



At: Aelodau'r Cyngor Sir

Dyddiad: 8 Mai 2024

Rhif Union: 01824 712589

ebost: democrataidd@sirddinbych.gov.uk

Annwyl Gynghorydd

Fe'ch gwahoddir i fynychu cyfarfod y **CYNGOR SIR, DYDD MAWRTH, 14 MAI 2024** am **10.00 am** yn **SIAMBR Y CYNGOR, NEUADD Y SIR, RHUTHUN LL15 1YN A THRWY GYNHADLEDD FIDEO.**

Yn gywir iawn

G Williams
Swyddog Monitro

AGENDA

RHAN 1 - GWAHODDIR Y WASG A'R CYHOEDD I FYNYCHU'R RHAN HON O'R CYFARFOD

1 YMDDIHEURIADAU

2 DATGANIADAU O FUDDIANT (Tudalennau 5 - 6)

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

3 PENODI CADEIRYDD Y CYNGOR

Penodi Cadeirydd y Cyngor ar gyfer blwyddyn ddinesig 2024-25.

4 PENODI IS-GADEIRYDD Y CYNGOR

Penodi Is-Gadeirydd y Cyngor ar gyfer blwyddyn ddinesig 2024-25.

5 MATERION BRYD FEL Y'U CYTUNWYD GAN Y CADEIRYDD

Hysbysiad o eitemau y dylid, ym marn y Cadeirydd, eu hystyried yn y cyfarfod fel mater o frys yn unol ag Adran 100B(4) o Ddeddf Llywodraeth Leol, 1972.

6 COFNODION (Tudalennau 7 - 14)

Derbyn cofnodion cyfarfod y Cyngor Sir a gynhaliwyd ar 27 Chwefror 2024 (copi ynghlwm).

7 DATGANIAD POLISI TÂL 2024/25 (Tudalennau 15 - 62)

Derbyn adroddiad gan yr arbenigwr Tâl a Thaliadau (copi ynghlwm), i geisio cymeradwyaeth i'r Datganiad Polisi Tâl am 2024/25 sydd ynghlwm.

8 ADOLYGIAD BLYNYDDOL O'R CYDBWYSEDD GWLEIDYDDOL A PHENODI CADEIRYDDION CRAFFU (Tudalennau 63 - 76)

Ystyried adroddiad gan y Rheolwr Gwasanaethau Democraidaidd (copi ynghlwm) ar gydbwysedd gwleidyddol a materion yn ymwneud â phwyllgorau.

9 CYLCH GORCHWYL Y PWYLLGOR LLYWODRAETHU AC ARCHWILIO (Tudalennau 77 - 86)

Ystyried adroddiad gan y Cyfarwyddwr Corfforaethol: Llywodraethu a Busnes (copi ynghlwm) i geisio cymeradwyaeth i'r cylch gorchwyl diwygiedig.

10 RHAGLEN GWAITH I'R DYFODOL Y CYNGOR SIR (Tudalennau 87 - 92)

Ystyried rhaglen waith i'r dyfodol y Cyngor (copi ynghlwm).

AELODAETH

Y Cynghorwyr

Y Cynghorydd Peter Scott (Cadeirydd)

Y Cynghorydd Diane King (Is-Gadeirydd)

Michelle Blakeley-Walker
Joan Butterfield
Jeanette Chamberlain-Jones
Ellie Chard
Kelly Clewett
Ann Davies
Karen Edwards
Pauline Edwards
Gwyneth Ellis
James Elson
Chris Evans
Hugh Evans
Justine Evans
Bobby Feeley
Gill German
Jon Harland

Brian Jones
Delyth Jones
Paul Keddie
Geraint Lloyd-Williams
Julie Matthews
James May
Jason McLellan
Barry Mellor
Terry Mendies
Raj Metri
Merfyn Parry
Arwel Roberts
Gareth Sandilands
Rhys Thomas
Andrea Tomlin
Cheryl Williams

Elen Heaton
Huw Hilditch-Roberts
Martyn Hogg
Carol Holliday
Alan Hughes
Hugh Irving
Alan James

David Williams
Elfed 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

DEDDF LLYWODRAETH LEOL 2000

Cod Ymddygiad Aelodau

DATGELU A CHOFRESTRU BUDDIANNAU

Rwyf i,
(enw)

*Aelod /Aelod cyfetholedig o
(*dileuer un)

Cyngor Sir Ddinbych

YN CADARNHAU fy mod wedi datgan buddiant ***personol / personol a sy'n rhagfarnu** nas datgelwyd eisoes yn ôl darpariaeth Rhan III cod ymddygiad y Cyngor Sir i Aelodau am y canlynol:-
(*dileuer un)

Dyddiad Datgelu:

Pwyllgor (nodwch):

Agenda eitem

Pwnc:

Natur y Buddiant:

(*Gweler y nodyn isod*)*

Llofnod

Dyddiad

Noder: Rhowch ddigon o fanylion os gwelwch yn dda, e.e. 'Fi yw perchennog y tir sy'n gyfagos i'r cais ar gyfer caniatâd cynllunio a wnaed gan Mr Jones', neu 'Mae fy ngŵr / ngwraig yn un o weithwyr y cwmni sydd wedi gwneud cais am gymorth ariannol'.

Mae tudalen hwn yn fwriadol wag

CYNGOR SIR

Cofnodion cyfarfod o'r Cyngor Sir a gynhaliwyd yn Council Chamber, County Hall, Ruthin LL15 1YN and via Video Conference, Dydd Mawrth, 27 Chwefror 2024 am 10.00 am.

YN BRESENNOL

Y Cynghorwyr Michelle Blakeley-Walker, Joan Butterfield, Jeanette Chamberlain-Jones, Ellie Chard, Kelly Clewett, Ann Davies, Karen Edwards, Pauline Edwards, Gwyneth Ellis, James Elson, Chris Evans, Hugh Evans, Justine Evans, Bobby Feeley, Gill German, Jon Harland, Elen Heaton, Huw Hilditch-Roberts, Martyn Hogg, Carol Holliday, Alan Hughes, Hugh Irving, Alan James, Brian Jones, Delyth Jones, Paul Keddie, Diane King (Is-Gadeirydd), Geraint Lloyd-Williams, Julie Matthews, Jason McLellan, Barry Mellor, Terry Mendies, Raj Metri, Win Mullen-James, Merfyn Parry, Arwel Roberts, Gareth Sandilands, Peter Scott (Cadeirydd), Rhys Thomas, Andrea Tomlin, Cheryl Williams, Elfed Williams, Eryl Williams, Huw Williams, Emrys Wynne a/ac Mark Young

HEFYD YN BRESENNOL

Prif Weithredwr (GB); Cyfarwyddwr Corfforaethol: Llywodraethu a Busnes (GW); Cyfarwyddwr Corfforaethol: Economi a'r Amgylchedd (TW); Cyfarwyddwr Corfforaethol: Cymunedau (NS); Pennaeth Cyllid (LT); Pennaeth Gwasanaethau Corfforaethol: Perfformiad, Digidol ac Asedau (HV-E); Prif Reolwr Refeniw, Budd-daliadau a Chontractau (PB); Arweinydd Tîm Cynllunio Strategol a Pherfformiad (IMcG); Gwesteigr Zoom (SR) a Gweinyddwr Pwyllgor (SLW)

1 YMDDIHEURIADAU

Derbyniwyd ymddiheuriadau am absenoldeb oddi wrth y Cyngorwr(wyr) James May a/ac David Williams

2 DATGANIADAU O FUDDIANT

Dim.

3 MATERION BRYD FEL Y'U CYTUNWYD GAN Y CADEIRYDD

Dim.

Ar y pwynt hwn, ymddiheurodd y Cadeirydd, y Cyngorwr Peter Scott, i'r Cyngorwr Ann Davies am beidio â sôn yng nghyfarfod y Cyngor ym mis Ionawr am ei llongyfarchiadau ar ennill Medal yr Ymerodraeth Brydeinig.

Diolchodd y Cyngorwr Ann Davies i'r Cadeirydd am ei eiriau caredig a diolchodd i drigolion Rhuddlan am eu cefnogaeth dros y blynyddoedd.

Mae'r Cynghorydd Terry Mendies yn ymddiheuro oherwydd iddo wneud datganiad anghywir yng nghyfarfod diwethaf y Cyngor ynghylch Rheolwr Gyfarwyddwr Hamdden Sir Ddinbych Cyfyngedig (DLL), Mr Jamie Groves. Dywedodd ei fod wedi ennill gwobr pan, mewn gwirionedd, y derbyniodd wobwr ar ran y sefydliad y mae'n Rheolwr Gyfarwyddwr arno. Roedd y Cynghorydd Mendies yn cydnabod bod defnyddio'r term "gongs" yn amhriodol. Roedd wedi dweud bod DLL wedi cael £2.3miliwn gan CSDd, roedd hyn eto'n anghywir. Ymddiheurodd y Cynghorydd Mendies yn ddiamod i Mr Groves am wneud y datganiadau hyn a hoffai hefyd ymddiheuro i bob aelod oherwydd y diwrnod hwnnw efallai fod ei ymarweddiad wedi ymddangos yn ymosodol. Nid dyna oedd ei fwriad ac nid ei fwriad oedd peri tramgwydd i unrhyw unigolyn. Pe bai'n gwneud hynny, roedd yn gobeithio y byddai'r rhai dan sylw yn derbyn ei ymddiheuriadau diffuant.

4 COFNODION

Cyflwynwyd cofnodion cyfarfod y Cyngor Llawn a gynhaliwyd ar 30 Ionawr 2024.

Materion yn Codi -

Cododd y Cynghorydd Mark Young faterion yn ymwneud â chyllid ar gyfer addysg ac ar ôl gweld y llythyr gan Benaethiaid a Llywodraethwyr mynegodd bryder am rieni ar dderbyn llythyr o'r fath. Roedd y Cynghorydd Young wedi cael ei foddi gan ymholiadau gan rieni a gofynnodd sut i ymateb i rieni. Gofynnodd hefyd a fyddai'r Aelod Arweiniol dros Addysg yn ymrwymo i gyfarfod ag ef ei hun a Chadeiryddion Llywodraethwyr eraill?

Ymatebodd yr Aelod Arweiniol dros Addysg, y Cynghorydd Gill German, fod Cynghorau ar draws y DU yn wynebu pwysau ariannol. Gyda thoriadau blwyddyn ar ôl blwyddyn i gyllidebau cynghorau dros 14 mlynedd, ei nod oedd darparu cyllideb gytbwys sy'n ofynnol yn ôl y gyfraith. Roedd popeth wedi'i wneud i leihau'r effaith ar ysgolion. Cadarnhaodd yr Aelod Arweiniol y byddai'n fodlon siarad â Chadeiryddion y Llywodraethwyr fel y byddai'r Pennaeth Addysg, Geraint Davies.

Tudalen 7 – Mynegodd y Cynghorydd Huw Hilditch-Roberts bryderon hefyd ynghylch y llythyr a anfonwyd at rieni, ynghyd â thoriadau o 3%, ysgolion Marchnad y Frenhines ac ysgolion Band B. Roedd hi'n hollbwysig bod trigolion bregus y sir yn cael eu hamddiffyn.

Cadarnhaodd yr Arweinydd a'r Dirprwy Arweinydd y byddent yn gwneud eu gorau i amddiffyn y trigolion bregus hynny. Roeddent yn grac gyda'r toriadau ond roedd hwn yn fater a oedd yn effeithio ar bob Awdurdod Lleol ar draws y DU ac nid Sir Ddinbych yn unig. Roedd ysgolion yn rheoli eu cyllidebau eu hunain ac roedd CSDd wedi diogelu gwasanaethau i'r rhai mwyaf agored i niwed yn y gymuned.

Roedd ariannu yn broses gymhleth ac roedd y rhain yn amseroedd digynsail. Roedd y broses anodd o amddiffyn trigolion a gwasanaethau bregus wedi bod yn flaenoriaeth.

Gofynnodd y Cynghorydd Andrea Tomlin – tudalen 9 – am ddiweddariad ar 140 o geisiadau ar gyfer cynllun ymadael yn gynnar

Eglurodd y Swyddog Monitro, Gary Williams mai'r dyddiad cau oedd Ionawr 2024 ac ymgynghorwyd â phob gwasanaeth i weld a fyddai'r cynllun ymadael cynnar yn addas ar gyfer y gwasanaeth yn ariannol. Ni fyddai nifer o ymgeiswyr yn cael eu cymeradwyo ar gyfer gadael yn gynnar. Roedd rhai oedd wedi eu cymeradwyo wedi derbyn ac eraill yn dal i fod yn y broses o ystyried y pecyn. Unwaith y byddai'r wybodaeth derfynol wedi'i chadarnhau, byddai'n cael ei dosbarthu i'r aelodau.

