



New Zealand Fish and Game Council

BOARD PACK

for

NZC Meeting #166 24 - 25 November 2023 - Part I

Friday, 24 November 2023

9:00 am (NZDT)

Held at:

Default Location

78 Victoria Street, Wellington Central, Wellington, New Zealand

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AGENDA

NZC MEETING #166 24 - 25 NOVEMBER 2023 - PART I



Name:	New Zealand Fish and Game Council
Date:	Friday, 24 November 2023
Time:	9:00 am to 5:00 pm (NZDT)
Location:	Default Location, 78 Victoria Street, Wellington Central, Wellington, New Zealand
Board Members:	Barrie Barnes, Darryl Reardon, Dave Coll, Dave Harris, Dean Phibbs, Debbie Oakley, Gerard Karalus, Greg Duley, Linn Koevoet, Mike Barker, Steve Haslett, Tom Kroos
Attendees:	Carmel Veitch, Corina Jordan, Helen Brosnan, Jane Hutchings, Maryse Ropiha

1. Procedural Matters

1.1 Open Meeting/Welcome: NZC Meeting #166 24-25 November 2023

Barrie Barnes

1.2 Apologies/Declaration of Interests

Barrie Barnes

Supporting Documents:

1.2.a	2023 NZC Member Interests Register.docx	12
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1.3 Health & Safety Briefing

Maryse Ropiha

1.4 Confirmation of Agenda & Urgent Items

Barrie Barnes

1.5 Confirm Minutes NZC Meeting #165 18 & 19 August - Part I

Barrie Barnes

1.6 Matters Arising

1.7 NZC Action Schedule

Corina Jordan

Supporting Documents:

1.7.a	NZC Action Schedule Part I.docx	15
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1.8 NZC Risk Register

Corina Jordan

Supporting Documents:

1.8.a	Risk Register - 31 October 2023.pdf	16
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2. Decision Items

2.1 NZC Performance Report

Carmel Veitch

Supporting Documents:

2.1.a	NZC Performance Report - cover paper.docx	19
2.1.b	Draft NZC Performance Report 2023.pdf	21

2.2 Appointment of Patron for Fish & Game NZ

Corina Jordan

Proposal for the appointment of Dame Linda Topp as Patron of Fish & Game NZ

Supporting Documents:

2.2.a	Appointment of Patron for Fish & Game NZ.docx	84
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2.3 Organisational Strategy & 2024/25 Strategic Priorities

Corina Jordan

Supporting Documents:

2.3.a	Organisational Strategy - Cover Paper.docx	88
2.3.b	Draft Organisational Strategy - Nov 2022.pdf	91
2.3.c	Fish & Game Org Strategy - Track Changed.docx	99
2.3.d	2023-2026 Business Plan - Sept 2023.pdf	118

2.4 RMA/Legal Fund Update

Corina Jordan

Supporting Documents:

2.4.a	RMA Legal Fund Update Cover Report.docx	142
2.4.b	Table 1 RMA Legal Fund as at 31 October 2023.pdf	145

2.5 RMA Legal Fund Application

Corina Jordan

Supporting Documents:

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2.5.b	Appendix 1 - RMA legal fund application.docx	150
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2.5.d	Nov 2023_RMA Application - Practice Notes.docx	156
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2.6 Research Fund Applications & Monitoring Programme Update

Corina Jordan

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2.6.b	FGNZ Women Angler Study Report.pdf	165
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2.6.d	Research Project Funding Application - Climate Change 2023.docx	314
2.6.e	Trout Climate Change Proposal.docx	317

2.7 Sports Fish and Gamebird Notices & Regulations

Corina Jordan

Supporting Documents:

2.7.a	SFG Notices & Regulations.docx	321
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2.8 Public Access Advocacy Strategy

Corina Jordan

Supporting Documents:

2.8.a	Access Advocacy - cover paper.docx	325
2.8.b	Access Advocacy and Issues.docx	328

2.9 23-24 Annual Budget & Meeting Schedule

Maryse Ropiha & Carmel Veitch

Supporting Documents:

2.9.a	2023-24 Annual Budget & Meeting Schedule - Cover Paper.docx	332
2.9.b	2023-2024 Meeting & Budget Schedule.docx	336

2.10 Consultation Feedback on Policies

Jane Hutchings

1. Policy on Setting National Policy
2. Staff Code of Conduct
3. Conflict of Interests Policy
4. Performance Management Policy

Supporting Documents:

2.10.a	Policyon setting national policies feedback cover paper.docx	339
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2.11 Health & Safety Policies

Jane Hutchings

Supporting Documents:

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2.12 Governance Code of Conduct

Jane Hutchings

Supporting Documents:

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2.12.b	Draft Governance Code of Conduct.docx	402

2.13 DoC Health & Safety Presentation

Director of Health and Safety DoC, Harry Maher, to provide presentation to NZC about Health and Safety (online)

2.14 GBHT Report

Carmel Veitch

Supporting Documents:

2.14.a	GBHT 2023 Report.docx	405
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2.15 Staff Development Fund Application

Supporting Documents:

2.15.a	Staff Development Grant - cover paper.docx	407
2.15.b	Staff Development Grant Application.docx	410

2.16 Public Excluded Motion

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

Supporting Documents:

2.16.a PE Motion - Part I.docx

417

3. Public Excluded/Part II

3.1 Confirm Public Excluded Minutes 18 & 19 August NZC - Part II

Barrie Barnes

NB: [Part II Public Excluded] minutes of the NZC meeting #165 held on 18 & 19 August 2023.

3.2 Legal Opinions/Legally Privileged & Confidential

3.3 Chair's Report (Verbal)

Barrie Barnes

3.4 Project Feedback

Corina Jordan

3.5 Magazine

Corina Jordan

3.6 Wildlife Act Review Update (Verbal)

Corina Jordan

3.7 NZC Correspondence - Part II

Barrie Barnes

3.8 NZC CEO Appraisal - NZC Members Only (Confidential)

Barrie Barnes

That the public & staff be excluded from the proceedings

4. Items for Information

4.1 Resolutions to come out of Public Excluded

4.2 Ranger & Maritime Compliance Update

Corina Jordan

Supporting Documents:

4.2.a NZC Maritime Compliance Update.docx

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4.2.b NZC Ranger Compliance Update.docx

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4.3 NZC Finance Report

Carmel Veitch

Supporting Documents:

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4.4 NZC CEO Report

Corina Jordan

Supporting Documents:

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4.5 SFGMP Guidelines

Corina Jordan

Supporting Documents:

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4.5.c	DRAFT SFGMP Guide V4 10 November 2023.docx	456

4.6 Communications Update

Corina Jordan

Supporting Documents:

4.6.a	NZC Communications Report.docx	467
4.6.b	Media reports 2023 July August September.docx	472

4.7 Rakaia Water Conservation Order Update

Supporting Documents:

4.7.a	Progress Report Rakaia River.docx	510
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4.8 Governance Training Update

Maryse Ropiha

NB: The Governance Training Update paper will be uploaded prior to the meeting and included in the hard copy of members Board Pack.

Supporting Documents:

4.8.a	Governance Training Update - cover paper.docx	515
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4.9 Health & Safety Report

Jane Hutchings

Supporting Documents:

4.9.a	Health and Safety Report.docx	520
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4.10 Licence Working Party & Sales Update

Carmel Veitch & Corina Jordan

Supporting Documents:

4.10.a	LWP & Licence Sales Update - cover report.docx	521
4.10.b	Licence Systems Management Report.docx	524
4.10.c	LWP Bi monthly version 2.docx	527

4.11 Sub-Committee Reports

- Research Sub-Committee (led by Tom Kroos)
- Executive Committee, Future Structure Working Group, Future Finance Working Group - key action points and important notes/updates to be provided (verbal or written).
- Taupō Fishery Advisory Committee Update (Debbie Oakley)

Supporting Documents:

4.11.a	RSC Agenda Items November 2023.docx	534
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4.12 NZC Correspondence Register

Corina Jordan

Correspondence received for NZC information.

Supporting Documents:

4.12.a	NZC Correspondence Register.docx	535
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4.13 General Business

Barrie Barnes

4.14 List of Acronyms

Supporting Documents:

4.14.a	List of Acronyms.pdf	537
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5. Close Meeting

5.1 NZC Meeting Adjourned Friday 24/11 to be Reconvened Saturday 25/11

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

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

Register of Fish & Game NZ Council Member Interests

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

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

Barrie Barnes	
Position	F&G NZ Council (Chair)
Responsibilities	Executive Committee (Chair) Future Finance Working Group (ex officio) Future Structure Working Group (ex officio)
Term	2021 – 2024 Feb 2023 (Elected Chair)
Interests	Declared: 23/08/22
Owner	I Love Fly Fishing
Treasurer	North Shore Flyfishers Inc
Foundation Member	Alpha Pistol Club
Darryl Reardon	
Position	F&G NZ Council Member
Responsibilities	Future Structure Working Group member
Term	2021 - 2024
Interests	Declared: 10/12/21 - <i>Nothing to Declare</i>
Dave Harris	
Position	F&G NZ Council Member
Responsibilities	Future Structure Working Group member
Term	2021 - 2024
Interests	Declared: 4/12/21 - <i>Nothing to Declare</i>
Dave Coll	
Position	F&G NZ Council Member
Responsibilities	Executive Committee member
Term	2021 - 2024
Interests	Declared: 4/12/21 - <i>Nothing to Declare</i>

Gerard Karalus	
Position	F&G NZ Council Member
Responsibilities	Future Structure Working Group (Chair) Future Finance Working Group (ex officio as FSWG Chair)
Term	2021 - 2024
Interests	Declared: 4/12/21
Member	Tongariro & Lake Taupo Anglers Club
Owner/occupier	Misty Creek Trust (small beef farmer)
Independent Contractor	Dairy Trust Taranaki
Dean Phibbs	
Position	F&G NZ Council Member
Responsibilities	Future Finance Working Group (Chair) Executive Committee member
Term	2021 - 2024
Interests	Declared: 7/12/21
General Manager Finance	Buller Holdings Ltd
Trustee	Buller Electric Power Trust
Debbie Oakley	
Position	F&G NZ Council Member
Responsibilities	Future Finance Working Group Executive Committee member
Term	2021 - 2024
Interests	Declared: 4/12/21
Director/shareholder	Several horticultural companies/entities (Kiwifruit growers)
Greg Duley	
Position	F&G NZ Council Member
Responsibilities	Executive Committee member
Term	2021 - 2024
Interests	Declared: 4/12/21 & 23/08/22
NZ Hunter	Magazine & TV Show
Member	New Zealand Conservation Authority

Linn Koevoet	
Position	F&G NZ Council Member
Responsibilities	Central South Island Regional Council (Chair)
Term	2021 - 2024
Interests	Declared: 4/12/21
Administration & Committee member	Waitaki River Volunteer Salmon Hatchery
Sector Coordinator	Civil Defence
Tom Kroos	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 - 2024
Interests	Declared: 23/08/22
Company Director	Wildlife Services Ltd
Mike Barker	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 - 2024
Interests	Declared: 10/02/23- <i>Nothing to Declare</i>
Steve Haslett	
Position	F&G NZ Council Member
Responsibilities	
Term	2021 - 2024
Interests	Declared: 10/02/23
Advisor	Environmental Health Intelligence NZ (including water quality) - Statistical Research
Extended Family	ECAN/Brother-in-law Chair of Risk, Finance & Audit Committee

NZC Action Schedule – Part I

Item	Action	Responsibility	Meeting date	Status	Due date
1.	Investigate the provision for a member to be counted as present when attending a meeting via audio or audiovisual link for the purposes of reaching a quorum, and requirements for amending Standing Orders/issuing gazette notices to allow for virtual meetings.	NZC EA	18/08/2023	In progress.	16/02/2024
2.	Review insurance every 3-4 years, and/or provide webinar to Regional Managers & Chairs on insurance and indemnity. Investigate incorporating this as part of Councillors induction pack.	NZC CEO	18/08/2023	In progress.	16/02/2024
3.	Include a deep dive/workshop on the NZC Agenda/Work Plan on Fish and Game magazines.	NZC CEO	18/08/2023	Completed. Included in 24 & 25 November 2023 as agenda item for review and consideration by NZC.	24/11/2023
4.	NZC staff to prepare updated Budget paper for the NZC August 2023 meeting for the 2023/24 planning year to ensure that the Licence fee submission is presented to the Minister along with the Fee and Forms Notice and the Anglers Notice.	NZC CEO	26/06/2023	Completed	18/08/2023
5.	Include visa classification clarification in the Residency Definitions paper for the 18 August 2023 meeting.	NZC CEO	15/06/2023		18/08/2023
6.	The Future Finance and Future Structure Working Groups' Terms of Reference to be approved by the New Zealand Fish and Game Council.	FFWG & FSWG	21/04/2023	Completed	18/08/2023
7.	Suggested that an audit on existing policies be undertaken.	NZC Policy Staff	21/04/2023	In progress as part of policy review.	
8.	NZC staff to investigate whether there was scope for a national policy covering licence fee collection.	NZC Policy Staff	21/04/2023		

Risk Register			As at 31 October 2023
Risk Type	Description	Mitigation	Risk Code
Operational/assets			1 to 4
	Flood, fire, theft, earthquake	Insurance, alarms, theft prevention, key codes changed	3
	Internet, files storage and security	Security software up to date, Internet supplier agreement in place	4
	Physical files	Security software up to date, Internet supplier agreement in place	3
Financial			
	Reliance on licence income	Secure other sources of income	3
	Ongoing or new pandemic impact on Non residents	Use of reserves	2
	Investment income weak	Reduced reliance on interest revenue	2
	Depleted reserves		2
	Fraud	Fraud prevention measures in place and audited	4
	Declining licence sales	R3 programme	1
	Licencing system failure	Contracts in place and being monitored	3
	Agent commission increase	Progressive movement to online sales	2
	NZC levies/constraints on reserves	Levy setting system being reconsidered, current policy on reserves across regions and NZC to be reviewed & socialised	3
Human resource			
	Pay and conditions of staff	Retain good working conditions, review JD's & job sizing with Strategic Pay and test against market.	3
	Loss of key staff and recruitment of required skills	Promote professional development opportunities, incorporate resilience and cultural support and address capacity and capability gaps.	2
	Succession planning	CE to have succession plans in place to ensure transition of institutional knowledge.	2
	Recruitment	Reassessment of staffing budget against needs of office, go to market on existing positions, plan to address perceived staffing gaps.	1
	Staff stress and wellbeing	Monitoring in place and regular contact through one on one meetings. Seeking to fill two vacancies. Development of individualised My Plans linked to strategic priorities. Encourage staff to take time off. NB Would be 3 excluding cultural challenges across organisation.	2
	NZC Office Culture	Maintain positive and transparent workplace culture	4
	Inter-office staff culture	Establish training in resilience and culture, more face time and establish subject matter teams across organisation, reinstate annual staff conferences.	3
	NZC Governor/staff culture	Training on culture, reestablishing boundaries, building trust and cohesion, creating culture of kindness.	3
Governance			
	Governance and Cr skill level	Governance and chair training, coopting specialist skills and education	2
	Rogue Councillors	Use and knowledge of standing orders and governance policies.	3
	Representation	Encouragement of diversity (and gender) at elections, encourage diverse appointments to NZC	2
	Councillor safety	No addresses, limited personal info	4
	Culture	Training for governors on culture and governance.	2
	Disconnect between customers and governors	Increase awareness of process of NZC and opportunities for public engagement.	4
Strategic			
	Lack of organisation strategy	Work across organisation to collectively build organisational strategy and implement.	1
	Lack of organisational strategic implementation plans	Work across organisation to collectively build organisational strategy implementation plans.	1

Risk Register		As at 31 October 2023	
Risk Type	Description	Mitigation	Risk Code
Reputational			
	Social Licence	Gather insights on what licence holders, wider stakeholders and public think and feel of Fish and Game to inform social licence campaign, increasing social media profile of organisation, commissioning analysis report summarising last decade of environmental activities undertaken by Fish and Game. Pull together report looking at public benefit organisation has provided.	2
	Public perceptions of Fish and Game	Broaden awareness and respect for Fish and Game through social licence campaign, including comms and advocacy	2
	Perceptions of trout	Promote value of trout- commercial, recreational, tablefare.	2
	Catch and release	Promote sustainable harvest	2
	Perceptions around hunting	Promote sustainable harvest and ethical shooting.	2
	Diversity of membership and Council - 'Pale stale male'	Recruitment at elections, encouragement of diversity through R3 planning.	3
	Low trust for alternative sources of income (NC example)	Positive projects promoted with alternative sources of income (bequests)	4
	Seen as adversarial and litigious	Comms strategy to better articulate reasons of objections and legal actions	2
Social/demographic			
	Perceived value of introduced trout and ducks diminishing?	Value to be promoted through communications plan	2
	Population is diversifying and increasingly urban	R3 programme to target specific audiences	1
	Older population (baby boomers) aging out of sport	R3 programme	2
	Rural community trust in F&G low	Regain trust via regular contact on positive projects - Catchment groups, wetland enhancement projects (strategic priority 20-23)	2
Species/Population			
	Sedimentation of waterways	Govt intervention should slow the pace of inputs. Removal may be challenging.	2
	Species interactions - natives V introduced	Engage and support research on this. Collaborate with manawhenua on research projects to build understanding of values & joint ownership of solutions.	1
	Ducks as pests/contributor to ecoli levels	Research?	3
	Searun Salmon fishery collapse	Season bag limit - adaptive management	2
	New incursions of pest fish species	Monitoring?	3
	Increase in gamebird populations/increased crop predation.	Population monitoring for Mallards and Parries in place	3
	Cultural Harvest	Facilitate and encourage engagement with iwi & consideration to support legislative changes	2
Political			
	DOC advocacy positions	Strategic priority 20-23 to engage and support stakeholder groups	3
	RMA/NBEA review	Govt announced recently the review of RMA and programme to implement new acts covering protection of habitat. Habitat of Trout and salmon likely to be removed	1
	Wildlife Act Review	Engagement with DOC and through Wildlife Working Group	1
	Conservation Act Review	Engagement with EDS & DOC	1
	Ministerial Review	Details to come. Could have large impact on governance of F&G councils	2
	NPS -FM/NES implementation for wetlands and maimai's	Presently writing to MFE and talking to ORC about fast track consenting. National issue	3
	Relationship with Minister of Conservation	Maintain quarterly meetings	4
	Relationship with DOC	Continue to build strong relationships with DOC.	3
	Treaty of Waitangi and our obligations	Strategic priority 20-23 to engage with iwi more regularly and meaningfully	2
Compliance and prosecutions			
	Perceptions about F&G prosecutions	Prosecution guidelines in place and regularly reviewed. Public interest test considered	3

Risk Register		As at 31 October 2023	
Risk Type	Description	Mitigation	Risk Code
Environmental			
	Didymo, lake snow etc more pests	Assisting Biosecurity with messaging. Promotion of Check, clean,dry through our own publications	2
	Climate change - heat/flooding	Climate change research? Return of flows to rivers through plan changes	1
	Declining water quality and quantity	Pressure on regional councils plans and recording of complaints	1
	Biosecurity - fish and bird diseases	Monitoring and reporting of incidents and observations to BNZ	3
	Intensive land use/ urban sprawl - reduced access	Pressure on regional councils to monitor. Reporting on issues	2
	Gravel extraction/ river straightening/ willow problems	Regional councils global consent for river works up for renewal. F&G input with other stakeholders.	4
	Carbon Farming - Forestry in headwaters	National advocacy, supporting regional engagement with district plans	2
Contractors/third party risks			
	Contractors	Check values align. Annual work programmes from FOBC	4
	Rangers and Volunteers	CE working with National Compliance Coordinator to review current systems.	2
Health & Safety			
	Mental stability, stress, personal conflicts	Open door policy with CE for raising issues. H&S manual covers identification of risk factors	2
	Fire and emergency	Regular fire drills, emergency contacts on list at office.	3
	Ranger Safety	Vetting and approval process	3
Product quality/value			
	Decreasing perception of value of trout and ducks	Trout/Ducks promoted as highly valued species through comms channels	2
	Reducing perception of value for money in licence	Communications plan to sell benefits. R3 plan to make people more successful. Ranging to check licences.	2
	Licence category choices	Review of licence categories initiated.	4
	Reduced access availability	Identification of public access points (project in 2020-2023 priorities). Improved relationships with landowners	2

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

NZC Draft Performance Report

NZ Fish & Game Council Meeting 166 – 24 & 25 November 2023

Prepared by: Carmel Veitch, CFO NZ Fish and Game Council.

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the NZ Fish and Game Council (NZC) seeks approval for the Annual Performance Report for the year ended 31 August 2023.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information in the Annual Performance Report for the NZ Fish and Game Council for the year ended 31 August 2023; and
2. Approves the NZ Fish and Game Council Performance Report as at 31 August 2023.

Whakarāpopoto - Executive Summary

2. Attached is a copy of the draft NZ Fish and Game Performance Report for the year ended 31 August 2023 for consideration and approval.

Takenga mai - Background

3. Included within the draft Performance Report is the Statement of Service Performance (SSP). This is in a new format from last year due to a new accounting standard. At the time of writing this paper, no feedback had been received from the Auditors on changes required. The SSP has been developed based on the new strategic priorities, which tells our story and our outputs/impacts for the year.
4. This Statement of Comprehensive Revenue and Expense records a deficit of \$93,432 against a budget deficit of \$541,474.
5. The Audited reports will be presented at the NZC November meeting, however, we are unsure at this stage what changes will be presented.
6. A Management report should also be received with the Audit report.

Kōrerorero - Discussion

7. For the Year ended 31 August 2023, the NZ Fish and Game Council posted a deficit of \$93,432.
8. The variance to budget (\$448,000 being the deficit budget if \$541,000 compared to the \$93,000 actual deficit) is due to the three areas listed below:
 1. Increase in interest revenue (\$110,000).
 2. Underspend on Ministerial Review costs, which have been transferred to 2023/24 (\$250,000).
 3. Personnel costs have been underspent due to staff vacancies, again a budget that has been transferred to 2023/24 (\$120,000).
9. Overspend in habitat protection and angler and hunter participation (-\$88,000 & -\$57,000 respectively).
10. A more detailed analysis will be presented at the meeting with finalised accounts sent to NZC members prior to the meeting.
11. The report demonstrates that NZC move into the 2023/24 year in a sound position, however, there are many financial challenges ahead for the 2023/24 year.



PERFORMANCE REPORT OF THE

NEW ZEALAND FISH AND GAME COUNCIL

**FOR THE YEAR ENDED
31 AUGUST 2023**

Presented to the House of Representatives pursuant to Section 26X of the Conservation Act 1987.

DRAFT

New Zealand Fish and Game Council

DATE 30 October 2023

Minister of Conservation
Parliament Buildings
Wellington

Dear Minister

I have the honour to submit, pursuant to Section 26X of the Conservation Act 1987 and Section 44 of the Public Finance Act 1989, the Performance Report of the New Zealand Fish and Game Council for the year ending 31 August 2023.

Yours faithfully

Chair
New Zealand Fish and Game Council

DRAFT

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ENTITY INFORMATION

Legal Name

New Zealand Fish and Game Council.

Type of Entity and Legal Basis

The New Zealand Fish and Game Council is a Public Entity under the Public Finance Act 1989 (Schedule 4). The Council was established on 4 May 1991 with the passing of the Conservation Law Reform Act 1990.

Mission and Statutory Functions

New Zealand and Game Council was established for the purposes of the management, maintenance, and enhancement of sports fish and game birds in the recreational interests of anglers and hunters.

The Council has statutory responsibilities established by the Conservation Act 1987 (including the Freshwater Fisheries Regulations 1983) and the Wildlife Act 1953 (incl. the Wildlife Regulations 1955)

Particular functions of the New Zealand Fish and Game Council include:

- monitoring sports fish and game bird populations;
- monitoring the success and satisfaction of users;
- monitoring the condition and trend of ecosystems as habitats for sports fish and game birds;
- maintaining and improving access;
- maintaining and enhancing the habitat of sports fish and game birds;
- formulating and establishing regulations and policies which ensure the maintenance of sports fish and game bird 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.

The Council's operations are based on an organisational strategy that sets long-term goals and priorities.

Structure of New Zealand Fish and Game Council

Fish and Game New Zealand is the collective brand name of the New Zealand Fish and Game Council and 12 regional Fish and Game Councils, established in 1990 to represent the interests of anglers and hunters and provide coordination of the management, enhancement, and maintenance of sports fish and game (Section 26B of the Conservation Act 1987).

The New Zealand Government expects Fish and Game New Zealand to oversee the effective management of the country's sports fish and game resources carried out by 12 regions. To do this, the New Zealand Fish and Game Council has a number of formal statutory powers, but the need for the whole organisation to work co-operatively in the interests of anglers and hunters is just as important.

Both the New Zealand Fish and Game Council and the 12 regional Fish and Game councils are public entities.

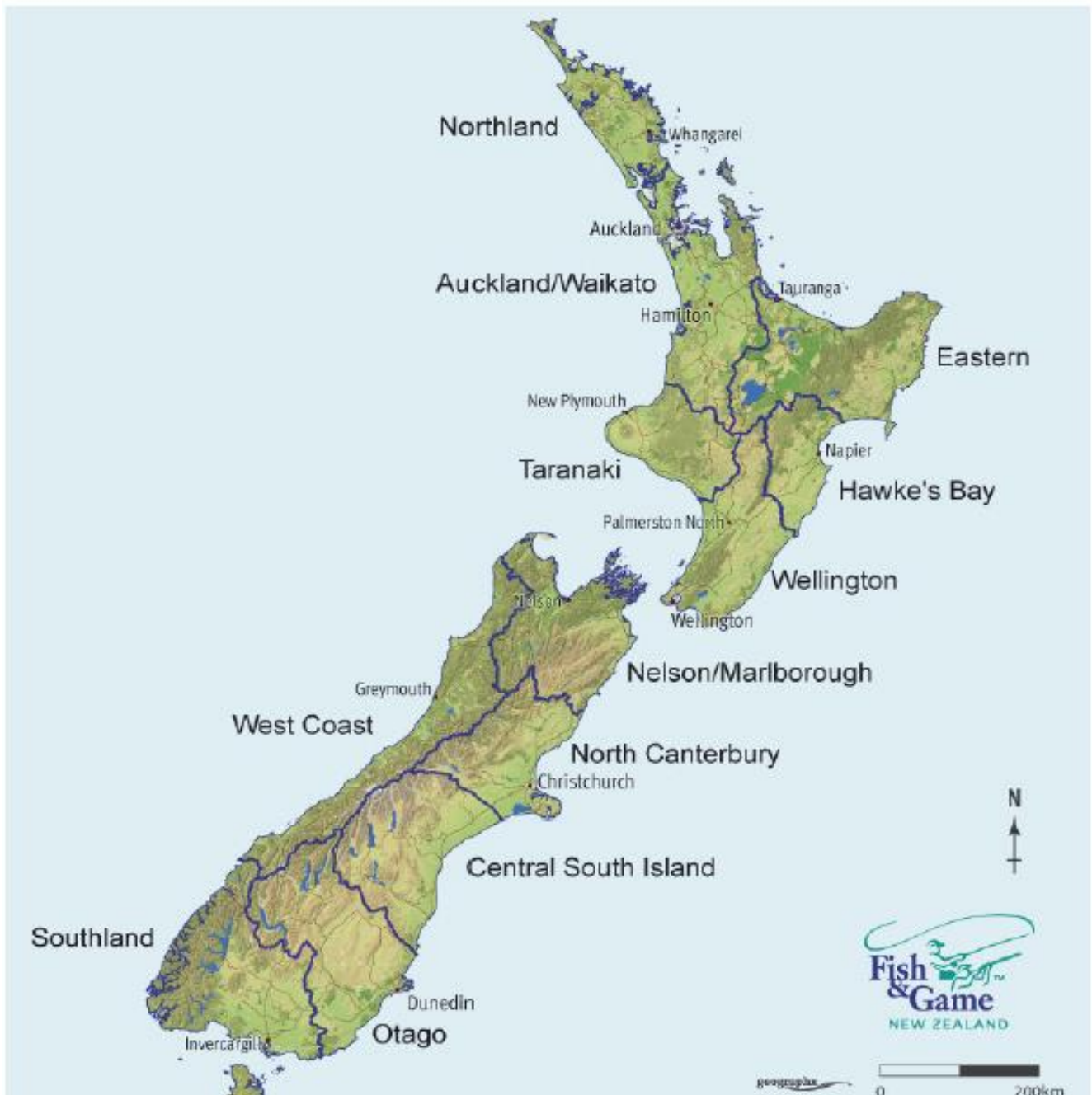
The Council currently consists of 12 councillors who were elected in December 2021. Councillors are elected three yearly by fish and game licence holders in New Zealand.

The Council meets a minimum of six times each year at sites around New Zealand that enable licence holders to attend one or more Council meetings should they desire.

The NZC Chief Executive Officer is responsible for the day-to-day operations and reports to the Council. Six other full and part-time staff support the Chief Executive Officer in delivering the Council's objectives.

Ray Grubb was the Council Chair until November 2022, when Greg Duley was appointed Acting Chair until February 2023. Barrie Barnes is the current Council Chair and was elected on 10 February 2023.

FISH & GAME REGIONS



Council and Staff

Council Members	Fish and Game Region	Meetings Attended	Dates held in position
Darryl Reardon	Northland	4	4 December 2021- Current
Barrie Barnes - Chair	Auckland /Waikato	6	4 December 2021- Current
Gerard Karalus	Taranaki	6	4 December 2021- Current
Debbie Oakley	Eastern	5	4 December 2021- Current
Greg Duley	Hawke's Bay	5	4 December 2021- Current
Steve Haslett	Wellington	4	10 February 2023 - Current
Tom Kroos	Nelson/Marlborough	5	23 August 2022 - Current
Dean Phibbs	West Coast	5	4 December 2021- Current
Dave Coll	North Canterbury	6	4 December 2021- Current
Linn Koevoet	Central South Island	6	4 December 2021- Current
Mike Barker	Otago	5	10 February 2023 - Current
Ray Grubb	Otago	1	To November 2022
Dave Harris	Southland	6	10 February 2023 - Current
Richard McIntyre	Wellington	1	4 December 2021 – February 2023

Staff Members**Corina Jordan***Chief Executive Officer***Carmel Veitch***Chief Financial Officer***Rebecca Reed** (to 07/04/23)*Senior Environmental Advisor***Maryse Ropiha** (from 24/04/23)*Executive Assistant***Jane Hutchings** (from 15/03/23)*HR Business Partner***Ann Kingsbury***Accounts and Office Administration***Dr Jack Kos** (to 25/05/23)*Sr Policy and Legal Advisor***Helen Brosnan** (from 12/06/23)*Senior Policy Advisor***Independent Auditors**

Brent Kennerley from Grant Thornton New Zealand Audit Limited, on behalf of the Auditor General

Bankers

ANZ Bank

Offices

The Council office is located at Level 2, The Dominion Building, 78 Victoria Street, Wellington 6011.

Phone: 04 499 4767

Email: nzcouncil@fishandgame.org.nz

Website: <https://fishandgame.org.nz>

CHAIRS REPORT

For the year ended 31 August 2023

New Zealand Fish and Game Council (NZ Council) manages a public resource on behalf of the Crown and is therefore constituted in the Conservation Act 1987. It is unique in New Zealand terms in that it is entirely self-funding, receiving no money from Vote: Conservation even though it is a statutory body. It is widely recognised as the leading advocate for freshwater management, and its activities have a significant wider public benefit than simply the protection of the species that it is responsible for. That is recognised by all political parties, and we acknowledge their willingness to engage with us in our efforts to protect New Zealand's most valuable resources for the enjoyment of all.

The New Zealand Fish and Game Council, established under the Conservation Act 1987, comprises one appointee from each of the 12 regional councils. Under the Act, its functions are set out in Section 26C, which are broadly, in consultation with the regional councils, to develop national policies, advocate for the achievement of Fish and Game's priorities, advise the Minister of Conservation, oversee the electoral system, and coordinate the national interests of the organisation including the distribution of licence fee income. The 12 regional councils operate autonomously once annual budgets have been set through a collaborative process that is coordinated by the NZ Council.

I am the ninth chairperson of the NZ Council and was elected to the position on 10 February 2023.

It is with great pride that I reflect on the accomplishments of the NZ Council over the past year. Since stepping into the role of Chair in February 2023, after serving on the council since 2021, I have witnessed first-hand the dedication and passion that drive our organisation forward. Our commitment to conservation, responsible enjoyment of wildlife, and advocacy for our stakeholders' interests has only strengthened, even as we faced the challenges of the past year.

Empowering Staff and Councils

A significant highlight was the initiation of planning for our Staff Conference, a testament to our commitment to empowering our staff. Scheduled for September in Rotorua, this event was a pivotal gathering for knowledge exchange, strategic planning, and team building, setting the tone for our activities in the coming year.

Professional Development and Governance Training

We reaffirmed our commitment to continuous learning and professional development this year. Our focus on governance training, including five Regional Councillors online workshops, underscores our dedication to maintaining a high standard of leadership. The enthusiastic participation from the Chairs during the two additional dedicated Chairs online workshops has set a new benchmark for engagement and proactive learning within our ranks.

Research and Understanding Stakeholders

Understanding our stakeholders' needs and wants has been a priority. The comprehensive research conducted by Primary Purpose provided valuable insights into our licence holders' attitudes and preferences, informing our future strategies. Furthermore, our national research initiative has given us critical baseline data on public perceptions and attitudes, which will guide our communication and engagement efforts.

Conservation and Compliance Efforts

Our conservation initiatives saw remarkable achievements, with significant investments leading to the creation of new wetland areas. These efforts demonstrate our unwavering commitment to

environmental stewardship. Additionally, we maintained strict adherence to legal standards, ensuring all fishing and hunting activities under our purview complied with current regulations, reflecting our dedication to responsible wildlife management.

Treaty of Waitangi

In our ongoing efforts to uphold the principles of the Treaty of Waitangi, we sought and received expert advice to guide our engagement and ensure our operations respect and incorporate these foundational aspects. This approach is crucial in maintaining trust and fostering meaningful relationships with all communities.

Organisational Future

It is of note that as we consider the future of NZ Council, we have made the start on re-evaluating our business, both financially and structurally nationally. We need to understand in detail and re-evaluate what our present position is and how we can look to implement change, voluntarily and by legislation, that will future proof the organisation, providing relevancy for the decades ahead.

This activity has only just been started and is very much a work in progress as we strive to meet all the challenges, both internally and externally, that such an undertaking presents.

Looking Ahead

As we move into the next financial year, we are guided by a clear sense of purpose, bolstered by the achievements of the past year, namely retaining the habitat protection of trout and salmon in the Natural and Built Environment Bill and maintaining and enhancing the public recreational use and enjoyment of New Zealand's natural environment.

We will continue to focus on our strategic goals, particularly in enhancing stakeholder engagement, advancing our conservation initiatives, and upholding the principles of the Treaty of Waitangi in all our activities.

In closing, I wish to express my deepest gratitude to my fellow council members, our dedicated staff, and all our stakeholders.

Your commitment and support have been invaluable. Together, we will continue to safeguard New Zealand's wildlife and natural habitats for future generations.



Barrie Barnes

Chair, New Zealand Fish and Game Council

STATEMENT OF RESPONSIBILITY

Date

The Council and Management of the New Zealand Fish and Game Council accept responsibility for the accuracy of and judgements used in the preparation of the following Financial Statements and Performance Report, the establishment and maintenance of systems of internal control designed to provide reasonable assurance of the integrity and reliability of financial reporting and the end of year performance information.

In our opinion, the information set out in the following statements and attached notes to these statements fairly reflects the financial position and service performance of the New Zealand Fish and Game Council for the year ending 31 August 2023.

Barrie Barnes

Chair

Corina Jordan

Chief Executive Officer

STATEMENT OF SERVICE PERFORMANCE

Purpose

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

The purpose of the New Zealand Fish and Game Council (NZ Council) is prescribed in S.26 B of the Conservation Act 1987 "to represent nationally the interests of anglers and hunters and provide coordination of the management, enhancement and maintenance of sports fish and game."

Vision

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

Values

TRUST

We are trusted as consistent and capable providers of service to Fish and Game stakeholders and Mana Whenua.

INCLUSION

We recognise and respect the diverse range of perspectives and cultural interests of our stakeholders.

CONNECTION

We are deeply connected, understanding the needs of anglers, hunters, regulators and public interest groups.

SERVICE

We are enthusiastic, professional, kind, and accountable to each other and our community.

Context

This report comes at a time of change for the New Zealand Fish and Game Council. A new Chief Executive commenced in August 2022 and has, over that period, set new goals and approaches to our mahi.

Key to this document is the setting of a new Organisational Strategy 2023–2028.

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

This strategy was developed in 2022 following a Ministerial Review conducted in 2021, which noted that Fish and Game New Zealand plays an important role in environmental advocacy and stewardship. The review also noted that the organisation is relatively unchanged since its establishment in 1990 and identified significant opportunities to strengthen governance and good management practices.

This strategy seeks to implement the [Ministerial Review findings](#), which are critical to the organisation's future. In developing this report, we chose to use the goals set out in the new organisational strategy.

DRAFT

The five goals set our direction for several years, and we felt we should start reporting against measures that support the goals rather than existing outputs. Our judgements on how we selected the various measures were around what mahi we did that was most, or will be the most impactful and substantive for us to attain those goals.

The five key pillars of the strategy are:

UNIFIED AND ENDURING ORGANISATION

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

ATTRACT 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

Māori 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 the Conservation Act.

PUBLIC PERCEPTION AND LEGITIMACY

Understanding and reshaping the public perception of Fish and Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting and well-being through outdoor recreation.

HEALTHY HABITATS AND ECOSYSTEMS

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

WHAT WE DO

At Fish and Game, we know that what's good for anglers and hunters is good for all New Zealanders – clean and healthy waterways and thriving wetlands, sustainable sources of kai, and access to the great outdoors all contribute to our well-being.

We are New Zealand's primary freshwater guardian – we have an outstanding record of achievements in protecting and enhancing the environment, in particular:

- Creating, restoring and protecting wetlands
- Securing Water Conservation Orders which recognise and protect the outstanding values of our lakes and rivers

- Pushing for regional and national policy plans that protect the environment, including setting robust bottom lines for healthy waters
- Working on the ground to restore habitats by revegetating wetlands and riversides
- Being an insights-driven organisation researching species, their habitat and people's values
- We focus on valued introduced species and help protect indigenous non-game species.

We actively monitor species, including through drift diving and electric fishing, and the state of their habitats (freshwater health, physical form and function).

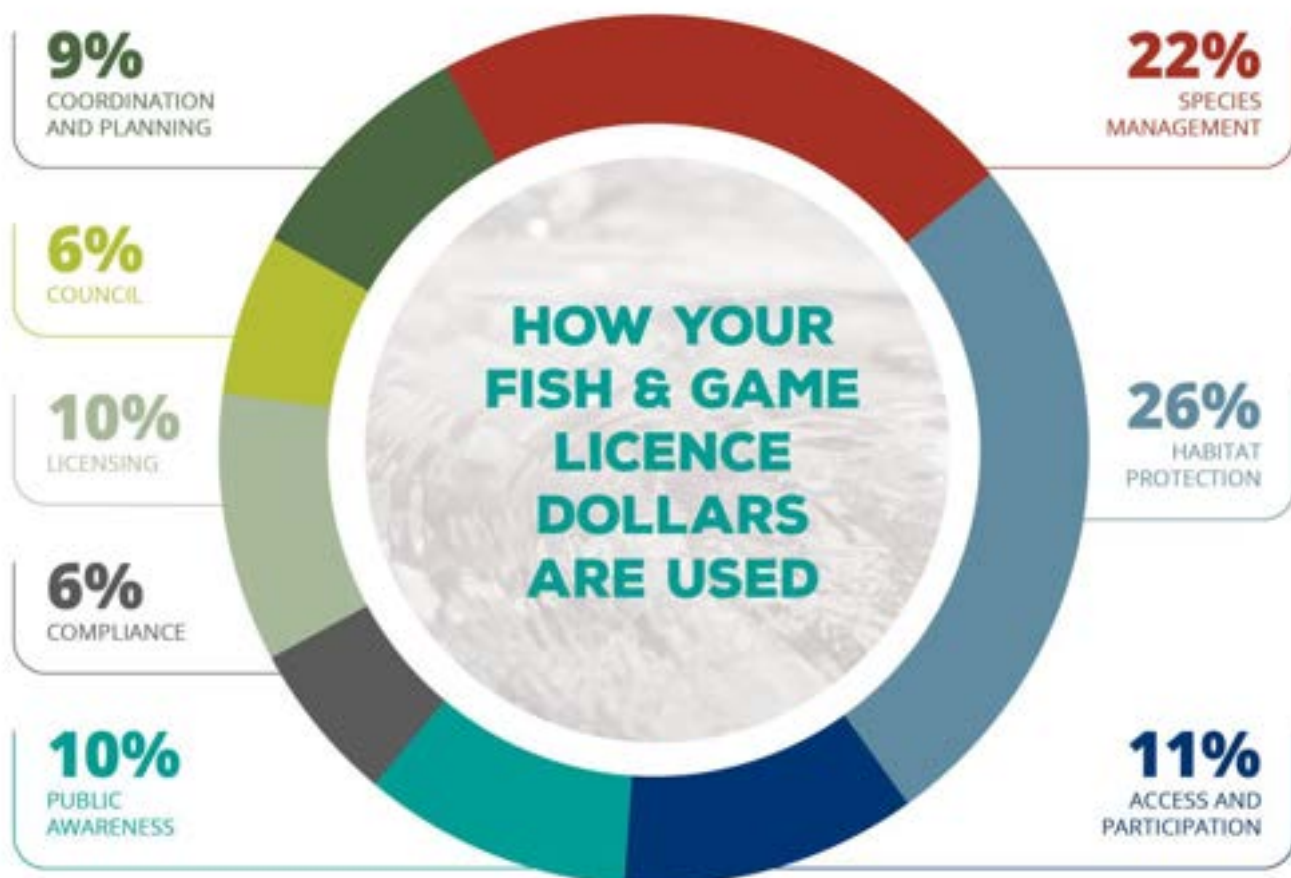
We work to protect and enhance hundreds of kilometres of waterways and wetlands that are home to both native and valued introduced species, maintaining habitats and funding restoration projects.

Nationally and regionally, we advocate to ensure central and local government manage the environment in a way that provides for healthy habitats and species, recognises and enables the recreational use that Kiwis value, and provides access to the natural environment.

We speak directly for around 300,000 people and, in any one year, 150,000 anglers and hunters who hold licences from Fish and Game.

Our advocacy also reflects the experiences and values of the 16% of New Zealanders who go fishing and 7% who hunt.

We value our relationship with government and policy-makers – a strong and enduring partnership is vital if we are to safeguard our freshwater habitats and species for future generations.



Species Management: 22%

Monitoring and surveying species populations; setting season regulations; managing pressure on the resource.

Habitat Protection: 26%

Protecting and enhancing lakes, rivers, streams and wetlands; RMA issues and advocating against consents which impact on valued habitats and providing 'national park' status to our important rivers through Water Conservation Orders.

Access and Participation: 11%

Negotiating and advocating access for licence holders; maintaining a network of access signage, information and brochures; organising special fishing and hunting days.

Public Awareness: 10%

Maintaining public advocacy; schools programme; website and newsletters; community liaison; promoting the right of licenced anglers and game bird hunters to pursue their chosen pastime.

Compliance: 6%

Recruiting, training, equipping and coordinating voluntary rangers, and enforcing regulations to ensure the fish and game resource is sustained.

Licensing: 10%

Providing a nationwide licensing system with a range of licence categories and sales channels that makes it easy to buy a licence and provides the core revenue for Fish & Game NZ.

Council: 6%

Holding regular public meetings of elected councillors to approve regulations and budgets, set policies and provide governance for the Fish & Game system run by licence holders.

Coordination and Planning: 9%

Providing research, planning, reporting and accountability requirements; financial management and general coordination across Fish & Game NZ.

Goal 1 - UNIFIED AND ENDURING ORGANISATION

Given the Ministerial Review findings, we have included in our reporting table some measures important to organisational change that may not be typically recorded in a report like this.

In particular, this relates to the first pillar of being a unifying and enduring organisation.

These measures are included as improvements in this space are required and to recognise there is considerable progress already occurring.

We intend to conduct an annual culture survey, which will include questions about health and safety and staff resilience. This will assist us in reporting the impacts of training and other outputs.

On that note, there are several new measures in the report, so we were unable to provide comparative data for those.

This is because the New Zealand Fish and Game Council, off the back of the Ministerial Review, is prioritising our statutory functions to set policy which is binding across regions in order to create consistency.

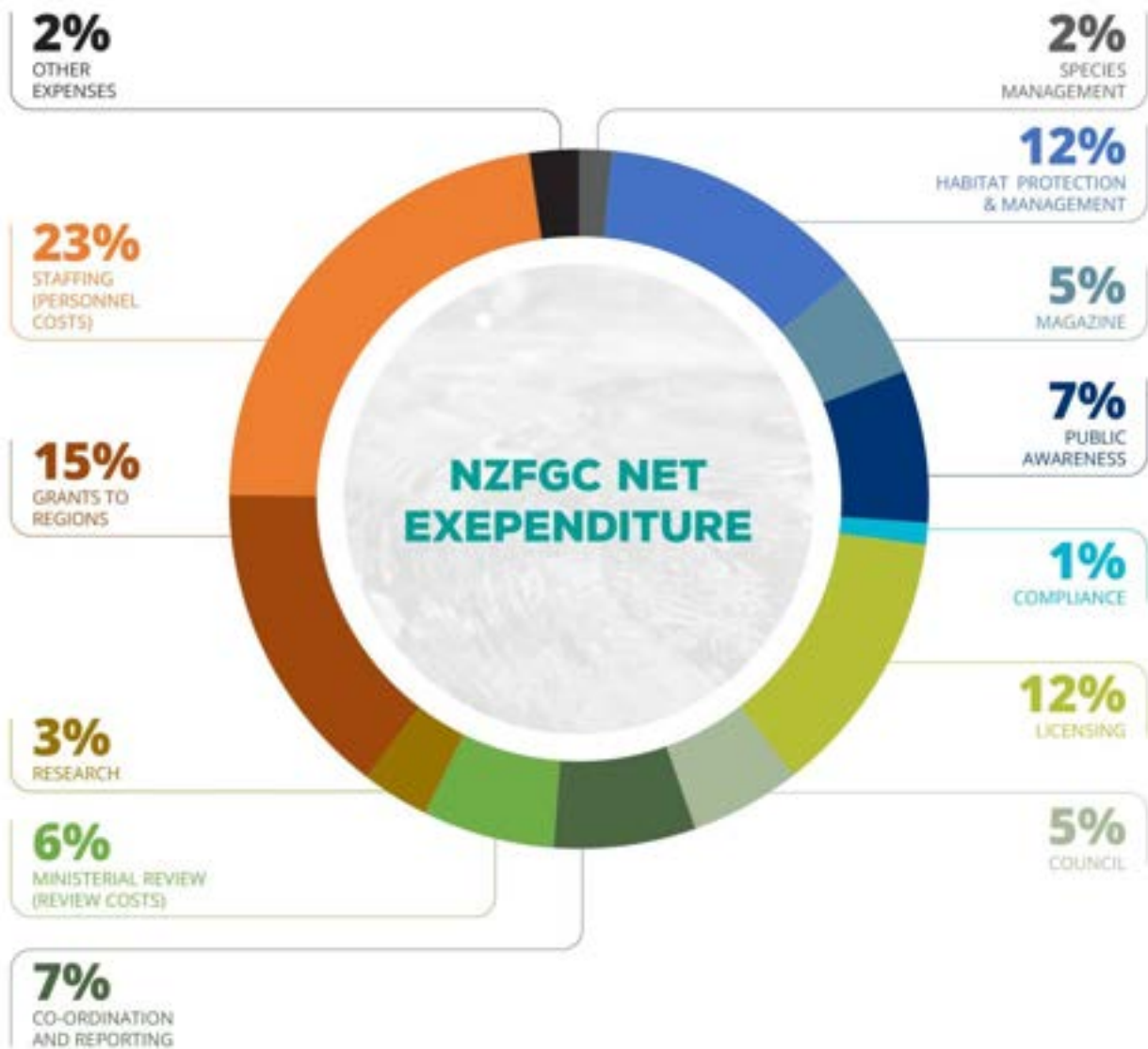
Our functions, under the [Conservation Act 1987](#), are:

- (1) *The functions of the New Zealand Fish and Game Council shall be—*
- (a) *to develop, in consultation with Fish and Game Councils, national policies for the carrying out of its functions for sports fish and game, and the effective implementation of relevant general policies established under the [Wildlife Act 1953](#) and this Act:*
 - (b) *to advise the Minister on issues relating to sports fish and game:*
 - (ba) *in relation to Anglers' Notices and notices for game seasons (under [section 15](#) of the Wildlife Act 1953),—*
 - (i) *to co-ordinate their preparation and recommendation to the Minister for approval:*
 - (ii) *to advise the Minister:*
 - (iii) *to arrange for their publication under the [Legislation Act 2019](#):*
 - (c) *to participate, with the Director-General and other interested parties, in the development of a research programme promoting the management of sports fish and game:*
 - (d) *to oversee the electoral system by which members of Fish and Game Councils are elected:*
 - (e) *to recommend to the Minister an appropriate fee for fishing and hunting licences, after having regard to the views and recommendations of Fish and Game Councils:*
 - (ea) *to recommend to the Minister fees for game hunting guide licences and sports fishing guide licences, after having regard to views and recommendations of Fish and Game Councils:*
 - (f) *to determine, in consultation with Fish and Game Councils, the amount of the levy payable by Fish and Game Councils to the New Zealand Fish and Game Council, from licence sales, for—*
 - (i) *the administration of the New Zealand Fish and Game Council; and*
 - (ii) *redistribution between Fish and Game Councils; and*
 - (iii) *advocacy and research:*
 - (g) *to advocate generally and in any statutory planning process the interests of the New Zealand Fish and Game Council and, with its agreement, of any Fish and Game Council in the management of sports fish and game, and habitats:*
 - (h) *to provide regular reports to Fish and Game Councils:*
 - (i) *to liaise with the New Zealand Conservation Authority:*
 - (j) *to audit the activities of Fish and Game Councils:*

New Zealand Fish and Game Council

- (ja) to recommend to the Minister, after having regard to the views and recommendations (if any) of Fish and Game Councils and the New Zealand Game Bird Habitat Trust Board, an appropriate fee in respect of any game bird habitat stamp and the form of such stamps:
- (jb) to sell or arrange the sale of, in New Zealand or outside New Zealand, game bird habitat stamps and associated products:
- (k) to perform such other sports fish and game functions as the Minister may require.

New Zealand Fish and Game Council have allocated funding in the 2023 year to the following outputs.



In modernising the organisation this financial year, we've strongly focused on investing in our people through connecting them across the organisation, culture training, professional development for our leaders and governance training.

A highlight of the year was planning for our 2023 staff conference, Navigating New Horizons: Shaping the Future of Fish and Game New Zealand.

The theme developed was: We've all got a role to play to turn our new organisational strategy into action. Let's work together to seize the opportunities and tackle the issues in order to achieve our vision.

*Waiho i te toipoto, kaula i te toiroa - Let us keep close together, not wide apart
We strive to make New Zealand a better place, for both nature and people – Ka whakapau kaha matou ki te hanga i a Aotearoa hei wāhi pai ake, mo te taiao me te tangata.*

The decision to hold a conference and planning work to make it happen was an important milestone for the organisation after the scrutiny of the Ministerial Review and a period of uncertainty and disruption across the organisation.

Preparation work on this included ensuring the programme offered opportunities for the whole organisation to understand the public awareness and licence holder research we conducted and to learn about the planned public awareness campaign being developed.

It was also a chance to embed our values, and the conference planners included a resilience session.



Goal 2 - ATTRACT AND RETAIN LICENCE-HOLDERS

We have included two new measures in this section as, for the first time in many years, we have conducted national research to attain the views of licence holders and the general public as we seek to retain, recruit and reactivate anglers and hunters around the motu.

These measures are core to delivering on the goal.

The licence numbers are slightly down on the previous season, and we are working to understand why this is and what impacts our sales.

We are conducting additional national research into trends in retention, recruitment, and reactivation (R3) amongst hunters and anglers.

This ongoing research seeks to provide insight into patterns in R3 in licence holder demographics and to identify drivers behind licence sales.

Drivers that are being evaluated include internal data, such as fisheries run estimates and licence prices, and external data, such as cost of living or weather conditions.

Insights from this research will help focus efforts to attract and retain licence holders and will provide valuable insight into budgetary processes, such as setting the licence price.

The other two measures are ongoing and reflect our business-as-usual mahi.

Fishing Interviewee verbatim quotes

"Meeting and engaging with new people you meet on the river is great."

"The mental health benefits of fishing and being in the outdoors are huge."

"Women are really interested, Fish & Game could do more to encourage and include their participation."

"We need to know more about the level of predation on native species and find a way to balance habitats for both."

"There is a mindfulness in the technical skills required to fly fish."

"Fish & Game need to do more than just consult; they need to prove to hwi that they want to listen and work together."

"I would like to see greater encouragement of catch and release, general guidance on sustainability, and volunteer weekends for clean-ups."

"I would like to see greater effort on water quality, general conservation, and protection of the fishery."

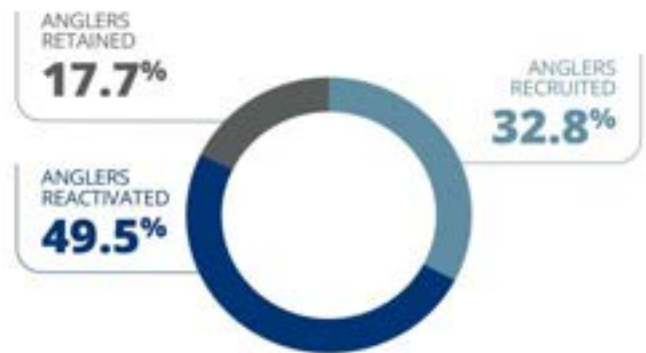
2022/23 LICENCE BREAKDOWN

FISHING LICENCES		
	2021/22 Season ¹	2022/23 Season
Individual Anglers ²	86,158	92,295
Licences Purchased	94,018	103,098
Licence Income ³	\$9,530,059	\$10,743,555

2021/22 SEASON¹

2022/23 SEASON¹

R3 FIGURES



BY GENDER



BY AGE¹



Goal 3 - MANA WHENUA CONNECTED

We strive to improve our understanding of Māori values and recognise we have work to do to understand Māori values and ensure they are reflected within Fish and Game with aligned advocacy.

Again, we have started with research to build an understanding that we will use as a basis for action. We commissioned an excellent report advising on engagement and obtained legal advice on our legal commitments under application of [S4 of the Conservation Act 1987](#).

These are excellent building blocks to build future work. One other piece of mahi in this space was recognising the need for Māori experts to assist us, and in the financial year, we received approval to hire three positions to support us.

Engaging with Mana Whenua

A DISCUSSION DOCUMENT EXPLORING BEST PRACTICE FOR FISH & GAME

FOR FISH & GAME NEW ZEALAND

3 AUGUST 2023



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We work with clients throughout Aotearoa

GIVING EFFECT TO TREATY PRINCIPLES: ADVICE ON THE APPLICATION OF S4 OF THE CONSERVATION ACT 1987

Prepared for the New Zealand Fish and Game Council by Rachael Ennor and Elana Geddis, 2 February 2023

In order to properly fulfil its Section 4 responsibilities, Fish and Game will need to make sure that it:

- *Understands the Treaty rights and interests that are affected by a particular decision.*
- *Considers those rights and interests alongside the statutory objective to manage, maintain and enhance the sports fish and game resource in the interests of anglers and hunters.*
- *Makes informed decisions that take account of, and give weight to, both sets of interests. Decision-makers should attempt to find options that meet all statutory objectives and relevant Treaty interests at the same time. When choosing between options, the option that meets other objectives and gives best effect to Treaty interests is to be preferred.*

Goal 4 - PUBLIC PERCEPTION and LEGITIMACY

Here, we again point to the significant research projects carried out to understand the views of licence holders and the general views of New Zealanders.

These two research projects are feeding into a public awareness campaign currently in development.

Also, in this section, we highlight work commissioned but not yet completed into the value of hydro canal fishing.

Over half of those who missed buying a licence last year intend to purchase one in the next 12 months

Q. Do you intend to purchase a fishing licence (either day or season) in the next 12 months? (%)



Base: Those who purchased a freshwater fishing licence the season before and not last season (n=203)

Conclusions

- Overall, Licence holders know a reasonable amount about Fish & Game New Zealand and most think they are doing a good job. However older licence holders are more likely to know more about the organisation and think that they are doing a good job and this is in contrast to young licence holders.
- From the prompted list of nine Fish & Game activities it is encouraging that all of them were rated highly by Licence holders.
- However, licence holders identified 'working to improve public access' as the most important area for Fish & Game to focus on.
- Licence holders also rated the environmental activities of Fish & Game as highly important and these were 'monitoring and researching for improved water quality and species health', 'protecting the natural values of lakes, rivers and wetlands' and 'establishing water conservation orders to legally preserve the natural values of lakes and rivers'.
- The aspects that all licence holders like most about **freshwater fishing** were that it was 'good for improving mental and physical wellbeing', 'an important part of New Zealand's outdoor heritage' and 'is a good activity to share with family and friends'.
- The aspects that attracted anglers most to **freshwater fishing** included a chance 'to get outdoors' and 'the challenge and sport of catching fish'.
- The aspects that all licence holders liked most about **game bird hunting** were that it was 'an important part of New Zealand's outdoor heritage' and it was 'a good activity to do together with family and friends'.
- The aspects that attracted hunters most to **game bird hunting** included 'spending time with family and friends' and 'the challenge and sport of it'.
- Across the demographics of what all licence holders liked about fishing and game bird hunting there were some interesting demographic differences that could be useful when thinking about promoting these activities to specific groups – these are highlighted on the next page where we list some suggestions.
- Licence holders gave mixed responses about the price of licences – if anything anglers were slightly more disposed to pay more (but even in this case only a small minority sat in this camp).
- The majority of licence holders continue to prefer a hard copy of the Fish & Game magazine with a solid quarter preferring a digital version.

Goal 5 – Healthy Habitats

This measure includes our ongoing annual work to set [regulations](#) and provide [notices](#).

It also includes a new initiative, which was a significant project – to create a [designated licence](#) to take pressure off highly prized fishing areas.

Now, international visitors pay a relatively significant fee to access these, and Kiwis also pay at a much more modest level.

Much of this section is about our mahi to support the 12 Fish and Game regions with their work.

We fund legal avenues and advocacy and provide expert advice.

We are not the on-the-ground delivery agency for this work, but we understand there is a need for unified reporting of that work and have hired a person to lead this project.



Sign-up for Updates



Goal 1 A unified and enduring organisation		<i>Objective: A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.</i>	
Objective	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
a. Empowering staff and councils	<ul style="list-style-type: none"> Hold a staff conference bi-annually. 	<p>Partially Achieved Staff Conference planning began in April 2023. <i>(Event held 13-14 September in Rotorua which will be reported on for the next financial year).</i></p> <p>Planning included developing the theme 'Navigating New Horizons: Shaping the Future of Fish and Game NZ'. Planning work involved hosts the Eastern Region Team with NZC office assistance, including coordinated cross regional facilitation and Team Leads for breakout sessions and participation.</p>	<p>New Measure New NZC CEO commenced at 1 August 2022. An in-person staff conference was last held in 2017.</p>
	<ul style="list-style-type: none"> Regular Managers Meetings and workshops. 	<p>Achieved Fortnightly meetings scheduled with CEO and Regional Managers.</p>	<p>Achieved Fortnightly meetings scheduled with CEO and Regional Managers.</p>

New Zealand Fish and Game Council

<p>Goal 1 A unified and enduring organisation</p>	<p><i>Objective: A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.</i></p>		
<p>Objective</p>	<p>Outputs</p>	<p>Outcome/Impacts 2022-2023</p>	<p>Outcome/Impacts 2021-2022</p>
		<p>Regional Managers/CEs Workshop was held on 11 July 2023 in Christchurch and included a professional development session utilising the DiSC profile tool followed by an Organisational Strategy Recap and Ministerial Review Implementation Plan recap and prioritisation, including Funding the strategy.</p> <p>Regular meetings support efforts to work in a unified way with key information shared across regions and national office.</p>	
	<ul style="list-style-type: none"> Resilience and professional development training. 	<p>Achieved</p> <p>These workshops were run by Cillín Hearn from Results Coaching. They were online and comprised of 4 sessions spread over 2 months covering, understanding stress and learning strategies to manage it.</p> <p>The workshops were available to all staff and about 50% of</p>	<p>New Measure for 2022-2023</p>

New Zealand Fish and Game Council

<p>Goal 1 A unified and enduring organisation</p>	<p><i>Objective: A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.</i></p>		
<p>Objective</p>	<p>Outputs</p>	<p>Outcome/Impacts 2022-2023</p>	<p>Outcome/Impacts 2021-2022</p>
		<p>staff attended, some individually and some of the regions attended together.</p> <p>Feedback was positive, in future surveys will be conducted post-event.</p> <p>A Regional Managers/CEs Workshop was held on 11 July 2023 in Christchurch and included a professional development session utilising the DiSC profile tool followed by an Organisational Strategy Recap, Ministerial Review Implementation Plan recap and prioritisation, including funding the strategy.</p>	
<p>b. Future focussed</p>	<ul style="list-style-type: none"> Implement a governance training programme. 	<p>Achieved Two Chairs Governance Training workshops were held in August 2023 via zoom with 9 Chairs registering to attend.</p>	<p>Achieved Westlake provided training for the Chairs and NZC Workshop 'Overview of Good Governance Principles and Practice'.</p>

New Zealand Fish and Game Council

<p>Goal 1 A unified and enduring organisation</p>	<p><i>Objective: A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.</i></p>		
<p>Objective</p>	<p>Outputs</p>	<p>Outcome/Impacts 2022-2023</p>	<p>Outcome/Impacts 2021-2022</p>
	<ul style="list-style-type: none"> Design and implement a comprehensive communications plan connecting across Fish and Game, licence holders and wider stakeholders. 	<p>A Board Culture paper was presented at the November 2022 NZC meeting by Croga/Pat McShane.</p> <p>Westlake Governance is developing a Governance Training Programme following on from its Governance workshops and tailored for newly elected members induction and planned to run following the Fish and Game elections in October 2024.</p> <p>Achieved This has been completed. The process of developing and socialising this plan means there is a shared understanding of this mahi across the organisation.</p>	<p>New Measure</p>

New Zealand Fish and Game Council

Goal 2 Attract and Retain licence holders	<i>Deliver a valued and cost-effective experience for license holders by understanding their needs, providing simple processes, and effective communication. This ensuring sustainable revenue to support delivery of Fish & Game programmes, making fishing and game bird hunting more attractive to a wider group of future participants.</i>		
Objective	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
a. Understand our licence holders	<ul style="list-style-type: none"> Conduct attitudinal and usage research with licence holders to identify needs, wants and perceived value. 	Achieved Research conducted by Primary Purpose. Report completed July 2023.	New Measure
b. Understand potential licence holders	<ul style="list-style-type: none"> Conduct social research with wider public to determine perceptions, barriers and enablers to participation. 	Achieved Research conducted by Primary Purpose. Survey conducted over April 13-19 final report completed the same month.	New Measure
c. Promote licences	<ul style="list-style-type: none"> Promote buying licences for hunting and fishing. 	Achieved Pre-season, season direct emails to current and lapsed licence holders. Extension material for licence sales – carrier letters/POS info sheets and website/social media aids Magazine + ezines Reel Life Both Barrels Magazine Promotional events.	Achieved Pre-season, season direct emails to current and lapsed licence holders. Extension material for licence sales – carrier letters/POS info sheets and website/social media aids Magazine + ezines Reel Life Both Barrels Magazine Promotional events.
d. Communicate with licence holders	<ul style="list-style-type: none"> Communicating with licence holders. 	Achieved Monthly newsletters: Reel Life Both Barrels Twice yearly: Magazine	Achieved Monthly newsletters: Reel Life Both Barrels Fish and Game two issues a year: Magazine

New Zealand Fish and Game Council

Goal 2 Attract and Retain licence holders	<i>Deliver a valued and cost-effective experience for license holders by understanding their needs, providing simple processes, and effective communication. This ensuring sustainable revenue to support delivery of Fish & Game programmes, making fishing and game bird hunting more attractive to a wider group of future participants.</i>		
Objective	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
		Communicated significant news e.g. Natural Built Environment Bill (NBE)	
e. Attract and Retain licence holders	<ul style="list-style-type: none"> Track our progress. 	Game Birds (season year May 1 2023 - 31 Aug) 36,207 Licences \$3,416,321 35,950 unique licence holders 4.7% Females 94.9% Males 0.2% Gender Diverse 0.2% Unknown Licences sold: 88.1% to Adults 8.4% to Juniors / 3.5% to Children Retention 75.7% / Recruited 12.3% / Reactivated 12.0% Fishing (season 1 October 2022- 30 September 2023) 103,098 Licences / \$10,743,555 / 92,295 unique licence holders 13.3% Females / 85.9% Males / 0.2% Gender Diverse / 0.5% Unknown Licences sold: 91.8% to Adults / 7.9% to Juniors / 0.3% to Children	Game Birds (season year May 1 2022 - 31 Aug) 36,279 Licences \$3,227,096 36,058 unique licence holders 4.4% Females 95.3% Males 0.2% Gender Diverse 0.1% Unknown Licences sold: 89.1% to Adults 7.8% to Juniors / 3.1% to Children Retention 77.5% / Recruited 9.8% / Reactivated 12.7% Fishing (season 1 October 2021- 30 September 2022) 94,018 Licences / \$9,530,059 / 86,158 unique licence holders 12.3% Females / 87.4% Males / 0.1% Gender Diverse / 0.2% Unknown Licences sold: 92.2% to Adults / 7.7% to Juniors / 0.1% to Children Retention 56.5% Recruited 25.8% Reactivated 17.7%

New Zealand Fish and Game Council

Goal 2 Attract and Retain licence holders	<i>Deliver a valued and cost-effective experience for license holders by understanding their needs, providing simple processes, and effective communication. This ensuring sustainable revenue to support delivery of Fish & Game programmes, making fishing and game bird hunting more attractive to a wider group of future participants.</i>		
Objective	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
		Retention 49.5% Recruited 32.8% Reactivated 17.7%	

Goal 3 Mana whenua connected	<i>Māori 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 the Conservation Act.</i>		
Objective	Outputs	Outcome/impacts 2022-2023	Outcome/impacts 2021-2022
a. Understand Māori values	<ul style="list-style-type: none"> Commission report to guide office on how to give effect to te Tiriti o Waitangi. 	Achieved We have received mana whenua engagement advice from Kahu Environmental (August 2023) and legal advice "Giving Effect to Treaty Principles, advice on the application of s4 of the Conservation Act 1987" (February 2023).	

Goal 3 Mana whenua connected	<i>Māori 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 the Conservation Act.</i>		
Objective	Outputs	Outcome/impacts 2022-2023	Outcome/impacts 2021-2022
b. Give effect to Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Create Māori advisory positions to support the organisation with this mahi. • Work with iwi on particular projects. 	<p>Partially Achieved</p> <p>National Council has approved a proposal to hire Te Ao Māori advisors to help the organisation develop in this area. Two roles will support governance and a part-time role will support operational staff.</p> <p>CEO is engaged in supporting the Cawthron Fish Futures research project.</p> <p>Fish Futures project: Reimagining freshwater ecosystem management in Aotearoa</p> <p>https://www.fishfutures.co.nz</p>	

New Zealand Fish and Game Council

Goal 4 Public perception and legitimacy	<i>Understanding and reshaping public perception of Fish and Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection , wild food harvesting and wellbeing through outdoor recreation.</i>		
Objective	Outputs	Outcome/impacts 2022-2023	Outcome/impacts 2021-2022
a. Understand what people think	Conduct social research with NZ public to gain baseline data on perception and attitudes to Fish and Game, angling and game bird hunting.	Achieved Research conducted by Primary Purpose. Survey and final report completed in April 2023.	New Measure
b. Engage with the public about our work	Design and deliver a targeted multi-level campaign to inform public perception, encourage participation and influence policy.	Partially Achieved Work on this was progressed significantly during this financial year. It will be launched 7 November 2023 and collateral is in development.	New Measure
c. Show the economic benefit of hunting and fishing	Conduct research into the economic benefit of hunting and fishing.	Partially Achieved An initial project has commenced. Research into hydro canal sports fishery in Canterbury was commissioned. It is due to be completed in November 2023.	

New Zealand Fish and Game Council

Goal 5 Healthy habitats	<i>Understanding and re-shaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting, and wellbeing through outdoor recreation.</i>		
Objectives	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
a. Manage species through our regulations	Maintain Fishing and hunting regulations and provide seasonal notices for anglers and hunters.	Achieved Fishing and hunting regulations completed in order with legislation and a new designated waters licencing system implemented. Anglers Notice 2023 Game Notice 2023 Designated Waters Licence	Achieved Fishing and hunting regulations completed in order with legislation and a new designated waters licencing system implemented. Game Notice 2022 Anglers Notice 2022
	Reduce pressure on key fisheries.	Achieved New Designated Waters A new category of licence was created and passed as a regulation to limit the number of days particular high pressure fishing spots could be used by anglers. It also put in place a cost per day for access. (\$40 per day non-resident, \$5 several day pass for residents.)	Work commenced on the designated waters project which aimed to take pressure off pressure sensitive fisheries.

New Zealand Fish and Game Council

Goal 5 Healthy habitats	<i>Understanding and re-shaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting, and wellbeing through outdoor recreation.</i>		
Objectives	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
		Information and resources were created.	
b. Advocate and support work to protect and enhance habitats	Advocate using national policy instruments and support regions in their mahi to protect species and habitats.	<p>Achieved NZC has brought the RMA planners from the regions together for regular meetings to discuss issues/best practice and challenges around the country.</p> <p>NZC has provided staff training for this team on the National Policy Statement for Freshwater Management.</p> <p>NZC (often in conjunction with the wider RMA team across the regions) have submitted on a number of policy developments including:</p>	<p>Submitted on National Policy Statement for Freshwater Management. NPS-FM 10 July 2022 NPSFM-NESF submission doc</p> <p>Submitted on Crown Pastoral Land Reform Bill – LINZ 19 August 2022. CPRLA doc</p> <p>Submitted on Conservation Management and Processes discussion document 30 June 2022. CMAP doc</p>

Goal 5 Healthy habitats	<i>Understanding and re-shaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting, and wellbeing through outdoor recreation.</i>		
Objectives	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
		<ul style="list-style-type: none"> • Freshwater threats classification system assessment 2022. • NES for Freshwater to wetlands in the coastal marine area. • National Policy Statement - Renewable Electricity Generation. • Amendments to the stock exclusion regulations. • NZC also was instrumental to landing changes to the Natural Built Environment Act (NBEA legislation) before it was finalised which involved a lot of legal work and general communications Environment Minister David Parker acknowledge our involvement. 	<p>Submitted on NPS-Indigenous Biodiversity Act 21 July 2022. NPSIB doc</p> <p>Submitted information to New Zealand Threat Classification System (NZTCS)- DoC 9 May 2022. NZTCS Information doc</p> <p>Co-developed Every Wetland Counts brochure by Forest and Bird and other eNGO's. 3 February 2022 – World Wetlands Day Brochure copy</p>

New Zealand Fish and Game Council

Goal 5 Healthy habitats	<i>Understanding and re-shaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting, and wellbeing through outdoor recreation.</i>		
Objectives	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
	Support the Game Bird Habitat Trust.	<p>NZC Staff provide administrative, secretarial, and marketing support for the GBHT. The GBHT stamp is coordinated by NZC staff this includes the photo competition thru to the production of the stamp.</p> <p>In 2022-2023 the GBHT assisted in the creation of 64.21 hectares of wetland and contributed \$814,000 to grants. (source GBHT meeting agenda September 2023 pg. 22).</p>	<p>NZC Staff provide administrative, secretarial, and marketing support for the GBHT. The GBHT stamp is coordinated by NZC staff this includes the photo competition thru to the production of the stamp.</p> <p>In 2021/22 the assisted in creating 100.15 hectares of wetland and made grants of \$155,570.</p>
	Advocate for the maintenance and protection of outstanding water bodies through water conservation orders.	<p>Partially Achieved</p> <p>NZC is supporting North Canterbury with RMA funding and staff time to work on Rakaia WCO declarations. In April 2023 \$180k was granted to the project bringing the total NZC funding to \$280k.</p>	Financially supporting regions with approved funding for 2022/23 to represent the interests and aspirations of anglers and hunters. The NZC approved funds from the RMA/Legal fund on the following basis:

New Zealand Fish and Game Council

Goal 5 Healthy habitats	<i>Understanding and re-shaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting, and wellbeing through outdoor recreation.</i>		
Objectives	Outputs	Outcome/Impacts 2022-2023	Outcome/Impacts 2021-2022
		<p>Submitted on National Policy Statement for Freshwater Management and National Environmental Standard Freshwater exposure draft-MfE July 2022. NPSFM-NESF submission doc</p> <p>Link to MfE website on Water Conservation Orders.</p>	<ul style="list-style-type: none"> • Southland \$74,361 • Nel/Marl \$50,000 • North Canterbury \$100,000 • North Canterbury/NZC \$10,000 <p>No water conservation orders put in place this year. This work is in response to a specific need rather than an annual basis. Eg if an outstanding water body was identified as needing appropriate legal protection or a party was to take an action we thought would be detrimental to an outstanding water body.</p> <p>An example of a WCO we were not involved in was Te Puna Waiora o Te Waikoropupū Springs and the Wharepapa Arthur Marble Aquifer. This was because it did not involve fisheries values.</p>

Table 1 provides a summary of the current progress towards the non-legislative Ministerial Review recommendations.

Table 1. Status of the Ministerial Review Recommendations

Rec #	Summary	Status
16	NZFGC establish a programme of professional development for elected members, such as IoD or AICD accredited training.	In progress
17	NZFGC adopt a full suite of governance and corporate policies which are binding on itself and all FGCs.	In progress
18	NZFGC adopt and implements a robust conflict of interest policy which reflects good practice as set out in the AG's 2020 Guidance.	In progress
19	Sets out specific requirements relating to the conflict-of-interest policy in recommendation 18.	In progress
20	NZFGC to produce a consolidated annual report for the Minister covering its own and all FGC activities.	In progress
23	NZFGC to establish a standing advisory panel on Treaty issues and engagement with Māori.	In progress
26	Fish and Game initiate dialogue with Māori with a view to developing a national policy governing a system of consultation with Māori to ensure all relevant Treaty concerns are addressed by Fish and Game in the conduct of its business.	1 st phase complete
27	Hold a national hui (to begin work on recommendation 26) in conjunction with DOC.	In progress
29	NZFGC review eligibility requirements for voting in respect of type of licence held.	In progress
32	Don't allow a councillor or Chair to simultaneously be an employee (while Fish and Game could refuse to employ a current councillor, it could not prevent an employee from running for office unless it was in their contract).	In progress
33	NZFGC should build on its existing programmes to build its licence holder base and attract a broader demographic.	1 st and 2 nd stage completed
34	NZFGC should develop guidelines to guide a process for community input for FGCs to follow in developing management plans.	1 st phase completed
35	A KPI for the CE should be to develop a community and stakeholder relationship strategy.	Completed
36	NZFGC should assure itself that the duty set out in s 17M2(ii) (which requires the FGC to give notice of the draft management plan to various stakeholders) has been adequately discharged.	In progress

The first stages in addressing the overarching challenges raised in the Review were to develop from the ground up an Organisational Strategy, shared Values, and alignment in the implementation of the Strategy across the organisation.

This work commenced when the current NZC CEO joined the organisation in August 2022.

Cultural and leadership training programmes are being implemented to create high-performing teams and modernise the leadership styles across the organisation. All of organisation 'Resilience'

training has been completed (a series of three webinars at two hours each, with an additional two webinars at one hour each), and the first of what will be ongoing cross organisational communications and engagement has started with a Designated Waters all of Staff Webinar ran 3 August 2023. A National Communications and Engagement strategy has been developed along with a Social Licence/Communications and engagement campaign "ReWild".

Despite only starting implementation of the specific review recommendations in late November 2022, as evident from the table above, Fish and Game is making significant progress on the recommendations, with a number entering into the later phases of implementation.

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NEW ZEALAND FISH AND GAME COUNCIL
CONSOLIDATED STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSE

For the year ended 31 August 2023

	Note	Actual 2023 Group \$	Budget 2023 Group \$	Actual 2022 Group \$
REVENUE FROM NON-EXCHANGE TRANSACTIONS				
Levies		3,782,761	3,782,761	3,335,341
Other Revenue	2	549	-	3,041
		3,783,310	3,782,761	3,338,382
REVENUE FROM EXCHANGE TRANSACTIONS				
Interest		126,525	16,158	30,025
Magazine Contributions		154,090	110,000	139,641
Regulations Revenue		20,743	30,000	31,865
Sale of Fish & Game Cookbook		12,535	-	32,374
Sundry Income		12,943	12,000	32,449
		326,836	168,158	266,354
Total Revenue		4,110,146	3,950,919	3,604,736
EXPENSES				
Species Management	3	80,427	82,000	75,902
Habitat Protection & Management	3	493,145	404,400	115,351
Angler & Hunter Participation	3	405,212	348,000	256,451
Public Awareness	3	291,879	342,450	162,566
Compliance	3	39,922	35,500	30,525
Licensing	3	490,784	503,000	453,829
Council	3	203,234	152,000	66,244
Research	3	125,378	130,000	51,126
Co-ordination & Reporting	3	249,730	278,150	117,900
Ministerial Review Costs	3	241,726	500,000	-
Grants to Regions	3	585,177	585,070	729,597
Personnel Costs	4	906,475	1,026,503	832,793
Depreciation	9	8,144	9,620	11,272
Other Expenses	5	82,345	95,700	97,644
Total Expenditure		4,203,578	4,492,393	3,001,200
Net Surplus/(Deficit) for the period		(93,432)	(541,474)	603,536
Total comprehensive revenue and expense		(93,432)	(541,474)	603,536

NEW ZEALAND FISH AND GAME COUNCIL
CONSOLIDATED STATEMENT OF FINANCIAL POSITION

For the year ended 31 August 2023

	Note	Actual 2023 Group \$	Actual 2022 Group \$
ASSETS			
Current Assets			
Cash & Cash Equivalents	6	591,682	564,804
Receivables - Exchange	7	98,854	97,331
Receivables - Non Exchange	7	302,622	161,064
Other Financial Assets	8	2,158,397	2,193,776
Prepayments & Accrued Income		12,000	1,200
Total Current Assets		3,163,555	3,018,175
Non-Current Assets			
Other Financial Assets	8	389,006	174,932
Property, Plant & Equipment	9	13,856	19,271
Total Non-Current Assets		402,862	194,203
TOTAL NET ASSETS		3,566,417	3,212,378
LIABILITIES			
Current Liabilities			
Payables	10	896,456	503,697
Employee Entitlements	11	87,897	73,004
NZ Game Bird Habitat Trust	12	182,126	142,305
Total Current Liabilities		1,166,479	719,006
TOTAL LIABILITIES		1,166,479	719,006
NET ASSETS		2,399,938	2,493,372
Accumulated Funds		1,245,995	1,543,953
Dedicated Reserves		22,715	35,890
Restricted Reserves		1,131,228	913,529
EQUITY - ATTRIBUTABLE TO THE COUNCIL		2,399,938	2,493,372

NEW ZEALAND FISH AND GAME COUNCIL
CONSOLIDATED STATEMENT OF CHANGES IN NET ASSETS

For the year ended 31 August 2023

	Actual 2023 Group \$	Actual 2022 Group \$
Accumulated Funds		
Balance as at 1 September	1,543,953	1,214,447
Surplus/(Deficit)	(93,432)	603,536
Transfer to Reserves	(839,280)	(507,579)
Transfer from Reserves	634,754	233,549
Total Accumulated Funds	1,245,995	1,543,953
<i>Dedicated Reserves</i>		
Asset Replacement Reserve		
Balance as at 1 September	21,762	19,193
Transfer from Accumulated Funds	3,062	14,715
Transfer to Accumulated Funds	(3,030)	(12,146)
Balance at 31 August	21,794	21,762
Staff Development Grant		
Balance as at 1 September	14,128	4,128
Transfer from Accumulated Funds	10,000	10,000
Transfer to Accumulated Funds	(23,207)	-
Balance at 31 August	921	14,128
Total Dedicated Reserves	22,715	35,890
<i>Restricted Reserves</i>		
Research Reserve		
Balance as at 1 September	174,166	84,637
Transfer from Accumulated Funds	170,120	106,503
Transfer to Accumulated Funds	(115,749)	(16,974)
Balance at 31 August	228,537	174,166
National Anglers Survey Reserve		
Balance as at 1 September	160,134	176,000
Transfer from Accumulated/Research Funds	30,000	30,000
Transfer to Accumulated Funds	(55,459)	(45,866)
Balance at 31 August	134,675	160,134
Legal Fund Reserve		
Balance as at 1 September	579,229	391,431
Transfer from Accumulated Funds	626,098	346,361
Transfer to Accumulated Funds - spent /withdrawn	(437,311)	(158,563)
Balance at 31 August	768,016	579,229
Total Restricted Reserves	1,131,228	913,529
Total Equity	2,399,938	2,493,372

NEW ZEALAND FISH AND GAME COUNCIL
CONSOLIDATED CASHFLOW STATEMENT
 For the year ended 31 August 2023

	Note	Actual 2023 \$	Actual 2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash was received from:			
Levies		3,782,761	3,335,341
Other revenue		96,776	267,116
Interest received		87,531	25,853
GST (Net)		-	13,150
Cash was applied to:			
Payments to suppliers		2,836,584	2,275,594
Payments to employees		891,581	839,367
GST (Net)		30,594	-
Net Cash Flows from Operating Activities		208,309	526,499
CASHFLOW FROM INVESTING ACTIVITIES			
Cash was received from:			
Net amount received from investments		-	-
Cash was applied to:			
Net amount paid to investments		178,695	923,456
Purchase of property, plant and equipment		2,736	12,145
Net Cash Flows from Investing Activities		(181,431)	(935,601)
Net Increase / (Decrease) in Cash		26,878	(409,102)
Opening Cash as at 1 September		564,804	973,906
Closing Cash as at 31 August		591,682	564,804
This is represented by:			
Cash & cash equivalents as at 31 August	6	591,682	564,804

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

NOTE1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

REPORTING ENTITY

New Zealand Fish and Game Council Group is a Public Entity under the Public Finance Act 1989 (Schedule 4). The Council was established on 4 May 1991 with the passing of the Conservation Law Reform Act 1990. These financial statements have been prepared in accordance with Section 153-6 of the Crown Entities Act 2004. The Council has a wholly owned subsidiary, Fish and Game Publishing Limited, with the same balance date, which holds the Fish and Game magazine intellectual property. This entity has been consolidated in these financial statements.

New Zealand Fish and Game Council Group is a Public Benefit Entity (PBE) for financial reporting purposes. These statements were authorised to issue on the **22 November 2022** by the Council. No other party has the power to amend these financial statements.

BASIS OF PREPARATION

The consolidated financial statements have been prepared on a going concern basis, and the accounting policies have been applied consistently throughout the period. The financial statements have been recognised on a historical cost basis.

Statement of Compliance

The consolidated financial statements have been prepared in accordance with the requirements of the Crown Entities Act 2004, which includes the requirement to comply with generally accepted accounting practice in New Zealand (NZ GAAP).

The consolidated financial statements have been prepared in accordance with Tier 2 Public Benefit Entity International Public Sector Accounting Standards – RDR (reduced disclosure) as annual expenditure is between \$2,000,000 and \$30,000,000.

Changes in Accounting Policy

There have been no changes in accounting policy in the accounts for the year.

Presentation of Currency

The financial statements are presented in New Zealand dollars and are rounded to the nearest whole dollar.

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Consolidated Accounting Policy

The group financial statements are prepared by combining the financial statements of all the entities that comprise the Group, on a line-by-line basis. In preparing the Group financial statements, all inter-entity balances and transactions are eliminated in full.

NEW ZEALAND FISH AND GAME COUNCIL

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 August 2023

Revenue Recognition

New Zealand Fish and Game Council Group derives revenue from Fish and Game Councils levies, interest on interest-bearing deposits and miscellaneous income. Any amounts collected as an agent or on behalf of the other third parties (for example the Game Bird Habitat Stamp Levy) is not considered an economic benefit and therefore is not revenue.

Revenue from Non-exchange Transactions

Levies

New Zealand Fish and Game Council is primarily funded from the levies payable by Fish and Game Councils, in accordance with 26C(f) of the Conservation Act 1987. These levies are used for the administration of the New Zealand Fish and Game Council, and for redistribution between Fish and Game Councils, and advocacy and research. Levies are recognised when the invoice is issued.

Revenue from Exchange Transactions

Interest Revenue

Interest revenue is recognised as it accrues, using the effective interest method.

Magazine Contribution

Income generated from the advertising within the Fish and Game magazine is recognised in the period that the magazine is distributed.

RMA Legal Revenue

RMA Legal revenue is recognised when the invoice is issued following awarding costs.

Operating Leases

Leases that do not transfer substantially all risks and rewards incidental to ownership of an asset to the Council are classified as operating leases. Lease payments under an operating lease are recognised as an expense on a straight-line basis over the term of the lease in the Statement of Comprehensive Revenue and Expense.

Distribution to Fish and Game Councils - Grants

The New Zealand Fish and Game Council makes distributions to Fish and Game Councils in the form of Grants to support regions; and reimbursement for RMA/legal funding; and Research projects.

FINANCIAL ASSETS

Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, bank balances, deposits held at call with the bank, and other short term highly liquid investments with original maturities of three months or less which are subject to an insignificant risk of changes in value.

Receivables

Short term receivables are recorded at their face value, less any provision for impairment. A receivable is considered impaired when there is evidence that the Council will not be able to collect the amount due. The amount of the impairment is the difference between the carrying amount of the receivable and the present value of the amounts expected to be collected.

NEW ZEALAND FISH AND GAME COUNCIL

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 August 2023

Other Financial Assets

Short term deposits have maturities between three months and one year. Investments in deposits are measured at amortised cost using effective interest method. At reporting date, the Council assesses whether there is any objective evidence that an investment is impaired. Any impairment loss is recorded as an expense in the Statement of Comprehensive Revenue and expense.

FINANCIAL LIABILITIES

Payables

Payables represent liabilities for goods and services provided to the Council prior to the end of the financial year which is unpaid. Payables are recorded at the amount of cash required to settle those liabilities. The amounts are unsecured and are usually paid within 30 days of recognition.

Employee Entitlements

Short-term employee entitlements

Employee benefits that are due to be settled within 12 months after the end of the period in which the employee renders the related service are measured based on accrued entitlements at current rates of pay. These include salaries and wages accrued up to balance date and annual leave earned but not yet taken.

Long-term employee entitlements

Employee benefits that are due to be settled beyond 12 months after the period in which the employee renders the related service, such as long service leave and retirement gratuities. The calculations are based on:

- Likely future entitlements accruing to staff, based in years of service, years of entitlement, and likelihood of that staff will reach the point of entitlement, and the contractual entitlement in formation; and
- The present value of the estimated cash flows.

Property, Plant and Equipment

Property, plant and equipment is recorded at cost, less accumulated depreciation and impairment losses.

Significant donated assets are recognised upon receipt at valuation. Significant donated assets for which current values are not readily obtainable are not recognised.

Depreciation is charged on all property, plant and equipment, so as to spread the cost of the asset over its useful life. Depreciation for each of the major categories of assets is calculated on the basis noted below:

All Assets Purchased prior to 1 September 2009 are calculated as:

	<u>Life</u>	<u>Depreciation Method</u>
Buildings	40 years	Straight Line
Plant and Equipment	3-10 years	Diminishing Value
Motor Vehicles	3-5 years	Diminishing Value
Office Fittings, Furniture and Equipment	2-10 years	Diminishing Value

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

All Assets Purchased after 1 September 2009 are calculated as:

	<u>Life</u>	<u>Depreciation Method</u>
Buildings	40 years	Straight Line
Plant and Equipment	3-20 years	Straight Line
Motor Vehicles	10 years	Straight Line
Office Fittings, Furniture and Equipment	2-20 years	Straight Line

Creditors and Accrued Expenses

Creditors and accrued expenses are measured at the amount owed.

Game Bird Habitat Stamp Levy

Levies are collected and paid to New Zealand Fish and Game Council per the New Zealand Game Bird Habitat Stamp Regulations 1993. The levy is \$5 for every game licence sold within the financial year.

Employee Costs Payable

A liability for employee costs payable is recognised when an employee has earned an entitlement. These include salaries and wages accrued up to balance date and annual leave earned but not yet taken at balance date. A liability and expense for long service leave and retirement gratuities is recognised when the entitlement becomes available to the employee.

Restricted and Dedicated Reserves

Restricted and dedicated reserves are those reserves subject to specific conditions accepted as binding by the Council and which may not be revised by the Council without specified purposes or when certain conditions are met.

Superannuation Schemes

Defined Superannuation Schemes

Obligations for the contribution to KiwiSaver are accounted for as defined contribution superannuation schemes and recognised as an expense in the surplus or deficit as incurred.

Equity

Equity is measured as the difference between total assets and total liabilities. Equity is disaggregated and classified into the following components:

- Accumulated Funds - Surplus/(Deficit)
- Dedicated Reserves
- Restricted Reserves

Dedicated & Restricted reserves are those reserves subject to specified conditions accepted as binding by the Council; and which may not be revised by the Council without reference to specific purposes or when certain specific conditions are met.

Asset Replacement Reserve

The asset replacement reserve is a reserve set up to enable the Council to replace plant & equipment.

Staff Development Grant Reserve

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 For the year ended 31 August 2023

A reserve set up in August 2021 to ensure the \$10,000 budgeted each year fully allocated to approved staff development projects. Any unspent monies will be accumulated for use in future years. The Fund is capped at \$30,000.

Research Reserve

A reserve has been maintained to undertake research projects approved by the Council. Any unallocated funds from the years budget are transferred to the reserve.

National Anglers Survey Reserve

A reserve has been maintained to undertake the seven yearly National Anglers Survey.

RMA Legal Fund Reserve

A reserve set up to undertake RMA legal cases approved by the NZ Council.

Goods and Services Tax

Revenue, expenses and assets are recognised net of GST, with the exception of receivables and payables which are stated GST inclusive. The net amount of GST recoverable from, or payable to the IRD is included as part of receivables or payables in the statement of financial position.

The Statement of Cash Flows is presented on a gross basis, and any GST component in the investing or financing activities are incorporated into the operating cash flows. Commitments and contingencies are disclosed exclusive of GST.

Income Tax

The Council is a Public Benefit Entity and is exempt from the payment of Income tax in terms of the Income Tax Act 2007.

Budget Figures

The Budget figures are derived from the Council budget that was approved at the Council meeting in August 2022.

Tier 2 PBE Accounting Standards Applied

The Council has not applied any Tier 2 Accounting Standards in preparing its financial statements.

CHANGES IN ACCOUNTING POLICIES

There have been no changes in accounting policies.

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 For the year ended 31 August 2023

Note 2 : OTHER REVENUE	Actual 2023	Budget 2023	Actual 2022
	\$	\$	\$
Grants Received	-	-	2,400
Donations	450	-	35
Gain on Sale	99	-	606
Total	549	-	3,041

Note 3 : ANALYSIS OF EXPENSES	Actual 2023	Budget 2023	Actual 2022
	\$	\$	\$
Species Management			
Regulations	80,427	82,000	75,902
Total Species Management	80,427	82,000	75,902
Habitat Protection & Management			
Resource Management	438,833	350,000	51,563
Advocacy	54,312	54,400	63,788
Total Habitat Protection & Management	493,145	404,400	115,351
Angler & Hunter Participation			
Access	-	-	-
National Magazine	405,212	348,000	256,451
Total Angler & Hunter Participation	405,212	348,000	256,451
Public Awareness			
Advocacy	95,833	106,000	9,434
Communication	52,138	66,450	97,492
Education	6,186	7,000	6,040
Public Promotions	137,722	163,000	49,600
Total Public Awareness	291,879	342,450	162,566

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

Note 3 : ANALYSIS OF EXPENSES continued	Actual 2023 \$	Budget 2023 \$	Actual 2022 \$
Compliance			
Ranger Co-ordination	21,711	27,500	28,513
Compliance	18,211	8,000	2,012
Total Compliance	39,922	35,500	30,525
Licensing			
Licence Production and Distribution	229,589	242,000	213,094
Licence Projects	13,273	10,000	10,807
Licence Audit	7,675	6,000	7,500
Licence Contract	240,247	245,000	222,428
Total	490,784	503,000	453,829
Council			
Council Meetings & Sub-Committees	73,767	60,000	42,526
Governance and Performance Review	129,467	92,000	23,718
Total	203,234	152,000	66,244
Research			
Research Programme	49,919	75,000	7,177
Research PhD Programme	20,000	25,000	-
National Anglers Survey	55,459	30,000	43,949
Total	125,378	130,000	51,126
Co-ordination and Reporting			
Management/Strategic Planning	58,290	47,000	11,227
Annual Planning/IT & Website	98,164	144,150	43,390
Assurance Services	3,463	4,000	4,291
Elections	45,000	45,000	45,000
Financial Audit Fee	22,627	18,000	13,992
Regional Audits	-	10,000	-
Staff Scholarship	22,186	10,000	-
Total Co-ordination and Reporting	249,730	278,150	117,900

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 For the year ended 31 August 2023

Note 3 : ANALYSIS OF EXPENSES continued	Actual 2023 \$	Budget 2023 \$	Actual 2022 \$
Ministerial Review			
Chair Strategy/Training	3,646	8,000	-
Governance Training	19,651	95,000	-
Leadership & Cultural Training	26,400	25,000	-
NZC Strategy	72,402	33,000	-
Legal Costs	34,307	65,000	-
Staff Training/Hui	24,972	60,000	-
Consultation	-	30,000	-
ISG Support	2,071	10,000	-
Managers Training/Strategy	13,332	14,000	-
HR Policy Consultant	44,630	80,000	-
Consultant Amalgamation	315	80,000	-
Total Ministerial Review	241,726	500,000	-
Grants to Regions			
Grants to Regions	585,177	585,070	703,984
Grant to North Canterbury Fish and Game Council by way of Transfer of Assets	-	-	25,613
Total Grants to Regions	585,177	585,070	729,597

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

Note 4 : PERSONNEL COSTS	Actual 2023 \$	Budget 2023 \$	Actual 2022 \$
Salaries and Wages	811,213	957,403	768,299
Recruitment and Welfare	70,841	45,300	44,010
KiwiSaver Contributions	23,069	22,000	19,905
ACC Levies	1,352	1,800	579
Total Personnel Costs	906,475	1,026,503	832,793

Note 5: OTHER EXPENSES	Actual 2023 \$	Budget 2023 \$	Actual 2022 \$
Communications	6,245	7,500	7,361
Loss On Sale of Disposal of Assets	-	-	-
Occupancy Expenses	60,107	64,400	65,289
Purchases Under \$2,000	2,996	10,500	9,330
Stationery, Postage and Couriers	8,244	8,200	6,490
Subscriptions	3,586	4,500	4,030
Vehicle Expenses	-	-	3,524
Sundry Expenses	1,167	600	1,620
Total Other Expenses	82,345	95,700	97,644

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 For the year ended 31 August 2023

Note 6 : CASH & CASH EQUIVALENTS

	2023	2022
	\$	\$
Cash at bank and on hand	591,682	564,804
Total Cash & Cash Equivalents	591,682	564,804

The Council has a Credit Facility with ANZ of \$18,000.

Note 7: RECEIVABLES

	2023	2022
	\$	\$
Receivables (gross)	353,086	249,002
Interest Receivable	48,390	9,393
Total Receivables	401,476	258,395
Total Receivables comprises:		
Receivables from exchange revenue	98,854	97,331
Recoverables from non-exchange revenue	302,622	161,064
Total Receivables	401,476	258,395

Note 8: OTHER FINANCIAL ASSETS

	2023	2022
	\$	\$
Term Deposits - Current	2,158,397	2,193,776
Term Deposits - Non Current	389,006	174,932
Total Other Financial Assets	2,547,403	2,368,708

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

Note 9: PROPERTY PLANT & EQUIPMENT

Movement for each class of property, plant and equipment as follows:

	Motor Vehicle	Office Equipment	Furniture & Fittings	Total
Cost or Valuation				
Balance At 1 Sept 2021	37,594	74,153	7,815	119,562
Additions	-	8,064	4,081	12,145
Disposals	(37,594)	(4,314)	-	(41,908)
Balance At 31 Aug 2022	-	77,903	11,896	89,799
Balance At 1 Sept 2022	-	77,903	11,896	89,799
Additions	-	3,030	-	3,030
Disposals	-	(301)	-	(301)
Balance At 31 Aug 2023	-	80,632	11,896	92,528
Accumulated Depreciation and Impairment losses				
Balance at 1 Sept 2021	14,097	54,723	6,727	75,547
Depreciation Expense	2,193	8,354	725	11,272
Eliminate on Disposal	(16,290)	-	-	(16,290)
Balance At 31 Aug 2022	-	63,077	7,452	70,529
Balance at 1 Sept 2022	-	63,077	7,452	70,529
Depreciation Expense	-	7,476	667	8,144
Eliminate on Disposal	-	-	-	-
Balance At 31 Aug 2023	-	70,553	8,119	78,673
Carrying Amounts				
At 31 Aug and 1 Sept 2022	-	14,826	4,444	19,271
At 31 Aug 2023	-	10,079	3,777	13,856

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 For the year ended 31 August 2023

Note 10: PAYABLES

	2023	2022
	\$	\$
Payables under exchange transactions		
Creditors	588,355	311,683
Income In Advance	19,600	19,600
Accrued Expenses	284,663	137,982
Total Payable under exchange transactions	892,618	469,265
GST payable	3,838	34,432
Total GST payable	3,838	34,432
Total payables under exchange transactions	896,456	503,697

Note 11: EMPLOYEE ENTITLEMENTS

	2023	2022
	\$	\$
Annual Leave	56,732	64,446
Accrued Wages	31,165	8,558
Total Employee Entitlements	87,897	73,004

Note 12: NZ GAME BIRD HABITAT TRUST

	2023	2022
	\$	\$
Income		
Game Bird Habitat Stamps sold with licences	157,808	126,188
General sales	11,865	11,874
Total Income	169,673	138,062
Less Expenses		
Product Production	10,792	12,661
Meeting Costs	511	1,657
Programme Administration	-	-
Total Expenses	11,303	14,318
Net payable to NZ Game Bird Habitat Trust Board	158,370	123,744
GST Applied	23,756	18,561
Gross payable at Reporting date	182,126	142,305

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
 For the year ended 31 August 2023

Note 13: COMMITMENTS	Actual 2023 \$	Actual 2022 \$
Commitment to:		
Eyede Solutions Limited	260,000	390,000
Research Projects approved to Regions	228,537	167,662
National Anglers Survey	134,675	160,134
Website Development	80,000	80,000
RMA Legal funding to Regions	768,016	579,228
Total Commitments	1,471,228	1,377,024
<p>The above contracts have been approved by the Council and will be recognised in the Statement of Comprehensive Revenue and Expense when the contract service conditions have been met by the third party or when a constructive obligation exists. In the next 12 months the commitment to Eyede is \$130,000 and to the Website development \$80,000. All other commitments will occur in the following 2 to 3 years.</p>		
Operating Leases:		
Photocopier Rental		
Within 1 year	1,743	1,901
1-2 years	-	1,743
3-5 years	-	-
Total Photocopier	1,743	3,644
Premises Rental		
Within 1 year	40,861	49,033
1-2 years	-	40,861
3-5 years	-	-
Total Premises	40,861	89,894
Total Operating Leases		
Within 1 year	42,604	50,934
1-2 years	-	42,604
3-5 years	-	-
Total Operating Leases	42,604	93,538

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

Note 15: CATEGORIES FOR FINANCIAL ASSETS AND LIABILITIES

	Actual 2023 \$	Actual 2022 \$
Financial Assets		
Cash and cash equivalents	591,682	564,804
Receivables	401,476	258,395
Accrued Income	12,000	1,200
Term Deposits	2,547,403	2,368,708
Total Financial Assets	3,552,561	3,193,107
Financial Liabilities - at amortised cost		
Trade and other payables	892,618	469,265
Employee Entitlements	87,897	73,004
NZ Game Bird Habitat Trust	182,126	142,305
Total Financial Liabilities	1,162,641	684,574

Note 16: RELATED PARTY TRANSACTIONS

Related Entities

New Zealand Fish and Game Council manage the stamp programme activities on behalf of the New Zealand Game Bird Habitat Trust Board. Income is collected from the Fish and Game Councils and New Zealand Post. The net income after associated expenditure is transferred to the New Zealand Game Bird Habitat Trust Board. Refer to note 12.

Related Party Transactions

New Zealand Fish and Game Council receives levies from the Fish and Game Councils. Levies from Fish and Game Councils are legislated by the Conservation Law Reform Act 1990. Transactions with Fish and Game Councils are not disclosed as related party transaction when they are consistent with normal terms and conditions for such transactions.

There is a total of \$182,125 outstanding from Fish and Game Councils as at 31 August 2023 – this relates to the Game Bird Habitat Trust levy (2022 \$142,305).

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

Note 16: RELATED PARTY TRANSACTIONS

	Actual 2023 \$	Actual 2022 \$
Levies Schedule		
Auckland/Waikato	68,458	137,614
Eastern	158,586	134,951
Hawke's Bay	93,227	48,638
Nelson Marlborough	16,926	-
North Canterbury	654,628	704,029
Central South Island	825,627	754,764
Otago	1,200,082	959,241
Southland	765,227	596,104
Total Levies	3,782,761	3,335,341

Grants Schedule		
Northland	289,948	346,957
Taranaki	171,172	188,941
Wellington	30,999	65,177
Nelson Marlborough	-	2,866
North Canterbury	-	25,613
West Coast	93,055	100,043
Total Grants	585,174	729,597

Key Management Personnel compensation

	Actual 2023	Actual 2022
Key management personnel compensation		
Remuneration	\$455,934	\$425,750
Full time equivalent	4	4
<i>Note remuneration includes holiday pay and long service leave paid out to Key Personnel during the year.</i>		

Note 17: MINISTERIAL REVIEW

In February 2021, the Minister of Conservation presented the review for Governance of Fish and Game New Zealand and the New Zealand Fish and Game Councils. This report sets out [36 recommendations](#) to be implemented for the future of Fish and Game.

A review implementation team was established, including the then Chair of the NZFGC, Ray Grubb, Brain Anderton, the acting CEO of the NZFGC, and DoC representatives. After 18 months, the ISG Report from this Committee was drafted but was never approved by the Minister. In November 2022, the Minister disbanded this group. The NZC had been waiting on this report for the direction to implement the Review, as many of the recommendations were reliant on legislative changes. One of the recommendations was for the amalgamation of Councils (reducing the number of Councils from 12 to 6).

NEW ZEALAND FISH AND GAME COUNCIL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31 August 2023

In October 2022, the Regional Fish and Game Chairs wrote to the NZC asking them to implement the non-legislative parts of the Review. In November 2022, the NZC, agreeing with the Regional Chairs, instructed the NZC CEO to implement the non-legislative parts of the Review. On 6 December 2022, Sia Aston, Deputy Director – Public Affairs on behalf of the Department of Conservation, wrote to the New Zealand Council, advising that Fish and Game should proceed with implementing the review recommendations that do not require legislative changes.

In February 2023, The New Zealand Council established two work groups - Future Finance and Future Structures, which are working on structural and financial considerations for the organisation.

Due to the time lost with the ISG, the implementation of many of these recommendations only commenced at the end of November 2022.

Note 19: EVENTS AFTER BALANCE DATE

Other than Note 18: Ministerial review, there are no significant events after balance date. (2022:nil).

Appointment of Patron for Fish and Game NZ

NZ Fish and Game Council Meeting 166 – 24 25 November 2023

Prepared by: Richie Cosgrove, Communications Compliance, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the NZ Fish and Game Council (NZC) seeks approval to select Dame Lynda Topp as the first patron for Fish and Game NZ.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information on the proposed appointment of a patron for Fish and Game NZ.
2. Agrees to confer Dame Lynda Topp as the first Patron of Fish and Game NZ.
3. Delegates to the NZC CEO the authority to announce Dame Lynda Topp as the first patron of Fish and Game NZ.

Whakarāpopoto - Executive Summary

2. A staunch supporter of Fish and Game, Dame Lynda Topp has been one of our proudest supporters for several years. This was evident when she wrote the foreword for our international award-winning cookbook from her hospital bed just after coming out of cancer surgery.
3. Since then, Dame Lynda has been a voice for Fish and Game at a range of events, including the [#ReWild](#) launch, Fishing and Hunting influencers meeting, and even attending the Fish and Game Staff Conference as a keynote speaker.
4. Conferring Dame Lynda as our first patron would lift the profile of Fish and Game NZ with the broader community.

Takenga mai - Background

5. Fish and Game has never had a patron. This absence has meant that we have often lacked celebrity power when trying to get our message across to the wider public.
6. For Fish and Game, a patron would agree to lend their name and commit time and support to Fish and Game.
7. A patron's relationship with Fish and Game would usually evolve because they have a long history of support for Fish and Game, have a high public profile already and can generate media coverage for Fish and Game or increase support or participation.
8. The primary role of a patron is to lend credibility and support.
9. A patron does not play a formal part in Fish and Game but would usually be listed on letterheads, appeal brochures and publicity material to help raise awareness and trust with the broader community.
10. Fish and Game NZ would benefit from a patron, as most organisations who have a patron do.
11. In selecting someone as a patron for Fish and Game, it should be ensured that they:
 - Share the values of Fish and Game NZ.
 - Understand their role.
 - Know precisely what they will be asked to do.
 - Are not already over-committed.
12. It is important to note that effective patrons will need to have a long history with Fish and Game NZ and should be well-informed and well-briefed on the organisation's strategy, vision and values, key messages, and the work Fish and Game does.
13. They will represent Fish and Game in a positive and professional manner.
14. They will attend events (including, possibly fundraising events) and will be seen to be positively and publicly supportive of Fish and Game NZ.

Kōrerorero - Discussion

15. As a long-time fishing and game bird hunting licence holder, Dame Lynda Topp fits the criteria listed above.
16. Dame Lynda Topp has widespread public appeal in New Zealand through her activities in the Topp Twins with her sister Jools. She has been singing and entertaining with her sister for over

five decades; undertaken touring live music shows, comedy performances, and regular appearances in TV and film.

17. Both sisters were appointed Dames Companion of the [New Zealand Order of Merit](#) in the [2018 Queen's Birthday Honours](#) for services to the entertainment industry.
18. In recent years, Dame Lynda Topp has made her love for fishing, hunting and conservation well known.
19. Enlisting in the army at age 18, Dame Lynda Topp became interested in performing and started her entertainment career. Her entertainment career has led her to being considered one of New Zealand's most loved public figures. Her public profile would also enable access to other public figures to raise the profile of Fish and Game NZ.
20. As mentioned earlier, when approached in 2021 to write the foreword for the Fish and Game cookbook, Dame Lynda Topp gave her support without question, even though it required her to write the foreword from her hospital bed following cancer surgery.
21. Dame Lynda Topp has always supported Fish and Game NZ, and in recent years, when approached to help us and lend her name to supporting the organisation, she has done so without hesitation.
22. The use of Dame Lynda Topp's name in association with Fish and Game NZ has undoubtedly assisted in getting Fish and Game's name out there. Her TVNZ 7 Sharp was broadcast to over 450,000 people with a screen time of approximately 5 minutes. The cost of Fish and Game purchasing advertising space during prime-time TV would be in the region of \$10,000-\$15,000 for a 30-45 second soundbite.
23. Dame Lynda Topp was approached following the launch of the ReWild campaign to see if she would consider being Fish and Game's patron, which she wholeheartedly accepted. Appointing Dame Lynda as Patron would also give Fish and Game another media opportunity and raise the public profile of Fish and Game NZ.

Ngā kōwhiringa - Options

NZC may agree to appoint Dame Lynda Topp as the first Patron of Fish and Game NZ.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

24. Minimal. Financial implications can be covered by existing work programmes, which would consider attendance at events, travel and disbursements. NZC staff recommend the patron to be provided with lifelong hunting and fishing licences at the cost of the organisation.

