

ANNUAL OPERATIONAL WORK PLAN

1 September 2020 - 31 August 2021

GENERAL INFORMATION

Eastern Fish & Game Office and Hatchery

Street Address: 1130 Paradise Valley Road, Ngongotaha, Rotorua 3072
Postal address: Private Bag 3010, Rotorua 3046
Telephone: 07 357-5501
Facsimile: 07 357-5503
Email eastern@fishandgame.org.nz

TABLE OF CONTENTS

	Page
Introduction	
1.1 Preamble	2
1.2 Purpose of Operational Work Plan	2
1.3 Mission Statement	2
1.4 Determining Eastern Council Priorities for the 2019-2020 Year	3
1.5 Incorporating NZ Council Priorities into the 2019-2020 OWP	7
1.6 Structure of the Operational Work Plan	9
1.7 Comparative Licence Sales	10
Output 1 Species Management	11
Output 2 Sports Fish and Game Bird Habitat Protection and Maintenance	16
Output 3 Angler and Hunter Participation and Services	19
Output 4 Public Interface	23
Output 5 Compliance	26
Output 6 Licensing	28
Output 7 Councils	29
Output 8 Planning and Reporting	30
Inputs Administration	32
Operational Work Plan; Summary Spreadsheets	36

INTRODUCTION

1.1 Preamble

Fish and Game Councils are required to prepare an annual Operational Work Plan (OWP). This operational work programme is for the period 1 September 2020 to 31 August 2021 and is prepared in accordance with the requirements of the *Conservation Act 1987*, as amended by the *Conservation Law Reform Act 1990*.

1.2 Purpose of the Operational Work Plan

Apart from the statutory requirement outlined above, the purpose of the OWP is to ensure the effective use of Eastern Fish and Game Council's resources in achieving the priorities of the region. The annual OWP identifies priorities and strategic undertakings identified in the longer term Sports Fish and Game Management Plan that need to be resourced during the operational year. Specifically, the OWP:

- establishes priorities and annual management goals;
- provides direction to Council and staff;
- establishes a basis on which to measure the performance of management and Council.

1.3 Mission Statement

To maintain and enhance opportunities for sustainable sports fish angling and game bird hunting.

The functions of regional Fish and Game Councils, as described by the *Conservation Act 1987*, include:

- monitoring sports fish and game populations;
- monitoring the success and satisfaction of users;
- maintaining and enhancing the habitat of sports fish and game;
- monitoring the condition and trend of ecosystems as habitats for sports fish and game;
- maintaining and improving access;
- formulating and establishing regulations and policies which ensure the maintenance of sports fish and game populations and the recreational experience;
- securing compliance with sports fish and game regulations;
- promoting recreational angling and game bird hunting;
- representing the interests of anglers and hunters in the statutory planning process;
- keeping anglers and hunters informed.

1.4 Determining Eastern Council Priorities for the 2020-2021 Year

In November 2018, Eastern Fish & Game conducted a ‘high level’ strategic planning workshop, outcomes of which it took forward to a review of OWP priorities and programmes in February 2019 and again in February 2020 for the purpose of identifying changes it wished to introduce to work streams in each of these years. The outcome of the February 2020 review was that the key regional priorities for 2020-2021 should remain the same as those that applied during 2019-2020. It was acknowledged that some of Council’s priorities continue to be of greater importance than others, for example, those that are critical to maintaining the viability and operational sustainability of Fish & Game. Higher priorities are considered to be Access, Maximising Fishery Opportunities, and Increasing Revenue, the arguments being that without access to sports fish and game bird resources the opportunities available to many licence holders are limited, and without adequate revenue we are unable to perform many of the operational undertakings needed to provide sustainable populations of sports fish and game birds for licence holders to harvest. Maximising fishery opportunities was seen as a means of increasing participation, and revenue.

Eastern Fish & Game’s priorities for 2020-2021 are:

- **Access** - making it easier for anglers and hunters to locate and utilise resources;
- **Increasing revenue** – through increasing participation (as opposed to increasing licence fees) and developing alternative sources of income;
- **Maximising fishery opportunities;**
- **Enhancement of habitat for greylard production** – in particular, activities that increase duck numbers and as a result, hunter opportunities;
- **Water quality and quantity** – addressing in particular, the pressures on our free-flowing water resources and the water quality of the Rotorua lakes.

This OWP targets these priorities via a range of projects and initiatives. Nationally, and regionally, Fish & Game recognises that R3 concepts and actions relating to the *retention* of existing licence holders, the *reactivation* of lapsed licence holders, and the *recruitment* of new licence holders, need to play a greater role in work programmes than has been the case in years gone by, and more so then ever in the wake of the COVID-19 pandemic the effects of which are likely to impact on licence sales for some years to come. In recognition of this some annual projects have been refined and added to, and others scaled back or dropped altogether for the 2020-2021 year. In addition to these projects the OWP provides, as best it can, for the many core output and administrative functions required of Fish and Game Councils by statute.

The following tables identify projects and programmes that represent the means by which Council can make progress towards realising its regional priorities during the 2020-2021 OWP year.

1.4.1 Access

Activity	Projects/Programmes
Secure and Maintain Physical Access	<ul style="list-style-type: none"> • Maintain current access tracks to the Rangitaiki River and its tributaries (and investigate new opportunities there), the Waioeka, Tarawera and Waikaretaheke Rivers, and the Ngongotaha and Waiteti Streams. • Improve access to Wairoa catchment tributaries including those in the Waiiau River, and continue investigation of East Coast fisheries north of Gisborne as opportunity permits. • Allocate balloted hunting stands. • Advocate for improved access through forestry and resolution of identified captured access areas. Submit to regional/district plans for improved angler/hunter access. Continue to press for greater access to the Rangitaiki River fishery. • Liaise with the Walking Access Commission and lobby for provision for public access in Treaty of Waitangi Settlements and Overseas Investment Act sale and purchase conditions. • Maintain the Fish & Game hut at Wairua.
Provide Information	<ul style="list-style-type: none"> • Upgrade signs to brand specifications where required, check annually and replace as required, and maintain signage database. • Update access pamphlets and website as required to ensure angling and hunting access information readily available.

1.4.2 Increasing revenue

Activity	Projects/Programmes
Niche Marketing	<ul style="list-style-type: none"> • Conduct further research into 'licence churn', establish reasons why particular demographics drop out (e.g. first time licence holders and young adults), and devise strategies to reduce this. • Develop and implement regional R3 strategies (retention, recruitment, reactivation) in accordance with national initiatives to maintain and increase participation. • Investigate ways of increasing sales of licences to non-resident anglers.
Promotions	<ul style="list-style-type: none"> • Collaborate and develop strategies with Destination Rotorua and other marketing agencies. • Investigate opportunities for promoting hunting and fishing in partnership with organisations such as travel agencies, accommodation providers, real estate agencies, and hunting and fishing outlets. • Investigate means of, or incentives for agents to up sell licence types. • Run 'how to be successful' events.
Opportunity Marketing	<ul style="list-style-type: none"> • Raise the profile of under-utilised fisheries e.g. Waikato River, and develop and market 'new' opportunities e.g. summer river fisheries.

Licensing	<ul style="list-style-type: none"> Continue to contribute to a national Licence Working Party and explore opportunities for increasing revenue via fine tuning licence categories and/or pricing of such.
Other sources of Income	<ul style="list-style-type: none"> Explore opportunities for generating additional revenue via other means e.g. hire and/or rental of facilities including Octagon, Conference Room, staff quarters and staff houses within Hatchery grounds in addition to cottage adjacent to Ngongotaha Trap, harvesting a portion of the Douglas fir plantation adjoining the Hatchery, contracting out staff services.