Cadarnhaodd y Prif Weithredwr, Graham Boase, hefyd y byddai gwybodaeth ar gael i aelodau yng Ngweithdai'r Cyngor.

PENDERFYNWYD, yn amodol ar yr uchod, cadarnhau cofnodion y Cyngor Llawn a gynhaliwyd ar 30 Ionawr 2024 fel cofnod cywir.

5 TRETH Y CYNGOR 24/25 A MATERION CYSYLLTIEDIG

Cyflwynodd yr Aelod Arweiniol dros Gyllid, Perfformiad ac Asedau Strategol, Gwyneth Ellis adroddiad Treth y Cyngor 24/25 a Materion Cysylltiedig (a gylchlythyrwyd yn flaenorol).

Gosododd y Cyngor yn ei gyfarfod ar 30 Ionawr 2024 y gyllideb ar gyfer 2024/25 gan gynnwys lefel Treth y Cyngor. 'Roedd yn ofynnol i'r Cyngor wneud penderfyniadau pellach ar ffurf arbennig i sicrhau bod y Dreth Gyngor a'i materion cysylltiedig yn gyfreithiol ddilys.

Cytunwyd bod angen i'r cyngor gynyddu treth y cyngor 9.34% a byddai hefyd yn cynnwys cynnydd o 4.9% ar gyfer Comisiynydd yr Heddlu a Throseddau a chynnydd o 3.9% ym mhraesept y Cyngorau Tref/Cymuned.

Yn ystod y trafodaethau, codwyd y pwyntiau a ganlyn –

- Mynegodd y Cyngorydd Huw Hilditch-Roberts bryder oherwydd bod 17 aelod wedi pleidleisio yn erbyn y gyllideb a'r ffaith nad oedd arbedion o £3miliwn wedi'u cyflawni. Gofynnodd am warant y byddai'r diffyg o £3miliwn yn cael ei ganfod. Cadarnhaodd yr Aelod Arweiniol, y Cyngorydd Gwyneth Ellis ei bod yn gyfforddus gyda'r broses. Ar y pwynt hwn, eglurodd y Swyddog Monitro fod y Cyngor yn y cyfarfod blaenorol wedi gosod y gyllideb a phwrpas yr adroddiad hwn oedd gosod y dreth gyngor a materion cysylltiedig.

Cynigiwyd ac eiliwyd adroddiad Treth y Cyngor 24/25 a Materion Cysylltiedig. Cynhaliwyd pleidlais drwy godi dwylo fel a ganlyn -

O blaid – 28
Yn erbyn – 14
Ymatal - 0

PENDERFYNWYD –

(i) Y Cyngor Sir fel yr Awdurdod Bilio, wedi ystyried y praeseptau a dderbyniwyd gan Gomisiynydd Heddlu a Throsedd Gogledd Cymru a'r Cyngorau Tref/Cymuned a datgan lefelau Treth y Cyngor ar gyfer blwyddyn ariannol 2024/25.

(ii) Mae'r symiau a gyfrifwyd gan y Cyngor ar gyfer blwyddyn ariannol 2024/25, yn unol ag Adrannau 32 i 34(1) o Ddeddf Cyllid Llywodraeth Leol 1992 (y Ddeddf) a Rheoliadau Newid Cyfrifiadau Angenrheidiol (Cymru) 2008 fel Atodiad A adran 3.

(iii) Mae'r symiau a gyfrifwyd gan y Cyngor ar gyfer blwyddyn ariannol 2024/25, 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 2024/25 ar gyfer pob un o'r categorïau o anheddau fel y dangosir yn Atodiad C.

(v) Bod lefel y disgownt ar gyfer Dosbarth A, B ac C fel y'i pennir o dan Reoliadau'r Dreth Gyngor (Dosbarth Penodedig o Anheddau) (Cymru) 2004 i'w gosod ar sero ar gyfer blwyddyn ariannol 2024/25 gyda'r cafeat y mae hyn yn dibynnu arno. dim newidiadau i ddeddfwriaeth nac amodau lleol.

6 CYNLLUN CYFALAF 2023/24 - 2026/27 AC ARGYMHELLION Y GRŴP CRAFFU CYFALAF

Cyflwynodd yr Aelod Arweiniol dros Gyllid, Perfformiad ac Asedau Strategol, y Cynghorydd Gwyneth Ellis, y Cynllun Cyfalaf 2023/24 – 2026/27 ac argymhellion adroddiad y Grŵp Craffu Cyfalaf (a gylchlythyrwyd yn flaenorol).

Roedd yr adroddiad yn diweddarau'r Aelodau gyda Chynllun Cyfalaf wedi'i ddiweddarau a'r Adroddiad Strategol Cyfalaf ar gyfer 2024/25. Mae'r Cynllun Cyfalaf yn cofnodi holl wariant a chyllid cyfalaf Cronfa'r Cyngor (CF) gwirioneddol a rhagamcanol. Darparodd y Strategaeth Gyfalaf drosolwg lefel uchel, cryno a chynhwysfawr i Aelodau o sut mae gwariant cyfalaf Cymunedau yn Gyntaf a'r Cyfrif Refeniw Tai (CRT), cyllid cyfalaf a gweithgarwch rheoli'r trysorlys yn cyfrannu at ddarparu gwasanaethau'r Cyngor.

Adroddwyd ar y Cynllun Cyfalaf llawn ddiwethaf i'r Cyngor ym mis Chwefror 2023, a chyflwynwyd diweddariadau misol i'r Cabinet.

Roedd y Grŵp Craffu Cyfalaf wedi adolygu bidiau cyfalaf ac wedi gwneud argymhellion i'w cynnwys yn y Cynllun Cyfalaf o 2024/25 ymlaen. Manylwyd ar y rhain yn Atodiad 3 ac fe'u crynhoir yn Atodiad 4.

Yn ystod y trafodaethau, codwyd y pwyntiau a ganlyn –

- Ailddatblygu Marchnad y Frenhines y Rhyl – cadarnhawyd bod adeilad Marchnad y Frenhines wedi'i drosglwyddo i'r Cyngor yr wythnos ddiwethaf. Byddai rhagor o wybodaeth yn cael ei dosbarthu i'r Aelodau yn y dyfodol agos.
- Cymunedau Cynaliadwy ar gyfer Dysgu – Band B – cadarnhawyd bod prosiectau amrywiol yn cael eu gweithio drwyddynt.
- Gofynnodd y Cynghorydd Huw Hilditch-Roberts ar ran y Grŵp Annibynnol am warant na fyddai'r flwyddyn nesaf yn orwariant a byddai'r arbedion o £3miliwn yn cael eu gwneud. Ymatebodd y Prif Weithredwr, Graham Boase ei bod yn anodd gwybod beth fyddai'n digwydd yn y dyfodol ac na ellid gwarantu na fyddai gorwariant y flwyddyn nesaf. Roedd Penaethiaid Gwasanaeth yn gweithio tuag at yr arbediad targed o £3.4miliwn
- Bod cyflwr y priffyrdd o fewn y sir yn broblem. Roedd llai o arian ar gyfer priffyrdd ond roeddent yn mynd yn ôl i lefel a oedd wedi'i chynnal yn flaenorol. Roedd

trafodaethau pellach i'w cynnal gyda'r aelodau i roi'r wybodaeth ddiweddaraf iddynt am gynnydd ffyrdd ac a oedd ganddynt broblemau gydag unrhyw ffyrdd penodol yn eu wardiau.

- Prosiect newid gwastraff. Roedd 27 o swyddi ychwanegol wedi'u creu. Byddai'r prosiect newydd yn costio llai i'w redeg. Costiodd y model gwastraff presennol £7.6miliwn eleni, byddai'r prosiect newydd yn costio £7.1miliwn gan olygu arbediad o £500k y flwyddyn ariannol.
- Cost y terfyn cyflymder 20 mya i'r Awdurdod Lleol. Llywodraeth Cymru oedd yn talu am gost yr 20 mya.
- Prosiectau eraill yn costio £6.8miliwn, a chadarnhawyd y byddai rhestr o'r prosiectau yn cael ei darparu i'r Aelodau.
- Gofynnodd y Cynghorydd Rhys Thomas am ymateb ysgrifenedig i'r holl aelodau gan ei fod yn datgan mai cyfanswm y gyllideb ar gyfer cymunedau cynaliadwy ar gyfer dysgu Band B oedd £51.9 miliwn a bod ynddo ddadansoddiad o'r hyn yr oedd Llywodraeth Cymru a Chyngor Sir Ddinbych yn ei ariannu. Pryd gwnaethpwyd yr addewid o £51.9 miliwn neu £36.1miliwn? Hoffwn wybod beth fyddai'r symiau yn awr, gan gymryd chwyddiant i ystyriaeth? Roedd y Cynghorydd Thomas yn bryderus ynghylch yr hyn y byddai'n rhaid i Sir Ddinbych ei wario er mwyn cael arian cyfatebol. Hysbysodd y Pennaeth Cyllid yr Aelodau y byddai'n cael ymateb llawn ar yr amseriad pan oedd y ffigurau hynny a beth oedd y sefyllfa ddiweddaraf.

Cynigiwyd ac eiliwyd adroddiad Cynllun Cyfalaf 2023/24 – 2026/27 ac Argymhelliad y Grŵp Craffu Cyfalaf. Cynhaliwyd pleidlais drwy godi dwylo fel a ganlyn -

O blaid – 27
Yn erbyn – 12
Ymatal - 0

PENDERFYNWYD –

- (i) Nododd yr Aelodau'r sefyllfa ddiweddaraf ar y Cynllun Cyfalaf cyfredol 2023/24 – 2026/27 sydd wedi'i gynnwys yn Atodiad 1 a'r diweddariad ar brosiectau mawr yn Atodiad 2.*
- (ii) Cefnogodd yr Aelodau argymhelliad y Grŵp Craffu Cyfalaf o fidiau cyfalaf i'w cynnwys yng Nghynllun Cyfalaf 2024/25. Manylir ar yr argymhellion hyn yn Atodiad 3 ac fe'u crynhoir yn Atodiad 4*
- (iii) Cymeradwyodd yr Aelodau Gynllun Cyfalaf 2024/25 a gynhwyswyd yn Atodiad 1*
- (iv) Cymeradwyodd yr Aelodau'r Adroddiad Strategaeth Gyfalaf ar gyfer 2024/25 fel y manylir arno yn Atodiad 5*

7 DATGANIAD STRATEGAETH RHEOLI'R TRYSORLYS 2024/25 A DANGOSYDDION DARBODUS 2024/25 I 2026/27 (ATODIAD 1)

Cyflwynodd y Cynghorydd Gwyneth Ellis, Aelod Arweiniol Cyllid, Perfformiad ac Asedau Strategol, Ddatganiad Strategaeth Rheoli'r Trysorlys (DSRhT) 2024/25 a Dangosyddion Darbodus 2024/25 i 2026/27 (Atodiad 1) (a gylchlythyrwyd yn flaenorol).

Roedd yr adroddiad yn dangos sut y byddai'r Cyngor yn rheoli ei fuddsoddiadau a'i fenthyciadau ar gyfer y flwyddyn i ddod ac mae'n gosod y polisiau y mae'r swyddogaeth rheoli'r trysorlys yn gweithredu o'u mewn.

Roedd Cod Ymarfer y Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth ar Reoli'r Trysorlys ("Cod TM CIPFA") yn ei gwneud yn ofynnol i'r Cyngor gymeradwyo'r TMSS a'r Dangosyddion Darbodus yn flynyddol. Roedd angen penderfyniad felly i gymeradwyo'r argymhellion yn yr adroddiad.

Cynigiwyd ac eiliwyd adroddiad Datganiad Strategaeth Rheoli'r Trysorlys 2024/25 a Dangosyddion Darbodus 2024/25 i 2026/27 (Atodiad 1).

Drwy godi dwylo roedd pob Aelod yn unfrydol o blaid yr adroddiad.

PENDERFYNWYD –

(i) Y Cyngor yn cymeradwyo'r DSRhT ar gyfer 2024/25 (Atodiad 1)

(ii) Y Cyngor yn cymeradwyo gosod Dangosyddion Darbodus ar gyfer 2024/25, 2025/26 a 2026/27 (Atodiad 1 Atodiad A)

(iii) Cymeradwyodd y Cyngor y Datganiad Darpariaeth Isafswm Refeniw (Atodiad 1 Adran 6)

(iv) Mae'r Cyngor yn cadarnhau ei fod wedi darllen, deall ac ystyried yr Asesiad o'r Effaith ar Les (Atodiad 2) fel rhan o'i ystyriaeth.

