

Agenda

Teitl y cyfarfod: **Diwrnod 1 Cyfarfod Bwrdd CNC - Sesiwn Gyhoeddus**

Dyddiad y cyfarfod: **13 Gorffennaf 2022** Amser y cyfarfod: **12.35-16.55**

Lleoliad: **Microsoft Teams**

Amser	Eitem
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12.35 (5 mun)	1. Cyfarfod Agored <ul style="list-style-type: none">• Croeso• Datganiad o Fuddiannau• Esbonio sut y cynhelir y cyfarfod
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Noddwr a Chyflwynydd: Syr David Henshaw (Cadeirydd)

Crynodeb: NODI unrhyw ddatganiadau o fuddiant.

12.40 (5 mun)	2. Adolygu'r Cofnodion a'r Cofnod Camau Gweithredu 2A. Adolygu Cofnodion Cyfarfod Cyhoeddus 26 Mai 2B. Adolygu'r Cofnod Camau Gweithredu Cyhoeddus Noddwr a Chyflwynydd: Syr David Henshaw (Cadeirydd)
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CYMERADWYO cofnodion y cyfarfod diwethaf a'r cofnod camau gweithredu.

12.45 (5 mun)	3. Diweddariad gan y Cadeirydd Noddwr a Chyflwynydd: Syr David Henshaw
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Crynodeb: NODI diweddariad y Cadeirydd i'r Bwrdd.

12.50 (15 mun)	4. Adroddiad gan y Prif Weithredwr Noddwr a Chyflwynydd: Clare Pillman, Prif Weithredwr
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Crynodeb: NODI'r sefyllfa bresennol a diweddaru'r Bwrdd ar weithgareddau allweddol.

Cyfeirnod y Papur: 22-07-B07

13.05 (20 mun)	5. Adroddiadau Diweddaru gan y Pwyllgorau Noddwyr a chyflwynwyr: Cadeiryddion y Pwyllgorau
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Pwyllgor Archwilio a Sicrhau Ansawdd – 9 Mehefin a 8 Gorffennaf

Cyfeirnod y Papur: 22-07-B08

Y Pwyllgor Cyngori ar Dystiolaeth – 7 Mehefin

Cyfeirnod y Papur: 22-07-B09

Y Pwyllgor Cyllid -10 Mehefin

Cyfeirnod y Papur: 22-07-B10

Y Pwyllgor Rheoli Perygl Llifogydd - 1 Gorffennaf

Y Pwyllgor Pobl a Thaliadau - 24 Mehefin

Cyfeirnod y Papur: 22-07-B11

Y Pwyllgor Ardaloedd Gwarchoddedig - 21 Mehefin

Cyfeirnod y Papur: 22-07-B12

Fforwm Rheoli Tir Cymru

Cyfeirnod y Papur: 22-07-B13

Crynodeb: NODI'r diweddariadau gan bwyllgorau'r Bwrdd, y tu mewn a'r tu allan i unrhyw gyfarfodydd a gynhaliwyd.

**13.25
(15 mun)**

6. Diweddariad ar Gyllid

Noddwr: Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol

Cyflwynydd: Rob Bell, Pennaeth Cyllid

Crynodeb: NODI'r sefyllfa ariannol ddiweddaraf

Cyfeirnod y Papur: 22-07-B14

**13.40
(30 mun)**

7. Adroddiad Diwedd Blwyddyn Dangosfwrdd Perfformiad y Cynllun Busnes 2021/22

Noddwr a Chyflwynydd: Clare Pillman, Prif Weithredwr

Mynychwyr: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol,

Perfformiad ac Asesu Strategol, Sarah Williams, Pennaeth y

Strategaeth Gorfforaethol a'r Swyddfa Rheoli Rhaglenni; Sue

Ginley, Cynghorydd Arbenigol Arweiniol, Cynllunio Corfforaethol

a Pherfformiad

Crynodeb: CYMERADWYO Adroddiad Diwedd Blwyddyn Dangosfwrdd Perfformiad y Cynllun Busnes 2021/22

Cyfeirnod y Papur: 22-07-B15

**14.10
(15 mun)**

Egwyl

**14.25
(20 mun)**

8. Cyfraniad CNC at y Rhaglen Amgylchedd Genedlaethol ar gyfer Adnoddau Dŵr a Gwella Ansawdd Dŵr (PR24)

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth,

Polisi a Thrwyddedu

Cyflwynwyr: Sian Williams, Pennaeth Gweithrediadau Gogledd

Orllewin Cymru; Ruth Johnston, Cynghorydd Arbenigol

Arweiniol, Strategaeth Ddŵr; Natalie Hall, Rheolwr, Adfer o

Lifogydd

Crynodeb: TRAFOD cynllun busnes cwmni dŵr Ofwat a chyfraniad CNC at y Rhaglen Amgylchedd Genedlaethol ar gyfer Adnoddau Dŵr a Gwella Ansawdd Dŵr (PR24)

