



At: Aelodau'r Cyngor Sir

Dyddiad: Dydd Llun, 1 Ebrill 2013

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Annwyl Gyngorydd

Fe'ch gwahoddir i fynychu cyfarfod y **CYNGOR SIR, DYDD MAWRTH, 9 EBRILL 2013** am **10.00 am** yn **COUNCIL CHAMBER, COUNTY HALL, RUTHIN LL15 1YN.**

Yn gywir iawn

G Williams
Pennaeth Gwasanaethau Cyfreithiol a Democrataidd

AGENDA

RHAN I – GWAHODDIR Y WASG A'R CYHOEDD I FYNYCHU RHAN HON Y CYFARFOD

1 YMDDIHEURIADAU

2 DATGAN BUDDIANNAU

Yr Aelodau i ddatgan unrhyw fuddiannau personol neu ragfarnus mewn unrhyw fusnes i'w ystyried yn y cyfarfod hwn.

3 MATERION BRYG FEL Y'U CYTUNWYD GAN Y CADEIRYDD

Hysbysiad o eitemau y dylid, ym marn y Cadeirydd, eu hystyried yn y cyfarfod fel materion bryg dan Adran 10(B) Deddf Llywodraeth Leol 1972.

- 4 DYDDIADUR Y CADEIRYDD** (Tudalennau 5 - 6)
Cydnabod y digwyddiadau dinesig a fynychwyd gan Gadeirydd y Cyngor (copi ynghlwm).
- 5 COFNODION** (Tudalennau 7 - 14)
Derbyn cofnodion cyfarfod y Cyngor Sir a gynhaliwyd ar 26 Chwefror 2013 (copi'n amgaeedig).
- 6 EFFEITHLONRWYDD GWEITHLU** (Tudalennau 15 - 26)
Ystyried adroddiad gan y Pennaeth Adnoddau Dynol (copi'n amgaeedig) yn manylu'r arbedion sydd eu hangen i gyflawni'r Effeithlonrwydd Gweithlu a nodwyd yn y Gyllideb a'r broses a gynigir ar gyfer cyflawni'r arbedion hynny.
- 7 POLISI A GWEITHDREFNAU ADNODDAU DYNOL (AD)** (Tudalennau 27 - 60)
Ystyried adroddiad gan y Pennaeth Adoddau Dynol (copi'n amgaeedig) yn argymhell mabwysiadu polisïau a gweithdrefnau AD newydd.
- 8 DIWEDDARIAD AR GYNIGION AR GYFER CARCHAR NEWYDD**
(Tudalennau 61 - 70)
Ystyried adroddiad gan y Rheolwr Cynllunio a Gwarchod y Cyhoedd (copi'n amgaeedig) yn gofyn am gytundeb y Cyngor i gefnogi Bwrdd Arwain Rhanbarthol Gogledd Cymru yn ei ymrwymiad i geisio cael carchar yng Ngogledd Cymru a chymeradwyo'r cynigion a fanylir yn yr adroddiad.
- 9 PENODI HYRWYDDWR DIGARTREFEDD** (Tudalennau 71 - 92)
Ystyried adroddiad gan y Pennaeth Gwasanaethau Cyfreithiol a Democrataidd (copi'n amgaeedig) yn argymhell penodi Hyrwyddwr Digartrefedd.
- 10 AMSERLEN PWYLLGOR 2013/13, ADOLYGIAD BLYNYDDOL CYDBWYSEDD GWLEIDYDDOL, PENODI CADEIRYDDION CRAFFU A LWFANSAU I AELODAU CYFETHOLEDIG GYDA PHLEIDLAIS**
(Tudalennau 93 - 106)
Ystyried adroddiad gan y Rheolwr Gwasanaethau Democrataidd (copi'n amgaeedig) yn gofyn am benderfyniadau ar faterion sy'n gysylltiedig â phwyllgorau.

11 TREFNIADAU I ETHOL CADEIRYDD AC IS-GADEIRYDD YN Y CYNGOR BLYNYDDOL (Tudalennau 107 - 108)

Ystyried adroddiad gan y Pennaeth Gwasanaethau Cyfreithiol a Democrataidd (copi'n amgaeedig) yn argymhell bod y Cyngor yn cytuno gyda'r cynnig bod y Cadeirydd a'r Is-gadeirydd ar gyfer blwyddyn ddinesig 2013 yn cael eu hethol yn ffurfiol yng Nghyfarfod Blynyddol y Cyngor ar 7 Mai 2013.

12 CYNLLUN CORFFORAETHOL 2012-2017, DOGFEN GYFLAWNI BLWYDDYN 2 (Tudalennau 109 - 124)

Ystyried adroddiad gan y Rheolwr Gwelliannau Corfforaethol (copi'n amgaeedig) yn gofyn am gymeradwyo fersiwn drafft terfynol Dogfen Gyflawni Blwyddyn 2 y Cynllun Corfforaethol.

13 BLAENRAGLEN WAITH Y CYNGOR (Tudalennau 125 - 130)

Ystyried blaenraglen waith y Cyngor (copi'n amgaeedig).

RHAN 2 – EITEMAU CYFRIINACHOL

GWAHARDD Y WASG A'R CYHOEDD

Argymhellir yn unol ag Adran 100A (4) Deddf Llywodraeth Leol, 1972, y dylid gwahardd y Wasg a'r Cyhoedd o'r cyfarfod wrth ystyried yr eitem ganlynol oherwydd ei bod yn debygol y byddai gwybodaeth eithriedig fel y diffinnir ym Mharagraff 14 o Atodlen 12A i'r Ddeddf yn cael ei datgelu.

14 CYNLLUN CYFALAF 2012/13 - 2015/16 AC ARGYMHELLION Y GRŴP BUDDSODDI STRATEGOL (Tudalennau 131 - 176)

Ystyried adroddiad cyfrinachol gan y Pennaeth Cyllid ac Asedau (copi'n amgaeedig) yn diweddarau'r aelodau ar elfen 2012/13 y Cynllun Cyfalaf ac yn gofyn i'r aelodau gefnogi argymhellion y Grŵp Buddsoddi Strategol fel y manylir yn yr adroddiad.

AELODAETH

Y Cynghorwyr

Ian Armstrong
Raymond Bartley
Brian Blakeley
Joan Butterfield
Jeanette Chamberlain-Jones
William Cowie
Ann Davies
Carys Guy Davies
James Davies
Meirick Davies
Richard Davies
Stuart Davies
Peter Duffy
Peter Arnold Evans
Hugh Evans
Bobby Feeley
Huw Hilditch-Roberts
Martyn Holland
Colin Hughes
Rhys Hughes
Hugh Irving
Alice Jones
Huw Jones
Pat Jones

Gwyneth Kensler
Geraint Lloyd-Williams
Margaret McCarroll
Jason McLellan
Barry Mellor
Win Mullen-James
Bob Murray
Peter Owen
Dewi Owens
Merfyn Parry
Paul Penlington
Arwel Roberts
Gareth Sandilands
David Simmons
Barbara Smith
David Smith
Bill Tasker
Julian Thompson-Hill
Joe Welch
Cefyn Williams
Cheryl Williams
Eryl Williams
Huw Williams

COPIAU I'R:

Y Wasg a'r Llyfrgelloedd
Cyngorau Tref a Chymuned

Eitem Agenda 4

Digwyddiadau wedi eu mynychu gan y Cadeirydd / Events attended by Chairman

16.02.13 – 25.03.13

Dyddiad / Date	Digwyddiad / Event	Lleoliad / Location
16.02.13	Gwobrau Gwasanaeth Ieuenctid Youth Service Awards	Dinbych Denbigh
22.02.13	Cyfarfod Rhanbarthol Comisiwn Annibynol yr Heddlu Independent Police Commission's Regional Meeting	Fflint Flint
22.02.13	Swper Elusennol Cadeirydd Ynys Môn Anglesey Chairman's Charity Dinner	Bae Treaddur Treaddur Bay
25.02.13	Ymweliad â Uned Symudol Tenovus Visit to Tenovus Mobile Unit	Bodelwyddan
25.02.13	Cyflwyno Gwobrau i Ddisgyblion Ysgol Brynhedydd Presentation of Awards to Brynhedydd School Pupils	Rhuthun Ruthin
28.02.13	Ymweliad Lesley Griffiths AC Lesley Griffiths AM visit	Prestatyn
05.03.13	Penblwydd Mr A Coolege yn 100 oed Mr A Coolege 100 th birthday	Rhuddlan
07.03.13	Noson Wobrwyo Uwch Sirydd Clwyd High Sheriff of Clwyd Community Awards	Rhuthun Ruthin
08.03.13	Swper Elusennol Cadeirydd Sir y Fflint Flintshire Chairman's Charity Dinner	Glannau Dyfrdwy Deeside
09.03.13	Agoriad Swyddogol Datblygiad Newydd Opening Ceremony New Development	Presthaven Sands Prestatyn
12.03.13	Cyflwyno gwobrau Euroscola Presentation of Euroscola Awards	Rhuthun Ruthin
14.03.13	Seremoni Dinasyddiaeth Citizenship Ceremony Is Gadeirydd wedi mynychu / Vice Chair attended	Rhuthun Ruthin
15.03.13	Digwyddiad Llwybrau i Lwyddiant 14-19 14-19 Pathways to Success Event	Llangollen
20.03.13	Dathliad o waith Ensemblau Sir Ddinbych Celebration of Denbighshire Ensembles Is Gadeirydd wedi mynychu / Vice Chair attended	Llanelwy St Asaph
22.03.13	Swper Elusennol Maer Llanelwy Mayor of St Asaph Charity Dinner Is Gadeirydd wedi mynychu / Vice Chair attended	Llanelwy St Asaph
23.03.13	Cinio Blynyddol Bad Achub RNLI Annual Crew Dinner	Rhyl

Mae tudalen hwn yn fwriadol wag

CYNGOR SIR

Cofnodion cyfarfod o'r Cyngor Sir a gynhaliwyd yn SIAMBR Y CYNGOR, NEUADD Y SIR, RHUTHUN LL15 1YN, Dydd Mawrth, 26 Chwefror 2013 am 10.00 am.

YN BRESENNOL

Y Cynghorwyr Ian Armstrong, Raymond Bartley, Brian Blakeley, Joan Butterfield, Jeanette Chamberlain-Jones, William Cowie, Ann Davies, James Davies, Meirick Davies, Richard Davies, Stuart Davies, Peter Duffy, Peter Arnold Evans, Hugh Evans, Bobby Feeley, Carys Guy, Huw Hilditch-Roberts, Martyn Holland, Colin Hughes, Rhys Hughes, Hugh Irving, Alice Jones, Huw Jones, Pat Jones, Gwyneth Kensler, Geraint Lloyd-Williams, Margaret McCarroll, Jason McLellan, Barry Mellor, Win Mullen-James, Bob Murray, Dewi Owens, Merfyn Parry, Paul Penlington, Arwel Roberts, Gareth Sandilands, David Simmons, Barbara Smith, David Smith, Bill Tasker, Julian Thompson-Hill, Joe Welch, Cefyn Williams, Cheryl Williams a/ac Eryl Williams

HEFYD YN BRESENNOL

Prif Weithredwr (MM), Cyfarwyddwr Corfforaethol: Cwsmeriaid (HW), Cyfarwyddwr Corfforaethol: Moderneiddio a Lles (SE), Pennaeth Gwasanaethau Cyfreithiol a Democrataidd (RGW), Pennaeth Cyllid ac Asedau (PMcG), Pennaeth Cynllunio a Gwarchod y Cyhoedd (GB), Rheolwr Prosiect Tim Ymlaen y Rhyl (PMcD), Swyddog Polisi Cynllunio (BB) a/ac Gweinyddwr Pwyllgor (SLW).

Croesawodd y Cadeirydd y Cynghorydd Paul Penlington i'w gyfarfod cyntaf o'r Cyngor.

1 YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwr(wyr) Peter Owen a/ac Huw Williams

2 DATGAN BUDDIANNAU

Datganodd y Cynghorwyr Bill Tasker, Jeanette Chamberlain-Jones, Ann Davies, Hugh Evans, Geraint Lloyd Williams, Rhys Hughes, Brian Blakeley a Raymond Bartley fuddiant personol yn yr eitem "Adborth o'r cyfarfod gyda Phwyllgor Gwaith Prifysgol Betsi Cadwaladr ar benderfyniadau "Mae Gofal Iechyd yng Ngogledd Cymru yn Newid"" (Eitem Rhif 6 ar y Rhaglen).

3 MATERION BRYN FEL Y'U CYTUNWYD GAN Y CADEIRYDD

Cyflwynodd y Cyfarwyddwr Corfforaethol: Cwsmeriaid ddiweddariad ar y "Sgandal Cig Ceffyl" i'r aelodau. Roedd gwybodaeth wedi ei hanfon at yr aelodau gan y Cyfarwyddwr Corfforaethol: Cwsmeriaid a hefyd gan Reolwr Gwarchod y Cyhoedd.

Ar ôl trafodaeth gan y Tîm Gweithredol Corfforaethol, roedd Grŵp Adolygu i'w sefydlu. Roedd yr Amodau Cyfeirio ar gael i'r Aelodau eu hystyried. Roedd tri chyfarfod i'w cynnal, gyda phob cyfarfod yn trafod materion penodol. Ar ôl y tri chyfarfod, byddai adroddiad yn cael ei baratoi a'i gyflwyno i'r Pwyllgor Craffu er mwyn penderfynu pa benderfyniadau y dylid eu cyflwyno i'r Cabinet neu'r Cyngor.

4 DYDDIADUR Y CADEIRYDD

Roedd rhestr o ddigwyddiadau dinesig a fynychwyd ar ran y Cyngor gan y Cadeirydd ar gyfer y cyfnod 19 Rhagfyr 2012 i 12 Chwefror 2013 wedi ei dosbarthu gyda'r papurau ar gyfer y cyfarfod.

PENDERFYNWYD *derbyn a chydabod y rhestr o ddigwyddiadau dinesig a fynychwyd gan y Cadeirydd.*

5 COFNODION

Cyflwynwyd cofnodion cyfarfodydd y Cyngor a gynhaliwyd ar 31 Ionawr a 5 Chwefror 2013.

PENDERFYNWYD *cadarnhau cofnodion cyfarfodydd y Cyngor a gynhaliwyd ar 31 Ionawr a 5 Chwefror 2013 fel cofnod cywir.*

6 ADBORTH O GYFARFOD Â PHWYLLGOR GWAITH PRIFYSGOL BETSI CADWALADR AR BENDERFYNIADAU "MAE GOFAL IECHYD YNG NGOGLEDD CYMRU YN NEWID"

Cyflwynodd y Cyfarwyddwr Corfforaethol: Moderneiddio a Lles yr adroddiad (a ddosbarthwyd ymlaen llaw) yn rhoi adborth ar ôl cyfarfod a gynhaliwyd gyda Phwyllgor Gwaith Prifysgol Betsi Cadwaladr ar 8 Chwefror 2013 a'r argymhellion yn codi o hynny.

Ar ôl cyfarfod y Cyngor a gynhaliwyd ar 5 Chwefror 2013, cytunwyd bod dirprwyaeth o 10 Aelod yn cyfarfod gyda chynrychiolwyr Pwyllgor Gwaith PBC i ddelio â phryderonyn codi o benderfyniadau Bwrdd Iechyd Prifysgol Betsi Cadwaladr ar 18 Ionawr 2013 mewn perthynas â chynigion "Mae Gofal Iechyd yn Nghogledd Cymru yn Newid". Yr aelodau a fynychodd oedd y Cynghorwyr Julian Thompson-Hill, Huw Williams, Alice Jones, Stuart Davies, Pat Jones, Jason McLellan, Peter Evans, Gwyneth Kensler, Bobby Feeley ac Arwel Roberts.

Agorodd y Cynghorydd Raymond Bartley y drafodaeth trwy esbonio i'r Aelodau ei fod yn un o dri Aelod a gynrychiolai Sir Ddinbych ar y Cyngor Iechyd Cymuned (CIC). Yr Aelodau eraill oedd y Cynghorwyr Brian Blakeley ac Ann Davies. Roedd y Cynghorydd Bartley eisiau ei gwneud yn glir nad y CIC a gymerodd y penderfyniad i beidio â chyfeirio'r materion a adnabuwyd fel materion o bryder i'r Gweinidog, ond Pwyllgor Gwaith y CIC. Roedd y CIC yn cynnwys 72 aelod, a oedd yn gynrychiolwyr o bob un o chwe Chyngor Gogledd Cymru, ac yn cyfarfod bob

mis. Roedd Pwyllgor Gwaith y CIC yn cynnwys 15 aelod o'r CIC, gan gynnwys y chwe Chadeirydd a'r chwe Is-gadeirydd ynghyd â Chadeirydd ac Is-gadeirydd BIPBC a'r Prif Swyddog.

Esboniodd y Cynghorydd Bartley ei fod yn anghytuno'n gryf gyda'r bleidlais o ddiffyg hyder. Roedd angen parhau i weithio gyda'r Gwasanaeth lechyd er budd gorau'r trigolion. Y bobl bwysicaf yn y Gwasanaeth lechyd oedd y cleifion.

Parhaodd y Cyfarwyddwr Corfforaethol: Moderneiddio a Lles i adrodd ar y diweddariad ar ôl y cyfarfod gyda chynrychiolwyr PBC ar 8 Chwefror, 2013. Mynychwyd y cyfarfod gan Mary Burrows, Prif Weithredwr BIPBC, Grace Lewis Parry, Cyfarwyddwr, Neil Bradshaw, Cyfarwyddwr, a Sally Baxter, Cyfarwyddwr Cynorthwyol. Rhoddwyd sicrhad gan gynrychiolwyr Pwyllgor Gweithredol PBC fel a ganlyn:-

- Dyfodol Ysbyty Glan Clwyd. Gan gynnwys cadarnhad ynglŷn â'i dyfodol fel canolfan ar gyfer llawfeddyginiaeth fasnolaidd gymhleth. Roedd ystod o fuddsoddiadau cyfalaf (yn dod i ryw £100 miliwn) eisoes wedi eu sicrhau yn Ysgol Glan Clwyd, gan gynnwys buddsoddiadau mewn Damweiniau ac Argyfyngau, theatrau a labordai cathetreiddio. Cytunodd cynrychiolwyr PBC gynhyrchu dogfen math "glasbrint" yn esbonio'r hyn a gynlluniwyd i'w gyflwyno o safle Ysbyty Glan Clwyd yn y dyfodol.
- Cytundeb i weithio i ddatblygu cynllun trafndiaeth
- Cytundeb i ymgymryd â modelu canlyniadau ariannol newidiadau GIG arfaethedig ar yr awdurdod lleol, yn enwedig Gwasanaethau Gofal Uwch a Gwasanaethau i Ofalwyr.
- Cytundeb i ddefnyddio Fforwm lechyd a Gofal Cymdeithasol y Sir i sicrhau dialog barhaus.

Yn ystod y cyfarfod, amddiffynnodd cynrychiolwyr PBC y penderfyniadau yn gryf, a oedd wedi eu cymryd oherwydd materion demograffig, heriau ariannol a phroblemau staff.

Roedd £27 miliwn o'r cyfanswm o £40 miliwn a oedd ei angen ledled Gogledd Cymru ar gyfer cyfleusterau iechyd cymunedol newydd i'w gwario yn Sir Ddinbych.

Esboniodd y Cynghorydd Bobby Feeley, Aelod Arweiniol Gofal Cymdeithasol a Gofal Plant bod BIPBC wedi rhoi sicrhad ar nifer o faterion. Yn anffodus, roedd materion o hyd lle'r oedd angen sicrhad. Bu argymhelliad cryf i alw ar y CIC i gyfeirio'r cynigion i'r Gweinidog. Ailadroddodd y Cynghorydd Feeley bod gweithio mewn partneriaeth â BIPBC yn hanfodol i wasanaethau Sir Ddinbych.

Ar y pwynt hwn, cynigiodd y Cynghorydd Joan Butterfield, ar ran y Grŵp Llafur, gynnig o ddifyg hyder ym Mhwyllgor Gwaith y CIC oherwydd diffyg gweithredu amwys y CIC a'u safiad ar amrywiol agweddau sydd eto i'w hesbonio. Cyfeiriodd y Cynghorydd Butterfield at y datganiad a ryddhawyd gan y CIC fel un aneglur oherwydd ei fod yn gadael mwy o gwestiynau heb eu hateb nag a oedd wedi eu hateb. Trwy gydol y broses, cadarnhaodd y Bwrdd lechyd Lleol y byddai mesurau amgen yn eu lle cyn y rhaglen i gau. Roedd symud gwasanaethau gofal dwys

newydd-enedigol i Ysbyty Arrowe Park yn hytrach nag aros yn Ysbyty Glan Clwyd yn achos pryder difrifol.

Er cywirdeb, heriodd y Cadeirydd y datganiad “symud gofal newydd-enedigol yn Ysbyty Glan Clwyd”. Ar hyn o bryd mae Ysbyty Glan Clwyd yn rhedeg Uned Gofal Arbennig i Fabanod ac mae unrhyw fabanod sâl sydd angen gofal newydd-enedigol yn cael eu troslwyddo i Ysbyty Alder Hey i gael triniaeth. Nid oes gan Ysbyty Glan Clwyd uned babanod newydd-enedigol.

Dywedodd y Cynghorydd Joan Butterfield mai teimlad y cyhoedd oedd bod yr uned babanod newydd-enedigol i'w symud o Ogledd Cymru. Roedd y Grŵp Llafur yn adlewyrchu'r farn gyhoeddus.

Dywedodd y Cynghorydd Ann Davies, fel aelod o'r CIC bod angen iddi ailadrodd y gwaith da a oedd yn cael ei wneud gan aelodau'r CIC. Dywedodd y Cynghorydd Davies na fyddai'n cymeradwyo pleidlais o “ddiffyg hyder”.

Mynegodd nifer o aelodau bryder ynglŷn â'r methiant i gyfeirio'r cynigion i'r Gweinidog.

Ar ôl trafodaeth faith ac ar ôl cyngor a roddwyd i'r aelodau gan y Pennaeth Gwasanaethau Cyfreithiol a Democrataidd, cytunwyd newid y penderfyniad fel a ganlyn:-

“Os nad yw Pwyllgor Gwaith y CIC wedi cyfeirio'r materion hynny a adnabuwyd ganddynt fel materion o bryder i'r Gweinidog erbyn dydd Gwener 1af Mawrth, yna nid oes gan y Cyngor hwn opsiwn ond cyflwyno pleidlais o ddiffyg hyder ym Mhwyllgor Gwaith y CIC.”

Gofynnwyd am bleidlais gofnodedig. Cafwyd pleidlais gofnodedig ac roedd cytundeb unfrydol o blaid y penderfyniad diwygiedig.

Cafwyd pleidlais hefyd ar yr argymhellion yn yr adroddiad, ac eithrio argymhelliad 3.4.

PENDERFYNWYD bod y Cyngor yn unfrydol:-

- (i) *Yn cymeradwyo'r penderfyniad diwygiedig:
Os nad yw Pwyllgor Gwaith y CIC wedi cyfeirio'r materion hynny a adnabuwyd ganddynt fel materion o bryder i'r Gweinidog erbyn dydd Gwener 1af Mawrth, yna nid oes gan y Cyngor hwn opsiwn ond cyflwyno pleidlais o ddiffyg hyder ym Mhwyllgor Gwaith y CIC*
- (ii) *Yn cydnabod y cynnydd a wnaed mewn perthynas â:-*
 - a. *Sicrhad ar ddyfodol Ysbyty Glan Clwyd*
 - b. *Cytundeb i weithio gydag awdurdodau lleol i ddatblygu cynllun trafndiaeth i liniaru effaith newidiadau arfaethedig y GIG ar y cyhoedd*

- c. *Cytundeb i ymgymryd â gwaith modelu ar ganlyniadau ariannol newidiadau arfaethedig y GIG ar yr awdurdod lleol, yn enwedig Gwasanaethau Gofal Uwch a Gwasanaethau i Ofalwyr*
- d. *Cytundeb i ddefnyddio Fforwm Iechyd a Gofal Cymdeithasol y Sir fel mecanwaith i sicrhau dialog parhaus ac adrodd yn ôl, gan gynnwys ar y materion hynny a adnabuwyd ar gyfer gwaith pellach yn b ac c uchod*

(iii) Yn mynegi ei bryderon mewn perthynas â system ariannu cyfalaf y GIG sy'n gadael cymunedau lleol heb warant y bydd gwasanaethau newydd a addawyd yn dod yn ffaith.

