



ka ora ki tai~ ka hua ki uta

a bountiful ocean will sustain us...

January	February	March	April	May	June
Kohi-tātea	Hui-tanguru	Poutū-te-rangi	Paenga-whāwhā	Haratua	Pipiri
Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT
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July	August	September	October	November	December
Hōngongoi	Here-turi-kōkā	Mahuru	Whiringa-ā-nuku	Whiringa-ā-rangi	Hakihea
Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT	Rātapu SUN Rāhina MON Rātu TUE Raapa WED Rāpare THU Rāmere FRI Rāhoroi SAT
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2013 EVENT DATES

20 January	Fishserve levies must be paid on or before this date (Note: Occurs every month on the 20th of the month)
26–28 January	Auckland Seafood Festival 2013 www.aucklandseafoodfestival.co.nz
2 February	Kawhia Kai Festival www.kawhiakaiFestival.co.nz
14–16 February	FISHinFuture Search Event – Nelson
15 February	Te Ohu Kaimoana Trustee Limited and Aotearoa Fisheries Limited Hui a Tau – Te Wharewaka, Wellington Waterfront, Wellington
16 February	Maketu Kaimoana Festival www.maketukaimoana.co.nz
10–12 March	International Boston Seafood Show 2013 www.bostonseafood.com
16 March	Havelock Mussel Festival www.havelockmusselfestival.co.nz
1 April	2013 April fishing year starts
15 April	Last day to transfer any ACE left over from 2012 April fishing year
15 May	Māori Fishing Conference – Tainui Novotel, Auckland International Airport
25 May	Bluff Oyster and Food Festival 2013 www.bluffoysterfest.co.nz
5–6 June	Seafood New Zealand Conference, venue (TBC)
7–8 August	Environmental Defence Society 2013 Conference www.eds.org.nz
2–3 September	Te Pūtea Whakatapu Conference – Waitangi
1 October	2013 October fishing year starts
5 October	Kaikoura Seafest 2013 www.seafest.co.nz
15 October	Last day to transfer any ACE left over from 2012 October fishing year



Protecting and Enhancing the Settlements



Te Ohu Kaimoana ANNUAL PLAN 2013

He korōria ki te atua, he maungarongo ki te whenua, he whakaaro pai ki ngā tāngata katoa. Tēnā tātou katoa.

te ohu kaimoana annual plan

2013

A message from the Chief Executive...

As we look forward to next year we are reminded that the world is changing around us. It is well known that iwi, our companies and the fishing and aquaculture industries are operating in tighter economic conditions. This has had flow-on effects for government as we have seen increasing consolidation in the public sector. In particular, the merging of the Fishing, Food Safety, Biosecurity, Agriculture and Forestry Ministries to form the Ministry of Primary Industries. Furthermore, with the impending partial sale of state assets, the debate continues about the nature and extent of Māori rights in Wai Māori (fresh water).

Despite these changes there are constants. This annual plan re-establishes our purpose to protecting and enhancing the Settlements as our central reference point. This is not only required by the Māori Fishing Act 2004 but also by iwi. The plan also incorporates the priorities of our strategic plan that were set to guide our organisation for the period 2011-2016. Finally, this document sets out our activities in more detail and the standards against which we will assess our performance and decisions.

During the past year we have been striving to improve the way we define, measure and report results. This revealed that we have to report our activities across a range of dimensions in order to comprehensively measure our performance, as we protect and enhance the Settlement.

You will notice that our Annual Plan is now organised according to output classes, briefly summarised these outputs are:

- Allocate and Transfer
- Protect and Enhance
- Capability
- Governance (External)
- Governance (Internal)

In addition, we have further enhanced the plan by categorising our activities according to the following priorities:

- Strategic Initiatives
- Business Improvements
- Core Business

Please refer to www.teohu.maori.nz/publications/Annual_Plan_2013 for further information about this Annual Plan.

