

**TARANAKI  
FISH & GAME  
COUNCIL**

**AGENDA PAPERS  
COUNCIL MEETING**

**THURSDAY  
15<sup>th</sup> FEBRUARY 2024  
VIA ZOOM**

**TARANAKI FISH AND GAME COUNCIL**  
**PROVISIONAL AGENDA**

Thursday 15<sup>th</sup> February 2024

Via Zoom

Commencing at 7:00pm

- |   |       |
|---|-------|
| 1. Karakia and Welcome  | 1 - 2 |
| 2. Present and in Attendance  | 3 - 4 |
| 3. Apologies  | 5 - 6 |
| 4. Conflict Of Interest   | 7 -   |
| 5. Minutes Of the Previous Meeting – 9 December 2023  |       |
| 6. Matters Arising from the Minutes   |       |
| a. Review Action List   |       |
| 7. Strategy Discussion  |       |
| a. Review NZ Council Organisational Strategy  |       |
| b. Develop Regional Strategy  |       |
| c. Review 5 Year Strategic Plan   |       |
| 8. 2023 Trend Count Report  |       |
| 9. Confirmation of Game Regulation Recommendations  |       |
| 10. Chairmans Report  |       |
| 11. NZ Council Business   |       |
| 12. Legislative and Policy Review   |       |
| a. Draft Drug & Alcohol Policy  |       |
| b. Draft Drug & Alcohol Procedure   |       |
| c. Process for Managing Bullying & Harassment Policy  |       |
| d. Prevention of Bullying & Harassment Policy   |       |
| e. Draft Health & Safety Policies   |       |
| f. Wildlife Act Review – Update   |       |
| g. RMA Legislative update   |       |
| h. Developing a programme of Policy Review relating to<br>Governance and Operational Policy |       |
| 13. Health And Safety Report  |       |
| 14. Risk Register   |       |
| 15. Bi-Monthly Report from the Licencing Operational Group                                  |       |
| 16. Licence Sales Report  |       |
| 17. Operational Progress Report To 31 December 2023   |       |
| 18. Profit & Loss and Balance Sheet   |       |
| 19. Correspondence Schedules  |       |
| 20. General Business  |       |
| 21. Confirm Next Meeting 16 <sup>th</sup> March 2024 – Stratford                            |       |
| 22. Closure   |       |

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Agenda Item 1      **Welcome and Karakia**

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**Summary**

Welcome to Councillors and public.

**Karakia to Open: Tūtawa Mai**

**Tūtawa mai i runga,  
Tūtawa mai i raro,  
Tūtawa mai i waho,  
Tūtawa mai i roto,  
Kia tau ai te mauri tū,  
te mauri ora ki te katoa.  
Hāumi e, hui e, taiki e!**

I summon from above, below,  
within, from the outside  
environment, to calm and  
settle the vital inner essence,  
the well-being of everyone,  
Be joined, together,  
united!



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Agenda Item 2     **Present and In Attendance**

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**Summary**

Record noted of all those who attend meeting in full or in part.



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Agenda Item 3    **Apologies**

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**Summary**

Confirm apologies notified to Chairman from those Councillors and public for non-attendance or lateness.

<b>Decision Required</b>
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**Recommendation/Action**

Move motion accepting apologies from those that inform the Council of their non-attendance or lateness to meeting.





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Agenda Item 4      **Conflict of Interest**

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**Summary**

Consider the Conflicts of Interest Register to ensure it clearly identifies any perceived or actual conflicts of interest of members in general.

Confirm that there are no additional conflicts of interest to declare –either in general or specific items in the current agenda.

Confirm how the Council will handle any new conflicts of interest identified – including speaking rights, voting rights, exclusion from meeting on specific items, or exclusion of receiving any specific material relating to that item identified.

<b>Decision Required</b>
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**Recommendation/Action**

Move motion accepting any additions to the Conflicts of Interest Register that are declared.

<b>Councillor</b>	<b>Conflict of Interest Identified</b>	<b>Date Declared</b>
Chris Donald	<ul style="list-style-type: none"> <li>Member of Inglewood Rod, Gun and Recreation Club</li> </ul>	14 June 2014
David Potroz	<ul style="list-style-type: none"> <li>Member of Inglewood Rod, Gun and Recreation Club.</li> <li>Application from brother to Hunting &amp; Habitat Scheme</li> </ul>	14 June 2014 9 December 2023
Paul Blewman	<ul style="list-style-type: none"> <li>None noted</li> </ul>	
Alan Flynn	<ul style="list-style-type: none"> <li>None noted</li> </ul>	
John Nancarrow	<ul style="list-style-type: none"> <li>None noted</li> </ul>	
Romon Sargeson	<ul style="list-style-type: none"> <li>None noted</li> </ul>	
Craig McEwen	<ul style="list-style-type: none"> <li>None noted</li> </ul>	
Gerard Karalus	<ul style="list-style-type: none"> <li>None noted</li> </ul>	

*As at 9 December 2023*

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**Agenda Item 5      Minutes of Meeting of 9 December 2023**

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**Summary**

Consider the unconfirmed and draft Minutes of the Meeting of 9 December 2023 of the Taranaki Fish and Game Council.

Confirmation by two members of the Council present at that meeting that they are a true and correct record of that meeting.

Note any specific additions or alterations required for clarity or correctness.

<b>Decision Required</b>
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**Recommendation/Action**

Move motion accepting confirming that the Minutes of the Meeting of 9 December 2023 are a true and accurate reflection of the meeting (subject to any amendments noted).

## TARANAKI FISH & GAME COUNCIL MEETING

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MINUTES OF THE MEETING OF THE TARANAKI FISH & GAME COUNCIL,  
HELD AT RUAPEHU FISH & GAME CLUBROOMS, SEDDON STREET, RAETIHI ON 9  
DECEMBER 2023 COMMENCING AT 10:00AM

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1. The Chairman, Chris Donald called the meeting to order at 10:17 and invited a Karakia from the Councillor Paul Blewman.

The Chairman welcomed Councillors and staff including Hamish Carnahan, an employee of Wellington Fish and Game.

### **PRESENT**

Chairman Chris Donald, and Councillors Romon Sargeson, David Potroz, Paul Blewman and Alan Flynn.

### **IN ATTENDANCE**

Staff: Phil Teal (CE), Jilli Steedman (Secretary), and Hamish Carnahan (Wellington Fish & Game staff).

### **APOLOGIES**

Apologies were received from Councillors John Nancarrow, Craig McEwen and Gerard Karalus, Taranaki Fish and Game Senior Field Officer, Allen Stancliff

Apologies were also received from Wellington Fish and Game Council Chair, Paul Dewar and Councillors Aaron Passey, Andrew McGregor, Don Scott, Jim Cook, John Hancock, Malcolm Francis, Richard McIntyre, Stephen Haslett and Steve Brown.

Wellington Fish and Game Staff, Matt Kavermann.

Wellington Fish and Game Councillor Jennifer Yanko for lateness

MOVED POTROZ / FLYNN  
THAT THE APOLOGIES RECEIVED, BE SUSTAINED  
CARRIED

### **CONFLICT OF INTEREST**

New conflicts noted were;

- ☛ The CEO, Phil Teal – Manager of Wellington and Taranaki Fish and Game Councils
- ☛ Councillor David Potroz - A relation of Councillor Potroz has applied for Hunting & Habitat Scheme funding.

### **MINUTES OF THE PREVIOUS MEETING 19 AUGUST 2023**

After brief discussion it was

MOVED SARGESON / POTROZ  
THAT THE TARANAKI FISH AND GAME COUNCIL ADOPT THE MINUTES OF THE  
MEETING HELD ON 14 OCTOBER 2023 AT OPUNAKE AS A TRUE AND CORRECT  
RECORD.  
CARRIED.

## 6. MATTERS ARISING

The CE spoke to the Action List and noted that an external cost optimisation consultant has been contracted by New Zealand Fish and Game Council and has been granted access to Council's financial transaction data via the XERO accounting system.

## 7. CHAIRMAN'S REPORT

The Chairman, Chris Donald, noted his regular discussions with the CE and the Chairman of Wellington Fish and Game Council and Taranaki staff.

He also noted that;

- ✦ Key elements for a contract for managerial services for Phil Teal has been finalised.
- ✦ The possibility for Wellington and Taranaki Fish and Game to hold a meeting at the same location.
- ✦ To trial a new agenda format at the next meeting.
- ✦ A meeting of Fish and Game Regional Chairs is planned for February 2024

MOVED DONALD / POTROZ

THAT THE CHAIRMAN'S VERBAL REPORT, BE RECEIVED  
CARRIED

Jennifer Yanko joined the meeting at 10:45

## 8. NEW ZEALAND COUNCIL BUSINESS

### 1. NZ Councillor's Report (NZ Council meeting 24-25 November 2023)

In the absence of Taranaki's appointee to the New Zealand Fish and Game Council, Gerard Karalus, the CE advised council of items from the last meeting of the National Council based on a summary provided by NZ Council CE Corina Jordan.

### 2. 2023-2028 Organisational Strategy

Mr Teal noted that;

- ✦ Performance Reports for the 2023/2024 year will be focused more on outcomes linked to strategic goals outputs and the impact we have on the wider community - and less on project monitoring.
- ✦ Dame Lynda Topp has become a patron of Fish & Game.
- ✦ Our February meeting will include a strategy discussion to define strategic statements for Annual Reporting requirements and align regional strategy with the wider organisational strategy.
- ✦ The requirement for consultation on Governance Code of Conduct to be available to NZC by February.

### 3. Fish & Game Magazine review

Hamish Carnahan spoke to this agenda item – with it noted that there were increasing costs of production and material increases in postage. This is concurrent with an anticipated change in income from the Hunting and Fishing Catalogue insert – which will highly likely be discontinued in that format in 2024.

### 4. Launch of Re-wilding Communications Campaign

NZ Council has spent considerable communications effort in introducing a social licence campaign.

## **9. DRAFT RECOMMENDATIONS FOR 2024 GAME SEASON CONDITIONS**

Councillors acknowledged the high standard of the staff report by Allen Stancliff.

Councillors discussed the application for establishing an Upland Game Property With Special Conditions and felt that the conditions of operation needed to be clarify that bag limits above those which are applicable for the wider region will be dependent on a minimum number of pheasants released (as per policy).

MOVED POTROZ / SARGESON

1. THAT TARANAKI FISH AND GAME COUNCIL APPROVES THE BAG LIMITS AND SEASON CONDITIONS LAID OUT IN THE FOLLOWING DRAFT 2024/25 GAME GAZETTE NOTICE, SUBJECT TO CHANGES MADE BY PRIOR RESOLUTION, FOR RECOMMENDATION TO THE NEW ZEALAND FISH AND GAME COUNCIL.
2. THAT TARANAKI FISH AND GAME COUNCIL APPROVES THE APPLICATION FOR AN UPLAND GAME PROPERTY WITH SPECIAL CONDITIONS;  
"THE UNLIMITED MIXED SEX DAILY BAG LIMIT FOR THE SPECIFIED PROPERTY SHALL ONLY APPLY WHEN AT LEAST 400 PHEASANTS HAVE BEEN RELEASED ON TO THAT SPECIFIED PROPERTY WITHIN 5 MONTHS OF THE OPENING DAY OF THE SEASON, OTHERWISE THE DAILY BAG LIMIT SHALL BE 2 COCK PHEASANTS."

## **10. HUNTING AND HABITAT SCHEME APPLICATIONS**

Councillor Potroz noted his conflict of interest with this agenda item and was excused from the discussion and resolution.

MOVED BLEWMAN / SARGESON

THAT TARANAKI FISH AND GAME COUNCIL APPROVES THE FOLLOWING APPLICATION FOR FUNDING (GST INCL.) FROM THE HUNTING AND HABITAT SCHEME;

1. WHITEHEAD – KINATAI WETLAND                      \$1,720

CARRIED

## **11. LEGISLATIVE AND POLICY REVIEW**

1. Wildlife Act 1953 – Review

The CE Phil Teal spoke to this paper, noting that there was considerable uncertainty as to whether the proposed review of the Wildlife Act would proceed with the same timetable proposed – with the new Government considering their priorities for outcomes and work programmes.

MOVED SARGESON / POTROZ

THAT TARANAKI FISH AND GAME COUNCIL SUPPORT NEW ZEALAND FISH AND GAME COUNCIL'S PROACTIVE APPROACH IN REPRESENTATIONS TO GET THE BEST OUTCOME FOR FISH AND GAME.

CARRIED

2. Developing a Programme of policy review relating to Governance and operational Policy

The CE Phil Teal noted that the other draft policies relating to consultation from NZ Council will be presented at Council's February meeting.

MOVED POTROZ / SARGESON

THAT TARANAKI FISH AND GAME COUNCIL SUPPORT THE DRAFT GOVERNANCE CODE OF CONDUCT POLICY

CARRIED

Break for Lunch 12:30  
Reconvened 12:45

**12. HEALTH AND SAFETY REPORT**

Mr Teal provided a brief overview of the Health and Safety Report for October and November 2023

MOVED BLEWMAN / POTROZ  
THAT THE HEALTH AND SAFETY REPORT, BE RECEIVED  
CARRIED

**13 PROPOSED 2023/2024 MEETING DATES**

After discussion on timing for the first meeting of a newly elected council the meeting schedule will be amended. Staff will investigate the legalities of holding the first meeting of the new council via zoom – which has the purpose of electing a Chairman and appointing a NZ Council member.

MOVED SARGESON / ALAN  
THAT THE 2024 MEETING SCHEDULE BE AMENDED TO;

Date	Location
10 February 2024	Stratford
16 March 2024	Stratford
25 May 2024	Stratford
17 August 2024	Stratford
19 October 2024	Stratford
9 November 2024	First meeting of new council – zoom
7 December 2024	New Plymouth

CARRIED

**14. REVIEW OF 5 YEAR STRATEGIC PLAN**

To be reviewed at Council's February 2024 meeting as part of the regional strategy review.

**15. RISK REGISTER**

A brief overview of risks was presented. There was discussion on the new Government and Biosecurity risk of golden clams.

MOVED SARGESON/FLYNN  
THAT TARANAKI FISH & GAME COUNCIL RECEIVE THE DECEMBER 2023 RISK REGISTER.  
CARRIED

**16. BI-MONTHLY REPORT FROM LICENCING OPERATIONAL GROUP**

The CE noted that ESL are working well. Ranger access to the licence database for compliance issues was discussed.

MOVED BLEWMAN / SARGESON  
THAT THE BI-MONTHLY REPORT FROM LICENCING OPERATIONAL GROUP, BE RECEIVED.  
CARRIED

**17. LICENCE SALES REPORTS**

Licence sales for the 2023/2024 Fishing Season were down on previous year (down 83 LEQs or 12%). The CE will consider including a cumulative sales graph for Taranaki region in future agenda to assist with comparisons.

MOVED BLEWMAN / POTROZ

THAT THE LICENCE SALES REPORT FOR 22/23 FISHING LICENCE SALES AND 2023 GAME LICENCE SALES AND 23/24 FISHING LICENCE SALES TO 19 NOVEMBER 2023, BE RECEIVED  
CARRIED

**18. WORK PLAN & BUDGET PROGRESS REPORT TO 31 OCTOBER 2023**

Councillors appreciated the assistance from Inglewood Rod, Gun and Recreation Club, Kingsley Young and Taranaki Hunting & Fishing with the Lake Rotomanu kids fishing day.

MOVED BLEWMAN / POTROZ

THAT THE WORK PLAN AND BUDGET PROGRESS REPORT TO 31 OCTOBER 2023 BE RECEIVED  
CARRIED

**19. PROFIT & LOSS AND BALANCE SHEET**

MOVED BLEWMAN / FLYNN

THAT THE PROFIT & LOSS AND BALANCE SHEET, BE RECEIVED  
CARRIED

**20. CORRESPONDENCE**

Councillors queried the inwards correspondence from the Inglewood Rod, Gun and Recreation Club.

Councillor, David Potroz and the Chair, Chris Donald excused themselves from the discussion due to a notified conflict of interest.

The request by the Inglewood Rod, Gun and Recreation Club will be discussed at the next council meeting in February and that members of the club will be invited.

MOVED POTROZ / SARGESON

THAT THE INWARD & OUTWARD CORRESPONDENCE SCHEDULES TO 28<sup>TH</sup> NOVEMBER 2023, BE RECEIVED  
CARRIED

**21. GENERAL BUSINESS**

Councillors sought clarification as to whether there had been any indication from the new Government on firearm regulations – and it was noted that any information noted on any proposed reform would be brought to their attention as soon as it was made public.

**22. NEXT MEETING**

The next ordinary meeting will be held in Stratford on 10<sup>th</sup> February 2024.

**27. CLOSURE**

Paul Blewman was invited to close the meeting with a Karakia  
There being no further business the Chairman closed the meeting at 2:15pm.

**APPROVED AS A TRUE AND CORRECT RECORD**

CHAIRMAN \_\_\_\_\_

DATE \_\_\_\_\_



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Agenda Item 6      **Matters Arising from the Minutes**

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**Summary**

Consider the Action List from the Minutes of the Meeting of 9 December 2023 and consider the actions undertaken – including completed actions, partially completed actions, and actions pending.

Consider any other items that are noted in the Minutes where further updates and clarification are sought – where they are not addressed in other agenda items for the meeting.

<b>For Information Only</b>
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**Recommendation/Action**

Note any specific clarifications relating to follow up actions undertaken that relate to items discussed at the previous meeting.



## Actions from 9 December 2023 Meeting

Action	Responsibility	Status
Consider the possibility for Wellington and Taranaki Fish and Game Councils to hold a meeting at the same location.	Phil	Pending
Amend the Council Meeting Agenda to a more concise format	Phil	Partially Completed
A meeting of Fish and Game Regional Chairs is planned for February 2024	Chris	Pending
Include a strategy discussion on the agenda for the February Council Meeting to define strategic statements for Annual Reporting requirements and align regional strategy with the wider organisational strategy.	Phil	Completed
Game Season conditions recommendations to be forwarded to Minister in due course following trend counts in January 2024	Phil/Allen	Completed
Upland Game Property with Special Conditions be approved for inclusion in the Game Notice recommendations for 2024 Game Season – with mixed sex bag limit (if over 400 birds are released).	Phil/Allen	Completed
Inform applicant that funding from the Hunting and Habitat Scheme for Whitehead – Kinatai Wetland was approved up to \$1,720 (incl. GST)	Phil/Allen	Completed
Taranaki Fish and Game Council write a letter of support to NZ Council for a proactive approach in representations to Government for the Wildlife Act review in order to get the best outcomes for Fish and Game	Phil/Chris	Partially Completed - Drafted
Taranaki Fish and Game Council support the draft governance code of conduct policy – inform NZ Council by March 2024	Phil/Chris	Partially Completed - Drafted

## Actions from previous Meetings

Action	Date	Responsibility	Status
NIWA National Angler Survey Report - Angler Usage report be distributed to Councillors in electronic format,	14 October 2023	Phil T, Jill S	Partially Completed



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## Agenda Item 7      **Strategy Discussion**

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### Summary

**a. Review NZ Council Organisational Strategy**

The latest version of the NZ Council Organisational Strategy is presented.

**For Information Only but required reference for regional strategy statements discussions**

**b. Develop Regional Strategy**

Discussion on how to put a regional strategy perspective to the Organisational Strategy - specific reference to regional context of implementation of organisational strategy..

Otago Fish and Game undertook a similar exercise to the NZ Council process in defining a regional strategy – and ended up being very similar.

Outcomes of discussion will lead to development of regional strategy statements that can be used for Annual Reporting – which will become outcome focused rather than output focused.

Otago Fish and Game CE recommends considering the next level of detail in objectives setting – this provides a measurable output e.g. improving access information for anglers - maintaining an inventory of access information signs and electronic mapping

**Discussion required on confirming some strategic statements – which can be focused on the NZ Council document already developed and**

**c. Review 5 Year Strategic Plan**

**For Information Only – Review and amend if necessary**

### Recommendation/Action

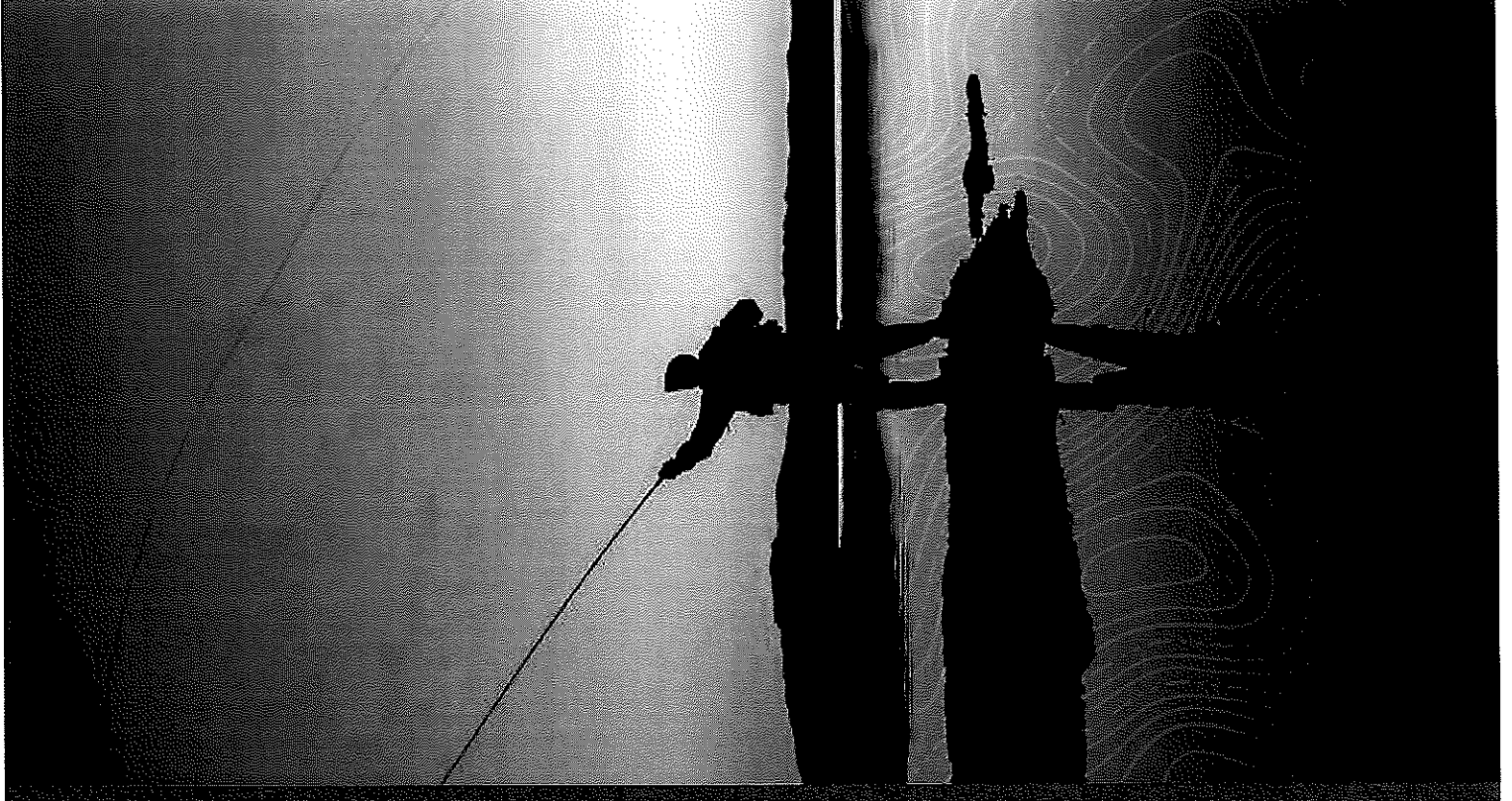
**Undertake a discussion on strategic priorities for the region - taking into account NZ Council's Organisational Strategy**

**The outcome statements will be used in the planning and budgeting process but also for the changes to Statement of Service Performance in Annual Report and audit.**





# Fish & Game Organisational Strategy 2023-2028



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# 1

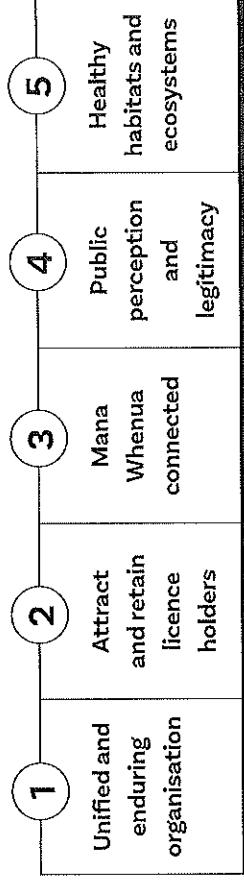
## Introduction

The purpose of the New Zealand Fish and Game Council (NZ Council) is prescribed in s.26 B of the Conservation Act 1987...

“to represent nationally the interests of anglers and hunters and provide co-ordination of the management, enhancement and maintenance of sports fish and game.”

This is manifested within this Organisational Strategy 2023-2028 with vision, purpose, values and strategic priorities described in simple terms for use with a variety of internal, stakeholder, and external audiences.

This organisational strategy is built across 5 key pillars representing not only the statutory functions of Fish & Game but also the aspirations of the organisation as it looks to the future.



This plan also recognises the implementation of the 2021 review findings as critical to the future of Fish & Game. Where possible these recommendations have been linked to planned operational activity to give assurance that they are being addressed.

Budget allocations against priorities and actions are provided as a separate document

## 2

# Strategy 2023 - 2028

The New Zealand Fish & Game Council oversees the management of New Zealand's sport fish and game resources. Fish & Game New Zealand is a not for profit public entity with statutory powers and is funded through license fees.

This strategy has been developed in 2022 following a ministerial review conducted in 2021 which noted that Fish & Game New Zealand plays an important role in environmental advocacy and stewardship. The review also noted that the organisation is relatively unchanged since establishment in 1990 and identified significant opportunity to strengthen governance and good management practice.

The strategy outlined here is intended to provide a strengthened, fit-for-purpose organisation more connected with stakeholders and Mana Whenua, to protect and enhance fresh water fish and game, their habitats and the values precious to all New Zealanders.

## Vision






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

## Purpose

Fish & Game New Zealand maintains and enhances sports fish and game birds, and their habitats, ensuring access for current and future generations of New Zealanders.

