

At: Aelodau'r Cyngor Sir

Dyddiad: 4 Ebrill 2018

Rhif Union: 01824706141

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Annwyl Gyngorydd

Fe'ch gwahoddir i fynychu cyfarfod y **CYNGOR SIR, DYDD MAWRTH, 10 EBRILL 2018** am **10.00 am** yn **SIAMBR Y CYNGOR, NEUADD Y SIR, RHUTHUN LL15 1YN.**

Yn gywir iawn

G Williams

Pennaeth Gwasanaethau Cyfreithiol, AD a Democrataidd

## **AGENDA**

### **RHAN 1 – GWAHODDIR Y WASG A'R CYHOEDD I FOD YN BRESENNOL AR GYFER Y RHAN HON O'R CYFARFOD**

#### **1 YMDDIHEURIADAU**

#### **2 DATGAN CYSYLLTIAD**

Dylai'r Aelodau ddatgan unrhyw gysylltiad personol neu gysylltiad sy'n rhagfarnu ag unrhyw fater a nodwyd fel un i'w ystyried yn y cyfarfod hwn.

#### **3 MATERION BRYD FEL Y'U CYTUNWYD GAN Y CADEIRYDD**

Rhybudd o eitemau y dylid, ym marn y Cadeirydd, eu hystyried yn y cyfarfod fel materion brys yn unol ag Adran 100B (4) Deddf Llywodraeth Leol, 1972.

#### **4 DYDDIADUR Y CADEIRYDD (Tudalennau 5 - 6)**

Nodi ymrwymadau dinesig a ymgwymerwyd gan Gadeirydd y Cyngor (copi ynghlwm).

#### **5 COFNODION (Tudalennau 7 - 24)**

Derbyn cofnodion cyfarfod y Cyngor Sir a gynhaliwyd ar 25 Ionawr, 30 Ionawr a 20 Chwefror 2018 (copi ynghlwm).

**6 TREFNIADAU AR GYFER ETHOL CADEIRYDD AC IS-GADEIRYDD**

(Tudalennau 25 - 26)

Ystyried adroddiad gan y Pennaeth Gwasanaethau Cyfreithiol, Ad a Democrataidd (copi ynghlwm) yn argymhell bod y Cyngor yn cytuno y bydd y Cadeirydd a'r Is-Gadeirydd arfaethedig ar gyfer blwyddyn gyngor 2018/2019 yn cael eu hethol yn ffurfiol yng nghyfarfod blynyddol y Cyngor ar 15 Mai 2018.

**7 ADRODDIAD BLYNYDDOL PANEL ANNIBYNNOL CYMRU AR GYDNABYDDIAETH ARIANNOL** (Tudalennau 27 - 34)

Ystyried adroddiad gan y Rheolwr Gwasanaethau Democrataidd (copi ynghlwm) i wneud y Cyngor yn ymwybodol o benderfyniadau'r Panel ar gyfer 2018/19 mewn perthynas â thaliadau i Aelodau ac Aelodau Cyfetholedig.

**8 HYFFORDDIANT A DATBLYGU AELODAU** (Tudalennau 35 - 38)

Ystyried adroddiad gan y Rheolwr Gwasanaethau Democrataidd (copi ynghlwm) i roi diweddariad ar faterion hyfforddi aelodau.

**9 DATGANIAD POLISI TÂL 2018/19** (Tudalennau 39 - 88)

Ystyried adroddiad gan yr Arbenigwr Tâl a Gwobrwyo AD (copi ynghlwm) i geisio cytundeb y Cyngor i'r newidiadau i'r Polisi Tâl ar gyfer 2018/19.

**10 RHYBUDD O GYNNIG**

Cyflwynodd y Cynghorydd Gwyneth Kensler y Rhybudd o Gynnig canlynol i'w ystyried gan y Cyngor Llawn:

“Mae'r Cyngor yn gwaredu'r modd mae Coleg Llandrillo Menai wedi delio gyda'r bwriad i gau Coleg Dinbych ac mae'n galw ar Lywodraeth Cymru i ymyrryd.”

**11 RHAGLEN GWAITH I'R DYFODOL Y CYNGOR SIR** (Tudalennau 89 - 90)

Ystyried Rhaglen Gwaith i'r Dyfodol y Cyngor (copi ynghlwm).

**AELODAETH**

**Y Cynghorwyr**

Y Cynghorydd Pete Prendergast  
(Cadeirydd)

Mabon ap Gwynfor  
Brian Blakeley  
Joan Butterfield  
Jeanette Chamberlain-Jones

Richard Mainon  
Christine Marston  
Barry Mellor  
Melvyn Mile

Ellie Chard  
Ann Davies  
Gareth Davies  
Meirick Davies  
Peter Arnold Evans  
Hugh Evans  
Bobby Feeley  
Rachel Flynn  
Tony Flynn  
Huw Hilditch-Roberts  
Martyn Holland  
Hugh Irving  
Alan James  
Brian Jones  
Huw Jones  
Pat Jones  
Tina Jones  
Gwyneth Kensler  
Geraint Lloyd-Williams

Bob Murray  
Merfyn Parry  
Paul Penlington  
Arwel Roberts  
Anton Sampson  
Peter Scott  
Glenn Swingler  
Andrew Thomas  
Rhys Thomas  
Tony Thomas  
Julian Thompson-Hill  
Graham Timms  
Joe Welch  
Cheryl Williams  
David Williams  
Eryl Williams  
Huw Williams  
Emrys Wynne  
Mark Young

**COPIAU I'R:**

Y Wasg a'r Llyfrgelloedd  
Cynghorau Tref a Chymuned

Mae tudalen hwn yn fwriadol wag

# Eitem Agenda 4

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

<u>Dyddiad/Date</u>	<u>Digwyddiad/Event</u>	<u>Lleoliad/Location</u>
22/02/18	Ymweliad Ysgol i Neuadd y Sir School Visit to County Hall	Rhuthun / Ruthin
24/02/18	Noson yn yr Opera – Derbyniad a Chyngerdd Dathliad Gala a gynhaliwyd ym Mhrifysgol Glyndŵr A Night at the Opera – Gala Celebration Reception and Concert held at Glyndwr University	Wrecsam / Wrexham
24/02/18	Noson Amrywiaeth Elusennol Maer Caerwys Mayor of Caerwys Charity Variety Evening (Mynychodd yr Is-Gadeirydd / Vice-Chair attended)	Caerwys
01/03/18	Cinio Elusennol y Cadeirydd Chairman’s Charity Dinner	Y Rhyl / Rhyl
02/03/18	Dawns Elusennol Maer Llanelwy Mayor of St. Asaph’s Charity Ball	Llanelwy / St. Asaph
04/03/18	Digwyddiad Codi Arian Cŵn Bach ar y Prom Pups on the Prom Fundraising Event	Y Rhyl / Rhyl
08/03/18	Seremoni Ddinasyddiaeth Citizenship Ceremony (Mynychodd yr Is-Gadeirydd / Vice-Chair attended)	Rhuthun / Ruthin
08/03/18	Seremoni Wobrwyo’r Arglwydd Raglaw Clwyd The Lord Lieutenant of Clwyd Awards Ceremony (Mynychodd yr Is-Gadeirydd / Vice-Chair attended)	Bodelwyddan
12/03/18	Digwyddiad Codi Baner Diwrnod y Gymanwlad Commonwealth Day Flag Raising Event	Rhuthun / Ruthin
14/03/18	Ymweliadau Ysgolion <i>Reach Out and Read</i> (‘ROAR’) Reach Out and Read (‘ROAR’) School Visits	Dinbych / Denbigh
14/03/18	Cyflwyniad i’r Gynghrair Cyfeillion yn Ysbyty Glan Clwyd Presentation to League of Friends at Glan Clwyd Hospital	Bodelwyddan
15/03/18	Agoriad Swyddogol Ysgol Glan Clwyd gan Brif Weinidog Cymru Official Opening of Ysgol Glan Clwyd by the First Minister for Wales	Llanelwy / St. Asaph
16/03/18	Cinio Dinesig Elusennol Cadeirydd Sir y Fflint Chairman of Flintshire Charity Civic Dinner	Yr Wyddgrug / Mold

19/03/18	Ymweliad Urdd Merched Tref y Rhyl i Neuadd y Sir Rhyl Town Women's Guild visit to County Hall	Rhuthun / Ruthin
23/03/18	Gwobrau Cymunedol Uwch Siryf Clwyd High Sheriff of Clwyd Community Awards	Rhuthun / Ruthin

## CYNGOR SIR

Cofnodion cyfarfod o'r Cyngor Sir a gynhaliwyd yn Siambr y Cyngor, Neuadd y Sir, Rhuthun LL15 1YN, Dydd Iau, 25 Ionawr 2018 am 2.00 pm.

## YN BRESENNOL

Y Cynghorwyr Mabon ap Gwynfor, Brian Blakeley, Joan Butterfield, Jeanette Chamberlain-Jones, Ellie Chard, Ann Davies, Gareth Davies, Meirick Davies, Hugh Evans, Bobby Feeley, Rachel Flynn, Tony Flynn, Huw Hilditch-Roberts, Martyn Holland, Brian Jones, Huw Jones, Pat Jones, Gwyneth Kensler, Christine Marston, Barry Mellor, Melvyn Mile, Bob Murray, Pete Prendergast (Cadeirydd), Arwel Roberts, Anton Sampson, Peter Scott, Glenn Swingler, Andrew Thomas, Rhys Thomas, Tony Thomas, Julian Thompson-Hill, Graham Timms, Joe Welch, Cheryl Williams, David Williams, Eryl Williams, Huw Williams, Emrys Wynne a Mark Young

## HEFYD YN BRESENNOL

Pennaeth Gwasanaethau Cyfreithiol, AD a Democrataidd (GW), Rheolwr Gwasanaethau AD (CR), Partner Busnes Arweiniol - Datblygu Trefniadaeth (AM) a'r Rheolwr Gwasanaethau Democrataidd (SP).

Ymgynghorydd Recriwtio (IJ)

### 1 YMDDDIHEURIADAU

Cyflwynwyd ymddiheuriadau am absenoldeb gan y Cynghorwyr Peter Evans, Hugh Irving, Alan James, Tina Jones, Geraint Lloyd-Williams, Richard Mainon, Merfyn Parry a Paul Penlington.

### 2 DATGANIADAU O FUDDIANT

Ni chafodd unrhyw gysylltiad ei ddatgan.

## GWAHARDD Y WASG A'R CYHOEDD

*PENDERFYNWYD - Yn unol ag Adran 100A (4) Deddf Llywodraeth Leol 1972, bod y Wasg a'r Cyhoedd yn cael eu gwahardd o'r cyfarfod tra bod yr eitem ganlynol o fusnes yn cael ei hystyried, oherwydd ei bod yn debygol y bydd gwybodaeth eithriedig yn cael ei datgelu (fel y'i diffinnir ym mharagraff 12 ac 14 o Ran 4, Atodlen 12A y Ddeddf).*

### 3 PENODI PRIF WEITHREDWR

Bu i ymgynghorydd recriwtio'r Cyngor adrodd ar y broses recriwtio a gynhaliwyd, a arweiniodd at nifer fawr o geisiadau a rhestr fer o 6 ymgeisydd ar gyfer y broses asesu. Cynghorwyd Aelodau bod Panel Penodiadau Arbennig o gynghorwyr wedi nodi dau ymgeisydd gyda'r potensial i gael eu penodi, ac fe'u gwahodwyd i fynychu cyfarfod y Cyngor heddiw.

Rhoddodd y ddau ymgeisydd gyflwyniad i'r Cyngor ac ymateb i gyfres o gwestiynau gan yr aelodau; cafodd y ddau ymgeisydd yr un cwestiynau.

Wedi i'r ddau ymgeisydd adael y Siambr, trafododd yr aelodau eu cyflwyniadau, ymatebion i'r cwestiynau a'u perfformiad yn ystod y broses asesu.

***PENDERFYNWYD – penodi Judith Greenhalgh i swydd Prif Weithredwr Cyngor Sir Ddinbych.***



## CYNGOR SIR

Cofnodion cyfarfod o'r Cyngor Sir a gynhaliwyd yn Siambr y Cyngor, Neuadd y Sir, Rhuthun LL15 1YN, Dydd Mawrth, 30 Ionawr 2018 am 10.00 am.

### YN BRESENNOL

Y Cynghorwyr Mabon ap Gwynfor, Brian Blakeley, Joan Butterfield, Jeanette Chamberlain-Jones, Ellie Chard, Ann Davies, Gareth Davies, Meirick Davies, Hugh Evans, Bobby Feeley, Rachel Flynn, Tony Flynn, Huw Hilditch-Roberts, Martyn Holland, Alan James, Brian Jones, Huw Jones, Pat Jones, Tina Jones, Gwyneth Kensler, Geraint Lloyd-Williams, Richard Mainon, Christine Marston, Barry Mellor, Melvyn Mile, Bob Murray, Merfyn Parry, Paul Penlington, Pete Prendergast (Cadeirydd), Arwel Roberts, Anton Sampson, Peter Scott, Glenn Swingler, Andrew Thomas, Rhys Thomas, Tony Thomas, Julian Thompson-Hill, Graham Timms, Joe Welch, Cheryl Williams, David Williams, Eryl Williams, Huw Williams, Emrys Wynne a/ac Mark Young

### HEFYD YN BRESENNOL

Prif Weithredwr (MM), Pennaeth Gwasanaethau'r Gyfraith, Adnoddau Dynol a Democrataidd (GW), Prif Swyddog Cyllid/Adran 151 (RW), Rheolwr Gwasanaethau Democrataidd (SP) a Gweinyddwr Pwyllgorau (SLW).

#### 1 YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwr(wyr) Peter Evans a/ac Hugh Irving

#### 2 DATGAN CYSYLLTIAD

Datganodd y Cynghorwyr Mabon ap Gwynfor, Brian Blakeley, Ellie Chard, Gareth Davies, Meirick Lloyd Davies, Bobby Feeley, Tony Flynn, Huw Hilditch-Roberts, Martyn Holland, Tina Jones, Geraint Lloyd-Williams, Barry Mellor, Merfyn Parry, Paul Penlington, Arwel Roberts, Anton Sampson, Peter Scott, Glenn Swingler, Rhys Thomas, Julian Thompson-Hill, Graham Timms, Cheryl Williams, Huw Williams, Emrys Wynne a Mark Young gysylltiad personol ag Eitem 6 – Cyllideb 2018/19 – Cynigion Terfynol.

#### 3 MATERION BRYN FEL Y'U CYTUNWYD GAN Y CADEIRYDD

Dim.

#### 4 DYDDIADUR Y CADEIRYDD

Roedd rhestr o ddigwyddiadau dinesig a fynychwyd gan y Cadeirydd a'r Is-Gadeirydd ar gyfer y cyfnod rhwng 28 Tachwedd 2017 ac 19 Ionawr 2018 wedi'i dosbarthu cyn y cyfarfod.

**PENDERFYNWYD** derbyn y rhestr o ymrwymadau dinesig y bu i'r Cadeirydd a'r Is-gadeirydd eu mynychu.

## 5 COFNODION

Cyflwynwyd cofnodion cyfarfod y Cyngor Llawn a gynhaliwyd ar 5 Rhagfyr 2017.

**PENDERFYNWYD** cadarnhau cofnodion cyfarfod y Cyngor a gynhaliwyd ar 5 Rhagfyr 2017 fel cofnod cywir, a'u llofnodi gan y Cadeirydd.

## 6 CYLLIDEB 2018/19 – CYNIGION TERFYNOL

Cyflwynodd Aelod Arweiniol Cyllid, Perfformiad ac Asedau Strategol yr adroddiad (a ddsbarthwyd yn flaenorol) i nodi goblygiadau Setliad Llywodraeth Leol 2018/19 a chynigion i gwblhau'r gyllideb ar gyfer 2018/19.

Roedd yn ofynnol yn ôl y gyfraith i'r Cyngor bennu cyllideb gytbwys y gellir ei chyflawni cyn dechrau pob blwyddyn ariannol a gosod lefel Treth y Cyngor yn unol â hynny i ganiatáu i filiau gael eu hanfon at breswylwyr.

Derbyniwyd Setliad Llywodraeth Leol Terfynol 2018/19 ar 20 Rhagfyr 2017 ac roedd yn cynnwys gostyngiad ariannol o -0.2% (cyfartaledd Cymru oedd +0.2%). Roedd y Setliad Dros Dro a dderbyniwyd ym mis Hydref 2017 yn nodi gostyngiad o -0.9% (cyfartaledd Cymru oedd 0.5%).

Roedd y newid rhwng y ddau swm yn adlewyrchu £20 miliwn ychwanegol a ddyrannwyd i lywodraeth leol fel rhan o gynigion cyllideb derfynol Llywodraeth Cymru. Roedd hyn yn dilyn cyllid ychwanegol a ddyrannwyd i Gymru o ganlyniad i gyllideb Llywodraeth y DU ym mis Tachwedd ac roedd yn lliniaru effaith cynnig bwlch cyflog diweddaraf y cyflogwyr, a oedd yn uwch na'r disgwyl ac yn adlewyrchu newid i'r polisi o gap o 1% ar gyflogau.

Nid oedd yn gynaliadwy rheoli'r pwysau parhaus heb gynyddu sail gyllid y Cyngor yn barhaol. Gan fod cymorth ariannol Llywodraeth Cymru'n gostwng bob blwyddyn, roedd yn rhaid ysgwyddo'r baich yn lleol. Felly, cynigiwyd cynnydd uwch i Dreth y Cyngor na'r hyn a gynigiwyd i ddechrau.

Byddai'r cynnydd yn Nhreth y Cyngor o 4.75% yn codi £945,000 ychwanegol i'w ddefnyddio'n rhan o'r pecyn cyffredinol, a oedd yn cynnwys dyraniad ychwanegol i ofal cymdeithasol o £1.5 miliwn.

Wrth drafod, codwyd y materion canlynol:

- Cadarnhawyd i'r Aelodau bod elfen wastraff y Grant Amgylcheddol Sengl wedi derbyn toriad o 10% ar y cyfan. Oherwydd y toriad yn swm y grant, roedd dau aelod o staff wedi'u hail-leoli mewn swyddi eraill.
- Cadarnhawyd y byddai Archeolegydd y Sir yn ymddeol a dywedwyd wrth yr Aelodau na fyddai'r swydd wag yn cael ei llenwi. Byddai hyn yn unol â phum awdurdod lleol arall Gogledd Cymru. Pe bai angen cyngor archeolegol arbennig, byddai angen ei brynu yn ôl yr angen.

- Ni fyddai'r gyllideb ddinesig bellach yn noddi cyngherddau gyda'r nos yn Eisteddfod Llangollen.
- Oherwydd y newid i'r Gyfraith ar Ddiogelu Data, holwyd a fyddai unrhyw gostau. Cadarnhaodd y Pennaeth Cyllid y byddai'n holi a fyddai costau ac y byddai'n rhoi gwybod i'r Aelodau.
- Roedd newid sylweddol wedi bod ers gweithdai'r gyllideb a gynhaliwyd fis Tachwedd 2017 mewn perthynas â'r fargen dâl gyffredinol. Roedd cap cyflog o 1% wedi'i ystyried yn y gyllideb, ond y cynnig terfynol oedd 2.4%.
- Roedd angen edrych sut y byddai'r sir yn delio gyda'r problemau o fewn y gwasanaethau cymdeithasol, addysg a thlodi plant hefyd.

Bu i'r Prif Weithredwr a'r Arweinydd ganmol y swyddogion a oedd wedi llunio adroddiad y gyllideb. Cadarnhawyd bod y gyllideb yn ddogfen gadarnhaol o dan yr amgylchiadau presennol.

Cynigiodd y Cynghorydd Arwel Roberts ddiwygiad i'r argymhelliad y gellid trosglwyddo £500,000 o gronfeydd wrth gefn i'r adran addysg oherwydd bod nifer o ysgolion yn profi anhawster ac o dan bwysau eithriadol. Eiliwyd y cynnig gan y Cynghorydd Eryl Williams. Ar y pwynt hwn, eglurodd y Cynghorydd Roberts y dylid trosglwyddo'r £500,000 ychwanegol o falansau i'r adran addysg er mwyn i ysgolion wneud cynigion amdano ar gyfer cyllid ychwanegol i gefnogi disgyblion a oedd ag anghenion dysgu ychwanegol.

Pleidleisiwyd ar y diwygiad fel a ganlyn:

O blaid y diwygiad - 13

Ymatal - 1

Yn erbyn y diwygiad - 31

Felly, ni chafodd y diwygiad ei gymeradwyo.

