



EASTERN FISH AND GAME COUNCIL

OPERATIONAL WORK PLAN 2025-2026

ANNUAL OPERATIONAL WORK PLAN

1 September 2025 - 31 August 2026

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
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 2025-2026 Year	3
1.5 Incorporating NZ Council Priorities into the 2025-2026 OWP	9
1.6 Structure of the Operational Work Plan	11
1.7 Comparative Licence Sales	12
Output 1 Species Management	13
Output 2 Sports Fish and Game Bird Habitat Protection and Maintenance	17
Output 3 Angler and Hunter Participation and Services	20
Output 4 Public Interface	24
Output 5 Compliance	28
Output 6 Licensing	29
Output 7 Councils	30
Output 8 Planning and Reporting	31
Inputs Administration	33
Operational Work Plan; Summary Spreadsheets	37

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 2025 to 31 August 2026 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 10-year 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 2025-2026 Year

In February 2025, the Eastern Fish & Game Council reviewed its OWP priorities and programmes for the 2025-2026 year and supported the idea to streamline its key priorities from 5 down to 4. With no additional work plans added, but some outputs reviewed and refined.

and agreed that the key regional priorities that applied last year were still applicable. Some 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. Access, Increasing Revenue and Habitat and Species Management that falls under both Enhancing Fishery Opportunities and Water Quality and Improvement of Gamebird Production and Habitat. The reasons being that without access to sports fish and game bird resources the opportunities available to many licence holders are limited and reduced, and without adequate revenue we are unable to perform many of the operational undertakings needed to provide the species management to having sustainable populations of sports fish and game birds for licence holders to harvest. As last year, Eastern Fish & Game Council acknowledges that its key priorities need to be in sync with New Zealand Fish & Game Council's strategic plan too.

Eastern Fish & Game's priorities for 2025-2026 are then:

- A. **Access** – Enabling anglers and hunters to locate, access and utilise resources through habitat maintenance, advocacy to safeguard/ expand publicly accessible habitat and development of improved information sharing platforms for licence holders.
- B. **Increasing Revenue** – Using an R3 approach to Retain, Recruit, Reactivate anglers and hunters and to develop additional income sources.
- C. **Enhancing Fishery Opportunities and Water Quality** – Supporting healthier fisheries and enhancing angler satisfaction through good science, surveys and efficient hatchery practices. Advocate for improved water quality and quantity.
- D. **Improvement of Gamebird Production and Habitat** – Using good science, historical trends and surveys to best support and improve production, habitat, species management and sustainable harvest.

New Zealand Council's priorities are:

- **Unified and Enduring Organisation**, a national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on a vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.
- **Attract and Retain Licence Holders**, deliver well-valued and cost-effective experience for licence 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**, Maori values are understood and reflected within Fish and Game with aligned advocacy and a positive collaborative approach that builds upon Te Tiriti obligations defined in Conservation Act.
- **Public Perception and Legitimacy**, understanding and reshaping public perception of Fish & Game NZ, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting and well-being through outdoor recreation.
- **Healthy Species, Habitats, and Ecosystems**, Sports fish and game bird species are monitored, and sustainably managed, freshwater habitats are protected, and access to sustainable wild harvest opportunities are secured for future generations.

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, plays a vital role in our work programmes. Significant and consistent cost of living increases which have been prevalent over the past three years are a concern that influence activities and impact on time and disposable income need to be considered.

A major role of Fish & Game is research and robust data collection that helps us understand the fisheries and the state of the gamebirds in our regulation setting and activities.

The following tables identify projects and programmes that represent means by which Council can make progress towards realising its regional priorities. Some of these undertakings are aspirational and subject to both staff time and funding being available and will only be able to be advanced during the 2025-2026 OWP year if unforeseen resourcing and/or opportunities such as collaborations arise during the year.

1.4.1 Access

<i>Activity</i>	<i>Projects/Programmes</i>
Secure and Maintain Physical Access	• Maintain current access tracks to the Rangitaiki River and its tributaries (and continue to investigate new opportunities there), the Waioeka, Whirinaki and Waikaretaheke Rivers, and the Ngongotaha and Waiteti Streams. • 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 advocate 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 Stream.
Provide Information	• 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.
Web & App Development	• Support NZC to facilitate best technology for sharing of access mapping, regulatory information and ‘how-to’ seminars through Website and Social media platforms. • Support NZC to investigate development of an ‘App’ to share access, regulatory and upskilling information. • Create QR code stickers to attach to existing signs to share access, regulatory and upskilling information.

1.4.2 Increasing Revenue

Activity	Projects/Programmes
Niche Marketing	• 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	• 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.
Opportunity Marketing	• Raise the profile of under-utilised fisheries e.g. Waikato River, and develop and market ‘new’ opportunities e.g. summer river fisheries.
Licensing	• 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	• Explore opportunities for generating additional revenue via other means e.g. hire and/or rental of facilities including Octagon, Conference Room, group visits and contracting out staff services.
Education Programs	• Investigate education partnerships with local high schools and Youth Centre • Investigate creating a scholarship program.
R3 Development	• Work with NZC to create a national; R3 program. • Update regional R3 action plan to reflect national priorities filtering into regional activities.
Compliance	• Maintain a sufficient level of participant contact to ensure the protection and sustainability of fisheries.
Licensing	• Make fishing licences readily available and continue to investigate licence holder behaviour and licence holders’ needs.

1.4.3 Enhancing Fishery Opportunities and Water Quality

Activity	Projects/Programmes
Species Monitoring and Research	• 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. • Continue research into factors affecting trout growth and survival in Lake Tarawera. • Provide support to external research projects aimed at better understanding lake fisheries.
Harvest Assessment	• 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	• Produce c70,000 quality fish to maintain trout fisheries within the region.
Regulations	• Maintain/enhance sports fish resources by reviewing and refining where necessary, the Anglers Notice using a policy driven review process. • Look for opportunities to increase participation and remove barriers to fishing by simplifying regulations in some fisheries.
RMA planning	• Represent anglers in water quality and quantity planning and consenting processes and advocate for improved habitat, angling experience and access opportunities.
Participation	• Maintain and enhance access, and publicise more widely. • Increase angler communication and information sharing using social media platforms and identify options for increasing participation. • Support children's and adult fishing programmes, angler training and angling competitions, and maintain club relations.

	Continue to promote and review Lake McLaren fishery.
Rivers	- 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 community consultation groups. - Participate in collaborative processes and submit on water allocation processes in planning and consenting matters on sensitive waters.
Lakes Water Quality	- 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.

1.4.4 Improvement of Gamebird Production and Habitat

<i>Activity</i>	<i>Projects/Programmes</i>
Species Management	- Monitor greyland 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 greyland 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	- 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	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, Dairy NZ, Horticulture NZ and Forest Managers.
Habitat Creation	• 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. • Retain involvement with Waikato Catchment Ecological Enhancement Trust and oversee appropriate projects.
Social and rural media	• Use media to encourage the creation and enhancement of wetland habitats.

1.5 Incorporating New Zealand Council Priorities into the 2025-2026 OWP

1.5.1 Regional support for New Zealand Council operational outcomes

The NZ Council has long had 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. Protecting and enhancing habitats and access to wild areas and resources is an important and fundamental role of Eastern Fish & Game. In addition to this the 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.

<i>Project Area</i>	<i>Projects/Objectives</i>
Public Awareness	• 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	• 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. Provide support to the NZ Fish & Game representative at the Taupo Fisheries Advisory Committee meetings.
Habitat	• 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	• 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.

The Council has also supports the 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 and Eastern Fish and Game's culture. The New Zealand Council's aspirations including the following:

- Unified and enduring organisation
- Attract and retain licence holders
- Mana Whenua connected
- Public perception and legitimacy
- Healthy habitats and ecosystems

The New Zealand Council's priorities is to be a national and regionally cohesive organisation built on a culture of shared values, trust, and engagement. Delivering valued and cost-effective experience for licence holders by understanding their needs, providing simple process and effective communication. That Tiriti rights of mana whenua are recognised and given effect within the governance and operation of Fish and Game. To understand and re-

shape public perception of angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting and wellbeing through outdoor recreation. And that freshwater fish and game bird habitats are healthy, that species are monitored and maintained within sustainable harvest practices, while protecting indigenous species and vegetation.

