect public access | Aotearoa Climbing Access Trust](#)

Conservation Law Reform 2024

We will submit by 28 February 2025 on the proposals including access charges, making concessions easier and implications for guiding, "land exchange and disposal settings are too restrictive" are some of the key issues. We would like to ask all regions to contribute to this work so that we can get a united position on issues such as access charges.



Attention: Helen Brosnan
Fish and Game New Zealand

Date
21 November 2024

Estimate Number
Q000900

Job Number

ESTIMATE - Assistance with response to changes to national direction (including NPSFM) and RMA reform

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

Assistance with response to changes to national direction (including NPSFM) and RMA reform - The exact nature of the work and timeframes for completion are unknown at this stage. It is likely to include reviewing consultation documents and proposed changes to national direction, working with Fish and Game staff and technical experts to inform positions, attending meetings with officials and ENGOS, preparation of position papers and submissions. This fee estimate is based on assumptions about the number of hours required based on assisting Fish and Game with the Natural and Built Environment Act process. Actual work and hours required will be discussed and agreed at the time the work programme is clear. Time will be charged at hourly rates, up to the maximum set out in this contract, unless that maximum is varied in writing. Experts with a lower hourly rate will be used where possible. Only actual time spent on the project will be charged.

Tasks	Time	Rate	Amount
Research and investigations - Reading materials including consultation documents, technical advice, background reports Undertake research and background investigations necessary to prepare expert advice.	100.00	120.00	12,000.00
Meetings/hui - Attend meetings with officials, stakeholders and ENGOS Meetings/hui with client and/or other parties involved in the project.	30.00	100.00	3,000.00
Prepare expert evidence - Prepare any speaking notes, planning opinions or comments on reports	120.00	120.00	14,400.00
Report preparation - Preparing material to support submissions on NPS and RMA amendment Report drafting and finalising.	120.00	120.00	14,400.00
Planning services - Other review or reporting required to support submissions process Provision of planning advice.	120.00	120.00	14,400.00

Tasks	Time		
Hearing attendance - Attending hearings with expert panel, select committee and any other decision makers Attendance at hearings.	10.00	120.00	1,200.00

Costs	Quantity	Rate	Amount
		Subtotal	59,400.00
		15% GST (15%)	8,910.00
		Total	68,310.00

Options	Quantity	Rate	Amount
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Valid To: 19 December 2024

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

Short Form Agreement for Consultant Engagement

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

and: Kāhu Environmental Limited (*Consultant*)

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

Project: Assistance with response to changes to national direction (including NPSFM) and RMA reform

Scope & nature of the Services:

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

Research and investigations - Reading materials including consultation documents, technical advice, background reports	Undertake research and background investigations necessary to prepare expert advice.
Meetings/hui - Attend meetings with officials, stakeholders and ENGOS	Meetings/hui with client and/or other parties involved in the project.
Prepare expert evidence - Prepare any speaking notes, planning opinions or comments on reports	
Report preparation - Preparing material to support submissions on NPS and RMA amendment	Report drafting and finalising.
Planning services - Other review or reporting required to support submissions process	Provision of planning advice.
Hearing attendance - Attending hearings with expert panel, select committee and any other decision makers	Attendance at hearings.

Programme for the Services:

To be agreed between the Parties.

Fees & timing of payments:

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

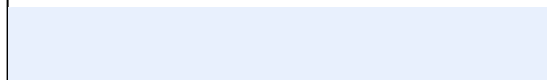
Information or services to be provided by the Client:

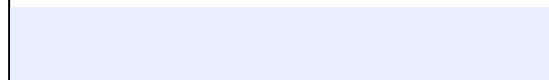
The Client engages the Consultant to provide the Services described above and the Consultant agrees to perform the Services for the remuneration provided above. Both Parties agree to be bound by the provision of the Short Form Model Conditions of Engagement (overleaf), including clauses , 11 and 12 and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

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

Client authorised signatory (ies):

Consultant authorised signatory (ies):





Print name:

Print name:

Date:

Date:

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

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

Appendix 5
RMA / Legal fund application
RMA Phase 3 Advocacy Project – Advocacy Project

Rationale – why should we support this case?		
Case Name	Project – RMA Phase 3 & National Direction Project	
Court	n/a	
Focus Issues / Topics	<p>Background</p> <p>The government is proposed fundamental changes to New Zealand's overarching legislative framework for the management of the natural environment. These changes could significantly impact on the recognition of hunters and anglers values, and the sustainable management of the habitats that sportfish and gamebirds depend upon.</p> <p>The current funding application is intended to support Fish & Games advocacy in representing the interests of hunters and anglers, and the recognition of sportfish and gamebirds and their habitats, in the development of New Zealand's future RM framework.</p> <p>As detailed in appendix 3 of this item and the cover report the government's timeline for introducing bills to parliament in mid 2025.</p> <p>National direction documents will be consulted on and decided on in 2025.</p>	
Relevant Legislation	Resource Management Act and related acts including the National Policy Statement for Freshwater Management	
Other parties Involved / Stakeholders / Collaborators / Partners?	Environmental Non Government Organisations, RMLA, Regional and district Councils, Primary Industries, Energy interests etc.	
Legal Representation / SME's/consultants involved	Lawyer, estimate \$20k ; ecologist \$10k and planning expert \$68k.	
Why Fish & Game?	Fish & Game has had a long advocacy representation on the development and the implementation of legislation and NPS-FM. This framework will set the scene for the regional and freshwater plans so it is critical that F&G are involved in this process.	
Risk summary	Future government overturns any new RM legislative frameworks	
Resources – what's needed to support this case?		
Staff Lead	Helen Brosnan (NZC) as case manager	
Region/s	-	
Estimated Duration (weeks) and likely time of year this will occur (Q1,2,3,4)	The timetable will depend on when the government progresses this work but it is set to occur in 2025, with a new NPS-FM to be adopted by the end of 2025.	
Budget – how much, for what? + /- contingencies	<i>How much money do you need? What will you spend it on? Provide breakdown of total cost.</i>	Planner \$68 Ecologist \$10k Lawyer \$20k
	TOTAL REQUESTED \$	\$98,000
Endorsement/s	n/a	

Legal Case Risk & Assessment Criteria

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

Primary Criteria

Key Questions	Risk Weighting Score 1-3 [1= high 2= med 3= low]	Supporting Detail
What is the national precedent value in the proposed legal action?	1	<p>Early indications show significant departure from the RMA and new direction could result in the loss of recognition for the interests of hunters and anglers, and the sustainable management of the habitats for sportsfish and gamebirds.</p> <p>This work involves expert ecological, planning, agricultural, and legal input, in supporting F&G effectively advocate for a national framework which recognises and protects the interests of hunters and anglers.</p>
What degree of cross regional significance is the issue for which legal action is being contemplated?	1	RMA reform will apply to all regions. New National Direction (replacement NPS-FM) will apply to all regions.
What degree of public or licence holder interests are there, and what is their engagement?	1	<p>Fish & Game has collectively invested a lot of time and effort into RM reform, we have already spent over \$100k on the NBEA process and here we go again reviewing the legislation and the national policies which will be called "national direction".</p> <p>We have the support of our licence holders to continue to do this work so safeguard the hunting and fishing resources that they enjoy.</p>
RISK ASSESSMENT RESULT		<p><i>Total Score from above Score 3-4 = High risk approach</i></p> <p><i>Score 5-6 = Med risk approach</i></p> <p><i>Score 7-8 = Low risk approach</i></p>
Are there relationships to other synergies and co-dependency's?	High	This work will be relevant to all regional fish and game councils, but especially those that are not already overallocated or degraded by nutrients. Reducing regulation and indicated changes could result in more wide spread overallocation and degradation.
What is the risk of doing nothing?	<u>High</u>	High – Because government has indicated that they want to re-set the priorities for resource management which will put human needs (including those of primary production) first.
What is the likelihood of a negotiated settlement?	<u>Low</u> , None	Low - without effective advocacy and engagement.
What is the likelihood of an appeal to a higher court?	n/a	n/a
Secondary Criteria		
Key Questions		Supporting Detail

<p>What is the significance to Fish & Game of the resource under challenge, including its current benefits and potential use and value? For example:</p> <ol style="list-style-type: none"> a. How many angler/hunter days does the resource support? b. Is it an important recruitment habitat? c. What benefit could it have in the future? 	<p>The replacement RMA legislation will have implications for all regional fish and game councils. The new national direction that will replace the NPS-FM will also impact the habitat and the species that we manage.</p>
<p>What is the risk to that resource of the proposed action being taken without Fish & Game contesting/supporting the proposed action? For example:</p> <ol style="list-style-type: none"> a. What will be lost in terms of the resource? b. Would it affect license sales? c. Who uses the resource? 	<p>We are concerned that the good things in the RMA will be removed eg values, recreation, protection of the habitat of Trout, effects including cumulative effects. We want to be involved in the process to get the best wording in legislation and national direction policy for the species that we manage.</p>
<p>What is the likelihood of Fish & Game succeeding in contesting/supporting the proposed action?</p> <ol style="list-style-type: none"> a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources. 	<p>Fish and Game need to influence the new legislation and policy framework which will establish the overarching and higher level legislative framework to manage the habitat that our species live in.</p>
<p>What are the other alliances could be considered in contesting/supporting the proposed action?</p> <ol style="list-style-type: none"> a. To answer this question, supply any approaches that have been made to other entities. 	<p>We have not approached others yet to co fund this project</p>
<p>What is the likely dollar cost of any action by Fish & Game to first hearing/court level with a breakdown of costs for lawyers, expert witnesses and scientific support? Indicate the timeframe over which the costs will span.</p> <ol style="list-style-type: none"> a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources. 	<p>We have \$15 existing funding for an agricultural expert</p> <p>We now apply for \$68k to fund a planning expert</p> <p>We apply for \$10k to fund an ecology expert</p> <p>And we apply for \$20k to fund a lawyer for assistance with this work</p>
<p>What is the likelihood of it being resolved at a particular level e.g. Council hearing, Environment Court, High Court, Appeal Court, i.e. the risk</p>	<p>N/a</p>

<p>of it going to subsequent higher courts and the likely subsequent costs involved?</p> <p>a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources.</p>	
<p>Are there any alternative options (to court proceedings) to achieve the same outcome?</p> <p>a. To answer this question supporting advice could be supplied from legal and or RMA planning sources.</p>	N/a
<p>Are there any alternative funding opportunities including shared costs?</p>	We have not discussed cost sharing experts with others at this stage.
<p>What is the region's ability to generate external funding to help cover financial costs?</p>	We have not discussed cost sharing experts with others at this stage.

Licence Holder Survey 2024

New Zealand Fish and Game Council Meeting 171 - Dec 13-14 2024

Prepared by: Maggie Tait

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish & Game Council is intended to update the council on a recent survey conducted by Dr Humphrey Walker. The survey tracks the priorities, value, and performance of Fish & Game New Zealand as perceived by licence holders.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki – CEO Recommends

2. NZC receives the information.

Executive Summary

3. The survey conducted in September 2024 aimed to quantify and characterize perceptions of licence value and service delivery. It used a utility-based methodology (MaxDiff) to rank service priorities and rating scales to assess perceptions of licence value and Fish & Game's performance.
4. The survey was commissioned in order to track views initially reported in our Primary Purpose research which is available [here](#). We want to be able to report in our annual reports and briefings to officials and Government what our licence holders care about.
5. This survey will help us track progress year-on-year in our Statement of Service Performance priorities including attracting and retaining licence holders and public perception and legitimacy.
6. The survey respondents are representative of our licence holders, and lapsed licence holders, but not of society. Respondents ranked access and engagement in environmental protection amongst the higher value projects

Fish & Game undertakes and promoting female engagement, in person events and bird monitoring were lower priorities.

7. The survey should not be used in and of itself, to inform budget and operational work plans. It should be considered alongside other information we have, including work on R3, and other research and insights.
8. For instance, while engaging women in fishing and game bird hunting was ranked low in importance, this does not diminish its significance for the future of the organisation and continues to be an important initiative to ensure our licence holders are reflective of our wider population which builds organisational resilience.
9. To ensure a robust and sustainable future, Fish & Game must focus on growing its base by actively engaging underrepresented groups, including women and younger generations. This strategic approach will help diversify and strengthen the community of licence holders, ensuring the long-term success and relevance of Fish & Game New Zealand.

Key Findings

- **Top Priorities:**
 - **Access** (13.31): Working to ensure access to waterways (rivers, lakes, and canals).
 - **Conservation Orders** (11.74): Establishing water conservation orders that legally preserve the natural values of outstanding lakes and rivers.
 - **Ecology Monitoring** (10.64): Monitoring the ecology of rivers, lakes, and wetlands.
 - **Fish Population Monitoring** (9.23): Monitoring fish populations and spawning sites.
 - **Advocacy** (8.51): Participating in legal processes for healthy freshwater habitats.
- **Lower Priorities:**
 - **Promoting Females** (1.48): Working to increase female participation in game bird hunting and fishing.
 - **In-person Activities** (2.25): Developing public outreach through in-person events like field days.
 - **Bird Population Monitoring** (2.95): Monitoring game bird populations.

Demographic Insights

- **Age:** Younger licence holders (under 45) prioritize environmental concerns more, while older licence holders (65+) prioritize access.

- **Gender:** Female respondents also ranked environmental concerns higher but did not prioritize promoting female participation.
- **Ethnicity:** Non-European/Pakeha respondents placed higher importance on promoting families and access.
- **Income:** Those with lower incomes valued Kids-fish-out days more.
- **Education:** Those with higher education levels placed more importance on advocacy and research.

Licence Value

- **Fishing Licences:**
 - Most respondents (63.6%) rated their fishing licence value positively.
 - Whole Season Loyal Seniors and One Day Adult licences received the highest proportion of excellent value ratings.
- **Game Bird Licences:**
 - Most respondents (52.1%) rated their game bird licence value positively.
 - Game licences were generally seen as lower value for money compared to fishing licences.

Performance Ratings

- **Overall:** 60.6% of respondents rated Fish & Game's performance as good, with only 7.1% rating it poorly.
- **Age:** Older respondents were more positive about Fish & Game's performance.
- **Comments:** Positive comments highlighted political and legal representation, communication efforts, and environmental protection. Negative comments focused on insufficient efforts to promote stocks, high licence costs, and poor communication.

Conclusions

1. Access to hunting and fishing locations is the highest priority for licence holders.
2. Environmental concerns are more important to younger licence holders.

3. Community outreach and participation growth initiatives are of lower importance.
4. Older licence holders are more loyal and positive about Fish & Game's performance.
5. Neutral performance ratings often mask underlying negative sentiments.



2024 Priorities, Value and Performance



Vision Thinking

Fish & Game New Zealand 2024 Priorities, Value, and Performance

October 2024

A report prepared for the New Zealand Fish and Game Council
by Dr Humphrey Walker PhD



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Acknowledgements

Fish & Game New Zealand would like to acknowledge all those fishing and game bird licence-holders that gave their time, knowledge, and opinions. By doing so they have helped the organisation work towards its vision of a nation 'where freshwater species flourish, where hunting and fishing traditions thrive, and all Kiwis enjoy access to sustainable wild fish and game resources.'

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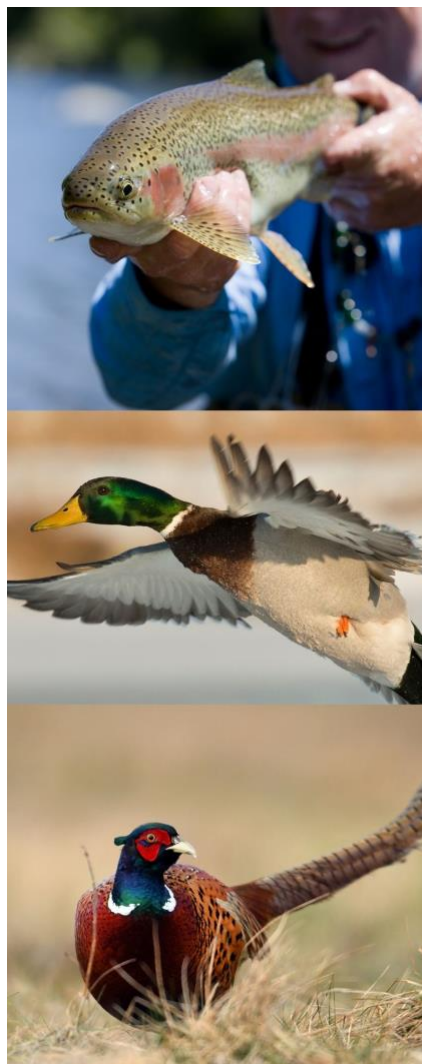
1 Structure and contents of this report

In pursuit of Fish & Game’s strategic objective to attract and retain licence-holders, this report details a September 2024 survey of past and present purchasers of fish and game licences.

The survey used a proven economic methodology to measure and prioritise attributes of Fish & Game’s operations according to the importance licence-holders placed upon them. In addition, it quantifies customer’s perceptions of licence value and their ratings of Fish & Game’s performance. Over eight hundred respondents offered comments regarding their choice of performance rating. These have been organised and analysed according to their themes.

The survey is structured to present key points from the research in a readable format, while containing enough technical detail to allow others to build on the work, should they choose to do so. The executive summary is followed by an introduction, method and methodology, and results.

The final sections contain a list of conclusions and some points for consideration.



2 Executive summary

In pursuit of the strategic objective to attract and retain licence-holders, a survey of past and present licence holders was conducted in September 2024. It aimed to quantify and characterise perceptions of licence value and service delivery. The survey employed a tried-and-true utility-based methodology (MaxDiff) to quantify and rank licence holder priorities for service delivery and used rating scales to quantify perceptions of licence value and F&G's performance. In addition, an analysis of licence holder comments was used to capture the motivations behind performance ratings.

Bayesian probability-scaled¹ utility scores ranked the importance of sixteen selected F&G service attributes (see [Table 1, p 7](#)) based on 1379 respondents completing this element. The top five most important service attributes, in descending order, were *Access* (13.31), *Conservation Orders* (11.47), *Ecology Monitoring* (10.64), *Fish Population Monitoring* (9.23), and *Advocacy* (8.51). The top five priorities have a resource protection focus. Although *Conservation Orders* may be considered the ultimate protection for a water body, it may also be that this attribute was chosen as the best vehicle to convey environmental concern.

In contrast, the bottom five in descending order were, *Habitat Improvement* (3.82%), *Kids-fish-out* (3.82%), *Bird Population Monitoring* (2.95%), *In-person Activities* (2.25%), and *Promoting Females* (1.48%). In general, attributes with a focus on community outreach and participation growth, were less important to licence holders than those focused on protecting and enhancing the recreational experience. Based on the scores, *Access—working to ensure access to waterways (rivers, lakes, and canals)* was nine-times more important to licence holders than *Promoting Females—Working to increase female participation in game bird hunting and fishing*. This does not mean that *Promoting Females* is unimportant, just that it was the least important of the available choices.

There were some variations in ranked priorities and utility scores between age groups, incomes, education levels, between those with dependent children and those without, between hunters and fishers, and across regions². Younger licence holders were more environmentally focused, and *Access* declined as a priority for the under 45yrs group decreasing its rank to 3rd. *Conservation Orders* and *Ecology Monitoring* were 1st and 2nd ranked respectively. Older licence holders were more *Access* focussed. For the 65+yrs age group, *Access* was elevated to 44% more important than the next most important attribute (*Conservation Orders*). *Kids-fish-out* increased in importance from 13th to 11th place for those 65+, which may reflect an interest in grandchildren.

Kids-fish-out was of increased relative importance to those with incomes below \$100,000pa and improved from 13th to 9th place, however 63% of those in that income

¹ Probability-scaled utility scores are ratio scaled, meaning a score of 9 is three times more important than a score of 3. They are expressed as percentages and sum to 100.

² Regions were combined to increase the precision of utility estimates. The combining of regions followed recommendations within the 2021 Ministerial Review (Clark & Mills, 2021).

bracket were also 65+yrs old. Priorities for the over \$100,000pa income bracket were largely the same as the total sample.

For hunters, the relative importance of *Access* was elevated and was 47% more important than the next most important attribute, *Conservation Orders*. *Maintaining Facilities* and *Habitat Improvement* both increased their rankings to 4th and 5th respectively, reflecting the utility hunters see in enhancing game bird habitat. *Bird Pop. Monitoring* increased from 14th to 8th, also reflecting its natural importance to hunters. *Fish Pop. Monitoring* still out ranked *Bird Pop. Monitoring* at 7th place. This was likely due to 60% of hunters also usually purchasing a fishing licence. Angler priorities were largely unchanged from the total sample.

Promoting Families was more important for those with dependent children than those without, however *Kids-fish-out* remained unchanged for both groups. Some variations were also observed across gender and ethnicity, however, the sample sizes for these sub-groups meant Bayesian estimates were low precision.

Priorities for Auckland/Waikato + Northland were largely unchanged from the total sample, although the relative importance of *Access* was elevated to 42% more important than *Conservation Orders*. *Maintaining Facilities* and *Habitat Improvement* increase in importance and may reflect the rates of game licence purchases in these regions. Eastern + Hawke's Bay priorities also followed those of the total sample with an increased relative importance of *Access* to 32% more important than *Conservation Orders*. A smaller sample size meant lower precision in utility estimates. Also with a smaller sample size, Wellington + Taranaki had the same top three priorities as the total sample, but with larger differences between attributes. *Habitat Improvement* was more important to this region than the wider sample.

The sample from Nelson/Marlborough + West Coast fell below the threshold for reporting and can be found in the [Appendix, Table 10](#). North Canterbury + Central South Island were the only combined region to prioritise *Conservation Orders* above *Access*. Attribute scores were top heavy in this combined region, meaning the importance of lower attributes fell away quickly. This places emphasis on the importance of waterway protection and fish stock management to these regions. The priorities of Otago + Southland largely reflected those of the total sample.

Most (69%) of those purchasing a 2023/24 Fishing licence had purchased at least four out of the last five years and the most loyal purchasers were the 'Loyal Seniors'. The highest rate of mixed licence tenure was in those under 35 years old. Most purchasers (63.6%) rated their fishing licence value positively³ at ≥ 6 out of 9, with 16.8% neutral (5 out of 9), and 19.6% rated the value poorly at ≤ 4 . The median rating was 7 out of 9. The highest proportion of 'Excellent value' ratings was among the *Whole Season Loyal Seniors*. Of those that did not purchase in 2023/24, a quarter had become too busy, 18.1% found it too expensive, and 49% were not captured by the choices available.

³ The rating scale, adopted from that of the Otago F&G Region, ranged from 1 (Very poor value) to 9 (Excellent Value).

Of those that purchased a 2024 Game Bird licence, most (79.3%) had purchased at least four out of the last five years. Most licence holders (52.1%) were positive and rated value for money as ≥ 6 . The median rating for fishing licences was 6 out of 9. Poor value ratings (1-4) were given by 28.5% of respondents. Overall, game licences were seen as being lower value for money than fishing licences. Expense accounted for 15% of those that did not purchase and 12.5% had become too busy. The motivation for 47.4% of non-purchasers was not captured by the choices available.

A rating scale was used to capture perceptions of F&G's performance and respondents were invited to comment on their rating choice. An 'unsure' option was also included. Overall, most licence holders (60.6%) gave F&G a good performance rating with just 7.1% giving a bad rating. A further 16.9% gave a neutral rating and 15.2% were unsure. In general, the level of satisfaction was highest in the 65+ age bracket and the proportion of uncertain responses increased among younger respondents.

In all, 862 respondents chose to leave a comment, and these were analysed according to themes. Comments often had more than one theme; therefore, percentages sum to more than 100. Those happy with F&G felt it provided the best vehicle for their political and legal representation (32%), appreciated F&G efforts to communicate (20%), and efforts to promote stocks of quarry (19%). Licence monitoring and enforcement (19%) was seen as an essential element of fairness and natural justice. Good raters were grateful of access points (18%) and efforts to gain more access, and of F&G's involvement in environmental protection (17%), especially water quality. Typical good comments were:

"Representing the people like myself to be able to go out and enjoy the sport of fishing and working to maintain our sport for the future."

"Regular and relevant communication with licence holders on F&G activities"

"Monitoring of fisherman. Issuing of licenses. Releasing fish into lakes. A voice on my behalf"

Poor ratings were mainly associated with perceptions of insufficient efforts to promote stocks of fish and game (31%), insufficient monitoring and enforcement (30%), high licence cost (21%), poor communication (12%), and mismanagement of funds (11%). Typical bad comments were:

"Never seen any sign of them or what they have done in over 40 years of buying licenses."

"I think there are too many personal agendas within [Region removed] fish and game being pursued using funds from licences. They are only interested in their own opinions"

"No where enough ranging/checking licences. Fail to return phone calls, inconsistency and lack [of] transparency, don't prosecute enough offenders."

3 Introduction

Facing falling participation, an ageing licence-holder base, cultural pressure on the social licence to hunt and fish, competition for the recreational use of public spaces, and underrepresentation in key demographics, Fish & Game (F&G) is an organisation under pressure to evolve. Following the 2021 Ministerial Review (Clark & Mills, 2021), F&G developed a five-year organisational strategy founded on a vision for its future, a defined purpose, and a set of core values (Fish & Game, 2022). Five objectives underpin efforts to meet the strategic vision. The objective relevant to this study is the '*attraction and retention of licence-holders*.' Providing the organisation with sustainable revenue through growth and retention of licence-holders has been identified as an essential goal if other programmes are to be funded.

3.1 Purpose

This study was commissioned by the New Zealand Fish & Game Council (NZFGC) as part of their attitudinal research towards achieving the attraction and retention of licence-holders.

3.2 Project definition

3.2.1 Aim

To quantify and characterise perceptions of licence value and service delivery.

3.2.2 Objectives

To address the aim of the research, three main objectives have been identified:

- i. To quantify licence-holder prioritisation of services delivered by Fish & Game.
- ii. To quantify perceptions of fishing and game bird hunting licence value.
- iii. To quantify and characterise licence-holder perceptions of Fish & Game's performance.

3.3 Approach

The research surveyed licence-holders nationally. A mixture of quantitative methods was applied. These included a MaxDiff (Best-Worst) choice experiment, ordinal rating scales, and open-ended responses. The data was analysed using SPSS V30, NVivo15, and Empirical Bayesian probability modelling within the delivery platform.

3.4 Contribution

This research will help the NZFGC evaluate the impact of their governance from the perspective of anglers and game bird hunters. In particular, the information will provide a lens with which the NZFGC may contrast the organisations priorities with those of its licence-holders, focus efforts to attract and retain licence-holders, and report perceptions of value and performance to the Minister. Should the research be undertaken periodically, it would provide additional value as time-series data.

4 Method and methodology

4.1 Questionnaire development

The time from engagement to required delivery was short and did not allow for the usual approach to development or for pre-testing. Key elements from the 2023 Primary Purpose survey were identified by the NZFGC as the basis from which to form a survey focussed on licence-holder priorities, perceptions of licence value, and perceptions of organisational performance. The survey employed rating scales, open-ended responses, and a choice experiment. The choice experiment was designed to rank the importance of selected F&G service attributes to anglers and hunters.

4.1.1 Ranking importance

The choice experiment was conducted using the Maximum Difference (MaxDiff), also known as Best-Worst, scaling methodology (Chrzan & Orme, 2019). It is a tried and proven methodology grounded in economic utility theory and is particularly applicable when a payment occurs (Thurstone, 1927; McFadden, 1974). It is a paired comparison choice task that identifies both the utility maximising and utility minimising choice in each set of alternatives. It provides much richer data than rating tasks such as Likert scales or ranking exercises (Flynn & Marley, 2014; Louviere et al., 2015).

Respondents faced a series of fifteen choice-sets, each containing four F&G service attributes. For each choice-set they had to choose the attribute that was most important to them and the attribute that was least important to them. There were 16 attributes in total. Service attribute selection was informed by previous studies, regional manager feedback, and discussion with NZFGC staff. With some refinement, sixteen attributes were selected which represented a combination of services delivered at both a regional and national level. Attributes and their definitions are shown in [Table 1](#) and an example of a choice set is shown in [Figure 1](#).

* Consider all of the following activities conducted by Fish & Game. Select the one you think is most important and the one you think is least important. Repeat this each time you see a list of items.

Set 1 of 15 ○

Most important		Least important
<input type="radio"/>	Having rangers out checking licences.	<input type="radio"/>
<input type="radio"/>	Monitoring the ecology of rivers, lakes, and wetlands.	<input type="radio"/>
<input type="radio"/>	Working to ensure access to waterways (rivers, lakes, and canals).	<input type="radio"/>
<input type="radio"/>	Monitoring game bird populations.	<input type="radio"/>

Figure 1 Example of a MaxDiff Choice-Set

Table 1 Fish & Game Service Attributes and Definitions

Attribute category	Respondent-facing description used in the survey
1. Access	Working to ensure access to waterways (rivers, lakes, and canals).
2. Advocacy	Participating in legal processes to provide for healthy freshwater habitats.
3. Biosecurity	Biosecurity education and monitoring.
4. Bird Pop. Monitoring	Monitoring game bird populations.
5. Compliance Checks	Having rangers out checking licences.
6. Conducting Research	Conducting relevant research.
7. Conservation Orders	Establishing water conservation orders that legally preserve the natural values of outstanding lakes and rivers.
8. Ecology Monitoring	Monitoring the ecology of rivers, lakes, and wetlands.
9. Fish Pop. Monitoring	Monitoring fish populations and spawning sites.
10. Habitat Improvement	Developing and enhancing game bird habitat.
11. In-person Activities	Developing public outreach through in-person events like field days.
12. Kids-fish-out	Kids-fish-out days where children have a chance to catch their first fish.
13. Maintaining Facilities	Maintaining and investing in Fish & Game owned and managed wetlands and waterbodies.
14. Promoting Families	Working to increase family participation in game bird hunting and fishing.
15. Promoting Females	Working to increase female participation in game bird hunting and fishing.
16. Regulation	Setting regulations, season length, and bag limits.

A complex mathematical design ensured the proportional representation of attributes in varying combinations with the optimal number of choice sets faced by each respondent. Thirty different versions of the choice experiment were generated and randomly assigned to respondents. A Bayesian mathematical engine converted these choices into an aggregated raw utility score for each service attribute. This in turn was converted into probability scaled scores that summed to 100. The probability scores are ratio-scaled, meaning that a score of 9 is three times more important than a score of 3.

Best worst scaling assumes an individual's choice will be firstly utility maximising (best) followed by a choice that is utility minimising (worst). Applying the multinomial logit equation (McFadden, 1974), the weighted utility of the item is derived from a maximum likelihood fit to each individual's choice set responses. The equation for the best item (utility maximising) where the probability of choosing the i^{th} item as best (utility maximising) from a choice set of $i=1\dots,k$ items is shown in Equation 1.

$$P_i = \frac{e^{U_i}}{\sum_1^k (e^{U_i})} \quad (1)$$

Where

P_i is the probability that item i is chosen from the set of k items

e is the exponential function

U_i is the utility of the i^{th} item in a set of $i=1\dots,k$ items

Utility estimation for the worst item (utility minimisation) is shown in Equation 2.

$$P_i = \frac{e^{-U_i}}{\sum_1^k (e^{-U_i})} \quad (2)$$

(Chrzan & Orme, 2019, p. 41)

Where

e^{-U_i} is equivalent to taking the negative antilog of the utility for item i .

4.1.1.1 Rescaling best-worst utilities

Zero-centred raw utility scores have both positive and negative values and can be rescaled on a 0-100 ratio scale to make for easier interpretation where a score of 9 is three times as preferred as a score of 3. The transformation is shown in Equation 3.

$$P_i = \frac{e^{U_i}}{(e^{U_i} + a - 1)} \quad (3)$$

Where

e is the exponential function

U_i is the zero centred raw logit weight for item i

a is the number of items shown per set

(Chrzan & Orme, 2019, p. 56)

4.1.2 Rating scales

A 5-point rating scale for performance was adopted from Primary Purpose (2023) to enable a comparison with the 2024 results. A 9-point scale for licence value was adopted at the request of the Otago Fish and Game Council to allow comparison with their independent yearly studies.

4.1.3 Thematic analysis of comments

Respondent's comments relating to their F&G performance rating were coded and grouped using NVivo15. Each comment was coded for one or more lower-level themes, and these were grouped into a smaller number of higher-level themes.

4.2 Delivery and sampling

The sample was comprised of a random extraction of 11,500 current (2023/24) and 4,500 lapsed licence-holders from the previous year. This construct captured views of the most current licence-holders while also representing the views of lapsed licence-holders, based on the best-known estimate of a 30% lapse rate in licence purchase.

The sample was further stratified to represent age, gender, region, and the fishing /game bird licence sales. Following Primary Purpose (2023), all juniors (under 18years) were

removed, where more than one licence was held, the highest value licence was retained ensuring one record per licence holder, all non-resident-licence purchasers were removed, and where one email address was used for multiple licence-holders they were reviewed for the most appropriate match and the others removed. Where multiple emails were going to a fishing and hunting guide all were removed. Only those consenting to being contacted by Fish & Game were eligible for selection. Refining a sample proved challenging with high rates of duplicate records.

The survey was fielded from 2-22 of September 2024. Invitations containing a survey link were emailed directly to the sample licence-holders and two reminder emails were sent targeting those who had not already replied. The sample size in this survey is $n=1379$ for the MaxDiff element and $n=1362$ for the value and performance sections. Based on this, the sample margin of error at the 95% confidence level for a 50% figure is $\pm 2.6\%$ for the value and performance sections. Confidence intervals for the MaxDiff priorities section are computed within the Bayesian probability engine and are shown in full in the [Appendix](#).

Statistical analysis was conducted using SPSS V30 and the thematic analysis using NVivo 15. Empirical Bayes utility estimation was undertaken within the survey delivery platform.

5 Results

This section details the survey results. First it covers the demographic profile of the sample [section 5.1](#), this is followed by the ranked priorities for service delivery [section 5.2](#), perceptions of licence value-for-money [section 5.3](#), and perceptions of F&G's performance in [section 5.4](#).

The survey was started by 1909 respondents, 58 dropped off at the household-income question and 1826 made it to the choice experiment. The choice experiment was completed by 1379 respondents for a completion rate of 76%. There is some uncertainty surrounding the high drop-off at this element. While choice tasks are more taxing and require more thought than simple rating questions (Chrzan & Orme, 2019), there was feedback from some frustrated respondents that found the survey 'froze' at this point. Some respondents also struggled to move on in the survey after completing the choice task. While tried-and-true the MaxDiff element is very new to the survey platform used. Despite reassurances from the company, there remains some suspicion around the survey-taker experience and a different platform could be used in future, dependent on funding. Analysis of the results is not in question. Including performance rating questions, 1362 respondents fully completed the survey.

5.1 Demographics: General and by usual licence type purchased

To provide deeper insight, demographic reporting also includes a breakdown based on those who usually purchase both fishing and game licenses, those who usually purchase just a game, and those usually purchasing just a fishing licence. The total sample breakdown by usual licence type purchased is shown in [Figure 2](#). It shows more than half of the sample that usually purchase a game licence also usually purchase a fishing licence. This rate of dual purchase is higher than the background rate for F&G and suggests an avidity bias⁴ in the sample.

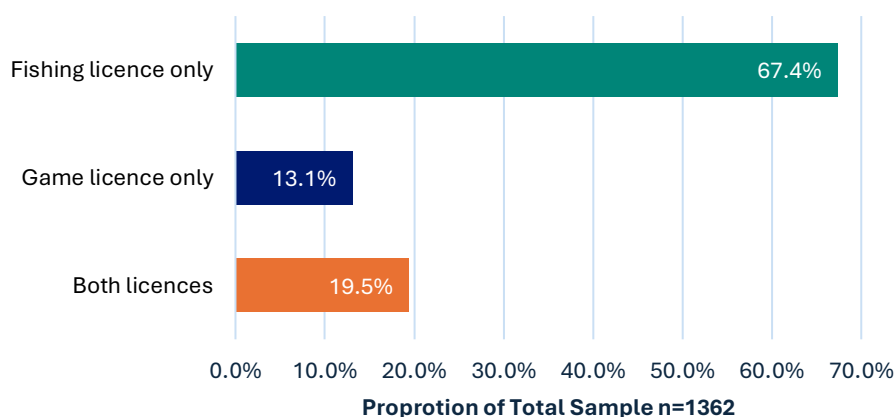


Figure 2 Sample Breakdown by the Type of Licence Usually Purchased

⁴ An avidity bias is a type of self-selection bias, often occurring in recreational samples, where the most avid (keen) participants are more likely to respond to a survey.

5.1.1 Age

The age profile of the sample reflects the older age skew of its customer base, however, there was still an over-representation in the 65+ age bracket.

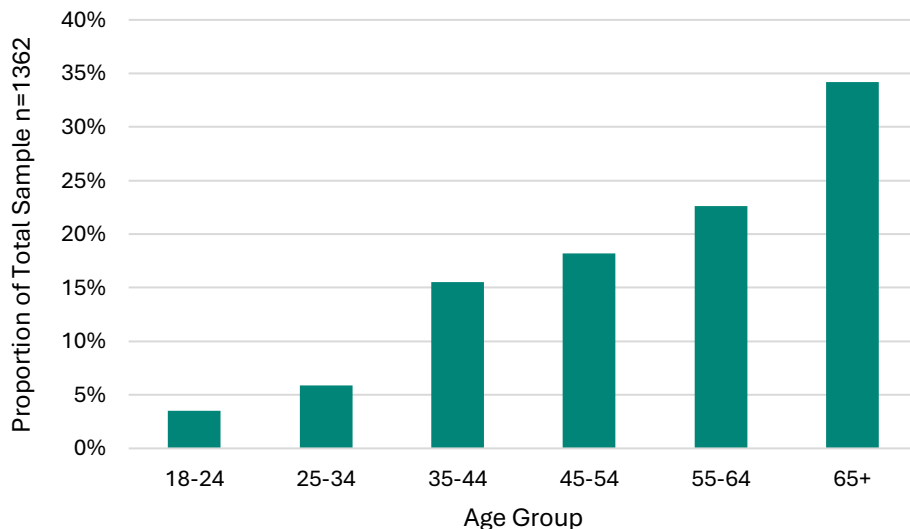


Figure 3 Total Sample Age Profile

A breakdown of usual licence type purchased by age groups is shown in Figure 4. It demonstrates lower rates of game licence purchase in the 25-34 age bracket compared to the adjacent age groups. The usual purchasing behaviour of that group is very similar to that of the 65+ age bracket. It is possible career and family pressures impact the 25-34 bracket in the same way fixed income and physical ability may impact the 65+ group.

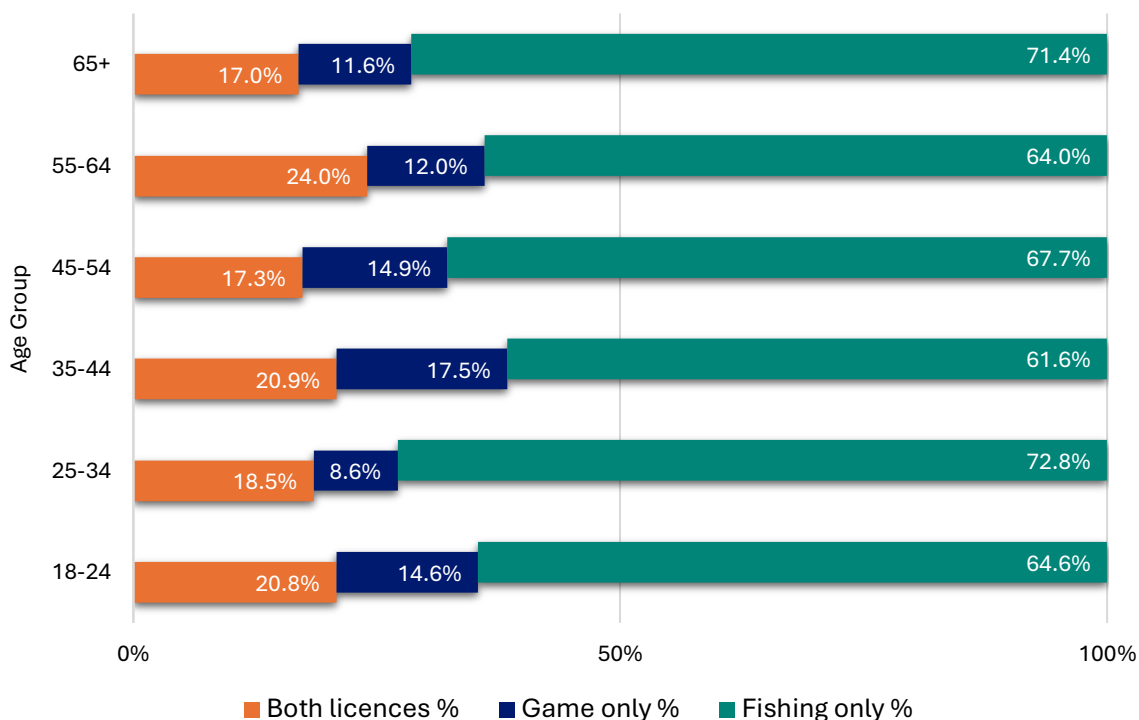


Figure 4 Usual Licence Purchasing Habit as a Proportion of Age Groups

5.1.2 Gender

The gender proportions of the sample were 92.1% male, 7.8% female, 0.1% non-binary/third gender, and 0.1% prefer-not-to-say. These proportions closely reflected those of the F&G database. Figure 5 shows licence purchasing habit as a proportion of gender⁵ and shows angling attracts 95% of female participants in the survey.

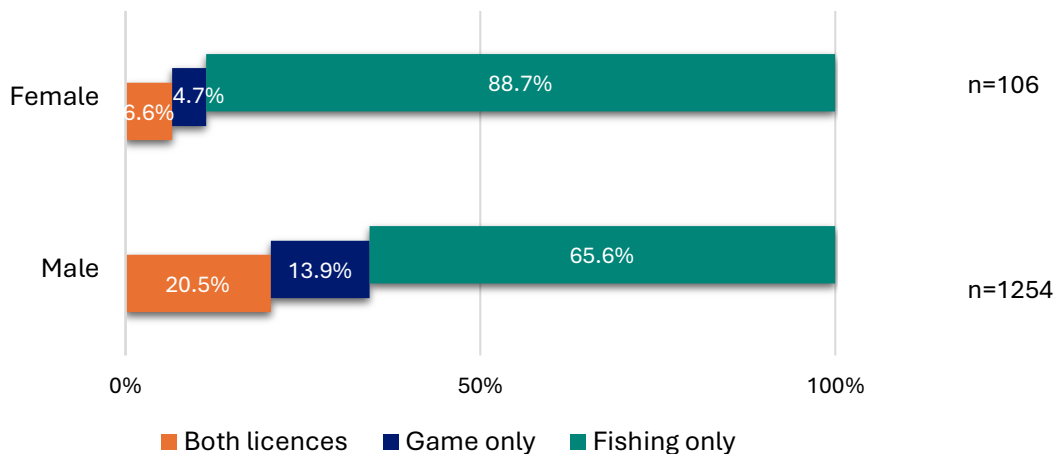
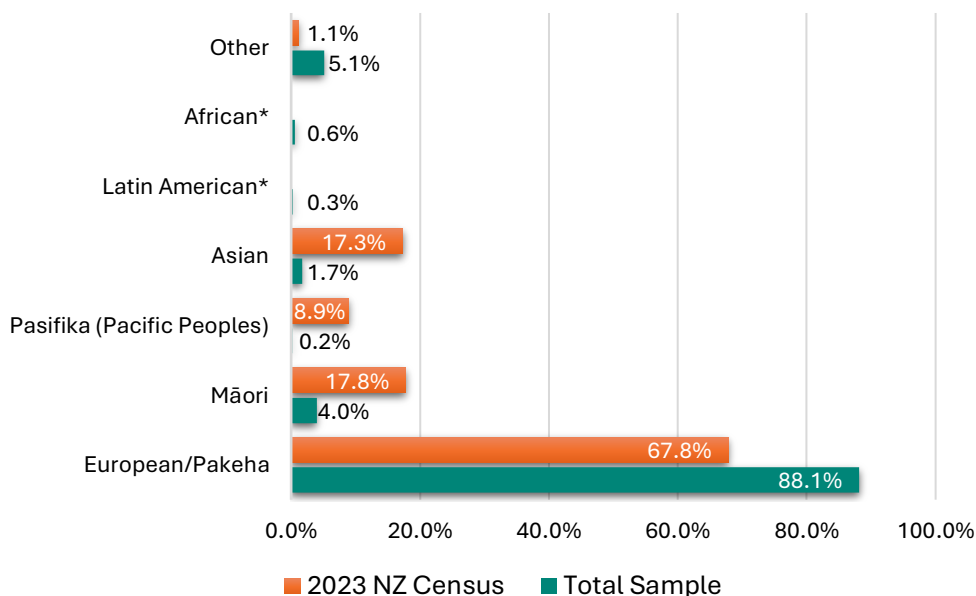


Figure 5 Usual Licence Purchasing Habit as a Proportion of Gender

5.1.3 Ethnicity

Figure 6 shows the sample largely identified as European/Pakeha and demonstrates an underrepresentation of Māori and other ethnic minorities.



*Note: African, Latin American, and Middle Eastern are a combined group in NZ Census reporting and this was 1.9% of the population (Stats NZ, 2024). Middle Eastern was inadvertently omitted from the survey choices and may account for some of the 'Other' category.

Figure 6 Total Sample Ethnicity Profile Compared to the 2023 NZ Census

⁵ Only the two main genders are shown, as the proportion of the remaining two respondents does not lend itself to graphical representation.

Usual licence purchasing behaviour for the sample as a proportion of each ethnicity is shown in Figure 7. Māori appear more engaged with game bird hunting than European/Pakeha and 'Other' had a profile more like Māori and European/Pakeha than any other group. Any inference taken from the results for ethnic minorities should be approached cautiously given their small sample size.

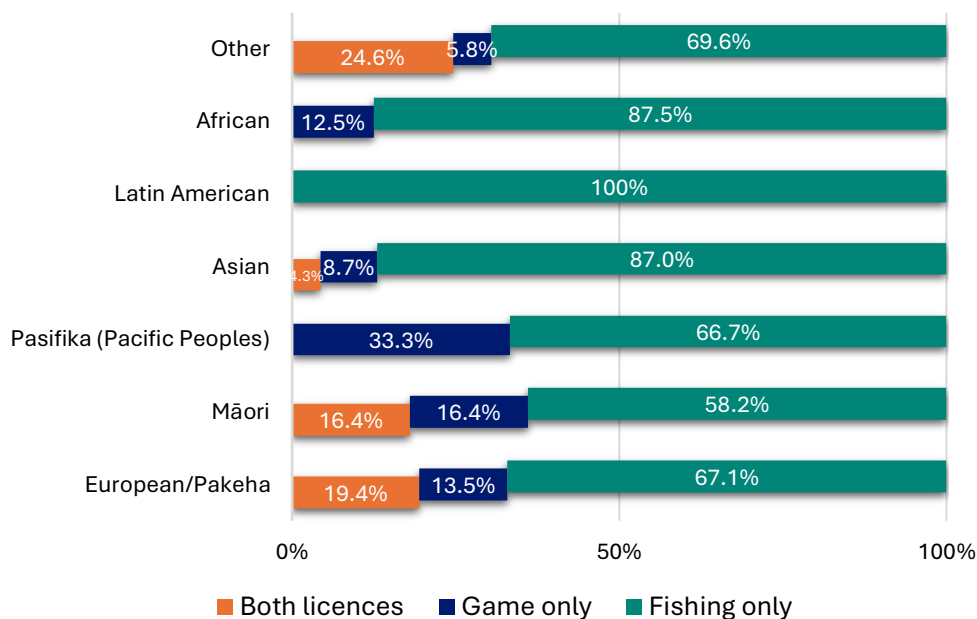
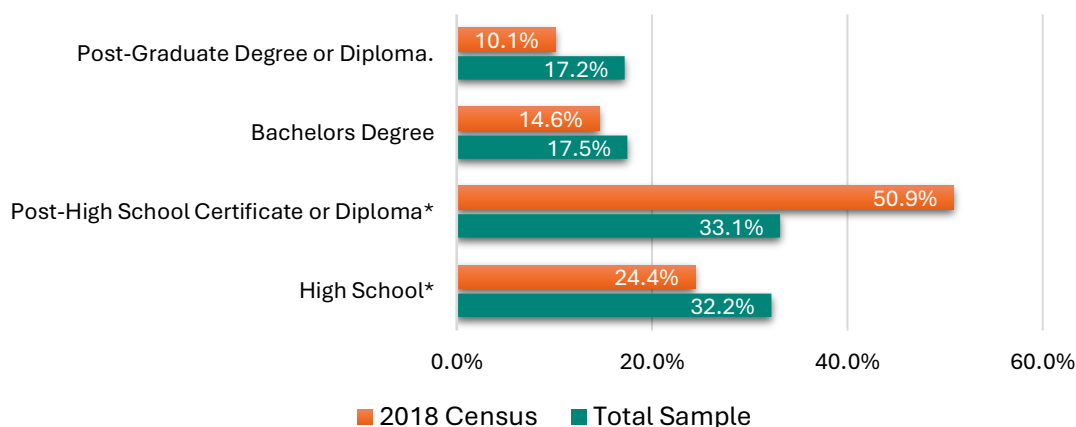


Figure 7 Usual Licence Purchasing Habit as a Proportion of Ethnicity

5.1.4 Education

Figure 8 shows the proportions of the total sample across four education brackets. Against the 2018 NZ Census⁶ data (Figure.nz, 2024) the sample is over-represented in the higher education bracket.



*Note: Post-high school certificates are from levels 1-4 and may apply from school leaving age upward. Diplomas are level 5 and 6.

Figure 8 Education Profile of the Total Sample

⁶ The 2018 NZ Census has been used as the 2023 Census data for education was not released at the time of writing.

A direct comparison at lower education levels is more difficult due to NZ Census data gathering strategies⁷. Based on best available data, the sample appears underrepresented in post-high school qualifications and overrepresented in high school only.

Usual licence purchasing habits by education level are shown in [Figure 9](#). The proportion of those usually purchasing game licences looks to reduce as the level of education increases.

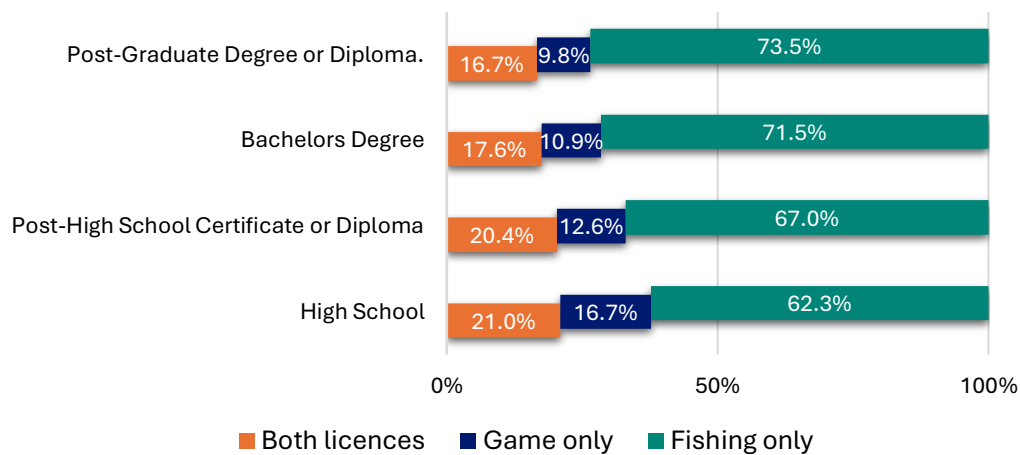


Figure 9 Usual Licence Purchasing Habit as a Proportion of Education Level

5.1.5 Dependent children

Of the total sample, 23% had dependent children. The usual licence purchasing habit for those with and without dependent children is shown in [Figure 10](#). Those without dependent children were a little more angling focussed.

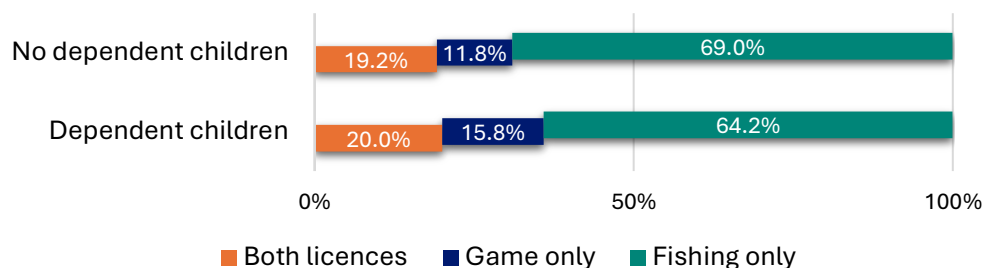


Figure 10 Usual Licence Purchasing habit as a Proportion of Dependent/No Dependent Children

5.1.6 Household income (before tax)

In 2024, the median New Zealand household income was \$122,500 (MBIE, 2024a). In the absence of yet-to-be-released 2023 household-income NZ census data, a comparison of household income distribution is challenging. In 2018, 34% of households had an income over \$100,000 (MBIE, 2024b). Given the 2024 median income, it is likely the proportion of households with income over \$100,000 has increased markedly. In comparison, 54% of the total sample had a household income above \$100,000. It is likely

⁷ NZ Census education data is taken across all residents over the age of 15 years.

the proportion over \$200,000 is over-represented in the sample, however, this may be indicative of the F&G customer base.

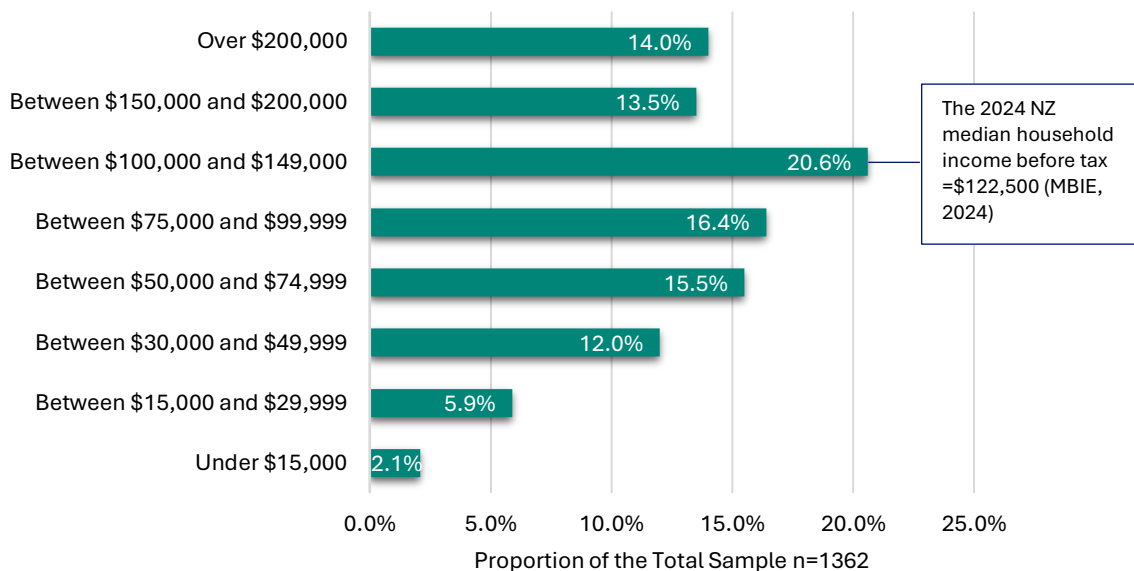


Figure 11 Household Income of the Total Sample

Usual licence purchasing habits by income bracket are shown in Figure 12. Lowest income bracket aside, the proportion of game licences purchased tends to increase with income. The proportion of dual purchases remains steady with household incomes between \$50,000 and \$200,000, with a slight increase for the highest bracket. The profile of the lowest bracket is open to interpretation. The bracket is very low and may have been interpreted as income above the retirement benefit by some and misreported by others.

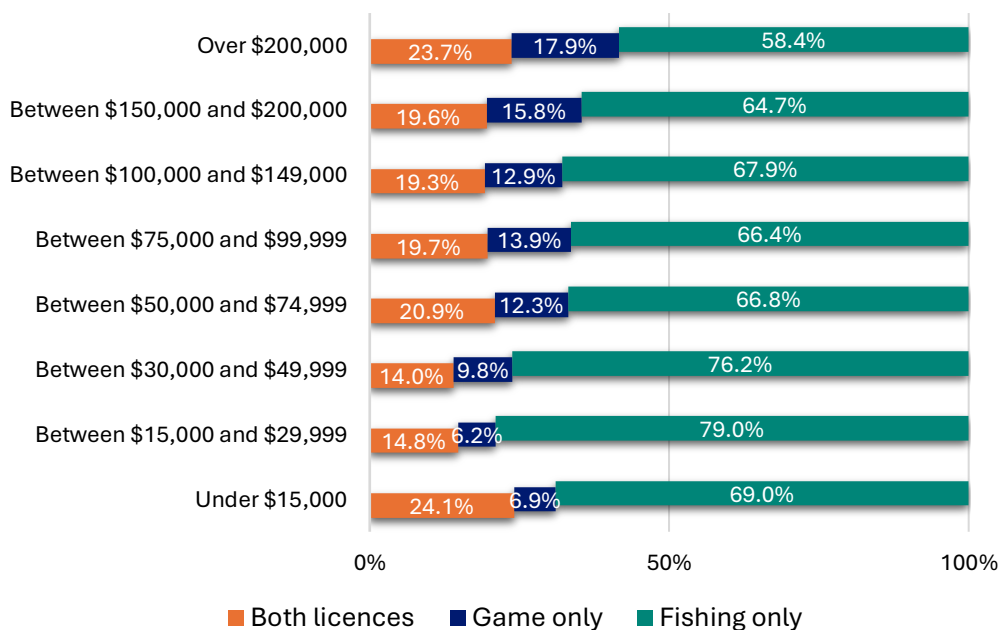


Figure 12 Usual Licence Purchasing Habit as a Proportion of Household Income Brackets

5.1.7 Fish & Game region

The proportions of the total sample from each of the F&G regions is shown in [Figure 13](#).