8 ADOLYGU AMCANION Y CYNLLUN CORFFORAETHOL

Cyflwynodd yr Aelod Arweiniol dros Strategaeth Gorfforaethol, Polisi a Chydraddoldeb, y Cynghorydd Julie Matthews, adroddiad yr Adolygiad o Amcanion y Cynllun Corfforaethol (a gylchlythyru yn flaenorol) gyda chynnig i leihau maint y Cynllun Corfforaethol (Themâu ac Addewidion) a sut y gellid cyflawni hynny.

Yn dilyn adolygiad o'r amcanion Llesiant, Cydraddoldeb a gwella presennol, roedd angen penderfyniad ar y Cynllun Corfforaethol diwygiedig a gynigiwyd yn yr adroddiad, a oedd yn gosod gweledigaeth strategol barhaus y Cyngor am weddill y tymor presennol (2024 i 2027).

Cydnabuwyd nad oedd yr hyn y gofynnwyd i'r Cyngor ei ystyried yn beth yr oedd unrhyw un ei eisiau ar gyfer y Cynllun Corfforaethol, fodd bynnag nid oedd y sefyllfa hon yn anarferol nac yn unigryw yng Nghymru. Yng ngoleuni'r her ariannol sylweddol y mae'r cyngor yn ei hwynebu, roedd yn briodol achub ar y cyfle i adolygu'r hyn a oedd yn bwysig wrth symud ymlaen a gwneud cywiriadau cwrs priodol i gefnogi cynaliadwyedd hirdymor.

Creodd maint presennol y Cynllun Corfforaethol faich gweinyddol a draen ar gapasiti rheoli ar draws y sefydliad ar adeg pan oedd angen pen amser ac amser i fynd i'r afael â'r her gyllidebol dybryd.

Roedd yr adroddiad yn argymhell lleihau'r Cynllun Corfforaethol trwy wasgaru 3 Thema a dad-ddwysáu neu ddiwygio 22 Addewid. Fodd bynnag, pwysleisiwyd nad oedd dileu addewidion yn golygu y byddai pethau'n dod i ben. Byddent yn parhau ar lefel Cynllun Gwasanaeth cyhyd ag y byddai adnoddau'n caniatáu. Roedd y

newidiadau a gynigiwyd yn yr adroddiad yn ymwneud yn llwyr â'r ffordd yr adroddwyd ar bethau.

Cynigiwyd ac eiliwyd adroddiad yr Adolygiad o Amcanion y Cynllun Corfforaethol.

Trwy godi dwylo, roedd pob aelod yn unfrydol o blaid yr adroddiad.

PENDERFYNWYD –

(i) *Cadarnhaodd y Cyngor ei fod wedi darllen, deall ac ystyried yr Asesiad o'r Effaith ar Les (Atodiad 4) fel rhan o'i ystyriaeth.*

(ii) *Cymeradwyodd yr Aelodau'r Cynllun Corfforaethol diwygiedig (atodiad 1b) i alluogi'r ddogfen i gael ei chyhoeddi.*

9 ADOLYGU CYFANSODDIAD PANEL RECRIWTIO'R PWYLLGOR SAFONAU

Cyflwynodd y Swyddog Monitro, Gary Williams, yr Adolygiad o Gyfansoddiad adroddiad Panel Recriwtio'r Pwyllgor Safonau (a gylchlythyrwyd yn flaenorol).

Roedd y Pwyllgor Safonau wedi argymhell bod adroddiad yn cael ei gyflwyno i'r Cyngor Llawn i ystyried a ddylid lleihau nifer yr Aelodau etholedig ar y Panel Recriwtio i 2 (o 3) a disodli'r 1 Aelod etholedig â Chadeirydd y Pwyllgor Safonau.

Nid oedd unrhyw argymhellion ar gyfer yr adroddiad ond cytunwyd yn unfrydol i'r newid a nodwyd yn yr adroddiad.

10 RHYBUDD O GYNNIG

Cyflwynodd y Cynghorydd Jon Harland y Rhybudd o Gynnig a ganlyn –

"Bod y cyngor hwn, yng ngoleuni'r digwyddiadau trallodus sydd wedi digwydd yn Israel a Phalestina, yn ymrwymo i:

(i) Archwilio sut y gall y Cyngor gynnig cymorth priodol i drigolion lleol o bob ffydd a dim ffydd, sydd angen ein cymorth o ganlyniad i'r digwyddiadau treisgar hyn

(ii) Sefwch yn barod i ddarparu cefnogaeth ac agor ein breichiau i bobl ddiniwed sydd wedi'u dadleoli ac yr effeithir arnynt gan y digwyddiadau hyn."

Yn ystod trafodaethau, dywedwyd bod gan Gyngor Sir Ddinbych brosesau yn eu lle i gynorthwyo ffoaduriaid a'u bod wedi gwneud yn flaenorol, er enghraifft, o Syria a'r Wcráin.

Cynigiwyd y Rhybudd o Gynnig gan y Cynghorydd Jon Harland ac eiliwyd gan y Cynghorydd Martyn Hogg.

Cynhaliwyd pleidlais drwy godi dwylo ac roedd yr Aelodau'n unfrydol yn cytuno â'r Rhybudd o Gynnig.

PENDERFYNWYD bod yr Aelodau'n cytuno i'r Rhybudd o Gynnig.

11 RHYBUDD O GYNNIG

Cyflwynodd y Cyngorydd Merfyn Parry y Rhybudd o Gynnig a ganlyn –

“Rwy’n cynnig cynnig i Gyngor Sir Ddinbych atal unrhyw ymgysylltiad pellach â Pharc Cenedlaethol newydd arfaethedig Gogledd Cymru, yn enwedig yn ariannol, hyd nes y bydd gwelliant sylweddol mewn cyllid lleol a chenedlaethol.”

Eglurodd yr Aelod Arweiniol, y Cyngorydd Win Mullen-James, y byddai'r gwaith hwn yn costio 75% gan Lywodraeth Cymru a 25% gan Awdurdodau Lleol ond gallai'r 25% gael ei ariannu gan grant gan Lywodraeth Cymru a dim ond amser swyddogion ac aelodau fyddai ei angen ar gyfer casglu tystiolaeth. . Roedd y Cynnig yn gynamserol. Awgrymodd y Cyngorydd Mullen-James y dylid gohirio penderfyniad tan ar ôl y gweithdai sydd i'w cynnal. Roedd CNC yn dal i gasglu tystiolaeth ac roedd disgwyl iddynt gyhoeddi eu cynnig cadarn a oedd yn cynnwys ffin awgrymedig tan hydref 2024 ar y cynharaf un. Byddai tynnu'n ôl nawr yn gynamserol.

Awgrymodd y Cyngorydd Huw Hilditch-Roberts welliant fel a ganlyn - Cyngor Sir Ddinbych yn atal unrhyw ymgysylltiad ariannol â Pharc Cenedlaethol newydd arfaethedig Gogledd Cymru ond dylai barhau i fod yn rhan o drafodaethau ymgynghorol hyd nes y bydd gwelliant sylweddol mewn cyllid lleol a chenedlaethol.

Cynigiwyd y gwelliant gan y Cyngorydd Huw Hilditch-Roberts ac eiliwyd gan y Cyngorydd Eryl Williams.

Cynhaliwyd pleidlais i gytuno ar y gwelliant a chafodd ei gymeradwyo'n unfrydol. Felly, byddai'r gwelliant yn cael ei gyflwyno fel yr Hysbysiad o Gynnig o sylwedd.

Cynhaliwyd pleidlais drwy godi dwylo ar y gwelliant fel y Cynnig o sylwedd

Ar gyfer – 18
Yn erbyn – 21

PENDERFYNWYD trechu'r Rhybudd o Gynnig.

12 RHAGLEN GWAITH I'R DYFODOL Y CYNGOR SIR

Cyflwynodd y Swyddog Monitro, Gary Williams, Raglen Gwaith Cychwynnol y Cyngor a Rhaglen Gwaith Cychwynnol Gweithdy'r Cyngor.

PENDERFYNWYD nodi Rhaglen Gwaith Cychwynnol y Cyngor a Rhaglen Gwaith Cychwynnol Gweithdy'r Cyngor.

GORFFENNA Y CYFARFOD AM 12.25 P.M.

Adroddiad i'r	Cyngor Sir
Dyddiad y cyfarfod	14 Mai 2024
Aelod/Swyddog Arweiniol	Y Cynghorydd Gwyneth Ellis
Pennaeth Gwasanaeth	Catrin Roberts, Pennaeth Gwasanaeth Cymorth Corfforaethol - Pobl
Awdur yr Adroddiad	Sophie Vaughan, Arbenigwr Tâl a Chydnabyddiaeth
Teitl	Datganiad Polisi Tâl 2024/25

1. Am beth mae'r adroddiad yn sôn?

1.1. Mae'n ofynnol o dan Ddeddf Lleoliaeth 2011 i awdurdodau lleol baratoi datganiadau polisi tâl. Mae'n rhaid i'r datganiadau hyn fynegi polisïau'r awdurdod ei hun ar amrywiaeth o faterion sy'n ymwneud â chyflog ei weithlu, yn enwedig felly ei uwch staff (neu "brif swyddogion") a'i weithwyr ar y cyflogau isaf. Mae'n rhaid i'r Cyngor gymeradwyo Datganiadau Polisi Tâl bob blwyddyn a'i gyhoeddi ar y wefan berthnasol.

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

2.1. Mae'r adroddiad hwn yn ceisio cymeradwyaeth y Cyngor Llawn i'r Datganiad Polisi Tâl sydd ynghlwm, a ddrafftiodd yn unol â gofynion adran 38 (1) o Ddeddf Lleoliaeth 2011 ac sy'n cynnwys yr holl drefniadau tâl presennol ar gyfer grwpiau gweithlu'r Cyngor, gan gynnwys y Prif Swyddogion a'r gweithwyr ar y cyflogau isaf.

3. Beth yw'r Argymhellion?

3.1. Bod y Cyngor Llawn yn derbyn argymhelliad y Panel Tâl Uwch-arweinwyr a chymeradwyo'r Polisi Tâl ar gyfer 2024/25 (copi yn Atodiad A).

3.2. Bod y Pwyllgor yn cadarnhau ei fod wedi darllen yr Asesiad o Effaith ar Les (Atodiad B), ei ddeall a'i ystyried.

4. Manylion yr adroddiad

Datganiad Polisi Tâl

4.1.1 Dan Adran 112 o Ddeddf Llywodraeth Leol 1972 mae gan y Cyngor 'y pŵer i benodi swyddogion ar delerau ac amodau rhesymol o'r math y mae'r Cyngor yn eu barnu'n addas'. Mae'r datganiad Polisi Tâl hwn yn amlinellu ymagwedd y Cyngor at dâl yn unol â gofynion adran 38(1) o Ddeddf Lleoliaeth 2011, sy'n ei gwneud yn ofynnol i Awdurdodau Lleol Cymru a Lloegr gynhyrchu a chyhoeddi Datganiad Polisi Tâl ar gyfer pob blwyddyn ariannol, sy'n manylu ynghylch:

- a) Polisiâu'r Cyngor ar bob agwedd ar dâl Prif Swyddogion
- b) Dull y Cyngor o gyhoeddi 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.

Adolygwyd y Polisi Tâl ar gyfer 2024/25 ac fe'i diwygiwyd fel a ganlyn:

4.1.2 Dyfarniadau Cyflog Cenedlaethol

Diwygiwyd y Polisi Tâl yn ôl y sefyllfa sydd ohoni â'r dyfarniadau tâl cenedlaethol a gytunwyd ar gyfer 2023/24, ond nid os cytundeb wedi'i wneud ar gyfer 2024/25. Unwaith y cadarnheir y cytundeb, caiff y Strwythurau Tâl ar gyfer 2024/25 eu diwygio yn unol â hynny a byddwn yn deall y sefyllfa â'r Cyflog Byw Gwirioneddol, ond disgwylir y bydd ein cynyddran isaf yn fwy na'r Cyflog Byw Gwirioneddol.

4.1.4 Dyfarniad Tâl y Prif Weithredwr a'r Prif Swyddogion

Diwygiwyd y Polisi Tâl yn ôl y sefyllfa bresennol â dyfarniadau cyflogau cenedlaethol Prif Weithredwyr a Phrif Swyddogion, sydd eto i'w cytuno ar gyfer 2024/25.