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 (2025-2026)

To be updated

1.7 Comparative Licence Sales

Game Licence Sales

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
GWA	3,203	3,097	3,148	3,065	2,672	2,951	2,940	2,774	2,582	2,753
GWJ	344	342	330	306	257	293	292	285	275	279
GDA	218	214	196	165	126	154	132	125	139	143
GDJ	10	8	5	9	12	4	7	3	6	11
TOTAL	3,775	3,790	3,679	3,545	3,067	3,402	3,371	3,187	3,002	3,186
LEQ's	3,316	3,207	3,252	3,162	2,750	3,042	3,024	2,856	2,663	2,837

Fish Licence Sales

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25*
FWF	3,025	2,986	2,878	2,771	2,480	2,643	2,544	2,325	2,192	2,227
FWA	1,955	2,202	2,182	2,129	1,961	2,292	2,148	1,913	1,808	1,947
FWNA	502	554	477	624	497	62	59	314	301	314
FSLA	359	357	413	402	446	523	536	511	498	543
FLAA	2,002	1,689	1,630	1,680	1,666	1,665	1,520	1,443	1,419	1,547
FWJ	503	481	444	397	391	445	431	430	492	595
FWNJ				29	39	4	6	23	30	31
FWNC				20	21		2	9	8	17
FWIA	644	570	531	534	468	564	518	487	421	482
FWIJ										
FLBA	142	112	109	81	78	59	39	61	79	53
FSBA	1,529	1,394	1,195	1,200	1,063	1,277	1,058	869	1,048	1,069
FDA	7,133	6,576	6,664	4,127	3,681	4,195	3,853	3,307	3,900	4,039
FDNA				1,617	1,354	149	194	1,211	1,430	1,470
FDJ	536	564	516	411	367	412	357	487	619	624
FDNJ				52	43	8	14	36	47	69
FDNC				37	31	3	8	31	24	27
TOTAL	18,330	17,485	17,039	16,111	14,586	14,301	13,287	13,457	14,316	15,054
LEQs	10,599	10,397	10,043	9,901	9,023	9,199	8,654	8,316	8,504	*8,980

LEQs = Adult Whole Season Licence equivalents

* complete season

**from 2023/24 Season the full value of non resident licences is included in the LEQ calculation. Prior to this the levy component was excluded and transferred to Non Resident Levy Reserve

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 schools, 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>
1111 River Fisheries Investigations Investigate and monitor river fisheries. (i) Monitor the Rangitaiki and investigate other Eastern Region underutilised rivers for data collection. (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.	Report river fishery investigation results to Council by 31 July 2026. Provide overview of online diary use to Council by 31 August 2026.
1112 Datawatch Monitor Eastern Region Lake fisheries using the “Datawatch” tagging programme to assess trout growth.	Tag and release 7,500 fish. Report on tag returns to each meeting of Council.
1113 Lake Waikaremoana Monitor data collection and maintain Lake Waikaremoana water quality buoy; undertake periodic creel surveys and monitoring of key spawning tributaries.	Report activities to the following meeting of Council. Submit report on creel survey and spawning tributary monitoring programme to April 2026 meeting of Council.
1114 Lake Tarawera (i) Monitor Lake Tarawera spawning tributaries including the Tarawera Outlet, Te Wairoa and Wairua Streams. (ii) Maintain twice yearly acoustic smelt monitoring transects (including processing of data collection to date).	Report spawning survey observations to the following meeting of Council, and the results of other investigations by 31 August 2026.
1115 Other Lake Fisheries Investigations (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.	Provide research updates and Ngongotaha trap results to each meeting of Council. Provide an overview of online diary use to Council by 31 August 2026.
1116 Waterfowl Harvest Management (i) Monitor black swan, Pukeko and paradise shelduck populations within the Eastern Region using aerial trend counts. (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.	(i) Report interim results to the February 2026 Council meeting and provide a full report detailing the status of these populations by 31 August 2026. (ii) Provide final reports for the 2024-2025 year by 31 October 2025 and report interim results for the 2025-2026 year to the February 2026 Council meeting. The reports will compare measures of productivity for greylards with previous years where it is possible to do so.

1117 Botulism & HPAI Avian Influenza Monitor avian botulism outbreaks and minimise these by whatever practical means are available. Refer to National Plan for dealing with HPAI.	<i>Report incidents to the following meeting of Council.</i>
1118 Game Bird Research (i) Review and refine if appropriate, the five year strategic research and management work plan for greylards. (ii) Review and refine if needed, the modelling approach used to support regulation setting.	<i>Report findings and submit revised work plan if relevant to Council by 31 August 2026.</i>
1119 Upland Game Assessments Continue upland game population monitoring programme in Kaingaroa.	<i>Report outcomes to the following meeting of Council.</i>
Direct Costs: \$37,339 Hours: 2101 Internal Costs: \$159,948 Total Costs: \$197,287	

PC1120: Harvest Assessment: Assess angler and hunter activity and related harvest

<i>Project and Objective</i>	<i>Performance measures</i>
1121 Lake Fisheries Creel Surveys (i) Undertake annual angler creel monitoring surveys assessing angler catch and satisfaction from key Rotorua lakes (Okataina, Rotoiti, Tarawera), and implement. (ii) Where resourcing allows, extend summer creel surveys to other lakes fisheries to the extent that this can be accommodated without compromising effort on the key lakes.	<i>Report on the 2025-2026 summer creel surveys by 31 August 2026.</i>
1122 Opening Day Angler Survey Monitor opening day catch from Rotorua lakes fisheries to assess characteristics of the catch.	<i>Present report to Council by 30 April 2026.</i>
1123 Game Bird Hunter Survey Assess the harvest of game birds by hunters and hunter effort during the 2025 season. Include in the survey an assessment of the February 2025 special season for pukeko and black swan.	<i>Present the results of the 2025 game season hunter surveys to Council by 30 November 2025. Complete the 2026 game bird hunter surveys by 31 August 2026.</i>
Direct Costs: \$3,340 Hours: 786 Internal Costs: \$59,838 Total Costs: \$63,178	

PC1140: Hatchery: 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 waters and supplying the needs of other Fish & Game regions. (ii) Complete revision where necessary of the hatchery manual and contingency provisions in the event of emergencies. (iii) Control shags disturbing rearing ponds.	<i>(i) Produce c.70,000 fish to meet Eastern Region requirements and regional orders. (ii) Incorporate further updates to manual and emergency contingency measures if required by 31 August 2026. (iii) Provide a record of black shags (Phalacrocorax carbo novaehollandiae) and little shags (Phalacrocorax melanoleucos brevirostris) destroyed on the property.</i>

1142 Hatchery Maintenance Maintenance of hatchery facilities.	<i>Report activities to the following meeting of Council.</i>
1143 Te Wairoa Trap 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 2026.</i>
Direct Costs: \$106,150 Hours: 3128 Internal Costs: \$238,132 Total Costs: \$344,282	

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: 134 Internal Costs: \$10,201 Total Costs: \$10,201	

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 2025-2026 season.	<i>Recommend fishing season conditions for the 2026-2027 Anglers Notice by 30 June 2026.</i>
1172 Game Bird Regulations Maintain game bird resources via the development of annual game season conditions.	<i>Recommend game season conditions for the 2026 season to the NZ Council by 31 Jan 2026.</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 any national Fish & Game initiative 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>
Direct Costs: \$0 Hours: 80 Internal Costs: \$6,090 Total Costs: \$6,090	

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: \$400 Hours: 36 Internal Costs: \$2,741 Total Costs: \$3,141	

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 gamebird 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, as this is a priority for fisheries and gamebird health and productivity. 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 and statutory planning 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. During the 2025-2026 year, RMA related activities and input to national advocating and planning processes, regional statutory planning and collaborative catchment processes and consent applications is likely to increase significantly in response to implementation of legislative reform associated with the National Policy Statement and National Environmental Standards for Fresh Water, and reform of the Resource Management Act itself.

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 including the Gamebird Habitat Trust (GBHT). 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 2025-2026 as required.

Sports Fish and Game Bird Habitat Project Clusters

PC1210: Resource Management Act: 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>
1211 RMA Planning (i) Review regional 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) Collaborate with other regional Fish & Game statutory advocacy staff, and contribute to national Fish & Game initiatives and processes associated with legislative reform and litigation. (iii) Contribute to the improvement of water quality in the Rotorua lakes via collaborative processes, research, and fishery and angler monitoring. (iv) Minimise effects on fisheries arising from activities aimed at improving water quality in the Rotorua lakes. (v) Continue to advocate for improved water quality in the Rangitaiki and Motu River catchments in particular. (vi) 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.
1212 Consent Applications 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.	Report activities to each meeting of Council.
Direct Costs: \$0 Hours: 1538 Internal Costs: \$117,087 Total Costs: \$117,087	

PC1220: Works and Management: Wildlife management reserves and other wetland reserves

<i>Project and Objective</i>	<i>Performance measures</i>
1221 Reserves Management Manage water levels and habitat in wildlife management reserves; advocate and maintain optimum conditions for waterfowl. (i) Implement, monitor, and refine where required, the annual maintenance strategy funded by game bird ballot holders' habitat management fees. (ii) Continue to implement wetland monitoring and maintenance programmes in the reserves (water reticulation) particular all reserves.	Report activities to the following meeting of Council.
Direct Costs: \$14,200 Hours: 970 Internal Costs: \$73,845 Total Costs: \$88,045	

<i>Project and Objective</i>	<i>Performance measures</i>
1231 Respond to Landowner Requests for Assistance (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.	<i>Respond to all landowners' requests for advice and contribute to the development and/or enhancement of habitat that enhances waterfowl productivity and greylands in particular. Report activities to the following meeting of Council.</i>
1232 Habitat Creation and Enhancement Projects (i) Encourage landowners to enhance the game bird habitat values of existing ponds in rural environments. (ii) Where opportunity arises make applications to external funding providers for habitat enhancement or game bird productivity projects in the Eastern Region. (iii) Assist in wetland habitat creation and enhancement in the Waikato River catchment through WCEET trustee and project manager participation. (iv) Advocate for remedial works and/or enhancement of riparian/instream fisheries habitat and provide technical advice to projects instigated. (v) Advocate for more environmentally appropriate drain management practices with relevant agencies/iwi with the aim of enhancing habitat for dabbling ducks.	(i) <i>Make applications for external funding for enhancement and productivity projects.</i> (ii) <i>Report WCEET activities by 31 August 2026.</i> (iii) <i>Report activities to the following meeting of Council.</i>
Direct Costs: \$0 Hours: 658 Internal Costs: \$50,093 Total Costs: \$50,093	

PC1240: <u>Assess and Monitor:</u> Assess and monitor regional trends in significant habitat areas	
<i>Project and Objective</i>	<i>Performance measures</i>
1241 Monitor Waterfowl Habitats Interact with Wetland Forum groups and/or other agencies compiling or updating wetland inventories.	<i>Report activities to the following meeting of Council.</i>
Direct Costs: \$0 Hours: 72 Internal Costs: \$5,481 Total Costs: \$5,481	

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 and encouraging participation is provided via regular electronic reports and e-magazines as well as annual magazine supplements and social media. Detailed access information for specific fisheries and hunting areas is distributed in printed pamphlets and is made available through the Fish & Game website. Social media is becoming increasingly important as a highly effective means of keeping an increasing proportion of licence holders informed, and additional effort is to be allocated towards providing this.