Legislative Implications

25. There are no legal implications associated with this proposal.

Section 4 Treaty Responsibilities

26. There are no Section 4 Treaty responsibilities.

Policy Implications

27. Having a patron with such widespread public appeal as Dame Lynda Topp involved with our public campaigns, including R3 programmes, would certainly assist the organisation in achieving those goals.

Risks and mitigations

28. There are no known risks or mitigations relating to this.

Consultation

29. Managers from North Canterbury, Otago, Eastern, and Central South Island were supportive of the idea to make Dame Lynda Topp a patron for Fish and Game NZ. Please note that other regions were not able to be consulted at the time of writing this paper. A verbal update will be provided at the November meeting on this.

Ngā mahinga e whai ake nei - Next actions

30. If agreed, the announcement of Dame Lynda Topp as the first patron for Fish and Game NZ will be undertaken by the NZC CEO as delegated and at a suitable media opportunity.

Organisational Strategy & 2024/25 Strategic Priorities

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

Prepared by: Corina Jordan, Chief Executive, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) provides the final 2023-2028 Organisational Strategy and opportunity to confirm its 2024/25 strategic priorities. These are required to be reported against by the NZC in their annual performance reporting for auditing purposes.
2. The Organisational Strategy provides a framework by which NZC assesses projects, resourcing, and financial considerations against.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

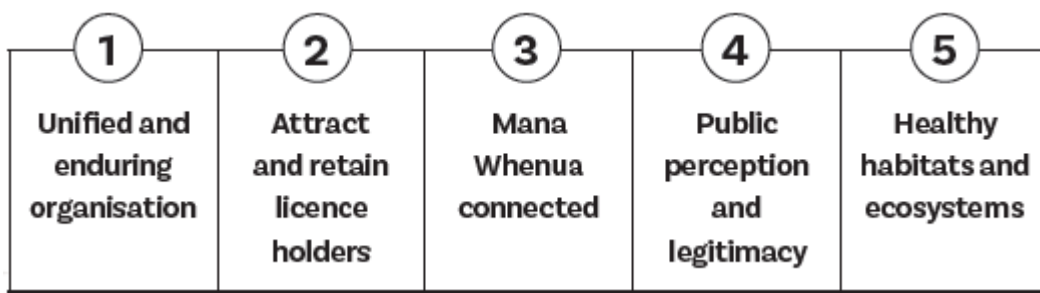
Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information in the Organisational Strategy & 2024/25 Strategic Priorities update report; and
2. Adopts the updated 2023-2028 Organisational Strategy; and
3. Confirms the circulation of the updated final 2023-2028 Organisational Strategy to the regions.

Whakarāpopoto - Executive Summary

3. The Organisational Strategy, including values, was built through a ground up process consulting across staff, Regional Managers and NZC. The strategy and the values reflect the feedback and aspirations across the organisation.
4. From August to October 2022, all Fish and Game staff were asked to provide feedback on what they considered the organisational challenges and opportunities to be and their recommendations for organisational values.
5. A workshop was held with Regional Managers on 19 and 20 October 2022 to consider strategy and operational plan development for Fish and Game. The workshop focused on gaining a shared understanding of the current strategic drivers and 'big' issues.
6. A NZC workshop was held prior which contributed to the draft Organisational Strategy and operational plan, aligning with the five outlined strategic priorities and shared organisational values below.



Values

That guide how we work

TRUST	INCLUSION	CONNECTION	SERVICE
We are trusted as consistent and capable providers of service to Fish and Game stakeholders and Mana Whenua.	We recognise and respect the diverse range of perspectives and cultural interests of our stakeholders	We are deeply connected, understanding anglers, hunters, regulators and public interest groups	We are enthusiastic, professional, kind, and accountable to each other and our community

7. At the 25 November 2022 NZC meeting, the draft Organisational Strategy, as attached, was approved for consultation with the regions. The draft three-year Business Plan was also approved for consultation with the regions in relation to areas required to be implemented as part of the draft Organisational Strategy, and which were outside of historic NZC work programmes.
8. The Organisational Strategy was approved as final at the 21 April 2023 NZC meeting. The updated final version was presented at the September 2023 Staff Conference with a session focussing on how the strategy was developed, including objectives and values, why it matters and how we move forward from here.

Kōrerorero - Discussion

9. The Organisational Strategy was developed in 2022 following the Ministerial Review in 2021, which contained 36 recommendations covering a range of governance, management and operational aspects. The strategy provides a strengthened, fit-for-purpose organisation more connected with stakeholders and mana whenua to protect and enhance freshwater fish and game, their habitats and the values precious to all New Zealanders.

10. Following approval of the Organisational Strategy in April 2023, this has since been updated to ensure that it aligns with the ReWild campaign in relation to the look and feel of the document but without amendment to the intent or content of the strategy. Further feedback from the regions has subsequently been provided through the 2023 Staff Conference and the November 2023 Formal Managers meeting seeking consideration of the priority of access and a sharper focus on species management and compliance. A track changed version of the updated Organisational Strategy is attached.
11. The NZC 2023-2026 Business Plan is also appended to this paper and includes the statutory obligations of Fish and Game and on page 7. Table 1 demonstrates how these statutory responsibilities are delivered operationally by Fish and Game within the current strategy and associated implementation plan. Appendix 1 of the Business Plan contains a full list of the Ministerial Review recommendations and, where these relate to management and operations, maps these to operational implementation within the plan.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

12. Budget for the strategy has been previously approved and the project has been undertaken within that budget.

Legislative Implications

13. There are no legislative implications.

Section 4 Treaty Responsibilities

14. The strategy identifies and prioritises a number of Section 4 considerations.

Policy Implications

15. The 2023-2028 Organisational Strategy has been approved and its implementation has flow on effects for policy, its prioritisation and performance reporting as part of Fish and Game's consolidated Annual Report.

Risks and mitigations

16. Risks have been mitigated through a ground up build incorporating feedback from across regions as well as Regional Manager and NZC input.

Consultation

17. All regions were consulted, at both staff and governor level, through the development of the draft strategy as well as with Regional Manager and NZC input during workshops.
18. This feedback has been factored into the final Organisational Strategy and NZC Business Plan prior to adoption by NZC in April 2023.

Ngā mahinga e whai ake nei - Next actions

20. The final 2023-2028 Organisational Strategy will be circulated to the regions as the full and final Organisation Strategy. This will assist the regions to understand NZC's priorities for projects and resourcing moving forward. Regions are encouraged to consider the Organisational Strategy as they set their own strategic priorities or/and operational work plans for the 2023/24 and 2024/25 years.



DRAFT

Consultation document

Strategy

2023 -2027



Background

The purpose and functions of the New Zealand Fish & Game Council are prescribed in section 26B of the Conservation Act 1987.

This strategy document describes how the New Zealand Fish & Game Council will deliver on its statutory obligations and vision for the future, covering the period 2023-2027. Importantly, the strategy recognises and captures the recommendations of a ministerial review conducted in 2021.

This strategy, combined with a separate and more detailed implementation plan, will deliver a strengthened, fit-for-purpose organisation, more connected with stakeholders and Mana Whenua to protect and enhance fresh water fish & game, their habitats, and the values precious to all New Zealanders.

This document contains an overview 'strategy-on-a-page' plus a description of the five identified strategic priorities. These are further detailed within an associated Business Plan.

New Zealand Fish & Game Council Strategic Priorities 2023-2027:

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



Strategy 2023-27

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

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

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

Vision

Healthy fresh water ecosystems with abundant fish & game valued by all New Zealanders

Purpose

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






Priorities

Where we will focus our efforts

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

Objectives

What success looks like for our strategic priorities

 <h3>Unified & enduring organisation</h3> <p>A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery</p>	 <h3>Attract & retain licence holders</h3> <p>Deliver a valued and cost-effective experience for license holders by understanding their needs, providing simple processes and effective communication, making fishing and game bird hunting more attractive to a wider group of future participants</p>	 <h3>Mana Whenua connected</h3> <p>Māori values are understood and reflected within Fish & Game with aligned advocacy and a positive collaborative approach that builds upon Te Tiriti obligations defined in the Conservation Act</p>	 <h3>Public perception and legitimacy</h3> <p>Understanding and re-shaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting, and wellbeing through outdoor recreation</p>	 <h3>Healthy habitats and ecosystems</h3> <p>Sport fish and game bird habitats are healthy. Species are monitored and maintained and sustainable wild harvest opportunities are secured for future generations</p>
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Values

That guide how we work

<h3>Trust</h3> <p>We are trusted as consistent and capable providers of services to Fish & Game stakeholders and Mana Whenua</p>	<h3>Inclusion</h3> <p>We recognise and respect the diverse range of perspectives and cultural interests of our stakeholders</p>	<h3>Connection</h3> <p>We are deeply connected, understanding anglers, hunters, regulators and public interest groups</p>	<h3>Service</h3> <p>We are enthusiastic, professional, kind, and accountable to each other and our community</p>
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Unified & Enduring Organisation



Strategic Objective

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

This means we will...

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

Key Performance Indicators

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

Who needs to be involved?

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

Attract & retain license holders

Strategic Objective

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

This means we will...

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

Key Performance Indicators

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

Who needs to be involved?

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

Mana Whenua connected

Strategic Objectives

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

This means we will...

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

Key Performance Indicators

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

Who need to be involved?

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

Public Perception & Legitimacy

Strategic Objectives

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

This means we will...

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

Key Performance Indicators

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

Who need to be involved?

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

Healthy Habitats & Ecosystems

Strategic Objectives

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

This means we will...

- Deliver species monitoring, applying fisheries management standard operating procedures
- Maintain Fishing & hunting regulations and provide seasonal notices for anglers and hunters
- Advocate for the protection and enhancement of sports fish and game bird habitats
- Understand and enhance the eco-system relationship between sports fish and indigenous species
- Advocate for the maintenance and protection of outstanding water bodies through water conservation orders

Key Performance Indicators

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

Who need to be involved?

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



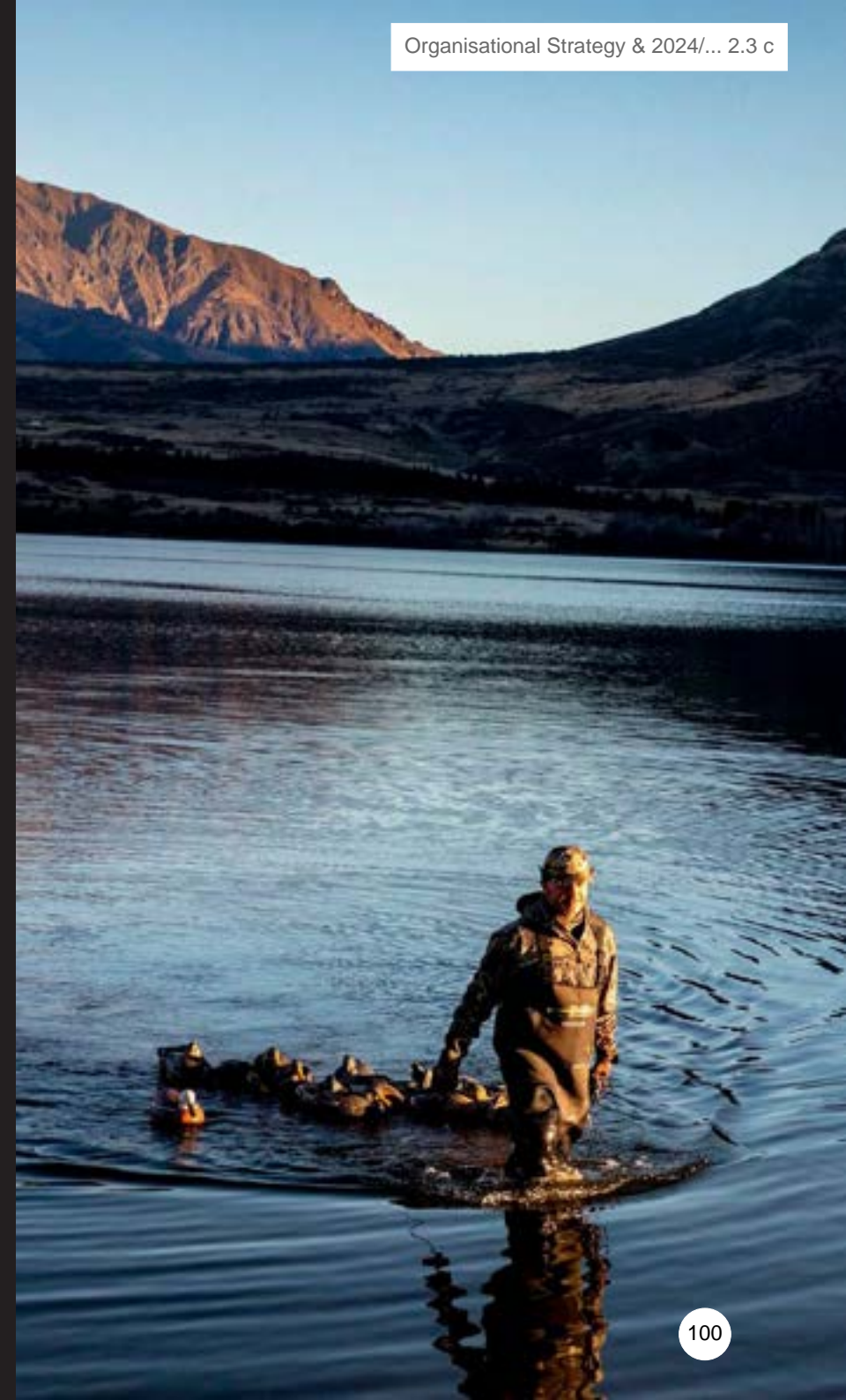
Fish & Game Organisational Strategy

2023–2028



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1

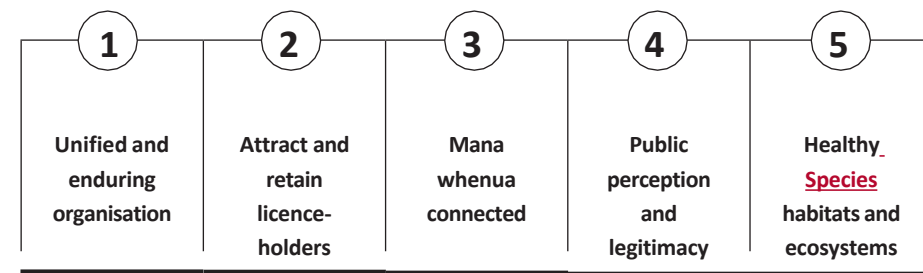
Introduction

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

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

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

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



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

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

2

Strategy 2023 – 2028

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

This strategy seeks to implement the ministerial review findings, which are critical to the organisation's future. Where possible these recommendations have been linked to planned operational activity to give assurance that they are being addressed.

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

Vision






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

Purpose

Fish & Game New Zealand sustainably manages maintains and enhances sports fish and game bird populations, protects freshwater and their habitats, ensuring access for current and future generations of hunters and anglers New Zealanders.

Priorities and objectives

What success looks like for our strategic priorities

 <p>UNIFIED AND ENDURING ORGANISATION</p> <p>A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.</p>	 <p>ATTRACT AND RETAIN LICENCE HOLDERS</p> <p>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.</p>	 <p>MANA WHENUA CONNECTED</p> <p>Māori values are understood and reflected within Fish & Game with aligned advocacy and a positive collaborative approach that builds upon Te Tiriti obligations defined in the Conservation Act.</p>	 <p>PUBLIC PERCEPTION AND LEGITIMACY</p> <p>Understanding and reshaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection , wild food harvesting and well-being through outdoor recreation.</p>	 <p>HEALTHY <u>SPECIES</u> HABITATS AND ECOSYSTEMS</p> <p>Sport fish and game bird <u>species are monitored and sustainably managed, freshwater</u> habitats are <u>protectedhealthy</u>.</p> <p>Species are monitored and maintained and <u>access to</u> sustainable wild harvest opportunities are secured for future generations.</p>
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Values

That guide how we work

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

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

This strategy was developed in 2022 following a ministerial review conducted in 2021 which noted that Fish & Game New Zealand plays an important role in environmental

advocacy and stewardship. The review also noted that the organisation is relatively unchanged since establishment in 1990 and identified significant opportunity to strengthen governance and good management practice.






The strategy outlined here is intended to provide a strengthened, fit-for-purpose organisation more connected with licence holders, wider stakeholders,

and Mana Whenua, to sustainably manage protect and enhance fresh water fish and

<p>OUR VISION</p> <p>Our vision is a New Zealand where freshwater habitats and species flourish, where hunting and fishing traditions thrive and all Kiwis enjoy access to sustainable wild fish and game resources.</p>	<p>OUR PURPOSE</p> <p>Fish & Game New Zealand maintains and enhances sports fish and game birds, and their habitats, ensuring access for current and future generations of New Zealanders.</p>	<p>OUR VALUES</p> <p>TRUST INCLUSION CONNECTION SERVICE</p>
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Our priorities and objectives

What success looks like for our strategic priorities

 <p>game, <u>to protect and enhance freshwater their</u> habitats and the values precious to all New Zealanders.</p>	 <p>UNIFIED & ENDURING ORGANISATION</p> <p>A national and regionally cohesive organisation built on a culture of shared values, trust and engagement. Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates</p>	 <p>ATTRACT & RETAIN LICENCE-HOLDERS</p> <p>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.</p>	 <p>MANA WHENUA CONNECTED</p> <p>Māori values are understood and reflected within Fish & Game with aligned advocacy and a positive collaborative approach that builds upon Te Tiriti obligations defined in the Conservation Act.</p>	 <p>PUBLIC PERCEPTION & LEGITIMACY</p> <p>Understanding and reshaping public perception of Fish & Game New Zealand, angling and game bird hunting through positive messaging of natural environment protection, wild food harvesting and well-being through outdoor recreation.</p>
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that enable effective service delivery.

Species

are monitored and sustainably
managed, freshwater

maintained

healthy, healthy. Species

~~are monitored and maintained~~
access to



4

Strategic priorities

4.1 Unified & enduring organisation

OBJECTIVE

A national and regionally cohesive organisation built on a culture of shared values, trust and engagement.

Delivering on vision and purpose for stakeholders and Mana Whenua. Maintaining the statutory mandates that enable effective service delivery.

THIS MEANS WE WILL...

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

KEY PERFORMANCE INDICATORS

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

WHO NEEDS TO BE INVOLVED?

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

4.2 Attract & retain licence-holders

OBJECTIVE

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

THIS MEANS WE WILL...

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

KEY PERFORMANCE INDICATORS

- R3 evaluation
- Data analytics
- Marketing plans
- Revenue levels
- Enhancement of access to freshwater environments
- Licence holder satisfaction

WHO NEEDS TO BE INVOLVED?

- National and regional councils
- Licence-holders
- Potential target participation groups



4.3 Mana Whenua connected

OBJECTIVE

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

THIS MEANS WE WILL...

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

KEY PERFORMANCE INDICATORS

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

WHO NEEDS TO BE INVOLVED?

- Regional Mana Whenua (to the extent they wish to be involved)
- Māori organisations operating at the national level
- National Fish & Game leadership
- Regional Fish & Game councils.

4.4 Public perception & legitimacy

OBJECTIVE

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

THIS MEANS WE WILL...

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

KEY PERFORMANCE INDICATORS

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

WHO NEEDS TO BE INVOLVED?

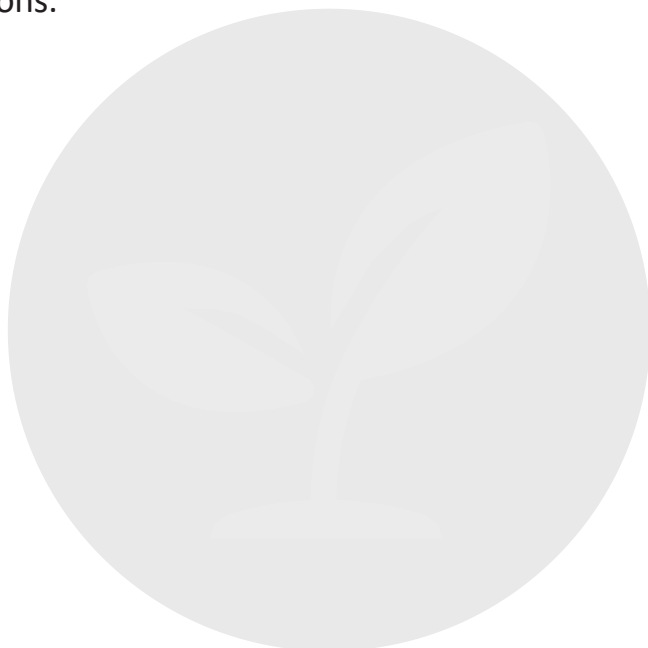
- Fish & Game national and regional councils
- Public relations provider
- Economic research provider
- Social research provider.

4.5 Healthy species habitats & ecosystems

OBJECTIVE

Sport fish and game bird species are monitored and sustainably managed, freshwater habitats are healthy, and access to

~~Species are monitored and maintained and sustainable~~ wild harvest opportunities are secured for current and future generations.



THIS MEANS WE WILL...

- Deliver species monitoring, applying fisheries and game bird management standard operating procedures
- Maintain fishing and hunting regulations and provide seasonal notices for anglers and hunters
- Advocate for the protection and enhancement of freshwater fish and game bird habitats
- Understand and manage the relationship between indigenous and valued introduced ~~introduced~~ freshwater fish and gamebird populations
- Understand the impacts of climate change on habitats and species and mitigate through long term action plans
- Advocate for the maintenance and protection of outstanding water bodies through water conservation orders.
- Protect and enhance access to freshwater environments and wild harvest opportunities
- Undertake compliance activities

KEY PERFORMANCE INDICATORS

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

WHO NEEDS TO BE INVOLVED?

- Fish & Game national and regional councils
- Mana Whenua
- Department of Conservation
- Ministry for the Environment.



MANIFESTO 2023 FISH
& GAME

Fish & Game New Zealand sustainably manages, ~~maintains and enhances~~ sports fish and game birds populations, and protectstheir freshwater habitats, and enhances access to healthy freshwater environments, in the best long-term interests of present and future generations of anglers and hunters, nature-lovers, conservationists and mana whenua.



Contact

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Three-year Business Plan 2023-2026



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1

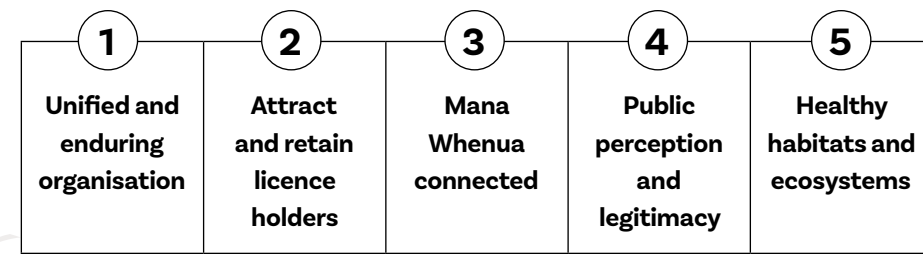
Introduction

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

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

This is manifested within the strategic plan 2023-2027 and within this Business Plan with vision, purpose, values and strategic priorities described in simple terms for use with a variety of internal, stakeholder, and external audiences.

This Business Plan sets out the proposed actions of the NZ Council over a three year horizon to 2026. The plan details the respective actions and outputs for the NZ Council and National Projects under each of five strategic priorities outlined below.



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

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

2

Strategy 2023 - 2027

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

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

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

Vision

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





Purpose

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



Priorities and Objectives

What success looks like for our strategic priorities

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

That guide how we work

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

**Mapping of
statutory
obligations to
operational
implementation**

Fish & Game New Zealand operates with core statutory responsibilities.

Table 1 below demonstrates how these statutory responsibilities are delivered operationally by Fish & Game within the current strategy and associated implementation plan.

TABLE 1

FISH & GAME STATUTORY OBLIGATIONS (functions of the Council as described in section 26c of the Conservation Act 1987)	
THE FUNCTIONS OF THE NEW ZEALAND FISH AND GAME COUNCIL SHALL BE:	ADDRESSED BY PLANNED ACTIONS:
<p>a to develop, in consultation with Fish and Game Councils, national policies for the carrying out of its functions for sports fish and game, and the effective implementation of relevant general policies established under the Wildlife Act 1953 and this Act:</p>	5.1d, 5.2h
<p>b to advise the Minister on issues relating to sports fish and game:</p> <p>a) in relation to Anglers Notices and notices for game seasons (under section 15 of the Wildlife Act 1953),–</p> <p>(i) to co-ordinate their preparation and recommendation to the Minister for approval:</p> <p>(ii) to advise the Minister:</p> <p>(iii) to arrange for their publication under the Legislation Act 2019:</p>	5.5b, 5.5d 5.2h
<p>c to participate, with the Director-General and other interested parties, in the development of a research programme promoting the management of sports fish and game:</p>	5.5g
<p>d to oversee the electoral system by which members of Fish and Game Councils are elected:</p>	TBC
<p>e to recommend to the Minister an appropriate fee for fishing and hunting licences, after having regard to the views and recommendations of Fish and Game Councils:</p> <p>a) to recommend to the Minister fees for game hunting guide licences and sports fishing guide licences, after having regard to views and recommendations of Fish and Game Councils:</p>	5.2b, 5.2c, 5.2d, 5.2e, 5.2h 5.2b, 5.2c, 5.2d, 5.2e, 5.2h

FISH & GAME STATUTORY OBLIGATIONS (functions of the Council as described in section 26c of the Conservation Act 1987)		
THE FUNCTIONS OF THE NEW ZEALAND FISH AND GAME COUNCIL SHALL BE:	ADDRESSED BY PLANNED ACTIONS:	
<p>f to determine, in consultation with Fish and Game Councils, the amount of the levy payable by Fish and Game Councils to the New Zealand Fish and Game Council, from licence sales, for—</p> <p>(i) the administration of the New Zealand Fish and Game Council; and</p> <p>(ii) redistribution between Fish and Game Councils; and</p> <p>(iii) advocacy and research:</p>		
<p>g to advocate generally and in any statutory planning process the interests of the New Zealand Fish and Game Council and, with its agreement, of any Fish and Game Council in the management of sports fish and game, and habitats:</p>		5.1d, 5.5b, 5.5c, 5.5d
<p>h to provide regular reports to Fish and Game Councils:</p>		5.1a
<p>i to liaise with the New Zealand Conservation Authority</p>		5.1h
<p>j to audit the activities of Fish and Game Councils:</p>		TBC
<p>a) to recommend to the Minister, after having regard to the views and recommendations (if any) of Fish and Game Councils and the New Zealand Game Bird Habitat Trust Board, an appropriate fee in respect of any game bird habitat stamp and the form of such stamps:</p>		5.5e, 5.5f
<p>b) to sell or arrange the sale of, in New Zealand or outside New Zealand, game bird habitat stamps and associated products:</p>		5.5e, 5.5f



4

operational implementation

The ministerial review conducted in 2021 contained 36 recommendations covering a range of governance, management and operational aspects. Appendix 1 of this plan contains a full list of the recommendations and, where these relate to management and operations, maps these to operational implementation within this plan.



5

**Strategic
Priorities**



5.1 Unified & Enduring Organisation

OBJECTIVE

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

ACTIVITY

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.1a	Connection & cohesion	Increase cross-regional and national engagement within Fish & Game	<ul style="list-style-type: none"> Scheduled cross team catch-up & update sessions Identify cross-regional collaborative project opportunities Fit-for-purpose cross team and cross region communications tools Re establish teams of excellence to work collectively, share knowledge and skills, and where appropriate advise on national policy, SOPs, organisational key messages, and plans. To provide regular reports to Fish and Game Councils 	<ul style="list-style-type: none"> Shared understanding A focus on collaboration rather than silo boundaries Resource efficiencies Informed and empowered organisation Living our values 				

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1 yr	2yr	3yr
5.1b	Comms & Advocacy plan	Design and implement a comprehensive communications plan addressing internal and external requirements	<ul style="list-style-type: none"> In depth understanding of F&G audiences/ stakeholders through insights Audiences and their values including perceptions of F&G identified Key Messages designed and implemented Multiple Channels utilised to connect with range of audiences Timing appropriate to the audience and the issue or opportunity 	<ul style="list-style-type: none"> A consistent, annually planned and professional flow of communications from Fish & Game to the right audiences at the right time, and in the right form to maximise message uptake, and stakeholder connection to F&G 				
5.1c	Structure	Implement a governance structure of both elected and appointed members	<ul style="list-style-type: none"> Delivery of review recommendation 6 	<ul style="list-style-type: none"> Improved professionalism around governance and decision-making whilst retaining a fishing and hunting ethos. 				
5.1d	Legislation	Advocate to retain the statutory powers that enable Fish & Game to deliver on its Vision and Purpose	<ul style="list-style-type: none"> Key stakeholder advocacy engagement Political engagement Mana Whenua engagement 	<ul style="list-style-type: none"> Statutory powers of the Conservation Act 1987 and Wildlife Act 1953 enabling Fish & Game operations are retained within the legislative review process 				
5.1e	Policy & procedure	Adopt a full suite of binding governance and corporate policies including roles & responsibilities, resource allocation and conflict of interest	<ul style="list-style-type: none"> Delivery of review recommendations 17, 18, & 19 	<ul style="list-style-type: none"> Adoption of good practice governance and management practices Improved clarity of roles and responsibilities at all levels 				

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1 yr	2yr	3yr
5.1f	Governance & Leadership Training	Establish a programme of professional development for elected members and management	<ul style="list-style-type: none"> • Delivery of review recommendation 16 • Select training providers for Mgt and Governance and implement upskilling and continuous development programmes 	<ul style="list-style-type: none"> • Improved awareness of good practice • Shared responsibility • Effective and efficient teams • Clarity around roles and responsibilities • Display organisational values • High performing • Cohesive, united, strategic 				
5.1g	Culture	Develop Fish & Game culture through recognition, ownership and collective accountability to shared values.	<ul style="list-style-type: none"> • Design and implement a programme of culture development through engagement, empathy, and teamwork 	<ul style="list-style-type: none"> • Recognition of the long term shift required • Improved empathy • One-team • Organisational understanding of the importance of culture and how to operate in a manner which displays and builds positive and empowered organisational culture 				
5.1h	Sister statutory organisation relationships and collaboration	To build strong relationships with the Big Game Animal Council, Department of Conservation, and NZ Conservation Authority	<ul style="list-style-type: none"> • Regularly liaise with the Big Game Animal Council, Department of Conservation, and the NZ Conservation Authority, and work collaboratively on projects of shared interest and value 	<ul style="list-style-type: none"> • Strong relationship with the Big Game Animal Council, Department of Conservation, and the NZ Conservation Authority, shared understanding, and collaboration 				

5.2 Attract & retain licence holders

OBJECTIVE

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

ACTIVITY

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.2a	Retain, recruit, reactivate	Review the existing R3 programme (Recruit, Retain, Re-activate) for effectiveness to-date, and update as required	<ul style="list-style-type: none"> In depth understanding of F&G current, lapsed, and potential licence holders through insights Data on actions and outcomes of existing R3 programme as an input to the development of a new and coordinated marketing programme 	<ul style="list-style-type: none"> F&G understands its licence holders and potential future licence holders Clarity of current state in attract, retain, and re activate activity; Effective delivery of programmes across F&G to retain, recruit, and re activate licence holders 				
5.2b	Licensing & pricing	Review the licencing and pricing model to maximise user value and provide sustainable revenue for Fish & Game operations	<ul style="list-style-type: none"> A business optimisation model for optimised customer experience and sustainable income Understanding of the options and impacts of different license and pricing scenarios through insights 	<ul style="list-style-type: none"> F&G licencing categories and prices encourage and support participation while optimising revenue; Licence holders display willingness to pay and see value in their licence. 				
5.2c	Licence holder research	Conduct attitudinal and usage research with licence holders to identify needs, wants and perceived value	<ul style="list-style-type: none"> Licence holder research - field interviews and survey 	<ul style="list-style-type: none"> Understanding licence holder value perceptions and expectations of Fish & Game 				
5.2d	Public research	Conduct social research with wider public to determine perceptions, barriers and enablers to participation	<ul style="list-style-type: none"> Note: Links with public perception and legitimacy priority actions Barriers and enablers of wider public participation 	<ul style="list-style-type: none"> Ability to forecast likely future demand Identification of trends impacting participation 				
5.2e	Data analytics	Provide database analytics on member churn and reactivation rates and associated demographics,	<ul style="list-style-type: none"> Quantified churn rates Quantified reactivation rates Demographic data 	<ul style="list-style-type: none"> Quantitative data providing baseline to measure impact of new Fish & Game participation initiatives 				

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.2f	Marketing	Develop and implement a data driven national marketing programme	<ul style="list-style-type: none"> An appropriately resourced, targeted and nationally coordinated marketing programme 	<ul style="list-style-type: none"> Increased revenue Targeted increase in participation 				
5.2g	Alternative income	Exploration of alternative (non-license) revenue streams to reduce licence fee burden and support Fish & Game operations	<ul style="list-style-type: none"> Explore sponsorship and associated commercial revenue streams Grant funding opportunities - local and national government 	<ul style="list-style-type: none"> Revenue growth outside of licence fees Increased public profile 				
5.1h	Fishing & Hunting Regulations	Coordinate the preparation of anglers' notices and notices for open season for game and recommend to the Minister of Conservation on such matters.	<ul style="list-style-type: none"> Sports fishing and game bird hunting notices are prepared for approval by the Minister and published in the NZ Gazette at least 28 days before the start of each season. Fish and game editions of the regulations guide booklets are prepared and published for distribution by mid-March and August respectively. 	<ul style="list-style-type: none"> Sportfish and Gamebird harvest is managed through regulations S26C ba(i),(ii), and (iii) is achieved S26C e, and ea is achieved 				
5.2i	Access to the resource	Enable licence holders secure free, certain, enduring and practical public access to sports fish and game birds on lands of all tenure.	<ul style="list-style-type: none"> Access for anglers and hunters is advocated along and to all water bodies holding harvestable populations of sports fish and game birds, and on public lands where game bird hunting is permitted. Promote the implementation & use regionally of the Walking Access Act and Commission. 	<ul style="list-style-type: none"> Public access to a health environment is provided for Licence holders and the public 				
5.2j	Angler & hunter participation	Support participation in freshwater fishing and game bird hunting.	<ul style="list-style-type: none"> Campaigns and other initiatives that will support and grow angler and hunter participation are sponsored and supported. 	<ul style="list-style-type: none"> Angling and hunting is a valued pursuit; Licence holders are representative of the wider NZ public and participation and interest in hunting and angling is aligned with population growth balanced by resource availability 				

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.2k	National Magazine	Inform licence holders of current Fish & Game NZ activities and issues, promote participation and provide information to up skill.	<ul style="list-style-type: none"> The F&G Public Awareness Network (PAN) is consulted on style and content in preparation of the two annual special issue magazines. Assistance to regions is provided in planning of regional supplements. Editorial planning & contribution provided. Coordinate two special editions of the magazine published in March and August. A greater Fish & Game presence is promoted through key messages in the commercial issues of the magazine. 	<ul style="list-style-type: none"> Effective and valued source of information for licence holders Effective tool to promote F&G and hunting and fishing to wider NZ public 				
5.2l	Website	F&G has an up to date, brand appropriate modern website that is valued by the organisation, licence holders, and the wider public	<ul style="list-style-type: none"> Mangers and the F&G Public Awareness Network (PAN) is consulted on style and content of the website Website provides valued information and resources to the organisation, licence holders, and the wider NZ public; Website reflects F&G brand and assists to build social licence Website assists F&G create extension resources which are recognised and valued 	<ul style="list-style-type: none"> Licence holders and the wider NZ public value F&G website Website supports R3 Website builds F&G social licence Website reflects a F&G that resonates and has value in a modern era 				

5.3 Mana Whenua connected

OBJECTIVE

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

ACTIVITY

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.3a	Te Tiriti settlements	Identify and recognise existing Treaty settlements and their implications for Fish & Game's work	<ul style="list-style-type: none"> Study of existing settlements for Fish & Game implications 	<ul style="list-style-type: none"> Aware and aligned with what has already been addressed 				
5.3b	Connection	Recognise the variation in experiences, expectations and capacity between whanau, marae, hapus, and settled and unsettled iwi	<ul style="list-style-type: none"> Regional hui with Mana Whenua 	<ul style="list-style-type: none"> Build relationship and trust and preferred form of engagement with Fish & Game including co-governance participation 				
5.3c	Input to Mgt plans	Develop guidelines for Mana Whenua input to Fish & Game management plans	<ul style="list-style-type: none"> Guidelines produced and used nationally in Mana Whenua engagement 	<ul style="list-style-type: none"> A consistent approach to advising Mana Whenua on how to input to Fish & Game management plans 				
5.3d	Kawenata	Develop a Kawenata (charter / policy) on Mana Whenua relationships and conflict resolution	<ul style="list-style-type: none"> National and regional level charter/policy describing Mana Whenua and Fish & Game relationship and interaction 	<ul style="list-style-type: none"> A co-designed and agreed basis for a partner relationship 				
5.3e	Cultural training	Deliver leadership and staff cultural education on Tikanga and Fish & Game obligations to Mana Whenua	<ul style="list-style-type: none"> Training programme designed and provider commissioned Governance and staff training completed (and on-going) 	<ul style="list-style-type: none"> Fish & Game cultural awareness, understanding of Tikanga and specific knowledge of statutory obligations to Mana Whenua is embedded 				
5.3f	Grievance	Identify and reconcile historic grievances between Mana Whenua and Fish & Game at a regional level	<ul style="list-style-type: none"> Research regional grievances Engage Mana Whenua, acknowledge and reconcile grievances 	<ul style="list-style-type: none"> Trust, respect and a platform to move forward from with Mana Whenua 				
5.3g	Collaboration	Actively collaborate on projects with Mana Whenua on areas of common interest	<ul style="list-style-type: none"> Visible collaborative activity Case study stories 	<ul style="list-style-type: none"> Partnership 				

5.4 Public perception & legitimacy

OBJECTIVE

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

ACTIVITY

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.4a	Social research	Conduct social research with NZ public to gain data on perception and attitudes to Fish & Game, angling and game bird hunting	<ul style="list-style-type: none"> Note: links to attraction and retention of licence holders Nationally coordinated research with both national and regional focus to determine public attitudes, risk and opportunity areas 	<ul style="list-style-type: none"> Deep understanding of public perception to support ongoing tracking and impact assessment of Fish & Game programmes F&G has social licence to operate 				
5.4c	Economic research	Conduct economic research to quantify the total value of angling and game bird hunting in New Zealand	<ul style="list-style-type: none"> Economic assessment of the total economic value and impact of the Fish & Game sector at a national and regional level 	<ul style="list-style-type: none"> Quantified independent data for use in key messaging to both public, government, and licence holder audiences 				
5.4d	Social Licence campaign	Design and deliver a targeted multi-level campaign to inform public perception, encourage participation and influence policy	<ul style="list-style-type: none"> External public relations and communications expertise commissioned Multi-year public campaign designed and implemented (Note: also see communication plan) 	<ul style="list-style-type: none"> Improved understanding of Fish & Game and legitimacy of angling and hunting 				
5.4f	Greater good	Visibly engage in regional public good projects aligned with Fish & Game strategy and objectives i.e. catchment groups, wetland management etc	<ul style="list-style-type: none"> Identified publicly visible projects in each region Case studies feed into communications plan 	<ul style="list-style-type: none"> Improved visibility for Fish & Game Improved perception of Fish & Game 				
5.4f	F&G public good benefits to NZ	Showcase and build public awareness around the wider environmental good F&G provides as NZ leading FW and public access advocate	<ul style="list-style-type: none"> Produce a report which showcases F&G environmental work over the last decade. Produce a book which builds from Gamekeepers for the Nation to reflect a modern and resilience F&G valued by all New Zealanders 	<ul style="list-style-type: none"> F&G is valued as New Zealand's leading advocate for health freshwater and ecosystems, wetland, and public access to the environment 				

5.5 Healthy habitats & ecosystems

OBJECTIVE

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

ACTIVITY

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.5a	Monitoring	Deliver species monitoring, applying fisheries management standard operating procedures	<ul style="list-style-type: none"> Fisheries and wild game bird monitoring data is available as an input into regional management plans 	<ul style="list-style-type: none"> Management plans are based on best science and monitoring data 				
5.5b	Species Advocacy	Advocate for the protection and enhancement of sports fish and game bird habitats	<ul style="list-style-type: none"> Engage on legislative reforms of Conservation Act 1987 Engage on legislative reforms of Wildlife Act 1953 Engage on Legislative reforms of the Resource Management Act 1991 	<ul style="list-style-type: none"> Sportsfish & Gamebird Species and habitats are protected and enhanced 				
5.5c	Indigenous species	Understand and enhance the eco-system relationship between sports fish and indigenous species	<ul style="list-style-type: none"> A science and Mātauranga Māori study of introduced and indigenous species, their eco-system interactions, cultural and biodiversity values 	<ul style="list-style-type: none"> A new and detailed understanding of indigenous and introduced sports fish eco-systems Protection of the habitat of sportsfish provides co benefits in protecting the health of freshwater and ecosystems Wetland are protected, restored, enhanced, and established which provides habitat for gamebirds and indigenous flora and fauna 				

REF	TITLE	DESCRIPTION	OUTPUTS	OUTCOMES	TIMELINE			
					6 mths	1yr	2yr	3yr
5.5d	Healthy freshwater and ecosystems	Advocate for the maintenance and protection of outstanding water bodies through water conservation orders	<ul style="list-style-type: none"> Engage in advocacy for water conservation orders in appropriate circumstances through part 9 of the RMA 1991 or its subsequent legislation Engage in region and national RM policy processes 	<ul style="list-style-type: none"> Species and habitats are protected and enhanced F&G is recognised as New Zealand's most effective, and professional FW advocate 				
5.5e	Game Bird Habitat Stamp Programme	Produce and market an annual game bird habitat stamp and associated products.	<ul style="list-style-type: none"> The game bird habitat stamp programme is managed (including the production and distribution of a Game Bird Habitat Stamp programme brochure and poster) and responses provided to any enquiries about the programme and its products within 5 working days of receipt. 	<ul style="list-style-type: none"> Wetland protection, enhancement, and establishment is resourced; F&G is seen as New Zealand's primary wetland advocate F&G is valued by stakeholders (Regional Councils, Mana Whenua, landowners and communities) for their wetland expertise and wetland enhancement, restoration activities and resourcing 				
5.5f	Game Bird Habitat Trust Board	Provide administrative services to The New Zealand Game Bird Habitat Trust Board.	<ul style="list-style-type: none"> The Trust Board's financial affairs are managed in accordance with the Public Finance Act. The Annual Report is prepared and submitted to the Minister for presentation to Parliament by 24 December. Meetings are organised and agenda's sent out at least seven days before the meeting. Grant application forms are made available and completed applications are submitted to the Trust Board for its consideration. Grants are distributed and any conditions imposed by the Board are met or noted for compliance. 	<ul style="list-style-type: none"> Effective body to support nationally wetland protection, enhancement, and restoration activities for the good of NZ 				

6

Appendix 1: Review recommendations mapped to implementation plan

REVIEW RECOMMENDATION	ADDRESSED BY PLANNED ACTION
1 That the Minister has the power to require adherence to an approved management plan.	Legislative change required
2 That the Minister's powers be expanded to include a mandatory power of direction for an addition or amendment to a draft management plan.	Legislative change required
3 The Chair of the NZFGC be a Ministerial appointee. While the Chair could be drawn from the pool of FGC councillors, it would be preferable for the Chair to be completely independent of the organisation such as an independent or professional director, at least as an interim or transitional measure.	Legislative change required
4 The Chair of the NZFGC be a paid position.	Legislative change required
5 Reduce the size of the NZFGC from 12 to 8.	Legislative change required
6 The NZFGC to comprise 4 appointed and 4 elected members. This ensures a degree of professionalism around governance and decision-making whilst still retaining a fishing and hunting ethos. The Ministerial appointees could be appointed with consideration being given to candidates with expertise in one or more the of the following areas: <ul style="list-style-type: none"> a. te ao Māori b. governance experience c. RMA or legal experience 	Legislative change required
7 Appointees to be paid. Elected members would continue to serve on a voluntary (unpaid) basis.	Legislative change required
8 Elected NZFGC councillors to be elected by Fish and Game licence holders (rather than appointed by FGCs as is currently the case).	
9 Retain the regional structure but reduce the number of regions (and thereby FGCs) to 6 by the following amalgamations: <ul style="list-style-type: none"> i Southland and Ōtago ii Central South Island and North Canterbury iii West Coast and Nelson/Marlborough iv Wellington and Taranaki v Eastern and Hawke's Bay vi Auckland Waikato and Northland 	

REVIEW RECOMMENDATION	ADDRESSED BY PLANNED ACTION
<p>10 Each FGC should itself comprise 8 members, comprising:</p> <ul style="list-style-type: none"> • 4 members elected by licence holders • 3 members appointed by the Minister • 1 Iwi nominee/appointee • The Chair of the FGC to be elected by councillors 	
<p>11 Terms of office on the NZFGC or an FGC for both appointed and elected officeholders should be fixed for 3 years with a limit on serving no more than two consecutive terms</p>	
<p>12 The Minister to have powers of removal of any councillor, whether appointed or elected.</p>	
<p>13 Co-opted councillors can be invited and/or removed by the Chair of a Council be it the NZFGC or an FGC, following resolution of that Council. Co-opted councillors to have equal voting rights with other councillors. NB: this requires an amendment to section 26V(2) of the Act.</p>	
<p>14 A councillor could not be a member of both the NZFGC and an FGC at the same time. If elected to both, that person would have to choose one of them.</p>	
<p>15 Members of both the NZFGC and an FGC to be elected by licence holders casting two votes: one for the NZFGC and one for the FGC</p>	
<p>16 The NZFGC to establish a programme of professional development for its elected members, such as IoD or AICD accredited training.</p>	
<p>17 The NZFGC to adopt a full suite of governance and corporate policies which are binding on itself and all FGCs.</p>	
<p>18 In particular the NZFGC should adopt and implement a robust Conflict of Interest policy which reflects good practice as set out in the Auditor General's 2020 Guidance.</p>	
<p>19 The Conflict of Interest policy should, in particular, provide for:</p> <ol style="list-style-type: none"> (a) Conflicts of Interest being a standing item on the NZFGC and FGC agendas; (b) a programme of periodic audits of FGCs be conducted by the NZFGC; and (c) aspiring officeholders or applicants for senior staff positions be required to declare their interests prior to voting or appointment (in respect of officeholders these interests should be published as part of the information provided to electors). 	
<p>20 The NZFGC to produce a consolidated annual report for the Minister covering its own and all FGC activities.</p>	
<p>21 Section 26C(1)(a) be amended by the insertion of a new clause to read: "The functions of the NZFGC shall be to develop, in consultation with Fish and Game Councils, and having regard to the interests of Māori as Treaty Partner, national policies for the carrying out of its functions for sports fish and game, and the effective implementation of relevant general policies established under the Wildlife Act 1953 and this Act" (words in bold added to existing provision).</p>	
<p>22 Section 26Q(1) be amended by insertion of a new clause to read: "The functions of each Fish and Game Council, shall be to manage, maintain and enhance the sports fish and game resource in the recreational interests of anglers and hunters and, having regard to the interests of Māori as Treaty Partner, and in particular ..." (words in bold added to existing provision).</p>	

REVIEW RECOMMENDATION	ADDRESSED BY PLANNED ACTION
23 The NZFGC establishes a standing advisory panel on Treaty issues and engagement with Māori.	
24 The Minister in making appointments to councils to consider Māori representation – this recommendation is provided for previously (Recommendations 6 and 10 refer) but is repeated here for completeness for this topic. In making such appointments, the Minister could seek the views of DOC, TPK, Te Arawhiti and/or receive nominations directly from iwi.	
25 Councillors holding office by nomination (e.g. as a result of Treaty settlement provisions) to have full voting and participation rights – the same as elected or appointed councillors.	
26 Fish and Game urgently initiate a dialogue with Māori with a view to developing a national policy governing a system of consultation with Māori to ensure all relevant Treaty concerns are addressed by Fish and Game in the conduct of its business. That policy should guide protocols and procedures at a local level for day-to-day operations.	
27 With respect to the above recommendation, as a first step in initiating this dialogue, a national hui should be held as soon as possible. The Hui Wananga should be facilitated by DOC (as the Department serving the Minister in the relevant portfolio) and chaired by a person with credibility and mana to both parties.	
28 The electoral roll to automatically include any NZ resident licence-holders from the previous year (i.e. no opt-in requirement).	
29 The NZFGC should review the eligibility requirements for voting in respect of type of licence held.	
30 There be provision for the removal of councillors, including Chairs, both by the NZFGC and the Minister.	
31 There be a requirement for candidates for election to meet a "fit and proper" test.	
32 A person cannot hold office as a councillor or Chair and simultaneously be employed as a staff member by an FGC. If an elected office holder takes up employment as a FGC employee, they should be required to step aside from their governance role.	
33 The NZFGC should build on its existing programmes to build its licence holder base, and in particular to attract a broader demographic. Consideration should be given by the NZFGC for the setting of appropriate targets in this area.	
34 The NZFGC should develop guidelines to guide a process for community input for FGCs to follow in developing management plans. At a minimum there should be a requirement to demonstrate that the provisions of section 17(L)(4)(b) have been complied with i.e. that the impact on other natural resources and/or other users has been considered.	
35 A KPI for the CE should be to develop a community and stakeholder relationship strategy (e.g. with a 10-year horizon) that is independently evaluated and then reported on annually to the Board.	
36 The NZFGC as part of its co-ordination role should assure itself that the duty set out in section 17M2(ii) which requires the FGC to 'give notice of the draft plan ... so far as is practicable, to representatives of the appropriate iwi authorities and to the appropriate regional councils and territorial authorities' has been adequately discharged.	



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RMA Legal Fund Update

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

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides an update to NZC on the allocated funds from the RMA Legal Fund.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information in the RMA Legal Fund Update report.
2. Notes variation of funding purpose to Nelson/Marlborough Fish and Game.
3. Approves \$20,000 funding from NPS-FM budget for RMA team training.
4. Approves up to \$10,000 of funding from NPS-FM to get experts in to present to regional councils on-line regarding NPS-FM topics.

Whakarāpopoto - Executive Summary

2. We need to provide regular updates to NZC on the spending of funds approved from the RMA fund. The table attached in appendix 1 shows the funding approved and the funding spent and a brief update for each project that has received NZC funding from the RMA fund.
3. As at 30 October 2023, the RMA Legal Fund commitment to projects is \$697,908.
4. There is currently \$309,542 available for distribution from the fund. This item does not detail new applications to the fund which are in agenda item 2.4.

Takenga mai - Background

5. Regions who are receiving RMA funds have been asked to provide a brief update on their project. Completed projects will be reported back to NZC and the wider organisation so that everyone can learn from the lessons learnt from the case.
6. We note that the reason for the funds awarded to Nelson/Marlborough has changed slightly, and therefore they are seeking confirmation that the funding can continue to be allocated for the new planning process as detailed below..
7. There is an existing budget for the National Policy Statement for Freshwater Management 2020 (NPS-FM) for \$150,000 of which \$52,253 remains unspent. We would like to allocate \$20,000 of this fund to be tagged for RMA team training in the lead up to the notification of proposed regional plans under the NPS-FM. The RMA team includes eight planners and this could involve 10 staff members when we have the training.
8. From the NPS-FM budget we also want to get experts to our regional council meetings to present regarding NPS-FM related topics for example over allocation. A budget of up to \$10,000 is requested for this work.

Kōrerorero – Discussion

Variation to Nelson Marlborough RMA fund spend

9. This fund is made up of funding approved from 27 July 2021 (\$26,351) and 1 May 2022 (\$46,800) giving a total of \$73,151 funds remaining. An additional \$1,786 has been spent since 30 September 2023 and therefore the actual remaining funds are \$72,893.
10. The regional plan process is on hold until next year's NPS-FW plan changes are due for notification in 2024. Nelson/Marlborough Fish and Game would like to use \$10,000 of the \$72,893 fund for a hydrology report in the Kaituna/Pelorus/Rai catchment and \$10,000 for peer review of the Hayes report detailed below. This would leave approx. \$52,893 for NPS-FM plan changes.
11. From the restricted "Save the Wairau" reserve there is \$22,138 and from this fund the recently drafted Hayes report will be paid leaving \$11,138.53.
12. NPS FM project provided a \$150,000 fund of which \$52,253 remains. We would like to set aside \$20,000 for NPS-FM training for the RMA team who will be essentially writing submissions to these plan changes. We would also like to set aside up to \$10,000 to pay consultants to present to regional council staff on issues relating to NPS-FM. This will leave approximately \$22,000 in this fund for NPS-FM.

Ngā kōwhiringa - Options

NZC decisions:

- a. Receives the information.
- b. Note update from Nelson/Marlborough on how RMA fund will be spent.
- c. Approve NPS-FM funding allocation for RMA team training and to bring in consultants to assist with regional council discussions regarding NPS-FM (total \$30,000).

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

13. This item does not consider additional funding applications. Item 2.3 describes a new RMA fund application.
14. Nelson/Marlborough has provided an update on the funds that they have been awarded as they would like to re-purpose those funds for the new planning process involving the same issue of over allocation.

Legislative Implications

15. This item has not particular legislative implications other than it aids in our reporting and communications on our spending of this fund.

Section 4 Treaty Responsibilities

16. No known obligations.

Policy Implications

17. This work aids in shaping future policy, so keeping an eye on how much funding is left for future cases it important.

Risks and mitigations

18. The risk of not doing this work is that we run out of money on a critical project, or we don't re-allocate funds that we don't end up spending.

Consultation

19. This item has been discussed at the Formal Managers meeting on 2 November 2023 and they support this proposal. No other consultation is considered necessary.

Ngā mahinga e whai ake nei - Next actions

20. Confirm outcome of meeting to Nelson/Marlborough Fish and Game.
21. Confirm outcome of decision to organise training and external consultants to assist with NPS-FM work.

Table 1: RMA /Legal Fund Reserve

New Zealand Fish and Game Council										
As at 31 October 2023										
Project Code	Project Name	Date Approved	Total Approved	Source	Total Spent to Date	Withdrawn	Under/Over Spent to date	Committed Funds	Status Update	
Auck/Wai	Healthy Rivers	22-Aug-20	\$110,000	NZC Fund	\$110,000	\$0	\$0	\$0	Six weeks of hearings currently in progress, decisions due out early next year.	
Auck/Wai	162/1 Healthy Rivers 2	21-Apr-23	\$100,000	NZC Fund	6,224.37		\$93,776	\$93,776	see above update.	
Auck/Wai	Whangamarino Weir and Waikato Regional Council	11-Nov-17	\$50,000	NZC Fund	\$6,000	\$0	\$44,000	\$44,000	Ongoing - large weir owned by F&G under joint consent with DOC to raise water levels. This structure needs re-consenting in 4 years time. The funding needs to be retained for this project.	
Nel Mar	MDP - NPS	7/6/2019, 22/11/2019, 2016/16 & 27/07/2021	\$58,475	NZC Fund	33,181.60	\$0	\$25,294	\$25,294	See RMA fund cover report for request to transfer existing funds to NPS-FM process including peer review of John Hayes report on over allocation on the Wairau River.	
Nel Mar	MeP appeal mediation	1/5/22 meeting 157th	\$50,000	NZC Fund	3,200.00	\$0	\$46,800	\$46,800	See above update.	
North Canterbury	162/2 Rakaia WCO/Hydrology	Exec approved 16/5/22 \$30k 5/7/22 \$70k, 180k April 23	\$280,000	NZC Fund	\$84,531	\$0	\$195,469	\$195,469	Item 2.13 of the managers agenda will give a update on this case.	
NZC	Draft Policy Positions Doc	Nov-22	\$56,000	NZC Fund	\$875	\$0	\$55,125	\$55,125	Project on going.	
NZC	161/1 RMA Practice Notes	Feb-23	\$53,450	NZC Fund	\$43,669	\$0	\$9,781	\$9,781	As updated in Aug a waigoodpolicy web page has been developed. We are continuing to add additional practice notes to this web page to support our work for NPS-FM plan changes.	
NZC	NPS FM	Aug-20	\$150,000	NZC Fund	\$97,747	\$0	\$52,253	\$52,253	\$50k to Otago, \$40k NM TOTAL committed \$90K plus Nexis Lexis. See cover report for application for RMA team training and further work with regional councils on over allocation for NPS-FM.	
NZC	165/1 Wild life Act Position paper	Aug-23	\$60,000	NZC Fund	\$1,260	\$0	\$58,740	\$58,740	A team has been formed to assist with this work and provide information for SOG meetings and developing the position paper.	
Otago	Priority Consents	1-May-20	\$60,000	Otago Reserves	\$18,303	1	\$41,696	\$41,696	on going	
Otago	RPS Land & Water - reserves	28-Aug-21	\$60,000	Otago Reserves	\$52,191		\$7,809	\$7,809	Awaiting decision from comissioners. Small over spend anticipated.	
Otago	Priority Plan Change	16-Feb-20	\$120,000	Otago Reserves	\$88,925	0	\$31,075	\$31,075	On going land and water plan work. Public submissions have now opened and 6 November is the closing date for submissions.	
WGTN	GW Natural Resource Plan	24/11/2019	\$40,000	NZC Fund	\$36,109	\$0	\$3,891	\$3,891	Finishing up with follow up from mediation	
WGTN	165/2 GW RC hearing Plan Change 1	18/08/2023	\$80,000	NZC Fund	\$600		\$79,400	\$79,400	s42a reports have been circulated and hearing dates are set.	
WGTN	Horizons One Plan Change 2	23/11/2019	\$38,000	NZC Fund	\$24,622	\$0	\$13,378	\$13,378	Horizons Plan One Plan - Plan Change 2 is entering the formal hearing stage with transfer of evidence occurring for different parties. Environment Court date is set down for 20 November - F&G have engaged legal, planning, and technical experts. The issues dealt with here have been canvassed in the Waikato Regional Council Regional Plan hearings which are on-going.	
WGTN	165/R1 Horizons Plan Change	18/08/2023	\$120,000	Wellington Reserves	-	-	\$120,000	\$120,000	See plan change 2 update above	
Southland	Southland Water & Land Plan appeal	23/Nov/18	84,000.00	Southland Reserves	\$172,662	\$0	-\$88,662	\$0	Overspend from Southland Reserves - Jacob assistng - perhaps a further \$10k. Total SWLP cost to date \$302k (this includes the NZC funding)	
Southland	Southland Water & Land Plan appeal - NZC meeting 147	21/Aug/20	55,000.00	NZC Fund	\$55,000	\$0	\$0	\$0	Transferred to SWALP	
Southland	Southland Water & Land Plan appeal - NZC meeting 156	18/Feb/22	74,360.50	NZC Fund	\$74,361	\$0	\$0	\$0	Process is not completed but funding is used up. High Court Appeal outstanding.	
Southland	159/1 Waituna Lagoon application- NZC meeting 159	25/Aug/22	20,000.00	NZC Fund	\$0	\$0	\$20,000	\$20,000	Completed	

TOTAL ACROSS ORGANISATION

	Live and Approved Applications	Spent to Date	Withdrawn	Under/Over Spent to date	Committed Funds	NZC Legal/RMA Fund 31/8/23
Totals					\$898,488	
Less RMA out of Regions Reserves					\$200,581	
Total Committed from National Budget					\$697,908	\$768,016
TOTAL Reserve					697,908	

Recommendation: RMA/Legal report be accepted with committed funds 697,908 as at 30 October 2023

RMA Legal Fund Application

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

Prepared by: Helen Brosnan, Senior Policy Advisor, NZC

Kōrero taunaki - Summary of considerations

Purpose

1. This report involves two applications to the RMA fund. The first application is for additional funding for the waigoodpolicy web page. The second application is for an agricultural consultant to provide advice on stocking rates and fertiliser application for our “inputs control” practice note. At the August NZC meeting we introduced the <https://www.waigoodpolicy.org.nz/> web page where we have the practice notes publicly available.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information.
2. Approves up to \$35,000 additional funding to complete the practice notes project for the National Policy Statement on Freshwater Management 2020 plan changes.
3. Approve up to \$15,000 for advice from agricultural consultant for our inputs control practice note to be awarded from the RMA fund.

Whakarāpopoto - Executive Summary

2. We have developed a <https://www.waigoodpolicy.org.nz/> web page to provide practice notes relating to various relevant topics under the National Policy Statement for Freshwater Management (NPS-FM 2020). The practice notes and web page has been funded by the RMA fund. We now need additional funding to complete the practice notes project, including the addition of topics that have arisen over the last year through challenges with Regional RM cases, including but not limited to Farm Planning, management of nitrogen discharges including the management of nitrogen inputs into farming systems, and stock management.
3. A further \$35,000 is sought for the completion of a full suite of practice notes and Ecological advice, with a further \$10-\$15,000 sought for additional agricultural advice.
4. For our farm system practice notes, we need advice from an agricultural consultant, and we require advice from ecologists in relation to the science regional councils are employing in underpinning their proposed Regional Plans.
5. There is currently \$309,542 available for distribution from the fund. If both these funding applications are approved (\$50k), \$259,542 will remain in the fund.

Takenga mai – Background

Practice Note Update

6. The practice note project was originally approved at meeting 161 in February 2023 where \$56,000 was budgeted for the development of 11 practice notes. From that budget, the web page platform to support regional council engagement has been completed.
7. We currently have eight practice notes on the web page. We are aiming to finalise 16 practice notes by the Christmas break. Overall, a total of up to 20 practice notes are proposed.
8. To date we have the following practice notes on the web page:
 - Developing Long Term Visions
 - Best Information Available
 - Protecting Water Bodies and Freshwater Ecosystem Health
 - Setting sediment target attribute states
 - Protect the habitat of indigenous freshwater species
 - Control intensive winter grazing
 - Consent terms and activity status
 - Setting in stream nutrient outcomes
9. The following practice notes will be developed before Christmas (and hopefully be on the web page too):
 - Protecting the habitat of trout and salmon
 - Protecting and restoring wetlands and habitat
 - FMUs
 - Action Plans
 - Environmental flows and levels and take limits
 - Natural form and character including river extent
 - Managing drinking water quality and quantity
 - Improving water quality and access for swimming and recreation
10. Next year the following practice notes will be developed:
 - Input controls (managing fertiliser application and managing stocking rates)
 - Managing riparian margins and stock exclusion

- Freshwater Farm Plans
- Risk scorecard

11. We note that to complete the practice notes that other input from technical experts will be needed including agricultural expert and freshwater ecologist.

Fertiliser Application

12. The industry standard for fertiliser application is set too high. There is a requirement for all dairy farms to report their synthetic nitrogen use per ha by July 2023. In the second year of reporting, only 50% of dairy farms have reported via the portal to ECAN or via their fertiliser company. There is no way of validating or checking accuracy of this reporting.
13. Catchment based tonnage reporting would also be of no use as small company sales would not be included.
14. The only mandatory reporting by fertiliser companies to central government is to Stats NZ that covers all land uses and regions across NZ.
15. MFE is currently undertaking some work due out by December relating to the effectiveness of Dairy Farm N Cap reporting and Fertiliser Company accountability.

Stocking Rates

16. This metric can be used to reduce intensity on land. An alternative to stocking rate is to define land management units on their capability and vulnerability e.g. slope, ephemeral and permanent waterways, wetlands, SNAs and soil types, waterlogging, sea level rise and flood risk. Then the most appropriate land use can be assigned to that land.

Kōrerorero – Discussion

17. Kahu will continue to be engaged to complete the practice note project. This will assist us with our submission writing for the NPS-FM 2020 plan changes.
18. Alison Dewes has been approached to provide agricultural advice to inform the proposed practice note and highlight the opportunities and barriers to implementing recommendations. Her initial comments are included in attachment 2 for reference.
19. Professor Russell Death will provide freshwater ecological expertise in advising on freshwater numerical outcomes/ limits/ objectives/ standards, and the science being used by Regional Councils to underpin their Regional Plans for example periphyton and macroinvertebrate modelling. Professor Russel Death is working with Forest and Bird, and so costs saving can be realised through sharing experts.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

20. The financial implication of the proposed work is up to \$35k for the practice notes and Ecological advice, and \$10-\$15k for the agricultural advice. There is currently \$309,542 available for distribution from the fund. If both these funding applications are approved (\$50k), \$259,542 will remain in the fund.

Legislative Implications

21. NPS-FM 2020 plan changes are due to be notified by December 2024. In preparation for this work we are preparing in advance practice notes and posting them on our waigoodpolicy web page. Will will also share them with mana whenua and environmental organisations that have an interest in this work.
22. We need to get agricultural and ecological advice to complete the practice notes.

Section 4 Treaty Responsibilities

23. No known obligations.

Policy Implications

24. We hope by getting this work done now, we will have influence on what goes into regional plans. This work will also assist the wider RMA team with informal consultation and the development of template submissions.

Risks and mitigations

25. The risk of not doing this work in a consistent manner across all regions is high. We need to establish some best practice principles so we can suggest solutions that will result in reduced nutrients entering waterbodies.

Consultation

26. The RMA team is aware that this work is underway and are assisting with providing references and reviewing draft practice notes as they become available.
27. The agricultural funding item has been to regional managers and they support this funding application to NZC. Additional funding for the practice note project has not been discussed with regional managers at the time of writing this report.

Ngā mahinga e whai ake nei - Next actions

28. We need to continue the practice note project through to completion and this work is ongoing.
29. If funding is approved, we will engage the agricultural consultant for this work to be carried out in January / February 2024. It is proposed that the inputs control practice note will be available in February 2024.

Appendix 1 - RMA fund application for Agricultural Consultant to Advise on Stocking Rates and Fertiliser Application.

Rationale – why should we support this work?	
Case Name	Practice Note Project - Stocking Rate and Fertiliser Application background information.
Court	n/a All regional councils are required to notify their plan changes under the NPS-FM 2020 by Dec 2024. We have developed a waigoodpolicy web page to assist regional councils with developing best practice plan changes so that real water quality and quantity improvements can be achieved. <i>This work will assist with</i> setting out best practice relating to stocking rate and fertiliser application.
Focus Issues / Topics	Stocking rate and Fertiliser Application
Relevant Legislation	Plan changes under NPS-FM
Other parties Involved / Stakeholders / Collaborators / Partners?	The waigoodpolicy web page is being developed in collaboration with Forest and Bird and Choose Clean Water.
Legal Representation / SME's/consultants involved	Alison Dewes as agricultural consultant, estimated cost for work \$10-\$15k, work to be completed in January 2024.
Background Discussion	<p>Fertiliser Application The problem is that the industry standard is too permissive, so using that will not assist with minimising use of fertiliser on dairy farms.</p> <p>The use of Overseer as a tool for regulatory management was bought into question by an expert panel so alternatives to using Overseer were investigated. This has resulted in a risk scorecard approach being a potentially feasible option. This option relies on industry derived data (which is confidential and not publicly released) to assess risk of nitrogen leaching – and good management practices required to reduce that risk over a 10-year period.</p> <p>The Ministry for the Environment is also developing tools in this area and we will be looking closely at this work when it becomes available.</p> <p>Stocking Rate Constraint Our consultant suggests an alternative to stocking rate to reduce intensity of activities on vulnerable land classes ie have the most suitable land use in the most suitable location. We are most likely looking at a capability / vulnerability land management definition.</p>
Risk summary	<p>Fertiliser Application Regional councils will want a method which is easy for them to use when processing consents. The risk scorecard approach relies on industry provided data (and control) and good management practices to reduce nitrogen leaching.</p> <p>Stocking Rate Some regional councils will be looking for a standard that will limit effects of nutrient run off and we want to assist with some specific guidance on how this can be best achieved.</p>
Resources – what's needed to support this case?	
Staff Lead	Helen Brosnan is leading the practice note project and this information will provide background information for the practice note on Fertiliser application and stocking rate.
Region/s	NZC

Estimated Duration (weeks) and likely time of year this will occur (Q1,2,3,4)	Now until Feb / March 2024 The work will be carried out in January 2024 and then the practice note will be completed in Feb / March.	
Budget – how much, for what? + /- contingencies	<i>How much money do you need? What will you spend it on? Provide breakdown of total cost.</i>	Agricultural advice \$10-\$15k
	TOTAL REQUESTED \$	\$15,000
Endorsement/s	The waigoodpolicy project is doing well and we hope that get our views to regional council early, well ahead of notification of draft plan changes (Due by December 2024) that our positions will influence their policy.	

Legal Case Risk & Assessment Criteria

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

Primary Criteria

Key Questions	Risk Weighting Score 1-3 [1= high 2= med 3= low]	Supporting Detail
What is the national precedent value in the proposed legal action?	n/a not legal case	There are several regional councils seeking to confirm a method to manage nitrogen leaching from farm systems. There is potential for MFE to propose an option, but this will not necessarily be compulsory.
What degree of cross regional significance is the issue for which legal action is being contemplated?	1 – this issue is relevant to all regions.	There are very similar issues on the development of scorecard approaches across regional councils: determining the veracity and transparency such a scorecard method will be vital to improving freshwater health.
What degree of public or licence holder interests are there, and what is their engagement?	2	Generally there is some interest on water quality issues and an expectation that we will continue to do this work to influence best practice.
RISK ASSESSMENT RESULT		<i>Total Score from above Score 3-4 = High risk approach Score 5-6 = Med risk approach Score 7-8 = Low risk approach</i>
Are there relationships to other synergies and co-dependency's?		n/a
What is the risk of doing nothing?	High, Med, Low, None	A potentially industry driven solution will be adopted by the RV which is not fit for purpose
What is the likelihood of a negotiated settlement?	High, Med, Low, None	n/a
What is the likelihood of an appeal to a higher court?	High, Med, Low, None	n/a

Secondary Criteria

Key Questions	Supporting Detail
What is the significance to Fish & Game of the resource under challenge, including its current benefits and potential use and value? For example: <ul style="list-style-type: none"> a. How many angler/hunter days does the resource support? b. Is it an important recruitment habitat? 	n/a the practice note relates to all catchments rather than a particular lake or river.

<p>c. What benefit could it have in the future?</p>	
<p>What is the risk to that resource of the proposed action being taken without Fish & Game contesting/supporting the proposed action? For example:</p> <ul style="list-style-type: none"> a. What will be lost in terms of the resource? b. Would it affect license sales? c. Who uses the resource? 	n/a
<p>What is the likelihood of Fish & Game succeeding in contesting/supporting the proposed action?</p> <ul style="list-style-type: none"> a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources. 	n/a
<p>What are the other alliances could be considered in contesting/supporting the proposed action?</p> <ul style="list-style-type: none"> a. To answer this question, supply any approaches that have been made to other entities. 	n/a
<p>What is the likely dollar cost of any action by Fish & Game to first hearing/court level with a breakdown of costs for lawyers, expert witnesses and scientific support? Indicate the timeframe over which the costs will span.</p> <ul style="list-style-type: none"> a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources. 	Agricultural consultant \$10-15k
<p>What is the likelihood of it being resolved at a particular level e.g. Council hearing, Environment Court, High Court, Appeal Court, i.e. the risk of it going to subsequent higher courts and the likely subsequent costs involved?</p> <ul style="list-style-type: none"> a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources. 	n/a
<p>Are there any alternative options (to court proceedings) to achieve the same outcome?</p> <ul style="list-style-type: none"> a. To answer this question supporting advice could be supplied from legal and or RMA planning sources. 	n/a

Are there any alternative funding opportunities including shared costs?	n/a
What is the region's ability to generate external funding to help cover financial costs?	n/a



Practice Notes – Overview of NPS FW

Fertiliser Cap - Is this a suitable way to reduce synthetic Nitrogen Use on Dairy farms across NZ?

Background: All dairy farms to report their synthetic nitrogen use on a per hectare basis on a contiguous land parcel, by July 2023.

While this rule signaled good intent, unfortunately the threshold was set so high that this rule would only constrain around 9% of all dairy farms synthetic N usage in NZ.

There did not seem to be a robust plan for how this self-reported data would be used or result in a significant benefit to the environment. It would require validation of sales from source along with proof of placement, to be robust enough to have an effect on constraining usage on dairy farms.

In the second year of reporting (2022-23 season), only 50% of dairy farms have reported via the portal to ECAN, or via their fertiliser companies Ballance (N reporting tool) and Ravensdown.(Hawkeye)

ECAN collates the national information and reports it to MFE.

There is no way of validating or reconciling the accuracy of this reporting.

It is effectively self reporting of synthetic N use on a contiguous land block via an enterprise's fertiliser company, to a regional council, with no check against purchases or application. Self reporting has the potential to be out by 30%.

There is no independent validation of this reporting by regional councils or by the consolidator, ECAN, prior to it going to MFE.

Without the fertilizer companies independently reporting the tonnage sold to each enterprise owner and its subsequent proof of placement on farms, there is no way to validate the data that is self reported.

If reporting of usage from fertiliser companies was to occur, anonymously, catchment by catchment, then this rule would still miss the following: small company sales (Source and Farmlands), and would not account for Synthetic N sales to Horticulture, or Non Dairy Pastoral blocks. So Catchment based tonnage reporting for N sales by Fertiliser companies would also be of no use. The only mandatory reporting by fertiliser companies to central government is for Stats NZ reporting and that covers all land uses and regions across NZ.

Current MFE Workstream due to be completed by 21 Dec 2023: What is the effectiveness of Dairy Farm N Cap reporting and Fertiliser Company Accountability?

Hypothesis to test:

The N Cap reporting will adequately quantify baseline synthetic N use by dairy farms in NZ, and thus provide for robust measurement of reducing Synthetic N use over time through a rounded policy approach



Implementation of a Stocking Rate Constraint;

Background –Using a metric of Stocking Rate, has been suggested to reduce intensity on land, especially in vulnerable areas. However, to date this approach whether it be on the basis of cows per ha for dairy or comparative stocking rate or SU per ha, it has been vigorously contested in courts and plans.

Alternative to Stocking Rate: if the goal is to ultimately reduce the level of intensity of activities on vulnerable land classes, and have the most suitable land use in the most suitable place - then it would be more suitable to advocate for a full strategic business/farm plan whereby:

1. The land management units are defined on both their capability and vulnerability. This can be done using a range of methodologies, but must take into account slope, ephemeral and permanent waterways, wetlands, SNAs and soil types. This also needs to include vulnerability to waterlogging, and sea level rise, and flood risk.
2. A range of businesses(horticulture, seed production, dairy, drystock, forestry, biodiversity enhancements, tourism, aquaculture etc) explored for the different classes, and while there may be a singular monoculture on a land asset, such as dairy farm or a sheep and beef farm, the current use may not be the most suitable or appropriate use of the contiguous biophysical asset.
3. A pan sector financial analysis for (decade) should be undertaken
4. A pan sector environmental plan or ecological strategy should be assessed, whereby a range of land uses can be tested and ruled in or out as suitable for the contiguous land block and its assets and vulnerabilities

Conclusion & Timeframes

I could provide an overview on both these topics with accompanying evidence to inform a practice note, and highlight the opportunities and barriers to implementing recommendations.

Given our recent work in the Coastal BOP and my investigation of the N Cap Reporting I will be well placed to undertake this, however I dont expect I can have the N Cap work completed until end of January, but I could write a paper on the Land Use intensity recommendation prior to December if required.

I am also researching how natural repair incentives can be put in place, as is being undertaken in Australia under their emissions reduction plan. Some other countries are further ahead than NZ on incentivising farmers to make change to enhance their performance and reduce their footprint.

Alison Dewes
0212424949



RMA / Legal Fund Application

This form captures essential information about a legal case so that all relevant information is provided to the Managers group and Council, and they can understand what the application concerns and make a funding decision. If approved, the CFO will allocate budget to the case from the RMA Legal Fund pool.

The case will be included in the [RMA Legal Case Tracking Database](#) and reporting on progress is required to track fund financial status and fund outputs or outcomes as overall RMA legal fund performance for Fish & Game.

Reporting on the progress of the project will be tracked within the database via quarterly communication between the RMA Legal Fund Coordinator and the identified case lead or owner. All funded cases will be included in a legal case status update to be included in NZC meetings.

***Replace text in italics below with the case information.**

Rationale – why should we support this case?		
Case Name	NPS-FM Practice Note	
Court	NA	
Focus Issues / Topics	RMA legislation reform and implementation	
Relevant Legislation	RMA, NBEA Bill, SPA etc	
Other parties Involved / Stakeholders / Collaborators / Partners?	Policy developers, Regional Councils, legal specialists, consulting	
Legal Representation / SME's/consultants involved	Kahu Environmental, Professor Russel Death, and Alison Dewes.	
Why Fish & Game?		
Risk summary		
Resources – what's needed to support this case?		
Staff Lead	Corina Jordan /Helen Brosnan	
Region/s	National / NZC office	
Estimated Duration (weeks) and likely time of year this will occur (Q1,2,3,4)	Completed Q1 2024	
Budget – how much, for what? +/- contingencies	<i>How much money do you need? What will you spend it on? Provide breakdown of total cost.</i>	As per RMA application NZC cover paper. Development of an additional 9 practice notes and supporting freshwater ecological advice. The practice note project was originally approved at meeting 161 in February 2023 where \$56,000 was budgeted for the development of 11 practice notes. From that budget, the web page platform to support regional council engagement has been completed.

Statutory managers of freshwater sports fish, game birds and their habitat



		<p>We currently have eight practice notes on the web page. We are aiming to finalise 16 practise notes by the Christmas break. Overall, a total of up to 20 practice notes are proposed.</p> <p>To date we have the following practice notes on the web page:</p> <ul style="list-style-type: none"> • Developing Long Term Visions • Best Information Available • Protecting Water Bodies and Freshwater Ecosystem Health • Setting sediment target attribute states • Protect the habitat of indigenous freshwater species • Control intensive winter grazing • Consent terms and activity status • Setting in stream nutrient outcomes <p>The following practice notes will be developed before Christmas (and hopefully be on the web page too):</p> <ul style="list-style-type: none"> • Protecting the habitat of trout and salmon • Protecting and restoring wetlands and habitat • FMUs • Action Plans • Environmental flows and levels and take limits • Natural form and character including river extent • Managing drinking water quality and quantity • Improving water quality and access for swimming and recreation <p>Next year the following practice notes will be developed:</p> <ul style="list-style-type: none"> • Input controls (managing fertiliser application and managing stocking rates) • Managing riparian margins and stock exclusion • Freshwater Farm Plans • Risk scorecard <p>We note that to complete the practice notes that other input from technical experts will be needed including agricultural expert and freshwater ecologist.</p>
	TOTAL REQUESTED \$	\$35,000 + GST
Endorsement/s	<i>Any support already received from the Region or collaborators / stakeholders? This could be in the form of emails, letters or discussion summaries (list here and attach separately)</i>	

Legal Case Risk & Assessment Criteria

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

Primary Criteria

Key Questions	Risk Weighting Score 1-3 [1= high 2= med 3= low]	Supporting Detail
---------------	---	-------------------

Statutory managers of freshwater sports fish, game birds and their habitat



What is the national precedent value in the proposed legal action?	1	This work will establish the requirements and expectations Fish & Game has in relation to resource management legislation implementation and future legal cases relating to these regulations.
What degree of cross regional significance is the issue for which legal action is being contemplated?	1	Highly relevant to Regional offices as this work will be applicable and implemented by staff at all offices when engaging in legal RM activities.
What degree of public or licence holder interests are there and their engagement?	3	While this work will establish the baseline expectations and associated limits relevant to regulations on freshwater health and related gamebird and fish populations, it is unlikely that licence holders will be directly engaging with this project.
RISK ASSESSMENT RESULT		<i>Total Score from above Score 3-4 = High risk approach Score 5-6 = Med risk approach Score 7-8 = Low risk approach</i>
Are their relationships to other synergies and co-dependency's?		
What is the risk of doing nothing?	High, Med, Low, None	High- there needs to be a cohesive approach in engaging in RM policy / law implementation across the regional offices
What is the likelihood of a negotiated settlement?	High, Med, Low, None	NA
What is the likelihood of an appeal to a higher court?	High, Med, Low, None	NA
Secondary Criteria		
Key Questions	Supporting Detail	
What is the significance to Fish & Game of the resource under challenge, including its current benefits and potential use and value? For example: <ul style="list-style-type: none"> a. How many angler/hunter days does the resource support? b. Is it an important recruitment habitat? c. What benefit could it have in the future? 	Has implications for the protection of freshwater habitats across New Zealand.	
What is the risk to that resource of the proposed action being taken without Fish & Game contesting/supporting the proposed action? For example: <ul style="list-style-type: none"> a. What will be lost in terms of the resource? b. Would it affect license sales? c. Who uses the resource? 	Significant risk to Fish & Game in relation to being able to effectively advocate through Regional Planning processes for healthy freshwater habitats and their sustainable management. Failure to finalise Practice Notes will lead to an inconsistent approach by Regional Fish & Game Councils, likely failure to identify high win outcomes and build case law, and would ultimately impact on the efficiency and effectiveness of Fish & Game through these processes. Would result in poorer outcomes and increased case costs.	
What is the likelihood of Fish & Game succeeding in contesting/supporting the proposed action? <ul style="list-style-type: none"> a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources. 	NA – consultancy project	



<p>What are the other alliances could be considered in contesting/supporting the proposed action?</p> <p>a. To answer this question, supply any approaches that have been made to other entities.</p>	ENGO's
<p>What is the likely dollar cost of any action by Fish & Game to first hearing/court level with a breakdown of costs for lawyers, expert witnesses and scientific support? Indicate the timeframe over which the costs will span.</p> <p>a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources.</p>	Current project will result in decreased case costs and increased efficiency and effectiveness in RM policy processes
<p>What is the likelihood of it being resolved at a particular level e.g. Council hearing, Environment Court, High Court, Appeal Court, i.e. the risk of it going to subsequent higher courts and the likely subsequent costs involved?</p> <p>a. To answer this question supporting advice needs to be supplied from legal and or RMA planning sources.</p>	NA
<p>Are there any alternative options (to court proceedings) to achieve the same outcome?</p> <p>a. To answer this question supporting advice could be supplied from legal and or RMA planning sources.</p>	NA
<p>Are there any alternative funding opportunities including shared costs?</p>	NA
<p>What is the region's ability to generate external funding to help cover financial costs?</p>	NA

RMA Legal Fund Coordinator & CFO completion only

Approved/Declined/Postponed	
Priority ranking	
Budget approved?	
Budget sources	
Risk ok?	
Approval date	

Statutory managers of freshwater sports fish, game birds and their habitat



Statutory managers of freshwater sports fish, game birds and their habitat

Fish & Game New Zealand

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Research & Monitoring Programme Update

NZ Fish & Game Council Meeting 166 – 24 & 25 November 2023

Prepared by: Heather Sanders Garrick, Quantitative Ecologist, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report provides an update to the New Zealand Fish and Game Council on the status of the Research Fund, to present applications to the Research Fund for consideration, and to present findings of concluded research funded by the Research Fund.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the update on the status of the Research Fund and current applications to the fund.
2. Notes the current financial status of the Research Fund; and
3. Approves the proposed research titled “Estimating the effect of climate change on trout distributions and growth potential across Aotearoa New Zealand”, subject to funding availability of the \$30,000 requested.
4. Approves the amendment to the research titled “The relationship between recreational trout fishing and wellbeing in Aotearoa New Zealand”, subject to funding availability of the \$1,727 requested.

Whakarāpopoto - Executive Summary

2. The Research Fund has received one application and an amendment to a previously approved application, requesting a total balance of \$31,727 from the Research Fund. There is an available balance of \$64,208 for the 2023/24 fiscal year.

Takenga mai - Background

3. As of 20 October 2023, there is \$228,537 committed funds from the Research Fund. There is an available balance of \$64,208 to fund new research applications in the 2023/24 fiscal year.
4. One application to the Research Fund has been received, *Estimating the effect of climate change on trout distributions and growth potential across Aotearoa New Zealand*.
5. One study (*The relationship between recreational trout fishing and wellbeing in Aotearoa New Zealand*), funded in August 2022, has submitted an amended proposal to update the methods, description, and to request additional funds of \$1,727.
6. Since the August 2023 New Zealand Council Meeting, one project funded by the Research Fund has concluded. The report for the *Women Angler Study* from Cohen Stewart, Southland Fish and Game, and Otago University is now available.

Kōrerorero - Discussion

Application to the Research Fund:

Estimating the effect of climate change on trout distributions and growth potential across Aotearoa New Zealand

7. Brown (*Salmo trutta*) and Rainbow (*Oncorhynchus mykiss*) trout are the backbone of New Zealand freshwater sports fisheries. Climate change is now impacting on our trout fisheries, both directly by shifting the temperature and hydrological regimes and indirectly through exacerbating the effects of land use and other stressors. If Fish & Game is to effectively adapt and manage trout fisheries in the face of (at least) 1.5 degrees of warming by 2050 (Masson-Delmotte et al., 2021), it is crucial to understand how conditions for trout growth potential will change nationally. Broadly speaking, river and lake conditions are expected to worsen for trout in northern latitudes (i.e., in Northland) and low elevation areas of the North Island. In contrast, conditions may improve in high elevation areas and in the South of the country. However, the spatial extent and expected timescales of these high-level predictions remain unquantified. The last attempt to consider the effects of climate change on trout distributions in New Zealand was made by Scott & Poynter (1991), where they conducted a simple qualitative review.
8. We propose to model the likely shift in trout distributions across New Zealand under multiple climate change scenarios, coupled with estimates of changing growth potential (as determined by temperature). We will achieve this by combining insights from recent developments in bioenergetic modelling (Chipps & Wahl, 2008) with the latest species distribution modelling methods (Elith & Leathwick, 2009). This will provide spatially explicit predictions of trout distributional shifts and estimates of growth suitability at the national and (broad) regional levels - out to 2070. This modelling can inform long-term planning for fishery management needs nationally. Anglers are likely to 'vote with their feet' and shift angling pressure in response to changes in fishery productivity (as a result of climate change). It follows that shifting angler pressure will require a shift in management effort and focus. This modelling exercise will highlight regions where fisheries may inevitably be lost but also provide guidance on regions where fisheries could persist long term with targeted mitigation efforts. These could include protecting / restoring cool ground water and tributary inflows or plantings for shading of winter spawning and juvenile rearing areas.

9. Further details can be located on the full application attached in the section 2.6 of the Agenda 'Research Fund Applications'.

Amendment to Previously Approved Research:

10. The original proposal was split into two components. The first component has been completed. The following changes have been recommended for the second component:
11. The second component of the original funding proposal entailed the testing of a wellbeing intervention that involved trout fishing. Specifically, funding was obtained to assess the potential for recreational trout fishing to reduce the cortisol (stress hormone) levels of trout anglers. After discussion with health researchers at the University of Otago (Dr Shyamala Nada-Raja and Paul Garbett), we have been advised that additional preparatory work needs to be conducted before proceeding with the development and testing of a trout fishing based wellbeing intervention. Specifically, we have been advised that we need to conduct a survey of trout anglers to quantitatively assess the relationship between trout fishing and wellbeing. This necessitates adjustment to the original project description and funding.
12. Further details can be located on the full application attached in the section 2.6 of the Agenda 'Research Fund Applications'.

Findings of Concluded Research:

Women Anglers Study (excerpt from report):

13. In addition to providing baseline data on women's participation in freshwater fishing, some important findings of the study are:
- Around a quarter of women anglers have had to contend with gender stereotypes whilst fishing.
 - Well over a third of women anglers believe that fishing continues to be moulded after men and, relatedly, many call for better representation in marketing material and within FGNZ governance structures.
 - Almost all women anglers wish they could fish more often, but are constrained by a host of factors, most notably a lack of time and family/work commitments. Some constraints, such a lack of confidence, are more gender specific. Certain constraints, such as the cost of fishing or a perceived lack of skill, can be partially addressed with the support of FGNZ.
 - Around one-third of women anglers feel that there are inadequate FGNZ initiatives aimed at fostering women's involvement in freshwater fishing.
 - Despite wishing to see better representation of women within FGNZ, half of all women anglers feel that standing for a FG council is currently a daunting prospect, and one-third of women anglers feel that their opinions and ideas would currently not be heard.
14. Further details can be located on the full application attached in the section 2.5 of the Agenda 'Research & Monitoring Programme Update'.

Ngā kōwhiringa - Options

The Council may

- a. Agree to approve the application to the Research Fund.
- b. Agree to amend the current application to the Research Fund prior to consultation; or
- c. Agree to not fund the current application to the Research Fund.

15. The Council will have a further opportunity to consider the applications to the Research Fund following consultation.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

16. The financial implications of the proposed applications to the Research Fund, if approved, is a total of \$31,727, resulting in remaining available funds of \$32,481.

Legislative Implications

17. There are no legal implications to consider.

Section 4 Treaty Responsibilities

18. There are no Section 4 Treaty Responsibilities for consideration.

Policy Implications

19. The application for research funding is aligned with Fish and Game's priority to support environmental research throughout New Zealand, and to support research which defends the social licence of hunters and anglers.

Risks and mitigations

20. The major risk associated with the proposed research is the possibility that the objectives of the projects will not be realised, the capability of the project team to undertake the work will change, or that logistical restraints will alter the project budget or timeline.

Consultation

21. Managers were consulted and support the proposed research in principle titled "Estimating the effect of climate change on trout distributions and growth potential across Aotearoa New Zealand" subject to a review of the work already completed by Adam Canning prior to this going to NZC for consideration.
22. Three votes against the motion:
- Northland: Fisheries outside preferred climatic conditions for trout, however, management decisions should still prioritise maintaining fisheries and providing fishing opportunities for anglers.
 - Nelson/Marlborough: National Angling Survey delivers similar results to the proposed research.
 - West Coast: Limited budget and prioritising projects; new research might not be high priority if it excludes other projects.
23. Managers were consulted and support the amended proposal on 'The relationship between recreational trout fishing and wellbeing in Aotearoa New Zealand' to update the methods, description, and request for additional funds of \$1,727.

Ngā mahinga e whai ake nei - Next actions

24. If agreed, funds will be allocated to support proposed research, amendments will be requested from applicants, or applicants will be informed of decision not to fund.

Women Anglers in Aotearoa New Zealand: Understanding women's participation in, and perspectives of, freshwater fishing



Stu Hayes
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The authors

This study was carried out on behalf of Fish and Game New Zealand by staff from the Centre for Recreation Research, Department of Tourism, University of Otago. The research team comprised Professor Brent Lovelock, Dr Stu Hayes, and Mahdis Madani, a PhD student and Research Assistant in the Department.

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1 Executive summary

This report presents the findings from a mixed-method research project initiated by Fish and Game New Zealand (FGNZ), and conducted by staff at the University of Otago, with the aim of better understanding women's participation in, and perspectives of, freshwater fishing in Aotearoa New Zealand. The findings in this report are based on an email survey of 2,456 women anglers, coupled with 30 semi-structured interviews. Data was collected between November 2022 and August 2023.

The specific aims of the study were to:

- Characterise the demographics of existing women licence holders and investigate current and past levels of participation, interest, and specialisation in freshwater fishing.
- Understand women anglers' current and past motivations for freshwater fishing.
- Explore the relationship between freshwater fishing and identity.
- Investigate socialisation factors to do with women anglers' participation in freshwater fishing.
- Identify factors that constrain and/or facilitate women anglers' participation in freshwater fishing.
- Evaluate the values and ethics of women anglers.
- Explore women anglers' views in relation to representations of women in FGNZ material, and the willingness of women anglers to be involved with freshwater fisheries governance.

An email survey of 672 men anglers was also conducted with aim of exploring comparisons between women and men in terms of participation/behaviours, motivations, socialisation, constraints/facilitators, ethics, and governance.

In addition to providing baseline data on women's participation in freshwater fishing, **some important findings of the study are:**

- Around a quarter of women anglers have had to contend with gender stereotypes whilst fishing.
- Well over a third of women anglers believe that fishing continues to be moulded after men and, relatedly, many call for better representation in marketing material and within FGNZ governance structures.
- Almost all women anglers wish they could fish more often, but are constrained by a host of factors, most notably a lack of time and family/work commitments. Some constraints, such as a lack of confidence, are more gender specific. Certain constraints, such as the cost of fishing or a perceived lack of skill, can be partially addressed with the support of FGNZ.
- Around one-third of women anglers feel that there are inadequate FGNZ initiatives aimed at fostering women's involvement in freshwater fishing.
- Despite wishing to see better representation of women within FGNZ, half of all women anglers feel that standing for a FG council is currently a daunting prospect, and one-third of women anglers feel that their opinions and ideas would currently not be heard.

“Have more stories on women/girl anglers, I open a magazine, or Facebook, and only find males looking back at me ... I guess it's what makes me hide away from seeing how male dominated the sport really is, even though I'd love to be out there on my days off fishing! I'd really like to see a group made / put together of women anglers, I'd be more inclined to reach out ask for advice / help; I feel that would boost my confidence and [allow me to] be able to make more friends within fishing” (Survey participant)

Six key recommendations emerging from the research are:

- Develop workshops, educational materials, and events tailored to the needs of women anglers.
- Provide support for the development and strengthening of new and existing networks of women anglers.
- Work to increase the visibility of women anglers within FGNZ promotional materials and publications.
- Work to increase representation of women within Fish and Game councils.
- Work to improve feedback mechanisms for existing women anglers to communicate with FGNZ management.
- Evaluate the family licence with a view to loosening existing restrictions.

The above recommendations should be seen as practical measures designed to help close some of the gaps in services and outreach that women anglers, in general, currently perceive to exist. In so doing, these recommendations, if implemented, may contribute significantly to breaking down barriers, fostering a more inclusive angling community, and increasing the recruitment, retention, and reactivation of women anglers in Aotearoa New Zealand.

2 Introduction

2.1 Contextual background

Gendered norms and societal expectations play a significant role in shaping choices related to recreation. These norms impact how individuals are socialized into specific recreational activities (e.g., fishing), their likelihood of engaging in these activities throughout their lives, and the personal meanings attached to different recreational experiences (Aitchison, 2013). Normative gender expectations are often linked to an individual's perceived biological sex, resulting in an ongoing process of both conforming to, and challenging, established gender roles (West & Zimmerman, 2009). This dynamic interplay occurs as individuals navigate their interactions with the gendered aspects of the recreational environment and their relationships with others (Arora-Jonsson, 2014).

Recreational fishing exists within a gendered framework that predominantly highlights men's involvement and experiences (McKenzie, 2013; Smith, 2003), resulting in a significant underrepresentation of women (Fennell & Birbeck, 2019). Typically, individuals acquire fishing skills through familial channels, where conventional gender norms can hinder young women's access to fishing knowledge and experiences (Burkett & Carter, 2022). Some women may also abstain from participating in outdoor recreational activities like fishing due to concerns about appropriateness or safety, or because they prioritize their family responsibilities over personal leisure pursuits (Lee, Graefe & Li, 2007).

Gender disparities in outdoor recreational settings are a recurring theme in both academic and mainstream discourse, where women often find themselves portrayed as marginalized participants (Godtman Kling, Margaryan, & Fuchs, 2020). Notably, women's perspectives as recreational fishing enthusiasts remain conspicuously absent from both popular culture and scholarly investigations (Fennell & Birbeck, 2019; McKenzie, 2013). Furthermore, research on recreational fishing often relies on social surveys that oversimplify gender by conflating it with binary sex categories (Fennell & Birbeck, 2019; Kuehn, Luzadis, & Brincka, 2013; Stensland, Aas, & Mehmetoglu, 2017). While these studies shed light on fishing motivations tied to self-reported gender identity, they fall short of providing insights into the actual lived experiences of recreational anglers as they navigate societal gender expectations. By allowing women to represent themselves within leisure studies, we gain access to rich, personalized contexts that may either affirm or challenge the underlying assumptions associated with women's underrepresentation and the associated discourse (Olive, McCuaig, & Phillips, 2015).

2.2 Women anglers in Aotearoa New Zealand

In New Zealand, women are under-represented as participants in freshwater fishing. This underrepresentation is not unique to New Zealand and has been identified internationally (Aas 1995; Fedler and Ditton 2001; Schroeder et al 2006; Krogman and Stubbs 2021). In New Zealand, women make up approximately 10% of adult full season licence holders; even including women identified as a secondary licence holder within the family fishing licence, only about 25% of licence holders are women. With Fish & Game's (FGNZ) national R3 (recruitment, retention, reactivation) focus and recommendations from the recent governance review highlighting the need for increased diversity across the organisation, greater understanding of women anglers is essential for Fish & Game to better serve our women anglers and develop effective strategies to improve participation and engagement from women anglers.

2.3 Objectives

This study sought to gather key information about the make-up, behaviours, and perspectives of women anglers. The proposed aims of the study were to:

- Characterise the demographics of existing women licence holders (e.g., age, ethnicity, household size and composition, marital status, education, income etc).
- Investigate women anglers' current and past levels of participation, interest, and specialisation in freshwater fishing.
- Understand women anglers' current and past motivations for freshwater fishing.
- Explore the relationship between freshwater fishing and identity.
- Investigate socialisation factors to do with women anglers' participation in freshwater fishing.
- Identify factors that constrain and/or facilitate women anglers' participation in freshwater fishing.
- Evaluate the values and ethics of women anglers.
- Understand women anglers' views in relation to representations of women in Fish & Game material.
- Explore women anglers' willingness, or the lack of, to be involved with freshwater fisheries governance.
- To compare women and men anglers in terms of participation/behaviours, motivations, socialisation, constraints/facilitators, ethics, and governance.

In addition to providing specific insights to support FGNZ's R3 strategy, this study will also help, at a much broader level, to fill the void in terms of our understanding of women anglers. Relatedly, most existing research in this field has primarily relied on closed-ended survey questions to examine women angler behaviour and perspectives. By embracing a mixed-method approach (described in the next chapter), our research provides a more nuanced and comprehensive understanding of gender dynamics within freshwater fishing. This approach enables us to delve into how gendered experiences influence individuals' relationships with nature and others, as well as their personal constructs of gender and related self-perceptions, which have remained largely unexplored in the current literature (Kuehn et al., 2013).

The relevance and necessity of our research becomes evident when considering the limited insights offered by traditional survey-based methodologies. Our mixed-method approach shifts the focus to the distinct meaning-making processes of women in recreational freshwater fishing, allowing us to explore their experiences from their own perspectives, rather than being driven by preconceived assumptions. By doing so, we hope to contribute valuable insights that shed light on the intricate relationship between gender and freshwater fishing.

3 Methods

The mixed-method research project was conducted in two separate phases and included both a large-scale survey and follow-up interviews with a smaller sample of women anglers. A shorter survey with men anglers was also conducted for comparative purposes.

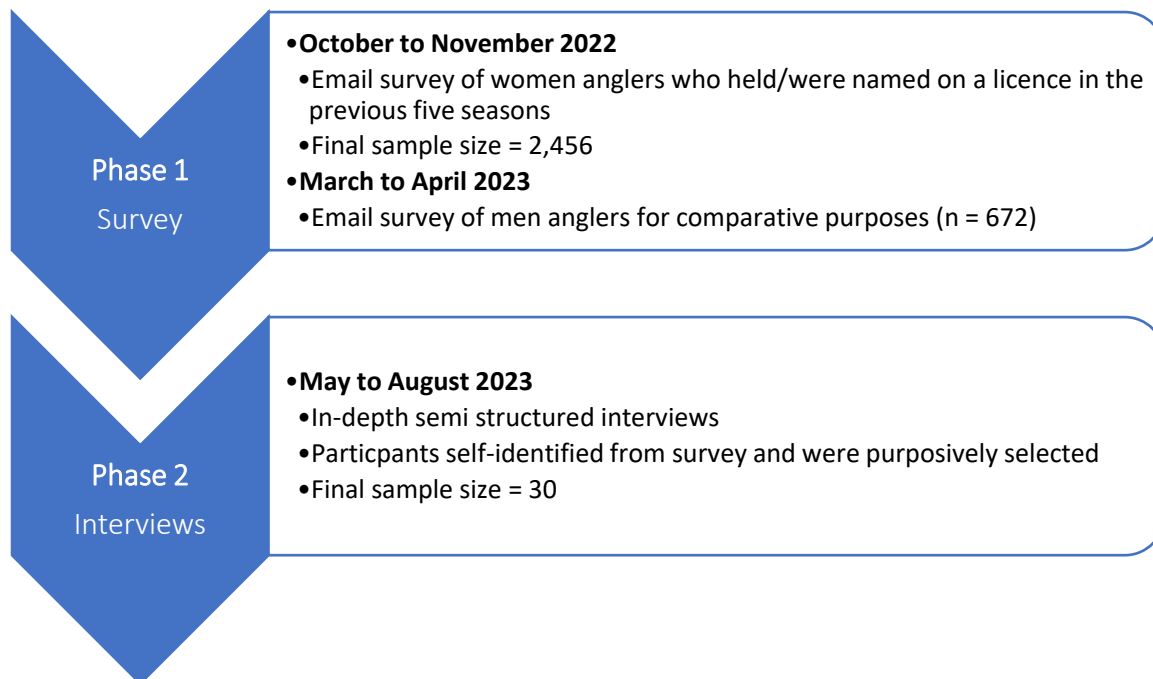


Figure 3-1: Two-phase, mixed method research design

3.1 Phase 1: Survey

3.1.1 Survey instrument

Phase 1 involved the email distribution of an electronic survey. The survey instrument was designed with the help of Qualtrics software and involved several iterative phases. The process of designing the survey instrument involved several rounds of consultation with FGZ staff, with particular attention paid to collecting input from women staff. The final version of the survey can be found in **Appendix 1**. To summarise, the survey comprised the following key sections:

Participation

Questions in this sections related to introductory influences, length of participation, commitment over time, licence buying/holding behaviour over time, skill level, and preferences (types of water, fishing style/technique, etc.).

Perspectives on freshwater fishing

Questions in this section related to motivations, specialisation, identity, ethics, catch preferences, barriers/constraints to participation and the extent to which, if at all, these are overcome.

Representations of, and engagement with, women anglers

Questions in this section related to representations of, and engagement with, women anglers on the part of FGZ, the nature of women anglers' willingness to stand for Fish & Game Councils, and fishing-related information sources used by women anglers.

Demographics

Questions in this section related to age, household income, qualifications, household composition, gender identity, and ethnicity.

3.1.2 Recruitment and data collection

From the FGZ national licence holder database, purposive sampling was used to locate known and potential populations of adult women anglers (resident) who had purchased or held a fishing licence at some point in the five seasons prior to the 2022/2023 season. Licence categories included Adult Fishing Licence Loyal Senior, Adult Fishing Licence Whole Season, Adult Fishing Licence Winter, Local Area Fishing Licence, Family Licence, Adult Fishing Licence Day, Adult Fishing Licence Long Break, and Adult Fishing Licence Short Break. Only the highest value licence purchased/held by an angler over the five-season period was retained, leaving one record per angler. Licence holders were then grouped together into four strata.

Strata 1 comprised individual full licence holders and included the following categories: Adult Fishing Licence Loyal Senior, Adult Fishing Licence Whole Season, Adult Fishing Licence Winter, and Local Area Fishing Licence. Strata 2 comprised family licence holders where a female was listed as the primary licence holder. Strata 3 comprised individual short break licences and included the following categories: Adult Fishing Licence Day, Adult Fishing Licence Long Break, and Adult Fishing Licence Short Break. Finally, strata 4 comprised 'other', assumed, female secondary family licence holders¹.

Following a review of all research materials by the University of Otago Human Ethics Committee (reference D22/229), an email containing an individual link to the survey (hosted by Qualtrics) was distributed on 3rd October 2022, along with a covering letter providing participants with key information pertaining to the research (see **Appendix 2 and 3**). The survey remained open for four weeks, during which time two reminder emails were sent to those participants who either a) had not started the survey or b) had started but not completed the survey. The survey closed on 3rd November 2022. Final response rates are presented in the table below.

Table 3-1: Survey responses

Strata	Surveys sent (n)	Surveys returned (n)	Response rate (%)
1	3,705	660	18%
2	1,767	253	14%
3	7,122	423	6%
4	19,882	1,120	6%
All strata combined	32,476	2,456	8%

¹ FGZ does not collect gender information for those listed as secondary holders of a Family Licence. Consequently, in relation to strata 4 it was necessary to email the survey to primary family licence holders listed as male. A request was then made via the invitation to make the survey available to the adult women angler named as the secondary licence holder on the family licence.

Following the same method described above, an abbreviated version² of the survey was also sent to male anglers, the purpose being to generate comparative data. The survey was distributed on the 22nd March 2023 and closed on the 22nd April 2023. In total, 672 responses were recorded. Analysis of all survey data was undertaken at the Department of Tourism, University of Otago using statistical analysis software (Microsoft Xcel and SPSS). A mixture of content and thematic analysis methods was also used to analyse any open-ended responses.

3.2 Phase 2: Semi-structured interviews

The qualitative phase of this research spanned from May 2023 to August 2023, during which a total of 30 semi-structured interviews were conducted. These interviews were administered via online platforms (e.g., Zoom) or by phone. The selection of interviewees followed a purposive sampling method, wherein 30 individuals were chosen from a pool of 215 survey participants who had expressed their willingness to engage in the second phase of the research. The purposive selection of these 30 participants was undertaken to ensure a broad representation of women anglers. The sample was intentionally diverse in terms of age, experience, and skill level. A short profile of the interviewees is provided at the beginning of Chapter 5.

The interviews focused on a range of different topics, but in particular on the barriers/constraints faced by women anglers and how these might be overcome. The interviews also offered another opportunity to further probe women anglers' perceptions of FGZ and the role that the organisation can play in helping to address the barriers/constraints identified. With the consent of the participants, the interviews were recorded using the in-built functions on Zoom video-conferencing software. All interviews were transcribed, and the data was thematically analysed using *Nvivo* software (version 1.5.1).

The findings from the research are presented in the next two chapters. In Chapter 4, the findings from the survey will be presented and discussed. These findings will provide FGZ with baseline data related to women's participation in, and experiences of, freshwater fishing in New Zealand. Where relevant, comparisons are drawn between women and men anglers. This will be followed in Chapter 5 with a presentation of the findings from the semi-structured interviews. These findings focus in on the constraints faced by women anglers in relation freshwater fishing, and how such constraints may be addressed.

² Questions posed to men anglers are indicated with a * in Appendix 1.

4 Survey findings

4.1 Demographic profile

In this sub-section, a short demographic profile is provided for each strata. Note, however, that detailed tables showing the population characteristics for each strata (women and men) can be found in **Appendix 4**. In general, there were many similarities across the strata and between men and women anglers.

4.1.1 Strata 1 anglers - individual full season licence holders

Women anglers in strata 1 were:

- Predominantly aged between 35 and 64 years old (56%) with an additional 19% aged between 25 and 34 years old.
- Fairly evenly spread across various household income brackets, but with the highest proportion of anglers (18%) in the NZ\$100,000 -139,000 bracket.
- Well educated, with 84% holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand Europeans (80%).

Compared to women anglers in strata 1, men anglers in the same strata were:

- Generally older, with 74% aged between 45-74 years old.
- Similar in terms of being evenly spread across the various income brackets.
- Slightly less well educated, proportionally, with 57% identifying as holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand Europeans (83%).

4.1.2 Strata 2 anglers – primary holders of a family licence

Women anglers in strata 2 were:

- Predominantly aged between 45 and 64 years old (50%) with a further third (32%) aged between 25 and 44 years old.
- Fairly evenly spread across various household income brackets, but again with the highest proportion of anglers (18%) in the NZ\$100,000 -139,000 bracket.
- Well educated, with 79% holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand Europeans (81.4%).

Compared to women anglers in strata 2, men anglers in the same strata were:

- Generally older, with 74% aged between 45-74 years old.
- Usually earning more, with 55% earning over NZ\$100,000 per year.
- Similarly well educated, with 74% identifying as holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand Europeans (83%).

4.1.3 Strata 3 anglers – individual part season licence holders

Women anglers in strata 3 were:

- Predominantly aged between 25 and 64 years old (80%) but with the highest proportion of anglers aged between 25-34 years old.
- Generally in mid to high household income brackets, with 60% earning between NZ\$60,000 – NZ\$199,000 annually.
- Well educated, with 83% holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand European (73%), but with the highest proportion of Māori (5%).

Compared to women anglers in strata 3, men anglers in the same strata were:

- Generally older, with 73% aged between 45-74 years old.
- Generally earning more, proportionally, with 54% earning over NZ\$100,000 per year and 19% earning over NZ\$200,000 per year.
- Similarly well educated, with 74% identifying as holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand Europeans (80.2%).