4.1.5 Perthnasedd Tâl o fewn y Cyngor

Diwygiwyd paragraff 7.4 o'r Polisi Tâl gyda'r gymhariaeth ddiweddaraf rhwng y rhai sydd ar y cyflogau isaf a chyflog y Prif Weithredwr. Gofynnodd y Llywodraeth bod adroddiad Hutton ar Dâl Teg yn y sector cyhoeddus yn ymchwilio i'r achos o blaid pennu terfyn penodol ar wasgariad cyflog, drwy fynnu na fedr unrhyw reolwr yn y sector cyhoeddus ennill cyflog sy'n fwy nag ugain gwaith yn fwy na chyflog yr unigolyn ar y cyflog isaf yn y sefydliad.

5. Sut mae'r penderfyniad yn cyfrannu at Gynllun Corfforaethol 2022 i 2027: y Sir Ddinbych a Garem?

5.1. Bydd polisi tâl teg a thryloyw yn cyfrannu at weithlu brwdfrydig fydd, yn ei dro, yn cyfrannu tuag at y Cynllun Corfforaethol, yn enwedig cyngor sy'n cael ei redeg yn dda ac yn perfformio'n dda. Mae gan y polisi gyfraniad niwtral at darged y Cyngor i ddod yn sefydliad Ecolegol Gadarnhaol a Di-garbon Net erbyn 2030.

6. Faint fydd hyn yn ei gostio a sut y bydd yn effeithio ar wasanaethau eraill?

6.1. Nid oes unrhyw oblygiadau ariannol yn deillio'n uniongyrchol o'r adroddiad hwn.

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

7.1. Nodau'r Datganiad Polisi Tâl yw darparu pecyn tâl cystadleuol sy'n ein galluogi i ddenu'r bobl ddawnus briodol sydd eu hangen i gynnal a gwella ein perfformiad ac ymateb i heriau'r dyfodol, eu cymell a'u cadw. Mae'n nodi dull cyson o ymdrin â chyflogau, telerau ac amodau ar draws y Cyngor y mae staff a rheolwyr yn eu deall ac yn eu cymhwyso i weithlu amrywiol sy'n adlewyrchu'r gymuned y mae'n ei gwasanaethu mewn ffordd dryloyw a theg, gan gydymffurfio â'r ddeddfwriaeth.

7.2. Gall arddangos yr arferion hyn o fewn y Cyngor, a bod yn dryloyw, sicrhau ein bod yn recriwtio ac yn cadw gweithwyr sy'n cael eu trin yn deg. Gall hyn hefyd helpu i annog trigolion y sir i chwilio am waith yn y Cyngor a all hefyd hybu'r economi leol.

8. Pa ymgynghoriadau sydd wedi'u cynnal gyda Chraffu ac eraill?

- 8.1. Ymgynghorwyd â'r Pennaeth Adnoddau Dynol a'r Swyddog Adran 151 i sicrhau y bodlonwyd holl ofynion adran 38 (1) o'r Ddeddf Lleoliaeth.

9. Datganiad y Prif Swyddog Cyllid

- 9.1 Fel y nodwyd yn adran 6, nid oes unrhyw oblygiadau ariannol yn deillio'n uniongyrchol o'r adroddiad hwn. Bydd yno ganlyniadau ariannol i'r dyfarniadau tâl terfynol y cytunwyd arnynt ar gyfer 23/24 ac adroddir ynglŷn â'r rheiny pan geir cadarnhad o'r sefyllfa'n ddiweddarach yn y flwyddyn ariannol.

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

- 10.1. Byddai'r Cyngor yn torri ei rwymedigaethau cyfreithiol dan y Ddeddf Lleoliaeth pe na fyddai'n mabwysiadu'r Polisi Tâl.

11. Pŵer i wneud y penderfyniad

- 11.1. Adran 38(1) o Ddeddf Lleoliaeth 2011 ac adran 112 o Ddeddf Llywodraeth Leol 1972.

Pay policy 2024 - 2025



Pay Policy 2024-25

Approved by	
Date approved	
Date implemented	01/04/2024
Owner	SV
Review date	31/03/25

Pay policy 2024 - 2025

Version control

This document is subject to regular review due to legislative and policy changes. The latest versions of all our publications can be found on our website. Before contacting us about the content of this document, we recommend that you refer to the most recent version on the website and any relevant guidance.

Version	Date approved	Approved by	Notes / changes
1.0		Full Council	Position updated regarding national negotiations of pay structures for national pay awards for 2024-25 Paragraph 7.4 has been updated with the most recent comparison of the lowest paid against the Chief Executive's salary.

Pay policy 2024 - 2025

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Pay Policy 2024 - 2025

1. Introduction and Purpose

Introduction from the Leader of the Council

At Denbighshire County Council we recognise the public interest in public sector pay and the importance of transparency and accountability in this area. We do this with openness and transparency, and to demonstrate value for money.

This document sets out our approaches and practices of pay and has been prepared in accordance with the principles provided by Welsh Government, it is part of our continuing commitment to be a fair, equitable and transparent employer.

We are committed to providing equal pay for work of equal value and aim to provide an equitable pay structure for all our employees and workers on various terms and conditions and to show the relationship between that the remuneration of our employees and senior leadership, and the role they play in delivering the strategic aims of the Council.

Cllr Jason McLellan

Leader of the Council

1.1 This is the 11th annual pay policy statement for the period 1st April, 2024– 31st March, 2025. This pay policy statement provides the framework for decision making on pay, and in particular, decision-making on Senior 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

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- 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.

1.3 The council, like every other council in the UK, faces significant financial challenges over the medium term. In setting the 2024/25 budget the costs of providing services is set to increase by £24.5m (c10%) from inflationary pressures such as pay and increases in demand and costs of providing Social Care. The majority of the councils funding (c75%) comes from the Welsh Government in the Local Government Settlement. The increase in Welsh Government funding equated to £7m (3.8%), which considering the council's pressures resulted in a significant funding gap of £17.5m. The gap had to be addressed by making savings, raising income and cutting services by £10.5m and raising Council Tax by 9.34%. The challenge is set to continue in the medium term and is very uncertain. The current UK Government spending plans end in 2024/25 and therefore Welsh Government cannot provide an indicative future settlement. Inflation and increases in demand for and complexity of needs for services continue to put pressure on the costs of delivering services. The scale of the financial challenge facing the council should not be underestimated. The council has a Medium Term Financial Strategy and robust Budget Process which aims to identify, assess and agree budget proposals in a planned and timely way. Funding pressures are difficult to forecast but are ranging from £15m to £27m in 2025/26. Similar ranges are forecast for 2026/27 and 2027/28. The council is planning to take action to reduce the projected net expenditure by c£21m in 2025/26 to set a balanced budget.

1.4 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.

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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 2018 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 Welsh Government and therefore not in Local Council control).

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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 NJC 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

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

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

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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 The national pay award for the period 1st April, 2023 to 31st March 2024 was agreed as £1925 to be added to each Spinal Column Point on the Pay Structure up to 43, with 3.88% awarded to any Spinal Columns Points above. Negotiations have started on the 2024/25 national pay award and this policy will be updated in due course.

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The Pay Award for the period 2023/24 ensured that all pay rates met the Real Living Wage of November, 2022 of £10.90 per hour, which came into effect by April, 2023. The Council agreed that any pay rates falling below the non-statutory Real Living Wage Foundation would be reviewed each year, upon receipt of the National Pay Agreement.

When the Pay Award for 2024/25 is announced the Council will review their position if any salaries fall below the November 2023 Real Living Wage amount of £12.00 per hour.

For Youth & Community Workers a pay award of £1925 on all Spinal Column Points has been agreed for the period 1st September, 2023 to 31st August, 2024. The Pay Award for Soulbury Staff for the period 1st September, 2024 until 31st August, 2025 is still to be agreed.

For Chief Executives, the pay award for the period 1st April, 2023 – 31st March, 2024 of 3.50% on all salaries and is yet to be agreed for 1st April, 2024 – 31st March, 2025. Chief Officers received a pay award of 3.5% on salaries with effect from 1st April, 2023 – 31st March, 2024, with 2024/25 yet to be agreed.

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.

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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 a Performance Management Process in place to monitor, evaluate and manage performance on an ongoing basis.

Where unsatisfactory performance is identified, through performance management, increments can be withheld.

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

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4.8 Non-Guaranteed Hours Arrangements

4.8 The Welsh Government have issued principles and guidance on the appropriate use of non-guaranteed hours arrangements in the devolved public services in Wales. These principles and guidance were developed by the Public Services Staff Commission in social partnership with the Welsh Government's Partnership Council and its sector groups. The Council is committed to the principles determined by Welsh Government which apply to those employees who are employed on a relief or 'casual' basis. These employees are used in services within the Council where there is either a need to bring in an additional workforce to cover peaks in workload, or where the workload is on a one-off basis.

5. Chief Officer Remuneration

5.1 Definitions of Chief Officer & Pay Levels

5.1.2 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

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5.1.3 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 and works closely with the elected members to deliver the Corporate Plan. The council has a turnover of £443 million (£377 million revenue and £66 million capital) and is responsible for a wide range of services employing some 4645 staff. 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 for 2023/2024 from £140,929 - £145,192 per annum, this rate is still applicable as there is no agreement on the National Pay Award for 2024/25.**

The Chief Executive for Denbighshire County Council has been in post since 1st August, 2021.

The Chief Executive may receive additional payments for any of the elections where they are Returning Officer. Details of the Chief Executive's pay and any additional payments can be found in the remuneration report in the Annual Statement of Accounts.

The notice period for this post is 3 months.

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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 1st 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 Kornferry 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 biennial 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.

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.

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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.

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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 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions.

5.6.3 The cost of membership of one professional body is met by the Council.

5.6.4 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.

5.7 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

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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.

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, 2023, this was £22,366. 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

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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 1:6.5 and; between the lowest paid employee and average Chief Officer as 1:4.4 The multiple between the average full time equivalent earnings for contract staff (excluding teachers) and the Chief Executive is 1:5.1 and; between the average full time equivalent earnings and average Chief Officer is 1:3.5

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

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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.

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 Pay Structure for April 2023

Job Eval Score	Grade	SCP	Salary 2023	Hourly Rate
Up to 217	Grade 1 (Amended)	2	£22,366	£11.59
218 - 249	Grade 2 (Amended)	3	£22,737	£11.79
250 - 289	Grade 3 (Amended)	4	£23,114	£11.98
		5	£23,500	£12.18
290 - 321	Grade 4	6	£23,893	£12.38
		7	£24,294	£12.59
		8	£24,702	£12.80
322 - 360	Grade 5	10	£25,545	£13.24
		11	£25,979	£13.47
		12	£26,421	£13.69
		13	£26,873	£13.93
		14	£27,334	£14.17
		15	£27,803	£14.41
361 - 395	Grade 6	17	£28,770	£14.91
		18	£29,269	£15.17
		19	£29,777	£15.43
		20	£30,296	£15.70
		21	£30,825	£15.98
396 - 441	Grade 7	22	£31,364	£16.26
442 - 473	Grade 8	23	£32,076	£16.63
		24	£33,024	£17.12
474 - 514	Grade 9	25	£33,945	£17.59
		26	£34,834	£18.06
		27	£35,745	£18.53
515 - 550	Grade 10	28	£36,648	£19.00
		29	£37,336	£19.35
		30	£38,223	£19.81
		31	£39,186	£20.31
551 - 573	Grade 11	32	£40,221	£20.85
		33	£41,418	£21.47
		34	£42,403	£21.98
574 - 614	Grade 12	35	£43,421	£22.51
		36	£44,428	£23.03
		37	£45,441	£23.55
		38	£46,464	£24.08
615 - 694	Grade 13	39	£47,420	£24.58
		40	£48,474	£25.13
		41	£49,498	£25.66
695 & over	Grade 14	42	£50,512	£26.18
		43	£51,515	£26.70
		44	£52,927	£27.43
		45	£54,423	£28.21
		46	£55,915	£28.98
		47	£57,213	£29.66
		48	£58,586	£30.37
		49	£59,976	£31.09
		50	£61,344	£31.80
		51	£62,725	£32.51

Chief Officer Pay Scale 2023

SLT4 (Chief Executive)	£145,192
	£143,044
	£140,929
SLT3 (Directors)	
	£118,254
	£116,510
SLT2 (Head of Service)	£114,792
	£97,327
SLT1 (Head of Service)	£95,896
	£94,486
SLT1 (Head of Service)	£80,166
	£78,993
	£77,839

Soulbury Staff Pay Tables 1st September, 2023

Trainee Educational Psychologists	
Spine Point	Salary from 01.09.2023
2	£29,872
3	£31,770
4	£33,673
5	£35,572
6	£37,473

Assistant Educational Psychologists	
Spine Point	Salary from 01.09.2023
2	£35,228
3	£36,531
4	£37,828
5	£39,341