Cynigodd y Cynghorydd Julian Thompson-Hill yr argymhellion a oedd yn yr adroddiad, ac fe'u heiliwyd gan yr Arweinydd, y Cynghorydd Hugh Evans a dyma oedd:

**PENDERFYNWYD** bod y Cyngor yn:

- (i) Nodi effaith Setliad Llywodraeth Leol 2018/19
- (ii) Cymeradwyo'r gyllideb a amlinellir yn Atodiad 1, sy'n cyd-fynd â'r rhagdybiaethau a gyflwynwyd i aelodau yng nghyfarfodydd briffio'r gyllideb a gynhaliwyd ym mis Tachwedd 2017
- (iii) Cymeradwyo cyfanswm o £411,000 o arbedion sydd wedi'u rhestru yn Atodiad 2, fel rhan o becyn y gyllideb
- (iv) Cymeradwyo'r cynnydd cyfartalog o 4.75% yn Nhreth y Cyngor, sy'n cydnabod y pwysau cynyddol o ran costau ar wasanaethau gofal cymdeithasol plant ac oedolion ac yn cefnogi'r dyraniad o £1.5 miliwn o gyllid ychwanegol ar draws y ddau wasanaeth
- (v) Cadarnhau ei fod wedi darllen, deall ac ystyried yr Asesiadau o Effaith ar Les a gyflwynwyd fel rhan o broses y gyllideb

**Ar y pwynt hwn (11.55 am) cafwyd egwyl o 20 munud.**

**Ailddechreuodd y cyfarfod am 12.15 p.m.**

## **7 CYNLLUN GOSTYNGIADAU TRETH Y CYNGOR 2018/19**

Cyflwynodd yr Aelod Arweiniol dros Gyllid, Perfformiad ac Asedau Strategol, adroddiad Cynllun Gostyngiad Treth y Cyngor 2018/19 (a ddosbarthwyd yn flaenorol).

Roedd Deddf Diwygio Lles 2012 yn cynnwys darpariaethau i ddiddymu budd-dal treth y cyngor yn ei ffurf bresennol ar draws y DU. O 31 Mawrth 2013 roedd budd-dal treth y cyngor wedi dod i ben ac roedd y cyfrifoldeb am ddarparu cefnogaeth ar gyfer treth y cyngor a'r arian sy'n gysylltiedig ag ef, wedi cael ei drosglwyddo i Lywodraeth Cymru. Roedd Llywodraeth Cymru, mewn partneriaeth ag awdurdodau lleol yng Nghymru, wedi cyflwyno cynllun newydd i ddarparu cymorth treth y cyngor a fabwysiadwyd gan y Cyngor ym mis Ionawr 2013.

Roedd Llywodraeth Cymru wedi cwblhau'r ddau set o reoliadau ar 9 Ionawr 2018 ac roedd angen mabwysiadu Rheoliadau Cynlluniau Gostyngiadau'r Dreth Gyngor a Gofynion Rhagnodedig (Cymru) 2013, a Rheoliadau diwygiadau 2018 erbyn 31 Ionawr 2018.

### **PENDERFYNWYD:**

- *Bod Aelodau yn mabwysiadu Rheoliadau Cynlluniau Gostyngiadau'r Dreth Gyngor a Gofynion Rhagnodedig (Cymru) 2013, a Rheoliadau Gofynion Rhagnodedig (Cymru) (Diwygio) 2018, o ran blwyddyn ariannol 2018/19.*
- *Bod Aelodau'n cymeradwyo'r 3 elfen ddewisol o'r cynllun, a ddangosir yn adran 4.2 yr adroddiad ar gyfer 2018/19.*

## **8 RHYBUDD O GYNNIG**

Cyflwynodd y Cynghorydd Joan Butterfield y Rhybudd o Gynnig canlynol i'w ystyried gan y Cyngor Llawn.

“Mae Cyngor Sir Ddinbych yn anelu i fod yn gyflogwr Cyflog Byw Go lawn erbyn mis Ebrill 2020. Mae'r Cyngor yn gofyn i swyddogion baratoi papur i'w drafod gan y Cyngor Llawn ar 11 Medi 2018 yn amlinellu sut y gellir gweithredu hyn”.

Rhoddodd y Cynghorydd Graham Timms amlinelliad o ddechrau'r Sefydliad Cyflog Byw Go lawn a sefydlwyd yn 2001. Mae gan yr ymgyrch am gyflog byw gefnogaeth ar draws y sbectrwm gwleidyddol a mudiad o fusnesau annibynnol, sefydliadau a dinasyddion sy'n credu bod diwrnod teg o waith yn haeddu diwrnod teg o gyflog.

Nodwyd bod 29% o staff Cyngor Sir Ddinbych yn cael llai o gyflog na'r cyflog byw go iawn.

Cynigiodd y Cynghorydd Mark Young ddiwygiad bod y Cyngor yn cytuno ystyried holl oblygiadau ariannol ac AD gweithredu cyflog byw go iawn, ac y dylai'r swyddogion perthnasol gyflwyno papur ar y pwnc i'r Cyngor Llawn erbyn diwedd

2018 ac y dylai'r papur hwn gynnwys yr holl gostau ariannol a goblygiadau AD a'r holl ddewisiadau sydd ar gael. Eiliwyd y diwygiad gan y Cynghorydd Julian Thompson-Hill.

Yma, esboniodd y Pennaeth Gwasanaethau Cyfreithiol, AD a Democrataidd y cynhelir pleidlais ar y diwygiad i ddechrau.

PLEIDLAIS:

O blaid y diwygiad - 23

Ymatal - 1

Yn erbyn y diwygiad - 21

Felly, pasiwyd y diwygiad, ac yna cynhaliwyd pleidlais ar y penderfyniad diwygiedig a'r diwygiad yw'r prif gynnig.

Roedd y Cynghorydd Joan Butterfield wedi gofyn am bleidlais wedi'i chofnodi a nododd y Pennaeth Gwasanaethau Cyfreithiol, AD a Democrataidd y nodwyd yn y Cyfansoddiad bod angen i un ran o chwech o'r Aelodau fod o blaid y bleidlais wedi'i chofnodi, a chytunodd y mwyafrif o'r Aelodau.

Cafwyd pleidlais wedi'i chofnodi, fel a ganlyn:

O blaid – Cynghorwyr Mabon ap Gwynfor, Brian Blakeley, Joan Butterfield, Jeanette Chamberlain-Jones, Ellie Chard, Ann Davies, Gareth Davies, Meirick Lloyd Davies, Hugh Evans, Bobby Feeley, Rachel Flynn, Tony Flynn, Huw Hilditch-Roberts, Martyn Holland, Alan James, Brian Jones, Huw Jones, Pat Jones, Tina Jones, Gwyneth Kensler, Geraint Lloyd-Williams, Richard Mainon, Christine Marston, Barry Mellor, Melvyn Mile, Bob Murray, Merfyn Parry, Paul Penlington, Pete Prendergast, Arwel Roberts, Anton Sampson, Peter Scott, Glenn Swingler, Andrew Thomas, Rhys Thomas, Tony Thomas, Julian Thompson-Hill, Graham Timms, Joe Welch, Cheryl Williams, David Williams, Eryl Williams, Huw Williams, Emrys Wynne a/ac Mark Young

Ymatal - 0

Yn erbyn – 0

Felly:

***PENDERFYNWYD*** y dylai'r Cyngor gytuno i ystyried holl oblygiadau ariannol ac AD gweithredu cyflog byw go iawn, ac y dylai'r swyddogion perthnasol gyflwyno papur ar y pwnc i'r Cyngor Llawn erbyn diwedd 2018 ac y dylai'r papur hwn gynnwys yr holl gostau ariannol a goblygiadau AD a'r holl ddewisiadau sydd ar gael.

## **9 RHYBUDD O GYNNIG**

Cyflwynodd y Cynghorydd Rhys Thomas y Rhybudd o Gynnig canlynol i'w ystyried gan y Cyngor Llawn:

“Mae'r Cyngor hwn yn galw:

- (i) Ar Lywodraeth y DU i oedi cyn cyflwyno'r Credyd Cynhwysol

- (ii) Ar Lywodraeth Cymru i fynnu pwerau datganoli i amrywio sut y telir Credyd Cynhwysol yng Nghymru.”

Mynegodd Aelodau bryderon o ran y system Credyd Cynhwysol a fyddai'n cael ei gyflwyno, oherwydd gallai effeithio'n andwyol ar ddinasyddion mwyaf tlawd y sir.

Argymhellwyd bod llythyr yn cael ei anfon at Lywodraeth y DU i fynegi pryder a bod llythyr yn cael ei anfon at Lywodraeth Cymru yng Nghaerdydd i fynnu'r un pŵer i Gymru ag sydd yn yr Alban a Gogledd Iwerddon ar hyn o bryd.

Cynigiwyd y Rhybudd o Gynnig gan y Cynghorydd Rhys Thomas, ac fe'i eiliwyd gan y Cynghorydd Huw Jones a dyma oedd:

**PENDERFYNWYD**, yn unol â'r Rhybudd o Gynnig a gyflwynwyd gan Grŵp Plaid Cymru, bod llythyr yn cael ei anfon at Lywodraeth y DU a Llywodraeth Cymru yn mynegi pryder o ran Credyd Cynhwysol ac yn mynnu bod Cymru yn cael yr un pwerau â'r Alban a Gogledd Iwerddon.

## 10 AELODAU SY'N GEFNOGWYR

Cyflwynodd y Swyddog Monitro yr adroddiad Aelodau sy'n Gefnogwyr (a ddsbarthwyd yn flaenorol) i ailbenodi Cynghorwyr i bedwar rôl "aelod sy'n gefnogwr" a gofynnodd am ddatganiadau o ddiddordeb.

Bu i'r Cyngor blaenorol osod y fframwaith ar gyfer aelodau sy'n gefnogwyr a phenodi cynghorydd i bob rôl. Dim ond dau o'r Cynghorwyr a benodwyd oedd dal yn aelodau'r Cyngor Sir ac yn dilyn etholiadau'r Cyngor a gynhaliwyd ym mis Mai 2017, ystyriwyd ei bod yn briodol gofyn am farn y Cyngor am aelodau sy'n gefnogwyr.

Enwebwyd y Cynghorydd Ellie Chard fel y Cefnogwr Pobl Hŷn.  
Enwebwyd y Cynghorydd Ann Davies fel y Cefnogwr Gofalwyr.  
Enwebwyd y Cynghorydd Arwel Roberts fel y Cefnogwr Anabledau Dysgu.

Enwebwyd y Cynghorwyr Brian Blakeley a Tony Thomas fel y Cefnogwr Digartrefedd, a chynhaliwyd pleidlais fel a ganlyn:

- O blaid Brian Blakeley - 27
- Ymatal - 1
- O blaid Tony Thomas - 9

Felly, pleidleisiwyd dros y Cynghorydd Brian Blakeley fel y Cefnogwr Digartrefedd.

**PENDERFYNWYD** bod y Cynghorwyr a enwebwyd yn dod yn Aelodau sy'n Gefnogwyr:

- Cefnogwr Pobl Hŷn – Ellie Chard
- Cefnogwr Digartrefedd – Brian Blakeley
- Cefnogwr Gofalwyr – Ann Davies, a
- Cefnogwr Anabledau Dysgu – Arwel Roberts.

## 11 PENODI AELOD LLEYG ANNIBYNNOL I'R PWYLLGOR SAFONAU

Cyflwynodd y Swyddog Monitro adroddiad Penodi Aelod Lleyg Annibynnol i'r Pwyllgor Safonau (a ddosbarthwyd yn flaenorol).

Mae'r Rheoliadau'n ei gwneud yn ofynnol i'r Cyngor gyhoeddi hysbyseb ar gyfer swydd aelod lleyg annibynnol a sefydlu panel o uchafswm o bum aelod i ystyried pob cais a dderbyniwyd a gwneud argymhelliad i'r Cyngor ar y penodiad. Yng nghyfarfod y Panel ar 17 Hydref, penododd y Cyngor y Cynghorwyr Gareth Davies, Richard Mainon a Mark Young i'r Panel.

Roedd dau ymgeisydd am swydd yr aelod lleyg, ac fe gyfwelwyd y ddau gan y Panel ar 19 Ionawr 2018. Ystyriai'r Panel mai Mr Peter Lamb oedd yr ymgeisydd mwyaf addas, ac felly fe argymhellwyd y dylai'r Cyngor Llawn ei benodi.

***PENDERFYNWYD*** penodi Mr Peter Lamb i'r Pwyllgor Safonau am gyfnod sy'n dod i ben ar ddyddiad yr Etholiadau Llywodraeth Leol nesaf yn 2022.

## 12 RHAGLEN GWAITH I'R DYFODOL Y CYNGOR SIR

Cyflwynodd Pennaeth y Gwasanaethau Cyfreithiol, Adnoddau Dynol a Democrataidd Raglen Gwaith i'r Dyfodol y Cyngor (dosbarthwyd yn flaenorol).

Briffio'r Cyngor – 12 Mawrth 2018 – Cais Twf Rhanbarthol i gael ei ychwanegu at y Rhaglen.

***PENDERFYNWYD***, yn amodol ar yr uchod, y dylid cymeradwyo a nodi Rhaglen Gwaith i'r Dyfodol y Cyngor.

**Daeth y cyfarfod i ben am 1.25 p.m.**

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, 20 Chwefror 2018 am 10.00 am.

### YN BRESENNOL

Y Cynghorwyr Mabon ap Gwynfor, Brian Blakeley, Joan Butterfield, Jeanette Chamberlain-Jones, Ellie Chard, Ann Davies, Gareth Davies, Meirick Davies, Peter Arnold Evans, Hugh Evans, Bobby Feeley, Rachel Flynn, Tony Flynn, Huw Hilditch-Roberts, Martyn Holland, Hugh Irving, Alan James, Brian Jones, Huw Jones, Tina Jones, Gwyneth Kensler, Geraint Lloyd-Williams, Richard Mainon, Christine Marston, Barry Mellor, Melvyn Mile, Bob Murray, Merfyn Parry, Paul Penlington, Pete Prendergast (Cadeirydd), Arwel Roberts, Anton Sampson, Peter Scott, Andrew Thomas, Tony Thomas, Graham Timms, Joe Welch, Cheryl Williams, Eryl Williams, Huw Williams, Emrys Wynne a/ac Mark Young

### HEFYD YN BRESENNOL

Prif Weithredwr (MM), Pennaeth Cyfreithiol, Adnoddau Dynol a Gwasanaethau Democrataidd (GW), Prif Swyddog Cyllid / Swyddog Adran 151 (RW), Pennaeth Gwella Busnes a Moderneiddio (AS), Prif Reolwr, Addysg a Gwasanaethau Plant (JW), Prif Reolwr, Gwasanaethau Cefnogi (AL), Rheolwr Prosiect Rhanbarthol – Aseiad Poblogaeth (SB), Pennaeth Cydweithio Rhanbarthol (BJE), Rheolwr Tîm Cynllunio Strategol (NK) a Gweinyddwr Pwyllgorau (SLW)

#### 1 YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cynghorwr(wyr) Pat Jones, Glenn Swingler, Rhys Thomas, Julian Thompson-Hill a/ac David Williams

#### 2 DATGAN CYSYLLTIAD

Roedd y Cynghorydd Paul Penlington yn datgan diddordeb personol yn eitem 10 – Penodi Aelod Dinas, Tref a Chymuned i'r Pwyllgor Safonau.

Roedd y Cynghorydd Meirick Lloyd Davies yn datgan cysylltiad personol ar gyfer y cwestiwn a godwyd o dan Eitem 3 – materion brys.

#### 3 MATERION BRYD FEL Y'U CYTUNWYD GAN Y CADEIRYDD

Dim materion brys.

Ar y pwynt hwn gofynnodd y Cynghorydd Meirick Lloyd Davies gwestiwn.

Yn unol â'r Cyfansoddiad, roedd y Cynghorydd Davies wedi rhoi dau ddiwrnod clir o rybudd o'r cwestiwn lle byddai'n derbyn ymateb ond ni chynhelir trafodaeth.

Roedd y cwestiwn a gyflwynwyd fel a ganlyn:

Mae'r Adran Priffyrdd o dan y Ddeddf Priffyrdd 1980 yn gyfrifol am sicrhau bod perchnogion coed, gwrychoedd a thyfiant ar hyd y priffyrdd yn cael ei dorri yn ôl i ganiatáu i gerddwyr, marchogion ceffylau a thraffig gael mynediad clir, dirwystr ar ffyrdd y Sir.

Derbyniwyd e-bost clir a dealladwy gan Jon Chapman ar 14 Tachwedd 2017 sy'n amlinellu'r gofynion rheoleiddio ar ffermwyr a thirfeddianwyr.

Felly pam bod y Cyngor a'r adran uchod yn gwrthod torri a lladd tyfiant gwrychoedd, coed ac ati sy'n tyfu ar ochr ffyrdd (i waliau Castell Bodolwyddan) a ffermwyr lleol (Engine Hill) o Ffordd Glascoed, B5381 wrth dai rhif 1-8 Ffordd Glascoed, i lawr (Engine Hill) er enghraifft?

Ymateb gan yr Aelod Arweiniol Priffyrdd, Cynllunio a Theithio Cynaliadwy, y Cynghorydd Brian Jones:

Mae ein camau ar gyfer gwrychoedd a choed ar ymyl ffyrdd yn gyson gyda'r camau a amlinellir yn y gweithdrefnau ar gyfer delio gyda choed a gyflwynwyd i'r Pwyllgor Archwilio Cymunedau ar 18 Ionawr 2018. Mae pob mater yn cael ei asesu yn ei haeddiant ei hun, a'r rheol gyffredinol yw na fyddwn yn cymryd unrhyw gamau oni bai bod y tyfiant yn cynnwys mater sylweddol e.e. perygl ar y briffordd. Ni ystyrir bod y mater penodol hwn yn cynnwys perygl ar hyn o bryd, ac felly ni chymerir unrhyw gamau ar hyn o bryd.

#### **4 DYDDIADUR Y CADEIRYDD**

Roedd rhestr o ddigwyddiadau dinesig a fynychwyd gan y Cadeirydd ar gyfer y cyfnod rhwng 25 Ionawr 2018 - 10 Chwefror 2018 wedi'i dosbarthu cyn y cyfarfod.

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

#### **5 TRETHER Y CYNGOR 2018/19 A MATERION CYSYLLTIEDIG**

Cyflwynodd yr Arweinydd, y Cynghorydd Hugh Evans adroddiad Treth y Cyngor 2018/19 a Materion Cysylltiol (dosbarthwyd yn flaenorol) yn lle'r Cynghorydd Julian Thompson-Hill nad oedd yn gallu bod yn bresennol oherwydd salwch.

Cyfeiriodd y Cynghorydd Hugh Evans yn benodol at:

- Brif nodweddion y gyllideb gafodd ei chymeradwyo ar 30 Ionawr 2018
- Sylwadau'r Prif Swyddog Cyllid ar gryfder yr amcangyfrifon cyllidebol
- Dadansoddiad o'r praeseptau gan Gyngorau Dinas, Tref a Chymuned a Chomisiynydd Heddlu a Throsedd Gogledd Cymru, ac
- Argymhellion ar gyfer lefelau Treth y Cyngor ar gyfer 2018/19.
- Cynnydd o £1.792miliwn mewn arian i ysgolion a
- Darparu £1.5miliwn i gydnabod y pwysau ariannol parhaus sy'n wynebu darpariaeth gofal cymdeithasol oedolion a phlant.

Yn dilyn y drafodaeth:

**PENDERFYNWYD** bod y Cyngor yn:

- (i) *Ei bod yn ofynnol i'r Cyngor Sir, fel yr Awdurdod Bilio i ystyried y praeseptau a dderbyniwyd gan Gomisiynydd yr Heddlu a Throseddau Gogledd Cymru a'r Cynghorau Dinas, Tref/Cymuned a datgan lefelau Treth y Cyngor ar gyfer blwyddyn ariannol 2018/19.*
- (ii) *Cymeradwyo'r argymhelliad bod y symiau a gyfrifwyd gan y Cyngor ar gyfer blwyddyn ariannol 2018/19, yn unol ag Adrannau 32 i 34 (1) o Ddeddf Cyllid Llywodraeth Leol 1992 (y Ddeddf) a'r Rheoliadau Addasu Cyfrifiadau Angenrheidiol (Cymru) 2008 fel adran 3 Atodiad A.*
- (iii) *Cymeradwyo'r argymhelliad bod y symiau a gyfrifwyd gan y Cyngor ar gyfer blwyddyn ariannol 2018/19, yn unol ag Adrannau 34 (2) i 36 (1) o Ddeddf Cyllid Llywodraeth Leol 1992 (y Ddeddf) fel Atodiad A Adran 4.*
- (iv) *Bod symiau Treth y Cyngor ar gyfer blwyddyn ariannol 2018/19 ar gyfer pob un o'r categorïau o anheddau fel y cyflwynir yn Atodiad C a*
- (v) *Bod lefel y gostyngiad ar gyfer Dosbarth A, B ac C fel y nodir yn Rheoliadau Treth y Cyngor (Dosbarthau Rhagnodedig ar Anheddau) (Cymru) 2004 yn cael ei gosod ar sero ar gyfer blwyddyn ariannol 2018/19 gyda'r cafeat bod hyn yn ddibynnol ar ddim newidiadau i ddeddfwriaeth nac amodau lleol.*

## **6 CYNLLUN CYFALAF 2017/18 - 2020/21 AC ARGYMHELLION Y GRŴP BUDDSODDI STRATEGOL**

Cyflwynodd yr Arweinydd, y Cynghorydd Hugh Evans yr adroddiad Cynllun Cyfalaf (dosbarthwyd yn flaenorol) yn lle'r Cynghorydd Julian Thompson-Hill nad oedd yn gallu bod yn bresennol oherwydd salwch.