# Priorities and objectives

What success looks like for our strategic priorities

 <p><b>UNIFIED AND ENDURING ORGANISATION</b></p> <p>A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.</p>	 <p><b>ATTRACT AND RETAIN LICENSE HOLDERS</b></p> <p>Deliver well valued and cost-effective experience for license holders by understanding their needs, providing simple and effective communication, making fishing and game bird hunting more attractive to a wider group of future participants.</p>	 <p><b>MANA WHENUA CONNECTED</b></p> <p>Māori values are understand and reflected within Fish and Game with aligned advocacy and a positive collaborative approach that builds upon Te Tiriti obligations defined in the Conservation Act.</p>	 <p><b>PUBLIC PERCEPTION AND LEGITIMACY</b></p> <p>Understanding and reshaping public perception of Fish &amp; Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting and wellbeing through outdoor recreation.</p>	 <p><b>HEALTHY HABITATS AND ECOSYSTEMS</b></p> <p>Sport fish and game bird habitats are healthy. Species are monitored and maintained and sustainable wild harvest opportunities are secured for future generations.</p>
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# Values

That guide how we work

<p><b>TRUST</b></p> <p>We are trusted as consistent and capable providers of service to Fish and Game stakeholders and Mana Whenua.</p>	<p><b>INCLUSION</b></p> <p>We recognise and respect the diverse range of perspectives and cultural interests of our stakeholders</p>	<p><b>CONNECTION</b></p> <p>We are deeply connected, understanding anglers, hunters, regulators and public interest groups</p>	<p><b>SERVICE</b></p> <p>We are enthusiastic, professional, kind, and accountable to each other and our community</p>
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# 3 Our organisational strategy 2023 - 2028



Fish & Game oversees the management of New Zealand's sport fish and game resources. Fish & Game New Zealand is a not for profit public entity with statutory powers and is funded through license fees.

This strategy has been developed in 2022 following a ministerial review conducted in 2021 which noted that Fish & Game New Zealand plays an important role in environmental advocacy and stewardship. The review also noted that the organisation is relatively unchanged since establishment in 1990 and identified significant opportunity to strengthen governance and good management practice.

The strategy outlined here is intended to provide a strengthened, fit-for-purpose organisation more connected with stakeholders and Mana Whenua, to protect and enhance fresh water fish and game, their habitats and the values precious to all New Zealanders.

## OUR VISION

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

## OUR PURPOSE

Fish & Game New Zealand maintains and enhances sports fish and game birds, and their habitats, ensuring access for current and future generations of New Zealanders.

## OUR VALUES

TRUST  
INCLUSION  
CONNECTION  
SERVICE

## Our priorities and objectives

What success looks like for our strategic priorities



### UNIFIED & ENDURING ORGANISATION

A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.



### ATTRACT & RETAIN LICENSE HOLDERS

Deliver well valued and cost-effective experience for license holders by understanding their needs, providing simple and effective communication, making fishing and game bird hunting more attractive to a wider group of future participants.



### MANA WHENUA CONNECTED

Māori values are understand and reflected within Fish and Game with aligned advocacy and a positive collaborative approach that builds upon Te Tiriti obligations defined in the Conservation Act.



### PUBLIC PERCEPTION & LEGITIMACY

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 wellbeing through outdoor recreation.



### HEALTHY HABITATS & ECOSYSTEMS

Sport fish and game bird habitats are healthy. Species are monitored and maintained and sustainable wild harvest opportunities are secured for future generations.

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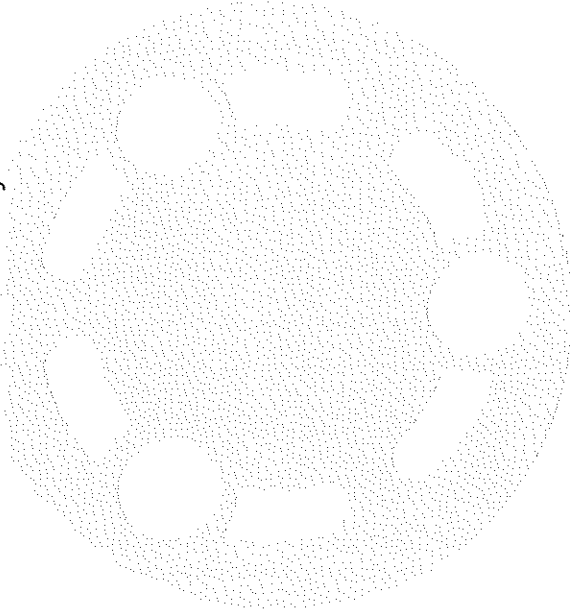
# Strategic priorities



## 4.1 Unified & enduring organisation

### OBJECTIVE

A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.



### THIS MEANS WE WILL...

- Increase cross-regional and national engagement within Fish & Game
- Implement a governance structure of both elected and appointed members
- Design and implement a comprehensive communications plan connecting across Fish & Game, licence holders and wider stakeholders
- Advocate to retain the statutory powers that enable Fish & Game to deliver on its Vision and Purpose
- Adopt a full suite of binding governance and corporate policies including roles & responsibilities and resource allocation
- Establish a programme of professional development for elected members and Fish & Game staff
- Develop Fish & Game culture through recognition, ownership and collective accountability to shared values

### KEY PERFORMANCE INDICATORS

- Professional development implemented and on-going
- Policies and procedures available
- Fish & Game team engagement and satisfaction

### WHO NEEDS TO BE INVOLVED?

- Governance
- Management
- Team
- Regional Fish & Game Councils

## 4.2 Attract & retain licence holders

### OBJECTIVE

Deliver a valued and cost-effective experience for licence holders by understanding their needs, providing simple processes, and effective communication. This ensuring sustainable revenue to support delivery of Fish & Game programmes, making fishing and game bird hunting more attractive to a wider group of future participants



### THIS MEANS WE WILL...

- Review the existing R3 programme (Recruit, Retain, Re-activate) for effectiveness to-date
- Review the licencing and pricing model to maximise user value and provide sustainable revenue for Fish & Game operations
- Conduct attitudinal and usage research with licence holders to identify needs, wants and perceived value
- Conduct social research with wider public to determine perceptions, barriers and enablers to participation
- Provide database analytics on member churn and reactivation rates and associated demographics,
- Develop and implement a data driven national marketing programme
- Seek alternative sources of income to support Fish & Game programmes

### KEY PERFORMANCE INDICATORS

- R3 evaluation
- Data analytics
- Marketing plans
- Revenue levels

### WHO NEEDS TO BE INVOLVED?

- National & Regional Councils
- Licence holders
- Potential target participation groups
- Potential non-licence funders

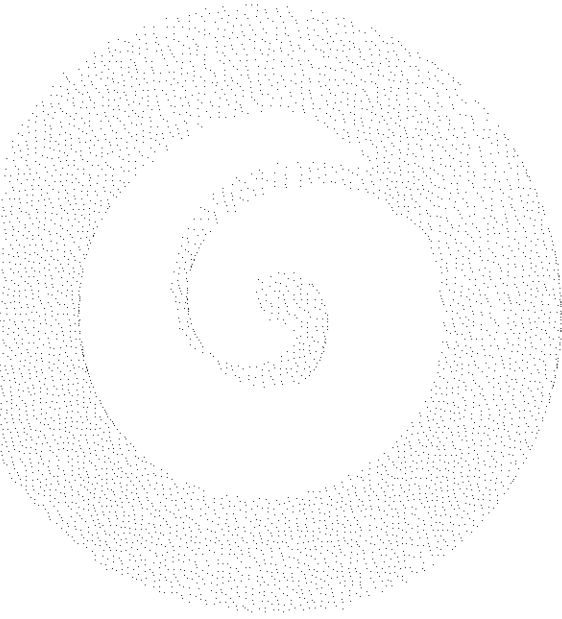




## 4.3 Mana Whenua connected

### OBJECTIVE

Māori values are understood and reflected within Fish & Game, with aligned advocacy and a positive collaborative approach that builds upon our responsibility to give effect to the principles of Te Tiriti set out in the Conservation Act 1987



### THIS MEANS WE WILL...

- Identify and recognise existing Treaty Settlements and their implications for Fish & Game's work
- Recognise the variation in experiences, expectations and capacity between whānau, marae, hapu, and settled and unsettled iwi
- Co-develop guidelines for Mana Whenua input to Fish & Game management plans
- Co-develop a Kawenata (charter / policy) on Mana Whenua relationships and conflict resolution
- Deliver leadership and staff cultural education on Tikanga and Fish & Game obligations to Mana Whenua
- Identify and reconcile historic grievances between Mana Whenua and Fish & Game at a regional level
- Actively collaborate on projects with Mana Whenua on areas of common interest

### KEY PERFORMANCE INDICATORS

- Kawenata
- Cultural training delivered and ongoing
- Number of collaborative projects
- Mana Whenua engagement and satisfaction

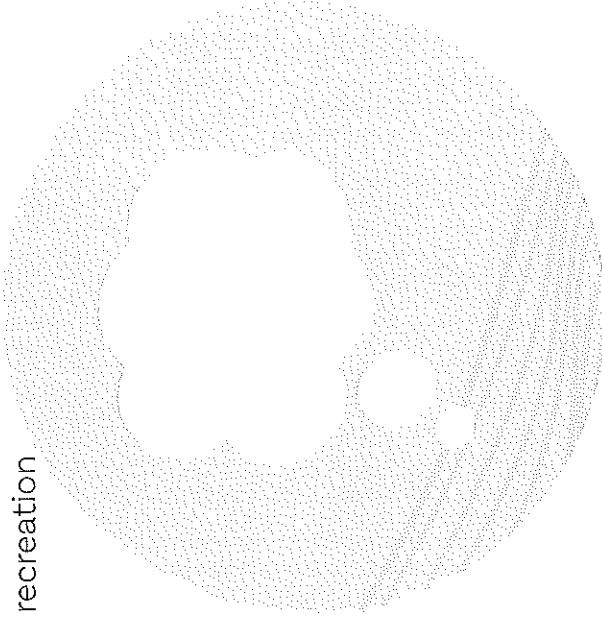
### WHO NEEDS TO BE INVOLVED?

- Regional Mana Whenua (to the extent they wish to be involved)
- Māori organisations operating at the National level
- National F&G leadership
- Regional F&G

## 4.4 Public perception & legitimacy

### OBJECTIVE

Understanding and re-shaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting, and wellbeing through outdoor recreation



### THIS MEANS WE WILL...

- Conduct social research with NZ public to gain baseline data on perception and attitudes to Fish & Game, angling and game bird hunting
- Conduct economic research to quantify the total value of angling and game bird hunting in New Zealand
- Design and deliver a targeted multi-level campaign to inform public perception, encourage participation and influence policy
- Visibly engage in regional public good projects aligned with Fish & Game strategy and objectives i.e. catchment groups, wetland management etc

### KEY PERFORMANCE INDICATORS

- Economic impact report
- Baseline public perception data
- Social campaign designed and launched
- Number of regional public good initiatives

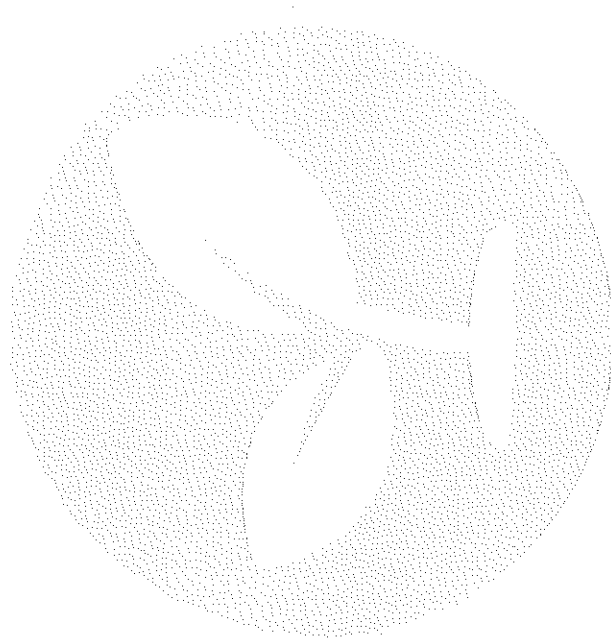
### WHO NEEDS TO BE INVOLVED?

- Fish & Game National & Regional
- Public relations provider
- Economic research provider
- Social research provider

## 4.5 Healthy habitats & ecosystems

### OBJECTIVE

Sport fish and game bird habitats are healthy. Species are monitored and maintained and sustainable wild harvest opportunities are secured for future generations



### THIS MEANS WE WILL...

- Deliver species monitoring, applying fisheries and game bird management standard operating procedures
- Maintain Fishing & hunting regulations and provide seasonal notices for anglers and hunters
- Advocate for the protection and enhancement of fresh water fish and game bird habitats
- Understand and manage the relationship between indigenous and introduced fresh water fish
- Understand the impacts of climate change on habitats and species and mitigate through long term action plans
- Advocate for the maintenance and protection of outstanding water bodies through water conservation orders

### KEY PERFORMANCE INDICATORS

- Sports fish and indigenous species eco-system balance
- Regulations notified
- Advocacy initiatives

### WHO NEEDS TO BE INVOLVED?

- Fish & Game national & regional
- Mana Whenua
- DOC
- MfE



MANIFESTO 2023  
FISH & GAME

**Fish & Game New Zealand manages, maintains and enhances sports fish and game birds and their freshwater habitats in the best long-term interests of present and future generations of anglers and hunters, nature-lovers, conservationists and mana whenua.**



## Contact

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2022/23 – 2026/27 Strategic Plan

Approved: 18<sup>th</sup> February 2023

Work Area (why are we undertaking this objective?)	Key Result (what are we actually doing and how this contributes to objective?)	2022/23	2023/24	2024/25	2025/26	2026/27
<p><b>Participation</b></p> <p>Add value to our licence holders to increase their success and satisfaction so they remain in the sport</p> <p>Recruit (and re-activate) new licence holders to protect revenue required for effective management and to maintain</p>	<p><b>Signage</b></p> <p>Provide anglers with helpful on-site information re access, regulations and techniques to make it easier to go fishing</p> <p><b>Licence holder contact</b></p> <p>Contact licence holders (mail, email, social media and individually by phone or face to</p>	<p>Replace or erect new signs on rivers and lakes around the region consistent with the priorities identified.</p> <p>2 -3 signs replaced per year</p> <p>Regulation information signs on Retaruke and Whanganui Rivers (Te Araroa trail users)</p> <p>Review Ruatiti information sign and update as necessary. <i>By Aug 2023 identify any changes and agree process to upgrade with other parties</i></p>				
<p>Produce Taranaki fishing newsletter sent to licence holders shortly after the start of each season</p> <p>Produce Taranaki hunting newsletter sent to licence holders and RD box holders prior to each season</p> <p>Produce 1-page magazine supplement for each issue of F&amp;G Magazine</p> <p>Implement and utilise social media including Facebook consistent with National Office policy</p> <p>Develop and utilise licence holder email list to highlight information of specific value such as upcoming children's fishing days.</p>						

<p>support for and recognition of the importance of fish &amp; game resources and their use</p>	<p>face) to share information that encourages and assists users to make best use of the F&amp;G resource</p>	<p>Information on 2023 fishing days emailed to licence holders</p>		
<p>Angling and hunting web pages</p>	<p>How to and where to go information is readily available, easily understood and up to date to assist &amp; guide licence holders and prospective participants</p>	<p>Work with National Office to add information to the new F&amp;G website.</p>		
		<p>Review information and effectiveness of web links annually or when issue identified.</p>		
		<p>Information is current and easily found</p>		
		<p>Introduction to duck hunting opportunities in the Taranaki Region</p>		
		<p>Draft text and video links prepared by Aug 2023 for incorporation into new F&amp;G website</p>		
		<p>Explore options for ongoing fishing opportunities for kids and families based on local ponds and threshold experiences.</p>		<p>Implement preferred options</p>
		<p>Identify and explore future options for Stratford by Aug 2023</p>		
		<p>Implement preferred option for Stratford kids fishing programme</p>		
		<p>Implement preferred option for Stratford kids fishing programme</p>		
		<p>Implement preferred option for Stratford kids fishing programme</p>		



<p><i>Game among the general public</i></p>	<p>Liaise annually with the Department of Conservation (Tongariro National Trout Centre Turangi) regarding the availability of rainbow trout for autumn release into Sattler's Dam. Explore options to enhance the habitat at Sattler's Dam.</p>					
<p><b>Increase participation</b> <i>Encourage past and prospective hunters and anglers into the sport through initiatives which make it easy to have a go and/ or provide support.</i></p>	<p>Incorporate national branding and approaches as per R3 strategy in Children's Fishing Programme</p>	<p>Undertake review of fishing opportunities provided at Lake Mangamahoe</p>	<p>Explore and develop mentoring schemes for hunters including public instruction/ information days.</p> <p><i>Identify possible option(s) by Aug 2023</i> <i>Implement most promising option identified by May 2024</i></p>	<p>Review and refine mentoring programmes</p>	<p>Review and refine mentoring programmes</p>	<p>Review and refine anglers' package in response to feedback</p>
	<p>Develop web based introductory package for anglers and hunters utilising information on the new F&amp;G website and highlighting easy opportunities including access and methods to get started.</p>			<p>Review and refine anglers' package in response to feedback</p>	<p>Review and refine hunters' package</p>	

<p><b>Angler &amp; hunter aspirations</b>  <i>In order to best manage the resource and opportunities in the best interests of anglers &amp; hunters it is essential to understand the aspirations of Taranaki licence holders and what they seek from their fishing &amp; hunting experience.</i></p>	<p>Survey of aspirations of trout anglers</p>	<p>Survey of aspirations of duck hunters</p>	<p>Re-survey of aspirations of upland game hunters</p>	<p>Re-survey of aspirations of duck hunters</p>	
<p><b>Improve angler/ hunter access</b>  <i>Fundamental to participation is that licence holders need to be able to readily access and utilise the available fish &amp; game populations.</i></p>	<p>Continue to explore opportunities for increased angling access around Lake Mangamahoe through provision of third angling platform.  <i>Agreements and funding in place by Aug 2024</i></p>		<p>Review and refine permit process and conditions for gamebird hunting</p>	<p>Review how new permit system is working</p>	
<p><b>Manage hunter behaviour</b></p>	<p>Implement strategy to achieve appropriate hunter behaviour.  <i>Initial actions in place by May 2023</i></p>		<p>Review effectiveness of strategy and implementation</p>		
<p>Review access information and where appropriate identify contact details/ negotiate access.  <i>Complete Waingongoro review Aug 2024</i>  <i>Review Kaipokonui River access (including Mangawhero Stream) by Aug 2023</i></p>					

				<p><i>Maximise hunter enjoyment and participation and also general public support so as to minimise the threat to the sport from anti-hunting groups</i></p>	
		<p>Review and collate suitable game bird recipes online</p>	<p>Locate and publicise quality trout and perch recipes, including those in the Fish &amp; Game cookbook</p>	<p><b>Promote table qualities of the resource.</b>  <i>An important part of the sport is the taking of prime food for the table, and which adds additional value to their sport. Making use of shot game as a natural, healthy food also makes hunting more acceptable to the general public</i></p>	
				<p><b>Minimise barriers</b>  <i>An effective network of licence administration minimises the barriers to purchasing a licence, and in turn can add significant value for the purchaser in terms of providing information and equipment.</i></p>	
<p>Provide support, service and upskilling of licence agents to operate as effective licence outlets and sources of valued information on opportunities and techniques.</p>					

	<p><i>Utilise simple, consistent and easy to understand regulations that are both effective and that minimise uncertainty and reluctance to have a go</i></p>	<p>Review regulations annually with an objective to achieve simplicity and consistency across the region and between regions as opportunities allow. Ensure information is easy to find and follow.</p>
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Work Area (why are we undertaking this objective?)	Key Result (what are we actually doing and how this contributes to objective?)	2022/23	2023/24	2024/25	2025/26	2026/27
Sports fish monitoring and management  To obtain necessary information and undertake effective management actions to sustainably manage sports fish populations across the region so as to foster angler success and satisfaction such that they remain in the sport.	Obtain baseline information for key streams To better understand key fisheries and identify threats and opportunities to the maintenance of important angling resources	Investigate Waingongoro River fishery to determine current status and identify threats and opportunities (yr 1 of 2).	Assess juvenile recruitment in the Waiongana/Mangaoraka Stream catchment to compare with baseline information from other catchment surveys.  Complete review of Waingongoro River fishery (yr 2 of 2).	Assess and report on the Manganui River and tributaries	Assess and report on the fishery in the Tokiahuru/Waitaiki Stream.  Otakeho Stream. Taungatara Stream	
Investigate value of stocking specific streams and lakes To ensure any stocking programme is effective in terms of an increased return to the angler, is socially appropriate and a sound use of what are limited resources		Prepare and undertake annual stocking plan <i>Achieve proposed stocking programme each year</i> Undertake further trial releases of 2yr old trout into lower Patea River		Review results and develop position on release of trout into lower Patea River		Review stocking plan
Investigate opportunities to restore fisheries		Monitor success of 2017-2021 trout releases into the lower Patea River.		Assess juvenile recruitment along the		

	<p>Some previously important fisheries have declined over time and there maybe opportunities to restore some of these to the benefit of local anglers</p>			<p>Timaru Stream following removal of the Tataraimaka weir to document effects on fish passage.</p>		
<p><b>Angler surveys &amp; diaries</b>          These provide a mechanism to effectively monitor many of the regions fisheries which otherwise would be outside the resources available to F&amp;G. This information is important for assessing angler satisfaction, making management responses including regulation setting and also in promoting the importance of the fishery in resource consent and community processes</p>	<p>Undertake angler diary scheme programme annually.          Each year promote the scheme and produce an annual report of results</p>					
	<p><b>Hatchery</b>          Stocking appropriate waterways with trout</p>	<p>Maintain effective hatchery operations utilising volunteer support</p>	<p>Review diary system and effectiveness</p>		<p>Review options for the hatchery to</p>	<p>Implement decisions</p>

	<p><i>is an effective way to increase angling opportunity. In particular stocking man-made lakes and impoundments close to urban centres can be highly valued by family and other groups contributing to a healthier lifestyle and enhancing support for fishing and F&amp;G whilst not impacting unreasonably on indigenous fish species. It is also an important tool to introduce budding anglers to fishing and protecting the licence base</i></p>		<p>ensure that hatchery operation is efficient, effective and sustainable re meeting future stocking requirements. Will be influenced by the National Council stocking review, R3 needs also community/ iwi aspirations.</p>	
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Work Area (why are we undertaking this objective?)	Key Result (what are we actually doing and how this contributes to objective?)	2022/23	2023/24	2024/25	2025/26	2026/27
<p>Gamebird monitoring and investigations</p> <p>To obtain necessary information and undertake effective management actions to sustainably manage gamebird populations across the region to maximise hunter satisfaction so they remain in the sport.</p>	<p>Mallard Duck monitoring</p> <p>Obtaining an accurate estimate of the duck population annually to set season regulations is fraught with difficulties and is resource intensive. Furthermore the regulation setting timetable means substantial population changes may occur between any monitoring and regulation setting and the new hunting season. However potentially hunting mortality may either be negligible, compensatory and/or naturally reduce when populations</p>	<p>Implement banding protocol for Whanganui area.</p> <p>Review site selection and undertake full banding 2022 – 2024 including recovery of bands.</p> <p>Complete report of banding results August 2024</p>	<p>Undertake annual aerial counts of dabbling duck transects across the Taranaki ringplain</p> <p>Count data is summarised in annual discussion paper re recommended Game Gazette conditions.</p>	<p>Review monitoring programme for the region taking into account banding results and including regulation setting requirements</p>	<p>Review effectiveness and value of the monitoring programme.</p>	<p>Participate in and meet data entry requirements for the National Hunter Survey</p> <p>Target for number of interviews is achieved and data summarised in annual discussion paper re recommended Game Gazette conditions</p>



	<p>are low anyway. The alternative approach if the population is robust &amp; hunting mortality is relatively minor is to focus on maintaining consistent regulations which allow for a reasonable bag and season length at minimal risk to the population. This manages hunter expectations and allows them to invest with some certainty to the future while freeing up management resources</p>					
<p><b>Paradise shelduck monitoring</b> Paradise shelduck are an important resource for Taranaki hunters. However in large numbers they can impact on farming operations. Numbers can be effectively</p>	<p>Understand paradise shelduck moult counts across the region in January each year.</p>	<p><i>Produce an annual report detailing trends in numbers</i></p>	<p>Implement recommendations from review of moult sites monitored and how the data is reported.</p>	<p>Review count methods, including efficiency, effectiveness and cost of returning to aerial counts</p>		

<p>monitored by undertaking moult counts across the region and the information used to manage numbers sufficient to provide valued hunting opportunities without unreasonably impacting on landowners</p>	<p>in hill country and coastal areas</p>			
<p>Review hunting regulations for paradise shelduck and including possible Area boundaries</p>				
<p><b>Pukeko monitoring</b> Large aggregations of pukeko create problems for landowners and create a hunting opportunity for licence holders. However over much of the region numbers are very low so it is essential to have sound monitoring information so as to set effective regulations which maximise opportunity while ensuring the</p>	<p>Investigate re-starting April pukeko monitoring in the Whanganui area (last carried out in 2016 &amp; 2017)</p>	<p>Implement pukeko monitoring in the Whanganui area if practical and effective.</p>	<p>Review monitoring methodology and implement recommendations.</p>	
<p>Undertake monitoring of Taranaki ring plain pukeko populations.  <i>Count data is summarised in annual discussion paper re recommended Game Gazette conditions.</i></p>			<p>Review monitoring methodology and implement recommendations.</p>	

	<p><i>sustainability of the regional populations.</i></p> <p><b>New opportunities</b>  <i>There are potentially several ways the resource may be supplemented and hunting undertaken. So long as any new approach does not unreasonably impact on other hunters or indigenous biodiversity then this is an opportunity that may be valued by a segment of licence holders.</i></p>	<p>Review and develop position on release of upland game birds.</p> <p>Review criteria/ policy to rear and re-lease upland game birds.</p>		
<p><b>Dispersal</b>  Manage problem aggregations of gamebirds to minimise their impacts on landowners and protect/ create hunting opportunities for licence holders</p>	<p>Quickly and efficiently respond to landowner concerns as required. Implement Special Season for paradise shelduck as and where appropriate.</p>			

Work Area (why are we undertaking this objective?)	Key Result (what are we actually doing and how this contributes to objective?)	2022/23	2023/24	2024/25	2025/26	2026/27
<b>Compliance</b> Protect resource sustainability and user experience to maintain licence holder satisfaction	<b>Compliance</b> Make best use of available resources to implement the objectives of the Compliance Policy so as to best protect the sports fish & game resource and its use	Review Compliance Strategy	Review Compliance Strategy  Undertake effective opening day ranging across the region and at other key times or in response to identified issues.  Annual compliance report presented to Council	Consider other options to undertake compliance if and when these become available		
	<b>Honorary Rangers</b> Safe use of honorary rangers to provide effective and valued compliance coverage across the Taranaki region	Ranger training in implementing R3 principles  All rangers receive introduction to R3			Ranger warrant renewals Paperwork submitted by Aug 2024	Review use and effectiveness of honorary ranger system
		Recruit and train new Rangers as required.	Ranger warrant renewals Paperwork submitted by Aug 2024	Ensure all Rangers are up to date with training (CERT 1-day refresher).		