4.1.4 Strata 4 anglers - secondary holders of a family licence

Women anglers in strata 4 were:

- Predominantly aged between 45 and 64 years old (50%).
- Fairly evenly spread across various household income brackets, but again with the highest proportion of anglers (19%) in the NZ\$100,000 -139,000 bracket.
- Well educated, with 72% holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand Europeans (79%).

Compared to women anglers in strata 4, men anglers in the same strata were:

- Similar, with 57% aged between 45-74 years old.
- Similarly evenly spread across the various income brackets.
- Slightly less well educated, proportionally, with 68% identifying as holding a post-compulsory education qualification.
- Predominantly comprised of New Zealand Europeans (77%). Of the men anglers, strata 4 contained the highest proportion of Māori (4%).

In the next sub-section, the ongoing nature of women's participation in freshwater fishing is explored. Where applicable, comparisons are drawn between women and men anglers in relation to participation.

4.2 Participation

Most women anglers in this study had started fishing in their early to mid-twenties and had fished for a considerable number of years. Women anglers in strata 2 (family, primary) had started earliest and had also fished the longest. Based on this study, women anglers, when compared to men anglers, appeared to start fishing slightly later in life and, subsequently, had spent much less time fishing. These findings are illustrated in **Table 4-1** below.

Table 4-1: Fishing starting age and years spent fishing.

Women	Average starting age	Average number of years spent fishing
Strata 1 (n = 557)	26	22
Strata 2 (n = 252)	21	23
Strata 3 (n = 421)	23	18
Strata 4 (n = 1116)	26	23

Men	Average starting age	Average number of years spent fishing
Strata 1 (n = 214)	16	40
Strata 2 (n = 168)	16	39
Strata 3 (n = 237)	17	32
Strata 4 (n = 53)	20	32

As can be seen in **Table 4-2** below, since starting to fish, a high proportion of women anglers had taken breaks from freshwater fishing. This was especially true for those in stratas 2 (family, primary) and 3 (individual, part season). Comparatively, a far higher proportion of women anglers in stratas 1 (individual, full season) and 2 (family, primary) had taken breaks compared to men in the same strata. Linked to this, a higher proportion of men as compared to women anglers in stratas 1 (individual, full season) and 2 (family, primary) were found to have fished every year or most years. The interviews conducted as part of this research shed some light on why women anglers in this study had taken breaks (see Chapter 5).

Table 4-2: Participation levels

Women	Strata 1		Strata 2		Strata 3		Strata 4	
	n	%	n	%	n	%	n	%
Since I first started going freshwater fishing...								
I have been freshwater fishing every year	231	35%	91	36%	108	26%	373	33%
I have been freshwater fishing most years	172	26%	56	22%	119	28%	349	31%
I have taken a number of breaks from freshwater fishing	253	39%	106	42%	196	46%	395	35%
Total	656	100%	253	100%	423	100%	1117	100%

Men	Strata 1		Strata 2		Strata 3		Strata 4	
	n	%	n	%	n	%	n	%
Since I first started going freshwater fishing...								
I have been freshwater fishing every year	88	41%	69	41%	51	22%	13	25%
I have been freshwater fishing most years	69	32%	58	35%	57	24%	19	36%
I have taken a number of breaks from freshwater fishing	57	27%	41	24%	129	54%	21	40%
Total	214	100%	168	100%	237	100%	53	100%

Women anglers were also asked about their licence purchasing behaviour over time. Overall, since starting to fish, most women anglers had tended to buy the same licence each year. However, across all four strata, various licence ‘transitions’ were observed. Firstly, of 595 women anglers who had indicated that the last licence they had held or purchased was an Individual Full Season Licence (Q5), 124 (21%) also indicated that, in the past, they had typically purchased a different licence (Q6). Of those 124 participants, the following transitions were observed:

- 32% (n=40) had moved from an Individual Part Season Licence to an Individual Full Season Licence
- 21% (n=26) had moved from a Family Licence (as Primary Licence holder) to an Individual Full Season Licence
- 40% (n=50) had moved from a Family Licence (as Secondary Licence holder) to an Individual Full Season Licence
- 6% (n = 8) did not answer

These transitions are shown in the figure below (**Figure 4-1**), wherein the weighted arrows illustrate changes in purchasing behaviour over time and the prevalence of the changes.

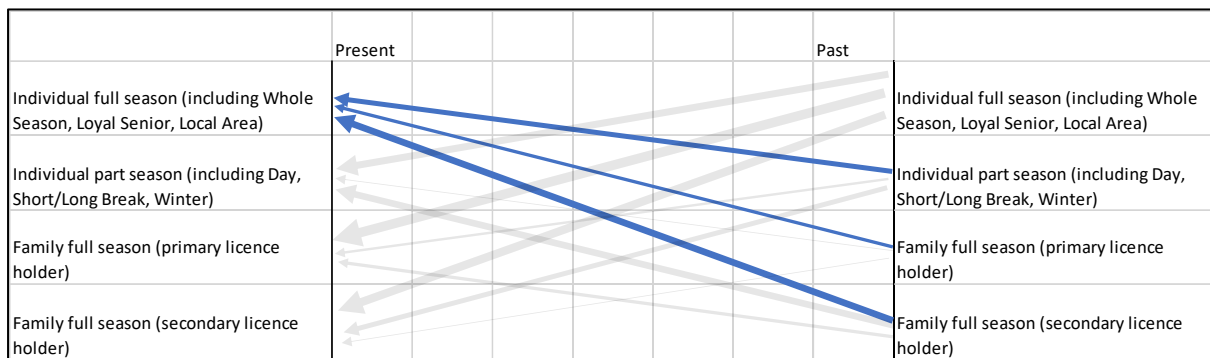


Figure 4-1: Transitioning to an individual full season licence.

Next, of 304 women anglers who had indicated that the last licence they had held or purchased was an Individual Part Season Licence, 103 (34%) also indicated that, in the past, they had typically purchased a different licence. Of those 103 participants, the following transitions were observed:

- 43% (n=44) had moved from an Individual Full Season Licence to an Individual Part Season Licence
- 6% (n=6) had moved from a Family Licence (as Primary Licence holder) to an Individual Part Season Licence
- 40% (n=41) had moved from a Family Licence (as Secondary Licence holder) to an Individual Part Season Licence
- 12% (n = 12) did not answer.

Again, these transitions are highlighted in the figure below (**Figure 4-2**).

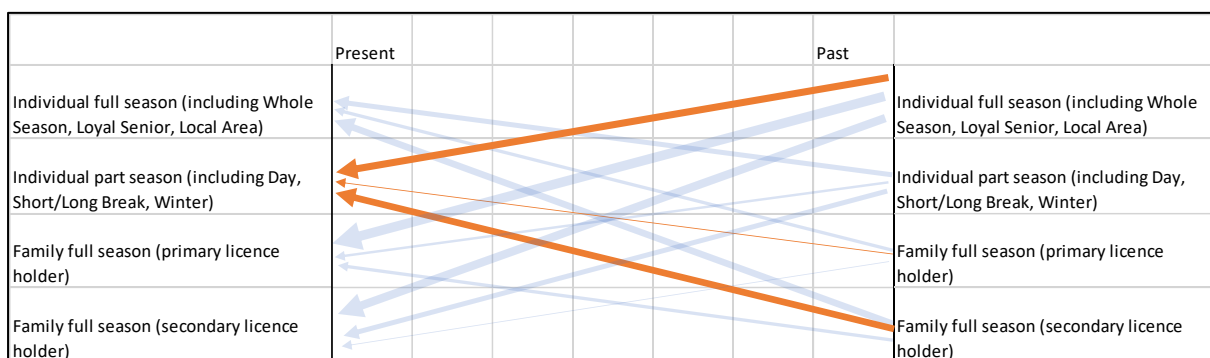


Figure 4-2: Transitioning to an individual part season licence.

Thirdly, of 364 women anglers who had indicated that the last licence they had held or purchased was a Family Licence (as Primary Licence holder), 129 (35%) also indicated that, in the past, they had typically purchased a different licence. Of those 129 participants, the following transitions were observed:

- 57% (n=73) had moved from an Individual Full Season Licence to a Family Licence (as Primary Licence holder)
- 15% (n=19) had moved from an Individual Part Season Licence to a Family Licence (as Primary Licence holder)
- 19% (n=25) had moved from a Family Licence (as Secondary Licence holder) to a Family Licence (as Primary Licence holder)
- 9% (n = 12) did not answer

As before, these transitions are highlighted in the figure below (**Figure 4-3**).

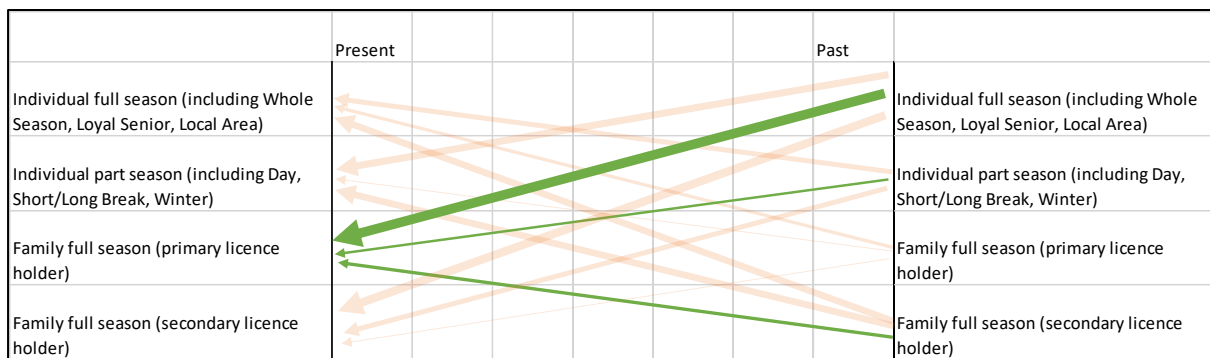


Figure 4-3: Transitioning to a family licence as the primary licence holder.

Finally, of the 1189 women anglers who had indicated that the last licence they had held or purchased was a Family Licence (as Secondary Licence holder), 188 (16%) indicated that, in the past, they had typically purchased a different licence. Of those 188 participants, the following transitions were observed:

- 57% (n=108) had moved from an Individual Full Season Licence to a Family Licence (as Secondary Licence holder)
- 29% (n=55) had moved from an Individual Part Season Licence to a Family Licence (as Secondary Licence holder)
- 6% (n=11) had moved from a Family Licence (as Primary Licence holder) to a Family Licence (as Secondary Licence holder)
- 7% (n = 14) did not answer

These transitions are highlighted in the figure below (**Figure 4-4**).

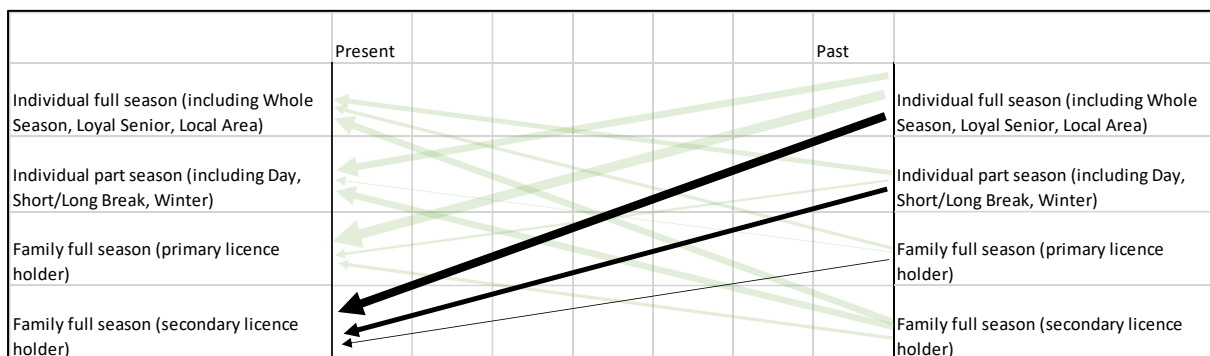


Figure 4-4: Transitioning to a family licence as the secondary licence holder.

Despite a much smaller sample, similar transitions were observed among the men surveyed. These transitions are captured in **Table 4-3** below.

Table 4-3: Licence transitions

Present licence (n)	Typical licence held in past? (No)		Licence typically purchased/held in past									
			Individual full season		Family (Primary)		Individual part season		Family (Secondary)		Did not answer	
Individual full season (women, n = 595)	124	21%	0	0%	26	21%	40	32%	50	40%	8	6%
Individual full season (men, n = 290)	37	13%	0	0%	22	59%	10	27%	0	0%	5	14%
Family (Primary) (women, n = 364)	129	35%	73	57%	0	0%	19	15%	25	19%	12	9%
Family (Primary) (men, n = 200)	80	40%	72	90%	0	0%	4	5%	1	1%	3	4%
Individual part season (women, n = 304)	103	34%	44	43%	6	6%	0	0%	41	40%	12	12%
Individual part season (men, n = 149)	49	33%	38	78%	3	6%	0	0%	2	4%	6	12%
Family secondary (women, n = 1189)	188	16%	108	57%	11	6%	55	29%	0	0%	14	7%
Family secondary (men, n = 30)	13	43%	6	46%	5	38%	1	8%	0	0%	1	8%

To help interpret this table, the following example is provided. Of the of the 290 men anglers who had indicated that the last licence they had held or purchased was an Individual Full Season Licence, 37 (13%) indicated that, in the past, they had typically purchased a different licence. Of those 37 anglers, the majority (n = 22, 59%) had moved from being the primary holder of a family licence whilst a further 27% (n = 10) had held an individual part season licence. The remaining anglers did not answer.

The figure below highlights all the changes in licence purchasing behaviour among the men (top) and women (bottom) anglers surveyed, and the prevalence of those changes.

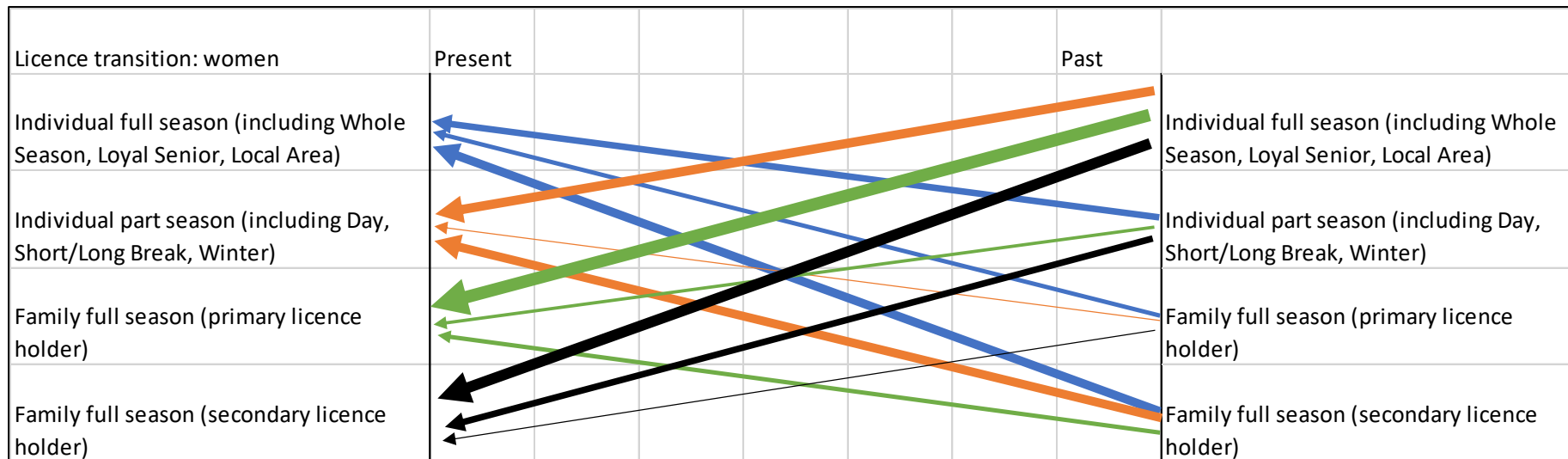
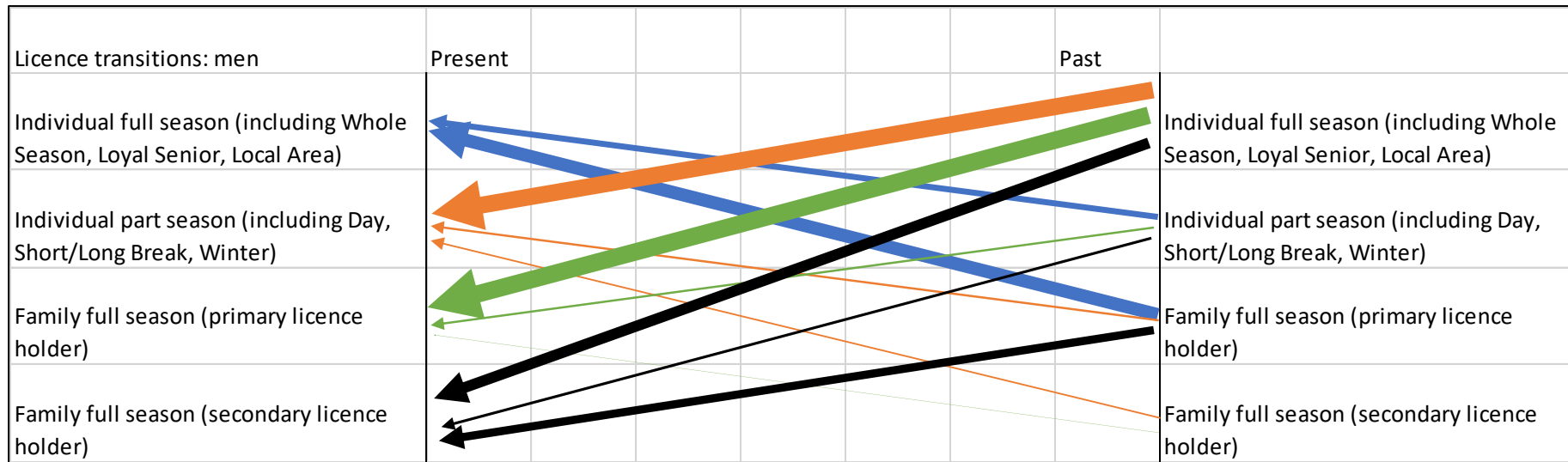


Figure 4-5: Licence purchasing behaviour over time.

Looking at the samples as a whole (**Figure 4-5**), certain changes in licence purchasing behaviour appeared less prevalent among women compared to men anglers, and vice versa. Some notable differences in this regard included:

- changing from being the primary holder of a family licence to an individual full season licence holder was proportionally less prevalent among women compared to men,
- changing from being an individual full season licence holder to the primary holder of a family licence was proportionally less prevalent among women compared to men,
- changing from being the secondary holder of a family licence to either an individual full or part season licence holder was proportionally more prevalent among women compared to men.

This final point suggests that there is a good proportion of women anglers who, over time, convert from a family licence to some form of individual licence. From the perspective of women angler retention, this is encouraging as it may indicate that, for some, family fishing acts a precursor to women ‘going it alone’. It may also be the case that once their children have grown up, women anglers simply have more time to dedicate to fishing at an individual level. Again, the interviews conducted as part of this research shed some light on why women anglers in this study had changed their licence purchasing behaviour over time (see Chapter 5).

4.3 Socialisation

In terms of socialization, women anglers were asked to identify the people who had first introduced them to freshwater fishing. As the figure below illustrates (**Figure 4-6**), fathers, along with spouses or partners, appeared to play a key socializing role. Spouses/partners played a key role in particular for women anglers in strata 4 (family, secondary). Male friends also played a role, albeit to a much lesser extent, in each of the strata.

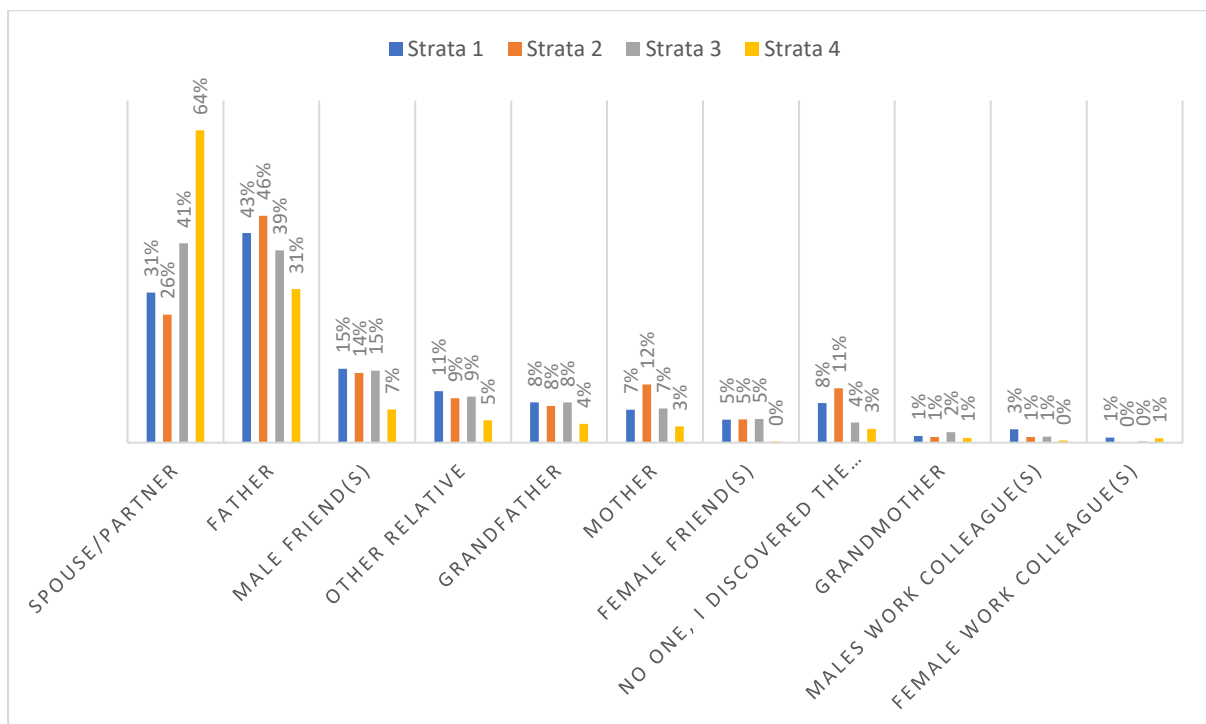


Figure 4-6: Introduction to freshwater fishing

Added to this, for most strata ‘other relatives’ also appeared to play a reasonably important role in introducing women anglers to freshwater fishing. For the most part, these other relatives were men,

predominantly brothers and uncles. Taken together, these findings suggest that the influence of male family members and friends is strong when it comes to introducing women to freshwater fishing. This, of course, is unsurprising given that men have historically always been overrepresented in angler statistics (e.g., Unwin, 2016). One interesting point to note, however, is that mothers appeared to play a comparatively larger role for women anglers in strata 2 (family, primary). This suggests, perhaps, that some level of intergenerational transmission may occur between mothers and daughters as part of family fishing activities.

We were also interested in better understanding the extent to which the women anglers surveyed had socialised other women and/or girls into freshwater fishing. As **Table 4-4** below highlights, the majority of participants in stratas 1 (individual, full season) and 2 (family, primary) had played a role in introducing other women and/or girls into freshwater fishing. Similarly, almost half the participants in the other two strata had done the same.

Table 4-4: Proportion of women anglers introducing other women/girls to freshwater fishing

	Strata 1 individual, full season		Strata 2 family, primary		Strata 3 individual, part season		Strata 4 family, secondary	
	n	%	n	%	n	%	n	%
No	322	49%	97	39%	223	54%	557	51%
Yes	331	51%	153	61%	190	46%	544	49%
Total	653	100%	250	100%	413	100%	1101	100%

Of those who the women anglers surveyed had introduced to freshwater fishing by, most, as **Figure 4-7** below shows, were friend(s) and/or daughter(s). Individual full or part season licence holders (stratas 1 and 3) appeared more likely to introduce their friend(s), whereas holders of a family licence (stratas 2 and 4) appeared more likely to introduce their daughter(s). This is perhaps unsurprising given the nature of the different licences.

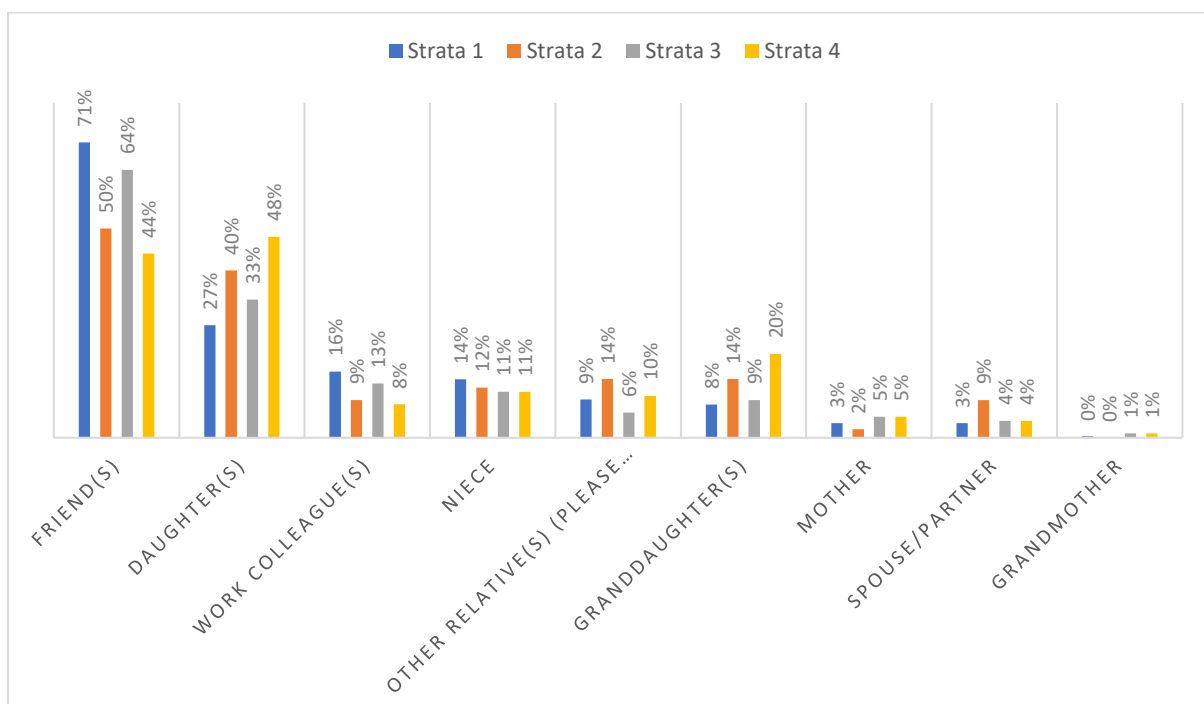
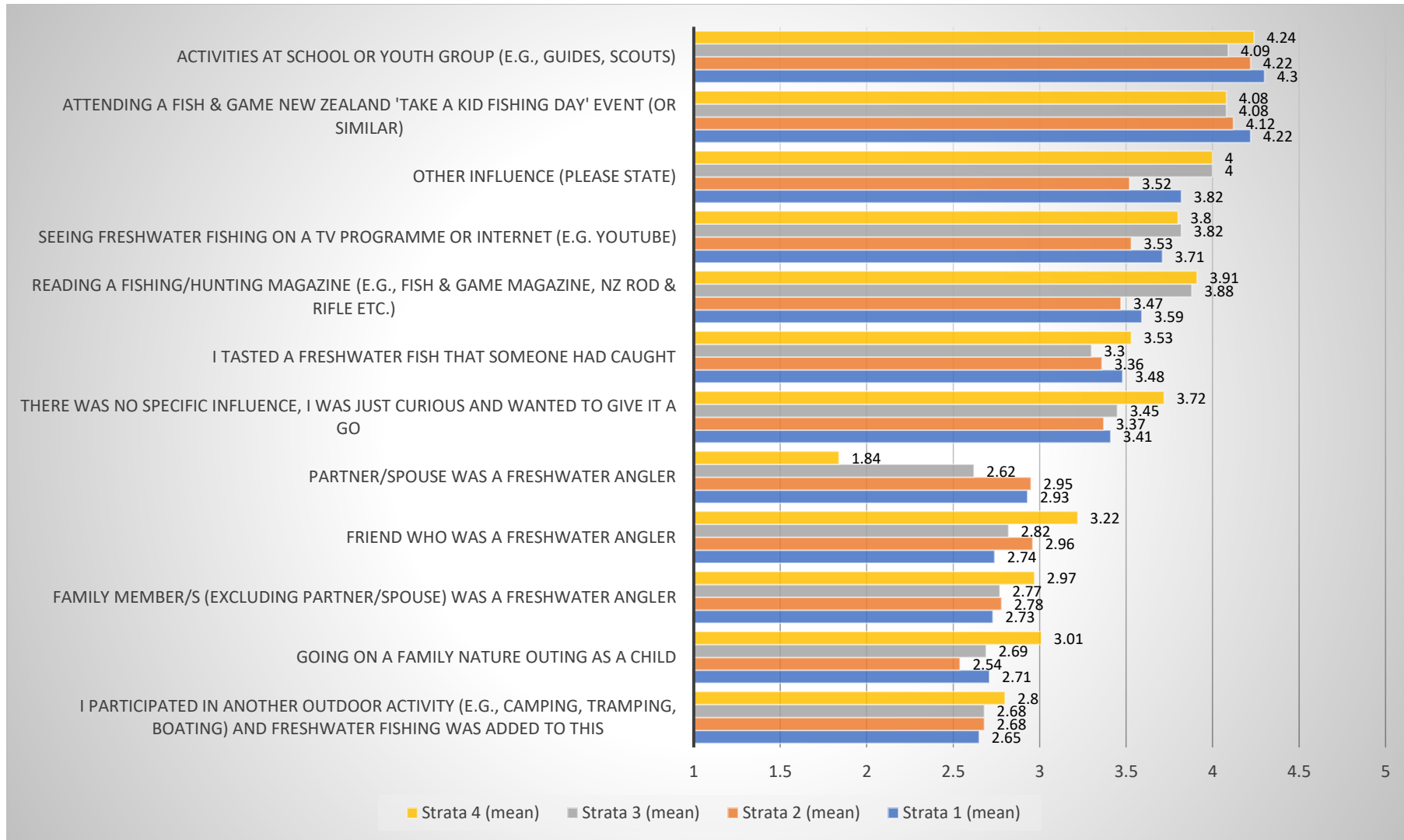


Figure 4-7: Socialisation of other women/girls into freshwater fishing by women anglers surveyed. (Note: 'Other relatives' mostly comprised sisters (in-law), daughters-in-law, and cousins).

In the context of the R3 model, the high proportions of women introducing other women and girls to freshwater fishing can be seen as a positive in terms of the potential for future recruitment. Importantly, too, these findings also point again to some degree of intergenerational socialisation in the context of freshwater fishing. Please note, comparative data for men is not available.

In addition to understanding who had introduced women anglers to freshwater fishing, we also wanted to find out the extent to which family and/or friends and other life events had influenced women's decision to take up fishing. Here, women anglers were presented with of a range of potential influences and were encouraged to rate how important each had been. As **Figure 4-8** shows, being introduced to fishing by family and/or friends and/or experiencing fishing as part of an outdoor trip, appeared to be the most important influences overall for the women anglers in this study. Again, then, the influence of family and friends seems critical when it comes to socialising women into freshwater fishing, more so generally than specific events such as school activities and 'Take a Kid Fishing' days.



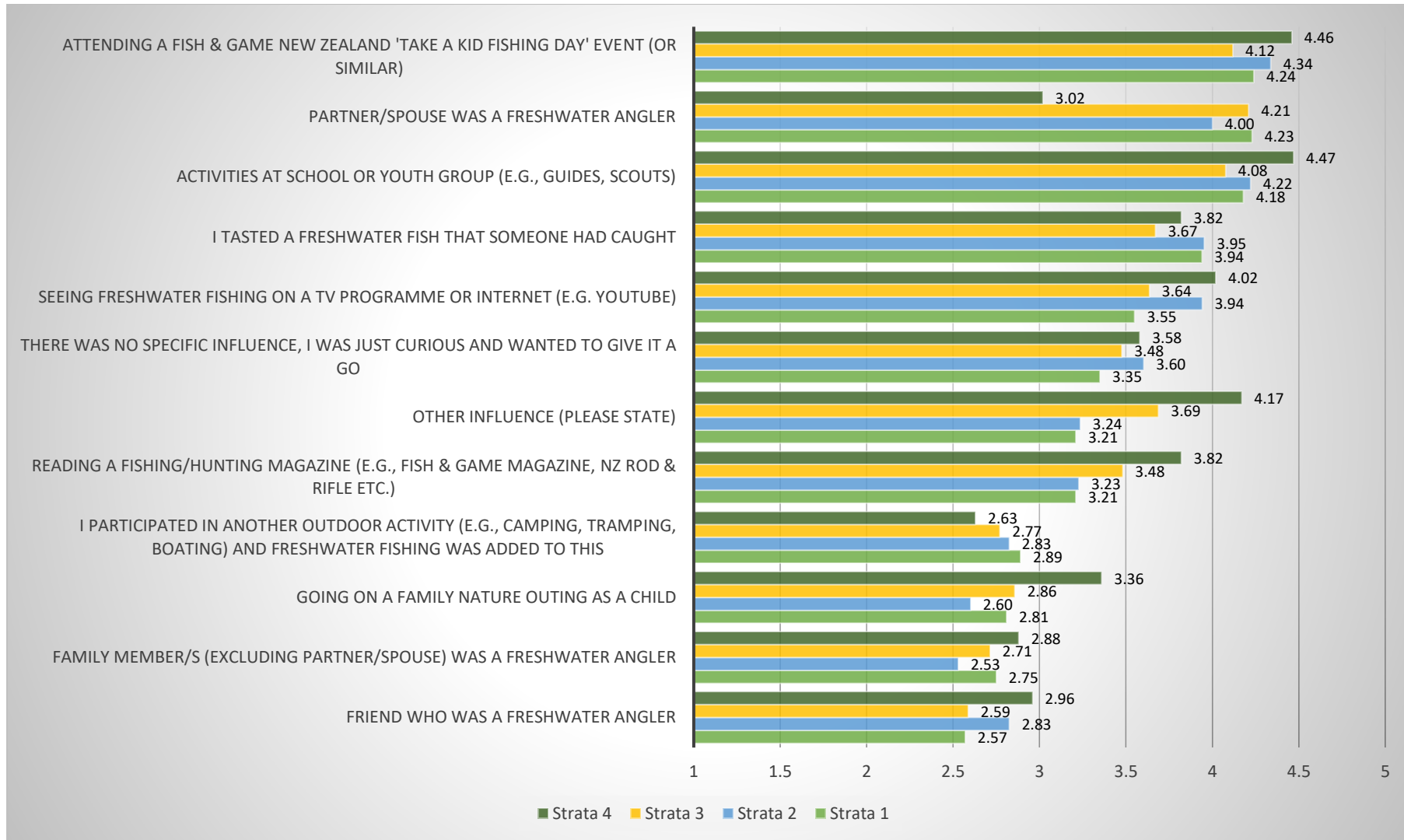
(Note: 5-point Likert, 1 = Extremely important, 2 = Very important, 3 = Moderately important, 4 = Slightly important, 5 = Not at all important)

Figure 4-8: Early influences on women anglers

In terms of any key differences between the strata, of note was the comparatively more important role of a partner/spouse for the women anglers in strata 4 (family, secondary).

In terms of 'other influences', qualitative content analysis highlighted six themes, many of which speak to an overlap between early influences and potentially ongoing motivations. In order of importance, these themes were '**Family/friend influences** (including to spend time with friends/family)', '**To be outside and fish in and with nature**' (e.g., *Love the rivers scenery and the fishing*), '**Access and convenience**' (e.g., *Moved in next to the river*), '**Influenced by joining a club, course, and/or a guided trip**' (e.g., *I watched anglers on a river 1 day and then saw a night class being held so thought I'd give it a go*), '**Fish as a food source** (e.g., *To be able to catch protein natural fresh food*), and '**Fishing seen as supporting mental health and general well-being**' (e.g., *Was using fly fishing as a way to cope with grief, and now fly fishing is my life*).

When compared with men anglers (see **Figure 4-9**), partners/spouses appeared to be generally much more influential for women anglers. One likely cause of this difference is that, proportionally, women anglers tend to typically spend more time fishing with a partner/spouse than men anglers (see for example **Figures 4-16 and 4-17**).



(Note: 5-point Likert, 1 = Extremely important, 2 = Very important, 3 = Moderately important, 4 = Slightly important, 5 = Not at all important)

Figure 4-9: Early influences on men anglers

For men anglers, friends and other relatives appeared to be important early influences. As with women anglers, such influences appeared to play a much more important role than events such as 'Take a Kid Fishing' days. We need to bear in mind, however, that as these recruitment events are a relatively recent innovation by FGZ, their flow-on impact as an important influence for taking up fishing will not yet be apparent within this survey cohort- but may be observable in years to come as new young women and men anglers take up the sport.

4.4 Angler profile – a snapshot of current participation and behaviour

The previous sub-section explored who, and what life events, had played a role in influencing women to take up freshwater fishing. In this sub-section, attention turns to how women anglers participate in freshwater fishing. In particular, the following questions are addressed: What methods do women anglers use? Where, and how often, in a season do women anglers fish, and with whom? How do women anglers rate their skill level?

4.4.1 Methods

As can be seen in **Figure 4-10**, shore-based spin fishing and, to a lesser extent, fishing from a boat appeared to be the most popular fishing methods used by women anglers. Over half of the women anglers in each of strata 1 (individual, full season), 2 (family, primary), and 4 (family, secondary) indicated that in a typical season they always or mostly participated in shore-based spin fishing. This method of fishing was slightly less popular for women in strata 3 (individual, part season). With the slight exception of women anglers in strata 1 (individual, full season), flyfishing was the least used method.

Similarly, shore-based spin fishing was also popular among the men anglers (see **Figure 4-11**), but to a slightly lesser extent than women anglers. The most notable difference between men and women anglers related to flyfishing. Except for those in strata 3 (individual, part season), around twice as many men as women in all other strata indicated that they always or mostly went flyfishing in a typical season.

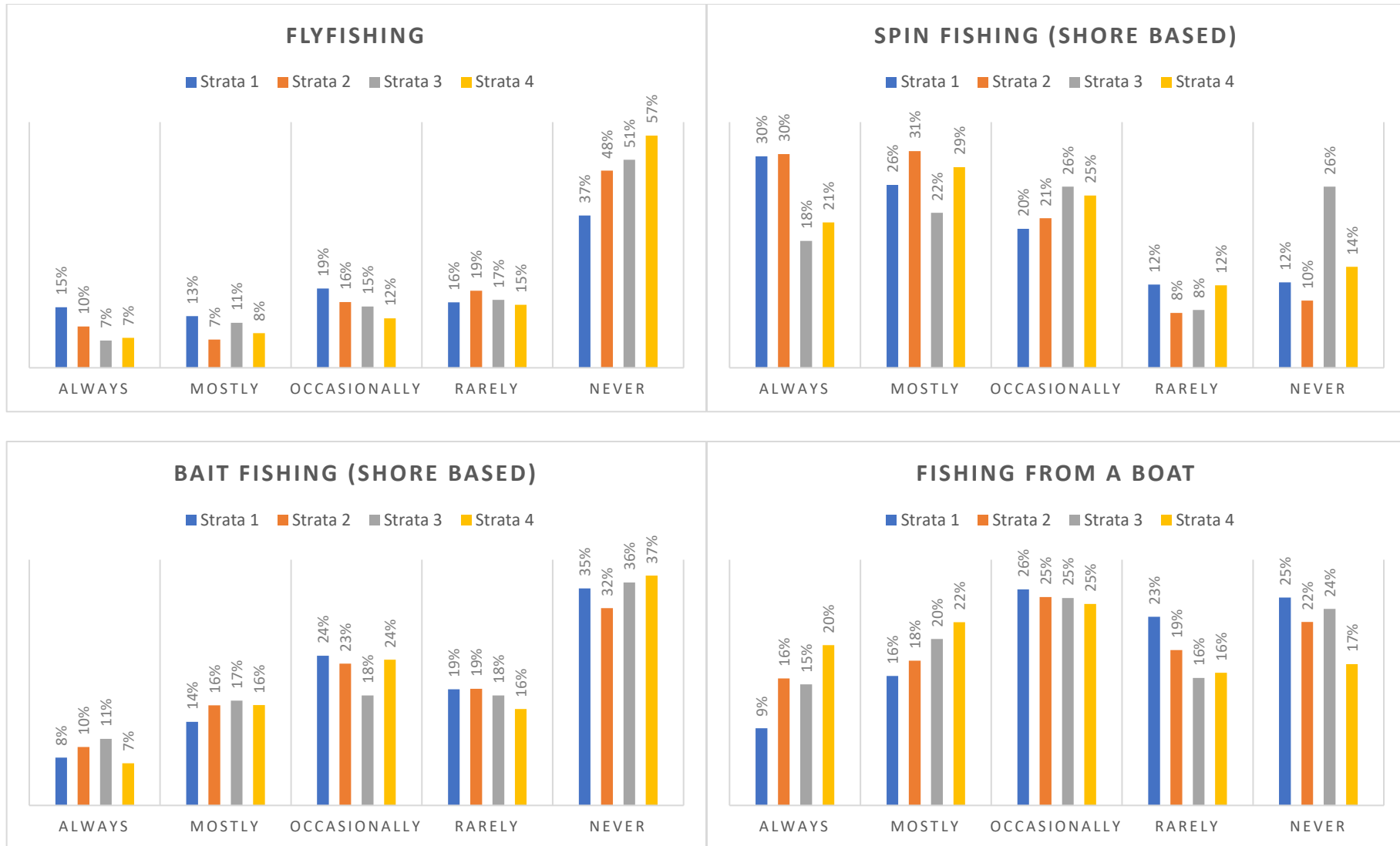


Figure 4-10: Methods – women anglers

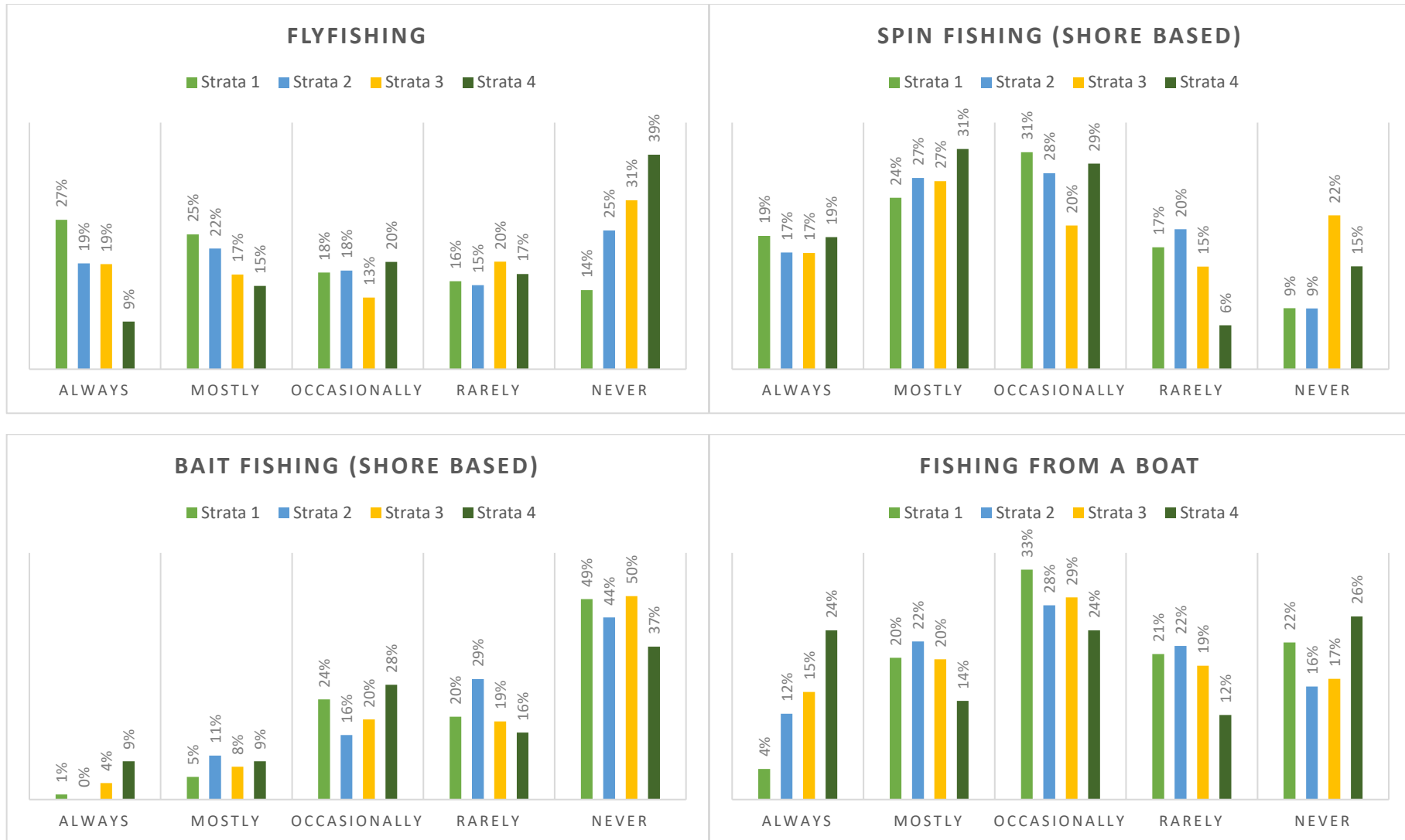


Figure 4-11: Methods - men anglers

4.4.2 Water types

In addition to exploring the methods used by anglers, the survey also identified the extent to which different water types are fished (see **Figure 4-12**). For the women anglers in the study, lakes were the most regularly fished water type, with between 45-56% of anglers across all strata claiming to always or mostly fish lakes in a typical season. Lakes were especially popular among family licence holders (primary and secondary licence holders). Large lowland rivers also appeared to be popular, particularly for those women in strata 1 (individual, full season). The remaining water types, but in particular high country/remote rivers, were found in general to be far less frequented by women anglers. Women anglers in strata 1 (individual, full season licence) fished high country/remote rivers more regularly than those in the other three strata.

Based on this study, there appears to be little difference between women and men when it comes to how regularly different water types are fished. This can be seen by comparing **Figures 4-12 and 4-13**. One interesting difference, however, is that more women than men, proportionally, regularly fished canals. This was especially true for primary holders of a family licence (strata 2).

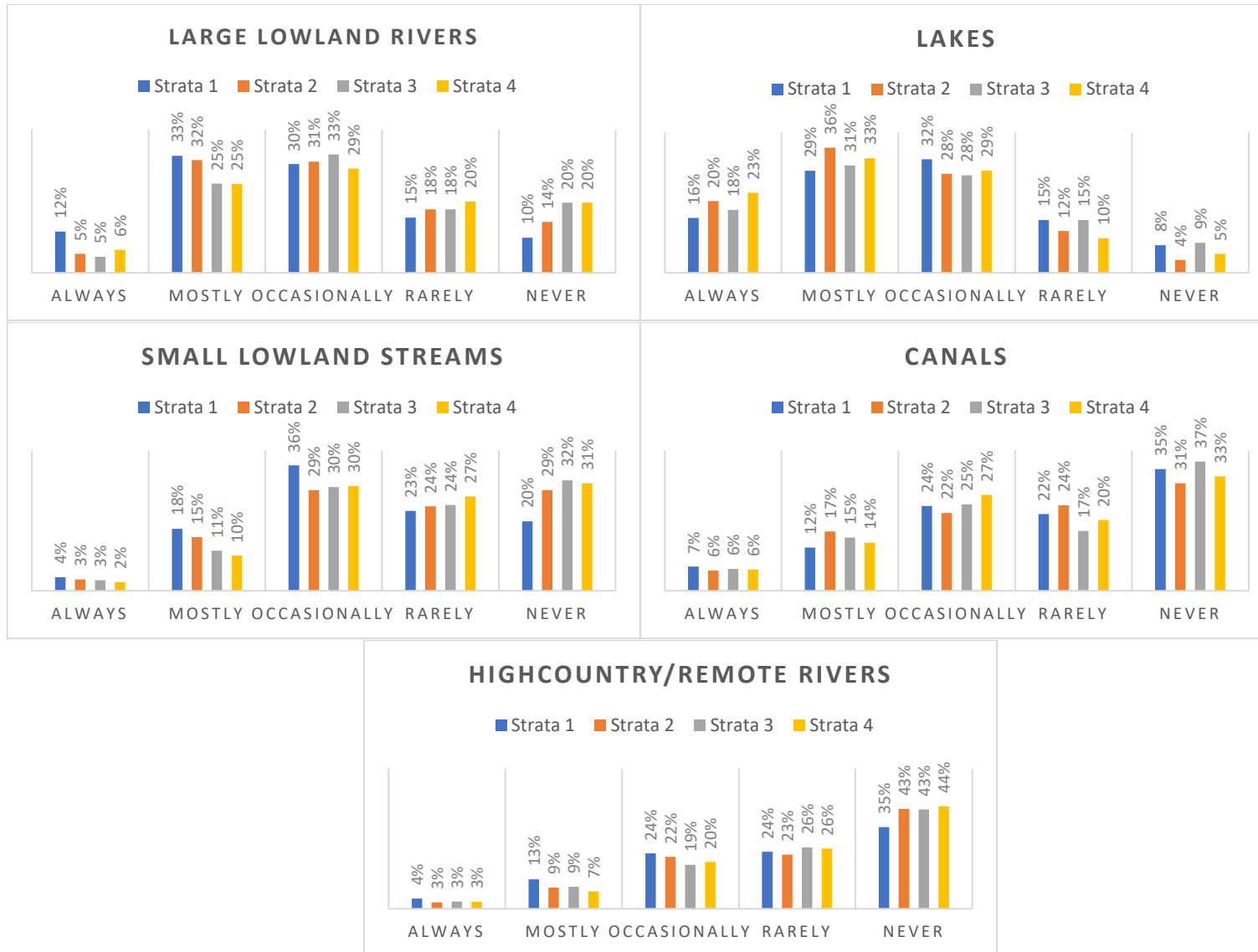


Figure 4-12: Water types - women anglers

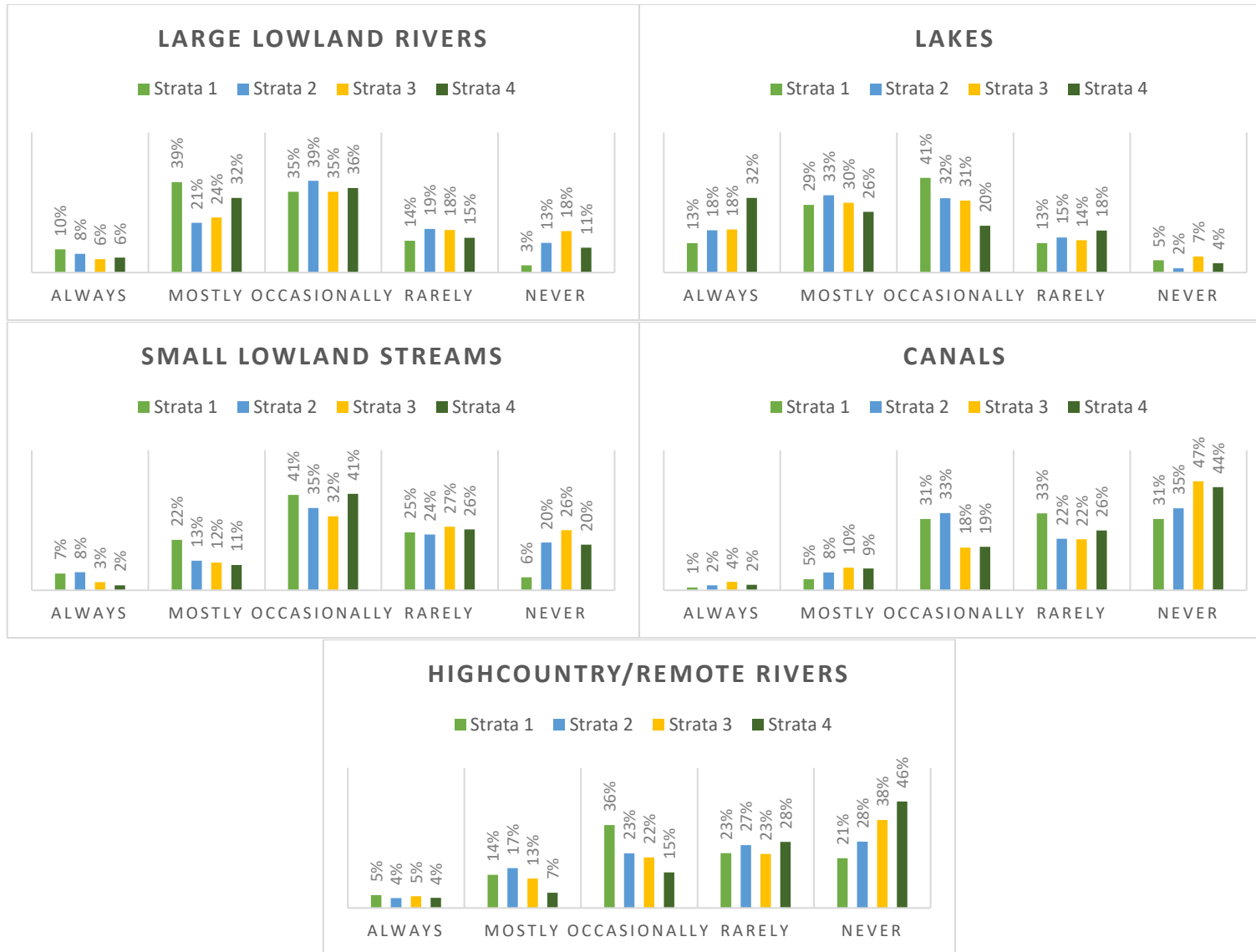


Figure 4-13: Water types - men anglers

4.4.3 Skill level

Whilst there were strong similarities between women and men anglers in respect to the types of water most regularly fished, a different story emerged when anglers were asked to rate their current skill level. As **Figures 4-14 and 4-15** below highlight, women anglers, overall, viewed themselves as being less skilled than men. This was true across all strata, except for those in strata 4 (family, secondary). Note, however, that while this may in part reflect the greater number of years spent fishing on average by men compared to women in this study, in comparison to men, women tend to underestimate their skill levels in outdoor recreation. This has been observed, for example, in skiing (Sulheim et al., 2007), rock-climbing (Draper et al., 2011) and mountain biking (Siebert et al., 2022).

Looking more closely just at women anglers (**Figure 4-14**), there were some notable differences between the strata. In particular, a comparatively higher proportion of women anglers in strata 3 (individual, part season) rated themselves as novice. Moreover, 52% of women anglers in strata 3 (individual, part season) rated themselves as intermediate or proficient, compared with around 62-66% of women anglers in the other three strata. Strata 2 (family, primary) contained the largest proportion of women anglers rating themselves as proficient or highly proficient (37%). Overall, though, very few women anglers, regardless of strata, viewed themselves as highly proficient.

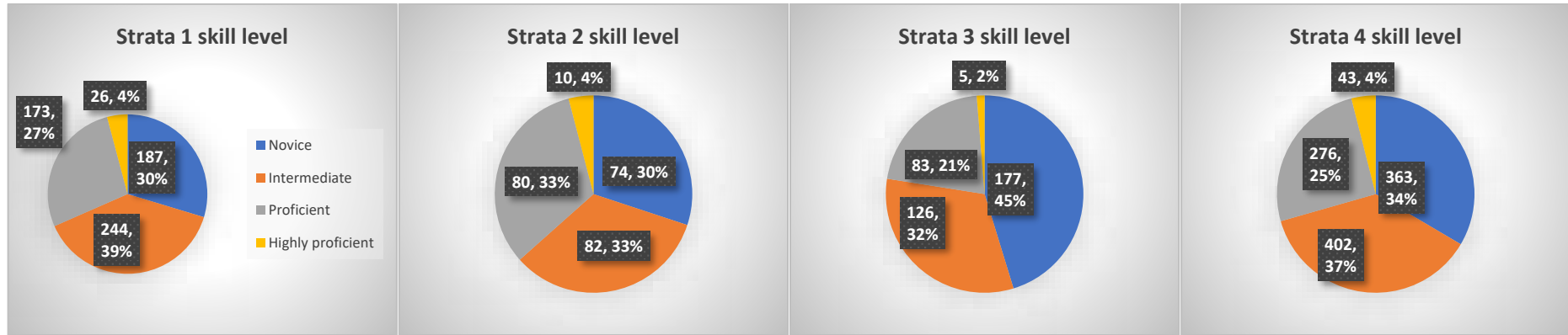


Figure 4-14: Skill level - women anglers

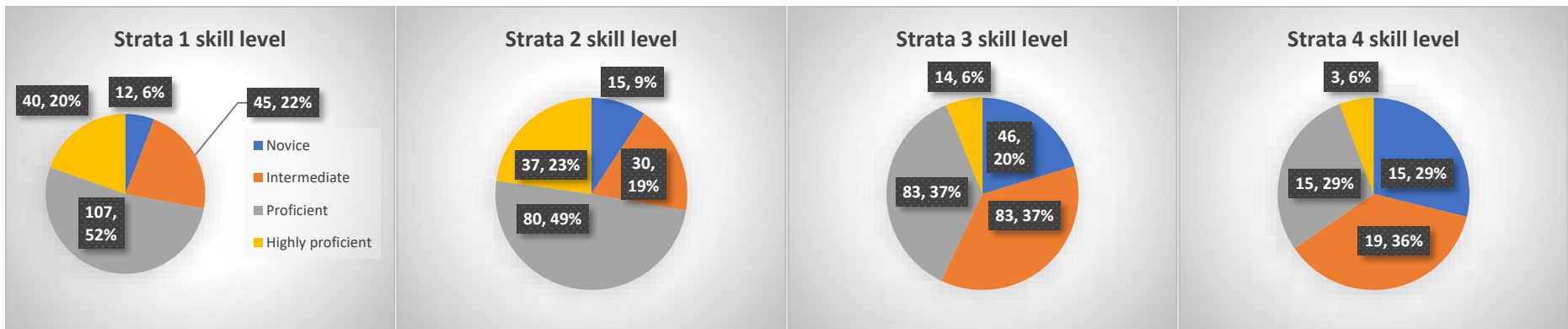


Figure 4-15: Skill level - men anglers

4.4.4 Angling effort

Anglers were also asked to indicate the number of days, on average, they would spend freshwater fishing in a season/year. As **Table 4-5** shows, women anglers on average spent slightly less time fishing than men. The exception was for those anglers in strata 4 (family, secondary) who, on average, spent the same amount of time.

Table 4-5: Angling effort

	Average effort per angler (approx. days per year/season)	
	Women	Men
Strata 1	23	30
Strata 2	19	26
Strata 3	11	16
Strata 4	16	16

Looking just at women anglers, those in strata 1 (individual, full season) fished the most whilst those in strata 3 (individual, part season) fished the least. Secondary holders of a family licence spent almost as much time fishing (16 days per season/year) as primary licence holders (19 days per season/year). In contrast, men who were the primary holders of a family licence spent 10 days more on average fishing compared to secondary licence holders.

4.4.5 Angling group composition

Anglers were also asked about who they fished with, and to what extent, during a typical season. Based on **Figures 4-16 and 4-17**, women anglers in all four strata appeared to fish most often with a partner or spouse. This was particularly true for women anglers in strata 4 (family, secondary), with 82% of the sample indicating that they always or mostly fished with a partner or spouse. The proportion of women anglers fishing with a partner/spouse *and* child(ren) was also generally higher among those in strata 4 (family, secondary), but only slightly more so than for women anglers in strata 2 (family, primary). Compared with those in strata's 1 and 3 (individual licence holders), the higher proportions of women fishing with immediate family members in strata's 2 and 4 is unsurprising given the nature of the family licence. In contrast, women anglers in strata 1 (individual, full season) were found to spend proportionally more time fishing alone or with friends than women anglers in other strata.

The picture for men anglers was a little different. Overall, and in some contrast to women, men anglers in stratas 1 and 3 (individual licence holders) appeared to fish most often alone or with friends. Like the women anglers, however, a reasonably high proportion of men holding a family licence (stratas 2 and 4), and in particular secondary licence holders (strata 4), did appear to spend quite a lot of time fishing with a partner or spouse. In the case of men anglers in strata 4 (family, secondary), a fair proportion also spent a lot of their time fishing with a partner/spouse and child(ren).

Looking at the sample of women and men anglers as whole, one point that is potentially important to make relates to the amount of time spent by anglers fishing with just their child(ren). Across the sample, it would appear in general that only a small proportion of anglers had spent most of their time fishing with their child(ren). Whilst there will undoubtedly be a variety of reasons for this (e.g., age of children, lack of interest, etc.), it does raise a question mark concerning the ongoing integration of future generations into freshwater fishing.

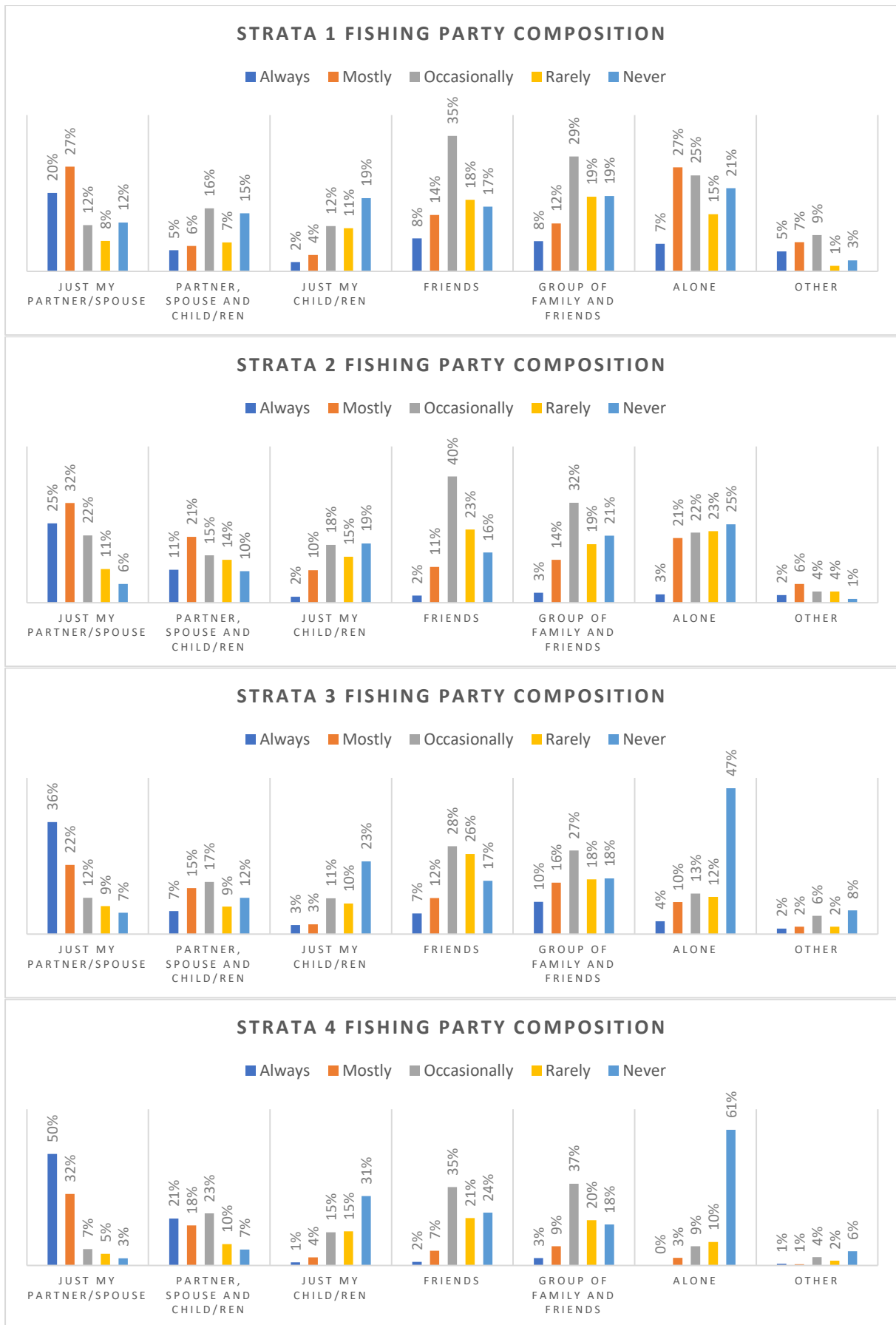


Figure 4-16: Fishing party composition - women anglers

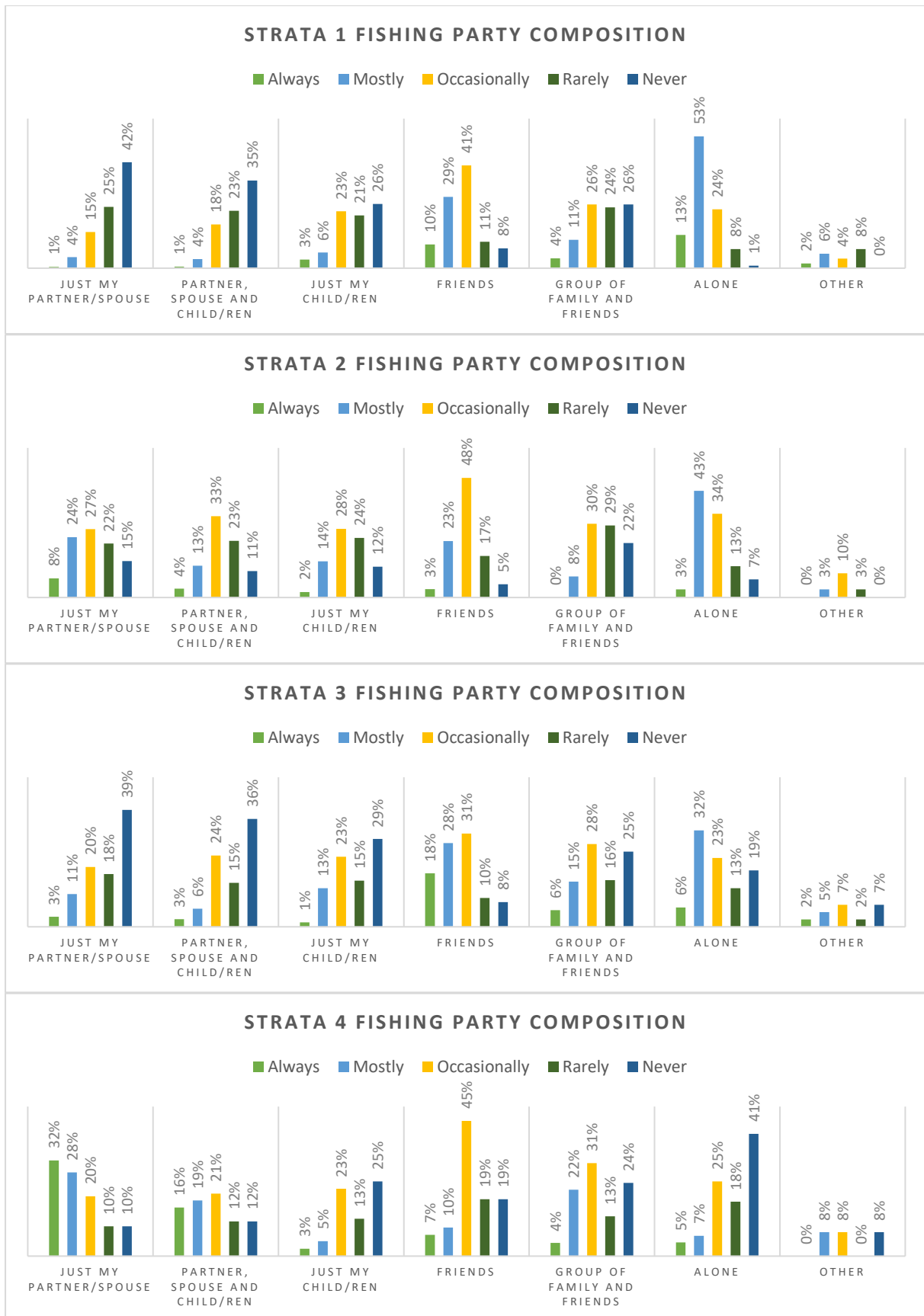


Figure 4-17: Fishing party composition - men anglers

(Note: In Figures 4-16 and 4-17, totals for each option (e.g., 'Just my partner/spouse', 'Friends' etc.) do not amount to 100%. Anglers also had the option to select 'Not applicable' and this data has been omitted).

4.4.6 Guide use

The vast majority of women anglers had not used a commercial or professional guide before. This was the same for men anglers, although it should be noted that across all the strata a slightly higher proportion of men, as compared to women, had used a guide. This was especially evident for anglers in strata 3 (individual, part season). Descriptive findings on guide use are presented below in **Table 4-6**.

Table 4-6: Guide use

	Strata 1		Strata 2		Strata 3		Strata 4	
Women	n	%	n	%	n	%	n	%
No	532	84%	199	81%	326	83%	958	88%
Yes	98	16%	48	19%	66	17%	127	12%
Total	630	100%	247	100%	392	100%	1085	100%
Men								
No	162	79%	125	77%	163	72%	44	85%
Yes	42	21%	38	23%	63	28%	8	15%
Total	204	100%	163	100%	226	100%	52	100%

4.4.7 Geographic regions fished by women anglers

Women anglers (only) were also asked to identify the regions where they had previously fished. The descriptive findings are presented in the tables below (**Tables 4-7 – 4-10**). Across all strata, South Island regions tended to be fished the most, especially the Central South Island region.

Table 4-7: Regions fished by strata 1 women anglers.

Region most regularly fished			Other regions fished		
	n	%		n	%
Central South Island	129	22%	Central South Island	219	42%
Otago	121	20%	Otago	185	35%
Eastern	68	11%	Southland	152	29%
Southland	63	11%	West Coast	123	24%
North Canterbury	52	9%	North Canterbury	110	21%
Taupo	43	7%	Nelson/Marlborough	106	20%
Nelson/Marlborough	32	5%	Taupo	105	20%
Wellington	29	5%	Auckland/Waikato	70	13%
Auckland/Waikato	21	4%	Hawkes Bay	55	11%
West Coast	21	4%	Eastern	53	10%
Hawkes Bay	11	2%	Wellington	47	9%
Taranaki	6	1%	Taranaki	29	6%
			Northland	17	3%

As can be seen in **Table 4-7** above, over 40% of women anglers in strata 1 (individual, full season) had regularly fished either in the Central South Island or Otago region. For those who had regularly fished other regions (e.g., Eastern, Southland, etc.), the Central South Island and Otago remained a popular

'other' region to fish. A very similar picture emerged for women anglers in strata 2 (family, primary) and 4 (family, secondary) (**Table 4-8** and **4-10** below).

Table 4-8: Regions fished by strata 2 women anglers.

Region most regularly fished			Other regions fished		
	n	%		n	%
Central South Island	61	27%	Central South Island	81	41%
Otago	49	22%	Otago	81	41%
Eastern	31	14%	Southland	55	28%
Southland	27	12%	North Canterbury	47	24%
Nelson/Marlborough	15	7%	Taupo	40	20%
Taupo	12	5%	West Coast	39	20%
North Canterbury	9	4%	Nelson/Marlborough	35	18%
Auckland/Waikato	8	4%	Eastern	25	13%
Hawkes Bay	5	2%	Auckland/Waikato	16	8%
Wellington	5	2%	Hawkes Bay	15	8%
West Coast	4	2%	Wellington	12	6%
Taranaki	1	0%	Taranaki	9	5%
			Northland	2	1%

For women anglers in strata 3, a similar picture emerged once again, with the Central South Island region especially popular (see **Table 4-9**). One notable difference, however, is that a comparatively larger proportion of anglers in strata 3 had regularly fished Taupo.

Table 4-9: Regions fished by strata 3 women anglers.

Region most regularly fished			Other regions fished		
	n	%		n	%
Central South Island	85	24%	Otago	104	36%
Taupo	51	15%	Central South Island	100	35%
Eastern	50	14%	North Canterbury	58	20%
Otago	49	14%	Southland	50	17%
North Canterbury	25	7%	West Coast	45	16%
Southland	25	7%	Taupo	44	15%
Nelson/Marlborough	16	5%	Auckland/Waikato	36	12%
Auckland/Waikato	14	4%	Nelson/Marlborough	35	12%
Hawkes Bay	14	4%	Eastern	33	11%
Wellington	7	2%	Hawkes Bay	21	7%
West Coast	7	2%	Northland	12	4%
Taranaki	3	1%	Wellington	9	3%
Northland	2	1%	Taranaki	5	2%

Table 4-10: Regions fished by strata 4 women anglers.

Region most regularly fished			Other regions fished		
	n	%		n	%
Central South Island	232	24%	Central South Island	340	41%
Otago	181	18%	Otago	300	36%
Eastern	167	17%	Southland	220	26%
Southland	103	10%	North Canterbury	184	22%
North Canterbury	70	7%	Taupo	180	22%
Nelson/Marlborough	49	5%	West Coast	164	20%
Taupo	47	5%	Nelson/Marlborough	124	15%
Auckland/Waikato	36	4%	Eastern	84	10%
Hawkes Bay	32	3%	Auckland/Waikato	69	8%
West Coast	30	3%	Hawkes Bay	66	8%
Wellington	24	2%	Wellington	41	5%
Taranaki	10	1%	Taranaki	28	3%
Northland	3	0.3%	Northland	19	2%

Please note that men anglers were not asked about the regions they had fished and, as such, comparative data is not available.

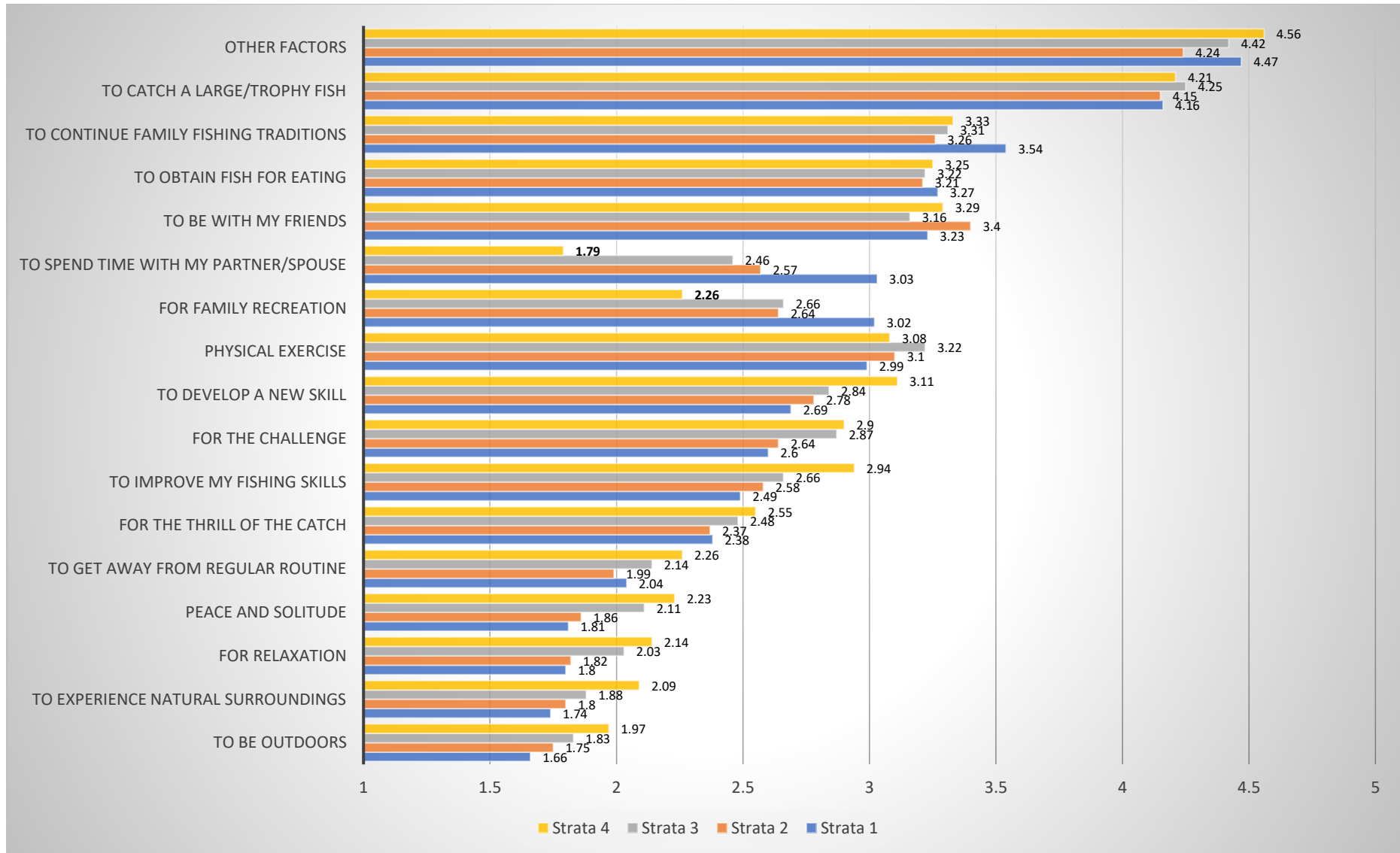
4.5 Motivations

In addition to exploring how, and the context in which, anglers participated in freshwater fishing, the survey was also used to probe angler motivations. From a list of potential motivations/reasons for fishing, anglers were asked to identify how important each was. The mean scores for both women and men anglers can be viewed in the **Figures 4-18 and 4.19** below. Building on that data, several observations were made in relation to each strata.

For women anglers in strata 1 (individual, full), the most important reason for fishing was to be outdoors. This was closely followed by a desire to experience natural surroundings, the need for relaxation, and to have peace and solitude. Fishing also provided a very important means to escape regular routines. Of the remaining motivations/reasons for fishing, all were important to some degree, but the thrill of the catch and the desire to improve skills were the most important of these. Men anglers in strata 1 were, overall, comparatively similar in terms of motivations. However, one important distinction to note was that spending time with a partner or spouse appeared to be a much less important factor for men than it was for women.

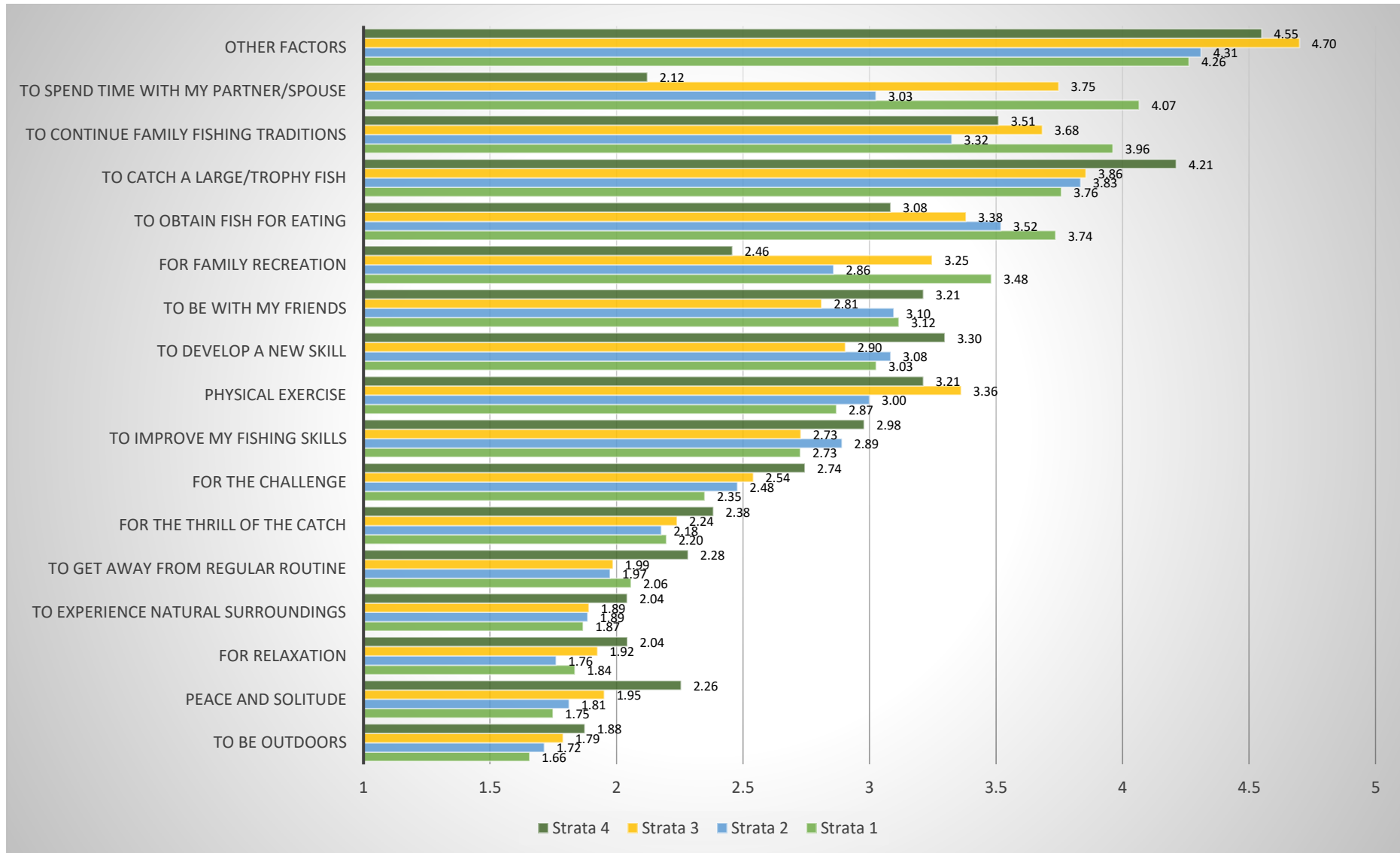
Like women anglers in strata 1, for women anglers in strata 2 (family, primary) the most important reasons for going fishing were to be outdoors, to experience natural surroundings, for relaxation, peace and solitude, and to get away from regular routines. The thrill of the catch and improving skills were also very important and, in some contrast to women anglers in strata 1 (individual, full), women anglers in strata 2 also saw fishing as an important opportunity to spend time with a partner or spouse. Of the remaining motivations/reasons for fishing, all were important to some, albeit a lesser, degree. As with strata 1, men and women anglers in strata 2 were very alike in terms of their motivations. Again, though, spending time with a partner or spouse was seen as somewhat less important for men anglers in strata 2.

(Note: discussion continues on page 37)



(Note: 5-point Likert, 1 = Extremely important, 2 = Very important, 3 = Moderately important, 4 = Slightly important, 5 = Not at all important)

Figure 4-18: Motivations - women anglers



(Note: 5-point Likert, 1 = Extremely important, 2 = Very important, 3 = Moderately important, 4 = Slightly important, 5 = Not at all important)

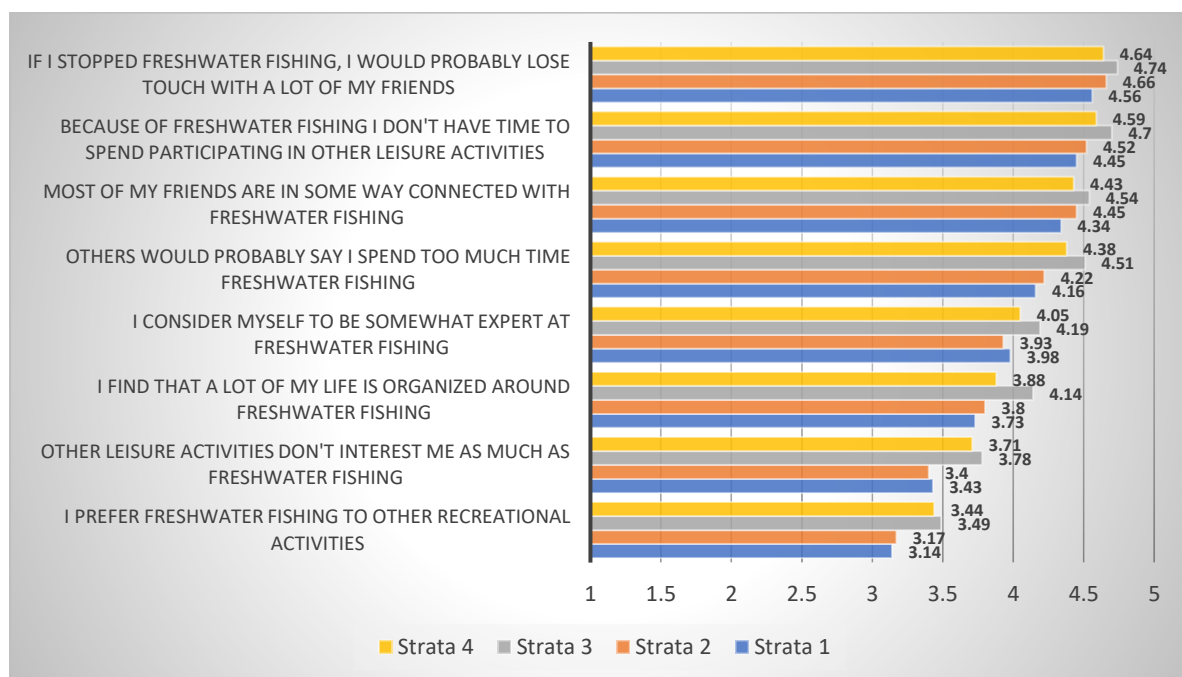
Figure 4-19: Motivations - men anglers

As with women anglers in stratas 1 and 2, women anglers in strata 3 (individual, part season) viewed being outdoors and experiencing natural surroundings as the most important reasons why they went fishing. Similarly, too, relaxation, peace and solitude, escaping routine, and the thrill of the catch were also seen as very important motivators. Just like women anglers in strata 2 (family, primary), but in contrast to those in strata 1 (individual, full), women anglers in strata 3 also viewed fishing as an important chance to spend time with a partner or spouse. Each of the remaining motivations/reasons for fishing were, again, important to some, albeit a lesser, degree. Looking at men anglers in strata 3, there were again many similarities shared with women anglers in terms of motivations, with being outdoors and experiencing natural surroundings seen as the most important reasons for fishing. As observed with stratas 1 and 2, however, spending time with a partner or spouse was also comparatively much less important for men anglers in strata 3.

In sharp contrast to other women anglers, those in strata 4 (family, secondary) viewed spending time with a partner or spouse as the most important reason for fishing. The opportunity for family recreation was also more important for women anglers in strata 4 than it was for those in the other strata. Experiencing natural surroundings, relaxation, peace and solitude, and escaping routine were also seen as very important reasons why women anglers in strata 4 fished. As with other strata, of the remaining motivations/reasons for fishing, all were important to some degree. Similar observations were made among the men anglers in strata 4. For example, like the women anglers in this strata, men also placed a good deal of importance on spending time with a partner or spouse. This contrasted with men anglers in the other strata. Similarly, family recreation was also a more important motivation for men in this strata.

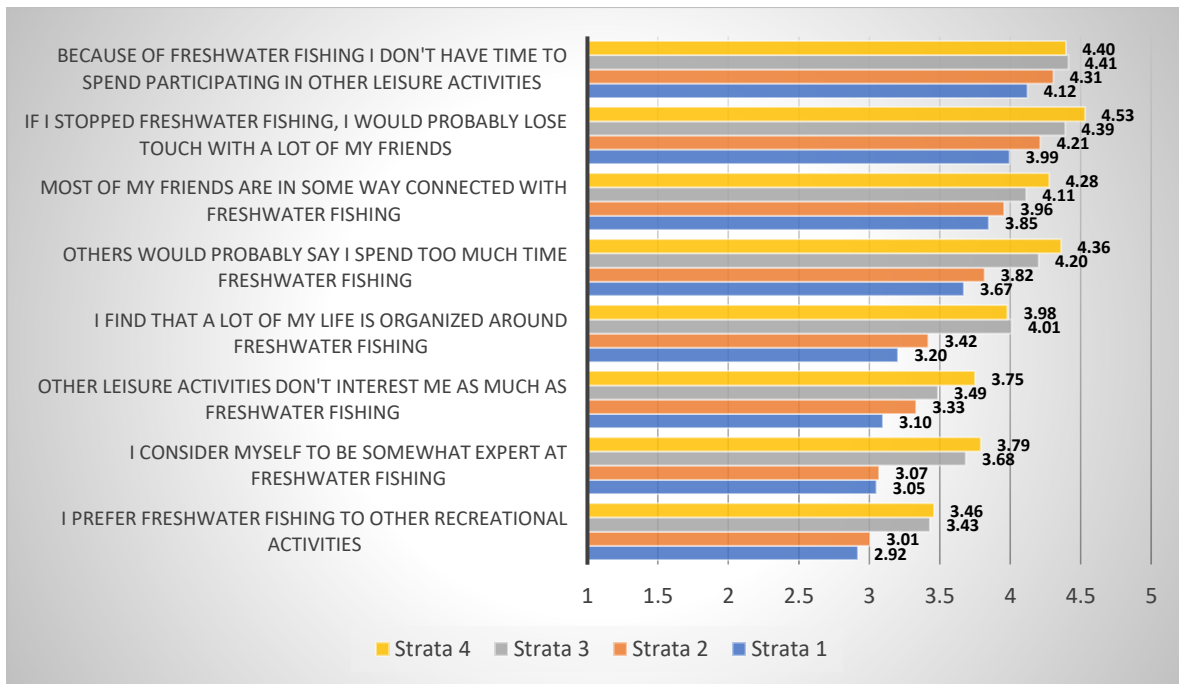
4.6 Centrality

The survey was also used to try and better understand, at a very broad level, centrality-to-lifestyle of angling (i.e., the importance of freshwater fishing to the respondent’s life). Mean scores based on anglers’ level of agreement with a range of statements are presented in **Figures 4-20 and 4-21** below.



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-20: Centrality-to-lifestyle - women anglers



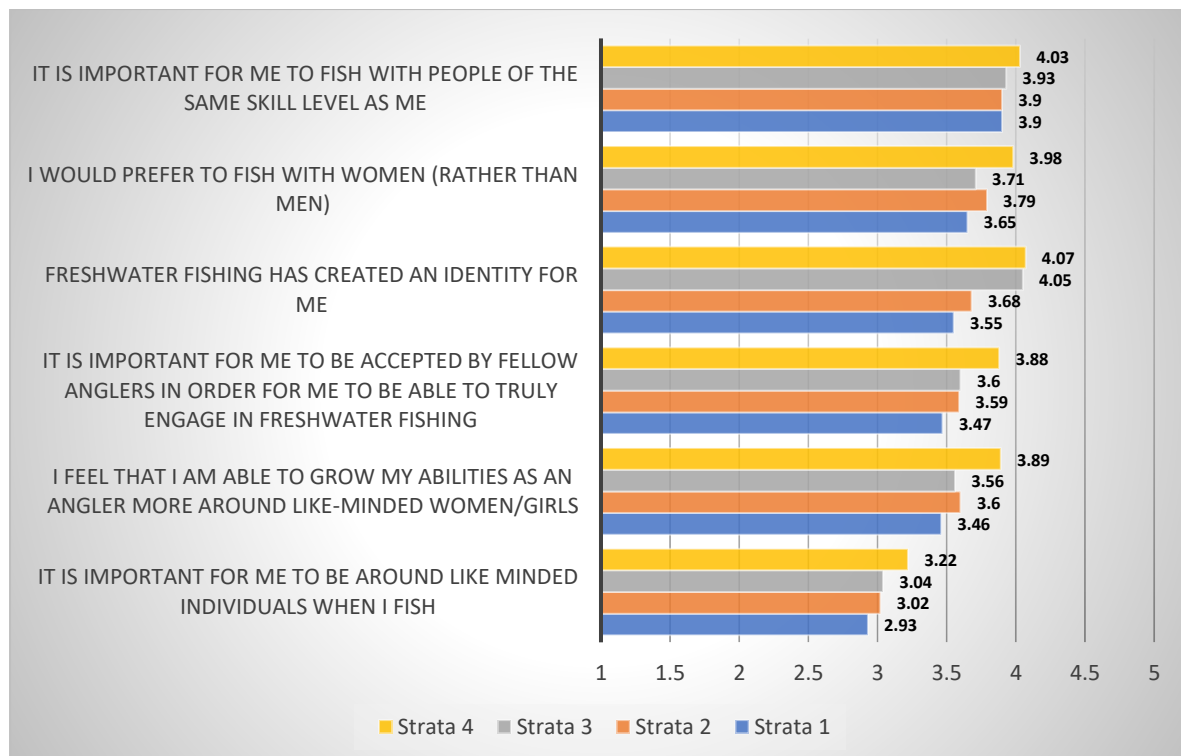
(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-21: Centrality-to-lifestyle - men anglers

As can be seen from the figures above, freshwater fishing did not seem to play a hugely central part in the lifestyles of either women or men anglers. It should be noted though that in general freshwater fishing appeared to play a slightly more central role for anglers in stratas 1 (individual, full) and 2 (family, primary), a point that was especially true for men anglers. It is also worth noting that for women anglers in strata 3 (individual, part season), especially, freshwater fishing appeared to be a 'low centrality' activity.

4.7 Identity and acceptance

The following two sub-sections (4.8 and 4.9) explore issues of identity, acceptance, and stereotyping in relation to the experiences of women anglers. In terms of identity and acceptance, women anglers were asked to rate their level of agreement with a variety of statements. The mean scores are presented in **Figure 4-22** below.



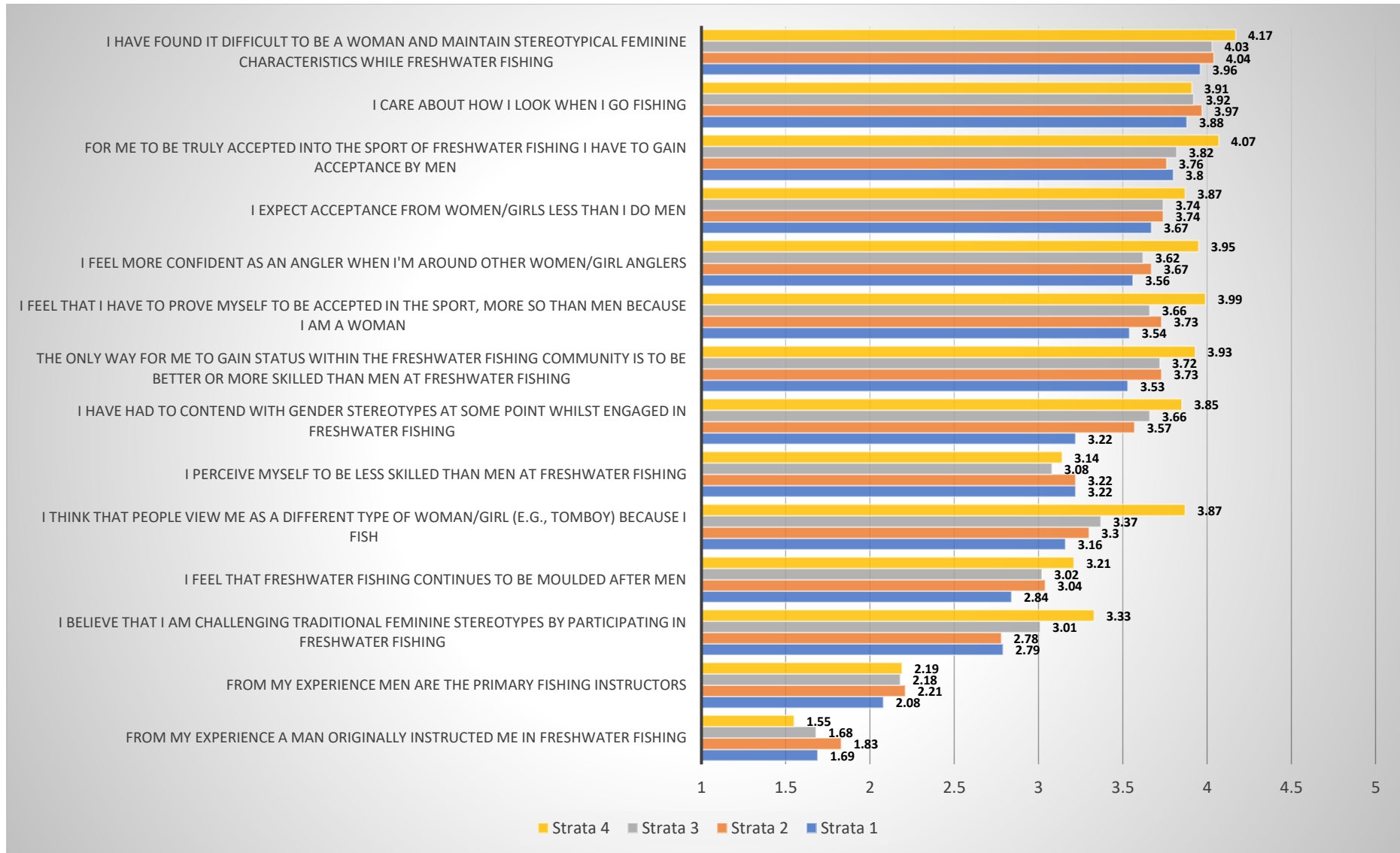
(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-22: Identity and acceptance

Women anglers, in general, tended to disagree that freshwater fishing had created an identity for them. This was especially true for women anglers in stratas 3 (individual, part season) and 4 (family, secondary). Similarly, the women anglers surveyed appeared neither to seek nor rely on the acceptance of other anglers. In addition, women anglers seemed largely indifferent to needing or wanting to fish with other women. As can be seen from **Figure 4-22**, there was, however, slightly more importance placed on fishing with like-minded individuals.

4.8 Stereotypes and experiences of women in a predominantly male-dominated sport

Freshwater fishing in New Zealand, as elsewhere globally, is dominated by men (e.g., Unwin, 2016; Carini & Weber, 2017). The question is, how, and to what extent, does this dominance influence the perceptions, attitudes, and everyday fishing experiences of women anglers in New Zealand? To help answer this question, women anglers were again asked to rate their level of agreement with a broad range of related statements. Mean scores (**Figure 4-23**) and corresponding frequencies (**Table 4-11**) are presented below.



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-23: Stereotypes and experiences of women in a predominantly male-dominated sport

Table 4-11: Stereotypes and experiences of women in a predominantly male-dominated sport (based on all strata combined)

	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total sample	
	n	%	n	%	n	%	n	%	n	%	n	%
From my experience men are the primary fishing instructors	620	29%	858	40%	462	22%	95	4%	104	5%	2139	100%
From my experience a man originally instructed me in freshwater fishing	1273	60%	594	28%	127	6%	60	3%	85	4%	2139	100%
I believe that I am challenging traditional feminine stereotypes by participating in freshwater fishing	170	8%	558	26%	749	35%	263	12%	396	19%	2136	100%
For me to be truly accepted into the sport of freshwater fishing I have to gain acceptance by men	66	3%	240	11%	485	23%	344	16%	996	47%	2131	100%
I expect acceptance from women/girls less than I do men	43	2%	148	7%	836	39%	309	15%	791	37%	2127	100%
I perceive myself to be less skilled than men at freshwater fishing	229	11%	485	23%	621	29%	299	14%	494	23%	2128	100%
I have found it difficult to be a woman and maintain stereotypical feminine characteristics while freshwater fishing	43	2%	129	6%	511	24%	394	19%	1052	49%	2129	100%
I feel that freshwater fishing continues to be moulded after men	229	11%	570	27%	601	28%	285	13%	435	21%	2120	100%
I have had to contend with gender stereotypes at some point whilst engaged in freshwater fishing	165	8%	344	16%	471	22%	303	14%	837	39%	2120	100%
The only way for me to gain status within the freshwater fishing community is to be better or more skilled than men at freshwater fishing	73	3%	252	12%	609	29%	348	16%	834	39%	2116	100%
I feel that I have to prove myself to be accepted in the sport, more so than men because I am a woman	94	4%	294	14%	489	23%	321	15%	912	43%	2110	100%
I feel more confident as an angler when I'm around other women/girl anglers	62	3%	222	10%	689	33%	333	16%	809	38%	2115	100%
I think that people view me as a different type of woman/girl (e.g., tomboy) because I fish	124	6%	451	21%	472	22%	312	15%	757	36%	2116	100%
I care about how I look when I go fishing	56	3%	296	14%	432	20%	325	15%	999	47%	2108	100%

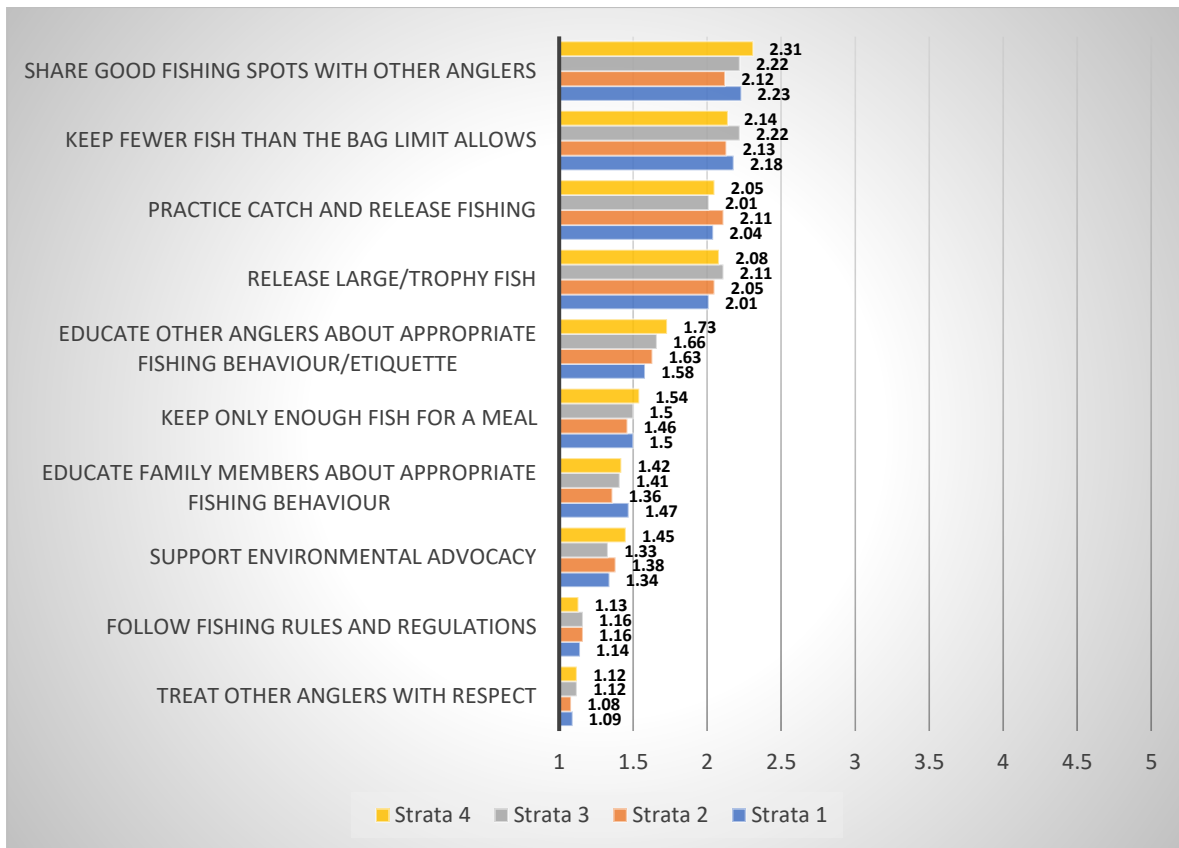
Based on **Figure 4-23** and **Table 4-11** above, several important observations can be made. First, an extremely high proportion of women anglers, overall, appeared to have been originally taught how to fish by a man. This is evidenced by the 88% of women anglers strongly or somewhat agreeing with the statement *'From my experience a man originally instructed me in freshwater fishing'*. Those in strata 4 (secondary holders of a family licence) were most in agreement with the statement. These findings add to those from earlier wherein men (e.g., partner/spouse, father, etc.) were found to be a powerful socialising force in terms of introducing women to fishing (see **section 4.4**).

On the topic of stereotypes/stereotyping, over a third of all women anglers believed they were challenging traditional feminine stereotypes by participating in freshwater fishing (see **Table 4-10**, where 34% somewhat/strongly agreed with the statement *'I believe that I am challenging traditional feminine stereotypes by participating in freshwater fishing'*). This was especially the case for those in strata 1 (individual full season licence holders) and strata 2 (primary holders of a family licence), as highlighted by comparatively lower mean scores (**Figure 4-23**). Somewhat relatedly, perhaps, almost a third of women anglers (27%) agreed to some extent that people viewed them as a different type of women/girl (e.g., a tomboy) because they fished. Those in strata 1 were in slightly higher agreement than others on this point. Importantly, only 8% of women anglers indicated that they had found it difficult to be a woman and maintain stereotypical feminine characteristics while freshwater fishing. Perhaps worryingly, though, was the 24% of women anglers who agreed that they had had to contend with gender stereotypes at some point whilst freshwater fishing. Women in strata 1 were most in agreement on this topic. Finally, on the topic of stereotypes/stereotyping, well over a third of women anglers (38%) were of the view that freshwater fishing continues to be moulded after men. Broadly speaking, there was a similar level of agreement with this point across all four strata.

Several statements also focused on the topic of acceptance. Over two-thirds of women anglers appeared not to require the acceptance of men in order to feel truly accepted into the sport of freshwater fishing. This is evidenced by the 63% of women anglers who disagreed with the statement *'For me to be truly accepted into the sport of freshwater fishing I have to gain acceptance by men'*. Relatedly, almost two-thirds of women anglers felt they did not need to work any harder than men in order to prove themselves and be accepted into the sport. This can be seen in the 58% of women anglers who disagreed with the statement *'I feel that I have to prove myself to be accepted in the sport, more so than men because I am a woman'*. Similarly, over half the women anglers surveyed disagreed with the statement *'The only way for me to gain status within the freshwater fishing community is to be better or more skilled than men at freshwater fishing'*. In relation to all the statements to do with acceptance, there was similar levels of (dis)agreement across each of the strata.

4.9 Ethics

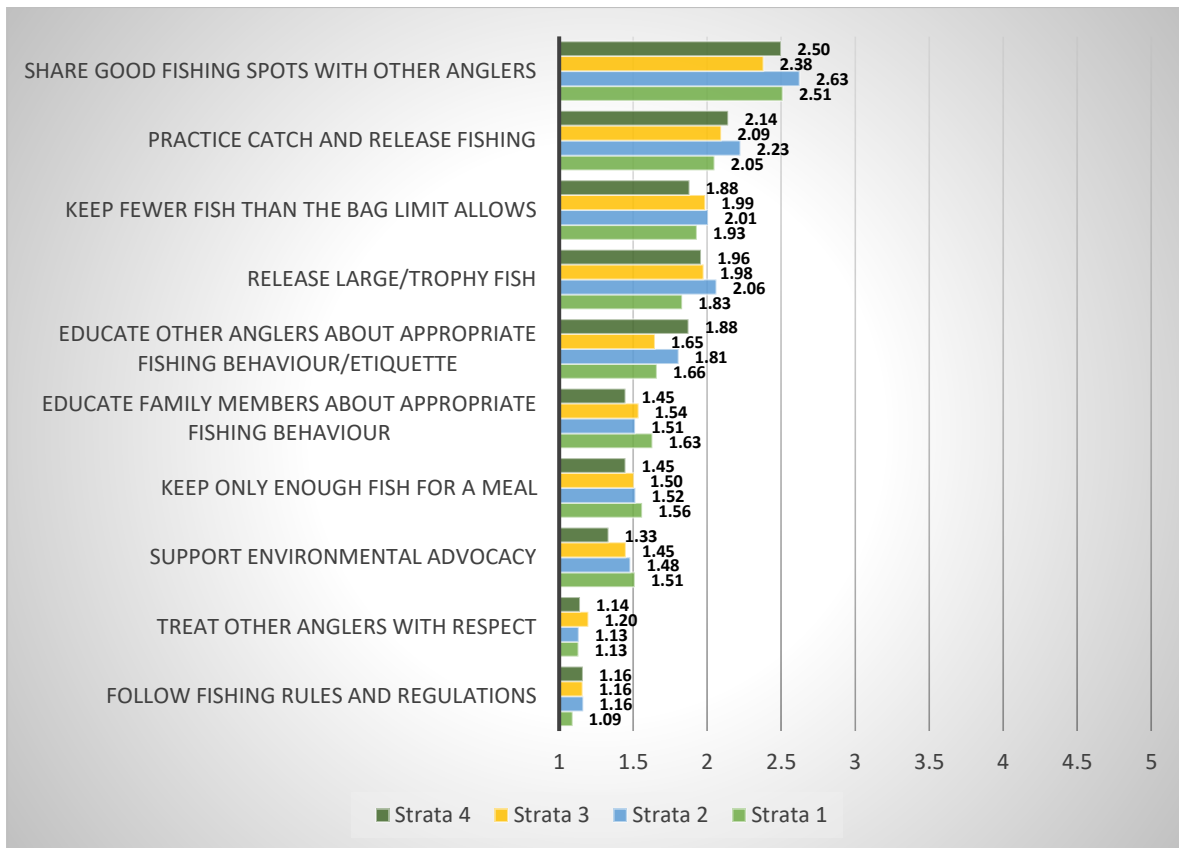
A further goal of the study was to explore personal norms related to angling ethics and environmental stewardship. With this in mind, both women and men anglers were asked to rate their level of agreement with several related statements. Looking first at women anglers (**Figure 4-24**), there were in general high levels of agreement with each of the statements. Moreover, levels of agreement were fairly consistent across all four strata, suggesting that women anglers, regardless of participation, share a common view in relation to angling ethics and environmental stewardship. In terms of angling ethics, women anglers were in particularly strong agreement of the need to treat other anglers with respect and to follow fishing rules and regulations. Encouragingly, from an environmental stewardship perspective, women anglers also indicated strong agreement with the need to support environmental advocacy.