Cyfeirnod y Papur: 22-07-B16

**14.45
(40 mun)**

9. Diweddariad ar Ansawdd Dŵr

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu

Cyflwynwyr: Sian Williams, Pennaeth Gweithrediadau Gogledd Orllewin Cymru; Ruth Johnston, Cynghorydd Arbenigol Arweiniol, Strategaeth Ddŵr; Natalie Hall, Rheolwr, Adfer o Lifogydd

Crynodeb: Trafod y diweddariad ar waith presennol yn ymwneud ag ansawdd dŵr

Cyfeirnod y Papur: 22-07-B17

**15.25
(10 mun)**

Egwyl

**15.35
(45 mun)**

10. Rheoleiddio'r gwaith o reoli Adar sy'n Bwyta Pysgod: Argymhellion

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu

Cyflwynwyr: Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu; Ben Wilson, Prif Gynghorydd, Pysgodfeydd; Sarah Wood, Rheolwr Bioamrywiaeth a Chydnerthedd Ecosystemau

Crynodeb: CYMERADWYO yr argymhellion ar gyfer rheoleiddio'r gwaith o reoli Adar sy'n Bwyta Pysgod

Cyfeirnod y Papur: 22-07-B19

**16.20
(10 mun)**

11. Adroddiad Blynyddol 2021/22 ar yr Iaith Gymraeg

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol

Cyflwynydd: Lyn Williams, Cynghorydd Polisi Iaith Gymraeg

Crynodeb: CYMERADWYO Adroddiad Blynyddol 2021/22 ar yr Iaith Gymraeg

Cyfeirnod y Papur: 22-07-B20

**16.30
(10 mun)**

12. Eitemau Cyhoeddus a Phreifat ar Agenda'r Bwrdd

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol

Cyflwynydd: Victoria Painter, Rheolwr Llywodraethu a Risg; Daniel Highway, Contractwr, Llywodraethu a Risg

Crynodeb: CYMERADWYO y meini prawf ar gyfer eitemau cyhoeddus a phreifat ar agenda'r Bwrdd

Cyfeirnod y Papur: 22-07-B21

**16.40
(5 mun)**

13. Newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS)

Noddwr: Clare Pillman, Prif Weithredwr
Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac
Ysgrifennydd y Bwrdd

**Crynodeb: CYMERADWYO newidiadau i'r SaLS ar gyfer Bwrdd
Busnes y Gwasanaethau Corfforaethol**

Cyfeirnod y Papur: 22-07-B22

**16.45
(5 mun)**

14. Rhagolwg y Bwrdd

Noddwr: Syr David Henshaw
Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac
Ysgrifennydd y Bwrdd