(iv) Yn cytuno ysgrifennu at y Gweinidog Iechyd i atgyfnerthu'r angen am y penderfyniadau cynharaf ar ddyrannu cyfalaf Llywodraeth Cymru ar gyfer y cynlluniau yn Sir Ddinbych.

(v) Yn galw ar y Gweinidog i ystyried pryderon Cyngor Sir Ddinbych cyn cadarnhau'r cynigion.

7 CANLLAWIAU CYNLLUNIO ATODOL GORLLEWIN Y RHYL

Cyflwynodd y Cynghorydd David Smith yr adroddiad (a ddosbarthwyd ymlaen llaw) yn hysbysu'r Aelodau ynglŷn â'r ymatebion a dderbyniwyd yn yr ymgynghoriad ar nodyn Canllawiau Cynllunio Atodol Gorllewin y Rhyl, ac yn amlinellu unrhyw newidiadau a gynigiwyd i'r ddogfen yn sgil hynny.

Roedd angen penderfyniad gan y Cyngor Llawn ar a ddylid mabwysiadu'n ffurfiol nodyn Canllawiau Cynllunio Atodol Gorllewin y Rhyl er mwyn medru ei ddefnyddio fel ystyriaeth berthnasol yn y cyfnod cais cynllunio ac arwain adfywiad yr ardal. Roedd nodyn Canllawiau Cynllunio Atodol Gorllewin y Rhyl wedi ei drafod gan y Pwyllgor Cynllunio ar 23 Ionawr 2013 ac roedd yr Aelodau wedi mynegi cefnogaeth i'r ddogfen.

Roedd y cyfnod ymgynghorol ar gyfer y Canllawiau yn rhedeg o 24 Hydref – 19 Rhagfyr 2012. Yn ystod y cyfnod hwnnw, cafwyd 15 ymateb gyda rhai newidiadau a argymhellwyd i'r Canllawiau.

Nod Canllawiau Cynllunio Atodol Gorllewin y Rhyl oedd darparu fframwaith cynllunio clir i symud ymlaen ag adfywio Gorllewin y Rhyl yn erbyn y rhain y gellid cymryd penderfyniadau cynllunio. Heb ganllawiau clir, roedd perygl y byddai diffyg agwedd holistig gyson tuag at gynigion datblygu yn ei gwneud yn anodd gwrthod ceisiadau cynllunio nad ydynt yn cyd-fynd â'r strategaeth a amlinellwyd ar gyfer Gorllewin y Rhyl. At hyn, gallai absenoldeb y ddogfen hon yn rhannol danseilio'r sylfaen tystiolaeth a ddefnyddiwyd i gefnogi gorchmynion prynu gorfodol a ystyrir yn fecanwaith allweddol o ran helpu adfywio Gorllewin y Rhyl.

PENDERFYNWYD *bod yr Aelodau yn unfrydol yn cytuno mabwysiadu'n ffurfiol nodyn Canllawiau Cynllunio Atodol Gorllewin y Rhyl, i'w defnyddio fel ystyriaeth berthnasol yn y cyfnod cais cynllunio ac arwain adfywiad yr ardal.*

8 Y DRETH GYNGOR A MATERION CYSYLLTIEDIG

Cyflwynodd y Cynghorydd Julian Thompson-Hill yr adroddiad (a ddsbarthwyd ymlaen llaw) i'r Cyngor gymryd penderfyniadau pellach ar ffurf benodol i sicrhau bod y Dreth Gyngor a'i materion cysylltiedig yn gyfreithiol ddilys.

Trefnwyd sesiynau cyllideb ar gyfer Gorffennaf, Hydref, Rhagfyr a Mawrth. Pwysleisiodd y Pennaeth Cyllid ac Asedau i'r Aelodau bwysigrwydd y sesiynau ac anogodd gymaint o Aelodau ag y bo modd i fynychu.

Mynegodd y Cynghorwyr Julian Thompson-Hill a Hugh Evans eu diolch i'r Pennaeth Cyllid ac Asedau, y Pennaeth Refeniw a Budd-daliadau a'u timau am yr holl waith caled a wnaed ganddynt.

PENDERFYNWYD bod y Cyngor yn unfrydol yn cymeradwyo'r argymhellion canlynol:-

- (i) *Bod y Cyngor Sir fel yr Awdurdod Bilio wedi ystyried y praeseptau a dderbyniwyd gan Gomisiynydd Heddlu a Throsedd Gogledd Cymru a'r Cynghorau Tref a Chymuned a datgan lefelau'r Dreth Gyngor ar gyfer blwyddyn ariannol 2013/2014.*
- (ii) *Bod y symiau a gyfrifwyd gan y Cyngor ar gyfer blwyddyn ariannol 2013/14, yn unol ag adrannau 32 i 34 (1) Deddf Cyllid Llywodraeth Leol 1992 (y Ddeddf) a Rheoliadau (Addasu Cyfrifiadau Angenrheidiol) (Cymru) 2008 fel yn Atodiad A adran 3 yr adroddiad.*
- (iii) *Bod y symiau a gyfrifiwyd gan y Cyngor ar gyfer blwyddyn ariannol 2013/14, yn unol ag Adrannau 34 (2) i 36 (1) Deddf Cyllid Llywodraeth Leol 1992 (y Ddeddf) fel yn Atodiad A adran 4 yr adroddiad.*
- (iv) *Bod symiau'r Dreth Gyngor ar gyfer blwyddyn ariannol 2013/14 ar gyfer pob un o'r categorïau anheddau fel y dangosir yn Atodiad C i'r adroddiad.*
- (v) *Bod lefel y gostyngiad ar gyfer Dosbarth A, B, ac C fel y rhagnodwyd dan Reoliadau'r Dreth Gyngor (Dosbarthau Rhagnodedig ar Anheddau) (Cymru) 2004 yn cael ei osod ar sero ar gyfer blynyddoedd ariannol 2013/2014, 2014/2015, 2015/2016 a 2016/2017 sef tymor y Cyngor hwn gyda'r cafeaf bod hyn yn ddibynnol ar ddim newid mewn Deddfwriaeth neu amodau lleol.*

9 DATGANIAD STRATEGAETH RHEOLI'R TRYSORLYS

Cyflwynodd y Pennaeth Cyllid ac Asedau'r adroddiad yn dangos sut byddai'r Cyngor yn rheoli ei fuddsoddiadau a'i fenthyciadau yn y flwyddyn i ddod a hefyd yn gosod y polisiâu o fewn y rhain yr oedd swyddogaeth Rheoli'r Trysorlys yn gweithredu. Roedd yr adroddiad hefyd yn amlinellu effaith debygol y Cynllun Corfforaethol ar y Strategaeth hon ac ar Ddangosyddion Darbodus.

Roedd Cod Ymarfer ar Reoli'r Trysorlys Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth ("Cod TM CIPFA") yn gofyn i'r Cyngor gymeradwyo Datganiad Strategaeth Reoli'r Trysorlys a Dangosyddion Darbodus bob blwyddyn.

Roedd yr adroddiad wedi ei gyflwyno i'r Pwyllgor Llywodraethu Corfforaethol lle cytunwyd rhai newidiadau i'r adroddiad.

PENDERFYNWYD bod y Cyngor yn cymeradwyo:-

- *Datganiad Polisi Rheoli'r Trysorlys ar gyfer 2013/2014*
- *Datganiad Strategaeth Rheoli'r Trysorlys ar gyfer 2013/2014*
- *Pennu Dangosyddion Darbodus ar gyfer 2013/2014, 2014/2015 a 2015/2016*
- *Datganiad Darpariaeth Refeniw leiaf*
- *Defnyddio Buddsoddiad Penodedig ac Amhenodedig.*

10 PENODI AELODAU LLEYG AR Y PWYLLGOR SAFONAU

Cyflwynodd y Pennaeth Gwasanaethau Cyfreithiol a Democrataidd / Swyddog Monitro yr adroddiad (a ddosbarthwyd ymlaen llaw) er mwyn i'r Cyngor llawn ystyried naill ai ailbenodi am un tymor pellach yn y swydd neu gyfarwyddo'r Swyddog Monitro i ail-hysbysebu penodiad Aelod Annibynnol (Cyfetholedig) i'r Pwyllgor Safonau.

PENDERFYNWYD bod y Cyngor yn cytuno ailbenodi Ms Margaret Medley fel Aelod Annibynnol (Cyfetholedig) y Pwyllgor Safonau am un tymor pellach yn y swydd.

11 BLAENRAGLEN WAITH Y CYNGOR SIR

Cyflwynodd y Pennaeth Gwasanaethau Cyfreithiol a Democrataidd Flaenraglen Waith y Cyngor.

Cododd y Cynghorydd Bill Cowie y ffaith nad oedd ethol y Cadeirydd a'r Is-gadeirydd ar flaenraglen waith y Cyngor. Byddai'n cael ei roddi ar y rhaglen ar gyfer Ebrill i'w drafod ynghyd ag unrhyw enwebiad ac ym mis Mai ar gyfer ethol Cadeirydd ac Is-gadeirydd.

Awgrymodd y Cynghorydd Alice Jones y byddai cyflwyniad gan DEFRA yn ddefnyddiol gan eu bod yn delio ag iechyd anifeiliaid, trawsgydymffurfio a'r gallu i olrhain bwyd. Cytunwyd y byddai hyn yn cael ei ychwanegu at gyfarfod anffurfiol y Cyngor.

Dywedodd y Cynghorydd Jones hefyd bod y Polisi Amaethyddol Cyffredin i'w gyflwyno yn y man a chan nad oedd llawer o ddealltwriaeth o'r pwnc hwn, argymhellodd ei fod yn cael ei ychwanegu at y flaenraglen waith. Cytunwyd y dylid ychwanegu hyn at gyfarfod anffurfiol y Cyngor.

Dywedodd y Cynghorydd Joan Butterfield nad oedd y Comisiynydd yr Heddlu yn mynychu cyfarfod y Cyngor yn y dyfodol ar y flaenraglen. Cytunodd y Pennaeth Gwasanaethau Cyfreithiol a Democrataidd ychwanegu hyn at y flaenraglen waith.

PENERFYNWYD yn amodol ar yr uchod, cydnabod Blaenraglen Waith y Cyngor.

Daeth y cyfarfod i ben am 1.05 p.m.

Adroddiad i'r: Cyngor Llawn

Dyddiad y Cyfarfod: 9 Ebrill 2013

Aelod / Swyddog Arweiniol: Cyng. Barbara Smith/Linda Atkin, Pennaeth Adnoddau Dynol

Awdur yr Adroddiad: Linda Atkin, Pennaeth Adnoddau Dynol

Teitl: Effeithlonrwydd y Gweithlu

1. Beth yw byrdwn yr adroddiad?

Mae'r adroddiad yn rhoi manylion yr arbedion sy'n ofynnol i gyflawni Effeithlonrwydd y Gweithlu a nodwyd yn y Gyllideb a'r broses a gynigir i weithredu'r arbedion hyn.

2. Beth yw'r rheswm am lunio'r adroddiad hwn?

Mae'r trafodaethau gyda'r Undebau Llafur ar sut bydd Effeithlonrwydd y Gweithlu'n cael ei gyflawni bellach wedi dirwyn i ben ac mae'r Cyngor wedi llunio'i becyn terfynol ar sut gellir cyflawni'r rhain. Gofynnodd yr undebau llafur i'w haelodau fwrw pleidlais ynghylch y pecyn hwn rhwng 18 a 28 Chwefror ond nid oeddent yn argymhell iddynt ei dderbyn. Roedd y nifer a ymddangosodd i bleidleisio'n isel ar ddim ond ychydig dros 20%.

O'r 20% a bleidleisiodd, gwrthododd 74% y cynnig.

Cyfanswm Nifer y Gweithwyr (ac eithrio athrawon)			3664			
Cyfanswm Nifer aelodau'r Undeb			1806			
	Cyfanswm y papurau a gyhoeddwyd	Nifer y papurau a ddychwelwyd	Derbyniwyd	Gwrthodwyd	Difethwyd	Nifer a ddaeth
Unsain	1524	317	82	232	3	20.80
GMB	180	34	6	28	0	18.89
Unite	102	19	6	13	0	18.63
	1806	370	94	273	3	20.32

Golyga hyn na all y Cyngor ddod i gytundeb gwirfoddol gyda'r gweithlu trwy'r Undebau Llafur i roi'r cynigion ar waith ac mae angen dull arall.

Bydd hyn yn golygu ymgynghori'n uniongyrchol â'r sawl yr effeithiwyd arnynt i gael eu cytundeb i'r newidiadau arfaethedig a rhoi rhybudd iddynt amrywio'u contract cyflogaeth

presennol. Os na ddeuir i gytundeb gyda'r unigolyn, bydd angen terfynu eu contract cyflogaeth presennol a chyhoeddi contract cyflogaeth newydd i'r unigolion hynny sy'n cynnwys yr amodau a thelerau diwygiedig.

Gan y bydd hyn yn effeithio ar 414 o ddefnyddwyr hanfodol ac o bosibl 3250 o ddefnyddwyr achlysurol, mae'n fater proffil uchel o bosibl ac felly dylai aelodau fod yn ymwybodol o'r cefndir gan gynnwys y trafodaethau helaeth a gynhaliwyd a'r rhesymau am gymryd y cam gweithredu hwn.

Trafodwyd hyn mewn Cabinet Anffurfiol ar 11 Mawrth 2013 a gefnogodd y ffordd arfaethedig ymlaen ond gofynnodd i'r awdurdod edrych i weld a ellid cymryd camau i leihau'r effaith ariannol ar y rhai sy'n cael cyflog is.

3. Beth yw'r Argymhellion?

Bod y Cyngor:

1. Yn nodi'r ymdrechion a wnaed i ddod i gytundeb gyda'r Undebau Llafur mewn perthynas ag effeithlonrwydd dynodedig y gweithlu.
2. Yn ailddatgan yr angen i gyflawni'r arbedion a nodwyd yn y Cynllun Ariannol Tymor Canolig sy'n deillio o'r effeithlonrwydd hyn.
3. Yn cymeradwyo'r mesurau a ddisgrifiwyd ym mharagraff 4 i gynorthwyo'r rhai sydd ar gyflog is.
4. Yn awdurdodi'r Prif Weithredwr i gyhoeddi rhybuddion y bydd amrywiadau i gontractau mewn perthynas â'r lwfans Defnyddiwr Car Hanfodol, Lwfans Aflonyddwch a Chyfnod Diogelu Tâl fel y gosodwyd ym mharagraff 4 yr adroddiad.
5. Yn awdurdodi'r Prif Weithredwr i gyhoeddi rhybuddion o ddiswyddiadau i'r gweithwyr hynny nad ydynt yn derbyn yr amrywiadau i'r contract y cyfeiriwyd atynt yn 4 uchod ynghyd â chynnig i ail-droi at yr amodau a thelerau amrywiol.

4. Manylion yr adroddiad.

Yn yr hinsawdd ariannol sydd ohoni, mae angen i bob Cyngor wneud gostyngiadau sylweddol yn y gyllideb ac mae'n rhaid iddynt roi cynlluniau ar waith i fodloni'r arbedion angenrheidiol. I Sir Ddinbych, mae hyn yn cyfrif i oddeutu £18m dros gyfnod o dair blynedd. Fel rhan o'r agenda effeithlonrwydd, nodwyd arbedion sy'n gwneud cyfanswm o £1.525m yn erbyn y gweithlu cyffredinol yn y Cynllun Ariannol Tymor Canolig.

Hanerwyd a gostyngwyd hyn i £762 mil yn dilyn hynny ym mis Mehefin 2012 gan y Prif Weithredwr i gydnabod y ffaith fod arbedion eraill wedi'u dynodi ac roedd nifer o ffactorau allanol a effeithiai hefyd ar gyflog staff fel yr adolygiad o gredydau treth; Budd-daliadau Plant; costau tanwydd etc. a chydabuwyd bod llawer o staff yn mynd trwy drafferthion ariannol ar hyn o bryd.

Mae'r trafodaethau gyda'r undebau llafur wedi bod yn mynd rhagddynt ers bron i ddwy flynedd ar becyn o fesurau i ddiogelu gwasanaethau a swyddi.

EFFEITHLONRWYDD	Angen	Cyflawnwyd	Angen	Cyflawnwyd	Angen	Cyflawnwyd	Angen	Cyflawnwyd
	2011/12		2012/13		2013/14		2014/15	
<i>Swm gwreiddiol a gyllidebwyd</i>	£125,000		£200,000		£500,000		£700,000	
Gofyniad llai Mehefin 2012	£62,500	£60,850	£200,000	£192,991	£200,000	£245,426	£300,000	£257,266
Defnyddio'r rheol teithio triphlyg a'r gost isaf		£47,636		£47,636				
Adolygiad o'r lwfans defnyddiwr hanfodol a'i dynnu oddi ar Staff na lwyddodd i fodloni'r meini prawf		£13,214		£145,355				
Tynnu Ymaith y lwfans defnyddiwr hanfodol a thalu 45c y filltir i bawb						£245,426		£184,766
Gostwng cyfnod y diogelwch i 12 mis								£42,500
Gostwng y cyfnod ad-dalu ar gyfer milltiroedd aflonyddwch i 12 mis								£30,000

Cyflawnwyd £95 mil trwy newid y ffordd y gall gweithwyr hawlio milltiroedd busnes a thua £158 mil o'r adolygiad o ddefnyddwyr car hanfodol, gan adael rhyw £510 mmil y mae angen ei gyflawni dros 2013/14 a 2014/15. Er mwyn cyflawni hyn, gwnaeth y Cyngor ei gynnig olaf i'r undebau llafur ym mis Tachwedd sef disodli'r swm un taliad i ddefnyddwyr hanfodol, cyflwyno cyfraddau milltiroedd Cyllid a Thollau EM i bawb, a gostwng y cyfnod ar gyfer diogelwch tâl ac aflonyddwch. Mae copi o hwn ynghlwm yn Atodiad A.

Mae tynnu'r swm un taliad i ddefnyddwyr hanfodol ynghyd â thalu am filltiroedd teithio busnes yn ôl cyfraddau Cyllid a Thollau EM yn gyson â'r camau a gymerwyd gan bob awdurdod arall yng Nghymru a bydd yn galluogi Sir Ddinbych i gyflawni'r arbedion angenrheidiol. Wrth reswm, mae pob awdurdod ar gam gwahanol yn y broses ond mae 16 awdurdod eisoes wedi tynnu'r lwfans defnyddiwr hanfodol yn ôl ac yn talu un gyfradd milltiroedd o 45c. Yng Ngogledd Cymru, mae Gwynedd, Conwy a Wrecsam wedi cyflawni hyn. Mae Ynys Môn wedi rhoi 90 diwrnod o rybudd i amrywio contractau'r gweithwyr, mae Sir y Fflint yn parhau i drafod y Statws Sengl ac mae hyn yn rhan o hynny.

Bydd Sir Ddinbych yn darparu ad-daliad teg a rhesymol ar ffurf cyfradd milltiroedd sy'n gymesur â lwfansau Cyllid a Thollau EM. Ar hyn o bryd, mae'r Cyngor yn gwario oddeutu £1.2m ar filltiroedd busnes. Yn y Rhaglen Foderneiddio, ceir prosiectau parhaus i leihau teithio gan staff trwy weithio o gartref a gweithio hyblyg, defnyddio dyfeisiau symudol i symleiddio prosesau a lleihau'r teithio o gwmpas y sir. Mae'r Cyngor yn edrych hefyd ar nifer o fesurau i

helpu gweithwyr sy'n gorfod teithio o gwmpas y sir i ymgymryd â'u rôl, fel darparu Ceir Cronfa a'r gallu i fanteisio ar aberthu cyflog yn gyfnewid am ffioedd is ar geir prydles.

Ceir 414 o weithwyr sy'n ddefnyddwyr hanfodol ac sy'n cael taliad o £80.25 y mis (£963 y flwyddyn) ynghyd â chyfradd milltiroedd o 40.9c. Bwriad y cynigion, a amlinellir yn Atodiad A, i ddefnyddwyr hanfodol oedd cyflwyno'r newid yn raddol dros gyfnod o 9 mis o fis Ebrill i fis Ionawr 2014 a chyflwyno'r lwfans 45c y filltir o 1 Medi ymlaen. Byddai hyn yn lleddfu'r effaith ariannol am y flwyddyn gyntaf.

Ar hyn o bryd, mae defnyddwyr achlysurol yn cael 52.2c y filltir a chynigiwyd y byddai hyn yn gostwng i 45c ar 1 Medi 2013, gan leddfu unwaith eto ar yr effaith ym flwyddyn 1. Ar hyn o bryd, mae defnyddwyr achlysurol yn talu treth ar y gwahaniaeth rhwng 45c a 52.2c. Y gostyngiad gwirioneddol ar gyfartaledd milltiroedd busnes o 600 milltir y flwyddyn yw £28.80.

Fodd bynnag, gan fod y cynigion wedi'u gwrthod, bydd angen i'r Cyngor ymgynghori'n uniongyrchol bellach â'r sawl sy'n cael eu heffeithio er mwyn cael eu cytundeb i'r newidiadau arfaethedig a rhoi rhybudd iddynt amrywio'u contract cyflogaeth presennol. Os na ddeuir i gytundeb gyda'r unigolyn, bydd angen terfynu eu contract cyflogaeth presennol a rhoi contract cyflogaeth newydd i'r unigolion hynny sy'n cynnwys yr amodau a thelerau diwygiedig.

Bydd hyn yn debygol o gymryd rhwng 4-6 mis i gwblhau ac felly nid oes gan yr awdurdod ddewis ond i weithredu'r gwaith o dynnu'r lwfans Defnyddiwr Car Hanfodol ymaith a chyflwyno'r gyfradd milltiroedd o 45c a fydd yn dod i rym yn syth ar ddiwedd y cyfnod o rybudd neu ni fydd yn cyflawni'r arbedion angenrheidiol yn y flwyddyn ariannol hon.

Fodd bynnag, gan gydnabod yr hinsawdd economaidd anodd ac mewn ymateb i gais a wnaed gan y Cabinet Anffurfiol, bydd yr awdurdod yn rhoi diogelwch o 12 mis i'r gweithwyr hynny sydd wrthi'n ennill llai na'r cyflog byw (£7.45 yr awr ar hyn o bryd).

Bydd amrywiad y contract hefyd yn cynnwys newidiadau i'r cyfnod talu lwfans Aflonyddwch a fydd yn cael ei ostwng o 4 blynedd i 1 flwyddyn a'r Cyfnod Diogelu Tâl a fydd yn cael ei ostwng o 3 blynedd i 1 flwyddyn.

Fel rhan o'r trafodaethau gwreiddiol, cynigiodd y rheolwyr petai'r Undebau Llafur yn fodlon argymhell y newidiadau a mynd i Gytundeb ar y Cyd, byddai ymrwymiad yn cael ei roi i beidio ag adolygu amodau a thelerau pellach cyn mis Ebrill 2015 fel arwydd o ewyllys da. Gan nad yw'r undebau llafur wedi cefnogi'r awdurdod yn y bleidlais hon, bydd yr ymrwymiad i beidio ag adolygu unrhyw amodau a thelerau pellach at ddiben cyflawni arbedion effeithlonrwydd gweithlu corfforaethol tan fis Ebrill 2015 bellach yn cael ei dynnu'n ôl.

5. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?

Mae hyn yn hanfodol i'r awdurdod fodloni ei arbedion effeithlonrwydd angenrheidiol.

6. Beth fydd y gost a sut bydd yn effeithio ar wasanaethau eraill?

Mae'r effaith ar wasanaethau'n dibynnu ar ba arbedion effeithlonrwydd a gytunir wrth symud ymlaen. Ni ddylai costau ychwanegol fod yn gysylltiedig â'r rhain gan mai arbedion effeithlonrwydd ydynt. Fodd bynnag, os na chyflawnir effeithlonrwydd y gweithlu hwn y flwyddyn nesaf, bydd yr effaith ar wasanaethau'n sylweddol oherwydd bydd angen gwneud

penderfyniad anodd sy'n golygu naill ai edrych ar dorri gwasanaethau'r rheng flaen neu wneud diswyddiadau.