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-24: Ethics - women anglers

As can be seen in **Figure 4-25** below, a very similar picture emerged among men anglers. Men anglers, like women, also appeared to place a high ethical value on treating other anglers with respect and with following fishing rules and regulations. Supporting environmental advocacy was also viewed by men anglers as a crucial component of ethical angling behaviour.



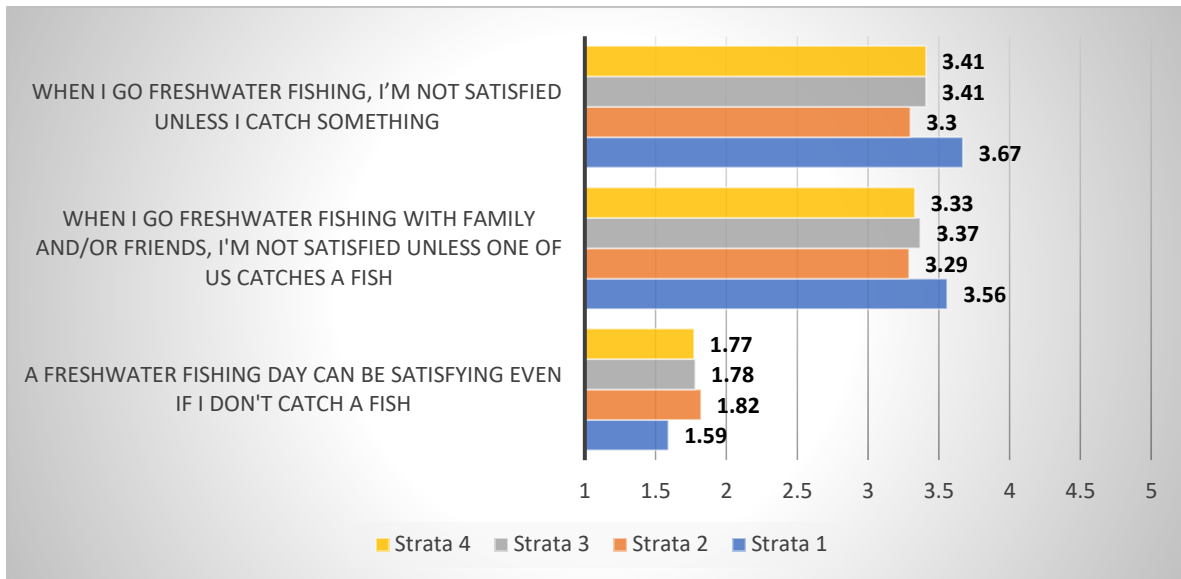
(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-25: Ethics - men anglers

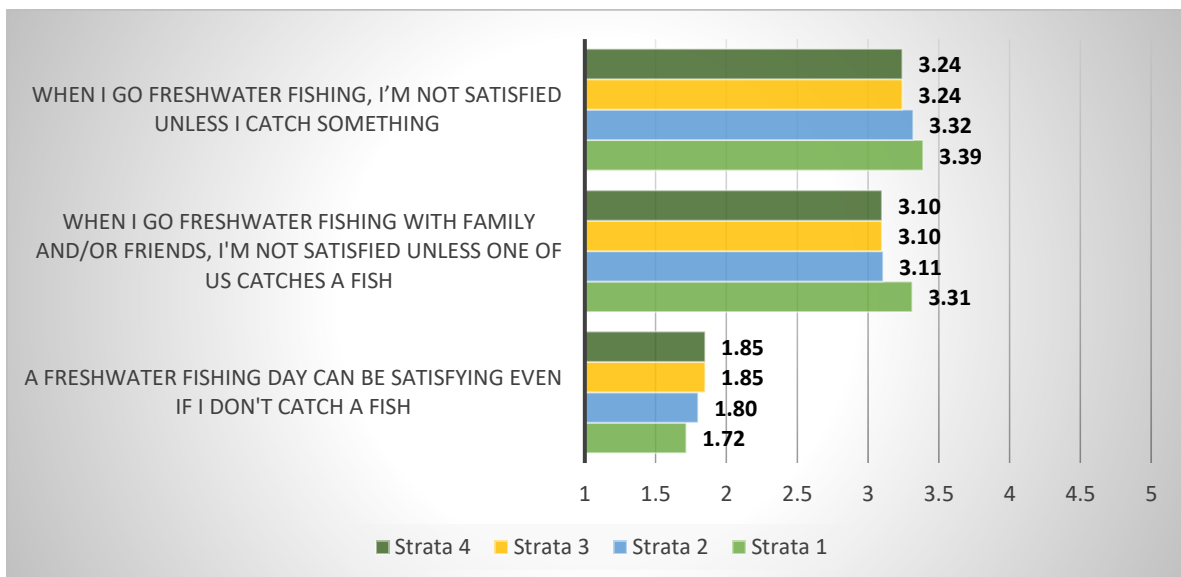
For both women and men anglers, there were generally high-level levels of agreement with, and therefore presumably support for, catch-and-release fishing. However, in the context of a fishing trip, to what extent is satisfaction actually derived from catching a fish in the first place? The next subsection probes this question.

4.10 Catch preferences and satisfaction

As **Figures 4-26 and 4-27** show, there was reasonably strong agreement among women and men anglers alike that a freshwater fishing day can be satisfying even if they themselves do not catch a fish. This was slightly more so the case for women anglers, and especially those in strata 1 (individual, full season). Similarly, across the entire sample, satisfaction did not appear contingent on family and/or friends catching a fish. Again, the strength of feeling in this regard was somewhat stronger among women anglers compared to men anglers. These findings suggest that, for most anglers, a satisfying fishing day is about much more than catching a fish. Interestingly, though, such findings appear to contradict those from earlier where ‘the thrill of the catch’ was seen as moderately to very important in terms of motivations (see **Figures 4.18 and 4.19**).



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)
 Figure 4-26: Catch preference and satisfaction - women anglers.



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)
 Figure 4-27: Catch preference and satisfaction.

4.11 Constraints

One especially important objective of this study was to identify any key barriers limiting women anglers' freshwater fishing participation. At the same time, the study also sought to explore whether women and men are faced with the same or a different set of barriers. First, anglers were asked to state whether they wished to fish more often. As **Table 4-12** shows, the answer to this question was emphatically yes, the only slight exception being for women anglers in strata 4 (family, secondary).

Table 4-12: Do anglers wish that they could fish more often?

	Strata 1		Strata 2		Strata 3		Strata 4	
Women	n	%	n	%	n	%	n	%
Yes	521	88%	194	87%	299	87%	739	76%
No	72	12%	30	13%	44	13%	238	24%
Men								
Yes	158	81%	137	85%	186	87%	39	80%
No	36	19%	24	15%	29	13%	10	20%

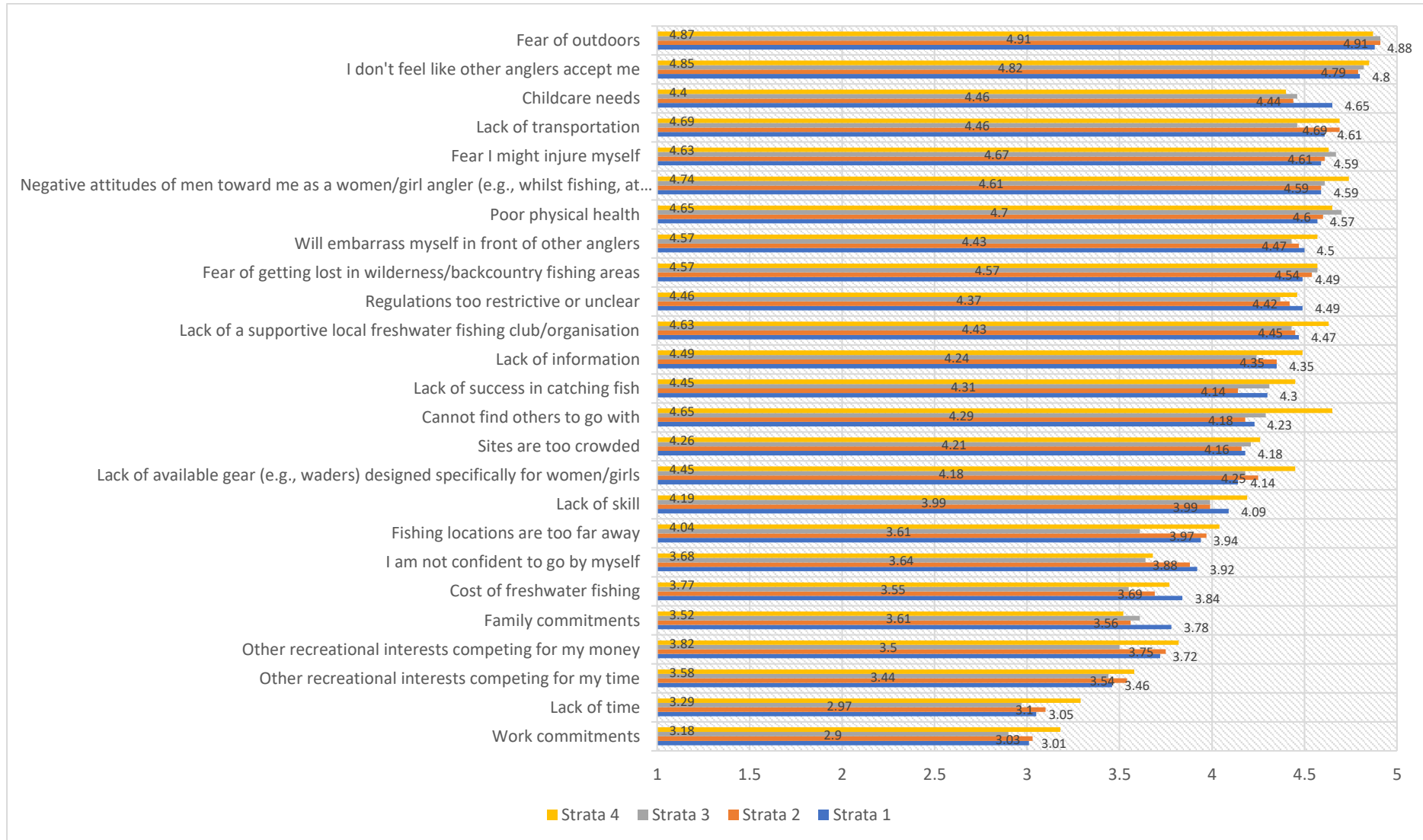
From a wide range of potential constraints, anglers were also asked to identify the extent to which each had limited their freshwater fishing participation. Descriptive findings for women anglers are presented below in **Figure 4-28** (mean scores by strata) and **Table 4-13** (frequencies, all strata combined). For women anglers, a lack of time and/or work commitments were noted as being the most constraining factors. This was the case for women anglers in each of the four strata (**Figure 4-28**). Looking at **Table 4-13**, between 58%-60% of all women anglers stated that a lack of time or work commitments were either limiting, very limiting, or extremely limiting.

However, in the context of this study, it is perhaps more useful to discuss those constraints where FGNZ *may* have some influence. In **Table 4-13**, several constraints have been highlighted. This represents a set of constraints that are together limiting, very limiting, or extremely limiting *for at least a third of women anglers*. Of these clearly problematic constraints, the cost of fishing is the only obvious constraint where FGNZ may have some influence. With that in mind, the cost of fishing is discussed in more detail later in this sub-section. Beside the cost of fishing, for almost 40% of women anglers a lack of confidence to fish alone was highly limiting. The question arises, then, can FGNZ do more to facilitate or encourage small group fishing? This question was further explored in the qualitative interviews, the findings of which are presented later in the report.

Outside of the particularly problematic set of constraints highlighted in **Table 4-13**, other factors that FGNZ may have some influence over included:

- A lack of available gear (e.g., waders) designed specifically for women/girls was found to be at least slightly limiting. To help address this, can FGNZ, in dialogue with the fishing retail industry, play a role in advocating for the specific needs of women anglers when it comes to gear?
- Over half of all women anglers felt that a lack of skill was at least a slightly limiting factor. With this in mind, what FGNZ initiatives (e.g., clinics) are currently in place, and what more could be done, to help support women anglers wishing to improve their skill level?
- Almost a third of women anglers indicated that they were at least slightly limited because fishing regulations are too restrictive or unclear. In terms of clarity of message, what more can FGNZ do to make fishing regulations clearer?
- Similarly, over a third of women anglers felt that a lack of information was at least slightly limiting. Again, then, what can FGNZ do to further improve the information available to women anglers?

From the same list of potential constraints, we also asked men anglers to identify the extent to which each limited their freshwater fishing participation. The mean scores for each strata are presented in **Figure 4-29**. As can be seen, despite some minor variations, for the most part men and women are very similar in terms of the extent to which fishing participation is constrained by various factors.

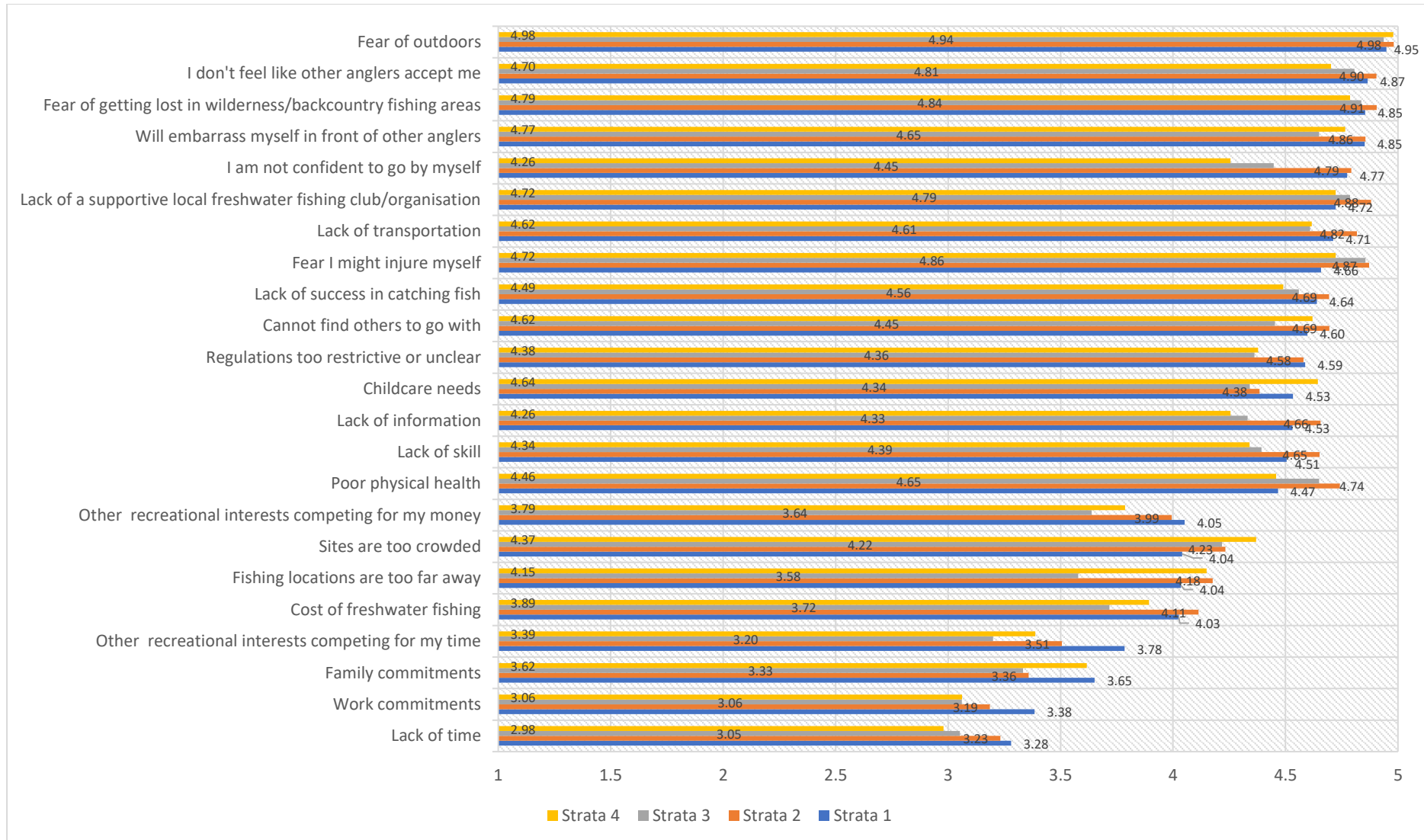


(Note: 5-point Likert, 1 = Extremely limiting, 2 = Very limiting, 3 = Limiting, 4 = Somewhat limiting, 5 = Not limiting at all)

Figure 4-28: Constraints - women anglers (by strata)

Table 4-13: Constraints - women anglers (all strata combined)

	Extremely limiting		Very limiting		Limiting		Somewhat limiting		Not at all limiting		Total sample	
	n	%	n	%	n	%	n	%	n	%	n	%
Work commitments	384	18%	384	18%	466	22%	330	16%	560	26%	2124	100%
Lack of time	331	16%	414	20%	507	24%	464	22%	395	19%	2111	100%
I am not confident to go by myself	251	12%	218	10%	311	15%	326	16%	996	47%	2102	100%
Other recreational interests competing for my time	192	9%	315	15%	459	22%	479	23%	657	31%	2102	100%
Cost of freshwater fishing	178	8%	216	10%	389	18%	504	24%	824	39%	2111	100%
Other recreational interests competing for my money	155	7%	258	12%	418	20%	426	20%	841	40%	2098	100%
Family commitments	142	7%	287	14%	498	24%	509	24%	678	32%	2114	100%
Fishing locations are too far away	109	5%	164	8%	375	18%	567	27%	894	42%	2109	100%
Lack of available gear (e.g., waders) designed specifically for women/girls	88	4%	110	5%	214	10%	359	17%	1327	63%	2098	100%
Childcare needs	81	4%	105	5%	144	7%	148	7%	1614	77%	2092	100%
Cannot find others to go with	76	4%	82	4%	181	9%	288	14%	1465	70%	2092	100%
Lack of skill	75	4%	137	7%	293	14%	572	27%	1024	49%	2101	100%
Lack of success in catching fish	57	3%	98	5%	228	11%	383	18%	1337	64%	2103	100%
Will embarrass myself in front of other anglers	53	3%	74	4%	160	8%	265	13%	1548	74%	2100	100%
Lack of a supportive local freshwater fishing club/organisation	44	2%	67	3%	171	8%	248	12%	1555	75%	2085	100%
Regulations too restrictive or unclear	43	2%	68	3%	218	10%	345	16%	1421	68%	2095	100%
Fear of getting lost in wilderness/backcountry fishing areas	42	2%	74	4%	129	6%	304	15%	1547	74%	2096	100%
Lack of information	38	2%	82	4%	243	12%	382	18%	1344	64%	2089	100%
Lack of transportation	33	2%	44	2%	133	6%	245	12%	1639	78%	2094	100%
Sites are too crowded	32	2%	122	6%	300	14%	541	26%	1107	53%	2102	100%
Poor physical health	28	1%	48	2%	128	6%	260	12%	1636	78%	2100	100%
Negative attitudes of men toward me as a women/girl angler (e.g., whilst fishing, at fishing retail stores, etc.)	25	1%	48	2%	119	6%	230	11%	1677	80%	2099	100%
Fear I might injure myself	16	1%	51	2%	131	6%	308	15%	1593	76%	2099	100%
I don't feel like other anglers accept me	11	1%	22	1%	62	3%	115	5%	1885	90%	2095	100%
Fear of outdoors	6	0%	10	0%	46	2%	118	6%	1914	91%	2094	100%



(Note: 5-point Likert, 1 = Extremely limiting, 2 = Very limiting, 3 = Limiting, 4 = Somewhat limiting, 5 = Not limiting at all)

Figure 4-29: Constraints - men anglers (by strata)

As previously mentioned, the cost of fishing is an area where FGNZ may have some influence. As such, it is important to better understand which fishing-related costs anglers find especially limiting. To do so, anglers who had indicated that the cost of fishing was extremely or very limiting were also asked to indicate which costs, exactly, were particularly restrictive. As can be seen in the two figures below (**Figures 4-30 and 4-31**), the cost of a freshwater fishing licence was viewed by both women and men anglers as the most restrictive in terms of overall costs and thereby the most limiting in terms of fishing-cost related constraints. This was especially so for anglers in strata 4 (family, secondary).

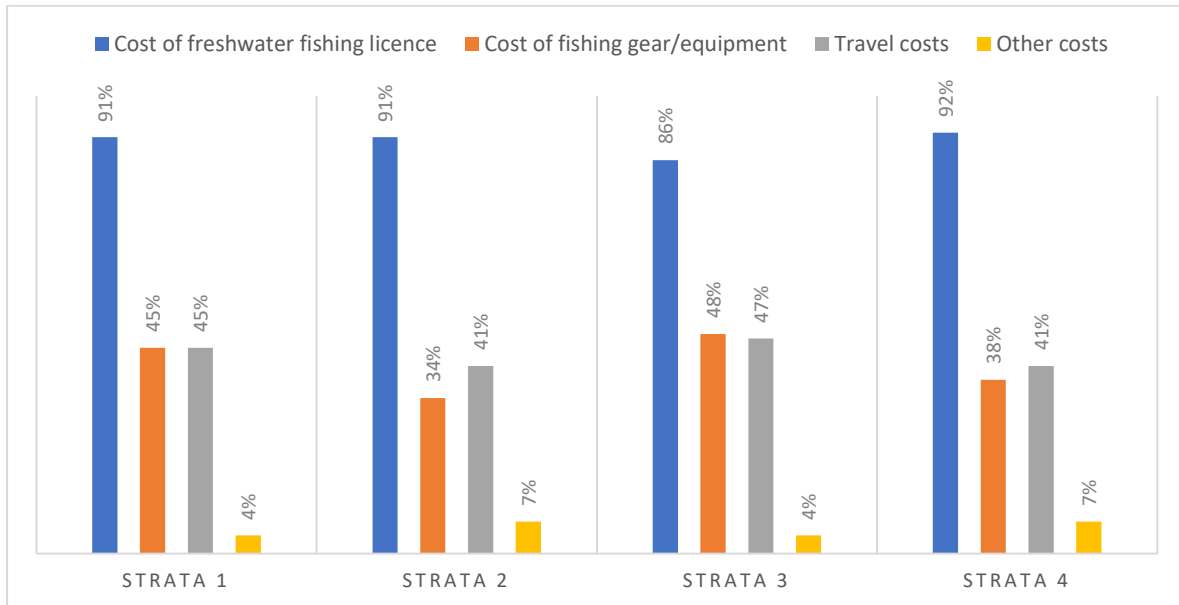


Figure 4-30: Cost of fishing constraints - women anglers

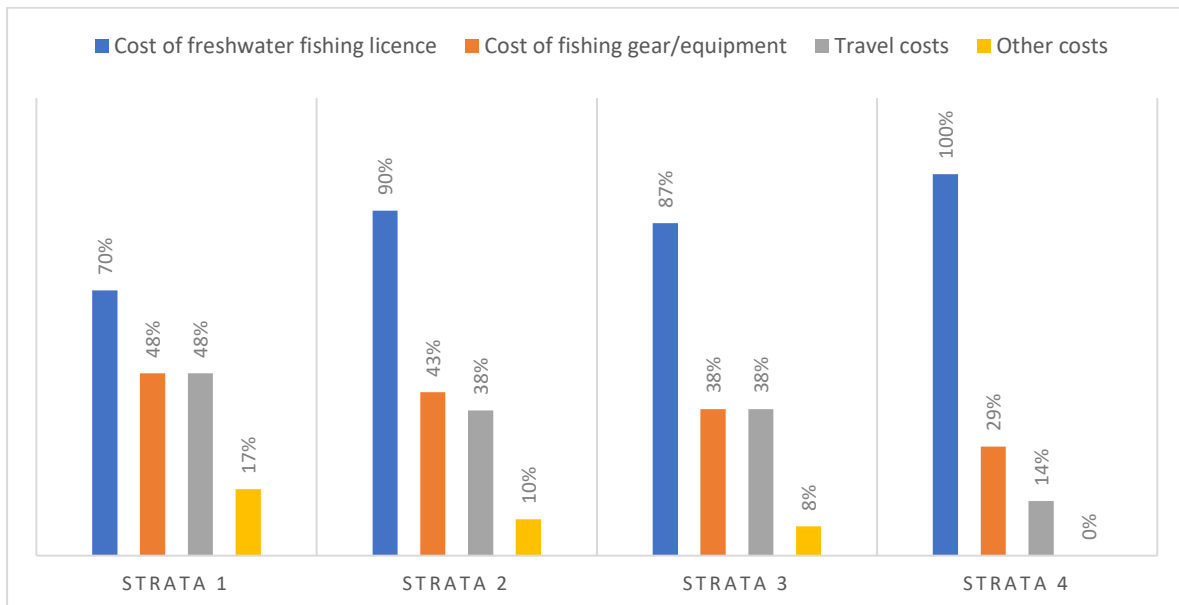
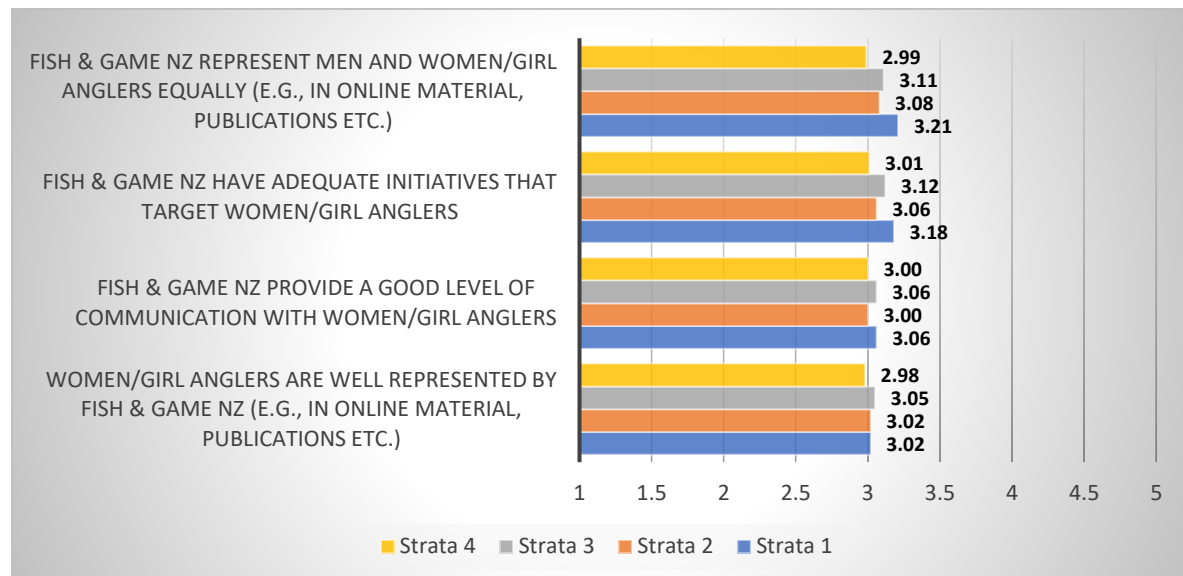


Figure 4-31: Cost of fishing constraints - men anglers

One potentially important point to make in relation to the above figures is the difference between women and men anglers in strata 1 (individual, full season). In comparison with men, women anglers in the same strata were considerably more likely to find the cost of the licence restrictive. This may suggest that women anglers see less value in the cost of a full season licence compared with men (see also sub-section 5.2.2).

4.12 Women and FGNZ

In terms of the role of FGNZ, women anglers were also asked to indicate their level of agreement with a range of statements related to how well the organisation communicates to, and represents, them. The mean scores, by strata, for each statement are presented in **Figure 4-32**.



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-32: FGNZ communication to, and representation of, women anglers (mean scores by strata)

On the surface, the mean scores presented in the figure above point to a general level of neutrality on the part of the survey participants when it comes to their assessment of how well FGNZ communicates to and represents women anglers. Moreover, this indifference was largely consistent across each of the strata.

However, when the strata are combined, a slightly more worrying picture emerges. From the highlighted data in the table below (**Table 4-14**), the following are important observations:

- 25% of women anglers somewhat or strongly disagree that women/girl anglers are well represented by FGNZ (e.g., in online material, publications etc.).
- 31% of women anglers somewhat or strongly disagree that FGNZ represent men and women/girl anglers equally (e.g., in online material, publications etc.).
- 29% of women anglers somewhat or strongly disagree that FGNZ have adequate initiatives that target women/girl anglers.
- 26% of women anglers somewhat or strongly disagree that FGNZ provide a good level of communication with women/girl anglers.
- For each statement, a higher proportion of women anglers disagreed than agreed that FGNZ were meeting the needs of women anglers.

Table 4-14: FGZ communication to, and representation of, women anglers (counts for all strata combined)

	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total sample	
	n	%	n	%	n	%	n	%	n	%	n	%
Women/girl anglers are well represented by Fish & Game NZ (e.g., in online material, publications etc.)	100	5%	424	20%	1039	50%	403	19%	118	6%	2084	100%
Fish & Game NZ represent men and women/girl anglers equally (e.g., in online material, publications etc.)	136	7%	356	17%	959	46%	475	23%	157	8%	2083	100%
Fish & Game NZ have adequate initiatives that target women/girl anglers	97	5%	366	18%	1020	49%	458	22%	139	7%	2080	100%
Fish & Game NZ provide a good level of communication with women/girl anglers	128	6%	364	18%	1047	50%	396	19%	139	7%	2074	100%

Of those women anglers who had expressed some level of disagreement with one or more of the statements, an open-ended follow up question was asked (*In your opinion, how could FGZ improve the way it communicates to, and represents, women/girl anglers?*). Whilst this question had quite a narrow focus, respondents appeared to use this opportunity to share their thoughts/suggestions about a broader range of topics (e.g., encouraging more participation, barriers for women etc.). This is reflected in the following main themes and recommendations (please note, all responses are provided, verbatim, in **Appendix 5**):

- 1. A need for more targeted (and marketed) events for, and communications with, women.** In terms of events, this could include, for example, workshops, seminars, meet-ups, competitions etc. In terms of communication, there appeared to be a sense that FGZ does not do particularly well at communicating directly with women anglers. This could be improved with more targeted communication using email or social media channels. It may also be possible to engage more explicitly with girls through school. In addition, there may also be opportunities for FGZ to support the setting up of up local fishing clubs for women and/or support existing clubs to be more welcoming of women anglers.
- 2. Stronger profiling of ('everyday') women/girls in publications and promotional materials.**
- 3. Support retailers to source and advertise women-friendly fishing equipment/clothes.**
- 4. Reconsider the rules for the Family Licence.** The key message here was that secondary licence holders (most often women) should have the same rights as the primary licence holder. Alternatively, consider offering promotions targeted at women and/or offering new licence categories (e.g., parent and teen deal).

5. **More work needed to normalise women in angling.** This need is summed up well in the quote below from one women angler.

I think we're past the need to provide extra support to women because it can't be achieved without highlighting the sentiment that there is a material difference between men and women anglers. In order to provide special support, you must first separate out a group and identify them as "needing extra support." If F&G stop differentiating men and women, given that there is little, if any, physical difference in capability to catch a freshwater fish and get it on board, and treat everyone as if they are the same, things automatically become 'equal opportunity.' Better to spend your time removing the roadblocks than standing behind us and pushing us through the roadblocks under the guise of support ... Normalise the fact that the gender of the angler is entirely irrelevant. Stigmatise the old school thinking.

6. **Proactively work to diversify FG NZ.** This could include having more representation on Councils (both regionals and national) and more female rangers. The issue of council representation is explored in the next sub-section.

In addition to the themes and recommendations outlined above, the interviews conducted as part of this research further shed light on how FG NZ might improve the way it communicates to, and represents, women anglers.

4.13 Governance

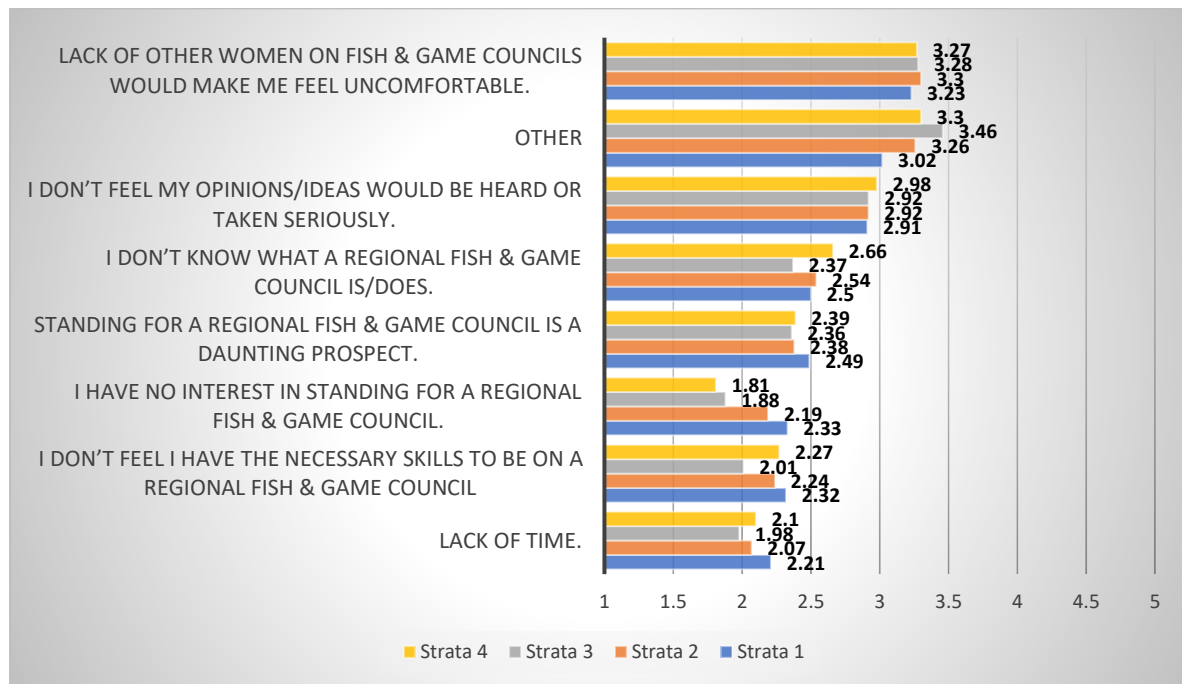
The Fish and Game Council provides an important governance role in relation to the effective management of New Zealand's sports fish and game resources. As stated in section 26B of the Conservation Act 1987, the council was established to represent the interests of anglers and hunters, and provide coordination of the management, enhancement, and maintenance of sports fish and game (Conservation Act 1987). The Council is comprised of an elected representative from each of the 12 Fish and Game Regional Councils.

Both women and men anglers were asked about whether they had considered standing for a Fish and Game Council. As can clearly be seen in **Table 4-15**, very few anglers had done so. It should be noted, though, that a slightly higher proportion of men than women in each strata had at some point thought about standing as a regional Fish and Game Council candidate.

Table 4-15: Have you ever considered standing for a regional Fish and Council?

	Strata 1		Strata 2		Strata 3		Strata 4	
	n	%	n	%	n	%	n	%
Women								
Yes	28	4.8%	10	4.5%	6	2%	14	1.5%
No	550	94.5%	211	95%	334	98%	942	98.3%
I have been/am a regional Fish & Game Councillor or Fish & Game Council candidate.	4	0.7%	1	0.5%	0	0%	2	0.2%
Men								
Yes	21	10.7%	13	8.1%	9	4.3%	2	4.2%
No	171	87.2%	143	88.8%	200	94.8%	45	93.8%
I have been/am a regional Fish & Game Councillor or Fish & Game Council candidate.	4	2.0%	5	3.1%	2	0.9%	1	2.1%

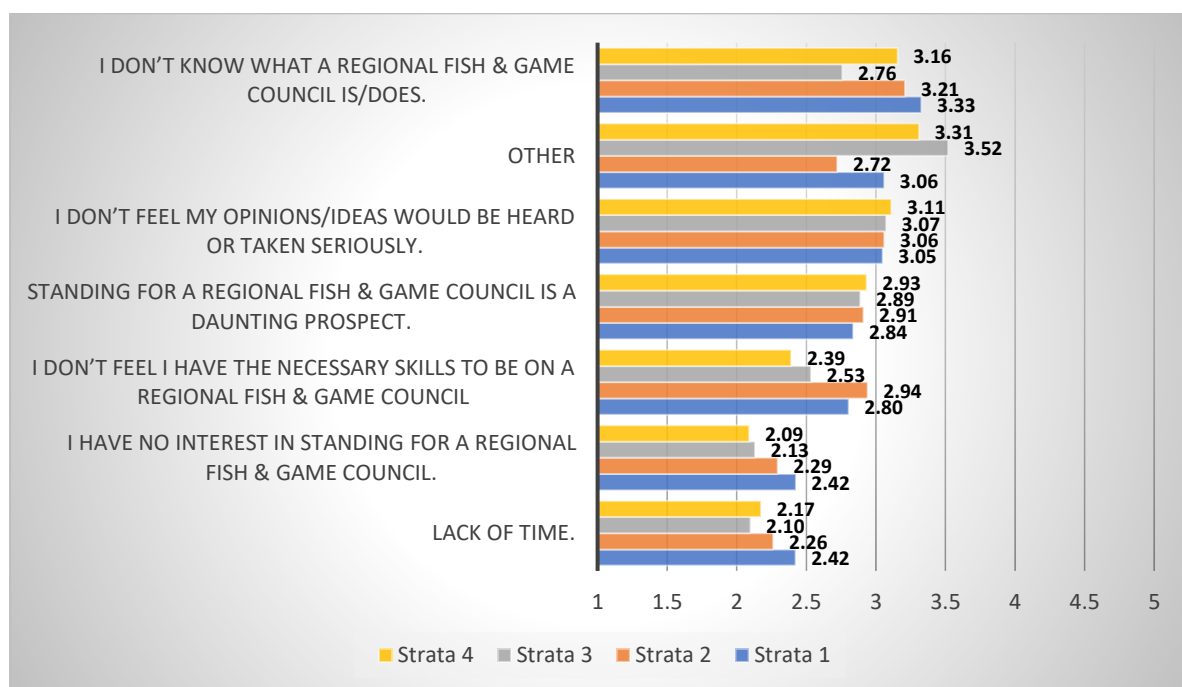
The question is, then, why do so few anglers consider standing for a Council? Looking first at women anglers, it would appear that many simply lack the time and/or interest. This is well illustrated in **Figure 4-33** below, wherein the mean scores for a range of Council-related statements are presented.



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-33: Reasons for not standing for Fish and Game Council - women anglers (mean scores by strata)

It is interesting to note that women anglers in strata 1 (individual, full season) appeared to have the most interest in standing for council, comparatively at least. In contrast, those in strata 4 (family, secondary) had the least interest. A similar picture in relation to interest-levels emerged among the men anglers surveyed (**Figure 4-34**).



(Note: 5-point Likert, 1 = Strongly agree, 2 = Somewhat agree, 3 = Neither agree nor disagree, 4 = Somewhat disagree, 5 = Strongly disagree)

Figure 4-34: Reasons for not standing for Fish and Game Council - men anglers (mean scores by strata)

Looking at other notable comparisons, firstly men appeared to have a slightly better understanding than women about the role of a regional Fish and Game Council. Men also appeared slightly less daunted than women at the prospect of standing for a Council, and they were also less inclined than women to feel that they did not have the necessary skills needed to be a councillor. Based on these comparisons, and coupled with some of the general concerns about how the organisation communicates to women anglers (see previous sub-section), it is suggested that FGNZ reflect on how, and the extent to which, the role of regional councils and related opportunities for women are communicated. Crucially, too, among both women and men there was some concern that their opinions and ideas would not be heard or taken seriously. On this point, but also considering that many anglers viewed standing for council as a daunting prospect, FGNZ are encouraged to reflect on the following question: to what extent do regional councils provide a safe, supportive, and non-judgemental environment for those anglers who may wish to stand?

This question is especially pertinent for women anglers. As can be seen in **Table 4-16** below, 52% of women anglers, compared to 38% of men anglers, somewhat or strongly agreed that standing for a Fish and Game Council would be daunting. Similarly, 30% of women anglers, compared to 25% of men anglers, somewhat or strongly agreed that their opinions and ideas would not be heard or taken seriously.

Table 4-16 also further highlights the difference between women and men anglers when it comes to their knowledge about what a Regional Council is or does. Here, 54% of women anglers, as compared with only 35% of male anglers, somewhat or strongly agreed that they did not know what a Regional Fish & Game Council is or does.

Table 4-16: Reasons for not standing for Fish and Game Council (counts for all strata combined)

	Strongly agree		Somewhat agree		Neither agree nor disagree		Somewhat disagree		Strongly disagree		Total sample	
	n	%	n	%	n	%	n	%	n	%	n	%
Women												
I don't know what a regional Fish & Game Council is/does.	497	25%	579	29%	468	23%	297	15%	187	9%	2028	100%
I have no interest in standing for a regional Fish & Game Council.	975	48%	419	21%	393	19%	157	8%	93	5%	2037	100%
I don't feel I have the necessary skills to be on a regional Fish & Game Council	760	37%	457	23%	520	26%	157	8%	135	7%	2029	100%
Standing for a regional Fish & Game Council is a daunting prospect.	563	28%	479	24%	682	34%	165	8%	128	6%	2017	100%
I don't feel my opinions/ideas would be heard or taken seriously.	244	12%	356	18%	927	46%	255	13%	238	12%	2020	100%
Lack of other women on Fish & Game Councils would make me feel uncomfortable.	149	7%	341	17%	813	40%	260	13%	457	23%	2020	100%
Lack of time.	803	40%	533	26%	452	22%	117	6%	112	6%	2017	100%
Other	67	15%	12	3%	227	52%	3	1%	125	29%	434	100%
Men												
I don't know what a regional Fish & Game Council is/does.	76	13%	131	22%	171	29%	106	18%	114	19%	598	100%
I have no interest in standing for a regional Fish & Game Council.	220	37%	137	23%	147	25%	54	9%	41	7%	599	100%
I don't feel I have the necessary skills to be on a regional Fish & Game Council	127	21%	145	24%	167	28%	87	15%	71	12%	597	100%
Standing for a regional Fish & Game Council is a daunting prospect.	85	14%	141	24%	207	35%	86	14%	77	13%	596	100%
I don't feel my opinions/ideas would be heard or taken seriously.	53	9%	98	16%	279	47%	87	15%	78	13%	595	100%
Lack of time.	202	34%	178	30%	131	22%	30	5%	53	9%	594	100%
Other	25	21%	9	8%	41	34%	2	2%	43	36%	120	100%

4.14 Information sources

Finally, women anglers were asked about how regularly they accessed information about freshwater fishing from different sources. As the figures below clearly highlight, friends and family appeared to be the main sources of information for women anglers. This was true for women anglers in each of the strata.

Importantly, women anglers also appeared to draw quite heavily on FGNZ information sources. For instance, over a third of women anglers in strata’s 1 (individual, full season) and 2 (family, primary) claimed to use one or more of the FGNZ magazine, the FGNZ website, or other FGNZ printed materials, always or most of the time to access information about freshwater fishing. The FGNZ e-zine was a less regularly used source.

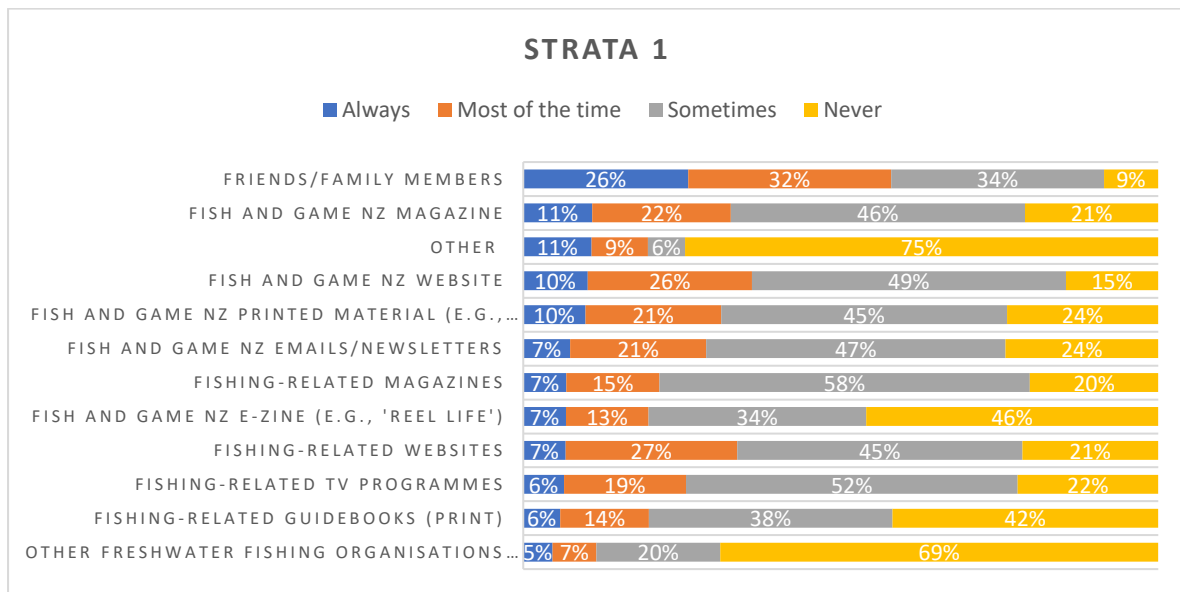


Figure 4-35: Information sources (strata 1)

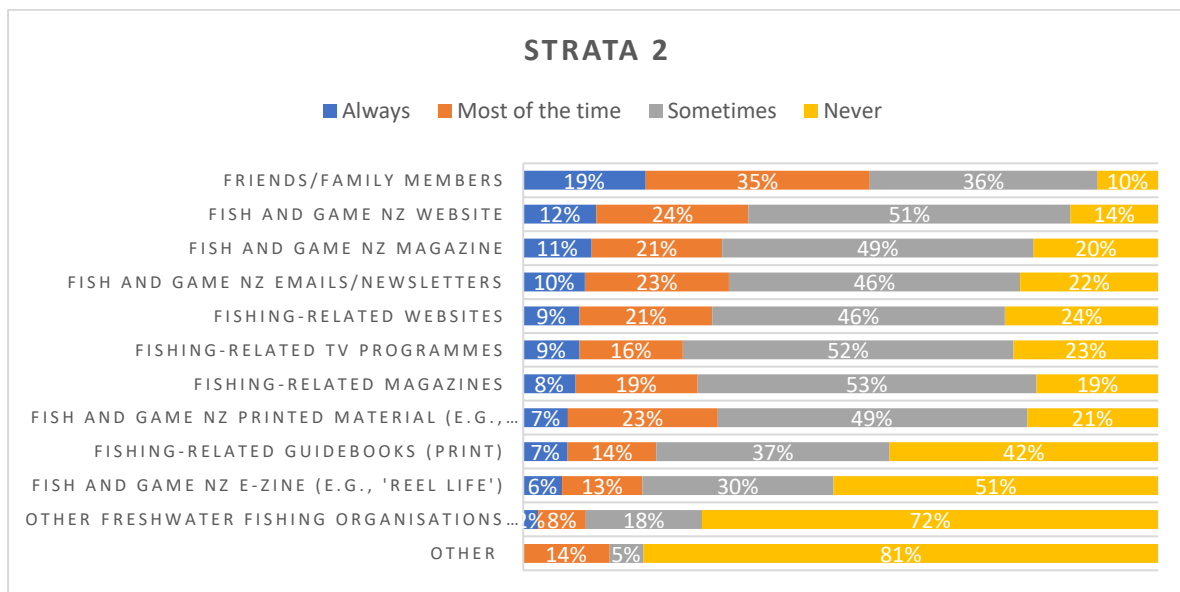


Figure 4-36: Information sources (strata 2)

Interestingly, FGNZ information sources were used slightly less regularly by women anglers in stratas 3 (individual, part season) and 4 (family, secondary). Instead, there was a greater reliance on family

and friends for information about freshwater fishing, at least compared to women anglers in the other two strata. As an example, 71% of women anglers in strata 3 (individual, part season), as compared with 58% in strata 1 (individual, full season), indicated that they accessed information from family and friends most or all of the time.

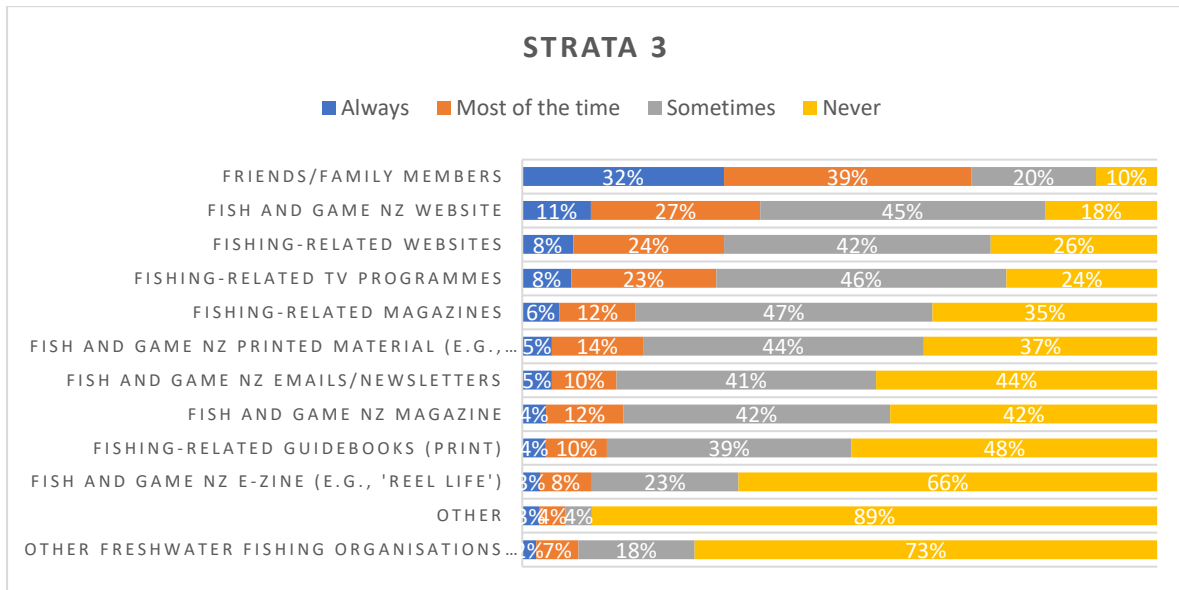


Figure 4-37: Information sources (strata 3)

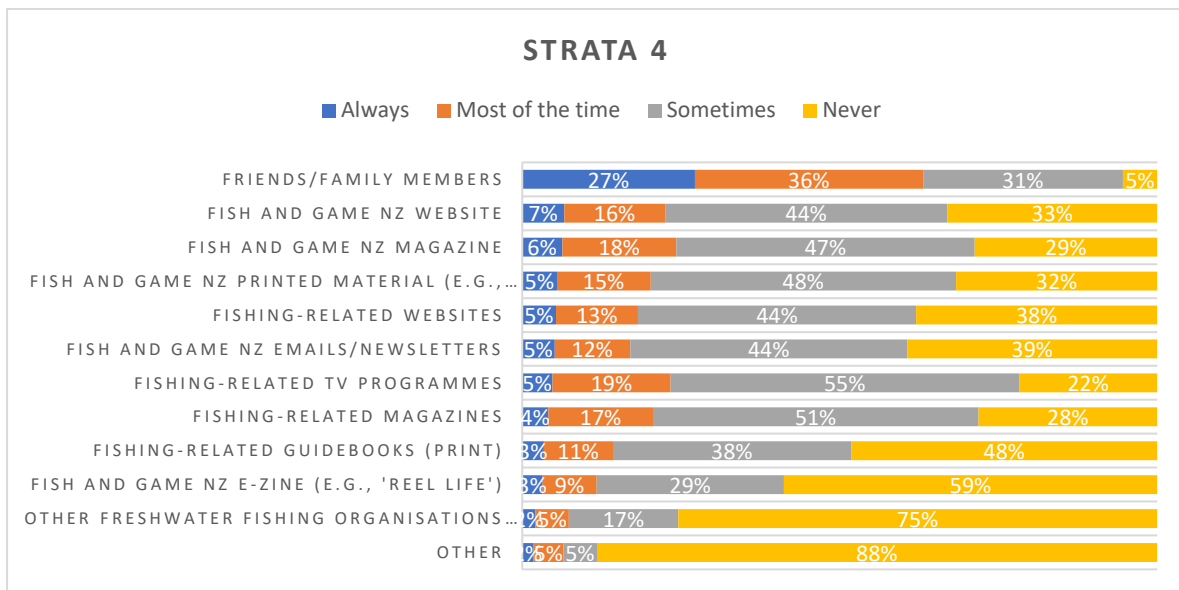


Figure 4-38: Information sources (strata 4)

4.15 Summary

In this chapter, baseline data addressing several key areas related to women’s participation in, and experiences of, freshwater fishing was presented and discussed. In the following chapter, we move beyond this baseline data and discuss the findings from semi-structured interviews. Particular attention is paid to further understanding the constraints faced by women anglers in New Zealand in relation to their freshwater fishing participation, and how, with the help of FGNZ, certain constraints might be overcome.

5 Semi-structured interview findings

5.1 Introduction

The overarching objective of the interviews was to further explore factors that constrain and/or facilitate women anglers' participation in freshwater fishing. Specifically, the intention of the interviews was to uncover social, cultural, and infrastructural factors that discourage women's engagement in freshwater fishing. Moreover, to enhance inclusivity in freshwater fishing, participants were asked to share their views in relation to representations of women in FGZ material and how to address the perceived and actual barriers to their participation. An overview of the key themes from the interviews is shown in **Figure 5-1** below.

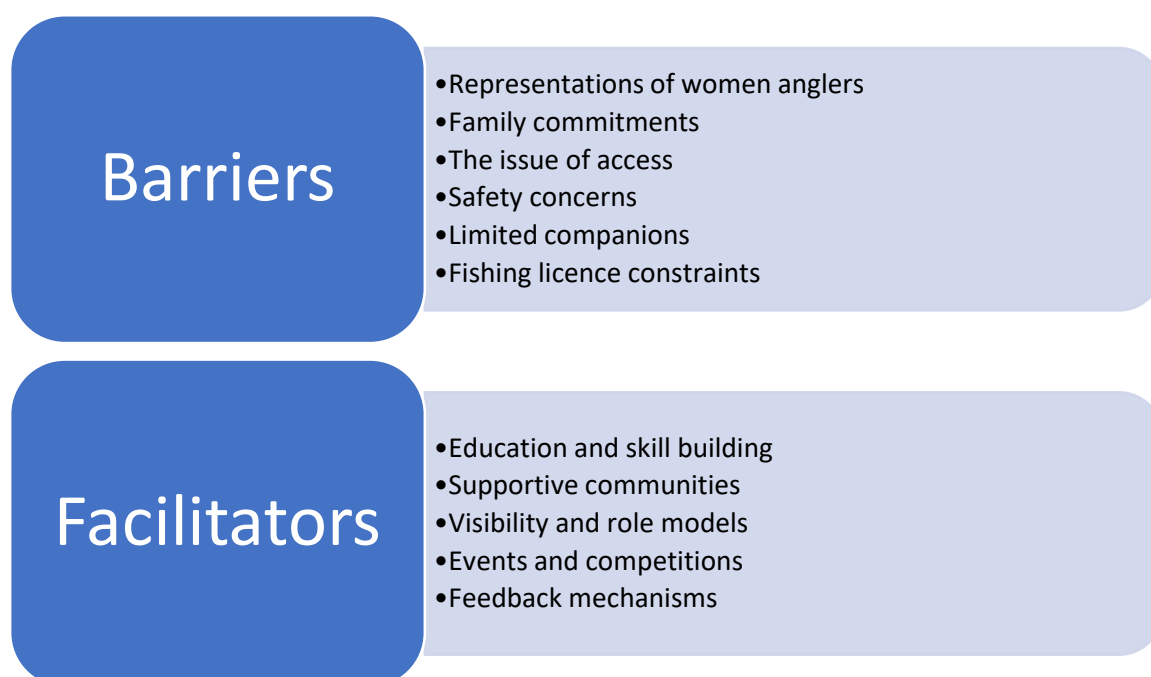


Figure 5-1: Interview themes

The remainder of the chapter explores in more detail the themes presented in **Figure 5-1**. The initial segment of the findings delves further into the impediments encountered by female anglers, elucidating the nuanced reasons why these obstacles hinder women's active engagement and participation in freshwater fishing. Following on from this, a discussion of the facilitators as perceived through the lens of the interviewees is presented. These facilitators encompass recommendations proffered by participants hailing from diverse backgrounds and exhibiting varying levels of proficiency in freshwater fishing (see Table below).

Table 5-1: Interview participants

Participant ID	Number of years fishing	Age	Skill Level
P1	34	35 - 44 years old	Proficient
P2	10	18 - 24 years old	Intermediate
P3	5	25 - 34 years old	Novice
P4	3	45 - 54 years old	novice
P5	40	35 - 44 years old	Proficient
P6	19	35 - 44 years old	Novice
P7	45	45 - 54 years old	Intermediate
P8	20	25 - 34 years old	Novice
P9	14	55 - 64 years old	Intermediate
P10	25	35 - 44 years old	Proficient
P11	50	55 - 64 years old	Intermediate
P12	2	55 - 64 years old	Novice
P13	15	45 - 54 years old	Intermediate
P14	10	55 - 64 years old	Novice
P15	35	55 - 64 years old	Intermediate
P16	2	25 - 34 years old	Intermediate
P17	30	65 - 74 years old	Intermediate
P18	4	55 - 64 years old	Novice
P19	40	65 - 74 years old	Intermediate
P20	33	25 - 34 years old	Highly proficient
P21	56	55 - 64 years old	Proficient
P22	23	45 - 54 years old	Intermediate
P23	50	55 - 64 years old	Novice
P24	40	45 - 54 years old	Intermediate
P25	23	25 - 34 years old	Intermediate
P26	27	25 - 34 years old	Intermediate
P27	1	55 - 64 years old	Proficient
P28	22	35 - 44 years old	Proficient
P29	20	45 - 54 years old	proficient
P30	20	35 - 44 years old	Novice

The findings culminate in Chapter 6 with the provision of constructive suggestions aimed at increasing women angler participation. These recommendations build on those touched upon in Chapter 4 and follow on from the more nuanced discussion of the challenges and opportunities surrounding women's involvement in freshwater fishing presented in this chapter.

5.2 Barriers

In this sub-section, we delve into the multifaceted obstacles that are faced by women anglers. It is vital to better understand these barriers as they distinctly impede the active engagement of women in freshwater fishing.

5.2.1 Representations of women anglers

The interviews showed that while women anglers acknowledged certain advancements, they still perceived a significant lack of representation. Specifically, they expressed concerns about the inadequate portrayal of women in publications such as the Fish and Game magazine, and in TV programmes and online platforms. This is well illustrated in the comments below:

"... maybe some more advertising. For example, I was looking at the billboard on the Hunting and Fishing store, and it was men fishing, men hunting..." (P16)

"... the TV programmes that you see ... the ... fishing shows ... you hardly see women on them." (P9)

"They have pictures of little kids hanging on to fish, but they never have pictures of a woman." (P17)

Participants posited that the presence of women role models holds paramount importance for women aspiring to engage in freshwater fishing. Women require relatable role models, individuals akin to themselves and who are actively participating in freshwater fishing. Acknowledging the prevailing male-dominated nature of the activity, women anglers underscored the necessity of advancing a shift in perception. They argued that by amplifying the visibility of women through relatable imagery and stories, the collective women angler community can foster a profound sense of connection and inspiration. This, in turn, may serve as a catalyst for bolstering self-belief among aspiring women anglers.

5.2.2 Family commitments

Family responsibilities were cited by all participants as a primary impediment to their freshwater fishing. According to their accounts, women with young children find themselves compelled to suspend their fishing activities due to time constraints. However, as their children reach maturity, older women often returned to freshwater fishing. These findings are perfectly illustrated in the following comments from two different women anglers:

"... it's the demands on women, modern women. They are working, they are taking care of families. All the women that I fish with either don't have children or their children are grown up so there are very few who have young families, and I do think it's a time demand thing." (P7)

"My children are four and five and only now am I getting to the stage where I want to get back into it [freshwater fishing]. I have six odd years that I haven't been on proper fishing trips." (P10)

Additionally, changes in family circumstances were described as a key factor in why some women transitioned from one licence type to another, with many primarily shifting from full-year licenses to day passes. This transition appeared to afford them a sufficient degree of flexibility to coordinate their schedules and fishing excursions in accordance with the requirements of their families.

As indicated by the participants, encountering constraints due to family obligations is an established aspect of women's lives. Typically, this entailed a concomitant sentiment of guilt concerning the allocation of time and financial resources to personal pursuits such as fishing:

P15: "I feel guilty that if I go out and I spend the time and the money on myself, then I'm not putting it into the family. My husband never feels like that!" (P15).

On the theme of family commitments, it is also important to recognise that women who are mothers of young children can still engage in angling, albeit with distinct requirements and limitations. With this in mind, participants pointed to a need for organized events and activities that are customized to

meet the specific needs of mothers with young children. Such events may provide more and better opportunities for mothers and their young children to take part in freshwater fishing as a family unit. Further elaboration on this topic is provided in the later section 'Facilitators'.

5.2.3 The issue of access

From speaking with women anglers, access emerged as a multifaceted constraint encompassing the availability, or lack thereof, of resources including equipment, knowledge, and location-specific information. The lack of access in any of these dimensions was found to be a precursor to a number of associated challenges.

5.2.3.1 Information access constraints in women angler recruitment

A focal point of the interviews revolved around discerning how women anglers had been introduced to freshwater fishing, the purpose being to help provide evidenced-based understandings of how future women angler recruitment might be bolstered. In this context, participants were asked about their personal background and the manner in which they were initially introduced to freshwater fishing. Responses revealed a recurring pattern and one that reinforced some of the survey findings: during their formative years, a family member, often a man, had played a pivotal role in socialising women into the world of freshwater fishing. Crucially, this early socialisation had helped forge a lasting connection to the activity, fostering a sense of familiarity and attachment:

"[My cousin] would go down to fish every evening at the end of his working day on the farm, and I thought, "Ah, that sounds like a nice thing to do." (P17)

"... as a child, there was always somebody in the family that was going fishing." (P17)

Some women also spoke about how, especially in the early stages of being introduced to freshwater fishing, they lent heavily upon the support of those with relevant fishing knowledge and skills (e.g., how to fish, appropriate equipment, how to navigate watercourses, how to ensure personal safety etc.):

"[I need] to have someone around me - in my case my dad - ... that was providing some guidance and some gear and stuff to enjoy and engage more." (P20)

Conversely, it was felt by those who could not 'tap into' such support that they were at a disadvantage:

"I didn't go angling on my own because I had no one to develop [my] riverside skills." (P29)

"... if you don't have family members, a dad, an uncle, a brother, that fish, that introduce you to it, it's really hard to tap into." (P13)

"If you haven't got supportive, competent people to take you out, it's very hard to get involved." (P18)

In not being able to easily tap into support, there are potentially clear implications when it comes to angler retention. As such, it may be necessary for FGNZ to consider what support is currently in place for women anglers that are new to freshwater fishing, and how, if at all support might be increased.

Somewhat relatedly, the women we spoke to were in agreement about the important role of one-on-one personalised guidance for enhancing participation in freshwater fishing. They also posited that online educational resources, while valuable, fall short in terms of adequately addressing the needs of novices, particularly site-specific information relevant to their localities. With these issues in mind, the participants conceded that hiring a professional angling guide represents an optimal choice for skill development. However, the prohibitive cost to hire a guide can render this option inaccessible to a substantial portion of (would-be) women anglers:

“I don't think there's a lot of help if you do not already know someone doing it. ... I don't see any groups, like Facebook groups, that are specifically for women and fishing. And unless you're willing to pay obviously those big prices to go out with a guide.” (P2)

The comment above offers a clue about how to provide support outside of professional guides, with informal fishing groups clearly having a role to play. Moreover, as the comment below suggests, enabling such groups may help to nurture a network of like-minded individuals who can share knowledge and skills:

“it's almost having that little network or something around you, so that you feel like, as a female angler, you can go and learn about the gear that you have, the regulations that are in place ...” (P8)

5.2.3.2 Lack of access to suitable fishing equipment

As illustrated in the comments below, participants asserted that sourcing appropriate fishing equipment tailored to their needs remains a considerable challenge:

“I've got men's waders that fit my weight-lifting thighs. I wear a men's large so that I can put a couple of layers on and still be able to step up on a high bank and kneel down and get back up without the waders being too tight ... And then, it's got this beer belly... I've gotta like strap all this extra material round.” (P13)

“You have to buy men's waders. So, if you get a small foot size for female, the size of the wader would be really small ... they're not at all fit for purpose for women often.” (P10)

“They [fishing retailers] only had the odd woman's wading size ... I felt they were limited in their supply of women's stuff.” (P14)

At the same time, participants also underscored the importance of securing appropriate fishing equipment as a cornerstone for an enjoyable and successful fishing experience. In this sense, the lack of suitable gear can have a detrimental impact on the fishing experience. The question here is can FGNZ do more to encourage fishing gear manufacturers and retailers to bring new / more women-specific gear into the market?

Women anglers also acknowledged that the cost of suitable gear can be a major impediment. Consequently, they emphasized the importance of possessing a comprehensive understanding of essential gear requirements so that they could make well-informed purchases. This understanding, coupled with guidance from knowledgeable sources, is deemed essential to prevent wasteful expenditure on unsuitable gear.

5.2.3.3 Accessing Location-Specific Information

Finally, in relation to the theme *'The issue of access'*, there were many women anglers who argued that a lack of familiarity with fishing locations can significantly hinder their experiences. Moreover, several women expressed a reluctance to explore new sites unless they could access precise details about various aspects, such as how to navigate fishing waters, land ownership status, parking facilities, and required walking distances. Here, again, women were clear about the sort of information they want:

"...access to comprehensive interactive maps ... [that] show you all the access points and tell if the land is privately owned or whether it's public access ... What parking is like, do you park on the road? Do you have to walk from the road? Or is the access underneath the bridge ..." (P22)

"... there's no signs on leading to the river mouth saying how dangerous it is." (P21)

According to the participants, access to this type of information would not only enhance their feeling of safety but it could also help in trip planning, especially in areas where trespassing onto private properties is to be avoided.

5.2.4 Safety concerns

Looking more closely at the topic of safety, concerns revolved around a combination of perceived and actual risks related to freshwater fishing. Encountering intimidation from male anglers was one issue that influenced the choice of fishing locations:

"I've definitely had a hard time from some guys on the river. One time, there were a group of three that were really pushing me out of a pool ... I didn't feel physically unsafe, but I felt like if I escalated it and called them out on it, it could have been because it was very remote. So, it's definitely a factor." (P29)

"... those places are quite isolated. What if there's a dodgy man out there, and I'm by myself!? I'm just not going to put myself in that situation. I'd rather go like locally where I know there are lots of other people." (P1)

At the same time, however, many of the women we spoke with articulated that their gender predisposes them to vulnerability, a reality applicable across various activities, not just fishing. Furthermore, despite some instances of harassment by men at river sites, the majority of women anglers reported positive interactions with men anglers. They also acknowledged the value of meeting fellow anglers on-site and the communicative exchanges that ensued:

"... both on the river and in shops. I think many of the men that I've encountered actually quite thrilled to see more women on board." (P7)

Safety concerns also extended to fearing physical injury and the perils associated with activities such as river crossings and solo fishing. Given the inherent dangers of fishing, especially in remote backcountry areas, the feasibility of receiving prompt assistance in the event of an injury diminishes. In response to this, participants collectively acknowledged that optimal safety on the water is contingent upon establishing a network of contacts and the forming of connections with other (women) anglers, be they friends or family. This collaborative approach was emphasized as the most effective strategy to ensure a safe and secure, and therefore more enjoyable, fishing experience:

“I probably will almost always fish with my partner anyway, because I think it's a health and safety thing as well that if you get into trouble, there's always someone else.” (P12)

“For me it's having the ability that if I have to change, if I need to go the toilet, there's actually nothing around. It's very hard. You need to be near cafe or restaurant or home. but if I'm with someone that I can trust. I can actually say, can you look after my gear? Or can you come with me? It's a safety thing for me.” (P4)

“I like to go with others, because the style of fishing we normally do is crossing rivers, and it's dangerous. So, I don't think it's good to go on your own, especially with the bigger rivers we have here.” (P22)

Consequently, safety and security concerns are intrinsically connected to the availability of a fishing companion. Women perceive safety in numbers, emphasizing that having more individuals to fish with constitutes a paramount protective measure. Nonetheless, finding a fishing partner is not easy, particularly for those lacking a familial or close friendship network for fishing companionship. In turn, a lack of companions presents another substantial impediment influencing women's participation in freshwater fishing.

5.2.5 Limited fishing companions

Building a community of women anglers remained a challenging endeavour for many of those we spoke to. However, the desire for a local women angler community, characterized by a gathering of individuals sharing similar interests and offering mutual support, is a prominent aspiration:

“For me to get comfortable ... and get to that space within fly-fishing, where I could rig up my own rod, kind of know where to go and stuff ... I needed contacts. I needed, um, I needed a little bit of help and guidance ...” (P13)

“There is a real energy, there is a feminine energy of support, fun, laughter, non-competitiveness... sharing, celebration – you don't necessarily have to catch a fish to be celebrating. You know ... if someone else catches a fish, there's a celebration, you know, it's a much more... a collegial... sort of group activity.” (P15)

The majority of participants expressed a strong inclination towards having a fishing companion who would enable them to engage in fishing more frequently and access a wider range of locations. Nevertheless, they encountered challenges in identifying avenues to establish such connections, not least of all at waterways, where other women anglers may be rare. A number of participants had attempted to join fishing clubs but had found themselves in the minority, often being the only women. This often resulted in discouraging experiences, leading some women anglers to withdraw from such clubs. Furthermore, a subset of participants acknowledged that the reception from male anglers within clubs is not always welcoming, a factor that compounds their reluctance to engage further. Of course, being in the minority within a fishing club, let alone being the only women, can also result in a feeling of being the novice amid more experienced anglers. This in turn becomes another barrier, preventing some women anglers from asking questions that they perceive to be trivial or naive. As such, ongoing skills development is negatively impacted.

5.2.6 Fishing licence constraints

Several participants expressed the view that fishing licenses lack the requisite flexibility for introducing newcomers to the sport. This point is well illustrated in the comment below:

"I've had three people asking if they could come with me, and it's not that hard for me to lend them stuff, or to find an extra fishing rod, but for them to then go buy a license, especially if some of them just want to try for maybe half an hour and then they want to maybe sit by the river. But that's very expensive for them to only try for an hour ..." (P17)

Some participants proposed the idea of having a bonus or incentive that would, as a licence holder, allow them to bring along a friend for a day of fishing. They recognised the complexity of implementing such a system but argued that freshwater fishing, especially for beginners, seems less appealing than sea fishing due to the need to purchase a licence. 'Bring-a-friend' days could provide the opportunity for more women to try out freshwater fishing before buying their own licence.

One woman we spoke to also highlighted a specific issue with day passes, noting that these are typically non-transferable to another day. This lack of flexibility can pose a challenge for anglers, especially those with challenging schedules or who face unforeseen circumstances (e.g., as a result of family commitments):

"So I'd say the licence isn't really fit for purpose ... you can't transfer it to the next day." (P3)

Another issue had to do with the family licence and, in particular, the requirement that the primary licence holder (generally a husband/partner) must always be present. This requirement was viewed as being problematic for almost all the women we spoke to who had held, or hold, a family licence, in that the requirement can restrict one's ability to fish alone or with others:

"... just a little bit of clarification needs to be made around. I think if you buy a family licence the licence holder who is the primary licence holder needs to be always with you. I don't think that's fair." (P4)

"I bought a family licence, but we all need a card, because we all have our own cars; we all have our own mates." (P13)

"One of the things that the women picked up is that if you buy a family licence, it will generally be in the husband's name... it covers the family, but you all have to be at the same location. So, if the female partner, wants to go and fish on her own ... she has to go and buy her own individual licence ... what the women felt, that it was sort of a spin off that you wouldn't be fishing on your own." (P15)

As evidenced in the last comment especially, the restrictive nature of the family licence had forced some women to switch from a family licence to an individual license. In some cases, this change was also prompted by different anglers within the family wanting to fish different water types (e.g., one angler wanting to fish from the shore while another preferred fishing on the water), making it difficult for them to maintain a legal distance from each other as required by the family licence.

Notably, too, some respondents also shared that despite holding licences for numerous years, their engagement in surveys has been sporadic until recently. This irregular participation is believed to be

linked to their secondary status as licence holders³. Crucially, though, the desire for improved representation, engagement, and resources, remains and thus presents a compelling opportunity for FGZ to enact meaningful changes that promote inclusivity and empowerment within the freshwater fishing community.

5.3 Facilitators

From an examination of the barriers faced by women anglers, attention now turns to exploring key factors that might better help facilitate (more) women's participation in freshwater fishing. In this sense, the facilitators described in the following subsection represent the suggestions put forth by women anglers from varying backgrounds and proficiency levels. Such suggestions offer constructive feedback on how women's participation and involvement in freshwater fishing may be enhanced.

5.3.1 Education and skill building

Insights gleaned from participants emphasised the value of equipping women with the knowledge and skills required for freshwater fishing. Many of the women we spoke to pointed to the need for education and learning initiatives tailored to the specific needs of new and/or experienced women anglers:

"We like to watch... see how it all works, how to get it all set up." (P8)

"They want something more female oriented." (P18)

More specifically, crafting workshops and educational videos specifically tailored to address topics such as safety and fishing equipment, along with providing geographical insights, holds the potential to help furnish women anglers with the requisite knowledge - and self-assurance - to be able to confidently take part in freshwater fishing:

It is also important to acknowledge that as women's needs evolve across various stages of their lives, so too might their requirements. For instance, the perception of safety holds distinct nuances for elderly women in contrast to those in midlife:

"I think just thinking about what people at certain stages of their life need. So, like for elderly woman, it will be a different thing." (P19)

With this in mind, it was seen as important to also provide education and learning initiatives designed to meet the differing and/or evolving needs of women anglers (e.g., in terms of skill, knowledge, etc.). Here, providing a variety of education and learning opportunities was seen as key to both recruiting and retaining women anglers:

"... having a variety of offerings, you'll collect more people up." (P13)

As well as educational initiatives, the women anglers we spoke to also called for more community-building activities. Such activities, as described below, were seen as important for providing women anglers with opportunities to connect with one another and to find angling companions. Moreover,

³ Email addresses are not collected for secondary holders of a family licence and, as such, the individuals are unlikely to receive surveys or other communications from FGZ.

there was a general feeling that a void exists in terms of accessible information hubs tailored to the needs of beginner women anglers, further emphasizing the need for improved resources.

5.3.2 Supportive communities

Within this subsection, we expound upon the significance of fostering a supportive angling community. In terms of community building, establishing a supportive online and offline community for women anglers to connect, share experiences, and exchange tips, was seen as crucial. Participants' recommendations underscore the pivotal role of mentorship and inclusive initiatives designed to encourage women anglers.

Women anglers have yet to fully secure representation within fishing clubs. While the establishment of clubs need not be gender-exclusive, the benefits of mixed-gender clubs are evident in the sharing of information and knowledge. Notwithstanding the above, introducing initiatives specifically tailored to, and led by, women anglers can offer distinct advantages. Such initiatives may help foster a broader network of fishing companions, thus facilitating an additional source of empowerment rooted in camaraderie, collaboration, and shared understanding.

In the contemporary landscape, social networks and online platforms offer a viable alternative when in-person interactions are constrained. Establishing 'digital communities' holds the potential to connect women anglers who may be geographically and/or socially distanced from one another. A notable example of this currently in practice is the *Women on the Fly* Facebook group, which has successfully united more than 100 women fly anglers. This initiative emerged from the initial founders' aspiration to cultivate a network among women fly anglers. The initial encounter of the group occurred during a workshop designed for women and subsequently evolved into a community that is primarily sustained via online interactions:

"They're all from different angling clubs: Auckland, Tauranga, Taupō, Wellington. There are five that came up from Wellington. And so, we just connected ... via that private group [Women on the Fly], as well as instant messenger, [and] instant Facebook messenger." (P4)

Importantly, such a group also opens up opportunities for companionship:

"We're all from different towns. There is no other opportunity ... to meet up with other women. I'll go meet up with these gals because I've got somebody to fish with". (P15)

It is clear from speaking with women anglers that FGNZ can play a pivotal role by endorsing and fostering more of these sorts of pioneering community-building initiatives. By bringing together women anglers who are passionate about freshwater fishing, a multitude of prospects for amplifying women's participation emerges. By providing support for new or existing community-building initiatives - whether through resources, promotion, or collaboration - FGNZ can significantly contribute to expanding opportunities for women to become (more) involved in freshwater fishing:

"At the moment, it's really just me, leading it, and doing it, and... you know, I'm retired, so I've got the time, and I've got some skills and, um... and I enjoy it. How can Fish and Game support it going forward? I think it is about supporting ... or looking for breakthroughs, and then supporting them." P15

While traditional fishing clubs may not yet fully represent, or be representative of, women, the emergence of digital networks like the *Women on the Fly* group highlights the potential to unite

women anglers. As participants alluded to, such networks foster connections and provide invaluable opportunities for women to share their passion for freshwater fishing.

5.3.3 Visibility and role models

Many of the women we spoke to highlighted a need to better showcase women anglers in marketing materials, social media, and events. Here, the remarkable and everyday stories of women anglers, marked by their achievements and experiences, were seen as deserving of broader visibility. Accordingly, it was suggested that such stories should be disseminated widely, but particularly through educational materials that offer insights from the unique perspectives of women anglers. First, though, women anglers must be actively invited into this process:

“Women presenters, if they (FGNZ) can get it ... I think that’s gold. And you’ve actually got some women around, who can. And they’ve got the skill level, and... and they need to be asked, so that they start to get more confident, and go, “Yeah I do, I do know what I’m doing, yes I’d be happy to go and help do that.” (P13)

As many of the participants aptly expressed, the inclusion of women presenters and role models can inspire and empower others.

5.3.4 Events and competitions

Many that we spoke to also indicated a need for more organised, but social, angling events and tournaments aimed specifically at women. Such events and tournaments were seen as having the potential to provide a platform for showcasing skills and further promoting camaraderie, yet are still few and far between:

“It [a fish hatchery in the North Island], was more advertised toward kids. I know that every year they do a kids barbecue, a kids day, where they can come and learn to cast. And it was like, my boys didn’t care. I was the one that wanted to go, but it was a kids’ event, so I didn’t go along.” P29

“... put on events, you know, every two months or three months, where there’s a beginners’ event, come along, hold the rod, cast the rod” P23

Organised social events/tournaments with a specific focus on learning appeared to represent a positive avenue for women of varying skill levels to glean invaluable insights. Such events were seen as providing a chance to extend a welcoming platform wherein women anglers, regardless of skill level or experience, could derive benefit. Social events and tournaments can serve as optimal environments for forging fresh connections and broadening the networks of women anglers. Such events can also create mentorship opportunities, wherein experienced women anglers can guide newcomers:

“Maybe they could instigate some groups for women, especially beginner ones who are interested in fishing, and then Some other more experienced woman could take them out, possibly.” (P13)

For many of the participants, there was a general feeling that, in the context of freshwater fishing, women often respond more positively to guidance and mentoring from other women. They appeared to value the opportunity to be supervised and instructed by seasoned women anglers who could provide guidance tailored to women's unique needs. This approach is seen as not only effective but

also supportive in fostering a sense of belonging and empowerment among the women angler community.

Finally, consideration must also be given the timing of organised social events and tournaments. For example, in considering family commitments and time constraints imposed upon many women, it was suggested that events and tournaments be held regionally or locally in order to better facilitate engagement and participation:

“Regional [and local] events are really powerful, because it's really hard for women to travel. Any woman with children is not going to go and take three days off to go to another place. It's a massive thing for them to do to arrange childcare.” (P15)

5.3.5 Feedback mechanisms

Opportunities to share feedback was another area where women anglers saw room for improvement. Specifically, it was suggested that there is a need to implement more effective mechanisms to gather feedback from women anglers. Moreover, it was also seen as vital to show that any feedback is acted upon.

As touched upon previously, despite having held numerous licences, some of the women anglers we spoke to felt that there was limited engagement from FGZ. They expressed a strong desire to actively participate in surveys in order to share their perspectives. Again, though, it is important that surveys, and other communications, reach the intended audience:

“I did think it was worth doing [i.e., the online survey sent out as part of this study]. But then I went to a friend's place. She fishes, and her husband does, too, and I mentioned it to her, and she knew nothing about it. [However] her husband had seen it and he said ‘I was going to tell you about that, but I didn't think it was worth it.’ I couldn't believe my ears!” (P28).

Comments such as this clearly highlight the eagerness of women anglers to engage in dialogue. Fostering open channels for communication and collaboration between women anglers and organizations like FGZ is therefore seen as vital.

6 Recommendations

Recruitment, retention, and reactivation (R3) is an ongoing strategy for FGNZ as they seek to increase and diversify participation in, and support for, freshwater fishing. Drawing upon the insights gathered from both phases of the research we provide several recommendations for FGNZ to consider. Whilst it is acknowledged that there are subtle differences across the spectrum of women anglers (as indicated in Chapter 4), the recommendations below should be seen as practical measures that, if implemented, may help to close some of the gaps in services and outreach that women anglers, in general, currently perceive to exist.

6.1 Develop tailored workshops, educational materials, and events

As the survey and interviews show, many women anglers viewed a lack of skill and/or confidence as factors that limit their participation in freshwater fishing. FGNZ are therefore encouraged to create and/or facilitate more workshops, tutorials, and educational materials tailored to women anglers. These resources should aim to enhance skills and boost confidence. Workshops can cover various aspects, including fishing techniques, safety measures, and local site information. By helping to provide, or facilitate, these resources, FGNZ can play an important role in empowering women to feel more competent and confident when participating in freshwater fishing. Providing ongoing and tailored support to new and experienced women anglers via workshops, educational materials, and events should be seen as potentially important for the retention, and, perhaps, reactivation, of women anglers. The recent inaugural [Women's Fly Fishing Forum](#), organised by the Wakatipu Anglers Club (Queenstown) and supported by FGNZ, provides an excellent example of what is possible in this space. Social angling events and tournaments, specifically designed to encourage women's participation, can provide a platform for female anglers to showcase their skills, build camaraderie, and enjoy the sport in a supportive environment. Hosting such events sends a clear message of inclusivity and can be a catalyst for increasing women's engagement in freshwater fishing.

6.2 Provide support for the development of new and existing networks

Relatedly, FGNZ can take the initiative to further help establish, foster, and provide ongoing support for, networks of women anglers. Networks, such as those that already exist (e.g., *Women on the Fly*), can occur online and/or in-person. Such networks, as evidenced by the [Women on the Fly](#) group, can serve as platforms for women to connect, share their angling experiences, and exchange tips. By actively helping to create similarly meaningful networks of like-minded individuals, FGNZ can play an important role in facilitating the sharing of knowledge and camaraderie, factors that can be particularly beneficial for newcomers seeking guidance and/or lapsed anglers looking to reconnect with the sport. In this way, establishing and supporting networks of women anglers should be seen as vital to FGNZ's R3 strategies.

6.3 Increase the visibility of women anglers

A significant proportion of women anglers feel that they are not well represented by FGNZ. Moreover, many women anglers are of the view that freshwater fishing continues to be moulded after men. The organisation is therefore encouraged to more actively showcase women anglers in their marketing materials, social media campaigns, and events. Given the relatively high reliance by women anglers on the FGNZ website and magazine (see section 4.14), priority should be placed on improving visibility

in these resources. Highlighting women's participation in fishing can help to promote inclusivity and provide role models for other aspiring women anglers. By featuring diverse voices and experiences of women anglers, FGNZ can help to challenge gender stereotypes and encourage more women to take up angling. It may also be important to consider how freshwater fishing is being communicated to woman anglers. As this study has shown, most women anglers look to freshwater fishing as a means to relax in natural outdoor environments. It is therefore important to capture this in marketing materials and social media campaigns. Organised events should also be designed with this in mind. It may also be necessary to consider how freshwater fishing can be showcased as an activity that can be easily combined with other outdoor (family) pursuits such as tramping.

6.4 Work to increase representation within FG councils

As well as taking care to 'outwardly' represent women anglers in marketing materials and other communications, FGNZ are also encouraged to take an inward-looking approach. In 2022, of 128 Fish and Game councillors, only three (or 2%) were women. The lack of representation of women anglers in councils is problematic, not least in terms of perpetuating deeply engrained stereotypes. There remains, as evidenced in this study, a perception that FGNZ, and the councils therein, is a 'boys club'. Whether accurate or not, it is important to continue to address these negative perceptions in a genuine way and, at the same time, encourage more women to take up leadership and/or governance roles within the organisation. This aligns with the feedback from a [Ministerial Review of FG NZ published in 2021](#), wherein it was recommended that FGNZ "should build on its existing programmes to build its licence holder base, and in particular to attract a broader demographic. Consideration should be given ... for setting appropriate targets in this area" (Clark & Mills, 2021). With this in mind, and coupled with the ongoing comments of many women anglers who took part in this study, the Fish and Game Council is further encouraged to reflect on the efficacy of existing target-driven programmes designed to increase the representation / participation of women anglers in Councils.

6.5 Improve feedback mechanisms

FGNZ should establish a structured mechanism to gather feedback from women anglers. This feedback can be collected through targeted surveys, focus groups, or direct interactions (e.g., during licence checks). By listening closely to the perspectives and suggestions of women anglers, FGNZ can make informed decisions and continuously improve their initiatives. This will help to ensure that the organization remains responsive to the evolving needs and preferences of women anglers. As a way of potentially gathering more insights from women anglers, FGNZ are encouraged to collect email address for all licence holders, including secondary holders of a family licence. At present these licence holders are not required to provide an email address and, as such, a sizable proportion of the licence base (many of whom are women) may not receive invitations to provide feedback.

6.6 Evaluate the family licence

Many women anglers are the secondary licence holder on a family licence. However, this restricts some women from participating in freshwater fishing in the way they would like to. The regulations for the family licence state: *'Secondary licence holder can fish with children without the primary licence holder present but unable to use this licence to fish alone'*. Many secondary licence holders found this restriction to be somewhat unfair as it offers no opportunity to fish alone (or with friends). So, what alternatives, if any, could FGNZ make available so that affected women anglers could be free to fish alone or with friends at times but without the need to make additional licence purchases? One

suggestion would be to consider slightly loosening the restrictions for secondary family licence holders so as to provide more flexibility. This could be done, for example, by allowing secondary licence holders a certain number of days per month / season where they can fish alone or otherwise outside the family. Whilst we fully acknowledge the administrative challenges that this may entail, such a change could allow secondary family licence holders a degree of extra flexibility whilst at the same time helping to maintain the integrity / value of an individual full season licence.

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8 Appendices


8.1 Appendix 1: Survey instrument

Q1* Firstly, we would like to find out a little more about the type of freshwater angler you are.

Q2* **At about what age did you first go freshwater fishing? (Please state your answer as a number, e.g. 24)**

Q3*

Approximately how many years have you participated in freshwater fishing?

Number of years	
	0 10 20 30 40 50 60 70 80
Years spent participating in freshwater fishing ()	

Q4* **Which of the following statements most accurately reflects your freshwater fishing participation?**

- Since I first started going freshwater fishing, I have been freshwater fishing every year
- Since I first started going freshwater fishing, I have been freshwater fishing most years
- Since I first started going freshwater fishing, I have taken a number of breaks from freshwater fishing

Q5* **What category of licence did you last purchase or hold?**

- Individual full season (including Whole Season, Loyal Senior, Local Area)
- Family full season and I am/was the **primary** licence holder
- Family full season and I am/was the **secondary** licence holder
- Individual part season (including Day, Short/Long Break, Winter)

Q6* **Since you first started buying a fishing licence, have you typically always purchased or held this category of licence?**

- Yes
 - No
-

Display This Question:

If Q6 = No

Q7* What category of licence did you typically purchase or hold most often in the past?

- Individual full season (including Whole Season, Loyal Senior, Local Area)
- Family full season and I was the **primary** licence holder
- Family full season and I was the **secondary** licence holder
- Individual part season (including Day, Short/Long Break, Winter)

Q8 Who introduced you to freshwater fishing? (Please tick as many options as you would like)?

- Grandfather
- Grandmother
- Father
- Mother
- Spouse/partner
- Other relative (please state) _____
- Male friend(s)
- Female friend(s)
- Males work colleague(s)
- Female work colleague(s)
- No one, I discovered the sport by myself

Q9 In a typical year, do any other women/girls in your household go freshwater fishing?

- Yes
- No

Display This Question:

If Q9 = Yes

Q10 Of the other women/girls in your family who go freshwater fishing, are they... (please tick as many options as you would like)

- Grandmother
- Mother
- Spouse/partner
- Daughter(s)
- Granddaughter
- Niece
- Other relative _____

Q11 Have you played a role in introducing another women/girls into freshwater fishing?

- Yes
 - No
-

Display This Question:

If Q11 = Yes

Q12 Of the other women/girls that you have introduced into freshwater fishing, were they... (please tick as many options as you would like)

- Grandmother
- Mother
- Daughter(s)
- Granddaughter(s)
- Spouse/partner
- Niece
- Other relative(s) (please state) _____
- Friend(s)
- Work colleague(s)

Q13* When being introduced to freshwater fishing, how important was each of the following influences?	Extremely important	Very important	Moderately important	Slightly important	Not at all important
Attending a Fish & Game New Zealand 'Take a Kid Fishing Day' event (or similar)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeing freshwater fishing on a TV programme or internet (e.g. YouTube)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Activities at school or youth group (e.g., Guides, Scouts)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friend who was a freshwater angler	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partner/spouse was a freshwater angler	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family member/s (excluding partner/spouse) was a freshwater angler	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reading a fishing/hunting magazine (e.g., Fish & Game Magazine, NZ Rod & Rifle etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Going on a family nature outing as a child	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tasted a freshwater fish that someone had caught	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I participated in another outdoor activity (e.g., camping, tramping, boating) and freshwater fishing was added to this	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There was no specific influence, I was just curious and wanted to give it a go	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other influence (please state)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q14* In a typical season, please indicate the extent to which you participate in each of the following types of freshwater fishing.

	Always	Mostly	Occasionally	Rarely	Never
Fly fishing (shore based)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spin fishing (shore based)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bait fishing (shore based)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fishing from a boat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q15* In a typical season, please indicate the extent to which you fish each of the following freshwater types.

	Always	Mostly	Occasionally	Rarely	Never
Large lowland rivers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Small lowland streams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Canals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Highcountry/remote/wilderness rivers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q16* How would you rate your freshwater fishing skill level?

- Highly proficient
- Proficient
- Intermediate
- Novice

Q17* On average, how many days per year/season do you go freshwater fishing? Please state number of days (e.g. 1, 5, 10)

Q18* During a typical season, to what extent do you fish with each of the following?

	Always	Mostly	Occasionally	Rarely	Never
Just my partner/spouse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partner, spouse and child/ren	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Just my child/ren	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group of family and friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please state)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q19* Do you, or have you ever, used a commercial/professional guide?

- Yes
- No

Q20 Fantastic. In this section please tell us some more about your experiences of being a woman angler in Aotearoa New Zealand.

Q21 Which geographical area of Aotearoa New Zealand did you/do you MOST REGULARLY freshwater fish? (Please tick one option)

- Northland
 - Auckland/Waikato
 - Eastern
 - Taranaki
 - Taupo
 - Hawkes Bay
 - Wellington
 - Nelson/Marlborough
 - West Coast
 - North Canterbury
 - Central South Island
 - Otago
 - Southland
-

Q22 Which other regions have you freshwater fished? (Please tick as many options as you would like) (same options as Q21)

<p>Q23* Below is a list of various reasons why people go freshwater fishing. Please indicate how important each item is to you as a reason for freshwater fishing.</p>	<p>Extremely important</p>	<p>Very important</p>	<p>Moderately important</p>	<p>Slightly important</p>	<p>Not at all important</p>
<p>To be outdoors</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>For relaxation</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Peace and solitude</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>To get away from regular routine</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>For the challenge</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>For family recreation</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>To obtain fish for eating</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>To catch a large/trophy fish</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>To be with my friends</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>To spend time with my partner/spouse</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Physical exercise</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>For the thrill of the catch</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>To experience natural surroundings</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To develop a new skill	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To improve my fishing skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To continue family fishing traditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other factors (please state)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q24* Please indicate to what extent you agree or disagree with each of the following statements.	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I find that a lot of my life is organized around freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I consider myself to be somewhat expert at freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other leisure activities don't interest me as much as freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer freshwater fishing to other recreational activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others would probably say I spend too much time freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I stopped freshwater fishing, I would probably lose touch with a lot of my friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most of my friends are in some way connected with freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Because of freshwater fishing I don't have time to spend participating in other leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Q25 Please indicate to what extent you agree or disagree with each of the following statements.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
It is important for me to be around like minded individuals when I fish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would prefer to fish with women (rather than men)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I am able to grow my abilities as an angler more around like-minded women/girls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is important for me to fish with people of the same skill level as me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is important for me to be accepted by fellow anglers in order for me to be able to truly engage in freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freshwater fishing has created an identity for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q26 Please indicate to what extent you agree or disagree with each of the following statements.	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
From my experience men are the primary fishing instructors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From my experience a man originally instructed me in freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that I am challenging traditional feminine stereotypes by participating in freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For me to be truly accepted into the sport of freshwater fishing I have to gain acceptance by men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I expect acceptance from women/girls less than I do men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I perceive myself to be less skilled than men at freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have found it difficult to be a woman and maintain stereotypical feminine characteristics while freshwater fishing

I feel that freshwater fishing continues to be moulded after men

I have had to contend with gender stereotypes at some point whilst engaged in freshwater fishing

The only way for me to gain status within the freshwater fishing community is to be better or more skilled than men at freshwater fishing

I feel that I have to prove myself to be accepted in the sport, more so than men because I am a woman

I feel that my confidence around my freshwater fishing skills and ability is weaker around men

I feel more confident as an angler when I'm around other women/girl anglers

I think that people view me as a different type of woman/girl (e.g., tomboy) because I fish

I care about how I look when I go fishing

Q27* If they are to behave in an ethical way, I think freshwater anglers SHOULD ...

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Follow fishing rules and regulations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support environmental advocacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educate other anglers about appropriate fishing behaviour/etiquette	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educate family members about appropriate fishing behaviour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treat other anglers with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keep only enough fish for a meal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keep fewer fish than the bag limit allows	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Release large/trophy fish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice catch and release fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Share good fishing spots with other anglers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q28* Please indicate to what extent you agree or disagree with each of the following statements.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
When I go freshwater fishing, I'm not satisfied unless I catch something	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A freshwater fishing day can be satisfying even if I don't catch a fish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I go freshwater fishing with family and/or friends, I'm not satisfied unless one of us catches a fish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q29* Do you wish that you could go freshwater fishing more often than you currently do?

- Yes
- No

Q30* Please indicate to what extent each of the following limits <u>your</u> freshwater fishing participation.	Extremely limiting	Very limiting	Limiting	Somewhat limiting	Not at all limiting
Work commitments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family commitments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regulations too restrictive or unclear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sites are too crowded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cost of freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fishing locations are too far away	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't feel like other anglers accept me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cannot find others to go with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am not confident to go by myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Will embarrass myself in front of other anglers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of skill	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Fear I might injure myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fear of outdoors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fear of getting lost in wilderness/backcountry fishing areas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of a supportive local freshwater fishing club/organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negative attitudes of men toward me as a women/girl angler (e.g., whilst fishing, at fishing retail stores, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of available gear (e.g., waders) designed specifically for women/girls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of success in catching fish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other recreational interests competing for my time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other recreational interests competing for my money	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:
 If Q30 = Cost of freshwater fishing [Extremely limiting]
 Or Q30 = Cost of freshwater fishing [Very limiting]

Q31* You indicated that the cost of fishing can limit your freshwater fishing participation. Which of the following do you find particularly restrictive (Please tick as many options as you would like)

- Cost of fishing gear/equipment
- Cost of freshwater fishing licence
- Travel costs
- Other costs (please state) _____

Q32* Reflecting on your freshwater fishing participation, to what extent do you agree or disagree with each of the following statements?

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
In the past, I have been successful getting around the conditions that may limit my freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I admire find ways around challenges they face when trying to go freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family and friends encourage me to participate in freshwater fishing, even when there are obstacles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy overcoming obstacles in order to participate in freshwater fishing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q34 Please indicate to what extent you agree or disagree with each of the following statements.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Women/girl anglers are well represented by Fish & Game NZ (e.g., in online material, publications etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish & Game NZ represent men and women/girl anglers equally (e.g., in online material, publications etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish & Game NZ have adequate initiatives that target women/girl anglers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish & Game NZ provide a good level of communication with women/girl anglers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Q34 = Somewhat disagree

Or Q34 = Strongly disagree

Q35 In your opinion, how could Fish & Game NZ improve the way it communicates to, and represents, women/girl anglers?

Q36* Have you ever considered standing for a regional Fish & Game Council?

Yes

No

I have been/am a regional Fish & Game Councilor or Fish & Game Council candidate.

Display This Question:

If Q36 = Yes

Or Q36 = No

Q37* Thinking about the reasons why you have not nominated yourself as a regional Fish & Game Council candidate, please indicate to what extent you agree or disagree with each of the following statements.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I don't know what a regional Fish & Game Council is/does.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have no interest in standing for a regional Fish & Game Council.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't feel I have the necessary skills to be on a regional Fish & Game Council	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Standing for a regional Fish & Game Council is a daunting prospect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't feel my opinions/ideas would be heard or taken seriously.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of other women on Fish & Game Councils would make me feel uncomfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please state.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q38 Please indicate the extent to which you use each of the following sources to access information about freshwater fishing in Aotearoa New Zealand.

	Always	Most of the time	About half the time	Sometimes	Never
Fishing-related magazines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fishing-related TV programmes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fishing-related websites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish and Game NZ website	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish and Game NZ e-zine (e.g., 'Reel life')	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish and Game NZ emails/newsletters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish and Game NZ magazine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fish and Game NZ printed material (e.g., pamphlets)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fishing-related guidebooks (print)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Friends/family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other freshwater fishing organisations (e.g., fishing club)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please state)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q40* What is your age?

- 18 - 24 years old
- 25 - 34 years old
- 35 - 44 years old
- 45 - 54 years old
- 55 - 64 years old
- 65 - 74 years old
- 75 years or older
- Would rather not say

Q41* What is your total household income (NZ\$)?

- Less than NZ\$ 20,000
- NZ\$ 20,000 - 39,999
- NZ\$ 40,000 - 59,999
- NZ\$ 60,000 - 79,999
- NZ\$ 80,000 - 99,999
- NZ\$ 100,000 - 139,000
- NZ\$ 140,000 - NZ\$ 199,000
- NZ\$ 200,000 and above
- Would rather not say

Q42* What is your highest qualification?

- No qualification
- Level 1-4 certificate
- Level 5-6 diploma
- Bachelors degree or Level 7 qualification
- Postgraduate and honours degree
- Masters degree
- Doctorate degree
- Other (please state) _____
- Would rather not say

Q43* Which of these people live in the same household as you (tick all that apply)?

- My legal husband, wife or civil union partner
- My partner or de facto, boyfriend or girlfriend
- My son(s) and/or daughter(s), or partner's son(s) or daughter(s)
- My mother and/or father, or parent's spouse or partner
- My sister(s) and/or brother(s)
- My flatmate(s)
- Boarder(s)
- None of the above, I live by myself
- Other

Would rather not say

Q44*(modified for men survey) **Gender: How do you identify?**

Female

Non-binary

Prefer to self-describe, below _____

Would rather not say

Q45* **What is your ethnicity? (Please tick all that apply)**

New Zealand European

Māori

Pacific Peoples

Middle Eastern/Latin American/African

Asian

Other Ethnicity (please state) _____

Would rather not say

Display This Question:

If Q45 = Pacific Peoples

Q46* How would you best describe your ethnicity? (Please tick all that apply)

- Samoan
 - Cook Islands Māori
 - Tongan
 - Niuean
 - Tokelauan
 - Fijian
 - Other Pacific Peoples
-

Display This Question:

If Q45 = Middle Eastern/Latin American/African

Q47* How would you best describe your ethnicity?

- Middle Eastern
 - Latin American
 - African
-

Display This Question:

If Q45 = Asian

Q48* How would you best describe your ethnicity? (Please tick all that apply)

Southeast Asian

Chinese

Indian

Other Asian

8.2 Appendix 2: Invitation letter to potential participants (Strata 1, 2, 3)

Kia Ora,

Fish & Game New Zealand are committed to managing, maintaining and enhancing the sports fish resource in the recreational interests of all anglers. As part of this commitment the University of Otago, on behalf of Fish & Game New Zealand, are conducting research aimed at understanding the perceptions, opinions, and motivations of **adult women anglers in New Zealand**. The findings will be used by Fish & Game to help support women anglers and to enhance their angling experience.

You have been selected from the Fish & Game email database because you have been named on an individual or family fishing licence at some point over that last five years.

Should you agree to take part in this project, you will be asked to complete a web-based survey that will take approximately 15-20 minutes to complete. You may withdraw your participation without any disadvantage to yourself. (Note: if after completing and submitting your response you wish to withdraw your participation please advise the principal researcher, Stu Hayes (via the email address below), prior to 1st November, 2022).

All completed surveys go into the draw to win one of three NZ\$100 vouchers of your choice, a rod and reel combo from Okuma, or lure and soft bait packs from Wondercast Fishing Tackle or Daiwa!

The survey seeks to collect data on your angling behaviour. You will be asked a range on questions about the following:

- You and your general angling preferences and behaviours
- The key factors that motivated you to start angling, and that keep you angling
- What barriers (if any) you face as a women angler that may prevent you participating as much as you would like to
- How these barriers (if any) may be addressed.

All completed surveys, along with personal information such as email address, will be stored in a password protected computer. Individual survey **participants remain anonymous**, and only combined responses will be reported on. At the completion of the research project, all email addresses will be permanently deleted. The results of the survey will be analysed and used as part of a report presented to Fish & Game New Zealand and in academic publications.

By clicking on the survey link in this email, I agree to take part in this project knowing that:

1. My participation in the project is entirely voluntary;
2. I am free to withdraw from the project up to 1st November 2022 without any disadvantage;
3. Personal identifying information [e.g. email addresses] will be destroyed at the conclusion of the project but any raw data on which the results of the project depend will be retained in secure storage for at least five years;
4. The results of the project may be published and will be available in the University of Otago Library (Dunedin, New Zealand) but every attempt will be made to preserve my anonymity.

Follow this link to the Survey:

Or copy and paste the URL below into your internet browser:

If you have any questions about this survey, either now or in the future, please feel free to contact either:

Stu Hayes
Department of Tourism
Tel: +64 (0) 3 479 8520
Email: stu.hayes@otago.ac.nz

or

Professor Brent Lovelock
Department of Tourism
Tel: +64 (0) 3 479 8520
Email: brent.lovelock@otago.ac.nz

This study has been approved by the Department stated above. However, if you have any concerns about the ethical conduct of the research you may contact the University of Otago Human Ethics Committee through the Human Ethics Committee Administrator (ph. 03 479-8256 or email gary.witte@otago.ac.nz). Any issues you raise will be treated in confidence and investigated and you will be informed of the outcome.

Many thanks in advance for your time and feedback.

Yours Sincerely,

Dr Stu Hayes
Department of Tourism
University of Otago

8.3 Appendix 3: Invitation letter to potential participants (Strata 4)

Kia Ora,

You have received this email as you were the named primary licence holder on an Adult Family Fishing Licence at some point over the last five years. As we are interested in the experiences of **adult women anglers in New Zealand**, we would appreciate you making this survey available to the adult women angler named as the secondary licence holder on your licence.

Fish & Game New Zealand are committed to managing, maintaining and enhancing the sports fish resource in the recreational interests of all anglers. As part of this commitment the University of Otago, on behalf of Fish & Game New Zealand, are conducting research aimed at understanding the perceptions, opinions, and motivations of adult women anglers in New Zealand. The findings will be used by Fish & Game New Zealand to help support women anglers and to enhance their angling experience.

Should you agree to take part in this project, you will be asked to complete **a web-based survey** that will take approximately 15-20 minutes to complete. You may withdraw your participation without any disadvantage to yourself. (Note: if after completing and submitting your response you wish to withdraw your participation please advise the principal researcher, Stu Hayes (via the email address below), prior to 1st November, 2022).

All completed surveys go into the draw to win one of three NZ\$100 vouchers of your choice, a rod and reel combo from Okuma, or lure and soft bait packs from Wondercast Fishing Tackle or Daiwa!

The survey seeks to collect data on your angling behaviour. You will be asked a range on questions about the following:

- You and your general angling preferences and behaviours
- The key factors that motivated you to start angling, and that keep you angling
- What barriers (if any) you face as a women angler that may prevent you participating as much as you would like to in the sport
- How these barriers (if any) may be addressed.

All completed surveys, along with personal information such as email address, will be stored in a password protected computer. Individual survey **participants remain anonymous**, and only combined responses will be reported on. At the completion of the research project, all email addresses will be permanently deleted. The results of the survey will be analysed and used as part of a report presented to Fish & Game New Zealand and in academic publications.

By clicking on the survey link below, I agree to take part in this project knowing that:

1. My participation in the project is entirely voluntary;
2. I am free to withdraw from the project up to 1st November 2022 without any disadvantage;
3. Personal identifying information [e.g. email addresses] will be destroyed at the conclusion of the project but any raw data on which the results of the project depend will be retained in secure storage for at least five years;
4. The results of the project may be published and will be available in the University of Otago Library (Dunedin, New Zealand) but every attempt will be made to preserve my anonymity.

Follow this link to the Survey:

Or copy and paste the URL below into your internet browser:

If you have any questions about this survey, either now or in the future, please feel free to contact either:

Stu Hayes
Department of Tourism
Tel: +64 (0) 3 479 8520
Email: stu.hayes@otago.ac.nz

or

Professor Brent Lovelock
Department of Tourism
Tel: +64 (0) 3 479 8520
Email: brent.lovelock@otago.ac.nz

This study has been approved by the Department stated above. However, if you have any concerns about the ethical conduct of the research you may contact the University of Otago Human Ethics Committee through the Human Ethics Committee Administrator (ph. 03 479-8256 or email gary.witte@otago.ac.nz). Any issues you raise will be treated in confidence and investigated and you will be informed of the outcome.

Many thanks in advance for your time and feedback.