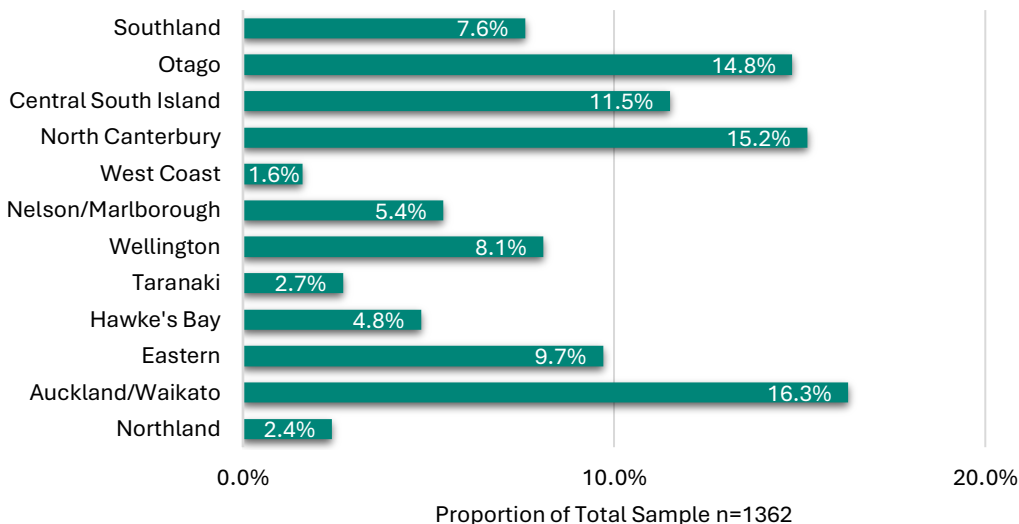


Figure 13 Fish & Game Regions as a Proportion of the Total Sample

When compared against the F&G database, Auckland/Waikato and North Canterbury are somewhat overrepresented while Central South Island, Otago, and Eastern are somewhat underrepresented. Minor variation occurs across the remaining regions.

Figure 14 details the usual licence purchasing behaviour of respondents in each F&G region.

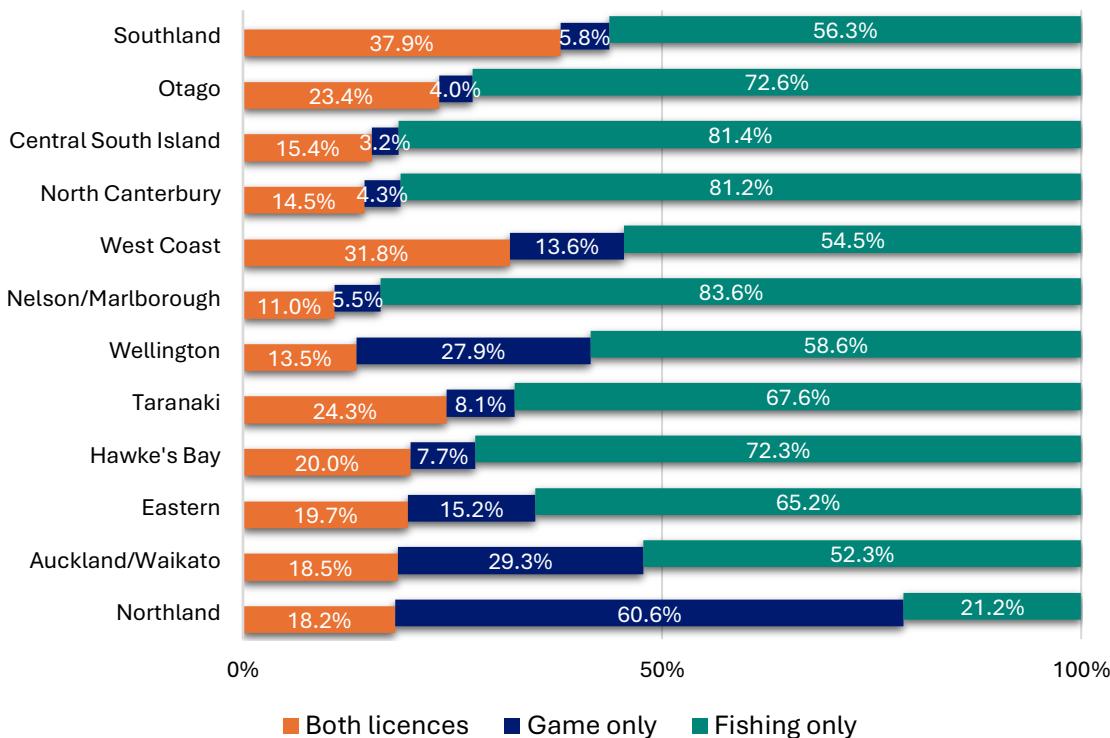


Figure 14 Usual Licence Purchasing Habit as a Proportion of Each Fish & Game Region

The Northland sample stands apart as predominantly game oriented with close to half of respondents in Auckland/Waikato and West Coast usually purchasing game licences. While all regions other than Northland were characterised by a high proportion of angling, the Central South Island, North Canterbury, and Nelson/Marlborough held the highest proportions of those usually purchasing only fishing licences.

5.1.8 Understanding of Regional Fish & Game Council’s role and activities

Respondent’s self-assessed understanding of the role and activities of their regional F&G Council is shown in Figure 15, and the proportion of usual licence purchasing habit for each level of understanding is shown in Figure 16. Eighty-seven percent of respondents felt they had at least some understanding of their regional F&G Council. The proportion of those that usually purchase both fishing and game licences tends to increase with self-assessed understanding. Those with ‘Excellent understanding’ had twice the proportion of dual licence purchasers compared to those with ‘Some understanding.’

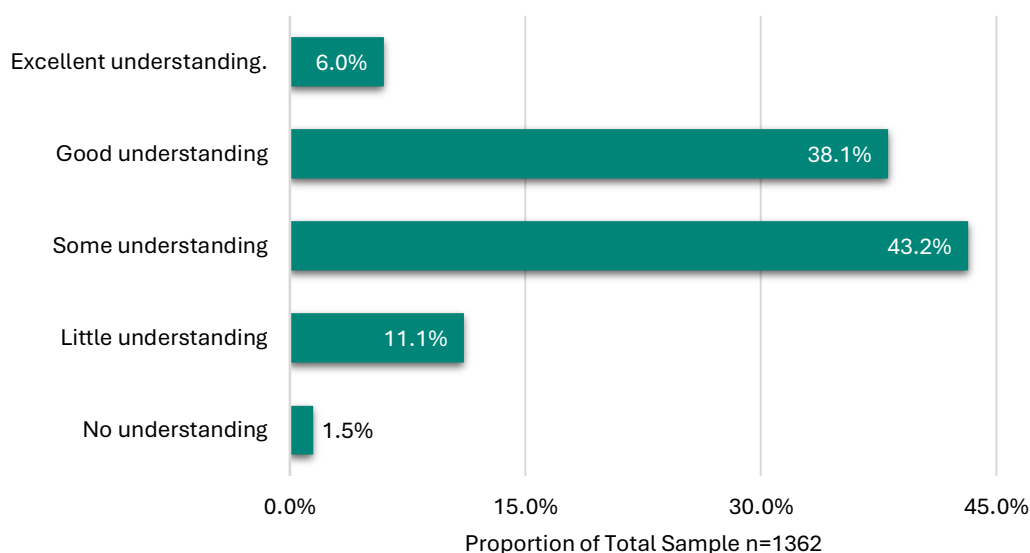


Figure 15 Understanding of Regional Fish & Game Council's Role and Activities

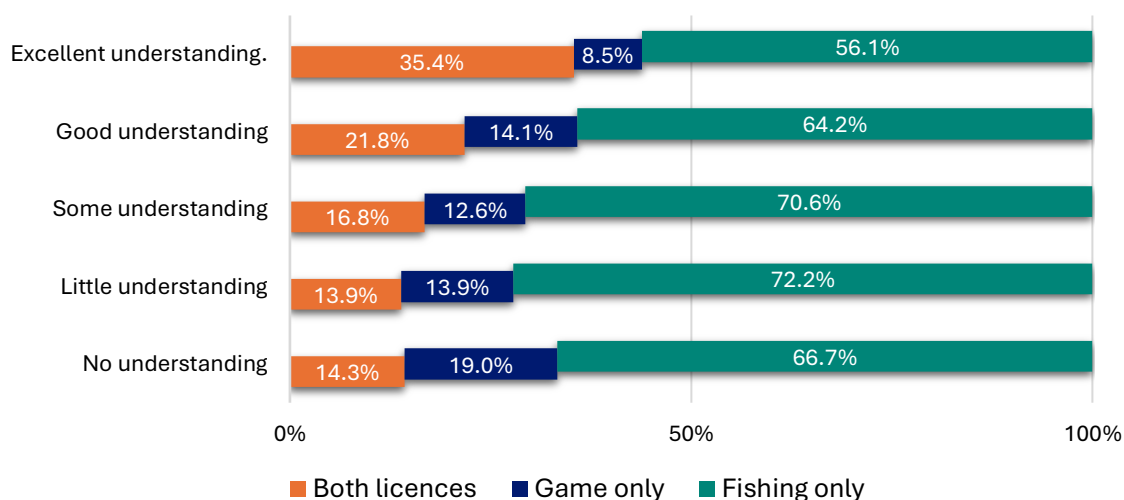


Figure 16 Usual Licence Purchasing Habit as a Proportion of the Level of Understanding of Regional Fish & Game Council's Role and Activities

5.2 Priorities for service attributes

This section details respondent's perspectives on the importance of selected F&G service attributes. It applies the tried-and-true MaxDiff (Best-Worst) methodology (Chrzan & Orme, 2019). The priorities are also explored using selected demographic variables. The ranked service priorities for the total MaxDiff sample of 1379 are based on a complex mathematical engine. It creates utility scores and then converts them to a probability-scaled score. These scores are ratio-scaled. This means that a score of 9 is three-times more important to respondents than a score of 3. If approached in a meaningful way, the choice-sets required thought, and some respondents will have found it taxing. This was demonstrated by respondent comments such as:

“On each of the most/least important questions it is difficult to answer them because everything f&g does seems to be a good thing.”

“It was a hard set of questions to answer. They are all important.”

This uneasiness in decision-making more closely resembles the reality of allocating finite resources across an organisation, whereas simple importance rating questions place no burden on the respondent. When using rating scales, often everything becomes important. This section explores ranked priorities for the full sample and then explores changes in priorities across sub-groups based on age, gender, ethnicity, income, education, hunters and fishers, dependent children, and F&G Region.

While the utility computations will run with as few as 40 responses, larger samples give more precise estimates. Following the rule-of-thumb calculations by Lipovetsky & Conklin (2014) for 16 attributes shown in 15 sets of 4 items, a sample of $n \geq 107$ would yield low precision utilities, $n \geq 213$ medium precision, and $n \geq 426$ high precision. To this end, regions have been combined to improve precision of utility estimates. Regional amalgamations recommended in the Ministerial Review (Clark & Mills, 2021) were used to guide how regions were combined. Reported results for sub-groups should be viewed with the number of respondents and the above calculations in mind. Service attribute definitions can be found in [Table 1, p 7](#). Probability-scaled utility scores and confidence intervals for all sub-groups are shown in [Appendix A](#).

5.2.1 All respondents

Ranked service priorities for all respondents $n=1379$ are shown in [Figure 17](#). It is important to remember that a low score does not mean respondents think the attribute is unimportant, just that it is of low importance among those they had to choose from.

The results reveal the most important attribute was *Access* (13.31) and the least important was *Promoting Females* (1.48). *Access* was nine-times more important to respondents than *Promoting Females* and 13% more important than the next most important attribute (*Conservation Orders*). The ten most important attributes may be characterised chiefly as i) activities that protect waterbodies and the ability of licence holders to use them, and ii) activities that manage sportfish and game as a recreational resource.

Conservation Orders (11.74) may be unexpected as second most important. However, it is possible respondents viewed this as both the highest form of waterbody protection and the most appropriate vehicle to convey an environmental protection stance. *Ecology Monitoring* (10.64) also reflects the environment as a priority and links into water quality.

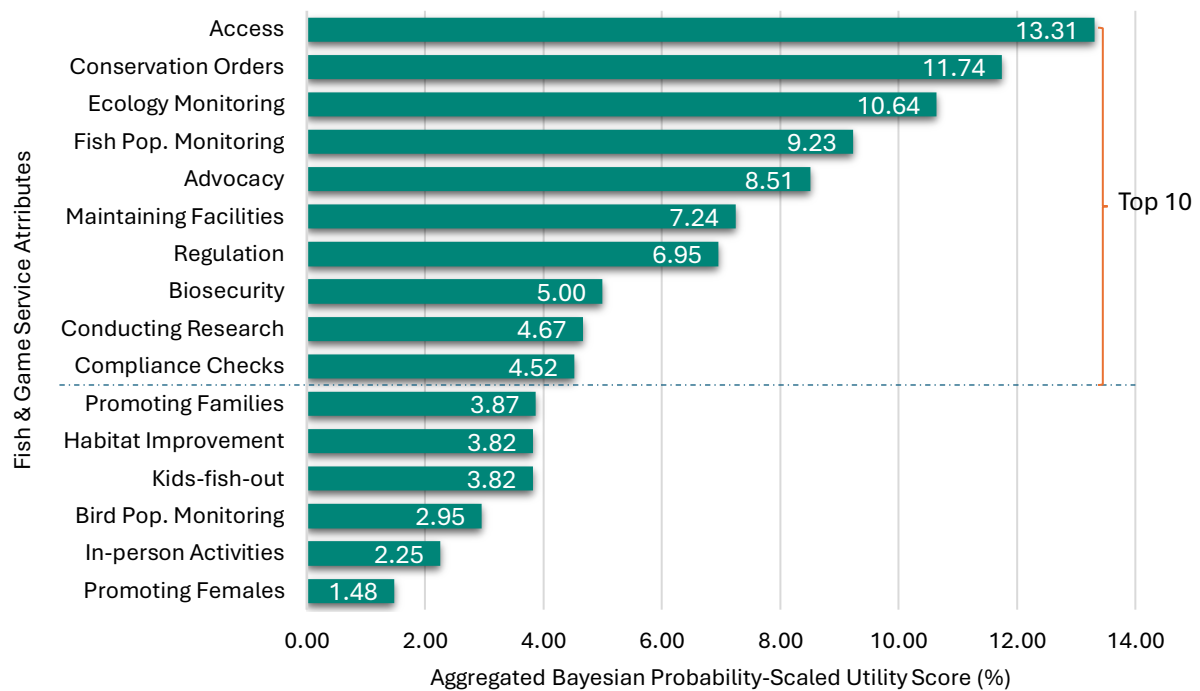


Figure 17 Priorities for Service Attributes: All Respondents

The high rating of *Fish Pop. Monitoring* (9.23) compared to *Bird Pop. Monitoring* (2.95) likely reflects licence sales and the subsequent sample skew towards anglers. A comparison to hunter priorities is covered in [section 5.2.7](#).

Advocacy (8.51), *Maintaining Facilities* (7.24), and *Biosecurity* (5.00) also reflect an environmental stance among the top ten attributes. Notably, *Biosecurity* was seen as only half as important as ecological monitoring. It may be that respondents didn't feel especially threatened by the spread of unwanted organisms, or that they felt *Ecology Monitoring* might cover biosecurity monitoring and some substitution of attributes took place. It should also be noted that the survey definition of *Biosecurity* was presumptive of an understanding of what biosecurity was. *Regulation* (6.95), *Conducting Research* (4.67), and *Compliance Checks* (4.52) round out the top ten most important attributes.

Setting aside the sample-effect on *Bird Pop. Monitoring*, four out of the five lowest importance attributes were activities aimed at community outreach and participation growth.

5.2.2 Under 45yrs and 65+yrs

A comparison of importance ratings from those under the age of 45yrs (n=346) and those 65+yrs (n=472) was conducted. The sample sizes indicate a mixture of medium and high

precision respectively. The split was designed to represent the priorities of those with 25+yrs of future licence purchase ahead of them and those of Seniors/Loyal Seniors.

Access (11.09) declined as a priority for the under 45yrs group and decreased its rank to 3rd. *Conservation Orders* (13.56) and *Ecology Monitoring* (11.84) were 1st and 2nd ranked respectively, and *Habitat Improvement* (3.91) increased from 12th to 10th place. Together these changes indicate a more environmental focus in this age bracket.

Priorities for the 65+yrs group largely follow those of the total sample, however the relative importance of *Access* (19.27) was elevated to 44% more important than the next most important attribute (*Conservation Orders*). This may indicate the need for easier access and access by vehicle as strength and mobility declines. *Regulation* and *Maintaining Facilities* swap places with *Regulation* moving upwards to 6th place.

Kids-fish-out increases in importance from 13th to 11th place for the 65+yrs group and this may reflect an interest and involvement with grandchildren. *Promoting Families* drops from 11th to 12th place and *Habitat Improvement* drops one place to 13th. *Promoting Females* remained lowest ranked for both age brackets, which rules out an age bias for this attribute.

5.2.3 Non-Male

Only n=110 respondents did not identify as male, and the sample size indicates low precision. Importance rankings were largely like the total sample. *Access* (10.79) dropped from first to third with *Ecology Monitoring* (13.68) being most important, and *Conservation Orders* (13.65) remaining in second place. *Kids-fish-out* (2.92) increased its place from 13th to 11th, however *Promoting Females* (1.08) unexpectedly remained in last place. This suggests that the low ranking is not related to a gender bias.

5.2.4 Non-European/Pakeha

As part of F&G's responsibilities under Te Tiriti o Waitangi, understanding the importance of service attributes to Māori is important. In this sample only 55 respondents identified as Māori. To meet at least the lowest threshold for precision, all Non-European/Pakeha respondents were combined for a sample of n=164. The top four ranking attributes for this group remained the same as those for the total sample. *Access* (14.40) had an increased relative importance of 23% over *Conservation Orders* (11.71). *Promoting Families* was more important to Non-European/Pakeha respondents and moved up two places to 9th. *Compliance Checks* were of reduced relative importance and dropped four places from 9th to 13th.

5.2.5 Income

In a comparison of household incomes above \$100,000pa n=661 and below \$100,000pa n=718 there was very little difference between groups and compared to the total sample. The sample sizes indicate high precision for both samples. *Kids-fish-out* (3.38) was of increased relative importance to those with incomes below \$100,000pa and improved from 13th to 9th place at the expense of *Promoting Families* (3.31) and *Habitat Improvement* (2.98). This apparent income effect may reflect the 63% of respondents in this bracket that are also in the 65+yrs age bracket. The only difference between those

with household incomes over \$100,000 and the importance rankings of the total sample was that *Habitat Improvement* (3.44) improved one place to 11th at the expense of *Promoting Families* (3.18).

5.2.6 Education

Education was separated into two groups, i) those with a bachelor's degree or higher n=447 and ii) those with High School or a post High School certificate n=902, indicating high precision for both groups. The rank order importance for those with High School or Post-High School certificate was largely the same as that for the total sample, with some movement in the mid to lower ranks. *Compliance Checks* (4.19) improved one place to 9th at the expense of *Conducting Research* (3.89), and Kids-fish-out improved two places to 11th at the expense of *Promoting Families* (3.43) and *Habitat Improvement* (3.33).

When compared to the total sample, those with a bachelor's degree or higher rated *Advocacy* (10.16) as more important than *Fish Pop. Monitoring* (9.55), and *Regulation* (6.79) as more important than *Maintaining Facilities* (6.24). They also rated *Habitat Improvement* (2.93) as more important than *Promoting Families* (2.92).

5.2.7 Hunters and Anglers

The hunter sample had n=451 respondents indicating high precision. The top three attributes were the same for hunters as the total sample. Notably, *Access* (16.56) had an elevated relative importance and was 47% more important than the next most important attribute (*Conservation Orders*, 11.29). *Maintaining Facilities* (8.07) and *Habitat Improvement* (7.49) both increased their rankings to 4th and 5th respectively. This demonstrates the utility hunters see in 'developing and enhancing game bird habitat' and a degree of overlap with 'maintaining and investing in Fish & Game owned and managed wetlands and waterbodies.'

Bird Pop. Monitoring (4.38) increased from 14th to 8th, reflecting its natural importance to hunters. *Fish Pop. Monitoring* (6.69) still out ranked *Bird Pop. Monitoring* at 7th place. This is likely due to the fact 60% of those that usually purchase a game bird licence also usually purchase a fishing licence. It is also possible hunters understand that managing fisheries is an essential part of F&G's role.

The Angler sample had n=1197 respondents of which, 22% were also usual purchasers of game licences. The importance rankings of anglers held little or no change from that of the total sample and this likely reflects their greater proportion of the total sample.

5.2.8 Dependent children

The sample sizes for those with dependent children was n=453 and those without was n=928 both indicating high precision. The rank order importance for both groups was largely the same as the total sample. Of most interest with this group is the importance of *Promoting Families* and *Kids-fish-out*. *Promoting Families* ranked 12th for those without dependents but increased importance two places to 10th for those with dependents. *Kids-fish-out* remained unchanged for both groups at 13th place.

5.2.9 Regions

5.2.9.1 Auckland/Waikato + Northland

Northland had only n=33 respondents and was combined with Auckland/Waikato to give a sample size of n=259, which indicates moderate precision. For Auckland/Waikato/Northland the top three attributes were the same as for the total sample with the relative importance of *Access* (17.03) being 42% more than that of *Conservation Orders* (11.98). *Fish Pop. Monitoring* (7.66) drops from 4th to 6th priority for this combined region and *Maintaining Facilities* (8.55) and *Habitat Improvement* (4.81) increase to 5th and 8th place respectively. These movements may reflect the high rates of game licence purchase among Northland (79%) and Auckland/Waikato (49%) respondents.

5.2.9.2 Eastern + Hawke's Bay

Hawke's Bay had a sample of n=66 and was combined with the Eastern sample to give n=199 respondents, indicating low precision approaching medium precision. The rank order of attributes for Eastern/Hawke's Bay largely mirrored that of the total sample. *Promoting families* (3.59) and *Compliance Checks* (3.56) swapped rankings but had near identical utility scores. The relative importance of *Access* (16.17) in this sample was elevated above the total sample at 32% more important than the second placed *Conservation Orders* (12.29). This may reflect the effects of cyclone damage to the Hawke's Bay region in 2023.

5.2.9.3 Wellington + Taranaki

Taranaki had a sample of n=37 and was combined with Wellington for a sample of n=148, which indicates low precision. For Wellington/Taranaki the top three attributes remained unchanged from the total sample. The relative gap in importance between *Access* (18.56) and *Conservation Orders* (13.91) was more than double that of the total sample and the gap between *Conservation Orders* and *Ecology Monitoring* (10.20) more than three times that of the total sample. *Fish Pop. Monitoring* (7.97) dropped two places to 6th, and *Habitat Improvement* (3.71) increased two places to 10th at the expense of *Compliance Checks* (3.12) and *Promoting Families* (2.89). The increased relative importance of *Habitat Improvement* may have been due to 41% of Wellington region's respondents being usual purchasers of a game licence.

5.2.9.4 Nelson/Marlborough + West Coast

The combined sample of Nelson/Marlborough & West Coast was n=97. This falls below the threshold for low precision and so the results are not reported other than in [Appendix A, Table 10](#).

5.2.9.5 North Canterbury + Central South Island

The combined sample for these regions was n=366 which indicates medium precision approaching high precision. Notably for North Canterbury/Central South Island, *Conservation Orders* (15.55) overtook *Access* (14.12) as the most important attribute. *Ecology Monitoring* (11.39), *Fish Pop. Monitoring* (11.07), and *Advocacy* (9.52) remained in 2nd, 3rd, and 4th places respectively and all had elevated relative importance compared

to the total sample. This ‘top heavy’ distribution of importance means that the utility scores of the lower ranked attributes fall away quickly. It also underscores the importance of waterway protection and fish stock management to these regions.

5.2.9.6 Otago + Southland

The sample for these combined regions was n=310 indicating medium precision. The rank order of importance for Otago/Southland was very similar to those of the total sample. Access (16.60) remained the most important attribute with the gap between Access and Conservation Orders (12.43) being more than double that of the total sample. The gap in importance between Fish Pop. Monitoring (9.50) and Advocacy (7.42) was nearly three times that of the total sample. Regulation (6.97) improved to 6th at the expense of Maintaining Facilities (6.51) and Kids-fish-out (3.78) improved to 12th at the expense of Habitat Improvement (2.88).

5.3 Value

This section details respondents licence tenure over the past five years, perceptions of their licence’s value-for-money, and reasons for not purchasing in the 2023/24 fishing and 2024 game seasons. The results have been weighted for Age and F&G Region, no weighting for Gender was required.

5.3.1 Fishing

Of those respondents that usually purchase a fishing licence (88.5% of the sample), 86.9% purchased a licence in 2023/24.

5.3.1.1 Fishing licence tenure over the past five years

The licence tenure of those that purchased a 2023/24 fishing licence is shown in Figure 18. Most (69%) had purchased a licence at least four out of the past five years with the median being five out of five.

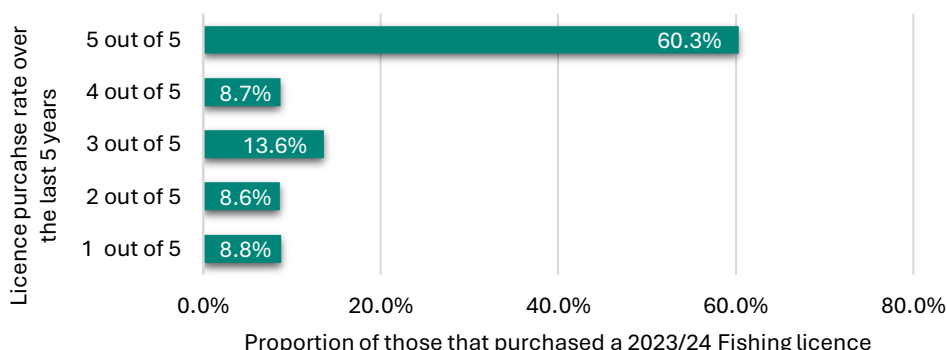


Figure 18 Fishing Licence Tenure Over the Past 5 Years

Figure 19 shows fishing licence tenure by age group. The proportion of loyal year-on-year licence purchasers increases with age and the most loyal purchasers were in the 65+yrs age group, all of which were ‘Loyal Seniors.’ The highest rate of mixed licence tenure was in those between 18- and 34yrs of age. The proportion of those between 18 and 34yrs that are recent to the sport or irregular purchasers is unknown.

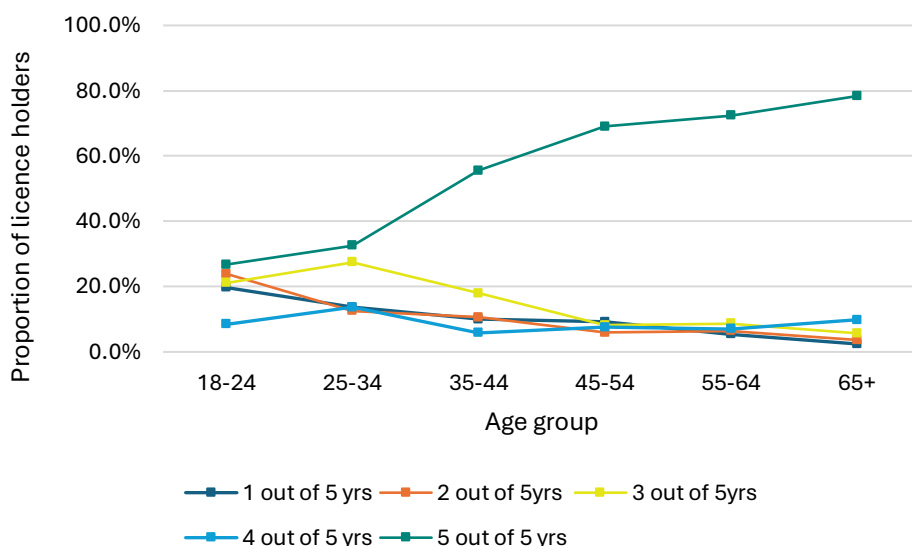


Figure 19 Fishing Licence Tenure Over the Past 5 Years by Age

5.3.1.2 Fishing licence value-for-money rating

The distribution of fishing licence value ratings is shown in Figure 20. Most licence holders (63.6%) were positive and rated value for money as ≥ 6 . The median rating for fishing licences was 7 out of 9. Poor value ratings (1-4) were given by 19.7% of respondents.

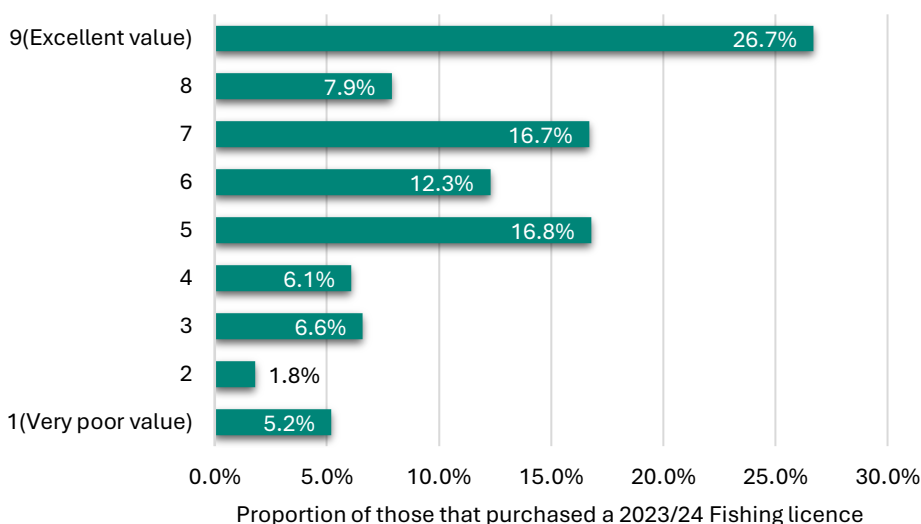


Figure 20 Fishing Licence Value for Money

5.3.1.3 Fishing licence value for money by licence type

The proportion of respondents purchasing each fishing licence type are shown in Table 2 and the perceived value for money by licence type is shown in Figure 21. Whole season fishing licence types represent 92.3% of purchases. Stoffels & Unwin (2023) define these licence types as ‘Tier-1’ and the proportion of tier-1 is higher in this sample than the

background rate for F&G licence holders. Although these anglers are responsible for a very high proportion of angler effort (Stoffles & Unwin, 2023), this means the views of these anglers are overrepresented.

Table 2 Fishing Licence Purchased by Licence Type

Type of 2023/24 fishing licence purchased	Proportion(%) of purchasers
Whole Season Adult	50.9
Whole Season Adult Local Area	4.4
Whole Season Family	27.2
Whole Season Loyal Senior	9.8
Winter Season Adult	1.7
One Day Adult	4.1
Long Break Adult	0.6
Short Break Adult	1.3
Total	100

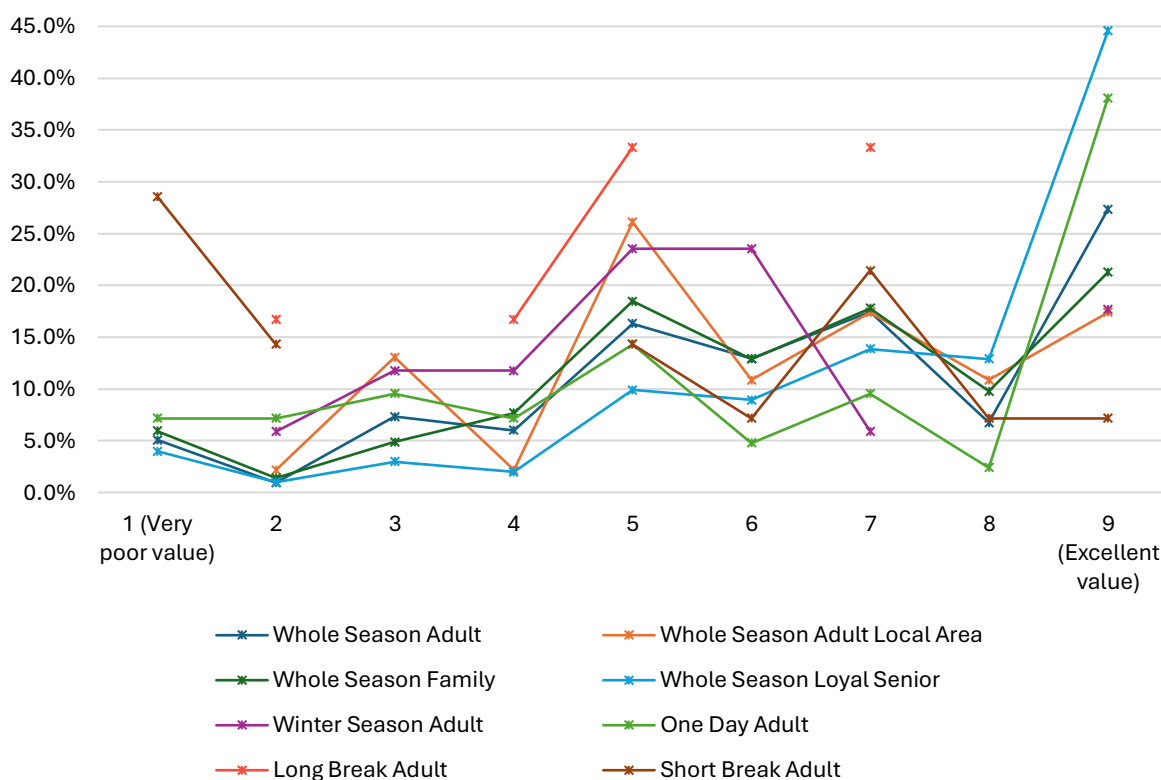


Figure 21 Fishing Licence Value for Money by Licence Type

Although a 9-point scale was applied, peaks are evident at five points in the scale. The highest proportion of ‘Excellent value’ ratings were among *Whole Season Loyal Seniors* (44.6%), *One Day Adult* (38.1%), and *Whole Season Adult* (27.3%). *Short Break Adult* (n=14) had the lowest proportion of ‘Excellent value’ ratings (7.1%) and the highest proportion of ‘Very poor value’ ratings (28.6%).

5.3.1.4 Reason for non-purchase of a 2023/24 fishing licence

The main reason for not purchasing a 2023/24 fishing licence is shown in Table 3. An increasingly busy life accounted for a quarter of those not purchasing, followed by expense (18.1%). The question choices for this element were adopted from the Primary Purpose (2023) study, with the addition of a weather-based choice. Although the available choices seem thoughtful and reasonable, they failed to capture the motivation behind 39.5% of non-purchasers.

Table 3 Main Reason for Not Purchasing a 2023/24 Fishing Licence

Main reason for not purchasing	Proportion of non-purchasers
I am becoming too busy to find time	24.8
The sport is becoming too expensive	18.1
There are less easily accessible fishing locations around where I live	2.2
I plan to focus on other hobbies	2.2
I am becoming less physically able	2.9
Concerns about personal safety	0.8
Weather impacted my area and I decided not to fish	9.4
Other	39.5
Total	100

5.3.2 Hunting

Of those with a usual habit of purchasing a Game Bird licence (31.8% of the sample), 82.9% purchased a 2024 Game Bird licence and 97% of those were whole season licences.

5.3.2.1 Game licence tenure over the past five years

The licence tenure of those that purchased a 2024 game bird licence is shown in Figure 22. Most (79.3%) had purchased a licence at least four out of the past five years with the median being five out of five.

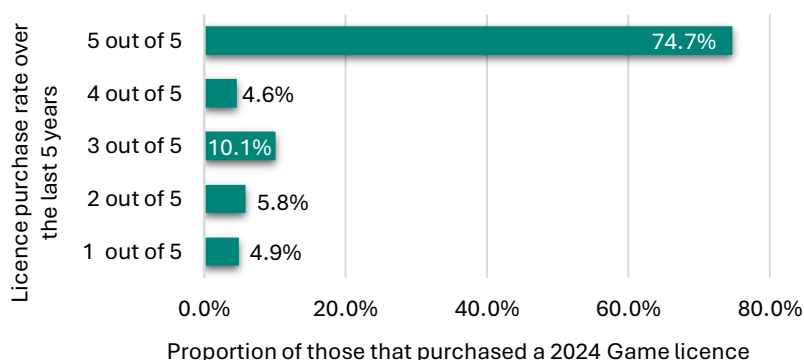


Figure 22 Hunting Licence Tenure Over the Past 5 years

5.3.2.2 Game licence value-for-money rating

The distribution of game licence value ratings is shown in Figure 23. Most licence-holders (52.1%) were positive and rated value for money as ≥ 6 . The median rating for game licences was 6 out of 9. Poor value ratings (1-4) were given by 28.5% of respondents. Overall, game licences were seen as being lower value for money than fishing licences.

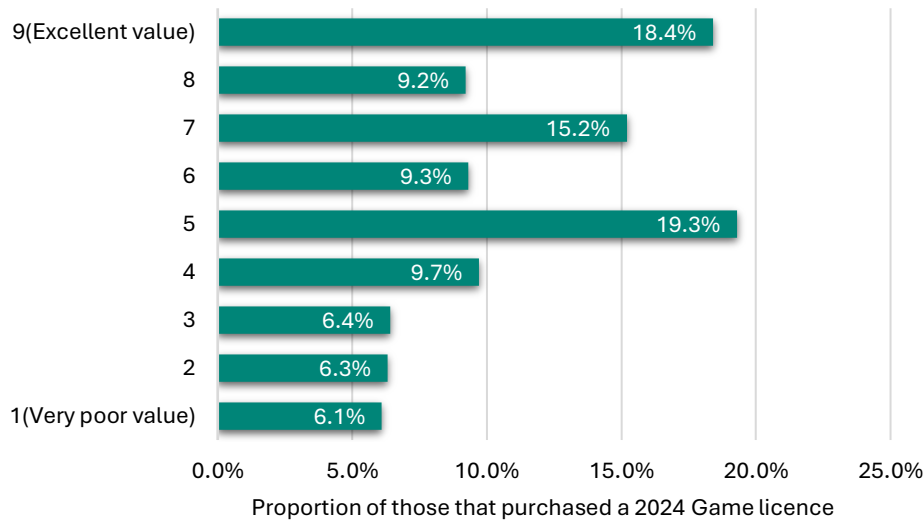


Figure 23 Game Licence Value for Money

5.3.2.3 Reason for non-purchase of a 2024 game licence

The main reason for not purchasing a 2024 game licence is shown in Table 1. Reduced accessibility of hunting locations (16.5%) and the expense associated with hunting (15%) accounted for a third of those choosing not to purchase in 2024. As with fishing non-purchasers, a large proportion (47.4%) of game non-purchasers did not have their motivation captured by the available choices.

Table 4 Main Reasons for Not Purchasing a 2024 Game Bird Licence

Main Reason for not purchasing	Proportion(%) of non-purchaser
I am becoming too busy to find time	12.5
The sport is becoming too expensive	15.0
There are less easily accessible hunting locations around where I live	16.5
I plan to focus on other hobbies	3.2
I am becoming less physically able	3.0
Concerns about personal safety	-
Weather impacted my area and I decided not to fish	2.4
Other	47.4
Total	100

5.4 Performance

This section details fisher's and hunter's perceptions of F&G's performance. Respondents were asked to use a simple rating scale and were given the option to be unsure. They were then given the opportunity to offer a comment regarding the performance rating they gave. The comments were analysed according to themes and are shown in [section 5.4.2](#). Performance ratings have been weighted for Age and F&G Region.

5.4.1 Performance rating

Q: 'How good or bad a job would you say Fish & Game does on your behalf?'

The performance ratings are weighted for Age and F&G Region and are shown in [Figure 24](#). No weighting for Gender was required. Overall, most licence-holders (60.6%) gave F&G a good performance rating with just 7.1% bad ratings.

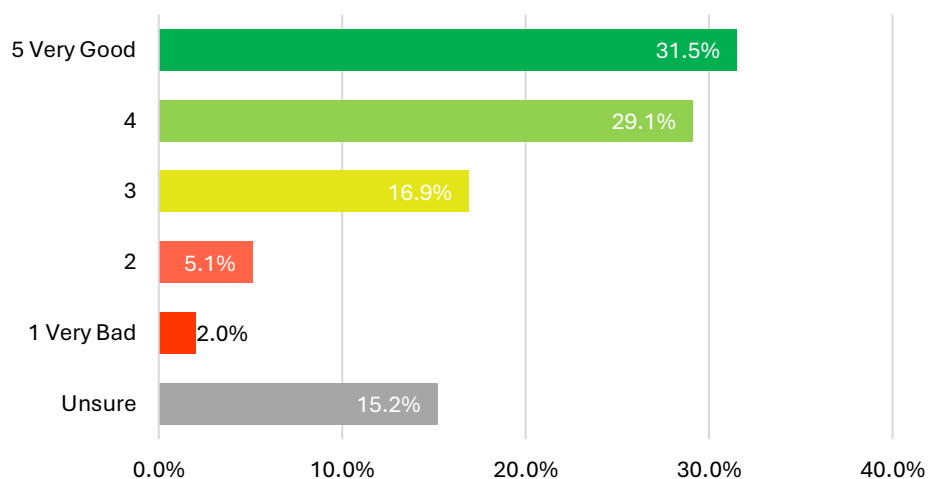


Figure 24 Customer Performance Ratings of Fish & Game

5.4.1.1 Performance rating by groups

Respondent performance ratings by age group are shown in [Figure 25](#). The proportion of uncertainty is highest among the 18-24yrs group and diminishes as age increases. The proportion of neutral ratings are highest among the 25-34yrs group and diminished as age increases. The proportion of 'Very Good' ratings increases as age increases and is highest (47.4%) among the 65+ age group. There was no statistical difference in ratings distribution between those with fishing licences and those with game licences ($z = -.686$, $p = .493$).

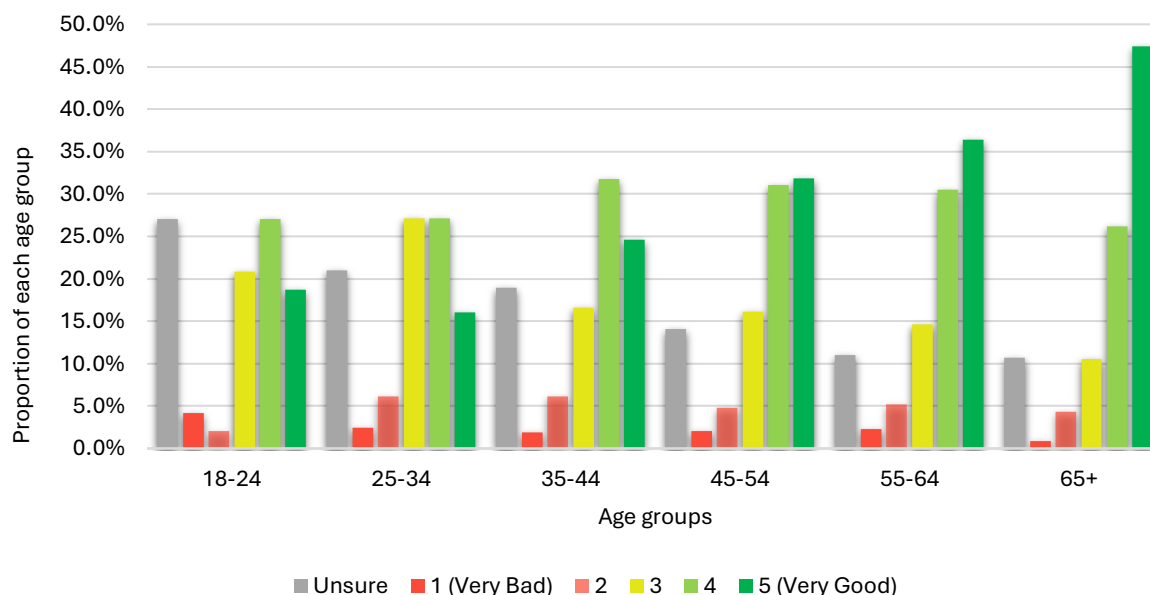


Figure 25 Fish & Game Performance Rating by Age Groups

5.4.2 Thematic analysis of performance comments

In all, 862 respondents chose to leave a comment, and these were analysed according to themes. These are detailed in [Figure 26](#), [Figure 27](#), [Figure 28](#), and [Figure 29](#). Comments often had more than one theme; therefore, percentages sum to more than 100. Those happy with F&G felt it provided the best vehicle for their political and legal representation (32%), appreciated F&G efforts to communicate (20%), and efforts to promote stocks of quarry (19%). Licence monitoring and enforcement (19%) was seen as an essential element of fairness and natural justice. Good raters were also grateful of access points (18%) and efforts to gain more access, and of F&G's involvement in environmental protection (17%), especially water quality. Typical good rating comments are:

“Representing the people like myself to be able to go out and enjoy the sport of fishing and working to maintain our sport for the future.”

“Regular and relevant communication with licence holders on F&G activities”

“Monitoring of fisherman. Issuing of licenses. Releasing fish into lakes. A voice on my behalf”

“They do their best with limited resources and no Government funding.”

“F&G are the voice for the everyday people who like to go out fishing and game bird hunting, they maintain access points for everyone, control limits by monitoring numbers, share knowledge.”

“I appreciate their booklet of fishing sites, bag limits, season etc and signposted access points.”

“I'm new to fly fishing... it's good to have it available for me and family.”

“Looking after our waters for New Zealanders.”

“Generally smooth management of the great freshwater fishing and game bird shooting assets we have in NZ.”

“Good access signs, license information is very good.”

Poor ratings were mainly associated with perceptions of insufficient efforts to promote stocks of fish and game (31%), insufficient monitoring and enforcement (30%), high licence cost (21%), poor communication (12%), and mismanagement of funds (11%). Typical bad comments were:

“Never seen any sign of them or what they have done in over 40 years of buying licenses.”

“I think there are too many personal agendas within [Region removed] fish and game being pursued using funds from licences. They are only interested in their own opinions”

“No where enough ranging/checking licences. Fail to return phone calls, inconsistency and lack [of] transparency, don't prosecute enough offenders.”

“Under [their] tenure I have seen a salmon fishery go from world class to near extinction!”

“A very expensive license and there appears to be a lot fewer birds. Why?”

“I feel like the price goes up every year and we pay more and get less. I also don't feel like there is enough enforcement of rules and regulations.”

“Spend far too much time wasting money in the legal battles instead of looking after whanau who just want to go out and enjoy the outdoors.”

“Not stocking rivers in [Region removed]. Not interested in fishing, concerned more with game birds.”

“[Region removed] F&G has been poorly run for several years and many on the council have used it to enhance their own agender and gaining profit from their position of power.”

5.4.2.2 Bad ratings

Seven percent of respondents gave F&G a bad performance rating (1 or 2 out of 5). Of those, n=84 chose to leave a comment about why they gave a bad rating.

A perceived lack of effort to promote stocks of fish and game, and insufficient licence monitoring dominated reasons for poor ratings. Suspensions of poaching featured in the call for more licence checks. A perception of high licence fees also featured. Issues with poor communication and leadership were regionally focused, with just 5% of comments taking issue with policy and representation.

Some comments disagreed with how funds were spent, and it was often unclear if they referenced local or national level projects. Not doing enough for polluted waterways or to clean-up site specific problems was a feature for a few.

The chart shows the proportion (%) of the 84 comments that contained a reference to each theme. A comment may have more than one theme, therefore, the percentages sum to more than 100%.

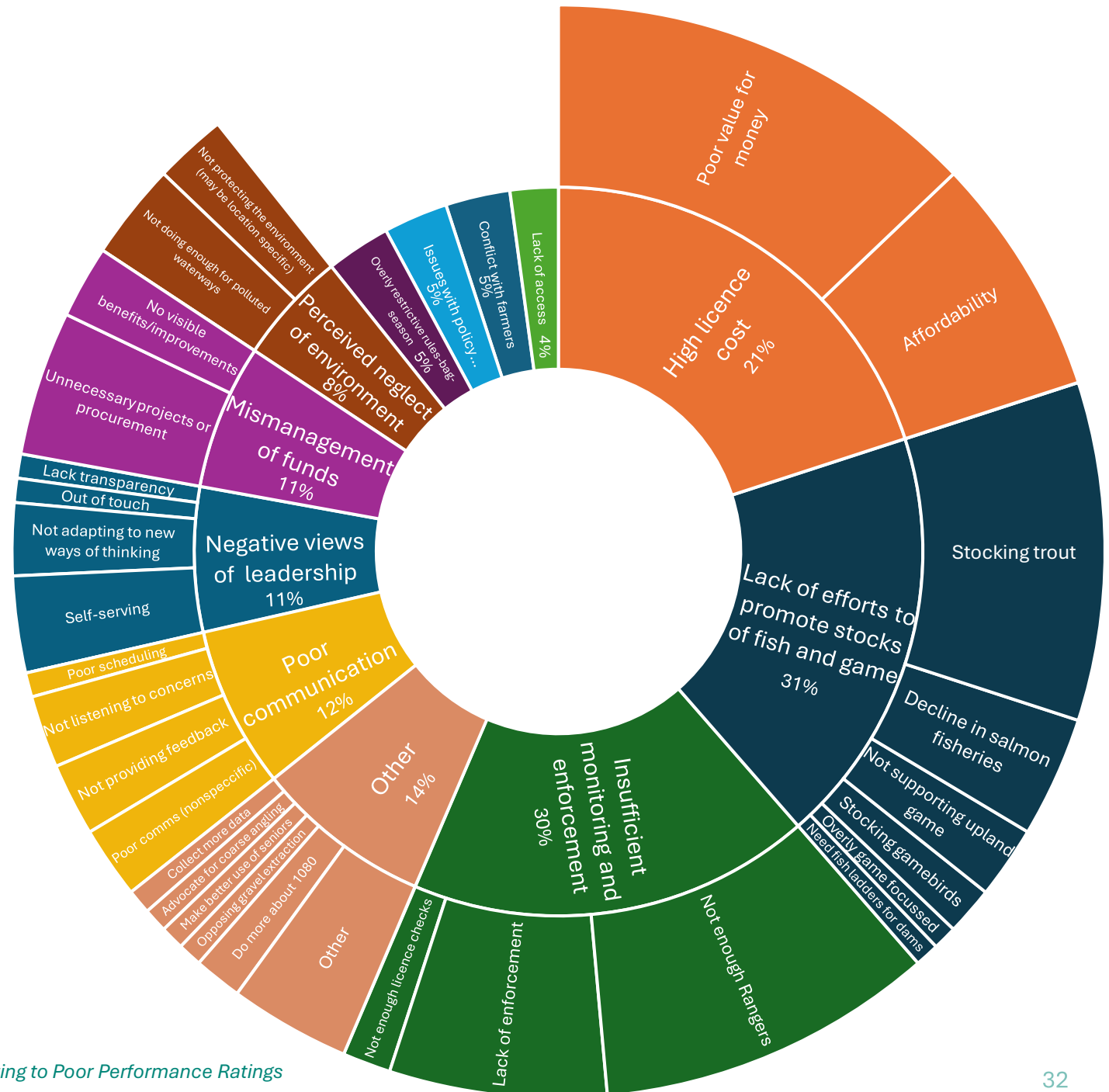


Figure 27 The Proportion of Comments Relating to Poor Performance Ratings

5.4.2.3 Neutral ratings

Seventeen percent of respondents gave F&G a neutral performance rating (3 out of 5). Of those, n=134 chose to leave a comment about why they gave a neutral rating.

Like those that were unsure, despite seeming to be ‘on the fence’ neutral commentators had clear negative views behind their rating choice. Comment themes largely followed those of poor raters. However, issues with policy and representation, and with access, were present in double the proportion of comments for neutral raters. Neutral ratings were the only comments with a theme regarding *Conflict with Farmers*.

Comments from poor and neutral ratings had a lot in common. This suggests that the neutral scale point is best interpreted as the lowest degree of poor rating.

The chart shows the proportion (%) of the 201 comments that contained a reference to each theme. A comment may have more than one theme, therefore, the percentages sum to more than 100%.

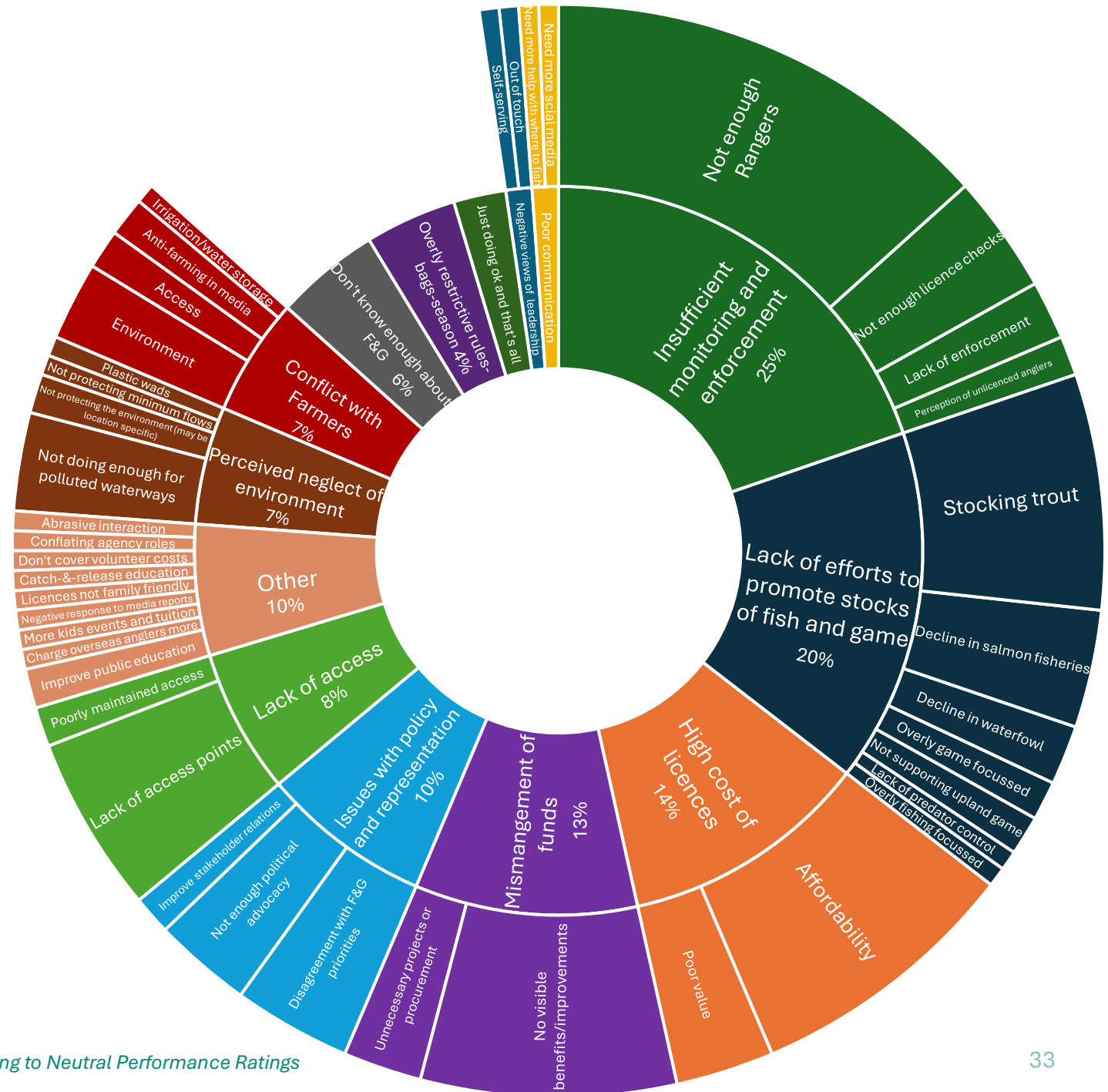


Figure 28 The Proportion of Comments Relating to Neutral Performance Ratings

5.4.2.4 Good ratings

Sixty-one percent of respondents (n=881) gave F&G a good performance rating (4 or 5 out of 5). Of those 544 chose to leave a comment as to why they gave a good rating.