Cyfeirnod y Papur: 22-07-B23

**16.50
(5 mun)**

15. Unrhyw Fater Arall

**a) Adroddiad ar Berfformiad Cyllid hyd at fis Mawrth
2022**

Crynodeb: Er gwybodaeth

Cyfeirnod y Papur: 22-07-B24

16.55

Diwedd y Cyfarfod

Cofnodion heb eu

Cadarnhau

Teitl y cyfarfod:	Cyfarfod Bwrdd CNC – Sesiwn Gyhoeddus Y rhai a oedd yn bresennol yn y cnauld yng Ngardd Fotaneg Genedlaethol Cymru, Sir Gâr, a thrwy Microsoft Teams
Dyddiad y cyfarfod:	26 Mai 2022
Aelodau'r Bwrdd a oedd yn Bresennol:	Syr David Henshaw (Cadeirydd) Clare Pillman, Prif Weithredwr Yr Athro Steve Ormerod, Dirprwy Gadeirydd (9:30-9:45 a 11:30 tan ddiwedd y cyfarfod) Karen Balmer Catherine Brown Julia Cherrett Geraint Davies Zoë Henderson Yr Athro Calvin Jones Mark McKenna Dr Rosie Plummer Yr Athro Peter Rigby
Aelodau o'r Tîm Gweithredol a oedd yn bresennol:	Jacqui Kedward, Pennaeth Archwilio Mewnol (dirprwyo ar ran Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol) Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu (9:30-9:45 ac 11:30 tan ddiwedd y cyfarfod) Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Sarah Jennings, Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Unigolion Ychwanegol a oedd yn Bresennol:	Clare Jones, Cynghorydd Arbenigol Arweiniol, Llywodraethu - Eitem 6 (Teams) Victoria Painter, Rheolwr Llywodraethu a Risg - Eitem 6 (Teams) Miriam Jones-Walters, Cynghorydd Arbenigol, Stiwardiaeth Tir - Eitem 7 Andrew Wright, Uwch Gynghorydd Arbenigol, Iechyd Planhigion a Throsglwyddo Gwybodaeth Ymchwil, Stiwardiaeth Tir - Eitem 7 (Teams) Ruth Jenkins, Pennaeth Rheoli Adnoddau Naturiol - Eitem 7 (Teams) Dominic Driver, Pennaeth Stiwardiaeth Tir - Eitem 7 (Teams) Elsie Grace; Pennaeth Datblygu Masnachol Cynaliadwy - Eitem 7 (Teams) Jeremy Parr, Pennaeth Rheoli Perygl Llifogydd a Digwyddiadau - Eitem 8 (yn y cnauld) Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch - Eitem 9 (Teams)

Sylwedyddion CNC: Martyn P Evans, Pennaeth Gweithrediadau, De-orllewin Cymru
Kate Evans, Materion Cyhoeddus ac Ysgrifennydd Personol
Ben Dickinson, Rheolwr Newid Gwasanaeth a Ffurfweddiad
Sarah Williams, Pennaeth Strategaeth Gorfforaethol a Swyddfa Rheoli Rhaglenni
Annie Payne, Cynorthwydd i Bennaeth DPAS
Jack Tucker, Cymorth Gweinyddol a Chynorthwydd Personol Kickstart - Eitem 8 (i gyd drwy Teams)
Wyn Davies, Rheolwr, Rheoli Perygl Llifogydd a Digwyddiadau
Mark Pugh, Prif Gynghorydd, Grŵp Dadansoddi Perygl Llifogydd
Ross Akers, Rheolwr, Cynllunio Strategol a Buddsoddi mewn Perygl Llifogydd
Andrew Wall, Rheolwr, Gwasanaethau Perygl Llifogydd Cenedlaethol
Keith Ivens, Rheolwr Gweithrediadau, Rheoli Llifogydd a Dŵr
Tim England, Rheolwr Gweithrediadau, Rheoli Llifogydd a Dŵr
Dafydd Sidgwick, Cynghorydd Arbenigol Arweiniol, Cynllunio Strategol a Buddsoddi
Mike Evans, Pennaeth Gweithrediadau, Canol De Cymru
Lynette Bowley, Uwch Gynghorydd Arbenigol, y Cyfryngau

Sylwedyddion Cyhoeddus: Kim Waters – Undeb Afonydd Cymru
Steve Griffiths – Cymdeithas Saethu a Chadwraeth Prydain (BASC)
David Bean – Y Gynghrair Cefn Gwlad
Gareth Wardell
Nick Day
Susan Brown
Aelodau eraill o'r cyhoedd

Datganiadau: Yr Athro Steve Ormerod – Is-lywydd yr RSPB, Prifysgol Caerdydd, Cydbwyllgor Cadwraeth Natur (JNCC)
Geraint Davies – Game & Wildlife Conservation Trust, RSPB, Undeb Amaethwyr Cymru, Undeb Cenedlaethol Amaethwyr Cymru, yr Ymddiriedolaeth Genedlaethol; Tirfeddiannwr sydd â diddordeb yn y Rhaglen Adfer Mawndiroedd
Julia Cherrett – Cymdeithas Saethu a Chadwraeth Prydain
Karen Balmer – RSPB
Zoe Henderson – Y Gynghrair Cefn Gwlad, Game & Wildlife Conservation Trust
Yr Athro Calvin Jones – Aelod o'r Skyline Management Committee, Gweithiwr ym Mhrifysgol Caerdydd
Sarah Jennings – Ymddiriedolwr Gardd Fotaneg Genedlaethol Cymru

Ymddiheuriadau: Paul Griffiths
Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd
Yr Athro Steve Ormerod (9:45 tan 11:30)
Ceri Davies (9:45 tan 11:30)