1.4.3 Maximising fishery opportunities

<i>Activity</i>	<i>Projects/Programmes</i>
Species Monitoring and Research	<ul style="list-style-type: none"> Monitor growth and performance of liberations into lake fisheries via the Datawatch programme. Monitor the Lake Rotorua, Ngongotaha, and Ohau Channel fisheries. Monitor the Lake Waikaremoana fishery. Monitor Lake Tarawera wild spawning runs. Assess smelt abundance in Lake Tarawera. Advocate for extension of Lake Tarawera food web investigation with University of Waikato, and factors affecting trout growth and survival. Provide support to external research projects aimed at better understanding lake fisheries.
Harvest Assessment	<ul style="list-style-type: none"> Undertake lake fisheries creel surveys to monitor angler catch and satisfaction, and Opening Day surveys to evaluate stocking programmes. Extend current programme on Tarawera, Rotoiti and Okataina to some of the smaller fisheries (Rotoma, Rotoehu, Okareka, Rerewhakaaitu) resources permitting.
Hatchery	<ul style="list-style-type: none"> Produce c70,000 quality fish to maintain trout fisheries within the region.
Regulations	<ul style="list-style-type: none"> Maintain/enhance sports fish resources by reviewing and refining if necessary, the Anglers Notice using a policy driven review process. Look for opportunities to increase participation and remove barriers to fishing by for example, simplifying regulations in some fisheries.
RMA planning	<ul style="list-style-type: none"> Represent anglers in water quality and quantity planning and consenting processes and advocate for improved habitat, angling experience and access opportunities.
Participation	<ul style="list-style-type: none"> Maintain and enhance access, and publicise more widely. Increase angler communication and information using social media and identify options for increasing participation. Support children's and adult fishing programmes, angler training and angling competitions, and maintain club relations.

	<ul style="list-style-type: none"> • Complete investigation of options for enhancing a fishery within easy access of Tauranga.
Compliance	<ul style="list-style-type: none"> • Maintain a sufficient level of participant contact to ensure the protection and sustainability of fisheries.
Licensing	<ul style="list-style-type: none"> • Make fishing licences readily available and continue to investigate licence holder behaviour and licence holders' needs.

1.4.4 Enhanced habitat for greylard production

<i>Activity</i>	<i>Projects/Programmes</i>
Species Management	<ul style="list-style-type: none"> • Monitor greylard populations via trapping/banding, brood counts and game bird hunter surveys to investigate productivity, survival, harvest and movements. • Review game season conditions and make changes where needed to address issues impacting on greylard populations and productivity. • Contribute to national research programmes on mallards. • Refine as appropriate the draft regional five-year strategic research and management work plan for greylards.
Wildlife Management Reserves	<ul style="list-style-type: none"> • Implement, monitor, and refine if necessary, the annual maintenance strategy supported in part by a habitat management fee levied on ballot holders. • Review rotational maintenance programmes undertaken by staff in Fish & Game managed wetlands and re-assess/confirm existing priorities.
Assisted Habitat on Non-Public Land	<ul style="list-style-type: none"> • Engage in statutory planning processes and make submissions to regional and district plans to amend rules that are barriers to habitat enhancement or hunter opportunities, and support or oppose consent applications that impact on game bird habitat values or hunter access. • Develop positive working relationships with landowners and other parties with an interest or involvement in rural land management including local and regional authorities, DOC, Federated Farmers, Fonterra and Dairy NZ.
Habitat Creation	<ul style="list-style-type: none"> • Provide advice to enable and encourage hunters/landowners to develop quality, productive wetland habitat. • Advocate for better drain management and enhance habitat in drainage canals. • Provide advice on enhancement of stock ponds and implement enhancement projects. • Make at least two external funding applications for wetland habitat development. • Retain involvement with Waikato Catchment Ecological Enhancement Trust and oversee appropriate projects.
Social and	<ul style="list-style-type: none"> • Use media to encourage the creation and enhancement of wetland

rural media	habitats.
-------------	-----------

1.4.5 Water quality and quantity

<i>Activity</i>	<i>Projects/Programmes</i>
Rivers	<ul style="list-style-type: none"> Continue to monitor trout populations, water clarity and other measures of water quality in regional river fisheries including the Rangitaiki River, and communicate water quality issues to Regional Council and freshwater futures groups established to consult with communities. Participate in collaborative processes and submit on water allocation processes in planning and consenting matters on sensitive waters.
Lakes Water Quality	<ul style="list-style-type: none"> Continue Rotorua lakes fisheries monitoring programmes and participate in fisheries research projects. Monitor and support the Waikaremoana water quality buoy programme. Participate in Rotorua lakes' collaborative processes and use creel survey and NAS results to advocate for improved water quality.

1.5 Incorporating New Zealand Council Priorities into the 2020-2021 OWP

The Council has also agreed to support long term aspirational outcomes for Fish & Game identified by the New Zealand Fish and Game Council, and these need to be provided for where possible in the OWP. The New Zealand Council's current aspirations include the following:

- Fish & Game NZ is well recognised and well regarded as a manager of fish and game resources based on a user says/user pays system.
- Fish & Game's values and aspirations continue to be reflected in statute.
- Sports fish and game birds are recognised as valued public resources access that cannot be charged for.
- There is general recognition that sports fish and game bird habitat is a finite resource, to which access must be protected.
- The New Zealand public is sympathetic to Fish & Game NZ's goals.

The New Zealand Council has a focus on increasing public awareness and support of Fish & Game as managers of sports fish and game bird resources, and as advocates for the interests of anglers and hunters, and often in doing so, for those of the wider public. Protecting and enhancing habitats and access to wild areas and resources is important to all New Zealanders, and a fundamental role of the Eastern Council. The Eastern Council contributes significant regional resources to supporting national projects associated with species monitoring and management, public awareness, compliance, licensing and administrative (e.g. financial management) outputs.

1.5.1 Regional support for New Zealand Council aspirational outcomes

<i>Project Area</i>	<i>Projects/Objectives</i>
Public Awareness	<ul style="list-style-type: none"> • Contribute to the national public awareness network and support national public awareness events. • Manage our website and use social media to increase awareness of Fish & Game activities. • Produce regular media releases and support the NZ Council Communication Advisers. • Engage and communicate with the rural community and landowners. • Promote Fish & Game at appropriate events and in the rural media. • Give presentations to schools and outside organisations and use the Ngongotaha hatchery and grounds to promote Fish & Game to the wider public.
Statutory Liaison	<ul style="list-style-type: none"> • Manager to periodically meet with senior local and regional authority managers, senior DOC staff, Conservation Boards, and MPs where appropriate. • Meet periodically with Te Urewera iwi entities towards the development of a MOU with Eastern Region Fish & Game. • Develop a closer/more formal working relationship with Te Arawa iwi. • Attend meetings of the Taupo Fisheries Advisory Committee as the NZ Fish & Game Council representative.
Habitat	<ul style="list-style-type: none"> • Contribute to the improvement of water quality in the Rotorua lakes via Regional Council planning and collaborative processes. • Utilise river investigation projects to advocate for improved water quality in key regional rivers. • Review and support/oppose plans and consents that impact significantly upon sports fish/game bird habitat values, or angler and hunter access. • Maintain inventory of wetlands, assess their vulnerability and identify wetland deficient areas and opportunities for enhancement through stakeholder collaborative processes.
Access	<ul style="list-style-type: none"> • Advocate for improved access and submit to the Walking Access Commission on key issues, and ensure provision for public access is made in relevant Treaty of Waitangi settlements.

1.6 Structure of the Operational Work Plan

This OWP is based on the eight output categories and one input which have been adopted nationally as the basis for development of regional work programmes. Within each output category, individual projects are grouped together within project clusters that address key functions.

Reporting

Completion dates for projects and associated reporting dates are noted for each project where possible. It is not feasible or practical to provide specific, measurable targets for all activities, and this is particularly true of some of the internal tasks that are required to keep the organisation operating smoothly. Where this is the case, the project descriptions do not include specific targets or completion dates. Unless stated otherwise, project reports are forwarded to the Manager and an operational report summary is presented to each meeting of Council.

Direct Costs

Direct costs in terms of staff time and budgets are indicated for each project cluster. This allows direct and operational costs to be identified when assessing work priorities, particularly if it becomes necessary to adjust the plan during the year due to unforeseen circumstances.

Resourcing the Work Plan

In response to forecasted consequences of the COVID-19 pandemic, the New Zealand Fish and Game Council asked all Fish & Game regions to reduce their base funding for the 2020-21 year to 95% of what it was in 2019-20. In 2019-20 Eastern Council's budget was based on base funding of \$1,127,970. This has been reduced by 5% (\$56,399) for 2020-21 to \$1,071,572 in accordance with the New Zealand Council's request by deferring non-essential funding coupled with staff restructuring in the administration and hatchery/grounds maintenance areas.

No contestable or regional reserves funding has been incorporated into the budget. The budget is however, based on an \$8,000 contribution from the Waikaremoana Sports Fish Habitat Enhancement Fund in recompense for staff time and expenses associated with fisheries monitoring and access work at Waikaremoana as well as costs associated with the maintenance of the water quality monitoring buoy.