Rhodddwyd adroddiad i'r Cyngor ar y Cynllun Cyfalaf llawn diwethaf ym mis Chwefror 2017. Roedd diweddariadau misol wedi eu rhoi i'r Cabinet. Roedd y Cynllun Cyfalaf amcangyfrifedig bellach yn £38.5 miliwn. Roedd y Cynllun wedi cael ei ddiweddarau ers adrodd arno i'r Cabinet ar 23 Ionawr 2018.

Arweiniodd y Pennaeth Cyllid yr Aelodau drwy'r adroddiad.

Ymatebodd yr Arweinydd a'r Pennaeth Cyllid i'r cwestiynau ynglŷn ag amrywiol agweddau o'r Cynllun Cyfalaf. Roedd prif feysydd trafod yn canolbwyntio ar y canlynol -

- Cafodd llifogydd ei godi fel mater a hefyd ymholiad ynglŷn â'r adroddiad Asesu Llifogydd yr arhoswyd amdano. Cadarnhaodd y Pennaeth Cyllid y byddai'n holi am yr adroddiad Asesu Llifogydd ar ran yr Aelodau.
- Cadarnhawyd os byddai'r Awdurdod Lleol yn cwrdd â'r meini prawf, y byddent yn gallu cael mynediad i Gynllun Benthyciad Canol Tref a fyddai'n fenthyciad di-log 15 mlynedd gan Lywodraeth Cymru.
- Byddai adroddiad Ysgolion yr 21ain Ganrif yn cael ei gyflwyno mewn cyfarfod o'r Cabinet yn y dyfodol ac o fewn y pecyn byddai yna ymrwymiad i

ariannu a chydabod yr angen yn y Rhyl am ysgol gynradd newydd ar Ystâd Aberkinsey, ynghyd â materion eraill a godwyd gan ysgolion yn Sir Ddinbych.

- Cafodd y mater o leihau terfyn cyflymder ar y ffordd a elwir yn Ffordd Syth Abergele yn Rhuddlan ei godi. Cadarnhaodd yr Aelod Arweiniol Priffyrdd, Cynllunio a Theithio Cynaliadwy bod ffurflen ar gyfer cynnig yn cael ei chyflwyno i'r Cadeiryddion ac Is-Gadeiryddion Archwilio er mwyn i adroddiad gael ei drafod yn y Pwyllgor Archwilio.

Mynegodd yr Aelodau eu diolch i'r Pennaeth Cyllid, Richard Weigh a'i dîm, ynghyd â'r Aelod Arweiniol, y Cynghorydd Julian Thompson-Hill am eu holl waith caled.

**PENDERFYNWYD** bod:

- *Yr Aelodau yn nodi'r diweddaraf ar elfen Cynllun Cyfalaf 2018/18 a'r diweddariad ar brosiectau mawr.*
- *Yr Aelodau'n cefnogi argymhelliad y Grŵp Buddsoddi Strategol fel y nodir yn Atodiad 5 a chrynhwir yn Atodiad 6.*
- *Yr Aelodau yn cefnogi argymhelliad y Cabinet i gymeradwyo'r 25k ar gyfer cynnig terfyn cyflymder 40mya Bwlch yr Oernant fel y manylir yn Atodiad 5 ac sydd wedi ei grynhoi yn Atodiad 6.*
- *Aelodau yn cymeradwyo Cynllun Cyfalaf 2018/19.*

Ar y pwynt hwn cytunwyd i amrywio trefn y Rhaglen i gwblhau'r cyflwyniad ar yr eitemau cyllid.

**7 DATGANIAD STRATEGAETH RHEOLI TRYSORLYS 2018/19 A DANGOSYDDION DARBODUS 2018/19 - 2020/21**

Cyflwynodd yr Arweinydd, y Cynghorydd Hugh Evans yr adroddiad Datganiad Strategaeth Rheoli'r Trysorlys 2018/19 a Dangosyddion Darbodus 2018/19 i 2020/21 (dosbarthwyd yn flaenorol) yn lle'r Cynghorydd Julian Thompson-Hill nad oedd yn gallu bod yn bresennol oherwydd salwch.

Roedd Cod Ymarfer y Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth ar Reoli Trysorlys yn gofyn i'r Cyngor gymeradwyo'r DSRhT a'r Dangosyddion Darbodus yn flynyddol.

Ystyriodd y Cyngor yr adroddiad ac yn dilyn trafodaeth, mynegodd yr Aelodau eu diolch i'r Pennaeth Cyllid, Richard Weigh a'i dîm, ynghyd â'r Cynghorydd Julian Thompson-Hill am eu holl waith caled.

**PENDERFYNWYD** bod y Cyngor yn:

- *Cymeradwyo Datganiad Strategaeth Rheoli'r Trysorlys ar gyfer 2018/19 a fanylir yn Atodiad 1 yr adroddiad.*
- *Cymeradwyo gosod Dangosyddion Darbodus ar gyfer 2018/19, 2019/20 a 2020/21 a fanylir yn Atodiad 1 yr adroddiad*
- *Cymeradwyo'r Datganiad Darpariaeth Isafswm Refeniw fel y manylir yn Atodiad 1 Adran 6 yr adroddiad*

- *Cadarnhau eu bod wedi darllen, deall ac wedi ystyried yr Asesiad o Effaith ar Les, fel y manylir yn Atodiad 2 yr adroddiad, fel rhan o'i ystyriaethau.*

**Ar y pwynt hwn (11.40 a.m.) cafwyd egwyl o 20 munud.**

**Ailddechreuodd y cyfarfod am 12.00 canol dydd.**

## **8 CYNLLUN RHANBARTHOL ASESIAD O BOBLOGAETH GOGLEDD CYMRU**

Cyflwynodd yr Aelod Arweiniol dros Les ac Annibyniaeth, y Cynghorydd Bobby Feeley, adroddiad Cynllun Rhanbarthol Asesiad Poblogaeth Gogledd Cymru (a oedd wedi ei gylchredeg yn flaenorol).

Roedd rhaid i'r Awdurdodau Lleol a'r Byrddau lechyd yn rhanbarth Gogledd Cymru lunio Cyd Gynllun Ardal 5 mlynedd mewn ymateb i'r asesiad poblogaeth erbyn 1 Ebrill 2018. Roedd hyn yn ofynnol o dan Ddeddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a'r Rheoliadau Gofal a Chymorth (Cynllunio Ardal) (Cymru) 2017.

Roedd rhaid i'r Cynllun ganolbwyntio ar y gwasanaethau integredig a gynlluniwyd mewn ymateb i bob thema a nodwyd yn yr asesiad poblogaeth.

Roedd y cyd gynlluniau i ddarparu disgrifiad o'r amrywiaeth a'r lefel o wasanaethau a gynigiwyd eu darparu, neu eu trefnu, i ymateb i'r anghenion gofal a chymorth, ac anghenion cymorth gofalwyr, a nodwyd yn y cyd adroddiadau asesiadau poblogaeth.

Roedd ymgynghoriad wedi ei gynnal ar y Cynllun drafft rhwng 11 Awst a 17 Tachwedd 2017. Roedd yr ymgynghoriad wedi ceisio cynnwys cynifer o bobl â phosibl yn y dasg o ysgrifennu a llunio'r cynllun yn gynnar yn y prosiect. Roedd canfyddiadau'r ymgynghoriad wedi eu hymgorffori mewn drafft diwygiedig o'r cynllun ac roedd adroddiad ymgynghori llawn wedi ei gynhyrchu.

Ar y pwynt hwn diolchodd yr Aelod Arweiniol, y Cynghorydd Bobby Feeley, i'r swyddogion am eu gwaith caled. Cadarnhaodd fod hyn nawr yn sylfaen hynod o gryf, yn arbennig yn sgil y boblogaeth hyn gynyddol a phoblogaeth y plant sy'n derbyn gofal.

Yn dilyn trafodaeth:

**PENDERFYNWYD** bod:

- *Aelodau yn cymeradwyo'r Cynllun Rhanbarthol Asesiad Poblogaeth Gogledd Cymru drafft.*
- *Y Pwyllgor yn cadarnhau ei fod wedi darllen, deall ac ystyried yr Asesiad o'r Effaith ar Les (Atodiad C) fel rhan o'i ystyriaethau.*

## 9 CYNLLUN LLES BWRDD GWASANAETHAU CYHOEDDUS CONWY A SIR DDINBYCH 2018 – 2023

Cyflwynodd yr Arweinydd, y Cynghorydd Hugh Evans, Gynllun Lles Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych 2018-2023 (a oedd wedi ei gylchredeg yn flaenorol).

Sefydliad statudol o dan Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 yw'r Bwrdd Gwasanaethau Cyhoeddus.

Roedd drafft cyntaf y cynllun wedi ei gyhoeddi ar gyfer ymgynghoriad rhwng 30 Hydref 2017 a 22 Ionawr 2018. Roedd y drafft cyntaf yn cynnwys chwe blaenoriaeth ond yng nghyfarfod Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych ar 29 Ionawr 2018, cafodd y chwe blaenoriaeth eu hail-drefnu yn dri:

- (i) Pobl – Lles meddyliol da i bob oed (gan gynnwys y 1000 diwrnod cyntaf ac effaith hyn ar ddyfodol person)
- (ii) Cymuned - Ymrymuso'r Gymuned (gan gynnwys gwydnwch pobl ifanc a phobl hŷn), a
- (iii) Lle – Gwydnwch amgylcheddol.

Mae'r themâu hyn yn cyd-fynd â'r blaenoriaethau a amlinellir yng Nghynllun Corfforaethol Sir Ddinbych.

Roedd y Swyddog Cynllunio Strategol a Pherfformiad wedi mynychu cyfarfod y Pwyllgor Archwilio Partneriaethau ar 14 Rhagfyr i gyflwyno'r cynllun drafft a thrafod safbwynt y Pwyllgor ar gwestiynau'r ymgynghoriad.

Ar y pwynt hwn, darllenodd y Cynghorydd Jeanette Chamberlain-Jones ddatganiad yn ei rôl fel Cadeirydd y Pwyllgor Archwilio Partneriaethau oedd fel a ganlyn:

Gan mai'r Pwyllgor Archwilio Partneriaethau yw pwyllgor archwilio dynodedig y Cyngor ar gyfer materion Bwrdd Gwasanaethau Cyhoeddus, roedd yn un o'r rhai a ymgynghorwyd ag o'n statudol ar y Cynllun Lles drafft. Ymgynghorwyd â'r Pwyllgor ar flaenoriaethau a chynnwys Cynllun Lles y Bwrdd Gwasanaethau Cyhoeddus yn ei gyfarfod ar 14 Rhagfyr 2017. Mae'r pwyntiau a godwyd gan y Pwyllgor wedi eu nodi mewn atodiad i'r adroddiad a gyflwynir i chi heddiw, ac mae pob un ohonoch wedi cael cyfle i'w ddarllen. Byddwch yn gweld o'r pwyntiau a godir gan y Pwyllgor yn y cyfarfod fod:

- Aelodau yn cydnabod fod y Cynllun ei hun yn ddogfen strategol lefel uchel sy'n nodi amcanion a dyheadau'r Bwrdd Gwasanaethau Cyhoeddus am y pum mlynedd nesaf. Byddai ei ddarparu, felly, yn ddibynnol ar gynlluniau darparu traws-sefydliadol a chydweithio effeithiol gan bob partner;
- Cododd aelodau nifer o bwyntiau yn ymwneud â hyrwyddo gwydnwch ymysg pob grŵp oedran i wella iechyd a lles (corfforol a meddyliol), lleihau gordewdra ac arwahanrwydd cymdeithasol ac ati. Mae felly'n ddymunol fod y Bwrdd Gwasanaethau Cyhoeddus, yn sgil yr ymarferiad ymgynghori, wedi penderfynu canolbwyntio ar y tri phrif flaenoriaeth sef:

- i. Pobl – Lles meddyliol da i bawb o bob oed (gan gynnwys y 1000 diwrnod cyntaf ac effaith hyn ar ddyfodol person)

- ii. Cymuned - Grymuso'r Gymuned (gan gynnwys gwydnwch pobl ifanc a phobl hŷn)
  - iii. Lle – Gwydnwch amgylcheddol  
gan fod pob un yn gyd-ddibynnol ar ei gilydd, ac yn cyd-fynd â'i gilydd. Maent hefyd yn cefnogi ideoleg atal a gweithio mewn partneriaeth effeithiol Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 a Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 at y diben o fagu gwydnwch a gwella lles.
- sefydliadau gwasanaethau cyhoeddus sy'n aelodau o'r Bwrdd Gwasanaethau Cyhoeddus sydd â'r pŵer i weithredu'r blaenoriaethau a restrir yn y Cynllun Lles, h.y. drwy eu cynlluniau strategol, yma yn Sir Ddinbych, ein Cynllun Corfforaethol. Roedd yn ddymunol felly i weld fod y themâu yn y Cynllun Lles terfynol yn cyd-fynd â'n Cynllun Corfforaethol. I lwyddo i ddarparu ein Cynllun Lles byddai angen i bob sefydliad partner weithio'n effeithiol gyda'i gilydd, byddai hefyd angen iddynt gael sianelau cyfathrebu clir gyda'i gilydd a gyda thrigolion.
  - er mwyn cyflawni ei gyfrifoldebau mewn perthynas â darparu'r Cynllun, bydd Archwilio yn monitro cynnydd y Bwrdd Gwasanaethau Cyhoeddus wrth gyflawni'r blaenoriaethau a'r Cynllun.

Gan fod gan Sir Ddinbych Fwrdd Gwasanaethau Cyhoeddus ar y cyd â Chonwy, mae gwaith yn cael ei wneud ar hyn o bryd i archwilio'r dull mwyaf effeithiol i ni gyflawni ein blaenoriaethau o archwilio'r Bwrdd Gwasanaethau Cyhoeddus. Yn fuan, bydd y Grŵp Cadeiryddion ac Is-gadeiryddion Archwilio yn ystyried nifer o ddewisiadau posibl ar gyfer archwilio'r Bwrdd yn y dyfodol, gan gynnwys y posibilrwydd o gyflwyno trefniadau archwilio ar y cyd gyda Chonwy. Yn y cyfamser, bydd y Pwyllgor Archwilio Partneriaethau yn parhau i weithredu fel pwyllgor archwilio dynodedig y Cyngor ar y Bwrdd Gwasanaethau Cyhoeddus.

Cyn cyhoeddi'r Cynllun roedd rhaid iddo gael ei gymeradwyo gan Fyrddau pob sefydliad oedd yn rhan o'r Bwrdd Gwasanaethau Cyhoeddus. Yn achos yr Awdurdodau Lleol, roedd rhaid cael cymeradwyaeth y Cyngor Llawn.

Yn ystod y drafodaeth codwyd y pwyntiau canlynol:

- Nid oedd y cynllun busnes ar gyfer Ysbyty Brenhinol Alexandra yn y Rhyl wedi ei gylchredeg eto. Cadarnhaodd yr Aelod Arweiniol dros Les ac Annibyniaeth, y Cynghorydd Bobby Feeley, yn dilyn cyfarfod gyda Chadeirydd Bwrdd Iechyd Prifysgol Betsi Cadwaladr, Pete Higson, y byddai'r Cynllun Busnes yn cael ei ail gyflwyno ym Mawrth 2018 a chadarnhaodd fod yna ymrwymiad 100% gan Fwrdd Iechyd Prifysgol Betsi Cadwaladr i ddatblygiad Ysbyty Brenhinol Alexandra.
- Cadarnhawyd y byddai cydweithio gyda phartneriaid sector cyhoeddus, gwasanaethau cymunedol a gwirfoddol yn golygu y byddai'r Cynllun yn mynd yn ei flaen i wella ansawdd bywyd trigolion.

Yn dilyn trafodaeth:

**PENDERFYNWYD** bod:

- (i) Y Pwyllgor yn cadarnhau ei fod wedi darllen, deall ac ystyried yr Asesiad o'r Effaith ar Les (Atodiad A) fel rhan o'i ystyriaethau.

(ii) Y Cyngor yn cefnogi'r blaenoriaethau ar gyfer Cynllun Lles Bwrdd Gwasanaethau Cyhoeddus Conwy a Sir Ddinbych 2018-2023.

## 10 **PENODI AELOD CYNGOR DINAS, TREF A CHYMUNED I'R PWYLLGOR SAFONAU**

Cyflwynodd y Swyddog Monitro Benodiad aelod Cyngor Dinas, Tref a Chymuned i adroddiad y Pwyllgor Safonau (a oedd wedi ei gylchredeg yn flaenorol).

Mae'r Rheoliadau'n ei gwneud yn ofynnol i'r Cyngor gyhoeddi hysbyseb ar gyfer swydd aelod Cyngor Dinas, Tref a Chymuned a sefydlu Panel o uchafswm o bum aelod i ystyried pob cais a dderbyniwyd a gwneud argymhellion i'r Cyngor ar y penodiad. Yng nghyfarfod y Panel ar 17 Hydref, penododd y Cyngor y Cynghorwyr Gareth Davies, Richard Mainon a Mark Young i'r Panel.

Roedd tri ymgeisydd ar gyfer swydd yr aelod Dinas, Tref a Chymuned a chawsant eu cyfweld gan y Panel ar 19 Ionawr 2018. Y Cynghorydd Gordon Hughes o Gyngor Tref Corwen a ystyriwyd gan y Panel i fod yr ymgeisydd mwyaf addas ac felly cafodd ei argymhell i'r Cyngor Llawn ar gyfer ei benodi.

**PENDERFYNWYD** fod y Cynghorydd Gordon Hughes yn cael ei benodi i'r Pwyllgor Safonau am gyfnod sy'n dod i ben ar ddyddiad yr Etholiadau Llywodraeth Leol nesaf yn 2022.

## 11 **RHAGLEN GWAITH I'R DYFODOL Y CYNGOR SIR**

Cyflwynodd Pennaeth y Gwasanaethau Cyfreithiol, Adnoddau Dynol a Democrataidd Raglen Gwaith i'r Dyfodol y Cyngor (dosbarthwyd eisoes).

Briffio'r Cyngor - 12 Mawrth 2018 - Dileu Dull Cyflogaeth Strategol Sir Ddinbych.

**PENDERFYNWYD**, yn amodol ar yr uchod, y dylid cymeradwyo a nodi Rhaglen Gwaith i'r Dyfodol y Cyngor.

**Daeth y cyfarfod i ben am 1.35 p.m.**



**Adroddiad i'r: Cyngor Sir**

**Dyddiad y Cyfarfod: 10 Ebrill 2018**

**Swyddog Arweiniol: Pennaeth y Gwasanaethau Cyfreithiol, Adnoddau Dynol a Democrataidd**

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

**Teitl: Trefniadau Ethol Cadeirydd ac Is-Gadeirydd yn y Cyngor Blynyddol**

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## **1 Am beth mae'r adroddiad yn sôn?**

1.1 Y trefniadau ar gyfer ethol Cadeirydd ac Is-gadeirydd y Cyngor ar gyfer blwyddyn ddinesig 2018/19.

## **2 Beth yw'r rheswm dros lunio'r adroddiad hwn?**

2.1 Bydd Cadeirydd ac Is-gadeirydd y Cyngor yn cael eu hethol yng Nghyfarfod Cyffredinol Blynyddol y Cyngor ym mis Mai. Pwrpas yr adroddiad yw cytuno ar y Cadeirydd a'r Is-Gadeirydd arfaethedig ar gyfer blwyddyn ddinesig 2018/19 sydd i'w hethol yn ffurfiol yn y Cyfarfod Cyffredinol Blynyddol.

## **3 Beth yw'r argymhellion?**

3.1 Bod y Cyngor yn cytuno y bydd y Cadeirydd a'r Is-Gadeirydd arfaethedig ar gyfer blwyddyn ddinesig 2018 yn cael eu hethol yn ffurfiol yng nghyfarfod blynyddol y Cyngor 15 Mai 2018.

## **4 Manylion yr Adroddiad**

4.1 Yn 2006, cytunodd y Cyngor gyda chasgliadau'r Panel Moderneiddio blaenorol, bod y weithdrefn flaenorol pan gynhelid cyfarfod Blynyddol y Cyngor heb unrhyw sicrwydd go iawn ynglŷn â phwy fyddai'n cael eu hethol yn Gadeirydd ac Is-gadeirydd y Cyngor, yn tynnu oddi wrth urddas yr achlysur.

4.2 Penderfynodd y Cyngor y dylid mynd i'r afael â'r trefniadau ar gyfer ethol Cadeirydd ac Is-gadeirydd yn y cyfarfod a gynhelir cyn Cyfarfod Blynyddol y Cyngor.

4.3 Is-Gadeirydd presennol y Cyngor yw'r Cynghorydd Peter Scott. Y traddodiad yw bod Is-Gadeirydd presennol y Cyngor yn cael ei ethol yn Gadeirydd y Cyngor ar gyfer y flwyddyn ddinesig nesaf.

4.4 Gofynnwyd i Arweinwyr Grŵp ddarparu enwebiadau ar gyfer rôl Is-gadeirydd y Cyngor gogyfer â'r flwyddyn ddinesig nesaf. Ar adeg ysgrifennu'r adroddiad hwn, nid oes unrhyw enwebiad wedi dod i law.