	2022/23	2023/24	2024/25	2025/26	2026/27
<p><b>Work Area</b> (why are we undertaking this objective?)</p> <p>Iwi and public interaction Implementing the principles of the Treaty of Waitangi (partnership, protection and participation) requires Council work proactively and collaboratively with iwi regarding the management of natural resources and their use and protection. It is recognised that there may be a natural tension</p>	<p><b>Key Result</b> (what are we actually doing and how this contributes to objective?)</p> <p>Iwi Liaison Proactively foster close and productive working relationships with iwi at all levels and collectively share expertise and knowledge to achieve greater protection of freshwater and wetland habitats and species. To also enable robust and helpful discussion and decision making on issues affecting licence holders and iwi including use of shared resources, protection</p>	<p>Take opportunities to involve and work with iwi at all levels on shared matters affecting natural resources and their use, including welcoming iwi participation in Council.</p> <p>Represent F&amp;G and provide valued input to Te Awa Tupua process</p> <p>Identify opportunities and actively work with individual iwi and hapu on local shared issues</p> <p>Identify possible options to increase iwi involvement in Council</p> <p>Take opportunities to work on joint habitat improvement and river restoration projects</p>	<p>Actively involve iwi at all levels in the development of the Sports Fish and Game Management Plan (dependant on completion of regional amalgamations).</p>		

<p>around the possible impact of sports fish in particular on indigenous taonga like inanga and tuna, however collectively we also share a concern and determination to look after and improve freshwater and wetlands so as to protect the wairua and for the benefit of all species.</p> <p>There are many groups whose decisions and actions impact on the fish &amp; game resource. By working closely and constructively with these groups more can be achieved to protect and enhance resource sustainability and user experience</p>	<p>of indigenous taonga and access</p>				
<p>Effective Liaison with Statutory Managers Develop and maintain strong working relationships and involvement with DOC and local and regional councils to effectively represent the interests of hunters and anglers in formal decision-making processes</p>		<p>Proactively work with Taranaki and Horizons Regional Council staff Involve regional council staff in GBHT and H&amp;H applications as appropriate</p>	<p>Develop and maintain constructive relationships with DOC staff as opportunities arise</p>		

<p><i>In the face of an increasing urban population and support for indigenous biodiversity to ensure hunting &amp; fishing is valued by the general public who recognise that these activities contribute to wider good such as a better environment and healthy lifestyle/ kai and in turn support protecting these resources and the opportunity to participate.</i></p>	<p><b>Community Involvement &amp; Advocacy</b>  <i>Actively seek to contribute to the wider community as part of undertaking F&amp;G activities and highlight these broader benefits to engender wider support for F&amp;G, angling and hunting.</i></p>	<p>Recognise and pursue opportunities to contribute to the wider community as part of undertaking core F&amp;G activities.</p> <p><i>Participate in Wild for Taranaki</i>  <i>Contribute to and support the activities of Rotokare Scenic Reserve Trust</i></p> <p>Take opportunities to work with community and industry groups on habitat improvement and river restoration projects and initiatives</p>
	<p><b>Effective use of the Media</b>  <i>Maintain positive profile which encourages prospective participants and fosters support and understanding among the general public.</i></p>	<p>Review media strategy</p> <p>Implement revised strategy</p> <p>Post regularly on the Council's Facebook page on F&amp;G activity and up-and-coming events.</p> <p>Review and regularly update information on the F&amp;G website.</p>
		<p>Review media strategy</p>

Work Area (why are we undertaking this objective?)	Key Result (what are we actually doing and how this contributes to objective?)	2022/23	2023/24	2024/25	2025/26	2026/27
<p><b>Habitat management</b></p> <p><i>Protecting / improving habitat for sports fish &amp; game is a fundamental and effective means to sustaining the fish &amp; game resource in the interests of licence holders</i></p>	<p><b>Taranaki Natural Resources Plan</b></p> <p><i>Sports fish and game habitat will be better protected by effective provisions in this Plan. This will also limit the resources F&amp;G spends on addressing individual consent applications freeing these resources up to be used elsewhere</i></p>	<p>Actively engage in the process to protect and enhance the interests of Taranaki hunters and anglers.</p>	<p><i>Process deadlines to contribute and submit are met.</i></p>			
	<p><b>Effectively engage in RMA consent processes.</b></p> <p><i>In the absence of greater direction in regional plans it is necessary to engage in individual consent applications to ensure protection of Fish and Game resources and access to these</i></p>	<p>Engage in relevant specific consent applications to protect F&amp;G interests</p>	<p>Seek favourable environmental outcomes as part of Manawa Energy's (formerly Trustpower) consenting of the Mangorei and Motukawa hydro schemes.</p>	<p>Review strategic approach re: engagement in individual consent processes.</p>		



		<i>(Dependent on progress with Taranaki Natural Resources Plan)</i>	
	Establish environmental award		
	Work with other parties to remove the Timaru Stream Weir		
	Explore options to remove the "Riverlands Eltham" weir on the Waingongoro River and improve fish passage at the Normanby weir.		
	Promote and explore opportunities to improve water quality in Lake Rotomanu		
	Promote and develop quality wetland and upland game habitats in association with private landowners and other agencies and including by promoting the GBHT and H&H funds.		
	<i>At least 3 applications to GBHT &amp; H&amp;H fund per year</i>		
	Keep up to date with current predator control techniques and operations and actively seek to promote effective programmes as opportunities arise.		
	Orautoha/Manganuioteao riparian protection works.		
	<i>Complete annual work programme as per funding application. Apply for new funding if there is sufficient interest from landowners.</i>		

<p><b>Work Area</b> <i>(why are we undertaking this objective?)</i></p>	<p><b>Key Result</b> <i>(what are we actually doing and how this contributes to objective?)</i></p>	<p><b>2022/23</b></p>	<p><b>2023/24</b></p>	<p><b>2024/25</b></p>	<p><b>2025/26</b></p>	<p><b>2026/27</b></p>
<p><b>Planning &amp; Administration</b></p> <p><i>The Taranaki Sports Fish &amp; Game Management Plan is a statutory requirement and formally reflects the aspirations of hunters and anglers. The Plan provides high level direction and guidance for management activities and also other</i></p>	<p><b>Review Management Plan</b></p> <p><i>The Plan is required to be reviewed in whole no later than 10 years after it was approved. Any review will include the opportunity for submissions by hunters and anglers and F&amp;G will also consult with other parties, iwi and agencies as appropriate and consistent with Treaty of Waitangi</i></p>	<p>Seek 3-year extension to the Plan review to allow review to occur following regional amalgamations</p>			<p>Undertake plan review to incorporate any changes in F&amp;G organisation from ministerial and internal reviews and amalgamations. Actively involve iwi and community in this plan as well as hunters and anglers</p>	

<p>statutory plans in the interests of the resource and users</p>	<p>obligations to ensure the plan is comprehensive, effective and of value.</p>					
<p>Strong and effective governance to ensure that the activities of Council are appropriate, well run and reflect the aspirations of all licence holders</p> <p>Effective and concise</p>	<p><b>Strategic planning</b>          Implement Management Plan through ongoing review and refinement of 5-year Strategic Plan to provide clear and agreed direction regarding future work programmes and resource allocation and requirements. This strategic plan to guide development of a timely, planned and effective Annual Operational Workplan that</p>	<p>Review 5-Year Strategic Plan annually and as required</p>				

<p>administration with accurate reporting to support sound financial management and efficient use of resources in the best interests of the licence holder and fish &amp; game resource</p>	<p>reflects the aspirations of hunters and anglers</p>	<table border="1"> <tr> <td data-bbox="406 280 478 2060"> <p><b>Focus on governance</b> Achieve appropriate diversity across the Council and provide Councillors with professional governance support to best represent the interests of all licence holders</p> </td> <td data-bbox="478 280 702 2060"> <p>Review and update governance policy</p> <p>Undertake governance training provided nationally</p> </td> <td data-bbox="702 280 869 2060"> <p>Co-ordinate Council Election</p> <p>Undertake governance training</p> </td> <td data-bbox="869 280 1370 2060"> <p>Implement any outcomes of National Council financial review</p> </td> </tr> <tr> <td data-bbox="406 2060 478 2060"> <p><b>Simplify operational outputs and coding</b> Provide effective and helpful reporting while minimising unnecessary detail and the time and resources this involves which</p> </td> <td data-bbox="478 2060 702 2060"></td> <td data-bbox="702 2060 869 2060"></td> <td data-bbox="869 2060 1370 2060"></td> </tr> </table>	<p><b>Focus on governance</b> Achieve appropriate diversity across the Council and provide Councillors with professional governance support to best represent the interests of all licence holders</p>	<p>Review and update governance policy</p> <p>Undertake governance training provided nationally</p>	<p>Co-ordinate Council Election</p> <p>Undertake governance training</p>	<p>Implement any outcomes of National Council financial review</p>	<p><b>Simplify operational outputs and coding</b> Provide effective and helpful reporting while minimising unnecessary detail and the time and resources this involves which</p>			
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<p><b>Simplify operational outputs and coding</b> Provide effective and helpful reporting while minimising unnecessary detail and the time and resources this involves which</p>										
		<p>Implement key options identified</p>								

	<p><i>can be used elsewhere</i></p>					
<p><b>New Plymouth and Whanganui offices</b>  <i>Provide effective and healthy office space including storage which is also obvious and accessible to our users and the general public</i></p>						
<p><b>Administrative improvements</b>  <i>Make best use of new systems and technology to maximise administrative efficiencies and minimise costs so resources are available for use elsewhere</i></p>						
<p><b>Support for Council</b>  <i>Provide valued support to</i></p>	<p>Recommend changes to 5-Year Strategic Plan, prepare draft Annual Operational Plan and draft Performance Report</p>					

Incorporate any changes as part of Ministerial and internal F&G reviews and amalgamations.

	<p><i>Council which facilitates effective Council governance and operation</i></p>	
	<p><b>Health &amp; Safety</b>  <i>Maintain effective systems to ensure a safe and healthy working environment and the safety of staff and visitors</i></p>	<p>Implement and review Health &amp; Safety Policy, Manual and systems and processes as per identified timetable.</p> <p><i>Annual audit and other identified requirements are reported to Council</i></p>

Review: February 2024 Council Meeting

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Agenda Item 8     **2024 Trend Count Report**

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**Summary**

Report prepared by staff on the paradise shelduck and black swan count.

For Information Only

Decision Required

**Recommendation/Action**

Receive the report on the *2024 Trend Count Report on Paradise Shelduck and Black Swan*

## TARANAKI FISH AND GAME COUNCIL

The Chairman  
Taranaki Fish and Game Council

### 2024 GAMEBIRD TREND COUNT REPORT

This report presents the January 2024 trend count information for paradise shelduck and black swan. The Council made recommendations on the draft 2024/25 Game Gazette Notice at its meeting on 9<sup>th</sup> December 2023. As the final deadline for provision of regulation details to the NZ Fish & Game Council has passed (26<sup>th</sup> January 2024), this report is for the Council's information only.

#### PARADISE SHELDUCK

##### WAIMARINO (AREA A)

Count information for paradise shelduck was obtained from 14 Waimarino moult sites in early January 2024, compared with 16 in the previous year (Appendix 1, Table 1). Counts from three of the sites (Browns, Manson Estate and Mokonui) were estimates by the landowner but thought to be reasonably accurate. The owners of Makakahi Lodge could not be contacted, so no count was done there. The count at Lake Otamaraha was obtained from the Wellington F&G aerial flight. The other 10 sites were visited on the ground. Photos have still to be reviewed to confirm counts at the larger sites, but the 2024 count of 2,849 paradise shelduck confirms that the Waimarino population remains at the "low end" of its historical range of abundance. The average number of paradise shelduck per moult site in 2024 was 204, which was only a little lower than in 2023 (213 birds).

##### WHANGANUI (AREA B)

Paradise shelduck were counted at 10 Whanganui coastal and hill country moult sites in January 2024, the same as in 2023 and including Lakes Oturi, Waiau and Maumahaki located in Area C just north of the Waitotara River (Appendix 1, Table 2). The accuracy of the count at Lake Westmere is questionable, as the growth of vegetation obscures a clear view of the lake – definitely one for use of the drone next year. The overall count of 1,566 birds was lower than in 2023 (1,784) and confirms that the Whanganui paradise population also remains the "low end" of its historical range of abundance.

##### WAITOTARA RIVER CATCHMENT (AREA B&C)

Counts were not undertaken in the upper Waitotara River catchment this year owing to time constraints.

##### TARANAKI PROVINCE (AREA C)

Counts of paradise shelduck were undertaken at 39 sites compared with 44 in 2023 (Appendix 1, Table 4). This included sites in the Taranaki eastern hill country, ringplain and coastal areas as far north as Mohakatino and as far south as Manutahi. Only one "significant" site was not counted (Huiroa – Akama Road) owing to the available time and pressure of other work.

The Waingongoro Road site count went from 1,160 to zero as the dairy farmer had had enough of the birds and obtained a permit and a gas gun in December 2023. It looks as though at least some of the birds went to the Eltham oxy ponds, as the count there went from 580 to 1,000.



The landowner at the upper Egmont Road site (count 600) has also had enough of the damage to his dairy pasture and has requested a gas gun. A similar situation exists at the Manutahi Road site. Kaponga oxy pond is also a disturbed site (gas gun). Wiremu Station may also be a disturbed site this year (count decreasing from 1,300 to 575), as the farm manager commented that there were a lot of birds and there was evidence of recent activity on the dam, with one reasonably fresh 12g casing found. There were many fewer “fliers” present, which also indicates disturbance. Low water levels also reduced bird numbers at some sites (e.g. Komene Lagoon).

Nevertheless, a total of 12,569 paradise were counted, which is 8% down on last year’s count of 13,663 and still above the long-term (2008 – 2024) average of 11,905 birds. Sites on the ringplain bounded by Hawera, Eltham, Stratford, Inglewood and Waitara held the bulk of the moulting population, with sites in the eastern hill country holding only moderate numbers. As this is almost exclusively dairying country where the impacts of moult aggregations can be significant, it remains important to continue liaison with landowners and to be responsive to their concerns.

Overall, the population remains towards the high end of abundance and given the number of permits issued to farmers to disturb paradise shelduck causing damage to pasture and crops in Area C (17 so far in 2023/24), a summer hunting season to disperse birds after the moult remains a useful tool.

## **BLACK SWAN**

### WANGANUI – WAVERLEY COASTAL STRIP

A total of 563 black swan were counted during a ground survey of 11 dune lakes in the Whanganui to Waverley coastal strip in January 2024 (Appendix 2, Table 5). This was more than the count in 2023 (377 birds) and well above the long-term (32-year) average of 344 birds. The increase was due to an increase in numbers at Lakes Kaitoke and Marahau.

### WAIMARINO - WANGANUI HILL COUNTRY

A total of 45 black swan were counted at 8 sites visited in the Waimarino, which was similar to the number counted in 2023 (44 swan) and above the long term (17-year) average of 33 birds (Appendix 2, Table 6).

### NORTH AND SOUTH TARANAKI

A total of 490 black swan were counted at 24 sites in the Taranaki area during January 2024 (Appendix 2, Table 7). This was more than the 424 swan counted in 2023 and above the long-term (2007 – 2024) average of 374 swan.

### CENTRAL NEW ZEALAND

Black swan are relatively mobile and it is thought that a single population extends over central New Zealand, if not further afield. The January 2024 count from Lake Wairarapa decreased by nearly 4,000 birds back to levels seen in 2022 (Figure 1). Counts in Wellington west remain stable at a relatively high level. The Nelson/Marlborough count is not yet complete with the Wairau Lagoons still to come but it is also likely to be a decrease from the high levels seen in 2023. Counts are still well above average when compared with the full record of monitoring (1977 – 2024).

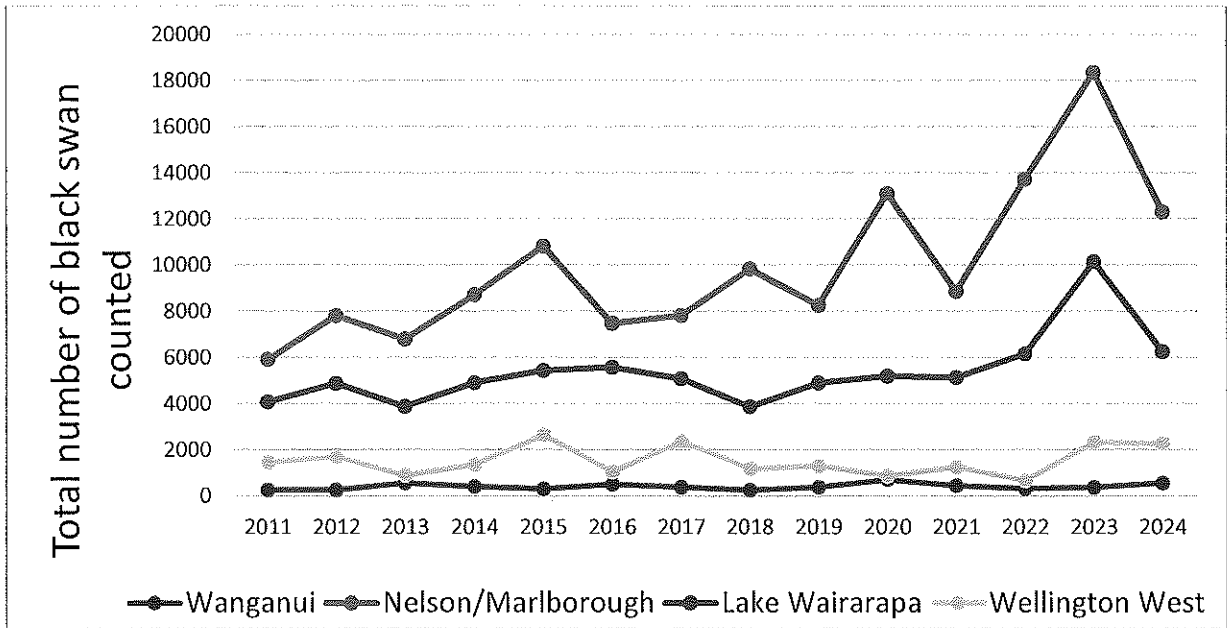


FIGURE 1. Central NZ trend counts for black swan, 2011 - 2024.

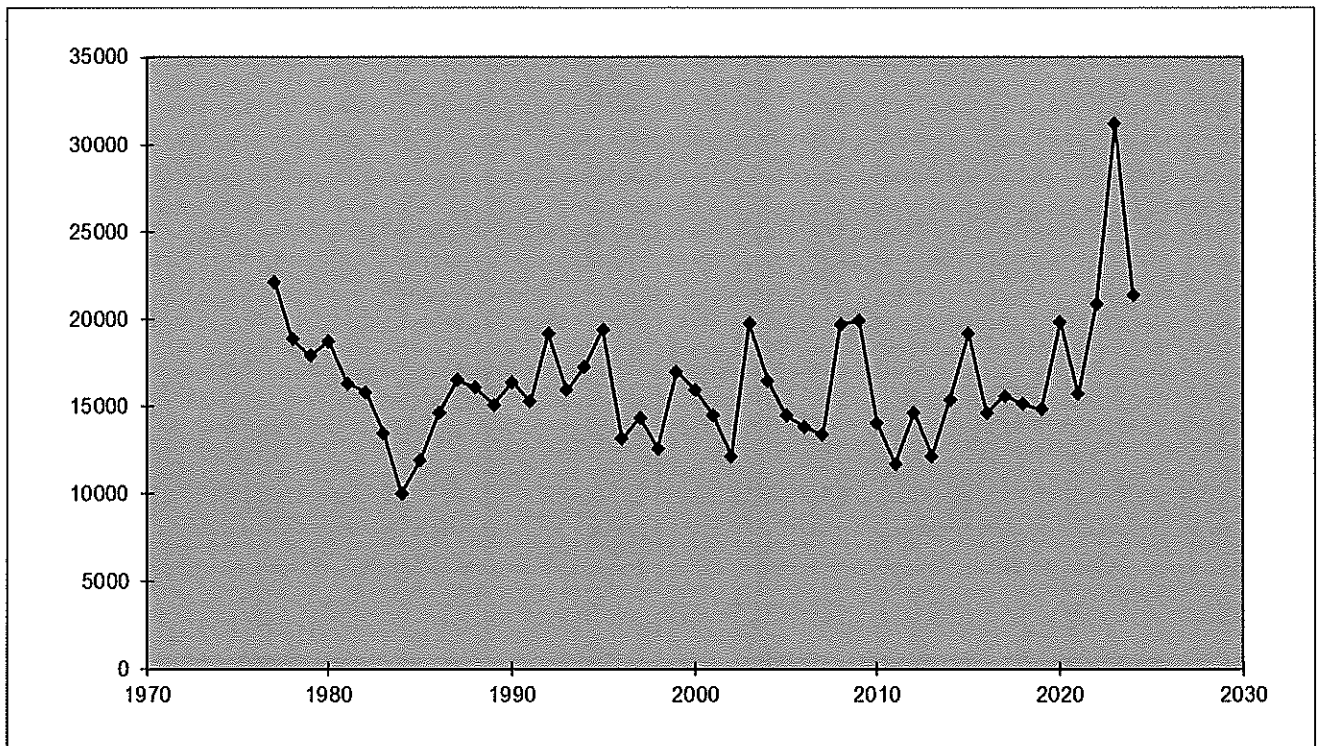


FIGURE 2. Central NZ trend counts for black swan, 1977 - 2024.

# TARANAKI FISH AND GAME REGION<sup>1</sup>

## 1 Game That May be Hunted or Killed—Duration of 2024/2025 Season

Species	Season Duration (dates inclusive)	Daily Bag Limit	Hunting area
Grey/mallard duck	4 May to 30 June 2024	12	All areas
NZ shoveler duck	4 May to 30 June 2024	2	All areas
Paradise shelduck	4 May to 30 June 2024	10	All areas
	22 and 23 Feb 2025	10	Area C
	1 and 2 March 2025	10	Area C
	8 to 10 March 2025	10	Area C
Black swan	4 May to 30 June 2024	2	All areas
Pūkeko	4 May to 25 August 2024	5	Area A&B
	4 May to 25 August 2024	10	Area C
California quail	4 May to 25 August 2024	5	All areas
Cock pheasant	4 May to 25 August 2024	2	All areas
Bobwhite (Virginian) quail	4 May to 25 August 2024	5	All areas
Red legged partridge	4 May to 25 August 2024	2	All areas
Pheasant, both sexes	4 May to 25 August 2024	No limit	Upland game properties with special conditions in clause 6 for this Region.

## 2 Definition of Areas

**2.1 Area A:** That area within the following boundary commencing at Waiaruhe Road; then by that road, Owihakura Road, Whangaehu Valley Road and Fields Track to Kakatahi; then by straight lines to Pipiriki and Tawhata; then by Tawhata Road to the boundary; then by the generally eastern boundary of the region to Waiaruhe Road.

**2.2 Area B:** That area within the following boundary commencing at Waiaruhe Road; then by that road, Owihakura Road, Whangaehu Valley Road and Fields Track to Kakatahi; then by straight lines to Pipiriki and Makakaho Junction down the eastern bank of the Waitotara River to the sea; then by the sea coast and generally eastern boundary of the region to Waiaruhe Road.

**2.3 Area C:** The balance of the region contained by the westerly boundaries of Area A and B and the sea coast between the Mokau River and Waitotara River mouths.

## 3 Shooting Hours

<sup>1</sup>Reference to Description: *Gazette*, No. 83, of 27 May 1990, at page 1861

6.30am to 6.15pm.

#### **4 Decoy Limit**

No limit.

#### **5 Special Conditions**

##### **5.1 Special Paradise Shelduck Season**

**Area C only:** For the Special Paradise Shelduck Season on 22 February, 23 February, 1 March, 2 March, 8 March, 9 March and 10 March 2025, the hours of hunting are extended 6.30am to 8.00pm. In addition, all hunters, including land occupiers, must hold a 2025 Taranaki Special Paradise Shelduck Season Hunting Permit that has been issued by the Taranaki Fish and Game Council (or authorised agent) to that named person.

**5.2** No person shall hunt, as specified, within 100m of any urban sewage oxidation pond.

**5.3** No person may wilfully leave on the hunting ground any game bird(s) shot or parts of any game birds shot.

**5.4** No person may shoot game from a boat on the Whanganui River downstream of Kemps Pole (Kauarapaoa Stream confluence).

**5.5** Any licensed game bird hunter who has a Department of Conservation permit to take or kill wildlife for the purpose of hawking may hunt with an Australasian Harrier (*Circus approximans*) to take gamebirds. This is subject to the season length and bag limit for each gamebird species in clause 1 of this notice for this region and subject to any conditions imposed by the Director-General of Conservation under such a permit.

#### **6 Upland Game Properties with Special Conditions**

**6.1** This clause applies to the following specified property only:

Paetawa station. 366a Kauarapaoa Road Whanganui being lots 1-2 DP 29356. Waipukurau SD. 1307.9440ha administered by Hienni investment Ltd.

**6.2** Where hunting takes place in any specified property defined in this notice, no person shall have in that person's possession outside that specified property any game taken from that specified property, unless affixed to the game is a label with the name of the specified property where that game was taken or killed written legibly on it, and the additional words on the label, "for personal consumption, not for sale or profit" written legibly on it.

**6.3** A person must not clip the wings of a bird released on any specified property after the bird is 8 weeks old.

**6.4** A person must not clip the beak of any bird released on any specified property at any time.

**6.5** A person must not hunt a pheasant before it is 18 weeks old.

**6.6** A person must not hunt waterfowl on a specified property on the same day that a pheasant hunt takes place on that property.

**6.7** The unlimited mixed sex daily bag limit for the specified property shall only apply when at least 400 pheasants have been released on to that specified property within 5 months of the opening day of the season, otherwise the daily bag limit shall be 2 cock pheasants.

**6.8** A property owner listed in subclause (1) or a lessee of that property owner must keep a register of:

(a) the names and addresses of hunters and all other persons who take game from that property;

(b) the number and type of birds taken by those persons;

(c) the description of that person's role in the hunting and killing of game birds on that day.

**RECOMMENDATIONS:**

- THAT THE 2024 GAMEBIRD TREND COUNT REPORT BE RECEIVED.