Based on analysis of comments, those happy with F&G felt it provided the best conduit for their political and legal representation and enjoyed communication efforts, and especially information on where and how to fish and hunt. Efforts to promote socks of quarry were also appreciated. Licence monitoring and enforcement was seen as an essential element of fairness and natural justice. Commentors were grateful of access points and efforts to gain more access and of F&G’s involvement in environmental protection, especially water quality.

The chart shows the proportion (%) of the 544 comments that contained a reference to each theme. A comment may have more than one theme, therefore, the percentages sum to more than 100%.

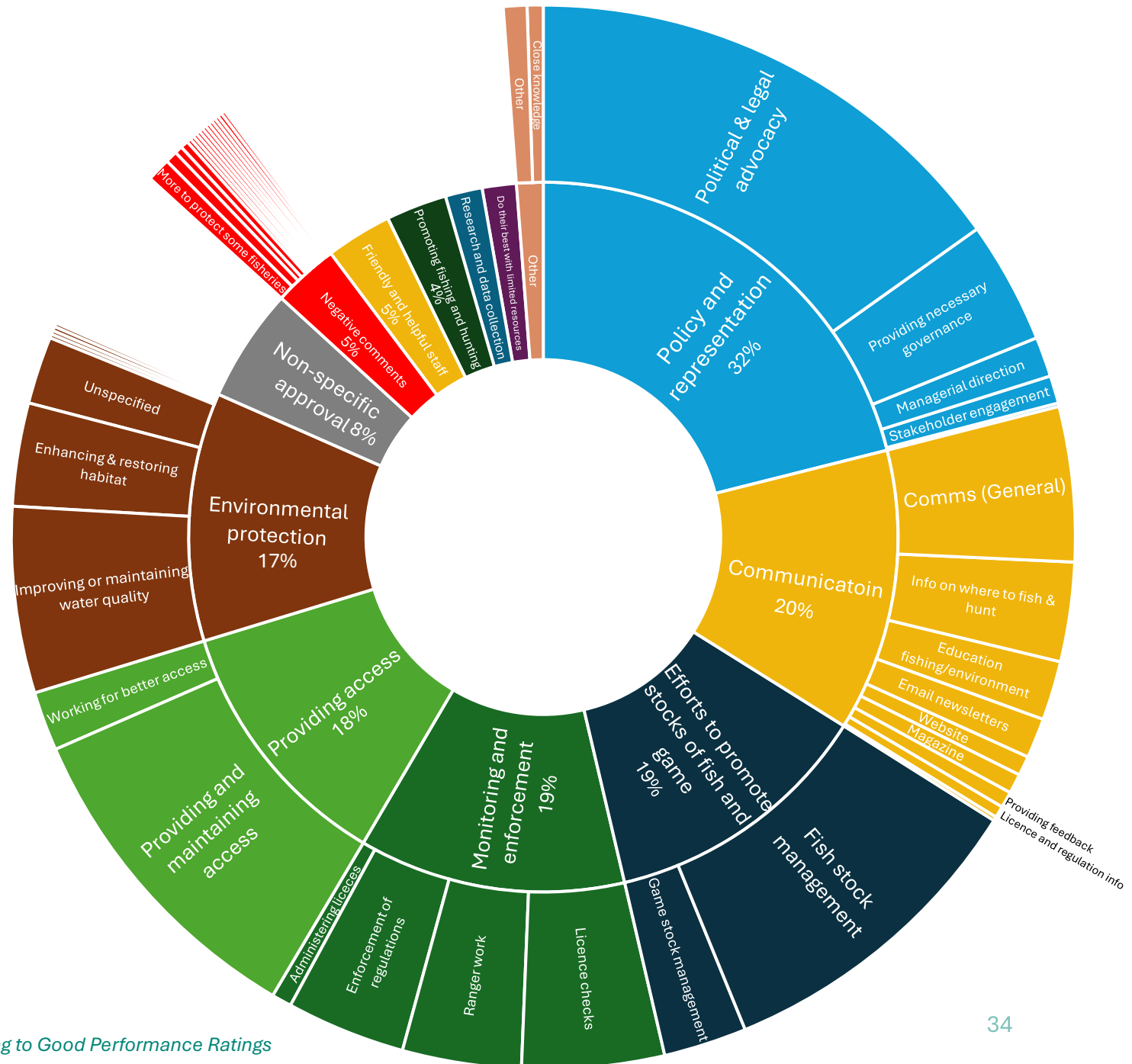


Figure 29 The Proportion of Comments Relating to Good Performance Ratings

There were several on-off negative comments within the *Good* performance ratings and these are detailed in [Table 5](#).

Table 5 Sub-themes to Negative Comments from Those Giving F&G a Good Performance Rating

	Comment theme	Frequency
	More needed to protect some fisheries	6
	More Rangers needed	3
	More restocking needed	2
	More game access and information needed	2
	Game season too short	1
	Room for improvement	1
	Lack of enforcement	1
	Lack of monitoring the canals	1
	More support of upland game	1
	Need to reduce negative agriculture stance	1
	Not banding enough birds	1
	More printed comms needed	1
	Spend money on core activities only	1
	Poor response to 'fast-track' legislation	1
	Prioritising guides over individuals	1
	More general support required	1

6 Conclusions

1. Overall, anglers and hunters held the provision of *Access* to hunting and fishing locations as the highest priority for F&G, followed by *Conservation Orders* and *Ecology Monitoring*.
2. *Access* was proportionally more important to fishers and hunters over 65 years of age.
3. Those under the age of 45yrs were more environmentally focussed and considered *Conservation Orders* and *Ecological Monitoring* as more important than *Access*.
4. Three out of the top five most important service attributes were oriented towards protecting water quality.
5. Four out of the five lowest priority attributes were oriented towards community outreach and participant growth.
6. Service priorities can vary across regions.
7. The most loyal purchasers of fishing licences were age 65+ and those under 35yrs had the highest rates of mixed licence tenure.
8. Although both groups mostly felt their licence represented good value, 2024 Game Bird licence purchasers gave lower value ratings than those that purchased a 2023/24 Fishing licence.
9. Most licence holders feel F&G does a good job.
10. Based on analysis of respondent's comments, neutral performance ratings should be viewed as the mildest form of negative rating.
11. Based on analysis of comments, many of those unsure of what performance rating to give F&G were withholding negative sentiment.
12. Older licence holders were more positive about F&G's performance and younger age groups were more uncertain.
13. As a proportion of comments, key themes were policy and representation, communication, promoting stocks of fish and game, licence cost, licence monitoring, enforcement, access points, and environmental protection.

7 Points to consider

1. As the top priority for licence holders, *Access* was mentioned in 2% of *Unsure* comments, 4% of *Bad* comments, 8% of *Neutral* comments, and 18% of *Good* comments. The relatively low rate of negative and neutral comments suggests F&G are delivering on *Access* but with room for improvement.
2. The high importance of ecological monitoring suggests a lack of trust in the ability of regional authority's to effectively manage water quality. All things being equal, licence-holders should feel no need for the organisation to spend its resources on ecological monitoring.
3. While initiatives to grow participation were of low importance, and this poses a challenge for the future of F&G, there is some natural logic to the importance hierarchy. It is reasonable to assume that if the resource is not protected and managed towards providing a good quality recreational experience, efforts to grow participation are unlikely to succeed.
4. The priority ranking of *Promoting Females* is problematic considering the current gender imbalance and F&G's strategic objective to attract and retain licence-holders. It is possible that current participants perceive no barriers to women and attribute low female participation to a gender-wide disinterest. It is also possible the skewed age profile of current participants means many may hold a traditional image of a family that includes a woman and, therefore, felt females were already represented in the *Promoting Families* attribute. Another option grounded in utility theory, is that growth initiatives were seen as dollars spent on marketing that do not directly serve the recreational experience and so provides little utility at the individual level.
5. It may be that providing access, protecting, stocking, and monitoring are core services and relatively intractable in their overall importance, regardless of participant's profiles. This may mean that affirmative action and growth initiatives should not be compared to these core items.
6. Achieving a larger sample of smaller sub-groups is important for high precision Bayesian analysis. This may require the oversampling of females and some regions, if regional reporting of service priorities is considered valuable to F&G.
7. While *Compliance Checks* was the 10th most important service attribute, monitoring and enforcement was a theme of 15% of *Unsure* comments, 30% of *Bad* comments, 25% of *Neutral* comments, and 19% of *Good* comments. This means that although it was less important than many other service attributes, it is contentious and drives sentiment.
8. The rate of lapsed licence-holders in this survey is much less than the estimated 30%. This means the views of lapsed licence-holders are underrepresented.

9. Motivations for the largest proportion of non-purchasers for both fishing and game licences were not captured by the choices available to them. On review, the choices, adapted largely from Primary Purpose (2023), still seem reasonable and logical. It is hoped that work on barriers to participation, currently under analysis by Heather Garrick, may help inform future work.
10. The sample likely has an avidity bias. This is a self-selection bias in which the most avid recreational participants are overrepresented.
11. The survey and reporting should be reviewed by the NZF&G executive with a view to creating the most efficient instrument for yearly reporting. Some thought should be given to which elements provide the most direct value to decision-making, which are useful on a yearly basis, and which may be employed at longer intervals. Employing some elements at longer intervals would provide survey space for 'special projects' on alternate years.



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Appendix – Probability-scaled utility scores and confidence intervals

Table 6 Probability-Scaled Utility Scores and Confidence Intervals: All Respondents, Under 45 Years Old, 65+ Years Old, and Non-Male

Attribute categories in descending order of utility rated by 'All respondents'	All Respondents n=1379			Under 45yrs n=346			65+yrs n=472			Non-Male n=110		
	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI
Access	13.31	12.80	13.85	11.09	9.48	12.99	19.27	16.69	22.25	10.79	8.10	14.37
Conservation Orders	11.74	11.32	12.21	13.56	11.49	16.01	13.37	11.57	15.45	13.65	10.10	18.43
Ecology Monitoring	10.64	10.30	10.99	11.84	10.16	13.81	10.55	9.27	12.02	13.68	10.47	17.88
Fish Pop. Monitoring	9.23	8.92	9.53	10.40	9.02	11.99	8.99	7.98	10.13	10.45	8.18	13.35
Advocacy	8.51	8.25	8.82	9.31	8.02	10.81	7.49	7.49	9.73	9.33	7.13	12.21
Maintaining Facilities	7.24	7.01	7.50	7.78	6.74	8.99	6.65	5.88	7.51	7.38	5.68	9.58
Regulation	6.95	6.71	7.21	6.94	6.01	8.01	6.91	6.07	7.88	7.46	5.71	9.75
Biosecurity	5.00	4.84	5.16	5.51	4.82	6.29	3.93	3.49	4.41	5.76	4.49	7.40
Conducting Research	4.67	4.51	4.81	4.66	4.10	5.30	3.83	3.45	4.25	4.29	3.48	5.29
Compliance Checks	4.52	4.37	4.70	3.67	3.16	4.25	3.91	3.46	4.42	3.77	2.91	4.88
Promoting Families	3.87	3.74	4.01	3.00	2.56	3.52	3.37	2.95	3.84	2.72	2.04	3.64
Habitat Improvement	3.82	3.69	3.95	3.91	3.37	4.54	2.69	2.37	3.05	2.74	2.11	3.57
Kids-fish-out	3.82	3.68	3.97	2.93	2.51	3.42	3.42	3.03	3.85	2.92	2.25	3.77
Bird Pop. Monitoring	2.95	2.85	3.06	2.95	2.56	3.39	1.97	1.74	2.25	2.37	1.85	3.03
In-person Activities	2.25	2.17	2.34	1.59	1.35	1.88	1.65	1.43	1.90	1.61	1.18	2.18
Promoting Females	1.48	1.41	1.55	0.85	0.71	1.01	0.95	0.82	1.11	1.08	0.79	1.49

Table 7 Probability-Scaled Utility Scores and Confidence Intervals: Non-European, Income<\$100,000, Income>\$100,000, Education Bachelor's Degree or Higher

Attribute categories in descending order of utility rated by 'All respondents'	Non-European n=164			Income<\$100,000 n=718			Income>\$100,000 n=661			Education Bachelor's Degree or Higher n=477		
	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI
Access	14.40	11.34	18.28	16.60	14.80	18.62	15.86	14.10	17.83	15.37	13.36	17.68
Conservation Orders	11.71	9.24	14.84	13.00	11.59	14.58	12.27	12.27	15.68	14.42	12.46	16.68
Ecology Monitoring	11.15	8.95	13.88	10.90	9.81	12.11	10.42	10.42	12.99	11.61	10.17	13.25
Fish Pop. Monitoring	10.57	8.53	13.08	9.38	8.50	10.35	9.50	8.59	10.52	9.55	8.50	10.73
Advocacy	7.52	6.03	9.37	8.52	7.66	9.48	9.01	8.08	10.04	10.16	8.91	11.59
Maintaining Facilities	7.66	6.18	9.48	7.09	6.42	7.82	7.12	6.42	7.90	6.24	5.54	7.03
Regulation	6.28	5.08	7.77	6.98	6.29	7.76	6.58	5.92	7.31	6.79	6.00	7.70
Biosecurity	4.88	3.96	6.02	4.47	4.06	4.93	4.49	4.07	4.94	4.73	4.19	5.34
Conducting Research	4.17	3.42	5.08	4.14	3.79	4.52	4.10	3.75	4.48	4.58	4.13	5.08
Compliance Checks	3.54	2.83	4.42	4.26	3.85	4.72	3.54	3.19	3.92	3.39	3.01	3.82
Promoting Families	4.29	3.41	5.41	3.31	2.97	3.69	3.18	2.84	3.56	2.92	2.56	3.33
Habitat Improvement	4.08	3.29	5.07	2.98	2.68	3.30	3.44	3.08	3.83	2.93	2.57	3.33
Kids-fish-out	3.81	3.05	4.76	3.38	3.06	3.73	2.95	2.65	3.28	2.71	2.39	3.06
Bird Pop. Monitoring	2.83	2.31	3.47	2.25	2.03	2.49	2.38	2.14	2.64	2.16	1.91	2.45
In-person Activities	2.08	1.63	2.65	1.77	1.58	1.99	1.55	1.37	1.75	1.62	1.40	1.86
Promoting Females	1.04	0.81	1.34	0.97	0.86	1.09	0.80	0.71	0.91	0.82	0.71	0.95

Table 8 Probability-Scaled Utility Scores and Confidence Intervals: Education Post-High School Certificate or Lower, Anglers, Hunters, Dependent Children=YES

Attribute categories in descending order of utility rated by 'All respondents'	Education Post-High School Certificate or Lower n=902			Anglers n=1197			Hunters n=451			Dependent Children=YES n=453		
	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI
Access	16.69	15.08	18.47	16.46	15.07	17.98	16.56	14.40	19.04	14.52	12.61	16.73
Conservation Orders	12.88	11.63	14.27	13.74	12.56	15.02	11.29	9.77	13.05	13.02	11.27	15.05
Ecology Monitoring	11.03	10.05	12.11	11.45	10.54	12.43	9.62	8.46	10.94	9.93	9.93	12.94
Fish Pop. Monitoring	9.37	8.57	10.23	10.30	9.54	11.12	6.69	5.95	7.52	9.70	8.59	10.96
Advocacy	8.07	7.35	8.86	8.93	8.22	9.70	7.45	6.53	8.51	8.94	7.82	10.21
Maintaining Facilities	7.59	6.94	8.30	6.62	6.13	7.14	8.07	7.12	9.16	7.53	6.62	8.56
Regulation	6.77	6.17	7.43	6.56	6.06	7.10	6.93	6.06	7.93	6.60	5.80	7.51
Biosecurity	4.34	4.00	4.72	4.56	4.24	4.90	3.73	3.29	4.22	4.58	4.06	5.17
Conducting Research	3.89	3.59	4.20	4.04	3.77	4.31	4.17	3.72	4.69	4.06	3.62	4.54
Compliance Checks	4.19	3.82	4.59	3.97	3.67	4.29	3.20	2.81	3.65	3.74	3.30	4.24
Promoting Families	3.43	3.11	3.78	3.06	2.81	3.32	4.38	3.82	5.03	3.81	3.32	4.37
Habitat Improvement	3.33	3.04	3.66	2.64	2.43	2.86	7.49	6.56	8.56	3.60	3.15	4.11
Kids-fish-out	3.44	3.14	3.76	3.21	2.97	3.47	3.25	2.85	3.71	3.59	3.15	4.09
Bird Pop. Monitoring	2.39	2.18	2.61	1.99	2.43	2.86	4.38	3.88	4.95	2.43	2.14	2.75
In-person Activities	1.68	1.52	1.87	1.62	1.48	1.77	1.86	1.61	2.15	1.67	1.44	1.93
Promoting Females	0.92	0.82	1.02	0.88	0.80	0.97	0.92	0.78	1.07	0.87	0.74	1.01

Table 9 Probability-Scaled Utility Scores and Confidence Intervals: Dependent Children=NO, Northland & Auckland/Waikato, Eastern & Hawke's Bay, Wellington & Taranaki

Attribute categories in descending order of utility rated by 'All respondents'	Dependent Children=NO n=926			Northland & Auckland/Waikato n=259			Eastern & Hawke's Bay n=199			Wellington & Taranaki n=148		
	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI
Access	17.14	15.50	18.96	17.03	14.02	20.67	16.17	12.95	20.18	18.56	14.40	23.93
Conservation Orders	13.59	12.27	15.06	11.98	9.85	14.58	12.29	9.88	15.29	13.91	10.77	17.98
Ecology Monitoring	11.19	10.20	12.29	10.38	8.75	12.31	12.27	9.95	15.14	10.20	8.10	12.84
Fish Pop. Monitoring	9.31	8.54	10.15	7.66	6.54	8.97	9.54	7.92	11.49	6.46	6.46	9.83
Advocacy	8.66	7.89	9.50	8.96	7.54	10.63	8.78	7.14	10.80	9.18	7.26	11.62
Maintaining Facilities	6.90	6.33	7.52	8.55	7.23	10.12	7.30	6.06	8.78	8.04	6.41	10.08
Regulation	6.88	6.28	7.53	7.07	5.95	8.41	6.12	5.06	7.41	6.86	5.42	8.68
Biosecurity	4.43	4.07	4.81	4.43	3.76	5.22	4.59	3.79	5.54	4.33	3.52	5.32
Conducting Research	4.15	3.85	4.47	4.46	3.85	5.15	4.14	3.49	4.91	4.14	3.46	4.96
Compliance Checks	3.97	3.63	4.34	3.39	2.87	4.00	3.56	2.93	4.32	3.12	2.48	3.92
Promoting Families	3.00	2.73	3.30	3.16	2.64	3.78	3.59	2.94	4.39	2.89	2.30	3.63
Habitat Improvement	3.00	2.74	3.29	4.81	4.03	5.74	3.47	2.86	4.21	3.71	2.91	4.74
Kids-fish-out	2.98	2.73	3.25	2.42	2.03	2.89	3.18	2.64	3.84	2.42	1.94	3.01
Bird Pop. Monitoring	2.25	2.06	2.46	3.09	2.61	3.64	2.41	1.98	2.93	2.35	1.86	2.97
In-person Activities	1.66	1.50	1.83	1.67	1.37	2.04	1.72	1.38	2.14	1.48	1.14	1.92
Promoting Females	0.89	0.80	0.99	0.94	0.77	1.15	0.87	0.69	1.10	0.83	0.64	1.08

Table 10 Probability-Scaled Utility Scores and Confidence Intervals: Nelson/Marlborough & West Coast, North Canterbury & Central South Island, and Otago & Southland

Attribute categories in descending order of utility rated by 'All respondents'	Nelson/Marlborough & West Coast n=97			North Canterbury & Central South Island n=366			Otago & Southland n=310		
	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI	Prob- Scaled Utility Score	Lower 95% CI	Upper 95% CI
	Access	17.16	12.44	23.68	14.12	12.08	16.50	16.60	14.00
Conservation Orders	13.68	10.06	18.60	15.55	13.19	18.35	12.43	10.42	14.82
Ecology Monitoring	10.13	7.67	13.38	11.39	9.82	13.22	11.81	10.03	13.90
Fish Pop. Monitoring	10.30	7.66	13.85	11.07	9.64	12.73	9.50	8.19	11.02
Advocacy	8.60	6.40	11.55	9.52	8.21	11.03	7.42	6.32	8.72
Maintaining Facilities	6.88	5.35	8.85	6.20	5.41	7.11	6.51	5.57	7.61
Regulation	5.91	4.58	7.63	6.89	5.98	7.94	6.97	5.91	8.22
Biosecurity	3.84	2.94	5.02	4.12	3.62	4.70	5.10	4.43	5.88
Conducting Research	3.95	3.09	5.05	3.88	3.45	4.36	4.06	3.54	4.66
Compliance Checks	3.72	2.79	4.96	4.82	4.17	5.56	3.98	3.42	4.62
Promoting Families	3.59	2.58	5.00	2.68	2.31	3.11	3.90	3.29	4.62
Habitat Improvement	2.99	2.29	3.91	2.32	2.00	2.70	2.88	2.48	3.36
Kids-fish-out	4.10	3.11	5.39	3.35	2.91	3.85	3.78	3.23	4.42
Bird Pop. Monitoring	2.12	1.61	2.78	1.85	1.60	2.14	2.27	1.96	2.64
In-person Activities	2.13	1.57	2.90	1.43	1.21	1.68	1.84	1.54	2.20
Promoting Females	0.90	0.65	1.24	0.81	0.68	0.96	0.95	0.79	1.14

NZIER Economic Contribution of Freshwater Angling Report

New Zealand Fish and Game Council Meeting 171 - Dec 13-14 2024

Prepared by: Maggie Tait

Kōrero taunaki - Summary of considerations

Purpose

1. This report summarises a report prepared by the New Zealand Institute of Economic Research (NZIER), assessing the economic contribution and wellbeing benefits of recreational freshwater angling in New Zealand.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki – CEO Recommends

2. NZC receives the information.

Executive Summary

3. The New Zealand Fish and Game Council (Fish & Game) commissioned NZIER to estimate the economic contribution of recreational freshwater angling and assess the wider wellbeing impacts people receive from angling.
4. The paper has been reviewed by the Research Subcommittee which has provided valuable feedback on both development of the methodology and finalisation of the paper.
5. The report estimates that domestic and international Fish and Game licence holders spend a total of \$113 million to \$139 million per year across their angling trips. This results in a total (direct and indirect) output of \$96 million to \$118 million, \$66 million to \$81 million of value added (GDP) and supports 952 to 1,168 jobs across the country.
6. The report also found evidence that freshwater angling enhances physical and mental health outcomes and is part of a cluster of physical recreational activities

in which anglers participate, such as hiking, kayaking and swimming, to name a few.

Key Findings

7. Economic Contribution

- I. Licence Sales: Approximately 100,000 freshwater angling licences are sold annually.
- II. Angler Participation: Domestic and international anglers spend around a million days on angling trips each year.
- III. Expenditure: Anglers spend between \$113.0 million and \$138.6 million annually on their trips.
- IV. Economic Output: This spending results in \$96.0 million to \$117.7 million in total output.
- V. GDP Contribution: Freshwater angling contributes \$66.2 million to \$81.2 million in total value added (GDP).
- VI. Employment: The economic activity supports between 952 and 1,168 jobs across New Zealand.
- VII. GST Revenue: Angling activities generate \$10.6 million to \$13.0 million in GST.

8. Methodology

- I. Data Sources: The study uses tourism datasets and Fish & Game National Angler Surveys (NAS) from 2014/15 and 2021/22.
- II. Spending Profiles: Average daily spend profiles were created for domestic and international anglers.
 - a. Domestic anglers: \$68 per day within their home region, \$247 per day outside their home region.
 - b. International anglers: \$340 per day.
- III. Economic Ratios: Ratios from Stats NZ Tourism Satellite Accounts were used to estimate direct and indirect economic contributions.

9. Wellbeing Benefits

- I. Physical and Mental Health: Angling improves physical and mental health by providing nature-based leisure activities.
- II. Social Connections: Angling trips enhance social connections with family and friends.

- III. Skill Development: Anglers develop new skills and a sense of achievement.
- IV. Environmental Connection: Angling fosters a connection to nature and supports environmental stewardship through licence sales funding conservation efforts.

Recommendations

- 10. Future Research: Repeat the study when the next National Angling Survey is conducted to refine estimates and assess the long-term economic contribution of freshwater angling.
- 11. Data Collection: Incorporate questions on trip-related and one-off expenditure in future surveys to better understand angler spending patterns.
- 12. Wellbeing Assessment: Continue to explore the broader wellbeing impacts of recreational freshwater angling.

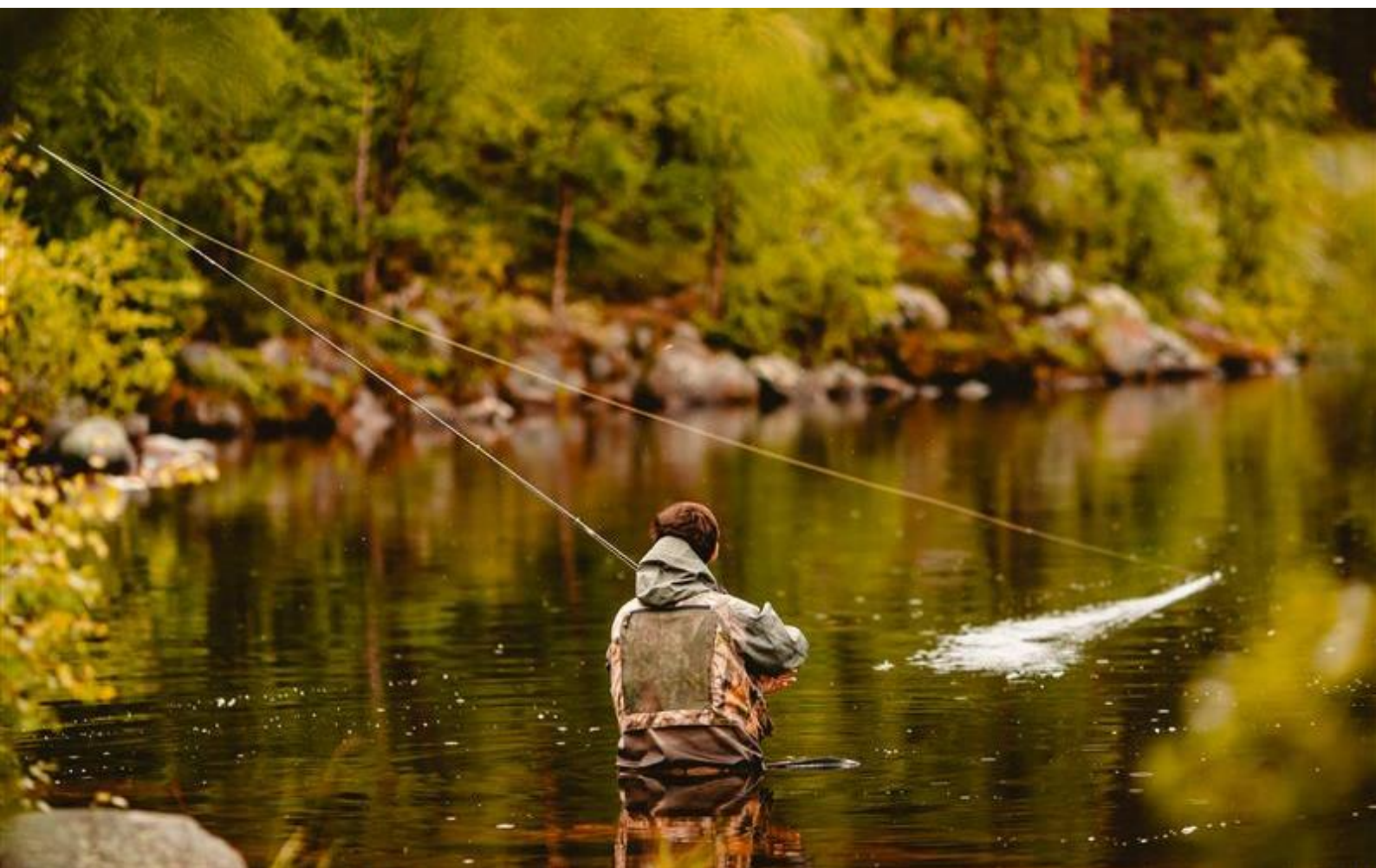
Communications approach

- 13. Objective Raise public and decision-maker awareness of the benefits of recreational angling.
- 14. Approach. There will be an audience-focussed roll-out of the report's key findings.
 - I. Fish & Game people – national councillors, national and regional staff will get a heads-up in advance of the launch and be encouraged to share information and comment on their social media and in local media (talking points to be provided)
 - II. Media - to reach the widest public audience, including decision-makers, the report will be released as an exclusive to 1 News and/or the Sunday Star Times, to ensure strong coverage. This will be followed by a media release to all outlets.
 - III. Social media – key facts will be shared on all Fish & Game social media channels, with regions encouraged to find a local focus to support the key facts.
 - IV. Direct to stakeholders – the report will be shared with MPs attending a fishing event in November, and will also be sent to key central government and regional council contacts with a covering letter.
- 15. Key messages
 - I. New research shows freshwater angling is good for the economy and good for people
 - II. The assessment by NZIER for Fish and Game New Zealand estimates fishing trips pump more than \$100 million into the local economy per year. This spend supports around one thousand jobs across the country
 - III. The report also confirms that freshwater angling is good for individual and collective wellbeing, based on analysis of existing research using Treasury's Living Standards framework.

- IV. Freshwater angling enhances people's physical and mental health by enabling self-reflection and reducing stress, and providing for connections to nature, family and friends, and places. It also fosters the development of knowledge and skills.
- V. Sport NZ research estimated a social return on investment from recreational sport activity, such as angling, of \$2.12 for every \$1 invested.
- VI. Fish & Game New Zealand says the research reinforces that recreational angling in our rivers, lakes and streams is worth investing time and effort
- VII. We want more New Zealanders to have the opportunity to benefit from going fishing
- VIII. The figures are based on tourism data and Fish and Game National Angler Surveys

16. Key facts

- I. People with fishing licenses spend up to a million days fishing each year.
- II. People with fishing licenses spend a total of \$113 million to \$139 million per year across their fishing trips. This supports around a thousand jobs across the country.
- III. People who go fishing also participate in other recreational activities such as camping, bushwalking and kayaking, to name a few. Sport NZ research has estimated a social return on investment from recreational sport activity of \$2.12 for every \$1 invested.
- IV. Sport NZ has estimated a wellbeing value associated with recreational activities including freshwater fishing at \$926 per person per year.
- V. People who took part in angling more regularly were almost 17% less likely to report being diagnosed with depression, schizophrenia, suicidal thoughts, or having deliberately self-harmed compared to those taking part in angling less regularly.
- VI. 88.4% of respondents answered that relaxation and unwinding were a main motivation for recreational angling.



The value of freshwater angling

Assessing the economic contribution and wellbeing benefits of recreational angling in New Zealand

NZIER report to the New Zealand Fish and Game Council

November 2024

About NZIER

New Zealand Institute of Economic Research (NZIER) is an independent, not-for-profit economic consultancy that has been informing and encouraging debate on issues affecting Aotearoa New Zealand, for more than 65 years.

Our core values of independence and promoting better outcomes for all New Zealanders are the driving force behind why we exist and how we work today. We aim to help our clients and members make better business and policy decisions and provide valuable insights and leadership on important public issues affecting our future.

We are unique in that we reinvest our returns into public good research for the betterment of Aotearoa New Zealand.

Our expert team is based in Auckland and Wellington and operates across all sectors of the New Zealand economy. They combine their sector knowledge with the application of robust economic logic, models and data and understanding of the linkages between government and business to help our clients and tackle complex issues.

Authorship

This paper was prepared at NZIER by Roshen Kulwant.

It was quality approved by Michael Bealing.

The assistance of Daniel Hamill and Sarah Spring from NZIER and staff from the New Zealand Fish and Game Council is gratefully acknowledged.

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Key points

- The New Zealand Fish and Game Council commissioned NZIER to estimate the economic contribution of recreational freshwater angling and assess the wider wellbeing benefits people receive from their angling activity.
- Each year, around 100,000 Fish and Game freshwater angling licences are sold, with domestic and international anglers collectively spending around a million days participating in the sport.
- These anglers spend a total of \$113.0 million–\$138.6 million on their angling trips, resulting in \$96.0 million–\$117.7 million in total output and contributing \$10.6 million–\$13.0 million in GST and \$66.2 million–\$81.2 million in total value added (GDP). This economic activity supports 952–1,168 jobs across New Zealand.
- To estimate economic contribution, we use a combination of publicly available tourism datasets and the Fish and Game National Angler Surveys. As our estimates only consider Fish and Game licence holders, it therefore excludes freshwater angling activity in the Taupō region as those fisheries are managed by the Department of Conservation. Marine recreational fishing is also excluded as it is out of scope of our research objectives.
- Limitations exist due to changes in licence sales and COVID-19 impacts, and we have not assessed the significance of these impacts on our estimates. Repeating this study when the next National Angler Survey is conducted, and the existing data impacts are resolved, will help to establish estimates where the economic contribution of freshwater angling can be measured over time.
- We expand our research and assess the wider wellbeing impacts people receive from freshwater angling. We reviewed the established literature and assigned each impact across the domains under the first level of the Treasury’s Living Standards Framework: Our Individual and Collective Wellbeing.
- We found evidence that recreational freshwater angling contributes to wellbeing as:
 - an important form of nature-based leisure activity that improves anglers’ physical and mental health
 - part of a cluster of physical recreation activities that anglers participate in, including kayaking, hiking and camping, among other activities
 - the main motivators for angling trips are to gather food, relax and unwind, escape daily stresses and spend time with friends and family
 - a way for anglers to learn new skills and enhance their self-efficacy, providing a sense of achievement
 - part of a growing body of research on the way sport and recreation activities in general contribute to our individual and collective wellbeing.
- Broader studies on sport and recreation in New Zealand as a whole estimate that individual weekly activities, which include recreational freshwater angling, contribute an average of \$926 in social wellbeing impacts per person annually.

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1 The New Zealand Fish and Game Council commissioned NZIER to assess the value of recreational freshwater angling

The New Zealand Fish and Game Council operates under the Conservation and Wildlife Acts to manage, maintain and enhance sports fish and game birds in the interests of recreational anglers and hunters.

Freshwater angling is a popular recreational activity enjoyed by New Zealanders and tourists alike. Each year, over 100,000 Fish and Game fishing licences are sold and anglers collectively spend around a million days enjoying the sport. Funding for Fish and Game's activities comes from these licence sales. Licence holders also elect council members for Fish and Game's 12 regional councils.

Some of Fish and Game's core activities include:

- promoting the right of licence holders to pursue angling and game bird hunting
- researching how people interact with the environment to ensure the sustainability of angling and hunting activity, which includes surveying angler usage across the country through the National Angler Survey (NAS).

Our research aims to provide a better understanding of the economic value associated with recreational freshwater angling activity in New Zealand

We estimate economic contributions of recreational freshwater angling activity by combining trip-related expenditure by domestic and international Fish and Game licence holders with the volume of angler days provided in the 2014/15 and 2021/22 NASs. It is important to note that the volume of angling activity is only for Fish and Game licence holders and excludes angling activity in the Taupō region, which is managed by the Department of Conservation. Marine recreational fishing is also excluded from our analysis.

We then use the Treasury's Living Standards Framework (LSF) to perform a desktop-based assessment of the wider wellbeing benefits associated with freshwater angling. To do this, we draw on the available literature and assign each impact to wellbeing domains within the first level of the LSF, which captures aspects of our individual and collective wellbeing.

In the following sections, we:

- describe a methodology and our approach for estimating the economic contribution of freshwater angling by Fish and Game licence holders
- detail the economic contribution estimates and discuss trends in licence sales, core international markets for Fish and Game licences and other recreational activities associated with freshwater angling
- provide an overview of the wider wellbeing impacts from freshwater angling aligned to the Treasury's LSF
- recommend opportunities for future economic research on freshwater angling.

2 Methodology for estimating the economic contribution of recreational activities

The economic contribution of recreational activities is usually estimated through its associated tourism spend

This involves applying tourism spend profiles relative to the volume of recreational activity. The total expenditure is then used to estimate the associated direct and indirect economic effects on gross domestic product (GDP), jobs and household incomes.

Recently, Hjelte et al. (2024) used this method to estimate the economic impacts from Fish and Game licence holders' angling activity in the Mackenzie Basin hydro canals fishery. The authors conducted an online survey to generate spend estimates for domestic and international anglers and applied these estimates to the volume of recreational angling activity from the 2021/22 NAS. The average amount an angler spent on a trip to the Mackenzie Basin was \$1,390 for international anglers, \$788 for North Island anglers and \$412 for South Island anglers. The total economic impacts were valued at \$13.6 million.

A similar approach was taken to estimate the economic impact of fisheries visitors on the Taupō region (APR Consultants 2012). The study included an online survey of 725 visitors to the Taupō region in 2012 that asked respondents to estimate their immediate family's spend in Taupō where the main or sole reason for their visit was to fish. Spend profiles were created by region, product and licence types. The average annual spend was estimated to be \$2,655 per visitor excluding Taupō residents and \$2,628 including Taupō residents. As this spend is annualised, it could be spread across one or more trips in a year.

Average annual expenditure was scaled to an indicative total population to estimate the economic impacts from visitor spending in Taupō attributable to Taupō fisheries. The authors estimated this to be \$29 million in total output, contributing \$11 million in GDP and supporting 294 full-time equivalent jobs (FTEs) in the region.

This method has also been used to estimate the economic contribution of angling and fishing activities in other countries like the US ...

Southwick Associates (2018, 2020) estimated the contribution of recreational fishing activity to the US economy, using data from the US Fish and Wildlife Service National Survey of Fishing, Hunting, and Wildlife-Associated Recreation. Retail sales estimates were applied to economic multipliers to generate economic contribution values for GDP and employment across US regions and fishing types. Table 1 shows the headline estimates of the economic contribution from freshwater angling to the US economy.

Table 1 Economic contribution of freshwater angling to the US economy

Estimates in US dollars.

Study year	2016	2019
Expenditures/retail Sales	\$33,264m	\$34,345m
Total multiplier effect	\$82,674m	\$86,283m
Value added (GDP)	\$41,922m	\$43,284m
Salaries and wages	\$25,334m	\$26,474m

Study year	2016	2019
Jobs	526,600	553,595
State and local tax revenues	\$4,286m	\$11,019m
Federal tax revenues	\$6,218m	

Source: NZIER from Southwick Associates (2018, 2020)

... and for recreational marine fishing in New Zealand

Southwick et al. (2018) also applied this approach to estimate the economic contribution of marine recreational fishing to the New Zealand economy for the 2014/15 fishing year. The authors collected average expenditure data for resident fishers using an online panel survey that asked 1,460 respondents about their annual and seasonal activity, locations fished and fishing activity-related spending.

Average spend profiles were generated on trip-related expenses such as consumables and travel costs as well as annual spend on larger items such as gear and equipment.

International tourism spend profiles were generated using the Ministry of Business, Innovation and Employment (MBIE) International Visitor Survey, factoring in more granular information on areas such as food, equipment rental and tackle from their domestic survey and weighted for charter boat hires.

The authors estimated that, on average, a resident marine fisher spends \$99 per fishing day, with an additional \$998 spent per year on bigger items such as fishing equipment and maintenance on boats and vehicles. International visitors whose primary purpose of visiting New Zealand was fishing spent an average of \$2,790–\$2,931 per trip depending on whether they used a charter service. Those with fishing as a secondary purpose spent an average of \$62–\$202 per fishing day depending on the use of a charter service.

Using these spend profiles, the authors applied economic multipliers to estimate that a total annual spend of \$946 million associated with marine recreational fishing stimulates \$1.7 billion in economic activity, contributes \$638 million in GDP and supports 8,000 jobs across the New Zealand economy.

Although their study focused on marine recreational fishing, it forms a part of a body of studies that use tourism-related consumer expenditures to estimate the economic contribution of recreational activities similar to freshwater angling.

3 Our approach to estimating the economic contribution of freshwater angling

Southwick Associates (2016) make the following distinction between economic contribution and economic impacts:

- **Economic contribution** considers all spending related to activities at a point in time, both new money brought into a country or region by visitors and resident spending.
- **Economic impact** only considers new money and the associated net impacts that result from changes in economic activity.

We follow the general approach of Southwick’s method and focus our assessment on the economic contribution of recreational freshwater angling activity. At a high level, these are the steps we take:

- 1 derive average spend profiles by angler type
- 2 assess the volume of recreational angler activity
- 3 overlay trip-related spend with recreational angling activity to estimate total expenditure associated with recreational freshwater angling
- 4 estimate economic contributions using direct and indirect ratios for output, value added and employment.

3.1 Estimating daily trip expenditure

We use a combination of variables across the datasets listed below to generate average daily spend profiles for domestic and international anglers on their trips. For domestic anglers, we also separate their activity within their home region and in other regions. The datasets we use include the following:

- **International Visitor Survey (IVS)**
 - Median spend per trip and per day by international visitors.
 - Activities undertaken by international visitors while in New Zealand (such as fishing).
- **Monthly Regional Tourism Estimates (MRTEs)**
 - Total domestic and international tourism expenditure by origin and destination.
- **Accommodation Data Programme (ADP)**
 - International and domestic guest nights.
- **Fish and Game National Angler Surveys (NAS)**
 - Angler days by Fish and Game licence holders by home region and destination.

Using these datasets, we estimate that domestic anglers spend \$68 per angling day for activity within their home region and \$247 per angling day for activity outside their home region. International anglers spend \$340 per angling day. The following discussion provides detail on the datasets we use and how we use them to generate our estimates.

3.1.1 International tourism expenditure

We use the IVS to proxy the daily spend associated with international tourists’ freshwater angling activity. The IVS provides data on expenditure and activities by international tourists. The median daily spend per visitor for the year ending March 2024 across all countries was \$283 (Ministry of Business, Innovation and Employment 2024b). By comparing average trip expenditure, we derive that international tourists who fished spent 20% more than the average tourist visiting New Zealand.

Scaling the median daily spend per visitor of \$283 by 1.2 gives us an increased value of \$340 per day spent by international fishing tourists. It is important to note that the IVS doesn’t differentiate between freshwater angling and saltwater fishing activity. We therefore assume that expenditure across marine and freshwater fishing are the same.

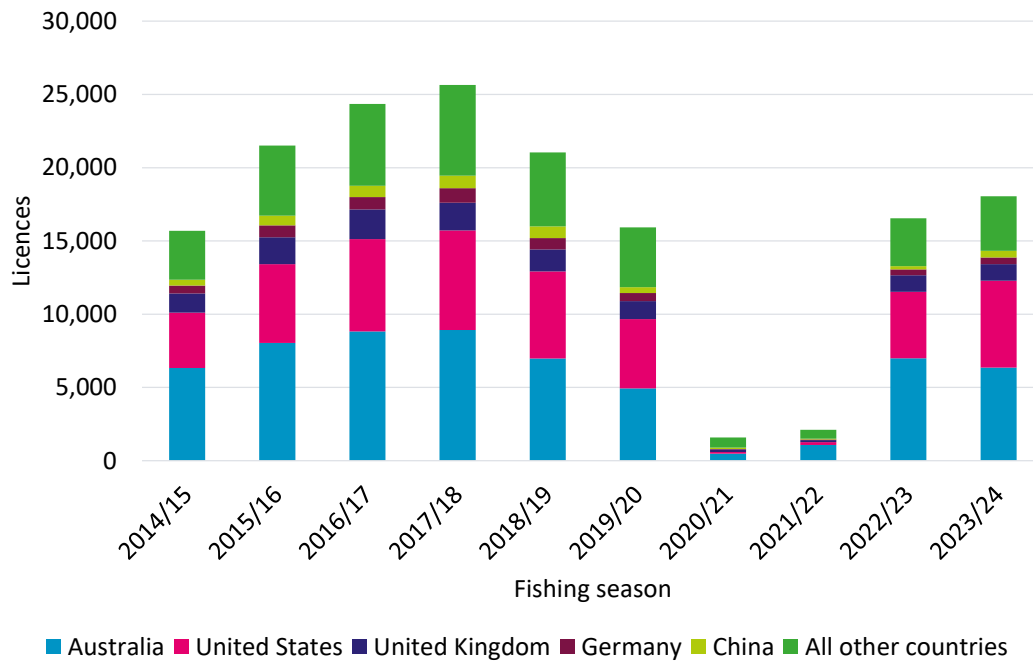
Further primary data collection is needed to establish expenditure by fishing type. Although such data collection is out of scope for this research project, the IVS indicates that international tourists who engage in some form of fishing spend more per trip than the average international tourist.

Core international angler markets

Although we do not differentiate spend profiles based on where international anglers come from, analysing the licence sales data provides interesting context into the core international markets that New Zealand freshwater angling attracts, as shown in Figure 1.

The core markets for international Fish and Game angling licences have historically been Australia and the US. Australia has ranged between 31% and 51% of total international licence sales and the US has ranged between 24% and 33%. While the UK is the third-largest market, it comprises a much lower market share at between 6% and 11% of international licence sales.

Figure 1 Fish and Game international licence sales by country of origin



Source: NZIER analysis of Fish and Game licence data

3.1.2 Domestic tourism expenditure

As there are currently no official daily spend estimates for domestic tourists, we derive these values using the MRTEs and the ADP (Ministry of Business, Innovation and Employment 2024a). The MRTEs provide total tourism expenditure based on tourist origin and destination.

We weight the total domestic and international tourism expenditure with the number of guest nights and split domestic expenditure by the spend within and outside their home region. We then scale our daily international spend estimate using these ratios to derive daily spend estimates for domestic anglers both within and outside their home region.

Our estimates are similar to recent survey-based studies. As discussed in the methodology section, Hjelte et al. (2024) developed average spend profiles for freshwater anglers in the Mackenzie Basin canal fishery. Extrapolating spend estimates from that study shows international freshwater anglers spend, on average, \$345 per angling day. The average spend per angler day for domestic anglers ranged between \$119 and \$370, with the average daily spend for North Island and South Island anglers estimated around \$171 and \$160, respectively.

Table 2 Economic impact of Mackenzie Basin hydro canals freshwater angling

Estimates in 2024 values.

Angler origin	Angling days (average)	\$/trip (average)	\$/year (average)	Spend per angling day
International	4.03	\$1,390	\$3,509	\$345
North Island	4.60	\$788	\$1,475	\$171
South Island	2.57	\$412	\$1,745	\$160
Unspecified New Zealand	2.79	\$477	\$1,895	\$171

Source: NZIER based on Hjelte et al. (2024)

3.2 Quantifying recreational freshwater angling activity

Fish and Game regularly performs National Angler Surveys to estimate the anglers' annual activity. The two most recent NASs were conducted for the 2021/22 and 2014/15 seasons (Stoffels and Unwin 2023; Unwin 2016). However, the NASs compile licence types into 'strata', with resident licences and non-resident licences grouped together in some instances.

This is less of a problem when using the 2014/15 NAS as the report contains a distribution of total angler days by resident home region and the region where they did their angling activity and includes activity volumes for overseas licences. However, the 2021/22 NAS does not provide the same level of granularity. This meant that we could not readily break down the total number of angler days across each angler type.

As a solution, Fish and Game provided us with estimates on the average number of angler days by licence type for domestic anglers, within and outside of their home region, and international anglers. Fish and Game also provided us with data on licence sales by licence type. This enabled us to estimate the volume of domestic and international angler activity by the number of licences sold each year.

We then compared our estimates with the total angler days in the 2014/15 and 2021/22 NASs and found that this method undercounted the total angling activity by 16% for both years. We factor this into our total economic contribution estimates to account for the difference.

Table 3 Total volume of recreational angler days

2014/15 and 2021/22 NAS – rounded.

Angler type	2014/15 NAS	2014/15 estimated angler days	2021/22 NAS	2021/22 estimated angler days
Domestic within region	832,500	713,600	–	635,900
Domestic out of region	277,400	236,700	–	214,600
International	36,600	34,800	–	1,900
Total	1,146,500	985,100	991,700	852,400

Source: NZIER from Fish and Game data

4 Total trip-related expenditure and economic contribution results

4.1 Total angler trip-related expenditure

Applying the number of angler days to the average spend profiles, we estimate that freshwater anglers spend a total of \$113.0 million–\$138.6 million every year. A breakdown of the spend estimates by angler type is included in Table 4. Total expenditure has been adjusted for the additional number of angler days reported in the respective NASs.

Table 4 Total trip expenditure from recreational freshwater angling activity

2024 \$ values – rounded.

Angler type	Average spend per day	Total angler days (rounded)		Total expenditure (\$m)	
		2014/15	2021/22	2014/15	2021/22
Domestic within region	\$68	713,600	635,900	\$48.9	\$43.5
Domestic out of region	\$247	236,700	214,600	\$58.4	\$53.0
International	\$340	34,800	1,900	\$11.8	\$0.6
Total unadjusted	–	985,100	852,400	\$119.1	\$97.2
Total NAS angler days and adjusted expenditure	–	1,146,500	991,700	\$138.6	\$113.0

Source: NZIER

4.2 Economic contributions of freshwater angling trips

We use the Stats NZ Tourism Satellite Accounts (2023) to generate ratios for direct and indirect output, value added and employment relative to total tourism spend. Our estimates on the economic contribution of recreational angling are shown in Table 5.

We estimate that a total angling trip-related spend of \$113.0 million–\$138.6 million results in \$96.0 million–\$117.7 million in total output, contributes \$66.2 million–\$81.2 million in total value added (GDP), generates \$10.6 million–\$13.0 million in GST and supports 952–1,168 jobs across New Zealand.

Table 5 Total expenditure, output, value added and employment associated with recreational freshwater angling activity

2024 \$ values.

Economic indicator	2014/15 NAS	2021/22 NAS
Total expenditure (\$m)	\$138.6	\$113.0
GST (\$m)	\$13.0	\$10.6
Direct output (\$m)	\$56.6	\$46.1
Indirect output (\$m)	\$61.1	\$49.8
Direct value added (GDP, \$m)	\$48.8	\$39.8
Indirect value added (GDP, \$m)	\$32.4	\$26.5
Direct employment (employees)	697	568
Indirect employment (employees)	471	384
Total output (\$m)	\$117.7	\$96.0
Total value added (GDP, \$m)	\$81.2	\$66.2
Total employment (employees)	1,168	952

Source: NZIER

4.3 Our assessment contains several caveats and considerations

Limitations of our estimates include underlying data issues with the 2014/15 and 2021/22 NASs, which may result in underrepresentation of certain angler groups and overrepresentation of others. We also do not explicitly consider any expenditure on gear sales and one-off purchases in our estimates. Instead, we only focus on trip-related expenditure based on publicly available tourism datasets.

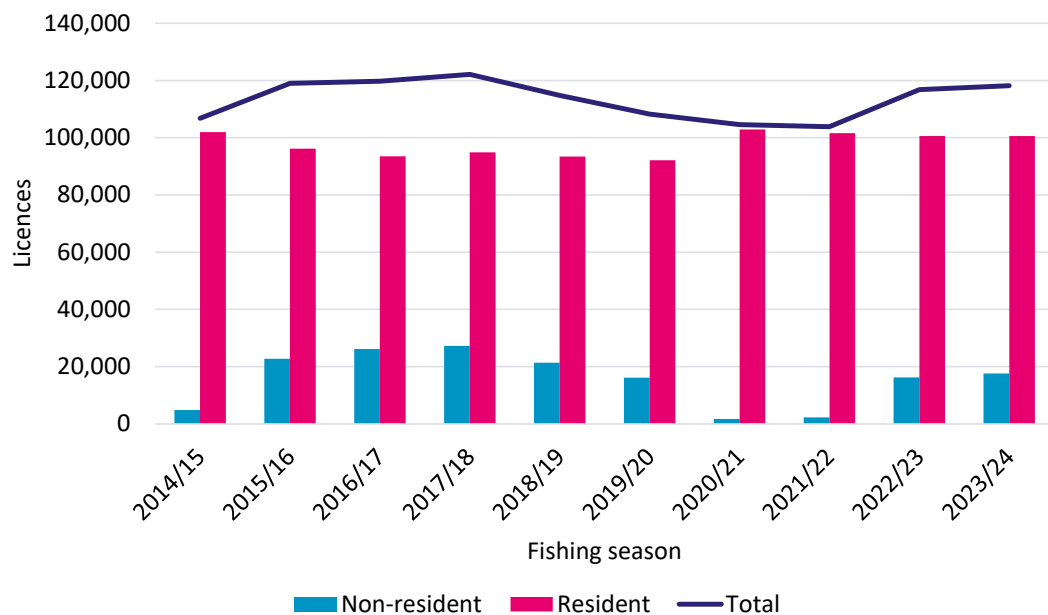
4.3.1 Licence sales data issues and COVID-19 impacts

There are several caveats when assessing the activity using the 2014/15 and 2021/22 NASs. The main caveat is that the 2021/22 NAS overlaps COVID-19 restrictions and, therefore, international activity is likely to be suppressed. To overcome this problem, we also include the 2014/15 NAS estimates of angling activity. However, Fish and Game stated there were issues with non-resident anglers purchasing resident licences up to and including the 2014/15 season. While this has been corrected in subsequent seasons, the impacts on angling activity estimates will still be present in the 2014/15 NAS.

Figure 2 shows international licences increased in sales volume in subsequent years until COVID-19 restrictions reduced international licence sales as the border was closed to international visitors. This likely impacts our estimates as we rely on the 2014/15 and 2021/22 NAS reports for angling activity volumes. With international angler licences suppressed in those two years, we may be potentially undercounting the overall economic contribution as international anglers spend more per day on average than resident anglers.

Figure 2 Fish and Game New Zealand resident and non-resident licence sales

Not including sea-run salmon or designated waters licences.



Source: NZIER from Fish and Game data

Additionally, Fish and Game has added new licence types over the years. For example, Resident Adult Short Break and Long Break licences were introduced in the 2015/16 season, which gives resident anglers more choices regarding the types of licences they purchase. As a result, Resident Whole Season Adult licences subsequently dropped from 37,500 in 2014/15 to 27,700 in 2015/16, but the total number of licences sold increased from 106,700 to 119,000.

Therefore, comparing licence sales within and across resident and non-resident groups is not straightforward. Although anglers can also purchase multiple licences within a season, this is not a problem for our assessment as we focus on the number of angler days.

4.3.2 Trip-related expenditure versus one-off purchases

Our estimates on the economic contribution of freshwater angling activity primarily focus on trip-related expenditure. Another important component of economic activity is the retail and gear purchased by anglers so they can participate in their activities. While the tourism datasets we use to estimate spend per day include some component of retail sales (see Appendix A), we do not explicitly estimate the value of one-off gear expenditure by freshwater anglers.

Studies of New Zealand freshwater fisheries have aimed to separate one-off expenditure and trip-related expenditure

Hjelte et al. (2024) asked respondents in their survey to report spend as either one-off expenses or trip expenses. The authors state that over 95% of the reported values in their study came from trip-related expenditure as opposed to one-off expenses on things like entertainment, gear and vehicle maintenance.



In 1991, the National Research Bureau conducted a national phone survey to determine the economic worth of all forms of recreational fishing in New Zealand (NRB 1991). In this study, recreational fishing activity was valued at \$745 million, or \$1,572 million in 2024 prices. Although the survey asked respondents about the split of their activity in both saltwater fishing and freshwater angling, total expenditure reported was not disaggregated by fishing type.

Of the total expenditure across all forms of fishing and angling, shown in Table 6, car travel and boat costs are the highest spend categories at 35% and 24%, respectively, whereas spending on equipment over \$50 in value makes up 11% and spending on fishing clothing makes up 2% of total expenditure. This suggests that the majority of fishing-related expenditure comes from variable costs associated with fishing trips rather than one-off larger expenses.

Supplementary analysis by Stone, MacDiarmid and Pharo (1997) of the NRB study states freshwater angling contributed \$150 million (20%) of the total recreational fishing expenditure. The freshwater angling expenditure was then broken down by area, with the Taupō region accounting for \$63 million (42%) and the remaining \$87 million (58%) spread across all other regions. Inflated to 2024 prices, these values would be \$317 million, \$133 million and \$184 million, respectively.

Table 6 Economic expenditure on all forms of recreational fishing

1991 \$ values.

Fishing-related categories	Spend per day/night	Spend over 12 months	Annual economic value
Airfares	899.0	–	18,084,000
Accommodation	32.6	247.6	37,129,000
Meals/beverages	22.6	172.0	23,905,000
Car travel	–	312.7	263,908,000
Boat charter	86.6	268.6	28,735,000
Equipment hire	12.2	73.3	1,072,000
Boat fuel and running costs	–	–	
• Boat fuel costs	–	253.9	175,635,000
• Other fishing-related boat costs	–	677.7	
• Non-owner boat fuel costs	–	73.1	
Boat towing vehicle	–	219.4	6,219,000
Beach home	–	1,314.0	63,678,000
Equipment (\$50+ in value)	241.4	300.1	79,332,000
Smaller items (hooks, bait, etc.)	–	55.7	36,110,000
Fishing clothing	–	124.3	11,366,000
Total	–	–	745,173,000

Source: NZIER from NRB (1991)

More generally, a report commissioned by Sport New Zealand estimated the economic importance of sport and active recreation at a national level (Kokolakakis, Dalziel, and Davies 2023). This study assessed that, in 2019, sport and active recreation equalled \$3,846 million, or 2.1% of total consumer expenditure. Spending on sport and recreational goods was valued at \$1,059.6 million. This includes fishing equipment for all forms of fishing, among other equipment. Other spend categories include clothing and footwear at \$315.9 million and service charges to sport and recreation participants at \$283.1 million.