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

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

## **6 Faint fydd yn ei gostio a sut fydd yn effeithio ar wasanaethau eraill?**

6.1 Ar hyn o bryd telir cyflogau uwch o £21,600 ac £14,100 i Gadeirydd ac Is-gadeirydd y Cyngor yn y drefn honno. Mae'r ffigurau hyn yn cynnwys y cyflog sylfaenol a delir i bob aelod.

## **7 Beth yw prif gasgliadau'r Asesiad o'r Effaith ar Les?**

7.1 Nid oes angen asesiad o effaith mewn perthynas â'r penderfyniad.

## **8 Pa ymgynghori a wnaed?**

8.1 Ymgynghorwyd ag Arweinwyr Grŵp ynghylch enwebu aelodau i rôl Is-Gadeirydd y Cyngor.

## **9. Datganiad y Prif Swyddog Cyllid**

9.1 Nid oes unrhyw gostau ychwanegol yn deillio o'r argymhelliad hwn.

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

10.1 Mae risg i enw da'r Cyngor os nad oes sicrwydd pwy gaiff eu hethol yn Gadeirydd ac Is-gadeirydd arfaethedig y Cyngor yn y Cyfarfod Blynyddol.

## **11 Pŵer i wneud y Penderfyniad?**

11.1 Adran 4 o Gyfansoddiad y Cyngor.  
Adran 4 Deddf Llywodraeth Leol 1972.

<b>Adroddiad i'r:</b>	<b>Cyngor Sir</b>
<b>Dyddiad y Cyfarfod:</b>	<b>10 Ebrill 2018</b>
<b>Aelod/Swyddog Arweiniol:</b>	<b>Gary Williams, Pennaeth y Gwasanaethau Cyfreithiol, AD a Democrataidd</b>
<b>Awdur yr Adroddiad:</b>	<b>Steve Price, Rheolwr Gwasanaethau Democrataidd</b>
<b>Teitl:</b>	<b>Adroddiad Blynyddol Panel Annibynnol Cymru ar Gydabyddiaeth Ariannol 2018/19</b>

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## 1 Am beth mae'r adroddiad yn sôn?

Mae'r adroddiad yn sôn am adroddiad blynyddol Panel Annibynnol Cymru ar Gydabyddiaeth Ariannol (y Panel) ar gyfer 2018/19.

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

Lluniwyd yr adroddiad hwn i gynghori ynghylch penderfyniadau'r Panel ar gyfer 2018/19 mewn perthynas â thaliadau i Aelodau ac Aelodau Cyfetholedig, ac i fabwysiadu atodlen cydnabyddiaeth ariannol.

## 3 Beth yw'r Argymhellion?

- 3.1 Bod y Cyngor yn nodi penderfyniadau'r Panel ar gyfer blwyddyn y Cyngor 2018/19 mewn perthynas â thalu Cyflogau Sylfaenol, Uwch a Dinesig a thaliadau i aelodau cyfetholedig.
- 3.2 Bod y Cyngor yn mabwysiadu'r atodlen cydnabyddiaeth ariannol fel y nodir yn atodiad 1 (sydd heb newid ers 2017/18 heblaw fel yr amlinellir ym mharagraff 4.4) ar gyfer blwyddyn y Cyngor 2018/19.

## 4 Manylion yr Adroddiad

- 4.1 Sefydlwyd Panel Annibynnol Cymru ar Gydabyddiaeth Ariannol yn 2008. Cafodd cylch gwaith a swyddogaethau'r Panel eu hystyngtu ym Mesur Llywodraeth Leol (Cymru) 2011. Mae cylch gwaith y Panel yn cynnwys cynghorwyr, aelodau eraill o'r Awdurdodau Parciau Cenedlaethol, Awdurdodau Tân ac Achub Cymru a Chynghorau Tref a Chymuned yn ogystal â chynghorau Sir a Bwrdeistref Sirol.

Mae'r Panel yn gallu pennu'r swm gwirioneddol y taliad y caiff awdurdod ei wneud i aelod a dyletswyddau a chyfrifoldebau a all wneud cynghorwyr yn gymwys i dderbyn taliadau.

- 4.2 Mae'n ofynnol i'r Panel gynhyrchu adroddiad blynyddol yn nodi lefelau tâl yr aelodau ar gyfer gwahanol ddyletswyddau a chyfrifoldebau ar gyfer blwyddyn y Cyngor i ddod. Mae Mesur Llywodraeth Leol (Cymru) 2011 yn ei gwneud yn ofynnol i awdurdodau lleol weithredu argymhellion y Panel. Gellir gweld adroddiad blynyddol 2018/19 drwy ddilyn y ddolen ganlynol:

- 4.3 Mae adroddiad y Panel yn nodi tri band y Cyngor, yn nodi nifer y Cynghorwyr ym mhob un ac uchafswm nifer yr uwch gyflogau y gall y cyngor perthnasol eu talu.

Mae'r grwpiau hyn wedi eu nodi yn Nhabl 1 yr adroddiad blynyddol. Mae Tabl 2 yn nodi'r cyflog sylfaenol ac uwch gyflogau fydd yn daladwy i Aelodau Cynghorau yn 2018/19.

- 4.4 Eleni mae'r Panel wedi penderfynu darparu codiad ariannol o £200 y flwyddyn i gyflog sylfaenol bob Cynghorydd, yn weithredol o fis Ebrill 2018. Nid oes unrhyw newid i lefelau cyflog uwch neu ddinesig ers y llynedd ond bydd deiliaid y swyddi hyn yn derbyn codiad ariannol i'r cyflog sylfaenol a delir i bob Cynghorydd.

Dros y ddwy flynedd diwethaf mae'r Panel wedi caniatáu'r posibilrwydd ar gyfer lefelau taliadau is ar gyfer y rhan fwyaf o aelodau'r Cabinet a chadeiryddion pwyllgorau ond mae'r dewisiadau hyn wedi'u hepgor eleni.

- 4.5 Mae'r Panel yn bendant o'r farn nad yw cynnal gwerthoedd democrataidd llywodraeth leol yn ddigost.

Mae tâl a ariennir yn gyhoeddus ar gael i annog amrywiaeth o bobl leol bodlon a medrus i ymgymryd â rôl mewn llywodraeth leol, drwy eu swyddogaethau etholedig, penodedig neu gyfetholedig.

- 4.6 Pan wnaeth y Panel ei benderfyniadau cychwynnol yn ei adroddiad yn 2009 roedd wedi alinio taliadau i Aelodau gydag enillion gros canolig holl weithwyr llawn amser a oedd yn byw yng Nghymru ac roedd y cyflog sylfaenol wedi'i osod ar 3/5 o gyflog canolig Cymru Gyfan.

Daeth y Panel i'r casgliad y dylid ystyried swyddi Aelodau'r Cabinet yn rhai llawn amser. Wrth osod y cyflogau hyn, roedd y Panel yn cydnabod bod cyfraniad gwasanaeth cyhoeddus di-dâl.

- 4.7 Cyflogau Dinesig - Cyflwynodd y Panel lefelau cyfrifoldeb ar gyfer pob cyngor i bennu lefel y taliadau ar gyfer arweinwyr dinesig a dirprwy arweinwyr dinesig.

Ar gyfer Sir Ddinbych mae hyn yn golygu Cadeirydd y Cyngor ac Is-gadeirydd y Cyngor. Mae'r lefelau'n parhau heb eu newid (heblaw am y cynnydd o £200 i gyflogau sylfaenol) ac wedi'u dangos isod.

	Arweinwyr Dinesig	Dirprwy Arweinwyr Dinesig
a	£24,300	£18,300
b	£21,800	£16,300
c	£19,300	£14,300

- 4.8 Ym mis Ebrill 2014, penderfynodd y Cyngor bennu lefel y taliadau ar gyfer Cadeirydd y Cyngor ar lefel b ac ar lefel c ar gyfer yr Is-gadeirydd. **Mae'r ddau ffigur yn y tabl uchod yn cynnwys y cyflog sylfaenol y mae gan bob cynghorydd yr hawl iddo sef £13,600.** Nid yw tâl Cyflogau Dinesig wedi'i gynnwys yn y cap ar nifer yr Uwch Gyflogau sydd ar gael i'r awdurdod.

Gall y Cyngor benderfynu peidio â thalu unrhyw Gyflogau Dinesig.

- 4.9 Band Cyflog Uwch 1 a 2 - Mae'r Panel wedi penderfynu ar bum band o Uwch Gyflog. Mae Band 1 yn cynnwys yr Arweinydd a'r Dirprwy Arweinydd ac mae Band 2 yn cynnwys Aelodau eraill y Cabinet. Mewn trafodaethau'r Panel gydag Aelodau

etholedig ar draws Cymru yn 2013 ac 2017 y farn yn gyson oedd mai arweinwyr a dirprwy arweinwyr gyda rolau gweithredol oedd â'r atebolrwydd mwyaf. Hefyd cafodd y Panel sylwadau bod yr atebolrwydd yn aml yr un fath beth bynnag yw maint y boblogaeth a wasanaethir gan y Cyngor. Mae'r Panel o'r farn bod maint y boblogaeth yn parhau i fod yn ffactor fawr wrth ddylanwadu ar lefelau cyfrifoldeb ac mae'r Panel felly wedi dewis cadw'r 3 grŵp poblogaeth (A, B a C) fel y nodir yn Nhabl 1 a 2 yr adroddiad blynyddol at ddibenion gosod nifer y cyflogau uwch sydd ar gael a lefel y Cyflogau Uwch ym Mandiau 1 a 2.

Dylid nodi, er mwyn arbed arian, mae Sir Ddinbych wedi dewis penodi ar gyfer 8 swydd Cabinet yn hytrach na'r uchafswm o 10 swydd, sy'n arwain at ystod ehangach o gyfrifoldebau portffolio ar gyfer pob Aelod Cabinet.

4.10 Band 3 - Ar gyfer 2018 / 19 bydd cadeiryddion pwyllgorau (os ydynt yn derbyn tâl) yn cael tâl o £22,300 (yn cynnwys cyflog sylfaenol).

Yn achos Sir Ddinbych mae llai o bwyllgorau archwilio nag yn y rhan fwyaf o awdurdodau eraill a dylid cydnabod pwysigrwydd rolau cadeirio ar gyfer pwyllgorau eraill megis y Pwyllgorau Cynllunio a Thrwyddedu.

Mae Sir Ddinbych wedi gosod nifer ei uwch-daliadau (nifer y lwfansau Cabinet a chadeirydd pwyllgor sy'n cael eu talu) 2 yn is na'r uchafswm a ganiateir gan y Panel ar gyfer awdurdod o faint Sir Ddinbych.

4.11 Band 4 a 5 - Mae'r Panel wedi bod o'r farn bod talu arweinydd grŵp yr wrthblaid fwyaf yn bwysig i ddemocratiaeth leol.

Felly, mae'r Panel wedi parhau â'u penderfyniad blaenorol bod rhaid i'r Uwch Gyflog hwn (band 4) gael ei dalu. Mae'r taliad yn cyfateb i'r lefel o dâl i gadeiryddion pwyllgorau. Mae'r Panel wedi nodi'n flaenorol mai ychydig iawn o arweinwyr grwpiau gwleidyddol eraill sydd wedi cael cyflog yn awdurdodau Cymru. Mae'r Panel wedi penderfynu, lle telir cyflogau o'r fath, dylai'r lefel fod yn £17,300 y flwyddyn fel y nodir yn Nhabl 2.

4.12 Aelodau Cyfetholedig gyda Hawliau Pleidleisio – Mae Tabl 6 o adroddiad y Panel yn nodi bod y ffioedd ar gyfer aelodau cyfetholedig gyda hawl pleidleisio yn aros yn ddigyfnewid ers y llynedd ac yn seiliedig ar lwfans mynychu ac amser a ymrwymir hyd at 4 awr (ffi hanner diwrnod) neu dros 4 awr (ffi ddyddiol).

Mae'r Panel yn caniatáu i aelodau cyfetholedig â hawl pleidleisio gynnwys amser teithio ac amser rhesymol ar gyfer paratoi cyn cyfarfod, a gall swyddog priodol benderfynu ar hyn cyn y cyfarfod.

4.13 Mae aelodau cyfetholedig hefyd yn gymwys i dderbyn taliadau ffioedd am fynychu cyfarfodydd gweithgor, cyfarfodydd gyda swyddogion, hyfforddiant a mynychu cynadleddau neu unrhyw gyfarfodydd ffurfiol eraill y maent wedi cael gwahoddiad i'w mynychu.

4.14 Cyfraddau Milltired - dim ond ad-dalu costau teithio ar gyfer eu haelodau sy'n ymgymryd â busnes swyddogol y gall yr Awdurdod ei wneud.

Nid fydd unrhyw newid i'r cyfraddau milltired. Mae'r Panel wedi penderfynu y dylai aelod sydd wedi bod yn deithiwr mewn cerbyd sy'n cael ei yrru gan rhywun arall gael ei dalu ar y gyfradd rhagnodedig ar yr amod bod yr awdurdod yn fodlon bod y gost wedi cael ei wario gan yr aelod.

4.15 Aelod sy'n llywyddu – Mae Deddf Democratiaeth Llywodraeth Leol 2013 yn caniatáu i awdurdodau lleol benodi aelod sy'n llywyddu a fyddai'n cadeirio'r cyfarfodydd busnes y Cyngor yn ogystal ag arweinydd dinesig.

Gall y Cyngor hefyd benodi dirprwy aelod llywyddu. Lle maent wedi'u penodi, bydd aelod sy'n llywyddu yn cael ei dalu ar lefel Band 3 (cyflog cadeirydd pwyllgor) a bydd y swydd yn cyfrannu tuag at y cap ar nifer y cyflogau uwch y gellir eu talu. Ni fyddai swydd dirprwy aelod llywyddu yn derbyn taliad.

4.16 Pwyllgorau Archwilio ar y Cyd - Gall dau neu fwy o awdurdodau sefydlu pwyllgorau archwilio ar y cyd a phenderfynu a fydd cadeiryddion y pwyllgorau hynny (neu is-bwyllgor i bwyllgor archwilio ar y cyd) yn cael eu talu.

Os penderfynir eu talu bydd y canlynol yn berthnasol:

- Mae Cadeirydd Pwyllgor Archwilio ar y Cyd yn gymwys i gyflog ychwanegol o £6,700.
- Mewn achosion lle mae'r Cadeirydd eisoes yn derbyn uwch gyflog ar gyfer rôl band 3, 4 neu 5 yna y taliad fydd £3,350
- Mae Cadeirydd Is-Bwyllgor Archwilio ar y Cyd yn gymwys i gyflog o £1,675.
- Mewn achosion lle mae Cadeirydd yr Is-Bwyllgor eisoes yn derbyn uwch gyflog ar gyfer rôl band 3, 4 neu 5, y taliad fydd £837.
- Ni fydd Is-Gadeirydd Pwyllgor Archwilio ar y Cyd neu Is-Bwyllgor yn derbyn tâl.
- Nid yw taliadau i Gadeirydd Pwyllgor Archwilio ar y Cyd neu Is-Bwyllgor yn cael eu cyfrif fel rhan o uchafswm cynghorwyr Sir Ddinbych o gynghorwyr (17) a all dderbyn taliad cyflog uwch er bod terfyn statudol o ddim mwy na 50% o aelodaeth y cyngor yn cael caniatâd i dderbyn taliad cyflog uwch.

4.16 Cynghorau Tref, Dinas a Chymuned – Yn bwysig o safbwynt cynghorau tref, dinas a chymuned (cyfeirir atynt i gyd fel 'cynghorau cymuned' yma) mae'r Panel wedi gosod y cynghorau cymuned i dri grŵp (A, B a C) yn seiliedig ar eu hincwm neu wariant y llynedd.

Mae'r rhai ag incwm neu wariant o dan £30,000 yng Ngrŵp C, rhwng £30,000 a £199,999 yng Ngrŵp B a'r rhai ag incwm neu wariant o £200,000 neu uwch yng Ngrŵp A (gweler tabl 7 o adroddiad y Panel).

4.17 Mae'n rhaid i gynghorau cymuned yng Ngrwpiau A a B sicrhau taliad o £150 y flwyddyn i bob aelod ar gyfer y costau a ysgwyddir ar fusnes y Cyngor e.e. y gost o ddefnyddio'r ffôn a TG.

4.18 Gall cynghorau cymuned yng Ngrŵp C benderfynu a ydynt am roi taliad o £150 i bob aelod i dalu am gostau ffôn a TG.

4.19 Mae'n rhaid i gynghorau cymuned Grŵp A wneud taliad blynyddol o £500 yr un i o leiaf un o'u haelodau a hyd at 5 aelod i gydnabod cyfrifoldebau penodol.

Mae hyn yn ychwanegol i'r taliad o £150 ar gyfer costau a threuliau. Gall cynghorau Grŵp B a C benderfynu a ydynt am wneud taliad o £500 i hyd at 5 aelod i gydnabod cyfrifoldebau penodol (yn ychwanegol i'r taliadau o £150 ar gyfer costau a threuliau).

4.20 Ni all cynghorwyr sir ar y Cabinet dderbyn unrhyw daliad gan gyngor cymuned ar wahân i dreuliau teithio a chynhaliadaeth ac ad-daliad am gostau gofal.

Fodd bynnag, nid yw hyn yn eu hatal rhag ymgymryd â rôl uwch a fyddai fel arall yn denu taliad.

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

Mae'r adroddiad yn amlinellu'r penderfyniadau a wneir gan y Panel ac nid yw ynddo'i hun yn cyfrannu at y Blaenoriaethau Corfforaethol.

## **6 Faint fydd yn ei gostio a sut fydd yn effeithio ar wasanaethau eraill?**

Mae adroddiad blynyddol y Panel i raddau helaeth yn parhau â lefelau talu 2018 /2019. Mae'r cynnydd o ran cyflog sylfaenol yn cyfateb i £9,400 ar gyfer pob Aelod.

## **7 Beth yw prif gasgliadau'r Asesiad o Effaith ar Les?**

Gwneir yr adroddiad hwn yn unol â rhwymedigaethau statudol a phenderfyniadau Panel Annibynnol Cymru ar Gydnabyddiaeth Ariannol. Nid oes angen Asesiad o Effaith ar gyfer yr adroddiad hwn.

## **8 Pa ymgynghoriadau sydd wedi eu cynnal gyda'r Pwyllgor Archwilio ac eraill?**

Mae'r Panel yn ymgynghori'n genedlaethol ar gynnwys drafft pob adroddiad blynyddol.

## **9 Datganiad y Prif Swyddog Cyllid**

Mae cyllideb yr Aelodau yn gwario rhy ychydig ar hyn o bryd yn 17/18 oherwydd oedi ym mhenodiad Cadeiryddion y Cabinet a Phwyllgorau yn dilyn etholiadau'r Cyngor. Y bwriad yw gwneud cais i'r nawdd hwn gael ei gario drosodd i 2018/19 er mwyn noddi pwysau costau o fewn y maes gwasanaeth yn cynnwys gofynion hyfforddiant a phenderfyniadau Adroddiad Blynyddol y Panel Annibynnol Cymru ar Gydnabyddiaeth Ariannol. Bydd adolygiad llawn o'r gyllideb yn digwydd yn ystod 2018/2019 i osod cyllideb flynyddol gynaliadwy wrth symud ymlaen.

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

Mae'n rhaid i fwyafrif y taliadau (cyflogau sylfaenol, arweinydd grŵp yr wrthblaid fwyaf, aelodau cyfetholedig gyda hawliau pleidleisio) a nodir yn yr adroddiad blynyddol fod ar gael i aelodau ac aelodau cyfetholedig ac mae cyllideb wedi'i ddyrannu i dalu am y taliadau.

## **11 Pŵer i wneud y Penderfyniad**

Adran 111 Deddf Llywodraeth Leol 1972

Mesur Llywodraeth Leol (Cymru) 2011

Mae tudalen hwn yn fwriadol wag



<b>CYFLOGAU UWCH</b>	<b>CYFANSWM BLYNYDDOL (yn cynnwys cyflog sylfaenol)</b>
<b>RÔL</b>	
Arweinydd y Cyngor	£43,300
Dirprwy Arweinydd y Cyngor	£30,300
Aelod Gweithredol (Aelod Cabinet)	£26,300
Cadeiryddion Pwyllgor	£22,300
Arweinydd y Grŵp Mwyaf o'r Gwrthbleidiau	£22,300
<b>CYFLOGAU DINESIG</b>	<b>CYFANSWM BLYNYDDOL (yn cynnwys cyflog sylfaenol)</b>
<b>RÔL</b>	
Pennaeth Dinesig (Cadeirydd)	£21,800
Dirprwy Bennaeth Dinesig (Dirprwy Faer / Cadeirydd)	£14,300

Mae tudalen hwn yn fwriadol wag

<b>Adroddiad i'r:</b>	Cyngor
<b>Dyddiad y Cyfarfod:</b>	10 Ebrill 2018
<b>Aelod Arweiniol:</b>	Y Cynghorydd Mark Young, Aelod Arweiniol Safonau Corfforaethol
<b>Awdur yr Adroddiad:</b>	Steve Price, Rheolwr Gwasanaethau Democrataidd
<b>Teitl:</b>	Hyfforddiant a Datblygu Aelodau

## 1. Am beth mae'r adroddiad yn sôn?

Mae'r adroddiad hwn yn rhoi'r wybodaeth ddiweddaraf am faterion hyfforddiant aelodau.