Educational Psychologists - SCALE A	
Spine Point	Salary from 01.09.2023
1	£42,422
2	£44,474
3	£46,525
4	£48,575
5	£50,627
6	£52,678
7	£54,609
8	£56,540
9	£58,348
10	£60,160
11	£61,848
12	£62,540*
13	£63,836*
14	£65,210*

*Extension to scale to accommodate structured professional assessments

Senior & Principal Educational Psychologists - SCALE B	
Spine Point	Salary from 01.09.2023
1	£52,678
2	£54,609
3	£56,540
4	£58,348
5	£60,160
6	£61,848*
7	£62,540
8	£63,836
9	£65,120
10	£66,425
11	£67,706
12	£69,010
13	£70,337
14	£71,621
15	£72,966
16	£74,297
17	£75,637**
18	£76,976**
19	£80,055**
20	£83,257**
21	£86,587**

* Normal Minimum point for the principal 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 01.09.2023	Spine Point	Salary from 01.09.2023	Spine Point	Salary from 01.09.2023
1	£40,540	18	£63,748	35	£84,465
2	£41,920	19	£65,097	36	£85,784
3	£43,224	20	£65,794***	37	£87,083
4	£44,545	21	£67,133	38	£88,396
5	£45,857	22	£68,301	39	£89,691
6	£47,170	23	£69,586	40	£90,985
7	£48,550	24	£70,739	41	£92,285
8	£49,878*	25	£71,971	42	£93,585
9	£51,425	26	£73,173	43	£94,883
10	£52,805	27	£74,403	44	£96,189
11	£54,166	28	£75,650	45	£97,490
12	£55,484	29	£76,899	46	£98,794
13	£56,976**	30	£78,146	47	£100,102
14	£58,308	31	£79,382	48	£101,399****
15	£59,777	32	£80,637	49	£102,700****
16	£61,106	33	£81,894	50	£104,004****
17	£62,440	34	£83,180		

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.
 ***normal minimum point for leading IEP undertaking full range of duties at this level
 ****extension to range to accommodate structured professional assessments.

Young People's & Community Service Managers			
Spine Point	Salary from 01.09.2023	Spine Point	Salary from 01.09.2023
1	£41,972	13	£57,550
2	£43,281	14	£58,858
3	£44,587	15	£60,167
4	£45,922*	16	£61,481
5	£47,278	17	£62,800
6	£48,601	18	£64,113
7	£49,953**	19	£65,417
8	£51,490	20	£66,749***
9	£52,338	21	£68,106***
10	£53,648	22	£69,496***
11	£54,950	23	£70,912***
12	£56,255	24	£72,358***

The minimum Youth and Community Service Officers' 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 1st September 2023

Job Role		Scale Point
Youth Support Worker in Training SCP 5		5
	Youth Support Worker SCP 6-8	6
		7
Senior Support Youth Worker in Training SCP 8 – 10		8
		9
Youth Worker in Training 11-14	Senior Support Youth Worker SCP 10-12	10
		11
	Youth Worker SCP 13 – 16	
		13
		14
		15
Youth Work Coordinator in Training SCP 15 - 18	Youth Work Coordinator SCP 17 - 20	16
		17
		18
		19
Community Youth Worker in Training SCP 20 - 23	Community Youth Worker SCP 22 -25	20
		21
		22
		23
		24
Principal Youth Worker in Training SCP 25-28	Principal Youth Worker SCP 27 - 30	25
		26
		27
		28
		29
		30

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 any changes to senior pay and reward issues to Council, where appropriate.
- 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 regarding the Head of Paid Services 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 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

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, who acts as Chair.

- Include Split Decision and Quorate

The Head of Legal, HR and Democratic Services will provide a 'secretariat' function to the Panel. They 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 of the appropriate experts considered suitable for the purposes in terms of experience, cost and best value for the Panel.

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. A full review of senior managers pay will be conducted where substantial changes to pay are deemed necessary 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.

8. 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.

1. Requirements of the Council's Pay and Reward panel

1.1 To refer decisions on pay relating to 'Head of Paid Service' – Chief Executive.

1.2 If the Council's Pay and Reward Panel wish to make a recommendation to change the pay of a 'Head of Paid Service' 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.

1.3 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
- Details of agreements made at the National Joint Council level.

1.4 To have due regard to any recommendation the IRP makes in relation to what is in their Pay Policy Statement and Chief Executive pay.

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

2. Role of the Independent Remuneration Panel (IRP)

2.1 To take a view and make a recommendation on the proposal regarding the Paid Head of Service, the Authority must have regard to the recommendation, they are not obliged to follow it.

2.2 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.

LOCAL GOVERNMENT ELECTIONS – SCHEDULE OF CHARGES (NORTH WALES)

ELECTION OF COUNTY COUNCILLORS AND TOWN/COMMUNITY COUNCILLORS

TOWN/COMMUNITY –	Electorate	
EXPENSES AS APPROVED BY Denbighshire County Council		
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		
1. RETURNING OFFICER	Contested	Uncontested
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. For each Electoral Division, Community/Town Council, Community/Town Council Ward	170.00	55.00
2. DEPUTY RETURNING OFFICER		
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. For each Electoral Division, Community/Town Council, Community/Town Council Ward	115.00	45.00
3. CLERICAL ASSISTANCE		
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	
4. POLLING STATION STAFF	Single Election	Additional Fee for joint election
Presiding Officer	200.00	40.00
Poll Clerk	125.00	25.00
5. CONDUCTING THE COUNT	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
Recount costs	NIL	50% of the above fees
6. POSTAL VOTING AND POLL CARDS		
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		
7. TRAVELLING		
Public transport if available, otherwise inland revenue tax free rate		
8. GENERAL		
Printing, Stationery, Equipment, Postage, Hire of Premises as polling station and similar expenses associated with the conduct of the election		Actual and necessary expenditure
TOTAL PAYABLE		

The staffing rates for local government elections was agreed at the meeting of Denbighshire County Council on 18th 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



Pay Policy Statement: Well-being Impact Assessment Report

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

Assessment Number: 1194

Brief description: The Pay Policy Statement is required under the Localism Act 2011 to be published annually. The Policy provides an open and transparent framework for rewarding staff, that ensures clarity, fairness and consistency in the remuneration of Officers (including Chief Officers designated as Chief Executive, Executive Directors and Heads of Service)

Date Completed: 23/04/2024 10:48:35 Version: 2

Completed by: Sophie Vaughan

Responsible Service: Corporate Support Service: People

Localities affected by the proposal: Whole County,

Who will be affected by the proposal? Employees of the Council

Was this impact assessment completed as a group? Yes

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

2 out of 4 stars

Actual score : 19 / 36.

Summary for each Sustainable Development principle

Long term

The Pay Policy Statement is a statutory requirement under the Localism Act 2011. It provides an open and transparent framework for rewarding staff, that ensures clarity, fairness and consistency in the remuneration of Officers (including Chief Officers designated as Chief Executive, Executive Directors and Heads of Service).

Prevention

The Policy ensures that there are fair and equitable practices regarding pay in the Council which will contribute the wellbeing of our communities, through providing fair and equal pay to those residents who are employed by the Council, and also setting a good example to other employers in the County.

Integration

The policy will contribute to Wellbeing Goal of a more equal Wales and the Corporate Objectives, by ensuring fair and equitable pay practices in the Council.

Collaboration

The Pay Policy Statement is produced in line with National guidance and then agreed through consultation and agreement in the Council

Pay Policy Statement

Involvement

The Policy Statement is produced following National Guidance and agreed within the organisation.

Summary of impact

Well-being Goals	Overall Impact
A prosperous Denbighshire	Positive
A resilient Denbighshire	Neutral
A healthier Denbighshire	Positive
A more equal Denbighshire	Positive
A Denbighshire of cohesive communities	Positive
A Denbighshire of vibrant culture and thriving Welsh language	Positive
A globally responsible Denbighshire	Neutral

Main conclusions

The Pay Policy Statement's aims are to provide a reward package that is competitive and enables us to attract, motivate and retain the appropriately-talented people needed to maintain and improve our performance and meet future challenges. It sets out a consistent approach to pay, terms and conditions across the Council which staff and managers understand and apply to a diverse workforce that reflects the community that it serves in a transparency, equitable and fair way, complying with legislation.

Demonstrating these practices within the Council, and being transparent can ensure that we recruit and retain employees that are treated fairly. This can also help to encourage residents of the county

Pay Policy Statement

to seek employment in the Council that can also help the local economy.

The likely impact on Denbighshire, Wales and the world.

A prosperous Denbighshire

Overall Impact

Positive

Justification for impact

Fair and equitable pay practices have a positive impact on the retention of current local employees and recruitment in the local area.

Further actions required

None identified

Positive impacts identified:

A low carbon society

None

Quality communications, infrastructure and transport

None

Economic development

Providing policies that allow for fair and equitable pay practices encourage employees who reside in Denbighshire to stay in the local area, which will key the money in the county's economy and attract new business. This will also attract and retain people from other areas to potentially work and liv in Denbighshire.

Quality skills for the long term

Fair and Equitable Pay Practices provide a means of attracting and retaining staff for the long term.

Quality jobs for the long term

Pay Policy Statement

Fair and Equitable Pay Practices provide a means of attracting and retaining staff for the long term.

Childcare

None

Negative impacts identified:

A low carbon society

None

Quality communications, infrastructure and transport

None

Economic development

None

Quality skills for the long term

None

Quality jobs for the long term

None

Childcare

None

A resilient Denbighshire

Overall Impact

Neutral

Justification for impact

Neither positive or negative impact has been identified.

Further actions required

Not applicable

Positive impacts identified:

Biodiversity and the natural environment

None

Biodiversity in the built environment

None

Reducing waste, reusing and recycling

None

Reduced energy/fuel consumption

None

People's awareness of the environment and biodiversity

None

Flood risk management

None

Negative impacts identified:

Biodiversity and the natural environment

None

Biodiversity in the built environment

None

Reducing waste, reusing and recycling

None

Reduced energy/fuel consumption

None

People's awareness of the environment and biodiversity

None

Flood risk management

None

A healthier Denbighshire

Overall Impact

Positive

Justification for impact

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

The opportunity to access employee benefits such as reduced gym membership and financial wellbeing information encourages leisure and social activities.

Further actions required

None identified

Positive impacts identified:

A social and physical environment that encourage and support health and well-being

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

Access to good quality, healthy food

By providing fair pay practices it enables employees to access and chose to purchase good quality, healthy food.

People's emotional and mental well-being

By providing fair pay practices and flexible working practices, it assists with work life balance. The opportunity to access employee benefits such as reduced gym membership and financial wellbeing encourages leisure and social activities.

Access to healthcare

By working some employees may opt to pay private medical insurance.

Participation in leisure opportunities

The opportunity to access employee benefits such as reduced gym membership and financial wellbeing encourages leisure and social activities.

Negative impacts identified:

A social and physical environment that encourage and support health and well-being

None

Access to good quality, healthy food

None

People's emotional and mental well-being

Pay Policy Statement

None

Access to healthcare

None

Participation in leisure opportunities

None

A more equal Denbighshire

Overall Impact

Positive

Justification for impact

The policies set out the principles against which we apply a consistent and supportive approach to rewarding and employing staff.. Decision-making is designed to both minimise the potential to discriminate and also to promote equality of opportunity

Fair and equitable pay practices ensure that we meet the legislative requirements in creating a fairer Wales by protecting employees and those with protected characteristics.

Fair pay may contribute to reducing and tackling poverty of those employed within the Council and the positive economic impact that can have on those areas.

Further actions required

No negative impact has been identified or has been minimised.

Positive impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation

The Pay Policy Statement is written to comply with the national requirements and demonstrates that we meet our obligations in terms of equality legislation.

People who suffer discrimination or disadvantage

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

People affected by socio-economic disadvantage and unequal outcomes

Providing fair terms and condition in pay in employment and pension can assist in tackling poverty in the area over the longer term

Areas affected by socio-economic disadvantage

Providing fair terms and condition in pay in employment and pension can assist in tackling poverty in the area over the longer term

Negative impacts identified:

Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation

None

People who suffer discrimination or disadvantage

None

People affected by socio-economic disadvantage and unequal outcomes

None

Areas affected by socio-economic disadvantage

None

A Denbighshire of cohesive communities

Overall Impact

Positive

Justification for impact

Fair pay and terms and conditions can attract residents of the community to apply for jobs within the Council, which can help to positive impact on poverty.

Further actions required

No negative impact has been identified

Positive impacts identified:

Safe communities and individuals

If fair pay positively impacts poverty it will have a positive impact on communities and individuals making them safer

Community participation and resilience

Fair pay could increase the amount of disposable income that is able to be spent in the community.