Ysgrifenyddiaeth: Jocelyn Benger
Natalie Williams
Rhiannon Spencer

Eitem 1. Agor y Cyfarfod

1. Agorodd y Cadeirydd y Cyfarfod a chrosawu pawb. Gwnaed datganiadau o fuddiant ac ymddiheuriadau fel y nodwyd uchod.

Eitem 2. Adolygu'r Cofnodion a'r Cofnod Camau Gweithredu

2A. Adolygu Cofnodion Cyfarfod Cyhoeddus 24 Mawrth

2. Adolygwyd cofnodion cyfarfod mis Mawrth, a chytunwyd arnynt yn amodol ar wneud mân addasiad.

2B. Adolygu'r Cofnod Camau Gweithredu Cyhoeddus

3. Adolygwyd y cofnod gweithredu. Gofynnodd aelodau'r Bwrdd pam nad oedd unrhyw gamau'n deillio o'r eitem Diogelwch Coedwigaeth yng nghyfarfod y Bwrdd ym mis Mawrth. Rhoddodd y Cyfarwyddwr Gweithredol Gweithrediadau yr wybodaeth ddiweddaraf am waith parhaus ar y mater hwn. Cynhaliwyd cyfarfod dilynol gyda chyrff coedwigaeth eraill o bob rhan o'r DU a oedd â diddordeb yn null gweithredu CNC, ac roedd CNC wedi cael gwahoddiad i siarad yn un o ddigwyddiadau'r Awdurdod Gweithredol Iechyd a Diogelwch (HSE). Croesawyd y gwaith o ddatblygu camau gweithredu y gallai'r Bwrdd eu cefnogi, a byddai hyn yn rhan o'r camau nesaf.

CAM GWEITHREDU: Camau gweithredu o ganlyniad i'r gwaith parhaus ar Ddiogelwch Coedwigaeth i'w hadrodd i'r Bwrdd mewn cyfarfodydd yn y dyfodol.

4. Ystyriwyd materion yn codi a gofynnodd aelodau'r Bwrdd am yr wybodaeth ddiweddaraf am Benodiadau Cyfnod Penodol (FTA). Rhoddodd y Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yr wybodaeth ddiweddaraf am y gwaith sy'n mynd rhagddo yn y maes hwn. Roedd papur wedi'i gyflwyno i'r Tîm Gweithredol (ET) ar gynigion i newid y dull o ymdrin â phenodiadau FTA, a fyddai'n creu cronfa dalent hyblyg, yn rheoli materion cadw ac yn lleihau'r ddibyniaeth ar swyddi FTA. Byddai arbenigedd allanol yn cael ei geisio ar y ffordd orau o reoli'r dull er mwyn sicrhau tegwch yn y tymor hwy. Disgrifiwyd y camau nesaf.

Eitem 3: Diweddariad gan y Cadeirydd

5. Rhoddwyd yr wybodaeth ddiweddaraf am drafodaethau parhaus gyda'r Gweinidog, yn enwedig ar yr agenda ansawdd dŵr. Roedd gwaith yn mynd rhagddo gyda Chadeiryddion Ofwat a'r cwmnïau dŵr i symud hyn ymlaen i grŵp rhanddeiliaid ehangach o dan arweinyddiaeth y Gweinidog a'r Prif Weiniog, gan fynd â hyn y tu hwnt i faterion gyda Gorlif Stormydd Cyfunol (CSOs). Byddai'r rhaglen ar gyfer camau gweithredu mewn perthynas â CSOs ar gael o fewn yr wythnosau nesaf ac roedd eisoes yn cael ei gweithredu. Roedd Ofwat a'r cwmnïau dŵr wedi cytuno i ddwyn gwariant cyfalaf ymlaen fel y bo'n briodol.
6. Bu'r digwyddiad diweddar yn y Senedd yn llwyddiannus ac roedd y cyfarfod rhanddeiliaid a gynhaliwyd ar y noson flaenorol wedi bod yn werthfawr iawn. Tynnwyd sylw at y symudiad allan o gyfyngiadau Covid a phwysigrwydd ailymgysylltu â rhanddeiliaid.
7. Roedd cyfarfodydd wedi'u cynnal gyda Gweinidogion ar Adferiad Gwyrdd a CNC.