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

Lluniwyd yr adroddiad hwn i hwyluso trafodaeth ar hyfforddiant a datblygu aelodau a nodi hyfforddiant 'gorfodol'.

## 3. Beth yw'r Argymhellion?

Argymhellir bod y Cyngor yn trafod hyfforddiant a datblygu aelodau ac yn amlinellu ei ymagwedd mewn perthynas â hyfforddiant gorfodol a dewisol a chosbau posibl am beidio â mynychu hyfforddiant 'gorfodol'.

## 4. Manylion yr Adroddiad

- 4.1 Yn dilyn adborth gan aelodau ar ôl etholiadau 2008, nodwyd bod y rhaglen hyfforddiant gychwynnol ar gyfer y Cyngor newydd yn annigonol, tra bod aelodau yn 2012 o'r farn bod gormod o hyfforddiant yn cael ei gynnig ar ddechrau'r Cyngor hwnnw. O ganlyniad, mae'r hyfforddiant sydd wedi'i ddarparu ers etholiadau 2017 wedi'i anelu i fod rhywle yn y canol rhwng y ddwy raglen flaenorol o ran dwyster a chwmpas.
- 4.2 Yn ystod dyddiau ac wythnosau cyntaf tymor y Cyngor presennol hwn, darparwyd hyfforddiant a chyflwyniadau ar y Cod Ymddygiad; TGCh (gan gynnwys y defnydd o iPads ar gyfer busnes y Cyngor); gwasanaethau'r Cyngor a llywodraethu corfforaethol; a hyfforddiant ar feysydd â rolau neu sgiliau penodol, megis cadeirio Pwyllgorau Archwilio neu ar faterion o fewn cylch gwaith Cynllunio, Trwyddedu, y Cabinet a'r Pwyllgor Llywodraethu Corfforaethol. Yn dilyn hyn, ailadroddwyd rhai o'r sesiynau a chyflwynwyd meysydd eraill i gwmpasu'r ystod o rolau a chyfrifoldebau sydd gan aelodau etholedig gyda sesiynau hyfforddiant pellach yn cael eu datblygu.
- 4.3 Yn 2014, penderfynwyd gan Cyngor blaenorol:

- bod yr holl aelodau yn gorfod mynychu'r hyfforddiant gorfodol 'cyffredinol' canlynol:
  - Cod Ymddygiad
  - Diogelu / Rhianta Corfforaethol / Amddiffyn Plant
  - Cyllid
  - Cydraddoldeb
  - Cyflwyniad (strwythur y Cyngor, Cyfansoddiad a Diogelu Data)
- Yn ogystal, penderfynodd y Cyngor y byddai'n rhaid i rai aelodau, a oedd yn ymgymryd â rolau perthnasol, fynychu hyfforddiant yn benodol i'w swyddi, yn ogystal â'r hyfforddiant gorfodol cyffredinol uchod (er byddai croeso i aelodau eraill fynychu'r hyfforddiant hyn os ydynt yn dymuno gwneud hynny).
  - Sgiliau Cadeirio (ar gyfer Cadeiryddion / Is-gadeiryddion yr holl bwyllgorau)
  - Archwilio (Cadeirio) *ar gyfer Cadeiryddion y Pwyllgor Archwilio*
  - Arweinwyr Grŵp
  - Cabinet (gan gynnwys Siarad Cyhoeddus, siarad â'r Cyfryngau)
  - Pwyllgor Cynllunio
  - Pwyllgor Trwyddedu

4.4 Mae'n ofynnol i bob aelod, dan God Ymddygiad y Cyngor, fynychu hyfforddiant Cod Ymddygiad ac mae pob aelod wedi gwneud hynny. Oherwydd pwysigrwydd y penderfyniadau a wnaed yn y Pwyllgor Cynllunio ac i sicrhau eu bod yn cael eu gwneud gan aelodau â gwybodaeth briodol am bolisïau a deddfwriaethau cynllunio, mae gofyniad y Cyngor blaenorol, sy'n nodi y dylai holl aelodau'r Pwyllgor Cynllunio gwblhau dwy sesiwn hyfforddi cynllunio'r flwyddyn, wedi'i barhau. Bydd aelodau sy'n gwrthod cydymffurfio yn cael eu cosbi ac ni fydd unrhyw aelod sydd heb gyflawni'r hyfforddiant angenrheidiol yn cael pleidleisio ar faterion cynllunio. Mae aelodau'r Pwyllgor Cynllunio unwaith eto wedi ymateb yn dda i'r gofynion hyn.

4.5 Gofynnir i'r Cyngor newydd hwn gadarnhau ei ofynion hyfforddiant 'gorfodol' ei hun ar gyfer yr holl aelodau a'r unigolion hynny â swyddi penodol. Ni osodwyd unrhyw gosb gan y Cyngor Blaenorol (ar wahân i'r Pwyllgor Cynllunio) os oedd aelod yn peidio â mynychu hyfforddiant 'gorfodol', a gofynnir i'r Cyngor egluro'r sefyllfa bresennol o ran y mater hwn.

4.6 Efallai y bydd angen ailadrodd unrhyw hyfforddiant a nodir yn 'orfodol' neu ei gynnig ar amseroedd priodol er mwyn galluogi aelodau i gyflawni eu rhwymedigaethau, ac mae'r ymrwymiad hwn o ran adnoddau yn ystyriaeth berthnasol wrth ystyried nifer y meysydd i'w gwneud yn orfodol. Fodd bynnag, mae e-ddysgu wrthi'n cael ei ddatblygu ar gyfer yr aelodau ac fe fydd ar gael yn fuan iawn ar gyfer ystod eang o fodiwlau, yn cynnwys diogelu a thrais domestig, ac fe fydd yn cynnig mynediad mwy cyfleus at gyrsiau penodol.

4.7 Mae adolygiadau datblygu personol wedi'u cynnig i'r holl aelodau a bydd yr adolygiadau hynny yn cael eu trefnu dros y misoedd nesaf ar gyfer aelodau sydd wedi'u derbyn neu sydd bellach yn dymuno eu derbyn. Mae'n bwysig nodi bod adolygiadau datblygu perfformiad yn wahanol i werthusiadau perfformiad; maent yn un ffordd o ganfod a chefnogi anghenion hyfforddiant a datblygu cynghorydd.

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

Nid yw'r adroddiad hwn yn cyfrannu'n uniongyrchol at y Blaenoriaethau Corfforaethol, er y bydd aelodau etholedig sydd wedi'u hyfforddi ac yn cael eu cefnogi'n briodol yn cyfrannu at berfformiad y Cyngor ar lefel strategol wrth ddatblygu polisiau a gwneud penderfyniadau.

**6. Faint fydd yn ei gostio a sut fydd yn effeithio ar wasanaethau eraill?**

Darperir y rhan fwyaf o'r cynllun hyfforddi gan Swyddogion y Cyngor. Nid oes angen cyllid ychwanegol i'w gynnal ond mae gofyn i Swyddogion roi o'u hamser. Mae rhai meysydd hyfforddiant yn destun hwyluso allanol a bydd angen cynnwys hyn o fewn y gyllideb hyfforddi aelodau.

**7. Beth yw prif gasgliadau'r Asesiad o Effaith ar Les?**

Nid oes angen asesiad ar gyfer yr adroddiad hwn.

**8. Pa ymgynghoriadau sydd wedi eu cynnal gyda'r Pwyllgor Archwilio ac eraill?**

Ystyriodd y Pwyllgor Gwasanaethau Democrataidd drosolwg o'r materion a godwyd yn yr adroddiad hwn ar hyfforddiant aelodau ar 23 Mawrth 2018. Er ei fod yn ymwybodol y byddai'n rhaid i'r Cyngor bennu materion hyfforddiant gorfodol ac unrhyw gosb, roedd y Pwyllgor yn cefnogi'r cynllun hyfforddi a holodd ynghylch cael cofnodion hyfforddiant personol i bob aelod yn ogystal â rhoi mynediad at wybodaeth am destunau hyfforddiant yn y dyfodol.

**9. Datganiad y Prif Swyddog Cyllid**

Mae cyllideb yr Aelodau yn gwario rhy ychydig ar hyn o bryd yn 17/18 oherwydd oedi ym mhenodiad Cadeiryddion y Cabinet a Phwyllgorau yn dilyn etholiadau'r Cyngor. Y bwriad yw gwneud cais i'r nawdd hwn gael ei gario drosodd i 2018/19 er mwyn noddi pwysau costau o fewn y maes gwasanaeth yn cynnwys gofynion hyfforddiant a phenderfyniadau Adroddiad Blynyddol y Panel Annibynnol Cymru ar Gydnabyddiaeth Ariannol. Bydd adolygiad llawn o'r gyllideb yn digwydd yn ystod 2018/2019 i osod cyllideb flynyddol gynaliadwy wrth symud ymlaen.

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

Bwriad hyfforddiant a datblygu yw darparu aelodau â'r wybodaeth a'r sgiliau angenrheidiol i gyflawni rolau gwahanol. Heb yr hyfforddiant hwn mae mwy o risg mewn rhai meysydd o heriau llwyddiannus i benderfyniadau neu atgyfeiriadau at Ombwdsmon y Gwasanaethau Cyhoeddus, a pherfformiad gwaeth yn gyffredinol.

**11. Pŵer i wneud y Penderfyniad**

Mesur Llywodraeth Leol (Cymru) 2011

Mae tudalen hwn yn fwriadol wag

<b>Adroddiad i'r:</b>	<b>Cyngor Llawn</b>
<b>Dyddiad y Cyfarfod:</b>	<b>10 Ebrill, 2018</b>
<b>Aelod/Swyddog Arweiniol:</b>	<b>Y Cynghorydd Julian Thompson-Hill</b>
<b>Awdur yr Adroddiad:</b>	<b>Sophie Vaughan</b>
<b>Teitl:</b>	<b>Adolygiad Blynyddol o'r Polisi Cyflogau</b>

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## 1. **Am beth mae'r adroddiad yn sôn?**

Yn unol â Deddf Lleoliaeth 2011 mae'n ofynnol i awdurdodau lleol baratoi datganiadau ar y polisi cyflogau. Mae'n rhaid i'r datganiadau hyn fynegi polisïau awdurdod tuag at amrywiaeth o faterion sy'n ymwneud â chyflogau ei weithlu yn arbennig ei uwch staff (neu "brif swyddogion"), a'i weithwyr ar y cyflogau isaf. Mae'n rhaid i'r Cyngor gymeradwyo Datganiadau ar y Polisi Cyflogau yn flynyddol a'u cyhoeddi ar y wefan berthnasol.

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

Ceisio cymeradwyaeth y Panel Cydnabyddiaeth Ariannol i'r Datganiad Polisi Cyflogau atodedig sydd wedi cael ei ddrafftio yn unol â gofynion 38 (1) o Ddeddf Lleoliaeth 2011 ac sy'n cynnwys yr holl drefniadau presennol ar gyfer cyflogau'r gwahanol grwpiau o fewn gweithlu'r Cyngor, gan gynnwys y Prif Swyddogion a'r gweithwyr ar y cyflogau isaf.

## 3. **Beth yw'r argymhellion?**

- a. Bod y Cyngor Llawn yn cytuno ar y newidiadau i'r Polisi Cyflogau ar gyfer 2018/19 (copi yn Atodiad A).

## 4. **Manylion yr Adroddiad**

O dan Adran 112 o Ddeddf Llywodraeth Leol 1972 mae gan y Cyngor 'y pŵer i benodi swyddogion ar y fath delerau ac amodau rhesymol ag y gwêl y Cyngor yn addas'. Mae'r datganiad Polisi Cyflogau hwn yn amlinellu ymagwedd y Cyngor at gyflogau yn unol â gofynion a38 (1) Deddf Lleoliaeth 2011 sy'n ei gwneud yn ofynnol i Awdurdodau Lleol Cymru a Lloegr gynhyrchu a chyhoeddi Datganiad Polisi Cyflogau ar gyfer pob blwyddyn ariannol, sy'n manylu ar:

- a) Bolisïau'r Cyngor ar bob agwedd ac elfen o gydnabyddiaeth Prif Swyddogion
- b) Eu hymdriniaeth o ran cyhoeddi a chaniatáu mynediad at wybodaeth sy'n ymwneud â phob agwedd ar dâl Prif Swyddogion.

- c) Polisiâu'r Cyngor ar dâl ei weithwyr sydd ar y cyflogau isaf (gan gynnwys y diffiniad a fabwysiadwyd a'r rhesymau drosto).
- d) Y berthynas rhwng tâl ei Brif Swyddogion a gweithwyr eraill.

Mae'r Polisi Cyflogau wedi ei adolygu ar gyfer 2018/19 a gwnaed y newidiadau canlynol:

### ***Dyfarniadau Cyflog Cenedlaethol***

Mae'r Polisi Cyflogau wedi ei ddiweddarau gyda'r sefyllfa bresennol o ran dyfarniadau cyflogau cenedlaethol, nad ydynt eto wedi eu cytuno ar gyfer 2018/19.

### ***Dyfarniadau Cyflog y Prif Swyddog a'r Prif Weithredwr***

Mae'r Polisi Cyflogau wedi ei ddiweddarau gyda'r sefyllfa bresennol o ran dyfarniadau cyflogau Prif Swyddogion a Phrif Weithredwyr nad ydynt eto wedi eu cytuno ar gyfer 2018/19.

### ***Taliadau Terfynu Cyflogaeth***

Mae Llywodraeth Ganolog y DU yn bwriadu cyflwyno cap o £95,000 ar daliadau terfynu cyflogaeth gyda'r o'r sector cyhoeddus ond ni wnaed unrhyw gynnydd yn hyn o beth ac nid yw'r cap eto wedi ei gyflwyno. Ar hyn o bryd nid yw'n glir sut y bydd hyn yn gweithio yng Nghymru, er bod arwyddion cynnar yn awgrymu na ellir ei gymhwyso ar ei ffurf bresennol i'r Sector Cyhoeddus datganoledig yng Nghymru. Fel a phan y byddwn yn derbyn eglurhad, bydd yr holl bolisiau ar daliadau diswyddo yng Nghyngor Sir Ddinbych yn cael eu hadolygu fel sy'n briodol er mwyn darparu ar gyfer unrhyw newidiadau perthnasol mewn deddfwriaeth. Mae cyfeiriad at y cap wedi ei wneud ym mharagraff 5.7.4 y Polisi Cyflogau ar gyfer 2018/19 a bydd yn cael ei ddiweddarau pan fydd rhagor o wybodaeth yn dod i law.

### ***Adennill Taliadau Ymadael yn dilyn Ailgyflogi***

Mae Llywodraeth Ganolog y DU yn cyflwyno deddfwriaeth a fydd yn galluogi adennill taliadau ymadael y sector cyhoeddus, ond ni wnaed unrhyw gynnydd gyda hyn, ac mae eto i'w gyflwyno. Bydd hyn yn berthnasol i weithwyr sy'n dychwelyd i'r sector cyhoeddus neu is sector o fewn 12 mis o adael, sy'n ennill dros £80,000 y flwyddyn. Ar hyn o bryd nid yw'n glir sut y byddai hyn yn gweithio yng Nghymru, byddai'r holl bolisiau ar daliadau diswyddo yng Nghyngor Sir Ddinbych yn cael eu hadolygu fel sy'n briodol maes o law i ddarparu ar gyfer unrhyw newidiadau perthnasol mewn deddfwriaeth.

Mae cyfeiriad at adennill y taliadau hyn wedi ei wneud ym mharagraff 9.2 y Polisi Cyflogau ar gyfer 2018/19 a bydd yn cael ei ddiweddarau pan fydd rhagor o wybodaeth yn dod i law.

### ***Dileu Tâl Cysylltiedig â Pherfformiad ar gyfer y Prif Weithredwr***



Yn dilyn adolygiad o gyflog y Prif Weithredwr, mae'r cyflog 'spot' a thâl perthnasol i berfformiad wedi ei ddileu a'i ddisodli â graddfa gynyddrannol. Mae paragraff 5.2.2. y Polisi Cyflogau yn adlewyrchu hyn.

### **Recriwtio Prif Swyddogion**

Mae Paragraff 5.5.2 wedi ei ddiwygio i ffurfio Rhan 4 i gynnwys y rhan gywir (Adran 11) o'r cyfansoddiad ar gyfer polisi a gweithdrefnau'r Cyngor perthnasol i recriwtio Prif Swyddog.

### **Perthynoleddau Tâl o fewn y Cyngor**

Mae paragraff 7.4 wedi ei ddiweddarau gyda'r gymhariaeth ddiweddaraf o'r cyflog isaf yn erbyn cyflog y Prif Weithredwr.

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

Bydd cael polisi cyflogau teg a thryloyw yn cyfrannu tuag at fod â gweithlu brwdfrydig a fydd yn ei dro yn cyfrannu tuag at gyflawni'r blaenoriaethau corfforaethol.

#### **6. Faint fydd yn ei gostio a sut fydd yn effeithio ar wasanaethau eraill?**

Nid oes unrhyw oblygiadau ariannol newydd yn deillio o'r Polisi Cyflogau hwn.

#### **7. Beth yw prif gasgliadau'r Asesiad o Effaith ar Les a gynhaliwyd ar y penderfyniad? Dylid cynnwys templed yr Asesiad o Effaith ar Les a gwblhawyd fel atodiad i'r adroddiad.**

Mae'r Asesiadau o Effaith ar Les ar gyfer y Polisi Cyflogau ynghlwm. Nid oes unrhyw faterion yn codi o'r naill asesiad na'r llall.

#### **8. Pa ymgynghoriadau sydd wedi eu cynnal gyda'r Pwyllgor Archwilio ac eraill?**

Ymgynghorwyd â Phennaeth y Gyfraith, Adnoddau Dynol a'r Gwasanaethau Democrataidd, Swyddog Adran 151 a'r Uwch Dîm Arweinyddiaeth i sicrhau bod holl ofynion a38 (1) y Ddeddf Lleoliaeth wedi eu hymgorffori.

#### **9. Datganiad y Prif Swyddog Cyllid**

Mae effeithiau ariannol newidiadau i'r polisi cyflogau, megis dyfarniadau cyflog, wedi eu cynnwys fel rhan o'r Cynllun Ariannol Tymor Canolig a chytunir ar gyfraniadau cyllideb chwyddiannol fel rhan o'r broses o osod y gyllideb flynyddol. Mae Penaethiaid Gwasanaeth yn gyfrifol am sicrhau fod cost eu strwythur staffio yn cael eu cynnal o fewn eu dyraniad cyllideb hollgynhwysfawr.

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

Bydd y Cyngor yn torri ei rwymedigaethau cyfreithiol mewn perthynas â'r Ddeddf Lleoliaeth os nad yw'n mabwysiadu'r Polisi Cyflogau.

#### **11. Pŵer i wneud y Penderfyniad**

A38 (1) o Ddeddf Lleoliaeth 2011 ac adran 112 o Ddeddf Llywodraeth Leol 1972 sy'n cynnwys y pŵer i benodi swyddogion.

Mae paragraff 6 o Ran 2 o Atodlen 3 i Reoliadau Llywodraeth Leol (Rheolau Sefydlog) (Cymru) 2006 fel y'u diwygiwyd, yn ei gwneud yn ofynnol bod y penderfyniad i bennu lefel tâl, neu unrhyw newid i lefel tâl Prif Swyddog yn cael ei wneud gan y Cyngor Llawn.

# PAY POLICY STATEMENT 2018/19

This document is subject to the policy statement included in the Employee Handbook

This document is subject to the standard policy statements

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<b><i>Date agreed &amp; Implemented:</i></b>	
<b><i>Agreed by:</i></b>	
<b><i>Review date:</i></b>	
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# 1. Introduction and Purpose

- 1.1 This is the Pay Policy Statement for the period 1<sup>st</sup> April, 2018 – 31<sup>st</sup> March, 2019. This pay policy statement provides the framework for decision making on pay under Section 112 of the Local Government Act 1972 the Council has ‘the power to appoint officers on such reasonable terms and conditions as the Council thinks fit’. This Pay Policy statement sets out the Council’s approach to pay in accordance with the requirements of s38 (1) of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement each financial year, detailing:
- a) The Council’s Policies towards all aspects and elements of the remuneration of Chief Officers
  - b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers
  - c) The Council’s Policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it)
  - d) The relationship between the remuneration of its Chief Officers and other employees.
- 1.2 Local Authorities are large complex organisations with multi-million pound budgets. They have a very wide range of functions and provide and/or commission a wide range of essential services. The general approach to remuneration levels may therefore differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. It will also need to be flexible when required to address a variety of changing circumstances whether foreseeable or not.
- 1.2.1 Overall funding for councils in Wales, along with most of the public sector in in the UK, has reduced continually over a sustained period. As national policies continue to aim to reduce or remove the deficit between government revenues and spending, it is likely that funding for councils in Wales will continue to reduce, over the medium term. At the same time, councils are dealing with significant financial pressures in areas such as social care and education. The council has a medium term financial strategy and robust budget processes but the nature of financial settlements to councils has been unpredictable in recent years and may continue to be due to political change and the potential for uncertainty throughout the process of the UK leaving the European Union.
- 1.3 Approval of the Pay Policy Statement is required by Full Council as required by the legislation, this policy statement will come into immediate effect and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation prevailing at that time.