The attractiveness of the area

Fair pay could increase the amount of disposable income that may attract new businesses into the area who can then potentially invest in the area

Connected communities

None

Rural resilience

None

Negative impacts identified:

Safe communities and individuals

None

Community participation and resilience

None

The attractiveness of the area

None

Connected communities

None

Rural resilience

None

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact

Positive

Justification for impact

We publish all our policies in English and Welsh which promotes the Welsh Language and encourages people to use Welsh.

Further actions required

None have been identified

Positive impacts identified:

People using Welsh

Pay Policy Statement

We publish all our policies in English and Welsh.

Promoting the Welsh language

We publish all our policies in English and Welsh.

Culture and heritage

None

Negative impacts identified:

People using Welsh

None

Promoting the Welsh language

None

Culture and heritage

None

A globally responsible Denbighshire

Overall Impact

Neutral

Justification for impact

None identified

Further actions required

None identified

Positive impacts identified:

Local, national, international supply chains

None

Human rights

None

Broader service provision in the local area or the region

None

Reducing climate change

None

Negative impacts identified:

Local, national, international supply chains

None

Human rights

None

Broader service provision in the local area or the region

None

Reducing climate change

None

Mae tudalen hwn yn fwriadol wag

Adroddiad i'r	Cyngor
Dyddiad y Cyfarfod	14 Mai 2024
Swyddog Arweiniol	Catrin Roberts, Cefnogaeth Gorfforaethol: Pobl
Awdur yr adroddiad	Steve Price, Rheolwr Gwasanaethau Democrataidd
Teitl	Adolygiad Blynyddol o Gydbwysedd Gwleidyddol a Phenodi Cadeiryddion y Pwyllgorau Craffu

1. Am beth mae'r adroddiad yn sôn?

1.1. Mae'r adroddiad hwn yn cynnwys gwybodaeth ar faterion yn ymwneud â phwyllgorau.

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

2.1. Gan fod blwyddyn y cyngor newydd yn dechrau ym mis Mai mae'n briodol i'r Cyngor ystyried newidiadau yn y cydbwysedd gwleidyddol yn unol â gofynion statudol.

3. Beth yw'r Argymhellion?

3.1. Bod y Cyngor yn ystyried y trefniadau cydbwysedd gwleidyddol ar gyfer dyrannu seddi pwyllgor.

3.2. Bod y Cyngor yn penodi 1 aelod i eistedd ar y Pwyllgor Safonau fel Cynghorydd Sir Ddinbych.

4. Manylion yr adroddiad

Adolygiad Blynyddol o Gydbwysedd Gwleidyddol

4.1. Mae Deddf Llywodraeth Leol a Thai 1989 a Rheoliadau cefnogol yn gwneud darpariaeth ar gyfer cydbwysedd gwleidyddol yn aelodaeth y Cyngor i gael ei adlewyrchu yn aelodaeth pwyllgorau'r Cyngor (er nad yw'r Cabinet wedi ei gynnwys yn y gofyniad hwn o'r Ddeddf).

- 4.2. Mae aelodau'r Cyngor wedi eu rhannu yn grwpiau gwleidyddol gwahanol, gyda grŵp yn ddau neu fwy o gynghorwyr sydd yn arwyddo hysbysiad i'r awdurdod yn datgan eu bod yn dymuno cael eu cofnodi fel bod yn aelod o grŵp penodol. Mae rhwymedigaeth ar y Cyngor i sicrhau bod nifer y seddi ar bwyllgorau penodol (y rheiny wedi'u hadnabod yn ôl statud) wedi eu dyrannu i bob grŵp gwleidyddol yn yr un gyfran â'r nifer o aelodau ym mhob grŵp o aelodaeth y Cyngor. Er enghraifft, os yw aelodaeth Grŵp A yn cynrychioli traean o aelodau'r Cyngor, byddai Grŵp A yn cael traean o'r seddi ar y pwyllgorau sydd yn gorfod cael cydbwysedd gwleidyddol. Mae modd rhoi'r gofyniad i un ochr ar yr amod na fydd aelod o'r Cyngor yn pleidleisio yn erbyn gwneud hynny.
- 4.3. Mae'n ofynnol i'r Cyngor ystyried o leiaf yn flynyddol sut y mae aelodaeth ei bwyllgorau yn berthnasol i faint y grwpiau. Dangosir ffigurau cydbwysedd gwleidyddol cyfredol ac aelodaeth y pwyllgorau yn atodiadau 1 a 2 yn y drefn honno.

Pwyllgor Safonau

- 4.4. Mae'r rheoliadau llywodraethu ynghylch cyfansoddiad Pwyllgor Safonau'r Cyngor yn gofyn am bwyllgor o rhwng pump a naw aelod sy'n cynnwys unigolion sy'n annibynnol o'r Cyngor (Aelodau Lleyg neu Annibynnol), Cynghorwyr Sir a Chynghorydd Cyngor Tref a Chymuned. Mae 7 aelod ar Bwyllgor Safonau Sir Ddinbych, mae 2 ohonynt yn gynghorwyr sir.
- 4.5. Roedd y Cynghorydd Hugh Irving wedi'i benodi fel un o'r ddau gynghorydd sir ar y Pwyllgor Safonau, ond camodd i lawr yn gynharach eleni oherwydd y gallai beri gwrthdaro â'i rôl fel arweinydd grŵp. Mae'r gwrthdaro posibl yn codi o swyddogaethau statudol newydd y Pwyllgor Safonau i fonitro cydymffurfiaeth arweinwyr grwpiau gwleidyddol o ran eu dyletswydd gyfreithiol newydd i gymryd camau rhesymol i hyrwyddo a chynnal safonau ymddygiad uchel gan aelodau eu grŵp.
- 4.6. Felly, gofynnir i'r Cyngor benodi 1 cynghorydd sir i'r sedd wag ar y Pwyllgor Safonau. Mae'r pwyllgor yn cyfarfod o leiaf 4 gwaith y flwyddyn ac ni wneir y penodiad dan reolau cydbwysedd gwleidyddol.

Penodi Cadeiryddion y Pwyllgorau Craffu

- 4.7 Mae Mesur Llywodraeth Leol (Cymru) 2011 yn darparu'r egwyddorion ar gyfer dyrannu Cadeiryddion y Pwyllgorau Craffu.
- 4.8 Er mwyn dynodi faint o swyddi cadeiryddion pwyllgorau Craffu sydd i'w dyrannu i'r grwpiau gweithredol, mae angen rhannu cyfanswm aelodaeth y grŵp neu grwpiau ar y Cabinet â chyfanswm aelodaeth y Cyngor ac yna llusoi'r rhif hwn â nifer y Pwyllgorau Craffu (sef 3). Os nad yw'n rhif cyfan, mae'r ffigur yn cael ei dalgrynnu i lawr.
- 4.9 Byddai'r swyddi Cadeiryddion Pwyllgorau Craffu sy'n weddill yn cael eu rhoi i'r grwpiau nad ydynt ar y Cabinet a byddai dyraniadau'r grwpiau'n cael eu pennu drwy ddefnyddio cyfran o bob grŵp nad ydynt ar y Cabinet i gyfanswm yr aelodau nad ydynt ar y Cabinet.
- 4.10 Nid yw'r Mesur na'r canllawiau statudol cysylltiedig yn gwneud darpariaethau ar gyfer newid neu ail-benodi cadeiryddion craffu, ac eithrio pan fo'r cyfansoddiad gwleidyddol yn newid yn y Cabinet neu lle mae swydd cadeirydd craffu yn wag am ryw reswm. Felly mae penodi cadeiryddion am flwyddyn ddinesig newydd yn fater i'r grwpiau gwleidyddol i'w ystyried ac i roi gwybod am unrhyw newidiadau.

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

- 5.1. Mae trefniadau cydbwysedd gwleidyddol yn ganolog i'r systemau democrataidd a phwyllgorau sy'n elfennau hanfodol o drefniadau llywodraethu'r Cyngor, gan gynnwys blaenoriaethau corfforaethol y Cyngor.

6. Faint fydd hyn yn ei gostio a sut y bydd yn effeithio ar wasanaethau eraill?

- 6.1. Nid oes unrhyw gostau a nodwyd yn codi o'r argymhellion yn yr adroddiad hwn i gynnal adolygiad blynyddol o ddyraniad seddi pwyllgor yn unol â gofynion cydbwysedd gwleidyddol.

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

- 7.1. Nid oes angen Asesiad o'r Effaith ar Les ar gyfer yr adroddiad hwn.

8. Pa ymgynghoriadau sydd wedi'u cynnal gyda Chraffu ac eraill?

8.1. Ymgynghorir â'r Cyngor a'r grwpiau gwleidyddol yn y Cyngor ar y materion a godwyd yn yr adroddiad hwn.

9. Datganiad y Prif Swyddog Cyllid

9.1. Nid oes unrhyw gostau ychwanegol yn deillio o'r argymhellion yn yr adroddiad hwn.

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

10.1. Byddai methu ag adolygu aelodaeth pwyllgorau, llenwi swyddi gwag ac ati, yn niweidiol i drefniadau llywodraethu'r Cyngor ac yn mynd yn groes i ofynion statudol.

11. Pŵer i wneud y penderfyniad

11.1. Deddf Llywodraeth Leol a Thai 1989; Mesur Llywodraeth Leol (Cymru) 2011; Adran 111 Deddf Llywodraeth Leol 1972; Rheoliadau Pwyllgor Safonau (Cymru) 2001.

Political Balance Position

Updated 29 April 2024

The tables below summarise the position for each of the committees. The third column headed *Political Balance* shows the actual number of seats each Group is entitled to have on the committee.

Changes to committee memberships can occur at any time and the Groups are encouraged to ensure that each committee has a full contingent of members throughout the year. A general review of the political balance of the committees is undertaken annually to re-balance committees for the start of the new municipal year in May.

Cabinet	Current Membership	Political Balance
Labour	6	N/A
Independent	0	N/A
Conservative	0	N/A
Plaid Cymru	3	N/A
Green	0	N/A
<p>Comments:</p> <p>In February 2019 Council amended the Constitution by removing the requirement for Cabinet to be politically balanced, allowing the Leader to appoint Cabinet members without applying the rules of political balance.</p> <p>Action: N/A</p>		

Governance & Audit Committee	Current Membership	Political Balance
Labour	2	2
Independent	2	2
Conservative	1	1
Plaid Cymru	1	1
Green	0	0
<p>Comments: The membership of the Governance and Audit Committee is 6 councillors politically balanced plus 3 lay members.</p> <p>The Chair of the committee is required to be one of the lay members.</p> <p>Members of the committee may not be Chair of Council or a Cabinet member.</p> <p>Action: N/A</p>		

Communities Scrutiny Committee	Current Membership	Political Balance
Labour	4	4
Independent	3	3
Conservative	2	2
Plaid Cymru	1	2
Green	1	0
<p>Comments: Members on Cabinet cannot be a member of a Scrutiny Committee.</p> <p>The Plaid Cymru Group indicated that it is content for the Green Party Group to retain Plaid Cymru's vacant seat until the Plaid Group is in a position to appoint its own member to that seat.</p> <p>Actions: Plaid Cymru Group to appoint 1 member. Upon this appointment the Green Party Group to withdraw 1 member (see comments above).</p>		

Partnerships Scrutiny Committee	Current Membership	Political Balance
Labour	4*	4
Independent	3	3
Conservative	2	2
Plaid Cymru	2	2
Green	0	0
<p>Comments: Members on Cabinet cannot be a member of a Scrutiny Committee.</p> <p>*The Labour Group have appointed a non-aligned member within their allocation.</p> <p>Actions: None.</p>		

Performance Scrutiny Committee	Current Membership	Political Balance
Labour	4	4
Independent	3	3
Conservative	2	2
Plaid Cymru	1	2
Green	1	0
<p>Comments: Members on Cabinet cannot be a member of a Scrutiny Committee.</p> <p>The Plaid Cymru Group has indicated that it is content for the Green Party Group to retain Plaid Cymru's vacant seat until the Plaid Group is in a position to appoint its own member to that seat.</p> <p>Actions: Plaid Cymru Group to appoint 1 member. Upon this appointment, the Green Party Group to withdraw 1 member (see comments above).</p>		

Planning Committee	Current Membership	Political Balance
Labour	7	7
Independent	6	6
Conservative	3	3
Plaid Cymru	4	4
Green	1	1
<p>Comments: Welsh Government Regulations mean that two members representing the same ward cannot both sit on the Planning Committee at the same time. Council agreed in May 2017 for Group Leaders to be given the responsibility for resolving multi-member ward nominations and if there is a failure to agree a single nomination none of the nominations would be accepted onto the Committee.</p> <p>Actions: None.</p>		