1.7 Comparative Licence Sales

Game Licence Sales

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20*
GWA	3,516	3,296	3,140	3,042	3,005	3,203	3,097	3,148	3,065	2,670
GWJ	371	382	360	360	360	344	342	330	306	257
GDA	202	173	179	210	206	218	214	196	165	97
GDJ	8	5	10	14	6	10	8	5	9	9
TOTAL	4,097	3,856	3,689	3,626	3,577	3,775	3,790	3,679	3,545	3,033
LEQ's	3,632	3,406	3,251	3,158	3,120	3,316	3,207	3,252	3,162	2,742

Fish Licence Sales

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20*
FWF	3,505	3,432	3,425	3,375	3,220	3,025	2,986	2,878	2,771	2,478
FWA	4,570	4,539	4,297	4,177	4,059	1,955	2,202	2,182	2,129	1,960
FWNA					391	502	554	477	624	497
FSLA						359	357	413	402	445
FLAA						2,002	1,689	1,630	1,680	1,681
FWJ	472	458	427	361	408	503	481	444	397	385
FWNJ									29	43
FWNC									20	21
FWIA	1,208	1,142	991	1,034	1,018	644	570	531	534	435
FWIJ	121	130	90	78	84					
FLBA						142	112	109	81	78
FSBA						1,529	1,394	1,195	1,200	993
FDA	8,531	8,584	8,856	8,086	7,881	7,133	6,576	6,664	4,127	3,389
FDNA									1,617	1,348
FDJ	660	573	566	516	412	536	564	516	411	342
FDNJ									52	43
FDNC									37	31
TOTAL	19,067	18,858	18,652	17,627	17,473	18,330	17,485	17,039	16,111	14,165
LEQs	11,705	11,539	11,170	10,828	10,970	10,599	10,397	10,043	9,892	8,921

LEQs = Adult Whole Season Licence equivalents

*as at 30 July 2020

Resident Licence Categories

FWF – Family Season, **FWA** - Adult Season, **FSLA** - Loyal Senior Season, **FLAA** - Local Area Season, **FWIA** - Adult Winter Season, **FLBA** - Adult Long Break, **FSBA** - Adult Short Break, **FDA** - Adult Day, **FWJ** – Junior Season, **FDJ** – Junior Day, **FWC** – Child Season

Non-Resident Licence Categories

FWNA – Adult Season, **FDNA** – Adult Day, **FWNJ** – Junior Season, **FDNJ** – Junior Day, **FWNC** – Child Season, **FDNC** – Child Day

OUTPUT 1

SPECIES MANAGEMENT

Goal

To manage sustainable populations of sports fish and game bird species for recreational harvest.

Description

A range of information is required to effectively manage populations of sports fish and game birds and angler and hunter effects on these populations. Projects to monitor and research sports fish and game bird populations, hatchery operations, regulating and monitoring harvest and population control collectively meet this goal.

Sports fish populations are monitored through projects based on priority lakes and rivers. The Datawatch tag programme in the region's lakes monitors trout growth and returns from these important fisheries. Summer drift dive programmes on selected rivers within the region including the Rangitaiki record trout numbers and habitat condition. Winter spawning is assessed in important recruitment areas, and various other monitoring and fisheries projects provide insight into the effects of interventions to improve water quality in lakes fisheries. Game bird population monitoring is undertaken via trapping and banding programmes, aerial transect and/or trend counts, and productivity surveys. The Council also contributes time to national mallard research programmes in addition to co-ordinating the national shoveler monitoring project. Upland game monitoring of pheasants in the Kaingaroa forest is ongoing.

The harvest of sports fish and game birds is monitored through angler creel surveys on priority fisheries and game hunter surveys during the hunting season.

Council will continue to provide an effects based response to landowners and other land managers experiencing site specific issues with game birds impacting negatively on their interests, and will work with external agencies to minimise the effects of disease or other factors contributing to game bird mortality.

The Eastern Fish and Game Council resources a very efficient hatchery operation that has the primary role of providing supplementary stocking for the Rotorua lakes fisheries, while supplying fish to other Fish & Game regions also. The Ngongotaha site is also used to host a Children's Fishing programme aimed at encouraging greater participation in trout fishing. The hatchery and grounds are open to the public seven days/week and receive a large number of visitors, including organised groups, and this provides an opportunity to increase public awareness.

Species Management Project Clusters

PC1110: <u>Species Monitoring and Management:</u> Assess, monitor and manage fish and game bird populations within the Eastern Region	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1111 River Fisheries Investigations Investigate and monitor river fisheries.</p> <ul style="list-style-type: none"> (i) Continue to drift dive/monitor the Rangitaiki and investigate other Eastern Region rivers in response to issues arising and/or availability of resources. (ii) Maintain and continue to promote our online ‘angler diary’ facility for anglers to record their efforts, the fish they catch, and any other observations they might wish to make; and provide feedback to participating anglers. (iii) Contribute to regional interagency biosecurity initiatives. 	<p><i>Report river fishery investigation results to Council by 31 July 2021. Provide overview of online diary use to Council by 31 August 2021.</i></p>
<p>1112 Datawatch Monitor Eastern Region lake fisheries using the “Datawatch” tagging programme to assess trout growth.</p>	<p><i>Tag and release 7,500 fish. Report on tag returns to each meeting of Council.</i></p>
<p>1113 Lake Waikaremoana Monitor data collection and maintain Lake Waikaremoana water quality buoy; undertake periodic creel surveys and monitoring of key spawning tributaries.</p>	<p><i>Report activities to the following meeting of Council. Submit report on creel survey and spawning tributary monitoring programme to February 2021 meeting of Council.</i></p>
<p>1114 Lake Tarawera</p> <ul style="list-style-type: none"> (i) Monitor Lake Tarawera spawning tributaries including the Tarawera Outlet, Te Wairoa and Wairua Streams. (ii) Extend investigation into aquatic food webs and factors affecting the size, condition and growth of trout on Lake Tarawera subject to resources being available to do so, and maintain twice yearly acoustic smelt monitoring transect programme. 	<p><i>Report spawning survey observations to the following meeting of Council, and the results of other investigations by 31 August 2021.</i></p>
<p>1115 Other Lake Fisheries Investigations</p> <ul style="list-style-type: none"> (i) Contribute to research on other lake fisheries including projects associated with water quality. (ii) Continue to operate the Ngongotaha Stream trap. (iii) Maintain and continue to promote our online ‘angler diary’ facility for anglers to record their efforts, the fish they catch, and any other observations they might wish to make; and provide feedback to participating anglers. 	<p><i>Provide research updates and Ngongotaha trap results to each meeting of Council. Provide an overview of online diary use to Council by 31 August 2020.</i></p>

<p>1116 Waterfowl Monitoring</p> <p>(i) Monitor black swan and paradise shelduck populations within the Eastern Region using aerial trend counts.</p> <p>(ii) Investigate productivity, survival, harvest and movements of greylards by conducting brood counts and undertaking trapping and banding programmes; co-ordinate and participate in the national shoveler monitoring programme.</p>	<p><i>(i) Report interim results to the February 2021 Council meeting and provide a full report detailing the status of these populations by 31 August 2021.</i></p> <p><i>(ii) Provide final reports for the 2019-2020 year by 31 October 2020 and report interim results for the 2020-2021 year to the February 2021 Council meeting. The reports will compare measures of productivity for greylards with previous years where it is possible to do so.</i></p>
<p>1117 Botulism</p> <p>Monitor avian botulism outbreaks and minimise these by whatever practical means are available.</p>	<p><i>Report incidents to the following meeting of Council.</i></p>
<p>1118 Game Bird Research</p> <p>(i) Review and refine if appropriate, the five year strategic research and management work plan for greylards.</p> <p>(ii) Review and refine if appropriate, the modelling approach used to support regulation setting.</p>	<p><i>Report findings and submit revised work plan if relevant to Council by 31 August 2021.</i></p>
<p>1119 Upland Game Assessments</p> <p>Continue upland game population monitoring programme in Kaingaroa.</p>	<p><i>Report outcomes to the following meeting of Council.</i></p>
<p>Direct Costs: \$26,450 Hours: 2132 Internal Costs: \$136,996 Total Costs: \$163,446</p>	