## 2. Legislative Framework

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the
- a) Equality Act 2010
  - b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
  - c) Agency Workers Regulations 2010 and where relevant, the
  - d) Transfer of Undertakings (Protection of Earnings) Regulations
- 2.2 With regard to the Equal Pay requirements contained within the Equality Act, the Council completed a review to ensure that there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of equality proofed Job Evaluation mechanism which directly relate salaries to the requirements, demands and responsibilities of the role.
- 2.3 This policy must be applied consistently to all job applicants or employees regardless of their age, disability, gender reassignment, marital or civil partnership status, race, pregnancy or maternity, religion or belief, sex, sexual orientation or caring responsibilities.

If you require this information in an alternative format please contact Human Resources on 01824 706200

## 3. Scope of the Pay Policy

- 3.1 The Localism Act 2011 requires Authorities to develop and make public their Pay Policy on all aspects of Chief Officer Remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Council, explaining their Policy on the relationship between remuneration for Chief Officers and other groups. However, in the interests of transparency and accountability the Council has chosen to take a broader approach and produce a Policy covering all employee groups with the exception of School Teachers (as the remuneration for this latter group is set by the Secretary of State and therefore not in Local Council control).
- 3.2 Nothing within the provisions of the Localism Act 2011 detracts from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers. However, this Policy will be complied with in setting remuneration levels for all groups within its scope.

## 4. Broad Principles of our Pay Strategy

### 4.1 Transparency, accountability and value for money

4.1.1 The Council is committed to an open and transparent approach to pay policy which will enable the tax payer to access, understand and assess information on remuneration levels across all groups of council employees. To this end copies of the following pay scales are included in appendix A – D:

- Employee Pay Scales
- Chief Officer Pay Scales
- Soulbury Pay Scales
- Youth Workers Pay Scales

and the following documents are available to view on the Denbighshire [www.denbighshire.gov.uk](http://www.denbighshire.gov.uk):

- Early Termination (Discretionary Payments) Policy
- Redundancy Policy
- Market Supplement Policy
- Acting up, Honoraria & Ex Gratia Payments Policy
- Senior Leadership Pay Maintenance Process

### 4.2 Development of Pay and Reward Strategy

4.2.1 The primary aim of a reward strategy is to attract, retain and motivate suitably skilled staff so that the Council can perform at its best. The biggest challenge for the Council in the current circumstances is to maximise productivity and efficiency within current resources. The Pay Policy then is a matter of striking a sometimes difficult balance between setting remuneration levels at appropriate levels to facilitate a sufficient supply of appropriately skilled individuals to fill the Council's very wide range of posts, and ensuring that the burden on the taxpayer does not become greater than can be fully and objectively justified.

4.2.2 In this context it does need to be recognised that at the more senior grades, in particular, remuneration levels need to enable the attraction of a suitably wide pool of talent (which will ideally include people from the private as well as public sector and from outside as well as within Wales), and the retention of suitably skilled and qualified individuals once in post. It must be recognised that the Council will often be seeking to recruit in competition with other good public and private sector employers.

- 4.2.3 In addition, the Council is the major employer in the area. As such we must have regard to our role in improving the economic well-being of the people of Denbighshire. The availability of good quality employment on reasonable terms and conditions and fair rates of pay has a beneficial impact on the quality of life in the community as well as on the local economy.
- 4.2.4 In designing, developing and reviewing the Pay and Reward Strategy, the Council will seek to balance these factors appropriately to maximise outcomes for the organisation and the community it serves, while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs. This Pay Policy Statement will be reviewed on an annual basis in line with our strategy for pay and approved annually by the Full Council.

### **4.3 Pay Structure - Pay Spine**

- 4.3.1 The Council uses the nationally negotiated pay spine as the basis for its grading structure. This determines the salaries of the larger majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant.
- 4.3.2 A pay offer has been made by the National Employers for Local Government Services for the period 1<sup>st</sup> April, 2018 – 31<sup>st</sup> March, 2020 included in Appendix G. The offer includes amendments to the national pay spine, but has not been agreed by the recognised Trade Unions at the points of publishing this policy.

For Soulbury Staff and Youth & Community Workers a pay award of 1% for each year has been agreed for the period 1<sup>st</sup> September, 2016 to 31<sup>st</sup> August, 2018.

For Chief Officers, the pay award for the period 1<sup>st</sup> April, 2018 – 31<sup>st</sup> March, 2018 is yet to be confirmed. The Officers' Side of the Chief Executives' Joint Negotiating Committee has submitted a claim on behalf of Local Authority Chief Executives. The claim covers 2018 and 2019 and seeks pay increases for each year that match whatever is implemented for generality of staff covered by the Local Government Services negotiating body. Agreement has yet to be reached on the latter negotiations, with trade unions consulting their members on the Employers' offer of 2% increase for both years.

- 4.3.3 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.
- 4.3.4 New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate.



## 4.4 Job Evaluation

- 4.4.1 Job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs within an organisation. It aims to provide analytical scoring and to make systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure and pay equity between jobs. The Council currently uses the Greater London Provincial Council Job Evaluation Scheme.
- 4.4.2 The Council undertook a full evaluation and review of pay under Single Status for the non-teaching workforce in terms of Pay & Grading and Terms & Conditions in April 2008 and continues to evaluate any new posts or those that demonstrate a fundamental change in duties.

## 4.5 Market Supplements

- 4.5.1 Job evaluation will enable the council to set appropriate remuneration levels based on internal job size relativities within the council. However, from time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity.
- 4.5.2 Therefore, the Council has a Market Supplements Policy to ensure that the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector. It is the Council's policy that any such additional payments be kept to a minimum and be reviewed on a regular basis so that they can be withdrawn where they are no longer considered necessary.

## 4.6 Acting up, Honoraria & Ex Gratia Payments

- 4.6.1 There may be occasions when an employee is asked to carry out additional duties to those of their substantive post for a period of time. In such circumstances an additional payment may be made in line with the Council's policy on Acting Up, Honoraria & Ex Gratia Payments.

## 4.7 Pay and Performance

- 4.7.1 The Council expects high levels of performance from all employees and has an Annual Appraisal Scheme in place to monitor, evaluate and manage performance on an ongoing basis.

Where unsatisfactory performance is identified, through performance management, increments can be withheld. Performance related pay is only applied to the Chief Executive as detailed in 5.2.3 below.

4.7.2 The Council does not use bonus schemes for any member of staff.

## 5. Chief Officer Remuneration

### 5.1 Definitions of Chief Officer & Pay Levels

5.1.1 For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are set out below:

- a) Chief Executive
- b) Corporate Directors
- c) Heads of Service

The current definition for senior posts is classed as:-

- Salaries in excess of £100,000 or;
- The head of body's paid service;
- Its monitoring officer;
- A statutory chief officer;
- A non-statutory chief officer;
- A deputy chief officer;
- An executive director; and
- A senior manager with or without board level responsibility who reports directly to the head of the body

5.1.2. Welsh Government amendments to the Local Authorities (Standing Orders) (Wales) Regulations 2006 effective from 1st July 2014 introduced a new requirement that:

"The relevant authority must determine the level, and any change in the level, of the remuneration to be paid to a chief officer"

The impact of this amendment is that all changes to Chief Officer pay must be approved by the Council, not just those which are determined locally.

### 5.2 Pay Award

- 5.2.1. The Council employs Chief Officers under JNC terms and conditions which are incorporated in their contracts. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of the same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and this Council will therefore pay these as and when determined in accordance with current contractual requirements following the recommendations made by the Independent Remuneration Panel for Wales.
- 5.2.2. The Chief Executive Officer is the senior officer who leads and takes responsibility of the organisation. The role of Chief Executive Officer is a full time appointment. Postholders are selected on merit, against objective criteria, following public advertisement. The current Chief Executive paid an incremental scale of 3 points from £123,716 - £127,513 per annum.

### **5.3 Pay review for Chief Officers**

- 5.3.1. A Remuneration Panel convenes to determine the pay and reward for the Council's Senior Leadership Team which consists of the Chief Executive, Directors and Heads of Service.

The scope of the panel is to:-

- Make recommendations on senior pay and reward issues to Council, ensuring consistency, transparency and accessibility.
- Make recommendations on the management of and structure of senior pay and reward, and grounds for pay progression.

The terms of reference for the Remuneration Panel are included in Appendix E.

- 5.3.2 With effect from 1<sup>st</sup> April, 2016 a new pay structure was implemented for Chief Officers following a full review of Corporate Director and Chief Officer posts, which was required to ensure that Denbighshire County Council were able to recruit and retain key Senior Leadership Team members. The Chief Officer posts were evaluated under HAY by HAY consultants to ensure that the reward is commensurate with the responsibility and role, this rank order was then considered in line with market data and a new pay structure developed and implementing following agreement with the Remuneration Panel and Full Council.

Any subsequent minor changes to the senior leadership teams roles will be considered in line with the Senior Leadership Pay Maintenance Process, however a biannual review of the whole structure will take place ensuring the structure is fit for purpose and meets the needs of the Council at that time. Any major changes to Senior Leadership Pay must now be submitted to the Independent Remuneration Panel for Wales who will consider any documents pertaining to the changes, their role is to ensure transparency and fairness, they also have the remit to make recommendations they see fit in relation to any submissions. Further details of this process can be found in Appendix E

## 5.4 Honorarium

- 5.4.1 There are occasions when it is necessary for a Head of Service to carry out additional duties over and above their substantive post for a period of time. This would normally be to cover for a long term absence; following a restructuring whereby responsibility for additional services has been given to the Head of Service; or responsibility for a large project outside of their normal portfolio.
- 5.4.2 In such circumstances, the Chief Executive can award an honorarium of up to 15% of the Head of Service's substantive pay for a maximum period of 12 months. Any honorarium which exceeds 12 months will need to be considered by the remuneration panel and recommended to Full Council.
- 5.4.3 The pay policy is intended to provide Council approval for such payments to be made with the responsibility of when they are made delegated to the Chief Executive where the criteria is met. Such payments to be limited to the period until the Remuneration Committee is able to consider whether any permanent change to salary is required or until these additional responsibilities cease, whichever is the sooner.

## 5.5 Recruitment of Chief Officers

- 5.5.1 In accordance with the Standing Orders (Wales) Amended Regulations 2014, there is a requirement for posts with salaries of more than £100k and which are for the duration of 12 months or more, to be advertised externally.
- 5.5.2 The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Section 11 of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment. The salary level on appointment for the Chief Executive is determined by full Council.

Where it is deemed necessary to pay a market supplement, this will be advised through market research and agreed by the Special Appointments Panel prior to recruitment.

- 5.5.3 Where the Council remains unable to recruit Chief Officers under a contract of service, or there is a need for interim support to provide cover for a vacant substantive Chief Officer post, the Council will, where necessary, consider and utilise engaging

individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service. The Council does not currently have any Chief Officers engaged under such arrangements.

## **5.6 Additions to Salary of Chief Officers**

- 5.6.1 The Council does not apply any bonuses to its Chief Executive or Chief Officers.
- 5.6.2 Other than the Chief Executive, the Council does not apply any performance related pay to its Chief Officers.
- 5.6.3 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions.
- 5.6.4 The cost of membership of one professional body is met by the Council.
- 5.6.5 The Chief Executive's Job Description includes his role as Returning Officer for Local Government Elections. The Council's fees for payment to its Returning Officer for elections duties can be found in appendix F.

## **5.6. Payments on Termination**

- 5.7.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Early Termination of Employment (Discretionary payments) & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. This is in respect of a redundancy payment being based on actual weekly earnings (Regulation 5) and when an enhanced redundancy payment of up to 45 weeks' pay would be granted (Regulation 6). Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Council does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).
- 5.7.2 The Council's severance and retirement schemes are applied equally and fairly to all staff their age, disability, gender reassignment, marital or civil partnership status, race, pregnancy or maternity, religion or belief, sex, sexual orientation or caring responsibilities and are implemented in accordance with the regulations of the relevant pension schemes. These will be published on the Council's website as part of the Council's conditions of service policies.

- 5.7.3 The Council ensures that all payments are made in accordance with H.M.R.C legislation and utilises the services of a professional tax advisor where there is a requirement for more detailed specialist advice or to assist should an H.M.R.C compliance audit be undertaken. The use of these outside tax advisors is now shared collaboratively with a neighbouring Council ensuring a joint best practice and cost effective service.

Employment Status is regularly checked and the Council will only class someone as self-employed where there is no question of doubt. Individuals who have previously regularly been treated as self-employed with other authorities, have been paid under P.A.Y.E. by Denbighshire, this is where we have not been fully convinced of their self-employment status.

- 5.7.4 The Welsh Government recommends that the council should offer full council the opportunity to vote before large severance packages beyond £100,000 are approved for staff leaving the organisation. Members must be made aware of any statutory or contractual entitlements due to the employee and the consequences of a non-approval by Council, in which failure to fulfil statutory or contractual obligation may enable the employee to claim damages for breach of contract.

All termination payments are fully compliant with H.M.R.C requirements. Central UK Government are introducing a cap at £95,000 on public sector exit payment, which is still not effective. At this time it is unclear how this may operate in Wales, although early indications are that it may not be applied in its current form to the devolved Welsh Public Sector. As and when we receive clarification, all policies on severance payments in Denbighshire County Council would be reviewed as appropriate in due course to accommodate any relevant changes in legislation.

## **6. Publication**

- 6.1 This statement will be published on the Council's Website. In addition, for posts where the full time equivalent salary is at least £60,000, as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010, the Council's Annual Statement of Accounts will include a note setting out the total amount and detail payments to Corporate Directors and Chief Executive Officer.

## **7. Pay Relativities within the Council**

- 7.1 The lowest paid persons employed under a Contract of Employment with the Council are employed on full time [37 hours] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure. As at 31 March, 2017, this was £14,514. The Council employs Apprentices [and other such Trainees] who are not included within the definition of 'lowest paid employees' as they are not employed under Contracts of Employment.

- 7.2 The relationship between the rate of pay for the lowest paid and Chief Officers is determined by the processes used for determining pay and grading structures as set out earlier in this Policy Statement.
- 7.3 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Council's workforce.
- 7.4 The current pay levels within the Council define the multiple between the lowest paid (full time equivalent) employee and the Chief Executive as 1:9.2 and; between the lowest paid employee and average Chief Officer as 1:5.6 The multiple between the average full time equivalent earnings for contract staff (excluding teachers) and the Chief Executive is 1:6.4 and; between the average full time equivalent earnings and average Chief Officer is 1:4
- 7.5 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

## **8. Accountability and Decision Making**

- 8.1 In accordance with the Constitution of the Council, the Council is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.

## **9. Re-employment**

- 9.1. Staff who, upon leaving the employment of the Council, receives any form of compensation payment for loss of office, will not be re-employed in any capacity by the Council for the duration of the compensation payment. e.g. If a member of staff receives 20 weeks redundancy payment, they cannot be re-employed by the Council for 20 weeks after the termination date. This includes those employed in schools but excludes those employed on School Teachers Conditions of Service.
- 9.2. Staff who, upon leaving the employment of the Council, receive a pension for which the Council incurred additional costs, cannot be re-employed in a similar area of work within the Council during the first 12 months without authorisation by CET. Where authorisation is given, the individual is still subject to 9.1 above if they have received a compensation payment and will

only be allowed to commence work after the compensation period ends. This would also apply to the appointment of previously employed staff as consultants. This includes those employed in schools but excludes those employed on School Teachers Conditions of Service.

Central UK Government are introducing legislation to enable recovery of public sector exit payments, which is not effective yet. This will apply to employees returning to the public sector or sub sector within 12 months of leaving, who earn over £80,000 per annum. At this time it is unclear how this may operate in Wales, all policies on severance payments in Denbighshire County Council would be reviewed as appropriate in due course to accommodate any relevant changes in legislation.

## **10. Reviewing the Policy**

- 10.1 This Policy outlines the current position in respect of pay and reward within the Council. The Policy will be reviewed annually in line with market forces and reported to Council.



**NJC Employees April 2017**

**Appendix A**

<i>Job Eval Score</i>	Grade	SCP	Salary	Hourly rate
<i>Up to 217</i>	Grade 1	6	£15,014	£7.78
		7	£15,115	£7.83
<i>218 - 250</i>	Grade 2	8	£15,246	£7.90
		9	£15,375	£7.97
		10	£15,613	£8.09
<i>251 - 290</i>	Grade 3	11	£15,807	£8.19
		12	£16,123	£8.36
		13	£16,491	£8.55
		14	£16,781	£8.70
<i>291 - 322</i>	Grade 4	15	£17,072	£8.85
		16	£17,419	£9.03
		17	£17,772	£9.21
<i>323 - 361</i>	Grade 5	18	£18,070	£9.37
		19	£18,746	£9.72
		20	£19,430	£10.07
		21	£20,138	£10.44
		22	£20,661	£10.71
<i>362 - 395</i>	Grade 6	23	£21,268	£11.02
		24	£21,962	£11.38
		25	£22,658	£11.74
<i>396 - 442</i>	Grade 7	26	£23,398	£12.13
		27	£24,174	£12.53
		28	£24,964	£12.94
		29	£25,951	£13.45
<i>443 - 474</i>	Grade 8	30	£26,822	£13.90
		31	£27,668	£14.34
		32	£28,485	£14.76
<i>475 - 515</i>	Grade 9	33	£29,323	£15.20
		34	£30,153	£15.63
		35	£30,785	£15.96
		36	£31,601	£16.38
		37	£32,486	£16.84
<i>516 - 551</i>	Grade 10	38	£33,437	£17.33
		39	£34,538	£17.90
		40	£35,444	£18.37
<i>552 - 574</i>	Grade 11	41	£36,379	£18.86
		42	£37,306	£19.34
		43	£38,237	£19.82
		44	£39,177	£20.31
		45	£40,057	£20.76
<i>575 - 615</i>	Grade 12	46	£41,025	£21.26
		47	£41,967	£21.75
<i>616 - 695</i>	Grade 13	48	£42,899	£22.24
		49	£43,821	£22.71
		50	£45,072	£23.36
		51	£46,396	£24.05
<i>696 &amp; over</i>	Grade 14	52	£47,717	£24.73
		53	£48,865	£25.33
		54	£50,079	£25.96
		55	£51,310	£26.60
		56	£52,521	£27.22
		57	£53,743	£27.86

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**Appendix B**

**Chief Officer Pay Scale 2017**

<b>SLT4 (Chief Executive)</b>	£127,513
	£125,600
	£123,716
<b>SLT3 (Directors)</b>	
	£103,525
	£101,973
<b>SLT2 (Head of Service)</b>	£100,442
	£84,891
<b>SLT1 (Head of Service)</b>	£83,617
	£82,362
<b>SLT1 (Head of Service)</b>	£69,610
	£68,566
	£67,538

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## Soulbury Staff Pay Tables 1<sup>st</sup> September, 2017

### Trainee Educational Psychologists

Spine Point	Salary from 01.03.2017	Oncosts
1	£22,955	£31,907.45
2	£24,636	£34,244.04
3	£26,314	£36,576.46
4	£27,996	£38,914.44
5	£29,675	£41,248.25
6	£31,355	£43,583.45

### Assistant Educational Psychologists

Spine Point	Salary from 01.03.2017	Oncosts
1	£28,218	£39,223.02
2	£29,371	£40,825.69
3	£30,523	£42,426.97
4	£31,669	£44,019.91

### Educational Psychologists - SCALE A

Spine Point	Salary from 01.03.2017	Oncosts
1	£35,731	£49,666.09
2	£37,545	£52,187.55
3	£39,359	£54,709.01
4	£41,171	£57,227.69
5	£42,984	£59,747.76
6	£44,797	£62,267.83
7	£46,504	£64,640.56
8	£48,211	£67,013.29
9	£49,810*	£69,235.90
10	£51,411*	£71,461.29
11	£52,903*	£73,535.17

### Senior & Principle Educational Psychologists - SCALE B

Spine Point	Salary from 01.03.2017	Oncosts
1	£44,797	£62,267.83
2	£46,504	£64,640.56
3	£48,211	£67,013.29
4	£49,810	£69,235.90
5	£51,411	£71,461.29
6	£52,903	£73,535.17
7	£53,516	£74,387.24
8	£54,661	£75,978.79
9	£55,795	£77,555.05
10	£56,950	£79,160.50
11	£58,081	£80,732.59
12	£59,235	£82,336.65
13	£60,409	£83,968.51
14	£61,543	£85,544.77
15	£62,731	£87,196.09
16	£63,908	£88,832.12
17	£65,093	£90,479.27
18	£66,276	£92,123.64

\* Normal minimum point for the principle educational psychologist undertaking the full range of duties at this level.  
 \*\* Extension to range to accommodate discretionary scale points and structured professional assessments.