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 such as social media are required. 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>
1311 Maintain and Enhance Access Physical and legal access to angling and hunting opportunities. (i) Maintain angling tracks in the Ngongotaha and Waiteti Streams, and the Waioeka, Rangitaiki, Whirinaki, and Waikaretaheke Rivers. (ii) Continue to advocate for improved access through plantation forests including Kaingaroa, and seek resolution in relation to the areas in which access to fish and game resources by licence holders is restricted. (iii) Make submissions to the Walking Access Commission, Overseas Investment Office, and Office of Treaty Settlements, and other agencies i.e. LINZ to ensure that provision is made for public access where appropriate.	Report activities to the following meeting of Council.
1312 Signage Maintain signs and enhance access through signage at key fishing and hunting access points. Maintain signage inventory databases.	Report activities to the following meeting of Council.
1313 Hunter Ballots Allocate and manage balloted hunting stands in Fish & Game managed Wildlife Management Reserves/wetlands.	Allocate balloted hunting stands.
Direct Costs: \$4,800 Hours: 670 Internal Costs: \$51,007 Total Costs: \$55,807	

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>
1331 Electronic Newsletters Contribute text to and circulate newsletters (e-zines) to clubs and licence holders in accordance with national strategy .	Contribute to preparation of nationally co-ordinated electronic newsletters.
1332 Fish & Game Publications Prepare articles for inclusion in two issues of Fish and Game New Zealand to 2026 whole season game licence holders and 2025-2026 whole season fish licence holders.	Articles submitted to publisher in accordance with deadlines for mailout of game issue in March 2026, and fish issue in August 2026.
1333 Fish & Game Website Ensure Fish & Game information including access maps on the Eastern Region website is maintained and regularly updated.	Report activities to the following meeting of Council.
1334 Social Media Continue to operate Facebook, Instagram, and Linked In accounts during the 2025-2026 OWP year.	Report activities to the following meeting of Council.
Direct Costs: \$0 Hours: 276 Internal Costs: \$21,012 Total Costs: \$21,012	

PC1340: <u>Informational Publications:</u> 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>Report on activities to the following meeting of Council.</i>	
(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.		
Direct Costs: \$2,000		Hours: 30	Internal Costs: \$2,284 Total Costs: \$4,284

PC1350: <u>Angler and Hunter Training:</u> Encourage new participants to take up angling and hunting			
<i>Project and Objective</i>		<i>Performance measures</i>	
1351 Junior Angler/Hunter Programmes		<i>(i) Provide sufficient two-year-old fish to support the fishing programme.</i>	
(i)	Operate the children's fishing programme in conjunction with the Rotorua Anglers Association and invite participation from other clubs where appropriate.	<i>(ii) Provide hunting opportunity at Waewaetutuki Wetland for junior or novice hunters.</i>	
(ii)	Continue to provide hunting access to Waewaetutuki Wetland for junior and/or novice hunters.	<i>(iii) Report activities and participation to the following meetings of Council.</i>	
1352 Angler/Hunter Training		<i>(i) Provide at least one boat/kayak angler information seminar and two other angler training seminars.</i>	
(i)	Provide angler and hunter training information and make available novice hunter/angler starter packs.	<i>(ii) Participate in the HUNTS programme for hunter training.</i>	
(ii)	Conduct boat/kayak angling training seminar(s).		
(iii)	Support club/organisations beginner angling and hunting programmes.		
(iv)	Support hunter education initiatives.		
1353 Angler/Hunter Enquiries		<i>Provide information and respond to enquiries promptly.</i>	
	Respond to enquiries for information from anglers and hunters.		
1354 Fishing Competitions		<i>Respond to applications within five working days and report on permits granted to each meeting of Council.</i>	
	Review applications to hold fishing competitions and grant permits where appropriate.		
1355 Western Bay of Plenty Fishery		<i>Report on activities to the following meeting of Council.</i>	
	Continue to promote and review the Lake McLaren trout fishery in the western Bay of Plenty in conjunction with ongoing releases of trophy sized trout into that system.		
Direct Costs: \$850		Hours: 807	Internal Costs: \$61,436 Total Costs: \$62,286

PC1360: <u>Club Relations:</u> Maintain communications with Fish & Game related clubs			
<i>Project and Objective</i>		<i>Performance measures</i>	
1361 Fish & Game Club Communications		<i>Attend club meetings or other gatherings as requested. Report activities to the following meeting of Council.</i>	
	Maintain club register, attend club meetings, and provide periodic news updates to clubs as appropriate.		
Direct Costs: \$0		Hours: 36	Internal Costs: \$2,741 Total Costs: \$2,741

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 the following meeting of Council.</i>	
Direct Costs: \$1,450	Hours: 50	Internal Costs: \$3,806	Total Costs: \$5,256

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 a high priority to ensure the interests of licence holder's are recognised and taken into account. 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 requires on ongoing communication with local and regional authorities. We need to 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 communications staff. Council communication with landowners and land managers encompassing or adjacent to angling and hunting opportunities is also important because of the wide range of angler and hunter activities that take place on or 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>	
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.	<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> <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> <i>(iii) Manager/ Councillors to visit electorate MPs as appropriate.</i> <i>(iv) Activities reported to following meetings of Council.</i>	
Direct Costs: \$100		Hours: 205	Internal Costs: \$15,606 Total Costs: \$15,706

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>	
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. (i) Implement a regional public awareness programme and identify and pursue marketing opportunities in accordance with any R3 strategies developed prior to, or during the 2025-2026 OWP year. (ii) Maintain a strong presence in public media. (iii) Engage and communicate with rural community and landowners. Develop/maintain relationships with groups such as Federated Farmers, Fonterra, Dairy NZ, Horticulture NZ, and Forest Managers. (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.	<i>(i) Contribute to national public awareness network.</i> <i>(ii) Manage website for effective licence holder communication and public awareness.</i> <i>(iii) Submit on Treaty Settlements affecting angler/hunter access and develop relationships with key iwi groups.</i> <i>(iv) Report activities to the following meeting of Council.</i>	
Direct Costs: \$0		Hours: 168	Internal Costs: \$12,790 Total Costs: \$12,790

PC1440: <u>Promotions:</u> Actively promote Fish & Game with the wider public and the media			
<i>Project and Objective</i>		<i>Performance measures</i>	
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 a pre game season promotional evening.	<i>(i) Support national public awareness events.</i> <i>(ii) Prepare articles for angler/hunter magazines as requested.</i> <i>(iii) Work with Destination Rotorua to raise the profile of the Rotorua lakes fisheries.</i> <i>(iv) Conduct a pre game season promotional event in April 2026.</i> <i>(v) Report activities to the following meeting of Council.</i>	
Direct Costs: \$1,000		Hours: 146	Internal Costs: \$11,115 Total Costs: \$12,115

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>	
1451 Education	(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. (ii) Maintain use of the Ngongotaha hatchery and grounds as a means of promoting Fish & Game to schools and the wider public. (iii) set up a scholarship that will support a Postgraduate 4th Year or Honours student with a focus on New Zealand waterways/river ecology that can inform best practice and sustainability for the freshwater Angling and Sports Fishing communities.	<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> <i>(iii) Student to present their paper to EF&G for review and practical application</i>	
1452 Maintenance and Enhancement of Grounds and Facilities	Maintain and enhance facilities for the education and benefit of visitors.	<i>Report activities to the following meeting of Council.</i>	
Direct Costs: \$500		Hours: 681	Internal Costs: \$51,844 Total Costs: \$52,344

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 and the review of the new Gun Law.