PC1120: <u>Harvest Assessment</u>: Assess angler and hunter activity and related harvest	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1121 Lake Fisheries Creel Surveys</p> <p>Review and refine approach to annual angler winter and summer creel monitoring surveys assessing angler catch and satisfaction from key Rotorua lakes (Okataina, Rotoiti, Tarawera), and implement. Extend summer creel surveys to Rotoma, Rotoehu, Okareka and/or Rerewhakaaitu to the extent this can be accommodated without compromising effort on the key lakes.</p>	<p><i>Report on winter surveys if conducted by 28 February 2021 and the 2020-2021 summer creel surveys by 31 August 2021.</i></p>
<p>1122 Opening Day Angler Survey</p> <p>Monitor opening day catch from Rotorua lakes fisheries to assess characteristics of the catch.</p>	<p><i>Present report to Council by 30 April 2021.</i></p>
<p>1123 Game Bird Hunter Survey</p> <p>Assess the harvest of game birds by hunters and hunter effort during the 2021 season. Include in the survey an assessment of the special season for pukeko and black swan in February 2021.</p>	<p><i>Present the results of the 2020 game season hunter surveys to Council by 30 November 2020. Complete the 2021 game bird hunter surveys by 31 August 2021.</i></p>
<p>Direct Costs: \$2,400 Hours: 784 Internal Costs: \$50,378 Total Costs: \$52,778</p>	

PC1140: <u>Hatchery</u>: Produce sufficient trout to meet the stocking requirements of the Eastern Region of Fish & Game New Zealand, as well as other Fish and Game Regions	
<i>Project and Objective</i>	<i>Performance measures</i>
1141 Operate Hatchery (i) Produce quality fish for stocking of Eastern Region lakes and supplying the needs of other Fish & Game regions. (ii) Make progress towards having the capacity to produce 100+ trophy trout/annum for release in conjunction with fishery promotions. (iii) Review and revise where necessary the hatchery manual and contingency provisions in the event of emergencies.	(i) <i>Produce c.70,000 fish to meet Eastern Region requirements and regional orders including 50+ trophy fish.</i> (ii) <i>Capacity to produce 100+ trophy fish/annum.</i> (iii) <i>Incorporate further updates to manual if required by 31 August 2021.</i>
1142 Hatchery Maintenance Maintenance of hatchery facilities.	<i>Report activities to the following meeting of Council.</i>
1143 Te Wairoa Trap (i) Operate Te Wairoa trap to obtain suitable brood stock and collect sufficient ova to sustain the hatchery programme.	<i>Report the results of the trapping programme to each meeting of Council during the period April to August 2021.</i>
Direct Costs: \$74,550 Hours: 2900 Internal Costs: \$186,346 Total Costs: \$260,896	

PC1160: <u>Releases</u>: Transfer and release sports fish and game birds to augment populations within the region	
<i>Project and Objective</i>	<i>Performance measures</i>
1161 Sports Fish Liberations Fin clip, tag, transfer, and release hatchery reared trout in accordance with regional stocking strategies.	<i>Report liberations to the following meeting of Council.</i>
Direct Costs: \$0 Hours: 154 Internal Costs: \$9,896 Total Costs: \$9,896	

PC1170: <u>Regulations</u>: Develop regulations to ensure that harvest of sports fish and game birds is within sustainable limits	
<i>Project and Objective</i>	<i>Performance measures</i>
1171 Sports Fish Regulations Contribute to the maintenance of sports fish resources by conducting a review of the annual Anglers Notice and recommending amendments to it if required for the 2021-2022 season.	<i>Recommend fishing season conditions for the 2021-2022 Anglers Notice by 30 June 2021.</i>
1172 Game Bird Regulations Maintain game bird resources via the development of annual game season conditions.	<i>Recommend game season conditions for the 2021 season to the NZ Council by 31 January 2021.</i>
1173 Game Bird Authorities Provide input to Department of Conservation (DOC) permitting processes to capture, hold, breed and release game birds, and provide input to national Fish & Game initiatives to obtain authorities or delegations from DOC to administer all related matters pertaining to Schedule 1 Wildlife Act game species.	<i>Report activities to the following meeting of Council.</i>
1174 Upland Game Properties Monitor any upland game properties operating under Schedule 1 of the Wildlife Act, liaise with the operators and review annual operating registers.	<i>Report activities of upland game properties to Council by 30 November 2021.</i>
Direct Costs: \$0 Hours: 165 Internal Costs: \$10,602 Total Costs: \$10,602	

PC1180: <u>Game Bird Control</u>: Minimise significant damage caused by game birds to private land	
<i>Project and Objective</i>	<i>Performance measures</i>
1181 Game Bird Control Reduce damage to crops or pasture from unwanted aggregations of game birds by assisting landowners and utilising the efforts of game bird hunters wherever practical.	<i>Maintain permit database and report on the number of permits issued annually in the year end Performance Report.</i>
Direct Costs: \$500 Hours: 36	Internal Costs: \$2,313 Total Costs: \$2,813

OUTPUT 2**SPORTS FISH AND GAME BIRD HABITAT
PROTECTION AND MAINTENANCE****Goal**

To manage, maintain, and enhance sports fish and game bird habitats to maximise recreational opportunities for anglers and hunters.

Description

The protection, enhancement and management of habitat for sports fish and particularly game birds is an Eastern Fish and Game Council priority. Habitat work that enhances waterfowl productivity, and in particular greylards, is an ongoing focus for the Council, and involves a combination of directly enhancing wetland habitats including drains and farm ponds, and supplying information and support to landowners and other groups.

This output also seeks to provide for the long term protection of water quality and quantity which is also an ongoing priority for the Council. Water quality in the Rotorua Lakes is being addressed through an active restoration and intervention programme and Fish & Game will continue to participate in collaborative processes for the lakes to protect the short and long term interests of anglers and hunters. These processes are also occurring in river catchments across the region, and during the 2020-2021 year it is anticipated that participation in RMA related activities and input to national planning processes, regional statutory planning and collaborative catchment processes and consent applications will continue to require significant effort.

The Council will continue to manage habitat in the wetland reserves it administers or jointly manages within the region in accordance with its reserve management strategy, and will continue to provide information and advice to landowners wishing to develop or enhance wetlands. It will also identify and support significant opportunities by seeking funding from external sources. Staff representation on habitat trusts will continue to identify opportunities to enhance habitat and lend support to other organisations' initiatives.

The Council has in the past participated in regional wetland inventory and advocacy groups including Landcare groups, Aquatic Pest Technical Groups and other Regional Council partnerships, and will continue to do so in 2020-2021 as required.

Sports Fish and Game Bird Habitat Project Clusters

PC1210: <u>Resource Management Act:</u> Effectively represent Fish & Game interests and the aspirations of anglers and hunters in resource management processes and strategies by advocating for sports fish and game bird habitat values, angling, and hunting values in statutory and non-statutory planning processes	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1211 RMA Planning</p> <ul style="list-style-type: none"> (i) Review plans, policies and strategies and advocate for decisions and conditions that provide for sports fish and game bird interests and the interests of anglers and hunters. (ii) Contribute to the improvement of water quality in the Rotorua lakes via collaborative processes, research, and fishery and angler monitoring. (iii) Minimise effects on fisheries arising from activities aimed at improving water quality in the Rotorua lakes. (iv) Utilise the results of river fishery investigations to advocate for improved water quality in the Rangitaiki and Motu River catchments in particular. (v) Make submissions on regional and district council planning documents to promote rules that facilitate game bird habitat enhancement. 	Report activities to each meeting of Council.
<p>1212 Consent Applications</p> <p>Review and respond to consent applications and advocate for decisions and conditions that provide for sports fish and game bird interests and the interests of anglers and hunters.</p>	Report activities to each meeting of Council.
Direct Costs: \$200 Hours: 1476 Internal Costs: \$94,844 Total Costs: \$95,044	

PC1220: <u>Works and Management:</u> Wildlife management reserves and other wetland reserves	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1221 Reserves Management</p> <p>Manage water levels and habitat in wildlife management reserves; advocate and maintain optimum conditions for waterfowl.</p> <ul style="list-style-type: none"> (i) Implement, monitor, and refine if necessary, the annual maintenance strategy subsidised by a habitat management fee imposed on ballot holders that was introduced in 2018. (ii) Continue to implement wetland monitoring and maintenance programmes in the reserves (including water reticulation systems in Kaituna and Awaitei WMRs) in accordance with the five-year maintenance plan for the reserves. (iii) Continue to contribute to the design and implementation of habitat creation and enhancement within and adjoining the Kaituna WMR in conjunction with the Bay of Plenty Regional Council and Department of Conservation (DOC). (iv) Assist with monitoring and implementation of the Waikato River Authority funded fencing and habitat enhancement programme at Lakes Ngapouri and Tutaeinanga. 	Report activities to the following meeting of Council.
Direct Costs: \$18,000 Hours: 932 Internal Costs: \$59,888 Total Costs: \$77,888	