Examples of angler expenditures overseas

Studies in the US and UK also show the relative scale of expenditure by freshwater anglers every year. Although the fisheries in other countries are managed differently from New Zealand freshwater fisheries, they are useful to compare the relative amounts anglers spend on their activity.

United States

Every year, approximately 49.4 million recreational anglers fish in the US across all forms of fishing, each spending an average of US\$1,037 as part of their participation in the sport (Southwick Associates 2020). Freshwater anglers make up the majority of these anglers, comprising 82% of the total number of anglers across freshwater, saltwater and Great Lakes.

Almost half (47%) of the overall expenditure across all fishing types was associated with travel, including food, lodging guides, bait and fuel, among other items. The second-largest expenditure at 25% was on specialised equipment for items such as boats, vehicles and cabins. Fishing equipment made up another 14% of total expenditure, with auxiliary purchases and other miscellaneous expenses making up the remaining 14%.

England, United Kingdom

Estimates of trip and non-trip expenditure show the economic values associated with freshwater angling across various species in England. In 2015, anglers spent an average of £731 per year on non-trip related items, including clothing, tackle and equipment, angling permits and related media (Salado and Vencovska 2018).

Per-angler trip expenditure varied depending on location and ranged between £41 and £100 for district-based anglers and between £62 and £228 for visitors. This includes spending on categories such as accommodation, food and drinks, fuel and transport, bait, tackle and boat hire, day tickets and guides.

5 Wellbeing benefits of recreational freshwater angling

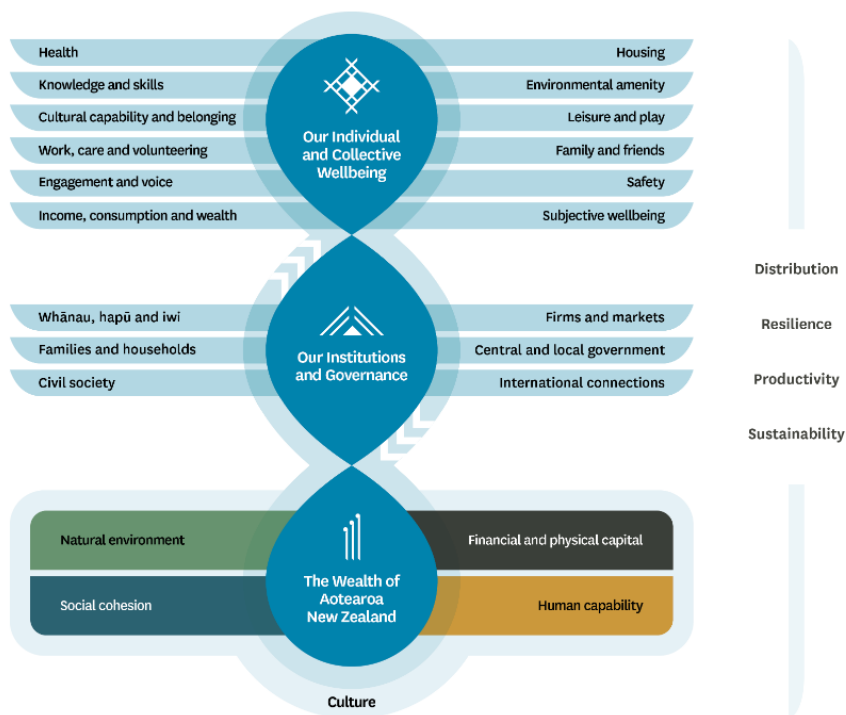
Recreational freshwater angling also provides wider socioeconomic wellbeing benefits. These benefits are usually not captured in market-based exercises such as the one we perform in this report. We therefore expand our assessment to evaluate the ways freshwater angling contributes to socioeconomic wellbeing. To do this, we review the literature on non-market values associated with freshwater angling.

We use the Treasury's LSF as the organising framework for assessing the contribution of freshwater angling to wellbeing (The Treasury 2021). An illustration of the LSF is shown in Figure 3. Each of the levels is described as follows:

- **Our Individual and Collective Wellbeing** – resources and aspects of our lives identified as important for the wellbeing of individuals, families, whānau and communities.
- **Our Institutions and Governance** – the role our institutions play in safeguarding and building our wealth, as well as facilitating the wellbeing of individuals and collectives.
- **The Wealth of Aotearoa New Zealand** – our aggregate wealth as a country, including sources of wealth not fully captured in the system of national accounts.

For our purposes, we focus on the elements that contribute to the top level – Our Individual and Collective Wellbeing, and how freshwater angling contributes to wellbeing across the 12 domains.

Figure 3 New Zealand Treasury Living Standards Framework

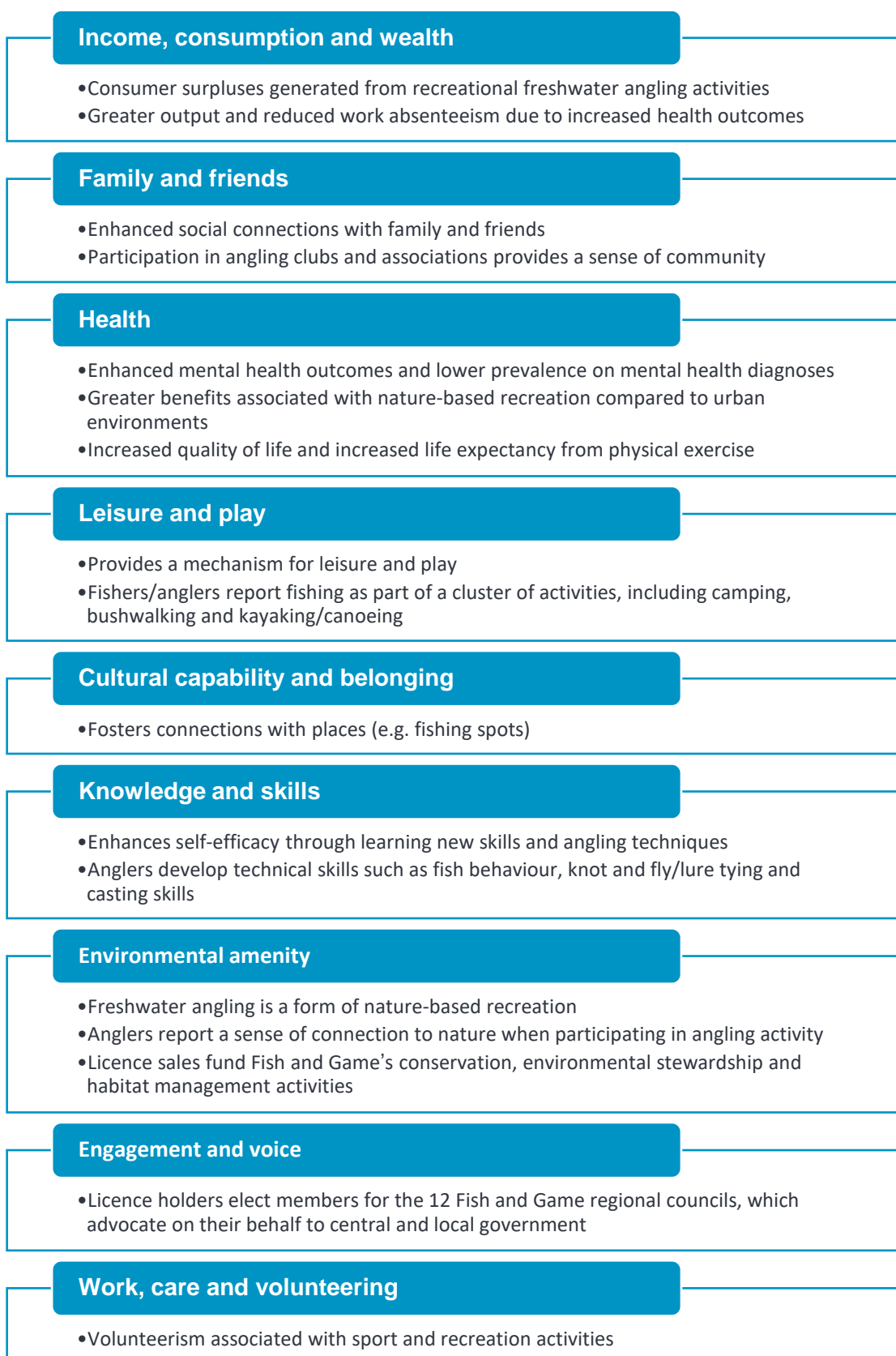


Source: The Treasury (2021)

5.1 Attributing wellbeing benefits to LSF domains

We then attribute each impact to a primary domain based on our judgement of the direct relationship between the impact and the domain. A summary of our assessment of the wellbeing impacts associated with freshwater angling is provided in Figure 4, with more detail provided in Appendix B.

It should be noted that not all domains are present in our assessment due to insufficient evidence or linkages between the activity and the domain. For example, recreational freshwater angling doesn't directly impact the housing wellbeing domain. Impacts can also cross over multiple domains. For example, enhanced social connections with family and friends can also provide greater mental health benefits and provide a greater sense of belonging. We follow the Treasury's (2021) guidance on the LSF and use the listed domain definitions to guide how we attribute each impact to the domains.

Figure 4 Freshwater angling and recreational activity wellbeing impacts

Source: NZIER

5.2 Recreational freshwater angling contributes to several wellbeing domains

Anglers benefit through consumer surpluses above their costs

Kerr and Greer (2004) used a travel cost approach to estimate the value of the recreational angling experience for the Rangitata River. The travel cost method shows the consumer surplus generated from recreational activity using people's willingness to pay. This involves collecting data on the costs people incur to perform recreational activities to infer the value people place on said activity.

The consumer surplus from each angler's use of the river was estimated to be \$40–\$103 per trip and \$317–\$817 per year in 2000 prices. The aggregated consumer surplus from the use of the river was estimated to be \$1.4 million–\$4.5 million in 2000 prices.

Jiang (2013) applied the travel cost method to the Otago Fish and Game region for the 2012/13 season and ran a survey to gather information on angler demographics, trip frequency, trip duration and related cost information. This study estimated the consumer surplus gained per angler for each freshwater angling trip to be \$176–\$751 for the Dunedin/Central Otago area, \$719–\$1,173 for the Southern Lakes area and \$7,270–\$10,250 for international anglers. The estimates add up to \$64 million–\$189 million in annual consumer surplus for all Otago freshwater angling activity.

Recreational angling also enhances people's physical and mental health ...

Adult male anglers in the UK who more regularly took part in recreational angling were found to be 17% less likely to be diagnosed with mental health conditions. Increased angling participation rates also resulted in higher wellbeing outcomes (Wilson et al. 2023).

Hinter and Schirmer (2023) establish that recreational angling and fishing are important forms of physical activity, especially for older groups who consider fishing more important than other forms of recreational activity. With fewer alternative activities available for older age groups to participate in, recreational angling and fishing is an important mechanism for older people to meet their minimum physical activity requirements.

Furthermore, the main motivation for people to go on angling trips is to relax and unwind (Wilson et al. 2023). It is therefore an important outlet for people to participate in leisure and play. Recreational angling is part of a wider cluster of activities, which includes camping, hiking or bushwalking, and sports (Hinter and Schirmer 2023).

A 2020 survey of New Zealanders' leisure and domestic travel habits provides insight into the range of recreational and leisure activities freshwater anglers also participate in (DGIT 2020). The range of activities includes saltwater fishing, hunting, part-day or full-day walks, visiting local markets and restaurants and bathing in hot pools or swimming at the beach.

According to the IVS (Ministry of Business, Innovation and Employment 2024c), international tourists who participate in fishing activities also undertake a range of other excursions. On top of fishing, on average, these tourists would also do four other activities, go on two experiences, go to a performance and visit seven places:

- Common activities associated with fishing include walking, hiking, trekking, tramping, swimming, surfing, rafting, canoeing, kayaking or boating. International fishers would also visit public museums or galleries and places significant to Māori as experiences.

- Common places visited include beaches and natural attractions such as mountains, lakes, rivers and forests, and national parks. A breakdown of excursions and activities performed by domestic and international anglers is included in Appendix C.

... and contributes to a range of wellbeing domains

Research on the links between recreational angling and wider wellbeing outcomes has shown several areas where recreational anglers report higher levels of subjective wellbeing by enabling self-reflection and reducing stress and greater connections to nature, family and friends, and places (Schirmer 2023; Stewart et al. 2024; Reese et al. 2022).

Almost half of New Zealand freshwater anglers surveyed reported getting together with friends and family as a main reason for going on angling trips (DGiT 2020). Other core motivations for freshwater angling trips include visiting friends and family, exploring the outdoors, relaxing and escaping from daily stress and discovering new things or places.

Schirmer (2023) found that those who participated in recreational angling and fishing were more likely to have higher levels of self-efficacy than those who didn't. Self-efficacy included a sense of achievement, gaining new skills and participating in competition. Reese et al. (2022) studied the effectiveness of fly fishing as part of nature-based group interventions. Therapeutic outcomes were linked with learning new skills such as fish behaviour and casting skills and contributed to personal growth.

Fish and Game's functions are primarily funded through licence sales, including monitoring, maintaining and enhancing ecosystems (New Zealand Fish and Game Council 2023). The initiatives that Fish and Game performs each year contribute to the environmental amenity domain by making sure that environments and habitats are healthy, which supports the continued access and use by recreational freshwater anglers.

Licence sales also provide a means for people to engage in governance activities, thereby contributing to the engagement and voice wellbeing domain. Speaking directly for around 300,000 people, one of Fish and Game's core functions is to advocate on behalf of licence holders and their interests to local and central governments (New Zealand Fish and Game Council 2023). Fish and Game licences also give New Zealand holders the ability to elect council members for each of the 12 Fish and Game councils every 3 years.

Recreational angling is also a part of a wider body of studies on the wellbeing benefits from physical recreational activity

Research commissioned by Sport New Zealand (2022) estimated a social return on investment from recreational sport activity of \$2.12 for every \$1 invested. The estimates were generated in line with the Treasury's LSF domains, similar to the way we have used the LSF in this study.

Additionally, Sport New Zealand commissioned research to value wellbeing outcomes associated with play, active recreation and sport interventions (Simetrica Jacobs 2020, 2022). The average annual wellbeing value associated with weekly individual activities, which include recreational freshwater angling, is estimated to be \$926 per person. The values provided represent experienced wellbeing benefits and outcomes and can be interpreted as annual willingness to pay.

6 Summarising our assessment and recommendations for future economic research

Our analysis showcases the economic contributions and wellbeing impacts associated with recreational freshwater angling

Domestic and international Fish and Game licence holders across the country spend 991,700–1,146,500 angler days enjoying the sport and \$113.0 million–\$138.6 million on their angling trips every year. To estimate the trip-related spend, we use a range of publicly available tourism datasets to estimate the trip-related consumer spending associated with freshwater angling activity.

We then expand our research to assess the wider wellbeing impacts people receive through their freshwater angling activity by reviewing the established literature. We assign each impact to the wellbeing domains listed under the Treasury’s LSF, focusing on our individual and collective wellbeing.

We found evidence that freshwater angling is an important form of nature-based leisure and play, as described in the previous section on wellbeing impacts. It enhances physical and mental health outcomes and is part of a cluster of physical recreational activities in which anglers participate such as hiking, kayaking and swimming, to name a few. A core motivation for angling trips is to get away from day-to-day stress, relax and connect with family and friends. There is also evidence that recreational angling adds to people’s subjective wellbeing and fosters the development of their knowledge and skills.

More information on anglers’ spending behaviour will help to refine our estimates in this report

Where possible, we tailor our estimates to focus on freshwater angling activity and expenditure. However, much of the publicly available data does not differentiate between saltwater fishing and freshwater angling.

There are also caveats regarding the Fish and Game NASs, which we use to inform the volume of recreational angling activity by domestic and international anglers, such as COVID-19 disruptions on international tourism present in the 2021/22 NAS.

To better refine the research and estimates provided in this report, we recommend:

- repeating the NAS when disruptions to domestic and international tourism and angling activity are resolved
- incorporating questions regarding trip-related and one-off expenditure by anglers into the NAS or through a bespoke survey to gather information on angler spending patterns
- developing a wider set of economic research on the importance of recreational freshwater angling as a contributor to wellbeing and as part of a cluster of physical recreational activities.

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Appendix A Monthly Regional Tourism Estimates

MRTes published by MBIE are used to assess tourism expenditure by their origin. For domestic tourists, this is defined as the regional council in which they reside (Ministry of Business, Innovation and Employment 2023). A summary of the total expenditure by tourist type is included in Table 7.

MRTes are based on Tourism Electronic Card Transactions, Tourism Satellite Accounts and International Visitor Survey data. These were temporarily halted due to COVID-19 disruptions, and revised estimates were released in December 2023.

Table 7 Total annual tourism expenditure by tourist and product type

2021/22 September year, \$ millions.

Product type	International	Domestic within region	Domestic outside region
Accommodation services	\$539	\$156	\$1,000
Cultural, recreation and gambling services	\$271	\$220	\$1,063
Food and beverage serving services	\$832	\$535	\$1,996
Other passenger transport	\$458	\$352	\$2,301
Other tourism products	\$497	\$691	\$1,688
Retail sales – alcohol, food and beverages	\$121	\$642	\$1,607
Retail sales – fuel and other automotive products	\$141	\$435	\$1,243
Retail sales – other	\$542	\$1,557	\$4,474
Total	\$3,402	\$4,588	\$15,372

Source: NZIER, MBIE

Appendix B Wellbeing impacts and LSF domain

All \$ values in prices are stated for the study year.

Source	Wellbeing impact	LSF domain
Jiang (2013)	Aggregated annual consumer surplus for Otago freshwater fisheries of \$63.7 million–\$189.0 million across domestic and international anglers.	Income, consumption and wealth
Kerr and Greer (2004)	Per-angler benefit from angling in the Rangitata River valued at \$40– \$317 per trip or \$317– \$817 annually. The total aggregated annual consumer surplus of Rangitata River angling is estimated at \$1.4 million–\$4.5 million.	Income, consumption and wealth
Stewart et al. (2024)	Connection with self – trout fishing provides moments of solitude and personal reflection, reducing stress.	Subjective wellbeing
	Connection with others – trout fishing provides a mechanism to meaningfully connect with friends and family members.	Family and friends
	Connection with nature – positive impacts from being in nature when angling.	Environmental amenity
	Connection with place – trout fishing fosters a deeper connection with specific places.	Cultural capability and belonging
	Trout fishing as exercise – trout fishing contributes to physical wellbeing as a form of exercise such as walking or paddling a kayak.	Health
Moore et al. (2023)	Wellbeing was significantly higher among those who experienced stressful events and continued to go fishing compared to those who did not.	Subjective wellbeing
	Going fishing helps people maintain social connections with family and friends.	Family and friends
	Recreation in nature benefits a person’s self-efficacy, which is their confidence in their ability to achieve desired outcomes in life and in their capabilities.	Knowledge and skills
	Physical exercise undertaken in nature areas has relatively greater benefits for physical and mental health compared to the same level and type of exercise undertaken in urban or indoor environments.	Health
	Many people fish as part of a cluster of outdoor activities, including camping, bushwalking, kayaking/canoeing and other activities.	Leisure and play

Source	Wellbeing impact	LSF domain
Wilson et al. (2023)	People who took part in angling more regularly were almost 17% less likely to report being diagnosed with depression, schizophrenia, suicidal thoughts or having deliberately self-harmed compared to those taking part in angling less regularly.	Health
	88.4% of respondents answered that relaxation and unwinding were a main motivation for recreational angling.	Leisure and play
Simetrica Jacobs (2020, 2022)	Annual willingness to pay estimates of \$926 per person for individual weekly activity, including freshwater angling.	Income, consumption and wealth
Sport New Zealand (2022) Values across all sport and physical activity.	Better quality of life and increased life expectancy \$8.34bn	Health
	Prevention of diseases attributable to physical inactivity \$680m	Health
	Higher output from reduced absenteeism \$889m	Income, consumption and wealth
	Enhanced social capital created by participation \$1.13bn	Family and friends
	Increased wellbeing (life satisfaction) adult participants \$3.18bn	Subjective wellbeing
	Increased wellbeing (happiness) young people (aged 5–17) \$56m	Subjective wellbeing
	Increased wellbeing (life satisfaction) adult volunteers \$79m	Subjective wellbeing
	Replacement value of volunteering associated with sports activities \$3.09bn	Work, care and volunteering
Reese et al. (2022)	Participants reported applying the skills and knowledge gained by going flyfishing more regularly. Flyfishing involves technical skills such as understanding fish behaviour and casting skills.	Knowledge and skills
	Fish and Game actively monitors species and the state of their habitats (freshwater health, physical form and function). They also work to protect and enhance waterways and wetlands that are home to both native and valued introduced species, maintaining habitats and funding restoration projects.	Environmental amenity
New Zealand Fish and Game Council (2023)	Fish and Game’s statutory functions include advocating for the interests of the New Zealand Fish and Game Council and, with its agreement, of any Fish and Game council in the management of sports fish and game and habitats.	Engagement and voice
	Councillors for each of Fish and Game’s 12 regional councils are elected 3-yearly by New Zealand Fish and Game licence holders.	

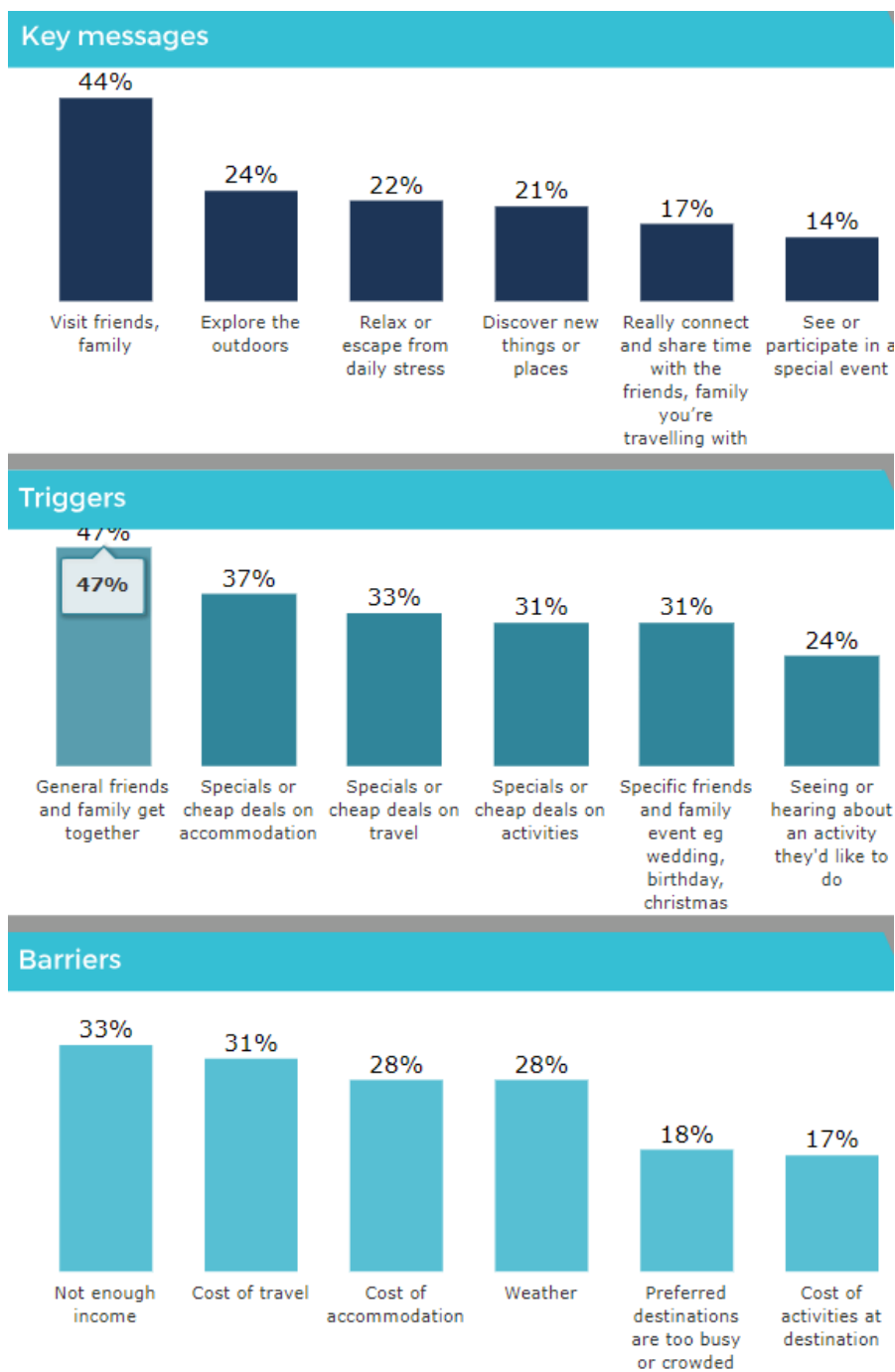
Source: NZIER

Appendix C Domestic and international angler profiles

C.1 Domestic visitor surveys

The figures below show the key messages, triggers and barriers that domestic anglers have associated with freshwater angling tourism, as reported by DGiT (2020).

Figure 5 Domestic travellers' motivations and barriers for freshwater angling trips

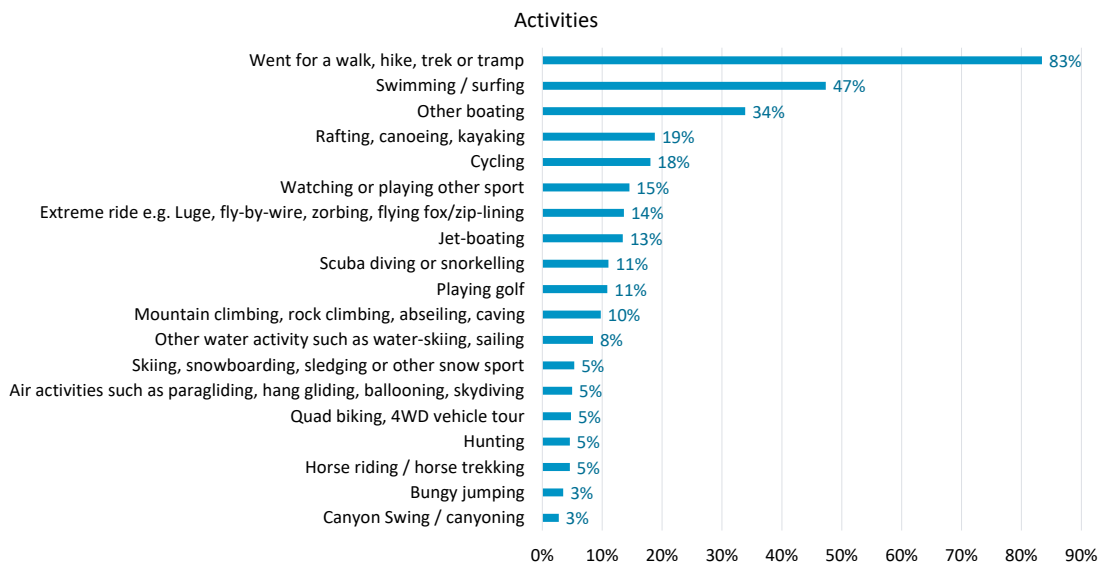


Source: DGiT (2020)

C.2 International visitor survey activities

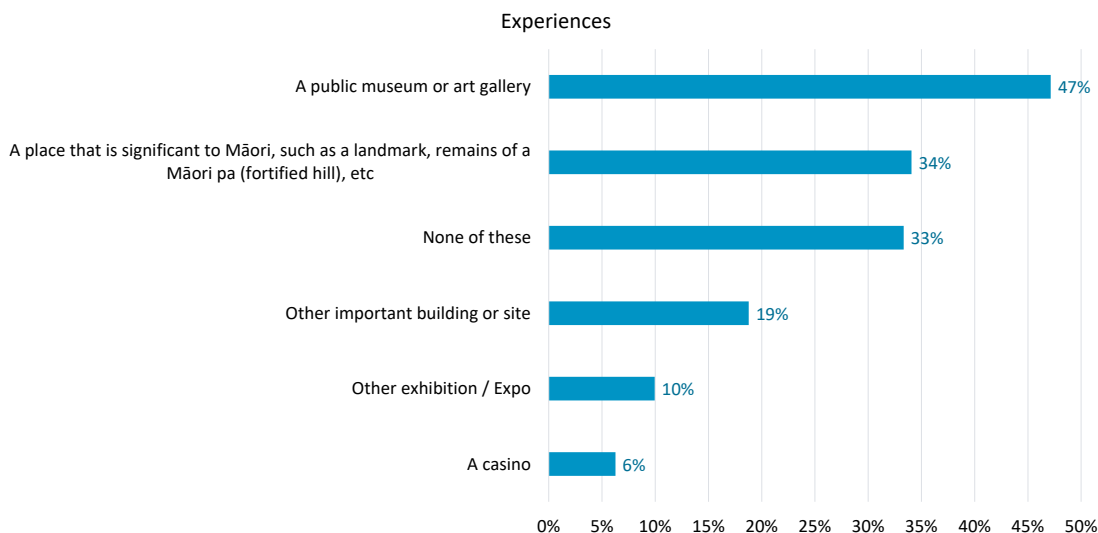
The figures below show the percentage of other activities, experiences, performances and places attended by international tourists who reported that they went fishing, across all types, during their visit to New Zealand.

Figure 6 Other activities performed by international fishing tourists



Source: NZIER from Ministry of Business, Innovation and Employment (2024c)

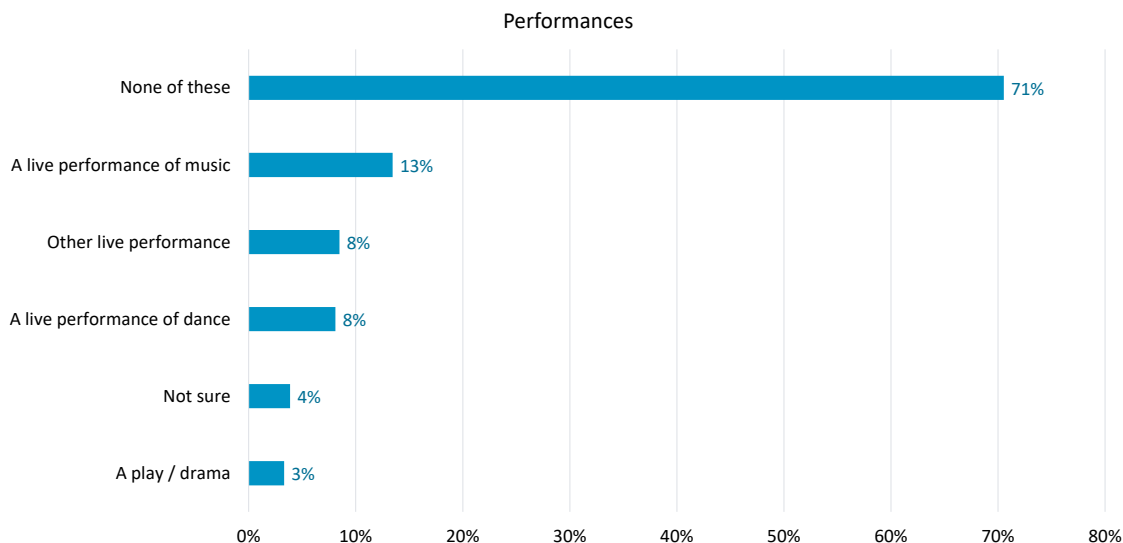
Figure 7 Experiences attended by international fishing tourists



Source: NZIER from Ministry of Business, Innovation and Employment (2024c)

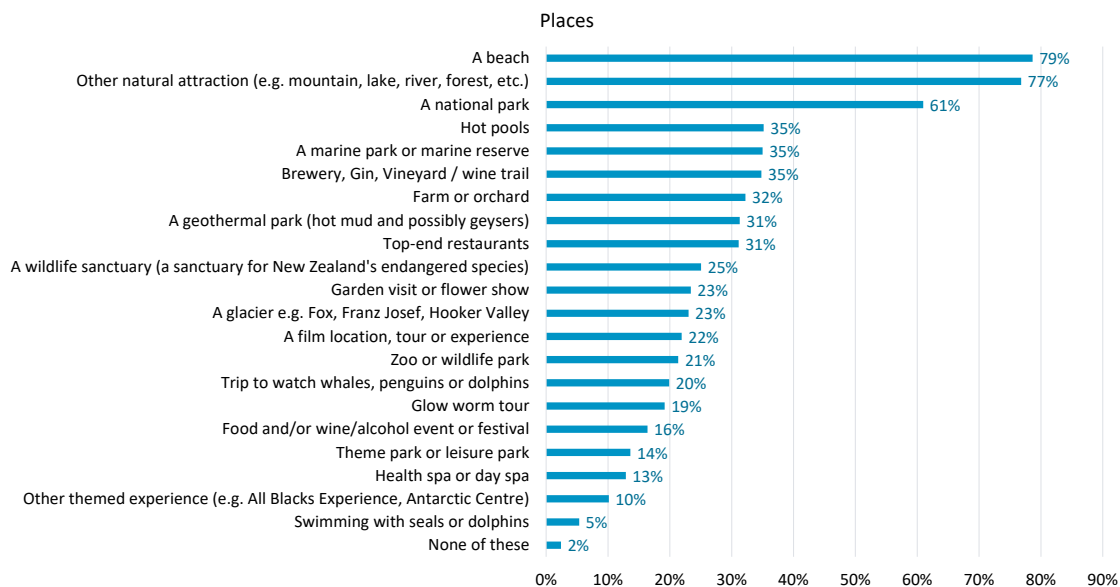


Figure 8 Performances attended by international fishing tourists



Source: NZIER from Ministry of Business, Innovation and Employment (2024c)

Figure 9 Places visited by international fishing tourists



Source: NZIER from Ministry of Business, Innovation and Employment (2024c)

CONSULTATION:	2024/25 MEETING & BUDGET SCHEDULE
TO:	Regional Chairs
CC:	Regional Managers, Administrators
AUTHOR:	Corina Jordan, CEO, NZ Fish and Game Council
DATE:	26 08 24
FEEDBACK DUE:	29 11 24
FEEDBACK TO:	nzcouncil@fishandgame.org.nz

Recommendations - Ngā taunaki

1. The New Zealand Fish and Game Council seeks consultation from regional councils on the following points:
 - i. Five NZC meetings in the 2024-25 financial year;
 - a) 13th and 14th December 2024- Wellington
 - b) 26th Feb (online 6pm-8pm) and 28th Feb 2025 – Wellington
 - c) 11th and 12th April 2025 – Wellington
 - d) 17th and 18th June 2025 – online (6pm- 8pm)
 - e) 27th August (online) and 29th August – 2025 Wellington
 - ii. One Governors Forum – (Chairs and NZC)
 - a) 1st March 2025 – Wellington
 - iii. Two in-person Managers meetings
 - a) Time and location TBC (Feb and October)

Discussion - Kōrerorero

Proposal

2. The Meeting and Budget Timetable for 2024-25 sets out the important dates that need to be considered for the NZC to fulfil its statutory obligations of co-ordination of the Anglers Notice, Licence Fees and Forms and Elections.
3. Meeting dates have been set to ensure Regional Councils are consulted and that there is adequate time for regional feedback.

Background

4. The Draft 2024-25 Annual Budget and Meeting Schedule was presented to the NZC for approval to go out for consultation at the 170th NZC meeting.
5. The meeting schedule highlights the processes that need to be followed for the budget setting process, regulations, and licence fees to be approved by the Minister.
6. Regional Councils **need to set their meetings to fit within the NZC meeting dates** to ensure feedback on licence fees and regulations can be given.
7. The NZC office has worked closely with DOC and the Minister's Office to ensure the process is run more efficiently. DOC and the Ministers office have asked that the Licence Fee proposal, Anglers Notice and the Sports Fish Licence Fees and Forms Notice be presented together.
8. Regional Councils need to ensure they hold meetings to fit in with this timetable and to give adequate time to consult with the licence holders on any regulation changes.
9. Under legislation, the NZC must hold at least two meetings per year

Budget & Meeting process

10. Most meetings have been set to comply with the NZC to fulfil its statutory obligations of co-ordination of the Anglers Notice, Game Notice, the Sports Fish Licence Fees and Forms Notice (SFLFFN), and the Elections.
11. The meeting dates set for September 2024 to December 2024 were consulted on and approved by the NZC in August 2023 and November 2023. These dates consider the timing required to have meetings post an Election.
12. The December 2024 meeting has been set over two days – Friday 13th and Saturday 14th December. This will be the inaugural meeting of the new NZC council. The second day has been set aside for a Strategy Day for the new Council.
13. In order to reduce costs the NZC have decided to trial a hybrid approach by reducing in person meetings where possible to 1 day and holding a 2 hour online meeting prior to cover the administrative tasks.
14. The February meeting will be the first meeting of this type with the online part of the meeting on Wednesday 26th Feb and then the Face to face meeting on Friday 28th February.
15. The Governors meeting scheduled for 1st March 2025 is a meeting where the NZC and the Chairs of the Regional Councils meet. This is important for the 2024-25 year as following elections in 2024, there may be newly elected Chairs and NZC members.
16. The funds for this meeting may be used for governance training and/or targeted consideration of the NZC strategy.
17. Two face-to-face meetings have been approved by the NZC for Managers/CEs in the 2024-25 year. These dates are yet to be determined and the NZC CE will consult with the Managers/CE for an appropriate time.
18. The NZC resolved at the 170th meeting that there would no longer be a Contestable Fund budget

round. Instead the NZC, will be taking a zero-based budget approach, whereby the entire budget of a region will be reviewed annually, and in setting both licence fees recommendations, and organisation budgets moving forward. The NZC CEO will provide advice and support to the Regions in transitioning to a zero based budgeting approach for the organisation.

19. The NZC Council Budgeting meeting, is scheduled for 11th and 12th April. The Chairs of each region will be invited to zoom into the meeting in order to speak to their regions budget proposals.
20. Following the April meeting, The Regions **must** hold a meeting between 16th April and 29th May 2025 to give feedback to the NZC by 30 May on the licence fee proposals, Angler Notice & SLFFN, Designated waters proposals and sea-run salmon limit changes.
21. The June meeting for the NZC is online – over two nights, 17th and 18th June (6-8 pm). The main objective of this meeting is to consider the licence fee, Anglers notice, and SFLFFN.
22. The August 2025 will also be a hybrid meeting with the online part 1 held on Wednesday 27th and the face to face on 29th August.
23. The meeting scheduled for 28th and 29th November 2025 is over two days – with one day being set aside for the 2026-27 strategy workshop.

Conclusion

24. Feedback on the Meeting and Budget timetable is required by **29th November 2024**.
25. **Regional Councils need to set meeting dates for the 2024 25 year at times that ensure a Region can meet and respond to Consultation. The Regions must** hold a meeting between 16th April and 29th May 2025 to give feedback to the NZC by 30 May on the licence fee proposals, Angler Notice & SLFFN, Designated waters proposals and sea-run salmon limit changes.

Yours sincerely



Corina Jordan
Chief Executive Officer New Zealand Fish & Game Council

2024-25 Annual Budget & Meeting Schedule - For Regional Consultation

Month	Date	Meeting/Activity	Location
Sep-2024	Sunday 1 Sep	Fish & Game New Financial Year	
	Wednesday 11 Sep	Election Roll Closes	
	Thursday 19 Sept	Fish & Game Election Papers Out	
Oct-2024	Tuesday 1 Oct	Sports Fishing Opening	
	Tuesday 15 Oct	Election Postal dates Close	
	Monday 28 Oct	Labour Day	
	Wednesday 30 Oct	Elected members take Office	
Nov-2024	Friday 1 Nov	High Country Sports Fishing Opening	Otago/Sthland
	Saturday 2 Nov	High Country Sport Fishing Opening	Nth Cant/CSI
	Thursday 7 Nov	Regional Managers/CEs Meeting <i>(Feed into 13 & 14 Dec NZC Meeting)</i>	Online
	Wednesday 20 Nov	New Regional Councils Last Day to hold Inaugural Meeting <i>(3 weeks after taking office)</i>	
Dec-2024	Friday 13 & Saturday 14 Dec	NZ Council Meeting (Held over 2 days) <i>(2025/26 Strategy)</i>	Wellington
	Friday 20 Dec	Variance Reports & Reserves Schedules sent to CFO	
	Wednesday 25 Dec	Christmas Day	
	Thursday 26 Dec	Boxing Day	
	Tuesday 31 Dec	All Regional Council 2024 Meetings to be complete/held	
Jan-2025	Wednesday 1 Jan	New Year's Day	
	Thursday 2 Jan	New Year's Day Observed	
	Friday 24 Jan	Variance Reports & Reserves Updates Distributed	
	Friday 31 Jan	Licence Working Party Licence Sales Forecast	
	Friday 31 Jan	Regulation Details Due for Game Notice <i>(From all Regional Councils)</i>	
Feb-2025	Sunday 2 Feb	World Wetland Day/Release of 2025 Habitat Stamp	
	Monday 3 Feb	Draft Game Notice Submission to DOC for comment	
	Wednesday 5 Feb	Variance reports Final Circulation back to Managers	
	Thursday 6 Feb	Waitangi Day	
	Friday 7 Feb	Game Regulation Guide Content Due to NZC Office	
	Feb/March	Regional Managers/CEs Meeting <i>(held over 2 days)</i>	Wellington
	Monday 17 Feb	Game Notice & Submission to MOC & Gazette Office	
	Friday 21 Feb/or the following week	Publish Game Notice in NZ Gazette	
	Wednesday 26th Feb	NZ Council Meeting (Part 1 of 2)	Online 6-8pm
Friday 28 Feb	NZ Council Meeting - (Part 2 of 2)	Wellington	
Mar-2025	Saturday 1 Mar	Governors Forum - Regional Chairs & NZC (Planning)	Wellington
	Thursday 13 Mar	Game Bird Hunting Licences on Sale (2 nd Thursday) Draft Regional budgets due to CFO	
	Friday 14 Mar	Draft Game Notice Submission to DOC for comment Staff Development Grant Applications Close	
	Monday 17 Mar	Game Magazine Released	

Month	Date	Meeting/Activity	Location
	Thursday 20 Mar	Regional Managers/CEs Meeting (feed into NZC 11/4)	Online
Mar-2025	Friday 28 March	Budgets, Budget Summaries Circulated back to Regions	
Apr-2025	Sunday 6 Apr	Mark-up/Pegging Day (<i>4 weekends before opening</i>)	
	Friday 11 Apr	NZ Council Budget meeting	Wellington
	Saturday 12 Apr	NZ Council Meeting	Wellington
	Wednesday 16 April	Licence Fee Consultaion doc distributed to Regions (3 working days after NZC meeting)	
	Friday 18 April	Good Friday	
	Monday 21 Apr Friday 25 Apr	Easter Monday Anzac Day	
May-2025	Saturday 3 May	Game Bird Season Opening	
	Thursday 22 May	Regional Managers/CEs Meeting (feed into NZC 17/6)	Online
	Friday 30 May	Regional responses to Licence Fee proposals, Anglers Notice & SFLFFN DW/sea run salmon Due to NZC Office	
Jun-2025	Monday 2 June	King's Birthday	
	Tue 17 June & Wed 18 June	NZ Council Meeting (6pm -8pm) <i>(Consider Licence Fee, Anglers Notice & SFLFFN)</i>	Online 6pm-8pm
	Friday 20 June	Matariki	
	Monday 23 June	Licence fee, Anglers Notice & SFLFFN submission to MOC	
	Thursday 26 June	GBHT Grant Applications Close	
Jul-2025	Wednesday 9 July	GBHT Grant Applications Distributed to Board	
	Thursday 17 July	Anglers Notice Published in NZ Gazette	
	Monday 28 July	GBHT Board Meeting (11am)	Online
Aug-2025	Friday 22 Aug	GBHT Field Trip	Hamilton
	Saturday 23 Aug	GBHT Board Meeting	Hamilton
	Monday 25 Aug	Fishing Magazine published	
	Wednesday 27 Aug	NZ Council Meeting (Part 1 of 2)	Online 6-8pm
	Friday 29 Aug	NZ Council Meeting - (Part 2 of 2)	Wellington
	Sunday 31 Aug	Fish & Game End of Financial Year	
	Thursday 1 Sept	Sports Fishing Licences on Sale	
	Wednesday 1 Oct	Sports Fishing Opening	
Oct-2025	Wed/Thu 16/17th Oct	Regional Managers/CEs Meeting in Person	TBC
	Monday 27 Oct	Labour Day	
	Saturday 1 Nov	High Country Sports Fishing Opening (CSI & NC 1st Sat Nov)	
Nov-2025	Thursday 6 Nov	Reg Managers/CEs Meeting(feed into NZC 27/11)	Online
	Friday 28 Nov & Saturday 29 Nov	NZ Council Meeting (Held over 2 days) <i>(2026/27 Strategy)</i>	Wellington
	Friday 19 Dec	All Variance & Reserves Schedules to CFO	
Dec-2025	Wednesday 31 Dec	All Regional Council 2025 Meetings to be complete/held	

KEY	Public Holiday
	NZ Council Meeting
	Regional Managers/CEs Meeting
	GBHT Board Meeting
	Governors Forum (Regional Chairs & NZC)

Fish & Game New Zealand Completed Consultation Register

Governance

2024/25 Licence Fee Consultation – Comment Due 31/05/24

Sent: 29/04/2024

Paper: [0. 2024 25 Licence Fee Consultation to Regional Councils April 2024.docx](#)

Region	Consultation Received
Northland:	04/06/2024
Auckland/Waikato:	27/5/2024
Eastern:	31/5/2024
Hawke's Bay:	04/06/2024
Taranaki:	31/5/2024
Wellington:	30/5/2024
Nelson/Marlborough:	27/05/2024
North Canterbury:	06/05/2024
West Coast:	28/05/2024
Central South Island:	04/06/2024
Otago:	26/5/2024
Southland:	06/06/2024

2023/24 Licence Fee Consultation – Comment Due 12/06/23

Sent: 8/05/2023

Paper: [2023/24 Licence Fee Consultation](#)

Region	Consultation Received
Northland:	12/6/23
Auckland/Waikato:	13/6/23
Eastern:	12/6/23
Hawke's Bay:	
Taranaki:	13/6/23
Wellington:	12/6/23
Nelson/Marlborough:	7/6/23
West Coast:	14/6/23
North Canterbury:	
Central South Island:	31/5/23
Otago:	26/5/23
Southland:	9/6/23

Residency Definitions – Comment Due 12/06/23

Sent: 8/05/2023

Paper: [Residency Definitions Consultation](#)

Region	Consultation Received
Northland:	12/6/23
Auckland/Waikato:	13/6/23
Eastern:	12/6/23
Hawke's Bay:	
Taranaki:	13/6/23

Wellington:	12/6/23
Nelson/Marlborough:	7/6/23
West Coast:	14/6/23
North Canterbury:	29/5/23
Central South Island:	31/5/23
Otago:	30/5/23
Southland:	9/6/23

Draft National Reserves Policy – Comment Due 28/06/23

Sent: 8/05/2023

Paper: [Draft National Reserves Policy Consultation](#)

Policy: [National Reserves Policy \(draft\).docx](#)

Region	Consultation Received
Northland:	12/6/23
Auckland/Waikato:	13/6/23
Eastern:	12/6/23
Hawke's Bay:	
Taranaki:	13/6/23
Wellington:	12/6/23
Nelson/Marlborough:	7/6/23
West Coast:	14/6/23
North Canterbury:	9/6/23
Central South Island:	31/5/23
Otago:	6/6/23
Southland:	9/6/23

Operational

2024-2025 Meeting & Budget Schedule – Comment due 29 November 2024

Sent 30/08/2024

Paper: [2024/25 Annual Budget & Meeting Schedule](#)

Region	Consultation Received	Decision
Northland:	Yes	Approve
Auckland/Waikato:	Yes	Approve
Eastern:	Yes	Approve
Hawke's Bay:	Yes	Approve
Taranaki:	Yes	Approve
Wellington:	Yes	Approve
Nelson/Marlborough:	Yes	Approve
West Coast:	Yes	Approve
North Canterbury:	Yes -With Minor change	Approve
Central South Island:	Yes	Approve
Otago:	Yes – With minor Change	Approve
Southland:	Yes	Approve

Remuneration Policy – Comment Due 12/06/23

Sent: 8/05/2023

Region	Consultation Received
Northland:	12/6/23
Auckland/Waikato:	13/6/23
Eastern:	12/6/23
Hawke's Bay:	19/7/23
Taranaki:	30/5/23 – Feedback Staff Only
Wellington:	12/6/23
Nelson/Marlborough:	7/6/23
West Coast:	14/6/23
North Canterbury:	
Central South Island:	31/5/23
Otago:	6/6/23
Southland:	9/6/23

Non-Resident Levy – Comment due 31/01/23

Sent 21/9/22 [Non-Resident Levy Consultation Document](#)

Region	Consultation Received
Northland:	YES
Auckland/Waikato:	YES
Eastern:	YES
Hawke's Bay:	
Taranaki:	YES
Wellington:	YES
Nelson/Marlborough:	YES
West Coast:	YES
North Canterbury:	YES
Central South Island:	YES
Otago:	YES
Southland:	YES

2023 Meeting Timetable – Comment due 1 November 2022

Sent 5/9/22 [2023 Meeting Timetable Consultation](#)

Region	Consultation Received	Decision
Northland:	YES	Approve
Auckland/Waikato:	YES	Approve
Eastern:	Yes	Approve
Hawke's Bay:		
Taranaki:	YES	Approve
Wellington:		
Nelson/Marlborough:	YES	Approve
West Coast:		
North Canterbury:		
Central South Island:		
Otago:	YES	Approve
Southland:		

Pressure Sensitive Fisheries Options Paper – Comment due 01/06/22

Sent 28/02/22: [PSF Options Paper](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Eastern Opening Day Letter – Comment due 13/08/21

Sent 28/04/21: [Eastern Opening Day Letter Request for Feedback](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

CSI NSRSC Letter – Comment due 13/08/21

Sent 28/04/21: [CSI NSRSC Letter Request for Feedback](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

2022/23 Licence Fee Consultation – Comment Due 14/06/22

Sent: [Licence Fee Consultation Document](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Licence Data MOU – Comment due 26/02/21

Sent 27/10/20: [Licence Data MOU](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Email Security and Access MOU – Comment due 26/02/21

Sent 11/12/2020: [Email Security and Access MOU](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Note: Agreed to, but to be revised as we roll out second factor authentication

Licence Fee Recommendation – Comment due 16/06/21

Sent 21/04/2021: [Licence Fee Recommendation](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Reserves Discussion Paper – Comment due 26/02/21

Sent Nov 2020: [Reserves Discussion Paper](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Angus and Associates Research Proposal – Comment due 25/01/21

Sent 20-12-2021: [Angus and Associates Proposal](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Meeting Dates – Comment due 19/11/21

Sent 2/09/21: [Meeting Dates](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke's Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Change Freeze – Comment due ASAP

Sent 25/05/21: [Change Freeze](#)

Northland:

Auckland/Waikato:

Eastern:

Hawke's Bay:

Taranaki:

Wellington:

Nelson/Marlborough:

West Coast:

North Canterbury:

Central South Island:

Otago:

Southland:

Operational Consultation Completed:

Pressure Sensitive Fisheries – Comment due 20/01/22

Sent 4/11/2021 [Pressure Sensitive Fisheries Options Paper](#)

- Northland:
- Auckland/Waikato:
- Eastern:
- Hawke’s Bay:
- Taranaki:
- Wellington:
- Nelson/Marlborough:
- West Coast:
- North Canterbury:
- Central South Island:
- Otago:
- Southland:

Staff Development Grant

New Zealand Fish and Game Council Meeting 171 - Dec 13-14 2024

Prepared by: Richie Cosgrove, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

This report to the NZC for approval for staff development grant application for

- Jayde Couper \$14,263 – Two-day hands-on Course for F & G staff – otolith preparation and techniques and
- Adam Daniel \$5900 - Aquatic invasive species prevention in the USA (Boats and fishing gear).

Financial Considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

The NZC:

1. Receive the information.
2. Recommend to the NZC the approval to fund the Staff Development Applications by Jayde Couper and Adam Daniel Projects, but approval is conditional on Budget availability:

Takenga mai - Background

- 1 The Staff Development Grant is made available to all staff each year. There is a budget of \$10,000
- 2 In April 2024 Hamish Stevens was successful in a \$2,500 application for the San Fran Delto Science Conference
- 3 There are two applications for the 2024/25 financial year – a total of \$20,163.
- 4 The amount is an oversubscription of what is available, and the suggestion from the November 7 Managers Meeting was to split the projects' funding between the Staff Development Fund and the Research Budget.
- 5 The Managers all agreed on the value of the projects, and they also agreed that Regions would fund their staff travel, accommodation and food costs to the Jayde Couper Workshop to lower the costs. North Canterbury Fish & Game is supporting the event with vehicles and local transport.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- 6 Options for Funding:
 - 6.1 **Option 1** - Fully fund both projects, splitting the costs equally across the Staff Development Fund and Research budgets.
 - 6.2 **Option 2**- Fully fund the Adam Daniel Project from the Staff Development Fund and the Jayde Couper Project is fully funded from the Research Budget.
 - 6.3 **Option 3** – Only one project is funded by the Staff Development Fund.

Consultation

- 7 Discussed at the Manager's Meeting on 7 November 2024, and both applications were supported with the recommendation to split across the Staff Development Grant and Research Budget. Managers wanted the Adam Daniel project report to be at a level that would enable its use by other agencies, i.e. MPI.

Strategic Priority

- 8 Aligns with the national organisation's strategic priority to increase the cohesion of its staff.

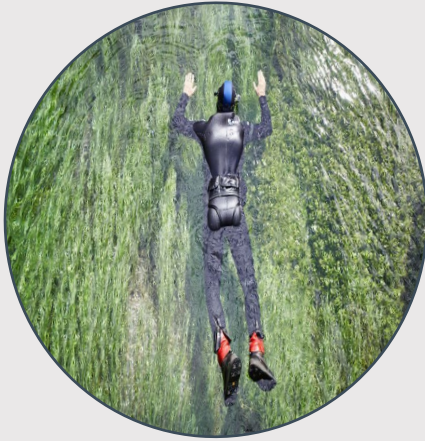
Ngā mahinga e whai ake nei - Next actions

- 9 Budget availability confirmed by A Compton
- 10 NZC advised of funding split (if any)
- 11 Staff will be advised on the successful applications and the funding split (if any)

Appendix 1- Jayde Couper project

Appendix 2- Adam Daniel project

DR ADAM DANIEL



EDUCATION

PhD (freshwater ecology) 2012

Thesis title: Detecting exploitable stages in the life history of koi carp (*Cyprinus carpio*) in New Zealand

University of Waikato

Bachelor of Science wildlife science (Minor in criminal justice) 1997

Washington State University

Associates of Arts 1995

Columbia Basin College

WORK EXPERIENCE

Fisheries manager

Auckland/Waikato Fish & Game Council 2013–Present

Managing all aspects of sport fish within the Auckland/Waikato Fish and Game Region including:

- Salmonid research
- Fisheries monitoring
- RMA (expert witness freshwater ecology and water quality)
- Public outreach including magazine articles and newsletter
- Science communication and public speaking
- Access negotiations
- Iwi liaison

National Invasive Species Coordinator

In addition to my regional duties, I represent the New Zealand Fish & Game Council on matters pertaining to invasive species as the lead contact to DOC, MPI and regional councils. Invasive species duties include:

- Quarterly reporting to New Zealand Fish & Game Council and updates to regional managers
- New Zealand Freshwater Biosecurity Partnership representative. National body of invasive species experts from government agencies, councils and iwi (monthly meetings)
- Pest fish inclusion response and advice to Fish & Game regions, iwi, DOC and MPI
- Biosecurity coms strategy advisor to New Zealand Fish & Game Council and regions
- Advise on Regional Pest Fish Management Plans
- Represent New Zealand Fish & Game Council on panels for pest fish, currently a panel member for Ngā Riha wai-Māori Freshwater Pests National Framework for the Department of Conservation
- MPI technical advisory groups including the Gold Clam Technical Advisory Group
- Advise iwi and other stakeholders on pest fish removal options and outcomes
- Advise on legislation including the Biosecurity Act

National Maritime coordinator

Lead for the New Zealand Fish & Game Council on all matters related to the Fish and Game maritime program including:

- Managing all aspects of the Maritime Transport Safety Case and Part 35 training program
- Managing the documentation and compliance of 38 skippers/trainees and 16 vessels in 9 regions
- Quarterly reporting to council and managers

CONTACT

PHONE:
022-030-9033

EMAIL:
carpresearch@gmail.com

HOBBIES

Wing foiling
Surfing
Hunting
Fishing
Hiking
Snowboarding
Rafting
Youth basketball coach
Hunting & fishing instructor
Boating

- Weekly audits of Sea Flux to ensure safety checks and training are up to date
- Regional audits including two in person regional inspections annually
- Reminders and disciplinary action for regions/individuals behind on documentation or training
- Audit staff documents annually for uploads, expiration dates and reminders
- Report all accidents to Maritime NZ
- Conduct accident investigations to make recommendations on how to improve hazard management
- Review the Part 35 and Maritime Transport Operator Plan (MTO) annually
- Issue skippers tickets
- Add/delete staff and boats from the system
- Provide refresher courses and facilitate other skippers to conduct refresher courses for staff
- Advise on training plans for new skippers
- Represent New Zealand Fish & Game Council in Maritime NZ audits, reapplications for Part 35, and MTO.