In our view, the output classes are capable of encapsulating the Settlements not only for Te Ohu Kaimoana but also for Te Ohu Group. The priority classifications will also assist in organising our activities. We hope that you find the new framework provides you with insights about the Settlement and a foundation upon which we can discuss how Te Ohu Kaimoana can provide value to iwi for the coming year and beyond.

Nāku noa, nā
Peter Douglas
Chief Executive



STRATEGIC PLAN

Vision/

ka ora ki tai ~ ka hua ki uta

A bountiful ocean will sustain us

Values/ We are a Māori organisation and we operate in line with tikanga Māori. We must negotiate a careful balance that best blends our values of integrity, relationships and leadership.

Purpose/

To advance the interests of iwi individually and collectively, primarily in the development of fisheries, aquaculture, fishing and fisheries-related activities including:

- Contributing to the achievement of an enduring settlement of the claims and grievances referred to in the Deed of Settlement
- Acting to protect and enhance the interests of iwi and Māori



5 YEAR STRATEGIC PRIORITIES

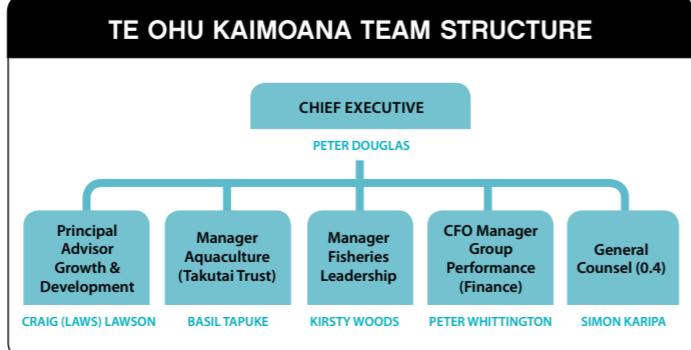
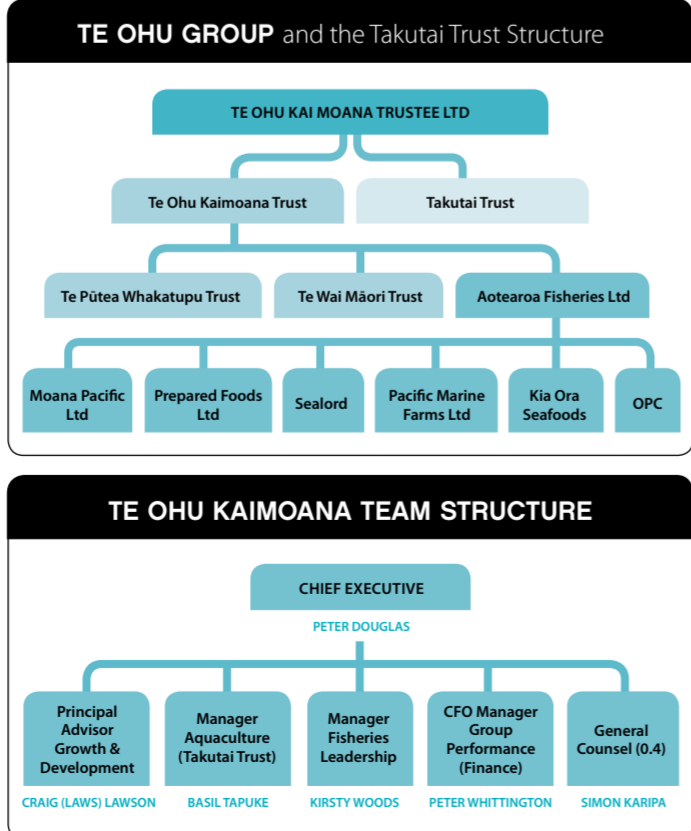
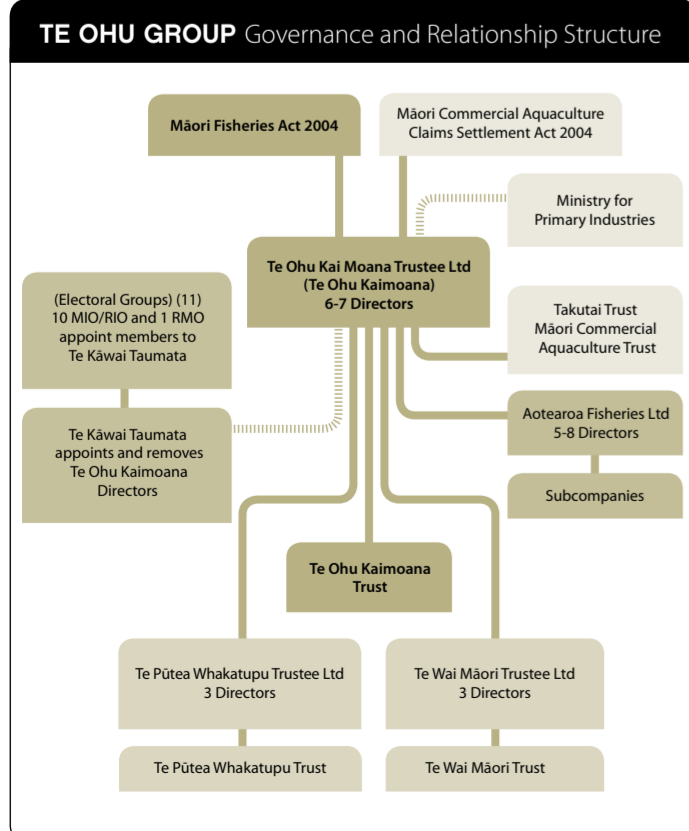
1. Completion of asset transfers to MIOs
2. Working with iwi (MIOs, IAOs and AHCs) to protect and enhance their rights and interests, including:
 - Freshwater fisheries through Te Wai Māori Trust, and
 - Enabling growth and development in the seafood and fishing industries including the strategic relationships between Te Pūtea Whakatupu Trust and the Te Ohu Group
3. Facilitate an effective voice for iwi within industry and government
4. Govern the group
5. Formalise and manage the relationships within Te Ohu Group through:
 - the alignment of organisational structure, values and the roles expected of Directors
 - the clear communication of values that promote the outcomes we work towards, with emphasis on the protection of rights and economic growth
 - appointment of directors for Te Ohu Group; Aotearoa Fisheries Limited; Te Pūtea Whakatupu Trust; and Te Wai Māori Trust
 - drive and monitor performance
 - prepare for and participate in the statutory review in 2015