Yours Sincerely,

Dr Stu Hayes
Department of Tourism
University of Otago

8.4 Appendix 5: Demographic profiles

Women anglers

	Strata 1		Strata 2		Strata 3		Strata 4	
Age	n	%	n	%	n	%	n	%
18 - 24 years old	34	6%	5	2%	30	9%	14	1%
25 - 34 years old	110	19%	32	15%	84	25%	90	10%
35 - 44 years old	83	14%	38	17%	59	18%	160	17%
45 - 54 years old	108	19%	56	25%	64	19%	220	23%
55 - 64 years old	134	23%	54	25%	58	18%	252	27%
65 - 74 years old	86	15%	27	12%	33	10%	170	18%
75 years or older	20	3%	8	4%	3	1%	34	4%
Total	575	100%	220	100%	331	100%	940	100%
Income	n	%	n	%	n	%	n	%
NZ\$ 20,000 - 39,999	59	11%	21	10%	14	4%	60	7%
NZ\$ 40,000 - 59,999	71	13%	16	8%	27	9%	93	10%
NZ\$ 60,000 - 79,999	68	12%	24	11%	44	14%	98	11%
NZ\$ 80,000 - 99,999	73	13%	26	12%	38	12%	112	12%
NZ\$ 100,000 - 139,000	97	18%	39	18%	53	17%	176	19%
NZ\$ 140,000 - NZ\$ 199,000	60	11%	34	16%	54	17%	115	13%
NZ\$ 200,000 and above	37	7%	22	10%	28	9%	49	5%
Would rather not say	86	16%	30	14%	57	18%	209	23%
Total	551	100%	212	100%	315	100%	912	100%
Qualifications	n	%	n	%	n	%	n	%
No qualification	45	8%	21	10%	24	7%	101	11%
Level 1-4 certificate	97	17%	38	18%	67	20%	171	18%
Level 5-6 diploma	87	15%	33	15%	40	12%	138	15%
Bachelor's degree or Level 7 qualification	169	29%	61	28%	100	30%	216	23%
Postgraduate and honours degree	64	11%	23	11%	33	10%	85	9%
Masters degree	53	9%	13	6%	28	8%	42	5%
Doctorate degree	15	3%	3	1%	10	3%	17	2%
Other (please state)	22	4%	9	4%	5	2%	50	5%
Would rather not say	26	4%	15	7%	23	7%	113	12%
Total	578	100%	216	100%	330	100%	933	100%
Ethnicity	n	%	n	%	n	%	n	%
Asian	8	1.4%	7	3.2%	10	3.0%	24	2.6%
Asian, Other Ethnicity	1	0.2%						
Māori	16	2.8%	5	2.3%	16	4.8%	23	2.5%
Māori, Other Ethnicity					1	0.3%		
Māori, Pacific Peoples	1	0.2%		0.0%	1	0.3%		
Middle Eastern/Latin American/African	4	0.7%	1	0.5%	1	0.3%	4	0.4%
New Zealand European	461	79.8%	179	81.4%	240	72.5%	743	79.2%

New Zealand European, Asian					1	0.3%	4	0.4%
New Zealand European, Māori	28	4.8%	13	5.9%	25	7.6%	36	3.8%
New Zealand European, Māori, Other Ethnicity (please state)	1	0.2%						0.0%
New Zealand European, Māori, Pacific Peoples					2	0.6%	1	0.1%
New Zealand European, Middle Eastern/Latin American/African							1	0.1%
New Zealand European, Middle Eastern/Latin American/African, Other Ethnicity					1	0.3%		
New Zealand European, Other Ethnicity	4	0.7%			4	1.2%	7	0.7%
New Zealand European, Pacific Peoples	1	0.2%			1	0.3%	1	0.1%
New Zealand European, Would rather not say			1	0.5%				
Other Ethnicity	43	7.4%	14	6.4%	20	6.0%	78	8.3%
Pacific Peoples	1	0.2%		0.0%	1	0.3%	1	0.1%
Pacific Peoples, Asian		0.0%		0.0%		0.0%	1	0.1%
Pacific Peoples, Other Ethnicity							1	0.1%
Would rather not say	9	1.6%		0.0%	7	2.1%	13	1.4%
Total	578	100%	220	100%	331	100.0%	938	100%

Men anglers

	Strata 1		Strata 2		Strata 3		Strata 4	
	n	%	n	%	n	%	n	%
18 - 24 years old	3	2%	1	1%	8	4%		0%
25 - 34 years old	9	5%	8	5%	20	9%	1	2%
35 - 44 years old	14	7%	23	14%	21	10%	7	14%
45 - 54 years old	41	21%	38	24%	53	25%	12	24%
55 - 64 years old	50	26%	35	22%	49	23%	16	33%
65 - 74 years old	53	27%	44	28%	42	20%	8	16%
75 years or older	24	12%	10	6%	17	8%	5	10%
Would rather not say	1	1%			2	1%		
Total	195	100%	159	100%	212	100%	49	100%
Income	n	%	n	%	n	%	n	%
Less than NZ\$ 20,000	5	3%	2	1%	4	2%	3	6%
NZ\$ 20,000 - 39,999	25	13%	8	5%	13	6%	3	6%
NZ\$ 40,000 - 59,999	20	10%	13	8%	13	6%	7	15%
NZ\$ 60,000 - 79,999	20	10%	10	6%	19	9%	6	13%
NZ\$ 80,000 - 99,999	22	12%	14	9%	22	10%	5	10%
NZ\$ 100,000 - 139,000	27	14%	36	23%	51	24%	5	10%
NZ\$ 140,000 - NZ\$ 199,000	29	15%	32	20%	23	11%	7	15%
NZ\$ 200,000 and above	20	10%	19	12%	41	19%	7	15%
Would rather not say	23	12%	23	15%	25	12%	5	10%
Total	191	100%	157	100%	211	100%	48	100%
Qualifications	n	%	n	%	n	%	n	%
No qualification	29	15%	17	11%	22	10%	4	8%
Level 1-4 certificate	28	15%	25	16%	30	14%	9	19%
Level 5-6 diploma	22	11%	31	20%	33	16%	5	10%
Bachelors degree or Level 7 qualification	28	15%	29	18%	42	20%	9	19%
Masters degree	12	6%	14	9%	16	8%	5	10%
Postgraduate and honours degree	15	8%	13	8%	26	12%	2	4%
Doctorate degree	3	2%	4	3%	6	3%	3	6%
Other (please state)	43	22%	14	9%	22	10%	7	15%
Would rather not say	12	6%	11	7%	14	7%	4	8%
Total	192	100%	158	100%	211	100%	48	100%
Ethnicity	n	%	n	%	n	%	n	%
Asian	2	1.0%	1	0.6%	4	1.9%	1	2.1%
Māori	1	0.5%	3	1.9%	5	2.4%	2	4.2%
Māori, Other Ethnicity (please state)	1	0.5%			1	0.5%		
Middle Eastern/Latin American/African			1	0.6%				
Middle Eastern/Latin American/African, Other Ethnicity (please state)					1	0.5%		
New Zealand European	161	83.0%	133	84.2%	170	80.2%	37	77.1%

New Zealand European, Māori	3	1.5%	5	3.2%	10	4.7%	4	8.3%
New Zealand European, Other Ethnicity (please state)	2	1.0%			1	0.5%	1	2.1%
Other Ethnicity (please state)	22	11.3%	15	9.5%	18	8.5%	2	4.2%
Pacific Peoples, Other Ethnicity (please state)					1	0.5%		
Would rather not say	2	1.0%			1	0.5%	1	2.1%
Total	194	100%	158	100%	212	100%	48	100%

8.5 Appendix 6: Verbatim responses to 'In your opinion, how could Fish & Game NZ improve the way it communicates to, and represents, women/girl anglers?'

Strata 1
<p>This survey appears to be written by a man and has incredibly narrow questioning requiring an answer within a certain box which infers women struggle with issues of acceptance and self agency within the industry, rather than it being an issue of ethics and aligned values. Where is the questions around "do you agree with fish and game over-arching strategies" and how does this impact your membership.</p> <p>I really struggle to identify at all with fish and game as a woman and a human being because I have fundamentally different ecological and environmental values, and do not see this reflected in any of their material I am frequently bombarded with. Yet as I wish to fish, I am forced to be a member. I wonder if I am alone in this or if other women joining in with fishing also struggle with this incongruent relationship</p> <p>I do not struggle with fellow fisher- men who are in my experience welcoming generous and gifted with their skills. I struggle with fish and game as an entity and see trout as a pest fish that is over protected in an environment where native fish are under protected. I do not see any constructive discourse on how to bring these worlds together, as has occurred in some areas of hunting</p>
More presence
<p>Advertise more women friendly equipment in magazines e.g., waders and clothing. Have more women friendly fishing clubs and fishing competitions that are coming up etc.</p>
<p>I think NZ in general has a strong stereotype on gender roles in a negative way. I just think seeing more images of girls and women fishing in fish and game images, magazines, brochures could begin to change that. I mean even just thinking about past licence images all men /boys. Originally from Florida where some fishing magazines had a majority of women it is disappointing that as I women it is assumed I don't fish or don't know what I'm doing.</p>
<p>I'm unaware of how they represent women. Always good to have targeted events for youth.</p>
Start communicating with us
<p>I've never seen anything targeted towards woman. always targeted towards children</p>
<p>I was happy to see gender options on the last licence registration, however, that obviously has not carried over any further - this entire survey is written in the binary (e.g., man/woman). I identify as gender fluid, so less gendered language for a start would be ideal. Fly fishing especially is a male dominated sport - it's very hard to get into it unless you have lots of money for lessons or you know someone who is willing to teach you. I'd love to see more women and gender diverse people represented here.</p>
<p>In my experience it is the sexist attitudes and not being taken seriously by the traditional male angler and by fishing outfitters / outdoor / fishing retailers, that is frustrating and a barrier. F&G could easily play a role in lifting the profile of women anglers, the successful and the ones just getting out and enjoying nature. In the past there was a 2-day event primarily targeted at women who were interested in fishing and hunting - I found it was a great, not competitive and safe way to learn and meet other likeminded women.</p>
<p>This questionnaire is an excellent start, other than that I haven't given it enough thought to provide a developed opinion.</p>
<p>Girl anglers don't really need anything extra, fish and game have the same rules for everyone and communicate just fine.</p>
<p>Ads and photos of women fishing, cheaper licence for women to encourage them into fishing more alot of the reason I tend not to fish is because of the price</p>
<p>This questionnaire was hard to answer. The populated agree/disagree questions didn't fit my situation properly. I feel like the questionnaire is designed to provide a specific spread of answers. It is too leading but disguised as a qualitative study when it is quantitative</p>
<p>Equal representation, show people from all intersectionalities (gender including trans and nb, ethnicities, ages, socioeconomic levels etc)</p>
<p>Does it really need to?</p>

Find suppliers that offer products for females (i.e., waders, vests etc) and promote them.
 Encourage women's only events (where men can support) - salt water comps are great at this.
 Offer first year discount for women to try the sport for a full season rather than a weekend then move onto full member price.
 Diversify the council by intentionally seeking out women.

I started fishing only because my partner fishes and there had been a net break (canal fisher here), so I thought I'd give it a go because why not, caught a fish and up to that moment all the info out there did not convey the actual thrill of landing a fish.
 The take a kid fishing day is great for kids, why not do something similar for women?
 Until you catch something fishing is well kinda boring and I know a few women who would like to have a crack at fishing but don't know where to start, it's expensive to start and then find out you don't like it, well that would be off putting.
 Fish & Game honestly need better communication all round, not just for women. Education around limits, season openings/closings etc. Also, I find fishing licence costs are a huge turn off if you don't fish all that often AND if you release everything you catch.
 For me I also find the trying to include more women, communication etc stuff kind of condescending- (the token gesture to include women vibe). I'm already in the sport and consider myself as an equal (not in experience) but when it comes to landing a fish so don't feel the need to be communicated to or represented differently.
 Fish & Game need to understand you can have all the info out there but nothing equals the feeling of catching your first fish, if they want more women involved then help them into the sport. Free classes or days fishing would be the best way forward

I haven't really felt like I have or haven't been communicated with, maybe that is the issue?
 I am very recreational with fishing, I just go when I can after tea, or in the weekends or something. My communication with fish and game is just really when I get my licence in the mail. But maybe that is a problem itself, maybe there should be more communication?

Offer courses or groups to help woman get into the sport and educate them on how and where to fish

A barrier to direct engagement with me personally is that my Dad still buys my licence when he buys his own. This is one of those traditions where it is a gift he gives me... however, this means F&G comms go to him rather than me.
 I suspect this may be the case for many female licence holders who are either on family licenses or have other members of the family purchasing the licence together.
 I do not get any comms directly from F&G it is only when my dad thinks I may be interested - so that is his choice not mine.

Surveys, speaking to woman.

More women on councils and in positions of authority, regular articles about women in magazines

I haven't really thought about it. Maybe just acknowledge women in the magazine by having articles/photos focussing on women anglers.

Encourage/target women participation online and in publications, or include more women in articles.
 I think Fish and Game has some work to do in targeting/shoulder tapping/encouraging more women to stand for the elections. On quick look, in the last 2021 elections for six regions, two women were elected. Of the remaining six regions, it seems there are only two existing women representing. I hope in the near future this changes drastically. Fish and Game could identify women angler fishing licence holders in their database and specifically target them come election time via email or phone encouraging them to stand for elections - hold information evenings specifically for women, do articles/social media profiles highlighting the women that have been elected.

Perhaps offer a promotion to get more female anglers out there doing it

More group settings for learning etc for the ones that want it.

Have a section in the magazine dedicated to women/girl anglers.

Have a female anglers fishing day with lessons for beginners.
 In F& G magazine include more photos of female anglers out fishing & their catch.
 Promotion of fresh water fishing to encourage females to participate

Here's the thing, I acknowledge that there are not a lot of women who stand in a river and spin but if we could get the men to dial down staring and comments, that would be great. I love fishing. I am moving my entire life next year to be closer to rivers and dams so I can fish every day. I only catch and release and I fish for the

tranquillity, the beauty and the joy. But it is very hard to find those things when a bunch of guys are saying things in ear shot like "There's a girl here" or "Poor bastard, can't get away from the Misses"
Maybe offer guides for introducing woman and girls to the world of fishing.
More articles or images of women anglers without men around.
Have a balance of genders in any media around fishing. Advertise products for women anglers.
As I often accompany other fishing family members, and my husband and I are pensioners, we want to have a go, but the cost of a license, for a day, or part year is too expensive. We both have limited mobility and endurance (I have bad arthritis and my husband Parkinson's) and therefore just like to spend an hour or so having a go, mainly myself. Maybe a licence for superannuants or an introductory type for a spouse
Get rid of the old boys club in charge. There's a lot of sexist attitudes present at every fish & game organised event I've been to, which is probably just reflective of the older male community that participates in fishing but it is a real buzz kill and means I tend to prefer to do things my own way
Represent them more to normalize women in the community.
Begin with the assumption that it's not just children who are inexperienced and need support and it's not just men who are experts and know what they're doing. The publications seem targeted at people who already know what to do.
Promote and include more women only fishing events/clinics/advertising etc more prominently in publications.
More inclusion in publicity More female competitions
Feature more girls/women in their stories
More women shown in fish and game magazines. A woman's fishing event or education session would be great.
More regular contact. Provide information on how to fish for all types of fishing fly, etc., how to fillet fish, tie flies lures bait etc Name of where you can get training in all areas. On a family licence women should also receive a licence and not have to fish with licence holder. Look at the licence price Communicate how to improve your fishing knowledge and area to fish in
Posting more photos of women in their magazines encouraging women to come out and give it a go to show that it's not just a sport for men to do it's a sport anyone can enjoy.
I have not found any issues - stores are helpful, most guys are keen to help. I dislike gender-based activity - just make all activities and communication inclusive.
Good numbers of female employees now. Will help.
Form local women's clubs with mentoring opportunities
I have been fishing for a long time now and won a few competitions along the way and no acknowledgement long the 38-year journey to date. I was just my father's daughter fishing which is enough to make me smile as that is correct.
Females in represented in the industry seem tokenised. Women represented in fishing seem extremely involved and not like regular women who fish for fun or to feed their families.
Maybe a mailing list specifically for people who identify as women, with events and promotions tied into apparel sales etc?
By advertising more woman anglers or get more woman angler influences
Publicise more women and children fishing so it becomes more normal for women to be fishing.
Running women's camps/workshops, more things for fly fishing not just spinning, target towards young women more not just older
I have always been very insulted with the "Family license" concept. Every year my partner and I have had to buy individual licenses, as the "Family license" would have restricted my ability to go fishing. Every year I would point this out at the outlet I purchased the licenses and would be rubbished as it was "equal opportunity for the lesser member of the licence to be the man. I could never get them to understand that if they wanted to include woman more than the licence is unwittingly sexist! Happy to explain why and how, but not in this small text box answer.
Include women and girls as standard. Don't make a big deal about it, don't make it a special feature. Cardrona / Treble Cone recently did some research regarding their inclusion of women in snow sports - could be worth a look for you guys too.

Don't make family licences have a primary and secondary licence holder. Have two primary licence holders - or better yet, let everyone on a family licence use it in any circumstance.
Courses on Fly Fishing for Women and girls. Encouragement from publications. I have been fly fishing for many years and am somewhat invisible or passed over when men are talking about fishing. What do us women know about fishing? Just a lucky cast!
Maybe put together classes to help and encourage women to get into fishing, in doing this you will be talking them and teaching them things like how to tie knots and different ways of fishing and the differences in rod sizes and lures, doing field trips could help, this would bring more women into the sport, and encourage them, in doing this would help with confidence and more women would put their hands up for things
Perhaps some more days organised to encourage women fishing groups. Technique, knowledge, local fishing education programmes. I enjoyed doing a fishing class through Southland education and have noticed this has recently not been available
More women/girl anglers experience and articles
Promotions for women
Identifying coaches and guides who are women, that I can contact to improve my skills and confidence
A 50/50 split in images in any online or physical publications. Other than that, I don't believe they should be targeting a particular gender.
Women are more committed to work and home. Only Tom boys are the type to get out there! Family licence suck. I tried to encourage my adult children to bring the grandkids out fishing. The licenses are very limited when it comes to introducing people to the sport. Your whanau doesn't add up to normal whanau sizes. You need an adaptable licence that's cheaper to have for poor families. Reason you have so much poaching is because if you add licenses and petrol per year and only catch 3 trout a year that \$100.00 a fish. ?????? Do the maths- then ask those questions in a different way.
I guess this has already started, with documentaries on tv with female fly fishing. Not everyone has kit to go fly fishing, so would love to see more articles around every-day people like me, who squeeze a day's fishing in when they can.
Focus on things that interest women/girl anglers. Create initiatives/programs that will bring new ladies into the sport.
Provide more learning opportunities
not sure
Have more woman involved with representing Fish and Game
I have minimal interaction with fish and game due to just purchasing a licence and checking rules. I don't participate in communication. However, advocating for gear that fits women would be useful, e.g., waders
I'm all for getting the girls out there, don't get me wrong. But it's the girls that do get a mention/posted that worry me. It's always the ones with the hair done up, make up on & a low cut top on, it's never the real ones, which really makes us other chicks just cringe at it. I'd love to see more chicks out there getting after it, that don't need to have all the gear on, & use a 50\$ spinning rod set up. Just like me haha
Communications with girls' schools and co-ed schools encouraging fishing as a sport option. Communications with mental health/counselling organisations/rural support re fishing as a healthy outdoor pursuit
form and promote fishing groups for woman. especially for learners. I am almost retired and want to learn and get involved in my local area, even info on where to fish would be helpful. Lots of spots of local dominated by men. I'm happy to travel. A closed FB group or something similar would be a good idea as well as a contact that would help me get started. Even 3 intro sessions?
More information to women/girls, more coverage in articles and more women/girl groups.
General profile in communications e.g., news mags etc.
Rangers always bypass me and go straight to my partner
Offer learn to fish or skill boosters for women or encourage more into the sport.
the latest issue just received has more photos and articles about women fishing that I have ever seen previously, in fact reading though the magazine it seemed like overkill. I think there needs to be a balance of articles covering both males and females', transgenders etc. I have encountered a lot of male arseholes over my

<p>years of fishing who patronize females' and think they should be standing behind a kitchen sink, not so much in the past 5 years or so but they are still out there.</p> <p>re the question below I have been on a regional council before and found a lot of the males to be pompous pricks with conflicts of interests.</p>
<p>It has never occurred to me that fishing is a "manly" sport. Anyone can fish</p>
<p>Offer coaching or field days for woman.</p> <p>Continue featuring women, but no need to make the women in advertising so hot. It's too unrealistic to relate to. No one looks hot in waders.</p> <p>Most gear/fishing guidance is technical or requires prior knowledge. Basic descriptions would be helpful.</p> <p>I'm not interested in fishing large boring rivers or catching massive fish. Would prefer stories about remote or interesting places.</p>
<p>I don't think this is gender specific but for a single mother, a single fish licence and a teen licence are really expensive. Family ones are even worse. What about a one parent and teen deal to help get us out there easier getting stuck in to fishing.</p>
<p>I would say there are more men that fish. So, representation is representative of that. Showing a woman in a photo or article is enough.</p>
<p>Fish & Game could reach out to get more women anglers to sign up by putting adds or articles up in new and different areas other than the typical fishing magazines. They could perhaps use a different means of advertising e.g., social media, bus stops etc.</p> <p>Maybe also hold a women's fishing events, competitions etc.</p>
<p>Hold women's events</p>
<p>More fishing recreational clubs based in communities that are close to rivers/lakes.</p>
<p>I'm not sure. I'm an older female so not sure about the younger women/girls involved in this activity</p>
<p>They are doin just fine.</p>
<p>The whole structure needs to be looked at in relation to Governance - currently 12 regions with well over 120 Governors which is ludicrous. Cut down the regions and this would cut costs and licenses would be cheaper. Leadership should come from the National body CEO. Many of the regions are unduly influenced by people with self-interests especially rural and therefore more men will naturally be voted in or stand as Governors.</p>
<p>Have a section in the Angler Magazine dedicated to the experience of women anglers, who both freshwater fish and sea fish. My experience started as a young girl who lived by the sea, had 4 brothers but I was always the one going fishing with the home-made bamboo rod with my dad. No one ever told me I couldn't do something. Always have loved fishing</p>
<p>Fish and Game could help perhaps with getting more gear available for women. The magazine doesn't show this.</p>
<p>Make contact with female licence holders and just send out a support package and maybe safe areas for us to fish. I get scared fishing in a river in the wilderness. It's not safe for us!</p>
<p>Having more woman represented in their industry or magazine or events. Gears targeted to woman.</p>
<p>I don't feel limited because I am female. Perhaps the only limitation for women that I can think of is the availability of nearby toilets!</p>
<p>Find ways to connect women anglers.</p>
<p>Have a magazine specifically dedicated for women anglers</p>
<p>Have a women /Girl fishing day. Teaching women and children the basics of fishing and health and safety ...</p>
<p>Ask if they want to be communicated to directly and what interests them. Also - what would they get out of a local club. My local Hunting & Fishing shop are really helpful.</p> <p>My issue with this survey is I don't feel you informed me how long it would take, and you haven't discovered the real reasons I struggle to get out fishing here.</p>
<p>I believe that Fish&Game are trying to be inclusive, there have certainly been more photos and articles with women in them in the past few years- that is working</p> <p>And I think you have a woman CEO or similar status now? Also useful As long as Fish &Game is dominated by white male middle class men I don't think there'll be much change happening</p> <p>My brother remembers the Rotorua anglers if the 70s and how unwilling some were to share knowledge and how some were actively unwelcoming of young anglers</p> <p>I'm so grateful that my brother took me under his wing and taught me so much-I find that although I'm willing</p>

to teach other women, it's not a sport for most of them- some don't like getting in the water, or the tramping, early starts, or touching the fish, so not much to do about that

I mostly stick with partner who loves to fish, nieces and nephews who are crazy keen to learn

I think fish and game do a great job, they put out information on areas and techniques for beginners and experienced anglers alike; there is absolutely no reason for it to be GENDER specific.

But generally fishing has always been a male participation sport/ providing food and time alone or with mates.

I DEFINITELY think there should be more rangers that have all the local knowledge and keen to share, (suggestion- talk to the many women sitting in cars / motor homes watching their husbands fish ask them why they are not fishing). I have spent many days / hours around the canals and lakes in McKenzie country and never seen a ranger (I am sure there is a lot of people fishing without licenses) the only time I have seen ranges is at Mangaitionka (Pahiatua)while camping in the motorhome and they were friendly and informative.

The world is to PC and so is this survey, I feel after the survey and negative inspired against male questions that I am a bit odd that I don't have problem with other men anglers and should be running around country looking for female anglers. I am happy to fish and learn alongside any gender. Any man I have spoken to has been more than approachable and helpful.

if active women want to choose fishing as a sport they will, if fishing men want their partner to join them they will encourage them. Whenever I have been in a sports shop the staff have been fantastic, full of local knowledge and treated me no differently to my partner weather he is there or not.

I fished on the farm as a kid but then developed other interests and family, the only reason I am fishing is that I met a new partner in my sixties who is an avid fisherman however if anything happened to him I would now continue to fish as I am hooked!!

Unsure

There always seems to be plenty of publicity and encouragement for junior golfers compared to women. I hear about different women who are great fly fisher people but there never seems to be anything say in the off season for Fish and Game to organise a good women speaker about her experience in fly fishing in Nth Canterbury or any other area for women anglers to attend.

Be transparent around where the fees for the licence go to.

Although they publish articles about women fishing there could be fly casting sessions for women etc, or spin fishing groups

Included in fish & game media/newsletters as much as males when they can. Have more gear designated to women like it has for men. More advisement on how fishing is also a women's sport not just a man's

Run more clinical/education sessions

Not sure on that one

Attitude changes e.g., Family License. Secondary Licence holder must fish with Primary Holder. Most Primary Holders are men therefore women, (Secondary) must wait till The Man takes them fishing. I have complained numerous times about this sexist policy to Fish and Game, only to be told..you are the 1st to complain, My Wife doesn't mind, My wife doesn't want to fish by herself!! Will some do! Taupo introduced a Family Licence and I asked that they did not follow FG policy. Taupo has an excellent Family Licence where each member can fish individually. I stopped buying FG Family Licence on principle. Please change your Family Licence policy to reflect equality in an angling partnership.

More articles on women anglers in publications.

Female anglers blog or Facebook group in each fishing region

A mandatory female council member on each council (or several if a single council emerges from change processes within national council). More female focused tuition - youtube, tiktok, tv programmes, instagram

Helping promote female clubs

Neither here or there for me. It really doesn't bother me as I'm accepted and so are other women in our club.

Run women focussed local groups, establish women networks locally.

through social media target mothers with girls to head outdoors!

Keep encouraging women/girls to try out fishing either with local clubs or through your communications. Support the Breast Cancer fishing outings. Have a page in your magazine devoted to women who fish.
Have more 'action' shots of women
Increase the number of beginner fishing courses, especially women only fishing courses. Increased representation of women in publications and on social media. Facilitate the establishment of a women's angling club in Otago. Focus on showing women fishing spots and access points - in my experience women do not feel confident to travel alone to remote angling access points unless they are familiar with them.
Fish & Game NZ needs to support the Freshwater Anglers Clubs to provide classes for women and men.
Enable 'buddy up' systems whereby solo anglers (male &/or female) can link in for a fishing experience.
Better representation in published materials
More advertisingarea suitable to fish and clothing not as masculine
Continuing using photos and stories from women. In the last couple of years we've seen an increase in this and it makes a difference for women when they see / hear from people like themselves in the publication. This year there were women looking after the weighing stations on opening day (I think this is the second time I've seen this). Refrain from using pink colour when 'engaging' with women, it just puts people off. Educate your Rangers not to make comments like 'oh it's amazing seeing 2 women out fishing'. I've heard it a few times and it's demeaning.
I think if a women wants to fish it they can do it ok. I think more women are out there fishing now
Examples / Stories re women of all ages and backgrounds fishing
Women only fishing guide days
Not sure.
I don't recall seeing photos of women/ girls in articles or advertising. More stories about women anglers. I think there maybe some female guides but don't recall seeing advertisements or articles.
Let all members of season licence catch 2 salmon from Rakaia rather than just the primary holder
A targeted social media group, perhaps there is one already and I don't know about it yet.
I think women fish for a different reason Less competitive Les activated by the need of specialised gear That costs a lot of money doesn't catch the fish and pollutes waterways with plastics This is what you target and it's not really what it's all about. These shops make huge money on specialised gear when all you need is the gear your inherited from the last generation of anglers fly fishing I realise is specialised equipment can increase the ability to catch a fish and does cost a bit but I still have my grandfathers fly rod . Second hand equipment old used equipment will do just fine .One day I might land one in the fly rod .. but not the aim of the game .. just being in nature is the best gain .mostly I bait fish at the canals or kayak around the lakes trolling.
Don't think it should be down to what sex you are. all are treated the same I think.
To be honest I just buy my licence and fish. I would appreciate an easier and cheaper way to get my kids involved more as it is expensive to get them day licenses just for the school holidays as that's the only time they visit me to be able to fish. I have 3 daughters and one son and they all enjoy a fishing day but the cost is a bit much on these occasions so we don't do it often.
Maybe a page in the magazine specifically for females? (Forgive me if there is one, I have had a proper look recently!) Photo competitions would be cool!
Just show more women fishing. I don't know of ANY other woman in my area that fishes, at all.
Try and target women more through magazine, etc.
Does it need too? If females want info go get it, same as males
More women anglers on the front cover of Fish & Game Magazine More info on gear for women It is great to see women in leadership roles we need more.
Have women only competitions in Lakeland areas

Make it so the secondary licence holder can fish alone. It would encourage all anglers. Stupid that the secondary person on a family licence can fish with children without the primary holder yet can't fish alone.
More events, instruction days and promotions that target and/or include females.
More targeted information about learning to fish types of fishing places easily accessed for women that aren't too remote if you are on your own.
Represent more women on published material and in articles. Provide more opportunities for girls in schools and adults to go with someone to learn to fish - e.g. fish and game workshops all over the country.
Communication is the key: be equal
Have more stories on women/girl anglers, I open up a magazine, or Facebook and only find males looking back at me, I don't remember the last time I saw a women/girl on the cover of a magazine promoting the sport, or a women/girl on a licence photo. I guess it's what makes me hide away seeing how male dominated the sport really is, even though I'd love to be out there on my days off fishing! I'd really like to see a group made / put together of women anglers, I'd be more inclined to reach out ask for advice / help; I feel that would boost my confidence and be able to make more friends within fishing
Maybe more female anglers featured in fish and game magazine or stories on website or sent on e-newsletter
Some instruction days targeted for women and some club or angler activities targeting women so women can get confidence to go fishing as not all women have family to teach them and to go fishing with.
More visibility in media, magazines, encourage both retailers and wholesalers to improve their product ranges. Less gendered language.
Social Media?
by promoting more fishing for woman
Is this really a thing in this day and age?
Specific segment in the Fish and Game magazine specifically for women/girls
Make getting a licence appealing for woman
If we had a forum where we could talk to each other
I don't think it's about the communication, it's more the representation in the organisation.
Change language to represent females at a local level.
Generally, the F&G Officers are helpful. I have only seen one on the rivers and he was very supportive and happy to see two women out fishing. The local F&G officers have been to our club and presented an informed talk of fishing the local rivers and what state the rivers locally are in each season.
I think just being fully inclusive of all anglers. Supporting beginners and learning from experienced anglers. Supporting it as a family sport and outing. Also focusing on recipes for all - how to gravlax and smoke fish?
Publish more females fishing don't make it about fashion just about the sport
Not sure just a bit more support and information safety wise as I fish a lot on my own maybe some women's list or group we can connect with.
Hosting workshops that overt and challenge stereotypes in fishing, and equip women with skills. Overting and naming the unequal proportions of men and women who freshwater fish, and not shying away from the topic. Having events where female anglers can go out fishing together, organising beginner level fishing days with a female instructor.
Na
Offer more workshops just for women Produce materials written by women for all audiences
more stories and advise and promote ordinary locations
Visibility - more imagery and stories representing women and girl anglers. And doing so in a way that showcases skills and knowledge of women (I.e., ensuring women aren't the proxy for any stories about beginner angling). Advertising - advocating for advertisers to use more imagery of women and girls. Representation - more women on regional fish and game councils.
Having more fishing competitions and have representatives engage in young lives to encourage girls to fish

I think this survey will be providing useful information for decision making and generate material attending women/girls, based on the reasons that moves them to be fishing
I have noticed a change recently with more woman represented in the mag that comes w the license. This is fabulous. Keep this up. More articles about successful woman fishers without the need to comment about the fact they are woman. Woman fishing guides?
Mother and daughter days. Female boat driving courses. Female instructional courses. More female fishing guides.
Make communication less targeted and more authentic. Use female journalist/writers who are more in tune with better questions.
More opportunities for woman to engage in fishing, like have a woman's day at the canals or a female have a go day to increase woman confidence within the sport
More communication and more women staff creating content/communication
More woman in stories
Absolutely!
By advertising locally Promotion strictly for women anglers
Unsure
Understanding Gender and Factors Affecting Fishing based on this.
This is the first communication I have ever received. Is it that my demographic isn't in Social M algorithms? Email is obvs available but not used to reach me either. I can seek information if I choose but info doesn't find me.
I know some very good anglers that are women. Sometimes when I have been out fishing some men look down at you, like you should be at home. Fish and Game have got a lot better about putting women in their magazine.
Help single women more.
Maybe set up women's competitions?
Not 100% sure, maybe an increase in advertisement/publications with women. When I was younger I used to wish to see women representing in fishing, but I always thought it was for men. I was incredibly lucky to have strong female role models who fished.
Not sure sorry
To be honest I've never thought this an issue. Yes, it's more popular with men but this has never stopped me nor even given it a thought. If women have an issue with lack of representation by women then they have the issue and need to get over it. I'm sure there aren't surveys targeting men to participate in traditional women's sports
Local Clubs - support the clubs - setup woman/girl workshops. Teaching them how to cast, how to read water, where to go locally that is safe to get started. Host Fly fishing workshops - for woman. Where they feel welcome and comfortable to go along and try it.
Have a ladies get out there and learn or even sponsor a one-on-one lesson
Make it easier to find links or resources for female freshwater anglers register interest.
Providing subsidising discounted guides throughout NZ Local Guides are crucial in obtaining a stunning experience fishing. They are inspirational and know the appropriate spots to fish but largely only available to wealthy individuals. Clubs provide a good service and should receive better support and funding. The main reason I do not fish more often is that I do not feel safe fishing on my own. Lack of dog control a part of this from experience.
In their operations and governance i.e., more female representation. Every aspect of communications - visual, copy, brand voice. Being inclusive of women doesn't necessarily mean 'women only' events etc make it normal for women and men to both have equal representation.
Gather more data from local clubs. Ask retailers to supply and advertise more appropriate products for women and girls.
Having more female staff
It would be great to see a strong presence across NZ of women/girl freshwater fishing clubs.

<p>Maybe do a newsletter for female anglers, stories about experiences, feature different female anglers from around the country etc.</p> <p>This survey was the first email I can recall receiving from you, I'm sure I'd read a female focused newsletter if it popped up in my mailbox.</p>
<p>More targeted communications, more female anglers, including rangers and staff shown in communications, photos etc.</p>
<p>Run specific events and tuition for women/girls</p>
<p>Try to reach them more via emails and other forms of communication</p>
<p>use visual pictures females portraying/completing freshwater fishing perhaps?</p>
<p>and game could organise local get togethers</p>
<p>Women's fishing competitions?</p> <p>See more pictures of females out there doing it but using social media presence.</p>
<p>It would be nice to see more female representation throughout fish and game as a whole. I'd love to see a young woman fishing on a brochure. Also more female fish and game officers is a must! Women generally feel safer around other women, and if f and o officers go out in teams, it would be nice to see a man AND a woman</p>
<p>Ask women anglers what they want/need and what works for them (realise this survey is doing that). The answer is emphatically NOT "pink it and shrink it"</p>
<p>Communicate directly and create initiatives that get women anglers together. Very hard to find out other women anglers - only a couple in our local fly fishing club. Be more mindful of images in magazines which are mostly of men or children. Be more mindful of using more inclusive language in communication. Show women of all ages, not just young ones - great that they're fishing but more older women involved because it costs quite a bit of money to get set up, travel to fishing spots and pay people to teach a beginner and continually improve.</p>
<p>I think by putting themselves in our shoes, I remember when I first moved to Christchurch I was warned never to go fishing at a certain canterbury fishing location in the dark as a women on my own as its dangerous, and there can be some unsavoury characters that fish there. I still get scared even fishing the canals if I am the only one in that area fishing, so I place myself where I am in viewing distance of other fisherman. Some men I have met are extremely encouraging when they see me fish as a women, and I have female friends who fish on their own too. I think educating men that is cool for women to fish and that they should encourage us.</p>
<p>Fb groups and more activity on social media. Girls coming through that could get into fishing are on these platforms.</p> <p>Is something like the Tramping NZ platforms</p>
<p>There should be no difference whether you are a man or woman most of us do care I'm sure</p>
<p>Women driven competitions. More advertisement or opportunities - seeing a daughter and her mum going fishing (tendency to be father and son). Lower cost for women or in general anglers.</p> <p>Keep the fishing spots tidy and accessible. A lot of women stop fishing because it becomes too much of a hassle.</p>
<p>I am an environmental documentary-maker and would like to make a series of films on Female Fly Fishers in New Zealand. I strongly feel that women should lead this as we'll tell the story from our unique perspectives, and that will reach out and engage other women--particularly novices--to overcome their initial hesitation. I feel there's a really strong undercurrent of interest among women throughout NZ, and that there are definitely champions already out-there-doing-it that can be promoted -- but not in an intimidating or overly-promotional way. The feminine touch will be important!</p>
<p>It's a great magazine- sometimes for all levels of anglers it could be too technical to understand</p>
<p>Strata 2</p>
<p>It is a boys club, populated by the kind of men who expect women to take the minutes and make the tea.</p>
<p>Target the girls on the family licenses:)</p>
<p>Female lead YouTube guides/tutorials</p>
<p>As a Woman, there is just not enough Woman fishing when u get a family Licence u need to nominate a person then u have a second angler but it always ends up being the male. Which also means they need to be fishing with you and the kids.</p>
<p>Introductory licence rates to get more women fishing, more resources to learn skills and women dedicated fishing gear</p>
<p>Stop using the term women/girl anglers. We're all just anglers</p>

<p>Specific newsletter? More picture of women. Articles that help men understand some of the safety barriers to fishing that affect women and how to be an advocate/ ally for safe fishing for women</p>
<p>Maybe host a women's day for all levels to learn how to fish better or something along those lines. Not sure if this is already something that is actively done but I've never seen any advertisement or anything for it. It would be really nice to make some female friends in my region that also like fishing that could encourage us all to get out more! My confidence is not very good with fishing. I was comfortable getting my new partner introduced into fishing with the basics but he then went and researched more and overtook me with knowledge. I'm a little more shy at trying things and research too much before actually getting out there and giving it a go. Would love to attend a workshop or anything like that. Or a women's fishing club or beginners/intermediate club in Ashburton/Canterbury would be really amazing!</p>
<p>Have events/promotions and a periodic newsletter or pamphlet specifically aimed at women.</p>
<p>provide female specific days to learn to fish, to try new locations, learn about new rivers etc. One of the biggest hurdles I face is feeling unsafe (Unsafe as a woman alone not unsafe on the water) in fishing areas on my own. I would never look up a new river on the website and go to it alone. But if there were days organised for women or men and women at different, less public locations where someone showed you the parking, access, talked about where to cross the river etc. This would also enable women to meet other in their region who they could then meet with again. Have articles written by women in your publications. More photos of women, not just smiling holding fish, but doing hard core fishing too.</p>
<p>I've been out of touch recently for a number of reasons so I'm not sure about the current situation. The Topp twins have been instrumental in raising awareness of women as fishers.</p>
<p>Cant think of any</p>
<p>Provide more instructional information, as well as be more inclusive. I had an encounter with a F&G ranger on the weekend and he only wanted to talk to my partner not me.</p>
<p>Actually do it</p>
<p>The biggest limiter I face is lack of skill and knowledge so I would love locally based classes or lessons to help me become more proficient</p>
<p>They could help to join some woman together as a group. Perhaps starting with a woman's outing or social occasion.</p>
<p>competitions are usually for adults or children and perhaps another category could be females?</p>
<p>Have women representatives on fish and game and give them a high profile. Let them give out advice targeted to female anglers.</p>
<p>In my local fish&game group I have met only 2 other women. It is not my problem, my problem is that I can't find a more knowledgeable person to go fishing with. Men seem to go fishing together and don't offer a single women to join in. Men amongst themselves don't differentiate. The 2 other women in my group are busier than me (less time to go fishing), and we are as novices as each other. So to improve it is difficult. This year I have considered dropping fly fishing, I feel that I would have may be more chances to find a fishing buddy doing spin fishing.</p>
<p>Have more articles directed at female anglers</p>
<p>Front cover/ clothing options and hold female only events to build our confidence.</p>
<p>Have more women in the promotions for it</p>
<p>Have fishing competitions for just women; stories in the magazines about women anglers. Call and talk to them about their needs. Provide better access to licences for example I dislike having to always go to male saturated shops like Hunting & Fishing to get my licence. Educating men on how to accept women in the sport</p>
<p>Offer more training sessions for new female anglers - sometimes feels like you need to know more to go to these things</p>
<p>More detailed correspondence to women - e.g., info on getting into fishing. I've only been fishing for a couple of years and still struggling with fishing concepts and if I'm doing things correctly, I haven't been brought up with fishing like others. It would be awesome to have more seminars/information sessions/fishing schools etc to teach the basics and if they were aimed at women, even better! What holds me back on my fishing is I barely ever catch fish! But still like to be outside doing it since I live in the Mackenzie and work on the hydro canals.</p>

<p>More publicly of female anglers in F&G material Publicity of female anglers in different types of material - not just F&G publications Help support and push for more retailers to have more female fishing/hunting gear I wouldn't go to a "woman's only" fishing event as I feel it perpetuates the stereotypes and most women's events are for beginners or women learning but I also understand why women feel uncomfortable going to unisex events where men can make them feel lesser learning how to fish.</p>
<p>Have women only days at their facilities. My participation the last 3 years has been limited due to mobility issues.</p>
<p>Young girls can't be what they can't see! For example, this years fishing licence is all male except the female at the camp kitchen - Stereotyped much? The patriarchy is alive and well at fish and game it would seem.</p>
<p>Target the female audience rather than make the general approach by age. Communication isn't only by published material, it includes the submissive communication like having female clothing available and boots and waders made for women. To have these communicates inclusion.</p>
<p>I went to the Trout festival in Canterbury. There was a women speaker but during the break she was not easily accessible to chat. Be more accessible to women to ask questions.</p>
<p>I have never seen inequality between genders while I go fresh water fishing. however, admittedly, I have never noted any initiative or promotion which targets female anglers. organizing girls fishing days/events, sharing the info how we female can safely fish when we go solo. my husband is not that keen when I go fishing solo in early evening/getting dark..</p>
<p>Family licences don't really work as if your partner likes to fish too they normally get put down as main licence holder which means unless you are with them you can't just go fishing yourself, so might be an option that saves money but means females can't just decide one day to go for a fish by themselves, ready you both need individual licences</p>
<p>I would love to learn to fly fish, that is my goal this season. I know of other females friends who would also love to learn. I'm not sure where to get the best advice on this apart from asking and annoying the retail staff at hunting and fishing retailers. Where to find this kind of advice would be nice. Without paying the earth for it.</p>
<p>More woman/ girls only competitions or planned day trips fishing in areas.</p>
<p>Representation in media</p>
<p>I have coached football for 10+ years; boys and girls process things differently and their drivers are different. More female initiatives to learn in a supportive group would help as these are the females that one day encourage their children while dad heads up stream to search for better opportunities to fish. Sad, but true. Give the mums the knowledge they'll help that next generation get hooked.</p>
<p>In this day and age it's super easy to segment a database- they could have newsletters specifically targeted to females. More inclusive imagery in their publications.</p>
<p>More images of women would be amazing!</p>
<p>Reduce the cost of fishing license</p>
<p>Through social media, tv and publications- showing girls and women who are really into fishing. More encouragement via education for younger girls and women to fish i.e. events, workshops that are non judgemental etc</p>
<p>Fishing events for women and girls only. More promotion of female role models.</p>
<p>I think more women's fishing club/initiatives could be created. I do think it's hard to motivate others to join up at the moment especially with the decrease in salmon numbers in the Waimakariri and Rakaia rivers. Also, I think women's safety when fishing alone should be recognised or talked about. As a women, fishing alone at popular spots can sometimes be risky or we can be subjected to gender discrimination by men.</p>
<p>Have more women representing</p>
<p>Run talks on how to set up flies and lures, how to read trout, more info on basic fishing tactics</p>
<p>Classes and workshops</p>
<p>Support women lead initiatives.</p>
<p>One of the largest obstacles for a woman fishing alone is safety issues. I haven't seen any information from F&G addressing this concern. I suggest more education on how to better protect ourselves, ways we can be more prepared, strategies to decrease risk, etc. In parallel, more education for men on how they can support women fishing alone, e.g. checking in on them periodically when feasible, keeping an eye out on their way in and out of a river carpark (things that you would do for anyone by themselves, regardless of gender). Reaching out to the top</p>

NZ women anglers on social media for partnerships on education and representation so that other women can have more visible and diverse role models, of all ages and ethnic backgrounds.
Promotion of equipment and garments that are specific to women. I have fished in the USA and find attire for women is readily available in fishing and outdoors stores, NZ lacks this attire. In order to encourage women into freshwater fishing Fish and Game might consider supporting/encouraging suppliers to focus on attire and equipment that is women specific.
Maybe have a female only section in magazine??? Feature some female inspirational anglers/guides occasionally.
It really comes down to if women enjoy it. They will do it. If they don't enjoy it, they wont. But definitely alot more things directed for women would be great.
Provide events or groups for education or social outings for fresh water fishing
By having woman representatives. Meeting with clubs and encouraging woman anglers. To have women directed seminars and articles in magazines. Celebrating women's skills and fishing journeys.
I am unsure but more focus on targeting a female audience could be good
Female engineer here. I think we're past the need to provide extra support to women because it can't be achieved without highlighting the sentiment that there is a material difference between men and women anglers. In order to provide special support, you must first separate out a group and identify them as "needing extra support." If F&G stop differentiating men and women, given that there is little, if any, physical difference in capability to catch a freshwater fish and get it on board, and treat everyone as if they are the same, things automatically become 'equal opportunity.' Better to spend your time removing the roadblocks than standing behind us and pushing us through the roadblocks under the guise of support. If fishing appeals to a man or woman, they should be able to follow the same course to get the fish on the hook. Normalise the fact that the gender of the angler is entirely irrelevant. Stigmatise the old school thinking.
More days like the kids fishing days, but for women. Small groups (for those of us who fish to avoid crowds), and in different locations so we can learn stillwater and river techniques.
Emails, surveys, a section about women anglers in the magazine
Strata 3
Have women host fishing shows or feature more in the magazines or ads. It's always burley males. I think more women featured in the stores would be a big help too. I am a female in a male automotive Industry and I feel the same frustration around fishing that I do in work. I go into fishing stores in a dress and get asked for assistance when I'm in the clothing isle not the lures or rod selection.
Possibly by having more promotions aimed specifically for women and girls.
Training
A bit more representation. Would be good to have some events that encourage more female anglers to join together and enjoy some freshwater fishing.
that is a hard question to answer because if there aren't as many women anglers as there are men, then its hard to represent them with out repeating the stories.
Having a bigger woman's section of gear and a bigger presence on TV
stop basing your assumptions on the idea that every angler is a white middle class male
Can't say I've seen more than one picture or article about a fishing women.
Perhaps a girls only day to introduce girls/women to fishing. Could be held annually throughout NZ
I haven't looked specifically for women/girls in the publications, perhaps they could increase the coverage of women but if a woman wants to do it she can, a female's picture on the cover isn't going to make any difference, fish and game days for children are pretty overloaded and kids don't really get a feel for the sport, we took our grandchildren once, wont go again, my main issue is with access to rivers for older people, I cant climb up and down banks anymore as easily as I used to fifteen years ago, maintaining river access would be more of a priority - make it easier for girls to reach the river without battling six foot drops and gorse and black berry.
Not sure as we have always enjoyed freshwater fishing mainly because its a passion of my husbands
Maybe having more videos of females fishing and explaining different methods or spots or tips and tricks

It's October which means it's breast cancer awareness month why not have a full catalogue magazine of women anglers in the magazine
More representation of women fishing in literature/publications Have women fishing days regularly
Make it more approachable for women. It seems very masculine in its visuals. I understand it's still a male dominated sport, but extremely masculine 'look and feel' may repel women from the get go.
targeted advertising, more sections on women out and about in the fish and game industry.
Have girls day out events. Put recipes in newsletters. Have fisherwomen help leaflets so we don't have our husbands telling us what to do
' - have women only fish areas for some weeks of the year - cheaper licenses for women
Social media pages specifically for women.
have female representatives go into schools and talk about fishing to young girls. Sponsor school fishing groups and days.
I don't know.
Maybe a few ladies competitions
Most easily, include more images of women participating in the sport, in publications and online Publish the basics of the sport and keep this info available - how to get in it, rules/regs, what you need to start off, accessible places for beginners etc Educate men on accepting women in the sport - men don't own the fishing spots like many think they do
Cheapen the fees, hold free instruction to encourage women to try something new. Have women targeted articles in mag
I'm not sure as I have never had to communicate with Fish & Game NZ.
Publish stories female fishers catching & their trips
Having a greater representation of women in posters, promotions, and magazines to show that they believe it is normal for women to fish too. Maybe even some more female staff members in store as it can be intimidating as a woman when you feel like you are the only female in the shop.
In photos in magazine have photos of women/girls who have caught fish. Marketing fishing gear using women rather than men.
This is a great start! Thank you
More women fishing days. Meet and greets, teaching days, incentives to get more women into a new Hobby
Unfortunately the entire culture around masculinity in New Zealand is only at the start of an overhaul. Fish & Game have done really well with inclusivity so far, but maybe don't just colour stuff pink to say it's for women and girls. Being inclusive means it doesn't change, it's just accessible to more people. I've never felt like I was a girl or a boy when I go fishing with my family, we're just fishing. Also I hate pink.
Publications aimed at girls/women specifically
Holding information events specifically targeted at women to get them more confident to go out- e.g. women specific collateral giveaways. Fish & Game could partner with organisations such as MNZ, Coastguard, Local Harbourmasters to include education targeting these confidence issues.
This is the first communication I have had that has peripherally come from fish & game nz. I am completely unaware of any female comms or events I could have engaged with
online/Magazine articles?
Via email or through Face Book.
Start by having more diversity in the fish and game councillors, not just in gender but also age and ethnicity.
Show more in posts and magazines. Add more promotions around it. Have events for women. Have a crash course for women who want to give it a shot, better gear for a plus size woman or woman with a natural body and curve than straight down. Size doesn't stop women from getting out and about. Show that you guys genuinely care about woman fishing and adventuring. The advertisement around women and fishing is a joke.
More events or groups that women can do as I haven't seen a lot of around since I have been fishing.
Advertise online/ social media.. in stores is a good one. Info days & sessions, etc. support private 'clubs/ groups'
Social media. Women/young girl specific content.

Not really sure. Possibly some sort of incentive programme to encourage more fisher women. Incentive scheme to lower costs for women who fish regularly.
I think nz on a whole has poor communication re female anglers. The only well known female angler I can think of is Nicky Sinden from addicted to fishing and she's a sea angler. It would be great to see more female representation in the rangers, I have to say it's been great this past season seeing more Ranger activity in north Canterbury and at the McKenzie canals. It would be great to see more educational activities targeted to women and more female representation in marketing material. I guess traditionally men have taken the role of hunters and gatherers so that's what we have traditionally seen. Be great to jazz it up a bit and shine the light in female anglers. Men are pretty good towards female anglers from my experience, where I get frustrated is in the tackle shops being overlooked as an angler or even as a genuine customer. A series of short stand up articles aimed at female anglers available online/ social media would be great. Other than that Fish&Game keep doing what you're doing just do more.
More exposure in the community. More free opportunities to go fishing in lakes, canals, back country. More Facebook groups appealing to women Overnight camps for women in the back country.
Can't think of anything
Visibility.
For me the hardest thing is knowing where to fish and what lures to use and the best ones to use. Unless you know a local who fishes this information isn't really available.
More encouragement or incentives to get more women/girls fishing.
Unsure
Offer tutorials presented by women
Stop making everything for girls pink
More imagery of women anglers, offer discount for women anglers, create a women anglers day
More focus on more of them.
more access for urban fisherwomen
I personally fish when it suits my friends and myself. The role of fish and game don't really influence this. People are generally private about 'where' they caught fish but generally very generous with 'how' information sharing. Plenty of reading material and information available. It is up to me to access it really.
provide equal representation, participation and collaboration reduce fishing licence fees for women/girls to encourage more anglers
I don't believe in gender barriers, only personal or cultural barriers created by upbringing or environment. Nor do I believe gender should be singled out and focused on by Fish & Game. I enjoy reading the fish & Game mag just as much as my husband does, and I don't see articles as being male biased at all.
Actively seek out female representation and encourage diversity and change. Look at previous ways that have failed so those mistakes can be learnt from and changed
Get rid of entitled men who work in their retail stores!! Have no had good experiences with men in stores when purchasing fishing licenses, gears etc. We were talked down to and treated differently -as if we didn't know what we were doing. Simply because we were 2 girls purchasing fishing licence and gear. Not happy at all. Get rid of these sexist ideas men have about fishing sports.
Provide initiatives in schools for girls. Encourage mothers to take their girls fishing. Show aspects of fishing that may be more interesting to girls - i.e. how to gut/fillet fish or ways to cook fish or ways to bait hooks. I would like to get more into sea-fishing but don't like asking someone to show me. Barrier is equipment or not knowing what equipment to use.
Show more women fishing in general publications. Not remove the men but put women in as well.
A strong female leader/voice.
More women's comps, workshops, equipment and info
Direct Offers of experienced anglers to take new anglers of any gender fishing.
more focus on helping those wanting to give it a go workshops to suit the working ladies or outings that don't cost the earth
Have more images of women fishing

I, personally don't need you to. If I want to go fishing, I go fishing. My life doesn't revolve around it. As the saying goes, any bad days fishing is better than any good day working. Being man or woman is totally irrelevant to me. I will learn from anyone willing to share their wisdom. And occasionally I help others with tangled line or baiting hooks, I don't care. I don't look at social media, or apps, and don't sit looking at fishing magazines, so good luck. I learn by doing. One day I might get lucky, it was catching fish, being out there doing it, that gave me the motivation to carry on and buy some more gear My life is very full, so time is scarce. If someone says let's go fishing, I'm in!!!
More social media representation of female anglers would target people my age who may not be informed of how, where and when to go fresh water fishing. All I know I have learnt from my partner, who is an experienced angler.
I'm not too sure. I haven't done freshwater fishing for long enough to say.
Fishing competitions aimed at women
As the secondary holder of our joint license. I am unable to go and have a fish and practice my skills if the primary licence holder is not present. This restricts me alot. I don't think this is fair on Women
More opinion pieces by women tackling the info you would have collected from this survey. For an article - Pick a river and then describe exactly how to get there, what to take, what to use, why to look for- check out the wilderness magazine for ideas. This would give me more confidence to get out there. Like a one day a three day trip etc
Better gear for women
I'm not sure
make it more equal between both genders in pamphlets etc, I most to see men when I look at them
More representation in publications, maybe social media platforms also
N/A
More local groups targeted just for women. I also ride motorcycles and have found joining female group get together more rewarding and less daunting. Love the organised weekend get togethers to ride and meet up. Don't see anything advertised for female fishing adventures.
have more female advertising to encourage females to participate more
Fish and Game NZ could hold women angler evenings so you could meet like minded anglers, hold evenings for women to help with skill and general fishing information. Could start FB groups for Women Anglers with tips and tricks.
I have no idea how you currently do that
Promoted activities for women
Females in 1st seen images
I think at this stage communication is good
Better inclusion of both genders, without singling either out.
Keep promoting and welcoming children/family fishing competitions and events.
Get female anglers sponsorship and media coverage such as say gone fishing or ITM fishing shows.
Strata 4
Have more women targeted fishing clothing and promotions.
More woman rangers. Well known women e.g. sport musicians cooks etc that fish and profile them in magazine or fishing show.
I am stunned by this survey. To be asked questions that would never be asked of a male angler. Just reinforces all the ridiculous sexism that exists around this sport. Please be better than this. Or go away and rewrite the survey. I started enthused to help increase women fishing but ended up really cross that I have been asked questions about my physical appearance and feminine qualities while fishing, FFS. And the subtle pressure from the questioning suggesting women might need to go away and fish in women's groups to avoid discrimination. It is NOT US that has to change our behaviour. I'd be really interested in the science behind this survey. Generally they are not meant to reinforce an organisational bias.
woman only days
I do not think gender impacts on my fishing experience at all

<p>More articles featuring women and girls. Region based courses specifically for women and girls. All ages accepted for training clinics, my 11 year old is very keen to learn fly fishing but it's finding someone to teach her and I.</p>
<p>Maybe every magazine that comes out could have an article on a female angler or girls.</p>
<p>I don't think it matters what sex you are. I wasn't impressed with the survey. If women wish to go fishing, I can't see any reason why they wouldn't or couldn't. Survey is a waste of time</p>
<p>This survey is the first time I have heard of specific initiatives for women/girl anglers</p>
<p>More women in their management structure, more targeted marketing /events/shows</p>
<p>Free tuition days.</p>
<p>Have special competitions for women, have more women represented in your magazines, have women represented more in fishing show, fishing shops should have more gear and clothing for women</p>
<p>Bring more programmes, education to the rural areas as to far to travel to urban areas with family commitments to attend fishing courses to learn more which would make me feel more confident to go on my own. I have to wait until my partner is available as he is the primary licence holder</p>
<p>Profile woman in publications Us more photos of woman fishing</p>
<p>by promoting women and girls to go fishing like they do with take a kid fishing</p>
<p>No Comment I feel we are all equal. Women have access to the information as Men</p>
<p>More opportunities through stocking Salmon in Waimakariri. More fish will give more opportunities for success and thereby encourage women and girls to have a go. Fishing opportunities should NOT be gender based.</p>
<p>Maybe do what you have done and get our names from the licences and send targeted emails. Run courses on fly fishing or jargon which might hold us back in the fishing shops. Send lists of fishing clubs in our areas so that a female might join a group to learn skills etc.</p>
<p>Make family licence equal rights and availability of catch to both partners i.e. salmon allowance</p>
<p>Should show it's not a gentleman's persevered sports, as the English gentlemen and adds portray.</p>
<p>There does not seem to be a sexist attitude in Fish +Game.</p>
<p>Have an online magazine exclusive to women. Have events throughout the country that women can attend to learn and meet like minded women to help teach and coach them into fishing.</p>
<p>Not sure</p>
<p>Make fishing licences more economical. This year I'm choosing not to buy one. Which means I need to plan ahead and get a day pass. As the yearly cost is so high!</p>
<p>To recognise that women are also capable and enjoy the sport.</p>
<p>They could include more story's/pictures from female anglers. But please don't be condescending - i.e. just treat us as normal folk who like to fish</p>
<p>education</p>
<p>Making it more relatable, often having to support kids so with events include kid activities or support so mums can give it a go and actually take the time to learn something while kids are occupied. Also taking into consideration timing of events with this in mind. Even making it a discussion night, women's night somewhere where they can meet likeminded people and discuss these questions you asked while making time for themselves, creating connections. Have a discount or starter packs accessible for women</p>
<p>By approaching and including females in interactions at the boat ramps and on the water as much as they approach the males. I think it would be fair to say that in all my years when out and around the water in any stage of angling capacity, the adult Fish & Game people have always approached my husband and adult son FIRST. As an equally responsible boat owner, boat operator and certified Day Skipper, with my own fishing gear and tackle AND more fishing experience than my sons ever have I find that somewhat amusing and annoying...it kind of reinforces the notion that the males are the ones doing the boating/fishing and the females are there to enjoy the ride/ to watch the children and provide the snacky snacks.</p>
<p>Remove the primary and secondary licence holder conditions from the family license. I would guess that women are more often the secondary licence holder so cannot fish alone or with friends. Both adults should be able fish independently on the family license. The cost of two full licences is extremely limiting and limits women to having a go and developing skills with people other than their spouse/partner.</p>

Specific articles/newsletters for women/girls. Greater range of clothing/equipment aimed at women. More toilet facilities around the country.
more wahine leadership
Perhaps by showing how a female angler can be as independent, experienced and skilled in the sport as men. It needs to be appealing to other female anglers. She can still look good and BE a good angler. Women don't have to be dressed in drab baggy waders and a camo swan dry to go fishing. How about an expert fly casting photo of her wearing an Akubra hat (rather than a cap), styled checkered shirt, cargo pants that shows good technique and still looking feminine, or tying on a fly. Some profile articles of well known women in the industry, maybe more diverse articles too, fly tying, fishing literature, etc.
Have more women represented in all areas of Fish & Game NZ
I think you do well already, although it is predominantly males who fish, & am noticing more pictures of females with fish, & have noticed a small increase in articles aimed towards women, which is nice.
Have a specific section in magazines etc designated to female anglers
no left/right-man/women boy/girl.... gender doesn't catch fish, the fisherman/angler does
Fish and game could encourage more women anglers by allowing the secondary licence holder in a family licence (usually the woman/ mother) to also fish when taking the children named on the licence fishing. Currently only the primary licence holder may take the children and fish. It angers me that I can only fish while with my spouse but how ever I can take the children and I am not allowed to participate myself. It is bias and unfair and under the current licence conditions the secondary licence holder is disadvantaged and treated in a manner that no other person named on the licence is. Extremely bias And does not encourage me in anyway to want to purchase an individual license. And given this was a Surrey on the disadvantages to women angles I put it to you that fish and game nz is the biggest disadvantage of said women anglers.
Include the partners of male anglers.
When I look at their magazines its often male dominated stories.
Make female licences cheaper. Allow secondary licence holders to fish by themselves (I'm a mum and work full time)
Make individual licence costs cheaper so women don't need to be added to their male partners "family" licence to make fishing affordable.
I am not sure that too much emphasis should be placed on gender. Photos and articles inclusive of women and girls are excellent but I find special items emphasising how good it is that females can fish too tend to be patronising. Women participating in fishing should be seen as normal rather than special. I am not sure that F and G can do much about some of the obstacles facing women, especially those with children. Perhaps if younger women were introduced to fishing and realised its potential for enjoyment and growth they would develop resources and encourage their partners to help find ways to manage. There is no doubt that fishing generally needs time and money --in my experience most rivers are not on the doorstep.
No idea to be honest. I've tried to get my female friends and family into fishing, and they're not interested. It's a man's world apparently. Lol.
Although I am sure the intention is good, some of the material about women anglers (including this survey) is condescending and occasionally blatantly sexist. Gender is actually quite irrelevant for fishing. When it comes to hunting (which I know virtually nothing about) gender may be more important because of the physical strength needed.
Personally, I see anglers as non-gender, I am a fisherperson but perhaps F & G could do more to encourage more women anglers. I have really seen myself on any river or lake as a "woman" fishing, I am just a fisherperson.
when we buy a family license, both parents should have equal rights and a licence each so they can be separated while fishing if they have more than one child they might need to move away from each other or go to 2 separate places. Both licenses should allow the parents to take the family fishing as it is not always one parent that has the child/ren.
hold fishing lessons in local areas for women, more female representation
have the appropriate licensing to cater for casual women wanting to fish once their children come of an adult age.
Unsure
Don't limit a woman partner from going fishing with other people or alone. A partnership licence means a partnership, not the woman being treated differently.

Equal representation
Promoting woman anglers clothing, special equipment, competitions etc
I feel, it is too difficult to gather info in regards to areas, seasons etc. It takes a lot of time to find out in order to obey to the rules. I also had some rude responses when I asked on the phone about these matters. If you travel a bit it is not always easy to find out about the area you travel in.
If we could find a way to make it accessible to do with kids needing minded etc that would be awesome!
Be inclusive
Make the licence so that I can fish on my own. Equal rights are not a part of this licence as the 2nd holder which is normally the female. The 2nd holder may pay for the licence and has no rights to fish on their own and at \$188.00 you will find families will stop buying a licence
Having more women fishers of all ages and skill levels in your magazine would be nice.
More female stories
Have special categories for women anglers at fishing competition. Have more workshop and skills day design for women anglers. Build more toilets at fishing spots. Feature more women anglers in the correspondence.
More targeted and tailored communications (preferably by email) which include tips and techniques, creates a community, and shares user-based reviews on gear available in NZ (boots, waders etc).
Articles by women fisho's, for women.
Specifically targeted information for females or new anglers
Be more inclusive.
While there are more females getting involved and being shown publicly as being involved, it is still primarily portrayed as a male dominated sport. Furthermore, where you have to choose a primary licence holder on a family licence, it is generally the male, which then means if the female wants to fish alone, she has to purchase her own individual licence. The family licence is to encourage fishing, yet we're discouraged by not being treated equally. Either adult should be able to fish individually. With regard to the below question, I considered standing for my local council but because I did not hold a full season individual licence, I was unable to stand and being so late in the season before elections, I could not justify the cost of purchasing one. Yes I am aware this is requirement in the legislation but legislation can be changed.
Face book target marketing
Inclusion with success and learning stories in fish & Game mags
Possibly having a teaching course to start women off give them confidence to get out there
Provide a woman's licence at a lesser cost than a family license. We have to buy a family licence each year but our children are grown. Can there be a licence for a couple? At maybe \$100 a season??
More female rangers/field officers
Have woman on the council
Have more women role models in your fishing advertisements
More PR
Perhaps workshops initiates or specific emails for Women and girls - I am not sure if this is already happening. I personally would love to do a one day course on fly fishing for women - in particular casting. I love in the Maniototo, Otago
Have Social Media pages & groups for gals
Have both women and men in advertising material, articles on women in fishing in the fish and game magazines. More women specific fishing apparel.
It could contact them in some form - I have never been contacted by them.
There is not much media targeting women that I see. This could be a waste though because more women might just not actually be interested. Although I enjoy our family trips, I only do it because my husband organise and initiate it. I initiate other activities.
By having more women on their councils and by running women only days particularly for fly fishing, as this is where the men are the most dominate in my opinion

No more "fishermen" ...use fishers or fisherfolk. No need to sexualize fishing folks. Treat everybody equally and encourage all. If I wasn't keen on fishing, my hubby probably wouldn't buy his annual licence ... thus F&G would be much worse off, financially.
Provide opportunities for women anglers to meet each other. I don't know any other female anglers (particularly fly fishing) and have never seen other women when out fishing. I would love to connect with other women who fish, and perhaps go fishing without the boys. Fishing clubs are overwhelmingly male and very intimidating.
We don't need to be treated different, but equally. Showing 'real' women and mums fishing rather than younger, well clad/experienced women anglers would be helpful. I'm not sure how to balance licenses better, but family licenses aren't always great when mum would also like to get away from it all from time to time and do some solo fishing but can't justify getting an individual licence to do so.
Hard to respond as I don't see alot of fish and game communications Cant say I have seen any that includes women
This email was my first communication and it came via my partner.
By awarding women anglers with something appropriate when they renew/ apply for fishing license. By providing incentive for women anglers who are on another person's (man's) licence to get heir own. Encourage , interview women anglers and spread the word between us. Celebrate us.
I am happy with the way thing are - no issues anywhere for me.
I have not seen much marketing for women
Until the organization gets equal women representation in the board only then women / girl anglers will have more participation in the sport, currently it's an old boys club
More information in publications regarding women anglers to make women feel that they can participate in what has always been a man's sport.
Providing opportunities to get out and about with family
Maybe a challenge article like most unusual fly used to catch fish, largest fish etc. maybe even recipe share
I don't often feel discriminated against as a female but I have been a "tomboy" my whole life and often prefer the company of men as they tend to have more in common with me and enjoy the hobbies I enjoy. I think having female specific competitions or fishing days could be beneficial but I fish to enjoy time with my husband and family so it's unlikely that this would be something I would participate in personally. On the other hand I feel like further division between the sexes can just encourage more sexism and more negativity so I'm more inclined to not separate them.
I find it wrong that the primary licence holder always gets a hat/knife etc when they purchase the license- what about all of the secondary (many women) licence holders?? - we still pay towards a licence yet are ignored.
Accessible information nights for women, lessons for women, club nights for new women interested in learning more.
Promoting more woman participation, promoting fishing events in Auckland for women and men where both can feel inclusive.
Don't separate men and women - we are all anglers that work under the same rules and regulations.
My experience is that I am an afterthought to everyone I fish with. The primary focus is always on men's participation and competitiveness. Learning to fish from my male fishing influencers is like being taught to drive by them. It ends in tears. Freshwater fishing is a male pursuit. Women cannot turn their back and pee into the bushes. I feel less confident and secure in some remote situations.
On a family licence both persons should have equal rights to go fishing solo if they wish. At present the secondary person can only fish if the other primary holder is also fishing. This limits the opportunity of the secondary person to participate in the sport. IE the female on the family licence
Allow partners to fish alone when they have a family licence
Advertising with women. More women fishing gear
through the local Freshwater fishing clubs
Balance the genders in photos, articles and advertising. Hold lessons on how to humanely kill fish, fillet, and cook etc.

50% representation in publications of articles, advertising etc relating to men and women Aim for more diversity in council to encourage women - very much the feeling that male dominated and that is rather intimidating. Definitely puts women off standing.
Represent men, women and children together in adverts, magazine covers, competitions and promotions, so all are able to complete or feel part of wanting to join in the sport as a family. And don't split it between races, as labelling people creates a divide. Rather promote a "we" or "togetherness" for all people of all walks of life.
Special events for women. Media, magazines, article, website targeting women. Events in schools especially with sponsorship. Linking environmental / katiakitanga and ecological knowledge gains from freshwater fishing. Tying in events with outdoor pursuits curriculums in schools and colleges. Lesson that cover everything from gear, techniques to preparing food....
Beginners tuition. I have to rely on my spouse to teach me, and I end up just getting him to tie lines, set up hooks for me, rather than getting taught to do myself.
More equipment and clothing for women. Women classes and guiding. Trips in outback for women
I must admit that gender really never entered my mind... so it's hard to say as I haven't been paying attention through this lens... Would be cool to have more support for new anglers (men and women), and maybe some female clubs or organised group outings? For instance, NZDA are doing a women's Tahr hunt next month, it would be cool if there was something similar for fly fishing.
As a secondary person on a family licence I feel completely ignored by fish and game. Everything is directed and sent to my husband.
LOWER THE COST OF FAMILY LICENCES
I do not feel that Fish and Game NZ have to communicate to me in a different way just because I am a women. Goodness it is fishing, non gender.
keep writing articles on women anglers for your magazine
Dedicated communication for women, talks about success, challenges, pictures, etc.
Run more courses to teach women to fish Make the licence more affordable
Female youth is the future.
Simply by using females in promotional material
Women fish because they want to it's nice to see women fishing in magazines but it is not a contributing factor to women fishing!!
Why can't I fish alone as a second on my partners license? And he won't make me primary.... Stupid system. I'm not sure as in all the years I've been fishing my father or husband has organised everything. In saying that both my 3 daughters and I all love fishing. I don't even know how F&G NZ communicate with woman/girls. (Although I do appreciate the fact that they know what a woman/girl is).
The reason I do not fish more is that I am dependent on my partner to take me fishing as the family licence does not allow me to fish on my own. I can only fish when and where he does
I don't read much of their material and don't focus on the women / girl angle if and when I do.
Enable the secondary person on family licenses to go fishing without primary holder. It's old fashioned, restrictive and sexist. If a family pays all that money for a licence we shouldn't have to wait for primary holder to be present at all times. That's what is restrictive and holds women and girls back.
More stories in magazine on female anglers.
Integrate it more into business as usual. References to women seem to be the outliers and highlighted as being "special" rather than communications being focused to all genders equally.
Definitely as I have never seen anything
There are not enough Have a Go Days in the Central South Island, the one local to us tickets out with minutes.
Like many sports it tends to be more male orientated, but when I attended a fly fishing course they were very encouraging towards females.
Separate section in magazine
Target women anglers with promos, events and social media

women only nights at fishing spots like at the southern reservoir or the likes around Dunedin or even on the taieri river. F&G clearly have women's information via the fishing licence or you wouldn't have contacted me so it's not that hard for them to let me know about women only nights, is it?
Information provided at schools - liaising with fishing clubs to support courses that target girls/women, provision of more information on where women specific fishing gear can be found. Not continuing to perpetuate links between looks and fishing in advertising (I specifically refer to the Fish and Game magazine issue 47).
Encourage diversity across the wider network, such as in shops like hunting and fishing and in all areas relating to the industry, which would further normalize female participation.
I think on the family licence it should be a joint thing that both adults can take the kids fishing with other primary person having to be there. What happens if the primary person is away working and the secondary person want to go fishing with the kids or family friends they can't. Seems bit silly in today's world. For the \$180 something dollars we put to have a family licence it should allow a maximum of two adults as primary licence holders. It's something that's annoyed me for years. Fish and game seem to have a old boys club mentality even when it comes to game bird licenses in Southland it's piss poor
Including more women and girls in all aspects of the print publications and film, encouraging girls and young women to get involved, having events, and getting schools involved in fishing and education around fishing and the environment.
No opinion
Men don't think of the safety issue e.g. I wouldn't go out on my own fishing park my car in a strange place and fish till dark then have to come back to my car after dark. Makes me feel unsafe. When I was on my own I would never consider fishing even in the day time. Unfortunately there are quite a few homeless people that live in cars on riverbanks and can be quite intimidating. It would be good if there was a system maybe an app that women could check in where they are going fishing and for how long then check out when they leave.
Social media and events for women
More women advertising fishing gear and fishing spots around the country. a women on the brochures and magazines modelling a new fishing jacket or what shoes she wears or hat or rod she uses etc full page not just small section of the book.
Stop focusing on the difference between men and women. Fishing about enjoying the outdoors and for our own mental health, this is important for men and women.
Having articles showing other women out there is always helpful.
Get rid of the secondary licence rules on the family fishing license. The current rules say that if I'm the secondary licence holder I can't fish without my kids or my husband. I know other wives that get stuck by this rule on the family license. We get a family licence because it's cheaper.
With family licences, having the requirement a secondary licence holder must be with the primary licence holder seems like a large restriction - as a secondary licence holder it means I have to be with my husband to go fishing, and can't go on my own. However, although my husband fishes more than me, I would like the option to be able to fish without him present. I imagine the primary licence holder is more commonly a man, which seems somewhat limiting for many woman anglers
Courses available for females.
Have more woman trainers (e.g., flyers at hunting and fishing), or more promotional magazines for woman. It is awfully sad that I see less woman advertising within magazines/ hunting and fishing than I do men.
Let woman be the primary licence holder on a family license. I couldn't take my children fishing without my husband who was the primary licence holder. Apparently women can't be primary licence holders. Have women only days. Have a women editor on the magazine.
Keep in touch with people who attend a woman's course.
By publishing photos of adult women anglers, also of older age and not only attractive women who show off their gear in fishing magazines. You sometimes see a woman/ girl holding a fish but I doubt sometimes if they caught it themselves. Rarely on videos and even less on instruction videos. Family licenses should be made less expensive so fathers are more likely to spend fishing with their daughters and wives instead on their own. That give them a change to take a rod in their hands.
Price of licenses too dear

The family licence does not give equal opportunities to women to fish. A main angler, usually the dad is named and the kids can only fish with them .so once dad is back at work say in the summer hols there's 4 weeks where mum can't take the kids fishing as she's not the main person on the licence. Seems dumb
It's pretty disappointing that on a family licence the male is normally the primary holder which means the wife and or mother can only fish if male is present, and she can take the kids fishing but not allowed to fish herself. Taupo has a family licence enabling each member in family to fish individually.
Not sure, guess by keeping us in mind and encouraging us to get out there and try it
pleased to be able to do survey. generally pay for licence and that's it
Fish and game are very much like police and not advocates for learning to fish, best practice etc. Could do more for all in this space
Allow adult family licence holders to fish separately
I have not experienced gender discrimination, I understand majority of Fish & Game participants are male but I don't feel excluded from group.
Somehow the image put forward in hunting/ fishing publications has to change. There needs to be a feeling that fish and game are talking to all persons not just men. I think historically fishing has been male dominated. I have never come across a female fisheries officer.
Maybe for family licence have a section of safe accessible spots for solo female anglers who don't 4X drive. 0800 help to ranger if needed - lost or feeling unsafe
You need to change the family licence that I can go fishing on my own when I choose. It's ridiculous that I am bound to only go fishing with my husband present or my child. What about when I want to go fishing too. You should be encouraging ALL licence holders to fish any time they choose to. Not restrict people from the enjoying of being able to fish because we have a family licence. It really aggravates a lot of women anglers who are part of the family licence.
Articles on women fishing, sell increase ideas.
No idea. Assume they receive the magazine
Social media does all that now
More gear for women, more representation in ads etc. (and while you're at it, maybe include more coloured people too?)
Using more female role models
Targeted emails to female licence holders. Perhaps have female outings
More use of female in publications
a magazine just for women
More local events like take a kid fishing, but targeted to females/women who may not get the opportunity to go out in a boat or stand beside a river to fish.
I don't fish very often, and if were not able to be on my fathers family license, wouldn't buy a licence myself, so would stop fishing.
Less woman fish than men, that's the reality, I don't know you need to improve the way you communicate, I go to hunting and fishing and I get the fishing magazines, I don't feel any different about fishing than a man would
More women pictures/ articles available
More local fishing clubs
Have a change in staff have more woman out in the field checking licences..
Continue to be inclusive and supportive of female anglers.
Encourage father/daughter or mother/ daughter days at clubs. Free fishing/casting lessons for beginners. Fishing as options at schools for younger kids.
Lower licence price. Show more girls fishing
There are events just for children, however we need some events and promotions for women, especially the novice and intermediate level ones.
Even though there is reference to women anglers in magazines etc.. It is slightly one sided. Maybe more women fishing stories. Specific days for women.. like a competition/fun day
More efforts to provide opportunities, discounts for licenses for first-time single women, etc, may be helpful for competing with other recreational pursuits for women.
The price is a big deterrent for me.

Fishing classes for women/girls only. Preferably run by women
Include female anglers in your content and program planning. Women and girls should feature in all publications as authors, photographers and as subjectsâ€”50:50 with men and boys. And I don't mean as a special, pink feature or guest editor issue. Look at your coverage and make it equal representation: show what you would like it to be. That will increase female participation. Women participate in fishing in many different ways, I imagine, and if you get women content creators in publications, and place emphasis on features that include female subjects, that diversity will reveal itself. And do some Women's clinics, more take a kid fishing days, and get those retailers to sell Women's stuff that is for women because it is designed to fit the female form, rather than just â€”available in pink and aqua'.
Possibly girls instruction opportunities
Female representation in the fish and game magazine. Free female only fly fishing classes.
Have a women's section in the fish & game magazine. Articles, clothing and equipment aimed at women. Also classes or fishing guide tours for women.
Make the family licence so that secondary holder can fish alone.
Regular articles, ways to encourage more to give it a go, one off days with guides etc
write, publish more about woman anglers.
Provide an area that's well stocked with fish, woman only days and get us more hooked on our sport. Open up some of the restricted access to us as individuals.
More workshops, fishing days, competitions for gear
On a family membership only the primary angler is kept updated on anything about fishing. I didn't know my husband had been emailed this survey until he forgot to log out of his email on the computer we share! In 20 years I have never been directly contacted by anyone from Fish and Game.
providing more information where families can fish.
I am a senior citizen who purchases a family combined licence with my husband. It is limited to the days he goes out. Possibly only hold a rod a couple of times a season!!!! If I am lucky.
Get more products out there such as waders designed for women. And not frilly pink clothes/gear. I don't really care how it looks I just want to be comfortable
No proper toilet facility
I haven't seen any specific communication to female anglers (which isn't to say it isn't out there), but have seen some representation in Fish and Game magazines. Seeing more women represented in the sport and hearing their experiences is always a good thing, especially for young females. If you can't see it, you can't be it.
A family licence should enable women to fish alone. I usually get a 10 day fishing holiday with my partner, children and grandchildren and a kayak fish by myself would be a most welcome treat.
By having more on Fish & Game council
More toilets (portable) at canals
Feature more woman and girls in outward material
More female role models in the sport. All female fishing events.
Do not have primary licence holder for a family licence. Why would you!! I ignore the rule, but I am aware I am not allowed to go fishing alone/ or with my son without dad there.... That really limits female anglers!!



Research Fund Application - Project Outline

This form captures essential information about a project so that the Research Fund Coordinator can provide all relevant information to the Managers group and Council, and they can understand what the project is about and make a funding decision for the project. If approved, the CFO will allocate budget to the project.

The project will be included in the Research Fund Database and reporting on progress is required to track fund financial status and fund outputs or outcomes as overall research fund performance for Fish & Game.

Reporting on the progress of the project will be sent to the Research Fund Coordinator in the form of a mid-year (every 6 months) Update Report and an end of Project Closure Report. All funded projects will be included in a project status update to be included in NZC meetings

***Replace text in italics below with project information.**

Rationale – why should we do the project?			
Project Name	The relationship between recreational trout fishing and wellbeing in Aotearoa New Zealand	Strategic Priority	Public perception and legitimacy Attract and retain licence holders
Study Area/s	All Fish & Game regions		
Opportunity, Problem & Background	<p>Problem: Fish and Game aims to promote trout fishing and advocate for sports fish by emphasising the potential wellbeing benefits associated with trout fishing. However, there has been limited research validating the positive impact of trout fishing on wellbeing in a New Zealand context.</p> <p>Background: In August 2022, the NZ Fish & Game Council approved funding for research focused on exploring the potential mental health benefits associated with recreational trout fishing and mahinga kai gathering¹. The funding aimed to support two projects. The first project was exploratory and involved in-depth interviews with trout anglers and aimed to investigate how anglers believed trout fishing influenced their wellbeing. This project has been completed, revealed positive results and has been submitted as a manuscript for publication in a New Zealand social sciences journal.</p> <p>The second component of the original funding proposal entailed the testing of a wellbeing intervention that involved trout fishing. Specifically, funding was obtained to assess the potential for recreational trout fishing to reduce the cortisol (stress hormone) levels of trout anglers. After discussion with health researchers at the University of Otago (Dr Shyamala Nada-Raja and Paul Garbett (Appendix 1)), we have been advised that additional preparatory work needs to be conducted before proceeding with the development and testing of a trout fishing based wellbeing intervention. Specifically, we have been advised that we need to conduct a survey of trout anglers to quantitatively assess the relationship between trout fishing and wellbeing. This necessitates adjustment to the original project description and funding.</p> <p>Opportunity: I've established professional connections with health researchers affiliated with the University of Otago. They have expressed interest in engaging in contractual arrangements to undertake quantitative research aimed at evaluating the correlation between participation in trout fishing and wellbeing. They have previously undertaken similar contract-driven projects for the Health Research Council of NZ, MBIE, ACC, Ministry of Health, Lottery Health and Community Trust of Otago.</p> <p>¹The mahinga kai element of this project was unsuccessful and we will not continue with this component of the original project.</p>		
Aim/s & Outputs	<p>Aim: Determine the relationship between angling frequency and wellbeing.</p> <p>Hypothesis: There will be a positive significant relationship between angling participation and angler wellbeing scores.</p>		

Statutory managers of freshwater sports fish, game birds and their habitat



	<p>Deliverable: A report to NZC outlining the findings of the research as well as a peer reviewed academic paper.</p> <p>Staff and researchers will also deliver a webinar so the findings can be widely disseminated amongst licence holders, Fish & Game staff, and the wider community.</p>
Description / Methodology / Scope	<p>This project aims to explore the relationship between the frequency of trout fishing participation and wellbeing. The method involves surveying licence holders, asking about their fishing frequency and duration (number of hours) over the two weeks prior to the survey. After answering questions about their trout fishing, the participants will then be asked a series of questions that are used to score various elements of their wellbeing and mental health. For example, the WHO-5 (Appendix 1). The specific wellbeing and mental health metrics that will be used are yet to be finalised.</p> <p>The primary goal of this research is to demonstrate a significant relationship between angling frequency/participation and positive wellbeing outcomes. Achieving this would provide us with evidence to suggest a causal link between trout fishing and improved wellbeing. From here, we can develop and test a trout fishing-centred wellbeing intervention (as was intended in our original funding application).</p> <p>Further to this, we will also have the opportunity to identify the regions where trout fishing has the most significant impact on wellbeing, investigate potential gender and ethnic disparities in angler wellbeing, and potentially make a comparison between the wellbeing of New Zealand anglers and that of the broader population. It's possible that recreational anglers experience enhanced wellbeing compared to the general population and that this could be attributed to their engagement in trout fishing.</p>
Endorsement/s	This project is endorsed by the Southland Fish & Game Council and an earlier funding proposal has been accepted by NZC.
Stakeholders	Licence holders
Benefits / Outcomes	<p>The potential benefits of this project are numerous.</p> <ul style="list-style-type: none"> - May help improve public perception and legitimacy of trout and trout fishing in New Zealand. - Has relevance to the health and wellbeing of our licence holders. - May encourage increased trout fishing participation. - The findings could be used to assist in the development of trout fishing related wellbeing interventions which could have tangible benefits for the health and wellbeing of people in New Zealand. - The findings could be used to advocate for trout in resource management. - The finding could be used to demonstrate the interconnectedness of recreational trout fishing, healthy environments, and wellbeing. - Will show Fish & Game as a good corporate citizen. - May create positive media opportunities.
Why Fish & Game? Partners?	<p>Fish & Game is responsible for the management of sports fish so would be the obvious agency responsible for conducting this research.</p> <p>I (Cohen Stewart, Southland Fish & Game) am well placed to lead this research project as I have been involved in the initial exploratory study which qualitatively assessed the potential for trout fishing to influence wellbeing. I am familiar with the existing literature around the relationships between fishing, nature and wellbeing.</p> <p>We have partnered with Dr Shyamala Nada-Raja (University of Otago, public health researcher) and Mr Paul Garbett (University of Otago, public health researcher). See Appendix 2 for more details on their professional backgrounds. Because of their experience in public health, they are well placed to conduct this research.</p> <p>To help reduce some external costs, Heather Garrick (New Zealand Fish & Game Council) will undertake data analysis for this project.</p>
Risks	If we don't do this project, then we may be questioned about the legitimacy of our current claims that trout fishing can enhance participant wellbeing and mental health.

Statutory managers of freshwater sports fish, game birds and their habitat



	Although unlikely given the existing research in the angling and wellbeing space, it may be that we find that trout fishing participation does not significantly influence wellbeing/mental health.		
Resources – what’s needed to do the project?			
Overall Timeframe	November 2023 – June 2024		
Project team + Est time required	Regional / Office Sponsor:	Southland	Staff Lead: Cohen Stewart
	Other personnel involved and their role:	Heather Garrick (data analysis support)	
Dependencies	No		
External consultants or contracts? Partners?	<p>Yes. Public health researchers (Dr Shyamala Nada-Raja and Mr Paul Garbett) are required to conduct this research. They have experience gaining ethical approval to conduct human health related research and are familiar with survey design and the use of appropriate and validated wellbeing metrics.</p> <p>Hothouse will be required to distribute the email survey to licence holders.</p> <p>To increase the response rate to our survey, we will seek prizes from fishing supply wholesalers and retailers.</p>		
Budget – how much, for what?	<p>In this application, I am requesting that the existing funding (\$26,648) for the earlier version of this project is reallocated to this modified project. This modified project (this proposal) will still focus on the intersection of trout fishing and wellbeing/mental health, albeit using a different approach. Furthermore, I am seeking an additional \$1,727 in funding to enable the project to be completed.</p> <p>For a breakdown of how the existing and additional funding will be apportioned for this adjusted project, please refer to Appendix 3.</p>		

Project deliverables and timeframes – who delivers what and when?

* Project Deliverables should be able to be used for reporting on progress as key **Milestones, Outputs or Outcomes** (Gantt chart can be inserted to represent detail in table below).

Deliverable / Milestone / Output / Outcome	Who is involved?	Timeframe
Ethical approval to conduct the research	Dr Shyamala Nada-Raja, Paul Garbett	November – December 2023
Survey development	Dr Shyamala Nada-Raja, Paul Garbett, Cohen Stewart, Heather Garrick	December 2023 – February 2024
Survey release	Paul Garbett	Early March 2024
Survey concludes	Paul Garbett	Early April 2024
Data cleaning and analysis	Paul Garbett, Cohen Stewart, Heather Garrick	April-August 2024
Technical report	Dr Shyamala Nada-Raja, Paul Garbett, Cohen Stewart, Heather Garrick	September 2024
Peer reviewed paper	Dr Shyamala Nada-Raja, Paul Garbett, Cohen Stewart, Heather Garrick	Before December 2024

Research Fund Coordinator & CFO completion only

Approved/Declined/Postponed	
Priority ranking	

Statutory managers of freshwater sports fish, game birds and their habitat



What drops off the Ops Plan to do this?	
Budget approved?	
Budget sources	
Risk ok?	
Approval date	

Appendix 1 – World Health Organisation 5 (WHO-5) – an example wellbeing metric.

Please respond to each item by marking <u>one box per row</u> regarding how you felt in the last two weeks.		All of the time	Most of the time	More than half the time	Less than half the time	Some of the time	At no time
WHO 1	I have felt cheerful in good spirits.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
WHO 2	I have felt calm and relaxed.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
WHO 3	I have felt active and vigorous.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
WHO 4	I woke up feeling fresh and rested.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
WHO 5	My daily life has been filled with things that interest me.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0

Scoring:

The raw score is calculated by totaling the figures of the five answers. The raw score ranges from 0 to 25, 0 representing worst possible and 25 representing best possible quality of life.

To obtain a percentage score ranging from 0 to 100, the raw score is multiplied by 4. A percentage score of 0 represents worst possible, whereas a score of 100 represents best possible quality of life.



Appendix 2 – Project partner profiles

Dr Shyamala Nada-Raja

Position:

Senior Research Fellow, University of Otago

Qualifications:

BSc, PGDipSci (Credit), MSc (Dist), PhD (Otago)

Expertise:

Wellbeing, mental health, and violence prevention research.

Mr Paul Barbett

Position:

Research Fellow. University of Otago

Qualifications:

BSc, PGCert, MSc (Otago)

Expertise:

Health research and IT



Appendix 3

External personnel costs

For this position, we will need to allocate one 0.5 FTE position for a period of eight months starting on the 15th of November. This position will be filled by Paul Barbett. Paul will be involved in preparing our research ethics submission to the New Zealand Health and Disability Ethics Committee, survey development and testing and data cleaning/preparation. After discussion with Dr Shyamala Nada-Raja and considering the assistant research fellow pay scale at the University of Otago, this position will need to be paid at the rate of \$76,056 per annum. As such, for the eight month period, \$25,325 of funding is required.

Dr Shyamala Nada-Raja has kindly offered to act as an advisor for this project at no charge.

Sending the survey

Hothouse will send the initial survey as well as two survey reminders. This will cost approximately \$1050 worth of their time.

The email credits required to send the survey will cost approximately \$1,500.

Survey incentives

To increase survey response rate, we will need to allocate \$500 as a survey incentive (five \$100 vouchers).

Total external project costs

As of November 2023, there remains \$26,648 of funding allocated to the existing fishing/wellbeing project fund. As such, we would require only \$1,730 dollars of additional funding to complete this project.

Total additional funding sought = \$1,727



Research Fund Application - Project Outline

This form captures essential information about a project so that the Research Fund Coordinator can provide all relevant information to the Managers group and Council, and they can understand what the project is about and make a funding decision for the project. If approved, the CFO will allocate budget to the project.

The project will be included in the Research Fund Database and reporting on progress is required to track fund financial status and fund outputs or outcomes as overall research fund performance for Fish & Game.

Reporting on the progress of the project will be sent to the Research Fund Coordinator in the form of a mid-year (every 6 months) Update Report and an end of Project Closure Report. All funded projects will be included in a project status update to be included in NZC meetings

***Replace text in italics below with project information.**

Rationale – why should we do the project?			
Project Name	<i>Estimating the effect of climate change on trout distributions and growth potential across Aotearoa New Zealand</i>	Strategic Priority	<i>Sports Fisheries – Managing risks to the sustainability of sports fish populations</i>
Study Area/s	<i>New Zealand</i>		
Opportunity, Problem & Background	<p><i>Brown (<i>Salmo trutta</i>) and Rainbow (<i>Oncorhynchus mykiss</i>) trout are the backbone of New Zealand freshwater sports fisheries. Climate change is now impacting on our trout fisheries, both directly by shifting the temperature and hydrological regimes and indirectly through exacerbating the effects of landuse and other stressors. If Fish & Game is to effectively adapt and manage trout fisheries in the face of (at least) 1.5 degrees of warming by 2050 (Masson-Delmotte et al., 2021), it is crucial to understand how conditions for trout growth potential will change nationally. Broadly speaking, river and lake conditions are expected to worsen for trout in northern latitudes (i.e., in Northland) and low elevation areas of the North Island. In contrast, conditions may improve in high elevation areas and in the South of the country. However, the spatial extent and expected timescales of these high-level predictions remain unquantified. The last attempt to consider the effects of climate change on trout distributions in New Zealand was made by Scott & Poynter (1991), where they conducted a simple qualitative review.</i></p> <p><i>We propose to model the likely shift in trout distributions across New Zealand under multiple climate change scenarios, coupled with estimates of changing growth potential (as determined by temperature). We will achieve this by combining insights from recent developments in bioenergetic modelling (Chippis & Wahl, 2008) with the latest species distribution modelling methods (Elith & Leathwick, 2009). This will provide spatially explicit predictions of trout distributional shifts and estimates of growth suitability at the national and (broad) regional levels - out to 2070. This modelling can inform long-term planning for fishery management needs nationally. Anglers are likely to 'vote with their feet' and shift angling pressure in response to changes in fishery productivity (as a result of climate change). It follows that shifting angler pressure will require a shift in management effort and focus. This modelling exercise will highlight regions where fisheries may inevitably be lost but also provide guidance on regions where fisheries could persist long term with targeted mitigation efforts. These could include protecting / restoring cool ground water and tributary inflows or plantings for shading of winter spawning and juvenile rearing areas.</i></p>		
Aim/s & Outputs	<p><i>i) Model the near-medium term distribution of trout across Aotearoa New Zealand in the years 2030, 2050, 2070, based on environmental changes expected under multiple climate change scenarios.</i></p> <p><i>ii) For a 'typical' rain-fed trout fishery with high resolution temperature data, use bioenergetics models to explore how climate change may affect trout growth potential.</i></p>		
Description / Methodology / Scope	<i>Changing trout distributions under climate change will be assessed using species distribution models (Elith & Leathwick, 2009), using 30 arc second resolution global environmental data layers (Fick & Hijmans, 2017) and</i>		

Statutory managers of freshwater sports fish, game birds and their habitat

	<p>observation records from the New Zealand Freshwater Fish Database (Stoffels, 2022). Species distribution models predict the probability of occurrence for a given species at a given location, based on known environmental conditions. Changes in distribution can then be predicted into the future where data describing likely future environmental conditions is available (e.g. BioClim [Fick & Hijmans, 2017]). Species distribution models are best suited to predicting broadscale distributional changes, but are less suited to predicting fine scale, site specific changes.</p> <p>For a 'typical' rain-fed river trout fishery with high resolution temperature data, we will simulate the effects of climate change on growth potential using bioenergetics models. While site specific data on the effect of climate change on instream temperature is not available, climate change is expected to affect two key attributes of temperature via increasing the i) mean and ii) variance. Given a pre-existing stream temperature record we can simulate the effect of increasing the mean and variance to understand how these will then affect trout growth potential. This modelling is not intended to guide management of a specific catchment, rather it is a heuristic tool to understand how climate change may affect trout growth in 'typical' medium sized rain-fed trout fishery rivers in a general sense.</p>		
Endorsement/s	This study has received support from the regional managers of the Auckland/Waikato, Eastern, Hawkes Bay, North Canterbury, Central South Island, and Otago regions of Fish & Game (see attached).		
Stakeholders	Outputs from this study may be used by managers and policy developers to inform long-term planning of fishery management needs nationally. Successful utilization of outputs may improve the long-term sustainability of the trout fishery for licence holders.		
Benefits / Outcomes	We will produce a Cawthon report that explores the management implications of changing trout distributions and their growth potential. The report will contain national scale distribution maps for the brown and rainbow trout, under a variety of climate change scenarios, for the years 2030, 2050, 2070. Additionally, we will produce estimates of the effect of changing the mean and variance of temperature on trout growth potential in an example catchment.		
Why Fish & Game? Partners?	Fish & Game are the statutory managers of trout and trout fisheries, and as such have a vested interest in the sustainability of the trout fishery.		
Risks	<p>Risks associated with the study:</p> <p>Data availability – predictions of environmental conditions under climate change (e.g. 2050, 2100) are available for variables such as precipitation and air temperature, but not instream specific variables. Therefore, when modelling freshwater species, there is always the caveat that we are relying on correlations between air and stream temperature. This approach is widely used in the ecological modelling literature.</p> <p>Risks of not doing the study:</p> <p>Lack of information regarding potential distributional shifts of trout in a changing climate could lead to less than optimal management.</p>		
Resources – what's needed to do the project?			
Overall Timeframe	3 months from start date		
Project team + Est time required	Regional / Office Sponsor:	TBD	Staff Lead: TBD
	Other personnel involved and their role:	N/A	

Statutory managers of freshwater sports fish, game birds and their habitat



Dependencies	<i>Study will utilize species distribution models produced by Elith & Leathwick in 2009, records from the New Zealand Freshwater Fish Database, and projections of future environmental conditions (Fick & Hijmans 2017), all of which are complete and currently available.</i>
External consultants or contracts? Partners?	<i>Work will be performed by scientists from Cawthron.</i>
Budget – how much, for what?	<i>\$30,000</i>

Project deliverables and timeframes – who delivers what and when?

** Project Deliverables should be able to be used for reporting on progress as key **Milestones, Outputs or Outcomes** (Gantt chart can be inserted to represent detail in table below).*

Deliverable / Milestone / Output / Outcome	Who is involved?	Timeframe
<i>Cawthron report summarising potential distributional changes under climate change and how changes to mean and variance of temperature are likely to affect trout growth.</i>	<i>Robin Holmes, Cawthron Finnbar Lee, Cawthron</i>	<i>Month 3 (upon completion)</i>

Research Fund Coordinator & CFO completion only

Approved/Declined/Postponed	
Priority ranking	
What drops off the Ops Plan to do this?	
Budget approved?	
Budget sources	
Risk ok?	
Approval date	

Estimating the effect of climate change on trout distributions and growth potential across Aotearoa New Zealand

Dr Finnbar Lee & Dr Robin Holmes

River and Lake Ecology Team, Cawthron Institute, Nelson, New Zealand.

Proposal

Brown (*Salmo trutta*) and Rainbow (*Oncorhynchus mykiss*) trout are the backbone of New Zealand freshwater sports fisheries. Climate change is now impacting on our trout fisheries, both directly by shifting the temperature and hydrological regimes and indirectly through exacerbating the effects of land use and other stressors. If Fish & Game is to effectively adapt and manage trout fisheries in the face of (at least) 1.5 degrees of warming by 2050 (Masson-Delmotte et al., 2021), it is crucial to understand how conditions for trout growth potential will change nationally. Broadly speaking, river and lake conditions are expected to worsen for trout in northern latitudes (i.e., in Northland) and low elevation areas of the North Island. In contrast, conditions may improve in high elevation areas and in the South of the country. However, the spatial extent and expected timescales of these high-level predictions remain unquantified. The last attempt to consider the effects of climate change on trout distributions in New Zealand was made by Scott & Poynter (1991), where they conducted a simple qualitative review.

We propose to model the likely shift in trout distributions across New Zealand under multiple climate change scenarios, coupled with estimates of changing growth potential (as determined by temperature). We will achieve this by combining insights from recent developments in bioenergetic modelling (Chipps & Wahl, 2008) with the latest species distribution modelling methods (Elith & Leathwick, 2009). This will provide spatially explicit predictions of trout distributional shifts and estimates of growth suitability at the national and (broad) regional levels - out to 2070. This modelling can inform long-term planning for fishery management needs nationally. Anglers are likely to 'vote with their feet' and shift angling pressure in response to changes in fishery productivity (as a result of climate change). It follows that shifting angler pressure will require a shift in management effort and focus. This modelling exercise will highlight regions where fisheries may inevitably be lost but also provide guidance on regions where fisheries could persist long term with targeted mitigation efforts. These could include protecting / restoring cool ground water and tributary inflows or plantings for shading of winter spawning and juvenile rearing areas. While Fish and Game can do little to lessen the impacts of climate change in the fisheries that will be severely impacted, a national picture of the extent of the impact of increasing temperatures will be useful for:

1. prioritising finite advocacy and environmental protection / restoration resources,
2. preparing for shifting angler use patterns,
3. managing angler expectations regarding fishery productivity in warming systems,
4. planning for effective native biodiversity protecting / improvement initiatives in warming systems
5. contributing to the national scientific understanding of climate change impacts on our freshwater ecosystems

Background

The distribution (Fig.1) and condition of brown and rainbow trout is primarily determined by temperature, food availability, and cover. Trout (and indeed all fish) are particularly sensitive to temperature which affects metabolic rates and therefore food requirements. Trout prefer cool water temperatures and their distributions have been shown to be limited by a maximum winter temperature of 10 degrees in the available spawning areas of a catchment. However, more subtle changes, related to growth rates, will occur as temperature regimes change. Optimal trout growth is achieved at around 14°C on an invertebrate diet and 17°C on a diet comprising fish (Elliott, 1975; Bear, McMahon, & Zale, 2007; Elliott & Elliott, 2010). Any deviation from these optima impacts growth and survival and by extension the potential productivity of a fishery.

On top of broadscale range shifts, we expect climate change to induce localised changes in temperature regimes. Any changes to the mean or variance of temperature are likely to affect trout growth, but how these effects may play out are not well understood. Here, we will model the broadscale distribution of trout, and how this may change under climate change. Additionally, we will simulate possible changes to temperature regimes under climate change and examine how this flows on to trout growth potential.

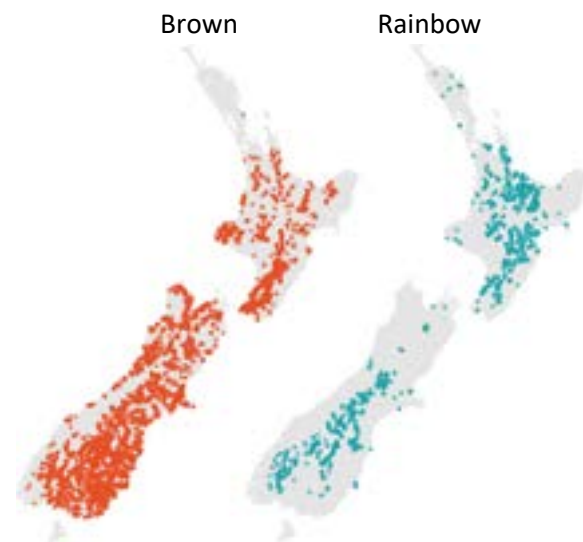


Figure 1. All Brown and Rainbow trout records from the New Zealand Freshwater Fish Database.

Aims

- i) Model the near-medium term distribution of trout across Aotearoa New Zealand in the years 2030, 2050, 2070, based on environmental changes expected under multiple climate change scenarios.
- ii) For a 'typical' rain-fed trout fishery with high resolution temperature data, use bioenergetics models to explore how climate change may affect trout growth potential.

Methods

Changing trout distributions under climate change will be assessed using species distribution models (Elith & Leathwick, 2009), using 30 arc second resolution global environmental data layers (Fick & Hijmans, 2017) and observation records from the New Zealand Freshwater Fish Database (Stoffels, 2022). Species distribution models predict the probability of occurrence for a given species at a given location, based on known environmental conditions. Changes in distribution can then be predicted into the future where data describing likely future environmental conditions is available (e.g. BioClim [Fick & Hijmans, 2017]). Species distribution models are best suited to predicting broadscale distributional changes, but are less suited to predicting fine scale, site specific changes.

For a 'typical' rain-fed river trout fishery with high resolution temperature data, we will simulate the effects of climate change on growth potential using bioenergetics models. While site specific data on the effect of climate change on instream temperature is not available, climate change is expected to affect two key attributes of temperature via increasing the i) mean and ii) variance. Given a pre-existing stream temperature record we can simulate the effect of increasing the mean and variance

to understand how these will then affect trout growth potential. This modelling is not intended to guide management of a specific catchment, rather it is a heuristic tool to understand how climate change may affect trout growth in 'typical' medium sized rain-fed trout fishery rivers in a general sense.

Outputs:

We will produce a Cawthon report that explores the management implications of changing trout distributions and their growth potential. The report will contain national scale distribution maps for the brown and rainbow trout, under a variety of climate change scenarios, for the years 2030, 2050, 2070. Additionally, we will produce estimates of the effect of changing the mean and variance of temperature on trout growth potential in an example catchment.

We anticipate this work to cost in the order of \$25,000 - \$30,000 (excluding GST), a more detailed cost estimate will be prepared if the NZ Fish & Game Council wishes to pursue this project.

Limitations:

- 1: We will not model changes to trout distributions in lakes, as lakes have complex thermal regimes.
- 2: Given the resolution of data available, our results are intended to describe coarse, broadscale national to regional patterns in changes in distributions and should not be used for fine scale (catchment specific), local decision making.
- 3: Our analysis will make no assumptions regarding the ability of trout to adapt to new temperature regimes based on local population adaption.
- 4: At the local scale, factors like whether a system is spring fed vs rain fed are likely to be highly important for the resilience of the system. Where catchments (or parts of the catchment) are able to maintain temperature regimes, they may function as climate refugia for trout. We are not able to capture these phenomena in our broadscale distribution models. However, we will discuss the potential for behavioural adaption at the population level (i.e., consistent migration patterns in a trout population to avoid seasonally warm areas) and its implications for population persistence.

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Sports Fish & Gamebird Notices & Regulations

New Zealand Fish and Game Council Meeting

Prepared by: Richie Cosgrove, Operations and Comms Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the NZ Fish and Game Council (NZC) provides an update on discussions around our Notices and Regulations Booklets with the Department of Conservation (DOC).

Financial considerations

- Nil
 Budgetary provision
 Unbudgeted

Risk

- Low
 Medium
 High
 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the update and information on the Notices and Regulations Booklets.
2. Supports the streamlining of processes and templates for Fish and Game's Notices and Regulations Booklets, including reporting to the Department of Conservation; and
3. Supports the investigation into alternative options for printing of the Regulations Booklets to reduce costs, including integration with Apps and utilising similar initiatives used by some regions.

Takenga mai - Background

3. It became apparent during work around the Licence Fee Recommendation, the Sport Fish Licence Fees and Forms Notice and the Anglers Notice this year that there were a number of issues with the order of presentation and layout of our regulations.
4. Over time, our regulations had become confounded, such as Schedule One items creeping into Schedule Two and additional non-regulation information being included (i.e. contact phone numbers, etc.) in the Anglers Notice. This is not an ideal situation, with the Parliamentary Counsel Office (PCO) picking this up during their regular annual review of our Notices.
5. Following this and discussions with Michael Gee from DOC, we have the opportunity to tidy up and clarify our notices and regulations booklets.
6. Below is a proposed framework for structuring the various notices and published booklets to avoid gaps and unnecessary duplications. This will assist with our Regulations Booklet being more coherent and easier to read and interpret by hunters and anglers.
7. For sports fishing, the legal requirements are set out in the following documents (or parts thereof):
 - Conservation Act 1987
 - Freshwater Fisheries Regulations 1983
 - Sports Fish Licences, Fees, and Forms Notice
 - Anglers Notice for Fish and Game Regions – Schedule 1
 - Anglers Notice for Fish and Game Regions – Schedule 2.
8. If something is specified in a higher-level legal document, it should not be repeated in a lower-level one (this is more relevant when preparing draft notices) as these documents are not read by anglers, instead they read:
 - North Island Sports Fishing Regulations
 - South Island Sports Fishing Regulations.
9. To set out the legal requirements, each of the regulations booklets, therefore, needs a structure along the lines of:
 - In the national section of the booklet, the following subsections:
 - a. General narrative relating to sports fishing at a national level.
 - b. Nationally relevant requirements from the Conservation Act and Freshwater Fisheries Regulations.
 - c. The contents of Schedule 1 of the Anglers Notice for Fish and Game Regions.
 - In each regional section of the booklet, the following subsections:
 - d. General narrative relating to sports fishing in that region, including any non-statutory conditions such as contact details of landowners regarding access to private land.
 - e. The contents of Schedule 2 of the Anglers Notice for Fish and Game Regions.
10. These do not cover all the legal obligations of Fish and Game Councils. Some requirements need to be:
 - Displayed on the website when people buy sports fishing licences (e.g. that if you buy this licence in electronic form, you consent to it being provided in that form)
 - Obtained from people when they buy sports fishing licences (e.g. contact details and indication of whether they intend to vote in elections)
 - Written on a sports fishing licence to advise people of certain things (e.g. as a requirement of an LFF notice).