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.	<i>Organise ranging activity aiming to achieve 2,500 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.</i>	
Direct Costs: \$1,000	Hours: 1146	Internal Costs: \$87,244	Total Costs: \$88,244

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.	<i>(i) Undertake at least one inhouse training exercise for honorary rangers and warranted staff.</i> <i>(ii) Ensure all rangers are current with externally provided safety and communications training (CERT).</i> <i>(iii) Provide summary report to Council by 31 August 2026.</i>	
Direct Costs: \$1,000	Hours: 116	Internal Costs: \$8,831	Total Costs: \$9,831

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.	<i>Report details of case outcomes to each meeting of Council.</i>	
Direct Costs: \$4,000	Hours: 308	Internal Costs: \$23,448	Total Costs: \$27,448

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, and will continue to focus on the review, implementation and marketing of fishing licence categories introduced and review their effectiveness.

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 2025-2026 season by 1 September 2025. To have available game licences and regulation guides for the 2026 season by 31 March 2026.</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 (ESL, formerly Eyede)	<i>Report activities to the following meeting of Council.</i>	
Direct Costs: \$60		Hours: 146	Internal Costs: \$11,115 Total Costs: \$11,175

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 ESL, and provide agent training as required.	<i>Provide information and respond to enquiries promptly. Complete at least three visits to all significant licence resellers by 31 August 2026.</i>	
Direct Costs: \$0		Hours: 91	Internal Costs: \$6,928 Total Costs: \$6,928

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. The current Council came into office in October 2024. 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 Chief Executive Officer, who is responsible for employing and directing the staff to fulfill and implement the Councils strategy. Prior to the last meeting of the calendar year the Council is required to undertake an annual performance review of that officer. The Council has a responsibility both as a 'Good Employer' and 'PCBU' to ensure that it has robust Health and Safety policies in place to protect as best it can its 'employees' from both physical and mental injury. 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

PC1710: <u>Fish and Game Council election</u>: Prepare the 2024 Fish and Game Election			
<i>Project and Objective</i>		<i>Performance measure</i>	
1711 Council Election			
Direct Costs: \$0	Hours: 0	Internal Costs: \$0	Total Costs: \$0

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 2026. Aim to distribute agendas at least ten working days prior to each meeting, and draft minutes as soon as possible after each meeting.</i>	
Direct Costs: \$8,500	Hours: 707	Internal Costs: \$53,823	Total Costs: \$62,323

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

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

Description

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

- the preparation of a Sports Fish and Game 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, so a review of the plan was due in the 2023-2024 OWP year. However, Fish & Game New Zealand is working on creating a more streamlined and regionally cohesive format for all regions to use. This work is still in progress and all regions who are due their next 10-year Sports Fish and Game Plan have been requested to wait and to submit their OWP in lieu.

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 2026-2027 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	Maintain R3/marketing plan for Eastern Region, identify and prioritise opportunities for developing additional sources of income, and commence and/or direct additional effort towards implementation of priorities.	Development of (i) a preliminary R3 strategy for Eastern Region, and (ii) a preliminary Business Development Strategy/Plan by 30 April 2026. Report activities to each meeting of Council.	
Direct Costs: \$2,500	Hours: 290	Internal Costs: \$22,077	Total Costs: \$24,577

PC1820: Annual Operational Planning and Budgeting			
<i>Project and Objective</i>		<i>Performance measures</i>	
1811 2026-2036 Management Plan	Support the national review of the presentation and development of all regions 10 year Sports Fish and Game Management Plans.	Subject to NZC finalisation of process - Preparation of a draft 2026-2036 Sports Fish and Game Management Plan for Council's approval by December 2025.	
1821 OWP Preparation	Prepare an operational work plan for the 2026-2027 year.	The adoption of a proposed operational work plan for 2026-27 by the Council by 31 August 2026.	
Direct Costs: \$0	Hours: 104	Internal Costs: \$7,917	Total Costs: \$7,917

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 2024-2025 year.	Conduct quarterly reviews of performance against OWP targets with staff; produce an Annual Performance Report for the 2024-2025 financial year.	
1832 Audit	Arrange to have the Performance Report for the 2024-2025 year audited in accordance with the Public Audit Act 2001.	Audit of the annual Performance Report for the 2024-2025 financial year.	
1833 Annual Meeting	Conduct a public annual general meeting no later than 31 December 2025.	Adoption of the audited 2024-2025 annual report by Council, and presentation of it to a public annual general meeting no later than 31 December 2025, presentation of the report to the Minister for Hunting and Fishing.	
Direct Costs: \$12,500	Hours: 466	Internal Costs: \$35,476	Total Costs: \$47,976

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.	Attend all meetings of the regional Fish & Game Council managers and participate where required with working parties established by the New Zealand Council.	
Direct Costs: \$200	Hours: 264	Internal Costs: \$20,098	Total Costs: \$20,298

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: Staff Salaries and Payroll			
<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: \$1,096,315 Hours: 50		Internal Costs: \$3,806 Total Costs: \$1,100,121	

PC1920: Staff Co-ordination and Training			
<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 2025.</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: \$43,000	Hours: 851	Internal Costs: \$64,786	Total Costs: \$107,786

PC1930: Staff Houses

1931: <u>Staff Houses</u>	
Project and Objective	Performance measures
1931 Staff House Maintenance Carry out routine maintenance to Fish & Game houses, and review options for Ngongotaha Trap cottage.	<i>Provide financial report to each meeting of Council.</i>
Direct Costs: \$18,150	Hours: 53
Internal Costs: \$4,035	Total Costs: \$22,185

PC1940: Office Premises

Project and Objective		Performance measures	
1941 Office Maintenance Carry out maintenance and cleaning to ensure that the Fish Game office premises provide a suitable work environment.		Provide financial report to each meeting of Council.	
Direct Costs: \$59,900	Hours: 40	Internal Costs: \$3,045	Total Costs: \$62,945

PC1950: Office Equipment

Project and Objective		Performance measures	
1951 Maintain register of office equipment including asset schedule. Carry out maintenance as required.		Provide financial report to each meeting of Council.	
Direct Costs: \$3,650	Hours: 72	Internal Costs: \$5,481	Total Costs: \$9,131

PC1960: Communications and Consumables

Project and Objective		Performance measures		
1961	Maintain effective office and field communications.	Provide financial report to each meeting of Council.		
1962	Ensure adequate supply of office materials available for staff operations.			
Direct Costs: \$14,600		Hours: 22	Internal Costs: \$1,675	Total Costs: \$16,275

PC1970: General

<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: \$18,870 Hours: 1847		Internal Costs: \$140,611	Total Costs: \$159,481

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: \$18,800 Hours: 100		Internal Costs: \$7,613	Total Costs: \$26,413

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: \$65,400 Hours: 111		Internal Costs: \$8,450	Total Costs: \$73,850

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 2024-2025 are as follows:

<i>Functional Area</i>	<i>Key Staff Member Responsible</i>
• Fisheries • Hatchery • Game • Habitat/RMA • Access • Client Services - Clubs/pamphlets • Communications–socialmedia/magazines • Compliance • Council/Planning and Reporting • Stakeholder and iwi Relationships • Health & Safety • Administration including Licensing	• Matt Osborne • Mark Sherburn • Matthew McDougall • John Meikle/Eben Herbert • Anthony van Dorp • Mark Sherburn • Mark Sherburn • Anthony van Dorp • Arash Alaeinia • Arash Alaeinia • Arash Alaeinia • Kate Thompson*

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

Vehicles:	Matthew McDougall
Computers:	Matthew McDougall
Equipment and boats:	Anthony van Dorp

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.