Weatherhead Salmonid Ecology Scholarship board member

Represent the New Zealand Fish & Game Council on the scholarship board to ensure the resulting outcomes are beneficial to the New Zealand Fish & Game Council.

Research lead (pest fish) 2011-2013

University of Waikato

Managing the MPI funded Outcome Based initiative on pest fish.

Duties included:

- Science communication
- Managing students and university staff to remove pest fish from Waikato lakes
- Technical report writing
- Inventing and testing invasive fish removal techniques

Fishery Biologist 2009-2011

US Army Corps of Engineers Walla Walla District 2009-2011

Develop plans to improve survival of endangered Columbia and Snake River salmon in response to federal litigation and the Endangered Species Act. Responsible for evaluating contracted fisheries research related to the survival and passage of salmonids and lamprey for the largest fisheries research program in the world with an annual research budget of \$80 to \$120 million US dollars. Duties include:

- Organizing regional research projects and contracts with government agencies, private firms and universities
- Reviewing scientific results
- Advising on the endangered species act
- Giving scientific advice on the impacts of dam modifications to salmonids
- Contracting Officer's Technical Representative
- Review and evaluation of research proposals, scientific methods, and final reports

Fishery Biologist 1999-2006

USGS Biological Resources Division, Columbia River Research Laboratory

Conducted fisheries research on the Columbia River. Duties included:

- Managing a team of up to ten biologist conducting field studies on salmonids
- Implanting radio and acoustic transmitters in salmonids
- Tracking salmonids
- Managing and maintaining jet boats and research vessels including electrofishing boats

- Mapping river flows based on GPS drogues
- Analyzing field data and complex radio telemetry data
- Technical report writing

STAFF TRAINING

- Recipient of Staff Development Grant to attend and present at the American Fisheries Society Portland Oregon, 2015.
- Recipient of the Staff Development Grant to attend the East Coast Trout Management and Culture Workshop in Maryland, USA 2018.
- 4wd training 2024
- Whitewater rescue training

Application for staff grant 2024

Dr Adam Daniel

31 Oct. 24

Aquatic invasive species prevention in the USA (Boats and fishing gear)

Fish & Game Have been disadvantaged by a lack of understanding of boat biosecurity by MPI. Both the biosecurity breach that allowed the gold clam into the country and the closure of Rotorua Lakes were based on a lack of understanding of biosecurity threats. I would like to visit state of the art boat and gear decontamination programs in the USA (Utah, Oregon and Washington State) and bring their decades of learning back to Fish & Game, DOC and MPI. I can work the trip in with my own holiday saving a substantial amount of staff time, in addition to money on accommodation and car rentals. It would be ideal to make this trip ASAP but the decontamination stations in the USA are now closed for the winter and the peak season is in July.

The West coast of the USA has been successfully battling the importation of zebra mussels for over a decade. Most states use a permit system based on decontamination to allow the movement of boats between states. In addition, most states have CCD programs for anglers but concentrate on boats as the primary threat. Decontaminating wake boats is extremely difficult and even new imported boats are often tested in waterways infested with aquatic invasive species prior to leaving their country of origin.

New Zealand has two significant challenges ahead including decontaminating boats in the gold clam zone and preventing the far more destructive zebra mussel form entering the country, both require boat decontamination technology New Zealand currently does not have.

I would like to visit a newly developed boat decontamination dip tank and more mobile decontamination stations to see how effective they are and if the technology could be utilised in New Zealand. I would also like to see first hand how the permit system for boat decontamination is implemented.

The proposal is to fly into Utah to view the [Clean Wake](#) dip tank and then to Seattle to view a local authority ([Whatcom Boat Inspection's Square Site](#)) that runs a decontamination station at local lakes. I also hope to visit the [Oregon Department of Fish and Wildlife](#) Waterway Access Aquatic Invasive Species Permit and Inspection Stations. The trip would be in early July of 2025 to coincide with the peak boating season.

Budget

Item	Cost
flight	\$3000
car	\$1000
hotel	\$1000
meals	\$500
Petrol	\$400
Total	\$5900

Objectives

As the invasive species coordinator for NZC I have been intimately involved with the gold clam invasion. As a member of the gold clam Technical Advisory Group, I identified the risk of wake boats transferring gold clams and future invasions of other species transported in water held in wake boat ballast tanks. There is currently no treatment for ballast tanks in New Zealand. Without an available treatment MPI have focused on other user groups hoping unenforced movement restrictions will prevent wake boats from spreading clam further or introducing new species. It is highly likely that boats will be moved from the Waikato River to other waterways considering 20% of Lake Karapiro water skiers are from outside the region and there is currently no on the ground enforcement or decontamination facility.

Deliverables

In addition to the staff report I would present a recommendations report to Aquatic Invasive Species Working Group, Waikato Regional Council, MPI and DOC. The intention would be to present a workable solution to reduce the likelihood of spreading gold clam that is so practical it can not be overlooked by MPI. Fish & Game will benefit by leading in the biosecurity space and limiting future spread that could lead to additional fishery closures similar to what has occurred in Rotorua.

STAFF DEVELOPMENT GRANT APPLICATION



No:.....

Date Received:

Applicant:	Jayde Couper
Region/ Position:	Fish & Game Officer - Ecologist
<p>Summary of itinerary/project: (Max 1600 characters): This application is to fund internationally recognised experts from NIWA to deliver a two-day “hands-on” course for South Island Fish & Game staff to learn otolith preparation and reading techniques.</p> <p>It is expected each South Island region will send one staff member, with Otago sending two. There is room for one further staff member which could be a second from a larger region or potentially a suitable staff member from the North Island.</p> <p>The course will focus on budget-friendly methods to get each region able to accurately age fish using otoliths and prepare them for other techniques, including microchemistry. The course will be run at the NIWA Christchurch labs, as it is a convenient central location and will allow us to use their equipment.</p> <p>If budget allows, there will also be an additional classroom session focusing on more advanced analysis and interpretation techniques.</p> <p>Once the attending staff are confirmed, the timing of the workshop will be organised with the attending staff and instructors. The workshop will occur before 30 June 2025.</p> <p>To kick-start an internal otolith aging programme a proportion of the funding will be used to purchase the needed supplies, including a budget-friendly but suitable digital microscope.</p>	

Summary of funding applied for:	
Fees:	\$0
Travel:	\$0
Accommodation:	\$0
Discussion & Workshop:	\$10,523
Interpretation and analysis presentation	\$2,740
Supplies (budget microscope, slides, dye etc)	\$1,000
TOTAL:	\$14,263
Total funding granted: \$ _____ Date: _____	

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

As described above, the course will focus on cost-effective ways to understand the age structure of our fisheries. Understanding the age structure of our fisheries contributes to section 4.5 of the Organisational Strategy (Healthy habitats & ecosystems) and is core to their sustainable management, as determining whether a large fish got to that size quickly or slowly affects how we should manage seasons and bag limits. Preparing otoliths for microchemistry saves cost, meaning these projects can fit more easily into regional budgets.

Working with respected organisations, such as NIWA, improves NZ F&G's scientific literacy and increase the respect of our organisation from scientific communities, a vital component of maintain and improving F&G's social licence.

Bringing in an outside expert to teach multiple staff is an efficient use of the staff scholarship money. The added benefit is that having multiple staff around the country trained in this work allows us to cross-verify each other's work, improving certainty. This aligns well with section 4.1 of the Organisational Strategy (Unified & enduring organisation).

Following on from the course there is the opportunity for the trained staff members to prepare an SOP/manual on otolith extraction, storage, preparation and reading, which will assist the training of other/ new staff members.

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

See attached sheet and the NIWA proposal for a breakdown of costs.

Details of any other sources of funding being sought.

- Accommodation, staff time and travel costs to be covered by regional budgets
- Dr Gabriellsson of North Canterbury F&G to offer in-kind funding by contributing his time to the training.
- North Canterbury have offered support to the project by providing airport pickups if appropriate. They have also offered to provide vehicles to help staff get around Christchurch during the course.
- Given the expense of the course and its focus, partial funding through the research fund may be appropriate.

Information on any Fish & Game projects the applicant has contributed to.

As a Fish and Game Officer for over a decade, I have contributed to a large number of projects. In my attached CV which was updated to apply for my position at Otago around 2 years ago, a number are listed.

More recent contributions since moving to the Otago Region include:

- [I have led the renewal of the NIWA designed acoustic monitoring program.](#)
- [I have developed a model for the extent of salmonid spawning in Otago.](#)
- [I have run multiple stable isotope mixing models, for the West Coast whitebait project, CSI's sockeye investigation and Southlands perch – eel interactions study, on which I coauthored a paper.](#)
- [I took over as the primary F&G contact for the most recent National Anglers Survey.](#)
- I co-supervised a Master's student's programme successfully using otoliths to determine the most important spawning streams in the lower Mata Au catchment.
- I have prepared and presented evidence on behalf of Fish & Game at multiple hearings, including in the Regional Policy Statement hearing.

Checklist- make sure these are included in with the application:

1. Copy of applicant CV attached including any training undertaken since joining Fish & Game	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
2. A written endorsement from the applicant's Manager or Council.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
3. A written endorsement from the host agency if appropriate. <i>JC- NIWA has provided a proposal that supports the workshop, and I have also sought a recommendation from Rasmus as a recognised expert in this field.</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
4. Confirmation of acceptance as a conference presenter if appropriate.	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input checked="" type="checkbox"/>
5. Copies of quotes.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1. I, Jayde Couper, agree that if my application is successful, I will submit a detailed report of the observations and recommendations on how the performance of Fish & Game New Zealand can be improved. This will be circulated to all staff so that future applicants are aware of the standard required, within 2 months of returning from the course/trip.
2. Retain all supporting receipts and submit these to NZ Council with the claim for reimbursement.

Signature: 

Date: 1/11/2024



31 October 2024

Jayde Couper
Fish and Game Otago
PO Box 76,
Dunedin 9054

Jayde Couper

Kia ora Jayde

Salmonid aging workshop

Further to our phone conversation on the 25th of October 2024, we are pleased to present this proposal to host a salmonid aging workshop at NIWA Christchurch.

Our understanding of your requirements is that you would like NIWA to deliver a two-day salmonid aging workshop at NIWA Christchurch for up to eight Fish and Game staff. The purpose of this workshop would be to upskill the staff on salmonid otolith preparation, mounting and age estimation. NIWA will then provide space in the NIWA laboratory to allow the staff to practice these different techniques under the guidance of the workshop leader. As discussed, otolith extractions will not be included in the workshop given that Fish & Game staff are already experienced with this.

Included in this proposal is an optional session on basic data analysis, which could be completed at the end of the workshop. This optional session would cover how to analyse the aging data, how to use this information to identify cohort progression, compare growth rates between areas and within areas over time.

1. Proposed approach and deliverables

Effective management of freshwater fisheries requires knowledge on many different aspects of species ecology and biology. One aspect that is critical to monitoring the ongoing health of fish stocks is the age structure of the population. Understanding the age structure allows managers to examine individual growth rates and, when coupled with robust annual population censuses, mortality rates and recruitment of young-of-year fish. Growth rate data coupled with population data can also help managers understand the productivity of different fisheries and guide resource prioritisation.

Fish & Game manage the salmonid fishery in Aotearoa and seek to develop their capacity around estimating growth and age structure of the different salmonid fisheries they manage. While Fish & Game staff are very experienced with the extraction and storage of salmonid otoliths, some capacity building is required to allow these staff members to prepare, mount and estimate ages from these otoliths. Upskilling Fish & Game staff will allow them to monitor age and growth data, which will then facilitate more effective management of fisheries.

To help develop this capacity within Fish & Game, NIWA will deliver a two-day workshop in Christchurch for up to eight Fish & Game staff. The workshop will cover the following four components:

1. Discussion on the different methods for preparing and mounting salmonid otoliths for aging.
2. The strengths and weaknesses of each method.
3. Guidance on how to estimate ages of the mounted salmonid otoliths.
4. Training and practice time in the laboratory at NIWA Christchurch for the Fish & Game staff to prepare, mount and age salmonid otoliths.

A fifth component is included here as an optional extra:

5. Presentation on converting age estimates into annual growth rates, how to use age structure data to visually identify strong cohort progression over time, how to compare mean growth rates between and within areas over time.

The workshop would be completed by Paul Lambert and Shannan Crow. Paul is NIWA's leading researcher on freshwater aging approaches and has recently completed a workshop with Fish Aging Services Australia that explored the most robust ways of aging freshwater fish otoliths. Paul will lead components 1–4 above while Shannan would cover the optional component 5. NIWA will supply food for the two days, resources for preparing the otoliths (slides, grinding resources, mounting materials), seating space in the laboratory and microscopes for estimating the ages of the salmonids.

The delivery of the workshop will be dependent on Fish & Game supplying 15 salmonid otoliths to Paul Lambert at least 4 weeks prior to the start date. Paul will prepare these otoliths prior to the workshop and use them as examples on how to prepare, mount and age the samples. Fish & Game will also supply all salmonid otoliths to be used during the workshop.

2. Timing

Fish & Game will identify appropriate workshop dates with NIWA, but the work is to be completed by 30 June 2025.

3. Fees and expenses

Option 1: Salmonid aging methods

NIWA would deliver a two-day workshop that covers the following aspects

1. Discussion on the different methods for preparing and mounting salmonid otoliths for aging.
2. The strengths and weaknesses of these methods.
3. Guidance on how to estimate ages of the mounted salmonid otoliths using annuli.
4. Training and practice time in the laboratory at NIWA Christchurch for the Fish & Game staff to prepare, mount and age salmonid otoliths.

Our lump sum fee for the work described above is \$10,523 excluding GST.

Option 2: Salmonid aging methods and analysis

NIWA would deliver a two-day workshop that covers the following aspects

1. Discussion on the different methods for preparing and mounting salmonid otoliths for aging.
2. The strengths and weaknesses of these methods.
3. Guidance on how to estimate ages of the mounted salmonid otoliths using annuli.
4. Training and practice time in the laboratory at NIWA Christchurch for the Fish & Game staff to prepare, mount and age salmonid otoliths.
5. Presentation on converting age estimates into annual growth rates, how to use age structure data to visually identify strong cohort progression over time.

Our lump sum fee for the work described above is \$13,263 excluding GST.

4. Stay Safe with NIWA

NIWA safe policies, procedures, standards and guidelines are focussed on keeping our people safe and meets all risk management, legislative and regulatory requirements of Maritime, Aviation, Hazardous Substance and Workplace Safety. This includes duties of care and responsibility to employees and contracted workers. We further strive to meet all reasonable client expectations of improved safety over and above these legislative and regulatory requirements.

Our standard contractual terms reflect a shared approach to health and safety, with both parties having duties to consult on the identification, assessment and control of any hazards and risks associated with the project. The outcome of this shared approach is an agreed health and safety plan to manage those hazards and risks that has involved workers in its design and implementation. The parties will continue to consult with each other to manage health and safety hazards and risks throughout the contract and will meet regularly to review health and safety practices and implications for contract delivery. We will notify the client of any health and safety incidents or events associated with the project.

5. Dependencies and other external factors

NIWA has robust systems in place to try and mitigate the impacts of external factors as much as practicable as part of our project management system and general business continuity and contingency plans. However, we recognise that even with good systems it may not always be possible to fully mitigate the impacts of external factors. If any dependencies listed in this proposal or external factors adversely affect contract delivery, then our expectation is that we would promptly notify each other and negotiate in good faith appropriate variations to the contract and any other practical mitigation measures as required to address the impact of these factors. The delivery of the workshop will be dependent on Fish & Game supplying 15 salmonid otoliths to Paul Lambert at least 4 weeks prior to the start date.

6. Conditions of engagement

Unless otherwise agreed, NIWA will undertake the services described using the ENZ Short-Form Agreement for Consultancy Engagement with NIWA's standard amendments and tailored to the services.

In the event of any inconsistency between that agreement and this proposal, the agreement shall prevail.

For the avoidance of doubt this proposal, even if accepted by Fish & Game Otago does not constitute a contract and NIWA will not be bound to provide the services until a formal contract has been entered into.

Any changes to the contracted services, fees or agreed personnel during the course of the project must be agreed to in writing.

Our understanding of the intellectual property arrangements for the contract is that all intellectual property originating from either party prior to the commencement of the contract, including that which is used for the purposes of providing the services, and all developments and adaptations of the same, remains the exclusive property of the party introducing that intellectual property.

7. About this proposal

This proposal, and the information it contains, is and shall remain the property of NIWA, and is to be treated as confidential. NIWA reserves copyright in the content of this proposal. The information contained here may only be used as is reasonably necessary to assess NIWA's offer of services or to assist with the documentation for engaging NIWA, and not for any other purpose. The proposal or any related information may not be disclosed to any third party without first receiving NIWA's express written consent.

While NIWA has used all reasonable endeavours to ensure that the information contained in this proposal is accurate, NIWA does not give any express or implied warranty as to the completeness of the information contained in the proposal or that it will be suitable for any purpose(s) other than those specified above.

This proposal is valid for 45 days from the date of offer.

We look forward to working with Fish & Game Otago on this project.

Yours sincerely



Shannan Crow
Freshwater Fisheries Scientist
Freshwater Ecology



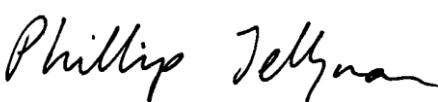
+64 3 343 7868
Shannan.Crow@niwa.co.nz

National Institute of Water & Atmospheric Research Ltd
PO Box 8602
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Christchurch 8440

Phone +64 3 348 8987

NIWA Proposal No: 2024201pCH
 NIWA Project: SCJ255GOV

Revision	Description	Date
Version 1.0	Final version sent to client	31 October 2024

Quality Assurance Statement		
	Reviewed by:	Rick Stoffels
	Formatting checked by:	Nic McNeil
	Approved for release by:	Phillip Jellyman

Jayde Edward Couper

6 Fergusson Street, Geraldine, 7930

027 358 3911

couperje@gmail.com

Relevant skills and experience

- I have seven years experience working as a Fish & Game Officer which has given me a wide range of skills that would benefit the Otago Region including ranging, creel surveys, gamebird counts, spawning surveys, ecological sampling and electric fishing.
- I have very strong computer skills with high proficiency in the Microsoft Office suite, GIS software, R (statistical programming language), Shiny (interactive web-based programming language) and RHYHABSIM (habitat modelling) which allows me to quickly produce tidy and informative reports.
- I currently manage and maintain two wetlands that are balloted annually for hunting.
- I coordinate and manage the combined CSI and North Canterbury salmon harvest survey.
- I have a proven ability to use scientific method and carry out statistical analysis to add weight to Fish & Game evidence.
- I have extensive experience in positively and courteously dealing with licence holders and other stakeholders.
- I have experience in the farming sector, giving me a good understanding of land use issues.
- I am passionate about the Otago and Canterbury environment and the recreational opportunities they provide.

Example work

- Waitaki angler survey..... fishandgame.org.nz/dmsdocument/1724
A report on angler use of the Waitaki River showing project design, GIS work, statistical analysis, data presentation and staff management.
- Sockeye spawning run monitoring..... fishandgame.org.nz/dmsdocument/1801
A report detailing the development of a sockeye spawning run monitoring programme showing management of external funding and the design of a monitoring programme.
- National gamebird harvest results portal..... csifishandgame.shinyapps.io/natgen1
An interactive website I programmed to allow fast and consistent reporting on gamebird harvest to colleagues and the Central South Island Fish and Game Council.

Education and qualifications

- Bachelor of Science with a double major in Environmental Science & Water Science and Monitoring from Lincoln University
- Introduction to statistics and probability certificate from Duke University via correspondence
- Electric fishing machine operator certificate
- Current first aid course
- Fish & Game skipper certificate
- Day skipper / UHF radio operator certificate
- Driving licence classes: 1, 2,4L and F

Career history

- December 2013 to present – Fish & Game Officer - Central South Island Fish & Game, Temuka
- June 2012 to December 2013 - Seed Dresser - Norwest Seed, Methven
- November 2011 to June 2012 - Ranger, Local body team - DOC, Aoraki/ Mount Cook
- June 2009 to November 2011 - Farm worker - Foxhaven Farms, Oamaru

Referees

- Jay Graybill – Chief Executive, Central South Island Fish & Game..... 03 615 8400 or 021 940 097
- Mark Webb – Fish & Game Officer, Central South Island Fish & Game..... 03 615 8400



30 October 2024

Dear Regional Managers/ NZC

Letter of support for Jayde Couper's Staff Scholarship application

I am writing to express my full support for Jayde's application for the staff scholarship to bring in an expert to host an otolith aging course.

As Jayde's manager, I have witnessed his enthusiasm and ability for using scientific techniques to better manage our species and habitats and believe receiving this scholarship would greatly add to that skill and enthusiasm for Jayde as well as other regional staff.

I would also like to add my support to the format of the application; using the funds to bring in an expert to train multiple staff is an efficient use of the funds and aligns with the national organisations strategic priority to increase the cohesion of its staff.

Thank you for considering his application.

Yours Sincerely

A handwritten signature in blue ink that reads 'Ian Hadland'.

Ian Hadland

Chief Executive

30 October 2024

Dear NZC/ Managers

I am writing this letter of support as Jayde Couper at Otago Fish & Game has asked me to review the scientific merit of his application to organise an otolith aging course here in Christchurch.

As an expert in otolith science and its management consequences, I believe this course will greatly upskill our regional staff and improve the organisations ability to understand and sustain its trout and salmon fisheries.

Knowing the age structure of our fisheries means we can look at growth rates and determine how quickly the fish are reaching a certain size. There are many management outcomes of this, but include that we can aim to reduce harvest in fisheries where fish are growing slowly and liberalise regulations in places where fish reach catchable and/or spawning size quickly. Growth rates can also be compared to modelled rates under different scenarios to help assess the extent that environmental conditions are restricting growth.

Aging also helps to determine if certain age classes are over- or under- represented, allowing us to determine the drivers of the fishery leading to better aligned management outcomes.

Consequently, I support this application as it will improve the organisations understanding and management of its valued fisheries. In addition, I have offered Jayde my support to this project by providing my time and expertise to help teach the course.

Yours sincerely

Dr. Rasmus Gabrielsson

North Canterbury Fish & Game, Chief Executive

Sports Fish and Game Management Plan Policy and Guidance

NZC Meeting 171, **Item xx**

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

Purpose

At meeting 170 Council agreed to adopt the SFGMP consultation guidelines, draft elements SFGMPs and guide to drafting SFGMPs as NZC policy, which is binding on the regions (26C(1)(a),(j) and 26Q (1)(e)(v)). It adopted the mana whenua engagement SFGMP work as guidance.

The papers were provided to the regions on 30th August to obtain regional council feedback by 29 November 2024.

Financial Considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That NZC

1. To confirm the adoption of the three policies (SFGMP consultation policy, key elements and guide) and Mana Whenua Engagement guideline. These items are all attached in Appendix 1-4.

Whakarāpopoto - Executive Summary

2. This paper introduces the proposed SFGMP guidelines and consultation guidance. This work will assist regions with their consultation and drafting processes and consultation processes associated with their Sports Fish and Game Management Plans.

Takenga mai - Background

3. NZC obtained legal advice regarding our s4 obligations that set the scene for SFGMP until new legislation is introduced, and this was provided by Rachael Ennor and Elana Geddis in February 2023. NZC also received the “Mana Whenua Engagement Discussion on how Fish and Game can engage with Mana Whenua” by Dave Milner in August 2023. This document was also discussed at the staff conference in September 2023. This information has been used to provide guidance on our mana whenua engagement.
4. The review of the Governance of Fish and Game New Zealand and the Regional Fish and Game Councils prepared for the Minister of Conservation in February 2021 included the following recommendations:

34. NZFGC should develop guidelines to guide a process for community input for FGCs to follow in developing management plans. At a minimum, there should be a requirement to demonstrate that the provisions of section 17 (L) (4) (b) have been complied with, i.e. that the impact on other natural resources and / or other users has been considered.

36. NZFGC should assure itself that the duty set out in s17m (2) (ii), which requires the FCG to ‘give notice of the draft management plan ... so far as is practicable, to representatives of the appropriate iwi authorities and to appropriate regional council and territorial authorities’ has been adequately discharged.

A number of recommendations relating to mana whenua engagement is also included in our mana whenua engagement guidelines.

5. With the new Minister for Hunting and Fishing we want to continuously improve our processes and management plans. Fish and Game has seven expired SFGMP: Northland, Hawkes Bay, Taranaki, Wellington, Nelson/Marlborough, North Canterbury and Southland. The following SFGMP has not expired: West Coast, Auckland, Eastern (expires 2024), Central South Island, Otago (expires 2025). Therefore, guidance and policy for SFGMP writing will be relevant to many of our regions.

6. Where a SFGMP has expired, the Operational Work Plan for the region may be requested by the Minister.
7. The West Coast SFGMP was approved by the Minister for Hunting and Fishing on 21 June 2024.
8. Critical to this work is the across organisation trout spawning and trout habitat mapping project that is currently underway. It would also be useful to map our game bird habitat, especially when access information is mapped.
9. With the delay in the notification of NPS-FM plans, it is likely that some regions will now have capacity to focus their attention on this work prior in 2025.

Kōrerorero – Discussion

10. We initially introduced this item as a draft NZC guidance at the 21 September 2023 informal managers meeting. It is the NZC's function to provide policy and direction on species management work; therefore, either approach is consistent with NZC functions.
11. NZC was provided with this draft work at their April meeting, with the exception of the Mana Whenua engagement policy, which has now been included for the first time.
12. The draft policy was considered at meeting 170 in August 2024 and consultation of the regions has now been carried out with the following points raised:
13. No negative feedback has been received from the regions to date. We can provide a verbal update at the meeting if additional comments come in before the meeting.

Ngā kōwhiringa - Options

- 1 NZC may

Confirm the adoption of the policy and guidance.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

14. Some regions may need to budget for writing SFGMP if they do not have staff in-house to do this. The development of Operational Work Plans is an annual requirement, so will be developed as part of existing budgets.

Legislative Implications

15. Nil at this stage, but future Conservation Act and Wildlife Act reform could involve a change to the organisation, governance and cross organisation teams.

Section 4 Treaty Responsibilities

16. This item has section 4 implications, especially the consultation and mana whenua engagement work.

Policy Implications

17. This specific item is also relevant to the Wildlife Act review as it shows what future aspirations we have for working with other organisations and managing species.

Risks and mitigations

Nil

Consultation

- 2 Managers and the RMA have had a number of opportunities to comment on the drafts. DOC has also been consulted on the development of this policy.

Ngā mahinga e whai ake nei - Next actions

Advise staff of the new guidance.

Appendix

1. SFGMP consultation guidance
2. Key Elements of a SFGMP
3. SFGMP Guide
4. Mana whenua engagement for SFGMP

SFGMP Consultation Guidelines

The development of a Sports Fish and Game Management Plan (SFGMP) is carried out under the Conservation Act 1987, in accordance with the Conservation Management Strategy and Conservation General Policy. The following guidelines provides a number of steps relating to consultation for developing new SFGMP.

In addition to this guideline, we are developing a mana whenua engagement guideline and have developed SFGMP key elements & guidance.

This consultation guideline is designed specifically to provide a good practice process to assist with developing SFGMP rather than general public consultation.

Step 1 Engage with mana whenua

Each region is responsible for the development of relationships with key mana whenua with interests in the Fish and Game region. Discussions with mana whenua could include the extent to which they want to be included in the process and what issues are key to them. Supplementary guidance for mana whenua engagement is provided in Draft Fish and Game Mana Whenua engagement guidelines.

Consultation should be consistent with the mana whenua engagement advice provided (Kahu Environmental August 2023) and legal advice “Giving Effect to Treaty Principles, advice on the application of s4 of the Conservation Act 1987” (Rachel Ennor and Elana Geddis Feb 2023).

Step 2 Discussion with key stakeholders

Regions should seek input from the following organisations prior to drafting:

- Department of Conservation and Conservation Board
- Regional council / district council
- herengaanuku (walking access NZ)
- Game Animal Council
- Other bordering fish and game councils
- NZC
- Licence holders

The focus on this round of consultation is to ask who wants to be involved in the build and to discuss what values everyone would expect to see.

Early discussions may also start conversations about key issues.

Step 3 Drafting

This step ideally commences after a number of meetings with key stakeholders and ideally collaborative drafting is undertaken where possible. Section 17L of the Conservation Act prescribes minimum requirements of a SFGMP. Our Key Elements and Guide document also covers what SFGMP should contain.

17L Sports fish and game management plans

- (1) The purpose of a sports fish and game management plan is to establish objectives for the management of sports fish and game, or both, within any region or part of any region.
- (2) Each Fish and Game Council shall prepare for approval by the Minister such sports fish and game management plans as are necessary for the management of sports fish and game within its area of jurisdiction.
- (3) Nothing in any sports fish and game management plan shall derogate from—
 - (a) any provision in this Act or any other Act; or
 - (b) any policy approved under this Act or any other Act in respect of the area to which the plan relates, or any part of that area; or
 - (c) any provision in any conservation management strategy or conservation management plan or freshwater fisheries management plan.
- (4) When preparing a draft sports fish and game management plan, the Fish and Game Council shall—
 - (a) have regard to the sustainability of sports fish and game in the area to which the plan relates; and
 - (b) have regard to the impact that the management proposed in the draft is likely to have on other natural resources and other users of the habitat concerned; and
 - (c) include such provisions as may be necessary to maximise recreational opportunities for hunters and anglers.

Section 17L: inserted, on 10 April 1990, by [section 13\(1\)](#) of the Conservation Law Reform Act 1990 (1990 No 31).

Step 4 Adoption of draft SFGMP for consultation and provide draft SFGMP to NZC

Step 5 Statutory Consultation process 40 working days

Formal consultation of draft must adhere to section 17M of the Conservation Act. This includes a notice of the draft plan in newspapers and notice of the draft plan to the director general (which is delegated to the local DOC office). Notice of the draft plan should also go to iwi authorities and regional councils or territorial authorities. The fish and game council may give further notice of the draft plan as the Fish and Game Council thinks fit.

Step 6 End of submission period and summary of submissions

Hearings can be carried out by a sub-committee of the region.

Significant changes may require a second consultation period of 40 days

Step 7 Final draft SFGMP must be adopted by the regional F & G council

Step 8 Provide copy of SFGMP to NZC along with summary of submissions¹

Section 26C Functions of New Zealand Fish and Game Council include (k) to perform such other sports fish and game functions as the Minister may require. The minister will usually request comments from NZC regarding the SFGMP.

Step 9 Region to provide SFGMP to the Minister of Conservation

Region to provide Draft SFGMP with outcome of consultation to go to the minister of conservation.

Step 10 The Minister of Conservation can request changes or approve the SFGMP

Step 11 Approval

Once the SFGMP is approved, circulate to those who participated in the process, NZC and other regions for information. The approved plan should also be added to the F&G web page so the public can easily obtain a copy of the SFGMP.

¹ It is also a good idea to include a record of all consultation that you carried out even if this has not resulted in formal comments or submissions.

DRAFT ELEMENTS

Sports Fish and Game Management Plans

Giving Effect to the Principles of Te Tiriti o Waitangi

- Engagement with mana whenua must happen before F&G Councils start drafting SFGMPs to allow mana whenua interests and aspirations to be actively taken into account during the planning and drafting process. This should be undertaken in accordance with the F&G Guide for Engaging with Mana Whenua. *[Under development]*
- The structure and content of SFGMPs will therefore be determined as part of engaging with mana whenua.
- It will be important to comply with and refer to relevant Treaty Legislation and have regard to iwi planning documents.
- Examples of issues that have arisen in the past include:
 - Intrinsic value of waterways vs utility for fishing and hunting
 - Customary use of indigenous species
 - Māori Rights to non-indigenous species
 - Predation of indigenous species by sports fish
 - Prosecution of Māori for hunting or fishing without licences
 - Concessionary licences for Māori to fish and hunt introduced species
- Note that some issues raised may be beyond the scope of a SFGMP. Discussing the issues however, will likely be important to mana whenua, and F&G may want to consider other avenues to address any matters raised.

Approval Page

- This section confirms the SFGMP has been approved by the Minister.

[See Appendix One: Example of an Approval Page.](#)

Contents Page

Introduction

- Consider the following elements for an Introduction:
 - Role of F&G – opportunity to tell F&G's story
 - Vision for the region
 - Legislative Context
 - Consistency with law and relevant planning documents
- Key questions to consider:
 - Does this information help achieve one or more of the purposes of the SFGMP?

State of the Environment – Species, Habitats and Threats

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- Consider including a section on the state of the environment, covering the sports fish and game bird resource, habitat values, as well as threats to those values.
- Consider including maps of sports fish and game habitat and spawning areas.
- Consider identifying significant fishing values of waterways, including for outstanding waterways consistent with resource management legislation. Also identify resource by locally, regionally and nationally significant.
- Make explicit links to objectives and policies and significant values of waterways
- Key questions to ask:
 - Is there a link to between significant values of waterways and the objectives and policies?
 - Is the description of the state of the environment based on evidence, including mātauranga Māori and science?
 - How will the description assist in resource management and conservation advocacy?

Community Engagement

- Consider including issues, objectives and policies that relate to how F&G engages with diverse members of the community.
- Include licence holders, iwi, DOC, local councils, conservation boards, private landowners, New Zealand Walking Access Commission/Ara Hīkoi Aotearoa.

Sustainability of Sports Fish and Game Bird Populations

- Include issues, objectives and policies that will help F&G manage sports fish and game bird populations.
- Consider addressing the following matters, amongst others:
 - Data requirements
 - Appropriate angling and hunting conditions
 - Planned release/s
 - Degraded fisheries or game bird resources requiring restoration
- Including issues, objectives and policies on monitoring that:
 - Provide direction for monitoring priorities for operational workplans
 - Implement national species monitoring programmes and Standard Operating Procedures (if any).
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned, including in relation to:
 - Risks to aviation safety from game birds
 - Impacts on crops from game birds

[See Appendix Two: Example of issues, objective and policies for Sustainability of Sports Fish and Game Birds Populations](#)

Habitat Protection

- Include issues, objectives and policies that address habitat protection.
- Consider including issues, objectives and policies that address the following matters:
 - Priority outcomes for resource management and conservation advocacy to influence planning documents
 - Climate change impacts on habitat values

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- Degraded wetlands requiring restoration.
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned, including in relation to:
 - Interactions between sports fish and indigenous fish
 - Fish passage and impacts on indigenous fish

[See Appendix Three: Example of issues, objective and policies for habitat protection](#)

Recreational Opportunities for Hunters and Anglers

- Include issues, objectives and policies that address the following:
 - Protecting and improving access to recreational opportunities
 - Maintaining and improving awareness of existing recreational opportunities for hunters and anglers
 - Guiding
 - Ethical behaviour of anglers and hunters
 - Equitable access to the resource for all licence holders
- Consider including issues, objectives and policies that address how F&G involves licence holders in decision-making.
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned.

Compliance

- Consider including issues, objectives and policies on compliance.
- Key issues to consider:
 - Training for F&G rangers
 - Monitoring requirements to assist compliance activity. Monitoring is key to the work we do so we can set bag limits and know when there are adverse changes to bird and fish populations. A Standard Operating Procedure is currently been developed to set a framework for monitoring work. We would expect to see the following monitoring work as a minimum:
 - Annual long running game bird counts and banding.
 - Water quality monitoring, investigations to fish passage obstructions, drift diving / electric fishing population monitoring, trout spawning surveys, gravel maintenance to enhance spawning where applicable, sports fish tagging programme, participate in fish screen working party / advocacy where applicable,

Plan Implementation and Review

- Consider including a section describing how the plan will be implemented and reviewed.
- Key questions to consider:
 - Is making links to the Operational Work Plan helpful?
 - Would identifying targets and timeframes be helpful?

General

- Engagement with mana whenua and stakeholders will identify additional elements.
- Be brief, don't repeat issues.
- Think high level, 10 year-horizon.

Appendix One – Template for Approval

APPROVAL

The purpose of this sports fish and game management plan is to establish objectives for the management of sports fish and game within the **[Name]** Region as per section 17L(1) of the Conservation Act 1987 (the Act).

This sports fish and game management plan was prepared by the **[Name]** Fish and Game Council in accordance with sections 17L(2), 17M, and 26Q(1)(e)(iii) of the Act.

This plan was approved by **[Name]**, Minister of Conservation, under sections 17M(2)(g) and 26A(1)(a) of the Act.

..... / /
Minister of Conservation

DRAFT

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Appendix Two: Example of Issues, Objective and Policies for Sustainability of the Resource

Issues:

[Issue defined as: problem requiring action]

There is an ongoing need for information on sports fish and game populations dynamics and factors affecting their abundance, including harvest, to develop appropriate management responses. There are growing concerns that the sea-run salmon fishery and the sea-run trout fishery are in decline, as there are fewer fish returning to sustain the population.

Sports fish and game bird populations can also impact other users of the resource, including potential risks to aviation safety and impacts on crops.

Objective:

[Objective defined as: what F&G would like to achieve to resolve an issue]

Achieve sustainability of sports fish and game bird species through management, and support anglers and hunters enjoying a sustainable and highly valued recreational experience.

Policies:

[Policy defined as: action to achieve the objective:

1. Maintain information in an up-to-date database detailing sports fish species, population monitoring, trends and harvest.
2. Draft angling and hunting conditions and recommendations that:
 - a) Manage angler and hunter harvest at sustainable levels
 - b) Are based on the best available information
 - c) Adopt a precautionary management approach in the absence of reliable information
3. Undertake the following in relation to the sea-run salmon fishery and the sea-run trout fishery:
 - a) Identify highly-valued areas
 - b) Monitor the resource to determine whether it is in decline
 - c) If resource is declining, investigate factors contributing to the decline
 - d) Consider management options to improve the fishery
4. Prioritise sports fish and game bird species management activities through:
 - a) Population trend monitoring
 - b) Angler and hunter harvest and surveys
 - c) Identification of species management threats and opportunities assessments of the effectiveness of species management activities.
5. Stock fish stocks through the planned release of species, only in waterbodies where:
 - a) sports fish species are already present
 - b) they will not have significant adverse effects on indigenous species
 - c) habitat is deemed suitable, and/or
 - d) limitations on natural spawning and/or rearing habitat limit adult sports fish populations below their carrying capacity.

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6. Recognise the potential risks to aviation from game birds in the vicinity of airports and work with airport managers and hunters to provide for aviation safety, whilst protecting established game bird populations.
7. Assist landholders where there is a conflict between game birds and agricultural production to minimise impacts.
8. Improve the skills of hunters in hunting for individual game species with potential to cause adverse impacts.

DRAFT

Appendix Three: Example of Issues, Objective and Policies for Habitat Protection

Issues:

[Issue defined as: problem requiring action]

Almost half of the country's lakes are in poor health, vast lengths of our rivers are adversely impacted by nitrogen and phosphorous inputs, with almost a fifth severely degraded by nutrient pollution. Overallocation of water in rivers is causing the ecology in the rivers to decline and degrading the habitats of sports fish and game birds. Major impacts result from:

- Intensification of land use including forestry, dairying, mining (including gravel extraction) and urban development
- Nutrient and sediment discharges to waterways and non-point source pollution
- Flood control works in rivers and streams
- Wetland drainage and modification of wetland vegetation
- Damming of rivers and lakes
- Development of rivers for the generation of hydroelectricity or alteration of flows through irrigation
- Introduction of unwanted organisms such as didymo (*Didymosphenia geminata*) and other aquatic pests.
- Mining or gravel extraction
- Climate change

Advocacy is an essential management tool, because other statutory bodies are responsible for the control and management of water and land resources.

Objective:

[Objective defined as: what F&G would like to achieve to resolve an issue]

Legislation, policy and plans enable the quality, water levels and natural characteristics of rivers, lakes and wetlands to support natural ecosystems and productive and diverse fish and game bird populations.

Policies:

[Policy defined as: action to achieve the objective]

1. Advocate in legislative and policy development, resource management and conservation statutory processes, and community-based processes, for the protection, maintenance and enhancement of the quality and extent of sports fish and game bird habitats, including for the following:
 - a) Water quality standards and flow regimes in plans that reflect the requirements of healthy and productive sports fish and game populations and the different stages in their life cycles.
 - b) Identification and protection of sports fishing values of waterways in Freshwater Management Units in regional plans, including significant values in outstanding water bodies.
 - c) Eradicating or effectively managing the risks posed by pests and diseases to sports fish and game bird habitats.
 - a) Wetlands are identified, maintained, improved and restored, in terms of quality, diversity and species productivity and the overall area of wetlands is increased, underpinned by the regional focus on protection of regionally significant and other smaller wetlands.
 - b) A holistic assessment of the catchment's ecosystem values and needs.
 - c) Effects of climate change are considered in decision-making.
 - d) Water conservation orders.

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2. Press for appropriate action by agencies directly responsible where non-compliance with resource management, conservation, or other laws, and plans and policies written under these laws is detected.
3. Assess and monitor the condition and trend of sports fish and game bird habitat in the region, prioritising habitat with resource and use issues, consistent with a national monitoring approach.

DRAFT

Appendix Four: Example of Issues, Objective and Policies for Access

Issues:

[Issue defined as: problem requiring action]

Access to sports fish and game bird hunting opportunities is a significant factor limiting participation. Much of the sports fish and game bird resource is on private land, or only accessible by crossing private land. Restricted or preferential access arrangements across private land can result in 'exclusive capture' of fishing and hunting and reduces overall opportunities to licence holders. Having the correct legal and physical works in place is crucial to providing access to angling and game bird hunting areas.

Objective:

[Objective defined as: what F&G would like to achieve to resolve an issue]

Maintenance and improvement of public access to a wide range of sports fishing and game bird hunting opportunities within the region.

Policies:

[Policy defined as: action to achieve the objective]

1. To advocate and negotiate for the protection and creation of access on public and private lands to and along rivers, lakes and wetlands and to upland game hunting areas.
2. Work with landowners and other agencies to promote access to angling and game bird habitats.
3. Continue communication and advocacy work to raise the awareness of angling and game bird habitats both for recreation, food gathering and amenity.
4. Work with landowners and other agencies when access is closed (which was previously provided for) to see if alternative access can be established and or issues can be resolved.
5. Work with landowners to minimise the problem of "exclusive capture" which is the restriction on access to fishing and hunting opportunities through restricted or paid access across private property.
6. Work with the Walking Access Commission to utilise mapping resource and work with them to create new legal and physical public access.
7. Work towards developing online mapping showing legal and physical access to fishing and hunting areas.
8. Identify Treaty of Waitangi settlements that have resulted in loss of Crown and Forest lands that have previously been available for public access. Initiate discussions with a view to securing ongoing access.

Guide to Drafting Sports Fish and Game Management Plans

Introduction

1. The guidance document identifies statutory requirements for Sports Fish and Game Management Plans (SFGMPs) and identifies additional optional elements that could be included to help achieve the purpose of SFGMPs.
2. At the outset, F&G Councils will need to engage early with mana whenua¹ at the beginning of the process of preparing SFGMPs in order to give effect to the principles of the Treaty of Waitangi.² Accordingly, this Guide does not pre-determine specific content or format that would necessarily meet Mana Whenua aspirations. This will need to be determined after genuine engagement with mana whenua and as set out in the Mana Whenua engagement guidelines consultation should commence with a blank page, rather than with a drafted document.
3. This document should be read in conjunction with the document, "Draft Elements – Sports Fish & Game Management Plans" that sets out key elements to consider including in SFGMP based on this guidance.
4. This guidance document is structured as follows:
 - a) Context
 - b) Te Tiriti o Waitangi
 - c) Purpose of SFGMPs
 - d) Statutory requirements of SFGMPs
 - e) Optional elements to consider including in SFGMPs.

Context

5. In considering what elements to recommend for inclusion in a Guide to Drafting SFGMPs, I have reviewed the SFGMPs for CSI 2022-2032, West Coast (draft), Auckland Waikato 2021-2031, and Otago 2015-2025.
6. I have also considered the Review of the Governance of Fish and Game New Zealand and the Regional Fish and Game Councils prepared for the Minister of Conservation, Engaging with Mana Whenua, A Discussion Document Exploring Best Practice For Fish & Game.
7. Based on reviewing those documents, the legislative requirements and discussions with F&G planning staff, key context is set out below.

Public process for developing SFGMPs

8. The process for developing SFGMPs is set out in s 17M of the Conservation Act 1987. Key elements include the requirement to publicly notify draft SFGMPs, provide copies to iwi authorities and local authorities, and invite written submissions. F&G Councils must give full consideration to submissions and provide opportunities for any person to appear before F&G Council representatives to be heard in support of their submission.
9. The F&G Council must send the draft SFGMP, a summary of submissions received, and of public opinion made known about the draft SFGMP to the Minister of Conservation. The F&G Council must also send the Minister a written statement of any matters of content on which the Director-General of Conservation and the F&G Council are unable to agree.

¹ Te Aka Māori Dictionary: "(noun) territorial rights, power from the land, authority over land or territory, jurisdiction over land or territory - power associated with possession and occupation of tribal land. The tribe's history and legends are based in the lands they have occupied over generations and the land provides the sustenance for the people and to provide hospitality for guests." Section 2 Conservation Act 1987 states "Manawhenua means customary authority exercised by an iwi or hapu or individual in an identified area".
² Section 4 of the Conservation Act states that "This Act shall so be interpreted and administered as to give effect to the principles of the Treaty of Waitangi."

10. In addition to the specific steps outlined in the legislation, F&G is developing guidelines for engaging with mana whenua and stakeholders.

Ministerial approval

11. The Minister must approve a draft SFGMP or send it back to the F&C Council for further consideration before approving it.³ There is no legislative requirement to make any changes sought by the Minister.⁴ The F&G Council will however, need to demonstrate that they have properly considered any comments or recommendations from the Minister before re-submitting the SFGMP for approval. If the F&G Council does not make any changes sought by the Minister, this may lead to the Minister declining to approve the SFGMP.⁵

10-year timeframe

12. The Conservation Act requires F&G Councils to review SFGMPs no later than 10 years after the date of approval.⁶ It can take 1-3 years from initial engagement to final approval of a SFGMP. The time taken to prepare a SFGMP can mean that issues become outdated by the time the SFGMP is approved. While the SFGMP, or part of the SFGMP can be reviewed more frequently than 10 years,⁷ the same process for developing a SFGMP applies to any review.

Commented [NP1]: Perhaps helpful to state that 'review' is defined as including both the consideration of objectives and policies and to approve a new plan. At least, that's my interpretation. So, we'd need to have the new plan approved within 10 years to be on time.

Implementation of SFGMPs

13. While there is no explicit provision in the Conservation Act requiring F&G Councils to comply with SFGMPs, it is implied from the provisions governing SFGMPs that F&G Councils will exercise their functions in accordance with SFGMPs. The Ministerial Review recommended however, that the Minister should have the power to require adherence to an approved SFGMP.
14. New Zealand Fish and Game have adopted an Organisational Strategy, and in accordance with that each region should have a SFGMP. F&G Councils are required to prepare operational work plans annually. If there is no approved SFGMP for the region, the OWPs require Ministerial approval. The Minister can amend OWPs.

Users of SFGMPs

15. F&G operational teams appear to be the primary users of the SFGMPs, although it is unclear how often SFGMPs are referred to and how they impact F&G Councils' day-to-day work. For some regions, the SFGMP may not serve any purpose beyond meeting the statutory requirement to prepare them. Some F&G Councils use SFGMPs' schedules of significant waterbodies to determine whether a F&G Council is an affected party in relation to applications for resource consent. Many of the SFGMPs I reviewed are lengthy. For example, the CSI SFGMP (approved in 2022) is 78 pages, which can impact on its usability.

Key stakeholders need to state their values and work out where they align and where they don't. SFGMP can be useful for regional council to "have regard to" in Resource Management processes. SFGMP can also be useful for DOC work as it confirms where valued introduced species are located.

Purposes of Sports Fish and Game Management Plans

³ Section 17M(2)(g) of the Conservation Act states: "the Minister shall approve the draft or send it back to the Fish and Game Council for further consideration before approving it."

⁴ The Ministerial Review recommended that the Minister's powers be expanded to include a mandatory power of direction for an addition or amendment to a draft SFGMP. Recommendation 2, page 10, Ministerial Review.

⁵ The Department of Conservation (DOC) considers that the Minister of Conservation may exercise the power under s 17M(2)(g) to send a draft SFGMP back to a F&G Council for further consideration more than once. DOC considers that this is in line with the general principle of statutory interpretation that a power conferred by legislation may be exercised more than once (see s 51 of the Legislation Act 2019). If a F&G Council sends a SFGMP to the Minister, and the Minister uses their power under s 17M(2)(g) to send the draft back to the F&G Council for further consideration, when the F&G Council sends a revised draft SFGMP to the Minister, the Minister may approve the draft or send it back to the F&G Council for further consideration.

⁶ Section 17M(5)(b) of the Conservation Act.

⁷ Section 17M(5)(a) of the Conservation Act.

Legal requirements

16. F&G Councils are required under s 17L of the Conservation Act to prepare such SFGMPs as are necessary for the management of sports fish and game in their region.

Guide operational work plans

17. F&G Councils are required to prepare OWPs annually.⁸ While there is no explicit legal requirement for an OWP to be consistent with a SFGMP, if there is no SFGMP, then the OWP requires approval from the Minister of Conservation.⁹

Engagement with licence holders

18. SFGMPs provide an opportunity to connect with licence holders and reflect their interests and aspirations relating to managing sports fish and game birds.

Engagement with mana whenua

19. SFGMPs provide an opportunity to engage with mana whenua on their rights, interests and aspirations in relation to managing sports fish and game birds. Refer also to the SFGMP Consultation Guidelines and Draft Fish and Game Mana Whenua engagement guidelines.

Planning tool to assist F&G Councils meet functions

20. SFGMPs could be used to guide F&G work to meet their statutory functions and help prioritise work programmes.

Transparency

21. As set out in the context, SFGMPs must go through a public process before approved by the Minister. This provides for transparency in terms of how F&G Councils exercise their statutory functions.

Influence conservation planning documents

22. Under the Conservation Act, the Director-General of Conservation must consider SFGMPs in developing freshwater fisheries management plans¹⁰ and conservation management plans.¹¹ It is important that SFGMPs include provisions covering how sports fish and game birds are managed in conservation areas, to ensure that F&G's interests will be properly taken into account on conservation planning documents.

Identification of spawning areas

23. It is an offence to carry out an activity that disturbs or is reasonably likely to disturb a declared spawning area of sports fish, unless authorised by the Director-General of Conservation.¹² The Director-General may declare areas to be spawning areas on the recommendation of the New Zealand Fish and Game Council in relation to sports fish.¹³ While it is not uncommon to disturb sports fish spawning areas, and prosecutions are not brought, identifying spawning areas in SFGMPs that are important to F&G will lay the foundation for better protection.

Influence resource management planning documents

24. Advocating for the protection of sports fish and game bird habitats in resource management processes is one of F&G most effective tools.¹⁴ In addition to making submissions on plans and resource consents, F&G Councils can influence planning documents through SFGMPs as decision-makers must consider SFGMPs in preparing or changing policy statements and

⁸ Section 26Q(3)(a) of the Conservation Act.

⁹ Section 26Q(3)(e) of the Conservation Act.

¹⁰ Note that there are currently no freshwater fisheries management plans.

¹¹ Sections 17J and 17E(9) of the Conservation Act. SFGMPs may also be a mandatory consideration when developing Conservation Management Strategies under s.17D(8).

¹² Section 26ZJ of the Conservation Act.

¹³ Section 26ZJA(2) of the Conservation Act.

¹⁴ F&G Councils have a statutory function to advocate the interests of the Council, including its interests in habitats. See s 26Q(e)(vii) of the Conservation Act.

plans under the RMA.¹⁵ Key areas are set out below in relation to the National Policy Statement for Freshwater Management 2020 (NPS-FM):

- a) When developing fish passage provisions regional councils must take into account any SFGMPs approved by the Minister.¹⁶
- b) Fishing is relevant to compulsory value human contact and fishing is an optional value for Freshwater Management Units, requiring the identification of an environmental outcome.¹⁷
- c) The fishing value of a waterway can be used to identify outstanding water bodies.
- d) Regional councils must identify and map natural wetlands in their region.¹⁸

25. Where SFGMPs identify values consistent with the framework in the NPS-FM, it will provide a strong basis to advocate for the protection of those values. Conversely, if the SFGMP does not align with the statutory requirements or identify areas requiring protection for their fishing values, it may undermine subsequent submissions on planning documents or resource consents.

Statutory Requirements for Sports Fish and Game Management Plans

26. This section outlines the statutory requirements of SFGMPs.

Giving effect to Treaty Principles

27. To meet the requirements of s 4 of the Conservation Act, F&G Councils must take account of, and give weight to, Treaty rights and interests alongside its statutory responsibilities to manage, maintain and enhance the sports fish and game resources in the interests of anglers and hunters.
28. In relation to developing SFGMPs, the legislative requirements in relation to iwi (summarised above) do not represent the principles of Te Tiriti o Waitangi.¹⁹ F&G Councils need to develop ways to engage with mana whenua as partners, rather than stakeholders in developing SFGMPs. Kāhu Environmental advise F&G should assess ways to involve mana whenua in the development of SFGMPs, and in particular to start by asking mana whenua about what role they should have in the process. Initial conversations should explore common objectives e.g. habitat/wetland restoration, water quality and freshwater management.
29. This engagement needs to happen before F&G Councils start drafting SFGMPs to allow iwi/hapū interests and aspirations to be actively taken into account during the planning process.
30. The Ministerial Review also recommended that F&G NZ develop, in collaboration with Māori, a national policy on consultation and engagement with Māori and a standing advisory panel on Treaty issues and engagement with Māori. Engagement with mana whenua should utilise those resources when available.
31. F&G Councils must do the background mahi before engaging with mana whenua. This includes being familiar with relevant Treaty Settlement Acts, Waitangi Tribunal Reports, iwi management plans, environmental management plans, statutory acknowledgements and sites of significance to iwi in the region. Reference to relevant Treaty Settlement Act is particularly important, as many include specific obligations in relation to SFGMPs.
32. F&G Councils should also be familiar with key issues likely to be raised by iwi in relation to managing sports fish and game and Treaty interests, and have an open mind when

¹⁵ Sections 74(2)(b)(i), 61(2)(a)(i), 66(2)(c)(i). Note there are the same requirements under the Natural and Built Environment Act (NBA) in relation to natural and built environment plans (s 174(2)(d)). The incoming National government policy is to repeal the NBA.

¹⁶ Clause 3.26(3)(a) of the NPS-FM.

¹⁷ Appendices 1A and 1B of the NPS-FM.

¹⁸ Clause 3.22 of the NPS-FM.

¹⁹ Kāhu Environmental Engaging with Mana Whenua, A Discussion Document Exploring Best Practice For Fish & Game

discussing those issues with mana whenua in terms of possible ways to provide for those interests. Potential issues include:²⁰

- a) Intrinsic value of waterways vs utility for fishing and hunting
- b) Customary use of indigenous species
- c) Māori Rights to non-indigenous species
- d) Predation of indigenous species by sports fish
- e) Prosecution of Māori for hunting or fishing without licences
- f) Concessionary licences for Māori to fish and hunt introduced species

33. Note that some of these issues may be beyond the scope of a SFGMP. Discussing the issues however, will likely be important to mana whenua, and F&G Councils may want to consider other avenues to address matters raised in discussion with mana whenua if possible.

Issues, Objectives and Policies

34. SFGMPs must include objectives for the management of sports fish and game birds, within any region or part of any region.²¹ In the SFGMPs that I reviewed, issues, outcomes and objectives and policies were all included to help guide F&G Council actions. Current SFGMP however contained considerable overlap in content between issues, outcomes, objectives and policies. There needs to be a clear link between the issues, objectives and policies.

35. Guidance:

a) Consider including, issues, objectives and policies that all directly relate to each other, using the following definitions:

i. Issue: problem requiring action

e.g. Issue for Sustainability of the Resource: There are growing concerns that the sea-run salmon fishery and the sea-run trout fishery are in decline, as there are fewer fish returning to sustain the population.

ii. Objective: what F&G Council would like to achieve to resolve an issue

e.g. Achieve sustainability of sea-run salmon fishery and the sea-run trout fishery through management, and support anglers and hunters enjoying a sustainable and highly valued recreational experience.

iii. Policy: action to achieve the objective

e.g. Policies for Sustainability of the Resource: Undertake the following actions in relation to the sea-run salmon fishery and the sea-run trout fishery:

- Monitor the resource to determine whether it is in decline;
- If resource is declining, investigate factors contributing to the decline; and
- Consider management options to improve the fishery and or game resource.

b) When considering objectives and policies to include in SFGMPs, consider the long-term (i.e. 10 years) vision for the region, to avoid the SFGMP becoming outdated too quickly.