7. Beth yw prif gasgliadau'r Asesiad o Effaith ar Gydraddoldeb a gynhaliwyd ar y penderfyniad? Dylai'r templed Asesiad o Effaith ar Gydraddoldeb a gwblhawyd fod ynghlwm fel atodiad i'r adroddiad.

Mae copi o'r Asesiad o Effaith ar Gydraddoldeb ynghlwm. Atodiad **B**

8. Pa ymgynoriadau a gynhaliwyd gyda Chraffu ac eraill?

Cafwyd cyfarfodydd misol rheolaidd gyda'r Cyd Undebau Llafur a ddechreuodd ym mis Rhagfyr 2010. Mae'r Uwch Dîm Arweinyddiaeth wedi cymryd rhan yn llawn ar hyd y broses. Rhoddwyd gwybod i'r Aelod Arweiniol dros Foderneiddio a Pherfformiad ar hyd y broses. Mae cyllid wedi treulio amser sylweddol gyda'r undebau llafur yn mynd trwy'r cefndir a'r sefyllfa ariannol. Diweddarwyd y Cydbwyllgor Ymgynghorol Lleol ar y trafodaethau ar hyd cyfnod y trafodaethau. (Cyng. Joan Butterfield, Cyng. Meirick Davies, Cyng. Huw Hilditch-Roberts, Cyng. Martyn Holland, Cyng Colin Hughes, a'r Cyng. David Simmons.) Cyflwynwyd adroddiad hefyd i'r Cabinet Anffurfiol ar 11 Mawrth 2013.

9. Datganiad y Prif Swyddog Cyllid

Bydd y cyngor yn parhau i wynebu heriau ariannol arwyddocaol dros y blynyddoedd i ddod gan fod gostyngiadau i gyllid sector cyhoeddus ledled y DU yn debygol o barhau yn y tymor canol. Roedd y gyllideb a gyflwynwyd gan Ganghellor y Trysorlys yn ddiweddar yn awgrymu gostyngiadau pellach i gyllid Llywodraeth Cymru sy'n debygol o leihau cyllid llywodraeth leol o ganlyniad. Mae bron yn anochel y bydd hyn yn golygu y bydd angen targedau arbed uwch gan gynghorau lleol yng Nghymru nag sydd wedi eu cynnwys mewn cyllidebau a chynlluniau ariannol tymor canol. Mae cyllideb 2013/14 eisoes yn tybio y bydd £200k mewn arbedion yn cael eu cyflawni trwy'r arbedion arfaethedig gyda £300k pellach yn 2014/15. Os na chaiff yr arbedion hyn eu cyflawni, yna bydd angen i'r gwasanaethau ganfod arbedion ychwanegol ar ben y £6m maent eisoes yn delio â hwy dros y cyfnod 2 flynedd mewn hinsawdd ariannol sy'n gwaethygu

10. Pa risgiau sydd ac a oes unrhyw beth y gallwn ni eu gwneud i'w lleihau?

Bydd y risgiau'n dibynnu ar a ellir cytuno arbedion effeithlonrwydd ac os oes cytundeb, byddant yn amrywio o un gwasanaeth i'r llall. Os na chyflawnir arbedion trwy'r cynnig hwn, bydd arbedion a thoriadau llai derbyniol yn ofynnol a allai gyflwyno gwahanol risgiau i'r Cyngor.

Bydd y risg y bydd cyflawniad y gwasanaeth yn cael ei effeithio os na all staff deithio i'w gwaith yn cael ei liniaru trwy'r trefniadau canlynol. Bydd staff sy'n methu darparu eu car eu hunain ar gyfer milltiroedd gwaith yn cael mynediad i gerbydau cronfa lle bo hynny'n bosibl. Bydd trefniadau'n cael eu gwneud i ddefnyddwyr milltiroedd hynod uchel i gael car cronfa dynodedig. Bydd y trefniadau diogelu a amlinellir yn yr adroddiad yn helpu i liniaru'r risg hwn hefyd.

11. Y Grym i wneud y Penderfyniad

Y grym i wneud y penderfyniad yw Atodlen 112 Deddf Llywodraeth Leol 1972

Mae tudalen hwn yn fwriadol wag

DENBIGHSHIRE COUNTY COUNCIL

Position Statement on Efficiency Negotiations

November 2012 (revised February 2013)

Background

The council has had to cut its budget by nearly £6.4m 2011/12 and this was achieved without making significant cuts to important services and without making significant job reductions. Further cuts were identified for 2012 -15 with £3.4m in 2012/13 and an additional £8m in 2013/14 and 2014/15. This means that over a four year period the Council's overall budget will have been reduced by around £18m.

Of the total of £18m that need to be cut, it was decided that £1.525m would have to come from workforce savings. This was as an alternative to cutting front line services or making redundancies.

However, it was recognised that a number of external factors also affect staff's pay such as the review of tax credits; Child Benefits; Fuel costs etc. and that many staff were struggling financially in the current climate.

The decision was therefore taken in July this year to reduce the amount of savings required from the workforce by half to £762,500.

Negotiations with the trade unions have been on-going for a number of months on how these savings can be achieved and these have been difficult at times. The trade unions are rightly looking at protecting employees' terms and conditions as far as practical. Both parties have been adamant that the priority must be to avoid compulsory redundancies and to keep people in jobs.

To date, the way in which "triangular travel" is paid has been changed and a review of essential users has been undertaken. These collectively have achieved approximately, £250k which leaves approximately £512k to be achieved during 2013-15.

Final Proposal

In order to achieve the remaining £512k it is proposed that the

- The essential user status and associated remuneration be removed
- Mileage rates changed in line with the HMRC rates of 45p per mile (25ppm after 10,000 miles)
- Disturbance mileage to be payable for 12 months at a rate of 16.4p per mile
- Pay protection be payable for a period of 12 months

The essential user status and associated remuneration be removed

This will be phased over a period of 9 months starting on the 1st April 2013 as follows:

- 1st April 2013 – 75% of lump sum payable. (£60.19)
- 1st July 2013 – 50% of lump sum payable (£40.12)
- 1st October 2013 – 25% of lump sum payable (£20.06)
- 1st January 2014 – full removal of lump sum. (Nil)

Mileage rates

The mileage rates payable to all car users (essential and casual users) will be changed to the HMRC rates of 45p per mile (25ppm after 10,000 miles). This will be with effect from the 1st September 2013. Implementing on this date is the equivalent to phasing in the reduction/increase in mileage rate on the same % as the essential user lump sum.

Disturbance mileage

This will be payable for a period of 12 months at a rate of 16.4p per mile and will be applied to any future changes to employees. Those currently in receipt of disturbance will continue to receive this in accordance with the current arrangements.

Pay protection

This will be payable for a period of 12 months and will be applied to any future changes to employees' pay. Those currently in receipt of pay protection will continue to receive this in accordance with the current arrangements.

Finally, other than the on-going negotiations on the ½ day Christmas Leave, the authority will not review any further terms and conditions for the purpose of achieving corporate workforce efficiencies until April 2015 unless the financial situation changes radically or there are unforeseen circumstances which necessitates the need for this. This does not mean that where it is necessary for services to review terms and conditions for the purpose of providing a more efficient service or meet service need that this will not take place e.g. reviewing hours of work and working practices; review employees entitlement to certain allowances; reducing overtime claims.

It must be understood that the above are **PROVIDING** the authority's financial position does not change and that the anticipated funding from Central Government remains the same.

In return the authority is requesting the following from the Trade Unions:

- i. Full support with a joint communication prior to ballot on the full package
- ii. Signed collective agreement
- iii. The trade unions to actively work with us on the reduction of sickness absence within the authority as has been previously highlighted when discussing the reduction of the efficiencies from £1.5m to £762,000.

Title:	Removal of Car User Allowance
Contact:	Catrin Roberts

1. What is being assessed?

Type of proposal	Tick if applicable
A new or revised policy	✓
A new procedure	<>
A service review or re-organisation proposal	<>
An efficiency or savings proposal	✓
A project proposal	<>
A Strategic or Service plan	<>

2. Does the proposal have any potential impact on service users / potential users or employees / potential employees?

	Tick if applicable
Yes	✓
No	<>

If the answer to question 2 is 'No', please proceed to Section 4.

If the answer to question 2 is 'Yes', please continue to Question 3.

3. How do the equality risks apply to this proposal?

Tudalen 24

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
The service can not be accessed by all users / potential users	N/A	N/A	N/A
The service venue does not cater for the needs of all users / potential users	N/A	N/A	N/A
The service and service user are not able to communicate with each other	Information available on Intranet, hard copy (upon request). No Braille copy, recorded copy, easy read copy readily available	No	Requests dealt with individually.
Service users are not treated with dignity and respect	Managers may not consistently interpret and apply the details of the policy uniformly.	Proposed policy takes away managers interpretation	
The service provided does not meet the diverse range of community needs	There may be more of an impact on rural service users where public transport is not a feasible option	Introduction of alternatives for employees such as pool cars.	N/A
There is a lack of equal opportunity for employees and potential employees	Managers may not consistently interpret and apply the details of the policy uniformly.	Proposed policy takes away managers interpretation.	
Changes to staffing structures, terms and conditions have a disproportionately negative impact on	May be detrimental to employees with mobility issues. There is more of an impact on	Risk assessment to be conducted to determine form of travel	Requests dealt with individually

Equality risk	Key issues	How have these issues been eliminated (if applicable)?	How are these issues being managed (if applicable)?
staff with particular protected characteristics	those employees who are required to work in rural areas and where public transport is not a feasible option.	Introduction of alternatives for employees such as pool cars.	
The policy will negatively affect different groups and communities	None		
Additional risk not identified in the toolkit (please specify)	No dedicated individual responsible for policy monitoring & updating.	Cannot be eliminated	No monitoring process.

4. Declaration

Name of Lead Officer for Equality Impact Assessment	Date EqIA completed
Catrin Roberts	August 2012 updated October 2013.

Mae tudalen hwn yn fwriadol wag

Adroddiad i: Cyngor Llawn

Dyddiad y Cyfarfod: Dydd Mawrth 9 Ebrill 2013

Aelod Arweiniol / Swyddog: Y Cyngorydd Barbara Smith

Awdur yr Adroddiad: Linda Atkin, Pennaeth Adnoddau Dynol

Teitl: Polisiâu a Gweithdrefnau Adnoddau Dynol

1. Ynghylch beth mae'r adroddiad?

Ysgrifennwyd yr adroddiad i nodi'r newidiadau a wnaed yn ein polisiâu a'n gweithdrefnau Adnoddau Dynol presennol er mwyn cydymffurfio â newidiadau mewn deddfwriaeth ac ymarfer gorau. Ysgrifennwyd y polisiâu a'r gweithdrefnau i roi arweiniad cynhwysfawr i reolwyr ynghylch sut i ymdrin â Recriwtio a Dewis, Darparu Geirda Cyflogaeth, Secondiadau a Gweithwyr Asiantaeth o fewn y Cyngor.

2. Beth yw'r rheswm dros wneud yr adroddiad hwn?

Cael cytundeb i fabwysiadu'r dogfennau canlynol fel polisiâu a gweithdrefnau'r Cyngor:

- Recriwtio a Dewis
- Rhoi Geirda Cyflogaeth
- Secondiad
- Gweithdrefn Gweithwyr Asiantaeth

3. Beth yw'r Argymhellion?

Fod Cyngor Sir Ddinbych yn derbyn ac yn mabwysiadu'r polisiâu a'r gweithdrefnau newydd a diwygiedig.

4. Manylion yr adroddiad

Mae'r dogfennau uchod wedi'u hadolygu'n unol â newidiadau deddfwriaeth ac ymarfer gorau gan gymryd i ystyriaeth y sylwadau a'r argymhellion a wnaed gan y rheolwyr. Mae'r dogfennau wedi'u hail ffurfio mewn ffurf symlach er mwyn eu gwneud yn haws i'w defnyddio ac yn fwy hygyrch trwy'r fewnwyd.

Gweler atodiadau 1 - 4 ble mae newidiadau polisi a gweithdrefn wedi'u llachar liwio.

Oherwydd hyd a nifer y dogfennau i'w hystyried, nid yw copïau o'r rhain wedi'u darparu mewn copi caled. Fodd bynnag, bydd y rhain ar gael i aelodau'n electronig a bydd copïau ar gael ar ddiwrnod y cyfarfod. Yn y cyfamser, os bydd angen copi cysylltwch â Gemma Hillier ar 01824 706200.

5. Sut y bydd y penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?

Bydd cytuno a gweithredu polisiau a gweithdrefnau'n galluogi'r Cyngor i recriwtio a chadw gweithwyr sy'n addas er mwyn cyfrannu at, a chyrraedd, y blaenoriaethau corfforaethol.

6. Beth fydd y gost a sut y bydd yn effeithio ar wasanaethau eraill?

Ni fydd costau ychwanegol gyda'r cytundeb na'i weithredu.

Bydd yn effeithio ar bob gwasanaeth o fewn y Cyngor gan y bydd angen cydymffurfio â'r polisiau a'r gweithdrefnau i leihau unrhyw risg.

7. Beth yw prif gasgliadau'r Asesiad Effaith Cydraddoldeb a wnaed ar y penderfyniad? Dylid atodi'r templed Asesiad Effaith Cydraddoldeb fel atodiad wrth yr adroddiad

Mae wedi'i nodi y bydd yn rhaid i reolwyr, wrth recriwtio, ystyried yr effaith ar nodweddion gwarchodedig wrth gyfiawnhau recriwtio. Bydd gofyn i reolwyr, wrth recriwtio, sicrhau fod bob ymgeisydd, gan gynnwys y rhai gyda nodweddion gwarchodedig, yn gallu mynd i ble y cynhelir cyfweiliadau. Hefyd, bydd angen i reolwyr wrth recriwtio sicrhau, os bydd ymgeisydd wedi hysbysu'r Cyngor y bydd newidiadau rhesymol er mwyn gallu bod yn bresennol yn y cyfweiliadau, bod yna weithredu ar hynny. Er enghraifft, dolenni clyw, mynediad i gadair olwyn ac amser ychwanegol ar gyfer profion. Pan fydd angen defnyddio canolfannau Asesu, bydd yn rhaid i reolwyr sicrhau fod yr offer priodol ar gael a'i fod yn addas ar gyfer pob ymgeisydd. Os defnyddir ymgynghorwyr allanol yn ystod y broses, bydd angen sicrhau fod yr holl nodweddion gwarchodedig yn cael eu hystyried.

Dylai'r cyngor sicrhau fod o leiaf un aelod o'r panel recriwtio wedi mynychu hyfforddiant cydraddoldeb yn unol â'r polisi. Bydd yn rhaid i Adnoddau Dynol darparu hyfforddiant gloywi i reolwyr a hyfforddiant ar gyfer rheolwyr newydd ynghylch sut i ddefnyddio'r polisi a'r weithdrefn.

Bydd y polisi a'r weithdrefn ar gael ar y rhyngrwyd a'r fewnrwyd. Fodd bynnag, mae'n bosibl gofyn am y rhain ar ffurfiau eraill.

Bydd gofyn i ni nodi sut y cefnogir dilyniant merched.

Bydd angen i Adnoddau Dynol monitro effaith ac effeithiolrwydd y polisi newydd ar ôl ei weithredu.

Gweler atodiadau 5 – 8 am yr Adroddiadau Asesu Effaith Cydraddoldeb.

8. Pa ymgynghoriadau sydd wedi'u cynnal gydag Archwilio ac eraill?

Mae'r polisiau a'r gweithdrefnau wedi'u dosbarthu i ymgynghori gyda'r Uwch Ddwm Arweinyddiaeth y Cyngor a'r Undebau Llafur cydnabyddedig. Mae sylwadau a gweithrediadau o'r ymgynghoriad yn yr atodiadau.

9. Datganiad y Prif Swyddog Cyllid

Does dim goblygiadau cost arwyddocaol yn codi o'r newidiadau arfaethedig i'r polisiau. Mewn rhai achosion mae'r polisiau wedi'u diweddarau i adlewyrchu deddfwriaeth ac ymarfer cyfredol, er enghraifft mewn perthynas â rheoliadau gweithwyr asiantaeth, felly ni fydd ffurfioli'r newidiadau'n bolisi ynddo'i hunan yn creu costau ychwanegol.

10. Pa risgiau sydd ac a oes unrhyw beth y gallwn ei wneud i'w lleihau?

Bydd angen i'r cyngor sicrhau fod o leiaf un aelod o'r panel recriwtio wedi mynychu hyfforddiant cydraddoldeb yn ôl y polisi.

11. Yr Hawl i Benderfynu

Nid yw hyn yn berthnasol.

Mae tudalen hwn yn fwriadol wag

Appendix 1 - Recruitment and Selection Policy and Procedure Changes

Outlines the role of the recruiting manager and what steps they need to follow from the justification for recruitment through to the selection of candidates. Also highlights the checks that must be made for before a new employee can commence work within DCC. We need to ensure that recruiting managers are following the process of checking qualifications and the right to work in the UK documents for all candidates that attend interview. Checking the 'right to work in the UK' documents is a compulsory requirement for all organisations.

The policy also highlights that all vacancies must be advertised internally first in line with the previous policy however if there is a business need then vacancies will be advertised both internally and externally at the same time. This business need must be made clear on the Vacancy Control Form and authorised by the Head of Service. HR Direct may challenge recruiting managers where they feel that there is a suitable pool of internal staff which could fill the vacancy and therefore will place the advert internally first.

This policy is supplemented by the Recruitment and Selection Procedure.

Schools have also been incorporated in to the Policy and Procedure.

- **Recruitment and Selection Procedure**

This procedure highlights the roles and responsibilities for HR, Recruiting Managers, Heads of Service and Members for Recruitment and Selection.

The procedure aims to take a recruiting manager through the whole recruitment and selection procedure from the initial vacant post/new vacancy, job evaluation, redeployment, advertising the vacancy through to the shortlisting, selection criteria, assessment centres options, interviews, checks to made, feedback, additional payments and new starter information.

The main changes/points to consider are as follows:

Recruitment Timescales – managers must consider

Activity	Timescales
Job evaluation – new posts or amended posts – pay and rewards	4 weeks

Vacancy advertised (from receiving the VCF, Advert, JD and PS)	5 working days
Vacancies will be advertised for a period of:	2 weeks
Managers will be sent / or will be able to collect submitted application forms for shortlisting	Up to 2 working days after closing date and time
Reference checks (schools request their own references but 10 days should still apply to schools)	10 working days minimum
Time it takes for ICT to set up a new starter on system (not applicable for schools)	10 working days

Who can apply for internal vacancies?

Relief/supply/casual staff can apply for internal vacancies. Agency workers can also apply for internal vacancies from day one of service in accordance with the Agency Workers Regulations 2011. Work experience, summer placements, volunteers and internships cannot apply for internal only vacancies.

Acknowledgement of shortlisting

Acknowledgement of whether a candidate has been shortlisted will only be carried out for those that are invited for interview. Those candidates who have not been shortlisted will not be sent a letter to confirm. This is providing a cost saving to the authority and is currently in practice. The job advert states 'If you have not heard from us within 3 weeks of the closing date then you must assume you have not been successful'

Guaranteed Interview Scheme (Two ticks)

Recruiting managers are to ensure that if a candidate ticks section 8 of the new application form / web recruitment form, they must clearly identify this on the shortlisting matrix. All candidates who meet the essential criteria and have ticked that they wish to be considered as part of this scheme must be given an interview. Recruiting managers will be liable if this does not happen.

Document checks to be made by recruiting manager at interview

The recruiting manager is to take copies of the candidates proof of qualifications (outlined as essential in person specification) and their 'right to

work in the UK' & Proof of identity documents and pass onto HR Direct with the recruitment file once the interviews are complete.

The Immigration, Asylum and Nationality Act, 1996 makes it a criminal offence for an employer to employ those who do not have permission to live or work in the UK. Recruiting managers may be liable.

References – External candidates

References are to be requested by HR Direct after the offer of employment has been made to the successful individual. The successful candidate **is not** to commence employment with DCC until 2 satisfactory have been received.

All contracts of employment have the clause 'subject to satisfactory references being received' The effect of such a clause is that the contract with the employee will not come into being until the obtaining of a reference which is satisfactory to the employer has been received. However, this only applies if the employer has not allowed the employee to commence work. If an employer allows the employee to start work before references have been received, the employee will have the same rights as any other employee for example in relation to wrongful dismissal (that is, breach of contract).

The process for safeguarding is also made clear within the policy for jobs that involve social care clients. Candidates must provide all of their job history and referees within that field so that basic reference checks can be made (job title, dates of employment and reason for leaving). HR Direct now have a list of jobs in Adult services and Housing that require more in depth reference checks.

References – Internal candidates

Internal candidates will now be required to provide the name of their current line manager who will be asked to provide a reference using the corporate reference template. Current line managers may also be asked to provide copies of performance appraisals for that candidate.

Probationary Periods

Probationary periods are to apply to all new staff regardless of whether they have local government service history. The majority of other Welsh local authorities operate the same probationary procedures.

In terms of internal employees, the same process will apply as it does now in that if an employee moves internally then they will not require a probationary period unless the new job is completely different / much higher level etc.

Equality Act 2010

The Equality Act 2010 states that recruiting managers **must not** ask

a candidate about their absence record /sickness record / health/ disability.

The Act states that except in very restricted circumstances or for very restricted purposes, the Act aims to prevent employers from asking any job applicant about their health or any disability before the person has been:

1. offered a job either outright or on conditions (such as 'subject to satisfactory references/health check'), or
2. included in a pool of successful candidates to be offered a job when a position becomes available (for example, if an employer is opening a new workplace or expects to have multiple vacancies for the same role but doesn't want to recruit separately for each one).

This includes asking such a question as part of the application process or during an interview. It also includes sending them a questionnaire about their health for them to fill in before you have offered them a job. Questions relating to previous sickness absence count as questions that relate to health or disability.

All new starters will be sent a New Starter Health Assessment Form which will ask the employee to declare if they have a health condition or disability which might impair their ability to undertake effectively the duties of the position which they have been offered or a health condition or disability which might affect their work and which might require specialist adjustment to their work or at their place of work. Occupational Health can then provide advice to the recruiting manager to ensure that reasonable adjustments made. The head of service must authorise.

The point of stopping employers asking questions about health or disability is to make sure that all job applicants are looked at properly to see if they can do the job in question, and not ruled out just because of issues related to or arising from their health or disability, such as sickness absence, which may well say nothing about whether they can do the job now

You can ask questions about health or disability where the question relates to a person's ability to carry out a function that is intrinsic (or absolutely fundamental) to that job. Where a health- or disability-related question would

mean you would know if a person can carry out that function with reasonable adjustments in place, then you can ask the question.

In practice, even if a function is intrinsic to the job, you should ask a question about a disabled person's ability to do the job with reasonable adjustments in place. There will therefore be very few situations where a question about a person's health or disability needs to be asked.

Recruitment documents to aid recruitment and selection

There are a range of documents/forms contained within the appendices which recruiting managers will need to use to ensure:

- consistency across the authority with recruitment and selection documentation
- they can evidence / justify their decisions when it comes to recruitment and selection which will help in any potential tribunal claims they may receive with regards to recruitment.
- we have an audit trail for recruitment and selection.

Offers of employment

The recruiting manager will make a provisional verbal offer of employment but they must make it clear that the offer of employment is subject to the following:

- Satisfactory references being received
- Medical clearance (where appropriate)
- Receipt of satisfactory Criminal Records Bureau (CRB) Disclosure, where appropriate
- Receipt of original certificates of qualifications obtained
- Receipt of your documentation to meet our obligations under the Asylum and Immigration Act (Right to Work in the UK documents) and proof of identity.
- Receipt of candidate's original driving license if their job requires driving for work reasons.

Please also note that the successful candidate **will not** be able to commence employment until all of the above are received.

Feedback

Recruiting managers are to provide any candidate with feedback as to why they were unsuccessful at the shortlisting stage or after interview. Feedback must be provided within reasonable timescales.