REGION: EASTERN

SCHEDULE A : BUDGET 2025-2026

Code	Project/ Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%
1100 SPECIES MANAGEMENT							
1110 SPECIES MONITORING							
1111	River Fisheries Investigations	\$ 1,200	305	\$ 23,219	\$ -	\$ 24,419	12.4
1112	Data Watch	\$ 7,000	98	\$ 7,461	\$ -	\$ 14,461	7.3
1113	Lake Waikaremoana	\$ -	152	\$ 11,572	\$ -	\$ 11,572	5.9
1114	Lake Tarawera	\$ 3,000	180	\$ 13,703	\$ -	\$ 16,703	8.5
1115	Other Lake Fisheries Investigations	\$ -	220	\$ 16,748	\$ -	\$ 16,748	8.5
1116	Waterfowl Harvest Management	\$ 26,139	976	\$ 74,302	\$ -	\$ 100,441	50.9
1117	Botulism	\$ -	46	\$ 3,502	\$ -	\$ 3,502	1.8
1118	Game Bird Research	\$ -	80	\$ 6,090	\$ -	\$ 6,090	3.1
1119	Upland Game Assessment	\$ -	44	\$ 3,350	\$ -	\$ 3,350	1.7
		\$ 37,339	2101	\$ 159,948	\$ -	\$ 197,287	
1120 HARVEST ASSESSMENT							
1121	Lake Fisheries Creel Surveys	\$ 200	548	\$ 41,719		\$ 41,919	66.4
1122	Opening Day Angler Survey	\$ 200	184	\$ 14,008		\$ 14,208	22.5
1123	Game Bird Hunter Survey	\$ 2,940	50	\$ 3,806		\$ 6,746	10.7
1124	National Angler Survey	\$ -	4	\$ 305		\$ 305	0.5
		\$ 3,340	786	\$ 59,838	\$ -	\$ 63,178	
1130 FISH SALVAGE							
1131	Fish Salvage	\$ -	0	\$ -		\$ -	
		\$ -	0	\$ -	\$ -	\$ -	
1140 HATCHERY OPERATIONS							
1141.0	Operate Hatchery	\$ -	2340	\$ 178,142	\$ 68,000	\$ 110,142	39.9
1141.1	Insurance	\$ 5,500	0	\$ -		\$ 5,500	2.0
1141.2	Vehicle Fuel & RUC	\$ 7,000	0	\$ -		\$ 7,000	2.5
1141.3	Vehicle Insurance	\$ 4,400	0	\$ -		\$ 4,400	1.6
1141.4	Vehicle Maintenance	\$ 3,700	0	\$ -		\$ 3,700	1.3
1141.5	Vehicle Registration	\$ 600	0	\$ -		\$ 600	0.2
1141.6	Electricity	\$ 800	0	\$ -		\$ 800	0.3
1141.7	Rates	\$ 4,200	0	\$ -		\$ 4,200	1.5
1141.8	Fish Food	\$ 65,000	0	\$ -		\$ 65,000	23.5
1141.9	Consumables	\$ 1,500	0	\$ -		\$ 1,500	0.5
1141.10	Equipment Purchases Minor	\$ 1,650	0	\$ -		\$ 1,650	0.6
1142	Maintenance	\$ 5,000	258	\$ 19,641		\$ 24,641	8.9
1143	Te Wairoa Trap	\$ 3,000	360	\$ 27,407		\$ 30,407	11.0
1144	Supply Other F & G Regions	\$ 2,000	90	\$ 6,852		\$ 8,852	3.2
1145	Hatchery Grounds	\$ 1,800	80	\$ 6,090		\$ 7,890	2.9
		\$ 106,150	3128	\$ 238,132	\$ 68,000	\$ 276,282	
1150 GAME FARM							
1151		\$ -	0	\$ -		\$ -	
		\$ -	0	\$ -	\$ -	\$ -	
1160 RELEASES							
1161	Sports Fish Liberations	\$ -	134	\$ 10,201		\$ 10,201	100.0
1162	Game Bird Liberations	\$ -	0	\$ -		\$ -	0.0
		\$ -	134	\$ 10,201	\$ -	\$ 10,201	
1170 REGULATIONS							
1171	Sports Fish Regulations	\$ -	48	\$ 3,654		\$ 3,654	60.0
1172	Game Bird Regulations	\$ -	32	\$ 2,436		\$ 2,436	40.0
1173	Game Bird Authorities	\$ -	0	\$ -		\$ -	0.0
1174	Upland Game Properties	\$ -	0	\$ -		\$ -	0.0
		\$ -	80	\$ 6,090	\$ -	\$ 6,090	
1180 GAME BIRD CONTROL							
1181	Game Bird Control	\$ 400	36	\$ 2,741		\$ 3,141	100.0
		\$ 400	36	\$ 2,741	\$ -	\$ 3,141	

Code	Project/Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%
1200 SPORTS FISH AND GAME HABITAT							
1210 RESOURCE MANAGEMENT ACT		Water take consents etc					
1211	RMA Planning	\$ -	1306	\$ 99,425		\$ 99,425	84.9
1212	Consent Applications	\$ -	232	\$ 17,662		\$ 17,662	15.1
1213		\$ -	0	\$ -		\$ -	0.0
1214		\$ -	0	\$ -		\$ -	0.0
1215		\$ -	0	\$ -		\$ -	0.0
		\$ -	1538	\$ 117,087	\$ -	\$ 117,087	
1220 WORKS & MANAGEMENT		Council controlled land					
1221	Reserves Management	\$ 8,700	950	\$ 72,323	\$ 6,150	\$ 74,873	98.0
1222	Ballot Habitat Maintenance	\$ 5,500	20	\$ 1,523	\$ 5,500	\$ 1,523	2.0
1223		\$ -		\$ -	\$ -	\$ -	0.0
1224		\$ -		\$ -		\$ -	0.0
		\$ 14,200	970	\$ 73,845	\$ 11,650	\$ 76,395	
1230 ASSISTED HABITAT		Works and Management on land not owned/controlled by Council					
1231	Landowner Assistance	\$ -	60	\$ 4,568		\$ 4,568	9.1
1232	Habitat Creation & Enhancement	\$ -	598	\$ 45,525		\$ 45,525	90.9
1233	Waikaremoana Fund	\$ -	0	\$ -	\$ -	\$ -	0.0
1234		\$ -	0	\$ -		\$ -	0.0
		\$ -	658	\$ 50,093	\$ -	\$ 50,093	
1240 ASSESSING & MONITORING							
1241	Monitor Waterfowl Habitats	\$ -	40	\$ 3,045		\$ 3,045	55.6
1242	Monitor Upland Game Habitats	\$ -	32	\$ 2,436		\$ 2,436	44.4
		\$ -	72	\$ 5,481	\$ -	\$ 5,481	
1300 PARTICIPATION							
1310 ACCESS							
1311	Maintain and Enhance Access	\$ 3,200	352	\$ 26,797		\$ 29,997	53.8
1312	Sign Programme	\$ 1,500	116	\$ 8,831		\$ 10,331	18.5
1313	Hunter Ballots	\$ 100	202	\$ 15,378		\$ 15,478	27.7
1314		\$ -	0	\$ -		\$ -	0.0
1315		\$ -	0	\$ -		\$ -	0.0
		\$ 4,800	670	\$ 51,007	\$ -	\$ 55,807	
1320 SATISFACTION SURVEY							
1321	Satisfaction Survey	\$ -	0	\$ -		\$ -	
		\$ -	0	\$ -	\$ -	\$ -	
1330 NEWSLETTERS							
1331	Electronic Newsletters	\$ -	50	\$ 3,806		\$ 3,806	18.1
1332	Fish & Game Publications	\$ -	142	\$ 10,810		\$ 10,810	51.4
1333	Fish & Game Website	\$ -	24	\$ 1,827		\$ 1,827	8.7
1334	Social Media	\$ -	60	\$ 4,568		\$ 4,568	21.7
1335		\$ -	0	\$ -		\$ -	0.0
		\$ -	276	\$ 21,012	\$ -	\$ 21,012	
1340 OTHER PUBLICATIONS							
1341	Information Pamphlets	\$ 2,000	30	\$ 2,284		\$ 4,284	100.0
1342		\$ -	0	\$ -		\$ -	0.0
		\$ 2,000	30	\$ 2,284	\$ -	\$ 4,284	

Code	Project/Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%
1350 TRAINING							
1351	Junior Angler/Hunter Programmes	\$ 450	86	\$ 6,547	\$ 7,500	\$ (503)	-1.0
1352	Angler/Hunter Training	\$ 400	104	\$ 7,917	\$ -	\$ 8,317	16.4
1353	Angler/Hunter Inquiries	\$ -	524	\$ 39,892	\$ -	\$ 39,892	78.5
1354	Fishing Competitions	\$ -	67	\$ 5,101	\$ 4,000	\$ 1,101	2.2
1355	Enhanced Fishery	\$ -	26	\$ 1,979	\$ -	\$ 1,979	3.9
		\$ -	0	\$ -	\$ -	\$ -	0.0
		\$ 850	807	\$ 61,436	\$ 11,500	\$ 50,786	
1360 CLUB RELATIONS							
1361	Fish & Game Club Communications	\$ -	36	\$ 2,741		\$ 2,741	100.0
1362		\$ -	0	\$ -		\$ -	0.0
1363		\$ -	0	\$ -		\$ -	0.0
1364		\$ -	0	\$ -		\$ -	0.0
1365		\$ -	0	\$ -		\$ -	0.0
		\$ -	36	\$ 2,741	\$ -	\$ 2,741	
1370 HUTS							
1371	Fish & Game Huts	\$ 1,450	50	\$ 3,806	\$ 400	\$ 4,856	100.0
1372		\$ -	0	\$ -		\$ -	0.0
1373		\$ -	0	\$ -		\$ -	0.0
1374		\$ -	0	\$ -		\$ -	0.0
1375		\$ -	0	\$ -		\$ -	0.0
		\$ 1,450	50	\$ 3,806	\$ 400	\$ 4,856	
1400 PUBLIC INTERFACE							
1410 LIAISON		Conservation Boards, DoC					
1411	Statutory Liaison & Political Awareness	\$ 100	205	\$ 15,606		\$ 15,706	100.0
1412		\$ -	0	\$ -		\$ -	0.0
1413		\$ -	0	\$ -		\$ -	0.0
1414		\$ -	0	\$ -		\$ -	0.0
1415		\$ -	0	\$ -		\$ -	0.0
		\$ 100	205	\$ 15,606	\$ -	\$ 15,706	
1420 COMMUNICATION		Organisations/Groups - Conservation,iwi, farmers, local auth.					
1421	Public Communications	\$ -	168	\$ 12,790		\$ 12,790	100.0
1422		\$ -	0	\$ -		\$ -	0.0
1423		\$ -	0	\$ -		\$ -	0.0
1424		\$ -	0	\$ -		\$ -	0.0
1425		\$ -	0	\$ -		\$ -	0.0
		\$ -	168	\$ 12,790	\$ -	\$ 12,790	
1430 ADVOCACY		Angler/hunter interests					
1431		\$ -	0	\$ -		\$ -	
1432		\$ -	0	\$ -		\$ -	
1433		\$ -	0	\$ -		\$ -	
1434		\$ -	0	\$ -		\$ -	
1435		\$ -	0	\$ -		\$ -	
		\$ -	0	\$ -	\$ -	\$ -	
1440 PUBLIC PROMOTIONS							
1441	Public Promotions	\$ 1,000	146	\$ 11,115	\$ -	\$ 12,115	100.0
1442		\$ -	0	\$ -		\$ -	0.0
1443		\$ -	0	\$ -		\$ -	0.0
1444		\$ -	0	\$ -		\$ -	0.0
1445		\$ -	0	\$ -		\$ -	0.0
		\$ 1,000	146	\$ 11,115	\$ -	\$ 12,115	
1450 VISITOR FACILITIES/EDUCATION/INTERPRETATION							
1451	Education	\$ -	48	\$ 3,654	\$ -	\$ 3,654	7.0
1452	Maintenance/Enhancement of Grounds	\$ 500	633	\$ 48,190		\$ 48,690	
1453		\$ -	0	\$ -		\$ -	0.0
1454		\$ -	0	\$ -		\$ -	0.0
1455		\$ -	0	\$ -		\$ -	0.0
		\$ 500	681	\$ 51,844	\$ -	\$ 52,344	