Each “fragment” of information or requirement needs to be in the right place. For example:

- If something practicably needs to be on the website, don't have the Licences, Fees, and Forms Notice say that it must be written on the licence
- If a region needs a "special condition" for its region and it is already a requirement of an Act, then it must be placed into (b), not into (e)
- If a definition or condition is given in (c), a region may not repeat it in (e)
- If an item is specific to a particular region, it should be placed into an (e), not given in a lengthy dissertation in (c)
- Indications of which waters are "designated waters", "controlled fisheries", or "sea-run salmon waters" can be provided in the season/bag limit tables in (e), with an explanation of what the terms mean given in (a). They are defined in the LFF notice, so they should not be a "condition" or "definition" in an anglers/game notice or (b), (c), or (e). They can be talked about, if needed, in (d) – which might be good for "sea-run salmon waters" since they are relevant for only two regions.
- Graphic designers must not be allowed to change the structure of (a) to (e) nor modify the words in (b), (c), or (e).

The same arrangement is needed for game hunting, but the documents are instead:

- Wildlife Act 1953
 - Wildlife Regulations 1955
 - Game Licences, Fees, and Forms Notice
 - Open Season for Game in Fish and Game Regions Notice – Schedule 1
 - Open Season for Game in Fish and Game Regions Notice – Schedule 2
 - North Island Game Bird Hunting Guide Regulations and Hunting Areas
 - South Island Game Bird Hunting Guide Regulations and Hunting Areas
 - Displayed on the Fish and Game website when game licences are bought
 - Obtained from people when they buy a game hunting licence
 - Written on a game hunting licence.
11. Aside from making our Notices and Regulations correct and proper, this also allows us to tidy up other issues in the regulations books that regional staff have highlighted for several years.
 12. Effectively, it means giving them a redesign that should last several years while we decide whether to go to an app or another technology-based solution.
 13. This redesign of the Regulations booklet should include some extension material like what we included in the Licence Carrier Letter this year so that we can assist in adding value for our licence holders.

Kōrerorero - Discussion

- a. This "refresh" project should enable Fish & Game to not only meet our statutory obligations but also the opportunity to achieve some R3 objectives.
- b. There will need to be some regional support in this process to maximise this opportunity.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

14. Nil but we are continually assessing the cost of production of the printed regulations booklets.

Legislative Implications

15. None, it should make our notices and regulations consistent with what is expected from DOC and PCO.

Section 4 Treaty Responsibilities

16. There are no Section 4 responsibilities related to this proposal.

Policy Implications

17. The production of Notices and regulations is a core function of NZC.

Risks and mitigations

18. There is a risk if Fish and Game continues to not meet the Notices and Regulations correct format and process, we may be enforced to adhere to a required format as part of our legal requirements when submitting our Notices and Regulations. The proposed improvements will help mitigate this risk.

Consultation

19. From the Managers review of this paper:

- There was clear support for this work to be undertaken.
- Emphasis on the need for a more aggressive approach in handling the current work progress, including organising the initial schedule.
- There are two main parts of the project:
 - Firstly, getting the booklet templates correct.
 - Secondly, ensuring the consistent implementation of these templates across different regions.
- The objective is to streamline the process and provide updates to DoC.
- There is a need to continually consider the costs associated with the printing of booklets.
- There should be contemplation on integrating end-user pathways through apps, potentially replacing the need for printed booklets in the future.

Ngā mahinga e whai ake nei - Next actions

20. Staff have already commenced streamlining of processes and templates for Fish and Game's Notices and Regulations Booklets, including reporting to the Department of Conservation. If supported, investigation into alternative options for printing of the Regulations Booklets to reduce costs, including integration with Apps and utilising similar initiatives used by some regions will be undertaken.

Public Access Advocacy Strategy

New Zealand Fish and Game Council Meeting

Prepared by: Corina Jordan, Chief Executive, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the NZ Fish and Game Council (NZC) provides an update on public access advocacy and seeks support for the development of a thorough strategy and advocacy campaign, to be undertaken in partnership with Managers and integrated into the Organisational Strategy.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the update and information on public access advocacy.
2. Supports the development of a comprehensive strategy and advocacy campaign, to be undertaken in partnership with Managers and integrated into the Organisational Strategy under the leadership of the NZC CEO, so this can be addressed with Ministers and across the sector; and
3. Agrees to the proposal for this to commence as part of the February 2024 Management/NZC planning session/meeting.

Takenga mai - Background

2. The public access advocacy strategy paper attached, was presented at the 2 November 2023 Fromal Managers meeting.
3. The following was discussed and noted as part of the Regional Managers consideration of the paper:
 - Concerns about reduced access through forestry spaces, DOC lands, and iwi-owned lands.
 - Private forestry businesses and local councils/territorial authorities' actions, like installing walkways in wetlands, are eroding opportunities and impacting access for anglers and hunters.
 - Proposal for high-level discussions with Managers & NZC and Corina to address issues with Ministers and other relevant CEOs/leader, including collaboration with the Game Animal Council and other hunting sectors being crucial.
 - DOC prioritising protection over access mandates with hunters and anglers, including those in tourism, adversely affected.
 - Consensus on the need for a reinvigorated national advocacy campaign to address access to public spaces/resources. Public access is a key benefit of buying licences.
 - Suggestion to include access issues in national strategic priorities.
 - Issues extend beyond physical access, including requirements and restrictions on firearms, dogs, and other regulations.
 - Local catchment groups are misattributing water quality issues to deer rather than land use changes.
 - Walking Access Commission is not adequately signposting legal access points.
 - Review the Organisational Strategy to reflect the priority of access for licence holders.
 - Potential for a research component to support advocacy and strategy development.
 - Collaborate with managers and interested parties to create a comprehensive plan for improved public access. Suggested this could commence at the February 2024 Management/NZC planning session/meeting.
 - Present the issue and proposed actions at planning sessions, aiming for inclusion in strategic documents.

Kōrerorero - Discussion

4. Public access is a concern for Fish & Game as it is integral for hunters and anglers across NZ and their continued activities as Fish & Game licence holders. As identified above, this is also a concern and impacting other organisations within the hunting and fishing sector.
5. There is a need to identify this as a national strategic priority for Fish & Game as part of its Organisational Strategy so there is consensus and ability to work collaboratively on a national advocacy campaign and develop a comprehensive plan for improved public access to address these issues.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

6. There is currently no assigned budget for this activity, however, there are other relevant budgets costs related to this proposal could be utilised/spread across.

Legislative Implications

7. There are no legislative implications currently regarding this proposal, but there is scope for legislative improvements regarding public access.

Section 4 Treaty Responsibilities

8. There are no Section 4 responsibilities related to this proposal. However, there are Te Tiriti obligations that may need consideration in relation to access in some areas.

Policy Implications

9. There are no direct policy implications in relation to this proposal.

Risks and mitigations

10. The risk of public access for Fish and Game licence holders is being mitigated by this proposal and the development of a national public access advocacy campaign.

Consultation

11. Managers considered this at their 2 November 2023 Formal Managers meeting with the following recommendation made:

That this be submitted to NZC with priority for consideration due to the national significance of public access, and that it informs the development of a thorough strategy and advocacy campaign, to be undertaken in partnership with Managers and integrated into the Organisational Strategy.

Ngā mahinga e whai ake nei - Next actions

12. If supported, work will be undertaken on the development of a comprehensive strategy and advocacy campaign, in partnership with Managers and integrated into the Organisational Strategy under the leadership of the NZC CEO, which will commence as part of the February 2024 Management/NZC planning session/meeting.

Public Access Advocacy.

Fish & Game has a legislative requirement pursuant to the Conservation Act 1987, Section 26Q(1)(b) (1), to “maintain and improve the sports fish and game resource- by maintaining and improving access”.

Advocacy includes liaison with a variety of stakeholders including landowners and managers, farmers, foresters, Iwi groups and other agencies including Government agencies and departments. This includes primarily DOC, LINZ, and the Walking Access Commission.

The Walking Access Commission is a key partner agency in regard to dealing with access issues and they also especially useful as when they are dealing with Overseas Investment applications will advocate for anglers and hunters on behalf of Fish & Game and usually with our input and assistance, to secure or enhance access to sports fish and game resources.

DOC manages extensive land areas which are of significant importance to anglers and hunters and this requires us to work with them to maintain and enhance access for anglers and at hunters on DOC managed lands. In some areas there are considerable areas of DOC land which are managed under agreements with Fish & Game for specific purposes, such as game bird hunting.

Challenges Generally

Significant challenges to public access generally include:

- The loss of access over successive years due to loss of what was public lands to Iwi Settlements where access has been lost or restricted, or where access in those lands has not been maintained by the organization responsible for it.
- Privatization of fish and game resources, often stealth, and at times illegally.
- Private capture of fisheries by guides with resulting landowner exclusion of public.
- Restricted hunting opportunities or lost opportunities due to encroachment of other interests such as cycleways, residential areas, urban development.
- Difficulty in gaining access into forestry lands, usually with Health and Safety reasons cited for access restrictions, despite obligations under the Forest Stewardship council (FSC) requirements. Usually if the forestry managers are able to say they are complying with legal obligations for recreation and access or even providing ‘more’ than legally required then they consider that they have done all they need to in this respect.
- In regard to private capture of fisheries, this is exacerbated by the legislation around the selling or letting of the rights to fish in freshwater being very weak, and essentially being simple for landowners and occupiers to navigate around. The Conservation Act 1987 Section 26 ZN is shown below. There are numerous ways for this legislation to be circumvented, and a prosecution must prove the ‘sale or letting’ of the rights to fish in freshwater, which is difficult to prove without a high level of evidence to prove all elements of that charge.

26ZN Fishing rights not to be sold or let

(1) Every person commits an offence against this Act who sells or lets the right to fish in any freshwater.

(2) For the purposes of subsection (1), the expression **sells or lets the right to fish** does not include—

- (a) the selling or letting of fishing rights on any licensed fish farm to the general public; or
- (b) the grant of a concession by the Minister to a sports fishing guide; or
- (c) charges made for guiding services by any sports fishing guide.

Section 26ZN: substituted, on 13 March 1996, by [section 27](#) of the Conservation Amendment Act 1996 (1996 No 1).

- Essentially this means, landowners and occupiers can legally pick and choose who they may permit to access their property (in accordance with existing property rights and trespass laws) and as long as they say and do the right things when it comes to the arrangements with guides or anglers, it is extremely difficult to prosecute for this offence.

Issues and challenges in Eastern Fish & Game Region.

Since about 2008, in Eastern Region we have experienced the following examples of loss of or restricted access to fish and game resources:

- Kaingaroa Forest Central North Island Iwi Collective settlement. Loss of summer access along with mid-week access to the Rangitaiki River system and Flaxy Lakes within the Kaingaroa Forest. Access now is only available weekends only, May to Sept, during daylight hours, by permit. The legal access provisions are essentially weak and relate to foot access only, and there is only 1 public access easement to the river. All other access is by good will of the owners and forest managers, and much of this evidently relates to compliance with FSC matters. It is unfortunate that at the time of settlement angler access (public access) easements were not sought for access to the river system and lakes at key points, and politicians assurances of enhanced access came to nought.
- Along with the Kaingaroa matter, there has also been restricted access to Lake Rotomahana, via the Waimangu Forest, and this also is only available May to Sept in weekends only, by permit.
- Loss of road access to the Tarawera Outlet DOC campground. Road access was through forest, this has been stopped and boat access only is now permitted. Parties involved in this are DOC and Iwi land/forest owners and managers with seemingly an impasse in further resolution. In some ways this restriction has had a positive effect as it appears to also have stopped some poaching activity at the Tarawera outlet.
- Maungataniwha Station inland of Wairoa. The landowner restricts access illegally to and on public riverbed, (the bed is Crown land) and a gate is in place across a public road, with little will by local authorities to force it's removal – mainly it appears due to the gate not impeding access to any other properties. Maungataniwha has /is running a private lodge, tourism business for hunting and fishing. The owner has been written to by Fish & Game regarding the access to the river bed, but we still hear reports of anglers being accosted in the area.

- Wharerata forest access to the Kopuawhara Stream. A small but valued trout stream relatively close to Gisborne city. Access was via public road, and then public access easement within the Wharerata Forest to a location close to the stream. The forest was originally managed by the NZ Forest Service until late 1980's, and then managed by a forestry company (Juken Nissho) who heavily restricted access on public roads by placing a locked gate on the public road where it deviated around a slip into land off road reserve, and then locking the public access easement as well where it came off the public road. Technically anglers could obtain a permit and key but in practice this didn't occur as it should have. LINZ was not interested in the closure of the public access easement despite us taking this up with them, and the District Council would not force the opening of the gate which was blocking a public road. Since then, the forest has been given to Iwi in a Treaty settlement and the new Iwi managers will not respond to attempts to talk to them despite considerable effort to make contact. Therefore, the stream is lost to public access. The Gisborne Tramping Club are also effected parties, as they had attempted also to regain access to the stream area and a walking track along an old railway line.
- The lower parts of the same Kopuawhara Stream are within private farmland, and exclusive capture of the stream is taking place there with public excluded, but the claim that anglers are paying for use of farm tracks etc, and transport over the farm.
- Several areas in the Upper Ngongotaha Stream and Waiteti Stream near Rotorua where we are aware that landowners are capturing trout fisheries for private gain, either to guests, or to guides. Attempts to deal with this have failed due to the loopholes in legislation meaning a way is found around the law by landowners.
- Te Urewera. Since the 2014 Treaty settlement with Tuhoe Iwi, the Urewera back country fisheries have become much more difficult for anglers to access. Tracks are generally not maintained, and in late 2022 almost all Te Urewera Huts other than 4 around Lake Waikaremoana (Great Walk huts) were removed or burnt, without replacements.
- Lake Waikareiti, a pristine rainbow trout fishery. Under Te Urewera management. The dinghies at this lake which used to be available for public hire from DOC are no longer available to be hired. The dinghies are still in place at the lake, along with oars and lifejackets, (sighted by F&G staff early 2023) but Te Urewera refuse to hire them to public. No understandable explanation for this situation is forthcoming. This essentially means Lake Waikareiti is unable to be fished by most anglers due to bush to the shore around almost the entirety of the lake. (The Wairoa Anglers club do still have a dinghy at this lake and so far are still able to use it themselves- but other than this, the lake is lost to anglers).
- Lake Waikaremoana itself within Te Urewera is still accessible- although not technically part of 'Te Urewera' itself as separate from the Te Urewera settlement as a separate land/lake block with 3 different iwi interests/owners in the bed. The lakebed is technically still leased by the Crown (DOC) but the lease is expired as of 2016 and continues to 'roll over' until it is walked away from, but the future is uncertain, and if the lease is lost the lake will become private without any legal public access. At present there is no certainty at all that the bed lease will continue with the Crown, and there is a High Court action yet to be determined regarding the various maori land owners of the bed and who has what control over what parts of the bed.

- Lake Waikaremoana, since about 2017/18, Te Urewera management have denied that anglers and boaters, hunters etc can camp around the lake. Contrary to the legal position of the lakebed including shoreline to the old high-water mark to date continuing to remain as legal lakebed in a lease to the Crown (DOC). Also, the Waikaremoana, DOC run motor camp has an uncertain future.
- Still in the Te Urewera Region, under the current Te Urewera management there has been no maintenance on the walking track into the Ruakituri River from the end of Papuni Rd. This impacts on the ability of anglers to be able to access this fishery which is a world class rainbow trout fishery (probably still is , or at least very high value even following Cyclones). The last staff visit to this area was last year and staff were unable to locate the start of the official walking track, or the track itself, all old DOC signage is in a state of disrepair.
- While not part of Eastern Fish & Game Region – access has been lost into the upper Waipakihi River off the Desert Rd. The surrounding land is maori land, and the roadway access was given back to the landowners recently who have erected gates and access is now lost to the public. Interestingly a Helicopter company (Helisika) has now built a base at the end of this road, developed a MTB track and placed camps up the Waipakihi River on the side of the river which is private land opposite DOC land. So due to no other practicable public access what was recently public land easily accessed is essentially now privatized by stealth.
- In Hawkes Bay region, the Iwi at Lake Tutira who own a part of the lake have objected to trout liberations and as a consequence liberations there stopped several years ago, and the fishery is in decline as a result.
- On the East Coast, there is little public access into the Mata River system north of Gisborne, most access is via private farm and forestry blocks and access is very difficult to obtain, heavily restricted.
- Over the years considerable upland game hunting opportunities have been lost on the Whakatane coastal strip due to land use change, residential and lifestyle development in particular.
- Lastly, the current Lake Okataina closure situation with the Iwi placing a Rahui on the lake alongside a MPI closure order due to biosecurity concerns around the Gold Clam in the Waikato. The future of this situation is uncertain.

This is a sample of some of the access issues in or adjacent to the Eastern Region. This is not an exhaustive list of issues faced, and there are others we hear about from time to time, some of which we have been able to resolve. We are aware of other public access issues however those do not directly impact on anglers or hunters.

2023-24 Annual Meeting and Budget Schedule

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

Prepared by: Carmel Veitch, CFO, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) provides the feedback received from the regions and seeks final approval on the draft 2023-24 Annual Meeting and Budget Schedule.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendation

That NZC:

1. Receives the feedback from the regions on the draft 2023-24 Annual Meeting and Budget Schedule;
2. Approves the 2023-24 Annual Meeting and Budget Schedule as final, including:
 - Four in person NZC meetings
 - One joint Chairs/NZC meeting/Governors Forum
 - One in person Regional Managers meeting; and
 - Notes the restricted budgets for the associated costs of these in-person meetings.

Whakarāpopoto - Executive Summary

1. The co-ordination and budgeting of the NZC, Governors and Managers are an integral function of the NZC Office.
2. Budgets for these meetings have been incorporated into NZC/National Budget.

Takenga mai - Background

3. The following was noted when the draft 2023-24 Annual Meeting and Budget Schedule was presented to NZC at its August 2023 meeting prior to consultation with the regions:
 - Five NZC meetings to be held in the 2023/24 financial year.
 - 24 & 25 November 2023 – In Wellington (*including setting 2024/25 Strategic Priorities*)
 - 16 to 18 February 2024 – In Wellington.
 - 17 February 2024 Chairs/NZC meeting/Governors Forum – In Wellington (*including planning & Governance workshops*)
 - 19 & 20 April 2024 – In Wellington (*19 April to include NZC & Regional Managers/CEs Joint Meeting*)
 - 18 & 19 June 2024 – Online/TBC (*held over two half days to Consider Licence Fees, Anglers Notice & SFLFFN*).
 - 23 & 24 August 2024 – In Wellington.
 - 13 & 14 December 2024 – In Wellington (*Inaugural meeting of newly Elected NZC*)
 - One NZC meeting to be agreed for the 2024/25 financial year.
4. On the 6 September 2023, the draft 2023-24 Annual Meeting and Budget Schedule was sent to Regional Councils.
5. The Meeting and Budget Timetable for 2023/24 sets out the important dates that need to be considered for the NZC to fulfil its statutory obligations of co-ordination of the Anglers Notice, Licence Fees and Forms and Elections.
6. Meeting dates have been set to ensure Regional Councils are consulted and that there is adequate time for regional feedback.
7. The 2023-24 Annual Budget and Meeting Schedule is presented to the NZC as final for approval.
8. Regional Councils need to set their meetings to fit around the NZC meeting dates to ensure feedback on licence fees and regulations can be given within the updated procedure with the Minister of Conservation and DOC.

Kōrerorero - Discussion

9. Most of the meetings have been set to comply with the NZC to fulfil its statutory obligations of co-ordination of the Anglers Notice, Licence Fees and Forms and the Elections.
10. The NZC meeting scheduled for 18 & 19 June 2024 is currently to be held online over two half days to consider Licence Fees and Forms & Anglers Notice. However, this could be swapped with the 23 & 24 August 2024 NZC meeting to be held in Wellington, noting that the August meeting is the last NZC meeting prior to Elections commencing.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

11. The 2023/24 Budget allows for four in person NZC meetings. The Budget is \$60,000.
12. The 2023/24 Budget allows \$12,000 for a joint Chairs/NZC meeting/Governors Forum; and
13. \$15,000 for one in person Managers meeting.
14. These budgets are tight and with increases in flights and accommodation, these will need to be carefully managed.

Legislative Implications

15. The dates in the schedule are to ensure that the Fish and Game Elections Regulations 1990 are adhered to and Section 26C of the Conservation Act.
16. The dates also ensure the Minister is adequately briefed and is given sufficient time for decision making.

Section 4 Treaty Responsibilities

17. There are no Section 4 Treaty responsibilities.

Risks and Mitigations

18. Regional Councils need to align their meeting to ensure they are able to respond to consultation on from the NZC in a timely manner.
19. All regions need to conform with the Fish and Game Election Regulations. This meeting schedule sets out the required dates for all regions to plan for this.
20. The Minister may not approve the Licence Fees and Forms or our regulations if Fish & Game does not provide the adequate information on a timely manner.

Consultation

Region	2023-24 Annual Meeting & Budget Timetable	Feedback
Northland	✓	No issues/supported.
Auckland/Waikato	X	No feedback received.
Eastern	✓	No issues/supported.
Hawke's Bay	X	No feedback received.
Taranaki	X	No feedback received.
Wellington	X	No feedback received.
Nelson/Marlborough	✓	No issues/supported.
West Coast	✓	No issues/supported.
North Canterbury	X	No feedback received.
CSI	✓	No issues/supported/Provided CSI 2024 meeting dates.
Otago	✓	Queried consultation/No issues/supported.
Southland	✓	Queried need for 3 week feedback deadline before NZC meeting/supported.

Ngā mahinga e whai ake nei - Next actions

21. If approved, any amendments/updates requested by NZC will be made accordingly prior to the final 2023-24 Annual Meeting and Budget Schedule being circulated to regions. The importance of Regional Council meetings to be scheduled ideally on the off month of a NZC meeting, or at least three weeks after a NZC Meeting and at least three weeks prior to the next NZC meeting and to comply with the NZC to fulfil its statutory obligations of co-ordination of the Anglers Notice, Licence Fees and Forms and the Elections will be highlighted.

2023-24 Annual Budget & Meeting Schedule

Key:

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

Year: 2023			
Month	Date	Meeting/Activity	Location
September	Friday 1 Sep	Fish & Game New Financial Year	
	Friday 22 Sep Saturday 23 Sep	GBHT Board Meeting <i>(Including Saturday field trip)</i>	Hawke's Bay
October	Sunday 1 Oct	Sports Fishing Opening	
	Monday 23 Oct	Labour Day	
November	Wednesday 1 Nov	High Country Sports Fishing Opening	Otago & Southland
	Thursday 2 Nov	Regional Managers/CEs Meeting <i>(Feed into 24 & 25 Nov NZC Meeting)</i>	Online
	Saturday 4 Nov	High Country Sport Fishing Opening	Nth Canterbury & CSI
	Friday 24 Nov Saturday 25 Nov	NZ Council Meeting (Held over 2 days) <i>(Set 2024/25 Strategic Priorities)</i>	Wellington
December	Thursday 14 Dec	Regional Managers/CEs Meeting (TBC)	Online
	Friday 22 Dec	All Variance Reports & Reserves Schedules Submitted to CFO	
	Monday 25 Dec	Christmas Day	
	Tuesday 26 Dec	Boxing Day	
	Friday 29 Dec	All Regional Council 2023 Meetings to be complete/held	
Year: 2024			
January	Monday 1 Jan	New Year's Day	
	Tuesday 2 Jan	New Year's Day Observed	
	Friday 26 Jan	Summary of Variance Reports & Reserves Updates <i>(Returned to Managers with queries)</i>	
	Wednesday 31 Jan	Licence Working Party Licence Sales Forecast <i>(Forecast week before 29th report)</i>	
	Wednesday 31 Jan	Regulation Details Due for Game Notice <i>(From all Regional Councils)</i>	
February	Friday 2 Feb	World Wetland Day/Release of 2024 Habitat Stamp	
		Variance Reports Final Circulation to Managers	
		Draft Game Notice Submission to DOC for comment	
	Tuesday 6 Feb	Waitangi Day	
	Thursday 8 Feb	Regional Managers/CEs Meeting	Online
	Friday 9 Feb	Game Regulation Guide Content Due to NZC Office	
	Monday 19 Feb	Game Notice & Submission to MOC & Gazette Office	
	Friday 16 & Sunday 18 Feb	NZ Council Meeting (Held over 2 days) <i>(Includes Licence Forecast)</i>	Wellington
	Saturday 17 Feb	Governors Forum - Regional Chairs & NZC <i>(Planning & Governance)</i>	Wellington
Friday 23 Feb/ following week	Publish Game Notice in NZ Gazette		

Year: 2024			
Month	Date	Meeting/Activity	Location
March	Thursday 14 Mar	Game Bird Hunting Licences on Sale (<i>2nd Thursday</i>)	
	Monday 18 Mar	Game Magazine Released	
	Wednesday 20 Mar	Draft Budgets & Contestable Fund Applications Due	
	Thursday 28 Mar	Staff Development Grant Applications Close	
	Friday 29 Mar	Good Friday	
April	Monday 1 Apr	Easter Monday	
	Sunday 7 Apr	Mark-up/Pegging Day (<i>4 weekends before opening</i>)	
	Friday 12 Apr	Budgets, Budget Summaries & Contestable Fund Applications Circulated	
	Thursday 18 Apr	Regional Managers/CEs Meeting	Wellington
	Friday 19 Apr	NZ Council & Regional Managers/CEs Joint Meeting (am)	Wellington
	Saturday 20 Apr	NZ Council Meeting	Wellington
	Thursday 25 Apr	Anzac Day	
May	Saturday 4 May	Game Bird Season Opening	
	Thursday 23 May	Regional Managers/CEs Meeting (<i>Feed into 18 & 19 June NZC Meeting</i>)	Online
	Friday 31 May	Regional responses to Licence Fee proposals, Anglers Notice & SFLFFN backcountry/sea run salmon Due to NZC Office	
June	Monday 3 June	King's Birthday	
	Tuesday 18 June Wednesday 19 June	NZ Council Meeting (Held over 2 half days) (<i>Consider Licence Fee, Anglers Notice & SFLFFN</i>)	Online
	Thursday 20 June	Licence fee, Anglers Notice & SFLFFN submission to MOC	
	Thursday 27 June	GBHT Grant Applications Due	
	Friday 28 June	Matariki	
July	Tuesday 9 July	GBHT Grant Applications Distributed to Board	
	Wednesday 17 July	GBHT Board Meeting (11am)	Online
	Thursday 18 July	Anglers Notice Published in NZ Gazette	
August	Thursday 1 Aug	Regional Managers/CEs Meeting	Online
	Monday 12 Aug	Fish & Game Election Nominations Open	
	Thursday 8 Aug	Sports Fishing Licences on Sale (<i>2nd Thursday in August</i>)	
	Thursday 29 Aug	Fish & Game Election Nominations Close	
	Friday 23 Aug Saturday 24 Aug	NZ Council Meeting (Held over 2 days)	Wellington
	Monday 26 Aug	Fishing Magazine Released	
	Saturday 31 Aug	Fish & Game End of Financial Year	
September	Wednesday 11 Sep	Election Roll Closes	
	Friday 6 Sep Saturday 7 Sep	GBHT Board Meeting (Held over 2 days)	TBC
	Thursday 19 Sep	Fish & Game Election Voting Papers Out	
October	Tuesday 1 Oct	Sports Fishing Opening	
	Tuesday 15 Oct	Election Postal Dates Close	
	Wednesday 30 Oct	Elected Members Take Office	
	Monday 28 Oct	Labour Day	

Year: 2024			
Month	Date	Meeting/Activity	Location
November	Friday 1 Nov	High Country Sports Fishing Opening	Otago & Southland
	Saturday 2 Nov	High Country Sport Fishing Opening	Nth Canterbury & CSI
	Thursday 7 Nov	Regional Managers/CEs Meeting <i>(Feed into 13 & 14 Dec NZC Meeting)</i>	Online
	Wednesday 20 Nov	New Regional Councils Last Day to hold Inaugural Meeting <i>(3 weeks after taking office)</i>	
December	Friday 13 & Saturday 14 Dec	NZ Council Meeting (Held over 2 days) <i>(2025/26 Strategy)</i>	Wellington
	Friday 20 Dec	All Variance & Reserves Schedules to CFO	
	Tuesday 31 Dec	All Regional Council 2024 Meetings to be complete/held	

Policy on Setting National Policies Feedback

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

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report seeks final approval from the New Zealand Fish and Game Council (NZC) for the updated Policy on Setting National Policies.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information; and
2. Approves the updated Policy on Setting National Policies.

Whakarāpopoto - Summary

- The NZC viewed and commented on the draft update of the Policy on Setting National Policies at its August 2023 meeting. The draft policy was then sent to Regional Managers in order that they could consult with their staff and Councils. The responses are summarised in the table below.

Takenga mai – Background

- This is an update of the original Policy on Setting National Policies in order to speed up the time it takes for policies to be approved.

Consultation

- Regional feedback is set out below:

Region	Policy on Setting National Policies	Comment
Northland	✓	Northland Fish & Game Council supports the draft Policy.
Auckland/Waikato	X	The Council rejected the proposed changes to the Policy, and thought that the majority of regions should agree with the draft policy before it was accepted and there should be 2 meeting cycles to discuss the policy.
Eastern	✓	Council supports the Policy
Hawke's Bay		Council viewed policy but provided no feedback
Taranaki		
Wellington		
Nelson/Marlborough	✓	The Council accepted the draft Policy
West Coast		No feedback received
North Canterbury		No feedback received
CSI		Thought that Clause 2.1 should reflect the Act which says that NZC has a coordination role not a "coordination and leadership" role In relation to Clause 3.1.e, the Council thought that the "reasonable time" for the consultation on the policy would depend on the policy. The Council would like to see a change management approach that determines a specific time and outcome for each policy.
Otago		Thought that the policy should be called the NZC Consultation Policy. Concern that 3.2 suggested that NZC would proceed with a policy without substantial buy-in from the regions. The word "consensus" was omitted. Policy should contain provisions as to why the policy is necessary, confirm that it doesn't duplicate or overlap other policies, and that it supports rather than usurps statutory functions of Regional Councils Policies should also be a maximum length of 2 pages
Southland		The Council recognised that the policy formalised the current process and added a timeframe for review, but the policy was too long

Discussion on feedback

- The Auckland/Waikato Council is the only Council that totally rejected the changes to the Policy and wanted to keep the 2 Council meeting cycle timeframe for consideration of the policies.

6. With regards to CSI's comments:
 - The word "leadership" has been deleted from Clause 2.
 - We accept that there may be different consultation times required, dependant on the importance and complexity of the policy, but "reasonable" covers this. The consultation paper that goes out with the policy can cover what timeframe is considered appropriate.
7. With regards to Otago's comments:
 - We don't think it is necessary to change the title of the Policy.
 - We don't think it is necessary to add that the draft policy requires consensus agreement from the Councils. Consensus means that everyone agrees with the policy and that is unlikely to happen in the current organisational structure. However, so far with the HR policies it has been possible to accommodate the changes that Regions have suggested and get majority agreement. If there is ever an instance where the majority of regions don't support a draft policy, then it would be reviewed in light of feedback and sent out for further consultation.
 - The consultation paper that goes with the draft policy can cover why the policy is necessary and whether it is linked to other policies.
 - On the comment regarding the length of the policy – it is not our intention to be unnecessarily verbose, but the length of the policy will depend on the amount of information that needs to be conveyed, for example: the draft Prevention of Bullying and Harassment Policy is longer than 2 pages because of the length of the definitions.
8. There was no comment from any of the regions on the delegation of the initial view of the draft policy by NZC

Ngā mahinga e whai ake nei - Next actions

9. If approved, the policy will be published and circulated to Regional Councils.



DRAFT POLICY ON **SETTING** NATIONAL POLICY

Section	National
Contact/Owner	NZC CEO/NZC
Last Review	2018/19
Next Review	November 2028 (5 years or as appropriate)
Approval	NZC November 2023
Effective Date	[INSERT DATE]

1. PURPOSE

1.1 National policy provides guidance, cohesion, coordination and direction to be consistently applied across the organisation. This sets out the process for setting national policy.

2. PRINCIPLES

2.1 In setting these functions, Parliament has given the NZ Fish and Game Council (NZ Council) a leadership and coordination role at the centre of the sports fish and game system to ensure that all parts of the system work together as a coherent whole.

2.2 Statutory relevance for FG NZ:

As noted, a central aspect of the NZ Council's co-ordination purpose is its function to "*develop, in consultation with Fish and Game Councils, national policies for the carrying out of its functions for sports fish and game*" (section 26C(1)(a)).¹

2.3 This function is accompanied by the requirement that Fish and Game Councils "*implement national policy determined by the New Zealand Fish and Game Council*" (section 26Q(IXe)(v)).

3. PROCESS

3.1. The following provisions shall apply in the preparation and approval of such policy:

- a. Proposed policy initiatives can be put forward by the NZ Council or any Fish and Game Council for consideration by the NZ Council, or its delegate (which has the delegation from NZ Council to review policies and approve them for consultation with the regions).
- b. The initiative will be drafted as policy and submitted to the NZ Council, or its delegate, for its consideration.
- c. In determining that the policy warrants becoming national policy, the NZ Council, or its delegate, must agree to it as draft national policy and consult with Fish and Game Councils.
- d. Fish and Game Councils are to include rationale for any change/amendment in a letter from the regional chairperson that can be attached to a report to the NZ Council on consultation and feedback.
- e. Following a period (~~one of at least two meeting cycles~~) that allows Fish and Game Councils reasonable time to consider and provide feedback on the draft national policy, the NZ

Council can consider and where necessary amend that policy before resolving to adopt it as national policy.

f. Once adopted, the NZ Council must circulate the document to all Fish and Game Councils, recording the date it was approved as National Policy.

3.2 In doing so, there is an expectation that the NZ Council will approach the development of national policies with an open mind to the views of Fish and Game Councils. That said, it does not require that there be complete agreement ~~but a majority decision~~ by all Fish and Game Councils in arriving at that policy. Section 26C(1)(a) Conservation Act 1987 provides that the NZ Council can adopt national policies "in consultation with Fish and Game Councils".

3.3 The NZ Council may at any time prepare an amendment to any National Policy. In doing so it is required to follow the same consultation process of notifying Fish and Game Councils and allowing for feedback on what is proposed and whether the policy is amended.

3.4 ~~All new policies are to be reviewed after a two year period~~ no longer than 5 years or as appropriate.

4. DOCUMENT MANAGEMENT CONTROL

Prepared by: Corina Jordan, NZC CEO
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation): 6/09/2023
Next Review: November 2028 (5 years or as appropriate)

Staff Code of Conduct Feedback

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

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report seeks final approval from the New Zealand Fish and Game Council (NZC) for the Staff Code of Conduct.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information; and
2. Approves the Staff Code of Conduct.

Whakarāpopoto - Summary

- The NZC viewed and commented on the draft Staff Code of Conduct at its August 2023 meeting. The draft Code was then sent to Regional Managers in order that they could consult with their staff and Councils. The responses are summarised in the table below.

Takenga mai – Background

- The Staff Code of Conduct is an overarching HR policy which sets out the standards of behaviour for staff. The accompanying Governance Code of Conduct is submitted as an initial draft to this meeting.

Consultation

- Regional feedback is set out below:

Region	Staff Code of Conduct	Comment
Northland	✓	Northland Fish & Game Council supports the draft Code.
Auckland/Waikato	✓	The Council supported the Code
Eastern	✓	The Eastern Council provided some feedback on a couple of points in the Code. Suggested changes have been highlighted in yellow.
Hawke's Bay		Council considered the policy but no feedback given
Taranaki	✓	Supported the draft as presented
Wellington	✓	Supported the draft as presented
Nelson/Marlborough	✓	The Council endorsed the policy
West Coast	✓	The Council endorsed the policy.
North Canterbury		No feedback received
CSI	✓	The Council believes that the Code is robust, particularly when coupled with existing employment conditions
Otago		No feedback received.
Southland	✓	The Council considered that the policy was patronising, given the professionalism of staff and thought it was a box ticking exercise. It didn't oppose the policy but thought that there as a need for a Code of Conduct for Councillors

Discussion on feedback

- All the feedback that was received supported the Code. Eastern was the only Council that suggested some clarifying amendments. These have been highlighted in yellow in the draft Code.

Ngā mahinga e whai ake nei - Next actions

- If approved, the policy will be published and circulated to Regional Councils for their adoption.



STAFF CODE OF CONDUCT

Section	Operational
Contact/Owner	NZC HR
Last Review	New Policy
Next Review	
Approval	NZC November 2023
Effective Date	

1. PURPOSE

This policy sets out the minimum standards of conduct for all staff, and supports the values of Fish and Game NZ. Reflected in this *Code of Conduct* is the importance of trust and confidence in the relationship between Fish and Game Councils and their employees. The *Code of Conduct* covers all employees of Fish and Game Councils, and, contractors covering employment positions.

2. POLICY

Employees are expected to act reasonably at all times in compliance with their individual conditions of employment and taking into account the interests and welfare of Fish and Game Councils and their colleagues. As an employee, you are expected to maintain the highest integrity, discretion and ethical conduct when performing your duties or representing your Fish and Game Council. All employees are expected to exercise good judgement to determine what action should be taken in any given situation and be able to withstand scrutiny from internal and external parties.

3. EXPECTED BEHAVIOURS

1. Personal Responsibilities:

- act honestly and with integrity in all aspects of your employment;
- respect the rights of others and treat others courteously and without discrimination or harassment;
- be respectful of, and responsive to all cultures, values and beliefs;
- perform and organise your work to the best of your ability and according to specified duties by showing commitment to high quality work, policies, and standards and taking a strategic approach by thinking ahead about ramifications of actions you take;
- carry out any lawful and reasonable instruction from your manager;
- be supportive of your colleagues and accept your responsibilities as part of the team;
- comply with all Fish and Game policies, processes, standards, vision, mission, values, and SOPs
- act in a safe manner to protect your health and safety and that of your colleagues. Follow your Fish and Game Council's Health and Safety policies and procedures and comply with all reasonable and relevant directions, **unless you consider them to be unsafe**
- do not consume alcohol at work or during work time (including lunch breaks) unless by prior approval from the Chief Executive/Regional Manager

VALUES

TRUST

We are trusted as consistent and capable providers

INCLUSION

We recognise and respect diverse perspectives and cultural interests

CONNECTION

We are deeply connected with anglers, hunters, regulators and the public

SERVICE

We are enthusiastic, professional, kind and accountable

- Do not consume any drugs in the workplace unless they have been prescribed by your medical practitioner

2. External Relationships:

- be courteous, helpful and responsive;
- respond promptly to requests;
- act reasonably, honourably and in good faith when working with the fishing and hunting communities
- create and maintain positive relationships and networks with others.

3. Customer Service and Responsiveness:

- recognise everyone you deal with is a customer;
- strive to get things done to agreed standards and timeframes;
- keep others informed of progress or delays; and
- be responsive and react to situations in a timely manner.

4. Confidential Information:

- be responsible for the security and confidentiality of any personal information that you have acquired;
- ensure that any information you have acquired through your work is not used for personal advantage; and
- ensure that financial and non-financial information gathered by Fish and Game and your knowledge of its systems and processes is used solely to perform Fish and Game business.

5. Conflict of Interest:

- obtain your manager's approval before commencing any activity, business interest or employment that has the potential to conflict with Fish and Game business (refer to *Conflicts of Interest Policy*);
- avoid any financial interest in any undertaking that could be seen to compromise your responsibilities to Fish and Game,
- do not allow personal relationships with staff or customers to affect or appear to affect the professional relationship with them;
- ensure that your behaviour in relation to gifts and gratuities and managing contracts and purchasing does not compromise your personal integrity or that of Fish and Game; and
- when your personal views differ from those of Fish and Game, you must ensure that both your personal integrity and the integrity of Fish and Game are not compromised. If you are likely to find yourself in this situation, then you should discuss the matter with your manager first.

6. Uphold the Reputation of Fish and Game:

- act with integrity at all times;
- don't undermine a decision of the Council or engage in any action or public debate which might frustrate its implementation;
- ensure your participation in political matters does not conflict with your duty to your Fish and Game Council or undermine any partnerships with government agencies; and
- ensure your private activities do not reflect adversely on Fish and Game or key stakeholders; for example, behaviour when driving a Fish and Game vehicle or wearing a Fish and Game logo.

7. Additional Expectations for Managers:

- guide and motivate employees in accordance with Fish and Game policies, processes, standards and systems that are in place to support you in your role as a manager;
- lead by example and model the standards of behaviour expected of all employees; and
- take responsibility for the quality of work performed, the actions and decisions of employees in your team.

8. Misconduct:

- any form of misconduct will constitute a breach of the Fish and Game Code of Conduct and may lead to

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- disciplinary action;
- it is Fish and Game’s intention that all matters relating to unsatisfactory conduct will be dealt with properly, fairly and consistently.
- following a fair process, as set out in MBIE’s employment website [Fair process » Employment New Zealand](#) if the essential elements of trust and confidence are found to have been breached by employees, Fish and Game may terminate the employment relationship.

4. DOCUMENT MANAGEMENT CONTROL

Prepared by: Jane Hutchings, HR Business Partner
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation): 6/9/23
Next Review:

DRAFT

VALUES

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SERVICE

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NZC Conflict of Interest Policy Feedback

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

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report seeks final approval from the New Zealand Fish and Game Council (NZC) for the NZC Conflict of Interest Policy.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information; and
2. Approves the NZC Conflict of Interest Policy.

Whakarāpopoto - Summary

2. The NZC viewed and commented on the draft Conflicts of Interest Policy at its August 2023 meeting. The draft Policy was then sent to Regional Managers in order that they could consult with their staff and Councils. The responses are summarised in the table below.

Takenga mai – Background

3. Most Councils already have a Conflict of Interest policy in their Governance policies. The intent of sending out this policy to them is to provide them with a template that can be used to update their own policies as necessary.

Consultation

4. Regional feedback is set out below:

Region	Conflict of Interest Policy	Comment
Northland	✓	Policy supported
Auckland/Waikato	✓	Policy supported
<i>Eastern</i>	✓	Will review their own policy to align with the NZC policy
Hawke's Bay		No feedback received
Taranaki	✓	Supported the draft policy
Wellington	✓	Supported the draft policy. Wellington also maintain a Conflicts of Interest Management Plan
Nelson/Marlborough	✓	The Council accepted the Policy
West Coast	✓	Received and reviewed for inclusion in the Council's Governance policies
North Canterbury		No feedback received
CSI	✓	In 4a replace "conflict" with "interest", as the conflict has yet to be proven
Otago	✓	Slight amendment to 2(c) to cover a potential conflict in relation to the region that the Member represents. The Otago Council doesn't believe that a standalone policy is required, but will align their current Conflict of Interest policy with the NZC version once it is finalised.
Southland	X	The Council noted that it was an almost direct copy of the policy that was in their Governance Policies and therefore did not resolve to adopt it as a "stand alone" policy.

Discussion on feedback

5. Most of the Regions who provided feedback, said that they would update their own Conflict of Interest policy so that it aligned with the NZC policy.

Ngā mahinga e whai ake nei - Next actions

6. If approved, the Policy will be published and circulated to Regional Councils in order that they can make any updates they consider necessary to their own Governance policies.



DRAFT CONFLICT OF INTEREST POLICY

Section	NZC Governance
Contact/Owner	NZC CEO/NZC
Last Review	December 2015 (In Governance Policies)
Next Review	August 2026
Approval	NZC
Effective Date	[INSERT DATE]

1. PURPOSE

- 1.1 The purpose of this policy is to protect the integrity and the reputation of the New Zealand Fish and Game Council and its members.
- 1.2 Council is responsible for ensuring that all actual, perceived or potential conflicts of interest are handled appropriately, and this Policy sets out the procedures for the management of this.
- 1.3 This Policy is binding on all Members of the Council.

2. POLICY

- a. A Conflict of Interest arises in respect of a Matter when the Member can be shown to have actual bias or apparent bias.

For the purposes of this policy, "Matter" means:

- The Council's performance of its functions or exercise of its powers as set out in Part 5A of the Conservation Act 1987, subject to the Council's statutory purpose set out in section 26B(1) of the Conservation Act; or
 - An arrangement, agreement, or contract made or entered into, or proposed to be entered into, by the Council.
- b. A Member can be shown to have actual bias when a Member's decision or act in relation to a Matter could give rise to an expectation of financial gain or loss (that is more than trivial) to the Member (and/or to the Member's parent(s), child(ren), spouse, civil union partner, de facto partner, business partner(s), debtor(s) or creditor(s).
 - c. A Member can be shown to have apparent bias when a Member's official duties or responsibilities to the Council in relation to a Matter could reasonably be said to be affected by some other interest or duty that the Member has, **for example, by the interests of the region that the Member represents.**
 - d. A Member's "interest or duty" includes the interests of that Member's parent(s), child(ren), spouse, civil union partner or de facto partner that may be affected by the matter at issue. It also includes the interests of a person with whom the Member has a close, personal relationship where there is a real danger of personal favouritism.

- e. There is no Conflict of Interest where the Member's other interest or duty is so remote or insignificant that it cannot reasonably be regarded as likely to influence him or her in carrying out his or her responsibility.
- f. Members of the Council are expected to have read and be familiar with the Office of the Auditor General's publication Managing Conflicts of Interest: Guidance for Public Entities (2007).
- g. Each Member of the Council, as soon as practicable after election to the Council, must be provided with a copy of this Policy and must confirm in writing that they have read and understood it and they will comply with its requirements.
- h. Conflicts of Interest will be a standing item on the Council agenda.
- i. Aspiring office holders will be required to declare any Conflicts of Interest before appointment.

3. POTENTIAL CONFLICT OF INTEREST

- a. For the purposes of this Governance Policy, a Potential Conflict of Interest arises when:
 - There is a realistic connection between the Member's private interest(s) and the interest(s) of the Council;
 - The Member's other interest could specifically affect, or be affected by, the actions of the Council in relation to a Matter;
 - A fair-minded lay observer might reasonably consider that the Member's private interest or duty may influence or motivate the actions of the Member in relation to a Matter; and
 - There is a risk that the situation could undermine public trust and confidence in the Member or the Council.

4. DISCLOSURE PROCESS

- a. A Member with a Conflict of Interest or a Potential Conflict of Interest must identify the conflict and disclose it to the Council in a timely and effective manner. The Member must disclose:
 - The nature of the interest and the monetary value of the interest (if the monetary value can be quantified); and/or
 - The nature and extent of the interest (if a monetary value cannot be quantified).
- b. If a Member is uncertain of whether there is any Conflict of Interest or Potential Conflict of Interest, the Member should disclose it to the Council as a Potential Conflict of Interest for consideration by the Council.
- c. The disclosure of any conflict must be recorded in the minutes and entered in a separate Interests Register.
- d. When the conflict has been identified, the Council must determine how that conflict is to be dealt with.

5. DEALING WITH THE CONFLICT OF INTEREST

- a. When a Conflict of Interest arises in respect of a Matter, the affected Member:
 - Must promptly declare a direct or indirect **interest** at the Council meeting, other than any interest that they hold in common with the public
 - Will be excluded from discussions regarding the Matter (including not being in the same

room when the Matter is discussed);

- Will not vote on issues related to the Matter;
 - Will not receive papers or any other information on the Matter; and
 - Will not discuss the Matter with other Members.
- b. Members may be asked at any time to complete and sign a Material Interest Declaration (attached)

6. DEALING WITH A POTENTIAL CONFLICT OF INTEREST

- a. Where there is a Potential Conflict of Interest, the Council (excluding the affected Member) will determine an appropriate course of action, which may include the following:
- Applying some or all of the Actions applied to a Member with a Conflict of Interest (set out in section 5);
 - Sending a written explanation to stakeholders, members and licence holders outlining why there is no legal conflict of interest; and/or
 - Monitoring the Matter to determine whether at any point the Matter changes such that there is a Conflict of Interest.
- b. In determining the appropriate course of action, the Council will have regard to:
- The type or size of the Member's other interest;
 - The nature or significance of the relevant Matter; and
 - The extent to which the situation could undermine public trust and confidence in the Member or the Council.
- c. The Member will be given the opportunity to be heard by the Council on the points in 6.a and 6.b and the Member's submissions will be taken into consideration by the Council.
- d. If a Member is concerned that another Member has an actual, perceived or potential conflict of interest:
- the concerned Member must inform the Chair of all material facts at the earliest reasonable opportunity;
 - the Chair will report that concern to the next meeting of the Council;
 - the concern will be recorded in the minutes of the meeting;
 - the Council will determine the appropriate further steps to be taken.

(Members are reminded that invoking this Policy for their own strategic or political purposes, rather than to uphold the integrity of the NZC, would be contrary to the Governance Policies and their duties as Members)

7. PREDETERMINATION

A conflict of interest may arise when a Member has strong views about a matter that create a risk of bias, prejudice, or predetermination that is inconsistent with performing his or her duties to the NZ Council in an impartial, objective and independent manner. Members must not approach NZ Council decisions with a closed mind but rather be willing to consider fairly all relevant information and

arguments.

If the Member's approach to a Matter is likely to be predetermined, they will be excluded from participating in the Matter in the manner set out in **section 5**.

8. REGISTER OF INTERESTS

The Chief Executive is responsible for maintaining a Register of Interests. This must record:

- The date on which the interest is declared or identified;
- The name of the Member of the Council having the relevant interest;
- The relationship between the Member of Council and the person holding the relevant interest (if relevant); and
- A reference to action taken

9. DOCUMENT MANAGEMENT CONTROL

Prepared by: Jane Hutchings, HR Business Partner
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation): N/A
Next Review: August 2026

Schedule to Conflicts of Interests Policy Material Interests Declaration

Name: _____

- Member of Council Staff Member

My current occupation (other than with NZ Council):

Directorships and trusteeships held by me (or my immediate family) which could be considered relevant to NZ Council activities:

Shareholdings in publicly listed companies held by me (or my immediate family) which council be considered relevant to NZ Council activities:

Shareholdings in private companies (if greater than 5% of issued shares) held by me (or my immediate family) which could be considered relevant to NZ Council activities:

My property interests which could be considered relevant to NZ Council activities:

My involvement in community organisations which could be relevant to NZ Council activities:

My other interests (or other interests of my immediate family) that I consider relevant to declare:

I declare that the above disclosures are a true and complete record of my interests and the interests of my immediate family in accordance with the NZ Council Conflicts of Interests Policy.

.....
(Signature)

.....
(Date)

Performance Management Policy Feedback

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

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report seeks final approval from the New Zealand Fish and Game Council (NZC) for the draft Performance Management Policy.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information; and
2. Approves the draft Performance Management Policy.

Whakarāpopoto - Summary

- The NZC viewed and commented on the draft Performance Management Policy at its June 2023 meeting. The draft policy was then sent to Regional Managers in order that they could consult with their staff and Councils. The responses are summarised in the table below.

Takenga mai – Background

- This Performance Management policy is a companion policy to the Remuneration Policy which was approved at the previous Council meeting.
- Not only are a suite of HR policies a requirement of the Ministerial review, but all Councils are required to be “good employers” under the Public Sector Act 2020, providing policies for the “fair and proper treatment of employees”.

Consultation

- Regional feedback is set out below:

Region	Performance Management Policy	Comments
Northland	✓	Northland Fish & Game Council supports the draft Policy.
Auckland/Waikato	X	The Councillors agreed that the NZ Council could not create personnel policies that are binding on the regions. They considered that a 6 monthly performance review was not necessary given the small number of staff, however they were happy to accept the draft as a guideline but not a policy.
Eastern	✓	Council supports the Policy in principle
Hawke's Bay		No feedback received
Taranaki	✓	Taranaki Council supported the Policy as proposed
Wellington	✓	Wellington Council supported the draft policy. They thought that if good governance or operational policy was developed by NZC it should be adopted and used by all Councils. The Council suggested that a list of potential KPIS be appended to the policy that can be used in the assessment process
Nelson/Marlborough	✓	The Council considered the Policy and no concerns raised.
West Coast	✓	Supported the Policy as circulated.
North Canterbury		No feedback received
CSI	X	Manager didn't submit the Policy to his Council as he believes that it isn't a governance policy.
Otago	X	Otago does <u>not</u> support the policy becoming National Policy. It intends to adopt a final version of the policy locally to ensure complies with s26T of the Conservation Act. The Council made some suggestions for changes that have been incorporated into the Policy and highlighted in yellow.
Southland		No feedback received

Discussion on feedback

- The majority of feedback received was positive. Once again, the negative feedback related to the ability of NZC to set national policy for the Regions. However, Wellington Council's feedback was very supportive of NZC creating good practice policies. With regard to their

suggestion to attach a list of KPIs to the policy, the intention is to use one of the managers meetings to agree on some KPIs for the Regional Managers/Chief Executives.

7. Otago gave the most considered and detailed feedback, as they did with the Remuneration policy and while they reject it as a national policy, they will adopt the final policy as a local policy. This achieves in their view, the aim of having a consistent policy but doesn't override what they consider to be their regional "rangatiratanga".
8. Even Auckland/ Waikato, whose response was fairly negative, will still accept the Policy as a "guideline".

Ngā mahinga e whai ake nei - Next actions

9. If approved, the policy will be published and circulated to Regional Councils for their adoption.

PERFORMANCE MANAGEMENT POLICY

Section	Operational
Contact/Owner	NZC Chief Executive Officer
Last Review	N/A New Policy
Next Review	
Approval	NZC
Effective Date	

Policy

1. PURPOSE

This policy aims to support the Councils to retain and motivate its team to achieve the Council's objectives and to provide a framework for fair and consistent performance management practice, encouraging and supporting personal development and learning.

2. PRINCIPLES

The Council's performance management policy and process aims to:

- Support the Councils' strategy and goals, organisational capability, and focus on service delivery.
- Provide clear goals for staff to strive for.
- Provide expectations on the behaviours required to meet our values.
- Provide a process for managers to provide staff with regular, timely and constructive feedback on performance and an avenue for the celebration of success and achievement.
- Be sufficiently flexible to meet the various regional requirements whilst still being applied consistently across Fish and Game; and
- Enable employees to clearly understand how their job activities and the level of their performance directly contribute to the success of the Council and the clear relationship between performance and rewards.

3. BENEFITS OF SUCCESSFUL PERFORMANCE MANAGEMENT

An effective performance management process provides benefits for the individual, the manager and the Council.

3.1 Benefits to the staff member:

- Receiving valuable and timely feedback on their performance.
- Opportunity to discuss in depth precisely what is expected of them.
- Ability to gain recognition for his or her efforts and achievements.
- Problems and issues effecting their progress can be discussed and addressed; and
- Opportunity to formally discuss their development and training needs.

3.2 Benefits to the manager:

- Opportunity for the manager's relationship with the staff member's to be strengthened via increased communication.
- Staying connected to the staff member's performance and progress towards team goals can contribute to the overall performance in the manager's area of responsibility.
- Ability to monitor individual roles and team functions and consider changes to job scope, design and team priorities; and
- Have a basis from which to assess pay movements in the remuneration review.

3.3 Benefits to the Council:

- Problem areas can be highlighted and dealt with promptly and effectively.
- Discussions of staff member's ideas and expectations enhances communication; and
- Managers are provided with a forum to communicate the Council's goals and strategic direction as well as their own areas of responsibility.

Process

4. ANNUAL PERFORMANCE MANAGEMENT CYCLE

4.1 The following steps broadly outline the key aspects of the performance management cycle:

a) Setting Performance Objectives, Behaviours and Training and Development Goals:-

- This is a collaborative discussion between the Manager and staff member to formally establish and agree performance objectives, behaviours and training and development goals for the staff member.
- The **performance objectives** should be based on the staff member's specific role accountabilities and the organisation's strategic objectives and priorities.
- The **training and development goals** should be focused on the improvement of the staff members' skills and knowledge within their current role or to support their overall career goals; and
- The **Team and personal behaviours** should be linked to the organisation's values.
- **Setting up team and individual goals can be done in the Goal section of Employment Hero.**

b) Regular Reviews and Feedback:

- Regular constructive feedback from the manager on progress should be on-going throughout the performance year, at least 6 monthly. Progress can be undermined if reviews are held sporadically or only when there is a problem.
- **These don't need to be formal reviews but can utilise the 1:1 feedback section of Employment Hero, where progress on goals can also be tracked,** adjusting the objectives and/or timelines if necessary and identifying actions needed by the individual and/or manager to ensure the objectives are met.
- Additional coaching, assistance or extra resources required by the staff member should be discussed and agreed and any performance problems should be dealt with as and when they arise, so that they can be resolved quickly and effectively.
-
- **End of year assessment – July - August**
- This will inform the annual remuneration review. Goals that have not been completed can be rolled into the performance plan for the next year.
- **The Performance Review section of Employment Hero can be used for this. Staff assess how they have gone against their objectives, then the manager enters their assessment and the staff member is able to view the manager's comments before both sit down to discuss the assessment and the year's accomplishments.**

- The 360 degree review section of Employment Hero can be used as a constructive tool to identify development needs for the individual being reviewed.
- Performance review information on Employment Hero can only be seen by the employee, their manager and the system administrator (HR Advisor) when requested by the manager.
- Should there be a disagreement between the manager and the employee on the assessment of performance, this disagreement should be noted in writing with an explanation of both points of view.
- Constructive employee feedback on the process is welcomed at any stage, in order that improvements can be made.

5. DOCUMENT MANAGEMENT CONTROL

Prepared by: Jane Hutchings, HR Business Partner
Owned by: NZC/NZC CEO
Authorised by: Fish and Game New Zealand National Council
Date Issued (for Consultation): 30/6/23
Next Review

DRAFT

Draft Health and Safety Policies

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

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

Kōrero taunaki - Summary of Considerations

Purpose

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

Financial considerations

- Nil
 Budgetary provision
 Unbudgeted

Risk

- Low
 Medium
 High
 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

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

Whakarāpopoto - Executive Summary

Takenga mai – Background

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

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

Kōrerorero – Discussion

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

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

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

Ngā mahinga e whai ake nei - Next Actions

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



DRAFT National Health and Safety Policy

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

1. PURPOSE

The New Zealand Fish and Game Council (**NZ Council**) and each of the Regional Fish and Game Councils (**Regional Councils**) are PCBUs for the purposes of the Health and Safety at Work Act 2015 (**HSWA**). The NZ Council and the Regional Councils have overlapping duties in relation to fish and game rangers, who are appointed by the Director of the NZ Council but are usually managed, and trained, by the Regional Councils.

The NZ Council also has the function of developing national policies in consultation with the regions and has particular responsibilities as the only Council with an overview across the organization.

HSWA requires PCBUs with overlapping duties to consult and co-operate with each other, and to coordinate their activities. The purpose of this policy is to clarify the health and safety responsibilities of the NZ Council, and the Regional Councils, to avoid, so far as reasonably practicable, any gaps in the overall health and safety scheme as it relates to operations of Fish and Game, including fish and game rangers and maritime activities, and to ensure that all the health and safety obligations of Fish and Game NZ are being met.

This National Health and Safety Policy is implemented pursuant to sections 26HA and 26C(1)(a) of the Conservation Act 1987 (**Act**).

2. POLICY

Under section 26FA of the Act, the Director (i.e. the NZ Council Chief Executive) has the power to appoint Fish and Game rangers. Under HSWA, rangers are workers whose activities are influenced by the NZ Council, and the NZ Council owes them a duty of care, even where the rangers are employed by a Regional Council or are honorary rangers carrying out activities under the supervision of a Regional Council.

To support consistency of approach, the NZ Council and the Regional Councils will establish a National Health and Safety Committee (**Committee**), comprising a representative from each region and a representative from the NZ Council. The Committee will monitor incidents and share practices and learnings.

Duties of Regional Councils

Regional Councils have primary responsibility for managing the on-the-ground health and safety of rangers and those involved in maritime activities, who are employed by them or are carrying out activities in their region (including honorary rangers). The Regional Council's responsibilities include:

- providing training, support and appropriate supervision to rangers, those involved in maritime activities and other staff
- ensuring that the necessary personal protective equipment (**PPE**) is available for use by staff, and that staff are knowledgeable in the proper use of the PPE;
- managing any other matters of day to day health and safety, including hazards and risks, that arise in the Regional Council's workplace or in locations where the staff will be operating.

Regional Councils must have a comprehensive health and safety policy and plan in place that is specific to

their region, and at a minimum, covers the following topics:

1. The process for receiving and considering information regarding health and safety incidents, hazards, and risks, and responding in a timely way;
2. Training and supervision;
3. Procedures for managing health and safety risks that arise in the specific region, for example (and only as applicable to the region): fieldwork; working alone; ranging; motor vehicles; boating; office security; and hatchery operations;
4. The requirement under HSWA to engage with other agencies the Regional Council may work with from time to time and who may also have overlapping health and safety duties;
5. Availability of first aid assistance and training;
6. Emergency evacuation procedures;

Plus additional policies and guidelines covering:

1. Drug and alcohol use;
2. Workplace stress and fatigue management; and
3. Bullying and harassment.

Regional Councils will report any health and safety incidents to the NZ Council as soon as possible after they occur. When there is a health and safety incident, the Regional Council will consider whether changes to their Regional Health and Safety Policy are required to minimize the risk of such an incident occurring again in future, will make such changes as are necessary, and will report on any such changes to the NZ Council.

On an annual basis beginning on **DATE**, the Regional Councils must complete the declaration attached as Appendix A to this National Health and Safety Policy and titled "Annual Declaration of Health and Safety Compliance", and provide it to the Chief Executive of the NZ Council. The Declaration will confirm that:

- the Regional council has a Regional Health and Safety Policy and Plan in force that covers all matters required by this National Health and Safety Policy, and that it has been complied with in the preceding 12 months;
- all health and safety incidents that have occurred in the preceding 12 months have been reported to the NZ Council and will record such incidents (and any changes to the Regional Health and Policy that may have resulted);
- all rangers and maritime staff have been provided with ongoing training in the 12 months preceding the declaration, and provide details of training completed and by which rangers and maritime staff.

Attached as Appendix B is a template Regional Health and Safety Policy which addresses the matters above and can be adopted by the Regional Councils with appropriate amendments to ensure relevance to their regions. The NZ Council recommends that the Regional Councils use the template policy as this will create consistency of approach. However, provided that each Regional Council has a Regional Health and Safety Policy in place that addresses all of the matters 1-9 above, this will be sufficient to meet this obligation under this National Health and Safety Policy.

Duties of NZ Council

The NZ Council has a duty to ensure that all reasonably practicable steps have been taken to ensure **the health and safety of the rangers it appoints. This means:**

- undertaking due diligence with respect to the suitability of prospective rangers before they are appointed; and
- ensuring that the Regional Councils are meeting their health and safety responsibilities as set out in this National Health and Safety Policy.

Before the NZ Council Chief Executive signs a ranger warrant, the Chief Executive must be provided with:

1. a Fit and Proper Person Declaration completed by the prospective ranger;
2. confirmation from the Regional Manager/Chief Executive that the prospective ranger has met the criteria set out in the Recruitment Guide for rangers; and
3. evidence that the prospective ranger has completed the 2 day CERT Situational Safety and Tactical Communications course.

The Chief Executive of the NZ Council will keep an appropriate record as evidence that they undertook this due diligence before the ranger's warrant was signed.

The NZ Council also has a duty of care to ensure that appropriate health and safety policies and practices are also in place for all other staff including those involved in maritime activities.

The Chief Executive of the NZ Council will receive the “Annual Declaration of Health and Safety Compliance” provided by Regional Councils. If any issues arise from the Declaration (or a Regional Council’s failure to provide it), the Chief Executive will take such further steps, or make such further enquiries, as may be appropriate in the circumstances. This may include an approach to WorkSafe or to the Minister of Conservation

DOCUMENT MANAGEMENT CONTROL

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

DRAFT

DRAFT DRUG AND ALCOHOL POLICY

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

1. PURPOSE

The purpose of this Policy is to:

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

2. POLICY

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

Employees are strictly prohibited from:

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

3. Personal Conduct and Responsibilities

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

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

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

4. Drugs and Alcohol in the Workplace

VALUES

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

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

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

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

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

5. Enforcement of the Policy

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

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

Following an investigation, Fish and Game New Zealand may:

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

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

6. Search and Surveillance

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

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

7. Drug and Alcohol Testing

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

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

Pre-employment testing

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

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

Post incident/event testing

If there is an incident, accident, near miss or property damage involving an actual or potential compromise of health and safety standards and an employee's actions, or lack of action, may have been a direct or

indirect contributory factor (incident, accident or near miss/close call), then an alcohol and drug test may be required.

Reasonable cause testing

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

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

8. Employee Disclosure, Assistance and Rehabilitation

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

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

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

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

Fish and Game New Zealand will consider what reasonable steps it can take to assist an employee who proactively discloses a drug and / or alcohol problem, including referral to appropriate treatment providers. If an employee returns a positive drug and / or alcohol test (as noted in Section 9) and subsequently discloses a drug or alcohol problem, Fish and Game New Zealand may take disciplinary action up to and including summary dismissal and/or any other actions available to it pursuant to this policy and the Fish and Game New Zealand Drug and Alcohol Procedure.

DOCUMENT MANAGEMENT CONTROL

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



DRAFT DRUG AND ALCOHOL PROCEDURE

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

1. Purpose

The purposes of this Procedure are to:

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

2. Application of Policy and Procedure

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

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

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

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

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

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

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

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person or representative.

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

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

3. Safety Stand -down

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

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

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

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

4. Compromised, diluted or adulterated test specimens

Deliberate compromise of process

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

Temperature

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

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

Dilution

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

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

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

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

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

If an employee is instructed to take a drug or alcohol test but refuses or fails to do so, the employee must be given an opportunity to explain the refusal or failure.

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

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

6. Employee Assistance and Rehabilitation

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

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

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

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

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

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

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

Process for rehabilitation agreement

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

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

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

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

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

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

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

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

Post-treatment testing

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

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

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

7. Search and Surveillance

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

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

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

8. Confidentiality and Privacy

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

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

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

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

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

9. Definitions

Adulteration	The deliberate use by the donor of a diluent or masking agent, or providing a substitute urine specimen, in order to compromise the detection of drugs/metabolites in their urine.
Alcohol	As per common usage and definition.
Collecting agency and collector	Respectively an accredited agency and a person qualified to collect specimens and take samples for the purpose of detection and quantitation of drugs of abuse within the specimen.
Drug	<p>For the purposes of the Fish and Game New Zealand Limited drug and alcohol policy and this procedure, “drug” and “drugs”:</p> <p>Includes any substance listed in the schedules of the Misuse of Drugs Act 1975, including future amendments and additions;</p> <p>Includes substances listed in the AS/NZS 4308:2008: Procedures for specimen collection and quantitation of drugs of abuse in urine;</p> <p>Includes any synthetic or natural psychoactive substances that may be referred to as ‘designer drugs’, ‘drug analogues’, ‘synthetic cannabinoids’ or ‘herbal highs’ (whether or not they are controlled);</p> <p>May include any volatile substance deliberately used or misused for the purpose of achieving an altered state of mind;</p> <p>May include prescription and non-prescription (‘over-the-counter’) medication that the user knows or ought to know can impair the user’s mental or physical ability and pose a safety risk in the circumstances (e.g. driving while affected by opiate medications);</p>
Non-negative	A test result that is non-negative but has not been confirmed by an accredited laboratory as positive.
Sample	A portion taken from a specimen, on which the test or assay is actually carried out.
Stand-down	Temporarily assigning modified or restricted duties to an employee or having them cease duties for a short period but not leave the workplace, while appropriate steps set out in this procedure are implemented.
Work and workplace	For the purpose of this procedure, includes work carried out on behalf of Fish and Game New Zealand by any employee or contractor; in an OSPRI workplace. Workplace has the meaning given in the Health and Safety at Work Act 2015.

FURTHER INFORMATION

INFORMATION AND ADVICE ABOUT DRUGS AND ALCOHOL CAN BE FOUND AT WWW.DRUGFOUNDATION.ORG.NZ

APPENDIX A**MAXIMUM ACCEPTABLE LEVELS OF DRUGS AND ALCOHOL**

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

ALCOHOL LIMITS

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

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

APPENDIX B – REASONABLE CAUSE INDICATOR

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

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

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

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

DRAFT Fatigue Management Guidelines

1. PURPOSE

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

- Understanding fatigue and how it affects workers
- Understanding the roles and responsibilities of workers and managers
- Identifying hazards that contribute to fatigue
- Assessing fatigue risks
- Working with employees to make a plan to manage factors that contribute to fatigue improving work quality and performance

2. FATIGUE AND THE HSWA 2015

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

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

3. ROLES AND RESPONSIBILITIES

Management responsibilities:

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

Employee Responsibilities

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

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

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

4. WHAT IS FATIGUE:

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

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

- Falling asleep at work
- Excessive head nodding or yawning
- Near misses

5. WHAT CAUSES FATIGUE?:

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

6. FATIGUE MANAGEMENT PLAN

Teams can mitigate the risks of fatigue by developing a practical fatigue management plan that matches the demands of their roles.

First steps are to identify the particular causes of fatigue and finding solutions; for example:

- Where long distance driving is required to undertake ranging or check wetlands, take a volunteer ranger or retired ranger with you to share driving and provide extra support
- Try to reduce the need to work for extended periods
- Eliminate or reduce the need to work long shifts for more than 3 consecutive days
- Be aware of the fatiguing effects of drift diving and find solutions to reduce the risk of accidents following drift diving.
- Making sure that there is at least 8 hours between the end of one work day and the start of the next
- Ensuring that employees work no more than 16 hours in a day
- Ensuring that there is no more than 10 consecutive days of work

Prevention of Bullying and Harassment Policy

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

PURPOSE

The purpose of this policy is to:

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

Support our values:

- Trust
- Inclusion
- Connection
- Service

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

DEFINITIONS

Bullying

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

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

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

A single incident isn't considered bullying but should be addressed by management, as

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inappropriate behaviours can escalate if ignored. Also, a single incident, if serious enough, can amount to harassment. See the definition of harassment in the next block of information.

Examples of bullying include, but are not limited to:

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

Workplace bullying is not:

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

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

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

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

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

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

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

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

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

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

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

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

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Racial harassment

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

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

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

Discrimination

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

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

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

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

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

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

The [Human Rights Act 1993](#) also protects all people from being victimised because they:

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

The [Employment Relations Act 2000](#) also protects employees against victimisation of this kind.

Accountabilities

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

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

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

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

Manager

The Manager agrees to:

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

All staff

All staff agree to:

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

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DOCUMENT MANAGEMENT CONTROL

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

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Process for Managing Bullying and Harassment

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

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

Principles for managing complaints

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

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

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

We will:

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

Raising and managing complaints

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

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

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

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

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

Sexual harassment complaints

It may be difficult to talk about sexual harassment:

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

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

Self-help

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

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

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Informal intervention

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

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

Formal intervention

Use this option:

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

There are different ways to make a complaint:

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

External intervention

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

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

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

Note:

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

Anonymous complaints

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

Malicious complaints

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

Misconduct and serious misconduct

Conduct may amount to misconduct or serious misconduct if

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

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

Potential outcomes

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

Confidentiality

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

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

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How to make a complaint

Complaints in writing

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

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

It is best to complain in writing because:

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

Verbal complaints

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

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

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

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Bystanders and upstanders

Bystanders and upstanders

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

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

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

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

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

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

It is not acceptable to:

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

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

Links, resources and support

Sexual harassment

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

Instep EAP counselling : 0800 284 678

Mediation services

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

Contact Mediation Services on 0800 800 863 or visit their webpage

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

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WorkSafe NZ

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

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

Human Rights Commission

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

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

Office for Disability Issues

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

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

New Zealand Police

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

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

Legislation

[Health and Safety at Work Act 2015](#)

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

[Human Rights Act 1993](#)

[Employment Relations Act 2000](#)

[New Zealand Bill of Rights Act 1990](#)

[Privacy Act 2020](#)

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Annual Declaration of Compliance Health and Safety

To: New Zealand Fish and Game Council (NZ FGC)

From: [REGION] Fish and Game Council

This declaration is provided in accordance with the National Health and Safety Policy (**National Policy**) implemented by the NZ FGC on [DATE] pursuant to ss 26HA and 26C(1)(a) of the Conservation Act 1987.

The [REGION] Fish and Game Council declares:

1. We have a Regional Health and Safety Policy and Plan in force that covers all matters required by the National Policy, and it has been complied with in the 12 months preceding the date of this declaration.
2. All health and safety incidents that have occurred in the last 12 months in our region have been reported to the NZ FGC and are recorded in Appendix A.
3. Following the incidents (if any) recorded in Appendix A, the Regional Policy and Plan have been reviewed. Any amendments or variations that were made to the Regional Policy as a result of that review have been recorded in Appendix B.
4. We have provided all rangers that undertake activities in our region with adequate, ongoing training in line with the annual training programme prepared by the National Compliance Coordinators to ensure that they remain a suitable person to carry out the role of ranger in accordance with the warrant issued by the Manager of NZ FGC. Details of this training is attached.

Signed for and on behalf of the [REGION] Fish and Game Council:

[Regional Manager / Chief Executive]

Date:

Appendix A: Health and Safety Incidents

Date of Incident	Description	Action taken

Appendix B: Amendments to Regional Policy

Date of Amendment	Clause Amended	Summary of Amendment

Appendix C: Ranger Training

Date of Training	Description of Training	Rangers who Received the Training

Appendix B – Template for Regional Health and Safety Policy

..... FISH AND GAME COUNCIL HEALTH and SAFETY POLICY

Council Commitment

TheFish and Game Council is committed to providing and maintaining a safe and healthy workplace by complying with relevant health and safety legislation (Health and Safety at Work Act 2015 and associated regulations), and various New Zealand standards and approved codes of practice.

Scope

This policy applies to all Fish and Game Council workers.

Key Elements of the Policy

The Council will, as far as is reasonably practicable, comply with the provisions of legislation dealing with health and safety in the workplace, by:

- providing a safe physical and emotional work environment;
- ensuring a health and safety plan is in place in relation to specific activities in the region which include ; fieldwork; working alone, ranging; motor vehicles; boating; office security; and hatchery operations where relevant
- ensuring that engagement and consultation with staff on the plan occurs;
- providing adequate facilities and any safety equipment deemed necessary, including ensuring access and ensuring property and equipment is safe to use and workers are not exposed to risks;
- ensuring there is an effective method in place for identifying, assessing and controlling risks. This includes the recording and investigating of injuries, and reporting incidents and accidents including serious harm incidents;
- ensuring that a drug and alcohol policy, a fatigue management plan, and a prevention of bullying and harassment policy is in place.
- ensuring that health and safety plans have been agreed with other agencies to cover overlapping health and safety issues
- having a commitment to a culture of continuous improvement.

The Regional Manager, as an Officer, is also responsible for implementing this policy and therefore must:

- exercise due diligence in accordance with the provisions of the health and safety legislation;
- ensure that operational plans and procedures such as first aid and emergency evacuation procedures are in place;
- take all reasonable steps to protect workers, volunteers and visitors in the workplace from unsafe or unhealthy conditions or practices;
- ensure there are effective processes to deal with unacceptable behaviour, such as non-compliance;
- ensure that workers have adequate training, supervision and information to undertake their activities
- keep Council fully informed;
- advise the Council Chair of any emergency situations as soon as possible.

The Regional Manager and the Council, may be liable if they fail to meet or comply with health and safety obligations.

All workers (employees, contractors, and volunteer workers) are expected to play a vital and responsible role in maintaining a safe and healthy workplace through:

- being involved in improving health and safety systems at work;
- following instructions, rules, procedures and safe ways of working;
- reporting any pain or discomfort as soon as possible;
- reporting all injuries, incidents and near misses;
- helping new staff members, trainees, volunteers and visitors to the workplace understand the risks and risks and why they exist;
- reporting any health and safety concerns or issues through the reporting system;
- keeping the workplace tidy to minimise the risk of any trips and falls;
- wearing protective clothing and equipment as and when required to minimise exposure to workplace risks;
- take reasonable care for the health and safety of themselves and of others in the workplace.

Workers may be personally liable if they fail to meet or comply with their health and safety obligations.

All others (e.g. visitors) in the workplace must:

- follow all instructions, rules and procedures while in the workplace;;
- report all injuries, incidents and near misses to the Manager;
- wear protective clothing and equipment as an when required to minimise their exposure to risks.

Signed: _____ (Regional Manager)

Signed: _____ (Chairman)

Date: _____ 1

Governance Code of Conduct Cover Paper

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

Prepared by: Jane Hutchings, HR Business Partner, NZ Council

Kōrero taunaki - Summary of considerations

Purpose

1. To receive initial feedback from the NZ Council on the draft Governance Code of Conduct.
2. The purpose of drafting this Code is to provide a template for those Councils who do not have a Code or a comparison for those Councils who do. It is envisioned that that they would include this Code into their current Governance policies rather than have a stand-alone policy.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the draft Governance Code of Conduct and provides initial feedback.

Kōrerorero – Discussion

2. A Code of Conduct for Council staff is currently being consulted upon. As Councils are also employers, it is consistent that they also be required to comply with a Code of Conduct and understand their “good employer” obligations.
3. As there have been incidents of poor behaviour by Council Members towards Council staff and an apparent lack of knowledge regarding their responsibilities as employers, a Code of Conduct is necessary to support the Governance policies and protect Council staff.
4. We have sought legal advice on the “good employer” and health and safety requirements of Fish and Game Councils. This advice is attached.
5. In summary, the advice states that Fish and Game Councils must comply with the principle of being a “good employer: as set out in the Public Sector Act 2020. Councils are expected to operate employment policies that provide for fair and proper treatment of employees in all aspects of their employment. They also have an obligation to provide safe working conditions under the Health and Safety at Work Act 2015 which include taking steps to minimise or eliminate workplace risks such as bullying and harassment and mistreatment of employees.
6. To meet these requirements, the recommendations from the lawyer were to:
 - Ensure that Councils have up to date HR policies in place.
 - Adopt a Code of Conduct for Council and Committee members setting out clear expectations of behaviour.
7. NZC have been endeavouring to provide HR policies that can assist Councils meet their “good employer” requirements.
8. With Council elections next year, it will be important to have a Governance Code of Conduct in place in order that it can be included in the governance Induction programme and new members are clear on the behaviour that is expected of them.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

9. The only financial implications relate to training of Councils on the requirements to be a Good Employer. This can be built into Council inductions next year.

Ngā mahinga e whai ake nei - Next actions

10. If agreed, the Governance Code of Conduct will go to Regional Councils for consultation.



DRAFT GOVERNANCE CODE OF CONDUCT

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

1. PURPOSE

This Code sets out the minimum standards of conduct for all Councils and supports the values of Fish and Game NZ. Reflected in this *Code of Conduct* is the importance of trust and confidence in the relationship between Fish and Game Councils and their employees.

It is intended that this Code can be included in, or used as a template to update the Council's current Governance Policies.

2. POLICY

Council Members are expected to act reasonably at all times in compliance with their Councils Standing Orders and Governance policies and taking into account the interests and welfare of other Members and Council staff and their obligations under the Public Sector Act 2020 to be a "good employer".

The "good employer" principle means that Councils must operate employment policies that provide for fair and proper treatment of employees in all aspects of their employment, including recruitment, development, diversity, remuneration and health and safety.

Members are expected to maintain the highest integrity, discretion and ethical conduct when performing their duties or representing the Fish and Game Council. Members are expected to exercise good judgement to determine what action should be taken in any given situation and be able to withstand scrutiny from internal and external parties.

3. EXPECTED BEHAVIOURS

1. Personal responsibilities:

- act in good faith
- act honestly and with integrity in all aspects of Council work;
- respect the rights of others and treat others courteously and without discrimination or harassment and comply with Fish and Game's Bullying and Harassment Prevention Policy and Process;
- be respectful of, and responsive to all genders, cultures, values and beliefs;
- exercise reasonable care, diligence and skill at all times
- lay aside all private and personal interests in decision making

VALUES

TRUST

We are trusted as consistent and capable providers

INCLUSION

We recognise and respect diverse perspectives and cultural interests

CONNECTION

We are deeply connected with anglers, hunters, regulators and the public

SERVICE

We are enthusiastic, professional, kind and accountable

- comply with relevant Fish and Game policies, processes, standards, Vision, Mission, values, and SOPs (The Fish and Game Strategy, including the Vision, Mission and Values are attached)
- understand the Council's responsibilities as a PCBU under the Health and Safety at Work Act 2015 and ensure that these requirements are adhered to and implemented.
- act in a safe manner to protect your health and safety and that of other Council members and employees of the Council, and comply with all Health and Safety policies and procedures.

2. External relationships:

- actively promote and support the Council and its decisions in all relevant fora
- act reasonably, honourably and in good faith when working with the fishing and hunting communities
- create and maintain positive relationships and networks with others.
- don't undermine other Members, the Council or Council staff in any media, including social media

3. Confidential information:

- be responsible for the security and confidentiality of any personal information that you have acquired;
- ensure that any information you have acquired through the Council is not used for personal advantage; and
- ensure that financial and non-financial information gathered by Fish and Game and your knowledge of its systems and processes is used solely to perform Fish and Game business.

4. Conflicts of interest:

- avoid or register any financial interest in any undertaking that could be seen to compromise your responsibilities to Fish and Game,
- do not allow personal relationships with staff or licence holders to affect or appear to affect the professional relationship with them; and
- when your personal views differ from those of Fish and Game, you must ensure that both your personal integrity and the integrity of Fish and Game are not compromised. If you are likely to find yourself in this situation, then you should discuss the matter with your Chair first.

5. Uphold the reputation of Fish and Game:

- act with integrity at all times;
- ensure your participation in political matters does not conflict with your duty to your Fish and Game Council and any partnerships with government agencies; and
- ensure your private activities do not reflect adversely on Fish and Game, on Fish and Game staff or key stakeholders.

6. Additional expectations for Members as Good Employers:

- Ensure that employment policies are in place that provide for fair and proper treatment of employees in all aspects of their employment
- Ensure that all practicable steps are taken to minimise or eliminate health and safety risks for employees. This includes bullying, harassment or mistreatment of employees.
- Be supportive of employees of the Council and do not criticise employees or the service provided by the Council and Management to anyone other than the Chair or Executive Committee
- Support the Chief Executive/Regional manager to implement the decisions of the Council but not interfere with the management of Council staff except where the CE/RM has breached employment policies or law
- lead by example and model the standards of behaviour expected of Council employees
- do not communicate privately with employees of the Council on matters which fall under the Council or Chief Executive responsibility in such a way as to threaten or weaken the relationship between the Council and the Chief Executive.

7. Miconduct:

- If any Member of the Council is disrespectful or uses offensive or malicious language at a meeting, the Chair has the authority to remove that member from the meeting, under the Standing Orders, if the member refuses to withdraw the comments or to apologise.
- Similarly, if a Member's conduct is disorderly, the Chair may require that Member to leave the meeting (See Clause 3.4 of the Standing Orders)
- As a last resort and following a fair investigation, the Minister may remove any Council Member from office for misconduct under Section 26ZA2 of the Conservation Act,

8. Other relevant information

- Code of Conduct for Crown Entity Board Members
<https://www.publicservice.govt.nz/guidance/code-of-conduct-for-crown-entity-board-members/>
- Council Standing Orders
- Council's Governance Policies
- Health and Safety at Work Act 2015, Duties of a PCBU
<https://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976894.html>

4. DOCUMENT MANAGEMENT CONTROL

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



NZ GAME BIRD HABITAT TRUST BOARD in 2023

Prepared by: Robert Sowman, NZ Game Bird Habitat Trust Administrator

This is a report from the NZ Game Bird Habitat Trust (the Trust) Board's annual meeting of 23 September 2023 and Habitat Stamp recommendations from that meeting to the NZ Fish and Game Council (NZ Council).

The Trust is an independent body established under the Wildlife Amendment Act 1993 primarily to improve game bird habitat and the habitat of other wildlife. Membership is made up of six nominees appointed by the Minister of Conservation for a three-year term – *section 44F Membership of Board*. In July 2020 the Minister announced the current Trust Board appointed for 2020-2023 consisting of: Andy Tannock (Chairperson), Jan Riddell (now deceased), Mark Sutton & Chantal Whitby (3 nominees from F&GNZ), John Cheyne (nominee of DG DOC) and Neil Candy (nominee of DUNZ). A new Trust Board was to have been appointed in July 2023 but the Department of Conservation did not process the nominations in time before the cut-off date with all appointments due to the pending General Election. Meanwhile the old Board continues in office until a new Board is appointed (*s44G(5) of the Act*).

Each year the Trust receives applications for “the protection, restoration, improvement, creation, or procurement primarily of game bird habitat and secondarily of habitat for other wildlife” - *S44D(d)*. The deadline for submissions is 30 June. At the September meeting the Trust Board approved **10 habitat grants for 2023 totalling \$98,957**.

The Trust Board also recommends to the NZ Council the hunter contribution of the habitat stamp - *S44D(k)*. The current value of \$5.00 on each licence was set for the 2023 game season. The Trust views this as a good PR exercise and visible evidence of the contribution made by hunters to conservation. The NZ Fish and Game Council has already set the 2023/24 licence fees. The Trust Board sees no reason to increase this fee in 2025.

The Trust recommends the hunter contribution for the Habitat Stamp be maintained at \$5.00 for the 2025 season.

The Wildlife Act 1953 requires the Trust to appoint, or select by competition, a person to produce the stamp artwork - *S44D(l)(ii)*. For recent seasons this has been selected through a photo competition. The 2024 and 2025 winner of the competition was David Towgood from Northland.

The Trust Board recommends a photographic competition be run to select the image for the 2026 species.

Each year the Trust recommends to the NZ Council the game bird or other wildlife species to be depicted on the habitat stamp - *S44D(l)(i)*. The image for the stamp is selected two years in advance to allow for marketing opportunity. The Trust recommended the 2025 stamp feature the best entry of “any game bird species”.

The Trust Board recommends the competition winner of “any game bird” species be adopted for depiction on the 2026 Habitat Stamp.

The photographic competition to select the image for the 2024 species was won by David Towgood from Northland with the mallard drake. The 2025 competition was also won by David Towgood with the Pukeko.



2024 image by David Towgood



2025 image by David Towgood

To select the 2026 species, the competition will run in 2024 and be open entries from May to August with the winner receiving a \$1,000 Kilwell voucher plus a prize of \$1,000 from the Trust. This makes the total prize worth \$2,000.

In other business, the Trust Board approved its 2022/23 draft Annual Accounts and a 2023/24 budget based on the receipt of net stamp funds:

NZC Payover	
LEVY from Game Licence	157,808
NZ POST	11,864
PRODUCTION COSTS	-10,791
Meeting Costs	-510
GST	23,756
Due 30 November 2023	182,126

The meeting schedule for the Trust in 2024 is to include a zoom meeting on Wednesday 17 July 2024 at 11.00 am and a full meeting on Thursday 22 August 2024 in Wellington.

Recommendations

1. **Agree to the hunter licence fee contribution for the Habitat Stamp being maintained at \$5.00 for the 2025 game season.**
2. **Agree the game bird or other wildlife species to be depicted on the 2026 habitat stamp be open to any game bird species.**
3. **Agree to a photographic competition to select the artwork of the 2026 stamp.**
4. **Note the Trust Board's 2024 meeting will be held in Wellington on 22 August 2024.**

Staff Development Grant

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

Prepared by: Carmel Veitch, CFO, New Zealand Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council seeks approval for North Canterbury Fish and Game CE, Rasmus Gabrielsson to attend the World Fisheries Congress to be part of an expert panel at a session on 'Bringing Salmon Back from the Brink' in Seattle USA being held from 3 to 7 March 2024.
2. The total amount requested is \$6,000 from the 2023/2024 Staff Development Fund towards travel costs, conference fee and partial accommodation costs.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the information and application to the Staff Development Fund.
2. Agrees to support Rasmus Gabrielsson to the value of \$6,000 from the 2023/2024 Staff Development Fund towards travel costs, conference fee and partial accommodation costs to attend the World Fisheries Congress in Seattle USA being held from 3 to 7 March 2024.

Whakarāpopoto - Executive Summary

4. The Staff development fund of \$10,000 is available for staff to apply for each year.
5. For the current financial year there is \$10,00 still available.
6. Rasmus has applied to the fund for the sum of \$6,000. This application has not gone to the Regional Managers for consideration or feedback.

Takenga mai - Background

7. The grant is open to any Fish & Game New Zealand staff member and could include:
 - a. Attending international conferences;
 - b. Undertaking education at foreign institutions;
 - c. Meeting with international experts;
 - d. Staff exchanges with foreign agencies; or
 - e. Staff travel within New Zealand to widen experiences on Fish & Game issues.
8. There are no current applications for the 2023/24 year.
9. The next round for applications for the 2024/25 opens next month.
10. The normal process for the staff development grant is for the applications to go to the Managers meeting to recommend to the NZC.
11. This application is outside the normal process, however, should be considered.

Kōrerorero - Discussion

12. Application form attached.

Ngā kōwhiringa - Options

The Council may:

- a. Agree to approve the grant to Rasmus Gabrielson for \$6,000.
- b. Agree to not to Approve the grant to Rasmus Gabrielson for \$6,000.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

13. There is currently \$10,128 available in the Staff Development Fund.

Table 1 : Available Funds -Staff Development Grant	
Balance per Reserve 31 August 2022	14,128
Plus 2023 Budget	10,000
Less approved	
RMA Training (5k plus 10k)	- 15,000
Ami Coughlan - World Recreationsl Fisheries Conference	- 3,000
Steve Dixon - Recirulating Aquaculture Systems	- 6,000
Balance available for Funding	128
Plus Balance 2023/2024 Budget	10,000
Balance available for Funding up till 31 August 2024	10,128

Legislative Implications

14. Nil.

Section 4 Treaty Responsibilities

15. Nil.

Policy Implications

16. Per Staff Scholarship Policy.

Risks and mitigations

17. None identified.

Consultation

18. Mangers should normally be consulted on this, and would normally recommend to the NZC their decision.

Ngā mahinga e whai ake nei - Next actions

19. If agreed, Rasmus Gabrielson will be granted up to \$6,000 to attend the World Fisheries Congress in Seattle USA being held from 3 to 7 March 2024.



STAFF DEVELOPMENT GRANT APPLICATION

No:

Date Received:

Applicant:	Rasmus Gabrielsson
Region/Position:	North Canterbury Fish & Game, Chief Executive

Summary of Itinerary/Project: (Max 1600 characters)

I have been invited by the organising committee to serve on an expert panel at a session focused on “Bringing Salmon Back From The Brink” at the 9th World Fisheries Congress (WFC) in Seattle USA, 3-7 March 2024.

See link for details: <https://wfc2024.fisheries.org/2023/02/07/bringing-salmon-back-from-the-brink/>

My name was put forward as an expert and possible speaker on salmon research and management in New Zealand (key focus of my PhD Thesis) by Fisheries New Zealand (MPI) and NIWA colleagues, who had been approached by the World Fisheries Congress organisers of a session on salmon management and recovery.

The World Fisheries Congress is organised through the World Council of Fisheries Societies, every four years delegates from around the world meet to exchange ideas and perspectives about new research, emerging issues, scientific breakthroughs, and governance related to fisheries science, industry, conservation, and management.

I have preliminarily accepted their invitation, alerting them it is dependant confirmation of travel and conference funding approval. My funding application outlined below is for reimbursement of costs for flights, conference fees and accommodation expenses.

Summary of funding applied for:

<i>Fees:</i>	\$	\$1,275
<i>Travel:</i>	\$	\$2,800
<i>Accommodation:</i>	\$	\$1,925
<i>Other:</i>	\$	n/a

TOTAL: \$ \$6,000

Total funding granted: \$ _____ Date: _____

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

Attending this conference fits a number of strategic objectives. It supports the social licence and legitimacy of Fish & Game as the statutory management agency (and experts) on salmon (and trout) research and management in New Zealand. Staff conference attendance to serve on the panel “*Bringing Salmon Back From the Brink*” session of the March 2024 World Fisheries Congress in Seattle (USA) provides an opportunity for Fish & Game to highlight our expertise and efforts to manage and protect sports fish like salmon, and the habitats they depend on.

It showcases Fish & Game is capable of being world-leading in species research, monitoring, and harvest management and helps demonstrate our efforts (paid for by anglers and hunters) to identify and protect healthy habitats and migratory pathways.

If funding is provided, I am committed to deliver the following:

- Serve on the expert panel and put forward a separate conference talk to highlight Fish & Game’s Adaptive Salmon Harvest Management Framework. Fish & Game had to seek regulatory change from the government to put in place a season bag limit - something that hasn't been done in NZ before.
- Use the conference attendance to help promote Fish & Game’s social licence and legitimacy via multiple media channels (with support from the national comms team);
- Circulate copies of any papers or presentations I make at the World Fisheries Conference;

Contribute to internal Fish & Game webinar to present my talk, and answer questions about the conference.

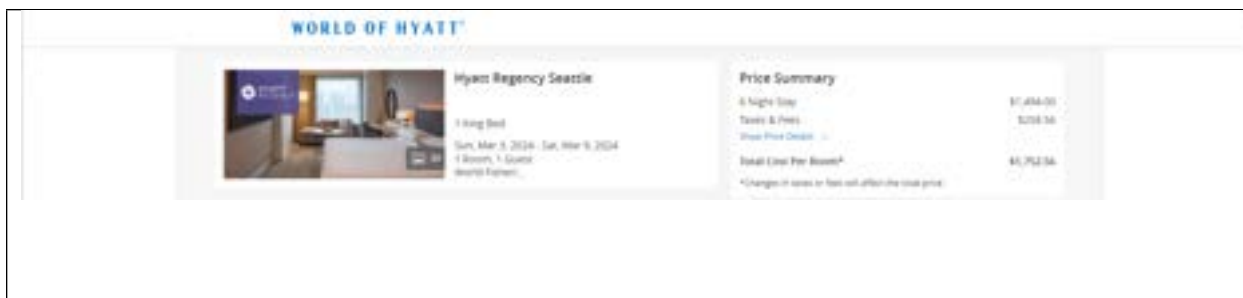
The amount of money being sought including costs breakdowns and quotation where appropriate.

In total I am **applying for a Staff Development Grant of \$6,000** toward travel costs (flights), conference fee and partial (~65%) accommodation costs. Remaining costs are proposed to be funded by North Canterbury Fish & Game region.

Current Cost Estimates:

- Airfares are estimated to cost \$2,818 from Christchurch New Zealand to Seattle USA (based on Air NZ website prices).
- Accommodation costs are estimated to be \$2,975 (\$1,750 USD) NZD based on 6 nights at the Hyatt Regency Hotel in Seattle. This hotel is the Host Hotel of the World Fisheries Congress meeting and offers a special rate of for conference attendees. Conversion estimates from USD to NZD were based on a recent mean monthly rate of 1.7 NZD for every 1 USD.
- The estimated Conference Registration Fee is \$1275 (\$750 USD), using the above conversion rate: <https://wfc2024.fisheries.org/registration/>
-

The screenshot displays the Air New Zealand booking interface. It shows two flight itineraries: Christchurch to Seattle on 1 Mar 2024 and Seattle to Christchurch on 8 Mar 2024. Both flights are Economy class, 1 bag, and cost NZD \$1,409.00 each. The total cost for the round trip is NZD \$2,818.00. The page includes a progress bar at the bottom with steps: 1. Select your flights, 2. Economy options, 3. Enter passenger details, 4. Extras, 5. Select your seats, 6. Review and pay. A 'Review and pay' button is visible below the progress bar.



Details of any other sources of funding being sought.

Regional funding for conference preparation, attendance and connected travel costs will be provided, to complement the NZC Staff Development Grant (e.g., remaining partial accommodation costs, and full costs for meals, communications, and additional travel connections via taxi / trains plus cost increases due to fluctuating exchange rates etc).

Information on any Fish and game projects the applicant has contributed to.

In addition to regional and national operational management of Fish & Game I have contributed to or lead Fish & Game's involvement in Environment Court Hearings, national and regional advocacy for protection of high country lakes and braider rivers against agricultural intensification, encroachment or overallocation. I have made in person presentations and written Ministerial briefing papers (e.g., to the Ministers of Conservation and Environment), published or co-authored research studies and discussion papers in peer reviewed journals. I have also attended and presented talks on behalf of Fish & Game at national conferences (2008 onwards) and been appointed to technical advisory groups or working parties.

I recently successfully completed the examination process for my PhD thesis, which focused on the recruitment and migration patterns of trout and salmon in New Zealand.

Checklist- make sure these are included in with the application:	
1. Copy of applicant CV attached including any training undertaken since joining Fish and Game	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
2. A written endorsement from the applicant's Manager or Council.	Yes <input type="checkbox"/> No <input type="checkbox"/>
3. A written endorsement from the host agency if appropriate.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
4. Confirmation of acceptance as a conference presenter if appropriate.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
5. Copies of quotes.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1. I Rasmus Gabrielsson agree that if my application is successful, I will submit a detailed report of the observations and recommendations on how the performance of Fish & Game New Zealand can be improved. This will be circulated to all staff so that future applicants are aware of the standard required, within 2 months of returning from the Course/trip.

2. Retain all supporting receipts and submit these to NZ Council with the claim for reimbursement.

Signature: Rasmus Gabrielsson _____

Date: 10 November 2023 _____

APPENDIX – Invitation to World Fisheries Congress 2024:

From: Gary Morishima <morikog@aol.com>
Sent: Tuesday, October 10, 2023 6:11 AM
To: Rasmus Gabrielsson <rgabrielsson@fishandgame.org.nz>
Subject: World Fisheries Congress 2024 - Please respond ASAP

Hi Rasmus,

I am pleased to extend an invitation to serve on the panel “Bringing Salmon Back From the Brink” session of the March 2024 World Fisheries Congress (WFC) to be convened in Seattle, Washington. I have just received notification from WFC organizers that the panel is being scheduled for a 1.5 hour block of time on Monday March 4th (time to be determined) and that the session will be held in the Satsop Room to provide remote hybrid meeting access and a broad opportunity for dialogue and a facilitated Q&A session. As a reminder, the following information is provided for the panel:

Objective: *The session was proposed as an opportunity to create a safe space to listen, learn, and share perspectives from the global community to inform the exploration and development of approaches that can effectively contend with the environmental challenges ahead to the ability to sustain the productivity and abundance of salmon into the future.*

Session Abstract:

Salmon are central to the economic, cultural, and spiritual existence and identity of peoples who live, work, and play in the temperate regions of our planet. To the first stewards who have cared for these resources for millennia, they are relatives that share our land, forests, air, and water in kinship with all beings that walk, swim, fly or grow roots. Today, some salmon populations are at the brink of extinction as individual stocks struggle to adapt to rapidly changing conditions in freshwater, estuarine, and marine environments.

Scientists, managers, and administrators must contend with the confluence of environmental, political, and economic forces that are putting salmon at risk. If salmon are to survive, science, traditional and local knowledges, and political institutions must work collaboratively and in concert. In this session, a diverse group of scientists, traditional knowledge keepers, and policy-makers will share their perspectives regarding the what, why, and how we can care for these remarkable species in an increasingly uncertain climate. We expect this session will include:

- ✓ *Representatives from Indigenous Peoples and local communities, and scientists from the United States, Canada, the Arctic, Iceland, and Scandinavia.*
- ✓ *Fishery managers and administrators*
- ✓ *Legislators*
- ✓ *Non-Governmental Organizations*

The following individuals have been invited to participate in the panel discussion:

- Tommi Linnansaari (Canadian Atlantic salmon) tommi.linnansaari@unb.ca
- Mike Williams (Yukon Chinook & Chum) mwilliams19522004@yahoo.com
- David Troutt (Nisqually Tribe, Puget Sound) troutt.david@nisqually-nsn.gov
- Rasmus Gabrielsson (New Zealand) rgabrielsson@fishandgame.org.nz
- Tommy Williams (Klamath Dam removal) tommy.williams@noaa.gov
- Doug Vincent-Lang (Alaska Department of Fish and Game) douq.vincent-lang@alaska.gov

Standing Orders: Motion to Exclude the Public

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

Motion to Exclude the Public

Recommendation:

1. *That the New Zealand Fish and Game Council:*

- (a) *pursuant to the provisions of the Local Government Official Information and Meetings Act 1987 exclude the public from the following part of the proceedings of this meeting, namely:*

GENERAL SUBJECT OF EACH MATTER TO BE CONSIDERED	REASON FOR PASSING THIS RESOLUTION INRELATION TO EACH MATTER	GROUND(S) UNDER SECTION 48(1) FOR THE PASSING OF THIS RESOLUTION
		Good reason to withhold exists under section 7
Confirm Public Excluded Minutes NZC Meeting 165 – 18 & 19 August 2023 - Part II	For the reasons set out in the Part I minutes held with public present.	Section 48(1)(a)(ii) That the public conduct of the whole or the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist.
Legal Opinions/Legally Privileged & Confidential	S9(2)(h) OIA Exclusion of the public is necessary to maintain legal professional privilege.	
Chair's Report (verbal)	Improper gain or advantage s7(2)(k)	
Project Feedback	Improper gain or advantage s7(2)(k)	
Magazine	Prejudice commercial position Improper gain or advantage s7(2)(k) and s7(2)(b)(ii)	
Wildlife Act Review (verbal)	Improper gain or advantage s7(2)(k)	
NZC Correspondence	Improper gain or advantage s7(2)(k)	
NZC CEO Appraisal	Free and frank expression Protection of members Improper gain or advantage s7(2)(f) and s7(2)(j)	

- (b) *And that relevant NZC staff remain to provide advice to the Council on applicable items.*

Maritime Compliance Update

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

Prepared by: Adam Daniel, Fisheries Manager, Auckland/Waikato Region

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) is intended to provide an update on the implementation of recommendations from the Maritime New Zealand audit.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the update on the implementation of recommendations from the Maritime New Zealand audit.

Whakarāpopoto - Executive Summary

2. The primary finding of the Maritime New Zealand audit indicated that the approved operating model, where regional managers were responsible for ensuring that the daily operation of the Maritime Transport Operators Plan (MTO), was found to be unacceptable by the auditor requiring more direct oversight by the CEO and program manager. To achieve the required oversight the Sea Flux Program was purchased by NZC and has been rolled out to all regions with boats. Two online training sessions have been conducted by Adam Daniel (Maritime Coordinator) and all the vessels and skippers have been included in the program. Regions have been asked to upload vessel and skipper information by the end of October.
3. The final recommendation to be implemented from the review is the addition of comprehensive health and safety policies. Once completed the updated policies will be included in an updated Maritime MTO.

Takenga mai - Background

4. The Sea Flux program will allow real time monitoring of all:
 - Safety Checks
 - Equipment expiry dates
 - Training expiry dates
 - First aid
 - Refresher training
 - Vessel service requirements
 - Medical exams
5. Regions are in the process of uploading documents and expiry dates into the system but when completed all managers and the CEO will have the ability to quickly check for overdue safety and maintenance checks (Figure 1). Similarly each skipper will have a profile with their training documentation and can receive reminders of important expiry dates (Figure 2). The Sea Flux program will be live in November and replaces the traditional paper-based system for logbooks and safety checks. The last audit recommendation to be implemented is the addition of comprehensive health and safety policies to the MTO including “drug and alcohol” and “fatigue” policies. Once comprehensive health and safety policies are completed the MTO will be updated.

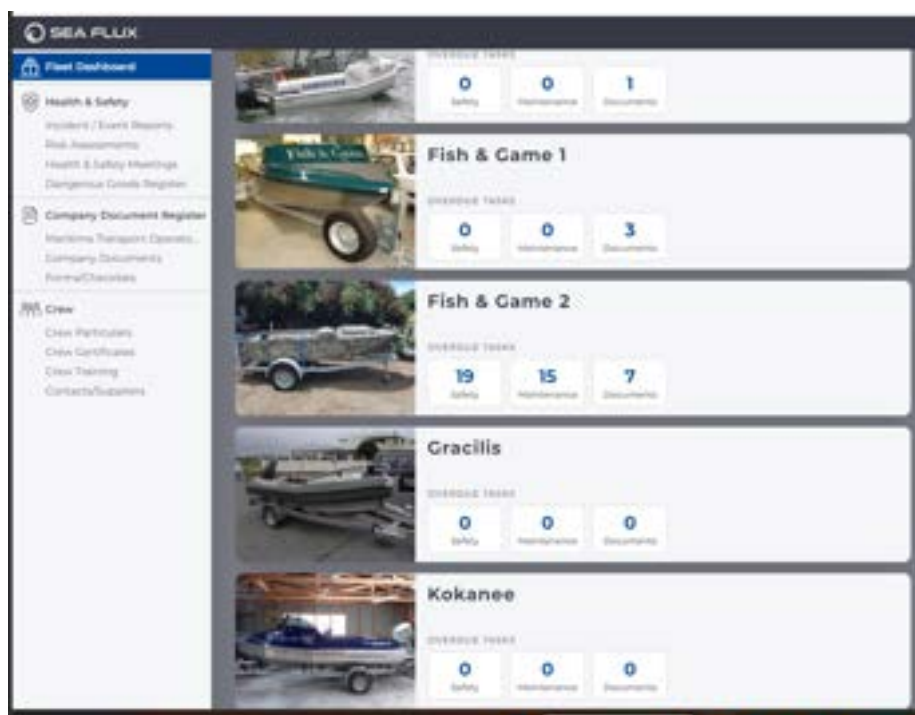


Figure 1. An example of the Sea Flux program showing required actions. Note regions are still filling in a set template so actions shown are not necessarily overdue.

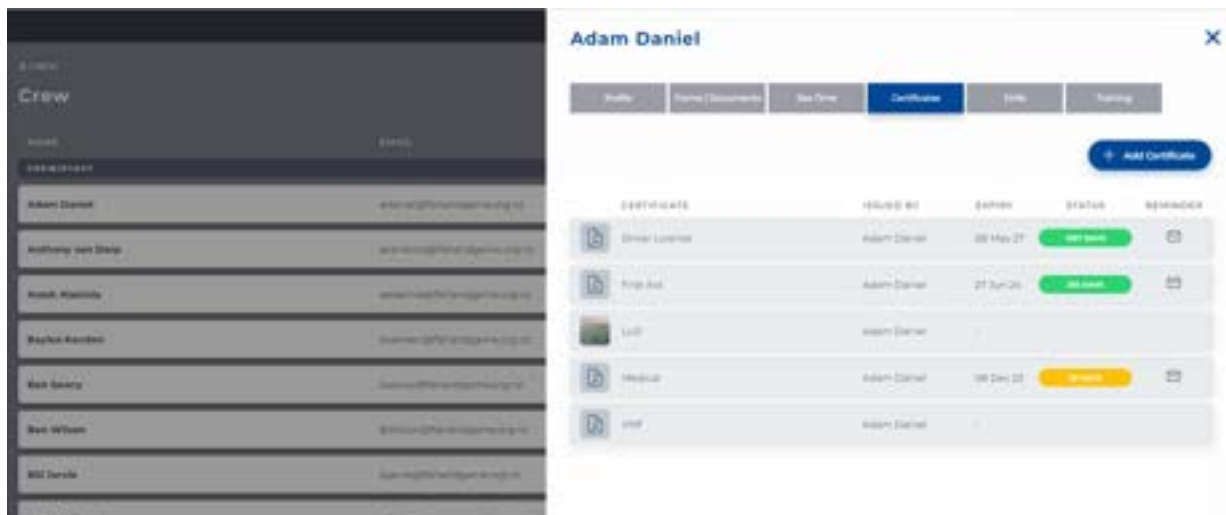


Figure 2. An example of the Sea Flux skipper profile showing a medical examination in yellow that is due in 50 days.

- The designation that allows Fish and Game to issue skippers tickets (Part 35) is still under review. The document was updated to change the name of the Maritime Coordinator. This change was largely clerical and Maritime NZ staff asked that the part 35 was simply resubmitted with the name change. Unfortunately, the Maritime NZ auditor has required a complete reapplication using the same documentation aside from the single name change. This application has slowed the approval process, but we hope to be able to resume the program by December.