Interview Expenses

Applicants will only be able to claim interview expenses where the recruitment involved an assessment centre held over two days. The applicant will be able to claim overnight accommodation and travel in accordance with our travel and subsistence policy. Applicants will need to contact HR Direct and complete the 'Claim for travelling, accommodation and/or subsistence expenses' form before any expenses will be reimbursed.

Modern Apprentices

The changes are as follows - Modern Apprentices are to have a 'Modern Apprentice Contract' as they are not be treated as fixed term employees. Their probationary period can now be extended beyond 6 months if there are issues and they can go onto vision time and use flexi from day one.

Modern apprentices will continue to apply for internal vacancies but only after 12 months (this has not changed). There will be a separate procedure for modern apprentices in the near future.

Recruitment and Selection Consultation Comments

After the sub-committee meeting on 14th February 2012, there were changes made as result of the meeting and the policy was updated accordingly.

Other comments:

- *In the tab about 'what to include in an advert' there is mention of the need to specify what type of CRB is needed. There needs to be a link to the relevant information as many recruiting managers won't know – link will be made on flowchart*
- *In the 'person specification' tab need to emphasise more that putting a lot of requirements as essential will limit severely the number of people who will be eligible for interview – sentence to be added "It is important to consider your essential criteria. Excessive essential criteria will limit your selection pool."*
- *In the 'references' section need to include requirements of - The Domiciliary Care Agencies (Wales) Regulations 2004 – this will be looked into.*

- *Unshortlisted candidates should be written to* – between August 2012 – October 2012, HR Direct received 962 applications. Therefore to send out a 1st class letter to all 962 would have cost £577.20 To send out a 2nd class letter to all 962 applicants would have cost £481.00 in addition to resource time.
- *Interview expenses to be paid* – no report can be generated to identify the cost of interview expenses for the past year.

Mae tudalen hwn yn fwriadol wag

Appendix 2 - Providing Employment Reference Policy Changes

This policy has changed substantially in line with SLT's request for managers to supply all references for their staff. Managers will be required to complete any reference template that is requested from an organisation who intends to employ one of our employees or an ex-employee. If the organisation who intends to recruit the ex-employee doesn't provide a template then the DCC corporate template must be used.

HR Direct will no longer provide references using the standard 'Factual Reference' template which has been used previously.

Under the Equality Act 2010, managers must not release any information on sickness / absence / health / disability on any reference.

The reference template used to supply a reference has been amended slightly and changed to match the reference request template we use corporately.

Providing an Employment Reference – Comments from Consultation

On the reference form there is a box which states we would not re-employ, can we add a comment?

References need to be factual and if we allow a free text here, we could be opening the council to challenge.

If the DCC form was to be used for an external company asking for a reference, there are concerns over the suitability of sections 6 and 8 in terms of the answer to FAQ 5 as it could be speculative rather factual.

Mae tudalen hwn yn fwriadol wag

Appendix 3 - Secondment Policy Changes

With increasing numbers of secondments both internal and external to Denbighshire County Council, this policy has been updated.

The substantial change is that the council will not commit to keeping the employees' substantive post 'open' beyond the 24 month period. The previous policy allowed the council to keep the employees' substantive post open for a maximum of 12 months.

The policy highlights the difference between internal and external secondments, cumulative and extended secondments and the implications of ending a secondment highlighting the risks associated.

Secondment Policy – Comments from Consultation

No comments made

Mae tudalen hwn yn fwriadol wag

Appendix 4 - Agency Workers Policy and Procedure

In accordance with the Agency Workers Regulations (2010), this policy and procedure has been developed to ensure that Denbighshire County Council does not breach the regulations.

Any agency workers who are on assignment at the council will be given access to the same facilities and access to information on job vacancies on their first day, as would any new employee during their induction.

Once agency workers have completed 12 weeks in the same role at the council, they are entitled to the same basic working and employment conditions as if they had been recruited directly by the council. Any entitlements will be pro-rated to the length of the assignment and hours worked. This includes:

Basic pay

Annual increments (where applicable)

Overtime payments (on same basis/qualifying conditions as Denbighshire County Council employees)

Shift allowances (where applicable)

Duration of working time

Rest breaks/restrictions on night work

Annual leave

Agency workers are **not** entitled to:

Occupational sick pay

Occupational and statutory redundancy and notice pay

Occupational maternity/paternity/adoption pay

Pensions

Long service awards

An agency worker's continuity of qualifying service will be broken if there is a break of 6 weeks or more, or any change of role would have to be substantively different from the previous role. Continuity of qualifying service is preserved where an agency worker is absent due to a seasonal shutdown (for example, Christmas closure) or due to sickness, up to a maximum of 28 weeks. If an agency worker is absent due to a pregnancy-related illness or is on maternity leave, any qualifying service which has been accrued will be maintained and will be built upon when a return to work has taken place.

Information outlining the council's basic working and employment conditions is available from HR Direct and should be provided to the relevant Agency, if an agency worker approaches 12 weeks in the same role at the council. The processes that the council must follow in order to ensure compliance with the Regulations are outlined in the remainder of this procedure.

Agency Worker – Comments from Consultation

No comments

Recruitment and Selection Policy and
Procedure
21 March 2013

Equality Impact Assessment

Recruitment and Selection Policy and Procedure

Contact: Gemma Hillier, Employee Relations
Specialist, Human Resources, 01824 706200

Updated: 21 March 2013

1. What type of proposal is being assessed?

A new or revised policy

2. Please describe the purpose of this proposal

The proposal has been written to identify the changes that have been made to our current Recruitment and Selection Policy and Procedure in order to comply with legislation changes and best practice.

3. Does this proposal require a full equality impact assessment? *(Please refer to section 1 in the toolkit above for guidance)*

Yes

This proposal will impact all employees and prospective employees of Denbighshire County Council

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

This is a proposal to change the current Recruitment and Selection policy and procedure to comply with changes in legislation and best practice. The policy and procedure has been in consultation since August 2012 with the Council's Senior Leadership Team and recognised Trade Union. The responses from the consultation have been included as part of the Equality Impact Assessment. I have also used the Corporate Equality Impact Assessment toolkit to test my belief that the implementation of the updated policy and procedure will not have a detrimental impact on any employee or prospective employee of the Council because of a protected characteristic. By ensuring appropriate research and formal consultations, I am confident that I have all that is reasonable to ensure that the implementation of the updated policy and procedure will not have a negative impact on any protected characteristics.

5. Will this proposal have a positive impact on any of the protected characteristics?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

No job applicant or employee receives less favourable treatment than another during any stage of the Recruitment and Selection process.

No applicant or employee is placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his or her characteristics and which cannot be shown to be justifiable.

Where appropriate and where permissible under legislation, employees of under-represented groups are provided with support, encouragement and training opportunities aimed at helping to achieve equal opportunities and a balanced workforce within the Council.

Under the Guaranteed Interview Scheme (GIS), vacancy adverts will display the 'Two Ticks' symbol which is linked to the following statement:

"Denbighshire County Council guarantees to interview disabled people who meet the essential criteria for the post. All disabled applicants who meet the essential job requirements will be guaranteed an interview'.

We will consider all reasonable adjustments to the selection process, the working environment and the job.

Existing employees will have an equal opportunity to apply for advertised job vacancies which may also present promotion opportunities.

Analysis will be made of the composition of the workforce through monitoring to review the effectiveness of the recruitment and selection policy as appropriate. Any patterns of inequality of opportunity or practice found to exist will be investigated and any remedial action taken, both to correct the situation and to prevent any re-occurrence.

This policy will be displayed on our website for members of the public to access.

6. Will this proposal have a disproportionate negative impact on any of the protected characteristics?

Managers will need to ensure that all interview locations have access to all candidates including those with protected characteristics.

Managers will need to ensure that if a candidate has notified the Council on reasonable adjustments to be made to attend the interviews, this will need to be actioned. For example hearing loops, wheelchair access, additional time for tests.

When Assessment centres need to be used, managers will need to ensure that the appropriate equipment is used and is suitable for all applicants.

The policy and procedure will be available on the internet and intranet, however other alternative formats can be requested.

The council will need to ensure that at least one member of the recruitment panel has attended equality training as per policy.

HR will need to provide refresher training for managers and training for new managers on how to use the policy and procedure.

We will need to identify mechanisms that would support female progression.

Need to ensure that if external consultants are used during the process that all protected characteristics are considered.

Recruiting managers will need to consider the impact on the protected characteristics when justifying recruitment.

HR will need to monitor the impact and effectiveness of new policy once implemented.

7. Has the proposal been amended to eliminate or reduce any potential negative impact?

No	The policy and procedure have been updated to ensure that the Council are compliant with the Equality Act 2010.
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	Please see section 6
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Action(s)	Owner	Date
Recruitment training	Human Resources	01.05.2013
Monitor implementation of policy and procedure	Human Resources	01.05.2013

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal will be reviewed at the appropriate stage.

Review Date:	01.11.2013
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Name of Lead Officer for Equality Impact Assessment	Date
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Tudalen 48

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.

Mae tudalen hwn yn fwriadol wag

PROVIDING AN EMPLOYMENT
REFERENCE POLICY
21 March 2013

Equality Impact Assessment

Secondment Policy

Contact: Gemma Hillier, Employee Relations
Specialist, Human Resources, 01824 706200

Updated: 21 March 2013

1. What type of proposal is being assessed?

A new or revised policy

2. Please describe the purpose of this proposal

The proposal has been written to identify the changes that have been made to our current providing a reference Policy in order to comply with legislation changes and best practice.

3. Does this proposal require a full equality impact assessment?
(Please refer to section 1 in the toolkit above for guidance)

Yes	This proposal will impact all employees of Denbighshire County Council
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4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken
(Please refer to section 1 in the toolkit for guidance)

This is a proposal to change the current providing an employment reference policy to comply with changes in legislation and best practice. The policy has been in consultation since August 2012 with the Council's Senior Leadership Team and recognised Trade Union. The responses from the consultation have been included as part of the Equality Impact Assessment. I have also used the Corporate Equality Impact Assessment toolkit to test my belief that the implementation of the updated policy will not have a detrimental impact on any employee or prospective secondees of the Council because of a protected characteristic. By ensuring appropriate research and formal consultations, I am confident that I have all that is reasonable to ensure that the implementation of the updated policy will not have a negative impact on any protected characteristics.

5. Will this proposal have a positive impact on any of the protected characteristics?
(Please refer to section 1 in the toolkit for a description of the protected characteristics)

Under the Equality Act 2010, managers must not release any information on sickness / absence / health / disability on any reference.

6. Will this proposal have a disproportionate negative impact on any of the protected characteristics?

The policy and procedure will be available on the internet and intranet. Alternative formats can be requested.

HR will need to monitor the impact and effectiveness of new policy once implemented.

7. Has the proposal been amended to eliminate or reduce any potential negative impact?

No	The policy has been updated to ensure that the Council are compliant with the Equality Act 2010.
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	Please see section 6
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Action(s)	Owner	Date
Monitor implementation of policy and procedure	Human Resources	01.05.2013

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal will be reviewed at the appropriate stage.

Review Date:	01.11.2013
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Name of Lead Officer for Equality Impact Assessment	Date
Gemma Hillier, Employee Relations Specialist	21.03.2013

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.

Mae tudalen hwn yn fwriadol wag

SECONDMENT POLICY

21 March 2013

Equality Impact Assessment

Secondment Policy

Contact: Gemma Hillier, Employee Relations
Specialist, Human Resources, 01824 706200

Updated: 21 March 2013

1. What type of proposal is being assessed?

A new or revised policy

2. Please describe the purpose of this proposal

The proposal has been written to identify the changes that have been made to our current Secondment Policy in order to comply with legislation changes and best practice.

3. Does this proposal require a full equality impact assessment?
(Please refer to section 1 in the toolkit above for guidance)

Yes

This proposal will impact all employees and prespective secondees of Denbighshire County Council

4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken
(Please refer to section 1 in the toolkit for guidance)

This is a proposal to change the current Secondment policy to comply with changes in legislation and best practice. The policy has been in consultation since August 2012 with the Council's Senior Leadership Team and recognised Trade Union. The responses from the consultation have been included as part of the Equality Impact Assessment. I have also used the Corporate Equality Impact Assessment toolkit to test my belief that the implementation of the updated policy will not have a detrimental impact on any employee or prespective secondees of the Council because of a protected characteristic. By ensuring appropriate research and formal consultations, I am confident that I have all that is reasonable to ensure that the implementation of the updated policy will not have a negative impact on any protected characteristics.

5. Will this proposal have a positive impact on any of the protected characteristics?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

No secondees receive less favourable treatment than another during any stage of

the process.

No secondees are placed at a disadvantage by requirements or conditions which have a disproportionately adverse effect on his or her characteristics and which cannot be shown to be justifiable.

Where appropriate and where permissible under legislation, employees of under-represented groups are provided with support, encouragement and training opportunities aimed at helping to achieve equal opportunities and a balanced workforce within the Council.

Under the Guaranteed Interview Scheme (GIS), secondment adverts will display the 'Two Ticks' symbol which is linked to the following statement:

"Denbighshire County Council guarantees to interview disabled people who meet the essential criteria for the post. All disabled applicants who meet the essential job requirements will be guaranteed an interview'.

We will consider all reasonable adjustments to the selection process of the secondment, the working environment and the job.

Existing employees will have an equal opportunity to apply for advertised secondments which may also present promotion opportunities.

Analysis will be made of the composition of the workforce through monitoring to review the effectiveness of the Secondment and recruitment and selection policy as appropriate. Any patterns of inequality of opportunity or practice found to exist will be investigated and any remedial action taken, both to correct the situation and to prevent any re-occurrence.

This policy will be displayed on our website for members of the public to access.

6. Will this proposal have a disproportionate negative impact on any of the protected characteristics?

When interviewing for secondments, managers will need to ensure that all interview locations have access to all candidates including those with protected characteristics. Managers will need to ensure that if a candidate has notified the Council on reasonable adjustments to be made to attend the interviews, this will need to be actioned. For example hearing loops, wheelchair access, additional time for tests. When Assessment centres need to be used, managers will need to ensure that the appropriate equipment is used and is suitable for all applicants. The council will need to ensure that at least one member of the recruitment panel has attended equality training as per policy. HR will need to provide refresher training for managers and training for new managers on how to use the policy and procedure.

We will need to identify mechanisms that would support female progression with regards to secondments.

Need to ensure that if it is an external secondment, the external organisation need to assess so that all protected characteristics are considered.

Managers will need to consider the impact on the protected characteristics when justifying a Secondment.

Secondment opportunities will need to be communicated to all employees who are on maternity, paternity, adoption or sickness leave.

The policy and procedure will be available on the internet and intranet. Alternative formats can be requested.

HR will need to monitor the impact and effectiveness of new policy once implemented.

7. Has the proposal been amended to eliminate or reduce any potential negative impact?

No	The policy has been updated to ensure that the Council are compliant with the Equality Act 2010.
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8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	Please see section 6
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Action(s)	Owner	Date
Recruitment training	Human Resources	01.05.2013
Monitor implementation of policy and procedure	Human Resources	01.05.2013

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal will be reviewed at the appropriate stage.

Review Date:	01.11.2013
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Name of Lead Officer for Equality Impact Assessment	Date
Gemma Hillier, Employee Relations Specialist	21.03.2013

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.

Mae tudalen hwn yn fwriadol wag

Adroddiad i'r: Cyngor Sir

Dyddiad y Cyfarfod: 9 Ebrill 2013

Swyddog / Aelod Arwain: y Cynghorydd David Smith

Awdur yr Adroddiad: Angela Loftus (Rheolwr Polisi Cynllunio a Diogelu'r Cyhoedd)

Teitl: Y diweddaraf am gynigion am garchar newydd

1. Am beth mae'r adroddiad yn sôn?

1.1 Yn yr adroddiad, crynhoir cyhoeddiad diweddar y Weinyddiaeth Gyfiawnder o ran polisi carchardai, a cheisir rhoi gwybod i'r Aelodau am y camau y cytunwyd arnynt gan Fwrdd Arwain Rhanbarthol Gogledd Cymru i gadarnhau eto ei ymrwymiad i geisio cael carchar yng Ngogledd Cymru.

2. Beth yw'r rheswm dros lunio'r adroddiad hwn?

2.1 Diben yr adroddiad yw rhoi gwybod i'r Aelodau am y camau y cytunwyd arnynt gan Fwrdd Arwain Rhanbarthol Gogledd Cymru i gadarnhau eto ei ymrwymiad i geisio cael carchar yng Ngogledd Cymru a chael cefnogaeth yr Aelodau i hyn.

3. Beth yw'r Argymhellion?

1. Bod yr Aelodau'n cytuno i gefnogi Bwrdd Arwain Rhanbarthol Gogledd Cymru yn ei ymrwymiad i geisio cael carchar yng Ngogledd Cymru a chadarnhau'r cynigion a nodir ym mharagraff 4.12.

4. Manylion yr adroddiad

Cefndir

4.1 Gwnaeth yr Ysgrifennydd Cyfiawnder, Chris Grayling, ddatganiad gweinidogol ar 10 Ionawr 2013 ynglŷn â Rheoli Carchardai.

4.2 Dywedodd y Gweinidog y gallai carchardai modern ddarparu gwell gwasanaethau dalfa ac ailsefydlu yn fwy effeithlon na'r hen adeiladau carchar, gan ddyfynnu arbedion o Garchar Oakwood, carchar newydd sy'n darparu lleoedd a gwell gwasanaethau am lai na hanner cost gyfartalog lleoedd carchar presennol. Cyhoeddodd y Gweinidog gynlluniau felly i gau 6 carchar, gan gynnwys Amwythig, a chau 3 carchar arall yn rhannol.

4.3 Yn sgil y gostyngiad sylweddol mewn costau sydd gan y datblygiadau newydd, ac y byddant yn ei gynhyrchu o'u cymharu â rhannau hŷn o'r ystâd carchardai, mae'r Gweinidog wedi ymrwymo i archwilio dichonolrwydd adeiladu carchar newydd gyda 2000 o leoedd neu ragor yng Ngogledd-orllewin Lloegr, Llundain neu Ogledd Cymru. Hwn fyddai'r carchar mwyaf yn y DU.

- 4.4 Mae Bwrdd Arwain Rhanbarthol Gogledd Cymru wedi lobio am garchar yng Ngogledd Cymru ers 2007. Mae'r rhesymau dros hyn yn cynnwys:
- Buddion economaidd, sy'n sylweddol o ran cyflogaeth sefydlog a chadwyn gyflenwi sy'n ymdrin ag amrywiaeth o wasanaethau o addysg, iechyd, arlwy a chynnal a chadw adeiladau.
 - Gogledd Cymru yw'r unig ardal yn y DU heb garchar yn y rhanbarth.
 - Sicrhau carchar sy'n destun darpariaeth Deddf yr Iaith Gymraeg, lle cedwir carcharorion o Ogledd Cymru mewn cyfleusterau lle gallant ddefnyddio eu mamiaith.
 - Effeithlonrwydd i'r gwasanaethau cyhoeddus (cludo carcharorion a chostau cludo ac amser teithio i'r llys/carchar i wasanaethau rheoli troseddwr/cyfreithiol)
 - Gwella cyfraddau ailsefydlu a lleihau cyfraddau aildroseddu drwy alluogi cyswllt agosach rhwng teuluoedd a phroffesiynau cefnogi drwy wella mynediad at y carchar. Mae cadw teuluoedd gyda'i gilydd hefyd yn osgoi cost i wasanaethau cyhoeddus ac mae cydberthynas rhwng hyn â charchardai sy'n hygyrch i deuluoedd.
- 4.5 Bydd carchar yn y rhanbarth hefyd yn rhoi hwb i'r system Cyfiawnder Troseddol yn yr ardal (prawf, llysoedd etc.) gan greu swyddi yn y system gyfreithiol a system y llysoedd.
- 4.6 Gallai'r buddion economaidd fod yn sylweddol. Mewn gwaith i asesu effaith carchar sydd â 1500 o welyau, amcangyfrifwyd y gellid creu 1,165 o swyddi drwy gyflogaeth uniongyrchol yn y carchar ac yn anuniongyrchol drwy'r gadwyn gyflenwi. Byddai'r gwariant a fyddai'n mynd trwy garchar â 1,500 o welyau i'r gymuned ehangach tua £47m. Byddai dros hanner y swyddi newydd yn ardal uniongyrchol y lleoliad.
- 4.7 Mae Sir Ddinbych wedi gwneud cynnig o'r blaen i osod carchar newydd i Ogledd Cymru yn Fferm Greengates, wrth ymyl Parc Busnes Llanelwy, yn ôl yn 2008. Fodd bynnag, ar y pryd, roedd angen chwilio am safle addas i gyfleuster llai o faint, gyda digon o le i ryw 800 o garcharorion, nid 2000 fel sy'n cael ei gynnig bellach. Nid oedd y Weinyddiaeth Gyfiawnder wedi cyhoeddi manylion gofynion safle ar y pryd. Fodd bynnag, mae'n annhebygol y byddai tir sydd ar gael yn Fferm Greengates yn ddigon mawr ar gyfer carchar mwy o faint. Ystyrir hefyd na fyddai safle hen Ysbyty Dinbych yn safle priodol ar gyfer y math a'r maint o garchar sydd dan ystyriaeth. Mae'r hen ysbyty yn adeilad rhestredig gradd 2*, ac nid oes digon o dir ar weddill y safle i garchar o'r maint hwn. I godi carchar, byddai gofyn dymchwel yr holl adeiladau ar y safle'n llwyr a chodi adeilad mawr iawn a fyddai'n brin o ansawdd esthetig, gan effeithio'n niweidiol felly ar ardal Castell Dinbych. Byddai hefyd yn broblem oherwydd byddai'r castell yn edrych dros y carchar, gan gyfaddawdu diogelwch.
- 4.8 Mae Swyddfa Ysgrifennydd Gwladol Cymru wedi hysbysebu'r cyfle i'r holl Awdurdodau Lleol yn y rhanbarth ac wedi cynnig helpu Cynghorau yng Ngogledd Cymru i weithio gyda'r Weinyddiaeth Gyfiawnder. Mae penderfyniadau am leoliad carchardai yn rhai heb eu datganoli. Mae

Llywodraeth Cymru hefyd wedi mynegi diddordeb mewn cefnogi Cyngorau Gogledd Cymru i geisio cael carchar yng Ngogledd Cymru.