Consistency with Legislation

36. SFGMPs must not derogate from the Conservation Act or any other Act.²² As noted above, there are a number of Treaty Settlement Acts that confer specific obligations on F&G Councils, including in relation to developing SFGMPs.

²⁰ Ministerial Review

²¹ Section 17L(1) of the Conservation Act provides that "purpose of a sports fish and game management plan is to establish objectives for the management of sports fish and game, or both, within any region or part of any region."

²² Section 17L(3)(a) of the Conservation Act.

37. Guidance:

- a) *Ensure all applicable references to Treaty Settlement Acts are included in SFGMPs.*
- b) *Engage with mana whenua on the provisions referencing Treaty Settlements.*

Conservation Policy

38. SFGMPs cannot derogate from policy approved under the Conservation Act or any other Act in respect of the area to which the plan relates, or part of that area.²³

39. Guidance:

- a) *Consider all relevant policies in the CGP; and*
- b) *Include a clear statement in SFGMPs that it is consistent with the CGP.*

Conservation statutory planning documents

40. SFGMPs cannot derogate from any provision in any conservation management strategy or conservation management plan or freshwater fisheries management plan.²⁴

41. Guidance:

- a) *Review conservation management strategies and conservation management plans applicable to your region when drafting SFGMPs.*
- b) *Include a clear statement in the SFGMP that it is consistent with applicable conservation statutory planning documents.*

Sustainability of sports fish and game

42. When preparing a draft SFGMP, F&G Councils must have regard to the sustainability of sports fish and game in the area to which the plan relates.²⁵ Existing SFGMPs generally include a separate section on the sustainability of sports fish and game birds that sets out objectives and policies. This approach is useful.

43. The content of this section, (i.e. issues/objectives/policies) will be driven by engagement with mana whenua, views of stakeholders and the local situation. There are however, some issues that are likely to be relevant across the country. For example, monitoring the sports fish and game bird resource to understand the state of the resource is an issue relevant to all regions.

44. Guidance:

- a) *Consider the following matters when considering issues, objectives and policies to include in a SFGMP in relation to the sustainability of the resource:*
 - i. *Ensure appropriate angling and hunting conditions in Anglers Notice and Open Season for Game Notice to ensure the sustainability of the resource*
 - ii. *Planned releases of sports fish consistent with the CGP*
 - iii. *Potential areas of high use requiring more intense management*
 - iv. *Degraded fisheries and game bird populations requiring restoration*
 - v. *Risks and opportunities from fishing competitions and organised culls*
 - vi. *Airspace, e.g. wind turbines and bird strike*
- b) *Consider including issues, objectives and policies on monitoring that:*

²³ Section 17L(3)(b) of the Conservation Act.

²⁴ Section 17L(3)(c) of the Conservation Act.

²⁵ Section 17L(4)(a) of the Conservation Act.

- i. Provide direction for monitoring priorities for operational workplans*
- ii. Work towards a national species monitoring programme and standard operating procedures.*

Impact on other natural resources and other uses of the habitat concerned

45. When preparing a draft SFGMP, F&G Councils must have regard to the impact that the management proposed in the draft is likely to have on other natural resources and other users of the habitat concerned.²⁶ This requirement has two distinct parts. F&G Council must consider the impact that the management proposed has on both:
- a) Other natural resources
 - b) Other users of the habitat concerned.
46. The Ministerial Review noted that it appears F&G Councils "rarely if ever take into account of the impact or concerns of other users."²⁷ The SFGMPs I analysed did include some specific provisions addressing impacts on other natural resources. For example, in the CSI SFGMP there is a policy that provides for remediating fish passage barriers, recognising the potential for adverse effects on indigenous fish populations from, and where it would not significantly impact on rare or threatened indigenous fish species.²⁸ Similarly, in the Otago SFGMP there is a policy to manage hunting in reserves or other wetlands in ways which minimise effects on habitat quality.²⁹
47. One objective is worded "To have regard to the effects of fish and game management activities on other natural resources and resource users." This objective repeats the statutory direction, and should not be included in SFGMPs.
48. Rather, when drafting SFGMPs, you must consider for every objective and policy whether it will have an impact on other natural resources or other users of the habitat concerned. If there is an impact, F&G Councils should consider whether the management measure is appropriate to discharge F&G statutory functions, and if yes, whether any mitigation measures could be implemented.

49. Guidance:

- a) *When developing SFGMP objectives and policies consider the likely impact of proposed management on both:*
 - i. other natural resources; and*
 - ii. other users of the habitat concerned.*
- b) *Consider the following issues, amongst others, in relation to impacts on other natural resources:*
 - i. Interactions between indigenous fish and sports fish*
 - ii. Potential impacts of loss of fish passage barriers on indigenous fish*
- c) *Consider the following issues in relation to impacts on other users of the resource:*
 - i. Risks to aviation safety from game birds*
 - ii. Impacts on crops from game birds*
- d) *Include a clear statement that the impacts of proposed management on other natural resources and users of the habitat concerned has been considered.*

²⁶ Section 17L(4)(b) of the Conservation Act.

²⁷ Page 34 of the Ministerial Review.

²⁸ Policy 9.4.16 of the CSI SFGMP.

²⁹ Policy 6.2.12 of the Otago SFGMP.

Recreational opportunities for hunter and anglers

50. SFGMPs must include such provisions as may be necessary to maximise recreational opportunities for hunters and anglers.³⁰ Current SFGMPs sections included separate sections covering angler and hunter participation in fishing and game bird hunting. Some also included provisions on angler and hunter participation in F&G management. Both issues are important.
51. **Guidance:** Consider including issues, objectives and policies in SFGMPs on:
- a) Maximising recreational opportunities for hunters and anglers; and
 - b) Involving anglers and hunters in F&G decision-making. Evidence of this wider consultation will be needed for ministerial sign off. This is one of the steps of the consultation policy.

Optional Elements

52. This section provides guidance on optional elements. These are elements that F&G Councils could consider raising for discussion with mana whenua and stakeholders for inclusion in draft SFGMPs. Mana whenua and stakeholders may also have other elements they wish to see included.

Background

53. Having background information in the SFGMP is useful, although brevity is key to ensure the SFGMP is user-friendly. It will be important to tell F&G's story, including the legislative role of F&G Councils, past achievements and future aspirations.
54. **Guidance:** Consider including critical background information in a background section such as:
- a) Mission statement
 - b) Role, Term or Intent of the Plan
 - c) Role of F&G Councils
 - d) Legislative context (see discussion below)

Partners and Stakeholders

55. The two most recent SFGMPs I analysed³¹ both included a section on Partners and Stakeholders. It is important to acknowledge mana whenua as Treaty partners, and not equate mana whenua with stakeholders in the same section.
56. In terms of mana whenua, the SFGMPs I analysed included a description of the F&G Council relationship with local iwi. In my view, this is consistent with the F&G Council's Te Tiriti obligations, but will need to be considered as part of engagement with mana whenua.
57. In terms of stakeholders, this includes DOC, local councils, New Zealand Walking Access Commission/Ara Hiko Aotearoa and the local Conservation Board. Some SFGMPs included descriptions of the statutory functions of these stakeholders. Other stakeholders could include land owners, including farmers.
58. Including descriptions of stakeholders doesn't contribute to any of the purposes of the SFGMPs identified above. There may be value however, in including descriptions of stakeholders in terms of relationships with those stakeholders. This could be addressed in a separate section on community engagement (see discussion below). Community engagement is important to understanding the impacts of F&G Council management on other users of habitat.

³⁰ Section 17L(4)(c) of the Conservation Act.

³¹ CSI and West Coast

59. **Guidance:**

- a) *Discuss with mana whenua including information on F&G's relationship with iwi and reference to iwi management plans in SFGMPs.*
- b) *Consider describing the relationships with diverse members of the community in a Community Engagement section (see discussion below).*

Habitat protection

60. One of the purposes of SFGMPs identified above is influencing both resource management and conservation planning documents. F&G advocacy for habitat protection in particular, is essential to the viability of sports fish and game bird resources, as it is dependent on habitat values. Habitat protection is also an area where F&G Councils could work with mana whenua, as well as stakeholders where there are shared interests.

61. **Guidance:**

- a) *Consider including issues, objectives and policies in relation to habitat protection.*
- b) *Ensure provisions on habitat protection align with:*
 - i. *Conservation planning documents*
 - ii. *Resource management decision-making framework under the RMA and NPS-FM, including for regional plans:*
 - iii. *F&G priorities for habitat protection*
 - iv. *F&G practice notes for RMA advocacy see <https://www.waigoodpolicy.org.nz/>*
- c) *Consider including issues, objectives and policies that address the following matters:*
 - i. *Impacts of pest control on sports fish and game bird habitats*
 - ii. *Climate change impacts on habitat values*
 - iii. *Monitoring priorities*
 - iv. *Degraded wetlands requiring restoration and removal of wetlands requiring re-establishment*
 - v. *Reverse sensitivity effects*

Public Relations/Public Advocacy and Education

62. The SFGMPs I analysed all included a section on public interface, recognising that protecting sports fish and game birds requires the support of government, local councils and the wider community. The elements of this section could be included in a broader community engagement section, i.e. how F&G Councils engage with mana whenua, DOC, local councils, landowners, local conservation boards, and the wider community.

63. **Guidance:** *Consider including issues, objectives and policies in relation to community engagement.*

Administration

64. The SFGMPs I analysed all include a section covering how the F&G Council manages its financial resources and performs its statutory functions in line with legal requirements. This is not a statutory requirement of SFGMPs.

65. **Guidance:** *Do not include provisions relating to how F&G manages its financial resources and performs its statutory functions in SFGMPs.*

66. The CSI SFGMP also included an objective and policy on climate change. The provisions relate to how the CSI F&G Council will reduce its emissions (e.g. through purchasing decisions). This is not relevant to managing sports fish and game birds. This is best

addressed through developing a national policy on how F&G will reduce its emissions to meet the 2050 climate target.

67. **Guidance:** *Do not include provisions on how F&G Councils will reduce emissions to meet the 2050 climate target in SFGMPs.*

Compliance

68. All of the SFGMPs I looked at had compliance sections. Compliance is essential to the management of sports fish and game birds. The compliance section should not include objectives and policies relating to conditions addressing the sustainability of the resource.

69. **Guidance:**

- a) *Consider including in SFGMPs issues, objectives and policies related to compliance.*
- b) *Consider including provisions on conditions relating to the sustainability of the resource in the section of the SFGMP dealing with sustainability of the resource.*

Resource Summary

70. All of the SFGMPs I analysed include detailed sections describing the sports fish and game resource within their region. Describing the state of the sports fish and game resource, including habitat values is essential to set objectives and policies.
71. The resource summary sections include a Recreational Opportunity Spectrum (ROS) and Significance Criteria, with waterways identified in the appendices according to how they rate using the ROS and Significance Criteria. Some of the resource descriptions also identified spawning areas.
72. The SFGMPs also included policies that link management to the resource classification. For example, in the CSI SFGMP, Policy 9.4.4 provides:
- Give priority to the monitoring and management of fish and game bird habitats within the CSI Fish and Game Region which are of national or regional significance and those that have the highest levels of angler and hunter participation.
73. Policy 8.4.2 of the draft West Coast SFGMP provides:
- Establish and maintain an inventory of sports fish and game resources in the West Coast including:
- a) classification of individual sports fisheries and game habitats to allow management based on significance, key characteristics and the recreational opportunity provided within a spectrum.
74. Despite the policy direction in the SFGMPs, feedback from F&G planners is that the classification of waterways based on the ROS and significance criteria didn't necessarily determine management decisions. For at least one region however, the classification did determine affected party status in terms of resource consent processes under the RMA.
75. The classification system used in the SFGMPs does not directly link to the protection of habitat values in the RMA and NPS-FM, and planning documents, in particular in relation to the outstanding values of waterways for fishing (see purposes of SFGMs outlined above).
76. There are no maps of the habitat of sports fish and game birds in the SFGMPs I analysed, or of spawning areas. Including mapped areas that are important to F&G Councils will enhance F&G resource management advocacy for habitat protection. Maps of spawning areas will assist with ensuring those areas are protected.
77. It will be important to engage with mana whenua on describing the resource to ensure mātauranga Māori and Māori values are appropriately reflected.
78. **Guidance:** *Consider including the following in SFGMPs:*
- a) *Description of the State of the Environment – Species, Habitat and Threats*

- b) *Maps of sports fish and game bird habitat, including on public conservation land and private land. We note that some regions have this in their work programme to deliver over a two year period.*
- c) *Maps of spawning areas - We note that some regions have this in their work programme to deliver over a two year period.*
- d) *Criteria for identifying the values of the sports fish and game resource that aligns with resource management national direction and regional plans, including fishing values in freshwater management units in regional plans and outstanding natural waterways and identifying waterways that meet the criteria*
- e) *Maps of wetlands that are game bird habitat*
- f) *Explicit links to objectives and policies and significant waterways*

Legislative context

79. The SFGMPs I analysed all include a section describing relevant legislation, usually in an appendix. Some also included summaries of the wider legislative context, e.g. the National Parks Act, Public Works Act and Local Government Act. Including a description of all relevant legislation does not directly achieve any of the purposes of SFGMPs as outlined above.
80. Including a description of the relevant provisions of the Conservation Act, in terms of the functions of F&G, the legislative basis for SFGMPs and the relationship between SFGMPs and conservation planning would however, assist in terms of the purpose of influencing conservation planning documents. So too does including any Water Conservation Orders in the Region.
81. Resource management legislation is also directly relevant to the purpose of influencing resource management planning documents, particularly in relation to habitat protection and public access to recreational resources.
82. **Guidance:** *Consider including legislative context in relation to:*
- a) *Conservation Act, in terms of F&G Council functions, SFGMPs legislative direction and relationship with conservation planning documents.*
 - b) *Resource management provisions that support F&G's advocacy for habitat protection.*

Plan Implementation and Review

83. The CSI SFGMP includes a section that identifies key actions and target dates for implementing key actions. It is important to have a road map to implement the SFGMP. Setting targets with specific timeframes for achieving them may assist. Additionally, SFGMPs should include provisions relating to reviewing the SFGMP to ensure it is fit for purpose over time, and the objectives are being met.
84. **Guidance:** *Consider including in SFGMPs:*
- a) *Plan Implementation section that refers to key objectives and policies, including targets and timeframes.*
 - b) *Consider including review provisions.*

Appendices

85. The SPFGMPs I analysed all included a variety of appendices.
86. **Guidance:**
- a) *Consider including the following appendices in SFGMPs:*
 - i. *Map of the region*
 - ii. *Access points for angling and hunting*

Commented [HB2]: I think it is better to have this in the OWP. If you staff resourcing changes you will not be able to meet these actions / targets etc

- iii. Reserves Owned or Managed by the F&G Council – including, and linking to specific objectives*
- b) Consider not including the following in SFGMPs:*
 - i. Prioritisation Principles – as these could change within the 10-year timeframe*
 - ii. Recreational Opportunity Spectrum – unless tied to objectives*

Interim Guide to engaging with Mana Whenua on the preparation of Sports Fish and Game Management Plans

Purpose

This guidance is for regional fish and game staff to help them fulfil their statutory and Te Tiriti obligations when preparing Sports Fish and Game Management Plans (SFGMP). This guidance sets out best management practice that will assist regional staff engaging with mana whenua.

This guidance isn't meant to be a one size fits all. Each iwi and hapu around the country will have differing views on issues and different needs, aspirations and interest in being involved in our SFGMP processes.

This guidance is not a comprehensive overview of all statutory obligations and Te Tiriti principles. You can find that here: [[Legal Advice - application of s4 \(FINAL\).pdf](#)] Being a good Te Tiriti partner involves long term relationship building and a commitment to working together. Engaging on a SFGMP should be seen as part of that ongoing process, not as the end point or focus of that relationship.

Review

This guidance is interim. This document is intended to provide guidance to assist with the short term need to prepare SFGMP. Ultimately what is needed, is working towards ongoing and long term relationships. This guidance has been developed internally, based on expert advice, but tangata whenua have not been engaged with its preparation. We acknowledge that engagement and co-development of an integrated approach is the next important step and we intend to undertake that step. This guidance will be reviewed and updated by August 2025 (1 year from adoption).

Context

Section 4 of the Conservation Act requires our organisation to be good treaty partners. This requires going further than sending copies of a draft SFGMP to iwi for comment. This guidance forms part of a suit of policy and guidance to assist the regions to prepare SFGMP. Other relevant guidance includes :

- Cover report
- SFGMP Consultation Guidelines
- SFGMP guide
- SFGMP Key Elements

Guidance

We anticipate that you have the following (and other) questions in mind. Central to any work we do is the idea that good communications, whakawhanaungatanga and partnership provides a good starting point. Relationship building is central to this guidance.

When should I start?

Now! Before you start preparing the SFGMP. The earlier you begin engagement the better the opportunity to ensure mana whenua interests are reflected in the structure and content of the plan. If mana whenua want to be involved in writing the management plan, giving them

that opportunity before the content has been written better reflects a good faith approach to the partnership.

What should I do before I start?

Start by building your knowledge. A basic background to Te Ao Māori and how it relates to the work of Fish and Game can be found in [kāhu report link]. You should identify the iwi and hapū groups that are in your region (see 'Who should I talk to?' for more information) and in particular the groups associated with any particularly significant waterbodies from Fish and Game's perspective. Next learn about the history, context and aspirations of these groups – many Māori groups find it frustrating to have to articulate again and again their values or aspirations when these are clearly set out in publicly available documents. Useful documents for building this knowledge include:

- Treaty of Waitangi Deeds of Settlement, Settlement acts and Waitangi Tribunal reports.
- Statutory acknowledgments.
- Environmental management plans.
- Iwi management plans.

Who should I talk to?

- If you do not already have a good database of your own contacts, a good place to begin is [Te Kahui Mangai which is a database of all iwi, hapu and marae contacts maintained by Te Puni Kokiri](#). Your local regional or district council should also have a register of contacts and iwi planning documents. Your local DOC office will also have contacts for mana whenua engagement. You should be prepared to consult with more than one mana whenua group as there are often overlapping interests within a particular location.

How should I engage?

- Initial contact could be by email or phone call, but should include a face to face meeting early on appropriate tikanga should be included in these meetings – this can include karakia and kai. Tikanga varies from place to place – the guidelines in the references section give a good generic background, but if you are unsure find someone in Fish and Game, DOC or a local contact to guide you.
- Begin by starting a whakawhanaungatanga
Whakawhanaungatanga is the process of establishing good relationships and understanding about each other. This is an opportunity for you to connect with mana whenua to build a relationship based on mutual understanding. Ideally this will happen at each level of the organisation; governance, management, and on the ground staff – but don't hold off on engagement at one level waiting for the other – relationship building is ongoing and not hierarchical.
- Engagement should be ongoing. Early on in the process you should ask the best way to continue the engagement (who, how, how long) and whether you need to provide any resources or funding to support that engagement.

What should I be prepared to discuss?

- You should be prepared to discuss the history, structure and responsibilities of Fish and Game – some mana whenua have a good idea of what Fish and Game does, and some have none.
- You should be prepared to hear about past practices or relationships that have not gone well, and the possibility that harm may have been done by Fish and Game or previous organisations to places and values that mana whenua hold dear. You may need to acknowledge, apologise or discuss what can be

done to restore/reciprocity/ any past harms before moving into discussions about future shared values or working relationships.

- There is an opportunity to explore shared goals, expertise and working together on future processes. Protection of the natural environment and harvesting food from it are shared values for both Fish and Game and mana whenua – this can form a firm base for a future relationship if you develop a shared understanding of each others priorities and support each other in partnership..
- You should be prepared to discuss what Fish and Game can bring to the partnership with mana whenua – are there opportunities to share information, resources, monitoring programmes? Can Fish and Game support mana whenua in RMA processes? Is there opportunity to provide mana whenua with training, information or fishing licences to support their aspirations? If there is a lot of work to do before any of these options can be implemented, but a real desire to work towards them a Relationship Agreement or Memorandum of Understanding that sets out how the organisations will work together could be a useful tool and first step in that work.

What about the formal consultation part?

Section 17M (2) (a) (v) of the Conservation Act requires you to “consult with such other persons or organisations, in such manner, as the Fish and Game Council considers practicable and appropriate;” Our previous advice notes therefore that you should:

- After meeting with iwi to discuss topics relevant to them,
- Invite iwi to be involved with drafting the plan
- Or provide a copy of the draft plan to iwi
- Receive written submissions from iwi
- Give iwi the opportunity to be heard on their submission
- Present summarised iwi submissions to the Minister of Hunting and Fishing.

It is important you see these as minimum requirements, not what's needed to fulfil your Treaty partnership responsibilities. In order to fulfil these minimum requirements you should:

- Let your mana whenua partners know well in advance when they should expect the draft SFGMP so they can plan their time and resources.
- Allow sufficient time for them to make comments. Take into account that they may need to have a board approve their submission, so find out when their board meetings are and plan around those.
- Schedule a meeting to discuss the draft SFGMP before comments are due, if mana whenua would like that. It's a good opportunity to discuss any issues and potential solutions before formal submissions are made.
- Offer to hear their submissions at the place of their choosing – this may be at a marae or other place close to the waterbodies being discussed.
- Take time to consider their submission and respond in detail to each point raised, with reasons for your decision. If its within your powers to accept any points, you should seriously consider doing so. Send mana whenua your response and the reasons for your decision.
- Include that detailed response and reasons in the summary you send the Minister.

What else can I offer into the partnership?

- Are there any projects that mana whenua are interested in eg Wetland restoration work. Is their any monitoring projects that mana whenua are interested in. Can we share any of the work that we have been doing on a particular consent or project?

What can I give mana whenua?

- Is there a particular issue or grievance that mana whenua would like acknowledged? Are there conflicting interests on any issues that we need to re-consider our stance on?

What can we do together?

- If the relationship is a new one ideally you can find a project to work on to build trust and good working relationships.

Useful references

The following links provide some useful background reading:

chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://knowledgeauckland.org.nz/media/1265/lessons-for-successful-mana-whenua-engagement_final-print.pdf

[Fish Game NZ mana whenua engagement FINAL .pdf](#)

Need help?

We are working on the idea of identifying Māori liaison staff and or Te Ao Advisors within Fish and Game. For further specific information we may also be able to get further assistance from Kahu and DOC staff regarding Treaty Settlements.

**AGENDA ITEM:****NZ GAME BIRD HABITAT TRUST BOARD in 2024**

Prepared by: Robert Sowman, NZ Game Bird Habitat Trust Administrator

This is a report from the NZ Game Bird Habitat Trust (the Trust) Board's annual meeting of 22 August 2024 and Habitat Stamp recommendations from that meeting to the NZ Fish and Game Council (NZ Council).

The Trust is an independent body established under the Wildlife Amendment Act 1993, primarily to improve game bird habitat and the habitat of other wildlife. Membership is made up of six nominees appointed by the Minister of Conservation (Minister of Hunting & Fishing on this occasion) for a three-year term – *section 44F Membership of Board*. In July 2024 the Minister announced the current Trust Board appointed for 2024-2027 consisting of: Andy Tannock (Chairperson), Andy Garrick, Mark Sutton & Chantal Whitby (3 nominees from F&GNZ), Erin Garrick (nominee of DG DOC) and Neil Candy (nominee of DUNZ).

Each year the Trust receives applications for “the protection, restoration, improvement, creation, or procurement primarily of game bird habitat and secondarily of habitat for other wildlife” - *S44D(d)*. The deadline for submissions is 30 June. At the August meeting the Trust Board approved **nine grants for 2024 totalling \$ 60,096.25**.

Each year the Trust Board also recommends to the NZ Council the hunter contribution of the habitat stamp - *S44D(k)*. This becomes the amount made available to the Trust from which grants are allocated each year. The current value of \$5.00 on each licence was set for the 2023 game season. The NZ Fish and Game Council has already set the 2025/26 licence fees. The Trust Board sees no reason to increase this fee in 2026.

The Trust recommends the hunter contribution for the Habitat Stamp be maintained at \$5.00 for the 2026 season.

The Wildlife Act 1953 requires the Trust to appoint, or select by competition, a person to produce the stamp artwork that appears on the game licence - *S44D(l)(ii)*. For recent seasons this has been selected through a photo competition.

The Trust Board recommends a photographic competition be run to select the image for the 2027 species.

Each year the Trust also recommends to the NZ Council the game bird or other wildlife species to be depicted on the habitat stamp - *S44D(l)(i)*. Since operating a photograph competition rather than engaging an artist to produce a predetermined game species, the selecting of species to appear on the stamp has been left open. As the image for the stamp is selected two years in advance to allow for marketing opportunity, the Trust continues to recommend the stamp feature the best entry of “any game bird species”. Therefore:

The Trust Board recommends the competition winner of “any game bird” species be adopted for depiction on the 2027 Habitat Stamp.

The photographic competition to select the image for 2025 competition was won by David Towgood with the Pukeko.



2025 image by David Towgood

To select the 2027 species, the competition will run in 2025, closing in August, with the winner receiving a \$1,000 Kilwell voucher plus a prize of \$1,000 from the Trust. This makes the total prize worth \$2,000. The Trust also allocates \$500 towards promotional costs.

In other business, the Trust Board approved its 2023/24 draft Annual Accounts and a 2024/25 budget based on the receipt of net stamp funds:

NZC Payover	
LEVY from Game Licence	157,808
NZ POST	11,864
PRODUCTION COSTS	-10,791
Meeting Costs	-510
GST	23,756
Due 30 November 2024	182,126

The meeting schedule for the Trust in 2025 is to include a zoom meeting on Monday 28 July 2025 at 11.00 am and an inspection of past Waikato projects on Friday 22 & meeting on Saturday 23 August 2025 in Hamilton.

Recommendations

1. **Agree to the hunter licence fee contribution for the Habitat Stamp being maintained at \$5.00 for the 2026 game season.**
2. **Agree the game bird or other wildlife species to be depicted on the 2027 habitat stamp be open to any game bird species.**
3. **Agree to a photographic competition to select the artwork of the 2027 stamp.**
4. **Note the Trust Board's 2025 meeting will be held in Hamilton on 23 August 2025.**

Maritime New Zealand Update Oct. 2024

New Zealand Fish and Game Council Meeting 171 Oct. 2024

Prepared by: Adam Daniel,

Kōrero taunaki - Summary of considerations

Purpose

This report to the New Zealand Fish and Game Council is intended to update the council on the progress implementing unresolved issues resulting from the audit report 3 Aug 2023.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki – CEO Recommends

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That the New Zealand Fish and Game Council:

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

Whakarāpopoto - Executive Summary

- 1 There are still two significant unresolved issues stemming from the lack of consistent policy across the organisation. The passages below (2.1 & 2.2) from the August 2023 Audi Report from Maritime NZ indicates that NZC is lacking a consistent trip reporting procedure and basic health and safety policy (2.1 & 2.2). Because regions have the option of adopting NZC policy there is potential for different policy and procedures in each region. There are at least five separate staff intentions policies in place currently just within the regions participating in the NZC maritime program. To be prepared for the next audit and to monitor compliance with the 2023 Maritime NZ audit NZC needs to develop a policy database to track the polices regions have or have not adopted or make that policy mandatory. In addition, it may be prudent to develop a fast-track method for creating new policy in conjunction with regions to better respond to future needs.

Background - Takenga mai

- 2 The 2023 Maritime NZ audit had two significant Health and Safety related findings. Both were related to a lack of uniform Fish & Game policy caused by the autonomous structure of the organisation. The auditor noted that:
 - 2.1.1 “Trip reporting and overdue vessel Although there was a procedure for an overdue vessel in the Maritime Transport Operator Plan, there is a concern of consistency throughout the country, as no evidence was able to be given for procedures of all vessels and locations.”
 - 2.1.2 “During the audit it was found that the organisation was not able to evidence or identify an appropriate fatigue management plan or adequate drug and alcohol policies and the responsible person wasn’t aware of a policy that was consistent across the organisation. Maritime Rule 19.42 (4)”
- 2.2 During the follow up internal audit it was found that trip reporting and procedures for staff safety in the field are handled differently at each regional office and have been developed autonomously. Trip reporting or intentions logs were previously done on paper at regional offices and check-ins were handled by regional managers after hours as per the Maritime Transport Operation Plan. As technology has progressed some regions have gone to third party providers that offer expensive but robust staff monitoring tools and others have used web page entries with no automated overdue warning or after-hours monitoring still others are using a paper-based system. Currently there are at least five different intentions policies in use by various regions. Staff intentions logs/monitoring is necessary for all field activities and goes beyond the maritime program but needs to be consistent for all regions that participate in the maritime program.
- 2.3 Saff have approached the manufacturers of the Sea Flux system in the hope that an intentions log procedure could be added to the program. The manufacturer has promised to work on the issue but has not given a timeframe. The maritime program needs to have one system and ideally NZC would have

one consistent health and safety system that included a staff field intentions/monitoring component with automatic reminders and after hours monitoring or alerts.

- 2.4 NZC currently does not have a system to track national policy or to ensure required policy has been adopted. Because NZC cannot mandate policy regions need to adopt any policy that is developed by NZC. The current system has led to different policies and procedures in each region as was found with the intentions logs. To ensure that required policy has been adopted NZC needs a database of all national and regional policy including safety procedures. Alternatively, NZC would need the ability to require the adoption of health and safety policy by regions.
- 2.5 Only one of the two health and safety policies required in August of 2023 has been finalised. The delay in the policy development is a combination of changing of staff and the time between NZC meetings for policy to be developed, sent to regions for consultation, NZC adopting recommended changes, and regions adopting or rejecting policy. Although creating good policy takes time the Maritime NZ auditor recommended a three-month timeframe to develop policy that has taken NZC a year to finalise so it may be prudent to develop process with regions so NZC can be more responsive.
- 2.6 Overall, the maritime program has been functioning well with regions regularly completing their required safety checks. The Sea Flux program has allowed for Realtime monitoring of vessel safety checks and staff training. A total of five reminder emails have been sent to staff for overdue training or boat safety checks that were all quickly resolved. The annual review of the program needs to be completed ASAP and will be done as time is allocated via a contract with Auckland/Waikato Fish & Game. The contract for the position is in its final stages.

Ngā kōwhiringa - Options

- 3 NZC can ensure compliance with the Maritime NZ audit by creating a database of all national and regional health and safety policy including safety procedures. Alternatively, NZC could require the adoption of health and safety policy by regions to create a consistent program across the county.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

- 4 Creating a database to document NZC policy will take staff time as there is currently no feedback from regions on the adoption of national policies.

Legislative Implications

NA

Section 4 Treaty Responsibilities

NA

Policy Implications

- 5 There is a need to improve the documentation of NZC policy including a method for tracking what policies regions have adopted or rejected. It would also be prudent to create a more responsive system to develop health and safety policy in conjunction with regions.

Risks and mitigations

- 6 NZC is currently not compliant with the Maritime NZ audit recommendations due to a lack of uniform policy, specifically a trip reporting or fieldwork intentions log procedure. If an audit or accident occurs prior to developing a policy NZC would likely be found negligent.

Consultation

- 7 Although our health and safety staff have been working very hard to develop uniform policy for Fish & Game regions the autonomous development of policy in the past has led to multiple parallel system that do not comply with the expectations of Maritime NZ.

Ngā mahinga e whai ake nei - Next actions

Compliance Coordination update

New Zealand Fish and Game Council Meeting 171: 14th – 15th of December 2024

Prepared by: A. van Dorp, Compliance coordinator, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

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

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That the New Zealand Fish and Game Council:

1. Receive the information.
2. Note work carried out to date.
3. Notes ongoing work and progress.

Takenga mai - Background

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

Kōrerorero - Discussion

- 2 **Ranger Training.** All regions have conducted Ranger Safety and Communications training with CERT Systems LTD prior to the end of September. We have requested that CERT ensure that all refresher days include a session on rangers' powers under the Conservation Act and Wildlife Act, and Freshwater Fishery Regulations, and a session on notebooks and interviews. This is ensuring that the CERT refresher training has a wider focus, while still incorporating the ranger safety aspects. This complements annual regional training.
- 3 **Ranger re-warranting.** Honorary Rangers went through a re-warranting process and new warrants were issued to rangers for the 2024-2027 term. This included new Police vetting processes for all rangers, and signing the Rangers agreement and Code of Conduct, and a Fit and Proper Person declaration. There are currently 85 warranted honorary rangers across the 12 regions, in addition to staff rangers.
- 4 **Fishing season opening on 1 October 2024.** Several compliance coordinators held a Teams meeting following the opening of the new season on 1 October. No major issues arose from opening, and generally compliance was found to be good across regions.

Ngā mahinga e whai ake nei - Next actions

- 5 Ascertain if there are new trainee rangers or staff who will need CERT training and look at options for enabling that.
- 6 A further CLE coordinators Teams meeting, date to be set.
- 7 Develop 2025 ranger training material and liaise with CERT Systems LTD.

HPAI Update and Recommendations

New Zealand Fish and Game Council Meeting 171 - 13 & 14 December 2024

Prepared by: Ros Connelly and Maggie Tait

Kōrero taunaki - Summary of considerations

Purpose

To outline the general context and risks associated with the high pathogenicity avian influenza virus, provide a situation report on the H7N6 avian influenza detection at an egg farm in rural Otago and recommend immediate actions and policy decisions in relation to HPAI.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receive the information,
2. Adopt the following recommendations and request that regional councils also uphold these positions:
 - (i) That Personal Protective Equipment (PPE) level 1 protocols are adhered to for any activities where birds are being handled (see Appendix 2)
 - (ii) That any bird banding operations in Otago and CSI are to cease (as requested by MPI) until further notice, but banding operations outside of Otago and CSI may continue, if PPE level 1 protocols are implemented.
 - (iii) That if H5N1 is discovered in New Zealand and the country moves to Phase 3 on the risk framework, Fish & Game will stop routine operations involving the handling of wild birds until advised further. Note that in Phase 3 where contact with wild birds is necessary and undertaken in conjunction with MPI,

DOC or Te Whatu Ora, PPE level 3 protocols must be adhered to by all Fish & Game staff and volunteers.

- (iv) That permits for disturbing or culling wild birds are not to be issued as a mechanism to address concerns around HPAI transmission from wild birds to farmed birds or more generally as a response to HPAI concerns.
3. Adopt the Fish & Game New Zealand HPAI Communications Plan as set out in Appendix 3.
 4. Note that the HPAI situation in New Zealand has the potential to change quickly, which may require agility in relation to the NZC recommendations.

Executive Summary - Whakarāpopoto

5. High pathogenicity avian influenza (HPAI) or bird flu, is a viral disease of birds and is spreading globally, causing widespread losses of poultry and wild birds, and spillover infections in mammals. The H5N1 2.3.4.4b strain, which is particularly devastating, has spread throughout the world but has not yet been discovered in Oceania. MPI is the lead agency for bird flu response in New Zealand.
6. On 2 December 2024, MPI confirmed detection of H7N6, a subtype of avian influenza HPAI (High Pathogenic Avian Influenza) at a rural Otago commercial egg farm, representing the first detection of HPAI in New Zealand poultry.
7. Key points and Recommendations
 - This is not the H5N1 strain that is causing global concern,
 - The H7N6 strain appears to have mutated from low pathogenic strains already present in NZ,
 - MPI has implemented biosecurity controls at the affected Otago farm,
 - There are no reports of illness in wild birds to date, but people need to be vigilant for signs of sickness or mortality and **report three or more sick or dead birds to Biosecurity NZ Hotline 0800 80 99 66 and NZC,**
 - Fish & Game are encouraging heightened biosecurity protocols for all staff, hunters and members of the community who are dealing with wild birds,
 - Food safety is not a concern regarding the consumption of wild game birds, provided usual food safety protocols are followed,
 - NZC are advising regions to follow PPE level 1 protocols for any activities where birds are being handled. In the event of an H5N1 outbreak, the organisation will move to PPE level 3 and routine operations where wild birds are handled are to cease pending further information,
 - MPI has advised that any planned banding operations for Otago and CSI should cease until further notice due to the outbreak of H7N6. Banding operations outside of Otago and CSI may continue, if PPE level 1 protocols can be implemented. Ongoing testing of birds for virus monitoring is recommended,
 - MPI and DOC have advised that Fish and Game should not issue permits for culling wild birds as a mechanism to address concerns around HPAI transmission from wild birds to farmed birds,
 - MPI and DOC may request Fish & Game support for testing of wild birds for LPAI or HPAI,
 - In relation to Fish & Game's botulism response, the advice from MPI is that regions can continue responding to botulism outbreaks until Phase 3, provided Phase 1 PPE is used. If this advice changes prior to Phase 3, we will let you know,
 - The NZC CEO is the primary point of contact for MPI and DOC over the Christmas New Year period. She will alert Regional Managers, the Chair of the NZC and Regional Chairs if an HPAI outbreak occurs over this period,
 - The NZC team is continuing to monitor worldwide responses and the latest scientific thinking in the design of our recommendations. The

situation is dynamic and as such recommendations and advice will continue to evolve.

8. Immediate actions being taken:

- A Fish & Game cross-organisational regional team was established to work together to draft an HPAI action plan,
- The NZC CEO has established regular meetings with senior leaders across MPI and DOC to ensure timely flow of information and a professional and coordinated response across the organisations to HPAI,
- MPI and DOC have been reviewing the Fish & Game Draft HPAI Action Plan,
- NZC staff have a direct relationship with MPI comms team and are working collaboratively to work up the communications and engagement strategy and key messages. This includes targeted comms resulting from the H7N6 outbreak at the Otago poultry farm (Appendix 1),
- Regional Managers have been kept updated and consulted through Regional Managers meetings, in-person managers meeting on 14 – 15 November date and regular communications,
- NZ Council was updated at their August meeting,
- Regional staff have been kept updated through the staff newsletter and an all of staff webinar was held on 10 December, this will be followed by a Councillor's webinar on Thursday 19 December.

Background - Takenga mai

9. Avian influenza virus strains are described as **low pathogenicity (LPAI)** – causing no or minimal illness or **high pathogenicity (HPAI)** – causing severe illness. Influenza viruses are further divided into subtypes based on two proteins on the surface of the virus: the H protein and the N protein. There are 18 different H subtypes and 11 different N subtypes (H1 through H18 and N1 through N11, respectively).
10. Genetic analysis of low pathogenicity H5 and H7 viruses suggests that these viruses have circulated for decades amongst birds within New Zealand, with no evidence of recent introductions.
11. Influenza viruses evolve rapidly, which means that their genetic code changes over time. This means that a reasonably benign influenza type can mutate into a more concerning type very quickly. In avian species, infections with the H5 and H7 subtypes are of greatest concern because of their potential to evolve into the highly pathogenic form of the virus that can devastate poultry populations and occasionally be transmitted to humans. Why the H5 and H7 subtypes are more prone to evolve into highly pathogenic forms than other subtypes remains poorly understood.
12. In 2020, a new H5N1 strain of high pathogenicity avian influenza – known as H5N1 2.3.4.4b – emerged in the northern hemisphere. It established and has subsequently spread to the United Kingdom, Europe, the United States, and other regions. It has caused large outbreaks in commercially farmed poultry, with devastating consequences.

13. In 2023, it was detected in the southern hemisphere. Since then, it has spread through South America to the sub-Antarctic islands and the Antarctic peninsula. It is important to note that to date Oceania remains free of the currently circulating strain of Highly Pathogenic Avian Influenza (HPAI H5N1 2.3.4.4b).
14. The typical evolutionary pattern for the avian flu virus is that wild birds are host to the low pathogenicity form of the virus where it is likely to be asymptomatic. Wild birds then come in contact with farmed birds and transmit the virus to them. In the farming environment, the virus mutates into the high pathogenic variety. The high pathogenic variety is then passed back to the wild bird population and then to humans or other mammals – including cows. There are cases where humans have caught the H5N1 2.3.4.4b virus from non-bird species and in rare cases humans have passed it to other humans.
15. At the beginning of December 2024, a highly pathogenic strain of avian influenza was detected on a commercial rural Otago egg farm. Tests from the Mainland Poultry managed farm have identified a high pathogenic H7N6 subtype of avian influenza. The H7N6 virus is troubling as it has the potential to cause widespread loss to the poultry industry, however this is a different strain to the H5N1 2.3.4.4b strain that is causing international alarm.
16. It is believed that the current H7N6 outbreak in Otago is an example of highly pathogenic avian influenza (HPAI) viruses evolving directly from low-pathogenic (LPAI) virus precursors following introduction into domestic poultry, known as a “spillover event”.
17. In birds, avian influenza viruses are shed in the faeces and respiratory secretions. They can also be spread through direct contact with secretions from infected birds, especially through faeces or through contaminated feed and water. Because of the resistant nature of avian influenza viruses, including their ability to survive for long periods when temperatures are low, they can also be carried on farm equipment and spread easily from farm to farm.
18. MPI has established an HPAI risk framework with different phases to help guide the H5N1 response. Each level has different recommendations for PPE (attached as Appendix 2).
 - **Phase one:** now, focus on being prepared – alert but not alarmed. Working with poultry industry and wider primary industries sector;
 - **Phase two:** HPAI is closer to NZ (Ross Sea area of Antarctica/Australia) – broader awareness raising;
 - **Phase three:** HPAI is here – response-type approach to communication;
 - **Phase four:** HPAI is established in the wild bird population.

Discussion – Kōrerorero

Concerns for Fish & Game

19. The concerns for Fish & Game are primarily focused on (i) the health of our wild bird populations (and any staff, hunters or members of the community coming into contact with wild birds), (ii) the social licence to ensure sustainable populations of waterfowl and game birds continue to be treated as treasured and respected taonga and (iii) the financial and organisational consequences for Fish & Game should cancellation of a hunting season become necessary.

Health Aspects

20. The globally circulating strain of avian influenza H5N1 2.3.4.4b can cause mass mortalities in many species of wild birds as well as other non-avian wildlife species and may represent a population level threat to some wildlife hosts, impacting biodiversity. Other strains of HPAI are less likely to cause disease in wild birds and mammals. Low pathogenicity strains are unlikely to cause disease in wild birds or other wildlife species but need to be monitored due to the potential of H5 and H7 subtypes to mutate into HPAI forms when introduced to poultry.

21. The most obvious sign of HPAI is several sick or dead birds. Sick birds may appear dopey; display lethargy/reluctance to move, droopy head, panting and nasal secretions, lack of co-ordination, blindness and trembling. The symptoms are similar to botulism, a bacterial disease present in New Zealand.

22. The key message at this stage of the avian flu response is to report sick or dying birds to Biosecurity New Zealand's Exotic Pest and Disease hotline 0800 80 99 66. The specific instructions are to:

- If a significant number of birds (three or more) are observed in a group sick or dying, report it to the hotline 0800 80 99 66,
- Record a GPS reading or other precise location information,
- Take photographs and/or videos of sick and dead birds,
- Identify the species and estimate the numbers affected,
- Note how many sick or freshly dead are present as well as total number present,
- Follow Biosecurity New Zealand instructions for handling of sick or dead birds,
- Also inform NZC of the finding as soon as practicable and enter into a national Fish & Game database.

23. Although the H5N1 2.3.4.4b virus is not yet present in New Zealand, there are sensible precautions that staff and hunters must take:

- Maintain a heightened awareness of disease risk when working with wildlife,
- Always maintain good biosecurity and hygiene practices to prevent disease spread and protect yourself,
- Scrub and disinfect all your equipment, boots & clothing between sites,
- Clean your hands and equipment between handling each bird e.g. alcohol wipe,
- Employ good personal hygiene, this includes not hunting when you are sick or are immunocompromised,

- Regional Fish & Game staff are requested to follow MPI PPE Level 1 protocols for any activity where birds are being handled. However, the alert levels and PPE requirements will change depending on the virus risk so Fish & Game staff and hunters will need to be agile in our response,
 - See Appendix 3 for the Fish & Game HPAI Engagement and Communications Strategy.
24. It is recommended that dogs not be allowed to retrieve or come in contact with birds that appear sick or have been found dead. Hunters should also not feed their dogs raw meat from harvested birds nor allow them to come in contact with discarded carcasses or entrails. All dogs should be up to date with their vaccinations and do not bring them hunting if they are sick or injured.
25. Banding operations that concentrate birds or expose birds to common capture or holding equipment have the potential to increase the transmission of HPAI among wild birds.
26. Because of the heightened global risk of HPAI, Fish & Game staff in Otago and CSI have been requested to cease all banding operations for population monitoring. Banding operations outside of Otago and CSI may continue, if PPE level 1 protocols can be implemented. Ongoing testing of birds for virus monitoring is recommended.
27. There is no evidence that people can be infected with HPAI by eating thoroughly cooked poultry (including duck), eggs, or foods that contain them. The internal temperature of a cooked bird should reach at least 73°C for 2-3 minutes. Eggs should be cooked until the white is completely firm and the yolk begins to thicken. Usual food safety protocols including keeping raw meat separate from other foods, ensuring equipment and surfaces are clean and correctly chilling, freezing and defrosting of food is to be followed.
28. It is not improbable that the first sign of H5N1 2.3.4.4b in New Zealand will be discovered amongst wild birds by members of the public. It is therefore critical that everyone working with birds is alert to the signs of HPAI and protocols for reporting.

Botulism

29. In relation to Fish & Game's botulism response, the advice from MPI is that, while we are in HPAI risk level Phase 1, we can continue our standard operations regarding collection of birds, so long as Phase 1 PPE is used. If this advice changes prior to Phase 3, we will let you know.
30. If the country moves to alert level 3, all routine Fish & Game activities where wild birds are handled, including botulism response operations, are to cease until advised.
31. The current recommended Botulism protocol is :
- Inform Regional Council or District Council (as appropriate);
 - Inform MPI (hotline for bird deaths 0800 80 99 66);
 - MPI to inform on whether or not birds should be tested for HPAI
 - Record event, location, number of bird deaths, and response;
 - Update F&G national database so we can keep a record of outbreaks and changes over time;

- Use PPE gear if handling birds (gloves, eye protection, closed footwear and either change and disinfect at the end of fieldwork or between sites – Alert Level 1);

Social Licence Aspects

32. *Anseriformes* (ducks, swans, geese) and *Charadriiformes* (gulls, terns and shorebirds) are considered the main natural reservoirs for all avian influenza viruses. However, it is also worth noting that the influenza virus has been confirmed in other wild bird species including rails, petrels, cormorants, penguins, hawks, eagles, owls, sparrows, magpies and blackbirds. Internationally, over 5000 species of birds have been identified as LPAI carriers. Studies on species other than *Anseriformes* and *Charadriiformes* are limited.
33. Because of the connection between *Anseriformes* and avian influenza, and because the monitoring of avian influenza has predominantly occurred in ducks (so there is better data in relation to the prevalence of the virus in ducks than other avian species) there is a tendency for some to point the finger at ducks as the cause of the HPAI situation.
34. This is an unhelpful response and not based in the scientific learnings. Furthermore, any attempts to cull large numbers of birds could be counterproductive and likely illegal.
35. MPI has advised farmers and hunters against actively culling or dispersing wild birds because it can increase the spread of HPAI. Disturbing groups of wild birds might cause them to scatter and spread the disease further. Other birds will quickly move into the vacated space and may bring the virus with them. Because of this advice Fish & Game are requesting that offices do not issue any permits to disturb or cull game birds around poultry operations as a mechanism to reduce HPAI risk to farmed birds or as a more general response to HPAI, unless advised by MPI.
36. Any reports of disturbing or culling birds without a permit should be investigated following the usual processes.

Organisational Impacts for Fish & Game

37. Should the avian influenza risk in New Zealand worsen, it is possible that one or more game bird hunting seasons may have to be cancelled. This would cause a significant financial loss for Fish & Game and it could have long running consequences for game bird hunting in New Zealand.
38. The issue around the financial risk for Fish & Game has already been raised in conversation with Government and New Zealand Fish & Game will develop a strategy on how to maintain hunting capital in New Zealand should we experience the loss of a season.

Actions Taken So Far

39. Because of the global threat of the H5N1 virus, Fish & Game have already been working with MPI and DOC at the highest levels to develop a joined-up approach to wild bird populations should the disease arrive. The current outbreak of H7N6 has allowed us to test this approach and identify areas for improvements. We are also working with external experts to provide independent advice and help Fish & Game develop our policy direction.
40. The key recommendations we are proposing are on 1) safe handling of wild birds and the usage of PPE, 2) the current position on the banding of birds, 3) issuance of permits to disturb or cull wild birds as a response to HPAI, and 4) the cessation of routine Fish & Game operations where wild birds are being handled if we move to Phase 3, until advised differently. The current paper proposes recommendations based on the evidence to date. Our advice may change as more information comes to light or the risk of the virus changes.
41. New Zealand Fish & Game has also sought to inform regional offices and councillors on this emerging situation. As well as regular email updates we propose to hold webinars with technical experts over the next few weeks. We have already held a webinar for staff and a webinar for regional councillors will be held next week. This will be an opportunity for you to ask questions and discuss other operational policies you consider would be of value.

Considerations for decision-making - Whai whakaaro ki ngā whakataunga

Financial Implications

1. Current response actions can be accommodated within existing budgets.

Legislative Implications

2. Operating within existing MPI framework. No additional requirements currently.

Section 4 Treaty Responsibilities

3. Maintain communication with iwi partners regarding potential impacts
4. Consider implications for customary harvest

Policy Implications

5. Review of handling procedures for wild birds
6. Update to staff safety protocols
7. Update permits to disturb or cull policies

Risks and mitigations

8. H5N1 2.3.4.4b incursion in New Zealand resulting in large-scale bird deaths
Mitigation: Vigilance in reporting sick or dead birds and heightened biosecurity practices to limit disease spread
9. Staff and hunter safety when handling birds

- Mitigation: Enhanced PPE and protocols for staff and communication to hunters on appropriate safety measures
10. Impact on monitoring programs
Mitigation: Alternative surveillance methods/estimates
 11. Bird culling or bird disturbance from uninformed members of the public
Mitigation: Clear messaging and alignment between messaging from Fish & Game, MPI and DOC
 12. Closure of one or more hunting seasons with resultant financial and hunting capital loss
Mitigation: discussions with Government on how to limit loss, development of strategy to guide actions

Consultation

13. Ongoing communication with MPI
14. Regional council engagement
15. Staff briefings scheduled

Next actions - Ngā mahinga e whai ake nei

16. Implement staff and councillor briefing program (Priority: High, Timeframe: This week)
17. Establish enhanced monitoring protocols (Priority: Medium, Timeframe: Two weeks)
18. Review and update response measures as situation develops (Priority: Ongoing)

APPENDIX 1 – Fact Sheet on HPAI in Wild Birds

Understanding avian influenza in wild birds – fact sheet

Understanding avian influenza in wild birds



Biosecurity New Zealand
Ministry for Primary Industries
Manatū Ahu Matua

Low pathogenic avian influenza has been present in wild bird populations in New Zealand for over 20 years and many species of wild birds may have strains of the virus.

Internationally, over 5,000 species of wild birds have low pathogenic avian influenza (LPAI).

LPAI causes few or no signs of illness in wild birds but when it infects chickens, it can mutate into highly pathogenic avian influenza (HPAI) which causes severe illness and deaths.

It's believed this is what caused the current case of HPAI (strain H7N6) at an Otago free-range egg farm. The hens, foraging outside their shed, are likely to have encountered wild birds with LPAI which has mutated into HPAI.

It appears that the Otago event is a rare one-off situation and there is no evidence to suggest that the risk of spread of LPAI from wild birds to poultry has changed.



Should wild birds be culled to protect commercial poultry?

MPI and the Department of Conservation advise against culling wild birds in relation to avian influenza because it will not prevent transmission and may worsen outbreaks.

Culling would potentially increase bird movements and cause stress to any native or threatened birds in the habitat. More birds would move into vacated habitats and on-farm risk will not be reduced.

LPAI in New Zealand

Biosecurity New Zealand has been carrying out avian influenza surveillance in wild birds for more than 20 years. The H7N6 strain detected at the Otago farm is known to be closely related to LPAI strains present in wild birds in New Zealand. The LPAI in wild birds does not appear to be causing deaths or severe illness in the birds carrying it.

Spillover to poultry

When LPAI is introduced to chickens, it can mutate into a high pathogenicity strain (HPAI). This is something that happens over time, not immediately.

The mutation to HPAI happens by chance after the chicken is exposed to the low pathogenicity form of the virus. It does not happen with every exposure to the virus.

There is no evidence that the strain at the Otago egg farm, H7N6, can spread from chickens back into wild birds.

The recent detection of bird flu in poultry in Otago is the first case of HPAI in New Zealand. It is not the H5N1 strain causing global concern.

Are wild birds a risk to poultry farms?

There is no evidence to suggest there has been any recent change in the circulating LPAI viruses in wild birds in New Zealand or that the risk of spread of LPAI from wild birds to poultry has changed.

However, changes in animal husbandry with more free-range birds does create the potential for increasing exposure of poultry to LPAI viruses carried by wild birds.

Good on-farm biosecurity and minimising the contact between wild birds and poultry is the recommended approach to protecting poultry from bird flu.



Department of
Conservation
Te Papa Atawhai



Te Kāwanatanga o Aotearoa
New Zealand Government

December 2024

APPENDIX 2 – Use of Personal Protective Equipment during HPAI

Activity level 1 - Contact with apparently healthy birds (no disease/mortality) and associated fomites

•**Activity level 2** - Contact with birds/ sick/dead possibly due to HPAI and associated fomites.

•**Activity level 3** - Contact with birds/mammals sick/dead and associated fomites in places known to have HPAI

PPE Level 1	<i>Previous level, plus:</i> BAU biosecurity. Gloves (nitrile or latex) and eye protection should be worn. Footwear (closed and waterproof) and clothes should be changed and, at the end of fieldwork, cleaned and disinfected (eg using SteriGene) before re-using.
PPE Level 2	<i>Previous level, plus:</i> Enhanced levels of biosecurity, facial mask (PFF2, N95 or KN95), protective eyewear, and protective clothing (preferably Tyvek/plastic overalls or waders).
PPE Level 3	<i>Previous level, plus:</i> Two layers of gloves (nitrile or latex) and full-body waterproof clothing (disposable Tyvek overall). Hair should be covered by the overall's hood. There should be no gap between gloves and sleeves (use tape if necessary). Fitted face mask

APPENDIX 3 - Fish & Game New Zealand HPAI communications plan

Context

New Zealand has confirmed its first case of highly pathogenic avian influenza (HPAI) with the detection of H7N6 at an Otago commercial egg farm in December 2024. While this is not the H5N1 strain causing global concern, it represents a significant shift in New Zealand's avian influenza status and requires immediate communication response.

It still demands careful handling to inform and prepare stakeholders without inciting unnecessary alarm.

Fish & Game has a duty to provide clear, factual guidance on safety protocols and reporting processes.

Additionally, there is ongoing risk of H5N1 HPAI arriving in New Zealand through wild birds. Fish & Game needs to communicate effectively with staff, licence holders, and stakeholders about both the current H7N6 situation and preparedness for potential H5N1 incursion.

Fish & Game should be reinforcing the need for vigilance and readiness. Communication must balance transparency and responsibility, ensuring obligations are met while maintaining public confidence and avoiding hysteria.

Fish & Game has already been sharing our constructive messages around avian influenza in our stakeholder newsletter and shared MPI's campaign on social media, and we will continue with the heartbeat continual messaging.

See an example [here](#) in our recent November newsletter and [here](#) from May. It was also highlighted in our July, August and November staff newsletters.

It is important that Fish & Game are part of a whole of New Zealand response to this issue. It is potentially significant for people's health and the economy. Our reputational risk of breaking ranks is serious, but also likely unhelpful. Simple clear messages are what's needed and complexity won't be understood.

Fish & Game manages game bird hunting across New Zealand and has direct communication channels with approximately 40,000 licence holders who need clear guidance on safety protocols and reporting procedures.