Kōrerorero – Discussion

- The implementation of the required actions are nearly complete and we should have approval to issue skippers tickets in the near future.

Ranger Compliance Update

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

Prepared by: Anthony van Dorp, Compliance Coordinator, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

This report is an update on ranger compliance coordination work and ongoing projects.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the ranger compliance update and information; and
2. Notes the work carried out to date, including the ongoing work and progress.

Takenga mai - Background

1. A brief update follows on compliance-related matters pertinent to national coordination and compliance operations.

Kōrerorero - Discussion

2. **Legal opinion – unattended firearms.** We have received legal advice from the Auckland Crown Solicitors – Meredith Connell- regarding rangers dealing with unattended firearms encountered while ranging. When unattended firearms are located by rangers, if a Wildlife Act offence is also found, the matter is relatively straightforward in terms of the seizure of the firearms in question. However, dealing with unattended firearms is not straightforward in circumstances where there is no evidence of a Wildlife Act offence. Fish & Game Rangers have powers of seizure of firearms which are relatively narrow pursuant to the Wildlife Act. However, there are also implications and risks associated with not uplifting or seizing unattended firearms in terms of the Health and Safety at Work Act 2015, which requires workers not to do or do anything that may cause harm to any other person, and potentially there are also breaches of the Arms Regulations and Arms Act if rangers themselves were to leave firearms unattended after locating them. Following receiving and considering the legal advice, we have slightly amended the draft SOP for dealing with unattended firearms and created a flow chart to assist rangers. In brief, unattended firearms should be secured and passed to Police and/or enquiries made to locate the owners as appropriate, with risk assessment factors paramount. The amended SOP and flow chart have been distributed to all regions. SOP and flow chart attached.
3. **Ranger Training.** Discussion was held with staff at the Staff Conference held in September at Rotorua regarding ranger training. A consensus was reached about reviewing rangers' Tactical Communications and Situational Safety (CERT) training to have this held on a two-yearly refresher basis. And to streamline training, to hold regional-led in-house delivered training on field practice and processes, including powers and law, in the alternate years. Each type of training will have a cross-over component of the other included, so all rangers will receive annual training that touches on all essential subjects, but each year's focus will differ. Currently regions are to deliver in-house training annually and CERT training refreshers are held at least once each 3 years.
4. **Ranging operational planning and implementation.** Discussion was also held at the Staff Conference regarding ranging operations, planning, and implementation, focusing primarily on game season ranging. This is to achieve greater consistency and effectiveness among all regions in regard to the game bird hunting opening weekend operations. Consensus was reached around this, and SOPs are being developed to ensure greater consistency and maximising available resources.
5. **Ranger numbers.** Ranger records have been updated, across all regions there are currently (as of September 2023) Fish & Game has 102 warranted honorary rangers and 53 warranted staff rangers. There is a trend downwards in terms of numbers of honorary rangers and has been for some years. This is indicative of difficulties in recruiting suitable people who are keen to do the role, and greater training and Health and Safety requirements which impose considerable time commitments on prospective rangers. Additionally we do also have a focus on fewer rangers who are well trained.
6. **Fishing season opening on 1 October 2023.** Several compliance coordinators held a Teams meeting in the week prior to the fishing season opening on 1 October to discuss plans for ranging operations for the new season and also including aspects around public relations and information. Communications staff were able to carry out media releases and place information on the Fish & Game NZ Facebook page relating to the opening day.
7. **Compliance Policy review.** Work continues on the review of the Compliance Policy as time allows.

Ngā mahinga e whai ake nei - Next actions

8. Continue to review and update the Compliance Policy to incorporate the matters of dealing with unattended firearms, ranger training and operational planning and implementation.
9. Post fishing season opening, compliance coordinators nationally will discuss and debrief the results of opening weeks ranging and compliance operations and public relations and information work. This will discuss any learnings and potential changes.
10. Produce a post fishing opening Rangers newsletter.

NZC Finance Report

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

Prepared by: Carmel Veitch, CFO, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) presents the NZC Finance report for the 2 months ended 31 October 2023.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the NZC Finance Report for the 2 months ended 31 October 2023 with a surplus of 279,674.

Whakarāpopoto - Executive Summary

2. For the 2 month Period ended 31 October 2023 the combined NZC and National Budget presents a surplus of \$279,674 against a total (for full year) budget deficit of \$343,074.
3. The NZC only budget reports a surplus of \$630,935 against a total budget of \$1,945,526.
4. The National only budget reports a deficit of \$351,261 against a total budget of deficit of \$2,288,600.
5. Close off for this report was 8 November 2023 – which is only 6 working days from month end, hence not all expenses may have been reported as some suppliers may not have sent their invoices.

Takenga mai - Background

6. This paper includes the following attachments.
 - Table 1: Statement of Financial Performance for the 2 months ended 31 October 2023
 - Table 2: Statement of Financial Performance – NZC only to 31 October 2023
 - Table 3: Statement of Financial Performance – National only to 31 October 2023
 - Table 4: Statement of Financial Position as at 31 October 2023
 - Table 5: Aged Receivables Summary as at 31 October 2023
 - Table 6: Aged Payables Summary as at 31 October 2023
7. The Budget Deficit of \$343,074 was approved as follows:

Meeting	\$	Explanation
164 June 2023	2,451	Use of reserves (.07% as per budget)
164 June 2023	-160,000	Top Up of Reserves
166 August 23	3623	Diff between ARF and Depreciation
166 August 23	475,000	Carry over unspent projects from 2023
166 August 23	22,000	Spending from Reserves - Maritime
	343,074	TOTAL BUDGET DEFICIT 2023 24

8. The split between NZC and National Costs

	Actual YTD	Budget
Table 2 - NZC	630,935	1,945,526
Table 3 - National	(351,261)	(2,288,600)
TOTAL As per Table 1	279,674	(343,074)
Table 1 - Combined	279,674	(343,074)

Kōrerorero - Discussion

Statement of Financial Performance

9. Levies for the 2 months to 31 October 2023 is \$1,010,895 against a budget of \$4,043,585. This is for the quarterly levies – in line with Budget.
10. Grants – YTD \$184,798. Which is made up of the 4 grants invoiced for October 2023 – these will be paid in November. 25% of budget as expected.

Outputs

Advocacy YTD \$168,293 vs a budget of \$923,400.

- Costs within National Public Awareness relate to the costs associated with the Sika Show held at Mystery Creek in October 2023. \$9,169 YTD.
- National Magazine has a budget of \$298k. Last year Actual costs of production, printing and postage of the 2 magazines was \$405k. A discussion paper on this will be present to the meeting.
- RMA legal spend YTD \$95,178 -the 2 main projects were for the funding of Healthy Rivers (Aklid/Waikato) \$54k and Rakaia WCO \$18k.
- The Marketing and Social Licence Budgets have been combined to \$120,000. Half of this budget has been spent to date on the Social Licence Campaign - # Re-Wild.

Research - The invoice for the final report of the National Anglers survey from NIWA makes up the \$59,550. The total cost of the NAS over the last 3 years is \$161k.

Co-ordination -Cost within this area are made up of National Projects that are co-ordinated and paid for by the NZ Council.

- Co-ordination – Administration/HR is a budget for the HR system and the EAP.
- The Staff Conference is included in 2 budgets - \$28,487 here and \$40,439 under Ministerial review Costs. This staff conference was held in September 2023. Some costs were incurred last financial year. The total cost of the Conference was \$94k.

Governance – YTD \$7k vs a budget of \$102k – This represents the travel costs to date for the NZC meeting and reimbursements for Chair travel.

Ministerial Review Costs - \$80k vs Budget of \$300k. The major cost being the Staff conference.

Overheads - Total spent YTD \$164,148 vs a total budget of \$1,253,017 – there are no exceptions to report.

Risks and mitigations

11. At this stage all budgets (excluding the National Magazine – depending on outcome) will fall within budget.

Table 1: Statement of Financial Performance

New Zealand Fish and Game Council For the 2 months ended 31 October 2023

	YTD ACTUAL	TOTAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Levies	1,010,896	4,043,585	3,032,689	25%
Interest Income	1,598	65,050	63,452	2%
Other income				
Advertising & Merchandise	560	30,000	29,440	2%
Sundry Income	-	12,000	12,000	-
Magazine Contributions	-	110,000	110,000	-
Total Other income	560	152,000	151,440	0%
Total INCOME	1,013,054	4,260,635	3,247,581	24%
GRANTS TO REGIONS				
Grants to Regions	184,798	739,192	554,394	25%
Total GRANTS TO REGIONS	184,798	739,192	554,394	25%
OUTPUTS				
ADVOCACY				
Advocacy - Legal & Specialist Advice	659	50,400	49,741	1%
National Public Awareness	8,555	15,000	6,445	57%
National Magazine	11	298,000	297,989	0%
RMA/Legal	70,108	440,000	369,892	16%
Marketing & Social Licence	60,513	120,000	59,487	50%
NBEA Project	1,300	-	(1,300)	-
Total ADVOCACY	141,146	923,400	782,254	15%
RESEARCH				
Research Programme	-	100,000	100,000	-
Research - National Anglers Survey	59,550	30,000	(29,550)	199%
Research - Phd Programme	-	25,000	25,000	-
Total RESEARCH	59,550	155,000	95,450	38%
CO-ORDINATION				
Business & Financial Support	1,562	4,000	2,438	39%
Co-ordination National - CEO Travel	4	16,000	15,996	0%
Co-ordination - Administration/HR	4,514	35,000	30,486	13%
Co-ordination - Species - Game	-	60,000	60,000	-
Co-ordination - RMA	-	19,000	19,000	-
Elections	-	45,000	45,000	-
Fishing & Hunting Regulations	-	82,000	82,000	-
Information Technology- National	10,381	62,150	51,769	17%
Maritime NZ Compliance	6,659	30,000	23,341	22%
Manager Meetings	-	12,000	12,000	-
Staff Conference	28,487	30,000	1,513	95%
Staff Development Grant	87	10,000	9,913	1%

Table 1: Statement of Financial Performance

	YTD ACTUAL	TOTAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Youth Education Programme	-	7,000	7,000	-
Website and Social Media	12,239	76,450	64,211	16%
Website Development	-	45,000	45,000	-
Ranger Co-ordination	7,896	39,500	31,604	20%
Licencing	25,131	513,000	487,869	5%
Total CO-ORDINATION	96,960	1,086,100	989,140	9%
Total OUTPUTS	297,656	2,164,500	1,866,844	14%
GOVERNANCE				
New Zealand Council	6,955	60,000	53,045	12%
Governance Advice & Performance	-	20,000	20,000	-
Governors Forum	-	12,000	12,000	-
Regional Audit	-	10,000	10,000	-
Total GOVERNANCE	6,955	102,000	95,045	7%
MINISTERIAL REVIEW IMPLEMETATION				
Consultant Amalgamation - Review	-	20,000	20,000	-
Governance Training Program - Review	20,500	40,000	19,500	51%
HR Consultant - Review	970	30,000	29,030	3%
NZC Strategy Workshop & Implementation - Review	2,915	5,000	2,085	58%
Staff Hui - Review	40,439	40,000	(439)	101%
Cost Optimisation - Review	15,000	95,000	80,000	16%
Te Ao Maori Advisor	-	30,000	30,000	-
Research - Optimisation Model	-	45,000	45,000	-
Governance Advisor - Review	-	30,000	30,000	-
Consolidated Annual report - Review	-	10,000	10,000	-
Total MINISTERIAL REVIEW IMPLEMETATION	79,823	345,000	265,177	23%
OVERHEADS				
Salaries & Contractors	143,482	1,085,903	942,421	13%
Staff Expenses	4,962	47,100	42,138	11%
Office Premises	9,982	60,900	50,918	16%
Office Equipment	764	2,000	1,236	38%
Communications/Consumables	3,225	22,900	19,675	14%
General (inc Insurance)	680	9,900	9,220	7%
Financial Audit Fee	-	18,000	18,000	-
Depreciation	1,052	6,314	5,262	17%
Total OVERHEADS	164,148	1,253,017	1,088,869	13%
Total Expenses	733,380	4,603,709	3,870,329	16%
Net Surplus/(Deficit)	279,674	(343,074)	(622,748)	-82%

Table 2: Statement of Financial Performance- NZC Budget only

New Zealand Fish and Game Council For the 2 months ended 31 October 2023

Region is NZC.

	YTD ACTUAL	2024 NZC BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Levies	1,010,896	4,043,585	3,032,689	25%
Interest Income	1,598	65,050	63,452	2%
Other income				
Sundry Income	-	12,000	12,000	-
Total Other income	-	12,000	12,000	-
Total INCOME	1,012,494	4,120,635	3,108,141	25%
GRANTS TO REGIONS				
Grants to Regions	184,798	739,192	554,394	25%
Total GRANTS TO REGIONS	184,798	739,192	554,394	25%
OUTPUTS				
ADVOCACY				
Advocacy - Legal & Specialist Advice	659	50,400	49,741	1%
National Public Awareness	4,281	7,500	3,219	57%
Marketing & Social Licence	22,332	30,000	7,668	74%
NBEA Project	1,300	-	(1,300)	-
Total ADVOCACY	28,572	87,900	59,328	33%
CO-ORDINATION				
Business & Financial Support	1,562	4,000	2,438	39%
Co-ordination National - CEO Travel	4	16,000	15,996	0%
Total CO-ORDINATION	1,566	20,000	18,434	8%
Total OUTPUTS	30,138	107,900	77,762	28%
GOVERNANCE				
New Zealand Council	6,955	60,000	53,045	12%
Governance Advice & Performance	-	20,000	20,000	-
Governors Forum	-	12,000	12,000	-
Regional Audit	-	10,000	10,000	-
Total GOVERNANCE	6,955	102,000	95,045	7%
OVERHEADS				
Salaries & Contractors	139,002	1,058,903	919,901	13%
Staff Expenses	4,962	47,100	42,138	11%
Office Premises	9,982	60,900	50,918	16%
Office Equipment	764	2,000	1,236	38%
Communications/Consumables	3,225	22,900	19,675	14%

Table 2: Statement of Financial Performance- NZC Budget only

	YTD ACTUAL	2024 NZC BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
General (inc Insurance)	680	9,900	9,220	7%
Financial Audit Fee	-	18,000	18,000	-
Depreciation	1,052	6,314	5,262	17%
Total OVERHEADS	159,668	1,226,017	1,066,349	13%
Total Expenses	381,559	2,175,109	1,793,550	18%
Net Surplus/(Deficit)	630,935	1,945,526	1,314,591	32%

Table 3: Statement of Financial Performance- NATIONAL

New Zealand Fish and Game Council For the 2 months ended 31 October 2023

Region is National.

	YTD ACTUAL	NATIONAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
INCOME				
Other income				
Advertising & Merchandise	560	30,000	29,440	2%
Magazine Contributions	-	110,000	110,000	-
Total Other income	560	140,000	139,440	0%
Total INCOME	560	140,000	139,440	0%
OUTPUTS				
ADVOCACY				
National Public Awareness	4,273	7,500	3,227	57%
National Magazine	11	298,000	297,989	0%
RMA/Legal	70,108	440,000	369,892	16%
Marketing & Social Licence	38,182	90,000	51,818	42%
Total ADVOCACY	112,574	835,500	722,926	13%
RESEARCH				
Research Programme	-	100,000	100,000	-
Research - National Anglers Survey	59,550	30,000	(29,550)	199%
Research - Phd Programme	-	25,000	25,000	-
Research - Optimisation Model	-	45,000	45,000	-
Total RESEARCH	59,550	200,000	140,450	30%
CO-ORDINATION				
Co-ordination - Administration/HR	4,514	35,000	30,486	13%
Co-ordination - Species - Game	-	60,000	60,000	-
Co-ordination - RMA	-	19,000	19,000	-
Elections	-	45,000	45,000	-
Fishing & Hunting Regulations	-	82,000	82,000	-
Information Technology- National	10,381	62,150	51,769	17%
Maritime NZ Compliance	6,659	30,000	23,341	22%
Manager Meetings	-	12,000	12,000	-
Staff Conference	28,487	30,000	1,513	95%
Staff Development Grant	87	10,000	9,913	1%
Youth Education Programme	-	7,000	7,000	-
Website and Social Media	12,239	76,450	64,211	16%
Website Development	-	45,000	45,000	-
Ranger Co-ordination	7,896	39,500	31,604	20%

Table 3: Statement of Financial Performance- NATIONAL

	YTD ACTUAL	NATIONAL BUDGET	REMAINING BUDGET	% OF BUDGET SPENT
Licencing	25,131	513,000	487,869	5%
Total CO-ORDINATION	95,394	1,066,100	970,706	9%
Total OUTPUTS	267,518	2,101,600	1,834,082	13%
MINISTRIAL REVIEW				
Consultant Amalgamation - Review	-	20,000	20,000	-
Governance Training Program - Review	20,500	40,000	19,500	51%
HR Consultant - Review	970	30,000	29,030	3%
Cost Optimisation - Review	15,000	95,000	80,000	16%
Te Ao Maori Advisor	-	30,000	30,000	-
Governance Advisor - Review	-	30,000	30,000	-
Consolidated Annual report - Review	-	10,000	10,000	-
NZC Strategy Workshop & Implementation - Review	2,915	5,000	2,085	58%
Staff Hui - Review	40,439	40,000	(439)	101%
Total MINISTERIAL REVIEW	79,823	300,000	220,177	27%
OVERHEADS				
Salaries & Contractors	4,480	27,000	22,520	17%
Total OVERHEADS	4,480	27,000	22,520	17%
Total Expenses	351,821	2,428,600	2,076,779	14%
Net Surplus/(Deficit)	(351,261)	(2,288,600)	(1,937,339)	15%

Table 4: Statement of Financial Position

New Zealand Fish and Game Council As at 31 October 2023

	31 OCT 2023	31 AUG 2023
Assets		
Current Assets		
Cash & Cash Equivalents		
NZ Fish and Game Council	158,888	334,169
NZ Fish and Game Council - Sav	9,443	50,784
Serious Saver	5,316	206,730
Credit Cards	782	-
Credit Cards	-	(3,330)
Total Cash & Cash Equivalents	174,429	588,352
Receivables		
Accounts Receivable	1,007,969	285,229
Accounts Receivable - Other	15,468	67,857
Interest Receivable	26,763	48,389
Total Receivables	1,050,201	401,475
Term Investments	2,443,480	2,158,397
Prepayments and Accrued Income	12,000	12,000
Total Current Assets	3,680,110	3,160,224
Non-current Assets		
Property, Plant & Equipment	16,264	13,857
Term Deposits >12mths	-	389,006
Total Non-current Assets	16,264	402,863
Total Assets	3,696,374	3,563,087
Liabilities		
Payables		
Accounts Payable	497,684	566,149
Income Received in Advance	19,600	19,600
Accruals and Prepaid Licences	185,912	284,663
PAYE Clearing	24,043	18,876
GST	54,803	3,838
Total Payables	782,041	893,125
Employee Entitlements	77,494	87,898
NZGBHT - Stamp Programme	158,656	182,126
Total Liabilities	1,018,191	1,163,149
Net Assets	2,678,183	2,399,937
Equity		
Accumulated Funds		
Accumulated Funds	1,304,879	1,398,312
Transfer (To)/From Reserves	30,773	(58,885)

Table 4: Statement of Financial Position

	31 OCT 2023	31 AUG 2023
Net Surplus/(Deficit)	279,674	(93,433)
Total Accumulated Funds	1,615,327	1,245,995
Reserves		
Dedicated reserves		
Asset Replacement Reserve	21,794	21,794
Total Dedicated reserves	21,794	21,794
Restricted Reserves		
National Anglers Survey Reserve	105,125	134,675
Research Reserve	228,536	228,536
RMA/Legal Fund Reserve	697,908	768,016
Staff Development Grant Reserves	9,492	921
Total Restricted Reserves	1,041,062	1,132,149
Total Reserves	1,062,856	1,153,943
Total Equity	2,678,183	2,399,937

Table 5: Aged Receivables Summary

New Zealand Fish and Game Council

As at 31 October 2023

Ageing by due date

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	3 MONTHS	OLDER	TOTAL
Auckland/Waikato Fish & Game Council	41,018.09	-	-	-	-	-	41,018.09
Central South Island Fish and Game Council	296,234.68	-	-	-	-	-	296,234.68
Eastern Fish and Game Council	40,738.96	-	-	-	-	-	40,738.96
Hawke's Bay Fish and Game Council	19,719.49	-	-	-	-	-	19,719.49
Manic Tackle Project	-	-	3,174.00	-	-	-	3,174.00
Nelson Marlborough Fish & Game Council	36,886.91	-	-	-	-	-	36,886.91
New Zealand Game Bird Habitat Trust	3,240.71	-	-	-	-	-	3,240.71
North Canterbury Fish and Game Council	75,439.51	62,182.90	62,182.90	-	29.48	-	199,834.79
Northland Fish and Game Council	583.77	-	-	-	-	-	583.77
NZ Post Ltd	321.84	-	-	-	-	-	321.84
Otago Fish and Game Council	123,442.73	-	-	-	-	-	123,442.73
Southland Fish and Game Council	238,887.11	-	-	-	-	-	238,887.11
Taranaki Fish and Game Council	472.51	-	-	-	-	-	472.51
Wellington Fish and Game Council	1,174.43	-	-	-	-	-	1,174.43
West Coast Fish and Game Council	2,239.43	-	-	-	-	-	2,239.43
Total	880,400.17	62,182.90	65,356.90	-	29.48	-	1,007,969.45
Percentage of total	87.34%	6.17%	6.48%	-	0.00%	-	100.00%

Table 6: Aged Payables Summary

New Zealand Fish and Game Council

As at 31 October 2023

Ageing by due date

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	OLDER	TOTAL
Aged Payables						
Air New Zealand Travel Card	10,257.40	-	-	-	-	10,257.40
Arthritis New Zealand	10.00	-	-	-	-	10.00
Auckland/Waikato Fish & Game Council	2,070.00	99.80	-	-	-	2,169.80
BDMA Revolution Limited	161.00	-	-	-	-	161.00
Blackland Public Relations Limited	1,495.00	-	-	-	-	1,495.00
Cancer Society	10.00	-	-	-	-	10.00
Cawthron Institute Limited	20,000.00	-	-	-	-	20,000.00
Computer & Telephone Services Ltd	405.48	-	-	-	-	405.48
DECISIONS AS	-	-	2,335.20	-	-	2,335.20
Department of Internal Affairs	421.48	-	-	-	-	421.48
Eastern Fish and Game Council	3,780.38	3,363.34	300.00	-	-	7,443.72
Employment Hero Pty Ltd	1,255.80	-	-	-	-	1,255.80
Eyede Solutions Limited	-	228.00	-	-	-	228.00
Ferret Software Ltd	373.75	-	-	-	-	373.75
Gemtech Solutions Limited	546.13	-	-	-	-	546.13
Grant Thornton	13,294.00	-	-	-	-	13,294.00
Hothouse Communications Limited	4,627.72	-	-	-	-	4,627.72
Instep	575.00	-	-	-	-	575.00
Izard Weston Lawyers	7,657.79	-	-	-	-	7,657.79
Kahu Environmental Limited	1,626.12	-	-	-	-	1,626.12
Kumutoto Consulting Limited	17,250.00	-	-	-	-	17,250.00
Latitude Strategy & Communication Limited	12,064.34	-	-	-	-	12,064.34
Lexis Nexis DD	1,530.03	-	-	-	-	1,530.03
Nelson Marlborough Fish & Game Council	1,216.13	-	-	-	-	1,216.13
New Zealand Couriers- Wellington	154.15	-	-	-	-	154.15
New Zealand Mail Group	139,672.19	-	-	-	-	139,672.19
North Canterbury Fish and Game Council	20,635.25	12,344.57	300.00	-	-	33,279.82
Northland Fish and Game Council	110,458.31	-	-	-	-	110,458.31
Otago Fish and Game Council	1,643.26	-	-	-	-	1,643.26
PB Technologies Wgtn	585.25	-	-	-	-	585.25
Redstripe Limited	5,439.84	-	-	-	-	5,439.84
Resolved	2,300.00	-	-	-	-	2,300.00
Seek NZ Ltd	74.75	-	-	-	-	74.75
The Lab	3,910.60	-	-	-	-	3,910.60
Wellington Fish and Game Council	42,232.92	-	-	-	-	42,232.92
West Plaza Hotel	360.00	-	-	-	-	360.00
Westlake Governance	11,787.50	-	-	-	-	11,787.50
Wonderlab	38,564.85	-	-	-	-	38,564.85

Table 6: Aged Payables Summary

CONTACT	CURRENT	< 1 MONTH	1 MONTH	2 MONTHS	OLDER	TOTAL
Zoom	266.46	-	-	-	-	266.46
Total Aged Payables	478,712.88	16,035.71	2,935.20	-	-	497,683.79
Total	478,712.88	16,035.71	2,935.20	-	-	497,683.79
Percentage of total	96.19%	3.22%	0.59%	-	-	100.00%

NZC CEO Report

NZ Fish and Game Council Meeting 166 – 24 November 2023

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

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council provides an update on the work undertaken by the NZC Office and NZC CEO. It is intended to be a high-level summary overview of the reporting period since the last NZC CEO report to Council, with the opportunity taken to provide attached information for further detail.

Financial considerations

Nil Budgetary provision Unbudgeted

Risk

Low Medium High Extreme

Ngā taunaki – Staff Recommendation

That NZC:

1. Receives the update from the NZC CEO on current issues, key achievements and highlights arising during the reporting period.

Whakarāpopoto - Executive Summary

2. The past three months have been busy for Fish & Game with a significant volume of media and advocacy work being undertaken along with both internal policy development and regional and national policy work. The following report provides a snapshot across our two main social media initiatives. Further information on Fish & Games key media and advocacy work is covered in the Advocacy and Communications report by Maggie Tait.
3. Maggie Tait has joined the team our Principal Communications Advisor - Kaitohutohu Mātāmua, along with Samantha May as Accounts Administrator. Ms May works from 8.30am to 2.30pm Monday to Friday. We have also seconded Jilly Steedman from the Wellington and Taranaki Fish & Game Councils to provide Administration support outside of Ms Mays' normal working hours, ensuring that licence holders and the wider Fish & Game organisation receive prompt support from the New Zealand Fish & Game team over the working week.

SIKA SHOW

4. It has been a number of years since Fish & Game has had a presence at the Sika show, which is New Zealand's leading hunting event of the year. This year the CEO determined that Fish & Game would attend, and that the ongoing and annual participation of the organisation at this event is strongly encouraged. Attendance at the Sika show enhances Fish & Game connection and relationships with hunting and fishing sector leaders, along with educational and management organisations such as Game Animal Council, Firearms Authority, and Department of Conservation. It is also an opportunity to engage with hunters and anglers and improve public perceptions of Fish & Game and work the organisation undertakes. This aligns with our Strategic Priorities: 1 Unified and enduring organisation; 2 Attract and retain licence-holders; and 4 Public perception and legitimacy.

5. Staff from the Eastern Fish & Game Council, New Zealand Fish & Game Council, Auckland Waikato Fish & Game Council, and North Canterbury Fish & Game Council supported the event, along with Wellington Fish & Game Council who provided transport to and from the event for a number of staff. A thankyou goes out to these regions for their support, along with the staff that gave up their weekend to front the event (John Meikle, Lloyd Gledhill - for helping setting up and taking down the tank and stall, David Klee, Maggie Tait, and Richie Cosgrove).
6. The Fish & Game presence was a huge success with many of the 10,000 people who attended the Sika Show at Mystery Creek in Hamilton November 2-3 stopping by Fish & Game New Zealand's stall, which was among the busiest in the education arm of the event.

"The Sika show certainly was a great event Fish & Game New Zealand...great to see and be able to talk to all those groups that do the hard work to protect and enhance our hunting and fishing resources" Facebook post

"How good to finally get you to the Sika show" Facebook post

7. The 3m by 4m stall featured a Fish & Game camo wall and a continuous loop video showing what we do. The live fish tank from Eastern was incredibly popular and lured in children and adults alike, who were interested in looking at, and asking questions about the rainbow, and albino rainbow trout, brook char, brown trout and tiger trout on display. It was one of the few displays of living creatures at the show.
8. The throngs were all people interested in hunting and fishing, questions were on-point, and we felt there was genuine interest in game bird hunting and fishing from people who love being in the wild, catching their own food. Some of the people talked about hunting ducks in the past and could be open to getting back into it. There was also a strong interest in anglers, with many families sharing their interests and experiences. It was great to have John Meikle, David Klee, Richie Cosgrove and others share their knowledge and support with the public.
9. Interestingly a significant number of South Islanders had travelled up for the show, including a few from Southland. This showed the benefit of having a team from both islands representing Fish & Game. We also offered pamphlets and advice on duck hunting setups, how-to guides, and information on where license money goes.
10. Over the weekend, we ran a competition where people signed up for our electronic newsletters (Both Barrels and Reel Life) to go into the hourly draws for a copy of our cookbook and Fish & Game camo snood/buff. We gave out approximately 2000 stickers, mainly to 4wd owners, and moved 17kg of duck feet (airplanes) and rainbow trout (fish lollies), and 200 of our magazines were picked up.
11. Questions were wide-ranging, but the main themes were access, hunting set-ups, where to go fishing, and designated waters.
12. Corina worked the show, and she and Richie had a 15-minute chat with new Prime Minister Chris Luxon. She was also able to catch up with Todd McLay, Barbara Kuriger, and Nicole McKee, as well as networking with key people across the sector.
13. Being present at the show gave us credibility and opportunity and is worth committing to on an ongoing basis. Thanks to John Meikle for pushing for this to happen.



Figure 1. From left: Richard Cosgrove, Corina Jordan, Maggie Tait, and John Meikle



Figure 2. David Klee and family

REWILD CAMPAIGN LAUNCH

14. On Tuesday 7 November, Fish & Game launched its [ReWild campaign](#) in Christchurch to the media and around 60 guests, including MPs, along with support from Fish & Game staff and Councillors from North Canterbury, Central South Island, Otago and West Coast
15. Fish & Game’s Re Wild Campaign aims to:
 - a) Increase awareness and public and licence holder support for the work Fish & Game undertakes on behalf of gamebird hunters and freshwater anglers, and for the wider wellbeing of New Zealand;
 - b) Increases awareness of the values (physical and mental health and wellbeing, connection with friends and family, sustainable harvest of wild caught kai for the table) of gamebird hunting and freshwater angling and its benefits to people and communities;

- c) Encourage people across demographics, gender, ethnicities, and age to engage in gamebird hunting and freshwater angling;
 - d) Encourage people to work with Fish & Game in protecting freshwater habitats and providing access to the natural environment.
16. The campaign is a key part of delivering on Fish & Games Organisational Priorities: 1 Unified and enduring organisation; 2 Attract and retain licence- holders; 3 Mana whenua connected; and 4 Public perception and legitimacy
 17. The launch of this campaign represents a significant milestone for Fish & Game and the future of hunting and fishing in Aotearoa New Zealand.
 18. After a welcome by Local iwi and North Canterbury regional manager Rasmus Gabriellsson, Dame Lynda Topp gave an inspiring call to arms for everyone present.
 19. Following Dame Lynda, the CEO New Zealand Fish & Game Council (NZC) shared her goals and aims for the campaign and invited the attendees to share in some delicious wild kai prepared by Game Chef Tony Smith.
 20. Whilst this was underway, Dame Lynda and CEO NZC gave interviews onsite to TVNZ's Seven Sharp, Radio New Zealand and a team from stuff.co.nz.
 21. Maximising the political limbo land the country is in at the moment has meant we have got some incredible cut through with media, with articles and interviews on [TVNZ's Seven Sharp](#), [The Press \(and shared around the stuff.co.nz mastheads\)](#), [Radio NZ National](#), [Newstalk ZB's The Drive](#), [NZ Herald](#), [Jamie Mackay's The Country](#), [Newshub's AM Show](#), [Farmers weekly](#), and the list is still growing!
 22. This level of national media interest resulted from some excellent pre-work by our comms team led by Sam Halstead, utilising their contacts and connections. For instance, the Seven Sharp viewership is around 450,000 people per show.
 23. But without their work and the tireless work of the team from Wonderlab. and Medialab, who combined all our ideas and moulded them into the form it is now, I doubt we would have gotten the traction we have received.
 24. Tuesday was just the first step of the campaign which is intended to span a number of years and be taken up by Fish & Games partners, and the wider hunting and fishing communities.



Figure 1. From left, Corina Jordan, and Dame Lynda Topp

Table 1. Media coverage and links

Date	Media	Headline	Link
8/11/23	The Press	Topp Twin keen to help rewild kiwis	https://www.thepress.co.nz/nz-news/350105697/fish-and-game-keen-rewild-more-new-zealanders
8/11/23	Seven Sharp (6:35)	Fish and Game New Zealand's rewild campaign	https://www.tvnz.co.nz/shows/seven-sharp/episodes/s2023-e193
8/11/23	RNZ News National	Dame Lynda Topp fronts new campaign to promote fly fishing	https://www.rnz.co.nz/news/national/501972/dame-lynda-topp-fronts-new-campaign-to-promote-fly-fishing
8/11/23	Jamie Mackay interviewed on Newstalk ZB's The Drive (5:38)	"This is a great initiative from Fish & Game New Zealand...."	https://omny.fm/shows/the-country/the-country-08-11-23-dame-lynda-topp-talks-to-jami
8/11/23	NZ Herald	Dame Lynda Topp gets behind new fish, game, angling and hunting campaign	https://www.nzherald.co.nz/the-country/news/dame-lynda-topp-gets-behind-new-fish-game-angling-and-hunting-campaign/EKYR46KTLBFLIV6E3IORBRBZU/
8/11/23	The Country	Dame Lynda Topp talks to Jamie Mackay	https://omny.fm/shows/the-country/the-country-08-11-23-dame-lynda-topp-talks-to-jami
8/11/23	NewstalkZB	Dame Lynda Topp throws her support behind Fish & Game New Zealand's latest public awareness campaign	https://www.newstalkzb.co.nz/on-air/the-country/audio/dame-lynda-topp-kiwi-country-music-star-throws-her-support-behind-fish-game-new-zealands-latest-public-awareness-campaign/
8/11/23	Sunlive	Dame Lynda Topp launches rewild campaign	https://www.sunlive.co.nz/news/330658-dame-lynda-topp-launches-rewild-campaign.html
8/11/23	Newshub, The AM Show	Dame Lynda Topp launches campaign to get New Zealanders to take up angling and hunting	https://www.newshub.co.nz/home/entertainment/2023/11/dame-lynda-topp-launches-campaign-to-get-new-zealanders-to-take-up-angling-and-hunting.html
8/11/23	Farmers Weekly	Walk on the rewild side with a Topp angler	https://www.farmersweekly.co.nz/people/walk-on-the-rewild-side-with-a-topp-angler/
9/11/23	Radio Waatea	Interview	TBC

ReWild Campaign Launch CEO Speech

Our wild places in New Zealand are incredibly special. The way we connect with them, take care of them, and gather wild food from them is a big part of what it means to be a Kiwi. It's deeply rooted in our culture and the way we think as a nation. This is how it's always been, and this is how it should stay.

Our mission at Fish & Game is to ensure that these wild places remain as nature intended and that the life that survives there thrives there. For over three decades, our mission has revolved around safeguarding, restoring, and rewilding Aotearoa New Zealand's freshwater habitats and species and ensuring our proud fishing and hunting traditions continue. Fish & Game manage trout, salmon, and game birds on behalf of anglers and hunters while working tirelessly to safeguard the environment that generations of anglers and hunters have cherished.

As we look to the future, we remain focused on the preservation of native species and the management of introduced ones for the benefit of our people and the whenua.

If we are to achieve these ambitions, we must spread our message far and wide and build trust in the organisation and the great work of our people. We must articulate why we do what we do and how it benefits present and future generations of anglers and hunters. We must highlight our role in safeguarding and enhancing rivers, lakes, and wetlands, backed by research and monitoring to boost the well-being of our freshwater and species.

We are acutely aware that New Zealanders deeply cherish our natural environment and share our dedication to protecting it. That's why we are unveiling a public campaign designed to showcase the depths of our organisation's work, with a focus on safeguarding the essence of our hunting and angling traditions within our national identity.

Our goals include raising awareness about the pivotal role of wetlands and waterways in sustaining New Zealand's diverse wildlife. We seek to educate the public about our work and encourage their support, emphasising the benefits of fishing and hunting while calling on all Kiwis to take part in our conservation and restoration initiatives.

You may wonder, why "Rewild"? For Kiwis, connecting with nature and fishing and hunting for wild food has always been an intrinsic part of our heritage, deeply embedded in our national identity.

It nourishes our wairua, our spiritual connection to the whenua, our land. Anyone who has cast a line or taken aim knows the exhilaration of being in our unique wilderness locations. It's not just about sustainable food,; it's about finding your place in nature. It revitalises, it sustains, and it grounds us, nurturing the mauri, the life force that binds us together.

However, in a world filled with distractions, we acknowledge the fierce competition for people's time. Yet, as many of us gathered here today can attest, the thrill of stalking a duck from the mai-mai or the moment of watching a fly land perfectly ahead of a fish in a river is unrivalled. At the end of the day, the pride, fulfillment, and satisfaction that come from heading home with a bag or a catch, culminating in one of the freshest meals you'll ever savor, is unparalleled.

This resonates with me. Born and raised in Taranaki by parents who introduced me to the wonders of the great outdoors. It's an upbringing that eventually led me to study ecology and natural resource management, a privilege I cherish.

The essence of Rewild lies in our aspiration to share these remarkable experiences with more New Zealanders, encouraging them to reconnect with nature.

We want Kiwis to "rewild" themselves, to rekindle their connection with the natural world, and to sharing these moments with family and friends.

We aim to convey that fishing and hunting are not only sources of physical and mental well-being but also profound escapes from the daily grind.

Hunting and fishing serve as platforms for building bonds with loved ones, teaching essential skills, nurturing an ethos of environmental conservation, and fostering independence. This, to me, is the very heart of our mission and the essence of why we are gathered here today.

Our future anglers and hunters are the future conservationists of our land. By rewilding Kiwis, we can spark a passion in the hearts of the next generation.

We invite you all to take pride in this guardianship, this kaitiaki, of the place we call home. By doing so, we can truly instigate change. We encourage Kiwis to join us on this journey, to rewild themselves, or 'whakatipu anō i a koe.'



Figure 2. Launch of Fish & Games “Re Wild” campaign

SFGMP Guidelines

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

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

Kōrero taunaki - Summary of considerations

Purpose

1. The RMA team has requested a template and guidance on Sports Fish and Game Management Plan (SFGMP). This item includes draft guidance on SFGMP and is for information purposes. This item highlights what a SFGMP must, and what may be included in the development of SFGMP.
2. In the future we will develop consultation guidelines and a skeleton template to assist this process.

Financial considerations

- Nil

 Budgetary provision

 Unbudgeted

Risk

- Low

 Medium

 High

 Extreme

Ngā taunaki - Staff Recommendations

NZC Staff recommend the following motion:

That NZC:

1. Receives the information on the SFGMP guidelines; and
2. Supports the draft SFGMP guidance.

Whakarāpopoto - Executive Summary

2. This paper introduces the draft SFGMP guidance.

Takenga mai - Background

3. NZC has also obtained legal advice regarding our present s4 obligations that set the scene for SFGMP until new legislation is introduced Rachael Ennor and Elana Geddis Feb 2023. NZC has also received “Mana Whenua Engagement Discussion on how Fish and Game can engage with Mana Whenua” by Dave Milner August 2023.

Kōrerorero – Discussion

4. We introduced this item as a NZC policy initially at the 21 September informal managers meeting. We noted that 8 regions have expired SFGMP. Where there is an expired SFGMP, the region is supposed to have an annual operational work plan approved by the Minister of Conservation. This is not the case. Therefore, a number of new SFGMP need to be developed in the near future. We anticipate that this SFGMP will assist with our advocacy work.
5. To assist with the development of new SFGMP we have developed guidelines in an effort to assist with developing more useful plans.
6. A future piece of work is to develop community consultation guidelines to work in tandem with these guidelines. We are also looking to develop a “skeleton template” which will detail some essential components but not pre-empt the issues that may arise during mana whenua engagement and consultation processes with other partners.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

7. This item involves no particular funding implications, however the development of SFGMP does involve a lot of staff and councillor time to develop.

Legislative Implications

8. Nil at this stage, but with Conservation Act and Wildlife Act reform it is likely to involve changes that will be material for the SFGMPs.

Section 4 Treaty Responsibilities

9. This specific item has section 4 of the Conservation Act implications.

Policy Implications

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

Risks and mitigations

11. If regions continue with expired SFGMP, and do not seek approval of their Operational Work plan they are failing to comply with the Conservation Act. There are also risks to Fish and Game if they don't comply with Treaty Obligations.

Consultation

12. A generic discussion was had with managers on 21 September regarding SFGMP and mapping. These draft guidelines has not been to managers meeting for discussion as they reflect what the Conservation Act requires. We plan to take an item to managers when the community consultation guidelines have been developed.
13. Some generic discussions have been held with the RMA team regarding SFGMP, but the guidelines have not been to the RMA team for review. We plan to discuss this work further with this team when the community consultation guidelines have been developed.
14. These guidelines have been discussed with the Department of Conservation (DOC) and they are supportive of this new approach to our management plans. They are also keen to discuss the draft consultation guidelines and skeleton template when these are available.

Ngā mahinga e whai ake nei - Next actions

15. This item is for information purposes. We would appreciate your feedback and then we will do more work to discuss the guidelines internally and bring back guidelines for your further consideration and adoption.

DRAFT ELEMENTS

Sports Fish and Game Management Plans

Giving Effect to the Principles of Te Tiriti o Waitangi

- Engagement with mana whenua must happen before F&G Councils start drafting SFGMPs to allow mana whenua interests and aspirations to be actively taken into account during the planning and drafting process. This should be undertaken in accordance with the F&G Guide for Engaging with Mana Whenua. *[Under development]*
- The structure and content of SFGMPs will therefore be determined as part of engaging with mana whenua.
- It will be important to comply with and refer to relevant Treaty Legislation and have regard to iwi planning documents.
- Key issues that may be of importance to iwi include:
 - Intrinsic value of waterways vs utility for fishing and hunting
 - Customary use of indigenous species
 - Māori Rights to non-indigenous species
 - Predation of indigenous species by sports fish
 - Prosecution of Māori for hunting or fishing without licences
 - Concessionary licences for Māori to fish and hunt introduced species
- Note that some issues raised may be beyond the scope of a SFGMP. Discussing the issues however, will likely be important to mana whenua, and F&G may want to consider other avenues to address any matters raised.

Approval Page

- This section confirms the SFGMP has been approved by the Minister.

[See Appendix One: Example of an Approval Page.](#)

Contents Page

Introduction

- Consider the following elements for an Introduction:
 - Role of F&G – opportunity to tell F&G's story
 - Vision for the region
 - Legislative Context
 - Consistency with law and relevant planning documents
- Key questions to consider:
 - Does this information help achieve one or more of the purposes of the SFGMP?

State of the Environment – Species, Habitats and Threats

Draft Internal Working Document – 10 November 2023

- Consider including a section on the state of the environment, covering the sports fish and game bird resource, habitat values, as well as threats to those values.
- Consider including maps of sports fish and game habitat and spawning areas.
- Consider identifying significant fishing values of waterways, including for outstanding waterways consistent with resource management legislation.
- Make explicit links to objectives and significant values of waterways
- Key questions to ask:
 - Is there a link between significant values of waterways and the objectives?
 - Is the description of the state of the environment based on evidence, including mātauranga Māori and science?
 - How will the description assist in resource management and conservation advocacy?

Community Engagement

- Consider including an outcome, issues and objectives that relate to how F&G engages with diverse members of the community.
- Include licence holders, iwi, DOC, local councils, conservation boards, private landowners, New Zealand Walking Access Commission/Ara Hikoī Aotearoa.

Sustainability of Sports Fish and Game Bird Populations

- Include an outcome, issues and objectives that will help F&G manage sports fish and game bird populations.
- Consider addressing the following matters, amongst others:
 - Data and monitoring requirements
 - Appropriate angling and hunting conditions
 - Planned release
 - Degraded fisheries requiring restoration
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned, including in relation to:
 - Risks to aviation safety from game birds
 - Impacts on crops from game birds

[See Appendix Two: Example of an outcome, issues and objectives for Sustainability of Sports Fish and Game Birds Populations](#)

Habitat Protection

- Include an outcome, issues and objectives that address habitat protection.
- Consider including objectives that address the following matters:
 - Priority outcomes for resource management and conservation advocacy to influence planning documents
 - Climate change impacts on habitat values
 - Degraded wetlands requiring restoration.
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned, including in relation to:
 - Interactions between sports fish and indigenous fish
 - Fish passage and impacts on indigenous fish

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[See Appendix Three: Example an outcome, issues and objectives for habitat protection.](#)

Recreational Opportunities for Hunters and Anglers

- Include an outcome, issues and objectives that address the following:
 - Protecting and improving access to recreational opportunities
 - Maintaining and improving awareness of existing recreational opportunities for hunters and anglers
 - Guiding
 - Ethical behaviour of anglers and hunters
 - Equitable access to the resource for all licence holders
- Consider including an outcome, issues and objectives that address how F&G involves licence holders in decision-making.
- Consider what impacts F&G management decisions could have on other natural resources and other users of the habitat concerned.

Compliance

- Consider including an outcome, issues and objectives on compliance.
- Key issues to consider:
 - Training for F&G rangers
 - Monitoring requirements to assist compliance activity

Plan Implementation and Review

- Consider including a section describing how the plan will be implemented and reviewed.
- Key questions to consider:
 - Is making links to the Operational Work Plan helpful?
 - Would identifying targets and timeframes be helpful?

General

- Engagement with mana whenua and stakeholders will identify additional elements.
- Be brief, don't repeat issues.
- Think high level, 10 year-horizon.
- More detailed policies and actions can be included in Operational Work Plans that remain up to date.

Appendix One – Template for Approval

APPROVAL

The purpose of this sports fish and game management plan is to establish objectives for the management of sports fish and game within the **[Name]** Region as per section 17L(1) of the Conservation Act 1987 (the Act).

This sports fish and game management plan was prepared by the **[Name]** Fish and Game Council in accordance with sections 17L(2), 17M, and 26Q(1)(e)(iii) of the Act.

This plan was approved by **[Name]**, Minister of Conservation, under sections 17M(2)(g) and 26A(1)(a) of the Act.

..... / /
Minister of Conservation

DRAFT

Appendix Two: Example of Outcome, Issues and Objectives for Sustainability of the Resource

Outcome:

[Outcome defined as: state of the environment that F&G Councils would like to see]

Sports fish and game bird populations in the region are thriving within natural habitats, and support anglers and hunters enjoying a sustainable and highly valued recreational experience.

Issues:

[Issue defined as: important problem requiring action to achieve the outcome]

There is an ongoing need for information on sports fish and game populations dynamics and factors affecting their abundance, including harvest, to develop appropriate management responses. There are growing concerns that the sea-run salmon fishery and the sea-run trout fishery are in decline, as there are fewer fish returning to sustain the population.

Sports fish and game bird populations can also impact other users of the resource, including potential risks to aviation safety and impacts on crops.

Objectives:

[Objective defined as: something that you plan to do or achieve to address an issue.]

1. Maintain information in an up-to-date database detailing sports fish species, population monitoring, trends and harvest.
2. Achieve sustainability of sports fish and game bird species through management, including draft angling and hunting conditions and recommendations that:
 - a) Manage angler and hunter harvest at sustainable levels
 - b) Are based on the best available information
 - c) Adopt a precautionary management approach in the absence of reliable information
3. Undertake the following in relation to the sea-run salmon fishery and the sea-run trout fishery:
 - a) Identify highly-valued
 - b) Monitor the resource to determine whether it is in decline
 - c) If resource is declining, investigate factors contributing to the decline
 - d) Consider management options to improve the fishery
4. Prioritise sports fish and game bird species management activities through:
 - a) Population trend monitoring
 - b) Angler and hunter harvest and surveys
 - c) Identification of species management threats and opportunities assessments of the effectiveness of species management activities.
5. Stock fish stocks through the planned release of species, only in waterbodies where:
 - a) sports fish species are already present
 - b) they will not have significant adverse effects on indigenous species
 - c) habitat is deemed suitable, and/or
 - d) limitations on natural spawning and/or rearing habitat limit adult sports fish populations below their carrying capacity.

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6. Recognise the potential risks to aviation from game birds in the vicinity of airports and work with airport managers and hunters to provide for aviation safety, whilst protecting established game bird populations.
7. Assist landholders where there is a conflict between game birds and agricultural production to minimise impacts.
8. Improve the skills of hunters in hunting for individual game species with potential to cause adverse impacts.

DRAFT

Appendix Three: Example of Outcome, Issues and Objectives for Habitat Protection

Outcome:

[Outcome defined as: state of the environment that F&G Councils would like to see]

The quality, water levels and natural characteristics of rivers, lakes and wetlands support natural ecosystems and productive and diverse fish and game bird populations.

Issues:

[Issue defined as: important problem requiring action to achieve the outcome]

Almost half of the country's lakes are in poor health, vast lengths of our rivers are adversely impacted by nitrogen and phosphorous inputs, with almost a fifth severely degraded by nutrient pollution. Overallocation of water in rivers is causing the ecology in the rivers to decline and degrading the habitats of sports fish and game birds. Major impacts result from:

- Intensification of land use including forestry, dairying, mining (including gravel extraction) and urban development
- Nutrient and sediment discharges to waterways and non-point source pollution
- Flood control works in rivers and streams
- Wetland drainage and modification of wetland vegetation
- Damming of rivers and lakes
- Development of rivers for the generation of hydroelectricity or alteration of flows through irrigation
- Introduction of unwanted organisms such as didymo (*Didymosphenia geminata*) and other aquatic pests.
- Mining or gravel extraction
- Climate change

Advocacy is an essential management tool, because the control and management of water and land resources often lies with private interests or other statutory agencies.

Objectives

[Objective defined as: something that you plan to do or achieve to address an issue.]

1. Advocate in legislative and policy development, resource management and conservation statutory processes, and community-based processes, for the protection, maintenance and enhancement of the quality and extent of sports fish and game bird habitats, including for the following:
 - a) Water quality standards and flow regimes in plans that reflect the requirements of healthy and productive sports fish and game populations and the different stages in their life cycles.
 - b) Identification and protection of sports fishing values of waterways in Freshwater Management Units in regional plans, including significant values in outstanding water bodies.
 - c) Eradicating or effectively managing the risks posed by pests and diseases to sports fish and game bird habitats.
 - d) Wetlands are identified, maintained, improved and restored, in terms of quality, diversity and species productivity and the overall area of wetlands is not declining, underpinned by the regional focus on protection of regionally significant and other smaller wetlands.
 - e) Apply a holistic assessment of the catchment's ecosystem values and needs.
 - f) Effects of climate change are considered in decision-making.
 - g) Water conservation orders.

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2. Actively encourage landholders to create or enhance habitat and to understand the many benefits from such enhancement including the benefits to downstream water quality.
3. Protect fish and game habitats, particularly wetlands, by way of:
 - a) promotion of public (Crown or local body) reserve establishment
 - b) negotiation of covenants over freehold land by negotiation to maintain or improve ecosystems and/or sports fish and gamebird resources.
4. Press for appropriate action by agencies directly responsible where non-compliance with resource management, conservation, or other laws, and plans and policies written under these laws is detected.
5. Assess and monitor the condition and trend of sports fish and game bird habitat in the region, prioritising habitat with resource and use issues, consistent with a national monitoring approach.
6. Support efforts to prevent accidental transmission of unwanted aquatic organisms under the Biosecurity Act 1993 into, or between, waters in the region.
7. Identify and remediate fish passage barriers where it is practical to do so in consultation with DOC, unless there would be adverse effect on indigenous fish populations.

DRAFT

Guide to Drafting Sports Fish and Game Management Plans

Introduction

1. The guidance document identifies statutory requirements for Sports Fish and Game Management Plans (SFGMPs) and identifies additional optional elements that could be included to help achieve the purpose of SFGMPs.
2. At the outset, F&G Councils will need to engage early with mana whenua¹ at the beginning of the process of preparing SFGMPs in order to give effect to the principles of the Treaty of Waitangi.² Accordingly, this Guide does not pre-determine specific content or format for SFGMPs, as that will need to be determined after genuine engagement with mana whenua.
3. This document should be read in conjunction with the document, “Draft Elements – Sports Fish & Game Management Plans” that sets out key elements to consider including in SFGMP based on this guidance.
4. This guidance document is structured as follows:
 - a) Context
 - b) Te Tiriti o Waitangi
 - c) Purpose of SFGMPs
 - d) Statutory requirements of SFGMPs
 - e) Optional elements to consider including in SFGMPs.

Context

5. In considering what elements to recommend for inclusion in a Guide to Drafting SFGMPs, I have reviewed the SFGMPs for CSI 2022-2032, West Coast (draft), Auckland Waikato 2021-2031, and Otago 2015-2025.
6. I have also considered the Review of the Governance of Fish and Game New Zealand and the Regional Fish and Game Councils prepared for the Minister of Conservation, Engaging with Mana Whenua, A Discussion Document Exploring Best Practice For Fish & Game.
7. Based on reviewing those documents, the legislative requirements and discussions with F&G planning staff, key context is set out below.

Public process for developing SFGMPs

8. The process for developing SFGMPs is set out in s 17M of the Conservation Act 1987. Key elements include the requirement to publicly notify draft SFGMPs, provide copies to iwi authorities and local authorities, and invite written submissions. F&G Councils must give full consideration to submissions and provide opportunities for any person to appear before F&G Council representatives to be heard in support of their submission.
9. The F&C Council must send the draft SFGMP, a summary of submissions received, and of public opinion made known about the draft SFGMP to the Minister of Conservation. The F&G Council must also send the Minister a written statement of any matters of content on which the Director-General of Conservation and the F&G Council are unable to agree.
10. In addition to the specific steps outlined in the legislation, F&G is developing guidelines for engaging with mana whenua and stakeholders.

Ministerial approval

¹ Te Aka Māori Dictionary: “(noun) territorial rights, power from the land, authority over land or territory, jurisdiction over land or territory - power associated with possession and occupation of tribal land. The tribe's history and legends are based in the lands they have occupied over generations and the land provides the sustenance for the people and to provide hospitality for guests.” Section 2 Conservation Act 1987 states “Manawhenua means customary authority exercised by an iwi or hapu or individual in an identified area”.

² Section 4 of the Conservation Act states that “This Act shall so be interpreted and administered as to give effect to the principles of the Treaty of Waitangi.”

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11. The Minister must approve a draft SFGMP or send it back to the F&G Council for further consideration before approving it. The F&G Council will need to demonstrate that they have properly considered any comments or recommendations from the Minister, but there is no legislative requirement to make any changes. The Ministerial Review recommended that the Minister's powers be expanded to include a mandatory power of direction for an addition or amendment to a draft SFGMP.³

10-year timeframe

12. The Conservation Act requires F&G Councils to review SFGMPs no later than 10 years after the date of approval.⁴ It can take 1-3 years from initial engagement to final approval of a SFGMP. The time taken to prepare a SFGMP can mean that issues become outdated by the time the SFGMP is approved. While the SFGMP, or part of the SFGMP can be reviewed more frequently than 10 years⁵, the same process for developing a SFGMP applies to any review.

Implementation of SFGMPs

13. While there is no explicit provision in the Conservation Act requiring F&G Councils to comply with SFGMPs, it is implied from the provisions governing SFGMPs that F&G Councils will exercise their functions in accordance with SFGMPs. The Ministerial Review recommended however, that the Minister should have the power to require adherence to an approved SFGMP.
14. F&G Councils are required to prepare operational work plans annually. If there is no approved SFGMP for the region, the OWPs require Ministerial approval. The Minister can amend OWPs.

Users of SFGMPs

15. F&G operational teams appear to be the primary users of the SFGMPs, although it is unclear how often SFGMPs are referred to and how they impact F&G Council's day-to-day work. For some regions, the SFGMP may not serve any purpose beyond meeting the statutory requirement to prepare them. Some F&G Councils use SFGMPs schedules of significant waterbodies to determine whether a F&G Council is an affected party in relation to applications for resource consent. Many of the SFGMPs I reviewed are lengthy. For example, the CSI SFGMP (approved in 2022) is 78 pages, which can impact on its usability.

Purposes of Sports Fish and Game Management Plans

Legal requirement

16. F&G Councils are required under s 17L of the Conservation Act to prepare such SFGMPs as are necessary for the management of sports fish and game in their region.

Guide operational work plans

17. F&G Councils are required to prepare OWPs annually.⁶ While there is no explicit legal requirement for an OWP to be consistent with a SFGMP, if there is no SFGMP, then the OWP requires approval from the Minister of Conservation.⁷

Engagement with licence holders

18. SFGMPs provide an opportunity to connect with licence holders and reflect their interests and aspirations relating to managing sports fish and game birds.

Engagement with mana whenua

³ Recommendation 2, page 10, Ministerial Review.

⁴ Section 17M(5)(b) of the Conservation Act.

⁵ Section 17M(5)(a) of the Conservation Act.

⁶ Section 26Q(3)(a) of the Conservation Act.

⁷ Section 26Q(3)(e) of the Conservation Act.

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19. SFGMPs provide an opportunity to engage with mana whenua on their rights, interests and aspirations in relation to managing sports fish and game birds.

Planning tool to assist F&G Councils meet functions

20. SFGMPs could be used to guide F&G work to meet their statutory functions and help prioritise work programmes.

Transparency

21. As set out in the context, SFGMPs must go through a public process before approved by the Minister. This provides for transparency in terms of how F&G Councils exercise their statutory functions.

Influence conservation planning documents

22. Under the Conservation Act, the Director-General of Conservation must consider SFGMPs in developing freshwater fisheries management plans⁸ and conservation management plans.⁹ It is important that SFGMPs include provisions covering how sports fish and game birds are managed in conservation areas, to ensure that F&G's interests will be properly taken into account on conservation planning documents.

Identification of spawning areas

23. It is an offence to carry out an activity that disturbs or is reasonably likely to disturb a declared spawning area of sports fish, unless authorised by the Director-General of Conservation.¹⁰ The Director-General may declare areas to be spawning areas on the recommendation of the New Zealand Fish and Game Council in relation to sports fish.¹¹ While it is not uncommon to disturb sports fish spawning areas, and prosecutions are not brought, identifying spawning areas in SFGMPs that are important to F&G will lay the foundation for better protection.

Influence resource management planning documents

24. Advocating for the protection of sports fish and game bird habitats in resource management processes is one of F&G most effective tools.¹² In addition to making submissions on plans and resource consents, F&G Councils can influence planning documents through SFGMPs as decision-makers must consider SFGMPs in preparing or changing policy statements and plans under the RMA.¹³ Key areas are set out below in relation to the National Policy Statement for Freshwater Management 2020 (NPS-FM):

- a) When developing fish passage provisions regional councils must take into account any SFGMPs approved by the Minister.¹⁴
 - b) Fishing is relevant to compulsory value human contact and fishing is an optional value for Freshwater Management Units, requiring the identification of an environmental outcome.¹⁵
 - c) The fishing value of a waterway can be used to identify outstanding water bodies.
 - d) Regional councils must identify and map natural wetlands in their region.¹⁶
25. Where SFGMPs identify values consistent with the framework in the NPS-FM, it will provide a strong basis to advocate for the protection of those values. Conversely, if the SFGMP does not align with the statutory requirements or identify areas requiring protection for their fishing

⁸ Note that there are currently no freshwater fisheries management plans.

⁹ Sections 17J and 17E(9) of the Conservation Act. SFGMPs may also be a mandatory consideration when developing Conservation Management Strategies under s.17D(8).

¹⁰ Section 26ZJ of the Conservation Act.

¹¹ Section 26ZJA(2) of the Conservation Act.

¹² F&G Councils have a statutory function to advocate the interests of the Council, including its interests in habitats. See s 26Q(e)(vii) of the Conservation Act.

¹³ Sections 74(2)(b)(i), 61(2)(a)(i), 66(2)(c)(i). Note there are the same requirements under the Natural and Built Environment Act (NBA) in relation to natural and built environment plans (s 174(2)(d)). The incoming National government policy is to repeal the NBA.

¹⁴ Clause 3.26(3)(a) of the NPS-FM.

¹⁵ Appendices 1A and 1B of the NPS-FM.

¹⁶ Clause 3.22 of the NPS-FM.

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values, it may undermine subsequent submissions on planning documents or resource consents.

26. Additionally, the direction of the RMA reform enacted by the previous government was towards increased use of mapping. For example, under the Spatial Planning Act 2023, regional strategies must identify areas that require or may require protection, restoration or enhancement, with reference to use of maps if prescribed by the national planning framework.¹⁷ Under the Natural and Built Environment Act 2023, places of national importance may be identified by maps or words.¹⁸ The direction towards requirements to identify sites of importance, and to use maps, seems likely to continue. Identifying significant sites for sports fish and game birds in maps will help decision-makers protect those sites, under whatever legislative regime applies.

Statutory Requirements for Sports Fish and Game Management Plans

27. This section outlines the statutory requirements of SFGMPs.

Giving effect to Treaty Principles

28. To meet the requirements of s 4 of the Conservation Act, F&G Councils must take account of, and give weight to, Treaty rights and interests alongside its statutory responsibilities to manage, maintain and enhance the sports fish and game resources in the interests of anglers and hunters.
29. In relation to developing SFGMPs, the legislative requirements in relation to iwi (summarised above) do not represent the principles of Te Tiriti o Waitangi.¹⁹ F&G Councils need to develop ways to engage with mana whenua as partners, rather than stakeholders in developing SFGMPs. Kāhu Environmental advise F&G should assess ways to involve mana whenua in the development of SFGMPs, and in particular to start by asking mana whenua about what role they should have in the process. Initial conversations should explore common objectives and outcomes, e.g. habitat/wetland restoration, water quality and freshwater management.
30. This engagement needs to happen before F&G Councils start drafting SFGMPs to allow iwi/hapū interests and aspirations to be actively taken into account during the planning process.
31. The Ministerial Review also recommended that F&G NZ develop, in collaboration with Māori, a national policy on consultation and engagement with Māori and a standing advisory panel on Treaty issues and engagement with Māori. Engagement with mana whenua should utilise those resources when available.
32. F&G Councils must do the background mahi before engaging with mana whenua. This includes being familiar with relevant Treaty Settlement Acts, Waitangi Tribunal Reports, iwi management plans, environmental management plans, statutory acknowledgements and sites of significance to iwi in the region. Reference to relevant Treaty Settlement Act is particularly important, as many include specific obligations in relation to SFGMPs.
33. F&G Councils should also be familiar with key issues likely to be raised by iwi in relation to managing sports fish and game and Treaty interests, and have an open mind when discussing those issues with mana whenua in terms of possible ways to provide for those interests. Potential issues include:²⁰
- a) Intrinsic value of waterways vs utility for fishing and hunting
 - b) Customary use of indigenous species
 - c) Māori Rights to non-indigenous species
 - d) Predation of indigenous species by sports fish

¹⁷ Sections 16 and 17 of the Spatial Planning Act.

¹⁸ Section 417 of the Natural and Built Environment Act 2023.

¹⁹ Kāhu Environmental Engaging with Mana Whenua, A Discussion Document Exploring Best Practice For Fish & Game

²⁰ Ministerial Review

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- e) Prosecution of Māori for hunting or fishing without licences
- f) Concessionary licences for Māori to fish and hunt introduced species

34. Note that some of these issues may be beyond the scope of a SFGMP. Discussing the issues however, will likely be important to mana whenua, and F&G Councils may want to consider other avenues to address matters raised in discussion with mana whenua if possible.

Objectives

35. SFGMPs must include objectives for the management of sports fish and game birds, or both, within any region or part of any region.²¹ Outcomes, policies and methods are all optional. In the SFGMPs that I reviewed, there was considerable overlap in content between the issues, outcomes, objectives and policies. In some cases there was no obvious link between the issues, objectives and policies.

36. Guidance:

- a) Consider including outcomes, issues, and objectives that all directly relate to each other, using the following definitions:

- i. **Outcome: state of the environment that F&C Councils would like to see**

e.g. Outcome for Sustainability of the Resource: Sports fish populations in the region are thriving within natural habitats, and support anglers and hunters to enjoy a sustainable and highly valued recreational experience. Sports fish populations in the region are thriving within natural habitats, and support anglers and hunters to enjoy sustainable and highly valued recreational experience.

- ii. **Issue: important problem requiring action to achieve the outcome**

e.g. Issue for Sustainability of the Resource: There are growing concerns that the sea-run salmon fishery and the sea-run trout fishery are in decline, as there are fewer fish returning to sustain the population.

- iii. **Objective: something that you plan to do or achieve to address an issue**

e.g. Objective for Sustainability of the Resource: Undertake the following actions in relation to the sea-run salmon fishery and the sea-run trout fishery:

- Identify highly-valued areas;
- Monitor the resource to determine whether it is in decline;
- If resource is declining, investigate factors contributing to the decline;
- Consider management options to improve the fishery.

- b) Do not include policies to meet the objectives. These can be outlined in the OWP.

- c) When considering objectives to include in SFGMPs, consider the long-term (i.e. 10 years) vision for the region, to avoid the SFGMP becoming outdated too quickly.

Consistency with Legislation

37. SFGMPs must not derogate from the Conservation Act or any other Act.²² As noted above, there are a number of Treaty Settlement Acts that confer specific obligations on F&G Councils, including in relation to developing SFGMPs.

38. Guidance:

- a) Ensure all applicable references to Treaty Settlement Acts are included in SFGMPs.
- b) Engage with mana whenua on the provisions referencing Treaty Settlements.

²¹ Section 17L(1) of the Conservation Act provides that “purpose of a sports fish and game management plan is to establish objectives for the management of sports fish and game, or both, within any region or part of any region.”

²² Section 17L(3)(a) of the Conservation Act.

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Conservation Policy

39. SFGMPs cannot derogate from policy approved under the Conservation Act or any other Act in respect of the area to which the plan relates, or part of that area.²³

40. Guidance:

- a) *Consider all relevant policies in the CGP; and*
- b) *Include a clear statement in SFGMPs that it is consistent with the CGP.*

Conservation statutory planning documents

41. SFGMPs cannot derogate from any provision in any conservation management strategy or conservation management plan or freshwater fisheries management plan.²⁴

42. Guidance:

- a) *Review conservation management strategies and conservation management plans applicable to your region when drafting SFGMPs.*
- b) *Include a clear statement in the SFGMP that it is consistent with applicable conservation statutory planning documents.*

Sustainability of sports fish and game

43. When preparing a draft SFGMP, F&G Councils must have regard to the sustainability of sports fish and game in the area to which the plan relates.²⁵ Existing SFGMPs generally include a separate section on the sustainability of sports fish and game birds that sets out objectives and policies. This approach is useful.

44. The content of this section, (i.e. outcome/issues/objectives) will be driven by engagement with mana whenua, views of stakeholders and the local situation. There are however, some issues that are likely to be relevant across the country. For example, monitoring the sports fish and game bird resource to understand the state of the resource is an issue relevant to all regions.

45. Guidance: *Consider the following issues when considering an outcome, issues and objectives to include in a SFGMP in relation to the sustainability of the resource:*

- a) *Ensure appropriate angling and hunting conditions in Anglers Notice and Open Season for Game Notice to ensure the sustainability of the resource*
- b) *Monitoring priorities, consistent with a national framework for monitoring, that provides for individual species and the resource as a whole*
- c) *Planned releases of sports fish consistent with the CGP*
- d) *Potential areas of high use requiring more intense management*
- e) *Degraded fisheries and game bird populations requiring restoration*
- f) *Risks and opportunities from fishing competitions and organised culls*
- g) *Airspace, e.g. wind turbines and bird strike*

Impact on other natural resources and other uses of the habitat concerned

46. When preparing a draft SFGMP, F&G Councils must have regard to the impact that the management proposed in the draft is likely to have on other natural resources and other users of the habitat concerned.²⁶ This requirement has two distinct parts. F&G Council must consider the impact that the management proposed has on both:

²³ Section 17L(3)(b) of the Conservation Act.

²⁴ Section 17L(3)(c) of the Conservation Act.

²⁵ Section 17L(4)(a) of the Conservation Act.

²⁶ Section 17L(4)(b) of the Conservation Act.

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- a) Other natural resources
- b) Other users of the habitat concerned.

47. The Ministerial Review noted that it appears F&G Councils "rarely if ever take into account of the impact or concerns of other users."²⁷ The SFGMPs I analysed did include some specific provisions addressing impacts on other natural resources. For example, in the CSI SFGMP there is a policy that provides for remediating fish passage barriers, recognising the potential for adverse effects on indigenous fish populations from, and where it would not significantly impact on rare or threatened indigenous fish species.²⁸ Similarly, in the Otago SFGMP there is a policy to manage hunting in reserves or other wetlands in ways which minimise effects on habitat quality.²⁹ In the Auckland Waikato SFGMP, Objective 8.3.6 provides: "To have regard to the effects of fish and game management activities on other natural resources and resource users." This objective repeats the statutory direction, and not should be included in SFGMPs.

48. Rather, when drafting SFGMPs, you must consider for every objective whether it will have an impact on other natural resources or other users of the habitat concerned. If there is an impact, F&G Councils should consider whether the management measure is appropriate to discharge F&G statutory functions, and if yes, whether any mitigation measures could be implemented.

49. Guidance:

- a) *When developing SFGMPs objectives, consider the likely impact of proposed management on both:*
 - i. *other natural resources; and*
 - ii. *other users of the habitat concerned.*
- b) *Consider the following issues, amongst others, in relation to impacts on other natural resources:*
 - i. *Interactions between indigenous fish and sports fish*
 - ii. *Potential impacts of loss of fish passage barriers on indigenous fish*
- c) *Consider the following issues in relation to impacts on other users of the resource:*
 - i. *Risks to aviation safety from game birds*
 - ii. *Impacts on crops from game birds*
- d) *Include a clear statement that the impacts of proposed management on other natural resources and users of the habitat concerned has been considered.*

Recreational opportunities for hunter and anglers

50. SFGMPs must include such provisions as may be necessary to maximise recreational opportunities for hunters and anglers.³⁰ The SFGMPs I analysed included separate sections covering angler and hunter participation in fishing and game bird hunting. Some also included provisions on angler and hunter participation in F&G management. Both issues are important.

51. **Guidance:** *Consider including outcomes, issues and objectives in SFGMPs on:*

- a) *Maximising recreational opportunities for hunters and anglers; and*
- b) *Involving anglers and hunters in F&G decision-making.*

Optional Elements

52. This section provides guidance on optional elements. These are elements that F&G Councils could consider raising for discussion with mana whenua and stakeholders for inclusion in draft

²⁷ Page 34 of the Ministerial Review.

²⁸ Policy 9.4.16 of the CSI SFGMP.

²⁹ Policy 6.2.12 of the Otago SFGMP.

³⁰ Section 17L(4)(c) of the Conservation Act.

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SFGMPs. Mana whenua and stakeholders may also have other elements they wish to see included.

Background

53. Having background information in the SFGMP is useful, although brevity is key to ensure the SFGMP is user-friendly. It will be important to tell F&G's story, including the legislative role of F&G Councils, past achievements and future aspirations.
54. **Guidance:** Consider including critical background information in a background section such as:
- a) *Mission statement*
 - b) *Role, Term or Intent of the Plan*
 - c) *Role of F&G Councils*
 - d) *Legislative context (see discussion below)*

Partners and Stakeholders

55. The two most recent SFGMPs I analysed³¹ both included a section on Partners and Stakeholders. It is important to acknowledge mana whenua as Treaty partners, and not equate mana whenua with stakeholders in the same section.
56. In terms of mana whenua, the SFGMPs I analysed included a description of the F&G Council relationship with local iwi. In my view, this is consistent with the F&C Council's Te Tiriti obligations, but will need to be considered as part of engagement with mana whenua.
57. In terms of stakeholders, this includes DOC, local councils, New Zealand Walking Access Commission/Ara Hīkoi Aotearoa and the local Conservation Board. Some SFGMPs included descriptions of the statutory functions of these stakeholders. Other stakeholders could include land owners, including farmers.
58. Including descriptions of stakeholders doesn't contribute to any of the purposes of the SFGMPs identified above. There may be value however, in including descriptions of stakeholders in terms of relationships with those stakeholders. This could be addressed in a separate section on community engagement (see discussion below). Community engagement is important to understanding the impacts of F&G Council management on other users of habitat.
59. **Guidance:**
- a) *Discuss with mana whenua including information on F&G's relationship with iwi and reference to iwi management plans in SFGMPs.*
 - b) *Consider describing the relationships with diverse members of the community in a Community Engagement section (see discussion below).*

Habitat protection

60. One of the purposes of SFGMPs identified above, is influencing both resource management and conservation planning documents. F&G advocacy for habitat protection in particular, is essential to the viability of sports fish and game bird resources, as it is dependent on habitat values. Habitat protection is also an area where F&G Councils could work with mana whenua, as well as stakeholders where there are shared interests.
61. **Guidance:**
- a) *Consider including outcomes, issues and objectives in relation to habitat protection.*
 - b) *Ensure provisions on habitat protection align with:*
 - i. *Conservation planning documents*

³¹ CSI and West Coast

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- ii. *Resource management decision-making framework under the RMA and NPS-FM, including for regional plans:*
 - iii. *F&G priorities for habitat protection*
 - iv. *F&G practice note for RMA advocacy*
- c) *Consider including outcomes, issues and objectives that address the following matters:*
- i. *Impacts of pest control on sports fish and game bird habitats*
 - ii. *Climate change impacts on habitat values*
 - iii. *Monitoring priorities*
 - iv. *Degraded wetlands requiring restoration and removal of wetlands requiring re-establishment*
 - v. *Reverse sensitivity effects*

Public Relations/Public Advocacy and Education

62. The SFGMPs I analysed all included a section on public interface, recognising that protecting sports fish and game birds requires the support of government, local councils and the wider community. The elements of this section could be included in a broader community engagement section, i.e. how F&G Councils engage with mana whenua, DOC, local councils, landowners, local conservation boards, and the wider community.

63. **Guidance:** *Consider including issues, outcome and objectives in relation to community engagement.*

Administration

64. The SFGMPs I analysed all include a section covering how the F&G Council manages its financial resources and performs its statutory functions in line with legal requirements. This is not a statutory requirement of SFGMPs.

65. **Guidance:** *Do not include provisions relating to how F&G manages its financial resources and performs its statutory functions in SFGMPs.*

66. The CSI SFGMP also included an objective and policy on climate change. The provisions relate to how the CSI F&G Council will reduce its emissions (e.g. through purchasing decisions). This is not relevant to managing sports fish and game birds. This is best addressed through developing a national policy on how F&G will reduce its emissions to meet the 2050 climate target.

67. **Guidance:** *Do not include provisions on how F&G Councils will reduce emissions to meet the 2050 climate target in SFGMPs.*

Compliance

68. All of the SFGMPs I looked at had compliance sections. Compliance is essential to the management of sports fish and game birds. The CSI SFGMP however, included objectives and policies relating to conditions addressing the sustainability of the resource, not compliance. For example, Policy 12.4.1 states:

“Regularly review angling and hunting conditions and: ...

(c) ensure the sustainability of the sports fish and game bird resource, recognising that sustainability of the resource must come before maximising short-term opportunity.”

69. **Guidance:**

- a) *Consider including in SFGMPs provisions related to compliance.*

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- b) *Consider including provisions on conditions relating to the sustainability of the resource in the section of the SFGMP dealing with sustainability of the resource.*

Resource Summary

70. All of the SFGMPs I analysed include detailed sections describing the sports fish and game resource within their region. Describing the state of the sports fish and game resource, including habitat values is essential to set objectives.
71. The resource summary sections include a Recreational Opportunity Spectrum (ROS) and Significance Criteria, with waterways identified in the appendices according to how they rate using the ROS and Significance Criteria. Some of the resource descriptions also identified spawning areas.
72. The SFGMPs also included policies that link management to the resource classification. For example, in the CSI SFGMP, Policy 9.4.4 provides:
- Give priority to the monitoring and management of fish and game bird habitats within the CSI Fish and Game Region which are of national or regional significance and those that have the highest levels of angler and hunter participation.
73. Policy 8.4.2 of the draft West Coast SFGMP provides:
- Establish and maintain an inventory of sports fish and game resources in the West Coast including:
- a) classification of individual sports fisheries and game habitats to allow management based on significance, key characteristics and the recreational opportunity provided within a spectrum.
74. Despite the policy direction in the SFGMPs, feedback from F&G planners is that the classification of waterways based on the ROS and significance criteria didn't necessarily determine management decisions. For at least one region however, the classification did determine affected party status in terms of resource consent processes under the RMA.
75. The classification system used in the SFGMPs does not directly link to the protection of habitat values in the RMA and NPS-FM, and planning documents, in particular in relation to the outstanding values of waterways for fishing (see purposes of SFGMs outlined above).
76. There are no maps of the habitat of sports fish and game birds in the SFGMPs I analysed, or of spawning areas. Including mapped areas that are important to F&G Councils will enhance F&G resource management advocacy for habitat protection. Maps of spawning areas will assist with ensuring those areas are protected.
77. It will be important to engage with mana whenua on describing the resource to ensure mātauranga Māori and Māori values are appropriately reflected.
78. **Guidance:** *Consider including the following in SFGMPs:*
- a) *Description of the State of the Environment – Species, Habitat and Threats*
 - b) *Maps of sports fish and game bird habitat, including on public conservation land and private land*
 - c) *Maps of spawning areas*
 - d) *Criteria for identifying the values of the sports fish and game resource that aligns with resource management national direction and regional plans, including fishing values in freshwater management units in regional plans and outstanding natural waterways and identifying waterways that meet the criteria*
 - e) *Maps of wetlands that are game bird habitat*
 - f) *Explicit links to objectives and significant waterways*

Legislative context

79. The SFGMPs I analysed all include a section describing relevant legislation, usually in an appendix. Some also included summaries of the wider legislative context, e.g. the National

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Parks Act, Public Works Act and Local Government Act. Including a description of all relevant legislation does not directly achieve any of the purposes of SFGMPs as outlined above.

80. Including a description of the relevant provisions of the Conservation Act, in terms of the functions of F&G, the legislative basis for SFGMPs and the relationship between SFGMPs and conservation planning would however, assist in terms of the purpose of influencing conservation planning documents.
81. Resource management legislation is also directly relevant to the purpose of influencing resource management planning documents, particularly in relation to habitat protection and public access to recreational resources.
82. **Guidance:** Consider including legislative context in relation to:
- a) Conservation Act, in terms of F&G Council functions, SFGMPs legislative direction and relationship with conservation planning documents.
 - b) Resource management provisions that support F&G's advocacy for habitat protection.

Plan Implementation and Review

83. The CSI SFGMP includes a section that identifies key actions and target dates for implementing key actions. It is important to have a road map to implement the SFGMP. Setting targets with specific timeframes for achieving them may assist. Additionally, SFGMPs should include provisions relating to reviewing the SFGMP to ensure it is fit for purpose over time, and the objectives are being met.

84. **Guidance:** Consider including in SFGMPs:

- a) Plan Implementation section that refers to key objectives, including targets and timeframes.
- b) Consider including review provisions.

Appendices

85. The SPFGMPs I analysed all included a variety of appendices.

86. **Guidance:**

- a) Consider including the following appendices in SFGMPs:
 - i. Map of the region
 - ii. Access points for angling and hunting
 - iii. Reserves Owned or Managed by the F&G Council – including, and linking to specific objectives
- b) Consider not including the following in SFGMPs:
 - i. Prioritisation Principles – as these could change within the 10-year timeframe
 - ii. Recreational Opportunity Spectrum – unless tied to objectives

NZC Communications Report

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

Prepared by: Maggie Tait, Principal Communications Advisor, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) provides an update on communications and public awareness work.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the update on communications and public awareness work.

Whakarāpopoto - Executive Summary

2. This paper seeks to update you on main communications projects, the website and our public awareness campaign.

Website

3. Hothouse is progressing building our new website and the launch of a minimum viable product in February 2023 is still on track. Currently they are removing the old mapping system as we are using an alternative provider. Hothouse will add in the alternative I-map system which BDMA Revolution is working on for us. Hothouse has been provided the code information to test this for Wellington region maps. Most regions have progressed this mapping work significantly while Hawke's Bay has just started but should also be ready by go live date. Auckland-Waikato is using a different system but that can also be incorporated.
4. Due to staff capacity constraints, NZC has seconded Roslyn Simmonds from Auckland Waikato who has sign website design and development. Everything that is in the existing website has been moved over and reformatted to suit the new layout of the new website. New content has been added but It is now time for each region to have a look at the information that is available for both national and their regional sections. Roslyn will arrange meetings with each region to check what needs to be changed or updated.
5. The sections below are the pages that are more regional based that need to be looked at.
 - Fishing
 - Local fishing clubs – have been receiving updates.

- Where to fish
- Special licence options – only certain regions.
- Where to buy your licence – have been receiving updates.
- Sea Run salmon bag limit – only certain regions.
- Report a tagged trout – only certain regions.
- Fishing News & Events
- Regional Fishing Bulletins
- Hunting
- Local hunting clubs – have been receiving updates.
- Where to hunt – This section needs to be redone for some regions. Request/permit forms can be added.
- Ballots now open for hunting stands – only certain regions.
- Where to buy your licence – have been receiving updates.
- Hunting news and events
- Regional hunting bulletins
- About Us
- Regional council information and documents. – Some regions are up to date.

Public Awareness Campaign

6. At our September staff Conference, Primary Purpose shared findings into public views about Fish & Game and the organisational strategy.
7. We also heard from Sam Halstead, Antony Young and Cam Macduff developing our Rewild public awareness campaign which draws on the insights from the survey.
8. Through the campaign Fish & Game is seeking to regain social licence its great work by tapping into shared 'Kiwi values' and their love for:
 - getting out in nature and wild spaces,
 - protecting and enhancing our natural environment,
 - preserving our heritage for future generations and;
 - demonstrating how Fish & Game contributes to these values and important activities

Campaign Objectives

9. The campaign aims to build public support for hunting and fishing and further embed hunting and fishing as part of who we are as a nation into the future. While we have an engaged and thriving community, not everyone shares our passion or understands what we do, and we hope this campaign will help to bring more people into hunting and fishing and strengthen our social licence. The campaign also aims to unite our hunting and fishing sectors to be a stronger, more united, and consistent voice.
 - Raise awareness of the vital role wetlands and waterways play in sustaining New Zealand's diverse wildlife
 - Raise public awareness of great work Fish & Game does and thus gain public endorsement for it and the organisation
 - Ask Kiwis to participate in our conservation and restoration initiatives, by providing them opportunities to show some love for our wild waterways and wetland
10. In brief, it will get F&G messages in front of audiences using social media and digital channels, backed up with an informational landing page. There will also be some Out of Home advertising (billboards, bus backs etc). The campaign messaging will be based on four pillars:
 - Kaitiaki (Guardianship, stewardship)
 - Mahinga kai (Cultivation, food-gathering)
 - Whakahaumanu (Revive, restore, revitalise, rejuvenate)
 - Hauora wairua (Spiritual health)

Messaging

11. The campaign messaging will take several forms:
 - news or event stories (e.g. local or regional happenings)
 - education stories (e.g. did you know: it's F&G who ensures public access to 4090 freshwater lakes and wetlands across NZ?)
 - inspirational stories (e.g. stunning photos)
 - participation or calls to action (e.g. Follow and comment)
12. To amplify and extend the reach of this campaign, there will be active engagement and collaboration with other organisations and influencers, primarily through the Hunting & Anglers Influencers Forum attendees.
13. We now also have a web landing page for the campaign: <https://rewild.fishandgame.org.nz> Regions have been asked to support the campaign and contribute ideas.
14. Assets for the campaign are in development but the presentation will give you a good flavour of what to expect: <https://www.brandox.com/files/c615e12d-ea75-40e3-90cd-fd6690add53c>

Launch

15. The campaign will be launched at Lake Rua carpark at Roto Kohatu Reserve on November 7 at 10am.

16. Invitees include MPs and soon to be Ministers, our influencers from our event earlier in the year, stakeholders, councillors and public servants.
17. Dame Lynda Todd will speak and we will hear from Corina before having the opportunity to share kai cooked by a chef who specialises in wild food.
18. Media will be invited to attend and a photo opportunity will be created for them.

19. Here's a draft run sheet for the day:

Tue Nov 7	8am	Set-up
	10:05am-10:10am	Māori welcome
	10:10am-10:20am	Keynote speech by Dame Lynda Topp
	10:20am-10:40am	Campaign announcement by Corina Jordan
	10:40am-11.40am	Refreshments and media interviews
	11:40am	Event conclusion
		Media release issued (with pix Staff and licence holder communications

Manifesto

20. We created a manifesto document to clearly articulate our value and the work we do, and what we hope to see from government.
21. What we are seeking from Government:
- Support to keep doing our work, by maintaining our mandate when reforming conservation laws. We're ready to take on more, with support and funding.
 - Strong and effective measures put in place to protect our rivers and lakes from pollution, water over-allocation and further degradation.
 - Strong protection for wetlands – maintaining and enhancing existing wetlands and backing landowners to create new wetlands for the benefit of all New Zealanders. Protect wetlands from inappropriate development by focusing on land use, stopping overallocation and preventing further loss of wetlands.
 - Work with communities, sectors, and iwi to collaboratively develop solutions for the benefit of our communities and treasured freshwater.
 - Enable New Zealanders to continue to get out in nature, enjoy our hunting and fishing heritage, and identity, and improve well-being. We do this by ensuring access to our natural environment, and sports fish and game, alongside indigenous species in our ecosystems.
22. This document was attached to the letters sent to MPs following the general election week and was to be sent out wider to licence holders, stakeholders, put on our website, and shared with people at the Sika Show at the end of the month.

23. Experts across the organisation provided key input.

Media Calendar

24. Please see attached a link to the NZC Media and Advocacy Coverage Fuseworks report for July, August and September.

NZC Media and Advocacy Coverage July 2023 – Sept 2023

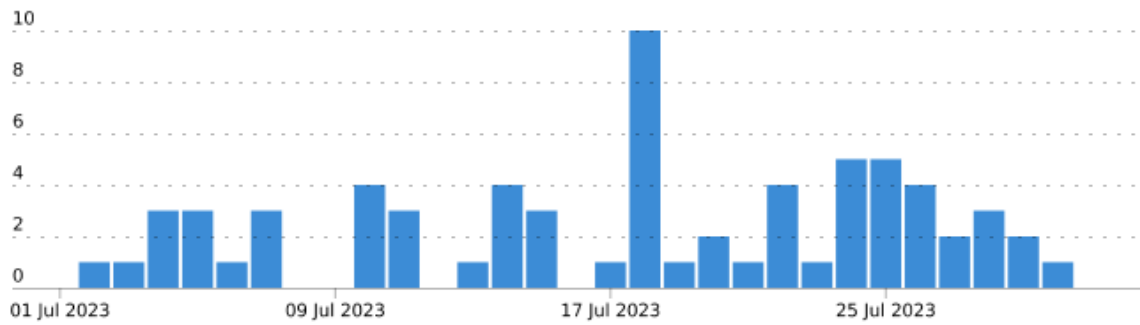


Fish & Game

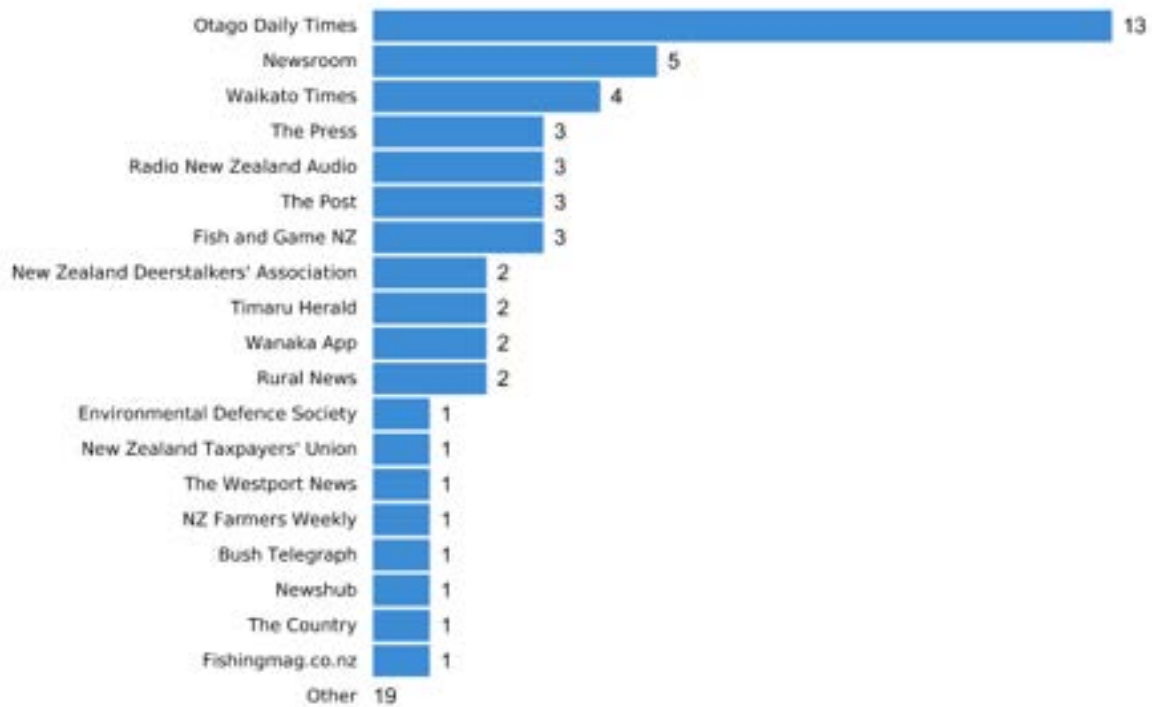
JULY

Contains 69 items within the date range 01/07/2023 - 31/07/2023.

Volume



Sources



Content Types



[Outdoors and Freedom Party sound warning about National's proposed Hunting and Fishing Minister](#)

From Alan Simmons

Published 12:02 30/07/2023

Labour had been guilty of other disregards for the public's **fish** and **game** such as mismanaging the Fiordland wapiti herd by allowing unchecked hunting by helicopters and just very recently attempting to take over the democratic administration of **Fish** and **Game** via the Department of Conservation bureaucracy.

[\\$1.3m wetland 'greenwashing'](#)

From Otago Daily Times, Mary Williams

Published 05:38 29/07/2023

Also from [ODT](#)

Fish & Game, which helps farmers create lower-cost wetlands, also sits on the governance group of the Thomsons Creek project. ... Communications officer Bruce Quirey said **Fish & Game** was "bound by a confidentiality agreement that restricts comments" but said cost could be a significant barrier to farmers creating wetlands. ... Plants were donated by **Fish & Game**.

[Dairy warms to provisions](#)

From Otago Daily Times, Matthew Littlewood

Published 05:00 28/07/2023

Also from [ODT farming](#), [ODT business](#)

Otago **Fish & Game** environmental officer Nigel Paragreen said Otago's water plan had contained a "maintain and improve" style of direction for many years.

[Under-threat Rakaia River WCO protection status is a national issue](#)

From NZ Federation of Freshwater Anglers

Published 17:29 27/07/2023

Also challenging Ecan is **Fish** and **Game** NZ, Environmental Defence Society and the New Zealand Salmon Anglers' Association.

[Taking matters into his own hands lands man in court](#)

From Ashburton Guardian

Published 06:17 27/07/2023

He lied to **Fish & Game** rangers to avoid a \$300 fine. ... On November 8, **Fish & Game** rangers visited Kamoe at home and identified him from the night in October.

['National Party's Hunting And Fishing Minister idea welcomed'](#)

From New Zealand Deerstalkers' Association

Published 13:22 26/07/2023

However Laurie Collins cautioned that the Department of Conservation needed to undergo a significant culture change as it had been the main culprit in pushing extermination policies, anti-introduced **fish** and **game** attitudes and using eco-poisons on wild animals - usually on public lands - and even indoctrinating young school children that wild animals were pests.

[River action advised](#)

From Otago Daily Times, Mary Williams

Published 04:55 26/07/2023

Also from [Otago Daily Times](#), [ODT](#)

Otago **Fish & Game** environmental officer Nigel Paragreen responded by calling for a "sober discussion" about what needed planning now.

[Hansard: Kuriger, Barbara; Parker, David: Natural and Built Environment Bill - In Committee-Part 1](#)

From New Zealand Parliament

Published 20:15 25/07/2023

One of the reasons why submitters wanted that is that a lot of the environmental advocacy that goes on up and down the country is actually by a fantastic membership-based organisation, **Fish and Game** Councils.

[Guy Trafford isn't impressed with the National Party's lurch into a hunting & fishing policy that reverts to ideas first floated more than a decade ago. Farmers should be very wary, he says](#)

From Interest.co.nz, Guy Trafford

Published 17:10 25/07/2023

Support **Fish & Game** New Zealand and protect trout and salmon fishing

[Fishing and hunting policy 'positive'](#)

From Rural News

Published 13:30 25/07/2023

Fish & Game New Zealand chief executive Corina Jordan says Kiwis from all walks of life value access to New Zealand's natural environment and **fish** and **game** resources.

[Nats say 'valued introduced species' need protection amid conflicted legislation](#)

From Southland Times, Michael Fallow

Published 10:30 25/07/2023

It would repeal the Natural and Built Environment legislation, which had prompted a **Fish & Game** online campaign dubbed Our Future. ... **Fish & Game** last month trumpeted the results of the "public outcry" which included nearly 3500 emails being sent to the Government and MPs.

[Taranaki Federated Farmers give insight on discussions](#)

From Hawke's Bay Today, Sally Dryland

Published 08:27 25/07/2023

Horizons One Plan: With **Fish & Game** and Forest & Bird walking away from mediation, it's now up to Feds to front up for a court case in November.

[NZDA applauds National's vision to 'safeguard hunting and fishing'](#)

From New Zealand Deerstalkers' Association

Published 17:35 24/07/2023

NZDA also commends National's steadfast support for **Fish & Game** New Zealand. ... "**Fish & Game** is an essential organisation dedicated to protecting trout and salmon fishing for future generations.

[National Party fishing and hunting policy 'positive' for anglers and hunters and conservation efforts](#)

From Fish and Game NZ

Published 16:42 24/07/2023

The National Party's support for hunting and fishing recognises the valuable contribution anglers and hunters make to the country's conservation efforts and the importance of trout, salmon and game birds to help feed families across the country, says **Fish & Game** New Zealand. ... As part of its hunting and fishing policy, the National Party has announced it will create a Hunting and Fishing Minister, support **Fish & Game**, protect trout and salmon fishing and give hunters and anglers a voice through permanent seats for hunting and fishing on the Conservation Authority and Conservation Boards. ... "Kiwis from all walks of life value access to New Zealand's natural environment and **fish** and **game** resources," says Corina Jordan, chief executive of **Fish & Game** NZ.

[National eyes Ministry for Hunting and Fishing](#)

From Rural News

Published 15:00 24/07/2023

Supporting **Fish & Game** New Zealand and protecting trout and salmon fishing

[Midday Rural News for 24 July 2023](#)

From Radio New Zealand Audio

Published 13:53 24/07/2023

[00:04:46] But **Fish** and **Game** Chief Executive Corina Jordan says the new policy has created confusion. ... [00:05:37] [**Fish** and **Game** Chief Executive] Corina Jordan says it's a massive oversight as **Fish** and **Game** wants to work in partnership with farmers and tangata whenua about decisions on their biodiversity.

[Federated Farmers look at the issues](#)

From Bush Telegraph

Published 05:00 24/07/2023

On Page: A019

Horizons One Plan: With **Fish & Game** and Forest & Bird walking away from mediation, it's now up to Feds to front up for a court case in November.

[National promises new Minister for Hunting and Fishing, will stop game animals being classified as pests](#)

From Newshub, Isobel Ewing

Published 19:40 23/07/2023

Support **Fish & Game** New Zealand and protect trout and salmon fishing

[National's Minister for Barry Crump a slap in the face - NZTU](#)

From Voxy

Published 17:17 22/07/2023

"Included in the policy is yet more support for **Fish** and **Game**. ... **Fish** and **Game** have a role to play - but there is nothing in this policy that tackles the fact that **Fish** and **Game** have turned into taxpayer

funded sock-puppet lobbyists against nearly all forms of farming and development - forcing fishing licence holders to fund campaigning many do not agree with.

[National's Minister for Barry Crump a slap in the face - NZTU](#)

From New Zealand Taxpayers' Union

Published 16:14 22/07/2023

"Included in the policy is yet more support for **Fish** and **Game**. ... **Fish** and **Game** have a role to play - but there is nothing in this policy that tackles the fact that **Fish** and **Game** have turned into taxpayer funded sock-puppet lobbyists against nearly all forms of farming and development - forcing fishing licence holders to fund campaigning many do not agree with.

[National will protect hunting and fishing rights - Todd McClay](#)

From National Party

Published 14:15 22/07/2023

- Establish a Minister for Hunting and Fishing
- Strengthen the Game Animal Council and designate 'herds of special interest'
- Change the law so game animals are not pests
- Guarantee access to public land for hunting and fishing
- Establish the 'Huts of Recreational Importance' Partnership to maintain huts in the DOC estate
- Support **Fish & Game** New Zealand and protect trout and salmon fishing
- Not introduce recreational licences for game animal hunting or sea fishing.

[An Alaska paddleboarder's close encounter with a humpback whale](#)

From Stuff.co.nz

Published 05:30 22/07/2023

Adult females can weigh up to 31,700 kilograms and average about 15m in length, according to the Alaska Department of **Fish** and **Game**.

[Lakes will 'die' without urgent action](#)

From Newsroom, David Williams

Published 06:43 20/07/2023

Several sensitive Canterbury lakes will "die" without urgent intervention by the regional council, a former chair of **Fish & Game** says. ... In May, Corina Jordan, **Fish & Game's** chief executive, said none of the lakes met the so-called trophic level index score between 2017 and 2021, and some failed to meet national bottom lines. ... As chair of **Fish & Game**, (a role he resigned from last year amid bullying allegations), Grubb was sent a joint ECan-Department of Conservation assessment of the Ashburton Lakes, from June 2021, based on a scientific report by independent research institute, Cawthron.

[Strong opposition to proposed gold dredge](#)

From Wanaka App, Maddy Harker

Published 05:47 20/07/2023

Also from [Central App](#)

A submission from the Otago **Fish** and **Game** Council said the upper Clutha River is a productive and nationally important brown and rainbow trout fishery and the whole river is the most-fished river in the country.

[Lakes will 'die' without urgent action](#)

From Newsroom, David Williams

Published 05:13 19/07/2023

Several sensitive Canterbury lakes will "die" without urgent intervention by the regional council, a former chair of **Fish & Game** says. ... In May, Corina Jordan, **Fish & Game's** chief executive, said none of the lakes met the so-called trophic level index score between 2017 and 2021, and some failed to meet national bottom lines. ... As chair of **Fish & Game**, (a role he resigned from last year amid bullying allegations), Grubb was sent a joint ECan-Department of Conservation assessment of the Ashburton Lakes, from June 2021, based on a scientific report by independent research institute, Cawthron.

[Key Otago trout spawning streams identified](#)

From NZ Farmers Weekly, Staff Reporter

Published 15:53 18/07/2023

The Brown Trout Origin Project analysed the otoliths (ear bones) of juvenile and adult trout collected from around the catchment by **Fish & Game** and anglers. ... "Knowing which tributaries supply the most recruits assists **Fish & Game** with protection and enhancement of key spawning reaches and gravels in these streams, and improves understanding of how brown trout migrate and disperse through the extensive Clutha River catchment."

[How the bureaucracy keeps on growing](#)

From The Post, Tim Hurdle

Published 06:00 18/07/2023

Also from [Waikato Times](#), [The Post](#), [Waikato Times](#), [The Post](#), [The Press](#), [Waikato Times](#), [The Press](#), [The Press](#)

For example, we have a standalone "Game Animal Council" and a "New Zealand **Fish** and **Game** Council" - along with 12 regional **fish** and **game** councils.

[New biodiversity rules receive mixed response](#)

From Wairarapa Times-Age, Grace Prior

Published 10:45 17/07/2023

A new package of government policies aiming to protect and restore biodiversity has received mixed reactions, with Greater Wellington Regional Council [GWRC] singing its praises, but **Fish and Game** New Zealand expressing concern about the implications for farmers. ... Although GWRC has sung the praises of the policies, **Fish and Game** has criticised them as "complex and contradictory". ... **Fish and Game** chief executive Corina Jordan said that one of the policies - the National Policy Statement on Indigenous Biodiversity [NPSIB] - will penalise landowners who have "done the right thing and protected and enhanced the biodiversity on their land".

[Crucial brown trout breeding spots have been found in the Clutha river](#)

From NZ City

Published 12:22 15/07/2023

Fish & Game Officer Jayde Couper, says the birthplaces were in the upper section of the lower Clutha.

[The river's turn: Restoring the Manuherikia](#)

From Otago Daily Times

Published 04:42 15/07/2023

Matt Sole (left), of COES, and Nigel Paragreen, of **Fish & Game**, at the Manuherikia headwaters above Falls Dam. ... Nigel Paragreen, from **Fish & Game**, is an advocate for the environment - but hardly a "thumper".

[High Court clarifies rule on presumption against costs in environmental case](#)

From NZ Lawyer Magazine, Angelica Dino

Published 01:20 15/07/2023

The applicant, Southland **Fish and Game** Council applied for judicial review, contending that the decision is unlawful due to new regulations.

[Trout-spawning streams identified](#)

From Otago Daily Times, Richard Davison

Published 05:34 14/07/2023

Also from Fishingmag.co.nz

"Knowing which tributaries supply the most recruits assists **Fish & Game** with protection and enhancement of key spawning reaches and gravels in these streams, and improves understanding of how brown trout migrate and disperse through the extensive Clutha River catchment."

[Parties to bear own costs for Waituna legal battle](#)

From Otago Daily Times, Felicity Dear

Published 05:34 14/07/2023

Also from [Southland Express](#)

In a judgement released this week, the High Court ruled the parties involved - Southland **Fish & Game**, Forest & Bird, Southland Regional Council and Waituna Control Association - should each

shell out for their own legal fees. ... The Royal Forest & Bird Protection Society and Southland **Fish & Game** Council considered this decision to be unlawful in light of new regulations and filed an application for judicial review in September. ... The judicial review proceedings were discontinued by Forest & Bird and **Fish & Game** four days later.

[DAVE WITHEROW: Retrospect](#)

From Bassett, Brash & Hide, Administrator

Published 11:20 13/07/2023

He's an author, script writer, and worked as a scientist for **Fish** and **Game**.

[Govt promises SNA law](#)

From Greymouth Star, Local democracy reporter

Published 00:00 11/07/2023

Also from [The Westport News](#)

Byline: Local democracy reporter **On Page:** INCE 18 1

Fish and **Game** said the policy was "complex and contradictory".

[Government biodiversity 'policy won't lead to a better environment'](#)

From Fish and Game NZ

Published 07:32 11/07/2023

"The National Policy Statement on Indigenous Biodiversity (NPSIB) will penalise those landowners who have done the right thing and protected and enhanced the biodiversity on their land," says Corina Jordan, chief executive of **Fish & Game** New Zealand. ... While there are provisions to help restore and increase indigenous vegetation in natural inland wetlands, **Fish** and **Game** does not believe the NPSIB will adequately support catchment communities and farmers wanting to protect existing wetlands and those who want to create wetlands. ... It's concerning that other indigenous game birds were not included within this list, nor any valued introduced species, that **Fish** and **Game** has a mandate under the Conservation Act to manage.

[Green light for pilot project to 'protect, maintain and restore' South Canterbury biodiversity](#)

From Timaru Herald, Yashas Srinivasa

Published 14:30 10/07/2023

The person taking on the job would be supported by an advisory group, made up of representatives from various South Canterbury organisations including district councils, Environment Canterbury, Department of Conservation, Forest & Bird South Canterbury, Central Island **Fish & Game** and several active river and site-focused groups.

['Key trout spawning streams identified in lower Clutha River/Mata-au'](#)

From Fish and Game NZ

Published 11:53 10/07/2023

The Brown Trout Origin Project analysed the otoliths (or ear bones) of juvenile and adult trout collected from around the catchment by **Fish & Game** and anglers. ... "Knowing which tributaries supply the most recruits assists **Fish & Game** with protection and enhancement of key spawning reaches and gravels in these streams, and improves understanding of how brown trout migrate and disperse through the extensive Clutha River catchment."

[ORC to decide on river use](#)

From Otago Daily Times, Mary Williams

Published 05:24 10/07/2023

Also from [The Country](#)

Fish & Game environmental officer Nigel Paragreen said he was pleased to see movement towards resolving issues after a 2021 consultation found strong public favour for a high minimum flow.

[Tree removal planned as willows cause scenic high country lake to flood](#)

From Timaru Herald, Doug Sail

Published 16:30 07/07/2023

A decision to remove several willows immediately upstream of the bridge to the outlet huts, to stop further root growth congesting the creek and to increase flow, was reached after multi-agency discussions involving the council, Department of Conservation, Environment Canterbury, **Fish & Game**, the Outlets Hut Holders Association and the Lake Alexandrina Conservation Trust.

[River group claims win over energy giant](#)

From Newsroom, David Williams

Published 07:30 07/07/2023

Also from [Newsroom](#)

Jacob Smyth, resource management officer of **Fish & Game's** Southland regional office, says there are national benefits from the power scheme. ... "We also acknowledge the support we have from **Fish & Game**, Federated Farmers Southland, Forest & Bird and the technical evidence from the Ōraka Aparima Rūnaka witnesses.

[The News in brief](#)

From Cambridge News, Staff Reporters Share:

Published 15:43 06/07/2023

Mana whenua and Hamilton City Council have supported it while **Fish** and **Game** was neutral.

[Newsletter: EDS News July 2023](#)

From Environmental Defence Society

Published 12:15 05/07/2023

The purpose clause has been amended and there has been what the Secretary for the Environment has called "panel-beating" of provisions relating to limits and targets; places of national importance; the role of **Fish & Game**; and various "outcomes". ... Following the release of an excellent report by

the Ministry for the Environment on the parlous state of Ōtūwharekai Ashburton Lakes, EDS visited the area with **Fish & Game** last month.

[DNA testing rolled out in search for gold clams](#)

From Waikato Times, Matthew Martin

Published 05:40 05/07/2023

The TAG is made up of freshwater ecology experts from NIWA, the Department of Conservation, **Fish** and **Game** NZ, mātauranga Māori expertise from Ngaati Koroki Kahukura and Raukawa, and three scientists from the University of Belfast and University College Cork, Ireland.

[Concerns over health of high country lakes](#)

From Otago Daily Times

Published 04:32 05/07/2023

Fish & Game is concerned about the health of some of Mid Canterbury's high country lakes. ... Chief executive Corina Jordan said **Fish & Game** was calling for talks with lakeside communities to work together and start addressing the impacts. ... **Fish & Game** is sharing some concerns with farmers and rural communities about parts of freshwater farm plans.

[The Panel with Ella Henry and Allen Blackman \(Part Two\)](#)

From Radio New Zealand Audio

Published 17:48 04/07/2023

[00:02:20] **Fish** and **Game** [New Zealand], they are worried that salmon and trout could be classed as pests under changes to the Resource Management Act [1991]. ... [00:02:38] Let's talk to Corina Jordan now, who's a freshwater ecologist and the chief executive of **Fish** and **Game** New Zealand ...

[Rearguard action by hunters and fishers 'rescues' bill](#)

From Newsroom, Jill Herron

Published 07:14 04/07/2023

A proposed new law to replace the Resource Management Act (RMA), the Natural and Built Environment Bill, would have affected both introduced and indigenous fish and bird species and hampered conservation work, **Fish** and **Game** says. ... "It removed **Fish** and **Game's** ability to be effective in any conversations regarding habitat. ... **Fish** and **Game** takes a "health" approach that recognises humans are part of the environment and that it is modified, Jordan says.

[Winners and losers in Annual Plan](#)

From Wanaka App, Sue Wards

Published 06:27 04/07/2023

Otago **Fish & Game**, Friends of Bullock Creek (FOBC), Guardians of Lake Wānaka, Wānaka Lake Swimmers Club, and Touchstone told councillors at the submissions hearing in May that Bullock Creek and its nearby residents will be condemned to many more years of flooding and pollution during heavy rain if QLDC didn't go ahead with the upgrade.