<i>Project and Objective</i>	<i>Performance measures</i>
<p>1231 Respond to Landowner Requests for Assistance</p> <p>(i) Respond to all requests from hunters and landowners for advice on creating wetland habitat on non-public land. Make available information packages and services including land owner site visits and consent advice.</p> <p>(ii) Use rural media to encourage wetland enhancement on non-public land.</p>	<p><i>Respond to all landowners' requests for advice and contribute to the development and/or enhancement of habitat that enhances waterfowl productivity and greylards in particular. Report activities to the following meeting of Council.</i></p>
<p>1232 Habitat Creation and Enhancement Projects</p> <p>(i) Encourage landowners to enhance the game bird habitat values of existing ponds in rural environments in accordance with a strategy developed to do this.</p> <p>(ii) Make at least two applications to external funding providers for habitat creation projects in the Eastern Region.</p> <p>(iii) Assist in wetland habitat creation and enhancement in the Waikato River catchment through WCEET trustee and project manager participation.</p> <p>(iv) Advocate for remedial works and/or enhancement of riparian/instream fisheries habitat in tributaries of Lake Rotorua and provide technical advice to projects instigated.</p> <p>(v) Advocate for more environmentally appropriate drain management practices with relevant agencies with the aim of enhancing habitat for dabbling ducks.</p>	<p>(i) <i>Make at least two applications for external funding for an enhancement project.</i></p> <p>(ii) <i>Report WCEET activities by 31 August 2021.</i></p> <p>(iii) <i>Report activities to the following meeting of Council.</i></p>
Direct Costs: \$2,700 Hours: 770 Internal Costs: \$49,478 Total Costs: \$52,178	

PC1240: <u>Assess and Monitor:</u> Assess and monitor regional trends in significant habitat areas	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1241 Monitor Waterfowl Habitats</p> <p>Interact with Wetland Forum groups and/or other agencies compiling or updating wetland inventories.</p>	<p><i>Report activities to the following meeting of Council.</i></p>
Direct Costs: \$0 Hours: 72 Internal Costs: \$4,627 Total Costs: \$4,627	

OUTPUT 3**ANGLER AND HUNTER PARTICIPATION AND SERVICES****Goal**

To maximise angler and hunter participation while maintaining and improving the quality and diversity of the recreational experience.

Description

Angler and hunter participation projects are clustered into enhancing physical access and making sure anglers and hunters are well informed of the opportunities available to them. Access to hunting and fishing resources is a priority of the Eastern Fish and Game Council and is implemented for anglers through an extensive signage programme across the region and intensive angler access track maintenance in high use fisheries. Managing hunting access to Fish & Game managed wetlands through a ballot process provides significant hunting opportunities within the region. In addition to physical access works, Council has an advocacy role to play which it does through relationships with the Walking Access Commission, Office of Treaty Settlements, and a variety of other key stakeholders and land managers.

Informing anglers and hunters of opportunities for fishing and hunting encourages participation and the Council services this function through regular electronic reports and e-zines as well as annual magazine supplements. Detailed access information for specific fisheries and hunting areas is distributed in printed pamphlets and is made available through the Fish & Game website. The Council also uses social media to keep licence holders informed and allocates effort towards continually updating and increasing web-based information.

The Council resources junior angling training through the very popular Ngongotaha Children's Fishing Programme and assists junior hunters through mentoring and providing some hunting opportunities. Active Fish & Game support and involvement with angling and hunting clubs promotes participation, and maintains a valuable link between sports fish and game bird managers and licence holder interest groups within the region - though it needs to be noted that club membership is generally in decline and alternative ways of engaging effectively with licence holders need to be developed. Fishing competitions also provide the opportunity for increasing participation and are supported by the Council via permits and direct involvement in some events.

Angler and Hunter Participation Project Clusters

PC1310: <u>Angler and Hunter Access:</u> Maintain and enhance access to the sports fish and game bird resources of the Eastern Region	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1311 Maintain and Enhance Access Physical and legal access to angling and hunting opportunities.</p> <ul style="list-style-type: none"> (i) Maintain angling tracks in the Ngongotaha and Waiteti Streams, and the Tarawera, Waioeka, Rangitaiki and Waikaretaheke Rivers. (ii) Maintain and enhance access opportunities within the greater Rangitaiki catchment. (iii) Investigate East Coast fisheries north of Gisborne and access to these as opportunity permits. (iv) Continue to advocate for improved access through plantation forests including Kaingaroa, and seek resolution in relation to the establishment of access to areas in which access to fish and game resources by licence holders has been unlawfully denied. (v) Make submissions to the Walking Access Commission, Overseas Investment Office, and Office of Treaty Settlements to ensure that provision is made for public access where appropriate. 	Report activities to the following meeting of Council.
<p>1312 Signage Maintain signs and enhance access through signage at key fishing and hunting access points. Maintain signage inventory databases.</p>	Report activities to the following meeting of Council.
<p>1313 Hunter Ballots Allocate and manage balloted hunting stands in Fish & Game managed Wildlife Management Reserves/wetlands.</p>	Allocate balloted hunting stands.
<p>Direct Costs: \$5,700 Hours: 650 Internal Costs: \$41,767 Total Costs: \$47,467</p>	

PC1330: <u>Newsletter, Licence Holder Communications:</u> Effectively inform anglers and hunters of matters relating to Fish & Game and opportunities for increased participation	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1331 Electronic Newsletters Contribute text to and circulate newsletters (e-zines) to clubs and licence holders in accordance with national strategy (which is in the process of being reviewed but currently comprises three “Both Barrels” and nine “Reel Life” ezines).</p>	Contribute to preparation of nationally co-ordinated electronic newsletters.
<p>1332 Fish & Game Publications Prepare articles for inclusion in two issues of Fish and Game New Zealand to 2020 whole season game licence holders and 2020-2021 whole season fish licence holders. Prepare and distribute pre-season newsletters.</p>	<ul style="list-style-type: none"> (i) Articles submitted to publisher in accordance with deadlines for mailout of game issue in April 2021, and fish issue in August 2021. (ii) Pre-season fish and game newsletters distributed.
<p>1333 Fish & Game Website Ensure Fish & Game information including access maps on the Eastern Region website is maintained and regularly updated.</p>	Report activities to the following meeting of Council.

1334 Social Media Continue to operate Twitter account and upload material to Facebook page and/or other platforms subject to any R3/national strategy developed prior to, or during the 2020-2021 OWP year.	<i>Report activities to the following meeting of Council.</i>
Direct Costs: \$0	Hours: 286 Internal Costs: \$18,378 Total Costs: \$18,378

PC1340: Informational Publications: Assist anglers and hunters to access the hunting and fishing opportunities of the Eastern Region	
<i>Project and Objective</i>	<i>Performance measures</i>
1341 Information Pamphlets (i) Review and if necessary reprint pamphlets, address information deficiencies and use website and other forms of communication to make access and other information more readily available. (ii) Maintain stocks of information pamphlets with licence agents and other outlets throughout the region.	<i>Report on activities to the following meeting of Council.</i>
Direct Costs: \$2,000	Hours: 40 Internal Costs: \$2,570 Total Costs: \$4,570

PC1350: Angler and Hunter Training: Encourage new participants to take up angling and hunting	
<i>Project and Objective</i>	<i>Performance measures</i>
1351 Junior Angler/Hunter Programmes (i) Operate the children's fishing programme in conjunction with the Rotorua Anglers Association and invite participation from other clubs where appropriate. (ii) Continue to provide hunting access to Waewaetutuki Wetland for junior hunters.	<i>(i) Provide sufficient two-year-old fish to support the fishing programme. (ii) Provide hunting opportunity at Waewaetutuki Wetland for up to 12 junior hunters. (iii) Report activities and participation to the following meetings of Council.</i>
1352 Angler/Hunter Training (i) Provide angler and hunter training information and make available novice hunter/angler starter packs. (ii) Conduct boat angling training seminar(s). (iii) Conduct adult beginner's angling training seminar if sufficient interest available. (iv) Conduct kayak angling training seminar if sufficient interest available. (v) Support hunter education initiatives.	<i>(i) Provide at least one boat angler information seminar and two other angler training seminars. (ii) Participate in the HUNTS programme for hunter training.</i>
1353 Angler/Hunter Enquiries Respond to enquiries for information from anglers and hunters.	<i>Provide information and respond to enquiries promptly.</i>
1354 Fishing Competitions Review applications to hold fishing competitions and grant permits where appropriate.	<i>Respond to applications within five working days and report on permits granted to each meeting of Council.</i>
1355 Enhanced Fishery Continue to explore/trial options for development of an enhanced trout fishery in the western Bay of Plenty, and monitor outcomes.	<i>Report on activities to the following meeting of Council.</i>
Direct Costs: \$800	Hours: 755 Internal Costs: \$48,514 Total Costs: \$49,314

PC1360: Club Relations: Maintain communications with Fish & Game related clubs			
<i>Project and Objective</i>		<i>Performance measures</i>	
1361 Fish & Game Club Communications	Maintain club register, attend club meetings, and provide periodic news updates to clubs as appropriate.	<i>Attend at least 10 club meetings or other gatherings by 31 August 2021. Report activities to following meeting of Council.</i>	
Direct Costs: \$0	Hours: 32	Internal Costs: \$2,056	Total Costs: \$2,056

PC1370: Fish & Game Huts:			
<i>Project and Objective</i>		<i>Performance measures</i>	
1371 Fish & Game Huts	Maintain Fish & Game huts at Waikaremoana and Wairua.	<i>Report maintenance activities to following meeting of Council.</i>	
Direct Costs: \$1,450	Hours: 32	Internal Costs: \$2,056	Total Costs: \$3,506

OUTPUT 4

PUBLIC INTERFACE

Goal

To maximise public awareness of the opportunities, values and issues associated with the sports fish and game resource, and support for the management role of Fish and Game Councils.