BUDGET 2013

Te Ohu Kai Moana Trustee Limited

Forecast Statement of Income & Expenditure for the year ended 30 Sep 2013

	2013 Plan	2012 Forecast	2011 Actual
Income			
Investment Income	3,501,320	4,672,000	5,063,225
ACE Income	1,287,000	1,319,542	1,542,289
Takutai Revenue from Crown	974,744	862,105	955,593
AFL Dividend	1,744,000	1,664,000	1,820,000
Other Income	449,954	520,653	254,499
Cost Recovery Associated Trusts	215,864	167,833	362,391
Total Income	8,172,882	9,206,133	9,997,997
Expenditure			
Facilities & Rental	385,596	373,333	394,958
Human Resources	2,423,467	2,632,292	2,905,078
Travel & Accommodation Expenses	523,634	475,245	432,560
Professional Services	1,234,625	1,232,413	1,504,301
Directors' Remuneration	416,040	410,997	394,275
Te Kāwai Taumata Membership Remuneration	42,300	16,600	16,400
Quota Related Fees and Levies	740,950	763,261	980,731
External Reporting / Audit & Communication	253,700	303,605	256,728
Sponsorship & Scholarships	236,300	246,487	129,474
Administration	156,164	135,354	227,168
Depreciation	120,277	121,242	136,814
Total Expenditure	6,533,053	6,710,829	7,378,487
Surplus (Deficit)	1,639,830	2,495,304	2,619,510