[The safety issues arising from buying home cooking online](#)

From Radio New Zealand Audio

Published 10:09 03/07/2023

[00:09:01] It is illegal to sell recreationally-caught **fish** and **game** or homecooked meat, whether it's online or otherwise, and that is because those products, they haven't been subject to any hygiene or processing standards or controls, so we can't be certain that it's fit for consumption or fit for eating.

[Newstalk ZB Auckland 7pm - Item 7](#)

From Newstalk ZB

Published 19:24 02/07/2023

While that's damped on pre COVID-19 levels, [NZ] **Fish** and **Game** chief executive Corina Jordan says it is pleasing to see the numbers starting to rise again.

Report created by Richard Cosgrove, Fish and Game NZ. Powered by Fuseworks.

[Manage my subscriptions](#)

Report ID: e1b448c7-c034-4b8e-a240-3b2d5934d06d

Subject: Monthly report to 1 September 2023: Fish & Game (44)

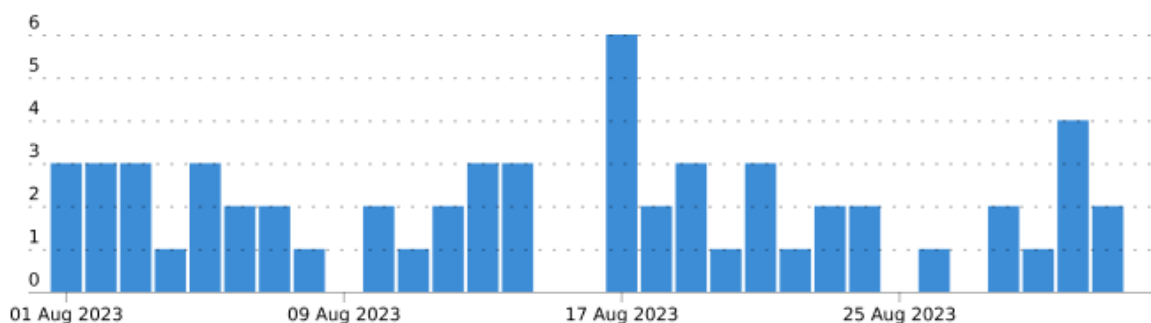


Fish & Game

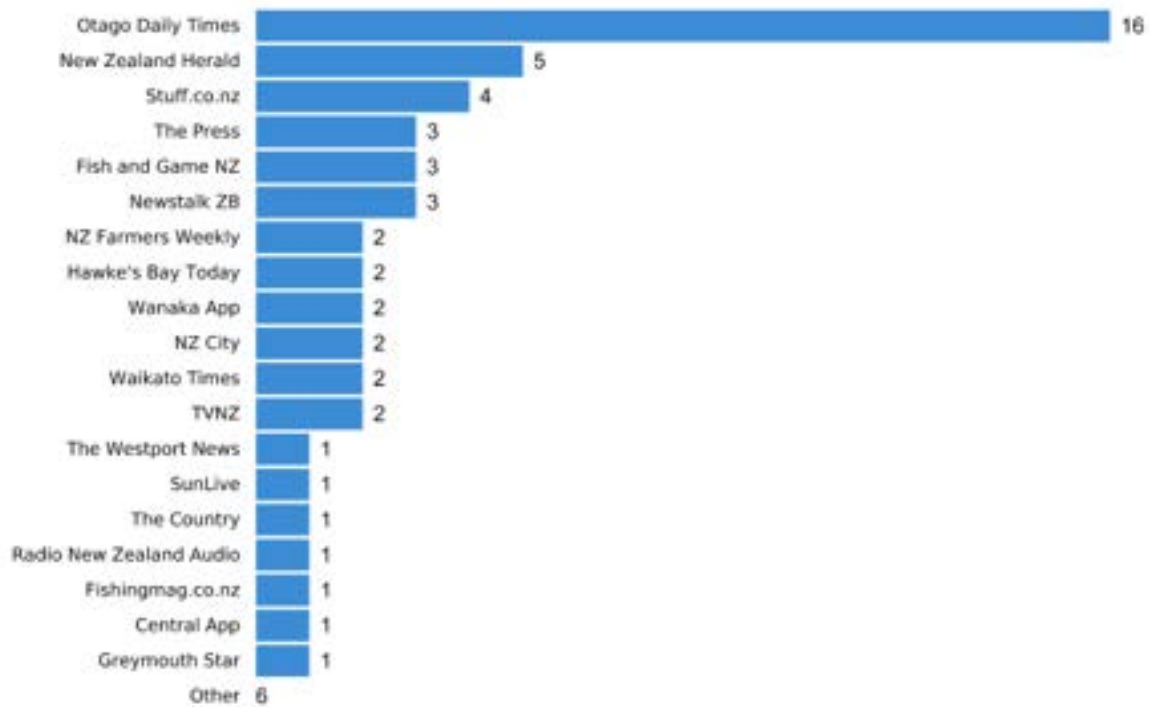
AUGUST

Contains 59 items within the date range 01/08/2023 - 31/08/2023.

Volume



Sources



Content Types



[Unlawful hunting increases](#)

From BayBuzz, Sahiban Hyde, Public Interest Journalism funded by NZ On Air

Published 19:40 31/08/2023

Concerns about poaching were also highlighted at a recent three-day cyclone recovery workshop attended by a range of agencies and community organisations, including **Fish and Game**, Department of Conservation, Ministry of Primary Industries, local councils and local community leaders.

[Ruru rescued during Hawke’s Bay police poaching operation](#)

From New Zealand Herald, Hawkes Bay Today

Published 16:00 30/08/2023

Also from [Hawke's Bay Today](#), [New Zealand Herald](#), [Hawkes Bay Today M-F](#)

Fish and Game, the Department of Conservation (DoC), the Ministry for Primary Industries, local councils and local community leaders attended the workshop.

[‘Cards stacked against’ farmers as change backed](#)

From Otago Daily Times, Hamish MacLean

Published 04:44 30/08/2023

Forest & Bird Dunedin branch committee member and Otago **Fish & Game** environmental officer Nigel Paragreen said the report showed just how much pressure the river was under.

[Fishing season nigh; new licence category introduced](#)

From Otago Daily Times, Robyn Bristow

Published 13:58 29/08/2023

Fish & Game NZ chief executive Corina Jordan says around 100,000 anglers are expected to go freshwater fishing throughout the country. ... Ms Jordan says the new Designated Waters Licence will see Kiwi anglers get a fairer share on some of the waterways that **Fish & Game’s** research has shown are subject to too much pressure around two per cent of the country’s rivers. ... Over the past 10 years, **Fish&Game** has received increasing complaints from resident and nonresident anglers regarding overcrowding in a small number of fisheries that will now be managed through the Designated Waters Licence.

[Manuherikia River: Report backs change to how much water farmers take](#)

From The Country, Hamish MacLean

Published 13:14 28/08/2023

Forest & Bird Dunedin branch committee member and Otago **Fish & Game** environmental officer Nigel Paragreen said the report showed just how much pressure the river was under.

[Retaining ecological integrity key to Manuherikia](#)

From Otago Daily Times

Published 04:38 28/08/2023

Fish and Game Otago, a Crown entity, is not a government quango. ... **Fish and Game** Otago is also aware of this, which is why it is responsibly contributing to initiatives by both Doc and the regional council to remove or exclude trout from tributaries, where this is possible. ... - Murray Neilson is a trustee of the Clutha Fisheries Trust, a former **Fish & Game** councillor and a retired Department of Conservation freshwater technical support officer.

[Group ‘extremely disappointed’ with council response](#)

From Otago Daily Times

Published 05:31 26/08/2023

In August last year, the Otago Regional Council (ORC) issued the QLDC with an abatement notice to cease discharge of stormwater causing flooding of land belonging to Otago **Fish & Game** and a noticeable change in colour and visual clarity of the water in Bullock Creek.

[Hansard: Sage, Eugenie; Rurawhe, Adrian: Valedictory Statements](#)

From New Zealand Parliament

Published 19:32 24/08/2023

Probably no." Scientists such as Dr Mike Joy and Dr Russell Death, former Canterbury medical officer of health Dr Alistair Humphries, environmental NGOs, **Fish** and **Game**, and the Green Party have all been saying that for 15 years.

[Manuherikia River saga flows on](#)

From Otago Daily Times

Published 11:24 24/08/2023

(Tag comprises representatives from Aukaha, Otago **Fish & Game**, the Department of Conservation, the ORC, Omakau Irrigation company and the Otago water users' group).

['Cards stacked against' farmers as change backed](#)

From Otago Daily Times, Hamish MacLean

Published 04:55 23/08/2023

Also from [Otago Daily Times](#)

Forest & Bird Dunedin branch committee member and Otago **Fish & Game** environmental officer Nigel Paragreen said the report showed just how much pressure the river was under.

[The fly fisher's mecca: How Tongariro became NZ's gre](#)

From Radio New Zealand Audio

Published 12:39 22/08/2023

[00:02:56] What used to be the accommodation society's Now, **Fish** and **Game** administer the licence system and you pay a nominal fee for a licence and you get some of the world's best trout fishing at your door if you're a New Zealander or a visitor.

[Freshwater Fishing Licences Enter New Era](#)

From Fishingmag.co.nz, Allan Burgess

Published 16:10 20/08/2023

Also from [The Westport News](#), [West Coast Messenger](#), [Farmers Weekly](#)

Fish & Game NZ chief executive Corina Jordan says around 100,000 anglers are expected to go freshwater fishing throughout the country. ... "The new Designated Waters Licence will see Kiwi anglers get a fairer share on some of the waterways that **Fish & Game's** research has shown are subject to too much pressure - around two per cent of the country's rivers. ... Over the past ten years, **Fish & Game** has received increasing complaints from resident and non-resident anglers regarding overcrowding in a small number of fisheries that will now be managed through the Designated Waters Licence.

[New fishing licence rules to apply to some rivers in South](#)

From Otago Daily Times

Published 04:33 19/08/2023

Also from [Otago Daily Times](#)

Fish and Game has confirmed it will introduce the designated water licence system this coming season. ... **Fish & Game** NZ chief executive Corina Jordan said in a release the new system was built around New Zealand anglers getting a fairer share of their waterways. ... Over the last 10 years, **Fish & Game** has received more complaints from resident and non-resident anglers regarding overcrowding in a small number of fisheries that will now be managed through the designated waters licence.

[Public help called for to prevent illegal trout fishing](#)

From Otago Daily Times

Published 04:33 19/08/2023

Otago **Fish & Game** is calling for more public help after three men were seen illegally catching spawning trout with a net from Bullock Creek in the Wānaka town centre. ... The men had left the area when Otago **Fish & Game** arrived to investigate shortly after receiving a complaint. ... "Bullock Creek is an important spawning stream in the heart of town and no fishing is allowed," **Fish & Game** officer Bruce Quirey said.

[Overseas anglers to have restricted access to 'prized' Southland fishery](#)

From Stuff.co.nz, Rachael Kelly

Published 19:12 18/08/2023

Overseas anglers will have their access to a prized Southland fishery restricted this summer as **Fish & Game** addresses overcrowding issues on the river. ... Visitors will only be able to fish on the upper Oreti River, upstream from the Mossburn Bridge, for five days during the fishing season, and will have to apply for a Designated Waters Licence as well as a freshwater fishing licence, Southland **Fish & Game** manager Zane Moss said. ... During the Covid-19 pandemic, when the borders were closed, the number of locals fishing on the river increased by 400%, **Fish & Game** data showed.

[New era for freshwater fishing licences](#)

From SunLive

Published 12:06 18/08/2023

Fish & Game NZ chief executive Corina Jordan says around 100,000 anglers are expected to go freshwater fishing throughout the country. ... "The new Designated Waters Licence will see Kiwi anglers get a fairer share on some of the waterways that **Fish & Game's** research has shown are subject to too much pressure - around two per cent of the country's rivers. ... Over the past ten years, **Fish & Game** has received increasing complaints from resident and non-resident anglers regarding overcrowding in a small number of fisheries that will now be managed through the Designated Waters Licence.

[Farmers get a hand for freshwater plans](#)

From Otago Daily Times

Published 19:42 17/08/2023

The earthworks took four days, and cost about \$35,000 - funded in part by **Fish & Game**. ... Mr MacPherson believed funding initiatives were a great way to get started, and said catchment groups, Environment Southland, **Fish & Game** and Thriving Southland were all great places to get advice for farmers wanting to do the same on their land.

[Illegal netting discovered in important spawning stream](#)

From Wanaka App, The Wānaka App

Published 12:07 17/08/2023

Otago **Fish & Game** is calling for more public help after three men were spotted illegally catching spawning trout with a net from Bullock Creek in the Wānaka town centre. ... Otago **Fish & Game** arrived shortly after, having received a complaint, but the men had left by then, **Fish & Game** officer Bruce Quirey said. ... Bruce said **Fish & Game** rangers based in Wānaka have been alerted and will visit the creek regularly over the next week.

[Tragedy at family outing when as mother drowns trying to rescue son](#)

From New Zealand Herald, Kathy McCormack

Published 09:21 17/08/2023

Also from [1 News](#)

Heidi Murphy, of the state **Fish** and **Game** Department, said in a news release.

[New era for freshwater fishing licences - Fish and Game](#)

From Fish and Game NZ

Published 06:34 17/08/2023

Fish & Game NZ chief executive Corina Jordan says around 100,000 anglers are expected to go freshwater fishing throughout the country. ... "The new Designated Waters Licence will see Kiwi anglers get a fairer share on some of the waterways that **Fish & Game's** research has shown are subject to too much pressure - around two per cent of the country's rivers. ... Over the past ten years, **Fish & Game** has received increasing complaints from resident and non-resident anglers regarding overcrowding in a small number of fisheries that will now be managed through the Designated Waters Licence.

[Overseas anglers targeted by new rules and licence fees](#)

From The Press, Keiller MacDuff

Published 05:32 17/08/2023

Fish & Game is rolling out its "designated waters" system to try to throttle the concentration of foreign anglers and better protect New Zealand's most vulnerable fisheries by imposing new fees and time limits for fishing. ... The costs would mostly go towards covering increased monitoring and compliance, **Fish & Game** officer Richard Cosgrove said. ... Research showed non-resident anglers "will be largely unaffected" as the majority do not fish backcountry fisheries, and those who do generally spend less than four days, meaning "only the small proportion of anglers that are contributing to unsustainable angling pressure will be restricted," **Fish & Game** said in a statement.

[Rescued walrus calf that captured worldwide attention for its '24-hour cuddling care' dies in Alaska](#)

From NZ City

Published 16:34 14/08/2023

This range of the Pacific walrus includes the northern Bering and Chukchi seas, but the walrus are occasionally observed in areas like the Beaufort Sea to the north-east, according to the Alaska Department of *Fish* and *Game*.

[Planting day to support Central wildlife reserve](#)

From Central App, The Central App

Published 07:10 14/08/2023

The event, during Conservation Week, is part of an Otago *Fish & Game* (OFG) restoration project at the 158 hectare reserve, located where the Clutha River (Mata-Au) enters Lake Dunstan. ... PHOTO: Otago *Fish & Game*

[Building more storage, not reducing use, is answer](#)

From Otago Daily Times

Published 05:08 14/08/2023

His hasty retreat to the protection of the government quango called *Fish & Game* offered little in the way of helpful information which is needed to resolve further acrimony. ... The alternative breeds something akin to China and Russia which may or may not find favour with *Fish & Game*. ... With so many competing interests in this debate, can we look forward to advanced discussion and financial investment by *Fish & Game*, Ngai Tahu, Central Otago District Council, Otago Regional Council, government, water users or environmental groups (Central Otago Environmental Society)?

[Wetland wondering](#)

From Wairarapa Times-Age, Julia Mahony

Published 10:55 13/08/2023

Thank you to Kohunui Marae, GWRC, Department of Conservation, the Mauri Oho Project, Stephen Hartley (VUW), Mountains to Sea Wellington, South Wairarapa District Council, Carterton District Council, *Fish* and *Game*, Zip Plumbing Masterton, Little Green Dunny, Ti-K Photography and the Enviroschools Te Upoko o te Ika a Māui team.

[Rescued walrus calf receiving cuddles as part of care dies in Alaska](#)

From TVNZ, Associated Press

Published 19:27 12/08/2023

Also from [New Zealand Herald](#), [Newstalk ZB](#)

The range of the Pacific walrus includes the northern Bering and Chukchi seas, but the walrus are occasionally observed in areas like the Beaufort Sea to the northeast, according to the Alaska Department of *Fish* and *Game*.

[Fish & Game plans planting day for reserve restoration](#)

From Otago Daily Times

Published 09:17 12/08/2023

The event during conservation week is part of an Otago **Fish & Game** restoration project at the 158ha reserve. ... "We're looking forward to seeing local community members, including hunters and anglers, at this event," Cromwell-based Otago **Fish & Game** officer Ben Sowry said. ... Another \$6000 of restoration work at the reserve had been funded by the Otago **Fish & Game** Habitat Enhancement Fund using proceeds from diversion payments for offences.

[Community board wants action on bridges at risk of being washed away](#)

From Stuff.co.nz, Rachael Kelly

Published 15:55 11/08/2023

The board had approached the Southland District Council about the issue, but was also aware that **Fish & Game**, iwi and Environment Southland would need to be involved.

[Late zoo founder's family overwhelmed by messages of support](#)

From Waikato Times, Matthew Martin

Published 05:37 10/08/2023

Also from [Waikato Times](#)

The family spokesperson said Powell was a dairy farmer in his younger days and started breeding birds when he was just 7 years old, also raising pheasants for release by **Fish** and **Game**.

[Fund 'ensures' marine centre outreach hits the road](#)

From Otago Daily Times

Published 04:52 08/08/2023

Dunedin: OurSight (\$1000); Otago **Fish & Game** Council (\$1879); Dunedin Community Mediation Association (\$2160); Dunedin Philippine Club Inc (\$2245); West Harbour Arts Charitable Trust (\$2500); Port Chalmers Foundry Society (\$3000); Village Agrarians Charitable Trust (\$3726); Dunedin Tracks Network Trust (\$4000); Otago Hockey Association (\$5000); Parafed Otago (\$5000); Otago Touch Association (\$5000); Citizens Advice Bureau Dunedin (\$12,000); Port Chalmers Seafood Festival (\$15,000); Caversham Harrier and Athletic Club (\$15,000); Straight Up Trust (\$40,000); Mosgiel Piping and Dancing Society (\$1308).

[From the edge of ecological disaster: Waituna Lagoon making remarkable comeback](#)

From Stuff.co.nz, Rachael Kelly

Published 15:30 07/08/2023

Southland **Fish & Game** manager Zane Moss said ruppia was described as a keystone species for the lagoon because it was so influential on its health.

[Key salmon birthplace found after 5-year search](#)

From NZ Farmers Weekly

Published 13:59 07/08/2023

Otago **Fish & Game** has been surveying Southern Lakes tributaries for spawning land-locked Chinook salmon for the past five years. ... "We're relieved to finally locate one of the spawning locations for Lake Wānaka salmon," Cromwell-based Otago **Fish & Game** officer Mason Court said. ... Previously, **Fish & Game** had taken eDNA water samples from the Makarora River to work out the upper limit of the salmon population.

[‘Cuddling’ is just what the doctor ordered for a 90kg walrus calf](#)

From New Zealand Herald, Becky Bohrer

Published 10:51 06/08/2023

Also from [Newstalk ZB](#)

The range of the Pacific walrus includes the northern Bering and Chukchi seas but the walruses are occasionally observed in areas like the Beaufort Sea to the northeast, according to the Alaska Department of **Fish** and **Game**.

[Newstalk ZB Auckland 7pm - Item 7](#)

From Newstalk ZB

Published 19:27 05/08/2023

After five years searching Otago **Fish** and **Game** [NZ] have found the landlocked Chinook salmon's elusive spawning site. ... Otago **Fish** and **Game** Officer Mason Court says the discovery will help bring numbers back up to where they were about 20 years ago.

[Hopes Lake Wanaka's once prosperous salmon population, could now make a comeback](#)

From NZ City

Published 12:02 05/08/2023

Otago **Fish** and **Game** have now found the land-locked Chinook salmon's elusive spawning site, after five years of searching. ... Otago **Fish & Game** officer Mason Court, says their numbers declined for unknown reasons around 20 years ago, and they are now very rare.

[Elusive birthplace of Lake Wānaka salmon revealed](#)

From Wanaka App, The Wānaka App

Published 05:47 04/08/2023

Also from [Otago Daily Times](#)

Otago **Fish & Game** has been surveying Southern Lakes tributaries for spawning land-locked Chinook salmon for the past five years and while surveys had found salmon spawning sites in nearby catchments, the Wānaka sites remained a mystery until now. ... "We're relieved to finally locate one of the spawning locations for Lake Wānaka salmon," Cromwell-based Otago **Fish & Game** officer Mason Court said. ... PHOTO: Bruce Quirey, Otago **Fish & Game**

[Elusive birthplace of Lake Wanaka salmon revealed - Fish and Game NZ](#)

From Fish and Game NZ

Published 13:08 03/08/2023

Otago **Fish & Game** has been surveying Southern Lakes tributaries for spawning land-locked Chinook salmon for the past five years. ... "We're relieved to finally locate one of the spawning locations for Lake Wānaka salmon," Cromwell-based Otago **Fish & Game** officer Mason Court said. ... **Fish & Game** officers would continue the search for other Wānaka salmon spawning streams, Mr Court said.

[F&G back Nats' new policy](#)

From Rural News, Corina Jordan

Published 11:30 03/08/2023

As part of its hunting and fishing policy, the National Party has announced it will create a Hunting and Fishing Minister, support **Fish & Game**, protect trout and salmon fishing and give hunters and anglers a voice through permanent seats for hunting and fishing on the Conservation Authority and Conservation Boards. ... Kiwis from all walks of life value access to New Zealand's natural environment and **fish** and **game** resources. ... This has enabled **Fish & Game** to argue for water quality and quantity standards that have protected not just the species under our jurisdiction but all freshwater species, including those that are taonga and valued by mana whenua.

[The News in brief](#)

From Cambridge News, Staff Reporters Share:

Published 03:42 03/08/2023

Mana whenua and Hamilton City Council have supported it while **Fish** and **Game** was neutral.

[Stewardship decision still 12 months away - DOC](#)

From Greymouth Star

Published 00:00 02/08/2023

On Page: West Coast 2

Many submitters, including Minerals West Coast, the Environmental Defence Society, Forest and Bird and **Fish** and **Game** claimed haste had resulted in flawed recommendations and omissions.

[Letters to the Editor: August 2](#)

From The Press

Published 05:40 02/08/2023

Also from [The Press](#)

Geese numbers were for many years controlled for "free" by **Fish** and **Game** hunting-licence holders; and **Fish** and **Game** and sport hunters gladly spent considerable sums of money meeting the requirements.

[Illegal fishing lands angler with fine](#)

From Stuff.co.nz, Maddison Gourlay

Published 13:05 01/08/2023

In a press release, **Fish & Game** said Kamoe was caught during a nighttime compliance operation undertaken by **Fish & Game** rangers at Mackenzie Basin hydro canals during Labour Weekend 2022. ... **Fish & Game** proved this was a lie by visiting Kamoe to positively identify him as the person interviewed and reviewing NZ Customs Service records that showed that no person by the 'cousin's' name during those dates had left New Zealand.

[Canal angler entangled in his own web of lies - Fish and Game NZ](#)

From Fish and Game NZ

Published 09:57 01/08/2023

An offender dealt with by **Fish & Game** was ordered to pay fines and costs totalling \$1,900 in the Ashburton District Court for multiple sports fishing offences committed at the Mackenzie Basin hydro canals. ... Kamoe's offending was detected during a night-time compliance operation undertaken by **Fish & Game** Rangers during Labour Weekend 2022. ... During further investigations, Kamoe claimed that he was not the person **Fish & Game** Rangers interviewed while fishing; instead, it was his cousin who had since returned home overseas.

[More river than flows through now](#)

From Otago Daily Times

Published 04:32 01/08/2023

- Murray Neilson is a trustee of the Clutha Fisheries Trust, a former **Fish & Game** councillor and a retired Department of Conservation freshwater technical support officer.

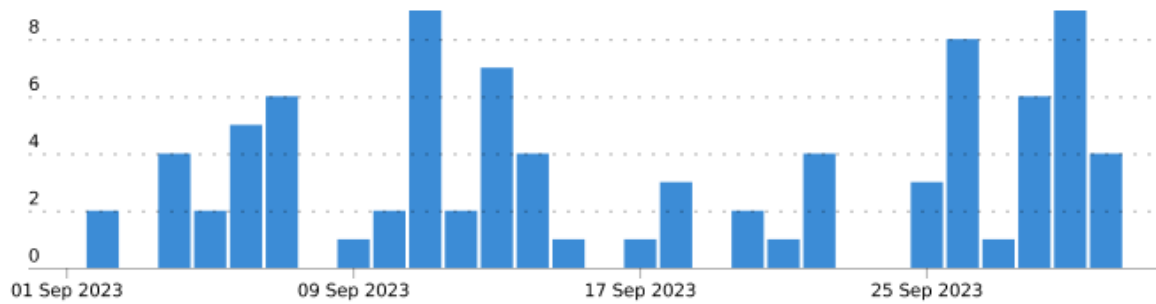


Fish & Game

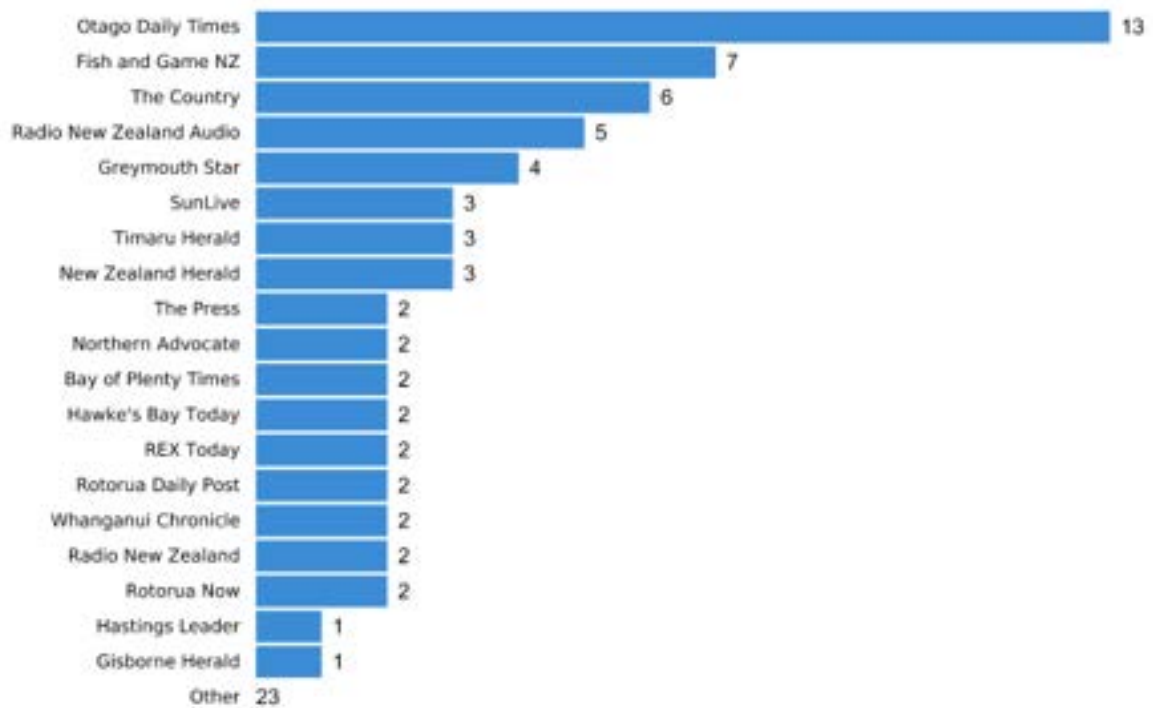
SEPTEMBER

Contains 87 items within the date range 01/09/2023 - 30/09/2023.

Volume



Sources



Content Types



[Fishing season to open on Sunday](#)

From SunLive

Published 14:22 30/09/2023

"Getting out for the start of the fishing season is a long-held tradition for many Kiwis, but normally, many people have to wait until a weekend if opening falls on a workday," says **Fish & Game** spokesperson Richie Cosgrove. ... **Fish & Game** New Zealand expects to sell around 130,000 licences this season, of which approximately 10 per cent will be international anglers.

[Couple excited for first fishing season](#)

From Otago Daily Times, Ani Ngawhika

Published 05:52 30/09/2023

They took part in a beginner course with the Otago **Fish & Game** where Mr Yohannan caught his first fish, briefly. ... Otago **Fish & Game** officer Bruce Quirey said the pair would be among 15,000 freshwater anglers in Otago this season. ... Otago **Fish & Game** expected to sell about 130,000 licences this season, which would begin tomorrow morning.

[Waipahi falling nicely for first day of season](#)

From Otago Daily Times

Published 04:35 30/09/2023

The dams close to Dunedin have been stocked by **Fish** and **Game** with some quite large fish from the hatchery as well as the regular sized-rainbows.

[Anglers ready for season to get underway](#)

From Radio New Zealand Audio

Published 22:18 29/09/2023

Fish & Game Officer Richie Cosgrove talks to Mark Leishman about the upcoming season. ... [00:00:17] And to find out more, we're joined on RNZ nights by **Fish** and **Game** officer Richie Cosgrove. ... [00:05:42] Now, you mentioned before 130,000 licences over a season are sold by **Fish** and **Game**, New Zealand.

[Thousands of anglers set to converge on rivers and lakes for opening of fishing season - Fish and Game NZ](#)

From Fish and Game NZ

Published 14:49 29/09/2023

"Getting out for the start of the fishing season is a long-held tradition for many Kiwis, but normally, many people have to wait until a weekend if opening falls on a workday," says Richie Cosgrove, spokesman for **Fish & Game**. ... **Fish & Game** New Zealand expects to sell around 130,000 licences this season, of which approximately 10 per cent will be international anglers.

[Angling for a catch as season nears](#)

From The Ensign, Ben Andrews -

Published 14:41 29/09/2023

Fish & Game NZ chief executive Corina Jordan said about 100,000 anglers were expected to go freshwater fishing around the country once the season started.

['Agreement aims to maintain and enhance NZ's popular and iconic sports fisheries'](#)

From Fish and Game NZ

Published 12:29 29/09/2023

Central South Island **Fish** and **Game** (CSIFG) and Meridian Energy continue to work together as custodians of New Zealand's most popular freshwater angling catchment. ... Meridian GM of Generation Tania Palmer says the company is thrilled to sign a new agreement and continue its work with **Fish & Game**.

[Fish and Game introduces a voluntary beat system on the upper Mataura River to address overcrowding](#)

From Stuff.co.nz, Rachael Kelly

Published 11:37 29/09/2023

Also from [Southland Times print edition](#)

Southland **Fish** and **Game** have introduced another control - this time voluntary - in an attempt to deal with overcrowding during the fishing season on rivers. ... A voluntary beat system has been introduced on 90km of the upper Mataura River from Ardlussa Bridge to the Roberts Creek confluence, which the organisation hopes will enhance the angling experience, **Fish** and **Game** field officer Ben Febery said. ... Last month **Fish** and **Game** announced that overseas anglers would have to apply for a Designated Waters Licence on the Upper Oreti this season, restricting their access to five days a season.

[Rotorua's Lake Ōkataina closing for a month as iwi hires security after threats to drop gold clams into waterway](#)

From New Zealand Herald, Cira Olivier

Published 06:08 29/09/2023

Also from [Bay of Plenty Times](#), [New Zealand Herald](#), [The Daily Post Sat](#)

Fish & Game issued a media statement calling the decision a "blow to anglers". ... Prior to the closure being confirmed, **Fish & Game** chief executive Corina Jordan said it was "deeply concerned about discussions to close the lake", particularly given the Waikato River system and Lake Karapiro

had "next to no restrictions". ... Jordan said **Fish & Game** was working with mana whenua, Te Arawa Lakes Trust and MPI to understand the risks and looking at the science to better understand the implications.

[Anglers disappointed at closure of popular Bay of Plenty fishing lake - Fish and Game](#)

From Fish and Game NZ

Published 18:26 28/09/2023

The decision to stop access to Lake Ōkātina near Rotorua, due to concerns about the potential spread of the invasive gold clam species, is a blow to anglers on the eve of the opening of the fishing season and raises questions over the response to the biosecurity incursion, says **Fish & Game** New Zealand. ... **Fish & Game** New Zealand Chair Barrie Barnes says he understood concerns raised by Te Arawa Lakes Trust and Ngāti Tarāwhai. ... **Fish & Game** has been at the forefront of promoting effective biosecurity practices at rivers and lakes nationwide, Barnes says.

[High hopes for new fishing season](#)

From Timaru Courier, Claire Allison -

Published 15:06 28/09/2023

Central South Island **Fish & Game** officer Rhys Adams said a relatively mild and flood-free winter had set up local rivers for some good early season fishing, although rain over the past few days was welcomed to ensure rivers remained connected to the ocean. ... The Central South Island **Fish & Game** Region incorporates South Canterbury and the Mackenzie Basin and is home to some of the most popular places for freshwater fishing in New Zealand, such as the Tekapo, Pukaki and Ōhau hydro canals and Lake Benmore. ... Mr Adams said the new season opening coincided with the middle weekend school holidays, and **Fish & Game** was encouraging experienced anglers to make the time to teach a young person how to fish.

[Angling for trout from Sunday](#)

From Gisborne Herald, Gisborne Herald

Published 06:03 28/09/2023

Opening day usually produces some good fishing as the rested fish tend to be a little more naive," says **Fish & Game's** Matt Osborne. ... Last season, all of the lakes in the Eastern **Fish & Game** region performed well with a great balance of catch rate and fish size, Mr Osborne said. ... **Fish & Game** supports family inclusion with a specific licence for families that can include a partner to the primary licence holder and up to four children or grandchildren under the age of 18. Licences are on sale now, and anglers are encouraged to check out the variety of options available to ensure they get the most suitable and best-value licence for their needs.

[Rocks marked to decrease risks](#)

From Otago Daily Times

Published 05:21 28/09/2023

The safety measures are the result of joint efforts between Otago **Fish & Game** and Otago Regional Council (ORC). ... Otago **Fish & Game** officer Steve Dixon said submerged rocks had caught out boaties on Poolburn Dam in the past.

[Are rules hindering wetland gains?](#)

From Northern Advocate

Published 05:00 28/09/2023

On Page: A024

Regulations are not working to maintain wetland areas and are hindering the creation of new wetlands, **Fish & Game** New Zealand says. ... **Fish & Game** said the National Environmental Standards for Freshwater regulations made the enhancement and restoration of wetlands more difficult while failing to protect existing wetlands. ... Chief executive Corina Jordan said **Fish & Game** wanted a review of those wetland rules.

[Trout season opens](#)

From Otago Daily Times

Published 04:35 28/09/2023

Otago **Fish & Game** officer Bruce Quirey said because of recent heavy rain and flooding, trout anglers may have limited options.

[Angling for a catch as season nears](#)

From Otago Daily Times

Published 04:36 27/09/2023

Fish & Game NZ chief executive Corina Jordan said about 100,000 anglers were expected to go freshwater fishing around the country once the season started.

[Biosecurity officials weigh up tougher action on invasive gold clam](#)

From Radio New Zealand

Published 17:25 26/09/2023

Fish and Game is closely monitoring the spread of invasive species gold clam at Lake Okataina near Rotorua. ... " **Fish and Game** is deeply concerned about discussions to close Lake Okataina, particularly given the Waikato River system and Lake Karapiro are under next to no restrictions by MPI [Ministry for Primary Industries]," Jordan said. ... **Fish and Game** said other steps, such as a wash station at boat ramps, should have been installed as soon as the gold clams were discovered.

[Farmer Phil Musson](#)

From REX Today

Published 16:28 26/09/2023

[00:02:30] You're on the North Canterbury **Fish and Game** Board as well, aren't you? ... [00:02:59] So are there other farmers that are on the work as **fish and game** councillors, or are you the lone wolf for North Canterbury?

[Potential lake closure due to invasive species](#)

From SunLive

Published 12:33 26/09/2023

Also from [Rotorua Now](#)

Fish & Game New Zealand is closely monitoring the situation at Lake Okataina near Rotorua amid iwi concerns about the spread of the invasive species gold clam. ... "We're working with mana whenua, Te Arawa Lakes Trust and the Ministry for Primary Industries to understand the risks of gold clams spreading from the Waikato River to the Rotorua lakes and looking at the science to better understand what this means for the health of freshwater and native and valued introduced species," says **Fish & Game** chief executive Corina Jordan. ... "**Fish & Game** is deeply concerned about discussions to close Lake Okataina, particularly given the Waikato River system and Lake Karapiro are under next to no restrictions by MPI.

[REX Podcast Tuesday 26th September](#)

From REX Today

Published 10:29 26/09/2023

[00:13:04] You're on the North Canterbury **Fish** and **Game** Board as well, aren't you? ... [00:13:33] So are there other farmers that are on the workers, **fish** and **Game** councillors, or are you the lone wolf for North Canterbury?

[Newstalk ZB Wellington 8am - Item 7](#)

From Newstalk ZB

Published 08:39 26/09/2023

Otago **Fish** and **Game** is warning trout anglers may have limited options when the new season begins on Sunday due to last week's severe weather.

[Potential lake closure due to threat of invasive species concerning - Fish and Game](#)

From Fish and Game NZ

Published 06:36 26/09/2023

Fish & Game New Zealand is closely monitoring the situation at Lake Okataina near Rotorua amid iwi concerns about the spread of the invasive species gold clam. ... "We're working with mana whenua, Te Arawa Lakes Trust and the Ministry for Primary Industries (MPI) to understand the risks of gold clams spreading from the Waikato River to the Rotorua lakes and looking at the science to better understand what this means for the health of freshwater and native and valued introduced species," says **Fish & Game** chief executive Corina Jordan. ... "**Fish & Game** is deeply concerned about discussions to close Lake Okataina, particularly given the Waikato River system and Lake Karapiro are under next to no restrictions by MPI.

[Trout anglers advised to keep options open](#)

From Central App, The Central App

Published 05:18 26/09/2023

Otago **Fish & Game** officer Bruce Quirey said due to recent heavy rain and flooding, trout anglers may have limited options when the new season begins on Sunday October 1.

[Taranaki anglers reminded to get their fishing licences ready for trout season](#)

From Stratford Press, Stratford Press

Published 15:58 25/09/2023

Fish & Game New Zealand senior field officer Allen Stancliff says the new season starts on Saturday, October 1, and is expected to be good. ... If the rivers are fresh, Lake Mangamahoe will be worth a visit for the flyfisher as it has recently been topped up with rainbow trout up to 1kg from **Fish & Game's** Hāwera hatchery. ... Fishing licences are available online from **Fish & Game** or from local sports shops.

[River proposal go-slow](#)

From Otago Daily Times

Published 04:39 25/09/2023

In his brief appearance at the ORC meeting, Otago **Fish** and **Game** Council environmental officer Nigel Paragreen saw the proposal as passing the responsibility for doing anything meaningful on to the next generation.

[Hard work pays off for salmon hatchery](#)

From Otago Daily Times

Published 04:39 25/09/2023

" **Fish** and **Game** has a formula that, roughly, one-third of the returning salmon get caught by anglers," Mr Koevoet said. ... Another indicator of larger salmon numbers came from **Fish & Game** surveys. ... Efforts to increase salmon numbers still faced several challenges, Mr Koevoet, who is also the South Island **Fish & Game** Council chairman, said.

[Samplings show Opuha lake water low risk, company says](#)

From Timaru Herald, Chris Tobin and Yashas Srinivasa

Published 13:43 22/09/2023

Early last year Central South Island **Fish & Game** wrote to ECan again expressing concern at possible DDT and heavy metals.

[Countdown to trout opening season](#)

From SunLive

Published 08:13 22/09/2023

Also from [Rotorua Now](#)

Eastern **Fish & Game** Officer Mark Sherburn says that early on the fishing can be a little slow on the Rotorua lakes but it usually picks up when the sun hits the water. ... It is important for anglers and other lake users to remember the Check, Clean and Dry message as we roll into summer too, says **Fish & Game**. ... A variety of trout licences are available now from the **Fish & Game** website or by visiting an agent.

[Are rules hindering wetland gains?](#)

From Katikati Advertiser

Published 05:00 21/09/2023

Also from [Waikato Herald](#)

On Page: A019

Regulations are not working to maintain wetland areas and are hindering the creation of new wetlands, **Fish & Game** New Zealand says. ... **Fish & Game** said the National Environmental Standards for Freshwater regulations made the enhancement and restoration of wetlands more difficult while failing to protect existing wetlands. ... Chief executive Corina Jordan said **Fish & Game** wanted a review of those wetland rules.

[Trout Festival Reels in the Anglers - Fish and Game NZ](#)

From Fish and Game NZ

Published 12:19 20/09/2023

A joint event hosted by North Canterbury **Fish & Game** and the Canterbury Fly Fishing Club covered all aspects of freshwater trout fishing, not just fly fishing. ... North Canterbury **Fish & Game** CEO Rasmus Gabrielsson says, "The support received from the freshwater fishing industry leaders like Hunting and Fishing NZ, Epic fly rods, Kilwell NZ, Manic Tackle, Flytackle NZ, meant that the anglers who attended were able to learn and experiment with a wide variety of techniques and equipment all free of charge.

[Flow plan not fast enough: advocates](#)

From Otago Daily Times, Hamish MacLean

Published 05:35 20/09/2023

Otago **Fish & Game** chief executive Ian Hadland said the council knew the Manuherikia was a stressed river and "this simply prolongs the agony".

[Fish and Game rangers threatened on river](#)

From Greymouth Star

Published 00:00 18/09/2023

On Page: West Coast 2

A Greymouth man who threatened two **Fish** and **Game** rangers on the Taramakau River was fined close to \$2000 in the Greymouth District Court last week. ... On the morning of February 24, Brooks was approached by two warranted **Fish** and **Game** rangers while sport fishing on the Taramakau River, and asked for his licence. ... Judge Quentin Hix said it was not fair to have **Fish** and **Game** out of pocket for legal costs.

[Regulations are failing our wetlands: Fish & Game](#)

From Carbon News

Published 12:39 18/09/2023

Current regulations are not working to maintain existing wetland areas and are hindering the creation of new wetlands, **Fish & Game** New Zealand said.

[‘This is a reform’: Te Awa Tupua strategy unveiled for the Whanganui River](#)

From New Zealand Herald, Moana Ellis

Published 09:19 17/09/2023

Also from [Whanganui Chronicle M-F Modular](#)

The group includes six iwi representatives, the mayors of Whanganui, Ruapehu and Stratford district councils, the chair of Horizons Regional Council, the Department of Conservation, **Fish** and **Game** New Zealand, Genesis Energy and tourism, environmental, recreation and primary industry leaders.

[‘This is a reform’: Te Awa Tupua strategy unveiled for the Whanganui River](#)

From Radio New Zealand , Moana Ellis

Published 19:59 15/09/2023

The group includes six iwi representatives, the mayors of Whanganui, Ruapehu and Stratford district councils, the chairperson of Horizons Regional Council, the Department of Conservation, **Fish** and **Game** New Zealand, Genesis Energy, and tourism, environmental, recreation and primary industry leaders.

[Fish & Game call for review of wetland rules](#)

From King Country News

Published 06:30 14/09/2023

Also from [Rural Roundup](#), [Hawkes Bay Today M-F](#)

Current regulations are hindering the creation of new wetlands, says **Fish & Game** New Zealand. ... The country's leading advocate for wetlands, believes the National Environmental Standards for Freshwater regulations (NES-FW) make enhancing and restoring wetlands more difficult while failing to protect existing wetlands, **Fish** and **Game** NZ CEO Corina Jordan said. ... **Fish & Game** helped drive about \$22 million investment in restoring wetlands, mainly on private land in partnership between hunters and landowners,

[Cops rescue ruru during special night operation](#)

From CHB Mail

Published 05:00 14/09/2023

On Page: A008

Fish and **Game**, the Department of Conservation (DoC), the Ministry for Primary Industries, local councils and local community leaders attended the workshop.

[Fish and Game refuse ‘dodgy’ Govt funding](#)

From Greymouth Star

Published 00:00 13/09/2023

On Page: West Coast 2

Fish and **Game** says it also refused an offer of \$600,000 funding for a Government pilot to participate in its Resource Management Act and freshwater reforms. ... **Fish** and **Game** chief executive Corina Jordan said their organisation was solely funded by licence holders and received no operational funding from the Government. ... **Fish** and **Game** wanted to strengthen its relationship with the rural sector.

[Ministry offering bribes](#)

From Whakatane Beacon, Fletcher

Published 00:00 13/09/2023

Byline: Fletcher **On Page:** OPINION 15

So, the rub is, if Federated Farmers and presumably other NGOs, like **Fish** and **Game** and the Environmental Defence Society etc, were to start a resource management process under the new legislation, the ministry would pay them \$600,000.

[Regional Briefs](#)

From Bay of Plenty Times

Published 05:00 13/09/2023

Also from [The Daily Post M-F](#), [The Northern Advocate M-F Modular](#), [Hawkes Bay Today M-F](#), [Whanganui Chronicle M-F Modular](#)

On Page: A009

Regs falling short Existing regulations are not working to maintain existing wetland areas and are hindering the creation of new wetlands, **Fish & Game** New Zealand says. ... Chief executive Corina Jordan said **Fish & Game** NZ wanted a review of the wetland rules.

[Change alarms Fish and Game](#)

From Greymouth Star

Published 00:00 12/09/2023

On Page: INCE 18 1

An announcement on the eve of the election that the Wildlife Act will be replaced has West Coast **Fish** and **Game** fearing for its future. ... **Fish** and **Game** said it was "alarmed" by the announcement, at the Wildlife Act, together with the Conservation Act, was its primary governing statute. ... "If **Fish** and **Game** don't get a seat at the table when it comes to New Zealand's wildlife, we may be left with little opportunity to partake in this iconic Kiwi pastime," Mr Kelly said.

[The Country Full Show: Monday, September 9, 2023](#)

From The Country, The Country

Published 15:29 11/09/2023

The chief executive of **Fish & Game** says her organisation is not on the take from the Government (in an election bribe) and also says current government regulations are making it harder to create wetlands and easier to destroy them!

[Regs impede creation of new wetlands: Fish & Game](#)

From NZ Farmers Weekly

Published 15:03 11/09/2023

Also from [The Country](#)

Current regulations are not working to maintain existing wetland areas and are hindering the creation of new wetlands, **Fish & Game** New Zealand says. ... **Fish & Game** said the current National Environmental Standards for Freshwater regulations (NES-FW) make the enhancement and restoration of wetlands more difficult while failing to protect existing wetlands. ... "We have been providing significant free consultancy services to help communities and farmers secure consents; however, many landowners are walking away from projects to create or restore wetlands on their properties because of the amount of additional red tape and costs the regulations have introduced," **Fish & Game** NZ chief executive Corina Jordan said.

[Cash offer for RMA advice 'dodgy' - Feds](#)

From The Westport News, Laura Mills, Greymouth Star

Published 00:00 11/09/2023

Byline: Laura Mills, Greymouth Star **On Page:** NATIONAL 3

Federated Farmers have blasted the offer - which was extended to itself, as well as Forest and Bird, the Environmental Defence Society and **Fish and Game** - as "dodgy deals and wasteful government spending".

[The Country 11/09/23: Corina Jordan talks to Jamie Mackay](#)

From The Country

Published 14:17 11/09/2023

[00:00:29] Corina Jordan is the chief executive of **Fish and Game** [New Zealand]. ... [00:00:34] There was a suggestion on the show last week, Corina, that you guys at **Fish and Game** were on the take from the Ministry for the Environment for this pilot programme for participation in Resource Management [(National Environmental Standards for Freshwater) Regulations] and freshwater reform processes, whatever that mean, but you're not having a bar of it. ... [00:01:00] So, **Fish and Game** is 100% funded by licence holders.

[The Country Full Show: Monday, September 11, 2023](#)

From The Country

Published 14:11 11/09/2023

[00:02:25] Karina Jordan is the chief executive of **Fish and Game** New Zealand. ... [00:18:03] Karina Jordan **Fish and Game** Organisation is not on the take from the government. ... [00:24:55] So **Fish and Game** don't want a bar of that.

['Uncertain future for fishing and hunting under Labour Party's Wildlife Act review'](#)

From Fish and Game NZ

Published 11:54 11/09/2023

The proposed scrapping and replacement of the Wildlife Act signals an uncertain future for **Fish & Game** New Zealand and freshwater fishing and game bird hunting. ... Along with the Conservation Act, the Wildlife Act is **Fish & Game's** primary governing statute, setting out the sustainable management of valued introduced species as a food source and their place in New Zealand. ... "We are alarmed at what this means for **Fish & Game**, thousands of anglers and hunters, freshwater species, game birds and their habitats," says Corina Jordan, chief executive of **Fish & Game** New Zealand.

[Fish & Game under fire](#)

From Timaru Herald

Published 09:01 11/09/2023

A recently resigned Central South Island **Fish & Game** Council (CSI) member has labelled the organisation unprofessional and dysfunctional, claims the chairperson disputes. ... McKnight said there was no **Fish & Game** correspondence, in or out, relating to complaints of privacy breaches since 2020, but De Wit believes there should have been. ... ECan said they would not disclose their response to the letter publicly without the consent of **Fish & Game**.

[Morning Rural News for 11 September 2023](#)

From Radio New Zealand Audio, Sally Murphy

Published 07:12 11/09/2023

[00:02:21] **Fish** and **Game** calling for a review of freshwater rules. ... [00:02:46] **Fish** and **Game** chief executive Corina Jordan says building, expanding or protecting wetlands used to be a permitted activity, but now that requires a costly consent.

[Central South Island Fish & Game Council 'dysfunctional' ex-councillor alleges; chairperson disagrees](#)

From Timaru Herald, Chris Tobin

Published 05:13 11/09/2023

A recently resigned Central South Island **Fish & Game** Council (CSI) member has labelled the organisation unprofessional and dysfunctional, claims the chairperson disputes. ... McKnight said there was no **Fish & Game** correspondence, in or out, relating to complaints of privacy breaches since 2020, but De Wit believes there should have been. ... ECan said they would not disclose their response to the letter publicly without the consent of **Fish & Game**.

[RNZ News at 10pm, September 10](#)

From Radio New Zealand Audio

Published 22:19 10/09/2023

[00:05:11] **Fish and Game** [NZ] says it's seen a fall in the number of applications to protect wetlands since new freshwater rules came into force last year. ... [00:05:53] **Fish and Game** says a review of the rules is urgently needed and they'd be happy to help make one happen.

[Red tape and regulations 'bogging down' wetland conservation gains - Fish and Game NZ](#)

From Fish and Game NZ

Published 09:04 10/09/2023

Current regulations are not working to maintain existing wetland areas and are hindering the creation of new wetlands, says **Fish & Game** New Zealand. ... **Fish & Game**, the country's leading advocate for wetlands, believes the current National Environmental Standards for Freshwater regulations (NES-FW) make the enhancement and restoration of wetlands more difficult while failing to protect existing wetlands. ... "We have been providing significant free consultancy services to help communities and farmers secure consents; however, many landowners are walking away from projects to create or restore wetlands on their properties because of the amount of additional red tape and costs the regulations have introduced," says Corina Jordan, chief executive of **Fish & Game** NZ.

[Miners seek say in review](#)

From Greymouth Star, Laura Mills

Published 00:00 09/09/2023

Byline: Laura Mills **On Page:** INCE 18 1

Many submitters - including Minerals West Coast, the Environmental Defence Society, Forest and Bird and **Fish and Game** - claimed haste had resulted in flawed recommendations and omissions.

[The Country 07/09/23: Mark Hooper talks to Jamie Mackay](#)

From The Country

Published 14:29 07/09/2023

[00:01:52] **Fish and Game**, Forest and Bird, the Environmental Defence Society.

[The Country Full Show: Thursday, September 7, 2023](#)

From The Country

Published 13:55 07/09/2023

[00:27:54] **Fish and Game**, forest and Bird, the Environmental Defence Society.

[First fly fishing forum for women](#)

From Wanaka App, Maddy Harker

Published 09:34 07/09/2023

Also from [Lakes Weekly Bulletin](#)

Guest speakers will include **Fish & Game** CEO Corina Jordan, Stray South fishing guide Kristina Placko, and Otago **Fish & Game** officer Mason Court.

[Alerts issued as lakes lowered by dry winter](#)

From Otago Daily Times, Mark Price

Published 05:29 07/09/2023

Earlier this week, the Otago **Fish & Game** Council issued a warning to anglers to be "extra cautious" of soft areas of silt, shingle and mud, especially around river and stream mouths.

[Great catch!](#)

From Otago Daily Times

Published 04:38 07/09/2023

The fish, estimated to weigh 3.5kg, was substantially larger than most of the 450 trout that Otago **Fish & Game** released last week into the reservoir before its annual fishing event.

[Mark Hooper: Federated Farmers spokesperson expresses concern as Environment Ministry offers money to encourage participation in RMA reform](#)

From Newstalk ZB audio, Newstalk ZB

Published 18:57 06/09/2023

[00:04:22] **Fish** and **Game**?

[The News in brief](#)

From Cambridge News, Staff Reporters Share:

Published 18:01 06/09/2023

Mana whenua and Hamilton City Council have supported it while **Fish** and **Game** was neutral.

[Red hot master Dwight hopes to be king of the road](#)

From Athletics New Zealand

Published 16:04 06/09/2023

"Part of it has been a job change which has allowed me to take stress out of my life," explains the former policeman who now works as a **fish** and **game** officer.

[Bid to move gold dredge upstream opposed](#)

From Otago Daily Times, Hamish MacLean

Published 08:15 06/09/2023

The Otago **Fish** and **Game** Council, New Zealand Professional Fishing Guides Association and Alpine Fishing Guides this week opposed the application of Cold Gold Clutha Ltd to move its dredge up the Clutha River. ... Otago **Fish** and **Game** Council environmental officer Caelan Church commended the company for some measures proposed to protect the environment, but said more could be done to mitigate the dredging operation's impacts, particularly regarding its impact on trout spawning and habitat.

[Cops rescue ruru during special night operation](#)

From Hastings Leader

Published 05:00 06/09/2023

On Page: A002

Fish and ***Game***, the Department of Conservation (DoC), the Ministry for Primary Industries, local councils and local community leaders attended the workshop.

[Rakitata River revival: restoring a river's natural character and mauri](#)

From Department of Conservation

Published 14:05 05/09/2023

The programme began as a partnership between Te Rūnaka o Arowhenua and DOC's Ngā Awa river restoration programme, and now includes Environment Canterbury, Toitū te Whenua Land Information New Zealand, Central South Island ***Fish & Game***, and Timaru and Ashburton District Councils in a landscape-scale collaboration.

[Take a kid fishing success in Southland](#)

From Radio New Zealand Audio

Published 14:28 04/09/2023

[00:00:24] With us now to give us the lowdown is ***Fish*** and ***Game*** Officer Steve Dixon. ... [00:01:11] Okay, so ***Fish*** and ***Game*** liberate rainbow trout into the reservoir every year. ... [00:06:37] Steve Dixon there from ***Fish*** and ***Game*** talking about the ***Fish*** and ***Game*** Take a Kid Fishing event, which was happening down at the Southern Reservoir in Otago.

[ORC failed to engage: farmers](#)

From Otago Daily Times, Hamish MacLean

Published 05:56 04/09/2023

Submitters included Kāi Tahu, Waka Kotahi NZ Transport Agency, Central Otago Winegrowers Association, Otago and Central South Island ***Fish & Game*** Council and Manawa Energy.

[Cops rescue ruru during special night operation](#)

From Bush Telegraph

Published 05:00 04/09/2023

On Page: A023

Fish and ***Game***, the Department of Conservation (DoC), the Ministry for Primary Industries, local councils and local community leaders attended the workshop.

[Hundreds try hand at fishing](#)

From Otago Daily Times, Mark John

Published 04:38 04/09/2023

About 250 children took part at the **Fish & Game** Take a Kid Fishing event at the Southern Reservoir over the weekend. ... **Fish & Game** officer Steve Dixon said the event was about getting children outside and having a crack at catching fish. ... **Fish & Game** had raised and placed about 450 rainbow trout in the reservoir that weighed between 0.9kg and 4kg each.

[Take A Kid Fishing event canned after fishing council refuses salmon release](#)

From The Press, Tatiana Gibbs

Published 05:43 02/09/2023

Also from [The Press](#)

North Canterbury **Fish & Game** council has not permitted salmon to be released into the park's fishing lakes , a decision that event organisers have called "disappointing". ... Organisers opted to cancel the event, saying they received "extremely late notice" from **Fish & Game**. ... Pest weed lagarosiphon had built up on the pond's fish screens or grills, resulting in water erosion, which was what **Fish & Game** believed may allow salmon to escape, Denton said.

Report created by Richard Cosgrove, Fish and Game NZ. Powered by Fuseworks.

Progress Report Rakaia River

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

Prepared by: North Canterbury Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

This report is to update NZC on progress with the Rakaia River Water Conservation Order declaratory proceedings.

Financial considerations

Nil Budgetary provision Unbudgeted

There is a budgetary provision in place and further funding is not being sought at this stage.

Risk

Low Medium High Extreme

Ngā taunaki - Staff Recommendations

The following is recommended:

That NZC:

1. Receives the information and endorse actions to date and note proposed future actions.

Whakarāpopoto - Executive Summary

1. Reports of possible breaches of Rakaia River's Water Conservation Order surfaced in late 2021 based on a leaked Environment Canterbury (ECan) draft report¹. The report which was intended to define the river's complex hydrology, went on to note that consent limits for water-takes were being exceeded and that the river was being "impeded and manipulated" beyond the level anticipated in the water conservation order.
2. Stakeholders were already deeply concerned over deteriorations in the river's instream values a number of which had been recognised as outstanding and protected by the 1988 Rakaia River Water Conservation Order as amended in 2013.
3. ECan disowned the leaked report and rejected claims of non-compliance and then to everyone's surprise announced that they had no responsibility for monitoring the Rakaia Water Conservation Order or enforcing compliance with its provisions.
4. Although ECan's initial response to Fish and Game and the Environmental Defence Society (EDS) was co-operative progress has been, and continues to be, very slow with planned meetings deferred and long gaps between steps in the process of engagement.
5. A 'declaratory judgement' ² by the Court was identified and agreed with ECan as a way forward, but there has been widespread concern that they are first trying to contain a publicly contentious issue and fix shortfalls in water resource and compliance monitoring rather than address the perceived deterioration in river values.
6. Initially there was a strong focus by EDS and Fish and Game on both the legality of the stored water regime operated by Manawa Energy (formerly Trustpower) through their Coleridge power scheme to supply downstream irrigators and the issue of who is responsible for the water conservation order. Manawa's Coleridge operation dominates water use within the Rakaia Catchment and Central Plains Water (CPW) are the major user of Manawa's water releases for irrigation. More recently the developing view is that the stored water regime appears to be compliant with its consents and that it is too technically complex to address through a declaratory judgement. Coleridge consents are due for renewal in about 7 years.
7. The legal questions to be put before the Court are still being refined by lawyers but with a reduction in focus to questions of WCO responsibility it is expected they will be agreed and lodged with the Court in November 2023. On that basis a Court hearing is expected by April 2024 and a decision by June 2024.
8. The Court's decision will determine 'what next' in terms of a second phase of advocacy which is likely to be either:
 - pressing for a law change to clearly link WCOs and regional council responsibilities for conservation order monitoring and compliance or
 - pressing ECan to do its job of managing the Rakaia and all its values including outstanding values through realignment of policies, plans and consents. That may also require ensure the WCO is fit for purpose.

¹ Newsroom's David Williams

² A declaratory judgement is a decision of the Court which provides answers to questions put it by parties which resolve questions of legal interpretation

Takenga ma– Background

9. The Rakaia Water Conservation Order (WCO) was applied for by Fish and Game and eventually granted in 1988. It is intended to protect its fisheries, braided natural character, wildlife habitat and recreational amenity including angling. The order was amended by agreement in 2013 to enable water to be stored in Lake Coleridge and released into the Rakaia for downstream irrigation with the intention of allowing irrigation without adversely impacting on the health and wellbeing of the river.
10. The Rakaia River has a very complex hydrology particularly from the Rakaia Gorge to the sea. ECan advise that there are losses to and gains from groundwater in that reach but there is no consistent pattern which complicates hydrological modelling. Because of the braided nature of the lower river the flow cannot be monitored and needs to be modelled.
11. Current water management is overly complicated with hundreds of lower river consents to take water classified into about 25 bands based on differing levels of reliability of supply.
12. Manawa Energy (formerly Trustpower) operates Coleridge power station which stores water taken from upstream tributaries (Wilberforce and Harper rivers) in Lake Coleridge and releases it into the Rakaia above Rakaia Gorge for both power generation and since 2013 for downstream irrigation.
13. The 2013 amendment to the WCO defined stored water to include consented water from the lower river which is not being used by consent holders and which is allowed to be reallocated to other users. This appears to maximise the use of consented water from the lower river in a unique way
14. ECan has done very little monitoring of instream values in recent decades although there has been a surge in work recently which corroborates the concerns of stakeholders about deteriorations in fisheries, amenity values and lower river health.
15. Monitoring of consented water use has been inadequate with a lack of real time monitoring and gaps where takes have not been telemetered. Much of the monitoring has been left to Manawa Energy. ECan is moving quickly to correct that situation. There have also been disputes between ECan and both Manawa Energy and CPW over interpretation and operation of the Coleridge stored water regime and reallocation of unused lower river consented water.
16. Concurrently over recent decades there has been rapid intensification of agricultural land use within the catchment, increasing allocation of water resources for irrigation and continuing agricultural encroachment into the braided river fairway or 'braidplain'.

Kōrerorero - Discussion

17. At present with available information it is not possible to identify what specifically is driving the degradation of outstanding values in the Rakaia River. Inevitably it will be a combination of factors some of which ECan can control (water allocation limits, minimum flows, consent conditions) and others which are not (climate change).
18. The most important first step is to ensure someone takes responsibility for monitoring the river's hydrology and instream values so that drivers of adverse effects can be identified.
19. It seems likely that the provisions of the Rakaia Water Conservation Order are no longer fit for purpose given the changes in catchment land and water use over recent decades

and that minimum flows and water allocation limits will need to be reconsidered and more sophisticated provisions developed.

20. This is also a generic issue for the whole country. Fish and Game's significant investment in WCOs needs to be protected by ensuring provision of individual orders around the country.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

21. At present funding for legal and technical support is approved and within budget (original application dated April 2022). Since the case was lodged the Court has directed there be additional steps in the process, namely a judicial conference amongst lawyers to try to resolve differences of opinion on the legal questions to put before the Court. This has added costs and extended the process timeline.
22. There will be a need for additional funding next year once the outcome of the declaratory judgement is known but that will be the subject of a separate report and funding application.

Legislative Implications

23. The outcome of these declaratory proceedings is intended to determine whether or not regional councils are responsible for monitoring and enforcing water conservation order provisions. And if not who is.
24. Water Conservation Orders (WCOs) have been used extensively by Fish and Game to recognise and protect the outstanding fisheries and wildlife values of some 15 rivers and lakes. WCOs have the status of secondary legislation so there is an expectation that they will guide lower order policies, plans and consent conditions at the regional level and that regional councils will actively monitor and enforce them.
25. In the event that regional councils are not responsible for WCOs then there will need to be advocacy for a law change to establish the necessary linkages to ensure regional councils do monitor and enforce WCOs as part of their overall land and water management responsibilities.

Section 4 Treaty Responsibilities

26. It is not considered that these declaratory proceedings or the subsequent actions outlined above are in any way inconsistent with Fish and Game's Treaty obligations. Ngai Tahu have been involved in the issue, primarily through consultation on ECan's part and they may be a party to the proceedings.

Policy Implications

27. These declaratory proceedings and associated actions are consistent with National Policy and North Canterbury and NZ Council plans. Funding for the proceedings were approved by NZ Council along in mid 2022.

Risks and mitigations

28. There is little risk involved in carrying on with this action. Either Fish and Game will confirm Ecan is responsible for the monitoring and enforcement of the Rakaia Water Conservation Order, and that other regional councils also have those responsibilities for WCOs in their respective regions, or the proceedings will identify a hole in the legislation

which significantly devalues established and future water conservation orders as a protective mechanism.

Consultation

29. Central South Island Fish and Game Council share North Canterbury Council's concerns and were party to a joint letter of complaint to the Minister for the Environment about the Rakaia issue in late 2021.
30. North Canterbury has been working closely with Environmental Defence Society, New Zealand Salmon Anglers Association and the New Zealand Federation of Freshwater Anglers who are all parties to the proceedings.

Ngā mahinga e whai ake nei - Next actions

31. Next action following the completion of declaratory proceedings will depend on the Courts judgement as described in paragraph 8 above.

Governance Training Update

NZ Fish and Game Council Meeting 166 – 24 and 25 November 2023

Prepared by: Maryse Ropiha, Executive Assistant, NZ Fish and Game Council

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) provides an update on the governance training sessions for Regional Councillors and Chairs facilitated by Richard Westlake from the end of August to October 2023. It also outlines the process and content of the governance training as part of the organisation's commitment to professional development and leadership enhancement.

Financial considerations

- Nil Budgetary provision Unbudgeted

Risk

- Low Medium High Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the governance training update and notes the development of a governance training programme, including induction of newly elected councillors in 2024.

Whakarāpopoto - Executive Summary

2. Following the Ministerial Review's Recommendation 16 '*for NZC to establish a programme of professional development for its elected members*', the NZC has implemented a training program for all Councillors, including Chair training. This initiative aligns with the organisational goal of strengthening governance at all levels without requiring legislative changes.
3. A paper was presented to NZC in November 2022 outlining the proposed process for providing governance training to all Fish and Game Governors, including Chairs. NZC agreed that this should be applied at an all of organisation level, not just to NZC members, with a particular focus being placed on Chair training and for the NZC CEO to coordinate with regions on the exact configuration of training.
4. This was implemented without legislative change and funded out of the allocated funds to implementing the Ministerial Review.

Takenga mai – Background

5. Historically, governance training within Fish and Game Councils has been inconsistent and ad hoc. The training, mainly conducted internally, varied between councils, highlighting the need for a structured and uniform approach to governance training.

Kōrerorero – Discussion

6. As part of this proposal to address the ethos of the review to improve Fish and Game's governance, the NZC CEO approached governance training providers to put together a proposal for an all of organisation governance training package.
7. In particular, the identified training needs were:
 - Fish and Game's Statutory role (public entity with mandate under the Conservation Act) and what this means for governors.
 - Role of governors' vs staff (management/governance split).
 - How to work with your Regional Manager/CE and teams.
 - Modern leadership/governance styles (i.e. moving away from command and control).
 - The importance of organisational culture and the role of governors in setting organisational culture.
 - Unconscious bias.
8. A proposal from Richard Westlake was presented at the time with a number of different options as listed:
 - Virtual workshops; three hours
 - In-person workshop; half day or full day
 - Chair training; half day

Training Content and Objectives

9. Richard Westlake was briefed with a draft agenda for the training sessions, with the following structure and focus supported:
 - Understanding Fish and Game's statutory role and its implications for governors.
 - Distinguishing the roles of governors and staff, emphasising the management/governance split.
 - Effective collaboration with Regional Managers/CE and teams.
 - Embracing modern leadership and governance styles, moving beyond traditional command-and-control approaches.
 - Recognising the significance of organisational culture and the role of governors in shaping it.
 - Addressing unconscious bias in governance practices.

Chair Training

The Chair training was structured around five core functions of chairing:

1. **Planning and Leading Powerful Council Meetings:** Focusing on the effective management and direction of council meetings.
 2. **Building an Effective Council:** Optimising the skills, experience, linkages, and individual personalities of council members.
 3. **Effective Stakeholder Relationships:** Developing and nurturing internal and external relationships.
 4. **Managing Council-Chief Executive Relationship:** Guiding the interaction between the Council and its Chief Executive.
 5. **Chair's Role in Council:** Balancing the role of being a chair while still contributing as a full member of the Council.
10. Additional topics covered in the Chair training included governance/statutory requirements, role clarification between Council/governance and operations, managing workload with limited resources, understanding the context of Fish and Game and the Ministerial Review, and managing time and wellbeing within the roles.

Councillors Governance Training

For the governance training of Council members, the agenda included:

- **Introduction to Governance:** Understanding the significance of governance and differentiating it from operations.
 - **Governing in a Public Sector Entity:** Exploring the unique aspects of governing in a statutory body.
 - **Duties and Responsibilities of Council Members:** Outlining the expectations and responsibilities of council members.
 - **Working with Chief Executives:** Strategies for council members to support their chief executives effectively.
 - **Building an Effective Council:** Forming a collective decision-making team from individual council members.
 - **Setting Organisational Culture:** Emphasising the role of the Council in leading and setting the organisational culture.
 - **Effective Decision-Making:** Encouraging collaboration and reaching consensus in the boardroom.
11. Key lessons emphasised in the training included the collective function of governance, the value of questioning over lecturing, encouraging diverse perspectives and debate, and focusing on providing decisions necessary for management to implement strategies and achieve organisational aims.
 12. Other areas covered were the statutory role of Fish and Game, differentiation between the roles of governors and staff, working with CEs and teams, modern leadership styles, organisational culture's importance, addressing unconscious bias, and managing public figure responsibilities and legal aspects.

Training Session, Dates and Attendance

13. Some Regional Councillors raised concerns about the timing of the governance training, considering the proximity to the upcoming elections in 12 months. They suggested that it would be more cost-effective to conduct this training, especially for Chairs, after the Fish and Game elections in September/October 2024, given the possibility of changes in chair positions due to non-re-election or retirement.
14. Due to constraints in scheduling and the additional travel expenses involved, the option of conducting in-person training was thoroughly investigated but found to be impractical. The aim was to complete the training within one and a half days to optimise travel costs. However, accommodating both a full day session for all participants and an additional half-day session specifically for Chairs within this timeframe proved unfeasible. Also, as a recommendation of the Ministerial Review from 2021, it was pertinent this governance training be undertaken within the current term of governors and prior to the 2024 Fish and Game elections.
15. The decision was made to conduct virtual workshops instead. The Chair training was a two-part online session of three hours each, held on 16 and 22 August. The first session occurred from 10 am to 1 pm, while the second session on 22 August was rescheduled to 5 to 8 pm to accommodate participants outside of regular work hours. The Regional Councillors' governance training consisted of a three-hour session, offered across five different dates for greater attendance flexibility as follows:
 - 1 September 1:30-4:30 pm;
 - 7 September 10 am-12 pm and 5-8 pm;
 - 8 September 10 am-12 pm; and
 - 13 September 5-8 pm.

16. Additionally, a tailored session for NZC members was initially set for 1 September at 9 am online. However, due to scheduling conflicts, it was eventually decided to conduct this session in person during the scheduled Governors Forum on 17 February 2024.
17. In response to regional feedback, it was suggested to hold additional sessions for Regional Councillors after work hours, starting at 6 pm. Consequently, two streamlined 1.5-hour sessions were planned for 26 October from 6-7:30 pm and 2 November. However, due to low attendance - only one Councillor attended the 26 October session, the 2 November session was cancelled. This decision was also influenced by the fact that the content of the first session was directly linked to the second, making it impractical to hold them separately.

Attendance Summary

18. For a detailed summary of attendance, including the number of participants from each region, please refer to the information provided below for the governance training session as indicated:

Training Session	Date	Region	Registered	Attended
Chair	16/8/2023 AM	NZC, CSI, Southland, Hawke's Bay, Otago, West Coast	8	6
Chair	22/8/2023 PM	NZC, CSI, Hawke's Bay, West Coast, Wellington	4	5
Regional Councillors	1/9/2023 PM	Southland (1), N/M (1), CSI (3), Otago (1), Wellington (1), Hawke's Bay (1), West Coast (3), Eastern (1)	15	12
Regional Councillors	7/9/2023 AM	Wellington (2), Otago (4), A/W (2), Wellington (2), Southland (1), Eastern (1), North Cant (1)	19	11
Regional Councillors	7/9/2023 PM	North Cant (2), Eastern (1), Wellington (1), CSI (2), Northland (1), Taranaki (1) (Regional Managers/CEs Eastern and Wellington/Taranaki (2)	16	10
Regional Councillors	8/9/2023 AM	West Coast (1), North Cant (1), N/M (1), Wellington (1) (Regional Managers/CEs West Coast, Otago, CSI (3)	8	7
Regional Councillors	13/9/2023 PM	Wellington (2), Taranaki (2), Wellington (2), North Cant (2)	9	6
Regional Councillors (1.5 hrs)	26/10/2023 PM	A/W (1), CSI (1), Otago (1), West Coast (1), Wellington (1)	4	1
Regional Councillors (1.5 hrs) CANCELLED	2/11/2023 PM	A/W (2), CSI (2), Eastern (1), West Coast (1), Wellington (3)	8	N/A
NZC and Chair	17/02/2024	N/A	N/A	N/A
TOTAL		A/W (2), CSI (5), Eastern (3), Hawke's Bay (1), N/M (2), North Cant (6), Northland (2), Otago (5), Southland (2), Taranaki (3), Wellington (7), West Coast (4)	91	53

Training Materials and Methodology

19. The training was conducted through a series of workshops, each focusing on different aspects of governance and leadership. The two Chair training sessions were held in two parts with the first session held on 16 August followed by the second part on 22 August. The streamlined sessions scheduled for 26 October and 2 November were also a two-part session, hence the cancellation of the 2 November session with only one Councillor attending the 26 October session.

20. Following the Chairs training sessions, the PowerPoint/handouts and video links to the recordings of both sessions were emailed to all Regional Chairs for reference and those who were unable to attend.
21. The recordings of the Regional Councillors training sessions will be distributed to all Regional Councillors once they are finalised. Originally, the streamlined sessions were intended for this purpose. However, due to the cancellation of the 2 November session and low attendance in the first part of the two-part session on 26 October, an alternative plan has been made. The facilitator will select one of the previous three-hour sessions that best covers the relevant topics and discussions. This selected session will then be shared with all Regional Councillors for their reference, particularly benefiting those who were unable to attend the live sessions.

Future Training and Development

22. This report notes the arrangement for a specialised NZC governance training session, scheduled to take place in person on 17 February 2024. This session is part of the continuous effort to enhance governance throughout the organisation. In addition, Regional Managers/CEs have suggested a separate session focused on this governance training reflecting the distinct training needs and perspectives that they may have in comparison to councillors and chairs. This is being investigated with a session potentially being held during one of their regular fortnightly meetings in 2024.

Conclusion

23. The governance training sessions represent a significant step in building the governance capacity and skills of Fish and Game leadership. The effectiveness of these sessions will be evaluated based on feedback and the participation in future sessions.
24. Previous training sessions conducted by Richard Westlake in 2022 and Graeme Nahkies were acknowledged by several Councillors who had participated in these earlier sessions. There were also some Councillors who had not previously received any governance training. Additionally, a few members mentioned their affiliation with the Institute of Directors and their participation in training programs offered by this institute.
25. In conclusion, while the governance training sessions conducted by Richard Westlake provided valuable insights and learning opportunities, it is important to note the limited number of attendees for these sessions. This aspect calls for a review of the training delivery method. The facilitation team, in collaboration with Richard Westlake, will evaluate the effectiveness of the online format and consider the potential benefits of conducting future sessions in person. Any further observations and feedback from facilitator Richard Westlake's perspective will be provided at the November NZC meeting.
26. Additionally, the content and structure of these sessions present an opportunity to develop a comprehensive training program for governors. This program could be particularly beneficial as part of the induction process for new councillors following the election process in 2024. By incorporating these training modules into the induction, Fish and Game can ensure that incoming councillors are well-equipped with the necessary governance knowledge and skills from the outset of their tenure.
27. This review and development process will aim to enhance participation, engagement, and the overall effectiveness of governance training within the Fish and Game Councils, thereby strengthening the organisational capacity and leadership across the board.

Health and Safety Report

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

As part of its commitment to Health and Safety and providing a safe workplace, the New Zealand Fish and Game Council requires a Health and Safety update report at each meeting. This report provides an update since the last reporting period in August 2023.

1.	Implementation and adherence to the Health & Safety Policy/Manual
	Yes.
2.	Risk Management (identification and treatment)
	Nil risks identified.
3.	Training and awareness raising
	Governance training run for all Regional Councillors and Chairs.
4.	H&S Incidents
	No incidents reported.
5.	Near misses and/or injuries
	No injuries reported.

Licence Working Party & Sales Update

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

Prepared by: Phil Teal, Wellington/Taranaki CE

Kōrero taunaki - Summary of considerations

Purpose

1. This report to the New Zealand Fish and Game Council (NZC) provides an update on the Licence Management System operation with a summary of licence sales activities for September and October 2023.

Financial considerations

- Nil
 Budgetary provision
 Unbudgeted

Risk

- Low
 Medium
 High
 Extreme

Ngā taunaki - Staff Recommendations

That NZC:

1. Receives the update on the Licence Management System operation with a summary of licence sales activities for September and October 2023.
2. Notes early season licence sales are soft.
3. The Bi-monthly Report from the Licencing Operational Group be distributed to regional Fish and Game Councils at the end of each bi-monthly period. This will also be included in NZC agendas for information.

Whakarāpopoto - Executive Summary

1. The Licence Management System is outsourced to ESL Ltd who provides the platform for electronic licence sales to the agents (Agents On-Line) and public (Public On-Line). The system was reconfigured in 2021 and is now operational under a Minimum Viable Product arrangement that has provided uninterrupted and successful selling of licences.
2. In addition to the main system upgrade, there were two additional supplementary contracts relating to the ability to sell Designated Water Licences and Sea-Run Salmon Licences and were introduced to the sales interface in August 2023.
3. The Licencing Operational Group has provided a brief summary of activities undertaken by ESL to complete their contract obligations – to undertaken fixes, bug fixes and complete development of other functions defined in the original contract.
4. The sales of licences through the Licence Management System have continued without significant disruption for the 2023/2024 Fishing Season.
5. The development and introduction of the functions to sell Designated Waters Licences and Sea-Run Salmon Licences was seamlessly introduced and has functioned without significant interruption.
6. A regular report is being developed by the Licencing Operational Group to report to regional Fish and Game Councils on a regular basis (bi-monthly). This will also be provided to NZ Council as part of their agenda – for their information.

Takenga mai - Background

7. The contract to provide services of management of the licencing system is multi-entity with the signatories being Fish and Game (NZ Council and 12 regional Fish and Game Councils) and the provider (ESL).
8. The contract with ESL is managed by NZ Council on a day-to-day basis (as a co-ordinating function for Fish and Game regions). The Licencing Operational Group provides advice on operational matters relating to the development and management of the Licencing Management System.
9. The redevelopment of the system has been successful, and a seamless introduction of the updated system has provided an uninterrupted service to sell hunting and fishing licences. Fish and Game agreed to the operation of the main system as a Minimum Viable Product to ensure there was a continuation of service to the public and agents to be able to purchase licences.
10. There are still a number of items to be completed in the contract which are not critical but desirable – such as booking systems. There are also a number of fixes and bug fixes (33) that require attention before Fish and Game can sign off the completed development phase – the implication being that any additional fixes that arise in the ‘operational’ phase would be at an additional cost.
11. In 2023 an additional supplementary contract was developed and confirmed to allow selling of Designated Water Licences and Sea Run Salmon Licences and allow for transactions to occur seamlessly to the public (and agents).

Kōrerorero - Discussion

12. The appended report from the Licencing Operational Group provides a summary of activity in:

- The continued operations of the main Licence Management System,
- The progression and introduction to systems to sell Designated Water Licences and Sea Run Salmon Licences.
- An overview of licence sales for the 2023/2024 Fishing Season up until 6 November 2023.
- Confirmation that the Price Optimisation Project for reviewing licence categories and pricing is underway.
- A brief summary of the fixes and bug fixes and other functionality required to be completed before the development phase of the contract becomes fully operational phase.
- Provides a summary report which is intended to be the format for reporting to regional Fish and Game Councils and NZ Council on a regular basis.

Whai whakaaro ki ngā whakataunga - Considerations for decision-making

Financial Implications

13. There are no new financial implications emanating from this summary of the operations of the Licence Management System. It confirms that the Licence Management System is operating and is meeting expectations.
14. Progress on the initial phase of the Licence Category Price Optimisation project will be reported in due course, and options for progressing the project to stage 2, which will likely require external expertise will be outlined then.

Licence System Management

New Zealand Fish and Game Council Meeting November 2023

Prepared by: Phil Teal on behalf of the Licencing Operational Group

Purpose

To support the effective implementation and management of the licence management system using provider ESL Data Transaction Management (ESL) for Fish and Game.

Summary of Current Activities

The Licencing Operational Group provides advice on operational matters relating to the development and management of the Licencing Management System. The contract to provide services of management of the licencing system is multi-entity with between NZ Council and 12 regional Fish and Game Councils and the provider. The NZ Council oversees the day-to-day management of the system as a national project as part of its coordination role¹.

ESL provide the services to sell fishing and hunting licences through electronic capture of transactions from the public (Public On-Line) and agents (Agents On-Line). Other licencing options are sold through this portal - Designated Waters Licence, and Sea-Run Salmon Licence – as well as potentially managing other access instruments such as booking river reaches, and permit entry for wetlands and forests.

The Licencing Operational Group consists of eight staff:

- NZ Fish & Game Council, Chief Executive – Corina Jordan
- NZ Fish & Game Council, Chief Financial Officer – Carmel Veitch
- Regional Mangers/Chief Executives (3) – Ian Hadland, Rasmus Gabrielsson, Phil Teal
- Regional Administration (Senior) – Kate Thompson
- Senior Media & Communications Advisor – Richie Cosgrove
- NZ Fish & Game Council, Executive Assistant – Maryse Ropiha

The NZ Fish & Game Council Chief Executive is the principal contact for contract management with the provider.

The Regional Administration staff is the principal contact in liaising with the provider - with respect to managing detailed enquiries and issues, checking fixes and bug removal schedule, and system performance and functionality, and information retrieval for reporting purposes.

The database is managed as the one true source of licence holder details, and has the necessary security protocols and policies associated with its management.

¹ NZ Fish and Game Council co-ordinates under section 26F(2)(d) of the Conservation Act 1987 the regional selling function by using a provider(s) to manage a web-based sales platform and to account for the business operations to financially reconcile licence sales for each region.

The system is operating under a MVP system (Minimum Viable Product) that performs the key tasks to sell licences but does not fully meet the requirements of the original contract. Until full completion of the development phase of the original contract is complete, then the contract will be considered to remain in the development phase.

The Licencing Operational Group has a draft Terms of Reference that focus on:

- best practise for the user experience
- database management
- system functionality and transaction integrity
- review licence category and pricing
- performance monitoring of ESL and reporting to regions

Future Work Programme

The specific work programme being considered by the Licencing Operation Group will include:

- 1. KPI Performance Reporting**
Developing relevant monthly reporting at frequency provided by the provider (ESL) and provide to Fish and Game regions
- 2. Disruption to Service Reporting**
Ensure any issues that cause disruption to service are reported to regional Managers/CEs (operational issue) asap and included in the monthly reporting
- 3. System Performance and Improvements**
Reporting to regions of progress of fixes, bug fixes, and upgrades and improvements to system bi-monthly reporting
- 4. Licence Category – Price Optimisation Project**
Continue with the Price Optimisation Project with initial data analysis undertaken by NZ Council contractor. A full proposal from external provider(s) is anticipated.
- 5. Financial Distribution of Licence Sales Revenue**
Ensure distribution of net income from licence sales to each regional Fish and Game Council monthly is correct and accurate.
- 6. Forecasting of Licence Sales**
Undertake a forecasting of licence sales and review to confirm expected sales patterns remain.
- 7. Develop and Review Policy on Licence Database Use and Management**
Data ownership has been previously defined as being owned by the region of origin as they are the principal licence sellers. Approval must be given for the use of data by the region of origin.
- 8. Confirm and Review User Privileges Matrix (UPM)**
Review access to system (hierarchy of privileges) and needs to be confirmed as fit for purpose to meet regional expectations.
- 9. Operational Management – Regional Input**

Develop forum and pathways for decision making and input by regional Fish and Game Councils as to the management, performance, implementation of improvements, and deciding emphasis/priorities of management actions.

10. Develop a Five-Year Business Plan

Develop a Five -Year Business Plan (in consultation with regions) to provide an expectation of licence management outcomes and outline of continual improvement of processes and stepwise innovations anticipated.

Examples of items for consideration (but not limited to):

- Digital licences
- An App that links to the system for selling licences and providing information
- Customer data management – CRM – to inform marketing and licence holder engagement
- Indicate future proofing and be compatible for future input and output
- Define potential aspirational future improvements and capability requirements
- Using this platform for a booking system function for regions
- Ranger access for compliance purposes
- Improvements to system – dealing with long-term management issues such as duplicate licence production and customer identification

Recommendation:

1. That the Licencing Operational Group report be received.
2. That the Licencing Operational Group membership be confirmed with responsibility for the implementation and management of functional aspects of the licence system provided by ESL.
3. That the Licencing Operational Group will report to NZ Council and regional Fish and Game Councils on a bi-monthly basis.

Bi-Monthly Performance Report Licence Management System

September and October 2023

Reporting Date 6 November 2023

Sales Summary

2023/2024 Fish Licence Sales – 17 August 2023 to 6 November 2023

Over the period there were normal sales patterns and volumes as expected. Compared to the previous year, licence sales were down by 8.2% by LEQ value and 7.0% down on volume of licence holder purchase transactions.

Operational Summary

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

Reasons for Disruption to Service:

- **System Disruption and Downtime (0.04%)**
6 November 2023 - Payment Gateway Issue - Unable to sell licences via credit card due to issues with Playstation – down for 240 minutes. Resolved in 6 hours.
- **Planned and Regular Maintenance (0.0%)**
No downtime experienced.

Contract Activity Summary

Development Contract

- 43 fixes remain logged
- 1 fix resolved – to enable purchase if Designated Water Licence on same day of intended use.
- 12 fixes have been developed with intention to release into system in November.

Operational Contract

- Still operating under Development Contract

Supplementary Contracts:



- **Designated Water Licence - Completed and fully operational** – still to final sign off from Fish and Game

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












Detailed Reporting

Sales Summary

Over the period there were normal sales patterns and in expected range (as at 6 November 2023)

	Number	Public On-Line Sales	Agent Sales	LEQs at end period	Previous Year		
Sports Fishing Licences 2023 -24	43,020	48%	52%	36,579	39,850		8.2%
Designated Waters Resident 2023 -24	8,562	43%	57%	0			
Designated Waters Non-Resident 2023-24	253	81%	19%	0			
Salmon Licences 2023-24	7,105	32%	68%	0			
Game Bird Hunting Licences 2023	0	0%	0%	0	0		0.0%
Total	58,940	45%	55%				

Sports Fishing Licences 2023/2024 Regional Sales (as at 6 November 2023)

Region	Number	Public On-Line Sales	Agent Sales	LEQs at end period	Previous Year		
Northland	186	71%	29%	151	145	4.5%	
Auckland/Waikato	2,145	63%	37%	1,687	1,796	6.0%	
Eastern	4,956	54%	46%	4,141	4,632	10.6%	
Hawke's Bay	1,255	58%	42%	981	1,312	25.2%	
Taranaki	742	62%	38%	483	537	10.2%	
Wellington	1,913	55%	45%	1,540	1,751	12.0%	
Nelson/Marlborough	2,553	43%	57%	2,190	2,319	5.6%	
North Canterbury	6,687	37%	63%	5,928	6,353	6.7%	
West Coast	1,062	73%	27%	876	932	6.0%	
Central South Island	6,993	47%	53%	5,712	6,047	5.5%	
Otago	8,714	47%	53%	7,827	8,345	6.2%	
Southland	5,814	41%	59%	5,063	5,681	10.9%	
Total	43,020	48%	52%	36,579	39,850	8.2%	

Further detail on National Fish Licence Sales YTD and variances against the 2022/23 YTD are attached in Appendix 2.

Operational Summary

The system was operational for 99.96% of the time. For 0.04% of the total time (240 minutes) there was a system disruption and downtime of transaction processing.

- **KPI performance**

Monthly reporting at frequency provided by the provider (ESL) on KPIs

Reporting of KPI performance targets to regions – these are being developed to provide simple reference and summary to regions.

Nothing of note to report.

- **Disruption to service**

On 6 November 2023 from 1:00am to 6:00am there was an issue dealing with Paystation that did not process credit card transactions. Description of issue – noted in appendix.

This was reported to regional Managers/CEs and administrative support as an operational issue on 6 November 2023.

This downtime coincided with a period of low transaction rate and can be considered minor disruption of service.

- **Maintenance**

A regular maintenance programme of removing duplicate records was undertaken.

Contract Activity Summary

System performance and improvements - reporting to regions of progress of upgrades and improvements to system bi-monthly

Development Contract

- **33 Fixes and Bug Fixes** - this list was the fixes that have been ticketed into groups and indicated the triage of importance. 12 fixes have been developed and planned for release in mid-November.
- **9 Fixes and Bug Fixes** - Associated with Designated Waters Licence system introduction
 - A. Critical: None
 - B. High:
 - a. Fix required on Controlled Fisheries Management function
 - b. Agency Reconciliation Report – doesn't appear to accurately reflect or include DW licence income.
 - C. Non-Urgent but desirable:
 - a. 32 fixes or bug fixes in Licence Management System
 - b. 8 fixes or bug fixes relating to Designated Water Licence System

- **1 fix completed over period**
 - a. Resolved issue to enable purchase of Designated Water Licence on same day of intended use

Operational Contract

- **Still operating under Development Contract**

The system is operating under a MVP system (Minimum Viable Product) that performs the key tasks to sell licences but does not fully meet the requirements of the original contract.

Until full completion of the development phase of the original contract is complete, then the contract will be considered to remain in the development phase. Work still to be completed include:

- Fixes to bugs that can reasonably be expected as part of the service
- Booking Systems for river reaches
- Booking system for access permits - forests and other sites
- Booking system for maimai and wetland sites

Once Fish and Game is satisfied that the development phase is complete, then it will be deemed to be in operational phase. Any subsequent fixes, amendments, or developments will be considered an additional cost to complete.

Supplementary Contracts:

- **Designated Water Licence - Completed and fully operational**

Confirm that transactions have been completed from 17 August to 6 November 2023 – 8,815 transactions completed.

- **Sea-Run Salmon Endorsement Licence - Completed and fully operational**

Confirm that transactions have been completed from 17 August to 6 November 2023 – 7,105 transactions completed.

Appendix 1

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

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

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

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

What does a BIN Bash look like?

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

What happens our end?

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

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

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

Appendix 2

National Fish Licence Sales YTD to 17 July

	Channel	FWF	FWA	FWNA	FSLA	FLAA	FWIA	FLBA	FSBA	FDA	FDNA	FWJ	FWNJ	FDJ	FDNJ	FWC	FWNC	FDNC	SRSE	DWLR	DWLN	Total Fish	Fish LEQ	Fish Var	Fish \$	Inc/Dec	
Northland	Public Online	15	49	15	2	4	0	1	2	15	13	6	1	0	0	20	0	0	0	0	0	143					
	Agency Online	9	17	2	3	2	0	1	0	0	0	1	0	0	0	3	0	0	4	0	0	42					
	Total	24	66	17	5	6	0	2	2	15	13	7	1	0	0	23	0	0	4	0	0	185					
2022-2023	Public Online	11	41	17	4	2	0	1	3	11	14	7	1	2	0	18	0	0	0	0	0	132		145		\$18,260	
	Agency Online	10	23	5	8	1	0	0	0	2	0	3	0	0	0	2	0	0	7	7	0	68					
	Total	21	64	22	12	3	0	1	3	13	14	10	1	2	0	20	0	0	7	7	0	200		151	4.5%	\$20,136	\$1,876
2023-2024	Public Online	211	553	44	141	54	0	0	29	148	51	76	2	25	0	132	0	0	0	0	0	1,466					
	Agency Online	134	363	7	86	31	0	0	24	38	6	22	0	2	0	31	1	0	15	0	0	760					
	Total	345	916	51	227	85	0	0	53	186	57	98	2	27	0	163	1	0	15	0	0	2,226		1,796		\$226,398	
Auckland Waikato	Public Online	185	475	35	132	46	0	2	33	132	59	70	1	30	0	154	2	0	0	0	0	1,356					
	Agency Online	148	370	8	86	36	0	0	25	47	1	26	0	4	0	38	0	0	9	16	0	814					
	Total	333	845	43	218	82	0	2	58	179	60	96	1	34	0	192	2	0	9	16	0	2,170		1,687	-6.0%	\$224,462	-\$1,937
2022-2023	Public Online	819	598	41	223	365	0	5	117	342	56	86	1	45	0	262	0	1	0	0	0	2,961					
	Agency Online	740	626	13	198	557	0	1	45	168	23	78	2	12	2	26	0	3	49	0	0	2,543					
	Total	1559	1224	54	421	922	0	6	162	510	79	164	3	57	2	288	0	4	49	0	0	5,504		4,632		\$584,035	
2023-2024	Public Online	708	518	32	204	281	0	7	96	355	75	87	5	31	1	254	0	1	0	0	0	2,655					
	Agency Online	692	518	15	198	568	0	0	53	103	28	84	0	11	0	31	0	0	37	19	2	2,359					
	Total	1400	1036	47	402	849	0	7	149	458	103	171	5	42	1	285	0	1	37	19	2	5,014		4,141	-10.6%	\$550,875	-\$33,160
Eastern	Public Online	134	308	45	83	31	0	1	15	60	35	51	0	9	0	55	0	1	0	0	0	828					
	Agency Online	107	306	9	108	57	0	1	14	29	22	46	0	3	0	21	0	0	9	0	0	732					
	Total	241	614	54	191	88	0	2	29	89	57	97	0	12	0	76	0	1	9	0	0	1,560		1,312		\$165,378	
2022-2023	Public Online	96	233	34	70	32	0	1	30	38	36	55	1	14	0	89	0	0	0	0	0	729					
	Agency Online	68	228	6	91	21	0	0	7	13	44	30	1	4	0	13	0	0	3	16	2	547					
	Total	164	461	40	161	53	0	1	37	51	80	85	2	18	0	102	0	0	3	16	2	1,276		981	-25.2%	\$130,532	-\$34,846
2023-2024	Public Online	53	146	21	23	15	0	0	7	20	18	16	0	7	0	58	0	1	0	0	0	385					
	Agency Online	27	145	2	48	10	0	1	5	11	0	25	0	1	0	21	0	0	9	0	0	305					
	Total	80	291	23	71	25	0	1	12	31	18	41	0	8	0	79	0	1	9	0	0	690		537		\$67,770	
Taranaki	Public Online	35	110	23	24	12	0	0	12	23	27	17	1	8	0	170	0	0	0	0	0	462					
	Agency Online	34	133	5	45	10	0	0	4	8	1	22	0	0	0	18	0	0	9	16	0	305					
	Total	69	243	28	69	22	0	0	16	31	28	39	1	8	0	188	0	0	9	16	0	767		483	-10.2%	\$64,214	-\$3,557
2022-2023	Public Online	146	528	35	135	57	0	0	6	51	9	46	0	22	0	213	0	1	0	0	0	1,249					
	Agency Online	113	473	6	129	48	0	1	1	11	0	52	0	3	0	127	0	0	40	0	0	1,004					
	Total	259	1001	41	264	105	0	1	7	62	9	98	0	25	0	340	0	1	40	0	0	2,253		1,751		\$220,811	
2023-2024	Public Online	108	436	29	127	50	0	0	8	34	32	55	1	9	0	161	0	0	0	164	25	1,239					
	Agency Online	95	461	1	123	40	0	0	5	7	0	69	0	3	0	59	0	0	31	47	0	941					
	Total	203	897	30	250	90	0	0	13	41	32	124	1	12	0	220	0	0	31	211	25	2,180		1,540	-12.0%	\$204,932	-\$15,879
Wellington	Public Online	231	384	65	114	41	0	1	9	84	30	73	3	11	0	179	1	0	0	0	0	1,226					
	Agency Online	304	628	61	180	56	0	0	4	33	31	70	1	4	0	99	0	0	318	0	0	1,789					
	Total	535	1012	126	294	97	0	1	13	117	61	143	4	15	0	278	1	0	318	0	0	3,015		2,319		\$292,430	
2022-2023	Public Online	191	314	57	113	45	0	0	10	86	32	56	1	21	0	170	2	0	0	525	17	1,640					
	Agency Online	292	630	58	208	65	0	2	5	28	19	60	0	6	0	82	0	0	187	805	39	2,486					
	Total	483	944	115	321	110	0	2	15	114	51	116	1	27	0	252	2	0	187	1330	56	4,126		2,190	-5.6%	\$291,408	-\$1,022
2023-2024	Public Online	656	1,040	38	260	32	0	1	18	168	64	160	1	33	2	627	0	5	1,298	0	0	4,403					
	Agency Online	1,171	1,831	36	682	29	0	0	30	49	11	164	0	5	0	186	0	0	2,569	0	0	6,763					
	Total	1827	2871	74	942	61	0	1	48	217	75	324	1	38	2	813	0	5	3867	0	0	11,166		6,353		\$801,049	
North Canterbury	Public Online	473	894	41	234	32	0	4	30	168	60	139	2	31	4	392	0	0	1,131	894	13	4,542					
	Agency Online	1,140	1,816	40	701	39	0	2	27	72	11	146	0	5	0	184	0	0	2,392	1,783	0	8,358					
	Total	1613	2710	81	935	71	0	6	57	240	71	285	2	36	4	576	0	0	3523	2677	13	12,900		5,928	-6.7%	\$788,667	-\$12,382
2022-2023	Public Online	185	221	47	71	32	0	1	15	35	18	34	0	6	0	87	0	0	0	0	0	752					
	Agency Online	76	108	1	48	27	0	0	1	20	13	20	0	0	0	4	0	1	45	0	0	364					
	Total	261	329	48	119	59	0	1	16	55	31	54	0	6	0	91	0	1	45	0	0	1,116		932		\$117,525	
2023-2024	Public Online	161	206	59	67	38	0	2	17	44	26	35	0	11	2	105	0	0	0	441	38	1,252					
	Agency Online	53	102	2	39	29	0	0	1	3	36	16	0	1	4	1	0	2	37	80	0	406					
	Total	214	308	61	106	67	0	2	18	47	62	51	0	12	6	106	0	2	37	521	38	1,658		876	-6.0%	\$116,519	-\$1,006
West Coast	Public Online	185	221	47	71																						

25 October 2023

AGENDA ITEM

New Zealand Council Research Subcommittee (RSC)

The RSC will be convening meetings following the NZC meeting on Saturday 25 November and again on Sunday 26 November. An important component of these meetings will be the establishment of a Terms of Reference (ToR).

Members of the RSC feel strongly that this committee is a NZC subcommittee that separates governance from the operational aspects, with NZC staff having an advisory and support role.

We understand the RSC operational process is to receive Research Grant proposals and review them against an approved criteria. Upon decision the RSC would make recommendation to the full NZC where a final decision would be made

Should the RSC, during its initial review, require further details from the applicant in order to make recommendation to NZC, then this would be undertaken by the RSC in the first instance, without needing to seek approval from the full NZC to do so.

The NZC, on receipt of the RSC recommendation, may also elect to request further information and direct the RSC to make this happen before making its decision.

In regards to the existing application criteria the RSC propose to review and make revision as required. This action would need to be approved by the full NZC.

Prior to the RSC meetings we seek clarification from NZC on the following points:

- Confirm acceptance of the operational process as identified above.
- A directive from the NZC to review and amend a fit for purpose application criteria.
- Confirmation that the RSC is a governance committee that reports directly to the NZC Chair and Councillors.
- Clarification on the constitution of the RSC specifically the number of NZC members, number of NZC/Regional staff and the number of external professionals providing advice, and the respective mechanisation of appointment.
- How the RSC is financed to undertake its responsibilities.

Following discussions/clarification from NZC on the above identified points the RSC will have a clear mandate to proceed becoming operational.

Tom Kroos
Chair, NZC Research Subcommittee

NZC Correspondence Register

Date	In/Out	Received From	Addressed To	Summary	Date Filed
21/08/2023	Out	Barrie Barnes (NZC Chair)	Ian Hadland (Otago F&G Council) Colin Weatherall (Otago Council Chair)	RE. Guides Licence & F&G Magazine.	21/08/2023
21/08/2023	Out	Corina Jordan (NZC CEO)	All Regional Managers, Regional Chairs, NZC Staff	Licence sales update for staff.	24/08/2023
23/08/2023	In	Barrie Barnes (NZC Chair)	Nigel Juby (Auckland/Waikato Council Chair)	2023/24 Auckland/Waikato Levy.	26/09/2023
30/08/2023	Out	Barrie Barnes (NZC Chair)	Sia Aston (DOC Deputy Director - General Public Affairs)	Conduct and integrity requirements and Fish and Game.	30/08/2023
30/08/2023	Out	Barrie Barnes (NZC Chair)	Regional Chairs & Regional Managers	Cost Optimisation Project.	30/08/2023
31/08/2023	In	Ken Lloyd (North Canterbury Councillor)	Corina Jordan (NZC CEO)	Comments/insights regarding the ministerial review recommendations and state of governance within Fish and Game councils.	26/09/2023
6/09/2023	Out	Barrie Barnes (NZC Chair) Corina Jordan, NZC CEO	Regional Chairs & Regional Managers	18-19 August 2023 NZC Meeting #165 Update and policies for consultation.	6/09/2023
15/09/2023	Out	Barrie Barnes (NZC Chair)	Regional Chairs	Wildlife Act Review.	15/09/2023
15/09/2023	Out	Barrie Barnes (NZC Chair)	Regional Councillors	Federated Farmers claims.	15/09/2023
18/09/2023	In	Ian Hadland (Otago F&G Council)	Barrie Barnes (NZC Chair) Ngahi Bidois (Eastern Council Chair)	Thank you to the Eastern Region Fish & Game and NZC team for hosting the 2023 National Staff Conference in Rotorua.	1/10/2023
21/09/2023	Out	Corina Jordan (NZC CEO)	All F&G Staff & Facilitators/Guest speakers & presenters	Thank you for 'Shaping the Future of Fish & Game New Zealand' at 2023 Staff Conference.	21/09/2023
26/09/2023	Out	Corina Jordan (NZC CEO)	Ken Lloyd (North Canterbury Councillor)	RE. Comments & insights regarding the ministerial review recommendations and the state of governance within Fish and Game councils.	26/09/2023
28/09/2023	Out	Corina Jordan (NZC CEO)	All F&G Staff	Women Angler Study Report: Acknowledgments and Appreciation.	28/09/2023
2/10/2023	In	Jerry Walton	Barrie Barnes (NZC Chair) Corina Jordan, NZC CEO	Co-Governance re. Fish and Game magazine article by Piripi Curtis	6/09/2023
4/10/2023	Out	Corina Jordan (NZC CEO)	Ray Smith, Director-General MPI	Concerns on MPI Response to Gold Clam	4/10/2023

Date	In/Out	Received From	Addressed To	Summary	Date Filed
4/10/2023	In/Out	Cyrus Hingston (Ngati Tarawhai Iwi Trust Chair) Barrie Barnes (NZC Chair)	Barrie Barnes (NZC Chair) Cyrus Hingston (Ngati Tarawhai Iwi Trust Chair)	Iwi Engagement - Biosecurity Threat Ngati Tarawhai & Okataina.	4/10/2023
9/10/2023	Out	Corina Jordan (NZC CEO)	All F&G Staff	Introduction of the F&G Inaugural Monthly All Staff Newsletter.	10/10/2023
11/10/2023	Out	Corina Jordan (NZC CEO)	H&F Influencers, NZC members, Regional Councillors & Managers	Invite to ReWild Campaign launch.	7/11/2023
12/10/2023	In	DOC (Guy Kerrison, Policy Manager)	Dean Kelly, Regional Manager West Coast	Input into the draft West Coast SFGMP.	16/10/2023
16/10/2023	Out	Corina Jordan (NZC CEO)	Michael Bate	RE. Concerns regarding the use of pesticides and herbicides in New Zealand, their impact on micro biodiversity, and the decline in our wildlife.	16/10/2023
19/10/2023	In	Ngahi Bidois (Eastern Council Chair)	Barrie Barnes (NZC Chair)	Thank you to NZC for support for Eastern Fish and Game region during the unexpected closing of Lake Okataina by the MPI in conjunction with our local Mana whenua Ngati Tarawhai.	19/10/2023
19/10/2023	Out	Corina Jordan (NZC CEO)	Regional Managers, NZC Office & NZC members	Parliamentary Petitions response to Christian Cosgrove.	19/10/2023
2/11/2023	Out	Barrie Barnes (NZC Chair)	Regional Councillors	Media release on Fish & Game's Manifesto.	2/11/2023
7/11/2023	Out	Corina Jordan (NZC CEO)	All F&G Staff	ReWild Campaign launch.	7/11/2023
8/11/2023	In	Dave Harris (Southland Council)	Corina Jordan, NZC CEO	Biodegradable Shotgun Wads for Waterfowl Hunting (Original from Zane Moss, Regional Manager Southland on 26/07/2022)	26/07/2022 08/11/2023

NOTE: Copies of correspondence not attached as part of this register can be provided to NZC Members upon request from the NZC EA.

Glossary of common acronyms found in Fish & Game papers

AOG	All of Government (largely applies to a discounted purchasing system but can refer to an AOG response i.e. Covid-19)
CEO	Chief Executive Officer
CFA	Contestable Funding Application
CFO	Chief Financial Officer
COI	Conflict of Interest
CRM	Customer Relationship Management
DEV	Cabinet Economic Development Committee
DOC	Department of Conservation
DPMC	Department of the Prime Minister and Cabinet
ECan	Environment Canterbury (Regional Council)
EDC	Environmental or Ecological district report
EDM	Electronic Direct Mail (system for sending direct to licence holders via email)
EDS	Environmental Defence Society (NGO)
EIANZ	The Environment Institute of Australia and New Zealand
ENGO's	Environmental non-governmental organisation/s
EPA	Environmental Protection Authority
ESL	formerly known as Eyede – the F&G Licencing system provider
FIG	Freshwater Implementation Group
GETS	Government Electronic Tender Service
H&S	Health & Safety
IP	All intellectual property rights and interests, including copyright, trademarks, designs, patents, and other proprietary rights, recognised, or protected by law.
IWP	Intensive Winter Grazing
LEQ	Licence Equivalent
LWP	Licence Working Party
MOU	Memorandum of Understanding
MPI	Ministry for Primary Industries
MfE	Ministry For Environment
NAS	National Anglers Survey (undertaken approx. every seven years)
NES	National Environmental Statement
NGO	Non-Governmental Organisation

NIWA	National Institute of Water & Atmospheric Research Limited
NPS	National Policy Statement
NPS-FM	National Policy Statement-Freshwater Management
NZFFA	NZ Federation of Freshwater Anglers
NZFSS	NZ Freshwater Sciences Society
NZPFGA	NZ Professional Fishing Guides Association
NZSAA	NZ Salmon Anglers Association
OIA	Official Information Act
OIO	Overseas Investment Office
ONL	Outstanding Natural landscape
ORD	On-road costs OR Otago Regional Council
PCBU's	Persons Conducting a Business or Undertaking
PCO	Parliamentary Council Office
PDU	Provincial Development Unit
PGF	Provincial Growth Fund
PSF	Pressure Sensitive Fisheries
R3	Recruit, Retain and Reactivate programme
R&D	Research and development
RAP	Resource Allocation Project
RFQ	Request for Quote
RFP	Request for Proposal
SDC	Selwyn District Council
SFC	Standing Finance Committee
SOP	Standard Operating Procedure
WCO	Water Conservation Order
WRG	Website Reference Group

Licencing Acronyms

FWA	Fish Whole Season - Adult	FWF	Fish Whole Season - Family
FWNA	Fish Whole Season – Non-Resident Adult	FWNJ	Fish Whole Season – Non-Resident Junior
FSLA	Fish Senior Loyal	FLAA	Fish Local Area - Adult
FWIA	Fish Winter – Adult	FWJ	Fish Winter - Junior
FWC	Fish Winter - Child	FWNC	Fish Winter - Non-Resident Child
FDA	Fish Day – Adult	FDJ	Fish Day - Junior
FDNJ	Fish Day – Non resident Junior	FSBA	Fish Short Break - Adult
FLBA	Fish Long Break – Adult	FDNA	Fish Day – Non-Resident Adult
FDNC	Fish Day – Non -Resident Child	GWA	Game Whole Season – Adult
GWJ	Game Whole Season – Junior	GWC	Game Whole Season – Child
GDA	Game Day – Adult	GDJ	Game Day - Junior