Description

Fish & Game needs to maintain its profile in the public arena to be able to effectively advocate for sports fish and game birds, their habitats and the recreational use of these species by licence holders. This is a significant priority for both the Eastern Fish and Game Council and the New Zealand Fish and Game Council.

Liaison and advocacy with statutory bodies is required to advance statutory planning processes and work effectively with agencies that have wider environmental management roles. Relationships with government departments such as the Department of Conservation and Office of Treaty Settlements, and iwi, are also necessary to maintain effective consideration of licence holder's interests. The Council also needs to ensure government politicians are well informed of how policy decisions affect sports fishing and game bird hunting.

Advocacy work that Fish & Game is involved with often has far wider reaching benefits than to licence holders alone. Our advocacy for clean water, public access and the protection of the outdoors will include and emphasis on ongoing communication with local and regional authorities. We will continue to maintain public awareness of our role as the manager of regional sports fish and game bird resources via our regional public communications programme assisted by the New Zealand Council's North Island Public Awareness Co-ordinator. We will resource working with key stakeholders during the year and developing and maintaining alliances with iwi groups within the Eastern Region. Council communication with landowners and land managers surrounding angling and hunting opportunities is also important because of the wide range of angler and hunter activities that take place on, or are accessed via private land.

The Council will use public promotions such as boating or fishing events to highlight Fish & Game activities as well as promote participation. The facilities at the Ngongotaha hatchery are used for tours and school education programmes and this will continue to be supported.

Public Interface Project Clusters

PC1410: <u>Liaison</u>: Avoid conflicts and maintain effective advocacy and liaison with statutory resource management agencies			
<i>Project and Objective</i>	<i>Performance measures</i>		
<p>1411 Statutory Liaison and Political Awareness Maintain a structured liaison and advocacy programme with key agencies and individuals. Make submissions to senior Regional Council and DOC staff on significant regional matters. Engage in governor-governor meetings where appropriate. Engage with iwi groups and tribal authorities including Te Uru Taumatua, the Tuhoe Board, and Te Arawa Lakes Trust. Ensure political awareness of Fish & Game activities and support for improved habitat performance.</p>	<p><i>(i) Manager to meet with senior Regional Council and DOC staff at least yearly. Manager and/or staff to attend Conservation Board meetings when matters need to be brought to attention of Board and/or topical issues are on the agenda.</i></p> <p><i>(ii) Manager to meet periodically with Te Uru Taumatua and/or the Tuhoe Board or tribal entities e.g. the Waikaremoana Tribal Authority, and Te Arawa Lakes Trust.</i></p> <p><i>(iii) Manager/ Councillors to visit electorate MPs as appropriate.</i></p> <p><i>(iv) Activities reported to following meetings of Council.</i></p>		
Direct Costs: \$0	Hours: 72	Internal Costs: \$4,627	Total Costs: \$4,627

PC1420: <u>Communications</u>: Develop and maintain effective communication with the wider public, the media, stakeholders, and strategic allies			
<i>Project and Objectives</i>	<i>Performance measures</i>		
<p>1421 Public Communications To advocate the interests of anglers and hunters by maintaining effective communication with non-statutory groups or individuals including farmers, iwi and the general public.</p> <p>(i) Implement regional public awareness programme and identify and pursue marketing opportunities.</p> <p>(ii) Maintain a strong presence in public media.</p> <p>(iii) Engage and communicate with rural community and land owners. Develop/maintain relationships with groups such as Federated Farmers, Fonterra, and Dairy NZ.</p> <p>(iv) Engage with iwi. Develop/maintain formal relationships with key iwi groups within the region (e.g. Te Arawa), participate in Treaty Settlement processes that affect anglers and hunters, and explore possibilities for collaborative projects, e.g. providing opportunities for junior anglers.</p>	<p><i>(i) Contribute to national public awareness network.</i></p> <p><i>(ii) Manage website for effective licence holder communication and public awareness. Prepare and distribute at least 25 media press releases before 31 August 2021.</i></p> <p><i>(iii) Submit on Treaty Settlements affecting angler/hunter access and develop relationships with key iwi groups.</i></p> <p><i>(iv) Report activities to following meeting of Council.</i></p>		
Direct Costs: \$500	Hours: 120	Internal Costs: \$7,711	Total Costs: \$8,211

PC1440: <u>Promotions</u>: Actively promote the work of Fish & Game with the wider public and the media	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1441 Public Promotions Enhance the profile of Fish & Game NZ as the manager of sports fish and game birds, impart a greater understanding of what it does, and highlight the recreational opportunities available within the region. Seek external sponsorship for tagged fish event.</p>	<p><i>(i) Support national public awareness events.</i> <i>(ii) Prepare articles for angler/hunter magazines.</i> <i>(iii) Work with Destination Rotorua to raise the profile of the Rotorua lakes fisheries.</i> <i>(iv) Conduct a tagged fish event in October 2020.</i> <i>(v) Report activities to following meeting of Council.</i></p>
Direct Costs: \$4,500	Hours: 104 Internal Costs: \$6,683 Total Costs: \$11,183

PC1450: <u>Visitors/Education</u>: Educate the wider public on the role of Fish & Game New Zealand	
<i>Project and Objective</i>	<i>Performance measures</i>
<p>1451 Education</p> <p>(i) Educate people in sports fish and game bird management, and raise awareness of trout fishing and game bird hunting and the importance of protecting habitat for these and other species.</p> <p>(ii) Maintain use of the Ngongotaha hatchery and grounds as a means of promoting Fish & Game to schools and the wider public.</p>	<p><i>(i) Conduct presentations to groups and provide conducted tours of the hatchery.</i> <i>(ii) Report activities to the following meeting of Council.</i></p>
<p>1452 Maintenance and Enhancement of Grounds and Facilities Maintain and enhance facilities for the education and benefit of visitors.</p>	<p><i>Report activities to the following meeting of Council.</i></p>
Direct Costs: \$500	Hours: 392 Internal Costs: \$25,189 Total Costs: \$25,689

OUTPUT 5

COMPLIANCE

Goal

To protect the sports fish and game resource and its users through education and effective enforcement of legislative requirements.

Description

The Eastern Fish and Game Council has a statutory obligation to ensure there are sufficient resources allocated to enforce fish and game regulations. Enforcement of licensing ensures that the cost of managing Fish & Game is shared equally among the users, and enforcement of regulations ensures that the sustainability of the species being harvested is protected. Compliance also serves an additional communication and public awareness function and is strongly supported by licence holders and appreciated by the wider public that enjoy the fish and game resource in a more passive way. Given the extent to which spawning trout aggregate at various locations in and around the Rotorua area each year and their easy accessibility, it is imperative that Council continues to commit resources to the detection of more serious poaching offences. This requires a high level of staff training and support, and maintaining a good working relationship with the NZ Police to increase the effectiveness of compliance activities.

Compliance exercises are complemented by Honorary Rangers who are supported by the Council with comprehensive training, regular contact, and operational updates. Assistance provided by the public in notifying Fish & Game of non-compliance will continue to be facilitated by the “0800 POACHING” service. The use of remote cameras and a strong media programme encourages public participation, as well as being an additional deterrent to those persons contemplating unlawful activity.