Allen Stancliff  
30 January 2024

APPENDIX I. PARADISE SHELDUCK

TABLE 1. Paradise shelduck trend counts in the Waimarino (Area A)

Site	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024				
Pitts				70	50	0	0								3	12	0	0	0	0	0	0	0	0	0	32	20	15	10			18					
Browns	1230	1974	2203	1592	1500	1800	2210	1875	1717	1700	280	114	320	1320	944	435	363	423	378	358	319	463	102	265	230	300	300	150	41	380	450	316	42	60			
Mokanui									900	740	510	342	9	68	21	42	43	15	18	15		3	1	3	4	7	5	27	18								
Tohunga	911	380	214	657	342	0	200	240	12	8	0	0	0	13	0	0	0	0	0	0					101	150	2	0	0	0	0						
Roke	1410	1931	1542	631	1000	800	1043	710	270	750	640	273	200	68	48	125	289	67	99	48*	64	143	316	0*	0*	0	0	0				255	145				
Sue	350	420	786	1020	1348	1300	1068	880	1062	1300	360	561	500	530	477	428	460	123	250	309	287	357	186	103	34	90	192	243	315	275	111	63	45				
Punch						375	400	676	360	380	410	270	220					0	0																		
Ox Ponds						700	850	250	480	650	310	520	390	395	444	*226	410	298	176	167	48*	205	0	264	7	210	132	310	450	420	300	132	155	520			
Raetihi																																					
Omerai (2)+ new							600	964	688	900	870	1446	540	210	280	372	331	312	270	206			144	153	116	150	119										
Fields Track										580		703	620	780	1181	495	411	302	383	286	348	310	5	3	0	17	0										
Harris												293	110	82	269	252	161	0	150	83	228	309	73	34	28	295	202	142	300	222	102	75					
Taonui	430	1000	605	370	38	750	850	600	814	1280	640	527	500	1222	675	630	363	432	385	494	440	518	135	93	127	147	117	279									
Aranui	250	150	250	248	180	340	344	362	415	35	440	369	400	314	294	342	223	265	249	218	239	160	167	167	125	80	47	121									
Ohakune Lake												50	0	0	0	0	0	0	0	0	0	0	0	0	0	0											
Ohakune Oxy Pnd												730	540	997	875	525	590	386	512	469	533	348	376	442	665	209	171	95	240	294	135	181	122				
Nat Park Oxy Pnd												986		1884	2000	1100	957	457	1102	824	785	1038	1254	1200	1225	1450	1670	2200	1800	2400	840	970	750				
Tanupara 1												372	120	143	0	12	45	0	0	0						24	24	230	40	398	220	223	290	42			
Tanupara 2												360	150	18	32	27	6	318	350	235	301	201	213	196	103	161	141	400	96	23	102	75	30				
Papahau (2)												119	50	82	155	122	69	92	118	96	111	71	72	85	38	39											
Ohorea												195	0	2	180	142	195	45	243	187	152	193	0	59	198	48	0	9	16	3							
Lake Otamarahe#													400	550	560	775	550	235	613	357	441	827	256	206	225	225	72	20	55	21	0	16	8	215			
Lahar Lake															72	10	0	0	0	4	0	0															
Ruatiti Flats															100			0	0				0	12	7	10	0										
Manson Estate													500	213	27	0	20	420	756	683	611	702	545	501	191	92	231	244	185	20	20	32	25				
Kaahu Estate																	120	4	16	77	96	107	119	31	8	0	0	0	0	0	0	0	0	0	0	0	0
Blue duck lodge																										55	60	60	3	24	18						
Makakahi lodge																										284	234	178	198	164	134	117	128				
Morikau (2)	700	800	1114	1000	1000	1000	168	604	642	625	730	664	293	478	748	903	785	463				412	446	331	735	420	562	823	331	580	416	705	214				
Mokanui							490	340	370	360	400	402	190	189	112	585	422	134				560	670	340	336	144	330	297	500	660	800	411	353	600			
SH4 Kakahi																																					
Total	4581	6555	6400	5702	6533	7240	7899	7415	6920	8998	5660	9116	5837	9610	9062	7732	6691	4669	5909	6141	6256	6749	5252	4267	4918	4268	4834	5931	5232	5877	3129	3409	2849				

**TABLE 2. Paradise shelduck trend counts in Whanganui (Area B)**

Site	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	
L. Marahau	900	500		822	536	433	782	1600	1205	1105	1284	610	1740	988	910	731	616	1115	884	313	287	241	399	299	254	328	186	192	552	237	493	350	667	341	288	
L. Waikato										310	850	0	521	315	436	1351	490	625	574	982	673	749	721	562	721	771	490	358	391	515	420	45	132	135		
Maewa	600	550	905	494	1144	1149	850	1700	1200	794	1377	1250	630	1115	605	870	1177	420	523	371	616	489	473	397	227	28	71	9	0	16	0					
L. Waipu	700	300		874	647	835	692	710	964	215	742	250	60	128	370	175	173	394	575	326	287	251	438	531	1070	2430	1200	980	920	470	670	631	338	325		
L. Rotokauwau													300	0	330	134	334	222	420	178	654	685	127*	576	432	151	147	130	300	24	19	4	6	50	43	
L. Kohata																46	4	10	4	23	13	0	0	0	0	4	0									
L. Kaitoke																238	575	275	330	424	763	710	1024	1101	943	962	1140	650	153	720	562	730	483	290	325	
Arranmore																																				
L. Westmere																204		420	129	342	268	586	257	535	547	594	515	402	522	428	545	337	328	190		
L. Pauri																		20	8	27	35	20	0	0	0	0	0	0	0	0	0	1				
L. Grassmere																		0	12	0	17	8	23	2												
Lake Oturi+															445	250	185	530	485	380	376	321	370	289	240	212	93	137	293	71	14	31	39	12	10	
Lake Waiau+																210	56	196	210	195	130	74	110	93	100	170	172	31	8	2	3	28	30	0	0	
L. Maumahaki																45	120	60		70	65	82	170	245	60	10	41	33	39	20	35	40	20	90	30	
<b>TOTAL</b>											4725	3945	3860	3818	3458	3810	5655	5190	5709	3581	4552	5032	5712	5614	5209	6230	5349	4137	3945	2923	2591	2948	2418	1784	1566	

+Sites in Area C \* disturbed site

**TABLE 3. Paradise shelduck trend counts in the upper Waitotara catchment (Area C)**

Site Name	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
TLB Makakaho Rd	635	220	150	640	310	979	797	1029	770	730			508	431	525	106							1	0	141	122	
"Kidney pond"		260	470	60	370	80																	Dry	Dry	0	22	
"Bush pond"		90	20	10	0																		430	285	0	19	
Ponds at top of Makakaho Rd			6	0																		0	9	2	12		
TRB Makakaho Rd	0	83	425	360	420	214	420	409	389	269			294	68	27	27						31	100	31	7		
Makakahi Road Lower																										26	12
<b>TOTAL</b>	<b>635</b>	<b>659</b>	<b>1065</b>	<b>1070</b>	<b>1100</b>	<b>1273</b>	<b>1217</b>	<b>1438</b>	<b>1159</b>	<b>999</b>			<b>802</b>	<b>499</b>	<b>552</b>	<b>133</b>							<b>462</b>	<b>394</b>	<b>200</b>	<b>194</b>	

- no count in 2008 & 2009

TABLE 4. Paradise shelduck trend counts in the Taranaki province (Area C).

POND LOCATION	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024				
Waītara River	135	355	350	25	450	260	425	330	600	234	124	380	370	740	912	577	815	644	757	477	608	1154	1000	1007	615	100	240	345	103	468	434	135					
Waītara River (Purangi)	75		150						70	98	233	307	400	302	287	249	365	368	580	712	283	347	380	400	372	383	243										
TRB Waītara River						80	100	55	62	10	0	0				150																					
Huroa Ponds	660	360	380	320	150	230	20	297	295	30	65	70	68	30	30	105	80	30	30	70	52	17	20	32	6	2	15	23									
Whangamomona		70	85	160	75		35	55	57	73	10	62	90	155	38	97	202	180	190	155	210	199	32	55	31	19	20	20	17	11	0	4					
Huroa					390	850	550	8	750	680	920	505	790	770	930	380	517	680	490	450	516	560	240	dry	0	0	205	195	260	45	195						
Huiakama															130	6	82	102	119	25	115	240	214	71	15	6	15	10	2								
Tahora	360	240	195	50	115		195	90	115	266	30	330	270	156	125	0	100	133	68	99	7	53	39	66	176	130	210	302	455	294	455	572					
K1 Tahora		30	125	0	370	250	290	340	190	160	324	450	600	530	530	465	415	260	5	20	47	4	78	230	300	233	410	153	55	105	105	33					
K2 Tahora														85	136	120	27	55	110	101	17	93	102	137	177	23	6	15	41	1	5						
Rimuputa Rd Tahora																			145	4*	170	12				250	32	0	3	5	210	181	71				
Moki Road Tahora																							787	430	9	137	278	700	750	260	365	312					
Mt. Damper	520	125	180		85	50	0	40	90	0	0	0		30	150	250	150	150	100	250	150	200	300	250	300	300	300	250	250								
Boar Road	520	155	520	500	450	250	780	675	610	550	660	714	635	520	715	580	680	800	607	217	183	196	140	126	151	94	37	35	0	2	11						
Waitaanga		120	0		25	35	35	0	170	154	30			22	12										80	100											
Lower Mohakatino Estuary (SH3)									100	130	170	177	202	300	250	250	186	320	243	194	165	253	263	302	409	441	301	313	104	234	215	18	181				
Lwr. Mangaehu River					645	670			530	700	500	504	585	220	254	448							819	613	1100	913	884	605	565	490	472	727	209	374	766		
Upr. Mangaehu River																										55	70										
Lake Cowley (Waītara)	800	300	280	200	470	530	210	180	590	530	1000	820	1000	750	480	340	340	970	620	800	720	645	650	178	315	188	390	266	300	570	950	1180	980				
Lake Rataipiko	0	70	0	0	0	0	80	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tariki Road		150	300	20	13	0	50	90	35	13	0	55	0	0	0	0	0	57	4	59	41	29	20	7	0	4	0	0	0	0	0	0	0	0	0	0	0
Croydon Rd JT		300	50	0	18	40	2	40	38	38	0	0	0	3	0	0	0	0	10	20		0	0	5	0												
Croydon Road											10	0	0	15	21	0	0	0	0	0	12	0	0	10	14	15	14	0	0								
Wiremu Station (Opunake)	1150	800	700	1400	910	1650	1640	1300	1500	920	650	780	1100	1000	1340	1075	1300	1640	1150	1140	1140	950	1250	1000	700	1000	800	1000	1434	1300	1300	1300	1300	575			
Saunders Road	270	230	300	300	430																																
Corbett Lake (Saunders Rd Okato)			20	1	9	190	270	300	450	385	700	500	200	650	295	295	66	300	275	335	405	185	260	295	500	270	210	460	470	575	330	250	490				
Oxford Road Lake															315	395	534	510	702	400*	10	260	240	57	0	13	2	17	47	75	4	2	0	0	0	0	
SH45 Omata															16	9	7	0	0	0	7	0	0	8	6	0	0	0	0	0	0	0	0	0	0	0	0
Barrett Lagoon (New Plymouth)	0	100	65	350	430	610	550	620	700	650	340	300	600	615	570	703	450	590	827	581	640	587	826	670	640	950	335	620	663	780	500	680	850				
Umutekai Road		270	250	475	300	500	640	520	600	600	500	400	480	450	420	420	380	545	450	400	580	735	550	480	555	470	390	650	1038	1050	1150	1061	800				
Alfred Road	450	800	550	550	300	226	263	157	277	126	194	305	380	305	490	638	730	810	487	686	622	590	600	450	330	400	400	205	420	400	90	20	7	34			
upper Egmont Road					70	180	28	30	85	160	200	6	2	3	0							105	285	360	385	270	330	370	178	425	550	800	500	600			
Richmond Rd.					50	110	72	31	5	45	50	180	385	350	490	475	620	875	770	775	450	420	411	435	285	407	450	430	114	220	270	128	90	220			
Upper Newall Road																																					
Punehu																																					
Hawera oxidation ponds (2)																																					
Waingongoro Road																																					



TABLE 4 (Continued). Paradise shelduck trend counts in the Taranaki province (Area C).

POND LOCATION	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023			
Beach Road Omata (2)										12	0	25	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	8	11	0					
Perth Road (2)								0	0	0	18	0	0	2	5	8	2	5	1	3	10	7	5	5	5	6	0	0							
Upland Rd (2)												165	0	26	7	16	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0				
Waiwiri Road														40	30	30	30	30	0	0	0	60	25	20			0								
Kaipoi Road														9	18	2	19	0	1	1		14	0	7			7	0	49	50	21	9			
Stratford oxidation ponds													375	300	450	564	617	900	1020	950	1123	1000	1050	1100	1240	1400	1180	1470	1769	1400	1300	753	1200		
Sangster Rd Rotokare (3)													40	70	7	7	0																		
Parihaka Station														300	415	472	430	450	170	47	300	135	62	47	2	120	dry	75	20	0	320		2		
Kina Road														100	450	59	45	25	200	130	145	360	506	265	220	204	180	45	130	170	100	195	330		
Nowells Lakes (2)										0	0	0	6	30	30	0	2	0	0	0	0	0	0	0	0	0	2	0	82	0	50	0	0		
Winstones Manutahi Road																	145	2	7	8	23	83	6*	128	180	150	100	295	365	360	137	289	437		
Opunake oxidation ponds																		135	220	279	344	350	320	440	385	400	470	635	770	600	500	780	770		
Rugby Road																					175	275	434	220	300	354	46	175	340	dry					
Inglewood Oxidation ponds														0	0	0	0	5	5	4	1	135	252	160	270	297	217	573	220	700	480	950	770		
Eltham Oxidation Ponds																																			
Jimmy Stewart Wetland																																			
Lake Mangamahoe																				0	0				16	20	49	87	149	78	112	103	116		
NPDC Waiongana																											158	260	79	217	210	212	246		
Durham Road upper																																			
Manaia oxidation pond																																			
Kaponga oxidation pond																																			
Patea oxidation pond																																			
Komene Lagoon																																			
Waipu Lagoons																																			
Bell Block Oxy ponds																																			
Opunake Lake																																			
100 Wills Road																																			
Richmond Road 2																																			
<b>TOTAL</b>	4947	4325	4541	5325	4776	5759	7507	6748	7722	6801	6408	7029	8270	9244	10154	10993	9778	12095	11562	9489	10770	11014	12882	11495	11990	11635	9196	11706	14346	14390	13415	13663	12569		

**APPENDIX 2. BLACK SWAN**

**TABLE 5. Black swan trend counts in the Wanganui - Waverley coastal strip.**

Name	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024			
Waipū	20	17	74	37	9	17	20	33	10	82	35	14	47	118	60	10	40	3	1	4	4	10	32	135	55	11	27	22	30	117	8	6	0	8			
Rotokauwau	5	60	7	25	5	5	38	11	12	14	6	29	25	16	50	50	51	74	41	3	38	8	13	2	12	4	9	15	21	50	110	83	81				
Grassmere	2	13	11	0	0	0	18	0	2	1							8	0	1	1	1	0	1														
Wiritoa	0	0	0	10	0	0	1	0	0	0	0	4	0	0	0	57	14	4	2	14	7	46	8	32	4	4	7	14	0	0	0	0	0	0	4		
Pauri	22	76	65		13	10	14	0	27	10	10	32	0	0	57	16	4	2	48	18	12	8	7	2	10	6	1	32						10			
Kohata				7	8	0	5	0	0	4	0	8	4	9	16	2	48	18	12	8	8	7	2	10	6	1											
Kaitoke	85	48	25	36	24	24	19	105	21	30	175	56	69	52	31	140	15	24	74	25	43	360	40	86	271	214	48	213	405	153	106	115	281				
Westmere	20	1			14	0	6	0	1	2	6	12	5	6	8	4	4	5	6	6	22	5	37	16	31	20	13	11	5	3	1	7	2	0	0	0	
Arranmore																																					
Marahau	35	19	70	40	39	36	14	8	116	42	50	20	56	64	26	4	33	28	38	47	41	16	30	13	51	18	11	41	13	18	37	9	102				
Waikato	15	7	20	6	10	0	6	5	13	9	10	23	9	0	46	7	9	3	8	5	7	4	6	5	8	2	0	0	5	51	16	54	4				
Waiau	5	16	10	7	3	25	36	11	47	0	0	0	7	8	6	4	4	0	0	8	0	0	10	5	9	4	68	2	31	26	3	4	12				
Herengawe	0	3	11	7	22	0	25	40	4	35	4	41	0	11	2	0	0	0	0	0	0	0	0	6	6	0	0	27	0	36	0	0	18	0			
Oturi	85	125	33	119	45	0	32	95	7	45	20	0	57	26	94	170	114	119	107	131	70	95	102	95	117	91	14	75	44	134	30	82	65				
Hawkins												4	11	6	8	17	9																				
Okoiā														7	2	1	0																				
<b>TOTAL</b>	<b>294</b>	<b>385</b>	<b>326</b>	<b>299</b>	<b>199</b>	<b>132</b>	<b>242</b>	<b>327</b>	<b>340</b>	<b>300</b>	<b>323</b>	<b>224</b>	<b>243</b>	<b>290</b>	<b>323</b>	<b>406</b>	<b>423</b>	<b>335</b>	<b>285</b>	<b>301</b>	<b>261</b>	<b>268</b>	<b>562</b>	<b>411</b>	<b>308</b>	<b>510</b>	<b>380</b>	<b>256</b>	<b>381</b>	<b>683</b>	<b>449</b>	<b>317</b>	<b>377</b>	<b>563</b>			

**TABLE 6. Black swan trend counts in Waimarino and Whanganui hill country sites.**

Site	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Browns	4	6	2	0	2	3	4	3	0	0	5	3	4	1	0	0	0	0
Roke	13	12	14	3	5	1	4	8	0	0							16	15
Ohakune Oxy Pond	2	2	0	0	0	0	0	2	5	0	0	0	1	1	2	5	9	1
Raetihi Oxy Ponds (2)	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Morikau (3)	19	12	0		2	4	6	6	1	9	6	9	8	13	16	8	5	6
Mokanui	6	5	0		3	1	0	6	8	8	6	7	14	12	5	1	3	
Taonui	6	5	0	0	2	0	0	0	0	0	0	3	5	5	8	2	0	
Harris	8	6	7			0	0	6	5	5	3	1	9	8	5	2	0	6
Old Fields Track		1	0	1	0	0	0	0	0	0	1	0	0	0	0			
Kaahu Estate		2	0	0	4	0	0	1	0	0	3	3	1	0	0			
Lake Otamaraha		10	1	3	5	2	12	7	0	1	0	6	0	4	0	0	4	
Sues								2	1	1	0	4	3	4	2	1	5	17
National Park Oxy Pnd								4	0	0	0	0	0	0	0	0	0	0
Makakahi																	2	
<b>Total</b>	<b>59</b>	<b>61</b>	<b>24</b>	<b>33</b>	<b>23</b>	<b>13</b>	<b>31</b>	<b>45</b>	<b>20</b>	<b>24</b>	<b>24</b>	<b>36</b>	<b>45</b>	<b>43</b>	<b>30</b>	<b>17</b>	<b>44</b>	<b>45</b>

TABLE 7. Black swan trend counts in north and south Taranaki.

POND LOCATION	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024		
Lake Cowley (Waitara)	38	53	29	32	52	16	24	35	17	104	60	92	98	28	67	34	84	83	69	133	67	77	74	112	115	85	92	99	138	81	114	100		
Lake Ngangana (Waitara)	7	3	7	1	6	6	6	7	6	5	4	9	6	5	3	4	5	0	2	1	0	0	1	7	0	4	1	5	6	0	0	7		
Lake Mangamahoe	2	16	9	11	12	14	15	24	9	5	20	12	16	19	32	48	19	17	30	27	75	31	93	44	38	52	34	44	28	37	37	59		
Umutekai Rd	2	0	0	0	4	3	5	0	5	0	0	10	0	3	0	0	3	1	0	5	0	0	0	2	0	0	4	1	3	1	2	0		
Winstones Road							3	1							0	1	2	7	5	5	1	1	2	5	4	0	4	1	4	2	0	2		
Barrett Lagoon	0	0	4	2	7	4	3	4	3	1	7		7	2	3	7	8	1	2	2	10	7	0	4	7	7	0	2	22	25	19	31		
Alfred Road		10	12	18	16	13	15	17	18	22	14	20	30	32	39	42	24	28	40	56	42	50	47	38	72	30	14	14	5	5	10	0		
Waipu Lagoons	2	0	5	0	3	4	0	4	0	6	0	0	0	4	3	4	1		3	6	3	2	1	3	2	0	4	4	6	5	5	6		
Bell Block Oxidation Ponds	11	0	0	15	15	0	10	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	1	0	4	0	0	1	0	10	4		
Tariki Road		0	1	0	1	0	0	4	6	0	0	5	0	0	0	0	0	3	0	0	2	2	0	0	2	7	2	0	0					
LandCorp Wiremu	4	1	1	6	5	4	0	6	3	1	0	0	3	5	2	5	2	6	0	0	0	1	0	0	1	4	0	0	0	0	0	0		
Arawhata Road		1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	2	0	0	0				0	0	0	0	0	0	0	0	0	
Beach Road Omata	0	0	0	0	0	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Richmond Rd										6	0	6	0	6	9	0	5	4	4	5	4	4	1	4	2	1	1	1	7	3	1	1		
Perth Road				0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Upland Road										7	10	0	0	0	2	0	3	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
Komene Lagoon (Okato)												11	0	0	27	dry	1	1	dry	0		15	dry	dry	3	dry	dry	dry	7	5	8	33		
Inglewood Oxy Ponds													6	5	4	0	0	0	3	6	5	0	3	7	2	5	3	1	7	10	4	0		
Egmont Road																																		
Clarke Rd																5	0			0					0	2	0							
Stratford oxidation ponds														0	3	2	2	3	7	7	11	17	13	18	17	13	4	20	27	37	43	58		
Opunake Lake													0	0	0					0	11	5	14	0	2	5	5	2	0	4	2	9		
Punehu					24	7	8	7	7	7	0	3	10	8	1	6	6	4	4	4	5	6	6	6	7	17	2	2	25	22	0	2	20	
Opunake oxidation ponds																	8	1	6	1	4	5	6	3	5	2	1	3	5	4	2	0		
Hawera oxidation ponds					140	118	111	83	47	57	39	25	37	42	51	81	73	84	84	132	130	120	135	151	101	80	92	108	145	94	68	102		
Nowell's Lakes (2)			28						4	36	25	47	38	14	19	28	20	12	18	29	16	29	29	18	24	41	22	18	33	44	42	32		
Lake Taumaha (Manutahi)			0								1	8	0	6	1	1	1		4	0	1	0	5	7	5	2	16	4	5	3	1			
Lake Kaikoura (Ball Rd)												5	0	5	2	0	0		9		1	0	0	0	7	12	18	7	29	13	10			
Spence Road													7		2																			
Patea oxidation pond																										9	2	7	8	2	3	1	1	
Ihupuku Lagoon													3	0	0	0	0									0	0	0	0	0	0	1		
Lake Maumahaki (2)													0	7	5		5	0	2	0	0	3	0	2	3	0	0	1	3	5	7	0		



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**Agenda Item 9      Confirmation of Game Regulation Recommendations**

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**Summary**

**Confirmation of Game Regulation recommendations to the Minister – these have been processed by 1 February 2024 but required confirmation by Council**

**For Information Only**

**Decision Required**

**Recommendation/Action**

Confirm the Game Regulation recommendations for the 2024 Game Season – as discussed in 9 December 2023 Meeting but confirmed after trend count monitoring of paradise shelduck and black swan.

## TARANAKI FISH AND GAME REGION<sup>1</sup>

### 1 Game That May be Hunted or Killed—Duration of 2024/2025 Season

Species	Season Duration (dates inclusive)	Daily Bag Limit	Hunting area
Grey/mallard duck	4 May to 30 June 2024	12	All areas
NZ shoveler duck	4 May to 30 June 2024	2	All areas
Paradise shelduck	4 May to 30 June 2024	10	All areas
	22 and 23 Feb 2025	10	Area C
	1 and 2 March 2025	10	Area C
	8 to 10 March 2025	10	Area C
Black swan	4 May to 30 June 2024	2	All areas
Pūkeko	4 May to 25 August 2024	5	Area A&B
	4 May to 25 August 2024	10	Area C
California quail	4 May to 25 August 2024	5	All areas
Cock pheasant	4 May to 25 August 2024	2	All areas
Bobwhite (Virginian) quail	4 May to 25 August 2024	5	All areas
Red legged partridge	4 May to 25 August 2024	2	All areas
Pheasant, both sexes	4 May to 25 August 2024	No limit	Upland game properties with special conditions in clause 6 for this Region.

### 2 Definition of Areas

**2.1 Area A:** That area within the following boundary commencing at Waiaruhe Road; then by that road, Owhakura Road, Whangaehu Valley Road and Fields Track to Kakatahi; then by straight lines to Pipiriki and Tawhata; then by Tawhata Road to the boundary; then by the generally eastern boundary of the region to Waiaruhe Road.

**2.2 Area B:** That area within the following boundary commencing at Waiaruhe Road; then by that road, Owhakura Road, Whangaehu Valley Road and Fields Track to Kakatahi; then by straight lines to Pipiriki and Makakaho Junction down the eastern bank of the Waitotara River to the sea; then by the sea coast and generally eastern boundary of the region to Waiaruhe Road.

**2.3 Area C:** The balance of the region contained by the westerly boundaries of Area A and B and the sea coast between the Mokau River and Waitotara River mouths.

<sup>1</sup>Reference to Description: *Gazette*, No. 83, of 27 May 1990, at page 1861

### **3 Shooting Hours**

6.30am to 6.15pm.

### **4 Decoy Limit**

No limit.

### **5 Special Conditions**

#### **5.1 Special Paradise Shelduck Season**

**Area C only:** For the Special Paradise Shelduck Season on 22 February, 23 February, 1 March, 2 March, 8 March, 9 March and 10 March 2025, the hours of hunting are extended 6.30am to 8.00pm. In addition, all hunters, including land occupiers, must hold a 2025 Taranaki Special Paradise Shelduck Season Hunting Permit that has been issued by the Taranaki Fish and Game Council (or authorised agent) to that named person.

**5.2** No person shall hunt, as specified, within 100m of any urban sewage oxidation pond.

**5.3** No person may wilfully leave on the hunting ground any game bird(s) shot or parts of any game birds shot.

**5.4** No person may shoot game from a boat on the Whanganui River downstream of Kemps Pole (Kauarapaoa Stream confluence).

**5.5** Any licensed game bird hunter who has a Department of Conservation permit to take or kill wildlife for the purpose of hawking may hunt with an Australasian Harrier (*Circus approximans*) to take gamebirds. This is subject to the season length and bag limit for each gamebird species in clause 1 of this notice for this region and subject to any conditions imposed by the Director-General of Conservation under such a permit.

### **6 Upland Game Properties with Special Conditions**

**6.1** This clause applies to the following specified property only:

Paetawa station. 366a Kauarapaoa Road Whanganui being lots1-2 DP 29356. Waipukurau SD. 1307.9440ha administered by Hienni investment Ltd.

**6.2** Where hunting takes place in any specified property defined in this notice, no person shall have in that person's possession outside that specified property any game taken from that specified property, unless affixed to the game is a label with the name of the specified property where that game was taken or killed written legibly on it, and the additional words on the label, "for personal consumption, not for sale or profit" written legibly on it.

**6.3** A person must not clip the wings of a bird released on any specified property after the bird is 8 weeks old.

**6.4** A person must not clip the beak of any bird released on any specified property at any time.

**6.5** A person must not hunt a pheasant before it is 18 weeks old.

**6.6** A person must not hunt waterfowl on a specified property on the same day that a pheasant hunt takes place on that property.

**6.7** The unlimited mixed sex daily bag limit for the specified property shall only apply when at least 400 pheasants have been released on to that specified property within 5 months of the opening day of the season, otherwise the daily bag limit shall be 2 cock pheasants.

**6.8** A property owner listed in subclause (1) or a lessee of that property owner must keep a register of:

(a) the names and addresses of hunters and all other persons who take game from that property;

(b) the number and type of birds taken by those persons;

(c) the description of that person's role in the hunting and killing of game birds on that day.



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## Agenda Item 10    **Chairman's Report**

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### **Summary**

Consider the report presented by the Chairman that summarises the issues and actions that have occurred since the previous meeting.

This will focus on issues relevant to governance functions but provide an overview of key operational outcomes where appropriate.

<b>Decision Required</b>
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### **Recommendation/Action**

Council to move to receive the report presented by the Chairman for the previous period since the last meeting of Council.