Licensing Committee	Current Membership	Political Balance
Labour	4	4
Independent	3	3
Conservative	2	2
Plaid Cymru	2	2
Green	0	0
<p>Comments:</p> <p>Actions: None.</p>		

Democratic Services Committee	Current Membership	Political Balance
Labour	3*	4
Independent	2	3
Conservative	2	2
Plaid Cymru	2	2
Green	1*	0
<p>Comments: Cabinet members cannot be members of this committee.</p> <p>*The Labour Group has agreed for the Council appointed Chair of the Committee, Martyn Hogg (Green Party Group) to retain a seat on the committee by using a vacant Labour Group seat.</p> <p>Actions: Independents to appoint 1 member.</p>		

Welsh Language Steering Committee	Current Membership	Political Balance
Labour	4	4
Independent	3	3
Conservative	1	2
Plaid Cymru	2	2
Green	0	0
<p>Comments: This Committee was established by full Council on the 6 December 2016.</p> <p>The membership of this committee is 11 councillors, politically balanced, and where possible to include the lead Cabinet member with responsibility for Welsh language issues (the lead member will count towards the political balance calculation). The aim of the Committee is to provide a public forum and steer to support the Welsh language strategy in Denbighshire.</p> <p>Actions: Conservative Group to appoint 1 member.</p>		

Joint Consultative Committee for Health and Safety and Employee Relations	Current Membership	Political Balance
Labour	2	2
Independent	1	2
Conservative	1	1
Plaid Cymru	1	1
Green	0	0
<p>Comments: This is an internal consultative forum of employer and trade union representatives on staffing and health and safety issues.</p> <p>The employer-side membership is 6 elected councillor members appointed on a politically balanced basis, including at least one Cabinet Member (preferably with responsibility for HR and / or health and safety matters), plus two Officers. These Officers to be the Chief Executive or Corporate Director, and the Head of HR.</p> <p>Action: Independent Group to appoint 1 member.</p>		

Standing Advisory Council for Religious Education (SACRE)	Current Membership	Political Balance
Labour	3	3
Independent	2	2
Conservative	1	1
Plaid Cymru	2	1 or 2*
Green	0	0 or 1*
<p>Comments: This committee is a statutory committee advising on religious education provision in schools.</p> <p>*For the final (8th) seat on SACRE both the Plaid Cymru and Green Party Groups are tied and either is eligible to appoint to the seat. An agreement between those group leaders will be required whenever the allocation of the final seat is under discussion by those groups.</p> <p>Action: None.</p>		

Conwy & Denbighshire Public Services Board Joint Scrutiny Committee	Current Membership	Political Balance
Labour	3	3
Independent	2	2
Conservative	1	1
Plaid Cymru	2	1 or 2*
Green	0	0 or 1*
<p>Comments: This formal joint Scrutiny committee with Conwy established in October 2018 has 16 non-Cabinet members with 8 members from each council.</p> <p>*For the final (8th) seat on the committee both the Plaid Cymru and Green Party Groups are tied and either is eligible to appoint to the seat. An agreement between those group leaders will be required whenever the allocation of the final seat is under discussion by those groups.</p> <p>Action: None.</p>		

Appeals and complaints Committee	Current Membership	Political Balance
Labour	2	4
Independent	3	3
Conservative	2	2
Plaid Cymru	2	2
Green	1	0
<p>Comments: This appeal 'committee' is a pool of members which could be called upon in exceptional circumstances where it was felt that a panel involving members would be appropriate, for example in relation to appeals relating to schools.</p> <p>Actions: Labour to appoint 2 members. Upon these appointments the Green Party Group to withdraw 1 member</p>		

POLITICAL GROUPS AND GROUP LEADERS				
Labour (17)	Independent (13)	Conservative (7)	Plaid Cymru (8)	Green Party (2)
Butterfield, Joan	Edwards, Karen	Elson, James	Ellis, Gwyneth	Harland, Jon
Chard, Ellie	Edwards, Pauline	Davies, Ann	Hughes, Alan	Hogg, Martyn (Group Leader)
Clewett, Kelly	Evans, Chris	Evans, Justine	Jones, Delyth (Group Leader)	
German, Gill	Evans, Hugh	Irving, Hugh (Group Leader)	Roberts, Arwel	
Heaton, Elen	Feeley, Bobby	Jones, Brian (Deputy Group Leader)	Thomas, Rhys (Dep Group Leader)	
Holliday, Carol	Hilditch-Roberts, Huw (Group Leader)	Mendies, Terry	Williams, Elfed	
James, Alan	Keddie, Paul	Scott, Peter	Williams, Eryl	
King, Diane	Lloyd-Williams, Geraint		Wynne, Emrys	
Matthews, Julie	Parry, Merfyn			
May, James	Tomlin, Andrea			
McLellan, Jason (Group Leader)	Williams, David			
Mellor, Barry	Williams, Huw			
Metri, Raj	Young, Mark			
Mullen-James, Win				
Sandilands, Gareth				
Walker, Michelle				
Williams, Cheryl				

Adroddiad i'r	Cyngor Sir
Dyddiad y Cyfarfod	14 Mai 2024
Aelod/Swyddog Arweiniol	Gary Williams, Cyfarwyddwr Corfforaethol: Llywodraethu a Busnes
Awdur yr Adroddiad	Gary Williams, Cyfarwyddwr Corfforaethol: Llywodraethu a Busnes
Teitl	Cylch Gorchwyl y Pwyllgor Llywodraethu ac Archwilio

1. Am beth mae'r adroddiad yn sôn?

1.1. Mae'r adroddiad yn ymwneud â chylch gorchwyl diwygiedig drafft ar gyfer y Pwyllgor Llywodraethu ac Archwilio (y Pwyllgor).

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

2.1. Gofyn am gymeradwyaeth y Cyngor i gylch gorchwyl diwygiedig y Pwyllgor.

3. Beth yw'r Argymhellion?

3.1. Bod y Cyngor yn cymeradwyo mabwysiadu'r Cylch Gorchwyl drafft sydd ynghlwm fel Atodiad 1 i'r adroddiad hwn.

4. Manylion yr adroddiad

4.1. Mae cylch gorchwyl y Pwyllgor wedi'i adolygu, ar gais y Pwyllgor, er mwyn iddynt gael eu diweddarau yn unol â chanllawiau SSCCC (Sefydliad Siartredig Cyllid Cyhoeddus a Chyfrifyddiaeth).

4.2. Wrth gynnal yr adolygiad o'r cylch gorchwyl, rhoddwyd ystyriaeth i gylch gorchwyl a awgrymwyd a gyhoeddwyd gan SSCCC, cylch gorchwyl awdurdodau lleol cyfagos a chanllawiau statudol a gyhoeddwyd gan Lywodraeth Cymru.

4.3. Mae'r Cylch Gorchwyl arfaethedig sydd ynghlwm fel Atodiad 1 wedi'i ddrafftio mewn ymgynghoriad â'r Swyddog a151, y Prif Archwilydd Mewnol a Chadeirydd ac Is-Gadeirydd y Pwyllgor ac maent yn ystyried sylwadau a sylwadau'r Pwyllgor a wnaed yn ei gyfarfod ar 24 Ebrill 2024.

4.4. Mae'r Cylch Gorchwyl arfaethedig yn cynnwys holl swyddogaethau statudol y Pwyllgor a nodir ym Mesur Llywodraeth Leol (Cymru) 2011, fel y'i diwygiwyd.

4.5. Gofynnir i'r Pwyllgor ystyried y Cylch Gorchwyl drafft sydd ynghlwm fel Atodiad 1 ac argymhell, yn amodol ar unrhyw ddiwygiadau a awgrymir ac a gymeradwyir gan y Pwyllgor, eu mabwysiadu i'r Cyngor.

5. Sut mae'r penderfyniad yn cyfrannu at y Cynllun Corfforaethol 2022 i 2027: Y Sir Ddinbych a Garem?

5.1. Mae gwaith y Pwyllgor yn cyfrannu at thema'r Cynllun Corfforaethol 'Cyngor sy'n cael ei redeg yn dda ac yn perfformio'n dda'. Bydd cylch gorchwyl addas i'r diben yn helpu'r Pwyllgor i gyflawni ei rôl statudol mewn perthynas â llywodraethu'r Cyngor. Mae llywodraethu corfforaethol effeithiol yn hanfodol ar gyfer unrhyw Gyngor sy'n cael ei redeg yn dda ac sy'n perfformio'n dda.

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

6.1. Nid oes unrhyw gostau uniongyrchol yn gysylltiedig â'r adroddiad hwn.

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

7.1. Nid oes angen asesiad ar gyfer yr adroddiad hwn.

8. Pa ymgynghoriadau a gynhaliwyd gyda Chraffu ac eraill?

8.1. Mae awdur yr adroddiad wedi ymgynghori â Chadeirydd ac Is-gadeirydd y Pwyllgor, y Swyddog a151 a'r Prif Archwilydd Mewnol.

9. Datganiad y Prif Swyddog Cyllid

9.1. Yr wyf yn gefnogol o'r Cylch Gorchwyl drafft.

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

10.1. Nid oes unrhyw risgiau yn gysylltiedig â'r penderfyniad hwn.

11. Pŵer i wneud y Penderfyniad

11.1. a81 Mesur Llywodraeth Leol (Cymru) 2011, fel y'i diwygiwyd.

Mae tudalen hwn yn fwriadol wag

Appendix 1

Governance and Audit Committee – Draft Terms of Reference

Governance and Statement of Purpose

Good Governance is the responsibility of all members (whether elected or co-opted) and officers of the Council, particularly those individuals with leadership roles and statutory responsibilities including the Chief Executive, the Chief Financial Officer (CFO) and the Monitoring Officer.

The Governance and Audit Committee (the Committee) provides an independent and high-level focus on the adequacy of governance, risk and control arrangements. Its role in ensuring there is sufficient assurance over governance, risk and control gives greater confidence to the Council that those arrangements are effective.

The Committee has oversight of both internal and external audit, together with the financial and governance reports, helping to ensure there are adequate arrangements in place for both internal challenge and public accountability.

The GAC is a valuable resource, adding value to the Council by supporting improvement across a range of objectives. To achieve wide-ranging influence, the GAC needs commitment and energy from its membership together with support and openness from the rest of the Council.

The overall purpose of the GAC is to:

- review and scrutinise the authority's financial affairs,
- make reports and recommendations in relation to the authority's financial affairs,
- review and assess the risk management, internal control, performance assessment and corporate governance arrangements of the authority, make reports and recommendations to the authority on the adequacy and effectiveness of those arrangements,
- review and assess the authority's ability to handle complaints effectively,
- make reports and recommendations in relation to the authority's ability to handle complaints effectively.
- oversee the authority's internal and external audit arrangements,
- review the financial statements prepared by the authority.
- exercise the functions set out in Chapter 1 of Part 6 of the Local Government and Elections (Wales) Act 2021 (performance and governance of principal councils) in respect of the review of self-assessment reports and panel assessment reports.

It will be for the Committee to determine how to exercise these functions. The Committee may require any Member or Officer of this Council to attend before it to answer questions and may invite other persons to attend meetings of this Committee.

Financial Affairs

- To obtain assurance that the Council has effective and robust processes in place to identify and assess risks and pressures, and a realistic and achievable strategy for

setting balanced revenue and capital budgets, with any concerns arising properly raised with the responsible officers, members or auditors as necessary.

- To consider reports on the effectiveness of financial management arrangements, including compliance with CIPFA's Financial Management Code, and to keep under review the Council's Financial Regulations and Contract Procedure Rules and all other corporate directions concerning financial control including the use of delegated decisions in respect of contract awards and exemptions from tendering.
- To scrutinise the Treasury Management arrangements including:
 - scrutiny of the Treasury Management Strategy Statement and the Annual Report on Treasury Activities before approval by Council in February and Cabinet in September respectively,
 - receive regular reports on Treasury Management on an agreed frequency to ensure that the Committee is updated on the latest developments in the Council's treasury activities.
 - review of the Council's risk exposure and its ability to manage risk in relation to its treasury management activities.