Operating within the legislative bounds of the Conservation and Wildlife Acts, and other legislation such as the Search and Surveillance Act, requires a high level of understanding and training. The Eastern Fish and Game Council is committed to providing this training, and will continue to contribute to the national Fish & Game compliance effort by providing national co-ordination services from within its staff team. Prosecution policies are in place, and adhering to these ensures that offences are dealt with in a transparent and consistent manner and costs of prosecutions minimised. During the course of the year it is likely that the National Compliance Co-ordinator who is based in this region will also continue to have an input into the development and refinement of both new and existing policy and processes to support the introduction of Infringement Notices.

Compliance Project Clusters

PC1510: <u>Ranging</u>: Maintain compliance with angling and hunting regulations through enforcement activities			
<i>Project and Objective</i>		<i>Performance measures</i>	
1511 Ranging	Maintain a high level of participant contact through enforcement and monitor compliance with licensing and season conditions.	Organise ranging activity to achieve 3,000 angler and hunter contacts. Aim for 95% compliance with legal requirements and season regulations from anglers and hunters contacted. Provide report to each meeting of Council.	
Direct Costs: \$1,000	Hours: 914	Internal Costs: \$58,731	Total Costs: \$59,731
PC1520: <u>Ranger Training</u>: Ensure effective ranging across the region with suitably trained and resourced personnel			
<i>Project and Objective</i>		<i>Performance measures</i>	
1521 Training	Manage the regional network of honorary Fish & Game Rangers and ensure that a sufficient level of training and support is provided for both honorary rangers and warranted staff.	Undertake one organised training exercise for honorary rangers and warranted staff and report to Council by 31 August 2021.	
Direct Costs: \$1,000	Hours: 104	Internal Costs: \$6,683	Total Costs: \$7,683
PC1530: <u>Compliance/Prosecutions</u>: Follow a consistent policy driven approach to dealing with non-compliance to regulations			
<i>Project and Objective</i>		<i>Performance measures</i>	
1531 Prosecutions	Follow National Prosecution Policy guidelines to deal with individuals found unlicensed or in non-compliance with season regulations without just cause.	Report details of case outcomes to each meeting of Council.	
Direct Costs: \$5,000	Hours: 336	Internal Costs: \$21,590	Total Costs: \$26,590

OUTPUT 6**LICENSING****Goal**

To optimise the sale of Eastern Fish and Game Council angling and hunting licences as valued products.

Description

Fish & Game management is funded from the sale of fishing and hunting licences and it is important that the Council ensures licences are easily available via a number of purchasing options. The Council will continue to work with the organisation's external service provider to produce efficient and effective management of the licensing system. The Council will also continue to support national initiatives e.g. the National Licence Working Party if it continues in its present form, and will continue to focus on the review, implementation and marketing of fishing licence categories introduced in recent years.

While the use of technology to make licences more easily available will be encouraged by the Council, staff will also continue to support licence agents who play a key role in the Fish & Game system by being an ongoing point of contact with anglers and hunters.

Licensing Project Clusters

PC1610: <u>Licensing</u>: Maintain and monitor a readily available and efficient licensing system	
<i>Project and Objective</i>	<i>Performance measures</i>
1611 Licence Production and Distribution Issue fishing and hunting licences and updated regulations in a timely manner.	<i>To have available fish licences and regulation guides for the 2019-2020 season by 1 September 2020. To have available game licences and regulation guides for the 2021 season by 31 March 2021.</i>
1612 Analysis of Licence Information Evaluate licence sales information monthly, and conduct analyses of licence data to gain insight into licence holder behaviour with a view to identifying marketing opportunities.	<i>Provide detailed reports of licence sales performance to each meeting of Council.</i>
1613 National Licence Management Support the operation of the national licence management provider.	<i>Report activities to the following meeting of Council.</i>
Direct Costs: \$600	Hours: 140
Internal Costs: \$8,996	Total Costs: \$9,596

PC1620: <u>Agent Servicing</u>: Management and support of Fish & Game licensing through licence agents	
<i>Project and Objective</i>	<i>Performance measures</i>
1621 Licence Agent Support Communicate and work with licence agents to support the licence management services provided by Eyede, and provide agent training as required.	<i>Provide information and respond to enquiries promptly. Complete at least two visits to all significant licence resellers by 31 August 2021.</i>
Direct Costs: \$0	Hours: 164
Internal Costs: \$10,538	Total Costs: \$10,538

OUTPUT 7**COUNCILS****Goal**

To provide for the effective governance of the Fish & Game system by fish and game licence holders.

Description

Regional Fish and Game Councils are elected by licence holders for a three-year term to govern sports fish and game management with roles and responsibilities that are set out in the Conservation Act. Council elections were last held in late 2018 so there is no requirement to provide time or resources for the next election which won't take place until early in the 2021-2022 year beyond commencing planning in the very latter part of 2020-21. The Council meets six times a year to establish priorities, consider issues affecting sports fish and game birds and develop appropriate policies on these issues. The Council also has a number of statutory requirements that need to be met including setting angling and game bird hunting notices and the preparation and approval of an Operational Work Plan and budget to direct staff activities for the coming year. The Council is responsible for employing its Manager, and prior to the last meeting of the calendar year is required to undertake an annual performance review of that officer. The Council must be well resourced with information for meetings to make informed decisions in the best interests of all licence holders. It is also important to ensure licence holders are aware of Council activities by making Council information available to licence holders, stakeholders and the public.

Council Project Clusters

PC1720: <u>Council Meetings</u>: Effective governance and efficient Council support	
<i>Project and Objective</i>	<i>Performance measures</i>
1721 Council Provide effective direction and support to the management of Council's business. Keep Council informed of relevant regional and national matters. Prepare information reports and agendas for Council meetings and any minutes resulting from these meetings.	<i>Hold at least 6 meetings of the Eastern Fish and Game Council prior to 31 August 2021. Aim to distribute agendas at least eight working days prior to each meeting, and draft minutes as soon as possible after each meeting.</i>
Direct Costs: \$6,000	Hours: 463
Internal Costs: \$29,751	Total Costs: \$35,751

OUTPUT 8**PLANNING AND REPORTING****Goal**

To ensure cost effective and appropriate business management of the fish and game resource.

Description

Fish and Game Councils have statutory planning requirements that they must meet. These include:

- the preparation of a Sports Fish and Game Bird Management Plan;
- an Annual Operational Work Programme (OWP);
- Statement of Service Performance;
- Annual Performance Report and Statements of Account.

The Eastern Fish and Game Council's 10 yearly Sports Fish and Game Management Plan was revised and approved in the 2013-2014 year. Early each year the Council completes its Annual Performance Report and Statement of Service Performance from the previous year, before moving into the planning phase for the following year's Operational Work Plan. Preparation of the 2020-2021 OWP will involve strategic priority setting and project development culminating in a consultative process with licence holders and other parties.

The Eastern Fish and Game Council has also committed to contributing regional resources to supporting Fish & Game New Zealand nationally. It is important that both regional and national liaison and co-ordination occurs for Fish & Game New Zealand to operate effectively and efficiently. Increasing inter-regional co-operation and cohesion has previously been identified as a national priority that Council supports. Particular areas in which the Council contributes include waterfowl research and monitoring, compliance co-ordination, health and safety planning, licensing and licence sales analyses, review of financial systems, national communication and public awareness support, and development of policy and standard operating procedures. The Council will continue to contribute to efforts aimed at improving the efficiency of the organisation as a whole, provided that it does not compromise regional decision making, and the improvements in efficiencies, systems and/or procedures outweigh costs.