- 4.9 Prif amcan y Weinyddiaeth Gyfiawnder yw lleihau cost yr ystâd carchardai. Mae maint yn chwarae rhan yn y gostyngiad costau. Ni fyddai carchar a gynlluniwyd i fodloni anghenion Gogledd Cymru yn unig yn ddigon mawr i fodloni meini prawf y Weinyddiaeth Gyfiawnder ac ni fyddai ganddo'r maint i leihau costau i'r lefel sy'n ofynnol gan y Weinyddiaeth Gyfiawnder. Felly pe byddai yng Ngogledd Cymru, byddai'n cael ei rannu gyda rhanbarthau cyfagos Lloegr.
- 4.10 Mae sicrhau carchar yn broses gystadleuol lle mae gwleidyddiaeth ac achos busnes cryf yn chwarae rhan yn y penderfyniad. Bydd llwyddiant y rhanbarth yn dibynnu ar sicrhau cefnogaeth wleidyddol gref ar draws y rhanbarth a gwneud "cynigiad busnes" deniadol sy'n bodloni nodau economaidd a pholisi'r Weinyddiaeth Gyfiawnder.
- 4.11 Er mwyn sicrhau'r buddion economaidd mwyaf posibl, y nod fydd datblygu carchar a fydd:
- Yn lleihau costau'n sylweddol o'i gymharu â'r ystâd gyfredol. Bydd gwerthoedd tir ac ansawdd a chystadleurwydd y gweithlu lleol yn chwarae rhan yn hyn
 - Yn moderneiddio gwasanaethau mewnol i leihau aildroseddu
 - Yn cynnig cysylltiadau rhagorol â system gludiant Gogledd-orllewin Lloegr a Gorllewin Canolbarth Lloegr
 - Yn cynnig cysylltiadau rhagorol â'r system cyfiawnder troseddol yng Ngogledd-orllewin Lloegr a Gorllewin Canolbarth Lloegr
 - Yn mynd â gallu o Amwythig sy'n cynnwys carcharorion o Ganolbarth Cymru ac yn fodd o ryddhau gallu o garchardai eraill

Camau Nesaf

- 4.12 Mae Bwrdd Arwain Rhanbarthol Gogledd Cymru wedi nodi'r blaenoriaethau canlynol:
- Arddangos ymrwymiad gwleidyddol i fynd ar drywydd carchar i Ogledd Cymru
 - Rhoi gwybod i bob awdurdod lleol am y cyfle i gael carchar yng Ngogledd Cymru
 - Arddangos sensitifrwydd i fodloni amcanion polisi'r Weinyddiaeth Gyfiawnder (yn bennaf, lleihau costau a moderneiddio cyfleusterau sy'n galluogi gwell gwasanaethau i leihau aildroseddu)
 - Bydd swyddogion o bob Cyngor yn cyfarfod â swyddogion o'r Weinyddiaeth Gyfiawnder i sicrhau manylion y meini prawf safle sy'n ofynnol i gynnal astudiaeth ddichonolrwydd ac asesu safleoedd posibl gan gynnwys amserlenni, ac i gael gwybodaeth bendant am boblogaethau carchar a'r categorïau y mae'n bwriadu eu cadw mewn safle posibl yng Ngogledd Cymru.
 - Awdurdodi swyddogion i nodi safleoedd posibl yn seiliedig ar y meini prawf a ddarperir gan swyddogion y Weinyddiaeth Gyfiawnder. Bydd swyddogion

o bob cyngor yn cyfarfod â'i gilydd i nodi safleoedd posibl a thrafod yr ewyllys gwleidyddol i hyrwyddo safleoedd, er mwyn i'r rhanbarth gynnig rhestr fer o safleoedd sy'n bodloni ei meini prawf i'r Weinyddiaeth Gyfiawnder

- Bydd Heddlu Gogledd Cymru'n llunio achos busnes sy'n nodi'r buddion i gymunedau Gogledd Cymru drwy allu dal troseddwy'r Ogledd Cymru mewn carchar yng Ngogledd Cymru. Bydd hyn yn gofyn i swyddogion y Cyngor hwyluso cyswllt â'r Weinyddiaeth Gyfiawnder.

- 4.13 Bydd Bwrdd Arwain Rhanbarthol Gogledd Cymru'n adolygu cynnydd yn rheolaidd ym mhob cyfarfod Bwrdd. Mae'r Bwrdd wedi gofyn i bob Cyngor yng Ngogledd Cymru gadarnhau ei gynigion a chefnogi'r Bwrdd drwy:

* Gyhoeddi datganiad i'r wasg yn croesawu'r cyfle i gystadlu am garchar i'w leoli yng Ngogledd Cymru

* Gohebu gyda Swyddfa Cymru, y Gweinidog Carchardai a Llywodraeth Cymru i groesawu'r cyhoeddiad ac i gynnig cymorth i leoli carchar yng Ngogledd Cymru.

5. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?

- 5.1. Os bydd yng Ngogledd Cymru, gallai carchar newydd gyfrannu'n gadarnhaol at y flaenoriaeth gorfforaethol ganlynol:
- *Datblygu'r Economi Leol* – drwy greu swyddi uniongyrchol a chyflogaeth ategol gysylltiedig

6. Beth fydd yn ei gostio a sut bydd yn effeithio ar wasanaethau eraill?

- 6.1. Ar hyn o bryd, nid oes unrhyw gostau ychwanegol.

7. Beth yw prif gasgliadau'r Aseiad o Effaith ar Gydraddoldeb (EqIA) a gynhaliwyd am y penderfyniad hwn? Dylai'r templed EqIA wedi'i gwblhau fod ynghlwm wrth yr adroddiad fel atodiad.

- 7.1 Mae'r argymhelliad i gefnogi Bwrdd Arwain Gogledd Cymru i geisio cael carchar newydd yng Ngogledd Cymru wedi'i sgrinio ac ni ystyrir bod aseiad llawn o effaith ar gydraddoldeb yn ofynnol oherwydd ni fyddai'n arwain at wahaniaethu, aflonyddu nac erledigaeth anghyfreithlon nac at ymddygiad arall a waherddir gan Ddeddf Cydraddoldeb 2010. Mae'r templed sgrinio wedi'i gwblhau ynghlwm wrth yr adroddiad yn Atodiad 1.

8. Pa ymgynghoriadau a gynhaliwyd?

- 8.1 Trafodwyd y diweddariad mewn Sesiwn Wybodaeth Cabinet a Grŵp Ardal Aelod Dinbych.

9. Datganiad y Prif Swyddog Cyllid

- 9.1 Dylai unrhyw gostau ar hyn o bryd cael eu cynnwys mewn cyllidebau presennol ac felly nid oes unrhyw oblygiadau ariannol amlwg yn yr adroddiad.

10. Pa risgiau sydd ac a oes unrhyw beth y gallwn ei wneud i'w lleihau?

- 10.1 Os nad yw'r Cyngor yn cytuno i gefnogi Bwrdd Arwain Gogledd Cymru, mentrir colli'r cyfle i gael carchar yng Ngogledd Cymru, gyda'i fuddion economaidd posibl.

- 11. Pŵer i wneud y Penderfyniad**
- 11.1 Deddf Llywodraeth Leol 2000

Mae tudalen hwn yn fwriadol wag

Diweddariad ar gynigion ar gyfer carchar
newydd
9fed Ebrill 2013

Asesiad o'r Effaith ar Gydraddoldeb

Diweddariad ar gynigion ar gyfer carchar newydd

Cyswllt: Angela Loftus, Gwasanaethau Cynllunio a
Gwarchod y Cyhoedd

Diweddarwyd: 09/04/13

1. Pa fath o gynnis sy'n cael ei asesu?

Other Arall

2. Disgrifiwch bwrpas y cynnis hwn

Mae'r cynnis i'r Cyngor gadarnhau ei ymrwymiad i gefnogi datblygu carchar newydd yng Ngogledd Cymru

3. A oes angen asesiad llawn o'r effaith ar gydraddoldeb ar gyfer y cynnis hwn?

(Cyfeiriwch at adran 1 yn y pecyn uchod am gyfarwyddyd)

Na	<p>Ni ystyrir bod angen Asesiad llawn o'r Effaith ar Gydraddoldeb ar gyfer y cynnis hwn gan na fyddai'n arwain at gamwahaniaethu, aflonyddiad, erledigaeth ac ymddygiad anghyfreithlon arall a waherddir gan Ddeddf Cydraddoldeb 2010.</p> <p>Y cynnis yw cadarnhau ymrwymiad y Cyngor i'r posibilrwydd o ddatblygu carchar newydd yng Ngogledd Cymru. Mater i'r Weinidogaeth Cyfiawnder yw'r penderfyniad ar leoliad datblygiad o'r fath ac, o ystyried cyfnod cynnar y broses hon, nid oes prosiectau na chynigion penodol i'w hasesu hyd yma. Bydd angen asesiad pellach yn ddiweddarach, os bydd Sir Ddinbych yn cael ei dewis fel lleoliad ar gyfer carchar newydd.</p>
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4. Rhoddwch grynodedeb o'r camau a gymerwyd, a'r wybodaeth a ddefnyddiwyd, i ymgymryd â'r asesiad, gan gynnwys unrhyw waith ymgysylltu a ymgwymerwyd

(Cyfeiriwch at adran 1 y pecyn am gyfarwyddyd)

Ddim yn berthnasol

5. A fydd y cynnis hwn yn cael effaith gadarnhaol ar unrhyw nodweddion a warchodir?

(Cyfeiriwch at adran 1 y pecyn am ddisgrifiad o'r nodweddion a warchodir)

Ddim yn berthnasol

6. **A fydd y cynnig hwn yn cael effaith negyddol anghymesur ar unrhyw rai o'r nodweddion a warchodir?**

Ddim yn berthnasol

7. **A yw'r cynnig wedi ei newid i ddileu neu leihau unrhyw effaith negyddol bosibl?**

Na Ddim yn berthnasol

8. **A ydych chi wedi adnabod unrhyw gamau pellach i'w trin a/neu fonitro unrhyw effaith(effeithiau) negyddol posibl?**

Na Ddim yn berthnasol

Cam(au)	Perchennog	Dyddiad
Ddim yn berthnasol		

9. Datganiad

Gwnaed pob ymdrech i ddileu neu leihau unrhyw effaith anghymesur ar bobl sy'n rhannu nodweddion a warchodir. Caiff gwir effaith y cynnig ei hadolygu ar yr adeg briodol.

Dyddiad Adolygu: 9/4/13

Enw'r Swyddog Arweiniol ar gyfer yr Aseiad o'r Effaith ar Gydraddoldeb	Dyddiad
Angela Loftus	25/03/13

Nodwch y bydd angen i chi gyhoeddi canlyniad yr aseiad o'r effaith ar gydraddoldeb os ydych yn adnabod effaith sylweddol debygol.

Mae tudalen hwn yn fwriadol wag

Adroddiad i'r: Cyngor Sir

Dyddiad y Cyfarfod: 9fed Ebrill 2013

Aelod Arweiniol/Swyddog: Aelod Arweiniol Moderneiddio a Pherfformiad

Awdur yr Adroddiad: Gary Williams, Pennaeth Gwasanaethau Cyfreithiol a Democrataidd

Teitl: Penodi Hyrwyddwr Digartrefedd

1 Beth yw byrdwn yr adroddiad?

1.1 Penodi Hyrwyddwr Digartrefedd.

2 Pam cyflwyno'r adroddiad hwn?

2.1 Penodi Aelod o'r Cyngor i rôl Hyrwyddwr Digartrefedd.

3 Beth yw'r argymhellion?

3.1 Bod y Cyngor yn penodi Aelod i rôl Hyrwyddwr Digartrefedd.

4 Manylion yr adroddiad

4.1 Mae Cyfansoddiad y Cyngor ar hyn o bryd yn nodi pedair rôl Hyrwyddwr, sef:

- Hyrwyddwr Pobl Hŷn
- Hyrwyddwr Digartrefedd
- Hyrwyddwr Gofalwyr
- Hyrwyddwr Anabledd Dysgu

4.2 Yn ei gyfarfod ar 6ed Tachwedd 2012, penderfynodd y Cyngor y dylid penodi i'r bedair rôl a nodwyd yn 4.1 uchod yng nghyfarfod y Cyngor ar 4ydd Rhagfyr 2012 a mabwysiadodd ddisgrifiadau rôl ar gyfer yr Hyrwyddwyr hyn. Nodir y disgrifiadau hyn yn Atodiad 1.

4.3 Yn ei gyfarfod ar 4ydd Rhagfyr 2012 penododd y Cyngor yr hyrwyddwyr canlynol:

- Hyrwyddwr Pobl Hŷn – Y Cynghorydd R L Feeley
- Hyrwyddwr Gofalwyr – Y Cynghorydd J A Davies
- Hyrwyddwr Anabledd Dysgu – Y Cynghorydd J R Bartley

4.4 Ar y pryd nid oedd enwebiad ar gyfer rôl Hyrwyddwr Digartrefedd. Cytunwyd y byddai rôl yr Hyrwyddwr Digartrefedd yn cael ei hystyried gan y Pwyllgor Llywodraethu Corfforaethol ynghyd â rolau Hyrwyddwyr eraill a awgrymwyd.

4.5 Ystyriodd y Pwyllgor Llywodraethu Corfforaethol a ddylid argymhell rolau pellach Hyrwyddwyr yn ei gyfarfod ar 27ain Chwefror 2013.

- 4.6 Mae copi o'r adroddiad a gyflwynwyd i'r Pwyllgor Llywodraethu Corfforaethol ynghlwm fel Atodiad 2.
- 4.7 Penderfynodd y Pwyllgor Llywodraethu Corfforaethol beidio ag argymhell rolau Hyrwyddwyr pellach ond penderfynu y dylid cadw rôl yr Hyrwyddwr Digartrefedd a'i llenwi cyn gynted ag y bo modd.
- 4.8 Gofynnwyd i'r holl Gynghorwyr mewn ebost dyddiedig 12fed Mawrth 2013 nodi a hoffent gael eu hystyried ar gyfer rôl Hyrwyddwr Digartrefedd a chyflwyno curriculum vitae i'w ddsbarthu gyda'r adroddiad hwn os oedd ganddynt ddiddordeb.
- 4.9 Mae'r curricula vitae a dderbyniwyd ynghlwm fel Atodiad 3 i'r adroddiad.

5 Sut mae'r penderfyniad yn cyfrannu tuag at Flaenoriaethau Corfforaethol?

- 5.1 Bydd rôl Hyrwyddwr Digartrefedd yn cyfrannu tuag at y flaenoriaeth o sicrhau bod tai o ansawdd da ar gael.

6 Beth fydd yn ei gostio a sut fydd yn effeithio gwasanaethau eraill?

- 6.1 Nid oes goblygiadau i wasanaethau eraill o ganlyniad i'r adroddiad hwn.

7 Pa ymgynghori a fu?

- 7.1 Mae'r Pwyllgor Llywodraethu Corfforaethol wedi ystyried rolau Hyrwyddwyr ac wedi argymhell bod rôl yr Hyrwyddwr Digartrefedd yn cael ei llenwi. Gofynnwyd i bob Cynghorydd nodi a hoffent gael eu hystyried.

8 Datganiad y Prif Swyddog Cyllid

- 8.1 Nid oes costau ychwanegol yn gysylltiedig â phenodi Hyrwyddwr Digartrefedd.

9 Pa risgiau sydd ac a oes unrhyw beth y medrwn ei wneud i'w lleihau?

- 9.1 Nid oes risgiau wedi eu hadnabod.

10 Pŵer i wneud y penderfyniad?

- 10.1 Erthygl 2.6 Cyfansoddiad y Cyngor.

Denbighshire County Council

Role Description – Older People’s Champion

Accountability

To the Full Council

Role, purpose and activities

1. To act as a strong strategic leader on raising and promoting older people’s issues.
2. To argue, support and defend the concerns, issues and needs of older people in the Councils’ area.
3. To establish good working relationships with officers and others driving forward the strategies, policies and plans.
4. To gain an understanding of older people’s issues and the Council’s statutory obligations to them and where required to explain the duties.
5. To commit to attending nationally facilitated events (such as provided by the WLGA) and to consider making your own regional, cross border and national links as are necessary such as health and equalities champions in local health structures.
6. In addition to health and social care, to contribute to the shift in focus towards the economic contribution of older people, the opportunities to encourage an active life and the benefits of maintaining independence; promoting a positive image for older people.
7. To ensure that older people are and remain a priority in the Councils’ work. As a spokesperson to keep issues at the forefront of debate; raising awareness amongst fellow elected members on older people’s issues and the implications of these for the Council.
8. To promote the wider local democracy in the involvement, participation and engagement of older people in the planning and reviewing of all aspects of a local authority’s work, including service delivery and policy development.
9. To consider and highlight the role of public, private and third sectors in bringing forward solutions.
10. To attend training and regular briefings.
11. To visit projects run by the voluntary and third sector and to learn from the experience and knowledge of older people’s organizations.
12. To keep abreast of the evolving impact of national and legislative changes.
13. Where required, in conjunction with the Lead Member (if relevant) and the Councils’ Communications team, to engage with the media.
14. To consider the role of Carer’s Champion and its impact on this role and whether to work together where appropriate.

Person Specification

Within the Council

Understanding of the area of interest being championed in terms of council strategies and policy, good practice, improvement and national agendas and the needs of the client group

Ability to engage with a range of members and officers around the area of interest and listening to requirements

Ability to advocate on behalf of the area of interest within the council

In the Community

Understanding of the needs of the community in relation to the interest

Ability to engage with citizens and community groups in matters related to the interest.

Ability to lead and support local initiatives related to the interest.

Ability to represent the position of the council to the community in relation to the interest.

September 2012

Denbighshire County Council

Role Description – Homelessness Champion

Accountability

To the Full Council

Role, purpose and activities

1. To act as a strong strategic leader on homelessness and raising and promoting homelessness issues.
2. To gain an understanding of homelessness, its' causes and the Council's statutory obligations and where required to explain the duties.
3. To advocate the importance of prevention and responding proactively to homelessness; including advocating realistic funding regimes to provide efficient and effective services for vulnerable families and individuals at risk of homelessness.
4. To gain an understanding of the work of the teams in Housing services including the Homelessness unit and the Supporting People team, promoting these internally and externally. To reflect back to the teams, via appropriate channels, how the service is perceived in the community.
5. To consider and highlight the role of public, private and third sectors in bringing forward solutions.
6. To attend training and regular briefings from the Homelessness team.
7. To visit projects run by the voluntary sector.
8. To keep abreast of the evolving impact of national and legislative changes.
9. As a spokesperson to keep issues at the forefront of debate; raising awareness amongst fellow elected members of homelessness issues and the implications of these for the Council.
10. Where required, in conjunction with the Lead Member and the Councils' Communications team, to engage with the media.

Person Specification

Within the Council

Understanding of the area of interest being championed in terms of council strategies and policy, good practice, improvement and national agendas and the needs of the client group

Ability to engage with a range of members and officers around the area of interest and listening to requirements

Ability to advocate on behalf of the area of interest within the council

In the Community

Understanding of the needs of the community in relation to the interest

Ability to engage with citizens and community groups in matters related to the interest.

Ability to lead and support local initiatives related to the interest.

Ability to represent the position of the council to the community in relation to the interest.

September 2012

Denbighshire County Council

Role Description - Carers Champion

Accountability

To the Full Council

Role, purpose and activities

1. To act as a strong strategic leader on raising and promoting issues affecting Carers.
2. To argue, support and defend the concerns, issues and needs of Carers in the Councils' area.
3. To gain an understanding of the needs of Carers across all service user groups, and to share this with Member colleagues. This may necessitate regular contact with Carers.
4. To raise awareness (amongst fellow Elected Members) of the issues facing Carers, and the implications of these for Social Services.
5. Wherever possible, in conjunction with the relevant Lead Member, highlight the needs of Carers, and to act as a Champion within the Council with a view to ensuring that the Council responds to these needs appropriately.
6. To familiarise him/herself with the range of services and organisations available to support Carers locally.
7. To ensure the needs of Carers are and remain a priority in the Councils' work. As a spokesperson to keep issues at the forefront of debate; raising awareness amongst fellow elected members on such issues and the implications of these for the Council.
8. To promote the wider local democracy in the involvement, participation and engagement of Carers in the planning and reviewing of all aspects of a local authority's work, including service delivery and policy development.
9. To keep up to date with developments in local, regional and national strategies, and any legislative changes in regard to Carers, as they occur.
10. To keep up to date with any changes to policy or procedures relating to Carers and to attend relevant training.
11. To become a standing member of the multi-agency Denbighshire Carers Strategy Group.
12. To attend local key events for Carers, e.g. Carers Rights Day Carers week events and conferences.
13. To attend regional and national events in relation to Carers, where possible, e.g. conferences, meetings and forums.
14. Where required, in conjunction with the Lead Member (if relevant) and the Councils' Communications team, to engage with the media.
15. To consider the roles of Older People's Champion and Learning Disability Champion and its impact on this role and whether to work together where appropriate.

Person Specification

Within the Council

Understanding of the area of interest being championed in terms of council strategies and policy, good practice, improvement and national agendas and the needs of the client group

Ability to engage with a range of members and officers around the area of interest and listening to requirements

Ability to advocate on behalf of the area of interest within the council

In the Community

Understanding of the needs of the community in relation to the interest
Ability to engage with citizens and community groups in matters related to the interest.

Ability to lead and support local initiatives related to the interest.

Ability to represent the position of the council to the community in relation to the interest.

October 2012

Denbighshire County Council

Role Description – Learning Disabilities Champion

Accountabilities

To Full Council

Role Purpose and Activities

1. To act as a strong strategic leader on raising and promoting issues affecting persons with a learning disability.
2. To argue, support and defend the concerns, issues and needs of the Learning Disabled in the Councils' area.
3. To establish good working relationships with officers and others driving forward the strategies, policies and plans.
4. To gain an understanding of the issues and the Council's statutory obligations to them and where required to explain the duties.
5. To commit to attending nationally facilitated events (such as provided by the WLGA) and to consider making your own regional, cross border and national links as are necessary such as health and equalities champions in local health structures.
6. In addition to health and social care, to contribute to the shift in focus towards the economic contribution of the Learning Disabled community, the opportunities for an active and social life, and the benefits of maintaining independence with or without support.
7. To ensure that persons with a learning disability are and remain a priority in the Councils' work. As a spokesperson to keep issues at the forefront of debate; raising awareness amongst fellow elected members on such issues and the implications of these for the Council.
8. To promote the wider local democracy in the involvement, participation and engagement of persons with a learning disability and carers in the planning and reviewing of all aspects of a local authority's work, including service delivery and policy development.
9. To consider and highlight the role of public, private and third sectors in bringing forward solutions.
10. To attend training and regular briefings.
11. To visit projects run by the voluntary and third sector and to learn from the experience and knowledge of learning disabled organizations.
12. To keep abreast of the evolving impact of national and legislative changes.
13. Where required, in conjunction with the Lead Member (if relevant) and the Councils' Communications team, to engage with the media.
14. To consider the role of Carer's Champion and its impact on this role and whether to work together where appropriate.

Person Specification

Within the Council

Understanding of the area of interest being championed in terms of council strategies and policy, good practice, improvement and national agendas and the needs of the client group

Ability to engage with a range of members and officers around the area of interest and listening to requirements

Ability to advocate on behalf of the area of interest within the council

In the Community

Understanding of the needs of the community in relation to the interest

Ability to engage with citizens and community groups in matters related to the interest.

Ability to lead and support local initiatives related to the interest.

Ability to represent the position of the council to the community in relation to the interest.

October 2012

Report To: Corporate Governance Committee

Date of Meeting: 27th February 2013

Lead Member / Officer: Head of Legal and Democratic Services

Report Author: Head of Legal and Democratic Services

Title: Role of Champions

1. What is the report about?

1.1 This report sets out the different roles that have been suggested by Members to be undertaken by Member Champions.

2. What is the reason for making this report?

2.1 To seek the Committee's views and recommendations regarding the various Champion roles that have been suggested and the process by which Members should be appointed to any recommended roles.

3. What are the Recommendations?

3.1 That the Committee considers what additional, if any, Champion roles should be recommended to Full Council, the method by which such Champions should be appointed and the role descriptions that should be applied to those roles.

4. Report details

4.1 The role of Champions in this Council has evolved from the appointment of an 'Older People's Champion' which was as a result of guidance issued by the Welsh Government that every local authority in Wales should have such a champion.

4.2 The Council's Constitution currently identifies four Champion roles. These are:

Older People's Champion
Homelessness Champion
Carers' Champion
Learning Disabilities Champion

4.3 At its meeting on 6th November 2012 Council resolved that the four Champions set out in 4.2 above should be appointed at the Council meeting on 4th December 2012 and adopted role descriptions for these Champions. These role descriptions are set out in Appendix 1.

- 4.4 Council further resolved that the Corporate Governance Committee should be asked to consider whether there was merit in appointing Champions for other interests identified by members and provide clarification of these roles if recommended as suitable for adoption.
- 4.5 The other interests suggested by Members at the Council meeting on 6th November were as follows:
- Young Persons' Champion
Young Carers' Champion
Scrutiny Champion
- 4.6 In addition, the Council endorsed the Armed Forces Community Covenant in September 2012. During the debate on this matter it was suggested that consideration of an Armed Forces Champion be part of the review of Champions generally.
- 4.7 The Council has recently also received a letter from the WLGA spokesperson for Welfare Reform and Poverty asking that authorities consider appointing Poverty Champions.
- 4.8 A survey of other local authorities in Wales has revealed that there is a wide variation in how Champions are appointed and the areas of interest that they champion. In at least one authority, there are no champions.
- 4.9 The responses received from other Councils in respect of their Champions are set out in a table as Appendix 2 to this report.
- 4.10 The one consistent role in respect of which champions have been appointed across Wales is that of an Older People's Champion. In some authorities this may have a slightly different title and is sometimes part of a wider champion brief. Other common champion roles relate to Carers, Disability, Member Development, Children and Scrutiny.
- 4.11 As set out in 4.2 above the Council has already appointed a Champion for Carers and has a Learning Disability Champion.
- 4.12 The Council does not have a Scrutiny Champion appointed by Council. There has been a Scrutiny Champion in the past which has been a role to which the Chairs and Vice-Chairs of Scrutiny have appointed one of their number. This is consistent with the practice of other Councils. There is a Scrutiny Champions Network which exchanges information and ideas about Scrutiny.
- 4.13 Many Councils consider that the role of Champion is unnecessary where there is a Lead Member with responsibility for a certain area. In these authorities Champions are only appointed where there is no clear Lead Member responsibility or there is a clear cross cutting theme.
- 4.14 Members should take into account in considering these roles whether there is already a clear role in respect of these issues contained within Lead Member Portfolios. A copy of the Lead Member Portfolios are attached as Appendix 3 to the report.