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## Agenda Item 11 NZ Fish and Game Council Business

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### Summary

NZ Council Appointee to cover key issues and developments since (and potentially further clarification) the November 2023 NZ Council meeting.

### Topics may include:

1. Progress on Future Finance Working Group
2. Progress on Future Structure Working Group
3. New direction of new Government
  - Repeal of NBEA
  - Wildlife Act Review
  - Implementation of NPS FM 2020

For Information Only
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Decision Required
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### Recommendation/Action

Council to move motion to receive the report from the Taranaki Council appointee to NZ Council on NZ Fish and Game Council business for the previous period – including meetings and key issues/actions.



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## Agenda Item 12    **Legislative and Policy Review**

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### Summary

**a. Draft Drug & Alcohol Policy**

NZ Council consultation to regions on good practice policy

**ACTION: Consider and send feedback to NZ Council by March 2024**

**b. Draft Drug & Alcohol Procedure**

NZ Council consultation to regions on good practice policy

**ACTION: Consider and send feedback to NZ Council by March 2024**

**c. Process for Managing Bullying & Harassment Policy**

NZ Council consultation to regions on good practice policy

**ACTION: Consider and send feedback to NZ Council by March 2024**

**d. Prevention of Bullying & Harassment Policy**

NZ Council consultation to regions on good practice policy

**ACTION: Consider and send feedback to NZ Council by March 2024**

**e. Draft Health & Safety Policies**

**For Information Only**

**f. Wildlife Act Review - Update**

**For Information Only – quick update will be given but no formal announcement on approach has been made**

**g. RMA Legislative update**

**For Information Only – quick update will be given but no formal programme has been announced to replace repealed legislation**

**h. Developing a programme of policy review relating to governance and operational policy**

**For Information Only**

**Recommendation/Action**

No action required.



# DRAFT DRUG AND ALCOHOL POLICY

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

## 1. PURPOSE

The purpose of this Policy is to:

- Demonstrate Fish and Game NZs commitment to health and safety and to outline our expectations and requirements regarding a drug and alcohol-free work environment, and also to provide a safe work environment for all employees.
- Provide advice and guidance to ensure that all employees fully understand their responsibility under this policy
- Outline our approach to prevention, education, screening and assistances with regards to drugs and alcohol in the workplace

## 2. POLICY

Being at work while impaired or at risk of impairment from drugs or alcohol is a serious health and safety risk.

Employees are strictly prohibited from:

- The use, sale, supply, transfer or possession of drugs unless use and possession are medically prescribed and do not impair or are a risk of impairment.
- Attending work with drugs or alcohol in their system, with levels above those set out in Appendix A of the Drug and Alcohol Procedures

## 3. Personal Conduct and Responsibilities

It is everyone's responsibility to identify concerns about health and safety at work. If an employee feels unsafe working with one of their colleagues because they suspect that he/she is in breach of this policy, they should refer the matter to their manager.

If an employee discloses they have a drug or alcohol problem that is affecting their work, Fish and Game encourages the employee to ask for help from their manager or Human Resources at an early stage (before the employee is the subject of testing), without fear of reprisal or disciplinary action.

Proactive disclosure of drug or alcohol problems will be kept confidential as a health-related matter.

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#### 4. Drugs and Alcohol in the Workplace

Workplaces are defined as any place where an employee performs work related tasks, including (but not limited to) offices, Fish and Game vehicles and boats, places where field work is undertaken, travel between workplaces, training courses or conferences and accommodation provided by Fish and Game.

No alcohol may be consumed in the workplace, on or offsite, by any Fish and Game employee except, where formal staff functions have been arranged and approval is given by the manager. Alcohol may be consumed at social events at places and times designated in advance by Fish and Game. Employees and management are responsible for ensuring that all staff are able to get home safely.

No illicit or restricted drugs are to be brought into Fish and Game's workplaces at any time or consumed during work hours.

Legal drugs (prescribed by a medical practitioner) or non-prescription over the counter drugs are deemed to be acceptable as long as work duties and safety are not impaired.

Employees using legal drugs that might impair performance must immediately notify their manager prior to commencing work.

#### 5. Enforcement of the Policy

Alleged breaches of the key requirements by Fish and Game employees may be investigated as serious misconduct. While a potential breach of the policy is being investigated, Fish and Game may:

- Apply a safety stand-down to an employee from employment, to enable an appropriate investigation to occur for health and safety/wellbeing reasons.
- Require the employee to undergo further drug/alcohol screening tests and return a negative result before returning to work
- Suspend the driving privileges of a Fish and Game vehicle or boat until the investigation is concluded.
- Temporarily assign modified or restricted duties.

Following an investigation, Fish and Game New Zealand may:

- Offer, at its discretion the opportunity for the employee to participate in a rehabilitation programme, and/or;
- Take disciplinary action up to and including summary dismissal

The nature and severity of the breach will determine the disciplinary action that is taken.

#### 6. Search and Surveillance

In order to assist with achieving the objectives set out in this policy, Fish and Game New Zealand reserves the right to undertake searches for drugs and alcohol within any Fish and Game New Zealand property and/or workplace

Fish and Game New Zealand property includes offices, vehicles, boats, workstations and storage areas but does not include the employees' home or place of residence if it is used for flexible working or working from home.

#### 7. Drug and Alcohol Testing

Fish and Game New Zealand may undertake drug and/or alcohol testing to ensure compliance with this policy.

The processes for drug and alcohol testing are detailed in the Fish and Game New Zealand Drug and Alcohol Procedure. Testing will be undertaken by a professional drug detection agency such as the TDDA.

##### **Pre-employment testing**

Prospective employees may be required to undergo pre-employment or engagement drug and



alcohol testing.

If a prospective employee returns a positive or non-negative result for the presence of drugs or alcohol, Fish and Game New Zealand may discontinue their application, or if the applicant has already been appointed, their employment or engagement may be stood down and/or employment terminated.

#### **Post incident/event testing**

If there is an incident, accident, near miss or property damage involving an actual or potential compromise of health and safety standards and an employee's actions, or lack of action, may have been a direct or indirect contributory factor (incident, accident or near miss/close call), then an alcohol and drug test may be required.

#### **Reasonable cause testing**

If Fish and Game New Zealand suspects on reasonable grounds that an employee is under the influence of drugs or alcohol. Reasonable cause may be based on a pattern of behaviour, actions or conduct. See Appendix B of the Drug and Alcohol Procedures for examples of behavioral indicators.

Fish and Game managers must carefully consider the grounds for suspicion and should seek advice before making a judgement as to whether reasonable cause has been established.

### **8. Employee Disclosure, Assistance and Rehabilitation**

Employees will have access to assistance from Instep's Alcohol and Other Drug Programme.

If an employee discloses that they have a drug or alcohol problem that is affecting their work, Fish and Game New Zealand encourages the employee to ask for help from their manager or HR, at an early stage (before the employee is the subject of testing), without fear of reprisal or disciplinary action.

Proactive disclosures of drug or alcohol problems will be kept confidential as a health-related matter.

If the employee is not comfortable discussing the problem with their manager, they may contact another manager and Fish and Game New Zealand's Employee Assistance Programme (EAP) provider -Instep. Instep provide a free and confidential service, which is independent from Fish and Game New Zealand.

Fish and Game New Zealand will consider what reasonable steps it can take to assist an employee who proactively discloses a drug and/ or alcohol problem, including referral to appropriate treatment providers.

If an employee returns a positive drug and/ or alcohol test (as noted in Section 9) and subsequently discloses a drug or alcohol problem, Fish and Game New Zealand may take disciplinary action up to and including summary dismissal and/or any other actions available to it pursuant to this policy and the Fish and Game New Zealand Drug and Alcohol Procedure.

#### **DOCUMENT MANAGEMENT CONTROL**

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



# DRAFT DRUG AND ALCOHOL PROCEDURE

<b>Section</b>	Operational
<b>Contact/Owner</b>	NZC HR
<b>Last Review</b>	New Procedure
<b>Next Review</b>	
<b>Approval</b>	NZC
<b>Effective Date</b>	

## 1. Purpose

The purposes of this Procedure are to:

- Support the Fish and Game New Zealand Drug and Alcohol Policy by setting out the procedural arrangements and testing processes.
- Assist management to enforce the drug and alcohol policy in a consistent and fair way
- Outline support options that may be available to employees
- Enable Fish and Game NZ to comply with the Health and Safety at Work Act 2015, in particular the duty to ensure, so far as reasonably practicable, the provision and maintenance of a work environment that is without risks to health and safety and that the health and safety of other persons is not put at risk from work carried out as part of the conduct of our business.

## 2. Application of Policy and Procedure

Managers are responsible for taking all reasonably practicable steps to ensure the health and safety of employees undertaking work under their direction. This procedure must be followed if a manager:

- Observes or has reasonable cause to suspect that an employee is breaching the Fish and Game New Zealand Drug and Alcohol Policy; or finds evidence of such a breach; or
- Learns from an eyewitness that the employee may have breached the Fish and Game New Zealand Drug and Alcohol Policy.

Any manager may instruct an employee to undergo an initial drug and/or alcohol screening test administered by a collecting agency such as the TDDA, if they suspect that the employee may have breached the policy.

The manager will arrange an appointment with the drug agency and the employee will be accompanied to the appointment by the manager.

Employees who undergo drug and/or alcohol testing will be told the purpose of the test, where the information will go, the name and address of the collecting agency and the likely consequences if they refuse to participate.

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The employee will be asked to sign a written consent to the test by the collecting agency.

At any stage of the processes or procedures herein, employees may request the presence of a support person or representative.

Every person subject to this procedure is entitled to confidentiality (insofar as practicable) and just treatment.

If the test results show the presence of drugs or alcohol in excess of the amounts set out in Appendix A of this Procedure, then a disciplinary process will be commenced where rehabilitation may be offered.

### **3. Safety Stand -down**

If the absence of drugs and alcohol cannot be established through an initial test (i.e. returns an invalid result) then a safety stand-down may be required.

Stand-down is a health and safety precaution. It is not suspension because, in the case of employee, does not involve the person being sent away unilaterally from the workplace and is not disciplinary action.

While an employee is 'stood-down', nothing has been proven; the employee remains at work on pay and can be given reasonable instructions with which they must comply; their dignity, confidentiality and privacy should be maintained; and they must not operate any vehicle or boat or undertake other high-risk tasks.

Please note that if an employee may be impaired by drugs or alcohol, they must not be permitted to drive a Fish and Game vehicle or boat until such time as they are able to return a negative test result. This is to protect both the employee's own personal safety and the safety of others.

### **4. Compromised, diluted or adulterated test specimens**

#### **Deliberate compromise of process**

If an employee makes a deliberate attempt to compromise the integrity of a specimen or the testing process when taking a drug test (for example by providing a specimen that is not his or her own, or adulteration e.g. by use of a masking agent), or the collector has reasonable grounds to suspect that the employee has tampered with a specimen, then the manager may in respect of an employee take disciplinary action up to and including summary dismissal.

#### **Temperature**

If an employee provides a specimen that is not within acceptable temperature testing range, meaning that the manager cannot verify it was provided by the employee or the specimen is otherwise compromised, the employee may be provided with one further opportunity to provide an acceptable specimen within 2 hours.

If the second specimen is also not acceptable for testing, this may be treated as a refusal or failure to take a drug and/or alcohol test or to provide an acceptable specimen (refer next section).

#### **Dilution**

A specimen may be too dilute to be accepted for testing if the specimen provider has consumed high quantities of water or other fluids or a diluent has been added.

The employee will be given one further opportunity to provide an acceptable specimen within 24 hours. The employee may have to reduce his/her fluid intake during this period.

If the second specimen is also not acceptable for testing, this may be treated as a refusal or failure to take a drug and/or alcohol test or to provide an acceptable specimen (refer next section).

### **5. Refusal or failure to take a drug or alcohol test or provide an acceptable specimen**

Refusal to comply with an instruction to undertake a drug or alcohol test, or refusal or failure to provide an acceptable specimen without reasonable explanation, will be treated as a breach of the Fish and Game New Zealand Drug and Alcohol Policy.

If an employee is instructed to take a drug or alcohol test but refuses or fails to do so, the employee

must be given an opportunity to explain the refusal or failure.

The manager will consider any explanation given, and the circumstances leading up to refusal or failure.

If the manager considers the explanation is unreasonable in the circumstances, then they may take disciplinary action in respect of an employee up to and including summary dismissal.

## **6. Employee Assistance and Rehabilitation**

An employee making a voluntary disclosure may be granted extended leave to participate in a drug and alcohol rehabilitation or treatment programme.

If requested by the employee, Fish and Game New Zealand will fund up to three treatment sessions, and may consider further assistance on a case-by-case basis.

The employee's return to work after successful completion of the course of treatment within a reasonable period of time agreed by the manager will depend on the Fish and Game Council's needs at that time and will be on the recommendation of the service provider.

If an employee who has not made a voluntary disclosure returns a positive test result, the manager may, at their sole discretion, permit him or her to continue in their employment subject to the requirement that they undertake a rehabilitation and/or treatment programme approved by Fish and Game New Zealand.

Failure to take part or complete the programme within a reasonable timeframe may result in disciplinary action up to and including summary dismissal.

The employee may be allocated alternative or restricted duties during the programme (if available, and at the manager's discretion).

Fish and Game New Zealand may, at its sole discretion, and upon the employee's request, fund an initial assessment by a rehabilitation provider nominated or approved by Fish and Game New Zealand.

### **Process for rehabilitation agreement**

The employee must agree in writing to the programme and follow up testing.

The manager will arrange an initial appointment for the employee to meet with the rehabilitation specialist;

The employee will be given a phone number to contact the rehabilitation specialist;

All communications between the specialist and employee will remain confidential save as provided in the contract;

The rehabilitation specialist will arrange for treatment or further specialist advice as considered necessary;

Rehabilitation will commence and the rehabilitation provider will provide the manager with information on the attendance of the employee in accordance with the contract and will advise whether or not the employee has successfully completed the programme;

The rehabilitation specialist will report to the manager after three sessions on the necessity or value of further treatment. Further sessions are at the employee's cost

With the written permission of the employee, the employee's representative or support person may be informed of progress.

### **Post-treatment testing**

On completion of the programme, the employee will be required to return a negative drug and alcohol test (the cost of which testing shall be met by the employee) prior to returning to normal duties.

The employee may subsequently be required to complete up to 12 random drug and alcohol tests over the next 24 months.

A positive test during or following treatment may result in disciplinary action up to and including summary dismissal.

## **7. Search and Surveillance**

In accordance with and for the purposes of the Fish and Game New Zealand Drug & Alcohol Policy, the Fish and Game Council may undertake lawful searches and/or surveillance.

The manager may search any Fish and Game Council workplace or area in the Council's possession or control. This may include the Council's buildings, vehicles, boats, workstations, and storage areas.

The manager or someone authorised by the manager, may not search an employee's person or personal property (including looking inside bags) without genuine necessity, reasonable cause, and the explicit consent of the employee.

## 8. Confidentiality and Privacy

All information gathered as a result of testing or participation in a rehabilitation or treatment programme is collected for the purpose of implementing, enforcing and achieving the purpose of the Fish and Game New Zealand Drug and Alcohol Policy.

A copy of the results of any drug and/or alcohol test is retained by the collecting agency and will be provided to the employee as well as their manager.

Results may be used in evidence and disclosed in disciplinary or legal proceedings.

Information will be held for the duration of the individual's employment/engagement, or longer where Fish and Game New Zealand has a legitimate reason or as required by law.

Except when required by law, no information relating to any testing or rehabilitation will be disclosed to an external party without the written consent of the employee concerned.

## 9. Definitions

<b>Adulteration</b>	The deliberate use by the donor of a diluent or masking agent, or providing a substitute urine specimen, in order to compromise the detection of drugs/metabolites in their urine.
<b>Alcohol</b>	As per common usage and definition.
<b>Collecting agency and collector</b>	Respectively an accredited agency and a person qualified to collect specimens and take samples for the purpose of detection and quantitation of drugs of abuse within the specimen.
<b>Drug</b>	For the purposes of the Fish and Game New Zealand Limited drug and alcohol policy and this procedure, "drug" and "drugs": <ul style="list-style-type: none"> <li>Includes any substance listed in the schedules of the Misuse of Drugs Act 1975, including future amendments and additions;</li> <li>Includes substances listed in the AS/NZS 4308:2008: Procedures for specimen collection and quantitation of drugs of abuse in urine;</li> <li>Includes any synthetic or natural psychoactive substances that may be referred to as 'designer drugs', 'drug analogues', 'synthetic cannabinoids' or 'herbal highs' (whether or not they are controlled);</li> <li>May include any volatile substance deliberately used or misused for the purpose of achieving an altered state of mind;</li> <li>May include prescription and non-prescription ('over-the-counter') medication that the user knows or ought to know can impair the user's mental or physical ability and pose a safety risk in the circumstances (e.g. driving while affected by opiate medications);</li> </ul>
<b>Non-negative</b>	A test result that is non-negative but has not been confirmed by an accredited laboratory as positive.
<b>Sample</b>	A portion taken from a specimen, on which the test or assay is actually carried out.

**Stand-down** Temporarily assigning modified or restricted duties to an employee or having them cease duties for a short period but not leave the workplace, while appropriate steps set out in this procedure are implemented.

**Work and workplace** For the purpose of this procedure, includes work carried out on behalf of Fish and Game New Zealand by any employee or contractor; in an OSPRI workplace. Workplace has the meaning given in the Health and Safety at Work Act 2015.

#### FURTHER INFORMATION

***INFORMATION AND ADVICE ABOUT DRUGS AND ALCOHOL CAN BE FOUND AT [WWW.DRUGFOUNDATION.ORG.NZ](http://WWW.DRUGFOUNDATION.ORG.NZ)***

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## APPENDIX A

### MAXIMUM ACCEPTABLE LEVELS OF DRUGS AND ALCOHOL

Confirmatory test cut-off concentrations (as total drug): AS/NZS 4308:2008 compound	Cut-off level (micrograms/litre)
Morphine	300
Codeine	300
6-Acetylmorphine	10
Amphetamine	150
Methyl amphetamine	150
Methyl enedioxy methyl amphetamine	150
Methyl enedioxy amphetamine	150
Benzylpiperazine*	500
Ephedrine*	500
Phentermine*	500
Pseudoephedrine*	500
11-nor-9-tetrahydrocannabinol-9-carboxylic acid	15
Benzoyllecgonine	150
Ecgonine methyl ester	150
Oxazepam	200
Temazepam	200
Diazepam	200
Nor diazepam	200
Hydroxyl-alprazolam	100
7-amino-clonazepam	100
7-amino-flunitrazepam	100
7-amino-nitrazepam	100

#### ALCOHOL LIMITS

For the test to be positive there must be a level of alcohol in the employee's system higher than 100 micrograms of alcohol per litre of breath while in paid work or greater than the NZ Land Transport legal driving limit (for all other circumstances).

All aspects of the testing procedure will be carried out in a confidential and private manner by a trained Breath Alcohol Tester using a calibrated breath alcohol testing device, which complies with the AS 3547-1997/Amendment 1-2000 (type 2), for the measurement of alcohol.



## APPENDIX B – REASONABLE CAUSE INDICATOR

When determining “reasonable cause”, physical symptoms and/or unusual or out of character on site observable behaviours must be considered. One symptom on its own is not enough evidence to reach a conclusion of drug use.

Examples of physical symptoms or behaviours include, but are not limited to:

- excessive lateness
- absences often on Monday, Friday or in conjunction with holidays
- increased health problems or complaints about health
- emotional signs – outbursts, anger, aggression
- changes in personality
- changes in alertness – difficulty with attention span
- changes in appearance – clothing, hair, personal hygiene
- less energy
- involvement in various minor accidents
- feigning sickness or emergencies to get out of work early
- going to the bathroom more than normal
- defensive when confronted about behaviour
- dizziness
- slurred speech
- hangovers
- violent behaviour
- impaired motor skills
- bloodshot eyes
- impaired or reduced short term memory
- reduced ability to perform tasks requiring concentration and co-ordination
- intense anxiety or panic attacks
- impairments in learning and memory, perception and judgement
- irritability
- depression
- odour of alcohol or drugs

Reasonable grounds testing may also take place where the Company learns, from a credible source, that the employee is working under the influence of drugs and/or alcohol, or where the employee is observed using, possessing, distributing or consuming drugs or alcohol during work time or during any breaks.

When dealing with an allegation of bullying, harassment and victimisation, we will:

- treat all matters seriously
- where appropriate, investigate promptly and impartially
- reasonably support all parties involved
- find appropriate remedies and consequences for confirmed bullying as well as false reports
- communicate the process and its outcome (though not necessarily any action taken against a person if that violates their privacy)
- ensure confidentiality
- apply the principles of natural justice
- keep good documentation

#### Manager

The Manager agrees to:

- ensure personnel are clear on what their roles involve
- intervene early to call out and deal with any unreasonable behaviour before it escalates
- record and, where appropriate, investigate complaints fairly and in line with our policies and processes
- not ignore issues raised
- where there is a conflict of interest, defer responsibility to another manager, where appropriate
- cooperate with investigations
- look for informal solutions (self-help, giving feedback, mediation or facilitation) before escalating an issue to higher levels (such as investigation) where appropriate.

#### All staff

All staff agree to:

- tell their manager if they experience or see any bullying, harassing or victimising behaviours
  - if the manager is the person considered to be behaving in an inappropriate manner, tell another manager or HR
- try low-level solutions (e.g. talking to the person initially, if safe to do so)
- follow our informal or formal processes (as outlined in the **Process for Managing Bullying and Harassment**) when making a complaint
- keep an eye out for other people and provide support when they see a person being isolated or experiencing reprisals.

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## DOCUMENT MANAGEMENT CONTROL

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

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## Process for Managing Bullying and Harassment

<b>Section</b>	Operational
<b>Contact/Owner</b>	NZC HR
<b>Last Review</b>	New Process
<b>Next Review</b>	
<b>Approval</b>	NZC
<b>Effective Date</b>	

**Introduction** Raising concerns, as either the person making the complaint or allegations, or a bystander can be challenging. We are committed to ensuring that all employees who raise concerns are treated fairly and with respect, and to maintaining confidentiality as appropriate.

**Principles for managing complaints** We have procedures in place for making and managing complaints to ensure we treat any complaint or query as confidentially as possible, take it seriously, and act on it promptly.

We prefer to provide options, appropriate support and appropriately tailored solutions, rather than taking a 'one size fits all' approach. For example, options can include:

- exploring informal solutions before taking formal action, if this is appropriate
- exploring informal solutions without requiring formal action, if this is appropriate
- proceeding straight to a formal investigation if necessary.

We will:

- apply the principles of natural justice
- treat all parties fairly
- respect and support all parties through the process
- take all practicable steps to prevent retaliation or victimisation against anyone who makes a complaint.

**Raising and managing complaints** There are several methods for responding to bullying, harassment or victimisation. There's no need to start with self-help if another option is more appropriate.

Before raising concerns, it can be helpful to seek advice and support. Identify someone appropriate to tell as soon as possible – their accounts may also be used as evidence, and their advice and support may also help in other ways.

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It can be useful to talk with a trusted friend or advisor, or seek advice from a colleague, manager, HR, or counsellor (including EAP).

Another option is to contact a public sector agency or helpline, etc.

Take notes of incidents – names, dates, times, places, and witnesses – and your response. It is best to note these as close as possible to the time they occur, as they may be used as evidence in a formal complaint.

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### Sexual harassment complaints

It may be difficult to talk about sexual harassment:

- You may have experienced behaviour which you do not feel is appropriate but are uncertain if it is or could be seen as sexual harassment.
- You may be embarrassed about discussing this, or worry that you will not be believed, or that complaining might make the situation worse and that you might face repercussions for your working relationships.
- You may be worried that complaining could impact your role or impact others.

We take all complaints and disclosures seriously and are committed to empowering all personnel to feel safe to talk about and come forward when people behave inappropriately in the workplace.

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### Self-help

This option can be used to address issues at the lower end of the spectrum of concerning behaviours, or when a person making a complaint or allegations feels safe to have a face-to-face conversation.

- Act quickly – if possible, the person making the complaint or allegations should discuss concerns early with the person behaving inappropriately. Often, the earlier you call out behaviour, the easier it is to stop it.
  - Describe the behaviours. Be as objective and accurate as possible – describing specific incidents can help. Explain how the behaviour is affecting you, and ask the person to stop
  - Explain the next steps – the person making the complaint or allegations should explain what they will do if the behaviour continues (such as formally report the behaviour).
  - Give the other person time to respond to your complaint – both parties should give the other person time to consider what has been said before discussing the best way forward. Some people need to think about what they've been told before they can respond to it. It's also hard for most people to hear they're doing something that is causing someone else discomfort or distress, and that can make them come across as defensive.
  - Behave appropriately – these are often difficult conversations to have and it's important for all parties to safeguard themselves by behaving appropriately no matter how the other person responds.
  - Engage enough support. This may mean that the person making the complaint or allegations talks to someone both before and after they talk to the person complained about. There is a list of support options at the end of this policy.
- 

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**Informal intervention**

The person making the complaint or allegations should use this option when they need additional support or are not comfortable having a face-to-face conversation without a third-party present, but do not wish to make a formal complaint.

- First, if it's safe, the person making the complaint or allegations should speak to their manager about the conduct and seek their guidance on dealing with the situation.
- If their concerns are about their line manager, they can go to their Council Chair or one of the NZ Council staff for advice and support.
- They should consider speaking to a support person for advice or assistance.
- Use informal approaches such as facilitated meetings (generally through HR) to address the conduct effectively. This includes agreeing on a 'road map' for future communications.
- Make sure these outcomes are clearly documented to avoid any confusion about what has been agreed moving forward.

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**Formal intervention**

Use this option:

- if self-help and/or informal intervention hasn't worked:
- in the first instance if the person making the complaint or allegations believes the behaviour is repeated or serious enough to have a detrimental effect.

There are different ways to make a complaint:

- Usually the person making the complaint or allegations can complain directly to their line manager, to their Council Chair or to HR.
- Depending on the circumstances and how the person making the complaint or allegations wants the matter resolved, a formal investigation may be initiate.

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**External intervention**

If the person making the complaint or allegations is not satisfied with the outcome of self-help, informal or formal options, they can seek external intervention through the following organisations:

- the Human Rights Commission – for complaints about discrimination on one of the 13 grounds prohibited in the Human Rights Act (see Definitions > Discrimination, above) and for sexual or racial harassment
- WorkSafe – for complaints about a breach of the duty of care to take all practicable steps to provide a safe workplace, e.g. workplace bullying
- New Zealand Police – report all threats of violence, actual physical violence or other criminal acts to the Police as well as your manager
- the Ministry for Business, Innovation and Employment's Mediation Services – to help resolve employment relations problems:

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- between the employee and the organisation, or
- between two employees – if both parties agree, the employees can attend mediation to work out a way forward in which they can work together while upholding both parties’ rights
- Employment Relations Authority – for employees to lodge a personal grievance (PG) for claims such as unjustified disadvantage or constructive dismissal.

**Note:**

- This is for action against the employer, i.e. the organisation, not a person.
- The ERA will almost always require good faith attempts at mediation before it will hear and determine a grievance – employees should approach the mediation service first.