Governance, Risk, Control and Performance

- To review the council's corporate governance arrangements against the good governance framework, including the ethical framework, and consider the local code of governance and recommend necessary actions to ensure compliance with best practice.
- To obtain assurance that the risk management processes are robust and being consistently applied across the council, including:
 - review and endorsement of the Risk Management Policy and Guidance,
 - monitoring the application of our risk management processes.
 - identifying governance and audit related risks that warrant further scrutiny.
- To consider reports on the effectiveness of internal controls and monitor the implementation of agreed actions.
- To consider the Council's draft Annual Performance Self-Assessment report and if necessary make any recommendations for changes to the Council.
- To receive the Council's finalised Annual Self-Assessment report for the respective financial year
- At least once during the period between two consecutive ordinary elections of councillors to the Council, consider the independent Panel Performance Assessment report on whether the Council is meeting its performance requirements.
- To receive and review the Council's draft response to the report of the independent Panel Performance Assessment and if necessary make recommendations for changes to the statements made in the draft response to the Council.

- To consider the council's arrangements to secure value for money and review assurances and assessments on the effectiveness of these arrangements.
- To review the governance and assurance arrangements for significant partnerships or collaborations.

Counter Fraud

- To review the assessment of fraud risks and potential harm to the council from fraud and corruption.
- To monitor the counter fraud strategy, actions and resources

Financial and governance reporting

Governance reporting

- To review the Annual Governance Statement (AGS) prior to approval and consider whether it properly reflects the risk environment and supporting assurances, including the head of internal audit's annual opinion.
- To consider whether the annual evaluation for the AGS fairly concludes that governance arrangements are fit for purpose, supporting the achievement of the authority's objectives.

Financial reporting

- To monitor the arrangements and preparations for financial reporting to ensure that statutory requirements and professional standards can be met.
- To review the annual statement of accounts. Specifically, to consider whether appropriate accounting policies have been followed and whether there are concerns arising from the financial statements or from the audit that need to be brought to the attention of the Council.
- To consider the external auditor's report to the Council on issues arising from the audit of the accounts and to obtain assurance that there has been an appropriate response.

Arrangements for audit and assurance

- To consider the council's framework of assurance and ensure that it adequately addresses the risks and priorities of the council.
- To advise and recommend on the effectiveness of relationships between external and internal audit and other inspection agencies or relevant bodies.

External Audit and Inspection

- To support the independence of external audit through consideration of the external auditor's annual assessment of its independence

- To consider the external auditor's annual letter/report, relevant reports and the report to those charged with governance.
- To consider specific reports as agreed with the external auditor and / or other inspection agencies
- To comment on the scope and depth of planned and completed external audit work and to ensure it gives value for money.
- To consider additional commissions of work from external audit.
- To provide free and unfettered access to the audit committee chair for the auditors, including the opportunity for a private meeting with the committee.

Internal audit

- To approve the internal audit charter.
- To approve the risk-based internal audit plan, including internal audit resource requirements, the approach to using other sources of assurance and any work required to place reliance upon those other sources, and to approve significant interim changes to these.
- To make appropriate enquiries of both management and the head of internal audit to determine if there are any inappropriate scope or resource limitations.
- To consider any impairments to the independence or objectivity of the head of internal audit arising from additional roles or responsibilities outside of internal auditing and to approve and periodically review safeguards to limit such impairments.
- To consider reports from the head of internal audit on internal audit's performance during the year, including the performance of external providers of internal audit services. These will include:
 - updates on the work of internal audit, including key findings, issues of concern and action in hand as a result of internal audit work
 - regular reports on the results of the Quality Assurance and Improvement Programme (QAIP)
 - reports on instances where the internal audit function does not conform to the Public Sector Internal Audit Standards (PSAIS) and Local Government Application Note (LGAN), considering whether the non-conformance is significant enough that it must be included in the Annual Governance Statement.
- To consider the Chief Internal Auditor's annual report, including:
 - the statement of the level of conformance with the PSIAS and LGAN and the results of

- the QAIP that support the statement (these will indicate the reliability of the conclusions
 - of internal audit)
 - the opinion on the overall adequacy and effectiveness of the council's framework of
 - governance, risk management and control, together with the summary of the work
 - supporting the opinion (these will assist the committee in reviewing the AGS).
- To consider summaries of specific internal audit reports.
 - To receive reports outlining the action taken where the Chief Internal Auditor has concluded that management has accepted a level of risk that may be unacceptable to the authority or there are concerns about progress with the implementation of agreed actions.
 - To contribute to the QAIP and in particular to the external quality assessment of internal audit that takes place at least once every five years.
 - To provide for the Chief Internal Auditor free and unfettered access to the Chair of the Committee, including the opportunity for a private meeting with the committee.

Responsibilities in respect of the Council's Constitution

- The GAC shall conduct a review of the Constitution on an annual basis and may make recommendations to Council on any amendments it considers necessary to ensure that it remains fit for purpose and compliant with relevant legislation.

Responsibilities in respect of complaints

- Review and assess the Authority's ability to handle complaints effectively and make reports and recommendations as necessary.
- Review on an annual basis the results of complaints made to the Information Commissioners Office regarding complaints under the Freedom of Information Act, the Data Protection Act and the Environmental Information Regulations.
- Review on an annual basis the results of complaints of maladministration made to the Public Services Ombudsman for Wales and any follow up action or 'lessons learned' from such appeals.

Responsibilities in respect of indemnities

- Consider the level of professional representation of a member under the terms of the form of indemnity to members and officers approved by Council on 23 September 2008.

Accountability arrangements

- To report to the Council, the committee's findings, conclusions and recommendations concerning the adequacy and effectiveness of the governance, risk management and internal control frameworks, financial reporting arrangements and internal and external audit functions.
- To report to full council on an annual basis on the committee's performance in relation to the terms of reference and the effectiveness of the committee in meeting its purpose.
- To publish an annual report on the work of the committee, including a conclusion on the compliance with the CIPFA Position Statement.

Membership of the Committee

The Committee will have a membership of nine made up as follows:

- Six Councillors politically balanced. Members may not be Chair of Council or a Cabinet member.
- Three 'lay persons' as defined by the Local Government (Wales) Measure 2011, as amended from time to time.
- The Chair of the Committee is to be elected by the Committee
- The person elected as Chair of the Committee must be a lay person.

RHAGLEN WAITH Y CYNGOR

Cyfarfod	Eitem (Disgrifiad / Teitl)		Pwrpas yr Adroddiad	Angen Penderfyniad y Cyngor (oes/nac oes)	Aelod Arweiniol a Swyddog Cyswllt	Dyddiad Cofnodi-Diweddar u / Erbyn
9 Gorffennaf 2024	1	Strategaeth Cyngor Sir Ddinbych ar Newid Hinsawdd a Newid Ecolegol (2021-2030) wedi'i hadolygu a'i diweddarau	Cyflwyno dogfen Strategaeth ar Newid Hinsawdd a Newid Ecolegol wedi'i hadolygu a'i diweddarau er mwyn i'r Cyngor benderfynu p'un a ddylid ei mabwysiadu	Oes	Y Cyng. Barry Mellor / Liz Wilcox-Jones / Helen Vaughan-Evans	
	2	Hunan-asesiad y Cyngor o'i Berfformiad 2023 i 2024 (diwedd blwyddyn)	Ystyried adroddiad gan y Tîm Cynllunio Strategol i gymeradwyo'r Hunanasesiad Perfformiad 2023 i 2024.	Oes	Y Cyng. Gwyneth Ellis Swyddog Arweiniol / Awdur yr Adroddiad - Helen Vaughan-Evans, Iolo McGregor, Emma Horan	
	3	Adroddiad Blynyddol Craffu	Adolygu Adroddiad Blynyddol Craffu	Nac oes	Aelod Arweiniol - Y Cyng. Julie Matthews Pennaeth Gwasanaeth - Catrin Roberts Awduron yr Adroddiad - Rhian Evans a Karen A. Evans	
	4	Trefniadau Llywodraethu'r Cydbwyllgor Corfforedig	Cymeradwyo'r trefniadau llywodraethu wedi'u diweddarau	Oes	Aelod Arweiniol - Y Cyng. Jason McLellan Swyddog Arweiniol / Awdur yr Adroddiad - Gary Williams	26.04.24 KEJ

RHAGLEN WAITH Y CYNGOR

	5	Amserlen Pwyllgorau 2025	Cymeradwyo Amserlen y Pwyllgorau ar gyfer 2025	Oes	Aelod Arweiniol - Y Cyng. Julie Matthews Pennaeth Gwasanaeth - Catrin Roberts Awduron yr Adroddiad - Steve Price a Kath Jones	26.04.24
10 Medi 2024	1	Cynllun Deisebau	Cymeradwyo Cynllun Deisebau ar gyfer y Cyngor	Oes	Cyng. Julie Matthews / Gary Williams	
12 Tachwedd 2024						

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EITEMAU'R DYFODOL

Cyfarfod	Eitem (Disgrifiad / Teitl)	Pwrpas yr Adroddiad	Angen Penderfyniad y Cyngor (oes/nac oes)	Aelod Arweiniol a Swyddog Cyswllt

RHAGLEN WAITH Y CYNGOR

I'w gadarnhau	Adolygu Mannau a Gorsafoedd Pleidleisio	Ystyried adolygiad statudol o fannau a gorsafoedd pleidleisio'r sir.	Oes	Y Cyng. Julie Matthews / Steve Price / Shellan Rowley
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Nodyn ar gyfer Swyddogion - Dyddiadau Cau Adroddiadau'r Cyngor Llawn

<i>Cyfarfod</i>	<i>Terfyn Amser</i>	<i>Cyfarfod</i>	<i>Terfyn Amser</i>	<i>Cyfarfod</i>	<i>Terfyn Amser</i>
		14.05.2024	30.04.2024	09.07.2024	25.06.2024
10.09.2024	27.08.2024	12.11.2024	29.10.2024		

Diweddarwyd ar 30/04/2024 SLW

Mae tudalen hwn yn fwiadol wag

Gweithdai'r Cyngor ar y Rhaglen Gwaith i'r Dyfodol

DYDDIAD GWEITHDY'R CYNGOR	PWNC (PYNCIAU)	TÎM ARWAIN STRATEGOL / AELOD ARWEINIOL
DYDDIADAU 2024 Dydd Mawrth 2pm		
11 Mehefin	Priffyrdd	Tony Ward / Cynghorydd Barry Mellor
16 Gorffennaf		
3 Medi		
1 Hydref		
5 Tachwedd		
10 Rhagfyr		

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Rhestr wrth gefn i'w hystyried ar ôl 2023:

1. Dull Llifogydd Strategol (yn cynnwys Strategaeth Cyngor Sir Ddinbych) – Tony Ward ac Emlyn Jones / y Cynghorydd Barry Mellor
2. Diwygio Anghenion Dysgu Ychwanegol, Cwricwlwm Newydd i Gymru a'r gefnogaeth gan y Gwasanaeth Gwella Ysgolion Rhanbarthol (GwE)
3. Gwasanaeth Cynhwysiant a'r Uned Cyfeirio Disgyblion
4. Sut ydym yn cefnogi Ysgolion drwy Dderbyniadau, Cludiant, Llywodraethu a Rheoli Adnoddau.
5. Trechu Tlodi / Amddifadedd
6. Twristiaeth, yn cynnwys rheoli cyrchfan a'r Strategaeth Dwristiaeth
7. Diwylliant / Y Celfyddydau / Treftadaeth
8. Pobl Ifanc mewn democratiaeth
9. Y Wybodaeth Ddiweddaraf gan y Cydbwyllgor Corfforaethol i gynnwys Cynllunio Strategol Rhanbarthol, Cynllun Cludiant ac ati
10. Gwaith Bwrdd Uchelgais Economaidd Gogledd Cymru, yn cynnwys y Fargen Dwf

Gweithdai'r Cyngor ar y Rhaglen Gwaith i'r Dyfodol

11. Cynllun Cludiant Cynaliadwy a Theithio Llesol
12. CDLI
13. Ymagwedd at Ddigartrefedd
14. Canol Trefi
15. Dechrau'n Deg, Cefnogi Teuluoedd ac Atal Cynnar
16. Diogelu a Diogelwch Cymunedol
17. Cronfeydd Ffyniant Bro a'r Gronfa Ffyniant Cyffredin
18. Prosiectau a Chyllid y Gronfa Integreiddio Ranbarthol
19. Ffyrdd Newydd o Weithio a Strategaeth Swyddfa
20. Cynllun Corfforaethol
21. Hamdden Sir Ddinbych a Chyngor Sir Ddinbych
22. Gweithdy ar gyfer pob un o themâu'r Cynllun Corfforaethol

Hyrwyddo'r Gymraeg (yn y Cyngor, Cymunedau ac Ysgolion – Cynllun Strategol Cymraeg mewn Addysg, Categorioidio newydd o ran Iaith). (Dyma'r pwnc ar gyfer Gweithdy 10 Hydref 2023. Cafodd y cyfarfod ei ohirio gyda'r bwriad o ail-drefnu.

Diwygiwyd 19/2/24 SLW