Communications objectives

- **Inform and reassure** licence holders about the current H7N6 situation and its implications for hunting
- **Educate** hunters about biosecurity protocols and safety measures when handling game birds
- **Establish reporting protocols** to ensure hunters know how to report unusual bird deaths
- **Build preparedness** for potential future HPAI incursions including H5N1

- **Maintain confidence** in game bird hunting while ensuring safety measures are understood and followed

Strategic approach

Communications will take a three-phase approach:

1. **Immediate Response** (December 2024)
 - Address current H7N6 situation
 - Provide clear guidance for staff
 - Establish reporting protocols
 - Have message control – avoid causing panic
2. **Enhanced Preparedness** (January-March 2025)
 - Continue to build awareness of HPAI risks and symptoms
 - Educate about biosecurity measures
 - Coordinate with MPI and other agencies
 - prepare communications for H5N1 strain incursion
3. **Seasonal Readiness** (April-May 2025)
 - Pre-season hunter education
 - Distribution of safety guidelines
 - Integration with game bird season communications
4. **Distribution channels**
 - Direct email to licence holders
 - Fish & Game website
 - Social media
 - Both Barrels newsletter
 - Reel Life magazine
 - Hunting & fishing retailers
 - Club networks
 - Staff newsletter and emails from CE

5. Key messages

Current Situation (H7N6)

- First detection of HPAI in NZ but not the H5N1 strain of global concern
- There is no current evidence of spread to wild birds
- Normal hunting activities can continue with appropriate precautions
- Fish & Game is working closely with Biosecurity NZ on surveillance

Safety Protocols

- Don't harvest or handle birds that appear sick or are found dead
- Use appropriate PPE when handling game birds
- Practice good hygiene including hand washing
- Clean and disinfect equipment between hunting sites

Reporting Requirements

- Report 3+ sick or dead birds in a group to 0800 80 99 66
- Do not handle or move dead birds
- Note location and species if possible

Food Safety

- Game birds remain safe to eat when properly handled and cooked
- Internal temperature should reach at least 73°C for 2-3 minutes
- Keep raw meat separate from other foods
- Use clean equipment and surfaces

Bird Culling

- Hunters and farmers are advised to not actively cull or disperse wild birds, because this can increase the spread of HPAI.
- A low pathogenic strain of avian influenza exists in wild bird populations in New Zealand and has done for over 20 years. Many species of wild birds may have strains of the virus.
- Many species of wild birds may have low pathogenic strains of the virus and there is no evidence to suggest that the risk of spread of LPAI from wild birds to poultry has changed.
- Culling wild birds because they may have avian influenza is not justified and we strongly advise against it.
- Culling of wild birds can only be done with a permit. It's important that any decision to cull wild birds is based on robust science and evidence.
- Culling wild birds is likely to increase bird movements, as well as causing stress to any native or threatened birds in the area (which could also be present in wetland areas). More birds will move into vacated wetlands and on-farm risk will not be reduced.
- Good on-farm biosecurity and minimising the contact between wild birds and poultry is the recommended approach to protecting poultry from bird flu.

LPAI in New Zealand (MPI messages)

- Biosecurity New Zealand has been carrying out surveillance in wild birds for more than 20 years. The H7N6 strain detected in Otago is known to be closely related to LPAI strains present in wild birds in New Zealand. There are no reports or evidence of disease in wild birds from the low pathogenic strain of H7N6.

Spillover to poultry

- When low pathogenicity avian influenza (LPAI) is introduced to chickens, it can mutate into a high pathogenicity strain (HPAI). This is something that happens over time, not immediately.
- The strain detected in Otago is not the H5N1 strain causing global concern. There is no evidence this strain of high pathogenicity avian influenza, H7N6, can spread from chickens back into wild birds.

- The recent detection of bird flu in poultry in Otago is the first case of HPAI in New Zealand. We believe it may have happened after free-range laying hens foraging outside were exposed to the low pathogenicity virus, which then mutated in the hens to become HPAI. The mutation happens by chance after the chicken is exposed to the low pathogenicity form of the virus, it does not happen with every exposure to the virus.
- There is no evidence to suggest any recent change in the circulating LPAI viruses in wild birds in New Zealand or that the risk of spread of LPAI from wild birds to poultry has changed.
- However, changes in husbandry with more free-range birds does create the potential for increasing exposure of poultry to LPAI viruses carried by wild birds.
- This ongoing risk of infection of poultry with LPAI viruses circulating in wild birds should be addressed with increased biosecurity.

Are wild birds a risk to poultry farms?

- There is no evidence to suggest any recent change in the circulating LPAI viruses in wild birds in New Zealand or that the risk of spread of LPAI from wild birds to poultry has changed.
- However, changes in husbandry with more free-range birds does create the potential for increasing exposure of poultry to LPAI viruses carried by wild birds.
- This ongoing risk of infection of poultry with LPAI viruses circulating in wild birds should be addressed with increased biosecurity.
- The Department of Conservation has advised there is no evidence from overseas that this strain of high-pathogenicity H7N6 can spread from chickens back into wild birds.
- For farms in the vicinity of the infected farm, the greatest risk of HPAI infection is from the infected farm. It is not clear if an H7N6 LPAI virus is circulating in wild birds in the vicinity of the infected farm.

Other MPI messages:

How to protect yourself and prevent possible spread

- Although avian influenza viruses rarely infect people, it is important to minimise your risk by avoiding sick or dying birds and practicing good hygiene if handling wild birds – both to protect yourself and to prevent spreading the virus.
- If you are tramping, camping, hunting, walking dogs near bird colonies, or anywhere you might be exposed to wild birds or marine mammals, keep your distance and maintain good hand hygiene.
- Wash your hands with soap and running water or use alcohol hand rubs as frequently, thoroughly, and often as possible. This is especially important before and after contact with animals and their environments.

- Do not touch, handle or collect any dead or dying birds. Leave these alone to prevent disease spread and protect human health. Ensure children and dogs don't touch them either.

Advice for hunters:

New Zealand Food Safety's advice on food safety for hunters applies but in particular:

- don't harvest or handle wild birds (or their feathers) if they are obviously sick or found dead
- wash and dry your hands after handling or dressing wild birds
- don't eat, drink or put anything in your mouth while handling or cleaning harvested birds
- wash knives and other utensils, and scrub chopping boards between preparation of raw and cooked foods
- keep raw meat and poultry covered and away from ready-to-eat food, fruit, and vegetables
- cook birds well – an internal temperature of 75°C for at least 30 seconds, 70°C for 3 minutes or 65°C for 15 minutes is needed to kill bacteria and viruses
- scrub and disinfect all boots and equipment between hunting sites
- after each hunting trip, wash, or hose down any clothes that have been in direct contact with birds.

Standing Orders: Motion to Exclude the Public

New Zealand Fish and Game Council Meeting 171 – 13-14 December 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 INRELATION TO EACH MATTER	GROUND(S) UNDER SECTION 48(1) FOR THE PASSING OF THIS RESOLUTION Good reason to withhold exists under section 7
Confirm Public Excluded Minutes NZC Meeting 170 – 24 August 2024 -	For the reasons set out in the Part I minutes held with public present.	Section 48(1)(a)(ii) That the public conduct of the whole or the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist.
Rakaia WCO Update	S9(2)(h) OIA Exclusion of the public is necessary to maintain legal professional privilege.	
Future of the licence system	Improper gain or advantage s7(2)(k)	
NZC CEO KPI's	Free and frank expression Protection of members Improper gain or advantage. s7(2)(f) and s7(2)(j)	

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

Licence Sales Update

New Zealand Fish and Game Council Meeting 171 – 13-14 December 2024

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

Kōrero taunaki - Summary of considerations

Purpose

- 1 To inform the New Zealand Fish and Game Council of the 2023-2024 complete season sales results and progress on licence sales year to date and compare results to the same period of prior seasons.

Fish Licence Sales 2023-24 Season Complete Season (Appendix 1)

- 2 Fish licence sales for the 2023-24 Complete Season are shown in Appendix 1.
- 3 Despite 2023-24 sales reporting to be 1.8% behind 2022-23 complete season results, 99.2% of the annual sales target was met. The variance nationally was \$83,145 ex GST below budget. (Note: the sales report comparative figures shown in Appendix 1 for the 2022-23 season were adjusted to incorporate the levy component of the Non-Resident licence sales to provide more accurate comparison for this sales report and the regular reports provided throughout the season).

Table 1: 2023-2024 Fish Licence Sales Budget vs Actual results

Region	2023-24 Fish Licence Sales Budget	Actual 2023-24 Complete Season	Variance to budget
Northland	370	467	97
Auckland Waikato	3,729	3,655	-74
Eastern	8,663	8,504	-159
Hawke's Bay	1,879	2,455	576
Taranaki	938	1,022	84
Wellington	2,807	3,039	232
Nelson Marlborough	4,599	4,377	-222
North Canterbury	11,148	11,007	-141
West Coast	2,208	2,169	-39
Central South Island	12,937	12,486	-451
Otago	15,614	15,514	-100
Southland	9,167	8,740	-427
	74,060	73,435	-624

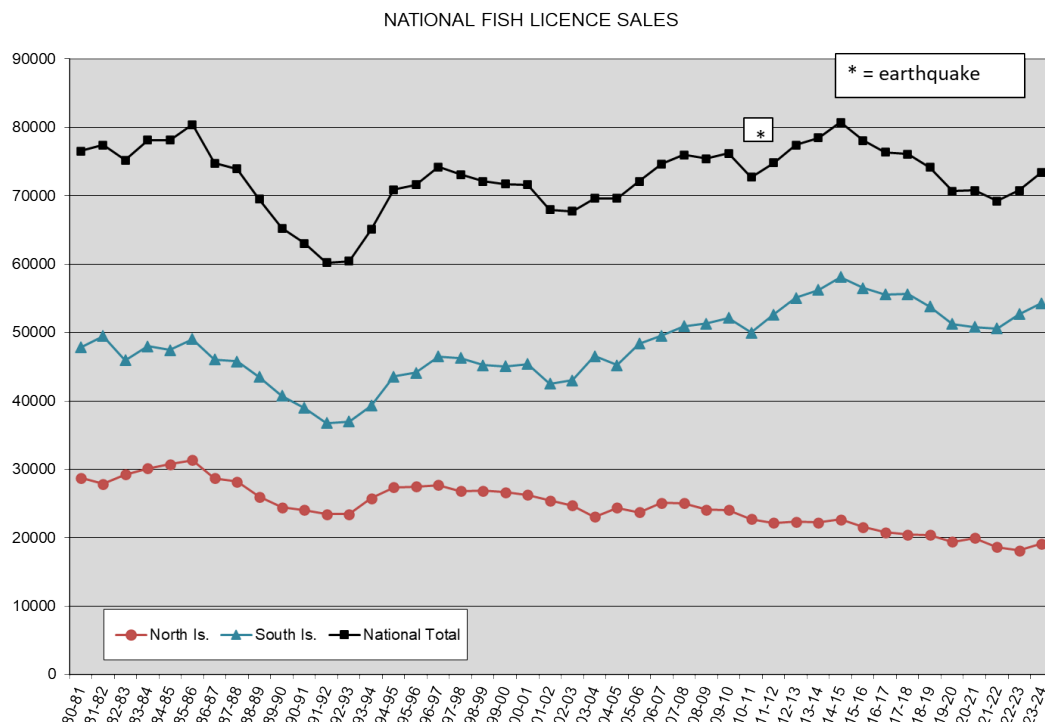
- 4 Additional revenue was received from Salmon licences \$48,256 ex GST and commissions, and from Designated Waters licences \$140,078 ex GST and commissions. Salmon licences sold during the 2023-24 season totalled 11,622, Designated waters licences for Non-Residents totalled 2,771 and for Residents 11,568.

- 5 The proposed fish licence targets for the new 2024-25 season were set using estimated year end results for 2023-24. The usual budget process uses 2021-22 and 2022-23 results for 2024-25 targets but with significant disruptions to sales over the last few seasons through Covid and Cyclones a more up to date forecasting method was agreed. Actual results for 2023-24 compared with our estimated sales results (used for 2024-25 budgets) are shown in Table 2 below. The method for budget setting for 2025-26 is something that will need to be considered going into the next budget round.

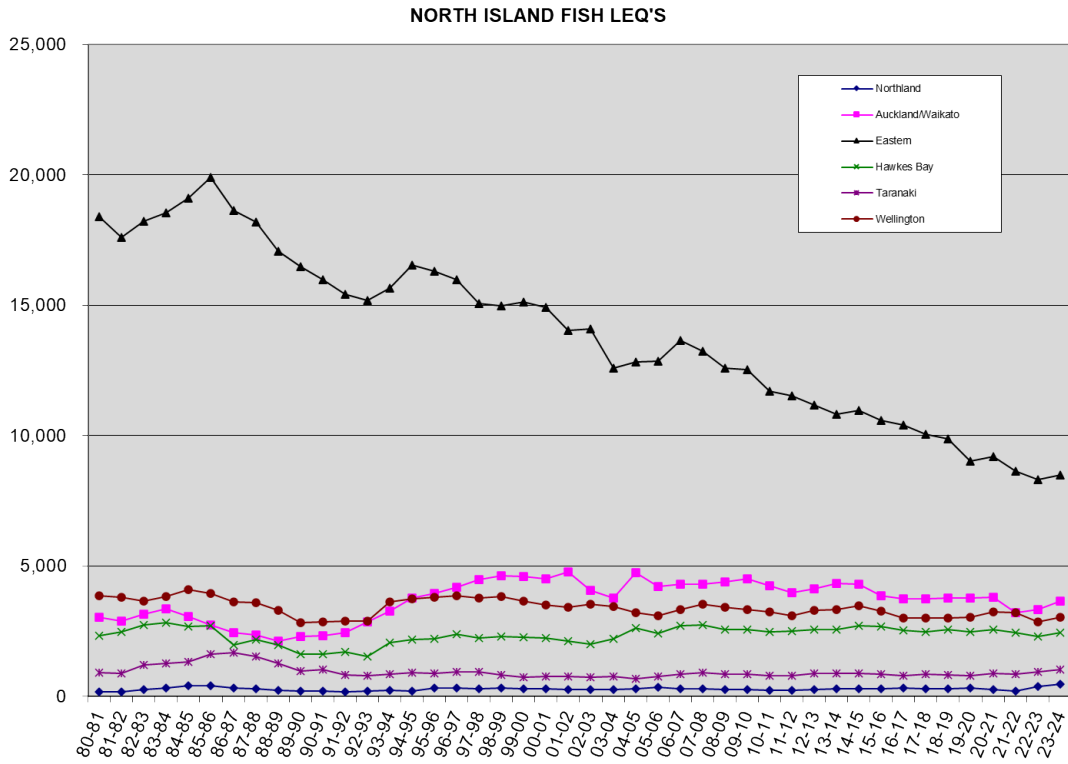
Table 2: 2023-2024 Fish Licence Sales Estimates vs Actual results

Region	Estimated Total 2023-24	Actual 2023-24 Complete Season	Variance
Northland	454	467	13
Auckland Waikato	3,658	3,655	-3
Eastern	8,456	8,504	48
Hawke's Bay	2,335	2,455	120
Taranaki	987	1,022	35
Wellington	2,989	3,039	50
Nelson Marlborough	4,364	4,377	13
North Canterbury	10,964	11,007	43
West Coast	2,169	2,169	0
Central South Island	12,536	12,486	-50
Otago	15,549	15,514	-35
Southland	8,758	8,740	-18
	73,219	73,435	216

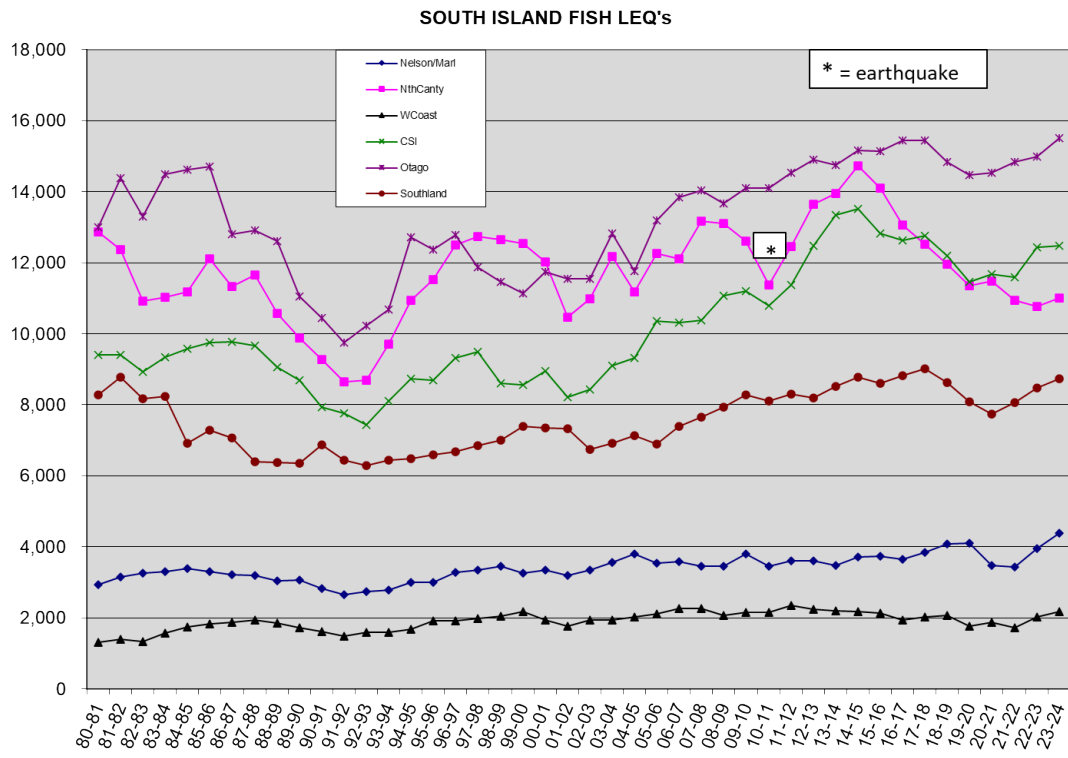
- 1 Graphs 1 to 3 show long-term licence trends. Despite 2023-24 sales reports indicating a downturn in 2022-23 season total LEQs, the following graphs show an increase on the prior season. This is a result of bringing the levy component of the Non-Resident licence sales back into the bulk fund and LEQ calculations. From 2014-15 to 22-23, the Non-resident levies were diverted to reserves and are not shown in graphs 1-3 below.



Graph 1 – National Fish LEQ’s 1981-2024



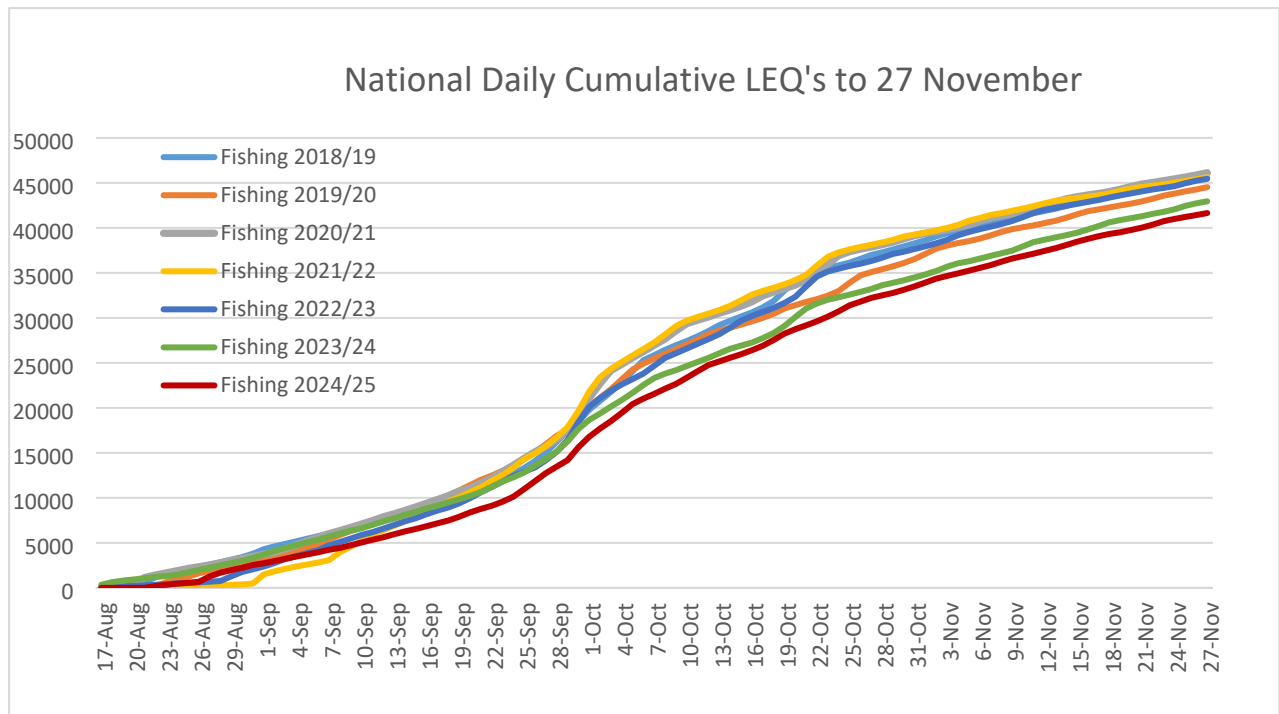
Graph 2 – North Island Fish LEQ's 1981-2024



Graph 3 – South Island Fish LEQ's 1981-2024

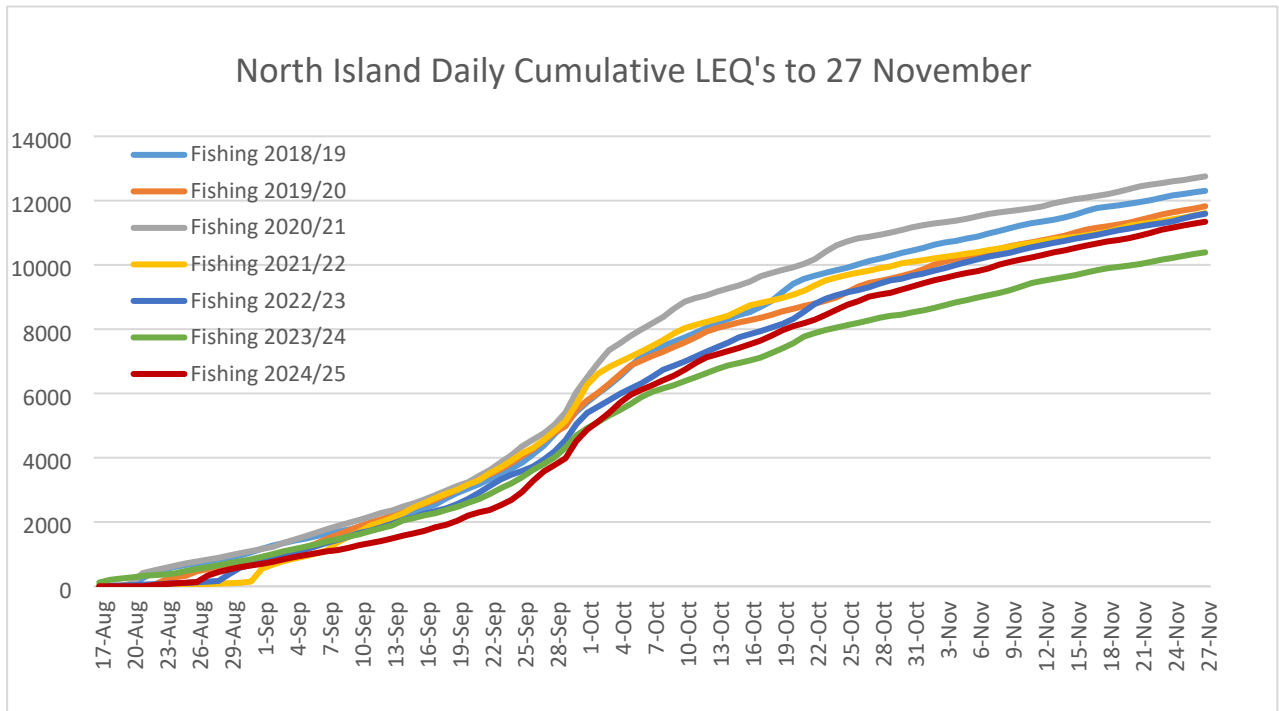
Fish Licence Sales 2024-25 Season YTD (Appendix 2)

- 7 Nationally fish licence LEQ's reported for 2024-25 season YTD to 27 November 2024 are 3.0% behind sales reported for the same period of the 2023-24 season. (Appendix 2)
- 8 57.5% of the annual sales target has been met YTD.
- 9 The National Daily cumulative LEQ comparison YTD is shown on Graph 4 and compares 2023-24 results against the previous six seasons, with 2018-19 being the year preceding the Covid19 pandemic and resulting disruptions.

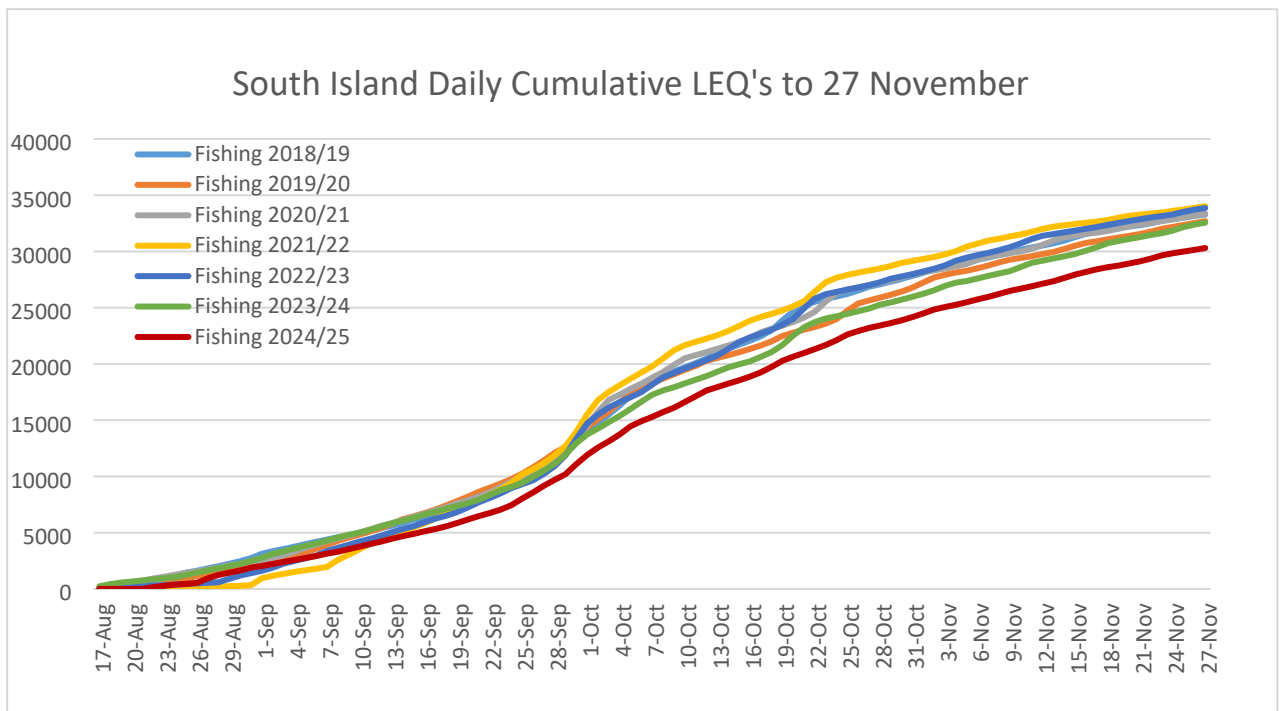


Graph 4: National Daily cumulative LEQs YTD (2020-21 is sitting under the yellow line of 2021-22)

- 10 The North Island (Graph 5) regions have regained some ground this season after a very poor opening last year with poor weather throughout the North contributing to last year's early season downturn.
- 11 Unusually the South Island regions (Graph 6) have seen a decline in early season sales for the 2024-25 season.

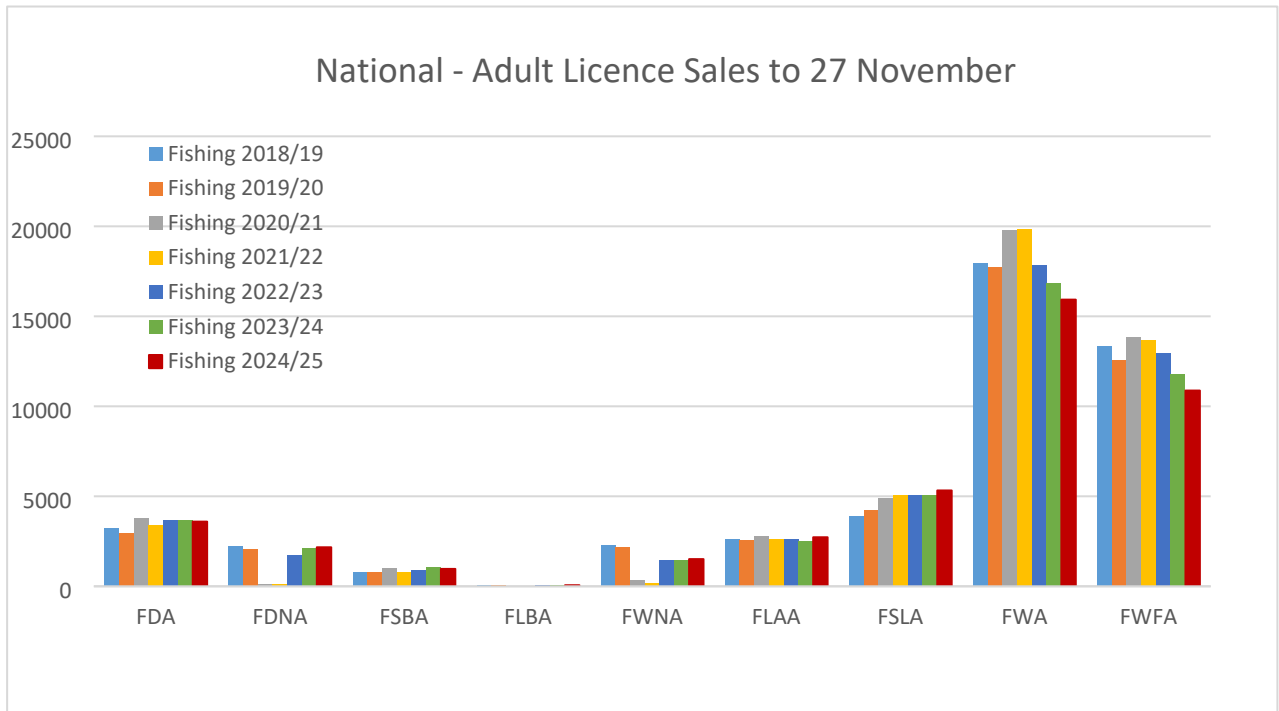


Graph 5: North Island Daily cumulative LEQs YTD

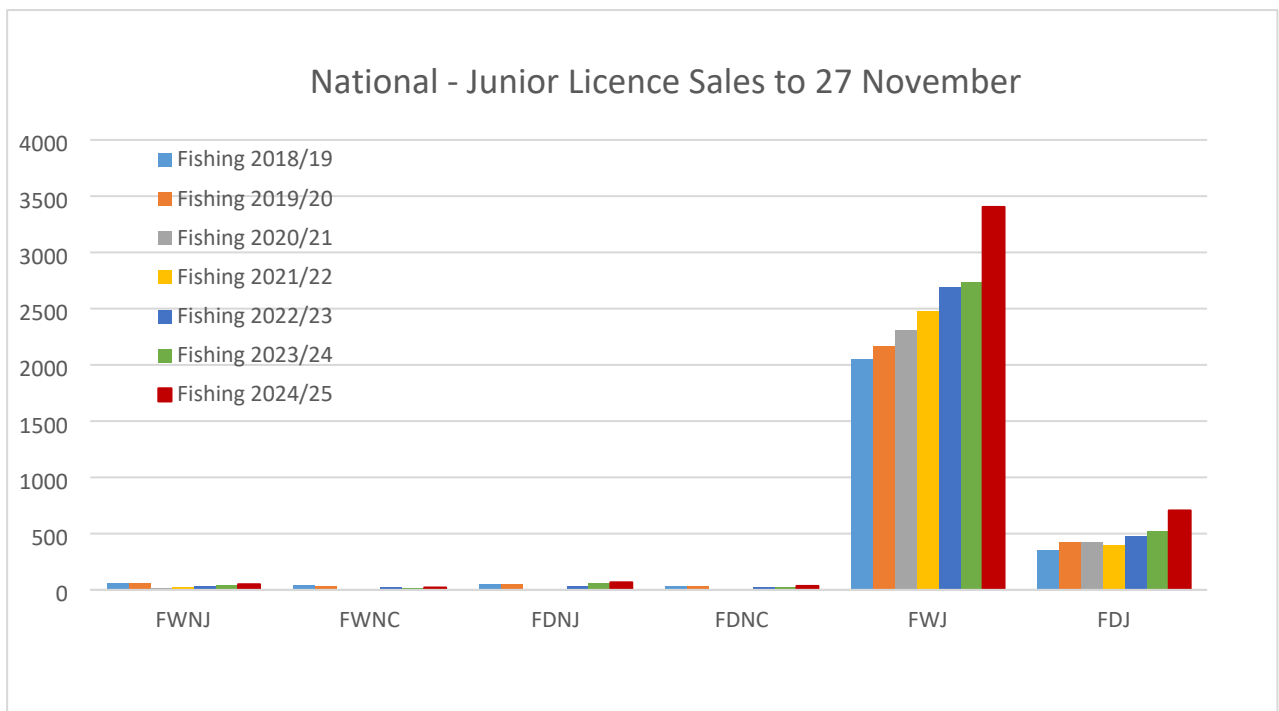


Graph 6: South Island Daily cumulative LEQs YTD

12 Graphs 7 and 8 provide a visual of sales by category, positively the sale of Junior Season licences is increasing year on year. This of course may be contributed to by falling family licence sales.



Graph 6: National Sales – Adult Licence Categories



Graph 7: National Sales – Junior Licence Categories

Adult Licence Category descriptions

FDA - Adult Day, **FDNA** – Non Resident Adult Day, **FLBA** - Adult Long Break, **FSBA** - Adult Short Break, **FWNA** – Non Resident Adult Season, **FLAA** - Local Area Season, **FLSA** - Loyal Senior Season, **FWA** - Adult Season, **FWF** – Family Season

Junior Licence Category descriptions

FWNJ – Non Resident Junior Season, **FWNC** – Non Resident Child Season, **FDNJ** – Non Resident Junior Day, **FDNC** – Non Resident Child Day, **FWJ** – Junior Season, **FDJ** – Junior Day, **FWC** – Child Season (not reported as many licences issued on tear off pads)

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That Council receive the information.

Appendix 1: National Fish Licence Sales Comparison 2023-24 vs 2022-23 Complete Seasons

National Fish Licence Sales YTD to 30 September																						Total Fish	Fish LEQ	Fish Var	Fish \$	Inc/Dec
Channel	FWF	FWA	FWNA	FSLA	FLAA	FWIA	FLBA	FSBA	FDA	FDNA	FWJ	FWNJ	FDJ	FDNJ	FWC	FWNC	FDNC	SRSE	DWLR	DWLN						
Northland 2022-2023	Public Online	33	84	102	2	8	19	3	25	108	131	13	3	14	1	71	2	0	0	0	619					
	Agency Online	12	31	3	6	4	8	2	1	2	1	6	0	0	0	9	0	0	9	0	94					
	Total	45	115	105	8	12	27	5	26	110	132	19	3	14	1	80	2	0	9	0	713	455			\$57,386	
Northland 2023-2024	Public Online	31	88	86	6	8	25	3	29	112	137	24	3	33	4	106	4	2	0	0	701					
	Agency Online	13	35	11	9	2	7	0	4	15	7	6	1	3	0	6	0	0	9	7	135					
	Total	44	123	97	15	10	32	3	33	127	144	30	4	36	4	112	4	2	9	7	836	467	2.5%		\$62,093	\$4,707
Auckland Waikato 2022-2023	Public Online	370	931	193	168	117	145	7	148	1,047	504	212	10	190	7	638	6	1	0	0	4,694					
	Agency Online	183	513	50	96	44	66	7	67	238	37	60	1	23	1	117	2	1	25	0	1,531					
	Total	553	1444	243	264	161	211	14	215	1285	541	272	11	213	8	755	8	2	25	0	6,225	3,550			\$447,599	
Auckland Waikato 2023-2024	Public Online	361	926	185	172	125	132	15	213	1,227	553	252	13	263	12	771	7	9	0	0	5,236					
	Agency Online	209	547	45	98	50	50	10	63	204	40	66	4	23	0	128	0	2	13	26	1,578					
	Total	570	1473	230	270	175	182	25	276	1431	593	318	17	286	12	899	7	11	13	26	6,814	3,655	3.0%		\$486,328	\$38,729
Eastern 2022-2023	Public Online	1,330	1,033	199	271	668	311	37	645	2,550	783	243	12	398	18	1,012	7	20	0	0	9,537					
	Agency Online	995	880	115	240	775	176	24	224	757	428	187	11	89	18	87	2	11	69	0	5,088					
	Total	2325	1913	314	511	1443	487	61	869	3307	1211	430	23	487	36	1099	9	31	69	0	14,625	8,643			\$1,089,744	
Eastern 2023-2024	Public Online	1,266	1,032	184	260	567	257	54	771	3,057	959	301	24	475	26	1,277	8	18	0	0	10,536					
	Agency Online	926	776	117	238	852	164	25	277	843	471	191	6	144	21	121	0	6	48	24	5,297					
	Total	2192	1808	301	498	1419	421	79	1048	3900	1430	492	30	619	47	1398	8	24	48	24	15,833	8,504	-1.6%		\$1,131,397	\$41,652
Hawke's Bay 2022-2023	Public Online	233	506	176	99	62	54	11	100	360	248	109	4	46	4	241	7	4	0	0	2,264					
	Agency Online	150	427	67	137	90	26	4	33	110	286	76	2	10	4	45	0	0	10	0	1,477					
	Total	383	933	243	236	152	80	15	133	470	534	185	6	56	8	286	7	4	10	0	3,741	2,525			\$318,346	
Hawke's Bay 2023-2024	Public Online	207	501	139	92	78	89	7	176	550	394	171	8	121	2	429	3	1	0	0	2,968					
	Agency Online	103	364	81	127	61	50	2	32	137	346	77	1	28	7	42	0	2	8	16	43					
	Total	310	865	220	219	139	139	9	208	687	740	248	9	149	9	471	3	3	8	16	4,495	2,455	-2.8%		\$326,599	\$8,253
Taranaki 2022-2023	Public Online	87	233	96	31	25	22	1	45	135	235	44	3	37	7	187	4	5	0	0	1,197					
	Agency Online	37	198	10	52	18	13	2	17	30	10	48	2	5	0	47	0	0	15	0	504					
	Total	124	431	106	83	43	35	3	62	165	245	92	5	42	7	234	4	5	15	0	1,701	1,034			\$130,434	
Taranaki 2023-2024	Public Online	59	216	91	33	25	25	3	59	170	275	59	4	48	4	315	3	0	0	0	1,389					
	Agency Online	46	201	7	51	20	14	4	35	44	14	52	0	13	0	85	0	0	11	22	0					
	Total	105	417	98	84	45	39	7	94	214	289	111	4	61	4	400	3	0	11	22	2,008	1,022	-1.2%		\$135,994	\$5,560
Wellington 2022-2023	Public Online	234	835	154	154	111	83	6	45	310	135	127	5	107	2	519	3	2	0	0	2,832					
	Agency Online	168	671	18	146	83	36	5	19	64	43	94	0	38	0	191	0	0	52	0	1,628					
	Total	402	1506	172	300	194	119	11	64	374	178	221	5	145	2	710	3	2	52	0	4,460	2,990			\$377,016	
Wellington 2023-2024	Public Online	225	807	124	155	146	97	10	75	555	286	234	3	163	7	829	3	2	0	261	76					
	Agency Online	155	655	11	142	104	43	3	26	84	41	162	0	52	2	167	2	0	43	65	0					
	Total	380	1462	135	297	250	140	13	101	639	327	396	3	215	9	996	5	2	43	326	76	5,815	3,039	1.6%		\$404,287
Nelson/Marl 2022-2023	Public Online	346	619	231	128	85	59	5	63	621	291	149	9	124	2	727	4	3	0	0	3,466					
	Agency Online	423	912	349	204	88	75	5	51	168	297	121	4	46	1	182	1	2	438	0	0					
	Total	769	1531	580	332	173	134	10	114	789	588	270	13	170	3	909	5	5	438	0	6,833	4,410			\$556,077	
Nelson/Marl 2023-2024	Public Online	323	560	239	134	119	72	5	98	668	406	182	8	183	7	760	8	6	0	775	204					
	Agency Online	413	926	312	229	104	66	11	41	201	194	118	1	35	3	184	1	2	280	1,081	386					
	Total	736	1486	551	363	223	138	16	139	869	600	300	9	218	10	944	9	8	280	1856	590	9,345	4,377	-0.7%		\$582,383
North Canterbury 2022-2023	Public Online	1,133	1,894	168	315	110	152	8	219	1,568	539	378	8	226	10	1,882	7	15	2,384	0	0					
	Agency Online	1,657	2,858	191	813	71	165	12	219	413	113	312	7	54	2	405	7	0	4,017	0	0					
	Total	2790	4752	359	1128	181	317	20	438	1981	652	690	15	280	12	2287	14	15	6401	0	0	22,332	11,084			\$1,397,520
North Canterbury 2023-2024	Public Online	962	1,808	191	287	104	120	19	320	1,792	746	441	12	434	27	1,870	3	5	2,262	1,359	468					
	Agency Online	1,623	2,868	240	834	78	153	30	194	497	158	311	6	52	2	397	8	5	3,637	2,245	5					
	Total	2585	4676	431	1121	182	273	49	514	2289	904	752	18	486	29	2267	11	10	5899	3604	473	26,573	11,007	-0.7%		\$1,464,382
West Coast 2022-2023	Public Online	321	399	231	86	75	54	10	105	397	322	108	6	37	5	349	5	7	0	0	0					
	Agency Online	127	247	16	53	77	26	0	25	90	237	64	0	11	20	11	1	14	93	0	0					
	Total	448	646	247	139	152	80	10	130	487	559	172	6	48	25	360	6	21	93	0	0	3,629	2,253			\$284,023
West Coast 2023-2024	Public Online	280	368	280	82	88	22	9	151	480	333	103	7	143	8	455	4	3	0	618	175					
	Agency Online	113	191	12	50	71	10	1	23	61	249	41	1	11	18	16	0	13	64	97	0					
	Total	393	559	292	132	159	32	10	174	541	582	144	8	154	26	471	4	16	64	715	175	4,651	2,169	-3.7%		\$288,56

	Channel	FWF	FWA	FWNA	FSLA	FLAA	FWIA	FLBA	FSBA	FDA	FDNA	FWJ	FWNJ	FDJ	FDNJ	FWC	FWNC	FDNC	SRSE	DWLR	DWLN	Total Fish	Fish LEQ	Fish Var	Fish \$	Inc/Dec
Central South Is	Public Online	1,577	1,772	439	314	414	259	61	963	4,355	1,173	458	14	461	24	1,915	24	16	2,370	0	0	16,609				
	Agency Online	1,758	1,930	73	668	496	189	39	485	1,910	497	402	6	234	14	456	6	11	2,526	0	0	11,700				
	Total	3335	3702	512	982	910	448	100	1448	6265	1670	860	20	695	38	2371	30	27	4896	0	0	28,309	12,946		\$1,632,316	
2022-2023	Public Online	1,446	1,664	407	311	392	208	69	1,203	4,479	1,537	535	33	669	41	2,120	18	21	2,237	0	0	17,390				
	Agency Online	1,595	1,829	76	685	534	98	41	516	1,668	680	411	8	259	40	371	2	26	2,305	244	3	11,391				
	Total	3041	3493	483	996	926	306	110	1719	6147	2217	946	41	928	81	2491	20	47	4542	244	3	28,781	12,486	-3.6%	\$1,661,189	\$28,873
Otago	Public Online	2,115	2,365	544	363	401	245	37	409	2,920	2,215	546	48	417	105	1,846	17	56	0	0	0	14,649				
	Agency Online	2,193	3,062	208	698	156	145	20	163	777	1,212	395	30	97	96	15	11	25	626	0	0	9,929				
	Total	4308	5427	752	1061	557	390	57	572	3697	3427	941	78	514	201	1861	28	81	626	0	0	24,578	15,828		\$1,995,743	
2023-2024	Public Online	1,939	2,392	604	375	365	177	44	464	3,043	2,664	596	48	483	172	2,083	28	107	0	1,531	644	17,759				
	Agency Online	2,074	2,955	217	755	153	107	19	185	610	868	393	14	96	60	13	12	49	512	1,397	138	10,627				
	Total	4013	5347	821	1130	518	284	63	649	3653	3532	989	62	579	232	2096	40	156	512	2928	782	28,386	15,514	-2.0%	\$2,064,013	\$68,270
Southland	Public Online	846	967	679	116	127	73	14	272	1,036	1,029	331	31	117	22	999	13	11	0	0	0	6,683				
	Agency Online	1,632	2,003	43	455	178	28	16	164	346	162	450	5	39	2	80	1	2	257	0	0	5,863				
	Total	2478	2970	722	571	305	101	30	436	1382	1191	781	36	156	24	1079	14	13	257	0	0	12,546	9,084		\$1,145,342	
2023-2024	Public Online	816	917	699	122	145	40	26	288	997	1,366	357	23	161	29	1,000	12	18	0	894	579	8,489				
	Agency Online	1,453	1,867	58	440	134	52	15	156	321	158	460	7	39	4	93	3	2	193	906	3	6,364				
	Total	2269	2784	757	562	279	92	41	444	1318	1524	817	30	200	33	1093	15	20	193	1800	582	14,853	8,740	-3.8%	\$1,162,777	\$17,436
TOTAL	Direct	8,625	11,638	3,212	2,047	2,203	1,476	200	3,039	15,407	7,605	2,718	153	2,174	207	10,386	99	140	4,754	0	0	76,083	39,002		\$4,917,685	
	AOL	9,335	13,732	1,143	3,568	2,080	953	136	1,468	4,905	3,323	2,215	68	646	158	1,645	31	66	8,137	0	0	53,609	35,800		\$4,513,860	
	Total	17,960	25,370	4,355	5,615	4,283	2,429	336	4,507	20,312	10,928	4,933	221	2,820	365	12,031	130	206	12,891	0	0	129,692	74,802		\$9,431,545	
2022-2023	Direct	7,915	11,279	3,229	2,029	2,162	1,264	264	3,847	17,130	9,656	3,255	186	3,176	339	12,015	101	192	4,499	5,438	2,146	90,122	38,825		\$5,165,371	
	AOL	8,723	13,214	1,187	3,658	2,163	814	161	1,552	4,685	3,226	2,288	49	755	157	1,623	28	107	7,123	6,130	625	58,268	34,610		\$4,604,633	
	Total	16,638	24,493	4,416	5,687	4,325	2,078	425	5,399	21,815	12,882	5,543	235	3,931	496	13,638	129	299	11,622	11,568	2,771	148,390	73,435		\$9,770,004	
National Variance against 2022/2023 YTD																						-1,367	-1.8%	\$338,459	\$338,459	

2023-24 Summary YTD Actual vs Total Budget

2023-24 Annual Budget	74,060	100.0%		\$9,853,149
2023-24 YTD Actual	73,435	99.2%		\$9,770,004
Variance to Budget	-625	-0.8%		-\$83,145

Appendix 2: National Fish Licence Sales Comparison 2024-25 vs 2023-24 YTD to 27 November

National Fish Licence Sales YTD to 27 November																											
	Channel	FWF	FWA	FWNA	FLSA	FLAA	FWIA	FLBA	FSBA	FDA	FDNA	FWJ	FWNJ	FDJ	FDNJ	FWC	FWNC	FDNC	SRSE	DWLR	DWLN	Total Fish	Fish LEQ	Fish Var	Fish \$	Inc/Dec	
Northland	Public Online	18	51	32	4	3	0	1	3	14	24	8	2	2	0	29	2	0	0	0	0	193					
	Agency Online	11	25	8	8	2	0	0	0	2	0	4	0	0	0	3	0	0	0	8	7	0	78				
	Total	29	76	40	12	5	0	1	3	16	24	12	2	2	0	32	2	0	8	7	0	271	211		\$28,023		
2023-2024	Public Online	24	67	30	11	10	0	0	7	31	29	10	3	8	0	26	2	0	0	0	0	258					
	Agency Online	6	26	2	8	0	0	0	0	3	0	2	0	0	0	2	0	0	3	5	0	57					
	Total	30	93	32	19	10	0	0	7	34	29	12	3	8	0	28	2	0	3	5	0	315	231	9.7%	\$31,334	\$3,311	
Auckland Waikato	Public Online	219	560	58	138	56	0	2	47	189	102	88	2	35	0	171	2	0	0	0	0	1,669					
	Agency Online	155	418	10	94	37	0	0	30	57	3	32	0	4	0	44	0	0	9	17	0	910					
	Total	374	978	68	232	93	0	2	77	246	105	120	2	39	0	215	2	0	9	17	0	2,579	1,971		\$262,171		
2023-2024	Public Online	243	632	65	169	72	0	6	45	179	124	150	5	56	4	246	0	1	0	0	0	1,997					
	Agency Online	111	352	14	93	36	0	2	32	53	0	31	0	6	0	31	0	0	16	23	0	800					
	Total	354	984	79	262	108	0	8	77	232	124	181	5	62	4	277	0	1	16	23	0	2,797	2,033	3.1%	\$275,731	\$13,560	
Eastern	Public Online	793	608	42	216	331	0	8	139	510	126	111	6	44	3	317	0	1	0	0	0	3,255					
	Agency Online	749	566	24	210	620	0	4	68	146	40	95	1	13	2	40	0	0	38	20	8	2,644					
	Total	1542	1174	66	426	951	0	12	207	656	166	206	7	57	5	357	0	1	38	20	8	5,899	4,676		\$622,150		
2023-2024	Public Online	900	711	55	257	411	0	9	173	618	128	162	4	86	5	463	1	3	0	0	0	3,986					
	Agency Online	719	586	29	220	643	0	2	49	157	74	98	1	21	1	29	0	2	29	21	0	2,681					
	Total	1619	1297	84	477	1054	0	11	222	775	202	260	5	107	6	492	1	5	29	21	0	6,667	5,121	9.5%	\$694,611	\$72,462	
Hawke's Bay	Public Online	106	275	46	75	36	0	1	37	49	76	68	1	21	0	127	0	0	0	0	0	918					
	Agency Online	72	252	18	101	26	0	0	8	21	82	41	1	4	0	15	0	0	3	16	7	667					
	Total	178	527	64	176	62	0	1	45	70	158	109	2	25	0	142	0	0	3	16	7	1,585	1,156		\$153,850		
2023-2024	Public Online	149	432	68	103	64	0	6	35	113	40	137	0	28	2	219	0	0	0	0	0	1,396					
	Agency Online	83	271	37	117	58	0	0	13	31	85	63	1	6	0	47	0	0	4	15	14	845					
	Total	232	703	105	220	122	0	6	48	144	125	200	1	34	2	266	0	0	4	15	14	2,241	1,589	37.4%	\$215,493	\$61,643	
Taranaki	Public Online	38	128	28	27	15	0	0	16	30	42	20	1	8	0	179	0	0	0	0	0	532					
	Agency Online	35	157	5	50	10	0	0	9	8	1	29	0	0	0	31	0	0	9	17	0	361					
	Total	73	285	33	77	25	0	0	25	38	43	49	1	8	0	210	0	0	9	17	0	893	558		\$74,190		
2023-2024	Public Online	56	171	43	39	12	0	0	9	33	88	54	1	20	0	259	0	0	0	0	0	785					
	Agency Online	25	119	1	47	8	0	0	1	2	0	32	0	1	0	35	0	0	4	6	0	281					
	Total	81	290	44	86	20	0	0	10	35	88	86	1	21	0	294	0	0	4	15	14	1,066	610	9.3%	\$82,716	\$8,526	
Wellington	Public Online	126	521	45	137	68	0	0	14	75	66	85	1	44	0	349	0	0	0	180	29	1,740					
	Agency Online	110	516	1	131	49	0	0	9	19	1	84	0	8	0	78	0	0	34	51	0	1,091					
	Total	236	1037	46	268	117	0	0	23	94	67	169	1	52	0	427	0	0	34	231	29	2,831	1,818		\$241,910		
2023-2024	Public Online	147	524	23	157	92	0	2	9	71	16	149	0	14	0	252	0	0	0	162	2	1,620					
	Agency Online	91	411	6	145	68	0	0	0	32	0	117	0	1	0	96	0	0	24	53	1	1,045					
	Total	238	935	29	302	160	0	2	9	103	16	266	0	15	0	348	0	0	24	215	3	2,665	1,759	-3.3%	\$238,618	-\$3,291	
Nelson/Marl	Public Online	222	366	100	118	66	0	0	16	123	59	76	2	24	0	222	2	0	0	588	34	2,018					
	Agency Online	323	691	93	211	71	0	4	7	43	53	64	0	8	0	92	0	0	208	874	82	2,824					
	Total	545	1057	193	329	137	0	4	23	166	112	140	2	32	0	314	2	0	208	1462	116	4,842	2,579		\$343,120		
2023-2024	Public Online	245	425	104	134	72	0	0	9	67	100	113	4	34	2	236	4	0	0	647	52	2,248					
	Agency Online	244	537	84	199	59	0	1	10	24	32	71	2	2	0	61	0	0	142	664	72	2,204					
	Total	489	962	188	333	131	0	1	19	91	132	184	6	36	2	297	4	0	142	1311	124	4,452	2,408	-6.6%	\$326,698	-\$16,422	
North Canterbury	Public Online	576	1,110	64	259	39	0	4	57	285	111	180	2	64	4	526	0	0	1,356	1,021	54	5,712					
	Agency Online	1,291	2,111	55	758	49	0	4	38	101	21	181	0	7	0	210	0	0	2,730	1,977	1	9,534					
	Total	1867	3221	119	1017	88	0	8	95	386	132	361	2	71	4	736	0	0	4086	2998	55	15,246	6,986		\$929,395		
2023-2024	Public Online	631	1,140	87	304	57	0	3	48	255	105	248	3	117	2	863	1	2	1,449	1,087	113	6,515					
	Agency Online	1,074	1,816	45	724	42	0	3	27	75	7	179	0	19	0	109	1	0	2,195	1,344	6	7,666					
	Total	1705	2956	132	1028	99	0	6	75	330	112	427	3	136	2	972	2	2	3644	2431	119	14,181	6,563	-6.1%	\$890,217	-\$39,177	
West Coast	Public Online	184	238	77	68	48	0	2	24	77	65	44	0	12	2	146	0	0	0	484	58	1,529					
	Agency Online	68	120	3	45	34	0	0	2	13	60	21	0	1	4	2	0	2	41	80	0	496					
	Total	252	358	80	113	82	0	2	26	90	125	65	0	13	6	148	0	2	41	564	58	2,025	1,053		\$140,147		
2023-2024	Public Online	197	271	52	71	45	0	1	28	70	69	66	0	19	0	156	0	0	0	455	23	1,523					
	Agency Online	47	96	1	48	27	0	3	1	4	35	29	0	1	2	3	0	2	28	33	0	360					
	Total	244	3																								

	Channel	FWF	FWA	FWNA	FSLA	FLAA	FWIA	FLBA	FSBA	FDA	FDNA	FWJ	FWNJ	FDJ	FDNJ	FWC	FWNC	FDNC	SRSE	DWLR	DWLN	Total Fish	Fish LEQ	Fish Var	Fish \$	Inc/Dec																					
Central South Is	Public Online	905	982	163	271	203	0	10	199	691	249	213	4	80	5	570	1	2	1,343	0	0	5,891																									
	Agency Online	1,162	1,327	26	607	337	0	3	74	280	99	232	0	35	6	188	0	1	1,800	205	0	6,382																									
	Total	2067	2309	189	878	540	0	13	273	971	348	445	4	115	11	758	1	3	3143	205	0	12,273	6,928		\$921,716																						
2023-2024	Public Online	866	1,024	204	298	200	0	10	135	631	251	286	3	116	3	664	5	4	1,430	0	0	6,130																									
	Agency Online	1,025	1,105	18	596	299	0	6	71	227	97	225	1	26	6	159	1	5	1,410	162	7	5,446																									
	Total	1891	2129	222	894	499	0	16	206	858	348	511	4	142	9	823	6	9	2840	162	7	11,576	6,556	-5.4%	\$889,378	-\$32,337																					
Otago	Public Online	1,201	1,455	209	322	156	0	5	91	518	371	269	5	59	11	701	3	8	0	1,135	127	6,646																									
	Agency Online	1,651	2,251	57	678	84	0	0	36	131	142	229	3	15	12	6	0	8	431	1,218	6	6,958																									
	Total	2852	3706	266	1000	240	0	5	127	649	513	498	8	74	23	707	3	16	431	2353	133	13,604	9,284		\$1,235,227																						
2023-2024	Public Online	1,166	1,546	198	324	166	0	1	101	505	454	362	13	74	22	773	5	10	0	1,171	81	6,972																									
	Agency Online	1,386	1,912	45	729	84	0	0	39	122	139	267	6	11	8	20	0	3	318	1,035	21	6,145																									
	Total	2552	3458	243	1053	250	0	1	140	627	593	629	19	85	30	793	5	13	318	2206	102	13,117	8,736	-5.9%	\$1,185,037	-\$50,190																					
Southland	Public Online	582	622	252	104	94	0	6	90	235	259	223	4	24	5	455	2	2	0	714	78	3,751																									
	Agency Online	1,189	1,466	20	405	99	0	1	41	76	46	339	4	7	0	59	1	1	155	789	0	4,698																									
	Total	1771	2088	272	509	193	0	7	131	311	305	562	8	31	5	514	3	3	155	1503	78	8,449	5,730		\$762,306																						
2023-2024	Public Online	480	556	289	110	103	0	3	89	196	261	252	0	30	10	457	0	3	0	725	61	3,625																									
	Agency Online	960	1,196	10	421	96	0	1	35	94	33	301	3	10	0	27	1	0	109	715	0	4,012																									
	Total	1440	1752	299	531	199	0	4	124	290	294	553	3	40	10	484	1	3	109	1440	61	7,637	5,036	-12.1%	\$683,085	-\$79,221																					
TOTAL	Direct	4,970	6,916	1,116	1,739	1,115	0	39	733	2,796	1,550	1,385	30	417	30	3,792	12	13	2,699	4,122	380	33,854																									
	AOL	6,816	9,900	320	3,298	1,418	0	16	322	897	548	1,351	9	102	24	768	1	12	5,466	5,271	104	36,643																									
	Total	11,786	16,816	1,436	5,037	2,533	0	55	1,055	3,693	2,098	2,736	39	519	54	4,560	13	25	8,165	9,393	484	70,497	42,950		\$5,714,203																						
2023-2024	Direct	5,104	7,499	1,218	1,977	1,304	0	41	688	2,769	1,665	1,989	36	602	50	4,614	18	23	2,879	4,247	332	37,055																									
	AOL	5,771	8,427	292	3,347	1,420	0	18	278	824	502	1,415	14	104	17	619	3	12	4,282	4,076	121	31,542																									
	Total	10,875	15,926	1,510	5,324	2,724	0	59	966	3,593	2,167	3,404	50	706	67	5,233	21	35	7,161	8,323	453	68,597	41,646		\$5,649,390																						
National Variance against 2023/2024 YTD																																											-1,304	-3.0%	-\$64,813	-\$64,813	
2024-25 Summary YTD Actual vs Total Budget																																															
2024-25 Annual Budget																																												72,376	100.0%		\$9,817,962
2024-25 YTD Actual																																												41,646	57.5%		\$5,649,390
Variance to Budget																																												-30,730	-42.5%		-\$4,168,572

NZC Communications Report

New Zealand Fish and Game Council Meeting 171 – 13-14 December 2024

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish & Game Council provides an update on communications and public awareness work.