Code	Project/Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%
1500 COMPLIANCE							
1510 RANGING							
1511	Ranging	\$ 1,000	1146	\$ 87,244		\$ 88,244	100.0
1512		\$ -	0	\$ -		\$ -	0.0
1513		\$ -	0	\$ -		\$ -	0.0
1514		\$ -	0	\$ -		\$ -	0.0
1515		\$ -	0	\$ -		\$ -	0.0
		\$ 1,000	1146	\$ 87,244	\$ -	\$ 88,244	
1520 RANGER TRAINING							
1521	Training	\$ 1,000	116	\$ 8,831		\$ 9,831	100.0
1522		\$ -	0	\$ -		\$ -	0.0
1523		\$ -	0	\$ -		\$ -	0.0
1524		\$ -	0	\$ -		\$ -	0.0
1525		\$ -	0	\$ -		\$ -	0.0
		\$ 1,000	116	\$ 8,831	\$ -	\$ 9,831	
1530 COMPLIANCE							
1531	Prosecutions	\$ 4,000	308	\$ 23,448	\$ 5,000	\$ 22,448	100.0
1532		\$ -	0	\$ -		\$ -	0.0
1533		\$ -	0	\$ -		\$ -	0.0
1534		\$ -	0	\$ -		\$ -	0.0
1535		\$ -	0	\$ -		\$ -	0.0
		\$ 4,000	308	\$ 23,448	\$ 5,000	\$ 22,448	
1600 LICENCING							
1610 LICENCE PROD./DISTRIB.							
1611	Licence Production & Distribution	\$ 60	4	\$ 305		\$ 365	3.3
1612	Analysis of Licence Information	\$ -	32	\$ 2,436		\$ 2,436	21.8
1613	National Licence Management	\$ -	0	\$ -		\$ -	0.0
1614	Licence Administration	\$ -	110	\$ 8,374		\$ 8,374	74.9
1615	Eftpos Facility	\$ -	0	\$ -		\$ -	0.0
1616		\$ -	0	\$ -		\$ -	0.0
1617		\$ -	0	\$ -		\$ -	0.0
		\$ 60	146	\$ 11,115	\$ -	\$ 11,175	
1620 AGENT SERVICING							
1621	Licence Agent Support	\$ -	91	\$ 6,928		\$ 6,928	100.0
1622		\$ -	0	\$ -		\$ -	0.0
1623		\$ -	0	\$ -		\$ -	0.0
1624		\$ -	0	\$ -		\$ -	0.0
1625		\$ -	0	\$ -		\$ -	0.0
		\$ -	91	\$ 6,928	\$ -	\$ 6,928	
1700 COUNCILS							
1710 COUNCIL ELECTIONS							
1711	Election	\$ -	0	\$ -		\$ -	
1712		\$ -	0	\$ -		\$ -	
1713		\$ -	0	\$ -		\$ -	
1714		\$ -	0	\$ -		\$ -	
1715		\$ -	0	\$ -		\$ -	
		\$ -	0	\$ -	\$ -	\$ -	
1720 COUNCIL MEETINGS							
1721	Meetings	\$ 8,500	232	\$ 17,662		\$ 26,162	42.0
1722	Reports/Agendas & Council Liaison	\$ -	475	\$ 36,161		\$ 36,161	58.0
1723		\$ -	0	\$ -		\$ -	0.0
1724		\$ -	0	\$ -		\$ -	0.0
		\$ 8,500	707	\$ 53,823	\$ -	\$ 62,323	
Code	Project/Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%

1800 PLANNING/REPORTING							
1810 MANAGEMENT/STRATEGIC PLANNING							
1811	Management Plan	\$	-	20	\$	1,523	6.2
1812	R3 Programme & Business Developmen	\$	2,500	270	\$	20,555	93.8
1813		\$	-	0	\$	-	0.0
1814		\$	-	0	\$	-	0.0
1815		\$	-	0	\$	-	0.0
		\$	2,500	290	\$	22,077	\$ - \$ 24,577
1820 ANNUAL OPERATIONAL WORKPLAN							
1821	OWP Preparation	\$	-	104	\$	7,917	100.0
1822		\$	-	0	\$	-	0.0
1823		\$	-	0	\$	-	0.0
1824		\$	-	0	\$	-	0.0
1825		\$	-	0	\$	-	0.0
		\$	-	104	\$	7,917	\$ - \$ 7,917
1830 REPORTING/AUDIT							
1831	Performance Report	\$	-	64	\$	4,872	10.2
1832	Audit/Financial Statements	\$	12,000	101	\$	7,689	41.0
1833	Annual Meeting	\$	500	20	\$	1,523	4.2
1834	Work Programme Monitoring	\$	-	281	\$	21,392	44.6
1835		\$	-	0	\$	-	0.0
		\$	12,500	466	\$	35,476	\$ - \$ 47,976
1840 NATIONAL LIAISON							
1841	NZ Fish & Game Liaison	\$	200	192	\$	14,617	73.0
1842	Managrs Meetings	\$	-	72	\$	5,481	27.0
1843		\$	-	0	\$	-	0.0
1844		\$	-	0	\$	-	0.0
1845		\$	-	0	\$	-	0.0
		\$	200	264	\$	20,098	\$ - \$ 20,298
TOTAL OUTPUTS COST		\$	201,889	16210	\$	1,234,055	\$ 96,550 \$ 1,339,394

OVERHEAD COSTS

Code	Project/Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%
ADMINISTRATION							
1910 SALARIES							
1911	Field	\$ 588,921				\$ 588,921	54.9
1912	Administration	\$ 277,034			\$ 23,130	\$ 253,904	23.7
1913	Hatchery	\$ 193,307				\$ 193,307	18.0
1914	Kiwisaver	\$ 37,053				\$ 37,053	3.5
1915		\$ -				\$ -	0.0
1916		\$ -				\$ -	0.0
1917		\$ -				\$ -	0.0
		\$ 1,096,315			\$ 23,130	\$ 1,073,185	
1920 STAFF EXPENSES							
1921	ACC Levy	\$ 2,500				\$ 2,500	5.8
1922	Fringe Benefit Tax	\$ 30,000				\$ 30,000	69.8
1923	Staff Training	\$ 4,500				\$ 4,500	10.5
1924	Staff expenses	\$ 4,000				\$ 4,000	9.3
1925	Employment Expenses	\$ -				\$ -	0.0
1926	Health & Safety	\$ 2,000				\$ 2,000	4.7
		\$ 43,000			\$ -	\$ 43,000	
1930 STAFF HOUSES							
1931	Rates	\$ 3,350			\$ 80,000	\$ (76,650)	123.9
1932	Maintenance	\$ 2,500				\$ 2,500	-4.0
1933	Insurance	\$ 5,700				\$ 5,700	-9.2
1934	Staff Quarters Electricity	\$ 100				\$ 100	-0.2
1935	Staff Quarters Maintenance	\$ 1,500				\$ 1,500	-2.4
1936	Rental - Agent Commission & Fees	\$ 5,000				\$ 5,000	-8.1
		\$ 18,150			\$ 80,000	\$ (61,850)	
1940 OFFICE PREMISES							
1941	Rent	\$ -				\$ -	0.0
1942	Rates	\$ 7,450				\$ 7,450	12.4
1943	Maintenance	\$ 32,500				\$ 32,500	54.3
1944	Insurance	\$ 6,750				\$ 6,750	11.3
1945	Power	\$ 4,000				\$ 4,000	6.7
1946	Cleaning	\$ 8,600				\$ 8,600	14.4
1947	Security	\$ 600				\$ 600	1.0
		\$ 59,900			\$ -	\$ 59,900	
1950 OFFICE EQUIPMENT							
1951	Purchases (Under \$2,000)	\$ 200				\$ 200	5.5
1953		\$ -				\$ -	0.0
1954	Eqpmt Maintenance	\$ 600				\$ 600	16.4
1955	Eqpmt Insurance	\$ -				\$ -	0.0
1956	Eqpmt Rental/lease	\$ 2,850				\$ 2,850	78.1
1957	Software	\$ -				\$ -	0.0
		\$ 3,650			\$ -	\$ 3,650	
1960 COMMUNICATIONS/CONSUMABLES							
1961	Telephone/fax	\$ 6,600				\$ 6,600	45.2
1962	Postage	\$ 1,300				\$ 1,300	8.9
1963	Courier	\$ 200				\$ 200	1.4
1964	Stationery	\$ 1,400				\$ 1,400	9.6
1965	Computer Expenses	\$ 1,700				\$ 1,700	11.6
1966	Photocopying	\$ 1,700				\$ 1,700	11.6
1967	Communications	\$ 1,700				\$ 1,700	11.6
		\$ 14,600			\$ -	\$ 14,600	