DIRECTORS: Matiu Rei (Chair) Ngāti Toa Rangitira, Ngāti Whakaeke, Ngāpūhi, Ngā Ruahinerangi, Ngāti Kōata, Raniera (Sonny) Tau Ngāpūhi, Hinerangi Raumati Ngāti Mutunga, Waikato, Jamie Tuuta Ngāti Mutunga, Ngāti Tama, Te Ahi Awa, Taranaki Tūturu, Ken Mair Whanganui, Ngāti Tūwharetoa, Ngā Rauora, Ngāti Apa, Ngāti Raukawa, Ngā Wairiki, Rangimarie Parata-Takurua Ngāti Tūhu, Ngāti Kahungunu, Rikirangi Gage Te Whānau ā Apanui, Sacha McMeeking (alternate) Ngāti Tūhu.

EXECUTIVE MANAGEMENT TEAM: Chief Executive - Peter Douglas Ngāti Maniapoto, Chief Financial Officer - Peter Whittington, Principal Adviser - Craig Lawson, General Counsel - Simon Karipa Ngāti Apa, Ngāti Hauiti, Mōkai Pātea, Te Aihāraunui ā Pāpārangī, Mūiaipōka, Manager Fisheries Leadership - Kirsty Woods Ngāti Hauiti, Manager Aquaculture - Basil Tapuke Te Aitawa, Taranaki Tūturu, Ngāti Mutunga, Ngāti Tama.

kaimoana strategy

Protecting and Enhancing the Settlements

STRATEGIC INITIATIVES
Turning vision into results

BUSINESS IMPROVEMENTS
Acts or processes that improve quality, productivity and respond to a business process