Financial Considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki - CEO Recommendations

CEO recommends that :

That NZC receive the update on communications and public awareness work. This report includes ReWild and website reports for August to October. Other items include information up to November 25.

Whakarāpopoto - Executive Summary

2. This paper seeks to update you on main communications projects.

Media

3. The clippings document for Fish & Game proactive media is attached.

Public Awareness Campaign

Background:

4. Fish & Game has been running a successful social licence/public awareness campaign ReWild, launched in November 2023.
5. 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.
6. This work underpins the Retain, Reactivate and Recruit (R3) strategy. It's the foundation required to refresh the Fish & Game and hunting and angling image, in a way that ensures it is inclusive and modern. It will support people who currently fish and hunt, draw back in those who have in the past and make accessible for new people to give fishing and hunting a go.
7. 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.
8. 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.

ReWild Social/Paid Media Insights August – October

What are we currently running?

Boosted posts on Facebook/Instagram to targeted audiences interested in fishing, hunting and the outdoors. The aim of this is to complement our organic social media strategy with paid ads to reach a wider audience beyond just our followers.

Results summary:

- Impressions / ad views: 683,284
- Reach: 357,739
- Engagements: 18,914
- Follows: 516

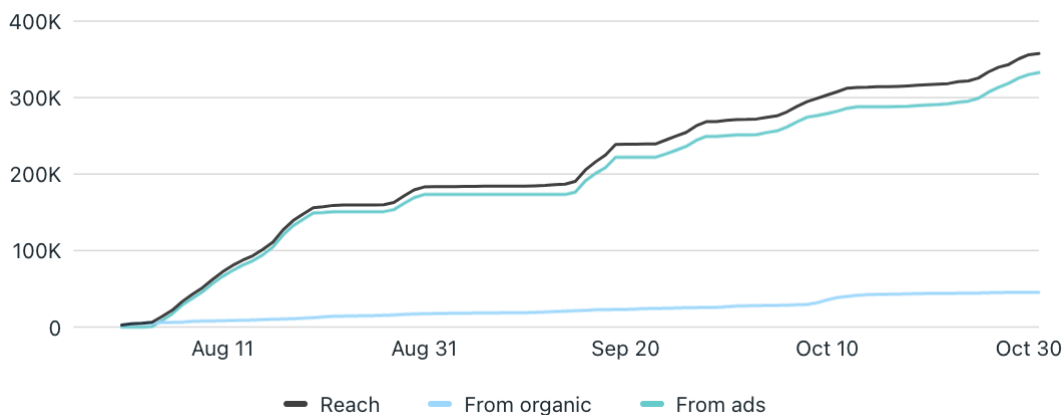
From August – October 2024, our social posts/ads for the ReWild campaign were seen 683,284 times, within this reaching 357,739 unique people on average 2 times each.

We reached an engaged audience who interacted with our campaign 18,914 times across August-October, including link clicks, post reactions, comments, shares, and page likes.

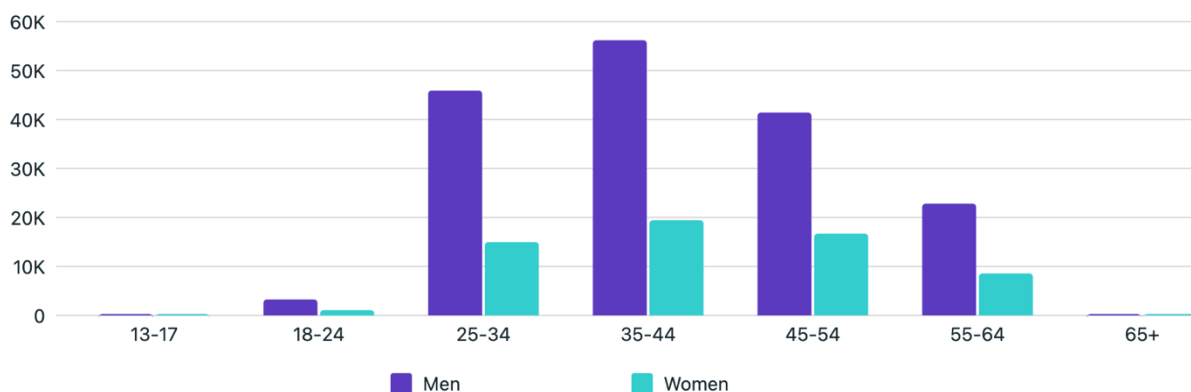
Additionally we gained 516 new followers onto our Facebook and Instagram pages, a 33% increase when compared to the previous quarter.

Our reach skewed towards males aged 25-44, however those aged 35-54 were the most engaged.

Reach:



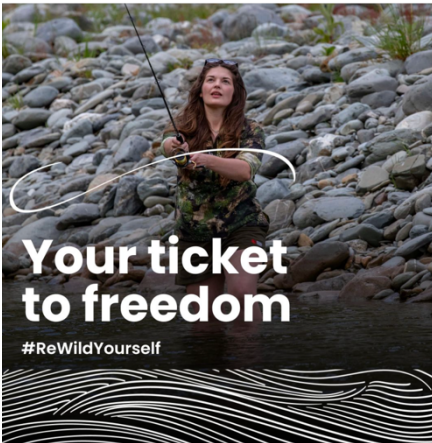
Age and Gender:



Top Performing Posts

Fish & Game New Zealand
September 15

Start to ReWild yourself by buying your fishing licence before the season starts! Being a Kiwi is about connecting with the places and people we love. Being in the wild gives us a chance to connect.
You can purchase online anytime, or from a variety of retailers. All you need to know is here:
<https://www.fishandgame.org.nz/.../standard-licence-options/>
#ReWildAotearoa #ReWildYourself



Your ticket to freedom
#ReWildYourself

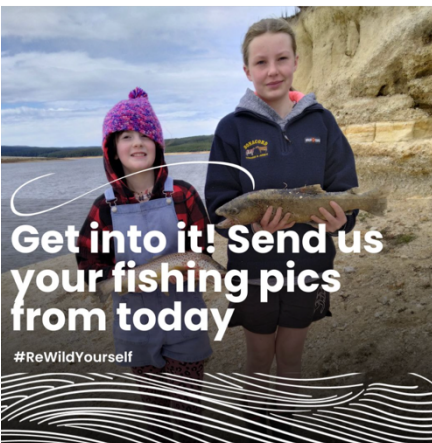
Fish & Game New Zealand
Public & Government Service

Learn more

Highest reach: 83.3k
Likes/reactions: 125
Comments: 64
Shares: 17

Fish & Game New Zealand
September 30

It's opening day for the 2024-25 fishing season! Are you out there doing your thing? Share your photos in the comments and the best couple will win a cap.
This picture is of Olivia and Orla in late September. Olivia is the third generation of her family to fish Lake Mahinerangi and is teaching Orla and her dad Greg how to fish using tussock worms.
#fishing #rewild




Get into it! Send us your fishing pics from today
#ReWildYourself

145 39 comments 10 shares

Most likes/reactions: 145
Reach: 8.2k
Comments: 39
Shares: 11

Fish & Game New Zealand
October 6

Never been fishing? It's easy!
1: Buy your licence
2: Get your rod and reel
3: Pick your spot
Go fish!
Find out about how Fish & Game can help you to find your wild. We even run local 'how to fish' days so get in touch with your local Fish & Game office, or check our activities section on our website - <https://www.fishandgame.org.nz/.../fishing-events-calendar/>



1, 2, 3. Get fishing!
#ReWildGetFishing

Fish & Game New Zealand
Public & Government Service

Learn more

Most comments: 93
Reach: 55.9k
Likes/reactions: 69
Shaers: 12

Highlights from the regions:

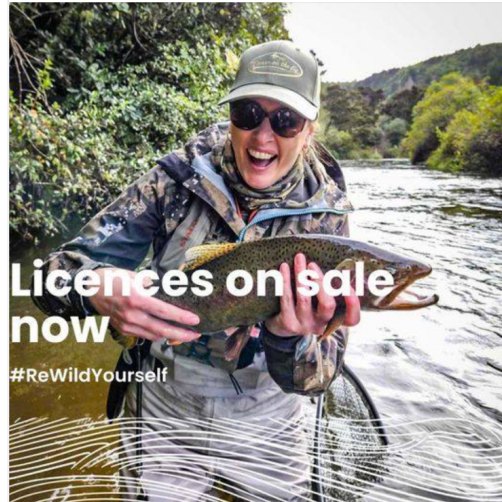
Southland Fish & Game
October 18 · 🌐

WEEKEND FISHING TIP: With rivers receding nicely and a good weather forecast for the weekend, now's the perfect time to get out there! Our main river systems are in ideal spin fishing condition, with a slight colour in the water—often giving spin anglers an edge. We've also heard that our smaller streams are fishing well, as they often do early in the season. The fish in the photo was caught in the Tomogalak Stream. Enjoy your weekend on the water!



👍 33 7 comments

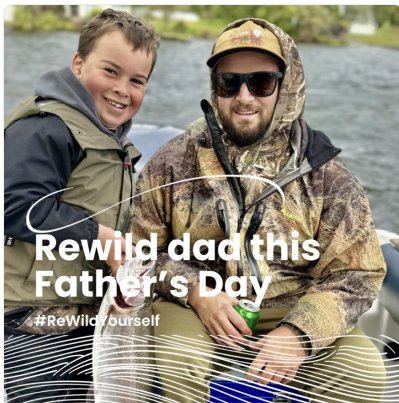
West Coast Fish & Game
August 23 · 🌐



👍 Like 💬 Comment 📧 Send ➦ Share

Eastern Fish & Game
August 29 · 🌐

Stuck for a good Father's Day Gift idea? How about a Fishing Licence for the up and coming NEW fishing season?? Grab a Family Pass so he can take the kids along too and pass on his knowledge to our young generation of anglers! Grab yours TODAY - <https://fishandgame.esitd.co.nz/shop>



Fish & Game New Zealand Public & Government Service Shop now

Otago Fish and Game Council
September 26 · 🌐

With the new season opening on Tuesday next week, it's time for our weekly fishing reports to start up again. Each week, Otago Fish & Game compiles fishing reports, weather forecasts and fishing related regional news and events together and send it out in an email all those signed up. If you haven't signed up, make sure you do! Click this link: <https://www.fishandgame.org.nz/newsletter-signup/>..... See more



Hawke's Bay Fish & Game
October 24 at 6:45 PM · 🌐

Hey, Hawke's Bay we get an extra day off to embrace the great outdoors—why not head out to our stunning rivers for some fishing? It's the perfect way to reconnect with nature and unwind! 🎣 Snap a pic of your trout fishing adventure and share it with us for a chance to win a \$100 Hamills voucher! 🏆 Winner drawn on Thursday, 31st October 2024. T&Cs apply... See more



North Canterbury Fish & Game
October 17 · 🌐

Weekly Fishing Report - 17th October 2024

This week we talk about planning your weekend, fishing the lowland systems, share some angler adventures and provide a weather update for the next 3 days. Get out into it and #rewild yourself this weekend!

Click here to view the weekly report: <https://www.fishandgame.org.nz/.../north-canterbury.../>



Weekly Fishing Report

0:05 / 2:45 ⚙️ 🔍 📄 🔊

Nelson Marlborough Fish & Game
October 16 · 🌐

Great work from the Nelson Trout Fishing Club!



Fish & Game New Zealand Public & Government Service Learn more

Website:***Content and development (see also new content)***

August

- Regulations pages
- Election candidates
- North Canterbury specific information (still in draft)
- Bendigo Wildlife management reserve
- Fishing news and events
- Newsletters election and start of the season

September

- Reel life
- Weekly regional newsletters
- Fishing Blogs, news & events
- Upper Hurunui River Controlled Fishery
- Newsletters – start of the season

October

- Reel life
- Weekly regional newsletters
- School programmes Eastern
- Fishing News, events and blogs
- How to fish Waikato Lakes
- Auckland/Waikato: How to fish Waikato Lakes
- Knowledge hub (in draft)
- Newsletters – start of the season

Analytics**Summary**

August

- 36,080 users in August 2024 vs 34,776 users in July 2024. +3.75%
- 55,781 sessions in August 2024 vs 50,825 sessions in July 2024. +9.75%
- 185,217 page views in August 2024 vs 148,162 page views in July 2024. +25.01%

September

- 56,964 users in September 2024 vs 36,080 users in August 2024. +57.88%
- 93,751 sessions in September 2024 vs 55,781 sessions in August 2024. +68.07%
- 290,913 page views in September 2024 vs 185,217 page views in August 2024. +57.07%

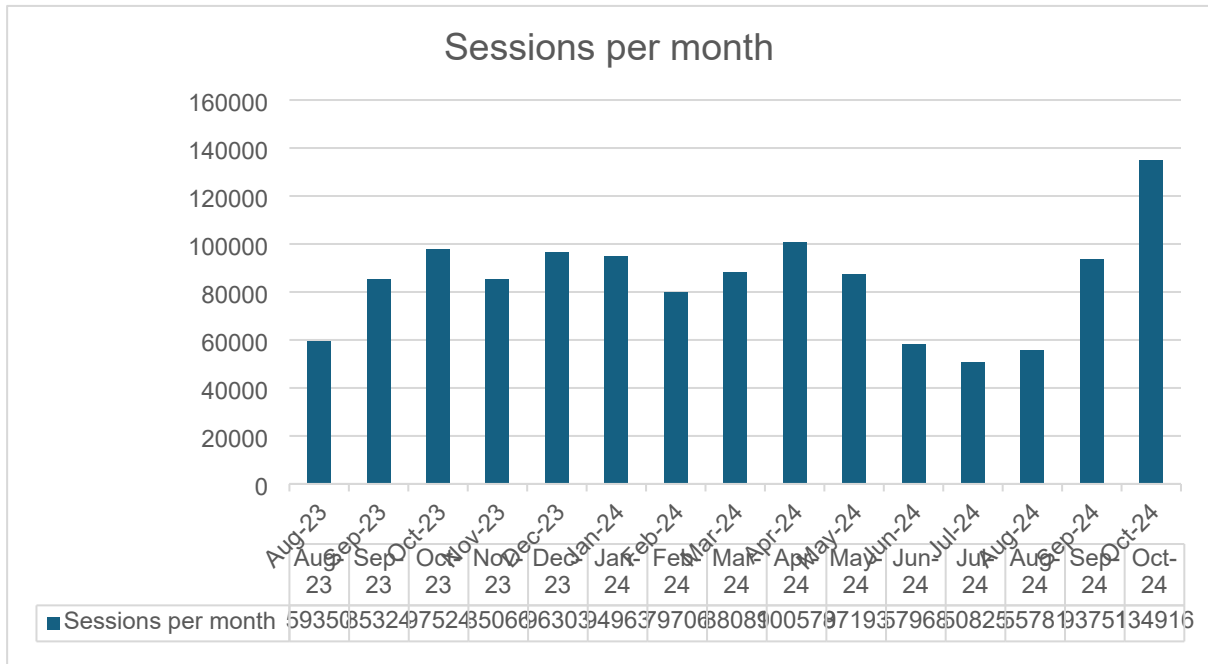
October

- 79,455 users in October 2024 vs 56,964 users in September 2024. +39.48%
- 134,916 sessions in October 2024 vs 93,751 sessions in September 2024. +43.91%
- 423,720 page views in October vs 290,913 page views in September 2024. +45.65%

Most viewed pages

Most viewed pages	Views August 2024	Views September 2024	Views October 2024
Homepage	44,718	49,561	79,703
/shop (Eyede)	13,963	30,018	42,246
/cart (Eyede)	8,280	22,999	34,799
/cart/purchasestepper (Eyede)	6,073	18,422	29,083
/freshwater-fishing-in-new-zealand/fishing-licences-and-regulations/standard-licence-options/	6,223	14,143	20,123
/freshwater-fishing-in-new-zealand/fishing-licences-and-regulations/fishing-regulations	4,912	6,559	8,444
/freshwater-fishing-in-new-zealand/fishing-licences-and-regulations/general-fishing-licence-info/	4,421	6,351	8,349
/freshwater-fishing-in-new-zealand/where-to-fish/	3,370	4,739	6,659
/freshwater-fishing-in-new-zealand/	2,323	3,074	4,838
/freshwater-fishing-in-new-zealand/where-to-fish/regional-info	2,201	2,878	4,212

Site visits by month 13 month trend.



Aug-23	59350
Sep-23	85324
Oct-23	97524
Nov-23	85066
Dec-23	96303
Jan-24	94963
Feb-24	79706
Mar-24	88089
Apr-24	100579
May-24	87193
Jun-24	57968
Jul-24	50825
Aug-24	55781
Sep-24	93751
Oct-24	134916**

* A session is a single period of time in which a user is actively engaged with the website, including clicks, page views etc.

** We are installing Cloud Flare which will filter out fake users such as bots. This will commence at the end of November and following reports will show an accurate state of our traffic.

New content:

August

- Election candidates
- Regulations pages
- Bendigo Wildlife management reserve
- Fishing news and events

September

- Reel life
- News and events: reflections on the water, Southland soft bait clinics, the mission to count the shy and secretive Australasian bittern
- Weekly regional newsletters
- Blogs: Reading water finding fish, getting into trout fishing is easy, Untangling Angling Etiquette, Beyond the Catch: How Trout Fishing is Good for Wellbeing, Women on the Fly – In Their Own Words
- Upper Hurunui River Controlled Fishery

October

- Reel life
- Weekly regional newsletters
- School programmes Eastern
- News and blogs: NZ F&G sees call to remove advocacy as misguided, hydro canal fishery contributes 13.6 million to Mackenzie Basin Economy. Anglers get involved with conservation, Fishing season opens October 1, Otago soft bait clinics, Embracing the Fly Angler Dream: My Journey into Fly Fishing, Fine weather and fat fish for the start of New Zealand fishing season, New modelling sheds light on trout spawning
- How to fish Waikato Lakes
- Auckland/Waikato: How to fish Waikato Lakes

Most Searched Queries in Google**August 2024**

Most viewed pages	Views June 2024
Fish and game rotorua	25
Fish & game regulations	23
South island fishing regulations	23
Eastern fish and game	19
Otago fish and game	19
Fish and game hawkes bay	18
Lake Coleridge fishing season	16
North canterbury fish and game	16
Fish and game otago	13
Fish and game regulations 2024	12

September 2024

Most viewed pages	Views July 2024
Fish and game hawkes bay	26
Fish and game north canterbury	26
Fish and game	24
Fish and game Rotorua	23
North canterbury fish and game	22
South island fishing regulations	20
Take a kid fishing Dunedin	19
Eastern fish and game	18
Fish and game regulations 2024	18
Fish and game regulations	17

October 2024

Most viewed pages	Views July 2024
Fish and game southland	54
Fish and game	34
Fish and game Rotorua	32
Southland fish and game	29
Fish and game north canterbury	28
Fish and game hawkes bay	24
Motueka river fishing	22
Fish and game nelson	19
North canterbury fish and game	17
Otago fish and game	15

EDMs all EDMs excluding regional EDMs

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
12 August	Stand as a candidate for a f&g council	43,981	55.7%	0.9%	0.13%
20 August	<i>North Canterbury – proposed game bird regulations</i>	1,528	51.5%	11.7%	0.33%
22 August	<i>Eastern – NZ fishing Hunting & 4x4 Expo</i>	7,456	47.5%	2.6%	0.16%
27 August	2024/25 Fishing licences on sale now	55,643	54.8%	4.9%	0.15%
27 August	Reel Life August 24	120,705	39.3%	4.1%	0.29%
28 August	2024/25 Fishing licences on sale – Lapsed licence holders	1,213	53.4%	4.9%	0.17%
2 September	2023/24 F&G Performance and priorities survey	13,566	56.2%	8.8%	0.15%
9 September	Enrol ahead of F&G elections	24,182	54.6%	4.8%	0.15%
13 September	23/24 F&G performance and priorities survey	12,995	51.6%	4.8%	0.08%
18 September	23/24 F&G performance and priorities survey	12,768	52.7%	4.7%	0.15%
19 September	Newsletter September - Licence holders & stakeholders	178,428	47.2%	0.6%	0.29%
20 September	Newsletter september - Licence holders & stakeholders	57	51.9%	1.9%	0%
20 September	Eastern – Important update on election	1,791	60.2%	0.6%	0.06%
24 September	<i>Nelson - New Fishing season is all go</i>	3,566	56.1%	6.4%	0.14%
25 September	Reel life September 2024	158,785	44.2%	5.7%	0.31%
26 September	<i>Eastern – Pre season trout fishing</i>	15,031	40.6%	2.7%	0.36%
27 September	<i>Eastern – Lake Ōkātina update</i>	9,299	62.2%	0.6%	0.26%
2 October	<i>North Canterbury – Fishing report</i>	24,219	46.6%	4.6%	0.32%
9 October	<i>Wellington – The new season is all go</i>	2,317	42.3%	3.5%	0.09%
9 October	<i>Taranaki – The new season is all go</i>	701	52.1%	5.2%	0.14%
10 October	<i>Central South Island – The new season is all go</i>	9,864	45.6%	2.4%	0.38%
10 October	<i>North Canterbury – The new season is all go</i>	6,893	52.1%	5.2%	0.32%
10 October	<i>Northland– The new season is all go</i>	302	55.7%	8%	0%

10 October	Auckland – <i>The new season is all go</i>	3,248	43.4%	4.2%	0.22%
11 October	Taranaki – Lake Rotomanu Family Trout Fishing day	157	60.4%	3.9%	0%
15 October	Hawkes Bay - <i>The new season is all go</i>	1,749	56.4%	4.7%	0.34%
23 October	Eastern – Catch me if you can – long weekend	8,425	40%	0.9%	0.35%
23 October	Reel Life – October 2024	159,521	44.6%	5.6%	0.24%
30 October	Auckland/Waikato – Fish & Game spring newsletter 2024	7,177	50.5%	2.2%	0.37%

Industry standard open rate for Forestry, Fishing and Hunting is 27.3%

Wellington & Taranaki

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
26 September	Lower North Lowdown	10,981	48.6%	2.7%	0.16%
3 October	Lower North Lowdown	10,967	40	1.8%	0.19%
10 October	Lower North Lowdown	10,941	46.8%	1.4%	0.24%
17 October	Lower North Lowdown	11,047	45.7%	1.1%	0.24%
24 October	Lower North Lowdown	10,999	40.1%	2.2%	0.13%
31 October	Lower North Lowdown	10,978	37.9%	1.5%	0.16%

Otago

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
26 September	Otago Weekly fishing report	18,113	42%	4.6%	0.12%
3 October	Otago Weekly fishing report	18,160	50.5%	1.2%	0.30%
10 October	Otago Weekly fishing report	18,113	48.9%	1.5%	0.39%
17 October	Otago Weekly fishing report	18,536	47.8%	1.3%	0.23%
24 October	Otago Weekly fishing report	18,449	49.2%	2.3%	0.13%
31 October	Otago Weekly fishing report	18,423	42.3%	0.9%	0.15%

CSI

Date	Subject	Recipients	Open %	Clicked %	Unsubscribe + spam %
26 September	CSI Weekly fishing report	20,113	44.5%	2.1%	0.16%
3 October	CSI Weekly fishing report	20,161	46.2%	1.4%	0.26%
10 October	CSI Weekly fishing report	20,126	46.7%	1.1%	0.18%
17 October	CSI Weekly fishing report	20,546	48.5%	1.3%	0.29%
24 October	CSI Weekly fishing report	20,450	45.8%	1.1%	0.20%
31 October	CSI Weekly fishing report	20,394	41.2%	1.1%	0.17%

Proactive Media Calendar – from August 2024

(This is stories we initiate or put press releases out on, not reactive.)

Date	Topic	Channel	Spokesperson and comms person	Published
18 Nov	Wellbeing study	Newstalk ZB	Corina/MVT	<p>Newstalk ZB Auckland 7pm - Item 5</p> <p>8:15PM, 23 November 2024</p> <p>From bulletin: Newstalk ZB Auckland 7pm</p> <p>The country's first focused research on the mental health benefits of fishing is underway. A Fish and Game [New Zealand] studies found fishing can significantly reduce stress and improve mental health. It's found fishing prompts feelings of happiness and helps connection with self, others and nature. CEO Corina Jordan says they now intend to assemble a larger group for research which will flow on from this.</p> <p>CORINA JORDAN Probably 1,800 anglers is the next part of the research and that'll inform the benefits of freshwater fishing to mental health.</p>
15 Nov	Wellbeing study	RNZ Nine to Noon Plus media release	Corina and Paul Catmur MVT and CS	<p>https://www.rnz.co.nz/.../the-mental-health-benefits-of...</p> <p>Newstalk ZB</p> <p>NZ study links fishing, wellbeing Otago Daily Times Online News</p>
2 Nov	Access Charter	Press release	Corina MVT	<p>RNZ and Newstalk bulletins during the day eg</p> <p>Afternoon Edition: 02 November 2024 - News Fix - Omny.fm</p>

17 Oct	Fed Farmers	Press release	Corina MVT	Federated Farmers call for Fish and Game to be stripped of its advocacy function The Press
9 Oct	Canal fishing and economy	7 Sharp and PR	Corina and Steve McNight RC/MVT	<p>Seven Sharp 9 October 2024 - Item 2 7:35PM, 9 October 2024</p> <p>https://fb.watch/v83NvWr8Fo/</p> <p>Item #2 - Mackenzie Basin's hydro canals</p> <p>https://www.odt.co.nz/regions/south-canterbury/fishing-providing-bounty</p> <p>https://www.thepress.co.nz/nz-news/350446873/recreational-fishing-nets-136m-mackenzie-basins-economy</p>
9 Oct	John Cheyne article	website	John MVT	Bay Buzz and Ducks unlimited picked the story up
8 Oct	Vote now	PR	N/A MVT	<p>Timaru Herald</p> <p>Fish & Game voting closing soon Drink-driving admitted Remand in custody Disqualified driving in Tekapo In custody on meth charges</p>
1 Oct	Opening Day	PR	Corina MVT	<p>'Fine weather and fat fish' for the start of New Zealand fishing season - NZ Herald</p> <p>https://www.nzherald.co.nz/hawkes-bay-today/central-hawkes-bay-mail/fine-weather-and-fat-fish-for-the-start-of-new-zealand-fishing-season/3ER6QASMGZG3RIQR5GDVDQ7XUQ/</p> <p>CHB Mail page A10</p>

29 Oct	Pre-season	PR	Corina RC/MVT	'Going to be excellent': Freshwater fishing season opens RNZ News (prerecord that played on Tuesday.) Ran in RNZ bullies on Sunday.
11 Sept	Election candidates	PR	N/A	https://tinyurl.com/529hj7vd
27 Aug	EDS report	PR	Corina Latitude	Proposals for new conservation system irks anglers (ruralnewsgroup.co.nz)
22 Aug	Licences on sale	PR	Corina	https://www.farmersweekly.co.nz/news/time-to-gear-up-for-fishing-season/ Katikati Advertiser
12 Aug	Member's Bill	PR	Corina Jordan and Tim Gale MVT	- Fuseworks (fuseworksmedia.com) Deerstalkers Association could be recognised as conservationists under proposed Members' Bill RNZ https://www.farmersweekly.co.nz/politics/hunters-eye-place-at-conservation-authority-table/
12 Aug	Nomination elections	PR	Corina Jordan	Nominations open for 2024 Fish & Game regional council elections Stuff Page 3 Southland Times Fish & Game candidates sought Otago Daily Times Online News (odt.co.nz)

13 Aug	Andy Harris re nominations	Story provided to Farmers Weekly	Andy Harris	https://www.farmersweekly.co.nz/people/standing-up-for-the-future-of-hunting-and-fishing/
8 Aug	Spawning	PR	Corina Jordan	News bites for Monday, August 12 Stuff

Presentations Financial year 2023-2024

Date	Topic	Who	Spokesperson and comms person	Attendees and survey info
5 August 2024	Our work, social licence and ReWild	Wellington Fly Fishing Club	Corina	30
9 July 2024	Our work	Auckland Freshwater Anglers Club Auckland	Corina	
11-12 June	Chaired panel	EDS conference Christchurch	Corina	200
25 May	Our work, social licence and ReWild	Women on the Fly in Tauranga	Corina	
25 May	Designated waters and ReWild campaign update	Professional Fishing Guides Commodore Hotel Chch	Richie	50
25 May	Women and fishing	Women on the Fly workshop keynote speech Tauranga	Corina	
10 May	environmental issues anglers should be aware of	Queenstown Patagonia Women's intro to Fly Fishing in-store event	Corina	
6 May	Our work	Wellington Flyfishers Club AGM	Corina	
10 April 2024	Advocacy	Wellington Kellogg Rural Leadership Programme panel	Corina	30
4 April 2024	Women on the Fly	Nelson/Marl F&G	Corina	30
2 Feb 2024	World Wetlands Day Underwood Reserve completion	Underwood Reserve	Corina	30
Nov 13 2023		Hutt Valley Anglers Club	Corina	

22 Nov	Our work, social licence and ReWild	Parliamentary Fishing Trip	Corina	20
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Future work and emerging risks

Document marking 35 years of Fish & Game. This document contains stories highlighting our work and successes over the years.

Extensions work is underway to create a suite of resources on our website helping people learn and improve their angling and hunting skills.

Risks

Designated waters

Criticism of Fish & Game advocacy

AGENDA ITEM 3.10**CEO Report****New Zealand Fish and Game Council Meeting 17 13 & 14 December 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 the Council on the work undertaken by the NZC office

Financial Considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - CEO Recommendations

2. NZC CEO recommends that the New Zealand Fish and Game Council:
 - 2.1 Receive the information.

Operational Snapshot

Biosecurity

3. Regular senior leadership meetings have been established between MPI, DOC, and Fish & Game New Zealand. To date, a focus of these meetings has been Corbicula (Gold Clam), the establishment of the Waikato and Rotorua Lakes Controlled Area Notice (CAN), including the Lake Okataina closure challenges, High pathogenicity avian influenza (HPAI), and the suspected Diazinon waterfowl poisonings.
4. High-pathogenicity avian influenza (HPAI), commonly known as bird flu, is a contagious viral disease that primarily affects domestic and wild birds. HPAI viruses belong to the influenza A virus family and can cause severe illness and high mortality rates in infected birds. Internationally, HPAI has killed hundreds of millions of wild and domestic birds.
5. In HPAI outbreaks, infected birds may exhibit symptoms such as sudden death, respiratory distress, swollen heads, and decreased egg production. The virus can spread rapidly among bird populations through direct contact with infected birds or their droppings, as well as through contaminated feed, water, or equipment.
6. While HPAI primarily affects birds, certain strains of the virus can occasionally infect humans and other mammals, leading to serious illness or even death. Human infections typically occur through direct contact with infected birds or their secretions, such as respiratory droplets or faeces. Currently, the chance of people catching HPAI from sick birds is considered low (about 900 cases have been identified worldwide). There is little evidence that it can be transmitted between humans, but if the disease is contracted, the mortality rate is very high (>50%).
7. MPI currently classifies the risk of HPAI as low. This risk status will be reviewed once the conditions in Antarctica can be assessed. In the event that HPAI has reached the Ross Sea, MPI may elevate its risk status. MPI, have entered into phase 2 of their HPAI Action Plan focused on raising awareness of bird flu and the steps owners (poultry owners) can take to protect birds.
8. MPI Communications phase 2:
 - i. As part of MPI readiness work, MPI launched a time-limited, a targeted awareness campaign aimed at bird owners, to raise awareness of bird flu and the steps owners can take to protect their birds.
 - ii. The campaign landing page is now live (includes link to main HPAI information hub):[hwww.mpi.govt.nz/bird-flu](http://www.mpi.govt.nz/bird-flu)
 - iii. Press release by Biosecurity Minister Andrew Hoggard and Conservation Minister Tama Potaka <https://www.beehive.govt.nz/release/getting-ready-bird-flu>
 - iv. The online advertising campaign will run for three weeks.
 - v. MPI will have posts on their social media – Facebook and LinkedIn – that they encourage stakeholders to share. MPI are also offering visual assets if

stakeholder want to create content their own website/social media, and work with stakeholders on wording for that.

- vi. MPI are encouraging stakeholders to link to either the bird flu landing page www.mpi.govt.nz/bird-flu or the main HPAI hub on their website www.mpi.govt.nz/HPAI
9. The CEO NZC currently considers the risk of HPAI to Fish & Game as an organisation to be major (2) as set out in the Risk Register, where the likelihood of an incursion is possible, and the effects if felt would be significant. The primary reasons are that the current MPI risk is low because HPAI has not reached New Zealand, however an incursion is expected and if it reaches NZ could have a significant impact on NZ’s gamebird populations. Mitigation approaches, as set out below, are currently underway.
 10. In the event that HPAI was to reach New Zealand, the CEO NZC would consider the risk to the organisation to be significant (1). A worst-case scenario would be the loss of income from the game season at around \$3M per year. Government support in the event of an outbreak is also being discussed.

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

11. Experts across Fish & Game have worked together to draft a Fish & Game HPAI Action Plan. The draft plan provides a sound starting document for wider discussions across the partner agencies in formulating a coordinated response to HPAI, with the identification of roles and responsibilities across statutory functions and aligned communications. As such the draft plan has been shared by the CEO NZC across the senior leadership of DOC, MPI, and Ministry for Health. The HPAI Action plan is now being finalised with experts from DOC and MPI, following a leadership meeting to discuss the plan and a co ordinated response on the 27 November. MPI and DOC are running a webinar for Fish & Game on the 6th December.
12. At this stage HPAI is not in New Zealand, and the risk profile remains low for managed pathways. Migratory birds remain the most likely transmission pathway.

Research teams have departed for Antarctica, and we should know more shortly about the potential spread of HPAI to the Ross sea which would then influence the risk status for NZ.

13. We continue to communicate with our hunters and other licence holders about the risk and how to be safe and to be part of surveillance efforts.

14. Key messages are:

- i. New Zealand has never had a case of high pathogenicity avian influenza (HPAI), also known as bird flu, but the H5N1 strain spreading overseas could arrive here through wild birds.
- ii. Fish & Game is working with MPI to ensure our sector is involved in preparedness should HPAI arrive here. MPI will be the lead government agency in a response if HPAI reaches New Zealand.
- iii. Signs of HPAI
- iv. The most obvious sign of HPAI in wild birds is several sick or dead birds in a group.
- v. Waterfowl in particular show signs of drowsiness, lack of coordination, and an inability to fly.
- vi. Protecting yourself and preventing the spread
- vii. Avian influenza viruses rarely infect people but it's important to minimise any risk.
- viii. Avoid sick or dying birds.
- ix. Practice good hygiene if you are handling wild birds.
- x. Report any find of 3 or more sick or dead birds to the exotic pest and disease hotline 0800 80 99 66.

15. See more detailed food safety advice and information for hunters on the [MPI website](#) and the [Avian influenza information for game bird hunters – factsheet](#)

Advocacy

16. The communications update paper is provided separately.

Parliamentary Fishing Event

17. Over the weekend of the 23rd November, Fish & Game held our first-ever Parliamentary Fish event for MP's at Lake Hāwea in the Otago Fish & Game Region. Nine MP's from almost all political parties and several of their family members attended.

18. The NZC team was supported by the Chair and a councillor from the Otago region and staff from Otago and North Canterbury along with Greg Duley and local guides, plus

Women on the Fly, and the Game Animal Council, who assisted our guests over the three days. The trip was a great chance to inform this influential group about our vision and our mahi and show why so many thousands of New Zealanders buy a licence every year.

19. Outcomes of the event included showcasing the physical and mental benefits of fishing, including how it offers opportunities to connect with friends and family and experience New Zealand's beautiful environment. We also, showcased our connection between our angling and hunting communities, our common vision and the sense of whanau we share. The event enabled us to demonstrate that we are a cohesive, professional, statutory organisation of value to New Zealand.
20. For the MPs it provided a peaceful break from political life where they could decompress and connect with colleagues across the political spectrum in a calm and collaborative space.
21. Meeting up Friday afternoon, we held an introductory fishing session on the lake edge before they hit the road at 6.30am the next morning for their fishing experience.
22. We had teams that showed them a mixture of river, lake and boat-based fishing. We harvested 15 fish over the day which were expertly prepared by chef Richard Hingston for the communal dinner that night.
23. Sunday followed with a planting effort in the Bullock Creek wetland in central Wanaka.
24. It was a weekend during which we could share everything that is great about fishing in Aotearoa: great people, great places, great experiences, and great food that they caught.
25. All of our guests for the weekend have been expressing their thanks for such a great weekend, which wouldn't have been possible without the team's help.
26. The event was supported by Richie Cosgrove, Maggie Tait, Mason Court, Harry Graham-Samson, Bruce Quirey, our hosts Richard and Sarah Burdon, with Nikki Bright, Otago Chair Adrian McIntyre, Otago Councillor and NZC representative Mike Barker, Wanaka fishing guides Jason Beacham and Roger Tompkin, honorary ranger Mike Rohland, Game Animal Council Chair Grant Dodson, Women on the Fly's Leigh Johnson, and NZ Hunter's Greg Duley.
27. It was great to see our MPs come together in a safe environment to meet and engage with each other in a non-threatening space. I see offering opportunities to create collaborative and constructive spaces for conversation as something Fish & Game is able to offer.

Sika Show

28. Early in the month I was among the 10,000 people who attended the Sika Show at Mystery Creek in Hamilton.
29. Like last year our stand was very busy with heaps of interest in our fish tank and people wanting to chat to John Meikle, David Klee, Adam Daniel and Richie Cosgrove.

30. It was a great opportunity to connect with Ministers and list MP's who attended Sika, including the Prime Minister Chris Luxon and Minister Todd McClay, Nicole McKee, Tama Potaka, Louise Upston and Deputy Speaker of the House Barbara Kuriger.
31. One feature of the weekend was younger people interested in coming to talk to us off their own bat rather than tailing behind their folks. Some of the energy and passion shown by these youngsters gave us a high about what we do and the future of angling and hunting.
32. During the weekend, Minister for Hunting and Fishing Todd McClay launched his Access Charter for Recreational Hunting and Fishing on Public Conservation Land and Waters. The Charter highlights the importance of access for fishing and hunting for this government and will provide a cornerstone for initiatives across the country that enhance access to the natural environment.
33. Our licence holders have told us that access is the most important issue for them and so that's what the team has been working on behind the scenes, collaborating with DOC, and others to create a charter that will make it easier for our people to get out in the wild. The Game Animal Council, Federated Mountain Clubs, New Zealand Deerstalkers Association, and Outdoor Access Commission were all involved.
34. Here's our media release in support <https://www.fishandgame.org.nz/.../fish-and-game-welcome.../> and you can read the Minister's announcement here <https://www.beehive.govt.nz/.../new-charter-guarantee...>
35. I was pleased to be able to speak in support of the charter on Radio NZ and [Newstalk](#).

Forest & Bird 100 Anniversary

36. Another highlight of the month was catching up with our friends at Forest & Bird for the launch of their book, *Force of Nature*, marking 100 years of Te Reo o Te Taiao Forest & Bird.
37. The book is written by David Young and Naomi Arnold, and Forest & Bird team members Caroline Wood and Michael Pringle. *Force of Nature* is very much a history of the wider conservation movement in Aotearoa New Zealand, and it includes the contributions made by other committed e-NGOs over decades past.

Women On The Fly Event

38. On Sunday, November 10th, the Tongariro River was alive with the excitement of over 40 women fly fishing alongside a dozen mentors.
39. The 2024 Women on the Fly NZ (WoTF NZ) Workshop, hosted at the Tongariro and Lake Taupo Angling Club Inc. (TALTAC) in Turangi, welcomed a diverse group of beginners, novices, and intermediate anglers.
40. The workshop was conducted under the guidance of a dedicated team of mentors, supported by an enthusiastic team of volunteers.

Managers Meeting

41. The Regional Managers/ CE's were kindly hosted by the North Canterbury Fish & Game team on the 14 & 15th November.
42. The two-day meeting kicked off with a presentation from Leigh Johnson from Women on the Fly, who shared the excellent work that they have been doing and some of the issues that they have come across.
43. Workshops were held across a number of topics, including RMA fund applications, the licence system, consolidated annual reporting, an update of our research and monitoring programme, staff development grant applications, and an election update.
44. This in-person meeting enabled us to reconnect with each other as well as have focused discussions in a short period of time.

Ends

TFAC Meeting 7/11/24

I attended the TFAC meeting last week with the following update for your NZC meeting. This is the last meeting until end of January 2025.

- Moving onto a new electronic Licence system which will exclude sales by Agents. To include Agent sales it would cost an exorbitant amount of money to build that into the new system. DOC central will cover the cost of this system which will be repaid over 5 years from licence sales at \$60k p.a. So from 2025 licence sales will all be online purchased by the anglers, the system will remember them and it is just a matter of renewing each year.
- Licence sales are similar to last year in income earned ytd
- Trout are in good condition this winter creel and DOC are encouraging anglers to keep their catch in order to control this wild population.
- Willow control commences in the upper reaches of the Tongariro, moving downstream. Also the Tauranga Taupo. They have obtained financial assistance from the Tongariro Enhancement Fund.
- The advisory committee agreed to allow spin fishing below the SH1 Bridge to the outlet.

Kind regards
Debbie

NZC Action Schedule

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
1.	Completed reports should run a webinar for staff and councils. Reports to include status and updates for projects. Corina to communicate to staff that completed research should be presented to the research subcommittee	NZC CEO	24/08/2024 Agenda Item: 4.4 Research and Monitoring program update	In progress	TBC
2.	Write to the Minister proposing he change legislation to enable voting rights for secondary licence holders.	NZC CEO	24/08/2024 Agenda Item: 4.13 Action Register:	In progress	TBC
3.	CE to Fast-Track development of national gamebird Monitoring programme and SOP for the Feb Meeting	NZX XWO	24/08/2024 Agenda Item: 4.14 NZC Correspondence	In progress	28/02/2025
4.	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	Designed and provided to the regions. A number of regions have indicated that they would like to run in person workshops for governance training early 2025.	before 30/10/24 Elected Members take office
5.	Investigate environmentally friendly options as indicated in the letter received from Southland Fish and Game Council, correspondence item 4.12s, regarding biodegradable wads. Provide timeframes and analyse the positive opportunities these present for Fish and Game as a long-term project.	NZC CEO	24/11/2023 Agenda Item: 4.12	Completed in part. Updated paper	23/08/2024 28/02/2025
6.	Follow up with the Rural Support Trust to arrange for licences to be distributed, funded by the trust. This initiative was recognised as potentially beneficial for mental health.	NZC CEO	24/11/2023 Agenda Item: 4.10	In progress. Verbal update to be provided at Feb 2024 NZC meeting.	11/04/2025
7.	Develop a comprehensive paper focusing on biosecurity risks concerning key species, ensuring that this critical issue is addressed in a detailed and informed manner.	NZC CEO	24/11/2023 Agenda Item: 4.4	HPAI completed. Resourcing constraints are delaying full implementation.	28/02/2025

8.	Separate appendices from the board pack, creating two distinct documents/booklets. Distribution of the two printed/hard copies to the following members: Councillors Koevoet, Haslett, Reardon, Barnes, Harris and Karalus. Other NZC members agreed to receive links to appendices in the Board Pack.	NZC EA	24/11/2023 Agenda Item: 2.9	In progress. Check in with new council around preferences.	28/02/2025
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Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
9.	Scope the public access advocacy strategy job and gather information from each region (like what Eastern provided) as part of the April 2024 Management/NZC planning session to consider the impact on staff time and budget.	NZC CEO	24/11/2023 Agenda Item: 2.8	Minister has launched access charter. Regions completing access template, identifying where access has been lost and why and restoring priority access locations.	December 2024 – Completed 28/02/2025
10.	Lead the revision of sections of the Wildlife Act concerning Māori. First step: hiring Te Ao Māori staff. Next step: Approach key Māori figures for assistance.	NZC CEO	18/08/2023 Agenda Item: 4.2	In progress.	TBC
11.	Further develop the RM Strategy and bring a more detailed version. 2. Examine other sources of funding, especially the RMA/Legal fund and other budgets. 3. Explore funding options, matrix criteria, and bring this back for review.	NZC CEO	18/08/2023 2.3 Agenda Item: 2.5	On hold – pending Minister legislative changes.	TBC
12.	NZC staff to investigate whether there was scope for a national policy covering licence fee collection, redistribution of funds and payment of levies across regions.	NZC CEO	15/06/2023	In Progress. Legal advice received 23 – 24 August 2024 Minister has written to regions asking what changes they would like to see. This includes Fish and Games financial model.	23/08/2024 Completed Mid 2025

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
13.	Discussion on potential time frames for completion concerning the expiry dates of current SFGMPs is to be initiated at the next Chairs Forum by the NZC Chair.	NZC Chair	24/11/2023 Agenda Item: 4.5	NZC: guidance and policy to support development of SFGMPs has been completed. A subject matter team is in place to support regions to support development of SFGMPs.	Completed
14.	HR Business Partner to create a list of standard statutory obligations and a set of Key Performance Indicators (KPIs) for Managers to serve as guidance that councils can utilise.	HR Business Partner	24/11/2023 Agenda Item: 4.5	Completed AM Reviewing	Completed AM Reviewing
15.	Continue monitoring the development and consultation process of the draft Ranger Policy. Prepare for its presentation to NZC in early 2024 and support the initiation of the train-the-trainer programme.	NZC CEO	24/11/2023 Agenda Item: 4.2	Completed. Next phase is the development of an infringement system.	completed
16.	NZC staff to investigate the recommendations provided in the Women's Angling Survey results summary and provide an update report in time for the next NZC meeting in February 2024.	NZC CEO	24/11/2023 Agenda Item: 2.6	Completed. Implementation phase.	completed
17.	Update the staff development fund process and application form to include submitting an abstract or a proxy as part of the application process, and for staff to present to NZC and the wider organisation, if applicable, on the outcome of the project's objectives/how the grant has developed professional knowledge, skills, and abilities as a demonstrable benefit to F&G.	CFO	24/11/2023 Agenda Item: 2.15	Completed.	Completed
18.	Discuss with DoC the changes in licence names to include a voting option. Consideration of voting rights for secondary holders and lower category licence holders.	NZC CEO	18/08/2023 Agenda Item: 4.2	Completed. Licence system and services are being reviewed.	2024/25
19.	The updated Organisational Strategy will be implemented and communicated to the regions, with a planned review of the Business Plan in February 2024 before the upcoming Contestable Funding round.	NZC CEO	24/11/2023 Agenda Item 2.3	Completed.	Completed
20.	Include visa classification clarification in the Residency Definitions paper for the 18 August 2023 meeting.	NZC CEO	15/06/2023	Completed.	completed
21.	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

22.	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
23.	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
24.	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
25.	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
26.	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
27.	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
28.	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
29.	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
30.	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
31.	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
32.	NZC staff to follow up with LINZ on the High Country Advisory Group membership.	NZC CEO	21/04/2023	Completed.	Completed

Item	Action	Responsibility	Meeting Date/Ref	Status	Due Date
33.	That the Chief Financial Officer engage with Fish and Game's insurance provider regarding the scope of indemnity insurance.	CFO	21/04/2023	F&G's insurance provider presented on indemnity insurance at the 18 August 2023 NZC meeting.	Completed 18/08/2023
34.	NZC staff to follow up with LINZ on the High Country Advisory Group membership.	NZC CEO	21/04/2023	Verbal update provided at 18 August NZC meeting.	Completed 15/06/2023

Glossary of Common Fish & Game Acronyms

AOG	All of Government (largely applies to a discounted purchasing system but can refer to an AOG response i.e. Covid-19)
BP	Business Plan
CEO	Chief Executive Officer
CF	Contestable Funding
CFO	Chief Financial Officer
COI	Conflict of Interest
CRM	Customer Relationship Management
DEV	Cabinet Economic Development Committee
DOC	Department of Conservation
DPMC	Department of the Prime Minister and Cabinet
ECan	Environment Canterbury (Regional Council)
EDC	Environmental or Ecological district report
EDM	Electronic Direct Mail (system for sending direct to licence holders via email)
EDS	Environmental Defence Society (NGO)
EIANZ	The Environment Institute of Australia and New Zealand
ENGO's	Environmental non-governmental organisation/s
EPA	Environmental Protection Authority
ESL	formerly known as Eyede – the F&G Licencing system provider
FIG	Freshwater Implementation Group
GETS	Government Electronic Tender Service
GBHT	Game Bird Habitat Trust
H&S	Health & Safety
IP	All intellectual property rights and interests, including copyright, trademarks, designs, patents, and other proprietary rights, recognised, or protected by law.
IWP	Intensive Winter Grazing
LEQ	Licence Equivalent
LWP	Licence Working Party
MOU	Memorandum of Understanding
MPI	Ministry for Primary Industries
MfE	Ministry For Environment
NAS	National Anglers Survey (undertaken approx. every seven years)
NES	National Environmental Statement
NGO	Non-Governmental Organisation

NIWA	National Institute of Water & Atmospheric Research Limited
NPS	National Policy Statement
NPS-FM	National Policy Statement-Freshwater Management
NZFFA	NZ Federation of Freshwater Anglers
NZFSS	NZ Freshwater Sciences Society
NZPFGA	NZ Professional Fishing Guides Association
NZSAA	NZ Salmon Anglers Association
OIA	Official Information Act
OIO	Overseas Investment Office
ONL	Outstanding Natural landscape
ORD	On-road costs OR Otago Regional Council
PCBU's	Persons Conducting a Business or Undertaking
PCO	Parliamentary Council Office
PDU	Provincial Development Unit
PGF	Provincial Growth Fund
PSF	Pressure Sensitive Fisheries
R3	Recruit, Retain and Reactivate programme
R&D	Research and development
RAP	Resource Allocation Project
RFQ	Request for Quote
RFP	Request for Proposal
SDC	Selwyn District Council
SFC	Standing Finance Committee
SFGMP	Sports Fish and Game Management Plan
SOG	Strategic Oversight Group
SOP	Standard Operating Procedure
WCO	Water Conservation Order
WRG	Website Reference Group

Licencing Acronyms

FWA	Fish Whole Season - Adult	FWF	Fish Whole Season - Family
FWNA	Fish Whole Season – Non-Resident Adult	FWNJ	Fish Whole Season – Non-Resident Junior
FSLA	Fish Senior Loyal	FLAA	Fish Local Area - Adult
FWIA	Fish Winter – Adult	FWJ	Fish Winter - Junior
FWC	Fish Winter - Child	FWNC	Fish Winter - Non-Resident Child
FDA	Fish Day – Adult	FDJ	Fish Day - Junior
FDNJ	Fish Day – Non resident Junior	FSBA	Fish Short Break - Adult
FLBA	Fish Long Break – Adult	FDNA	Fish Day – Non-Resident Adult
FDNC	Fish Day – Non -Resident Child	GWA	Game Whole Season – Adult
GWJ	Game Whole Season – Junior	GWC	Game Whole Season – Child
GDA	Game Day – Adult	GDJ	Game Day - Junior

NZC Correspondence Register

Date	In/Out	Received From	Addressed To	Summary	Date Filed
16/08/2024	Out	Helen Brosnan	Laurence Jackson	Fish and Game Reply to Advocacy Email	21/08/2024
19/08/2024	Out	Otago and Southland Councils	Minister for Hunting and fishing	Letter to Minister around Changes, Governance Overview etc	21/08/2024
20/08/2024	In	Andrew Kerr	Auckland/Waikato Fish and game Council	Open letter to Auckland Waikato fish and game council	21/08/2024
26/08/2024	Out	NZC Chair	West Coast Manager (Dean Kelly)	NZC Communications RE June Meeting	29/08/2024
26/08/2024	Out	NZC Chair	Regional Chairs	FW: Developments on Otago/Southland Letter to Minister	29/08/2024
27/08/2024	In	Lindsay Withington	NZC Chair and NZ Councillors	FW: Southland response to Otago/Southland letter	29/08/2024
27/08/2024	Out	NZC Chairs	Minster McClay	Letter to Minister (in response to the Otago-Southland letter)	29/08/2024
27/08/2024	Out	North Canterbury Chair response	Minister McClay	FW: Chairs Response to Otago & Southland Letter to Minister McClay	29/08/2024
27/08/2024	out	NZC Chair	North Canterbury Regional Councillors	FW: Environmental Defence Society report downplays valued introduced species	29/08/2024
30/08/2024	In	Alan Simmons	NZC Chair and CE	Risk to Lake Rotorua Fishery	30/08/2024
5/09/2024	Out	NZC Chair	New Zealand Council	NZC Update on letter to minister	5/09/2024
5/09/2024	Out	NZC Chair	Minister McClay	Regional Response to Joint Otago and Southland Letter to Minister	10/09/2024
5/09/2024	Out	9 Chairs	NZC and CE	Regional Response to Joint Otago and Southland Letter to Minister	10/09/2024
8/09/2024	Out	NZC Chair	Bryce Johnson	FW: Information Request - Minister's address to the NZFGC on 24 August 2024	10/09/2024
16/09/2024	In	Min Todd McClay	John Dwit and NZC	RE: TM01958 12 Babington st.	16/09/2024

Date	In/Out	Received From	Addressed To	Summary	Date Filed
16/09/2024	in	Min Todd McClay	Steve Gerard	RE: TM01925 Central South Island Fish and Game Council (CSI)	16/09/2024
19/09/2024	In	NZC Chair	NZC Members	FW: Zero-Based Budgeting reply from Auckland Waikato	23/09/2024
19/09/2024	Out	NZC CEO	Regional managers	Re: CEO letter re NZC meeting 170	23/09/2024
19/09/2024	Out	NZC CEO	Ian hadland and David Klee	Re: CEO letter re NZC meeting 170	23/09/2024
24/09/2024	Out	NZC Chair	Hon Todd Mcclay	Facebook Group - Fish and Game Councillors NZ	25/09/2024
26/09/2024	Out	NZC Chair	Bryce Johnson	UPDATE : Information Request - Minister's address to the NZFGC on 24 August 2024	30/09/2024
27/09/2024	In	Geoff Davenport	NZC Chair	FW: Legal Advice - Steps Open to Assist the CEO's welfare vis a vis conduct in the Regions - Legally Privileged	30/09/2024
8/10/2024	In	Bryce Johnson	NZC Chair	OIA Request	22/10/2024
20/10/2024	Out	Nigel Achievers	NZC Chair	FW: Taking Funds - Committing to Deficit - National Use of Funds	22/10/2024
22/10/2024	In	Minitister Mcclay	NZC Chair	TM02139 Letter from Minister McClay	23/10/2024
22/10/2024	In	Minister Mcclay	CSIFGC	Chiar of CSIFGC	23/10/2024
24/10/2024	In	Minister McClay	Steven Bannister	TM02139 Impending. Defamation action vs CSI F&G Councillors	24/10/2024
20/11/2024	In	Ingolf Kuhn	Steve Haslette	NeoBiota 94: 101–125 (2024) DOI: 10.3897/neobiota.94.122939 - Correction requested	25/11/2024
25/11/2024	In	Minister McClay	NZC	TM02612 Letter from Minister McClay - Congratulatory letter	26/11/2024
28/11/2024	In	NZC Chair	Nigel Juby	Fish and Game Facebook	28/11/2024