4.15 At its meeting on 6th November 2012 Council approved role descriptions for the four identified Champion roles. These are attached as Appendix 1. These role descriptions seek to provide clarity and consistency as to the role of Champions in Denbighshire. It is suggested that any new roles should have similar descriptions. Members may also wish to consider whether Champions should be required, once appointed, to set out their priority activities as Champions and report back, perhaps on an annual basis, to a committee or other member forum on their progress during the year.

4.16 There is also variety in the way in which Champions are appointed. In some authorities, Champions are appointed by the Executive, or in some cases the Leader. In other authorities Champions are appointed by Council. The Champions currently identified in this Council's Constitution as set out in paragraph 4.2 above are appointed by Council. Members are asked to consider whether this is the most appropriate method of appointing further Champions.

5. How does the decision contribute to the Corporate Priorities?

5.1 The existing Champion roles contribute to the priorities regarding vulnerable people and access to good quality housing.

6. What will it cost and how will it affect other services?

6.1 There are no direct costs associated with this report.

7. What consultations have been carried out?

7.1 Group Leaders were consulted and were in favour of appointing the four Champion roles approved by Council in November 2012. All Members have been given an opportunity to suggest other champion roles. Other Welsh authorities have been surveyed as to their Champions.

7.2 SLT were consulted on the role of Champions and expressed concern that there is the possibility of confusion and/or duplication between the roles of Champions and Lead Members where the issue to be championed falls within the remit of an individual Lead Member.

8. Chief Finance Officer Statement

8.1 There are no additional costs directly associated with this report.

9. What risks are there and is there anything we can do to reduce them?

9.1 There are no identified risks.

10. Power to make the Decision

10.1 Section 2 Local Government Act 2000.

CHAMPIONS

Carmarthenshire	<p>Leader Deputy Leader (Housing) Deputy Leader (Community & Rural Affairs) Chair of the Democratic Services Committee</p>	<p>Armed Forces Champion 50+ Champion Community Champion Anti-Poverty Champion Member Development Champion</p>
Bridgend	<p>Appointed by Cabinet:</p> <p>Equalities H&S - - Children & Young People - Domestic Abuse</p> <p>Not formally appointed:</p> <p>Older people's Waste and recycling</p>	
Neath Port Talbot	<p>One Member designated Champion and that is for Older Persons and Carers, who is appointed by Council.</p>	
Flintshire	<p>No longer have Champions.</p>	
Conwy	<p>Lead Member for Children (Statutory Appointment) – The Leader Welsh Language Champion (Statutory Appointment) – Cabinet Member for Governance and Regulation (Councillor Philip C. Evans J.P.) Carers Champion – Councillor Cheryl Carlisle Third Sector Champion – Chair of the Partnerships Overview and Scrutiny Committee Member Development Champion – Chair of the Democratic Services Committee Older Peoples Champion – Councillor Andrew Hinchliff Disability Champion - Councillor Deion Smith Poverty Champion - Cabinet Member for Communities (Councillor Phil Edwards)</p> <p>Cabinet appoint, and in some instances, confirm the appointments.</p>	
Torfaen	<p>Leader as the Sustainability Champion and Deputy Leader as the Older Persons' Champion – which are part of their portfolio areas. Member Development Champion who is appointed by Council at the AGM. 'back bencher' appointed as the Armed Forces Champion which was an in year appointment by Leader/ C Ex .</p>	

Gwynedd	<p>Appointed by Cabinet:</p> <ul style="list-style-type: none"> • Older people • Carers • Autism • Disability • The Voice of Children and Young Persons <p>Ex officio:</p> <ul style="list-style-type: none"> • Chair of Democratic Services Committee as Members' Development Champion • A chair of scrutiny as Scrutiny Champion <p>To be considered:</p> <ul style="list-style-type: none"> • Poverty (see letter from WLGA 15/1/13 and Carl Sargeant 5/2/13) • Road safety (throwback to previous era)
Caerphilly	<p>The Youth Champion is elected annually (subject to receiving nominations from Members) and the following are appointed at the AGM:</p> <p>Child Poverty Champion Equalities Champion Homeless Persons Champion Older Persons Champion</p>
Rhondda	<p>Four Champions as follows who are the respective Cabinet Members:</p> <ul style="list-style-type: none"> • Members' Services Champion • Champion for Older People • Social Justice Champion • Children's Champion <p>The Leader selects the Champions.</p>
Monmouthshire	<p>Scrutiny Champion and a Disability Champion both appointed by Council.</p>

<p>Councillor Hugh H Evans OBE Leader and Lead Member for Economic Development</p> <p>Responsible for: External Relationships, Collaboration Partnerships, Regional Lead, Equalities, Local and Regional Economic Strategy, Town Plans, Rhyl Going Forward, Work with local businesses, Management of Cabinet</p> <p>Member of: Chair of Corporate Equalities Group; Member of Rhyl Going Forward Programme Board; Rhyl Harbour Board; Local Service Board; Strategic Investment Group; Member of the WLGA Council and WLGA Co-ordinating Committee; Conwy and Denbighshire Collaboration Board; North Wales Regional Leadership Board ; Chair of North Wales Economic Ambition Board, West Rhyl Housing Improvement Board; North Wales Coast Regeneration Partnership Board</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • Ensure that Cabinet works effectively by managing the Cabinet's forward plan and ensuring that Cabinet works through it • engage all Councillors in the decision making process • hold lead members accountable for their portfolios and ensure they involve other members as appropriate, before decisions are sought • Adopt a strategy to deliver the corporate priority for Economic & Community Ambition aimed at strengthening the economy of Denbighshire in order to create more business opportunities and jobs • Develop a better understanding of deprivation across Denbighshire supported by a targeted action plan to improve outcomes for residents and communities • Deliver the Rhyl Going Forward plan • Ensure delivery of the priorities for the county's individual communities as identified through Town and Area Plans • Ensure that a business plan is agreed for regional collaboration on economic development and that the objectives of the plan are achieved • Champion economic development and regeneration and ensure Corporate and wider stakeholder "buy in" to deliver set objectives • To maintain effective communication between the Council and external organisations, including WAO, WG, AMs' MPs etc • to ensure that the council meets its requirements in relation to Equality Impact Assessment and staff/Member training • To explore internal/external collaboration projects to achieve efficiencies and for sharing best practices • To challenge Managers to reduce sickness levels within their services
<p>Councillor Eryl Wyn Williams Deputy Leader and Lead Member for Education</p> <p>Responsible for: School Standards, Modernising Education, Regional Lead on Education, Lead on CYPP, WJEC, North Wales School Improvement Board, Community Learning Centres,</p> <p>Member of: deputising for the Leader at meetings with North Wales Leaders, Major Projects; LDP; North Wales Residual Waste Food Boards; supporting the Leader with external relations</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • To improve education <u>outcomes</u> for children and young people in Denbighshire. • To improve the quality and provision of education for all ages in the lifelong learning context. • To maintain the financial commitment of Education as a priority for Denbighshire • To ensure that Denbighshire provides an <u>inclusive</u> education experience for children and young people in order to secure their <u>well-being</u>. • To deliver the <u>modernisation</u> and capital investment programme for schools in Denbighshire County Council. • Provide political leadership in terms of delivering an adopted LDP and thereafter its review and monitoring process. • To maintain effective communication between the Council and external organisations, including WAO, WAG, AMs' MPs etc. • To ensure that Denbighshire develops an effective service within the region through the collaboration agenda. • To explore internal/external collaborative projects to achieve efficiency gains and for sharing best practices • Challenge managers to reduce sickness levels within their services

<p>Councillor Bobby Feeley Lead Member for Social Care, Adult and Children's Services</p> <p>Responsible for: Adult Social Care, Children Services, Lead on NHS matters, Regional Lead on Social Care, Lead on HSCWB / LSCB</p> <p>Member of: Modernising Social Services Board; National Social Services Partnership Forum; Cefndy Healthcare; Local Safeguarding Children's Board; Health, Social Care and Well-being Board; BCUHB; Local Adult Protection Committee</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • Effective political leadership and input into the Modernisation of Social Services Board • To ensure that the views of Denbighshire residents and potential impacts on social care as a result of the NHS Review are communicates to BCUHB to influence final outcomes • To reduce the levels of sickness absence in both Adult Services and Children's Services • To develop Extra Care Housing across the authority • To further develop the role of the Council as a good Corporate Parent • To champion the user views and develop approaches to participation to ensure they inform service developments • To develop resources in communities to meet social needs identified • To explore internal/external collaborative projects to achieve efficiency gains and for sharing best practices • Challenge managers to reduce sickness levels within their services
<p>Councillor Hugh Irving Lead Member for Customers and Communities</p> <p>Responsible for: Customer Service Standards, Communications and Marketing, Website Developments/Customers Insight, Town and Community Councils, Voluntary Sector, Housing including Council Housing, Housing Strategy and Homelessness, Welfare Reform Benefits</p> <p>Member of: Council Closer to the Community Board, Strategic Corporate Communications Group; Family Information Services Steering Group; Strategic Housing Partnership; Affordable Housing Working Group; Welfare Reform Group; West Rhyl Housing Board</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • To deliver an efficient, effective and high quality Housing Service • Understand the impact of the Welfare Reform on the council as a whole and ensure that services are preparing to deal with it accordingly • Implementation of the Council Tax Support changes • To enhance the reputation of the Council through the delivery of effective communication and marketing of services. • To support the delivery of the revised Corporate Communications Strategy. • To lead on the continued strategic development of communications and marketing across the authority. • To act as ambassador for effective communication, internally and externally. • To improve the standard of customer service across the authority to help achieve our vision of delivering excellent services and customer care. • To enhance positive links with Town/Community Councils • To support the work and commitment of the voluntary sector • To explore internal/external collaboration projects to achieve efficiencies and for sharing best practices • To challenge Managers to reduce sickness levels within their services

<p>Councillor Huw Ll. Jones Lead Member for Leisure, Youth, Tourism and Rural Development</p> <p>Responsible for: Tourism Strategy, Leisure, Destination Management, Libraries, Youth, Arms Length Companies, Rural Development, Countryside and Biodiversity, Tourism and Heritage, Welsh Language</p> <p>Member of: Denbighshire Rural Development Plan Partnership, Menter Iaith Sir Ddinbych, Tourism Partnership North Wales, Bodelwyddan Castle Trust, Clwyd Pension Panel, Clwydian Range and Dee Valley AONB Board, Creating an Active Denbighshire Group.</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • To ensure that Marketing and Tourism Strategies deliver their objectives of ensuring Denbighshire is a great place to work and visit. • To promote Tourism and champion the Destination Denbighshire campaign • To maximise investment through the Rural Development Plan. • To ensure there is effective support provided to businesses to help to sustain and grow the local economy as part of the Economic Strategy • To maintain a quality and high performing Leisure, Libraries and Youth Service for the residents of Denbighshire • To ensure that the council plays a full role in the development and delivery of Denbighshire's Destination Management Plan • Lead on the development of Denbighshire's policies for Welsh language provision in the County • To explore internal/external collaborative projects to achieve efficiency gains and for sharing best practices • Challenge Managers to reduce sickness levels within their services
<p>Councillor Barbara Smith Lead Member for Modernising and Performance</p> <p>Responsible for: Business Transformation, Technology/Efficiency, Flexible working etc., HR, ICT, Corporate Plan, Corporate Governance, Member Training and Development, Regional Lead on 'Support Services', Service and Performance Challenges</p> <p>Member of: Modernisation Strategy Board, Modernising Social Services Board, LJCC and Joint Council for Wales</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • Oversee the production of the Corporate Plan 2012 – 2017 and ensure achievements are monitored on an annual basis • Provide leadership in the development of a Member training programme that is fit for the purpose of supporting current and future Members • Oversee the amalgamation of Coroner districts and recruitment of full time Coroner within the timescales and also the future development of the Coroner's role • Provide political leadership to "Modernising the Council" priority, delivering on the following themes: Dynamic workforce, Service modernisation, Future workspaces • Monitor the delivery of the ICT Strategy Phase 2, ensuring that investment in ICT innovation and infrastructure is focused upon business outcomes and supporting collaborative working in ICT provision where the benefit for Council is clear • Support the delivery of the People Strategy with particular focus on reducing sickness absence and increased rate of appraisal completion and encouraging a culture of flexibility to deliver organisational change • Champion member use of technology, to enable ease of working and to work towards the reduction of paper reports • To ensure Denbighshire has a modern HR Service, fit for purpose, proactively supporting Managers to manage • To explore internal/external collaboration projects to achieve efficiencies and for sharing best practices

<p>Councillor David Smith Lead Member for Public Realm</p> <p>Responsible for: Environment, including Waste, Highways and Infrastructure, Planning and Public Protection (including Private Sector Housing issues: Empty Homes; Housing Grants; Housing Enforcement), Licensing, Sub-regional/Regional lead on public realm, Safer Communities</p> <p>Member of: TAITH; Rhyl Harbour Board; North Wales Safety Partnership; North Wales Safety Board; NWRWTP; People & Places Programme Board; Safer Communities; integrated Transport Board; YJS Management Board</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • Maintain / improve recycling rates • Ensure key projects affecting Denbighshire County Council are delivered and pose no risk to Denbighshire. • Ensure the Councils environmental regulatory/enforcement activity including fly tipping contributes to a safer Denbighshire for all. • Promote appropriate housing that is safe, affordable, accessible and fit for purpose in the private sector. • Ensure active engagement with TAITH to ensure DCC transport priorities receive recognition. • Secure appropriate levels of investment for the highway network • Address Dog Fouling concerns across Denbighshire • Review of CCTV locally and regionally • To explore internal/external collaborative projects to achieve efficiency gains and for sharing best practices • Challenge Managers to reduce sickness levels within their services
<p>Councillor Julian Thompson-Hill Lead Member for Finance and Assets</p> <p>Responsible for: Revenue & Capital Budgets & Financial Legislation; Treasury Management; Risk Assessments Assets Strategy; Health & Safety Procurement; Internal Audit; Revenues and Benefits; Property Services</p> <p>Member of: Chair of Strategic Investment Group; Member of the WLGA Council; Conwy and Denbighshire Collaboration Board; CLAW; Modernising Board, Cefndy Healthcare Board, Rhyl Harbour Board; Asset Management Group</p>	<p>Key Objectives:</p> <ul style="list-style-type: none"> • Maintain sound financial management of the authority • Improve the authority's energy consumption and efficiency • Develop proposals for a sustainable asset portfolio • Improve Health and Safety awareness with Members • Monitor that finance is in place to underpin the new Corporate Plan • Challenge Managers to reduce sickness levels within their services • Explore internal/external collaboration projects to achieve efficiencies and for sharing best practices

Mae tudalen hwn yn fwriadol wag

COUNCILLOR BILL TASKER

For the past five years I have been associated with Y Dyfydol, a charity of Clwyd and Alyn Housing Association.

The aim is to house vulnerable young people and teach life skills to some, and to encourage others to realise their full potential through further education and apprenticeships.

I have been invited by the Head Teacher of Rhyl High School to become involved in the introduction and development of a charity for the homeless, it will be organised by the children and young people, overseen by staff. I very much look forward to working with them.

I have also been invited by to join a "sleep out" by Mrs. Carol Williams, Senior Coordinator for TAF (Team around the Family).

I very much hope that Members and Officers will be able to support me in this exciting challenge.

Local Government will face many real challenges over the coming months and years, homelessness will certainly be one of them. Together as colleagues and with those from the third sector we can respond positively, and I will endeavour to ensure that the people of Denbighshire have some understanding of this complex issue that will help towards them responding with true compassion and empathy.

Mae tudalen hwn yn fwriadol wag

Adroddiad i'r:	Cyngor
Dyddiad y Cyfarfod:	9 Ebrill 2013
Swyddog Arwain:	Rheolwr Gwasanaethau Democratig
Awdur yr Adroddiad:	Rheolwr Gwasanaethau Democratig
Teitl:	Amserlen Pwyllgor 2013 / 14, Adolygiad Blynyddol o Gydbwysedd Gwleidyddol, Penodi Cadeiryddion Pwyllgorau Craffu a Lwfansau i Aelodau Cyfetholedig sydd â Hawliau Pleidleisio

1. Am beth mae'r adroddiad yn sôn?

Mae'r adroddiad hwn yn cynnwys gwybodaeth am faterion cysylltiedig â phwyllgorau ac yn gofyn am benderfyniadau yn eu cylch.

2. Beth yw'r rheswm dros lunio'r adroddiad hwn?

Mae angen i'r Cyngor gymeradwyo amserlen ar gyfer 2013/14 er mwyn cadarnhau adnoddau a lleoliadau cyfarfod, cyhoeddi'r amserlen a llenwi dyddiadur yr Aelodau. Am fod blwyddyn newydd y cyngor yn dechrau fis nesaf, mae hefyd yn briodol i'r Cyngor ystyried newidiadau yn y cydbwysedd gwleidyddol, trefniadau cadeirio Pwyllgorau Craffu a thaliadau i aelodau cyfetholedig sydd â hawliau pleidleisio.

3. Beth yw'r Argymhellion?

Bod y Cyngor Sir:

- (i) yn cymeradwyo'r amserlen o gyfarfodydd ar gyfer 2013 / 2014 (atodiad 1)
- (ii) yn ystyried yr argymhellion i sicrhau bod y pwyllgorau'n wleidyddol gytbwys (atodiad 3)
- (iii) yn nodi unrhyw newidiadau ym mhenodiad cadeiryddion y pwyllgorau craffu y cytunwyd arnynt gan y grwpiau gwleidyddol perthnasol
- (iv) yn pennu mwyafswm priodol y diwrnodau y gellir eu hawlio i bob aelod cyfetholedig sydd â hawliau pleidleisio.

4. Manylion yr adroddiad

4.1 Amserlen Pwyllgorau

Mae blwyddyn newydd y Cyngor yn dechrau â Chyfarfod Blynyddol y Cyngor ym mis Mai, pan ddaw'r amserlen gyfredol o gyfarfodydd pwyllgorau i ben. Ystyriwyd yr amserlen ddrafft ar gyfer cyfarfodydd yn 2013 / 14 (atodiad 1) gan y Pwyllgor Gwasanaethau Democratig ym mis Chwefror. Bydd dyddiadau ychwanegol ar gyfer sesiynau Gwybodaeth i'r Cyngor yn cael eu hychwanegu ar gyfer y cyfnod ar ôl y Gwyliau.

Cynhaliwyd arolwg yn ystod ail ran 2012 i gael gwybod barn cynghorwyr ac aelodau cyfetholedig am bryd a ble yr hoffent gynnal eu cyfarfodydd. Roedd yr arolwg ymhlith gofynion Mesur Llywodraeth Leol (Cymru) 2011 a rhaid i'r Cyngor ystyried canlyniadau'r arolwg wrth gynllunio cyfarfodydd. Mae gwybodaeth am yr amserlen a chrynodeb o ganlyniadau'r arolwg ynghlwm yn atodiad 2.

O ystyried canlyniadau'r arolwg, cadwyd y gymysgedd gyfredol o gyfarfodydd bore yn bennaf, ond rhai pwyllgorau neu baneli'n cyfarfod yn y prynhawn. Mae'r Cyngor yn trefnu ychydig bach o gyfarfodydd gyda'r nos (i rai o'r Grwpiau Ardal Aelod, er enghraifft). Yn aml, bydd cyfarfodydd yn cael eu cynnal yn Neuadd y Sir ond bydd cyfarfodydd hefyd yn cael eu trefnu mewn mannau eraill yn y sir.

4.2 Adolygiad Blynyddol o Gydbwysedd Gwleidyddol

Mae gofyn i'r Cyngor ystyried o leiaf bob blwyddyn sut mae aelodaeth ei bwyllgorau'n berthnasol i gydbwysedd gwleidyddol y Grwpiau. Oherwydd newidiadau yn aelodaeth y pwyllgorau a chryfder y grwpiau gwleidyddol, nid yw pob pwyllgor yn wleidyddol gytbwys ar hyn o bryd, a dangosir y rhain yn Atodiad 3.

Gyda'r un nifer o aelodau, mae gan Grwpiau'r Ceidwadwyr a Phlaid Cymru yr un pwysiad cydbwysedd gwleidyddol felly gallai'r naill neu'r llall (ond dim ond un ohonynt) gael ail sedd ar bwyllgor o 8 aelod. Gellir datrys hyn naill ai drwy argaeledd un aelod yn unig o'r Grwpiau hynny i fynd â'r ail sedd honno, neu drwy edrych ar gydbwysedd gwleidyddol cyffredinol y ddau Grŵp dros yr holl bwyllgorau.

Adeg ysgrifennu'r adroddiad hwn, mae'r argymhellion yn atodiad 3 yn berthnasol.

4.3 Penodi Cadeiryddion Pwyllgorau Craffu

Yn ôl yr egwyddorion ar gyfer dyrannu cadeiryddion Pwyllgorau Craffu ym Mesur 2011, bydd y Grwpiau a gynrychiolir yn y Cabinet (Annibynwyr, Ceidwadwyr a Phlaid Cymru) yn gallu hawlio 1 o'r 3 chadeirydd craffu, a'r grwpiau hynny a fydd yn penderfynu ymhlith eu hunain p'un o'u haelodau cymwys a fydd yn gadeirydd. Mae gan y Grŵp Llafur, sef yr unig grŵp heb aelodau ar y Cabinet, yr hawl i benodi 2 o'r cadeiryddion craffu.

Er bod pwyllgorau craffu yn Sir Ddinbych wedi penodi eu cadeiryddion yn flaenorol am flwyddyn, nid yw'r Mesur na'r canllawiau statudol cysylltiedig ychwaith yn gwneud darpariaethau ar gyfer newid neu ailbenodi cadeiryddion pwyllgorau craffu, heblaw bod cyfansoddiad gwleidyddol y Cabinet yn newid neu fod cadair pwyllgor craffu'n wag am ryw reswm. Mae penodi cadeiryddion ar gyfer blwyddyn newydd y cyngor yn fater felly i'r grwpiau gwleidyddol ei ystyried ac i gynghori ynghylch unrhyw newidiadau.

4.4 Tâl Aelodau Cyfetholedig

Mae Panel Annibynnol Cymru ar Gydnybyddiaeth Ariannol (IRPW) yn rheoleiddio taliadau i aelodau ac aelodau cyfetholedig. Roedd IRPW wedi caniatáu i aelodau cyfetholedig hawlio taliadau am hyd at 10 diwrnod am fynychu cyfarfodydd pwyllgorau y maent yn aelodau â hawliau pleidleisio ohonynt. O fis Ebrill 2013, mae

IRPW wedi penderfynu caniatáu i awdurdodau bennu sawl diwrnod y gellir ei hawlio. Mae hefyd wedi ehangu'r amrywiaeth o ddiwyddiadau y gellid eu hawlio i gynnwys digwyddiadau hyfforddi, cynadleddau a chyn-gyfarfodydd â swyddogion a awdurdodwyd.

Mae gan Sir Ddinbych 11 o aelodau cyfetholedig sydd â hawliau pleidleisio; mae 5 yn eistedd ar y Pwyllgor Safonau, mae 5 yn aelodau cyfetholedig craffu addysg ac mae un yn aelod lleyg o'r Pwyllgor Llywodraethu Corfforaethol. Y taliadau yw £198 y dydd (a ddiffinnir fel mwy na 4 awr, neu £99 am hanner diwrnod sef llai na 4 awr) neu £256 / £128 i gadeirydd cyfetholedig.