Code	Project/Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%
1970 GENERAL							
1971	Advertising	\$ 2,500				\$ 2,500	14.4
1972	Subscriptions	\$ 520				\$ 520	3.0
1973	Donations	\$ -			\$ 750	\$ (750)	-4.3
1974	Office General - Petty Cash	\$ 1,200			\$ 750	\$ 450	2.6
1975	Insurance - General	\$ 12,700			\$ -	\$ 12,700	73.1
1976	Legal General	\$ -				\$ -	0.0
1977	Valuation Fee	\$ 1,300				\$ 1,300	7.5
1978	Bank Charges	\$ 650				\$ 650	3.7
1979		\$ -				\$ -	0.0
		\$ 18,870			\$ 1,500	\$ 17,370	
1980 GENERAL EQUIPMENT							
1981	Purchases (Under \$2,000)	\$ 2,000				\$ 2,000	10.6
1983	Equipment Maintenance/MSA	\$ 10,000				\$ 10,000	53.2
1984	Equipment Insurance	\$ 3,400				\$ 3,400	18.1
1985	Equipment Hire/rental	\$ -				\$ -	0.0
1986	Equipment Fuel	\$ 3,400				\$ 3,400	18.1
1987	Photos	\$ -				\$ -	0.0
1988		\$ -				\$ -	0.0
1989		\$ -				\$ -	0.0
		\$ 18,800			\$ -	\$ 18,800	
1990 VEHICLES							
1991	Purchases (Under \$2,000)	\$ -				\$ -	0.0
1993	Vehicle Maintenance	\$ 14,000				\$ 14,000	21.4
1994	Vehicle Insurance	\$ 9,000				\$ 9,000	13.8
1995	Vehicle Registration	\$ 2,400				\$ 2,400	3.7
1996	Vehicle Fuel & RUC	\$ 40,000				\$ 40,000	61.2
1997		\$ -				\$ -	0.0
1998		\$ -				\$ -	0.0
1999		\$ -				\$ -	0.0
		\$ 65,400			\$ -	\$ 65,400	
TOTAL OVERHEADS COST		\$ 1,338,685			\$ 104,630	\$ 1,234,055	
TOTAL OVERHEADS NET COST						\$ 1,234,055	
TOTAL OUTPUTS STAFF HOURS						16210	
INTERNAL COST PER HOUR						\$ 76.13	
OVERHEAD STAFF HOURS			Hours				
Administration			2875				
Leave			3202				
Training/Staff Liaison			271				
TOTAL OVERHEAD STAFF HOURS			6348				

SCHEDULE B : PROJECT SUMMARY : BUDGET

2025-2026

Code	Project/Category Item	External Costs	Hours	Internal Costs	Income	Net Cost	%
1110	Population Monitoring	\$ 37,339	2101	\$ 159,948	\$ -	\$ 197,287	35.5
1120	Harvest Assessment	\$ 3,340	786	\$ 59,838	\$ -	\$ 63,178	11.4
1130	Fish Salvage	\$ -	0	\$ -	\$ -	\$ -	0.0
1140	Hatchery	\$ 106,150	3128	\$ 238,132	\$ 68,000	\$ 276,282	49.7
1150	Game Farm	\$ -	0	\$ -	\$ -	\$ -	0.0
1160	Releases	\$ -	134	\$ 10,201	\$ -	\$ 10,201	1.8
1170	Regulations	\$ -	80	\$ 6,090	\$ -	\$ 6,090	1.1
1180	Control	\$ 400	36	\$ 2,741	\$ -	\$ 3,141	0.6
	Species Management Expend	\$ 147,229	6265	\$ 476,950	\$ 68,000	\$ 556,179	
1210	RMA	\$ -	1538	\$ 117,087	\$ -	\$ 117,087	47.0
1220	Works/Management	\$ 14,200	970	\$ 73,845	\$ 11,650	\$ 76,395	30.7
1230	Assisted Habitat	\$ -	658	\$ 50,093	\$ -	\$ 50,093	20.1
1240	Assessing/Monitoring	\$ -	72	\$ 5,481	\$ -	\$ 5,481	2.2
	Habitat Protection & Management	\$ 14,200	3238	\$ 246,506	\$ 11,650	\$ 249,056	
1310	Access	\$ 4,800	670	\$ 51,007	\$ -	\$ 55,807	40.0
1320	Satisfaction Survey	\$ -	0	\$ -	\$ -	\$ -	0.0
1330	Newsletters	\$ -	276	\$ 21,012	\$ -	\$ 21,012	15.1
1340	Other Publications	\$ 2,000	30	\$ 2,284	\$ -	\$ 4,284	3.1
1350	Training	\$ 850	807	\$ 61,436	\$ 11,500	\$ 50,786	36.4
1360	Club Relations	\$ -	36	\$ 2,741	\$ -	\$ 2,741	2.0
1370	Huts	\$ 1,450	50	\$ 3,806	\$ 400	\$ 4,856	3.5
	Angler/Hunter Participation	\$ 9,100	1869	\$ 142,286	\$ 11,900	\$ 139,486	
1410	Liaison:Consrv.Bds/DoC	\$ 100	205	\$ 15,606	\$ -	\$ 15,706	16.9
1420	Communication int. Organisations	\$ -	168	\$ 12,790	\$ -	\$ 12,790	13.8
1430	Advocacy	\$ -	0	\$ -	\$ -	\$ -	0.0
1440	Public Promotions	\$ 1,000	146	\$ 11,115	\$ -	\$ 12,115	13.0
1450	Visitor Fac/Education/Interpretation	\$ 500	681	\$ 51,844	\$ -	\$ 52,344	56.3
	Public Interface	\$ 1,600	1200	\$ 91,355	\$ -	\$ 92,955	
1510	Ranging	\$ 1,000	1146	\$ 87,244	\$ -	\$ 88,244	73.2
1520	Ranger Training	\$ 1,000	116	\$ 8,831	\$ -	\$ 9,831	8.2
1530	Compliance	\$ 4,000	308	\$ 23,448	\$ 5,000	\$ 22,448	18.6
	Compliance	\$ 6,000	1570	\$ 119,523	\$ 5,000	\$ 120,523	
1610	Licence Prod/Distribution	\$ 60	146	\$ 11,115	\$ -	\$ 11,175	61.7
1620	Agent Servicing	\$ -	91	\$ 6,928	\$ -	\$ 6,928	38.3
	Licensing	\$ 60	237	\$ 18,043	\$ -	\$ 18,103	
1710	Cncl Elections	\$ -	0	\$ -	\$ -	\$ -	0.0
1720	Cncl Meetings	\$ 8,500	707	\$ 53,823	\$ -	\$ 62,323	100.0
	Councils	\$ 8,500	707	\$ 53,823	\$ -	\$ 62,323	
1810	Management/Strategic Planning	\$ 2,500	290	\$ 22,077	\$ -	\$ 24,577	24.4
1820	OWP/Budget/Lic Fee setting	\$ -	104	\$ 7,917	\$ -	\$ 7,917	7.9
1830	Annual/Other Reporting	\$ 12,500	466	\$ 35,476	\$ -	\$ 47,976	47.6
1840	National Liaison	\$ 200	264	\$ 20,098	\$ -	\$ 20,298	20.1
	Planning/Reporting	\$ 15,200	1124	\$ 85,569	\$ -	\$ 100,769	
	PROJECT BUDGET	\$ 201,889	16210	\$ 1,234,055	\$ 96,550	\$ 1,339,394	
OVERHEADS							
		External Costs			Income	Net Cost	%
1910	Salaries	\$ 1,096,315			\$ 23,130	\$ 1,073,185	87.0
1920	Staff Expenses	\$ 43,000			\$ -	\$ 43,000	3.5
1930	Staff Houses	\$ 18,150			\$ 80,000	\$ (61,850)	-5.0
1940	Office Premises	\$ 59,900			\$ -	\$ 59,900	4.9
1950	Office Equipment	\$ 3,650			\$ -	\$ 3,650	0.3
1960	Communications/Consumables	\$ 14,600			\$ -	\$ 14,600	1.2
1970	General	\$ 18,870			\$ 1,500	\$ 17,370	1.4
1980	Gen Equipment	\$ 18,800			\$ -	\$ 18,800	1.5
1990	Vehicles	\$ 65,400			\$ -	\$ 65,400	5.3
	Administration	\$ 1,338,685			\$ 104,630	\$ 1,234,055	