CORE BUSINESS
Our standard functional operations

	Allocation & Transfer KPI or PI (by Sep 2013)	Protect & Enhance KPI or PI (by Sep 2013)	Capability KPI or PI (by Sep 2013)	Governance (External) KPI or PI (by Sep 2013)	Governance (Internal) KPI or PI (by Sep 2013)	
AQUACULTURE	<p>Regional Agreements (New Space) KPI - For each priority region by 30 Sep 2013:</p> <ul style="list-style-type: none"> - Meet with each IAO to discuss their aquaculture aspirations - Summarise and report to iwi - Develop and perform joint work programme of detailed investigations of possible sites, species viability and commercial vehicles - Preliminary agreement by iwi on mix of settlement entitlements completed - Regional Agreements with Crown completed 	<p>Information Systems KPI - Two pilots have been completed and implementation issues identified and addressed by June 2013</p> <ul style="list-style-type: none"> - Iwi in two regions have agreed to implement e-Ika by Sep 2013 <p>Policy Advice - Foreign Chartered Vessels (FCV) KPI - Persuasive advice and options are developed that enable the government to respond to iwi priorities and concerns in respect to the use of FCV and their transition to New Zealand flagging</p>	<p>Māori Fisheries Conference KPI - Māori Fisheries Conference is held in May 2013</p>	<p>4 Year Audit 2012 KPI - Audit completed Oct 2012.</p> <ul style="list-style-type: none"> - Prepare a plan specifying actions to be taken to address any findings and recommendations contained in the report within 40 working days of receiving the report - Distribute the report and plans from all entities to Te Kāwai Taumata, MIO, and RMO within 60 working days - Have all reports published, circulated and on the website for consideration by iwi, including any comments received on them, at the Hui ā Tau, 2013 <p>2015 Year Review per s114 MFA KPI - Develop timelines and budgets for the review to enable publishing in the 2013-14 annual plan</p> <ul style="list-style-type: none"> - Publish information on the review, its purposes, processes and consequences in annual reports and on the website to ensure MIO are informed and ready to commence the process in Mar 2014 		
AQUACULTURE	<p>Viability Models - Mussels & Finfish PI - Aquaculture viability models for finfish (initially salmon) and mussels are complete by 30 Sep 2013</p>	<p>Estimating Customary Needs PI - Iwi involved with the research pilot are satisfied by Sep 2013 that the research method can be used by them to clarify their interests in key fish stocks</p> <p>Goal Setting: Fisheries Planning PI - Iwi in two regions have systems in place to work together and identify their common priorities by Sep 2013 (Te Tairāwhiti; Te Taitokerau)</p> <ul style="list-style-type: none"> - Guidelines are prepared setting out matters to consider in developing a regional fisheries strategy, by Sep 2013 - Assistance is provided to the iwi in Te Waka a Maui me ona Toka and Te Tai Hauāuru by Sep 2013 - Support is provided to a national iwi working group to identify relevant priorities <p>Collective Action: Working Collectively on Common Fisheries - Paua, Scallop, Rock Lobster PI - Paua - Iwi agree a joint strategy for the subdivision and management of PAU2 by July 2013</p> <ul style="list-style-type: none"> - Commercial and non-commercial benefits of paua reseeded are identified by Sep 2013 <p>PI - Scallop - A plan is developed for improving the management of the SCA 1 fishery that has the support of iwi and other industry participants by Sep 2013</p> <p>PI - Rock Lobster - Support and advice is provided to iwi on rock lobster management in relevant regions (CRA 1, 7, 8 and 9)</p> <ul style="list-style-type: none"> - Representation on the NRLMG has the support of iwi - Iwi priorities are reflected in recommendations made by the NRLMG on the management of Rock Lobster <p>Improved Harvesting Technology PI - Alternative harvesting methods have been trialled and effectiveness assessed by Sep 2013</p> <p>Developing Fisheries Viability Tools PI - Models that can assist iwi to assess the viability of collaborative fishing ventures are identified by Sep 2013</p>	<p>Mentoring Initiatives PI - 3 placements within the pilot programme have occurred or are underway by 30 Sep 2013</p>	<p>Te Ohu Kaimoana Group Alignment PI - Hold 2 strategic alignment meetings for executives and boards of Te Ohu Group entities by 30 Sep 2013</p> <ul style="list-style-type: none"> - Te Ohu Kaimoana satisfied with the performance of each organisation - Strategic Plan, Annual Plan, Annual and Half-Year Reports distributed within agreed timeframes - Each organisation is contributing in accordance with its agreed role to the strategic vision and direction - Protocols agreed and in place between all entities <p>Valuation of AFL Shares PI - Publish results of valuation in Oct 2012</p>	<p>Value Survey PI - Complete research to determine the most effective and efficient method of surveying iwi satisfaction by 30 Mar 2013 and implement those recommendations by 30 Sep 2013</p> <ul style="list-style-type: none"> - We will survey 2 current projects for the value they contribute to the relevant iwi by 30 Mar 2013 	