Planning and Reporting Project Clusters

PC180: Management and Strategic Planning	
<i>Project and Objective</i>	<i>Performance measures</i>
1812 R3 Planning and Business Development Develop R3 strategy for Eastern Region, identify and prioritise opportunities for developing additional sources of income, and commence and/or direct additional effort towards implementation of priorities.	<i>Development of (i) a preliminary R3 strategy for Eastern Region, and (ii) a preliminary Business Development Strategy/Plan by 30 April 2021. Report activities to each meeting of Council.</i>
Direct Costs: \$8,500	Hours: 240 Internal Costs: \$15,422 Total Costs: \$23,922

PC1820: Annual Operational Planning and Budgeting	
<i>Project and Objective</i>	<i>Performance measures</i>
1821 OWP Preparation Prepare an operational work plan for the 2021-2022 year.	<i>The adoption of a proposed operational work plan for 2021-2022 by the Council by 31 August 2021.</i>
Direct Costs: \$0	Hours: 66 Internal Costs: \$4,241 Total Costs: \$4,241

PC1830: Reporting and Audit	
<i>Project and Objective</i>	<i>Performance measures</i>
1831 Performance Report Prepare a Performance Report including the Statement of Service Performance and Financial Statements for the 2019-2020 year.	<i>Conduct quarterly reviews of performance against OWP targets with staff; produce an Annual Performance Report for the 2019-2020 financial year.</i>
1832 Audit Arrange to have the Performance Report for the 2019-2020 year audited in accordance with the Public Audit Act 2001.	<i>Audit of the annual Performance Report for the 2019-2020 financial year in time for the public annual general meeting.</i>
1833 Annual Meeting Conduct a public annual general meeting no later than 31 December 2020.	<i>Adoption of the audited 2019-2020 annual report by Council, and presentation of it to a public annual general meeting no later than 31 December 2020; presentation of the report to the Minister of Conservation.</i>
Direct Costs: \$9,750	Hours: 419 Internal Costs: \$26,924 Total Costs: \$36,674

PC1840: National Liaison	
<i>Project and Objective</i>	<i>Performance measures</i>
1841 New Zealand Fish & Game Liaison Maintain effective liaison with New Zealand Fish & Game and meet all statutory requirements. Contribute to the efficient management of Fish & Game nationally through meetings of regional Fish & Game managers and participate in working parties, networks, and national research and monitoring.	<i>Attend all meetings of the regional Fish & Game Council managers and participate where required with working parties established by the New Zealand Council.</i>
Direct Costs: \$100	Hours: 260 Internal Costs: \$16,707 Total Costs: \$16,807

INPUTS**ADMINISTRATION****Goal**

To support the core functions of the Eastern Region of Fish & Game New Zealand in an effective and cost efficient manner.

Description

Council administration comprises all the non-specific activities that are required for the Eastern Fish and Game Council to function. In determining the actual costs of output areas or projects, administration costs are apportioned at an hourly rate so that all input costs are shared between the projects. Because of the wide range of tasks carried out by staff it is important to communicate effectively within the team and maintain a high standard of training. It is no less important to ensure that the organisation continues to direct effort to developing and implementing a Health and Safety culture of continuous improvement. Other significant tasks include maintaining the site, plant and equipment, and complying with legal requirements such as Maritime New Zealand safety management systems. These programmes and systems are reviewed as required to ensure they continue supporting operations efficiently and effectively.

Administration Project Clusters

PC1910: <u>Staff Salaries and Payroll</u>	
<i>Project and Objective</i>	<i>Performance measures</i>
1911 Staff Salaries and Payroll Maintain an efficient payroll system, reviewing against budget regularly.	(i) <i>Staff paid per contract and on time.</i> (ii) <i>Provide financial report to each meeting of Council.</i>
Direct Costs: \$879,056 Hours: 40	Internal Costs: \$2,570 Total Costs: \$881,626

PC1920: <u>Staff Co-ordination and Training</u>	
<i>Project and Objective</i>	<i>Performance measures</i>
1921 Staff Communications Maintain regular staff communications and involvement in overall operations of Fish & Game.	<i>Hold weekly staff meetings.</i>
1922 Staff Training Organise training opportunities to suit the individual and collective requirements of staff.	<i>Report staff training to each meeting of Council.</i>
1923 Employment Carry out employment procedures as required.	<i>Report any activities to Council by 31 August 2021.</i>

1924	<i>Health and Safety</i> Ensure that Fish & Game operations meet Health and Safety standards and comply with legislation; that staff are appropriately qualified to undertake the tasks asked of them and are equipped with the appropriate resources and PPE to do so; and that the organisation continues to make progress on the development and implementation of health and safety policy and procedures, and a health and safety conscious culture.	<i>Discuss Health and Safety matters at each weekly staff meeting, review hazards, controls and processes at intervals prescribed in Council's Health and Safety Plan, review and develop or refine Health and Safety policy, and implement all other facets of the plan including auditing and reporting requirements. Provide report to each meeting of Council and ensure Councillors are fully informed and meeting their obligations as governors.</i>
Direct Costs: \$23,000 Hours: 646		Internal Costs: \$41,510 Total Costs: \$64,510

PC1930: <u>Staff Houses</u>		
	<i>Project and Objective</i>	<i>Performance measures</i>
1931	<i>Staff House Maintenance</i> Carry out routine maintenance to Fish & Game houses, complete upgrades commenced in recent years, and review future of Ngongotaha Trap cottage.	<i>Provide financial report to each meeting of Council.</i>
Direct Costs: \$13,060 Hours: 128		Internal Costs: \$8,225 Total Costs: \$21,285

PC1940: <u>Office Premises</u>		
	<i>Project and Objective</i>	<i>Performance measures</i>
1941	<i>Office Maintenance</i> Carry out maintenance and cleaning to ensure that the Fish & Game office premises provide a suitable work environment.	<i>Provide financial report to each meeting of Council.</i>
Direct Costs: \$18,750 Hours: 16		Internal Costs: \$1,028 Total Costs: \$19,778

PC1950: <u>Office Equipment</u>		
	<i>Project and Objective</i>	<i>Performance measures</i>
1951	Maintain register of office equipment including asset schedule. Carry out maintenance as required.	<i>Provide financial report to each meeting of Council.</i>
Direct Costs: \$3,600 Hours: 40		Internal Costs: \$2,570 Total Costs: \$6,170

PC1960: <u>Communications and Consumables</u>		
	<i>Project and Objective</i>	<i>Performance measures</i>
1961	Maintain effective office and field communications.	<i>Provide financial report to each meeting of Council.</i>
1962	Ensure adequate supply of office materials available for staff operations.	
Direct Costs: \$18,357 Hours: 28		Internal Costs: \$1,799 Total Costs: \$20,156

PC1970: <u>General</u>		
	<i>Project and Objective</i>	<i>Performance measures</i>
1971	Continue to carry out the wide range of general office administration and management tasks in an efficient manner.	<i>Provide financial report to each meeting of Council.</i>

1972	Continue to maintain an efficient accounting system.	<i>Review financial performance and compare to budget at monthly intervals. Provide financial report to each meeting of Council.</i>
Direct Costs: \$11,058	Hours: 1010	Internal Costs: \$64,900 Total Costs: \$75,958

PC1980: <u>Equipment</u>		
<i>Project and Objective</i>		<i>Performance measures</i>
1981	Maintain Register of Eastern Fish & Game Equipment.	<i>Provide financial report to each meeting of Council.</i>
1982	Carry out a maintenance programme to ensure that equipment is maintained in an effective condition and boats meet MSA requirements.	
Direct Costs: \$16,000	Hours: 82	Internal Costs: \$5,269 Total Costs: \$21,269

PC1990: <u>Vehicles</u>		
<i>Project and Objective</i>		<i>Performance measures</i>
1991	Ensure that vehicles are maintained in an effective condition and adequate provision is made for their replacement.	<i>Provide financial report to each meeting of Council.</i>
Direct Costs: \$44,700	Hours: 1862	Internal Costs: \$119,647 Total Costs: \$164,347

APPENDIX I

The purpose of the following notes is to provide guidance and clarification in relation to accountabilities, delegations and responsibilities within key functional areas.

Project Management

Staff delegations for the oversight of projects within each output area in 2020-2021 are as follows:

<i>Functional Area</i>	<i>Key Staff Member Responsible</i>
<ul style="list-style-type: none"> • Fisheries • Hatchery • Game • Habitat/RMA • Access • Client Services - Clubs/pamphlets • Compliance • Council/Planning and Reporting • Administration including Licensing 	<ul style="list-style-type: none"> • Matt Osborne • Mark Sherburn • Matthew McDougall • John Meikle/Eben Herbert • Anthony van Dorp/Nigel Simpson • Mark Sherburn • Anthony van Dorp • Andy Garrick • Kate Thompson*

*Within the administration area a number of items are managed by other staff as indicated below:

Vehicles:	Matthew McDougall
Computers:	Matthew McDougall
Staff houses:	Kate Thompson
Equipment and boats:	Anthony van Dorp
Grounds:	Mark Sherburn

The staff listed above are responsible for co-ordinating activities and ensuring that projects are planned and implemented in accordance with the operational work plan.

Financial delegations

The delegated authority to commit staff and financial resources to limits specified in the annual operational work plan is provided to functional area managers on the premise that commitment of time and resources will achieve the outcomes required in the operational work plan. This applies at a project level only, and the approval is limited to transfers between projects that occur in the same project cluster e.g. access and signage. Budget allocations cannot be transferred between unrelated projects i.e. those that occur in different project clusters. Where regular routine expenditure occurs (e.g. purchase of fish food) functional area managers may delegate approval for these purchases.