**Anonymous complaints**

- You can make anonymous complaints
  - in writing
  - in person with a manager or HR representative.
- We will assess each case according to its own circumstances.
- We can only investigate an anonymous complaint if doing so without naming the person making the complaint or allegations would be fair to all parties involved

**Malicious complaints**

If an investigation concludes that the person complained about did not behave as the person making the complaint or allegations alleged, we may investigate whether the complaint was frivolous, false or malicious. If we find that a complaint was frivolous, false or malicious, we may take disciplinary action against the person making the complaint or allegations.

**Misconduct and serious misconduct**

Conduct may amount to misconduct or serious misconduct if

- an allegation of harassment, bullying or victimisation is substantiated
- if any part of this policy or our Code of Conduct is breached.

We are committed to addressing breaches of this policy promptly and effectively by taking appropriate disciplinary action.

**Potential outcomes**

The outcomes of a breach of this policy will depend on all of the circumstances of the situation. Conduct that amounts to misconduct or serious misconduct will be addressed via appropriate disciplinary action.

**Confidentiality**

We will treat bullying, harassment and victimisation confidentially, as far as the circumstances allow. Parties to a complaint must maintain confidentiality, but may inform those with a genuine need to know e.g. a formal support person

We take breaches of confidentiality seriously. We may deem them misconduct or serious misconduct and take appropriate disciplinary action.

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## How to make a complaint

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### Complaints in writing

To make a written complaint, email your manager, your Council Chair or HR with the following details:

- What happened?
- When and where did it happen?
- How did you respond at the time?
- Were there any witnesses?
- What was the impact on you?
- What resolution do you want to see?

It is best to complain in writing because:

- it helps us clearly understand the details
- it prevents us from misinterpreting any specifics
- it speeds up the process.

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### Verbal complaints

To make a verbal complaint There must be a record of the conversation – either:

- someone must make a sound recording, or
- the person receiving the complaint takes notes.
2. This record is transcribed or typed up.
3. The person making the complaint or allegations reviews the transcription to ensure the information is accurate and that it conveys all that they wish to convey to us.

This process can be time-consuming, and for this reason, we prefer written complaints.

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### INCLUSION

We recognise and respect diverse perspectives and cultural interests

### CONNECTION

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## Bystanders and upstanders

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### Bystanders and upstanders

Bystanders and upstanders play an important role when they witness bullying, harassment, or victimisation:

- A bystander is someone who observes unacceptable behaviour.
- An upstander takes steps to help or support the person being harmed.

We expect you to speak up when you see unacceptable behaviour, where it is safe to do so, take responsibility for ensuring that the work environment is safe and team members are operating in a safe place.

Bystanders and upstanders have different options, depending on the circumstances. These include:

- Speaking with the person who was subjected to the behaviour and making them aware of their options
- Approaching the person who is displaying the behaviour and explaining what you have seen and why you do not feel that it is appropriate
- Raising the matter with a manager
- Reporting the issue to HR

Bystanders and upstanders should feel able to speak up to help us rid our workplaces of inappropriate behaviours.

It is not acceptable to:

- Support people initiating unwanted behaviour
- Turn a blind eye to unwanted behaviour and walk past it

If you have witnessed bullying, harassment or victimisation, advise an appropriate person immediately, and remember that support and advice are also available for you.

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## Links, resources and support

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### Sexual harassment

For those affected by sexual harassment, external support options include the [Safe to Talk sexual harm helpline](#), which helps people to engage with local specialist sexual violence support agencies.

Instep EAP counselling : 0800 284 678

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### Mediation services

The Ministry of Business, Innovation and Employment provides free mediation services. When a party brings a personal grievance, it will be referred to mediation. It is not necessary to bring a personal grievance to gain access to the free mediation when there is a workplace relationship problem. The service mediates between employees, or between an employee and the organisation.

Contact Mediation Services on 0800 800 863 or visit their webpage

<https://www.employment.govt.nz/resolving-problems/steps-to-resolve/mediation/>

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**WorkSafe NZ** As the health and safety regulator, WorkSafe provides resources about managing health and safety risks. They can also receive complaints about breaches of obligations under the Health and Safety at Work Act 2015 to take all reasonably practicable steps to provide a safe workplace.

Contact WorkSafe on 0800 030 040 or visit <https://worksafe.govt.nz/>

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**Human Rights Commission** The Human Rights Commission offers a free service to deal with both informal enquiries and complaints related to discrimination and racial and sexual harassment issues.

Contact the Human Rights Commission on 0800 496 877 or visit <https://www.hrc.co.nz/>

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**Office for Disability Issues** The Office for Disability Issues is the focal point in government for disability issues, supporting implementation of the United Nations Convention on the Rights of Persons with Disabilities and the New Zealand Disability Strategy.

Contact The Office for Disability Issues on 04 916 3300 or visit <https://www.odi.govt.nz/>

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**New Zealand Police** Report threats of violence, actual physical violence or other criminal acts to the Police:

- phone 111 for emergencies
  - phone 105 for non-emergencies
  - go to <https://www.police.govt.nz/>
  - go to your local police station.
- 

## Legislation

### Health and Safety at Work Act 2015

We all have important responsibilities under the Health and Safety at Work Act 2015. We all have a duty to take reasonable care that our acts or omissions do not harm the health and safety of other people. Bullying, harassing or victimising another person is behaviour that can be harmful to a person's health and wellbeing. A person behaving in such a manner could be prosecuted and fined.

### Human Rights Act 1993

### Employment Relations Act 2000

### New Zealand Bill of Rights Act 1990

### Privacy Act 2020

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# Prevention of Bullying and Harassment Policy

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

## PURPOSE

The purpose of this policy is to:

- Show that unacceptable or unwelcome behaviours as set out below will not be tolerated
- make clear our commitment to being an effective and sustainable organisation with a culture of mutual respect
- provide you with the information you need to understand:
  - bullying, harassment and victimisation
  - how to prevent it
  - where this is not successful, how to report and resolve concerns

Support our values:

- Trust
- Inclusion
- Connection
- Service

This Policy applies to all Fish and Game NZ staff and Councillors

## DEFINITIONS

### Bullying

Bullying is unreasonable and unwanted, repeated and ongoing behaviour towards a person or group that can lead to physical and/or psychological harm.

This covers actions which a reasonable person wouldn't do in similar circumstances. It includes victimising, humiliating, intimidating or threatening a person.

Repeated behaviour can include a range of actions, which can be clear, direct and obvious, or more indirect and subtle. It can affect a person's dignity, psychological or physical integrity.

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A single incident isn't considered bullying but should be addressed by management, as inappropriate behaviours can escalate if ignored. Also, a single incident, if serious enough, can amount to harassment. See the definition of harassment in the next block of information.

Examples of bullying include, but are not limited to:

- threats
- intimidation
- physical violence
- shouting
- interfering with equipment or possessions
- excluding or isolating a person from colleagues or from work events
- 'ganging up'
- defamatory gossip
- unjustified criticism, such as a manager being unavailable to give feedback then finding fault with work not done as they wanted
- unjustified threats of dismissal
- unfair treatment
- public humiliation
- setting unrealistic deadlines, over-pressuring, over-working
- underworking, creating a feeling of uselessness
- removing responsibility without justification
- adding responsibility without justification
- changing targets or deadlines without justification
- any other means of undermining a person's right to dignity at work.

**Workplace bullying is not:**

- mutually acceptable, well-intentioned friendly banter, good-natured jokes and compliments
- friendships and relationships where the parties consent to the relationship
- issuing reasonable instructions and expecting them to be carried out
- warning or disciplining someone, including suspension or demotion, in line with our policy and procedures
- insisting on high standards of performance for core responsibilities, as well as in areas such as quality, safety, team cooperation, and attendance
- legitimate criticisms about work performance
- giving critical feedback, including in a performance discussion
- performance improvement or performance management processes
- disciplinary investigations
- robust discussion about issues or concerns in the workplace
- differences of opinions and non-aggressive conflicts
- a single incident of minor unreasonable behaviour.

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## Harassment

Harassment is unwanted and unwarranted behaviour that a person finds offensive, intimidating or humiliating. The behaviour is repeated, or significant enough as a single incident, to have a detrimental effect on a person's dignity, safety and wellbeing.

Harassment can be physical, psychological, verbal or visual behaviour. As with bullying, harassment might be clear, direct and obvious, or more indirect and subtle.

This is most commonly sexual or racial harassment (both defined below) but can include other forms, such as:

- emotional harassment
- psychological harassment
- physical harassment
- derogatory comments directed at someone's status or role in the organisation.

## Sexual harassment

Sexual harassment is any unwelcome or offensive sexual behaviour that is repeated, or is significant enough as a single incident to have a harmful effect on a person.

It can involve spoken or written material, images, digital material or a physical act.

Sexual harassment is unlawful under the Human Rights Act (1993) and the Employment Relations Act (2000). Sexual violation, any activity done without a person's consent, and indecent assault are unlawful under the Crimes Act 1961.

Electronically (including online) sharing of sexual photographs, videos, rumours, comments or information about another person without their consent are unlawful under the Harmful Digital Communications Act (2015). This Act includes a new criminal offence to help tackle the most serious instances of bullying and harassment by people using digital technology. It is illegal to send messages and post material online that deliberately cause someone serious emotional distress.

The Victims' Rights Act (2002) ensures that if someone has suffered harm as a result of an offence of a sexual nature, they are to be treated with courtesy and compassion and have their dignity and privacy respected.

Examples of sexual harassment include, but are not limited to:

- offensive sexual remarks or jokes
- implied or actual threats of being overlooked for work opportunities or promotions if a person declines a manager's advances
- unwelcome touching, patting, or pinching by any personnel
- intentionally exposing or flashing private body parts
- being hassled for a date, regardless of acceptance, or being followed home or elsewhere by any personnel
- images or other material of a sexually explicit or offensive nature in the workplace, including in electronic form
- intrusive or unwelcome questions about a person's personal life.

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**Racial harassment**

Racial harassment is behaviour that is racist (about someone's ethnicity, colour, or national origin) and unwelcome, hurtful, offensive, belittling or threatening and is either repeated or serious enough to have a harmful effect on a person, and expresses hostility, contempt or ridicule.

Examples of racial harassment include, but are not limited to:

- offensive remarks or jokes about a person's race, colour, ethnicity or nationality
  - mimicking how a person speaks, e.g. if they have an accent
  - calling someone a racist name or using 'slurs'
  - racially offensive material in the workplace
  - deliberately mispronouncing a person's name
  - excluding or isolating a person because of their race, colour, ethnicity or nationality.
- 

**Discrimination**

Discrimination is behaviour that results in a person being treated unfairly or less favourably than another person in the same or similar circumstances.

Under the Human Rights Act 1993 it is unlawful to discriminate based on:

- sex – includes pregnancy and childbirth, and discrimination against transgender and intersex people because of their sex or gender identity
- marital status – includes whether a person is or is not single, married, in a civil union, or in a de facto relationship, divorced, widowed, separated or with a domestic partner
- religious belief – not limited to traditional or mainstream religions
- ethical belief – not having a religious belief, whether in respect of a particular religion or religions or all religions
- colour, race, or ethnic or national origins – includes nationality or citizenship
- disability – including physical disability or impairment, physical illness, psychiatric illness, intellectual or psychological disability or impairment, any other loss or abnormality of psychological, physiological, or anatomical structure or function, reliance on a guide dog, wheelchair, or other remedial means, the presence in the body of organisms capable of causing illness
- age – people are protected from age discrimination if they are over 16 years old
- political opinion – the lack of a particular political opinion or any political opinion
- employment status – being unemployed, a volunteer, or being a recipient of a benefit under the Social Security Act 2018 or an entitlement under the Injury Prevention, Rehabilitation, and Compensation Act 2001
- family status – includes having or not having children or other dependants, being married to, in a civil union, de facto relationship with, or a relative to a particular person
- sexual orientation – being heterosexual, homosexual, lesbian or bisexual.

Unlawful discrimination covers a wide range of attitudes and behaviours, and

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**VALUES**

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includes discrimination against someone because of their past, present or assumed circumstances. For example, it is unlawful to discriminate against someone because they have a mental illness, have had one in the past, or because someone assumes they have a mental illness.

DRAFT

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## Victimisation

Victimisation means punishing a person, or negative behaviour or action towards a person because they were involved in a dispute or complaint (either as the person making the complaint or allegations, witness, support person, person complained about, or otherwise).

The Human Rights Act 1993 also protects all people from being victimised because they:

- were involved in a dispute
- supported another person to make a complaint
- contacted the Human Rights Commission about harassment or discrimination.

The Employment Relations Act 2000 also protects employees against victimisation of this kind.

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## Accountabilities

### The Manager and the Council

We will work to respond to and minimise workplace bullying, harassment and victimisation. We will do this by:

- establishing and promoting respect for the broad range of human values and character strengths required for Fish and Game NZ
- actively looking for ways to support positive workplaces that workers feel are pleasant, fair, rewarding and positively challenging
- encouraging positive leadership styles, and investing in and supporting all our personnel to achieve this
- training key personnel on how to receive bullying and harassment reports and give support and advice
- where appropriate, directing attention towards behaviour rather than people
- aiming to promote harmonious relationships across Fish and Game NZ
- giving workers who believe they've been bullied, harassed or victimised a range of options to resolve the issue and access support
- offering a range of solutions up to and including taking formal actions, where appropriate
- aiming to repair the working relationship and promote positive work values
- openly discussing bullying, harassment and victimisation in both formal and informal settings
- providing information and training about bullying, harassment and victimisation
- identifying factors that contribute to bullying, harassment and victimisation
- putting effective control measures in place to address those and prevent them from happening again
- ensuring our processes and systems for addressing bullying, harassment and victimisation are fit for purpose and reviewing them regularly.

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## Draft Health and Safety Policies

New Zealand Fish and Game Council Meeting 166 – 24 & 25 November 2023

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

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### Kōrero taunaki - Summary of Considerations

#### *Purpose*

1. To receive initial feedback from the New Zealand Council on:
  - The proposed National Health and Safety Policy and Managers declaration.
  - The proposal to reinstate a National Health and Safety Committee, which can provide input into a Drug and Alcohol Policy a Bullying and Harassment Policy and Procedure and Fatigue Management guidelines, as well as enabling consistent health and safety policy and procedures across the regions and being able to support a national approach to risk management and incident and accident reporting.
  - A proposed national online risk management system.
  - The draft Prevention of Bullying and Harassment Policy and Process.
  - The draft Drug and Alcohol Policy and Process.

#### *Financial considerations*

- Nil       Budgetary provision       Unbudgeted

#### *Risk*

- Low       Medium       High       Extreme

### Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the draft National Health and Safety policy and Declaration and provides feedback.
2. Receives the draft Prevention of Bullying and Harassment Policy and Process, and the draft Drug and Alcohol Policy and procedure and provides feedback.
3. Agrees to the establishment of a National Health and Safety Committee; and
4. Notes the initial draft of a Fatigue management guide which will be submitted to the proposed National Health and Safety Committee for input.

## Whakarāpopoto - Executive Summary

### Takenga mai – Background

2. In the recent Maritime NZ audit one of the non-conformities raised in the audit report was that there was no fatigue management plan or drug and alcohol policy. The issue was also raised as to who held the PCBU responsibility for rangers.
3. We subsequently consulted the lawyers Izard Weston, who specialise in Maritime law, regarding PCBU responsibility. Their opinion was that NZC and the Regions have a shared PCBU responsibility in relation to Rangers and they recommended an overarching National Health and Safety policy which defined the PCBU responsibilities as well as requiring a drug and alcohol policy, a fatigue management plan and a prevention of bullying and harassment policy.
4. The lawyers also expressed concern about the lack of a national system which identifies risks, accidents and incidents.
5. In the attached opinion from Elana Geddis regarding the “Good Employer” obligations of the Councils, it was also her opinion that:

*“As officers of the Council, elected members of the Council must exercise due diligence to ensure that the Council is meeting its duty to eliminate health and safety risks” and “breaches by a Council can attract fines of between \$500,000 and \$3 million, depending on the seriousness.*

### Kōrerorero – Discussion

6. In order to meet the PCBU requirements, the NZC Chief Executive needs to be assured that the Rangers have received appropriate pre-warrant training and there is also ongoing training and appropriate health and safety policies in place. Izard Weston have provided input into the draft National Health and Safety Policy and have prepared a Declaration to be attached to the policy indicating that appropriate policies and training are in place and also providing an annual report on accidents and incidents.
7. The draft National Health and Safety Policy and Declaration are attached.
8. In order to ensure that these policies and procedures are relevant to the Regions, it is recommended that the a National Health and Safety Committee be established again whose role would be to:
  - Provide feedback on the draft policies and procedures before they go to the Councils for consideration (excluding the National Health and Safety Policy).
  - Share information and learnings on incidents and accidents, and actions taken.
  - Determine whether a national online Risk Management system such as the Impact Risk Management system used by the Department of Conservation is required.
  - Identify areas of improvement and share information on useful systems and processes.
  - Identify training needs.
9. It is suggested that this Committee be made up of representatives from the regions and the NZ Council.
10. While there was no time to discuss these recommendations at the recent Formal Managers meeting, the above recommendations will be discussed at a Managers meeting to be held on 16 November 2023 and a verbal update will be provided at the NZC meeting.

## Whai whakaaro ki ngā whakataunga - Considerations for decision-making

### Financial Implications

11. While there should be no financial costs associated with the National Health and Safety Committee, as meetings can be held online, if we were to implement a centralised risk management system similar to that used by DoC, the annual cost would be \$7,000 plus \$1500 establishment fee.
12. The cost of not having sufficient systems and processes in place, should there be an accident and we are investigated by WorkSafe, is significantly greater.

### Ngā mahinga e whai ake nei - Next Actions

13. Once feedback is received, any amendments will be made on the National Health and Safety Policy before it goes to the Regional Councils for consultation.
14. If agreed, a National Health and Safety Committee will be established to provide input into a draft drug and alcohol policy, prevention of bullying and harassment policy and fatigue management guidelines before they come to the NZ Council and then go to Regional Councils for consultation. The Committee will also be able to share templates to make sure that all regions have a regional health and safety policy and plan in place.



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Agenda Item 13    **Health and Safety Report**

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**Summary**

Consider the Health and Safety Report December 2023 and January 2024.

Regular discussions on Health and Safety topics are undertaken at weekly staff meeting.

Review of Health and Safety Policy being co-ordinated by NZ Council.

<b>Decision Required</b>
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**Recommendation/Action**

Council to move to receive staff report on Health and Safety for December 2023 and January 2024

# HEALTH AND SAFETY REPORT

## Taranaki Fish and Game Council

As part of the commitment to Health and Safety and providing a safe workplace the Taranaki Fish & Game Council requires at each meeting describing:

1. Implementation and adherence with the Health and Safety manual/policy.
2. Risk Management (identification and treatment) – new issues or hazards that have arisen and addressed, emergency procedures, dealing with on-site contractors and members of public,
3. Risk Management – On-going issues or hazards
4. Training, and awareness raising programme – information sharing and training of staff and volunteers,
5. Audits, reviews, and meetings – making sure the planning is implemented
6. H&S incidents – near misses or injuries sustained, plus updates on past events,
7. Follow up from Council Meeting - Subjects raised under H&S agenda item for staff and ranger meetings
8. Recommendations

### Bi- Monthly Update – December 2023 and January 2024

1. Implementation and adherence with the Health and Safety manual/policy.	
<i>Status</i>	
Development of Health and Safety Manual/Policy	Manual developed and in use.

2. Risk Management - New Issues or Hazards	
<i>Status</i>	
COVID19 Coronavirus Transmission	All restrictions recommended by Government were lifted on 15 August 2023. Noting that a surge in cases occurred in November and December 2023.

3. Risk Management - On going Issues	
<i>Status</i>	
Drift Dive/Electric Fishing/Spawning Survey Field Intention Sheets developed for each site	Entry/exit points to be identified – completed
Safe vehicle use	All personnel reminded of safe use practices compliant with road code.



Safe vehicle	All personnel undertake vehicle check on monthly basis.  First Aid kits for vehicles checked – update as required.
Fire Extinguishers for Office and Vehicles checked	Regular maintenance schedule.  Inventory established

#### 4. Training, and awareness programme

	<i>Status</i>
First aid certificates for field staff	Valid for field and technical staff.

#### 5. Audits, reviews, and meetings

	<i>Status</i>
Health & Safety Staff Meeting – December 2023	Weekly meetings with feedback sought and required actions noted.
Health & Safety Staff Meeting – January 2024	Fortnightly meetings with feedback sought and required actions noted.
Reviewed Vehicle Inspection Forms for December 2023	Regular checks for updates encouraged. Any work on vehicle is also encouraged to be completed and up to safe requirements.
Review Health & Safety Manual for Council information	Seeking advice from provider for review.  NZ Council reviewing best practice Health and Safety Policy
Review first aid kits to ensure practical items included in kits	Reviewed and options considered to make up bespoke first aid kits.

#### 6. H&S incidents - Near misses or injuries

	<i>Status</i>
None reported	Consider proactive actions as arise in response to near misses.

#### 7. Follow Up from Council Meeting

	<i>Status</i>
No follow up required	Consider list as required and updated

#### Action:

Receive Health and Safety Summary Report for December 2023 and January 2024



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**Agenda Item 14 Risk Register**

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**Summary**

Consideration of risks that have arisen or are no longer relevant.

Inclusion of risks in a risk matrix to enable consideration at a strategic discussion forum – how can the Council control the risks in the short term or long term.

Consideration of actions for high risk, high impact, and with immediacy of action required.

<b>For Information Only</b>
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**Recommendation/Action**

No action required. Note any changes to the Council's Risk Register.

RISK REGISTER & RISK TREATMENT ACTION PLAN - TARANAKI FISH & GAME - FEBRUARY 2024

Risk Type	Risk Description	Likelihood	Impact	Actions already in place	Person Responsible	Further Actions Required (if any)
1 Operational	Data loss from computer virus, data corruption	Possible - 3	Moderate - 3	All computers with up to date anti-virus protection. Have moved to cloud based software and document storage. Regular backup of cloud data is being actioned nationally, as well as cyber-insurance in case systems Skilled & experienced staff available from Wellington region to work together where necessary. Use of volunteer rangers and hatchery workers a continued key element. Advise for additional shared staff with Wellington Region	Office administrator	
2 Operational	Lack of capacity to undertake core roles effectively	Possible - 3	Major - 4	It is difficult to engage meaningfully with licence holders, iwi and other agencies until regional amalgamation is complete.	Chairperson/Council	Consider other options (casual staff contracts) to complete work plan. Keep volunteers in the loop to retain their support
3 Operational	Review of Sports Fish & Game Management Plan is not completed by expiry date of current plan (8 Aug 2021)	Likely - 4	Moderate - 3	Ensure staff and volunteers comply with Health and Safety Policy and processes. Ensure H&S manual is current and regular reviews, staff meetings and auditing occurs as scheduled. Report on H&S as regular agenda item.	Manager	NZ Council is developing a common Management Plan template. OWP's may need approval by Minister of Conservation if no Mgt Plan in place
4 Health & Safety	Health and Safety related event resulting in significant harm or injury to staff, contractors or volunteers	Possible - 3	Major - 4	Unable to mitigate. Recognise that wild populations will rebound and carry out regular monitoring of key populations to identify changes.	Manager	Ongoing identification of near misses and any incidents.
5 Species Management	Fish - severe weather or geomorphological events impacting on fish population at a local or regional scale	Almost certain - 5	Moderate - 3	Difficult and expensive to mitigate once established. Support and amplify the Check/Dry message to reduce the risk of invasive species spread. Work with partner organisations, such as the TRC, DOC, IBNZ and Iwi to spread the biosecurity message.	Manager	Review climate change modelling relevant to trout
6 Species Management	Fish - incursions of invasive species such as hornwort compromise angling amenity in lakes	Likely - 4	Moderate - 3	Unable to mitigate. Carry out regular monitoring of key populations to identify changes. Recognise that some events may be positive for some species	Manager	Maintain awareness of new threats of invasion - recent golden dam incursion in Waikato catchment and response from Te Arawa lakes/Iwi
7 Species Management	Game and Fish - climate induced events i.e., drought impacting on gamebird population	Almost certain - 5	Moderate - 3	Take planning and individual consent opportunities under the RMA to promote maintenance of suitable water-flows and water quality to sustain viable trout fisheries around the Ring-plain	Manager	Review climate change modelling relevant to game birds and effect on ephemeral wetlands
8 Species Management	Decline of Taranaki ring-plain fishery due to reductions in water quality and quantity	Likely - 4	Major - 4	Work closely and proactively with landowners and farmers to manage problem aggregations of paradise sneduck. Hold Special Season where appropriate. Monitor population trends.	Manager/ Fish & Game Officer - Taranaki	Engage in the plan change processes for Taranaki Natural Resources Plan and any relevant resource consent applications. Continue to monitor ring-plain fisheries
9 Species Management	Culling/ poisoning of paradise sneduck populations	Possible - 3	Major - 4	(1) Promote freshwater fishing as a valid recreational pursuit with significant financial, recreational & health benefits and as kai for resident and non-resident anglers. (2) Portray P&G in positive light as an environmental organisation. (3) Promote strong ethics amongst anglers. (4) Clarify interaction of native fish and sports fish based on science. (5) Maintain close working relationships with Iwi and other agencies to achieve the best outcomes for all freshwater species.	Manager/Fish & Game Officer	Proactively engage with Iwi, MP's and other groups as opportunities arise. Undertake a public awareness campaign to mobilise support for Fish & Game to retain its statutory mandate.
10 Species Management	Political - Status of indigenous biodiversity is promoted over that of sports fish by statutory agencies and legislation	Likely - 4	Major - 4		Manager	

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Risk Type	Risk Description	Likelihood	Impact	Actions already in place	Person Responsible	Further Actions Required (if any)
11 Financial	Ongoing decline in licence revenues	Minor - 4	Major - 4	Regular contact with licence holders/ updated web pages to provide information which assists their experience. Kids fishing days. Implement the R3 programme (Recruitment, Retention & Reactivation)	Manager	Review of effectiveness of kids fishing days including increasing scale and follow up. Promote recruitment of other cohorts such as novice female anglers and 465yr old novice anglers
12 Financial	No grant available from National Council	Possible - 2	Severe - 5	Manage region effectively, in a financially prudent manner and on budget to achieve core functions and licence holder satisfaction. Maintain short-term capacity to address short fall through reserves	Manager/ Council	Work with F&G National Council and other regions to best achieve statutory obligations
13 Council	Reputation - Lack of support from licence holders and other agencies arising from criticism and aspersions regarding F&G performance	Possible - 3	Major - 4	Maintain awareness of the need to operate in a transparent, efficient and effective way to best serve licence holders. Ensure actions and comments are professional and reflect well on F&G	Manager/ Council	Make constructive and effective input into the regional amalgamation process in the best interests of hunters and anglers both within the existing Taranaki Region and nationally
14 Council	Reputation - Perceived conflict of interest among decision makers (Councillors)	Possible - 3	Major - 4	Maintain awareness of the need to manage perceived conflicts of interest appropriately and transparently. Follow Standing Orders and including the use of a Conflict of Interest register	Chairperson/ Council	
15 Council	Changes in F&G structure (regional amalgamations) arising from national review/s	Likely - 4	Major - 4	Operate in an efficient and effective way to best serve local and national licence holders	Council	Engage in the process with the best interests of the F&G resource and licence holders both locally and nationally at the forefront of our responses. Support fellow councillors and staff through this process.