AQUACULTURE	<p>Pre-commencement Space Settlement PI - Remaining pre-commencement space obligations are settled and settlement amounts are transferred from Crown to Trustee by 30 Sep 2013</p> <p>Aquaculture Settlement Register PI - Audit of the Aquaculture Settlement Register is accurate and completed by 30 May 2013</p> <p>Achieving IAO or PSGE Status PI - Iwi have completed and achieved IAO or PSGE status as required</p> <p>Iwi Aquaculture Register PI - Iwi Aquaculture Register is updated and accessible on an ongoing basis</p> <p>Computational Model PI - Functional computation models are developed and implemented as required</p>	<p>Policy Advice PI - refer to Fisheries, Policy Advice below</p> <p>National Aquaculture Forums PI - Regular participation in aquaculture forums continues</p>	<p>Global Fisheries Scholarship PI - 2 graduates of the Global Fisheries Scholarship Programme Dec 2012</p> <ul style="list-style-type: none"> - 1 trainee is placed with Nissui during 2013 - We will endeavour to provide post scholarship experience for current graduates <p>Scholarships - Westport Deep Sea Fishing School - Bay of Plenty Polytechnic - Statutory Marine</p> <ul style="list-style-type: none"> - Maximum of 5 scholars are placed at Westport Deep Sea Fishing School - Maximum of 20 scholarships to attend Bay of Plenty Polytechnic 	<p>Communication PI - Te Ohu Kaimoana's activities communicated effectively</p> <ul style="list-style-type: none"> - Web site maintained with current information, submissions and reports are published on the website when released - Strategic Plan, Annual Plan, Annual Report and IKARERE printed and published within agreed timeframes <p>Finance, Investment and Risk Management PI - Portfolio delivers at least budgeted return of 5%</p> <ul style="list-style-type: none"> - Advice delivered to Board and management as required - Reporting of activities is clear, timely and accurate <p>Annual Report (incl Takutai Trust) PI - Audit completed and unqualified report issued by Dec 2012</p> <ul style="list-style-type: none"> - Annual report distributed to Te Kāwai Taumata, MIO and all interested parties prior to Xmas 2012 <p>Hui-ā-Tau PI - Successful Hui-ā-Tau held Feb 2013</p> <p>Te Kāwai Taumata PI - In liaison with the Chair of Te Kāwai Taumata meetings are arranged and support provided as required</p> <p>Te Ohu Annual Plan PI - Te Ohu Annual Plan prepared by 30 Sep 2013</p> <p>Takutai Trust Annual Plan PI - Takutai Trust Annual Plan prepared by 30 Sep 2013</p> <p>Takutai Website PI - Website is maintained and provides quality information on the Aquaculture Settlement and the Takutai Trust</p>	<p>Human Resources PI - Te Ohu Kaimoana maintains its reputation as a good employer</p> <ul style="list-style-type: none"> - Te Ohu Kaimoana compliant with employment legislation on an ongoing basis - Ensure all staff are familiar with the approved Staff Policy Handbook and that policies are being adhered to - All staff job descriptions and contracts are current - Agree on the proposed draft performance and professional development plan by Oct 2012 - Develop and implement a performance and professional development plan for each employee by Mar 2013 <p>Office Infrastructure PI - Work environment and resources appropriate for employees to fulfil their roles. Costs are within budget</p>	
FISHERIES	<p>Allocate and Transfer Remaining Settlement Assets PI - Persuasive advice and submissions are provided on key issues incorporating the views of iwi and the wider Te Ohu Group</p> <ul style="list-style-type: none"> - New MIO recognised (including those transitioning to new PSGE/MIO) <p>Assist Iwi to Reach Coastline Agreements PI - Iwi receive their outstanding settlement assets</p> <ul style="list-style-type: none"> - Coastline agreements reached, assets allocated and transferred <p>Freshwater Allocation and Transfer PI - Facilitation of freshwater agreements commenced by May 2013</p> <p>ACE Rounds PI - ACE is made available to iwi as soon as practical after the commencement of the fishing year</p> <p>Funds held on Trust from ACE Round Disputes PI - Review conducted and assessment made on status of disputes for all funds held by Mar 2013</p> <ul style="list-style-type: none"> - Funds are distributed following agreements <p>Iwi Decisions Register PI - Review conducted by Feb 2013. The Iwi register maintained in a current state and updated no later than 1 month after settlement quota shares transferred</p>	<p>Patāka/Whata PI - Iwi and a commercial partner have assessed the viability of using the patāka system by Sep 2013</p> <ul style="list-style-type: none"> - A guide on establishing patāka/whata is developed by June 30 2013 <p>Policy Advice PI - Persuasive advice and submissions are provided on key issues incorporating the views of iwi and the wider Te Ohu Group</p> <ul style="list-style-type: none"> - Submissions contain advice and/or proposals that enable the recipient to be responsive to iwi concerns <p>Fisheries Management Advice PI - Persuasive advice and submissions that have the support of iwi are provided to MPI in a timely fashion</p> <ul style="list-style-type: none"> - Final submissions are published on the Te Ohu website - Persuasive and practical advice is communicated to relevant industry and other sector organisations, enabling them to be responsive to iwi concerns - Advice and submissions are published on the Te Ohu website where appropriate 				



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www.teohu.maori.nz/publications/Annual_Plan_2013

Protecting and Enhancing the Settlements

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