

All 36 recommendations to the Minister of Conservation

- (1) That the Minister has the power to require adherence to an approved management plan.
- (2) That the Minister's powers be expanded to include a mandatory power of direction for an addition or amendment to a draft management plan.
- (3) The Chair of the NZFGC be a Ministerial appointee. While the Chair could be drawn from the pool of FGC councillors, it would be preferable for the Chair to be completely independent of the organisation such as an independent or professional director, at least as an interim or transitional measure.
- (4) The Chair of the NZFGC be a paid position.
- (5) Reduce the size of the NZFGC from 12 to 8.
- (6) The NZFGC to comprise 4 appointed and 4 elected members. This ensures a degree of professionalism around governance and decision-making whilst still retaining a fishing and hunting ethos. The Ministerial appointees could be appointed with consideration being given to candidates with expertise in one or more the of the following areas:
 - a. te ao Māori
 - b. governance experience
 - c. RMA or legal experience
- (7) Appointees to be paid. Elected members would continue to serve on a voluntary (unpaid) basis.
- (8) Elected NZFGC councillors to be elected by Fish and Game licence holders (rather than appointed by FGCs as is currently the case).
- (9) Retain the regional structure but reduce the number of regions (and thereby FGCs) to 6 by the following amalgamations:
 - i Southland and Ōtago
 - ii Central South Island and North Canterbury
 - iii West Coast and Nelson/Marlborough
 - iv Wellington and Taranaki
 - v Eastern and Hawke's Bay
 - vi Auckland Waikato and Northland
- (10) Each FGC should itself comprise 8 members, comprising:
 - 4 members elected by licence holders
 - 3 members appointed by the Minister
 - 1 iwi nominee/appointeeThe Chair of the FGC to be elected by councillors

- (11) Terms of office on the NZFGC or an FGC for both appointed and elected officeholders should be fixed for 3 years with a limit on serving no more than two consecutive terms
- (12) The Minister to have powers of removal of any councillor, whether appointed or elected.
- (13) Co-opted councillors can be invited and/or removed by the Chair of a Council be it the NZFGC or an FGC, following resolution of that Council. Co-opted councillors to have equal voting rights with other councillors. NB: this requires an amendment to section 26V(2) of the Act.
- (14) A councillor could not be a member of both the NZFGC and an FGC at the same time. If elected to both, that person would have to choose one of them.
- (15) Members of both the NZFGC and an FGC to be elected by licence holders casting two votes: one for the NZFGC and one for the FGC
- (16) The NZFGC to establish a programme of professional development for its elected members, such as IoD or AICD accredited training.
- (17) The NZFGC to adopt a full suite of governance and corporate policies which are binding on itself and all FGCs.
- (18) In particular the NZFGC should adopt and implement a robust Conflict of Interest policy which reflects good practice as set out in the Auditor General's 2020 Guidance.
- (19) The Conflict of Interest policy should, in particular, provide for:
 - (a) Conflicts of Interest being a standing item on the NZFGC and FGC agendas;
 - (b) a programme of periodic audits of FGCs be conducted by the NZFGC; and
 - (c) aspiring officeholders or applicants for senior staff positions be required to declare their interests prior to voting or appointment (in respect of officeholders these interests should be published as part of the information provided to electors).
- (20) The NZFGC to produce a consolidated annual report for the Minister covering its own and all FGC activities.
- (21) Section 26C(1)(a) be amended by the insertion of a new clause to read: "The functions of the NZFGC shall be to develop, in consultation with Fish and Game Councils, and having regard to the interests of Māori as Treaty Partner, national policies for the carrying out of its functions for sports fish and game, and the

- effective implementation of relevant general policies established under the Wildlife Act 1953 and this Act” (words in bold added to existing provision).
- (22) Section 26Q(1) be amended by insertion of a new clause to read: “The functions of each Fish and Game Council, shall be to manage, maintain and enhance the sports fish and game resource in the recreational interests of anglers and hunters and, having regard to the interests of Māori as Treaty Partner, and in particular ...” (words in bold added to existing provision).
- (23) The NZFGC establishes a standing advisory panel on Treaty issues and engagement with Māori.
- (24) The Minister in making appointments to councils to consider Māori representation – this recommendation is provided for previously (Recommendations 6 and 10 refer) but is repeated here for completeness for this topic. In making such appointments, the Minister could seek the views of DOC, TPK, Te Arawhiti and/or receive nominations directly from iwi.
- (25) Councillors holding office by nomination (e.g. as a result of Treaty settlement provisions) to have full voting and participation rights – the same as elected or appointed councillors.
- (26) Fish and Game urgently initiate a dialogue with Māori with a view to developing a national policy governing a system of consultation with Māori to ensure all relevant Treaty concerns are addressed by Fish and Game in the conduct of its business. That policy should guide protocols and procedures at a local level for day-to-day operations.
- (27) With respect to the above recommendation, as a first step in initiating this dialogue, a national hui should be held as soon as possible. The Hui Wananga should be facilitated by DOC (as the Department serving the Minister in the relevant portfolio) and chaired by a person with credibility and mana to both parties.
- (28) The electoral roll to automatically include any NZ resident licence-holders from the previous year (i.e. no opt-in requirement).
- (29) The NZFGC should review the eligibility requirements for voting in respect of type of licence held.
- (30) There be provision for the removal of councillors, including Chairs, both by the NZFGC and the Minister.
- (31) There be a requirement for candidates for election to meet a “fit and proper” test.
- (32) A person cannot hold office as a councillor or Chair and simultaneously be employed as a staff member by an FGC. If an elected office holder takes up

employment as a FGC employee, they should be required to step aside from their governance role.

- (33) The NZFGC should build on its existing programmes to build its licence holder base, and in particular to attract a broader demographic. Consideration should be given by the NZFGC for the setting of appropriate targets in this area.
- (34) The 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.
- (35) A KPI for the CE should be to develop a community and stakeholder relationship strategy (e.g. with a 10-year horizon) that is independently evaluated and then reported on annually to the Board.
- (36) The NZFGC as part of its co-ordination role should assure itself that the duty set out in section 17M2(ii) which requires the FGC to ‘give notice of the draft plan ... so far as is practicable, to representatives of the appropriate iwi authorities and to the appropriate regional councils and territorial authorities’ has been adequately discharged.