TARANAKI Risk Matrix

Impact	5	Reduced Grant					
	4	Lack of capacity		Sports vs indigenous fish debate. Legislative change			
		Loss of reputation		Decline in water quantity/ quality			
		Conflict of Interest		Change in structure			
		H&S		H&S - Covid-19			
	3	Financial (Covid-19)					
		Illegal culls		Decline in licence revenue			
	2	Data Loss					
					Severe weather / climate		
					Management Plan review delayed		
	1						
			1	2	3	4	5
			Likelihood				

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## Agenda Item 15    **Bi-Monthly Report from Licencing Operational Group**

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### **Summary**

The Licencing Operational Group present a summary report on the performance of the Licencing Management system outlining:

- Any issues with continuance of service
- A list of bugs and fixes required under agreed contract.
- Progress on completing requirements of development phase of contract.
- Brief summary of licence sales trends across the country

Each regional Fish and Game Council is a signatory to the agreement for ESL to provide services to manage electronic licence sales (Public on Line and Agent on Line) and data capture. A summary of activity is presented for the period November and December 2023.

<b>For Information Only</b>
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### **Recommendation/Action**

Council move to receive the update report from the Licencing Operational Group for contract management of provider of services to manage the licensing platform and database management.

# Bi-Monthly Performance Report Licence Management System

## November and October 2023

Reporting Date 30 January 2024

### Sales Summary

2023/2024 Fish Licence Sales – 17 August 2023 to 31 December 2023

Over the period there were normal sales patterns and volumes as expected. Compared to the previous year, licence sales were down by 3.4% by LEQ value and 1% down on volume of licence holder purchase transactions.

### Operational Summary

**Percentage of Time System was Operational** **99.96%**

#### Reasons for Disruption to Service:

- **System Disruption and Downtime (0.04%)**  
6 November 2023 / 21 November 2023 Payment Gateway Issue - Unable to sell licences via credit card due to issues with Paystation – down for 240 minutes. Resolved in 6 hours. Known as 'bin bashing' and is a security measure to stop electronic fraud.
- **Security Matter**  
The use of the previously issued licence number as the index to Licence Holder information carries a security risk that needed to be mitigated.
- **Fish Assistant Website**  
A Netherlands based website was acting as a prima facie agent to sell a service to purchase NZ Fishing Licences. Licences were purchased using POL but Fish and Game had no control over data including credit card details.

### Contract Activity Summary

#### **Development Contract**

- 21 fixes remain logged
- 12 fixes were developed for release into system in November 2023.
- 10 fixes were developed for release into system in December 2023

#### **Operational Contract**

- Still operating under Development Contract



### **Supplementary Contracts:**

- Designated Water Licence- Completed and fully operational – still to final sign off from Fish and Game
- Sea-Run Salmon Endorsement Licence - Completed and fully operational - still to final sign off from Fish and Game

Appendix 1.

### **Explanation for suspension in transactions on Licence Management System 6 November 2023**

Sent from Phil Dyer (ESL Ltd) on 7 November 2023 at 3.23pm to Fish and Game regional administrators.

Good afternoon everyone. We have had the following explanation from the gateway service provider (PayStation) regarding the situation on the weekend;

*"A customer on 5th November at 10:37pm made repeated attempts despite getting a Bank Declined transaction which has triggered our security to automatically apply a filter allowing NZ Cards only. It has triggered what our system calls a BIN Bash. A BIN Bash attack is when a fraudster runs a script with stolen credit card information against a payments page, typically accessed via a merchant's website.*

*What does a BIN Bash look like?*

*Often a large number of transactions for the same amount of \$\$\$ for every transaction, with a large number of typical decline messages - Invalid Card Number, Bank Declined, etc. The transactions are usually for small amounts to test the card to find what information can be on-sold.*

*What happens our end?*

*We have a setup where if our system gets a certain amount of declined requests within a small amount of time, and some other factors, it will set the merchant's Paystation account to NZ-only cards. It is rare we see someone trying as much as he did after getting a repeated Bank Declined result, so this is certainly an outlying event.*

*I will talk to our devs to see if there is any tweaking to the system we can do also."*

We can see from our end that the customer in question attempted to buy a \$24 licence almost 20 times in a row, each time resulting in a "Bank Declined" message. This is clearly what has triggered this security safety event at PayStations end.

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**Agenda Item 16    Licence Sales Reports - Fishing Season 2023/2024 YTD**

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**Summary**

1. Licence Sales Report for 2023/2024 Fishing Season YTD
2. Licence Sales Reports for 2022/2023 Fishing Season Final

Confirmation of licence sales indicating YTD – comparison with previous year.

<b>For Information Only</b>
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**Recommendation/Action**

Council move to receive Licence Sales Report for 2023/2024 Fishing Season YTD

National Fish Licence Sales YTD to 29 January 2024

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
Northland	Public Online	27	71	73	2	7	0	1	9	46	60	10	1	3	1	44	2	0	0	0	0	357				
	Agency Online	12	28	3	5	2	0	1	0	0	1	1	0	0	0	5	0	0	8	0	0	66				
	Total	39	99	76	7	9	0	2	9	46	61	11	1	3	1	49	2	0	8	0	0	423	324		\$40,827	
2022-2023	Public Online	24	70	65	5	5	0	2	16	42	61	15	3	11	1	52	2	2	0	0	0	376				
	Agency Online	13	32	10	8	2	0	0	0	3	0	4	1	0	0	5	0	0	9	7	0	94				
	Total	37	102	75	13	7	0	2	16	45	61	19	4	11	1	57	2	2	9	7	0	470	331	2.4%	\$44,102	\$3,275
Auckland Waikato	Public Online	331	842	122	160	96	0	3	65	396	196	137	7	68	5	332	3	0	0	0	0	2,763				
	Agency Online	170	477	38	93	43	0	2	32	129	14	38	0	10	1	49	2	0	23	0	0	1,121				
	Total	501	1319	160	253	139	0	5	97	525	210	175	7	78	6	381	5	0	23	0	0	3,884	2,785		\$351,143	
2022-2023	Public Online	320	797	134	160	105	0	6	102	508	239	168	8	90	4	378	5	6	0	0	0	3,030				
	Agency Online	196	517	26	97	43	0	5	33	100	9	50	1	13	0	78	0	0	13	22	0	1,203				
	Total	516	1314	160	257	148	0	11	135	608	248	218	9	103	4	456	5	6	13	22	0	4,233	2,859	2.7%	\$380,417	\$29,273
Eastern	Public Online	1,227	924	125	264	599	0	25	268	1,083	390	176	10	162	8	583	7	7	0	0	0	5,858				
	Agency Online	929	834	63	233	724	0	8	94	385	183	153	8	46	9	54	1	8	65	0	0	3,797				
	Total	2,156	1,758	188	497	1,323	0	33	362	1,468	573	329	18	208	17	637	8	15	65	0	0	9,655	6,968		\$878,511	
2022-2023	Public Online	1,142	900	120	245	499	0	31	314	1,271	429	220	16	204	12	695	6	9	0	0	0	6,113				
	Agency Online	885	719	74	231	787	0	14	131	365	185	142	4	75	17	71	0	3	43	22	22	3,790				
	Total	2,027	1,619	194	476	1,286	0	45	445	1,636	614	362	20	279	29	766	6	12	43	22	22	9,903	6,700	-3.8%	\$891,419	\$12,908
Hawke's Bay	Public Online	212	468	134	97	55	0	11	49	181	131	86	0	25	4	151	3	3	0	0	0	1,610				
	Agency Online	144	420	42	134	85	0	4	21	67	171	67	1	7	4	38	0	0	9	0	0	1,214				
	Total	356	888	176	231	140	0	15	70	248	302	153	1	32	8	189	3	3	9	0	0	2,824	2,143		\$270,249	
2022-2023	Public Online	175	431	102	87	63	0	5	80	229	173	123	3	58	1	221	0	1	0	0	0	1,752				
	Agency Online	97	330	55	125	56	0	0	13	45	140	60	1	6	5	26	0	0	4	16	30	1,009				
	Total	272	761	157	212	119	0	5	93	274	313	183	4	64	6	247	0	1	4	16	30	2,761	1,856	-13.4%	\$246,930	-\$23,319
Taranaki	Public Online	78	215	72	29	21	0	1	31	75	89	37	1	24	4	129	3	1	0	0	0	810				
	Agency Online	34	193	7	51	16	0	2	10	21	3	41	0	5	0	39	0	0	13	0	0	435				
	Total	112	408	79	80	37	0	3	41	96	92	78	1	29	4	168	3	1	13	0	0	1,245	860		\$108,401	
2022-2023	Public Online	52	183	59	30	22	0	1	29	69	131	38	2	22	2	244	0	0	0	0	0	884				
	Agency Online	40	187	5	51	16	0	0	15	22	1	45	0	6	0	50	0	0	10	18	0	466				
	Total	92	370	64	81	38	0	1	44	91	132	83	2	28	2	294	0	0	10	18	0	1,350	780	-9.3%	\$103,774	-\$4,627
Wellington	Public Online	222	770	103	153	97	0	5	25	168	65	103	1	73	1	399	2	2	0	0	0	2,189				
	Agency Online	162	647	13	145	78	0	4	5	47	30	75	0	32	0	160	0	0	49	0	0	1,447				
	Total	384	1,417	116	298	175	0	9	30	215	95	178	1	105	1	559	2	2	49	0	0	3,636	2,622		\$330,644	
2022-2023	Public Online	213	721	88	152	126	0	3	39	256	153	159	3	75	5	556	1	1	0	226	47	2,824				
	Agency Online	145	624	7	139	85	0	2	12	44	12	130	0	44	0	117	0	0	39	61	0	1,461				
	Total	358	1,345	95	291	211	0	5	51	300	165	289	3	119	5	673	1	1	39	287	47	4,285	2,561	-2.3%	\$340,741	\$10,097
Nelson/Marl	Public Online	327	575	179	126	78	0	4	38	345	121	118	8	54	2	427	3	3	0	0	0	2,408				
	Agency Online	405	855	228	201	78	0	2	23	71	191	105	2	16	1	146	0	2	415	0	0	2,741				
	Total	732	1,430	407	327	156	0	6	61	416	312	223	10	70	3	573	3	5	415	0	0	5,149	3,703		\$466,865	
2022-2023	Public Online	301	507	176	130	108	0	4	50	334	206	138	7	89	1	446	6	1	0	720	95	3,319				
	Agency Online	382	844	196	227	94	0	8	14	110	118	105	1	19	1	146	1	1	249	1,029	214	3,759				
	Total	683	1,351	372	357	202	0	12	64	444	324	243	8	108	2	592	7	2	249	1,749	309	7,078	3,579	-3.3%	\$476,137	\$9,272
North Canterbury	Public Online	1,075	1,759	130	310	90	0	6	93	763	275	314	6	104	4	1,390	5	11	2,167	0	0	8,502				
	Agency Online	1,593	2,703	119	799	60	0	4	82	191	50	281	3	20	1	343	2	0	3,762	0	0	10,013				
	Total	2,668	4,462	249	1,109	150	0	10	175	954	325	595	9	124	5	1,733	7	11	5,929	0	0	18,515	9,842		\$1,240,888	
2022-2023	Public Online	883	1,638	121	281	85	0	13	151	818	336	327	10	162	15	1,154	3	0	1,974	1,271	192	9,434				
	Agency Online	1,575	2,703	138	819	72	0	17	93	230	60	269	2	24	2	314	4	5	3,415	2,194	2	11,938				
	Total	2,458	4,341	259	1,100	157	0	30	244	1,048	396	596	12	186	17	1,468	7	5	5,389	3,465	194	21,372	9,534	-3.1%	\$1,268,401	\$27,513
West Coast	Public Online	302	369	161	84	65	0	6	48	161	150	87	5	19	2	245	2	2	0	0	0	1,708				
	Agency Online	122	231	10	52	68	0	0	10	41	121	57	0	2	18	6	0	7	85	0	0	830				
	Total	424	600	171	136	133	0	6	58	202	271	144	5	21	20	251	2	9	85	0	0	2,538	1,825		\$230,078	
2022-2023	Public Online	258	332	193	80	70	0	5	68	197	187	85	5	59	6	279	3	3	0	588	98	2,516				
	Agency Online	103	170	7	48	58	0	1	5	26	137	34	1	6	13	6	0	12	54	97	0	778				
	Total	361	502	200	128	128	0	6	73	223	324	119	6	65	19	285	3	15	54	685	98	3,294	1,703	-6.7%	\$226,564	-\$3,514
Central South Is	Public Online	1,479	1,612	322	306	372	0	45	392	1,853	458	388	9	232	9	1,381	16	6	2,167	0	0	11,047				
	Agency Online	1,694	1,832	31	659	452	0	16	213	846	205	363	3	143	2											

**National Fish Licence Sales YTD to 29 January 2024**

	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
Southland	Public Online	813	907	477	114	116	0	7	148	582	427	293	18	87	9	822	10	6	0	0	0	4,836				
	Agency Online	1,587	1,944	22	452	172	0	10	76	194	56	435	2	32	2	77	1	1	247	0	0	5,310				
2022-2023	Total	2400	2851	499	566	288	0	17	224	776	483	728	20	119	11	899	11	7	247	0	0	10,146	8,028		\$1,012,201	
	Public Online	775	869	520	120	138	0	20	170	570	628	334	19	102	18	816	9	11	0	832	332	6,283				
	Agency Online	1,426	1,821	36	436	123	0	11	84	169	66	437	7	22	3	82	1	1	186	896	0	5,807				
2023-2024	Total	2201	2690	556	556	261	0	31	254	739	694	771	26	124	21	898	10	12	186	1728	332	12,090	7,752	-3.4%	\$1,031,323	\$19,123
TOTAL	Direct	8,108	10,701	2,257	2,002	1,960	0	144	1,340	7,188	3,269	2,222	98	1,071	107	7,265	67	69	4,334	0	0	52,202	31,441		\$3,964,358	
	AOL	8,977	13,104	692	3,518	1,927	0	62	655	2,389	1,501	1,973	33	358	85	1,321	15	28	7,697	0	0	44,335	31,920		\$4,024,732	
2022-2023	Total	17,085	23,805	2,949	5,520	3,887	0	206	1,995	9,577	4,770	4,195	131	1,429	192	8,586	82	97	12,031	0	0	96,537	63,362		\$7,989,090	
	Direct	7,333	10,165	2,282	1,961	1,885	0	169	1,800	7,902	4,331	2,544	132	1,398	176	7,854	59	88	3,968	5,036	1,124	60,207	30,475		\$4,054,537	
	AOL	8,442	12,536	716	3,598	1,984	0	95	717	2,120	1,302	2,009	29	387	85	1,211	14	51	6,738	5,965	323	48,322	30,760		\$4,092,475	
2023-2024	Total	15,775	22,701	2,998	5,559	3,869	0	264	2,517	10,022	5,633	4,553	161	1,785	261	9,065	73	139	10,706	11,001	1,447	108,529	61,236		\$8,147,011	

National Variance against 2022/2023 YTD

2023-24 Summary YTD Actual vs Total Budget

2023-24 Annual Budget	74,060	100.0%		\$9,853,149
2023-24 YTD Actual	61,236	82.7%		\$8,147,011
Variance to Budget	-12,824	-17.3%		-\$1,706,138

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## Agenda Item 17. **Operational Progress Report**

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### **Summary**

Confirmation of the Work Plan Report outlining operational activities undertaken to 28<sup>th</sup> January 2024, and project expenditure to 31 December 2023.

<b>For Information Only</b>
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### **Recommendation/Action**

Council receive staff report on Operational progress to 28 January 2024 and expenditure to 31 December 2023.

Taranaki Fish & Game Council  
Budget Report to 31 December 2023  
And  
Project Progress to 28 January 2024

OUTPUT	Budget external costs	YTD external costs (31/12/23)	Comments on significant variations	Budget Hours	YTD hours
Population Monitoring	17,227	2,770		520	67.5
Harvest Assessment				60	4.25
Hatchery	10,000	4,779		60	19
Liberations	6,000	6,216		150	50.25
Season Regulations				50	17.75
Gamebird Dispersal	2,500	389		120	33
RMA				500	50.5
Habitat Management & Enhancement	20,000			400	25
Assessing & Monitoring				100	1.25
Hunter / Angler Access	1,000			100	4.5
Satisfaction Survey				40	.75
Magazine / Newsletter / Ezine	9,500	3,903		200	37.5
Hunter / Angler support	1,000				
Clubs	300	300		10	3
Statutory Liaison				30	6
Iwi Liaison	100	103		60	20.5
Information to Clients				100	22
General Advocacy	1,100			100	24.25
Hunting & Angling Promotions	3,300	1,073		140	45
Ranger Management	1,000	2,032		112	18.75
Compliance	2,100			170	13
Licensing & Commission	12,565	4,012		50	.5
Council Meetings & Administration	9,500	4,067		280	44.75
Management, Strategic & Policy	1,000			80	11
Business Planning				40	7.75
OSH & Other Reporting	6,340	111		65	33
National Liaison	100			160	34
<b>Total Expenditure</b>	<b>104,632</b>	<b>29,755</b>		<b>3697</b>	<b>594.75</b>

Project Income	Budget Income	YTD Income
Fish Population Assessment	200	178
Harvest Assessment – Summer Season Liberations	500	1,790
Gamebird Dispersal	750	600
Taranaki Hunting & Habitat Scheme	15,000	
Compliance	1,000	
<b>Total Income</b>	<b>17,450</b>	<b>2,568</b>
<b>Net Expenditure</b>	<b>87,182</b>	<b>27,187</b>

Overheads	Budget	YTD
1910 Salaries & Management Contract	278,880	77,634
1920 Staff Expenses	3,500	878
1940 Office Premises	22,200	7,448
1950 Office Equipment	2,000	1,898
1960 Communications / Consumables	7,250	1,673
1970 General	2,870	2,206
1980 General Equipment	6,000	
1990 Vehicles	15,375	8,834
<b>Total Overheads</b>	<b>338,075</b>	<b>100,570</b>

Other Income & Expenses	Budget	YTD
Interest	6,441	
Wellington Fish & Game Admin Donations & Other Income	4,000	5,355
<b>Total Other Income &amp; Expenses</b>	<b>10,441</b>	<b>5,355</b>

Nett Project, Overhead and Other Expenditure/Income	Budget	YTD
	414,816	122,402 (30%)

**MOVEMENTS IN RESERVES**

From	To	Reason	Amount	Date Paid



SPECIES MANAGEMENT

2023/2024 Annual Plan – Planned Result	Progress to date
<p><b>Objective:</b>  <b>Obtain accurate and pertinent information to guide and enable effective management decisions to maximise user success and satisfaction while ensuring the sustainability of sports fish and gamebird populations across the region</b></p>	
<ol style="list-style-type: none"> <li>1. Assess juvenile trout recruitment in Waiongana/ Mangaoraka Stream to compare with baseline information from other catchment surveys.</li> <li>2. Complete resource inventory of the Waingongoro River catchment to determine current status of the trout fishery and identify threats and opportunities (yr 2 of 2)</li> <li>3. Monitor and report information on the status of the region’s trout fisheries sufficient to measure overall angler success (through a diary scheme), set effective regulations and inform management directions.</li> <li>4. Implement an effective grey and mallard duck banding programme in the Whanganui area to obtain an estimate of the population size and level of hunting harvest which will guide future monitoring requirements and regulation setting (yr 5 of 5).</li> <li>5. Monitor and report information on the status of the region’s mallard and grey duck, paradise shelduck, shoveler, swan and pukeko populations sufficient to assess harvest, identify and manage any population impacts, set effective regulations and inform management directions. As part of this, review count methods for paradise shelduck, including the effectiveness, efficiency and cost of returning to aerial counts for some parts of the region.</li> <li>6. Participate in the National Hunter Survey to derive a robust estimate of annual game bird harvest and hunter success.</li> <li>7. Recommend effective regulations that are timely, easily understood and which maximise licence holder opportunity while ensuring resource sustainability and public support.</li> </ol>	<p><i>Electrofishing survey of 11 sites in the Waiongana/ Mangaoraka Stream catchment surveyed on 11/12 December 2023.</i></p> <p><i>2023/24 season angler diaries sent to 29 anglers at the start of the new season. Staff helped Bart Jansma of Riverwise Consulting with an electric fishing survey of Kapuni Stream (11/10/2023). Trout fry were present at all but one site, with 47 rainbow fry and 2 brown trout fry captured. A F&amp;G fisheries team meeting was attended on 2/11/2023.</i></p> <p><i>The final report on the August 2023 National Shoveler Survey was received from the Eastern Region’s Matt McDougall on 14/10/2023. Trend counts for paradise shelduck and black swan carried out in the Waimarino, Whanganui and Taranaki areas in January 2024</i></p> <p><i>2023 game season results received and incorporated into the draft 2024/25 Game Gazette Notice Report for Council’s 9/12/2023 meeting.</i></p> <p><i>Early draft of 2024/25 Game Gazette Notice Report prepared for Council’s 14/10/2023 meeting, with final draft presented on 9/12/2023.</i></p>

8. Provide advice and support practical and effective predator control opportunities that assist game bird populations.

<b>Supplement trout fishing opportunities with appropriate stocking that is valued, cost effective in terms of the return to the angler and which retains community support.</b>	
<p>9. Undertake an annual trout stocking programme which concentrates on creating and maintaining valued lake fisheries.</p>	<p><i>Rainbow trout yearlings from the Hawera hatchery were released into Lake Mangamahoe (175 fish) and the Waiaua River (303) on 20/09/2023. 500 2-year-old rainbow trout from the Eastern Region's Ngongotaha hatchery were released into Lake Rotomanu on 19/10/2023. A 2022/23 Hatchery &amp; Trout Liberations report was prepared for Council's 14/10/2023 meeting. Hawera hatchery rainbows were released into the Lower Patea River (120) and the Hangatahua River (100) on 13/11/2023. Councillor Flynn and Ranger Alan Candy released 300 Hawera rainbows into the Patea River's scout den pool on 1/12/2023 for a kids' fishing promotion. Hawera hatchery rainbows were released into Lake Mangamahoe (101) and the Hangatahua River (113) on 20/12/2023, being the last of the 2022 year class. A F&amp;G hatchery teams meeting was attended (9/11/2023).</i></p>
<p>10. Undertake release of up to 200 16-month rainbow trout into the lower Patea River to assess the potential for a long-term programme (yr 5)</p>	<p><i>120 released on 13/11/2023.</i></p>
<p>11. Undertake monitoring of angler returns from the 2017-2021 releases of tagged brown and rainbow trout into the lower Patea River.</p>	
<p>12. Operate Hawera hatchery in an effective, cost efficient and sustainable manner utilising volunteer support to meet the identified stocking objectives.</p>	<p><i>A dinner for Hawera hatchery volunteers was held on 11/09/2023.</i></p>
<b>Provide effective compliance to protect resource sustainability (including revenue base) and user experience to maintain licence holder satisfaction.</b>	
<p>13. Review and renew ranger warrants and maintain a skilled honorary ranger team of at least 12 rangers consistent with requirements and objectives of the Compliance Policy and Strategy and also R3 principles.</p>	<p><i>A Ranger training day held in New Plymouth on 30/09/2023 was attended by 9 Honorary Rangers and 1 staff.</i></p>
<p>14. Undertake safe and effective compliance coverage across the Taranaki Region, including a target of 100 licence checks of anglers and also of hunters.</p>	<p><i>Compliance checks were undertaken for the opening of the 2023 fishing season. A report of an angling offence on the Manganuioteao River was received on</i></p>

	<p>24/10/2023. It appears the angler gave false details. A parent was spoken to about a junior angler fishing in the scout den pool without a licence (19/12/2023).</p>
<p><b>Proactively manage problem aggregations of gamebirds in the interests of both hunters and property owners and managers.</b></p>	
<p>15. Process detected offences in a fair and timely way consistent with national prosecution guidelines.</p> <p>16. Manage problem aggregations of gamebirds through implementation of a special Paradise shelduck season in Area C and proactively responding to and assisting landholders.</p>	<p>Two fishing offences from the 2022/23 season, processed via diversion, were finalised.</p> <p>31 permits to disturb were issued during the reporting period: 14 for pukeko (9 rural, 5 urban), 16 for paradise shelduck (3 including mallard) and 1 for mallard duck.</p>

#### HABITAT PROTECTION AND MANAGEMENT

<p><b>Protect/ improve habitat for sports fish &amp; game as a fundamental and effective means to sustain the fish &amp; game resource in the interests of licence holders and with biodiversity benefits for the wider community.</b></p>	
<p>1. Provide valued advice and support to licence holders, landowners and the wider community regarding the importance of and how to protect and enhance habitat and also undertake predator control/ management to benefit both fish &amp; game and wider indigenous biodiversity resources.</p> <p>2. Promote, encourage and support landowners to create, enhance and protect wetlands by providing sound technical advice and assistance to make successful applications to the GBHT and Hunting &amp; Habitat Funds, including 1 billion trees programme.</p>	<p>Both Taranaki applications to the GBHT 2023 funding round were successful with one being allocated \$4k and the other \$5k (incl. gst). The Howatson wetland at Huiroa was visited (6/10/2023) to sign off the final 25% payment for their one-billion trees plantings. The Howatson's subsequently won a TRC Environmental Award for Environmental Leadership in Farming. A meeting was attended with TRC consents and ecology staff (9/11/2023) to discuss consenting requirements for the 2 Taranaki wetland projects allocated GBHT funding. While one could be done as a permitted activity, it was estimated that consents for the other would cost</p>