Am fod yr aelodau cyfetholedig craffu addysg – pryd bynnag yr ystyrir materion addysg – yn aelodau o bob un o'r 3 phwyllgor craffu, byddent yn gymwys, dan y rheolau ar gyfer 2012 / 13, i hawlio hyd at 30 o ddiwrnodau cyfarfod y flwyddyn h.y. mwyafswm o 10 cyfarfod y pwyllgor x 3 phwyllgor = 30 diwrnod. Wrth reswm, nid yw pob cyfarfod craffu'n cynnwys eitem addysg ar yr agenda. Argymhellir bod y Cyngor yn ystyried mwyafswm priodol y diwrnodau y gellir eu hawlio i bob aelod cyfetholedig sydd â hawliau pleidleisio.

Hwyrach y bydd rhaid i aelodau cyfetholedig y Pwyllgor Safonau fynychu cyfarfodydd neu wrandawladau ychwanegol os byddant yn ofynnol ar gyfer goddefebau fel mater o frys ac mae Cadeirydd ac Is-gadeirydd y Pwyllgor yn mynychu Fforwm Safonau Gogledd Cymru bob chwarter.

5. Sut mae'r penderfyniad yn cyfrannu at y Blaenoriaethau Corfforaethol?

Mae'r penderfyniadau a'r wybodaeth sy'n codi o'r adroddiad hwn yn ganolog i weithredu'r systemau democratig a'r pwyllgorau sy'n elfennau hanfodol o drefniadau llywodraethu'r Cyngor ac sy'n cyfrannu at flaenoriaethau corfforaethol y Cyngor.

6. Beth fydd yn ei gostio a sut bydd yn effeithio ar wasanaethau eraill?

Mae costau cynnal system o bwyllgorau'n cael eu cynnwys yn y cyllidebau presennol. Gall gwasanaethau drwy'r Cyngor cyfan gyfrannu at y cyfarfodydd sydd yn yr amserlen, a hynny fel arfer drwy gyfrannu gwybodaeth, adroddiadau ac amser swyddogion.

7. Beth yw prif gasgliadau'r Asesiad o Effaith ar Gydraddoldeb (EqIA) a gynhaliwyd ar y penderfyniad? Dylai'r templed EqIA a gwblhawyd fod ynghlwm wrth yr adroddiad mewn atodiad.

Mae'r amserlen flynyddol o gyfarfodydd yn broses sefydledig ac mae'n bodloni nodau'r Ddeddf Cydraddoldeb. Y prif 'ddefnyddwyr gwasanaeth' yw aelodau'r pwyllgorau a'r swyddogion cefnogi er bod y wasg a'r cyhoedd hefyd yn gallu mynychu'r rhan fwyaf o gyfarfodydd; mae diddordeb unigolion neu grwpiau'n debygol o ddibynnu ar y pwnc dan ystyriaeth.

Cynhaliwyd arolwg diweddar o gynghorwyr am amser a lleoliad cyfarfodydd ac mae'r canlyniadau wedi'u hystyried. Mae'r Cyngor yn defnyddio'r ystafelloedd cyfarfod

mwyaf addas pryd bynnag y bo modd (o ran mynediad, parcio, cyfleusterau toiled, cludiant cyhoeddus).

8. Pa ymgynghoriadau a gynhaliwyd â Phwyllgorau Craffu ac eraill?

Bu'r Pwyllgor Gwasanaethau Democratig yn ystyried ac yn nodi amserlen ddrafft y pwyllgorau ym mis Chwefror. Ymgynghorwyd ag ystod eang o swyddogion a fu'n rhoi cymorth a chyngor i'r pwyllgorau a ddangosir yn atodiad 1 ac ymgynghorwyd ag aelodau ynghylch eu prif ddewisiadau ar gyfer amser a lleoliad cyfarfodydd.

9. Datganiad y Prif Swyddog Cyllid

Nid oes unrhyw gostau ychwanegol yn codi o argymhellion (i)-(iii) fel y nodir yn yr adroddiad. Bydd cynyddu nifer y digwyddiadau y gall aelodau cyfetholedig hawlio tâl amdanynt (argymhelliad iv) yn golygu cost ychwanegol.

10. Pa risgiau sydd ac a oes unrhyw beth y gallwn ei wneud i'w lleihau?

Byddai methu â chadarnhau amserlen cyfarfodydd newydd a materion eraill cysylltiedig â phwyllgor yn yr adroddiad hwn yn niweidiol i drefniadau llywodraethu'r Cyngor.

11. Pŵer i wneud y Penderfyniad

Atodlen 12 o Ddeddf Llywodraeth Leol 1972; Deddf Llywodraeth Leol a Thai 1989; Mesur Llywodraeth Leol (Cymru) 2011.

COMMITTEE TIMETABLE 2013 / 2014

APPENDIX 1

Tudalen 97

Committee	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	
COUNTY COUNCIL 10 a.m.	7 Annual Meeting	4*	9	SUMMER RECESS	10	8*	5	3		4 25		8	13 Annual Meeting	
COUNCIL BRIEFING 2 p.m.		24	15 (budget)		16	21 (budget)	18	9 (budget)	27				28	
CABINET 10 a.m.	14	25	30		3 24	29	26	17	14	18	25	29	27	
CABINET BRIEFING 2p.m.		3	1			7	4	2	6	3	3	7		
PLANNING 9.30 a.m.	15	19	24		11	16	13	11	22	19	19	16	14	
PERFORMANCE SCRUTINY 9.30 a.m.	16	20			19	24		12	16	20	20			1
COMMUNITIES SCRUTINY 9.30 a.m.	23		4		12	17	28		23		6	3	15	
PARTNERSHIPS SCRUTINY 9.30 a.m.		10 (2 p.m.)	18		26		7	19		6	13	10		
CORPORATE GOVERNANCE 9.30 a.m.	22		3		4 27		6	18	29		26			21
LICENSING 9.30 a.m.		12			18			4			5			
LICC 2.p.m.			10				9				12		2	

Committee	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May
SACRE 10 a.m.		10				2				14			
STANDARDS 10 a.m.		7			6		22		31		14		9
DEMOCRATIC SERVICES COMMITTEE 10 a.m.	24									7			
CORPORATE HEALTH, S & W 10 a.m.			26				25			24			

*The 4 June and 8 October are additional dates reserved for full Council but will only be used if there is sufficient business to consider.

Timetabling Information

Council

Monthly meetings have been scheduled to follow the Annual Meeting on the 7 May 2013. No meeting has been scheduled for January on the basis that (a) preparations for meetings in early January are affected by the Christmas and new year holidays, and (b) Cabinet in January needs to meet to make recommendations to Council on the following year's budget,

There are 2 Council meetings scheduled for February, particularly to agree the Council's budget and then to set the level of council tax.

Two dates in June and October have been reserved for Council to meet if there is sufficient business to transact.

Cabinet

Dates for Cabinet meetings have been moved towards the end of a month where possible. The reason for this is that Cabinet considers an important budget monitoring report at each meeting, which covers the previous month. Collection of the budget information, report preparation, and publication can result in these reports being 'late'. Holding the Cabinet meetings at the end of a month will allow these reports to be circulated on time. As a consequence, some Cabinet meetings do fall during school holidays.

There will be two meetings in September as a result of the August recess.

Mid-month meetings will be held in:

- December - a meeting the following week would fall on Christmas Eve;
- January - Cabinet needs to meet early enough to make recommendations on the budget to Council at the beginning of February, with Council's agenda being published at the beginning of the last week in January
- February – Affected by the position of Council meetings at the beginning of the month (to agree the budget) and at the end of the month (to set Council Tax levels).

Scrutiny Committees

The 3 scrutiny committees have 5 co-opted voting members whenever they discuss education matters. For this reason none of their meetings have been scheduled during school holidays.

The previous timetable included a meeting for the Performance Scrutiny Committee on the 23 May 2013. It is proposed to move that meeting to the 16 May and hold a Communities Scrutiny meeting on the 23 May instead. The reason for this change is to allow each of the scrutiny committees to meet twice before the recess and for the

Partnerships Scrutiny Committee to meet in July to avoid having to call a special meeting to deal with known business on its forward work programme.

A June meeting of the Partnerships Scrutiny Committee is scheduled for 2 p.m. on Monday 10 June to meet with the Betsi Cadwaladr University Health Board.

Part of the Performance Scrutiny Committee's role is to scrutinise the Council's performance using the information gathered through the quarterly performance reports. Some of the committee's meetings are based on when those quarterly reports will be available to ensure the committee has access to the latest performance information.

Planning Committee

Planning officers have identified the proposed schedule for Planning Committee meetings which is thought to ensure that the committee meetings and associated post-committee work (issuing decision certificated, etc.) are complementary.

Corporate Governance Committee

The Corporate Governance Committee is also the Council's Audit Committee and the proposed schedule takes into account when the committee will be required to consider treasury management performance and the statement of accounts.

Standards Committee

The number of scheduled meetings has been reduced from 8 to 5 (May 2013 – April 2014) to reflect the workload experienced over recent years. However, if the workload indicates that other meetings are required, these will be arranged accordingly.

Corporate Health, Safety and Welfare Committee

Meetings of the CHSW Committee have been scheduled for approximately 1 month after the end of the previous quarter to allow the committee to review quarterly health and safety reports.

Local Joint Consultative Committee (LJCC)

4 quarterly meetings have been scheduled on Wednesday afternoons.

Standing Advisory Council for Religious Education (SACRE)

The membership of this statutory committee includes representatives from Denbighshire County Council, religious denominations and teacher associations. This year, the draft schedule proposes to hold their 3 termly meetings on different days of the week (a Monday, Wednesday and Friday) to lessen the impact on teacher representatives caused by taking time out of school on the same week-day for each meeting.

Democratic Services Committee

This committee must meet at least once every calendar year and is able to review the level of support for democratic services, committees, etc. Two Friday meetings have been scheduled at the beginning of the municipal year (24 May) and on the 7 February. Extra meetings can be added if necessary.

Council Briefing

Afternoon sessions of this informal gathering of Council have been proposed for June, September, November, January and April to accommodate issues of interest to members.

Three budget workshops have also been included in the Council Briefing schedule to support members' involvement in developing the draft budget for the following year.

Cabinet Briefing

This is an informal but important meeting for Cabinet members and meetings are proposed for the first Monday of a month. This is expected to complement the cycle of Cabinet meetings which will usually be at the end of the month. Please note that meetings have not been scheduled for May (the first available Monday would be mid-month, and 1 day before Cabinet) and September (there are Cabinet meetings at the beginning and the end of the month).

Results of a Survey on the Timing and Location of Meetings

Question 1 – Would you prefer morning, afternoon or evening meetings?

Responses:

Morning = 26 Afternoon = 7 Evening = 6

Question 2 – Would you apply your preferences to all committees, only committees you are a member of, or only certain committees?

Responses:

All committees = 13
Only committees (the respondent) is a member of = 13
Only certain committees = 5

(The comments received were: satisfied with current arrangements = 2; should be flexible on timings = 2; too many meetings are held in Ruthin = 1; some evening meetings should be held = 1; committees which the public regularly attend e.g. Planning should be in the evening = 1; like to see a balanced mix of morning, afternoon and evening meetings for Planning, Licensing and some scrutiny meetings = 1; would not like to dictate to members of other committees on their timings = 1)

Question 3 – Would you prefer to see the timing of meetings rotate?

Responses:

Yes, for all committees = 7
Yes, for some committees = 4
No = 19

(Comments: satisfied with the current arrangements = 2; Meetings should rotate (except for Council & Planning which should be in Ruthin at 10 a.m.) = 1; Hold meetings at various times according to the wishes of members = 1; Full Council & Planning should remain the same but others could rotate = 1; Afternoon meetings could be easier to support / attend = 1; One committee could meet in the evening to allow members who prefer evening meetings to attend = 1; Rotating times (of specific) committees could cause difficulties for working members because of the irregular pattern when booking time off to attend = 1)

Question 4 – Are there particular times that would cause you difficulties?

Responses:

Yes = 20 No = 9

(Comments: the responses to this question clearly require clarification. Evening meetings were the most commonly cited difficulty mentioned by 15 respondents.

Having too many meetings in a week was cited by 4 respondents as being a problem).

Question 5 – Do you have a preferred location(s) for meeting venues?

Responses:

Yes = 21 No = 9

(Comments: Ruthin = 11; Ruthin or Denbigh = 4; Rhyl = 2; Depends on locations of officers or committee members = 2; Rhyl or Prestatyn = 1; Rhyl, Prestatyn or Denbigh = 1; Rhyl, Prestatyn or Ruthin = 1; Rotate throughout the county = 1)

Mae tudalen hwn yn fwriadol wag

Political Balance: Recommendations for Committee Memberships

Corporate Governance Committee

The membership of the Corporate Governance Committee is 6 councillors of whom one shall be the Vice Chair of the Council, politically balanced. The current Vice Chair is the Independent Group's Councillor Bartley. Whilst no changes are required for this committee until the Annual Meeting of Council in May, the new Vice Chairman will subsequently take their seat on this committee and (if not from the Independent Group) membership changes will be required to restore political balance.

Recommendation: *Consider the membership of the Corporate Governance Committee once the incoming Vice Chairman is confirmed.*

Partnerships Scrutiny Committee

The Labour and Conservative Groups each have an extra seat at present whilst the Independent Group are 2 seats below their entitlement.

Recommendation: *The Independent Group to consider nominating 2 extra members to this committee with the Labour and Conservative Groups withdrawing 1 member each.*

Planning Committee

The Conservative Group currently have 1 extra seat whilst the Independent Group are entitled to an extra seat.

Recommendation: *Councillor Peter Duffy be appointed to the Committee whilst the Conservative Group withdraws 1 member*

Corporate Health, Safety and Well-being Committee

The Independents have nominated Councillor Richard Davies to fill their vacant seat

Recommendation: *The Independent Group (Councillor Richard Davies) to gain 1 seat from either the Conservative or Plaid Cymru Groups.*

SACRE

The Independent Group are entitled to 1 extra seat (from either the Conservative or Plaid Cymru Groups) but have not been able to nominate a member.

Recommendation: Retain current membership.

Appeals and Complaints Committee

The Labour Group are entitled to take 2 more seats on this 'committee', whilst there is 1 vacant seat. The Plaid Cymru Group currently has 1 extra member.

Recommendation: The Labour Group to nominate 2 members. If these nominations are received the Plaid Cymru Group will need to withdraw 1 member.

Adroddiad ar gyfer:	Y Cyngor Sir
Dyddiad y cyfarfod:	Ebrill 9^{fed} 2013
Swyddog Arweiniol:	Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd
Awdur yr Adroddiad:	Gary Williams, Pennaeth y Gwasanaethau Cyfreithiol a Democrataidd
Teitl:	Trefniadau ar gyfer ethol Cadeirydd ac Is-gadeirydd yn y Cyngor Blynyddol

1 Beth mae'r adroddiad yn ymwneud ag o?

- 1.1 Y trefniadau ar gyfer ethol Cadeirydd ac Is-gadeirydd y Cyngor ar gyfer blwyddyn y cyngor 2013/14.

2 Beth yw'r rheswm am wneud yr adroddiad yma?

- 2.1 Caiff Cadeirydd ac Is-gadeirydd y Cyngor eu hethol yng Nghyfarfod Cyffredinol Blynyddol y Cyngor ym mis Mai. Pwrpas yr adroddiad yw cadarnhau'r Cadeirydd a'r Is-gadeirydd arfaethedig ar gyfer blwyddyn y cyngor i ddod, 2013/14, i'w hethol yn ffurfiol yn y Cyfarfod Cyffredinol Blynyddol.

3 Beth yw'r argymhellion?

- 3.1 Bod y Cyngor yn cadarnhau'r Cadeirydd a'r Is-gadeirydd arfaethedig ar gyfer blwyddyn y cyngor 2013 i'w hethol yn ffurfiol yng nghyfarfod blynyddol y Cyngor ar Fai 7^{fed} 2013.

4 Manylion yr adroddiad

- 4.1 Yn 2006 fe gytunodd y Cyngor â chasgliadau'r cyn Banel Moderneiddio bod y weithdrefn flaenorol lle byddai'r Cyngor Blynyddol yn cyfarfod heb unrhyw sicrwydd gwirioneddol ynglŷn â phwy fyddai'n ymddangos fel Cadeirydd ac Is-gadeirydd y Cyngor, yn tynnu oddi wrth urddas yr achlysur.
- 4.2 Penderfynodd y Cyngor y dylid delio â'r trefniadau ar gyfer ethol Cadeirydd ac Is-gadeirydd yn y cyfarfod cyn y Cyngor blynyddol.
- 4.3 Is-gadeirydd presennol y Cyngor ydi'r Cynghorydd Raymond Bartley. Y traddodiad ydi bod Is-gadeirydd presennol y Cyngor yn cael ei ethol yn Gadeirydd y Cyngor ar gyfer blwyddyn y cyngor i ddod.
- 4.4 Gofynnwyd i Aelodau Grŵp ddarparu enwebiadau ar gyfer Is-gadeirydd y Cyngor ar gyfer blwyddyn y cyngor i ddod. Bydd manylion y rheiny a enwebwyd yn cael eu cylchredeg, os yn bosib, yn y cyfarfod.

5 Sut mae'r penderfyniad yn cyfrannu tuag at y Blaenoriaethau Corfforaethol?

5.1 Nid yw swyddogaethau Cadeirydd ac Is-gadeirydd y Cyngor yn effeithio'n uniongyrchol ar y blaenoriaethau corfforaethol.

6 Faint fydd hyn yn ei gostio a sut fydd o'n effeithio ar wasanaethau eraill?

6.1 Mae swyddogaethau'r Cadeirydd a'r Is-gadeirydd yn denu cyflogau uwch o £19,035 a £14,805 yn eu tro. Mae'r ffigurau hyn yn cynnwys y cyflog sylfaenol a delir i bob aelod.

7 Pa ymgynghoriadau a gafwyd?

7.1 Fe ymgynghorwyd ag Arweinwyr Grŵp ynglŷn ag enwebu aelodau i swyddogaeth Is-gadeirydd y Cyngor.

8 Datganiad y Prif Swyddog Cyllid

8.1 Does yna ddim costau ychwanegol yn codi o'r argymhelliad hwn.

9 Pa risgiau sydd yna ac a oes yna unrhyw beth y gallwn ei wneud i'w lleihau?

9.1 Mae yna berygl i enw da'r Cyngor os nad oes sicrwydd ynglŷn â Chadeirydd ac Is-gadeirydd arfaethedig y Cyngor yn y Cyfarfod Blyneddol.

10 Grym i wneud y penderfyniad?

10.1 Erthygl 5 Cyfansoddiad y Cyngor.
s.4 Deddf Llywodraeth Leol 1972

Adroddiad ar gyfer: Y Cyngor

Dyddiad y Cyfarfod: Ebrill 9, 2013

Aelod Arweiniol / Swyddog: Y Cyngorydd Barbara Smith / Alan Smith

Awdur yr Adroddiad: Tony Ward

Teitl: Cynllun Corfforaethol 2012-17, Dogfen Gyflenwi Blwyddyn 2

1. Beth mae'r adroddiad yn ymwneud ag o?

1.1 Mae'r adroddiad hwn yn cyflwyno Dogfen Gyflenwi Blwyddyn 2 Cynllun Corfforaethol 2012-17.

2. Beth yw'r rheswm am wneud yr adroddiad yma?

2.1 Mae angen penderfyniad i gymeradwyo fersiwn ddrafft derfynol Dogfen Gyflenwi Blwyddyn 2 y Cynllun Corfforaethol, yn atodol yn Atodiad 1 i'r adroddiad hwn.

2.2 Crëir Dogfen Gyflenwi ar gyfer pob blwyddyn o'r Cynllun Corfforaethol.

2.3 Ei phwrpas ydi amlinellu rhai o'r prosiectau allweddol a fydd yn dechrau a/neu'n cael eu cyflenwi yn ystod y flwyddyn ariannol ar gyfer pob un o'n blaenoriaethau, gyda'r bwriad o ddangos sut mae'r Cynllun Corfforaethol yn effeithio ar y gwaith rydyn ni'n ei wneud.

2.4 Fe gyhoeddir y ddogfen ar ein gwefan felly mae ar gael ar gyfer ein rheolyddion a'r cyhoedd.

3. Beth yw'r Argymhellion?

3.1 Cymeradwyir, yn amodol ar unrhyw newidiadau a gytunwyd, bod Aelodau'n cymeradwyo'r drafft terfynol er mwyn i'r ddogfen gael ei chyfieithu a'i chyhoeddi.

4. Manylion yr Adroddiad

4.1 Pwrpas cynhyrchu a chyhoeddi Dogfen Gyflenwi'r Cynllun Corfforaethol ydi cadarnhau'r gweithgaredd y bydd y cyngor yn ymgymryd ag o yn ystod y flwyddyn ariannol nesaf i gefnogi cyflenwad ei Gynllun Corfforaethol.

4.2 Mae'r gweithgareddau'n tarddu o Gynlluniau Gwasanaeth a Chynlluniau Rhaglen, ac fe gesglir diweddariadau ar gynnydd drwy systemau Ffynnon a Verto.

4.3 Fe adroddir cynnydd i'r Pwyllgor Craffu Perfformiad a'r Cabinet drwy ein Hadroddiadau Perfformiad Chwarterol.

4.4 Bydd gwerthusiad cyffredinol o gynnydd y cyngor gyda chyflenwi'r Cynllun Corfforaethol yn cael ei gynnwys yn yr Adroddiadau Perfformiad Blynyddol a gyhoeddir bob mis Hydref.

4.5 Mae'r gweithgareddau a amlygir yn Nogfen Gyflenwi Blwyddyn 2 wedi eu dylunio i effeithio'n bositif ar ein Blaenoriaethau Corfforaethol a chanlyniadau cysylltiedig (manteision i'n cymunedau).

5. Sut mae'r penderfyniad yn cyfrannu tuag at y Blaenoriaethau Corfforaethol?

5.1 Mae'r ddogfen wedi ei dylunio'n benodol i ddangos pa weithgaredd sydd wedi ei gynllunio gan y cyngor ar gyfer 2013-14 i gefnogi cyflenwad ei flaenoriaethau corfforaethol.

6. Faint fydd o'n ei gostio a sut fydd o'n effeithio ar wasanaethau eraill?

6.1 Mae Cynllun Corfforaethol 2012-17 yn cynnwys strategaeth ariannol pum mlynedd sy'n amlinellu'r buddsoddiad cyfalaf a ragwelir ac sy'n ofynnol i gyflenwi'r blaenoriaethau. Fe ddatblygwyd y strategaeth yma'n dilyn gweithdy Aelodau ar Fedi 11eg dan arweiniad y Pennaeth Cyllid ac Asedau.

6.2 Mae Dogfen Gyflenwi Blwyddyn 2 yn cynnwys hefyd adran ar yr oblygiadau ariannol ar gyfer 2013-14.

7. Beth yw prif gasgliadau'r Asesiad o Effaith ar Gydraddoldeb a wnaethpwyd ar y penderfyniad? Dylid atodi templed yr Asesiad o Effaith ar Gydraddoldeb fel atodiad i'r adroddiad.

7.1 Cynhaliwyd Asesiad o Effaith ar Gydraddoldeb ar y Cynllun Corfforaethol a'i gyflwyno i'r Cyngor ar Hydref 09, 2012.

7.2 Nid oes Asesiad o Effaith ar Gydraddoldeb penodol yn ofynnol ar gyfer yr adroddiad hwn ei hun, ond bydd angen i Benaethiaid Gwasanaeth ystyried effaith ar gydraddoldeb y gweithgareddau unigol a grybwyllir yn y ddogfen i sicrhau na fyddan nhw'n cael effaith niweidiol anghymesur ar bobl sy'n rhannu nodweddion a ddiogelir.

7.3 Bydd rhai o'r gweithgareddau, er enghraifft ffurfioli cynlluniau ar gyfer cyflenwi cyrbau isel, yn cael effaith bositif ar gydraddoldeb positif ac fe'u dyluniwyd i ymateb i Asesiad o Effaith ar Gydraddoldeb gwreiddiol y Cynllun Corfforaethol.