REGION: EASTERN

SCHEDULE C : OUTPUTS BUDGET SUMMARY -

2025-2026

Code	Output	External Costs	Hours	Internal Costs	Income	Net Cost	%
1	Species Management Expend	\$ 147,229	6265	\$ 476,950	\$ 68,000	\$ 556,179	41.5
2	Habitat Protection & Management	\$ 14,200	3238	\$ 246,506	\$ 11,650	\$ 249,056	18.6
3	Angler/Hunter Participation	\$ 9,100	1869	\$ 142,286	\$ 11,900	\$ 139,486	10.4
4	Public Interface	\$ 1,600	1200	\$ 91,355	\$ -	\$ 92,955	6.9
5	Compliance	\$ 6,000	1570	\$ 119,523	\$ 5,000	\$ 120,523	9.0
6	Licensing	\$ 60	237	\$ 18,043	\$ -	\$ 18,103	1.4
7	Councils	\$ 8,500	707	\$ 53,823	\$ -	\$ 62,323	4.7
8	Planning/Reporting	\$ 15,200	1124	\$ 85,569	\$ -	\$ 100,769	7.5
9	Administration						0.0
	Total Overhead Staff Hours		6348				
	TOTAL BUDGET	\$ 201,889	22558	\$ 1,234,055	\$ 96,550	\$ 1,339,394	
	Plus Asset Replacement Fund/Capital					\$ 34,289	
	Plus other Capital items eg principle repayments on Loans						
	Plus Reinstatement of Reserves						
	TOTAL APPROVED BUDGET					\$ 1,373,683	
	Made up from:						
	Bulk Funding					\$ 1,305,544	
	Contestable Pool Funding - Ongoing					\$ 32,639	
	Contestable Pool Funding - One off						
	Regional Reserve Funding - One off					\$ 35,500	
	Plus Reinstatement of Reserves						
	TOTAL BUDGET	2025-2026				\$ 1,373,683	

SCHEDULE B

SCHEDULE B: 2025-2026 WORK PLAN																
	Eastern	Total Hours	PM	AA	CR	KT	MO	GB	MS	LG	MM	EH	AVD	NS	JM	Con
	SPECIES															
1110	Population Monitoring	2101		8	70	52	544	72	93	0	662	92	216	144	148	0
1120	Harvest Assessment	786		12	40	12	292	24	20	70	62	16	36	186	16	0
1130	Fish Salvage	0		0	0	0	0	0	0	0	0	0	0	0	0	0
1140	Hatchery Operations	3128		0	4	12	128	1310	1038	420	16	0	76	124	0	0
1160	Liberations	134		0	0	0	4	30	80	20	0	0	0	0	0	0
1170	Regulations	80		0	0	0	40	0	0	0	20	0	8	4	8	0
1180	Control	36		0	0	0	0	0	0	0	16	0	0	14	6	0
	Total	6265		20	114	76	1008	1436	1231	510	776	108	336	472	178	0
	HABITAT															
1210	Resource Management Act	1538		0	0	0	98	0	0	0	24	1264	0	0	152	0
1220	Works & Management	970		0	0	0	8	0	0	0	36	60	0	406	460	0
1230	Assisted Habitat	658		0	0	0	0	0	0	0	150	24	24	16	444	0
1240	Assessment & Monitoring	72		0	0	0	0	0	0	0	16	16	0	16	24	0
	Total	3238		0	0	0	106	0	0	0	226	1364	24	438	1080	0
	CUSTOMER SERVICES															
1310	Access	670		0	50	4	24	8	8	0	170	0	216	174	16	0
1330	Newsletters	276		0	4	8	28	20	98	0	46	24	20	4	24	0
1340	Other Publications	30		0	6	0	4	0	12	0	4	0	4	0	0	0
1350	Training	807		0	110	83	162	12	114	0	60	28	54	40	144	0
1360	Club Relations	36		0	0	0	12	0	4	0	4	0	8	4	4	0
1370	Huts	50		0	6	2	12	0	4	0	0	0	20	6	0	0
	Total	1869		0	176	97	242	40	240	0	284	52	322	228	188	0
	PUBLIC INTERFACE															
1410	Liaison	205		120	0	0	40	0	0	0	20	8	13	0	4	0
1420	Communication	168		68	0	0	48	0	8	0	24	4	4	4	8	0
1440	Public Promotions	146		40	10	20	20	8	8	0	8	8	8	8	8	0
1450	Visitors/Education	681		0	16	36	20	141	24	400	12	4	8	20	0	0
	Total	1200		228	26	56	128	149	40	400	64	24	33	32	20	0

SCHEDULE B

		Total Hours	PM	AA	CR	KT	MO	GB	MS	LG	MM	EH	AVD	NS	JM	Con
	Eastern COMPLIANCE															
1510	Ranging	1146		16	0	0	42	32	36	180	36	36	326	380	62	0
1520	Ranger Training	116		4	0	0	4	4	4	8	4	8	60	12	8	0
1530	Compliance	308		0	0	0	0	0	0	0	0	0	300	8	0	0
	Total	1570		20	0	0	46	36	40	188	40	44	686	400	70	0
	LICENCING															
1610	Licence Production/Distributi	146		0	50	92	4	0	0	0	0	0	0	0	0	0
1620	Agent Servicing	91		0	20	5	4	0	0	0	4	4	24	20	10	0
	Total	237		0	70	97	8	0	0	0	4	4	24	20	10	0
	COUNCIL															
1710	Council Elections	0		0	0	0	0	0	0	0	0	0	0	0	0	0
1720	Council Meetings	707		280	28	128	60	19	27	0	64	31	31	12	27	0
	Total	707		280	28	128	60	19	27	0	64	31	31	12	27	0
	PLANNING & REPORTING															
1810	Management/Strategic Planr	290		100	0	0	40	0	50	0	40	0	0	0	60	0
1820	Annual Plan	104		40	0	40	4	0	4	0	4	4	4	0	4	0
1830	Reporting	466		60	40	117	38	24	32	0	34	32	32	26	31	0
1840	National Liaison	264		102	0	16	16	0	30	0	40	40	20	0	0	0
	Total	1124		302	40	173	98	24	116	0	118	76	56	26	95	0
	INPUTS															
	ADMINISTRATION															
1910	Salaries	50		0	0	50	0	0	0	0	0	0	0	0	0	0
1920	Staff Expenses	851		150	64	97	64	64	64	20	64	64	72	64	64	0
1930	Staff Houses	53		0	5	20	0	4	4	4	0	0	8	0	8	0
1940	Office Premises	40		0	20	20	0	0	0	0	0	0	0	0	0	0
1950	Office Equipment	72		0	2	10	0	0	0	0	60	0	0	0	0	0
1960	Communications/Consumab	22		0	12	10	0	0	0	0	0	0	0	0	0	0
1970	General	1847		780	320	580	16	8	12	0	20	11	22	40	38	0
1980	General Equipment	100		0	0	0	2	4	4	4	2	0	44	40	0	0
1990	Vehicles	111		4	15	16	6	0	6	2	32	6	6	12	6	0
	Total	3146		934	438	803	88	80	90	30	178	81	152	156	116	0

SCHEDULE B

	Eastern	Total Hours	PM	AA	CR	KT	MO	GB	MS	LG	MM	EH	AVD	NS	JM	Con
	TOTAL	19,356	0	1,784	892	1,430	1,784	1,784	1,784	1,128	1,754	1,784	1,664	1,784	1,784	0
	Input	3,146	0	934	438	803	88	80	90	30	178	81	152	156	116	0
	Output	16,210	0	850	454	627	1,696	1,704	1,694	1,098	1,576	1,703	1,512	1,628	1,668	0

SCHEDULE C

SCHEDULE C: OUTPUT TOTALS															
Eastern	Total Hours	PM	AA	CR	KT	MO	GB	MS	LG	MM	EH	AVD	NS	JM	Con
Project															
Species Management Expenditure	6265		20	114	76	1008	1436	1231	510	776	108	336	472	178	0
Habitat Protection & Management	3238		0	0	0	106	0	0	0	226	1364	24	438	1080	0
Angler/Hunter Participation	1869		0	176	97	242	40	240	0	284	52	322	228	188	0
Public Interface	1200		228	26	56	128	149	40	400	64	24	33	32	20	0
Compliance	1570		20	0	0	46	36	40	188	40	44	686	400	70	0
Licencing	237		0	70	97	8	0	0	0	4	4	24	20	10	0
Councils	707		280	28	128	60	19	27	0	64	31	31	12	27	0
Planning/reporting	1124		302	40	173	98	24	116	0	118	76	56	26	95	0
Output Total	16210		850	454	627	1696	1704	1694	1098	1576	1703	1512	1628	1668	0
INPUTS															
Administration	3146		934	438	803	88	80	90	30	178	81	152	156	116	0
Input Total	3146		934	438	803	88	80	90	30	178	81	152	156	116	0
Hawke's Bay	80				50				30						
National Licensing	320				200							120			
Grand Total	19756		1784	892	1680	1784	1784	1784	1128	1784	1784	1784	1784	1784	0