### Soulbury Educational Improvement Professionals (EIPs)

Spine Point	Salary from 01.03.2017	Oncosts	Spine Point	Salary from 01.03.2017	Oncosts	Spine Point	Salary from 01.03.2017	Oncosts
1	£34,067	£47,353.13	18	£54,582	£75,868.98	35	£72,895	£101,324.05
2	£35,287	£49,048.93	19	£55,775	£77,527.25	36	£74,062	£102,946.18
3	£36,439	£50,650.21	20	£56,391***	£78,383.49	37	£75,210	£104,541.90
4	£37,606	£52,272.34	21	£57,575	£80,029.25	38	£76,371	£106,155.69
5	£38,767	£53,886.13	22	£58,607	£81,463.73	39	£77,515	£107,745.85
6	£39,928	£55,499.92	23	£59,744	£83,044.16	40	£78,659	£109,336.01
7	£41,148	£57,195.72	24	£60,762	£84,459.18	41	£79,809	£110,934.51
8	£42,321*	£58,826.19	25	£61,851	£85,972.89	42	£80,958	£112,531.62
9	£43,689	£60,727.71	26	£62,914	£87,450.46	43	£82,106	£114,127.34
10	£44,908	£62,422.12	27	£64,001	£88,961.39	44	£83,259	£115,730.01
11	£46,112	£64,095.68	28	£65,102	£90,491.78	45	£84,410	£117,329.90
12	£47,277	£65,715.03	29	£66,207	£92,027.73	46	£85,562	£118,931.18
13	£48,597**	£67,549.83	30	£67,309	£93,559.51	47	£86,719	£120,539.41
14	£49,773	£69,184.47	31	£68,402	£95,078.78	48	£87,865***	£122,132.35
15	£51,073	£70,991.47	32	£69,512	£96,621.68	49	£89,016***	£123,732.24
16	£52,248	£72,624.72	33	£70,623	£98,165.97	50	£90,168***	£125,333.52
17	£53,426	£74,262.14	34	£71,761	£99,747.79			

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attached to posts and the need to recruit and motivate staff.

\*normal minimum point for EIP undertaking the full range of duties at this level.

\*\*normal minimum point for senior EIP undertaking the full range of duties at this level.

\*\*\*extension to range to accommodate structured professional assessments.

### Youth & Community Service Officers

The minimum Youth and  
Community Service Officers'

Spine Point	Salary from 01.03.2017	Oncosts	Spine Point	Salary from 01.03.2017	Oncosts
1	£35,333	£49,112.87	13	£49,103	£68,253.17
2	£36,489	£50,719.71	14	£50,259	£69,860.01
3	£37,645	£52,326.55	15	£51,417	£71,469.63
4	£38,824*	£47,965.36	16	£52,578	£73,083.42
5	£40,023	£55,631.97	17	£53,745	£74,705.55
6	£41,192	£57,256.88	18	£54,904	£76,316.56
7	£42,388**	£58,919.32	19	£56,057	£77,919.23
8	£43,747	£60,808.33	20	£57,235***	£79,556.65
9	£44,497	£61,850.83	21	£58,435***	£81,224.65
10	£45,654	£63,459.06	22	£59,663***	£82,931.57
11	£46,805	£65,058.95	23	£60,915***	£84,671.85
12	£47,958	£66,661.62	24	£62,194***	£86,449.66

scale is 4 points, other salary scales to consist of not more than four consecutive points based on duties and responsibilities attached to posts and the need to recruit and motivate staff.

\*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level.

\*\*normal minimum point for principle youth and community service officer undertaking the full range of duties at this level.

\*\*\*extension to range to accommodate discretionary scale points and structured professional assessments.

**JNC Youth Workers Pay Tables 1<sup>st</sup> September 2017**

Appendix D

Job Role		Scale Point	Salary	Salary + Oncosts
Trainee Support Worker scp 1 – 4		1		
		2	£15,807	£21,971.73
	Support Worker scp 3 – 6	3	£16,417	£22,819.63
		4	£16,931	£23,534.09
		5	£17,491	£24,312.49
		6	£18,006	£25,028.34
Trainee Senior Support Worker scp 7 – 10		7	£18,636	£25,904.04
		8	£19,260	£26,771.40
	Senior Support Youth Worker scp 9 – 12	9	£20,055	£27,876.45
		10	£20,677	£28,741.03
		11	£21,682	£30,137.98
Trainee Youth Worker scp 11 – 14		12	£22,665	£31,504.35
	Youth Worker scp 13 – 16	13	£23,679	£32,913.81
		14	£24,730	£34,374.70
		15	£25,446	£35,369.94
16		£26,194	£36,409.66	
Trainee Youth Worker scp 15 - 18	Youth Worker scp 17 - 20	17	£26,929	£37,431.31
		18	£27,670	£38,461.30
		19	£28,404	£39,481.56
		20	£29,141	£40,505.99
Trainee Team Leader scp 20 - 23	Team Leader scp 22 - 25	21	£29,969	£41,656.91
		22	£30,907	£42,960.73
		23	£31,820	£44,229.80
		24	£32,737	£45,504.43
Senior Team Leader scp 25 - 28		25	£33,662	£46,790.18
		26	£34,585	£48,073.15
	Senior Team Leader scp 27 - 30	27	£35,511	£49,360.29
		28	£36,446	£50,659.94
		29	£37,375	£51,951.25
		30	£38,304	£53,242.56
<b>Job Title</b>	<b>Salary range</b>	<b>Job Title</b>	<b>Salary range</b>	
Support Worker	Scp 3 – 6	Trainee Support Worker	Scp 1 – 4	
Senior Support Youth Worker	Scp 9 – 12	Trainee Senior Support Youth Worker	Scp 7 – 10	
Youth Worker	Scp 13 – 16	Trainee Youth Worker	Scp 11 – 14	

Youth Worker	Scp 17 – 20	Trainee Youth Worker	Scp 15 – 18
Team Leader	Scp 22 – 25	Trainee Team Leader	Scp 20 – 23
Senior Team Leader	Scp 27 - 30	Senior Team Leader	Scp 25 – 28



## **SENIOR LEADERSHIP TEAM REMUNERATION PANEL**

### **TERMS OF REFERENCE**

#### **1. Scope**

To determine the remuneration for the Council's Senior Leadership Team which consists of the Chief Executive, Directors and Heads of Service.

The Localism Act 2011 (Para. 42.3) defines remuneration in relation to a Chief Officer and a relevant authority as:-

- (a) the chief officer's salary or, in the case of a chief officer engaged by the authority under a contract for services, payments made by the authority to the chief officer for those services,
- (b) any bonuses payable by the authority to the chief officer,
- (c) any charges, fees or allowances payable by the authority to the chief officer,
- (d) any benefits in kind to which the chief officer is entitled as a result of the chief officer's office or employment,
- (e) any increase in or enhancement of the chief officer's pension entitlement where the increase or enhancement is as a result of a resolution of the authority, and
- (f) any amounts payable by the authority to the chief officer on the chief officer ceasing to hold office under or be employed by the authority, other than amounts that may be payable by virtue of any enactment.

'Chief Officer' in relation to a relevant authority in the Localism Act 2011 (Para 43.2), means each of the following:-

- (a) the head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- (b) its monitoring officer designated under section 5(1) of that Act;
- (c) a statutory chief officer mentioned in section 2(6) of that Act;
- (d) a non-statutory chief officer mentioned in section 2(7) of that Act;
- (e) a deputy chief officer mentioned in section 2(8) of that Act.

#### **2. Terms of Reference**

The scope of the committee is to:-

- Make recommendations on senior pay and reward issues to Council
- Make recommendations on the management of and structure of senior pay and reward, and grounds for pay progression.
- To comply with the requirements set out in the Local Government (Wales) Act 2015, and any subsequent legislation, which relate to senior pay decisions. The panel and the Council must have regard to any Independent Remuneration Panel's recommendations when reaching decisions on relevant pay. Appendix 1 provides the process to refer any pay recommendations to the Independent Remuneration Panel (IRP).

The terms of reference will be developed over time and reviewed on an annual basis to ensure effective working and to clarify the scope, role, composition and process within which the Panel will operate. The terms of reference will be subject to approval by Council.

### 3. General Principles

- No permanent change to pay and reward of the Senior Leadership Team can be actioned until it is ratified by Full Council
- The basic pay of the Senior Leadership Team (excluding the Chief Executive) will be determined using the Hay Evaluation Scheme and advice sought from external experts
- The Panel will provide a structured governance body through which recommendations affecting Chief Officers pay can be taken in the best interests of Denbighshire County Council and its stakeholders. It enables remuneration issues to be reviewed and considered with an impartial and balanced mind-set.

### 4. Role

The Remuneration Panel will make recommendations to Council on the permanent pay and reward of Senior Managers. It will:-

- a) Contribute to the Council's positive reputation with regard to having appropriate and effective corporate governance arrangements for senior pay by operating an independent, transparent and informed approach to managing senior pay through the Remuneration Panel.
- b) Develop broad policy decision for senior pay, having regard to the Council's Pay and Reward Policy
- c) Propose levels of remuneration considered to be sufficient to attract, retain and motivate senior managers of the quality required to run the organisation successfully.
- d) Consider the affordability of its proposals
- e) Be sensitive to the context of senior pay, including pay and employment conditions elsewhere in the organisation
- f) Ensure the relationship between reward and senior management tiers and for employees below this level remain reasonable
- g) Ensure individuals are fairly and responsibly rewarded for their individual contribution
- h) Understand what other relevant organisations are paying for similar roles as well as their general approach to reward, and consider whether Denbighshire County Council should position itself in relation to 'the market' – for example, whether the Council's approach may be to pay at around the lower quartile, median or upper quartile of the market etc.
- i) Ensure that proper and professional advice is obtained to assist in its deliberations

The panel's recommendations will be based on job evaluation results, data, advice, evidence and views collected from a number of possible sources – for example:

- External pay data, advice and facilitation (e.g. from external consultants or other sources)
- The Council's Chief Executive, key documents and reports
- Performance data where relevant
- Chief Executive Appraisals Panel

### 5. Membership & Support

The panel will comprise of 6 Members to give a balanced political background. One member of the panel will act as Chair.

The membership should include the Lead Member for Finance and one member of the CEO appraisal committee.

The Head of Legal, HR and Democratic Services will provide a 'secretariat' function to the Panel. He will be responsible for arranging meetings, coordinating and preparing documentation and arranging support, training, advice and information for the Panel.

The Panel may commission external independent expertise to train and support them in fulfilling their role and/or to provide external data or advice (including relevant market and regional data). The Head of Legal, HR and Democratic Services will provide details of external experts considered suitable for the purposes in terms of experience, cost and best value for the Panel to select from.

#### 6. Terms of Reference

The Panel will meet at least annually to maintain an overview of the ongoing suitability of the Council's approach to senior pay. On a biennial basis, it will conduct a full review of senior managers pay and present a report with recommendations to Council. The panel would not normally expect to present all of the background data and advice it had received.

The Panel may meet more frequently from time-to-time to discuss changes in relation to the approach or arrangements relating to senior pay such as linking pay progression to performance or contribution, or determining the pay level prior to undertaking a recruitment exercise. The recommendations on these issues will also be presented to Council.

#### 7. Confidentiality

Members will be expected to maintain confidentiality whilst discussions are taking place and until the decisions have been published.

#### . Conflicts of Interest

Should any committee member feel there is a conflict of interest with regards to any agenda item or discussion in the committee:-

- They should declare an interest in the matter
- They should leave the meeting during any discussion on the matter
- They should not have sole responsibility for making recommendations on relation to the matter, whether present or not.

## Appendix One

**Process to refer pay decisions to Independent Remuneration Panel (IRP)**

The Welsh Government has produced Guidance on the Independent Remuneration Panel for Wales under Section 143A of the Local Government (Wales) Measure 2011 and Section 39 of the Local Government (Wales) Act 2015. This provision is time limited, in force from 25 January 2016 until 31 March 2020.

**1. National pay decisions eg JNC cost of living awards**

As a result of national negotiations, if a pay award is made to 'Chief Officers' across local authorities which differs from that awarded to other staff, the IRP may consider joint approaches from local authorities. In January 2016 it was agreed that the WLGA would engage with the panel on behalf of all the Welsh Authorities. However this does not fetter the ability of the IRP to make different recommendations to different authorities if they feel so justified.

**2. Requirements of the Council's Pay and Reward panel**

**2.1** To refer decisions on pay relating to 'Chief Officers' as described in the Localism Act 2011; this will therefore apply to the Head of Paid Service – Chief Executive, Executive Directors and Heads of Department.

**2.2** If the Council's Pay and Reward Panel wish to make a recommendation to change the pay of a 'Chief Officer' it will consult with the IRP, unless the change being considered is commensurate with a general pay increase or reduction for the Authority's other staff.

**2.3** To provide the IRP with any information it may reasonably require in reaching a conclusion. The IRP may require the following

- Papers/reports prepared by the Authority in relation to the decisions
- Details of the total package available, or under consideration. This could include pension arrangements, severance package, returning officer fees, and performance bonuses. (Full details are set out in the guidance)
- The interdependency of individual salaries within pay structures
- Information concerning other remuneration on offer to other Local Authority Chief Executives/Chief Officers
- Details of agreements made at the National Joint Council level.

**2.4** To have due regard to any recommendation the IRP makes in relation to what is in their Pay Policy Statement, and Chief Executive, Executive Director and Heads of Department's pay.

**2.5** The Council/Pay and Reward Panel must have regard to any recommendation when reaching its decision.

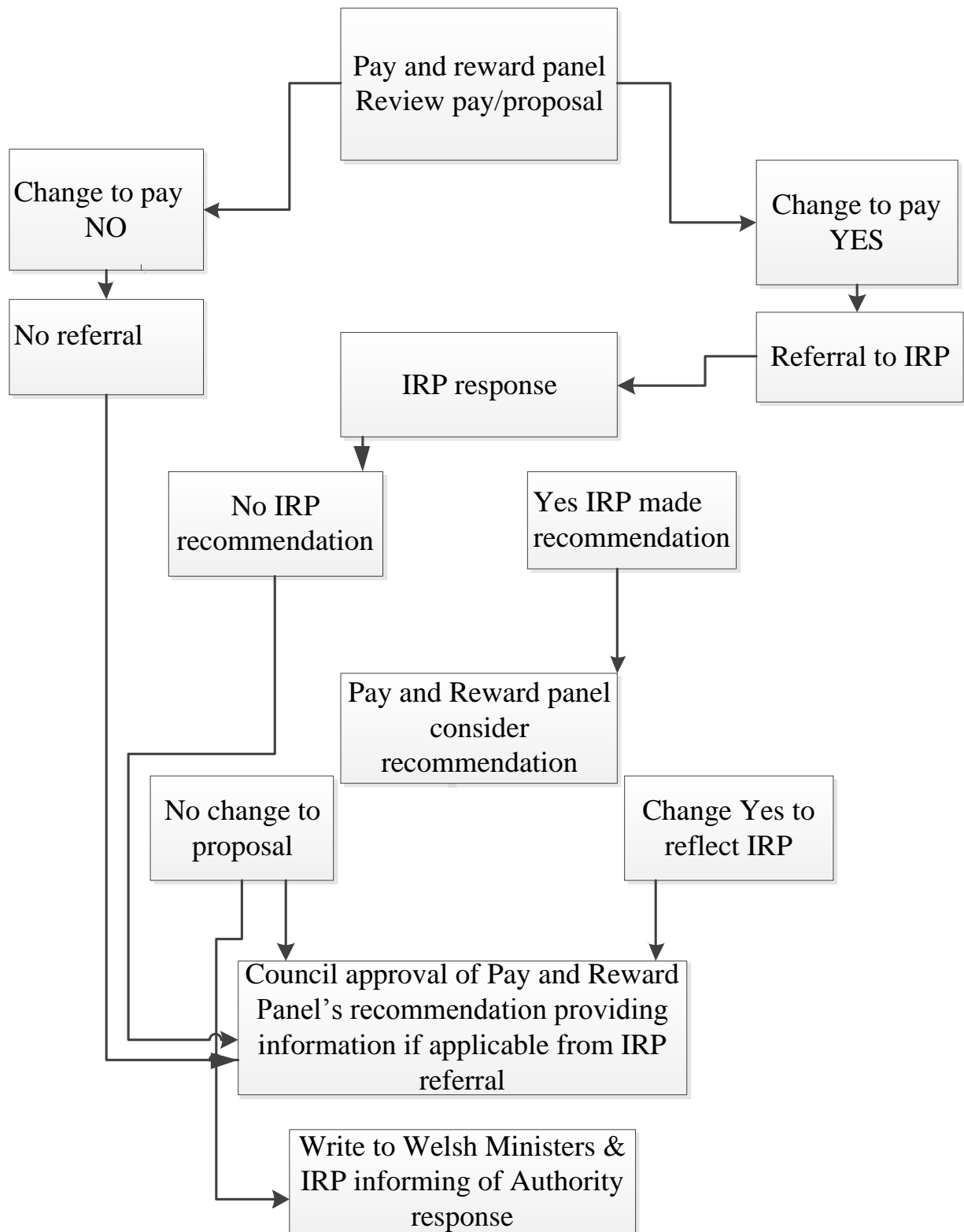
### **3. Role of the Independent Remuneration Panel (IRP)**

**3.1** To take a view and make a recommendation on the proposal, the Authority must have regard to the recommendation, they are not obliged to follow it.

**3.2** In the event that the Authority does not amend a proposal following the IRP's recommendation, the Authority must notify the Welsh Ministers and the Panel of its response.

If the Welsh Ministers consider that an Authority's response is inconsistent with the Panel's recommendation, the Authority might be subject to a direction from the Welsh Ministers to re-consider the salary.

**Process flow Chart**



**LOCAL GOVERNMENT ELECTIONS – SCHEDULE OF CHARGES (NORTH WALES)**

**ELECTION OF COUNTY COUNCILLORS AND TOWN/COMMUNITY COUNCILLORS**

TOWN/COMMUNITY –	Electorate	
<b>EXPENSES AS APPROVED BY Denbighshire County Council</b>		
Fees for the general conduct of the election and performance of all duties which a Returning Officer is required to perform under any order or other enactment relating to the election of councillors		
<b>1. RETURNING OFFICER</b>	<b>Contested</b>	<b>Uncontested</b>
For the general conduct of the election and performance of all duties which a Returning Officer is required to perform under any order or other enactment relating to the election of Councillors.	170.00	55.00
For each Electoral Division, Community/Town Council, Community/Town Council Ward		
<b>2. DEPUTY RETURNING OFFICER</b>		
Deputising for the Returning Officer, attending to receive nomination papers, examining them and adjudicating on their validity; dealing with candidates; notifying candidates of decisions on nominations, publishing statements of persons nominated and attending to receive withdrawals.	115.00	45.00
For each Electoral Division, Community/Town Council, Community/Town Council Ward		
<b>3. CLERICAL ASSISTANCE</b>		
For each Electoral Division, Community/Town Council, Community/Town Council Ward		35.00
Up to 1,000 electors	85.00	
Up to 2,000 electors	115.00	
Up to 3,000 electors	170.00	
Up to 4,000 electors	225.00	
Over 4,000 electors	280.00	
<b>4. POLLING STATION STAFF</b>	<b>Single Election</b>	<b>Additional Fee for joint election</b>
Presiding Officer	200.00	40.00
Poll Clerk	125.00	25.00
<b>5. CONDUCTING THE COUNT</b>	D.R.O. only	Each Counting Assistant
For each Electoral Division, Community/Town Council, Community/Town Council Ward Count		
Up to 500 electors	45.00	25.00
Up to 1,000 electors	70.00	25.00
Up to 2,000 electors	90.00	30.00
Up to 3,000 electors	115.00	35.00
Up to 4,000 electors	135.00	40.00
Over 4,000 electors	160.00	45.00
<b>Recount costs</b>	NIL	50% of the above fees
<b>6. POSTAL VOTING AND POLL CARDS</b>		
Issue and Receipt of Postal Votes - £62.40 per 100 or part thereof – single issue £62.40 per 75 or part thereof – joint issue Issue of Poll Cards – Purchase and postage costs only		
<b>7. TRAVELLING</b>		
Public transport if available, otherwise inland revenue tax free rate		
<b>8. GENERAL</b>		
Printing, Stationery, Equipment, Postage, Hire of Premises as polling station and similar expenses associated with the conduct of the election		Actual and necessary expenditure
<b>TOTAL PAYABLE</b>		

The staffing rates for local government elections was agreed at the meeting of Denbighshire County Council on 18<sup>th</sup> November 2003, it was also agreed that the rates would be periodically reviewed with the five other North Wales Authorities to achieve uniformity. The above rates were reviewed by all six North Wales Councils on 11 July 2016.

Mae tudalen hwn yn fwriadol wag



# National Employers for Local Government Services

To: **Chief Executives in England, Wales and N Ireland**  
**(additional copies for HR Director and Finance Director)**  
**Members of the National Employers' Side**  
**Regional Directors**

5 December 2017

Dear Chief Executive,

## **LOCAL GOVERNMENT PAY 2018**

I am writing to update you on the work we have been doing on your behalf on the local government national pay negotiations for 2018.

The National Employers have today made a final pay offer covering the period 1 April 2018 to 31 March 2020. A letter sent to the trade unions setting out the detailed offer is attached at **Annex A** and a copy of the Employers' press release is attached at **Annex B**.