8. Pa ymgynghoriadau a gafwyd â Chraffu ac eraill?

8.1 Fe ddatblygwyd y ddogfen o weithgaredd a nodwyd o'r Cynlluniau Gwasanaeth drafft ar gyfer 2013-14 ac o Gynlluniau Rhaglenni.

8.2 Cylchredwyd drafft i'r Uwch Dîm Arweinyddiaeth ar gyfer sylwadau cyn ei gyflwyno i'r Cyngor i'w gymeradwyo.

9. Datganid y Prif Swyddog Cyllid

9.1 Mae'r Cynllun Corfforaethol yn cynnwys cynlluniau gwario lefel uchel ar gyfer 2012-17, ac yn gosod cyd-destun y Cynllun Ariannol Tymor Canolig. Mae'r buddsoddiad a amlinellir yn y Cynllun Corfforaethol yn uchelgeisiol ond yn angenrheidiol os yw'r Cyngor i barhau i wella gwasanaethau allweddol. Mae'r Cyngor yn wynebu blynyddoedd anodd gydag amgylchedd ariannol heriol ac os bydd angen, mae cynlluniau'n ddigon hyblyg i'w newid os bydd y sefyllfa ariannol yn newid.

10. Pa risgiau sydd yna ac a oes yna unrhyw beth y gallwn ei wneud i'w lleihau?

10.1 Does yna ddim risgiau penodol yn gysylltiedig â'r adroddiad yma. Swyddogaeth ein Cofrestrau Risgiau Corfforaethol a Gwasanaeth ydi nodi (a rheoli) y digwyddiadau risg potensial a allai arwain at fethiant y cyngor i gyflenwi ei Gynllun Corfforaethol.

11. Grym i wneud y Penderfyniad

11.1 Mae'r Cynllun Corfforaethol yn elfen allweddol o Raglen Cymru ar gyfer Gwella (2010), sy'n cael ei danategu gan ofynion statudol Deddf Llywodraeth Leol 1999 a Mesur Llywodraeth Leol (Cymru) 2009.

Mae tudalen hwn yn fwriadol wag

Corporate Plan 2012-17

Annual Delivery Document 2013-14

This document is available on request in other languages and / or formats



Os ydych angen gwybodaeth bellach, gofynnwch os gwelwch yn dda i rhywun yr ydych yn gwybod sydd yn siarad Cymraeg neu Saesneg i ffonio 01824 706161

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County Hall,
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Introduction

Denbighshire County Council's Corporate Plan 2012-17 was agreed and published in October 2012. The Corporate Plan 2012-17 (which can be found at www.denbighshire.gov.uk/corporateplan) explains what the council's priorities will be for the next five years, why these priorities were chosen, and what we expect to achieve by 2017. The aim of this Delivery Document 2013-14 is to explain what we expect to do in the forthcoming year to support the delivery of our priorities. Many of our priorities focus on benefits for our communities that will take many years to deliver, and some of the work in the current year will be about developing programmes of work to deliver our priorities. However, this document contains a number of specific activities and projects which we aim to deliver during 2013-14.

We monitor our progress in delivery out Corporate Plan by taking quarterly performance reports to Scrutiny and Cabinet meetings. We also produce an annual performance report which evaluates the progress we have made that year. These annual performance reports are published by 31st October each year and are available on our website.

Financing Year Two of the Corporate Plan (2012-13)

Our Corporate Plan 2012-17 sets out our ambitious - but deliverable - priorities for the five year period. Some of these priorities will require significant capital investment, and we estimate the need to invest somewhere in the region of an *additional* £134 million pounds of capital funding in our priorities to deliver the Plan.

As this is a five-year Corporate Plan, it is likely that most of that additional funding will be invested in years three to five but approximately £6m will be spent in year two (2013/14). The table below shows the total revenue (day-to-day) and capital (investment) spends, plus the additional amount allocated against each priority for 2013-14. The expenditure in 2013/14 includes capital funded by Welsh Government grants totalling £2.8m.

Denbighshire County Council funding in 2013-14 (£000s)	Local economy	Education and schools	Improving our roads	Protection of vulnerable & independent living	Clean and tidy streets	Good quality housing	Modernising
Revenue	1,705	70,131	5,171	42,060	7,388	13,048	2,659
Capital	1,455	6,272	1,150	0	0	8,182	170
Corporate Plan Yr 2	0	3,536	3,108	0	0	0	0
Total spend	3,160	79,939	9,429	42,060	7,388	21,230	2,829

Priority: **Developing the Local Economy**

For this priority, we have identified six outcomes we aim to deliver for our communities. Below is a selection of the activities we plan to undertake in 2013-14 in support of each outcome.

Outcome: The infrastructure that connects the county internally, to the wider region and beyond, will enable individuals and businesses based in Denbighshire to compete effectively in wider markets for jobs and trade

- Develop an Integrated Infrastructure Investment Plan, as part of the work being led by the North Wales Regional Economic Ambition Board (formally agreed by all six councils). An early priority for the Plan is the gathering of an economic benefit case for investment in Rail Electrification in North Wales. Denbighshire is leading on this and working closely with TAITH and Welsh Government to develop business case evidence.
- The North Wales Regional Economic Ambition Board will also engage with the private sector through a North Wales Economic Forum, and also through the Boards of the Enterprise Zones in Deeside, Anglesey and Snowdonia.

Outcome: Denbighshire will have a workforce with the skills required for business growth

- Work with the private sector to create a Skills Development Plan under the North Wales Regional Economic Ambition Board.

Outcome: Businesses will develop and grow in Denbighshire

- Complete conversion of Rhyl's former derelict Bee & Station Hotel into quality business accommodation in April 2013, ready for occupation from May. We aim to have it fully occupied by April 2014.
- Publicise opportunities for funding capital and marketing projects to rural enterprises employing nine or less people under the Rural Development Plan's Rural Denbighshire Business Creation and Development project.
- Develop a regional framework agreement for major construction works over the Official Journal of European Union (OJEU) threshold for construction works (valued over £4.35m), ensuring that community benefits are core in the framework agreement.
- Create locality-based economic and business development teams (covering the Coast, North and South of the county). These teams will develop close links with local businesses and support the development and implementation of business support activities.

Outcome: Denbighshire's existing economic strengths and new potential will be maximised

- Develop a draft Local Economic Ambition Strategy for Denbighshire and an action plan by July 2013. This will be published for consultation businesses over the summer, ready for sign off by September 2013. A key strand of the emerging strategy will focus on priority actions to support business development and growth in Denbighshire. This will guide future activity under this commitment.
- Develop the tourism sector through initiatives including the North Wales Cycling Sustainable Activity Tourism Centre of Excellence.
- Support the North Wales Economic Ambition Board with priority projects to explore opportunities for growth in the advanced manufacturing and energy & environment sectors.

Outcome: Towns and rural communities will be revitalised

- Town Plans will expand to become Town and Area Plans, to ensure the needs and priorities of rural communities are addressed. Details of the process for this will be agreed by Cabinet in April 2013, and made available to the public via our website. See www.denbighshire.gov.uk/townplans for further details.

Outcome: Deprivation in parts of Rhyl and upper Denbigh will be reduced

- Rhyl Harbour bridge is due for completion by the end of June 2013, and access through the public square and onto the extended quay wall should complete by August 2013. The quayside building is due for completion during December 2013, and the business units will be marketed with a view to them being occupied by April 2014 when the main boating season commences.
- Commence demolition of the Honey Club in April 2013, as we negotiate the purchase of neighbouring 25/26 West Parade, which is subject to a compulsory purchase order (CPO) that has a Public Inquiry scheduled for June 2013. If successful, the proposed development of a 60 bedroom hotel with restaurant could start late 2013 (subject to planning approval).
- Demolition of 2-30 on Gronant Street and 21-23 Aquarium Street in May 2013, to make way for green space under the West Rhyl Housing Improvement Project. Approval of the design of this space will be sought by March 2014.
- Tenants whose properties will be purchased as part of the West Rhyl Housing Improvement Project will be resettled by March 2014.
- We want to refurbish and redevelop selected properties around Aquarium Street, Abbey Street, and Gronant Street. We'll work with the private sector and Registered Social Landlords to achieve this.
- A business case for new aquatic leisure facilities to replace the Sun Centre in Rhyl will be developed. This work has started, and will be reported to Cabinet in June 2013, before being taken to full Council for final approval.

Priority:

Improving performance in education and the quality of our school buildings

For this priority, we have identified one outcome we aim to deliver for our communities. Below is a selection of the activities we plan to undertake in 2013-14 in support of this outcome.

Outcome: Students achieve their potential

- Promote and monitor the Governors Wales Quality Mark across all governing bodies as a mechanism for self-evaluation and pre-inspection preparation, with a target that at least 10 governing bodies achieving the Bronze Award within the next 12 months. Compliance with this Quality Mark should help governing bodies identify excellent processes and practises, making a real difference to school leadership and management.
- Develop a support programme to facilitate the delivery of the Literacy Numeracy Framework, which sets out expectations for achievement at all key stages. Common means of assessment will become statutory in September 2014, and we want to ensure we're prepared for success.
- Review cluster arrangements, which are currently based on secondary schools and their primary links. Although this is effective for administration and dealing with the transition phases, additional clusters will be developed to provide greater opportunity for continual enhancement of education delivery.
- Develop a mentor programme to support targeted intervention for year 11 students at risk of not achieving Level 2 or above, so that at least 65% of our students reach this level of attainment.
- Complete extensive building and refurbishment works to improve Ysgol Dyffryn Ial and Ysgol Twm O'r Nant, and continue extensive building and refurbishment works to Ysgol y Llys.
- Start the detailed design for extensive building and refurbishment works at Ysgol Glan Clwyd, and complete the detailed design work required for a new school to replace the current Rhyl High and Bodnant Community School.
- Begin work on creating an area school in Cynwyd (Ysgol Bro Dyfrdwy), due to open in September 2014.
- Put forward proposals to Cabinet in May 2013 in response to consultation on the faith-based review, and by June 2013 for the Ruthin Area primary education review. From there we will follow statutory procedures to agree the way forward for provision under these two themes.

Priority: **Improving our roads**

For this priority, we have identified one outcome we aim to deliver for our communities. Below is a selection of the activities we plan to undertake in 2013-14 in support of this outcome.

Outcome: Residents and visitors to Denbighshire have access to a well-managed road network

- Resurfacing of many county roads, including:
 - B5381 Glascoed Road, St Asaph;
 - B5119 Dyserth Road / Pendyffryn Road, Rhyl;
 - B5436 Fedw Road, Carrog.

- Microasphalt will be laid at many locations, including:
 - Linden Drive, Prestatyn;
 - Maes Hyfryd / Maes Glas, Dyserth;
 - Bryn y Garn Road / Ffordd Meifod, Henllan.

- Surface dressing of many county routes, including:
 - Denbigh to Henllan;
 - Bwlch to Bondlandfa Road;
 - Pant y Dulaith Road.

- Pedestrian safety improvements at Trellewelyn Road, Rhyl, and Princes Road / Castle Street, Rhuddlan.

- Strengthen the Elwy Bridge, St Asaph, and undertake structural repairs to the East RC Approach Structure Foryd Bridge, Rhyl.

- There is a greater need for dropped kerbs to connect routes of 'high community benefit', such as between sheltered housing, surgeries, chemists and schools. We will formalise our plans for this by April 2014.

Priority:

Vulnerable People are protected and are able to live as independently as possible

For this priority, we have identified two outcomes we aim to deliver for our communities. Below is a selection of the activities we plan to undertake in 2013-14 in support of each outcome.

Vulnerable people can live as independently as possible

- Develop a scheme to provide Direct Payments for equipment. This scheme will reduce the waiting times for people who require small items of equipment to support their independence.
- Make £100,000 available for creating additional reablement capacity across Denbighshire to reduce dependency on social care services by increasing people's independence. We will explore options for achieving maximum value from this investment.
- Develop a three-year plan to support the development of services that support carers, including availability of suitable respite care. Adequate support for this resource will support carers and enable them to continue providing vital support to vulnerable people.
- Complete feasibility studies to identify three suitable locations for Extra Care in Denbighshire, then develop plans for these facilities.

Vulnerable children and adults are protected

- Introduce new arrangements for protecting vulnerable children and young people following the passing of the Social Services and Well-being Bill, including the reconfiguration of the Local Safeguarding Children Board (LSCB) in response to regional LSCB developments.
- Explore the potential contribution of the Signs of Safety (and other relevant models) for improving parents' and children's involvement and participation in Child Protection Conferences, and reach a conclusion about its prospective role in Denbighshire.
- Broaden the range of Intensive Family Support Services available in the county to meet the requirements of children in need (particularly in need of protection), to reduce risk of harm and promote the child's safe and effective care.

Priority: **Clean and tidy streets**

For this priority, we have identified one outcome we aim to deliver for our communities. Below is a selection of the activities we plan to undertake in 2013-14 in support of this outcome.

To produce an attractive environment for residents and visitors alike

- Review the provision of bins and improve where necessary, including the provision of bins for dog waste.
- Since 2009, Denbighshire has been the leading authority in Wales for the Street Cleanliness Index, and we will continue to deliver an efficient and well-managed service for the residents of Denbighshire.
- Review street cleansing activities to make sure that we are doing the right thing and delivering the best possible service to the county.
- Continue to use external contractors to deal with environmental crime on the streets, and use more sophisticated intelligence to target problematic areas. We will also consider deploying additional resources into frontline enforcement within the service.
- We will increase publicity on the issue of dog fouling, and implement the actions in the Anti-Dog Fouling Strategy.
- We will target 10-15 of the most problematic Eyesore sites in Denbighshire by having a series of actions for multi-discipline officers to implement. The aim will be to bring these sites back into use.

Priority:

Ensuring access to good quality housing

For this priority, we have identified one outcome we aim to deliver for our communities. Below is a selection of the activities we plan to undertake in 2013-14 in support of this outcome.

The housing market in Denbighshire will offer a range of types and forms of housing in sufficient quantity to meet the needs of individuals and families

- Provide a common access route to affordable housing in partnership with Wrexham County Borough Council, Flintshire County Council, and Housing Associations. This means that there will be one area housing waiting list and one policy to cover housing strategy for the areas concerned. This should simplify housing options for the customer, and reduce bureaucracy for the housing organisations concerned.
- Review our housing waiting list to ensure that those people on it meet the conditions expressed within our policy. This will reduce bureaucracy for ourselves, and enable us to better assess and address the housing needs of the county's residents.
- License in excess of 140 of the county's Houses of Multiple Occupation (HMOs) that are eligible for licensing by March 2014. Licensing HMOs helps to ensure that the quality of the housing provided is of an acceptable standard.
- External refurbishment of two large properties in the Conservation Area on Brighton Road, Rhyl.
- Deliver an environmental scheme in Brighton Road and Morley Road involving new boundary walls / railings and pathways. On the same scheme we will be working with North Wales Police taking crime reduction measures in Morley Road car park. This involves the demolition of a redundant building that has been a cause of anti-social behaviour, plus other environmental measures.
- External refurbishment of 3 Brighton Road (an Eyesore building) and nine large terraced properties in Church Street. These projects for privately owned houses will be paid for through the Area Renewal grants that are available in Rhyl.
- Introduce re-payable loans to allow home owners to improve living conditions.
- Encourage the private sector to bring forward allocated housing sites by producing master plans and planning briefs.

Priority:

Modernising the council to deliver efficiencies and improve services for our customers

For this priority, we have identified two outcomes we aim to deliver for our communities. Below is a selection of the activities we plan to undertake in 2013-14 in support of each outcome.

Services will continue to improve and develop

- Encourage more feedback from our customers, which means we will expect to see an increase in the volume of interactions such as complaints. However, we would expect to see any feedback being used to inform the way services are provided in the future, and we'll appoint Customer Service Business Partners to work with each department to provide quality assurance in this respect.
- Establish a Corporate Programme Office, which will mean no project is approved unless it is clear about what we expect to gain through it. The CPO will also force us to ensure that we do realise those gains.
- Carry out a Residents' Survey to gauge public opinion of Denbighshire and the council. The results of this survey will be analysed, to enable council services to address issues.
- Launch our new-look website, which aims to enable people to perform common tasks more easily than they can at present.

More flexible and effective workforce supported by cost efficient infrastructure

- Roll out group printers and remove desktop printers from all of our offices. This will reduce the lease and maintenance costs of machines, and the costs of printing. The work will be complete by September 2013.
- Develop a system for using existing, skilled staff to do jobs where we might have previously used agency staff.
- Prepare for changing the way invoices are dealt with, so that we reduce the time taken to process them and reduce the risk of discrepancies.
- Roll out the corporate EDRMs system in five services in order to reduce the number of duplicate records and apply retention periods to documents. All of this helps to ensure cost effective management and storage of information.

For further detail on any of the information contained within this document, please contact the Corporate Improvement Team using the contact details on Page 1.

Blaengynllun Gwaith y Cyngor Sir

Cyfarfod	Eitem (disgrifiad / teitl)		Pwrpas yr adroddiad	Angen penderfyniad y Cyngor (oes/na)	Awdur – Aelod Arweiniol a swyddog cyswllt
Briffio'r Cyngor 22 Ebrill	1	Cyflwyniad Taith	Cyflwyniad cyffredinol ar waith Taith	Ddim yn berthnasol	Y Cyngh David Smith / Stuart Davies / Iwan Prys-Jones & Linda Hughes (Taith)
	2	Mesur Llywodraeth Leol		Dd/B	Gary Williams
	3	Diweddariad ar y Cydweithredu / Y Cytundeb	Prif Weithredwr i hysbysu ynglŷn â materion cyfredol	Dd/B	Mohammed Mehmet
7 Mai CYFARFOD BLYNYDDOL	1	Penodi Cadeirydd ac Is-gadeirydd y Cyngor ar gyfer 2013 / 14	Penodi Cadeirydd ac Is-gadeirydd ar gyfer y flwyddyn ddinesig newydd	Oes	
	2	Comisiynydd Heddlu a Throsedd	Trafod ei rôl a'i waith gyda'r Comisiynydd	Na	I'w gadarnhau
	3	Polisiâu a Gweithdrefnau AD			Linda Atkin
<i>NODER – mae dyddiadau ar ôl y Cyfarfod Blynyddol yn destun cadarnhad gan y Cyngor ym mis Ebrill</i>					
<i>4 Mehefin – dyddiad ychwanegol</i>					

Tudalen 125

Eitem Agenda 13

Blaengynllun Gwaith y Cyngor Sir

Tudalen 126

Cyfarfod	Eitem (disgrifiad / teitl)		Pwrpas yr adroddiad	Angen penderfyniad y Cyngor (oes/na)	Awdur – Aelod Arweiniol a swyddog cyswllt
<i>os oes ei angen</i>					
Briffio'r Cyngor 24 Mehefin	1	Datblygu Arfordir y Rhyl a Phrestatyn ac Alliance Leisure	Rhoi diweddariad ar y cynnydd gyda'r datblygiad ac esbonio'n fanwl y trefniadau fframwaith rhwng Alliance Leisure a'r Cyngor	Dd/b	Jamie Groves
	2	Cynllunio ar gyfer Llifogydd ac Argyfyngau		Dd/b	Rebecca Maxwell
	3	Comisiynydd Pobl Hŷn ar gyfer Cymru	Briffio'r aelodau ar waith y Comisiynydd	Dd/b	Y Cyngw Bobby Feeley / Sally Ellis
	4	Cyflwyniad ar y Rhaglen Foderneiddio	Derbyn cyflwyniad ar y Rhaglen Foderneiddio	Dd/b	Y Cyngw Barbara Smith / Sally Ellis
9 Gorffennaf	1	Fframwaith Adrodd Blynyddol y Cyngor (swyddogaethau Gwasanaethau Cymdeithasol)	Mae'n ofyniad statudol bod yr Adroddiad Blynyddol yn cael ei gyflwyno i'r Cyngor Llawn bob blwyddyn	Oes	Y Cyngw Bobby Feeley / Sally Ellis / Craig Macleod
	2	Adroddiad Cynllun Datblygu Lleol	Hysbysu'r aelodau o'r casgliadau a gynhwysir yn adroddiad yr Arolygydd a naill ai mabwysiadu'r Cynllun Datblygu Lleol cadarn yn	Oes	Y Cyngw Eryl Williams / Graham Boase / Angela Loftus

Blaengynllun Gwaith y Cyngor Sir

Cyfarfod	Eitem (disgrifiad / teitl)	Pwrpas yr adroddiad	Angen penderfyniad y Cyngor (oes/na)	Awdur – Aelod Arweiniol a swyddog cyswilt	
		ffurfiol, neu, os nad yw'r Arolygydd yn ystyried bod y Cynllun Datblygu Lleol yn gadarn, cytuno adolygiad o'r Cynllun Datblygu Lleol Adneuo.			
	3	Sefyllfa Gyllidebol Derfynol ac Alldro Refeniw 2012/13	Derbyn y Sefyllfa Gyllidebol Derfynol ac Alldro Refeniw 2012/13	Oes	Y Cynghe Julian Thompson-Hill / Paul McGrady
Briffio'r Cyngor – y Gyllideb 15 Gorffennaf	Wedi ei neilltuo ar gyfer gweithdy cyllideb ar gyfer y Cyngor cyfan				Y Cynghe Julian Thompson-Hill / Paul McGrady
10 Medi					
Briffio'r Cyngor 16 Medi	1	Strategaeth Adfywio (Dim mwy o eitemau i'w hychwanegu at y sesiwn)		Dd/b	Rebecca Maxwell
<i>8 Hydref – dyddiad ychwanegol</i>	1	Adolygiad o Berfformiad Blynyddol 2012-13	Adolygu drafft terfynol Adolygiad Perfformiad Blynyddol y Cyngor 2012-13		Y Cynghe Barbara Smith / Tony Ward

Blaengynllun Gwaith y Cyngor Sir

Tudalen 128

Cyfarfod	Eitem (disgrifiad / teitl)	Pwrpas yr adroddiad	Angen penderfyniad y Cyngor (oes/na)	Awdur – Aelod Arweiniol a swyddog cyswllt
<i>ar gael os oes ei angen</i>		a chymeradwyo'r ddogfen i'w chyhoeddi cyn y dyddiad cau statudol, 31 Hydref 2013		
Briffio'r Cyngor – y Gyllideb 21 Hydref	Wedi ei neilltuo ar gyfer gweithdy cyllideb ar gyfer y Cyngor cyfan			Y Cyngh Julian Thompson-Hill / Paul McGrady
5 Tachwedd				
Briffio'r Cyngor – 18 Tachwedd	1	Adnoddau Naturiol Cymru	Ystyried materion yn ymwneud â'r corff newydd a rheoli adnoddau naturiol	Dd/b Rebecca Maxwell
3 Rhagfyr	1	Diweddariad ar y gyllideb ddrafft ar gyfer 2014/15	Ystyried diweddariad ar y gyllideb sy'n datblygu	Na Y Cyngh Julian Thompson-Hill / Paul McGrady
Briffio'r Cyngor – y Gyllideb 9 Rhagfyr	Wedi ei neilltuo ar gyfer gweithdy cyllideb ar gyfer y Cyngor cyfan			Y Cyngh Julian Thompson-Hill / Paul McGrady

Blaengynllun Gwaith y Cyngor Sir

Cyfarfod	Eitem (disgrifiad / teitl)	Pwrpas yr adroddiad	Angen penderfyniad y Cyngor (oes/na)	Awdur – Aelod Arweiniol a swyddog cyswllt
Briffio'r Cyngor 27 Ionawr				
4 Chwefror				
25 Chwefror				
8 Ebrill				
Briffio'r Cyngor 28 Ebrill				
13 Mai CYFARFOD BLYNYDDOL				

Tudalen 129

Nodyn i'r Swyddogion – dyddiadau derbyn adroddiadau Cyngor Llawn

Cyfarfod	Erbyn	Cyfarfod	Erbyn	Cyfarfod	Erbyn

Blaengynllun Gwaith y Cyngor Sir

<i>Ebrill</i>	22 Mawrth	<i>Mai</i>	22 Ebrill	<i>Mehefin (i'w gadarnhau)</i>	20 Mai
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Tudalen 175

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