<p>3. Proactively take opportunities to make effective representation in statutory and other community processes to best achieve sports fish and game bird habitat protection and enhancement.</p>	<p>\$10K, making the project uneconomic.</p> <p>A site visit was made to the Eco-Blue wetland (9/11/2023) to sign off the initial 75% payment for their one-billion trees plantings.</p> <p>A site visit was made to the Ohakune / Raetihi Road wetland (10/01/2024) which was allocated GBHT &amp; H&amp;H funding in 2021. The project will proceed this summer/autumn if dry enough.</p> <p>A visit was made (15/12/2023) to discuss progress with a farm trust that could provide ongoing contributions to the H&amp;H fund. F&amp;G will not be a trustee as originally proposed but will be a beneficiary.</p> <p>Council's request to be heard was withdrawn in relation to applications by Horizon Trust to expand a quarry at Whenuku Road, adjacent to the Waingongoro River (12/10/2023).</p> <p>A review of trout stocking in the lower Patea River, required by consents, was finalised and sent to Manawa Energy (12/10/2023).</p> <p>A Fonterra Kapuni stakeholders meeting was attended on 27/09/2023.</p> <p>A meeting was attended (17/11/2023) with NPDC staff to discuss their proposed stormwater strategy, which will to deliver environmental benefits including fish passage improvements, while reducing the risk of flooding and erosion.</p> <p>There was consultation with Ernslaw-One (1/11/2023; Lynette Baish) regarding renewal of consents to use concrete fords in the Wahianoa catchment in Karloi Forest.</p> <p>In conjunction with Wellington F&amp;G an email was sent to Taranaki angling licence holders regarding Horizons Oranga Wai consultation on water quality targets (7/12/2023).</p> <p>There were reports of the Opunake hydro sluice gate being opened (1/11/2023) to flush out sediment prior to re-starting the power</p>
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<p>4. Investigate the establishment of an environmental award to acknowledge and highlight outstanding contributions to the protection of sports fish or gamebird habitat.</p> <p>5. Seek effective environmental outcomes as part of the consenting of the Mangorei and Motukawa hydro schemes.</p>	<p>scheme, but little appears to have happened since.</p> <p><i>There have been discussions with TRC about F&amp;G sponsoring the "Environmental Action in Water Quality Improvement" section of its annual awards.</i></p> <p><i>F&amp;G submissions lodged to notified consents – awaiting TRC processing. TRC is proposing a joint hearing of both applications.</i></p>
<p><b>Work collaboratively and proactively with landowners, other groups and iwi recognising the synergistic benefits and wider outcomes that can be achieved by this approach.</b></p>	
<p>6. Promote and explore opportunities to improve water quality in Lake Rotomanu.</p> <p>7. Engage proactively and collaboratively with iwi &amp; community groups to identify and protect/ enhance shared resource values including contributing to water related matters through the Taranaki Maunga Settlement process.</p> <p>8. Represent Fish &amp; Game and provide valued input to the Te Awa Tupua process.</p> <p>9. Explore options with other parties to remove weirs in Timaru Stream at SH45 and in the Waingongoro River at Eltham.</p>	<p><i>Awaiting TRC processing of NPDC consent to divert water into Lake Rotomanu from the Waiwhakaiho River.</i></p> <p><i>Manager &amp; SFO attended signing ceremony for Taranaki Maunga Deed of Settlement at Owae Marae on 1/09/2023.</i></p> <p><i>Te Kopuka zoom meetings were attended on 8/09/2023; 13/10/2023 &amp; 20/12/2023. A zoom meeting with the A/WF&amp;G Manager &amp; staff was held on 31/10/2023 to discuss the Te Heke Ngahuru strategy document which has been released for public feedback. A meeting to receive feedback from the Whangamomona community was attended on 25/01/2024.</i></p> <p><i>TRC consents for Timaru Stream weir removal are nearly finalised and removal should occur in early 2024.</i></p>

	<i>There have been discussions with TRC staff regarding the process to remove the Riverlands Eltham weir on the Waingongoro River.</i>
<b>Development of an effective Natural Resources Plan that protects freshwater and wetland habitats and which will also minimise Council costs in consent processes and free up resources for other management responses.</b>	
<p>10. Investigate whether there is sufficient landowner support for an application to the Whanganui River Enhancement Trust (WRET) for funding assistance to continue the Horizons / F&amp;G joint Orautoha Stream / Manganuioteao Riparian Project to protect water quality in this catchment and the many values it supports.</p> <p>11. Engage in and actively advocate for provisions which protect and/ or enhance sports fish &amp; game bird habitat in the Taranaki Natural Resources Plan development process.</p>	<i>Ami Coughlan &amp; the SFO attended a TRC workshop (3/10/2023) to discuss proposed objectives and outcomes in relation to the 6 FMU's. Comments were provided in writing on 25/10/2023. A F&amp;G initiated tick-box survey was also sent to Taranaki licence holders, which resulted in a further 109 submissions to the TRC.</i>

## PARTICIPATION

<b>2023/2024 Annual Plan – Planned Result</b>	<b>Progress to date</b>
<b>Objective: Add value to licence holders by increasing their opportunity, success and satisfaction and so retain them in the sport.</b>	
<p>1. Maintain and improve the Taranaki pages on the new Fish &amp; Game website so how to and where to go information is readily available, easily understood and up to date.</p> <p>2. Work with National Office to populate new website with information including an 'Introduction to duck hunting in the Taranaki Region'.</p> <p>3. Continue posting on the Council's facebook page in line with any National Policy to regularly inform licence holders using this forum.</p>	<p><i>Taranaki information reviewed with oversight from Roslyn Simmonds (A/W).</i></p> <p><i>Six posts were made during the reporting period relating to kids fishing days, fish releases, an electric fishing survey and trout season opening. The page now has 192 followers and 125 likes.</i></p>
<b>Objective: Encourage past and prospective hunters and anglers into the sport through initiatives which make it easy to have a go and/or provide support.</b>	
<p>4. Develop and utilise licence holder email list to keep hunters and anglers up to date.</p> <p>5. Complete Reel Life and Both Barrels supplements consistent with national R3 recommendations.</p>	<p><i>Licence list utilised for TRC NRP mailout and Lower NI Lowdown ezine and lapsed participant email (29/11/2023).</i></p> <p><i>Reel Life articles prepared 21/09/2023, 17/10/2023, 20/11/2023, 19/12/2023 &amp;</i></p>

<ol style="list-style-type: none"> <li>6. Provide a quality 2-page regional supplement in each edition of Fish &amp; Game Magazine.</li> <li>7. Publication of valued hunting and fishing newsletters sent to regional licence holders and hunting landowners. Hunting newsletter also distributed to all rural box holders in the region.</li> <li>8. Proactively provide timely and useful information to licence holders when requested.</li> <li>9. Replace/ erect 2 -3 new signs which provide anglers with helpful on-site information re access and regulations consistent with identified priorities.</li> <li>10. Continue to explore opportunities to install 3<sup>rd</sup> angling platform on Lake Mangamahoe.</li> <li>11. Provide organised fishing opportunities in Lake Rotomanu and the Patea River in Stratford consistent with R3 objectives and branding and in association with volunteer groups for kids and families.</li> <li>12. When fish are available, release 2-year rainbow trout into Sattler's Dam to provide opportunities for kids and families.</li> <li>13. Review, negotiate, publicise and issue access permits to publicly available hunting areas and actively seek and develop new opportunities.</li> <li>14. Identify and explore mentoring schemes to support new hunters.</li> <li>15. Develop web based introductory package for anglers highlighting access opportunities and methods to get started.</li> </ol>	<p>23/01/2024. River and angling information was provided for the "Lower North Island Lowdown" ezine each Thursday.</p> <p><i>Joint 8-page Wellington – Taranaki regional fishing newsletter prepared and posted to licence holders.</i></p> <p><i>Information provided on request.</i></p> <p><i>A successful Lake Rotomanu family trout fishing day was held on 28/10/2023 in conjunction with the Inglewood Rod, Gun &amp; Recreation Club, Taranaki Hunting &amp; Fishing and Hynds Pipe Systems.</i></p> <p><i>In conjunction with the Stratford Fishing Club, a funding application for the Stratford kids' trout fishing day was submitted to the Taranaki Electricity Trust on 12/10/2023, with a grant of \$2,718 approved on 17/11/2023. A successful Stratford kids' trout fishing promotion was held on 2/12/2023, with plenty of fishing activity in the following weeks.</i></p>
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<p>16. Proactively take opportunities to make effective representation in statutory and other community processes to maintain or enhance hunting or angling access and opportunity.</p> <p>17. Complete review of Kaipokonui and Waingongoro catchment angler access information and implement identified opportunities to assist access.</p> <p>18. Assess satisfaction and success of Taranaki Region anglers using catch rates from a voluntary diary scheme and online satisfaction survey.</p> <p>19. Locate and publicise quality trout, perch and game bird recipes that enable anglers and hunters to make good use of these species.</p> <p>20. Assess satisfaction of Taranaki Region hunters using an online satisfaction survey.</p> <p>21. Implement actions to influence hunter behaviour as identified in hunter behaviour strategy to maximise enjoyment and participation and also public support for gamebird hunting.</p> <p>22. Provision of ready and valued support and assistance to licence agents such that they are kept up to date, resourced and operate as effective agents</p>	<p><i>Angler diaries sent to 29 anglers.</i></p> <p><i>Questions are being developed.</i></p> <p><i>Assistance to Licence agents provided as and when required</i></p>
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IWI & PUBLIC INTERACTION

2022/2023 Annual Plan – Planned Result	Progress to date
<b>Objective: Work proactively and collaboratively with iwi at all levels consistent with Treaty of Waitangi obligations and responsibilities regarding the protection and use of natural resources.</b>	
1. Proactively engage, work and collectively share with iwi and hapu within the region on matters affecting wetland and freshwater resources or their use.	
<b>Objective: Strong relationships and involvement with DOC and local and regional councils to effectively represent the interests of hunters and anglers in formal decision-making process.</b>	
2. Liaise with Department of Conservation and Conservation Boards and proactively engage and work with Regional and District councils and community & industry groups.	<p><i>Liaised with DOC, Horizons RC &amp; Iwi regarding a plan to deal with any eel death events in the Whanganui River catchment over summer.</i></p> <p><i>Liaised with DOC/TRC regarding unauthorised tracks and rubbish at Tapuarau (Hawkins) Lagoon (20/11/2023).</i></p> <p><i>Issued sports fishing authorities to:</i></p> <ul style="list-style-type: none"> <li>• <i>SLR Consulting to carry out fish monitoring using electric fishing in the Patea catchment upstream of Patea Dam on behalf of Manawa Energy Ltd. (19/12/2023);</i></li> <li>• <i>Vaipuhi and Waikokopu Consulting to investigate fish distribution and fish health in a section of the Mangaehuehu Stream, using fyke and G-minnow netting and electrofishing (15/01/2023).</i></li> </ul>
<b>Objective: Engender support for hunting and fishing and the activities of Fish &amp; Game by the general public and others who recognise that these activities contribute to a better environment and healthy lifestyle and in turn who support protecting these resources and the opportunities to participate</b>	
3. Recognise and pursue opportunities to contribute to the wider community including 'Wild for Taranaki' and 'Rotokare Scenic Reserve Trust'.	<p><i>Wild for Taranaki's annual Biodiversity Forum was attended on 26/10/2023. In conjunction with Wellington F&amp;G staff and volunteers (Ami Coughlan, Matt Kavermann &amp; Colin Shore), a workshop to introduce volunteers to bird banding (e.g. Rapanui grey-faced petrel trust) was held in New Plymouth on 28/29 November 2023.</i></p> <p><i>Feedback was provided to the Rotokare Trust (Fiona Gordon; 27/11/2023) regarding a proposal to establish new populations of brown mudfish.</i></p>
4. Take opportunities to promote the value of protecting freshwater, wetland and upland game habitats and the wider benefits from this.	<p><i>Liaised with TRC staff about consenting requirements for wetland creation and enhancement work.</i></p>
5. Represent the interests of hunters and anglers and promote the validity of fishing and gamebird hunting	

<p>including as a means of collecting natural organic foods and engaging in a physical healthy lifestyle.</p> <p>6. Maintain a positive and constructive profile in the media which encourages prospective participants and fosters support and understanding among the general public.</p> <p>7. Implement revised media strategy and including incorporating any National Policy</p>	<p><i>2023 fish season information was provided to the Taranaki Daily News and was printed in the North Taranaki Midweek and South Taranaki Star on 4/10/2023. An angling advertorial was placed in the Whanganui Chronicle (25/09/2023) and also in the Ruapehu Bulletin's "Summertime Bulletin" (31/10/2023). An advert was placed in the Nth Taranaki Midweek (18/10/2023) publicising the Lake Rotomanu family trout fishing day. A press release was sent to the Hawera Star and Stratford Press (+ advert) to promote the Stratford kids' trout fishing day (7/11/2023) and a MoreFM Breakfast interview was done (14/11/2023).</i></p>
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#### COUNCIL ADMINISTRATION

2023/2024 Annual Plan – Planned Result	Progress to date
<p><b>Objective: Sound and effective governance which facilitates a co-operative and supportive relationship between Council, staff and licence holders that enables effective management of resources in the best interests of the licence holder and the fish &amp; game resource.</b></p>	
<ol style="list-style-type: none"> <li>1. Not less than six meetings of Council are held and meetings are conducted consistent with provisions of the Standing Orders.</li> <li>2. Council undertakes governance training provided nationally, preferably in conjunction with Wellington Fish &amp; Game Council.</li> <li>3. Identification and implementation of options and strategies to increase the diversity of Council and iwi involvement.</li> <li>4. The 5-Year Strategic Plan is reviewed and agreed by Council by March 2024.</li> <li>5. Formulation and adoption of an Annual Operational Plan and Budget for 2024/25 consistent with the 5-Year Strategic Plan.</li> </ol>	<p><i>Councils meetings were held at Opunake on 14/10/2023 and the AGM and ordinary meeting in Raetihi on 9/12/2023. A Councillor and staff attended the funeral of F&amp;G life member David Dannefaerd on 13/10/2023. Councillors attended the funeral of Pogal Moratti on 25/01/2024.</i></p>

<p>6. Presentation by Council of its audited annual report for 2022/23 not later than 31 December 2023. Report to be consistent with tier 2 Service Performance standards and requirements.</p> <p>7. Effective regional policies are developed, adopted and reviewed as required and are consistent with any National Policy requirements.</p> <p>8. Progress reporting of licence sales, work progress and financial position is timely and accurate and supports sound financial and operational management and oversight.</p> <p>9. Effective administration such that the Council is within annual budget (<math>\pm 5\%</math>), operates consistent with best practice and at least 90% of its annual plan is completed.</p> <p>10. Effective staff management including performance reviews completed and new objectives agreed for staff, and regular staff meetings such that staff are aware of what is generally occurring and have ready opportunity for input into decisions and management direction.</p>	<p><i>Audited annual report prepared and presented for adoption at the AGM on 9<sup>th</sup> December 2023</i></p> <p><i>Included in all agendas</i></p> <p><i>Weekly staff meetings held each Monday morning.</i> <i>Field Officer Jacob Morison took 12 months unpaid leave from 25/09/2023.</i></p>
<p><b>Objective: Operate consistent with National Policy and make valued contributions to the management of the resource and Fish &amp; Game nationally in the interests of all licence holders.</b></p>	
<p>11. Implement any outcomes and directions from Fish &amp; Game Ministerial Review and /or National Council reviews.</p> <p>12. Progress amalgamation discussions with the Wellington Fish &amp; Game Council and implement agreed measures which don't require legislative change.</p>	
<p><b>Objective: Make best use of new systems, processes and technology to maximise administrative efficiencies and minimise costs do resources are available for use elsewhere.</b></p>	
<p>13. Effective communication and liaison with NZ Fish &amp; Game Council and other Fish &amp; Game regions including valued input and comment on Fish &amp; Game issues and attendance at Fish &amp; Game Managers meetings.</p>	<p><i>Staff participated in the following national group meetings:</i></p> <ul style="list-style-type: none"> <li>• <i>Gamebird Monitoring: 7/09/2023</i></li> <li>• <i>CLE Group: 27/09/2023</i></li> <li>• <i>Hatchery Group</i></li> </ul> <p><i>All staff attended the F&amp;G Staff conference in Rotorua on 12 – 14 September 2023.</i> <i>The CEO attended managers zoom meetings on 7<sup>th</sup>, 21<sup>st</sup> and 25<sup>th</sup> September and 5<sup>th</sup> and 19<sup>th</sup> October 2023</i></p>

**Objective: Demonstrate a commitment to Health & Safety and ensuring the welfare of staff and others through effective policy, systems, resourcing and oversight.**

14. Contribute to National Office by providing valued advice, assistance and feedback on national issues and processes as requested.
15. Refine financial administration, reporting and analysis working with NZF&G Council and staff.
16. All processes and activities are undertaken consistent with Council Health & Safety Policy and Manual.
17. Staff are actively involved in implementing HSAW policy and ensuring a safe workplace, including by undertaking two monthly staff meetings where HSAW is a specific agenda item.
18. Compliance with HSAW requirements and policy including scheduled reviews and audits along with any issues identified or near misses routinely reported to each meeting of Council.

*HSAW is included in each weekly staff meeting held on Monday mornings.  
Field staff passed RPAS (drone) practical test in Palmerston North on 6/09/2023. Garmin "inreach" reactivated and carried by staff (along with epihb and gps) during summer fieldwork.*

**Recommendation**

That the Budget Report to 31 December 2023 and Project Progress Report to 28 January 2024 be received.

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**Agenda Item 18    Financial Reports - Profit and Loss and Balance Sheet**

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**Summary**

Confirmation and clarification of financial reports - Profit and Loss Income Statement and Balance Sheet from 1 September up to end December 2023 (2023/2024 Financial Year to date).

<b>Decision Required</b>
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**Recommendation/Action**

Council move to receive Financial Statements for Year-to-Date for the 2023/2024 Financial Year – Profit and Loss (Income Statement) up to end December 2023 and Balance Sheet as at 31 December 2023.

# Profit and Loss For Council

Taranaki Fish and Game Council  
For the 4 months ended 31 December 2023

	SEP-DEC 2023	YTD BUDGET	2024 OVERALL BUDGET	VARIANCE	VARIANCE %
<b>Revenue</b>					
<b>Licence Income</b>					
Fish Licence Income	91,550	99,845	124,845	(8,295) ↓	-8% ↓
Game Licence Income	17	-	104,505	17 ↑	- -
Less Commission and Fees	(3,190)	(3,441)	(10,321)	251 ↑	7% ↑
<b>Total Licence Income</b>	<b>88,377</b>	<b>96,404</b>	<b>219,029</b>	<b>(8,027)</b>	<b>-8%</b>
Grants	48,479	48,479	193,916	0 ↓	0% ↓
Interest Received	-	1,611	6,441	(1,611) ↓	-100% ↓
Other Income	7,922	2,282	21,450	5,640 ↑	247% ↑
<b>Gross Profit</b>	<b>144,778</b>	<b>148,776</b>	<b>440,836</b>	<b>(3,998)</b>	<b>-3%</b>
<b>Operating Expenses</b>					
<b>SPECIES MANAGEMENT</b>					
Population Monitoring	2,770	200	17,227	2,570 ↑	1,285% ↑
Hatchery Operations	4,779	3,336	10,000	1,443 ↑	43% ↑
Releases	6,216	2,000	6,000	4,216 ↑	211% ↑
Control	389	833	2,500	(444) ↓	-53% ↓
<b>Total SPECIES MANAGEMENT</b>	<b>14,155</b>	<b>6,369</b>	<b>35,727</b>	<b>7,786</b>	<b>122%</b>
<b>HABITAT PROTECTION / MANAGEMENT</b>					
Assisted Habitat	-	-	20,000	- -	- -
<b>Total HABITAT PROTECTION / MANAGEMENT</b>	<b>-</b>	<b>-</b>	<b>20,000</b>	<b>-</b>	<b>-</b>
<b>PARTICIPATION</b>					
Access	-	200	1,000	(200) ↓	-100% ↓
Newsletters Magazine Web pages	3,903	4,000	9,500	(97) ↓	-2% ↓
Training	-	332	1,000	(332) ↓	-100% ↓
Clubs	300	300	300	- -	- -
<b>Total PARTICIPATION</b>	<b>4,203</b>	<b>4,832</b>	<b>11,800</b>	<b>(629)</b>	<b>-13%</b>
<b>PUBLIC INTERFACE</b>					
Liaison	103	100	100	3 ↑	3% ↑
Advocacy	1,073	1,466	4,400	(393) ↓	-27% ↓
<b>Total PUBLIC INTERFACE</b>	<b>1,176</b>	<b>1,566</b>	<b>4,500</b>	<b>(390)</b>	<b>-25%</b>
<b>COMPLIANCE</b>					
Ranging	506	-	500	506 ↑	- -

	SEP-DEC 2023	YTD BUDGET	2024 OVERALL BUDGET	VARIANCE	VARIANCE %
Ranger Training	1,526	-	500	1,526 ↑	- —
Compliance	-	1,050	2,100	(1,050) ↓	-100% ↓
<b>Total COMPLIANCE</b>	<b>2,032</b>	<b>1,050</b>	<b>3,100</b>	<b>982</b>	<b>93%</b>
<b>LICENCING</b>					
Licence Agents	-	1,244	2,244	(1,244) ↓	-100% ↓
Licencing	822	-	-	822 ↑	- —
<b>Total LICENCING</b>	<b>822</b>	<b>1,244</b>	<b>2,244</b>	<b>(422)</b>	<b>-34%</b>
<b>COUNCIL</b>					
Council Meeting Expenses	4,067	3,166	9,500	901 ↑	28% ↑
<b>Total COUNCIL</b>	<b>4,067</b>	<b>3,166</b>	<b>9,500</b>	<b>901</b>	<b>28%</b>
<b>PLANNING &amp; REPORTING</b>					
Management / Strategic Planning	-	333	1,000	(333) ↓	-100% ↓
Reporting Audit	111	166	6,340	(55) ↓	-33% ↓
National Liaison	-	-	100	- —	- —
<b>Total PLANNING &amp; REPORTING</b>	<b>111</b>	<b>499</b>	<b>7,440</b>	<b>(388)</b>	<b>-78%</b>
<b>OVERHEADS</b>					
Salaries	77,634	92,960	278,880	(15,326) ↓	-16% ↓
Staff Expenses	878	500	3,500	378 ↑	76% ↑
Office Premises	7,448	7,400	22,200	48 ↑	1% ↑
Office Equipment	1,898	666	2,000	1,232 ↑	185% ↑
Communications / Consumables	1,673	2,400	7,250	(727) ↓	-30% ↓
General	2,206	2,006	2,870	200 ↑	10% ↑
General Equipment	-	2,002	6,000	(2,002) ↓	-100% ↓
Vehicles	8,834	5,425	15,375	3,409 ↑	63% ↑
<b>Total OVERHEADS</b>	<b>100,570</b>	<b>113,359</b>	<b>338,075</b>	<b>(12,789)</b>	<b>-11%</b>
Depreciation	-	-	16,826	- —	- —
<b>Total Operating Expenses</b>	<b>127,135</b>	<b>132,085</b>	<b>449,212</b>	<b>(4,950)</b>	<b>-4%</b>
<b>New Surplus/(Deficit)</b>	<b>17,644</b>	<b>16,691</b>	<b>(8,376)</b>	<b>953</b>	<b>6%</b>



# Balance Sheet

Taranaki Fish and Game Council

As at 31 December 2023

31 DEC 2023

## Assets

### Bank

BNZ Current Account	147,910.32
BNZ Term 3031	390,561.77
MRP	1,649.11
<b>Total Bank</b>	<b>540,121.20</b>

### Current Assets

Accounts Receivable	30,135.62
Prepayments and Accrued Income	1,230.54
<b>Total Current Assets</b>	<b>31,366.16</b>

### Fixed Assets

Accum Dep Vehicles	(53,404.65)
Accum Dep Buildings	(16,451.00)
Accum Dep Office Equipment	(20,621.12)
Accum Dep Plant & Equipment	(18,050.93)
Buildings	16,451.00
Office Equipment	25,022.63
Plant & Equipment	26,474.26
Vehicles	114,907.26
<b>Total Fixed Assets</b>	<b>74,327.45</b>

**Total Assets** 645,814.81

## Liabilities

### Current Liabilities

Accounts Payable	4,146.06
Accruals and Prepaid Licences	6,206.00
BNZ Credit Card - Allen	167.43
BNZ Credit Card - J Morison	25.00
Designated Waters Licence	74.82
Duck Stamp Levy Clearing	4.35
Employee Entitlements	39,136.79
GST	21,218.90
Income in advance	9,858.00
PAYE Clearing	5,082.38
Rounding	0.03
Sea Run Salmon Endorsement	41.57
<b>Total Current Liabilities</b>	<b>85,961.33</b>

**Total Liabilities** 85,961.33

**Net Assets** 559,853.48

31 DEC 2023

**Equity**

Accumulated Funds	146,208.68
Asset Replacement Funding	11,578.00
Back Country Fisheries Reserve	20,139.79
Current Year Earnings	17,643.64
Fisheries Project	7,386.30
Hunting & Habitat Scheme	327,679.74
Manganuioteao River Riparian Project	4,149.29
Net Surplus/(Deficit)	25,068.04
<b>Total Equity</b>	<b>559,853.48</b>



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Agenda Item 19    **Correspondence Schedules**

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**Summary**

Confirmation of Correspondence Schedules presented by staff.  
Clarification can be sought on any particular item.

<b>For Information Only</b>
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**Recommendation/Action**

Council move to receive Correspondence Schedule to 30 January 2024

**Inwards Correspondence**

Date	Meeting	From	Staff Councillor	Subject
27.11.23	Feb-24	Rotokare Scenic Trust	Allen	Transfer of brown mudfish to Rotokare
7.12.23	Feb-24	Brendan Dexter TRC	Allen	Consents issued
13.12.23	Feb-24	Kahu Aki – Te Kopuka	Allen	Te Heke Ngahuru Public Engagement Media Releases
8.1.24	Feb-24	Jaques Boubee – Vaipuhi	Allen Phil	Permit to set net and retain trout
13.1.24	Feb-24	Hugh Dixon-Paver – Manawa Energy	Allen	Patea HEPS Dissolved Oxygen Report and Summary 2023
13.1.24	Feb-24	Hugh Dixon-Paver – Manawa Energy	Allen	Patea HEPS Downstream Tuna Bypass Report 2023
13.1.24	Feb-24	Hugh Dixon-Paver – Manawa Energy	Allen	Patea HEPS Upstream Fish Passage Report 2023
13.1.24	Feb-24	Hugh Dixon-Paver – Manawa Energy	Allen	Patea HEPS Downstream Ecology Report 2023
17.1.24	Feb-24	John Cooper – STDC	Allen	Electric fishing – Victoria Park pond de-sludge project
19.1.24	Feb-24	Nicola Pyper – SLR Consulting	Allen	Patea electric fishing
21.1.24	Feb-24	Chris Vicars – TRC	Allen	Waiwhakaiho upgrade
26.1.24	Feb-24	Lynette Baish – Ernslaw	Allen Matt K	Karioi Forest use of Fords

**Outwards Correspondence**

Date	Meeting	To	Staff Councillor	Subject
19.12.23	Feb-24	Richie Cosgrove	Allen	Taranaki Reel Life
19.12.23	Feb-24	Nicola Pyper – SLR Consulting	Allen	Patea Electric Fishing
13.1.24	Feb-24	Jaques Boubee – Vaipuhi	Allen	Permit to set net and retain trout
23.1.24	Feb-24	Richie Cosgrove	Allen	Reel Life reminder

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Agenda Item 20    **General Business**

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**Summary**

Items of General Business should be alerted to the Chairman at beginning of the meeting.

The Chairman may undertake a brief round table open discussion of members regarding items not covered in the meeting agenda.

<b>For Information Only</b>
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**Recommendation/Action**

No action required.



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**Agenda Item 22    Confirmation Next Meeting 16 March 2024 - Stratford**

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**Summary**

Confirmation of the next meeting will be held on 16 March 2024.

<b>For Information Only</b>
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**Recommendation/Action**

No action required.





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Agenda Item 22    **Closure of Meeting**

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Karakia to Close: Unuhia

**Unuhia, unuhia.  
Unuhia ki te uru tapu nui,  
Kia wātea, kia māmā te ngākau,  
te tīnana, te wairua, ki te ara  
tangata. Kōia rā e Rongo,  
whakairihia ake ki runga.  
Kia tina! Tina! Hui e! Taiki e!**

Draw on, draw on. Draw on  
the supreme sacredness,  
this is Rongo, the god of  
peace, fully immersed.  
Draw together!  
Together! Draw together!  
Together!