### **The Pay Offer**

#### **1 April 2018 ('Year One'):**

##### ***Bottom-Loading on SCPs 6-19 incl***

The Employers considered it was necessary for higher increases on the lower pay points in order to continue to close the significant gap with the National Living Wage (NLW). Therefore this part of the offer would result in a new bottom rate of £8.50 per hour on SCP6

##### ***Increase on SCPs 20 and above***

A flat-rate increase of 2.0%

This first year of the pay offer would increase the national payroll by 2.707%

#### **1 April 2019 ('Year Two'):**

The Employers agreed that the bottom rate of the new pay spine should not be pegged to the NLW rate but should allow for some 'headroom'. Therefore the offer is for a bottom rate of £9.00 per hour

In order to deal with the compacting of differentials at the lower end of the spine it is proposed that the existing bottom twelve pay points are 'paired off' into six new pay points, ie. current SCPs 6 & 7 become the new SCP1; current SCPs 8 & 9 become the new SCP2 etc until you reach current SCPs 16 & 17 which become the new SCP6

To further dilute the impact of compacting the lower pay points, the offer includes 'ironing out' the current random gaps between pay points and having even increments of 2.0% between new SCPs 1 to 22 incl (equivalent to SCPs 6 to 28 on the current spine). This portion of the pay spine covers approximately 60% of NJC employees

From new SCP23 onwards, a flat-rate increase of 2.0% and retention of the current random differentials

This second year of the pay offer would increase the national paybill by 2.802%

The total increase to the national paybill over the two-year period would be 5.584%

## **Background**

This pay offer is much more complex than any offer since the Single Status agreement in the mid-1990s, so I want to set out in detail the reasons behind it.

The introduction of the National Living Wage (NLW) was announced by George Osborne in his July 2015 Budget. He indicated that its target level was to reach 60% of median hourly earnings by 2020. At the time of the announcement, the forecast for 2020 was £9.35 per hour and in his speech Mr Osborne referred to it being "at least £9.00", although the most recent (November 2017) Office of Budgetary Responsibility forecast was £8.56.

At the time of the Chancellor's statement in 2015 the minimum hourly rate on the 'Green Book' pay spine was £7.00. That meant that it would have to increase by approximately £2.00 in five years if the initial 'target' for the NLW in 2020 of £9.00 was to be reached. By way of context, the increase in the bottom rate from £5.00 to £7.00 had taken thirteen years to achieve (2002-15).

The current two-year pay agreement covering 1 April 2016 to 31 March 2018, made some headway in bridging that gap and introduced minimum hourly rates of £7.52 (1 April 2016) and £7.78 (1 April 2017). This agreement included some further bottom-loading in each of the two years to assist in maintaining differentials and then annual pay awards of 1.0% further up the pay spine. This two-year deal added 2.40% to the national pay bill. The two-year increase for the lowest pay point was 10.28%. These rates provided some headroom in relation the NLW which was £7.20 (1 April 2016) and £7.50 (1 April 2017). The 1 April 2018 rate announced in the Budget is £7.83.

The 2016-18 pay deal included a commitment for the NJC to review its pay spine. To support the development of an employers' position, a sounding board of about a dozen officers from councils across the country was established. This included a balance in terms of: types of council; geography; those paying / not paying the voluntary living wage; and it also included councils that have local pay bargaining and representation from the regional employers' organisations.

The NJC set up a pay spine review working group to look at what could be done from a technical point of view. It was not a negotiating group and on the Employers' Side included three or four members of our sounding board.

The working group initially agreed to concentrate on potential models that covered one, two and three year options. A one-year settlement assimilating on to a new pay spine in 2018 could not realistically be implemented by councils in the time available. It would also be too costly if it were to start at a level that could ensure compliance with the likely levels of the NLW in 2019 and 2020, without further significant changes to its structure. A three-year settlement, whilst potentially attractive to councils from a financial planning aspect, would involve too much second-guessing of the broader economic position in 2020 and would be much more difficult for the unions to sell to their members.

All the work highlighted above was undertaken in the context of the Government's public sector pay policy remaining at 1.0% until 2020.

The unions' claim was lodged in mid-June. It was for one year and sought a 5.0% increase on all NJC pay points, plus the deletion of the bottom four NJC pay points. The unions made clear in private conversations that in the current climate it would not be possible for them to agree any offer that included 1.0% as the headline rate.

Regional pay consultation briefings took place between late June and August. There was widespread recognition that the work on the pay spine was a necessity as a result of the introduction of the NLW. It was also recognised that this could not be delivered within 1.0% increases to the overall pay bill and there was no suggestion that the additional costs be funded through providing for increases of less than 1.0% for better paid employees.

There was broad consensus on the need to have some 'headroom' from the statutory minimum NLW rate and for a two-year agreement. It was recognised that achieving a collective agreement with 1.0% as the headline rate would be nearly impossible. It was acknowledged that any agreement was likely to add between 4.5%-6.0% to the national pay bill over two years. It was also recognised that costs locally could vary significantly from this depending on a council's workforce profile and that it would have a significant impact on schools' budgets.

The political deliberations over the past few months have been difficult and while there was broad political consensus on issues such as the length of any deal, the need for headroom from the NLW and the need to reconfigure the lower end of the pay spine, this was not the case regarding the headline rate within a potential offer, which meant that in the end the only way to make a decision was to hold a vote in a meeting of the Employers' Side of the National Joint Council, which is the body that is ultimately responsible for these decisions. This is only the second vote on a pay offer since 1997 when the Local Government Services NJC was established.

Therefore whilst the decision to make a headline offer of 2.0% was not reached through consensus, it was achieved in line with the clear voting arrangements set out in the Employers' Side Constitution.

For colleagues in London Boroughs, you will be aware that there are separate pay spines for inner and outer London and in normal circumstances the nationally agreed percentage increases would be applied to the London pay points. However, given the proposed significant changes to the national pay spine, discussions are currently taking

place between London employers and trade unions and further updates will be issued by them in due course.

Finally, there has been a huge amount of technical work involving many colleagues from councils and Regional Employer Organisations from across England, Wales and Northern Ireland that has brought us to this point and we would like to thank them for the advice and assistance that they have provided to the national Secretariat.

Yours sincerely,

*Simon Pannell*

**Simon Pannell**  
**Employers' Secretary**

**Heather Wakefield, Rehana Azam, Jim Kennedy**  
**Trade Union Side Secretaries**  
**NJC for Local Government Services**  
**c/o UNISON Centre**  
**130 Euston Road**  
**London NW1 2AY**

5 December 2017

Dear Heather, Rehana and Jim,

**LOCAL GOVERNMENT PAY 2018**

I am writing on behalf of the Employers' Side of the NJC to respond formally to the Trade Union Side's pay claim.

The National Employers wish to make the following final offer:

**From 1 April 2018:**

- On SCP 6, £1,380 (equivalent to 9.191%)
- On SCP 7, £1,380 (equivalent to 9.130%)
- On SCP 8, £1,380 (equivalent to 9.052%)
- On SCP 9, £1,380 (equivalent to 8.976%)
- On SCP 10, £1,250 (equivalent to 8.006%)
- On SCP 11, £1,200 (equivalent to 7.592%)
- On SCP 12, £1,050 (equivalent to 6.512%)
- On SCP 13, £900 (equivalent to 5.458%)
- On SCP 14, £900 (equivalent to 5.363%)
- On SCP 15, £900 (equivalent to 5.272%)
- On SCP 16, £900 (equivalent to 5.167%)
- On SCP 17, £900 (equivalent to 5.064%)
- On SCP 18, £800 (equivalent to 4.427%)
- On SCP 19, £700 (equivalent to 3.734%)
- On SCPs 20 and above, 2.0%

The Employers acknowledge the constructive way in which the NJC Pay Spine Review Group has worked together over the past eighteen months and therefore propose that a revised pay spine be introduced with effect from **1 April 2019**. The Employers' detailed offer in regard to this is attached as **Annex 1**.

The proposed 2019 pay spine is based on the following:

- A bottom rate of £9.00 per hour (£17,364) on new SCP1 (equivalent to old SCP6)
- 'Pairing off' old SCPs 6-17 incl to create new SCPs 1-6 incl
- Equal steps of 2.0% between each new SCPs 1 to 21 incl (equivalent to old SCPs 6-28 incl)
- By creating equal steps between these pay points new SCPs 10, 13, 16, 18 and 21 are generated to which no old SCPs would assimilate. This would mean that in some organisations the current number of pay points in a grade would change. The Employers therefore suggest that we work together to consider appropriate advice as such issues arise
- On new SCPs 23 and above (equivalent to old SCPs 29 and above), 2.0%

We hope that you will now put this offer to your members for consultation and understand that you will be considering this over the next few days.

Yours sincerely,

*Simon Pannell*

**Simon Pannell**  
**Employers' Secretary**

## ANNEX 1

1 April 2018			1 April 2019			
SCP	£ per annum	£ per hour*	New SCP	£ per annum	£ per hour*	Old SCP[s]
6	£16,394	£8.50	1	£17,364	£9.00	6/7
7	£16,495	£8.55				
8	£16,626	£8.62	2	£17,711	£9.18	8/9
9	£16,755	£8.68				
10	£16,863	£8.74	3	£18,065	£9.36	10/11
11	£17,007	£8.82				
12	£17,173	£8.90	4	£18,426	£9.55	12/13
13	£17,391	£9.01				
14	£17,681	£9.16	5	£18,795	£9.74	14/15
15	£17,972	£9.32				
16	£18,319	£9.50	6	£19,171	£9.94	16/17
17	£18,672	£9.68				
18	£18,870	£9.78	7	£19,554	£10.14	18
19	£19,446	£10.08	8	£19,945	£10.34	19
20	£19,819	£10.27	9	£20,344	£10.54	20
			10	£20,751	£10.76	
21	£20,541	£10.65	11	£21,166	£10.97	21
22	£21,074	£10.92	12	£21,589	£11.19	22
			13	£22,021	£11.41	
23	£21,693	£11.24	14	£22,462	£11.64	23
24	£22,401	£11.61	15	£22,911	£11.88	24
			16	£23,369	£12.11	
25	£23,111	£11.98	17	£23,836	£12.35	25
			18	£24,313	£12.60	
26	£23,866	£12.37	19	£24,799	£12.85	26
27	£24,657	£12.78	20	£25,295	£13.11	27
			21	£25,801	£13.37	
28	£25,463	£13.20	22	£26,317	£13.64	28
29	£26,470	£13.72	23	£26,999	£13.99	29
30	£27,358	£14.18	24	£27,905	£14.46	30
31	£28,221	£14.63	25	£28,785	£14.92	31
32	£29,055	£15.06	26	£29,636	£15.36	32
33	£29,909	£15.50	27	£30,507	£15.81	33
34	£30,756	£15.94	28	£31,371	£16.26	34

<b>35</b>	£31,401	£16.28	<b>29</b>	£32,029	£16.60	35
<b>36</b>	£32,233	£16.71	<b>30</b>	£32,878	£17.04	36
<b>37</b>	£33,136	£17.18	<b>31</b>	£33,799	£17.52	37
<b>38</b>	£34,106	£17.68	<b>32</b>	£34,788	£18.03	38
<b>39</b>	£35,229	£18.26	<b>33</b>	£35,934	£18.63	39
<b>40</b>	£36,153	£18.74	<b>34</b>	£36,876	£19.11	40
<b>41</b>	£37,107	£19.23	<b>35</b>	£37,849	£19.62	41
<b>42</b>	£38,052	£19.72	<b>36</b>	£38,813	£20.12	42
<b>43</b>	£39,002	£20.22	<b>37</b>	£39,782	£20.62	43
<b>44</b>	£39,961	£20.71	<b>38</b>	£40,760	£21.13	44
<b>45</b>	£40,858	£21.18	<b>39</b>	£41,675	£21.60	45
<b>46</b>	£41,846	£21.69	<b>40</b>	£42,683	£22.12	46
<b>47</b>	£42,806	£22.19	<b>41</b>	£43,662	£22.63	47
<b>48</b>	£43,757	£22.68	<b>42</b>	£44,632	£23.13	48
<b>49</b>	£44,697	£23.17	<b>43</b>	£45,591	£23.63	49

\*hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')



**PRESS RELEASE: 5 DECEMBER 2017**

**Council employees' pay offer announced**

Council employees have been offered a two-year pay increase from 1 April 2018. The majority of employees - those on salaries starting at £19,430 per annum - would receive an uplift of 2 per cent on 1 April 2018 and a further 2 per cent on 1 April 2019, with those on lower salaries receiving higher increases.

The offer also includes the introduction of a new national pay spine on 1 April 2019.

The National Employers, who negotiate pay on behalf of 350 local authorities in England, Wales and Northern Ireland, made the offer to unions today. It will affect over 1 million employees.

**Notes to editors**

The total increase to the national paybill resulting from this offer is 5.6% over two years (covering the period 1 April 2018 to 31 March 2020).

This pay offer does not apply to council chief executives, senior officers, teachers or firefighters, who are covered by separate national pay arrangements.

The National Joint Council negotiates the pay, terms and conditions of staff in local authorities. It agrees an annual uplift to the national pay spine, on which each individual council decides where to place its employees. Each council takes into account a number of factors such as job size and local labour market conditions when deciding an employee's salary. There are no nationally determined jobs or pay grades in local government, unlike in other parts of the public sector.

-ENDS-

Mae tudalen hwn yn fwriadol wag

# Pay & Reward Policies

## Wellbeing Impact Assessment Report

This report summarises the likely impact of a proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	358
Brief description:	The application of Pay & reward Policies -Travel Policy - Acting Up, Honoraria and Ex Gratia Policy - Early Termination of Employment Policy - Flexible Retirement Policy - LGPS Discretions & Banding Policy - Standby, Oncall and Sleeping In Policy - Market Supplement Policy - Model School Pay Policy - Pay Policy Statement
Date Completed:	09/01/2018 15:30:59 Version: 1
Completed by:	Sophie Vaughan
Responsible Service:	Legal, HR & Democratic Services
Localities affected by the proposal:	Whole County,

# IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

## Score for the sustainability of the approach

Could you do more to make your approach more sustainable?

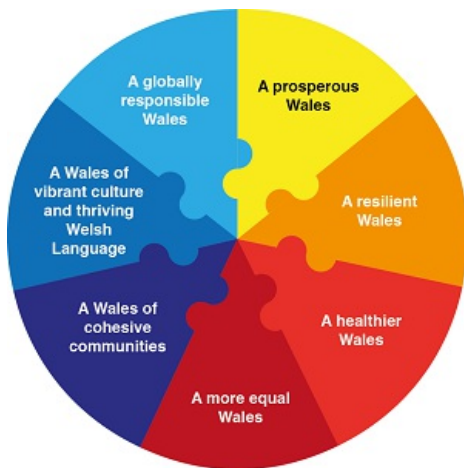


(2 out of 4 stars)

Actual score : 16 / 24.

## Summary of impact

Wellbeing Goals



A globally responsible Wales	A prosperous Denbighshire	Positive
A Wales of vibrant culture and thriving Welsh Language	A resilient Denbighshire	Neutral
A Wales of cohesive communities	A healthier Denbighshire	Positive
A more equal Wales	A more equal Denbighshire	Positive
A healthier Wales	A Denbighshire of cohesive communities	Positive
A resilient Wales	A Denbighshire of vibrant culture and thriving Welsh language	Neutral
A globally responsible Wales	A globally responsible Denbighshire	Neutral

## Main conclusions

That fair and equitable Pay and Reward Policies contribute to the Wellbeing of our communities

# THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

## A prosperous Denbighshire

Overall Impact	Positive
Justification for impact	As above

### Positive consequences identified:

Travel and Subsistence Policy encourages use of pool cars, car sharing and alternative methods of holding meeting (Jabber, Webcam, Skype) Encourages home working rather than travel. This in turn reduces the carbon footprint of the County.

Providing policies that allow for competitive rates of pay and employment practices encourage employees who reside in Denbighshire to stay in the local area, which will keep the money in the County and improve the economy and attract new businesses. This will also attract and retain people from other areas to work and live in the County

Pay and Reward Policies provide a means of attracting and retaining staff for the long term by providing fair and equitable employment

### Unintended negative consequences identified:

The encouragement of alternative methods of travel i.e. buses, could mean that we are less time efficient as a Council. Home working can mean that there is less spend in local petrol stations Home working also means that there is less local spend in the towns where offices are located i.e. lunches

Restrictions in the budget of DCC mean that the favourable terms and conditions mean that we can employ less staff than and potentially cheaper to contract out to employers

### Mitigating actions:

By minimising the negatives this can negatively impact the positives and vice versa.

## A resilient Denbighshire

Overall Impact	Neutral
Justification for impact	As above

### Positive consequences identified:

By encouraging different methods of transport for meetings, such as pool cars, buses, car share and alternative ways of meeting such as jabber, skype etc, the fuel consumption of the County will reduce. Also the energy used in the Council offices.

### Unintended negative consequences identified:

Less spend in local petrol stations, which impacts on the economy. Use of power in employees homes may increase due to increased home working

### Mitigating actions:

None Applicable

## A healthier Denbighshire

Overall Impact	Positive
Justification for impact	As above

### Positive consequences identified:

By providing fair pay enables people to invest in their physical and mental wellbeing, through diet and exercise and social interaction through work.

By providing fair pay it allows employees to access and choose to purchase good quality, healthy food.

By providing fair pay and the opportunities to manage work life balance through Flexible Retirement, employees can choose to go to the gym or partake in other leisure and social activities

By providing fair pay enables people to invest in their mental wellbeing, through financial wellbeing, diet and exercise and social interaction through work.

By working some employees may choose to take on private medical insurance

### Unintended negative consequences identified:

The use of disposable income could be used for risk taking behaviours

The use of disposable income could be used for purchasing unhealthy food e.g. take away restaurants

The use of disposable income could be used for risk taking behaviours

### Mitigating actions:

Our risk is people making poor decisions, which could be tackled through education of employees

## A more equal Denbighshire

Overall Impact	Positive
Justification for impact	As above

### Positive consequences identified:

All Pay and Reward policies are written to comply with equality legislation

Providing fair terms and conditions and pay in employment and good pension can assist in addressing health inequalities in the area over the long term

Providing fair terms and conditions and pay in employment and good pension can assist in tackling poverty in the area over the long term

### Unintended negative consequences identified:

### Mitigating actions:

None Applicable

## A Denbighshire of cohesive communities

Overall Impact	Positive
Justification for impact	As Above

**Positive consequences identified:**

If poverty is reduced by fair pay, then this will have a positive impact on communities and individuals by making them safer

Fair pay policies could increase the amount of disposable income being spent in the area, which could mean businesses are more attracted to the area reducing empty buildings etc.

**Unintended negative consequences identified:**

**Mitigating actions:**

Not Applicable

**A Denbighshire of vibrant culture and thriving Welsh language**

Overall Impact	Neutral
Justification for impact	N/A

**Positive consequences identified:**

**Unintended negative consequences identified:**

**Mitigating actions:**

N/A

**A globally responsible Denbighshire**

Overall Impact	Neutral
Justification for impact	N/A

**Positive consequences identified:**

**Unintended negative consequences identified:**

**Mitigating actions:**

N/A

Mae tudalen hwn yn fwriadol wag



RHAGLEN GWAITH I'R DYFODOL Y CYNGOR

Cyfarfod	Eitem (disgrifiad / teitl)		Pwrpas yr Adroddiad	Angen penderfyniad gan y Cyngor (oes/nac oes)	Aelod Arweiniol a Swyddog Cyswllt
<b>Y CYNGOR BLYNYDDOL 15 Mai 2018</b>	1	Penodi Cadeirydd ac Is-gadeirydd Cyngor Sir Ddinbych	Penodi'r penaethiaid dinesig ar gyfer blwyddyn y Cyngor 2018/19.	Oes	Gary Williams
	2	Adroddiad Blynyddol y Pwyllgorau Archwilio	Ystyried gweithgareddau'r Pwyllgorau Archwilio	Nac oes	Rhian Evans / Steve Price
	3	Amserlen y Pwyllgor ar gyfer 2019 ac Adolygiad Blynyddol o Gydbwysedd Gwleidyddol	Cymeradwyo amserlen y pwyllgorau tan ddiwedd 2019 ac adolygu cydbwysedd gwleidyddol y pwyllgorau	Oes	Steve Price
<b>BRIFFIO'R CYNGOR 11 Mehefin 2018</b>					
<b>3 Gorffennaf 2018</b>					
<b>11 Medi 2018</b>					
<b>23 Hydref 2018</b>	1	Adolygiad Perfformiad Blynyddol	Ystyried perfformiad yn ystod 2017-18 mewn perthyn â'r Cynllun Corfforaethol a dyletswyddau cydraddoldeb	Oes	Alan Smith / Nicola Kneale

RHAGLEN GWAITH I'R DYFODOL Y CYNGOR

<b>4 Rhagfyr 2018</b>					

***Nodyn i Swyddogion – Dyddiad cau Adroddiadau'r Cyngor Llawn***

<i>Cyfarfod</i>	<i>Dyddiau Cau</i>	<i>Cyfarfod</i>	<i>Dyddiau Cau</i>	<i>Cyfarfod</i>	<i>Dyddiau Cau</i>
		<i>Mai 2018</i>	<b>1 Mai 2018</b>	<i>Gorffennaf 2018</i>	<b>19 Mehefin 2018</b>
<i>Medi 2018</i>	<b>28 Awst 2018</b>	<i>Hydref 2018</i>	<b>9 Hydref 2018</b>	<i>Rhagfyr 2018</i>	<b>20 Tachwedd 2018</b>

Diweddarwyd 16/03/2018 SLW

Council Work Programme.doc