Eitem 4: Adroddiad gan y Prif Weithredwr

8. Ystyriwyd bod y papur wedi'i ddarllen, a thynnwyd sylw at yr eitemau canlynol.
9. Roedd y digwyddiad diweddar yn y Senedd wedi bod yn gadarnhaol iawn, gyda phresenoldeb da.
10. Roedd aelodau staff yn arbrofi gyda gwahanol ffyrdd o weithio ac roedd timau'n dod at ei gilydd. Roedd ymweliadau safle'r Bwrdd wedi tynnu sylw at bwysigrwydd staff yn cysylltu yn y cnawd. Roedd y rhaglen Adfywio ar waith, gyda swyddfeydd yn dechrau agor, ac roedd y rheolau'n cael eu hadolygu.
11. Roedd rhaglen o ddigwyddiadau'n cael ei chynnal a fyddai'n hwyluso ailymgysylltu yn y cnawd. Roedd enghreifftiau'n cynnwys y Sioe Fawr, yr Eisteddfod, amryw o ddigwyddiadau i randdeiliaid, cyfarfod y Cyd-bwyllgor Cadwraeth Natur (JNCC) a Chynhadledd yr International Environmental Protection Agencies (EPA) ym Mharis.
12. Hwn oedd cyfarfod cyntaf y flwyddyn ariannol newydd. Byddai cyfarfod y Bwrdd ym mis Gorffennaf yn ystyried yr Adroddiad Blynyddol a'r Cyfrifon. Tynnwyd sylw at y gwaith o ddod â'r gyllideb o fewn 0.4% i'r targed. Bu cynnydd da o ran y mesurau perfformiad a byddai manylion yn cael eu darparu yn y cyfarfod nesaf.
13. Roedd CNC wedi bod yn gweithio'n agos gyda Chymdeithas Llywodraeth Leol Cymru (CLILC) i gyflwyno Memorandwm Cyd-ddealltwriaeth i feithrin y cysylltiadau ag awdurdodau lleol. Cynhaliwyd etholiadau Llywodraeth Leol Cymru yn ystod y cyfnod diwethaf a byddai'n bwysig ymgysylltu â'r cynghorau newydd. Disgrifiwyd y newidiadau ar lefel cyngor. Roedd arweinwyr yn cael eu cyhoeddi, a fyddai'n cyfrannu at CLILC.
14. Ystyriodd aelodau'r Bwrdd gynnwys yr adroddiad. Croesawyd rôl CNC o ran cydgysylltu prosiect Natur am Byth a gofynnwyd am adroddiad ar gynnydd ar gyfer cyfarfod yn y dyfodol. Cytunwyd y dylid darparu diweddariad ar Natur am Byth a phrosiectau LIFE mewn cyfarfod yn y dyfodol.

CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu diweddariad ar brosiectau LIFE a Natur am Byth i'r Rhagolwg ar gyfer cyfarfod Bwrdd yn y dyfodol.

15. Estynnodd aelodau'r Bwrdd longyfarchiadau i'r tîm ar y gweithgarwch gorfodi llwyddiannus a chydabu'r ymdrech gyfunol sy'n gysylltiedig â hyn. Argymhellwyd y dylid cadw golwg ar yr ymdrech a'r costau llawn sy'n gysylltiedig â'r gwaith hwn. Tynnwyd sylw at effaith gweithgarwch gorfodi llwyddiannus.
16. Pwysleisiwyd pwysigrwydd gorfodi a monitro hyn ym maes ansawdd dŵr. Nodwyd bod hyn wedi'i godi mewn cyfarfodydd blaenorol a gofynnwyd i hyn gael ei gynnwys yn y broses adrodd reolaidd. Cydnabuwyd pryderon y cyhoedd ar y mater hwn ac awgrymwyd y gallai'r adroddiad fod wedi cynnwys rhagor o fanylion am y dull o ymdrin â'r risgiau a'r dibyniaethau a diagram rhaeadr o'r cynllun gweithredu, a fyddai'n galluogi CNC i fod yn fwy atebol a thryloyw. Oherwydd pwysigrwydd y mater ansawdd dŵr, cytunwyd y byddai'n bwysig cynnwys hyn fel eitem reolaidd mewn cyfarfodydd yn y dyfodol. Cadarnhaodd y Prif Weithredwr y byddai'n cael ei gynnwys fel mesur adrodd yn y Dangosfwrdd Perfformiad a rhoddodd yr wybodaeth ddiweddaraf am y gwaith sy'n cael ei wneud yn fewnol ar y trefniadau sy'n ofynnol ar y mater hwn a chyda Llywodraeth Cymru ar y cyd-destun ehangach. Byddai'r wybodaeth ddiweddaraf am ansawdd dŵr yn cael ei rhoi i'r cyfarfod nesaf o ran llywodraethu, y camau gweithredu a'r amserlen.

CAM GWEITHREDU: Yr wybodaeth ddiweddaraf am ansawdd dŵr i'w darparu i gyfarfod nesaf y Bwrdd gan ganolbwyntio ar lywodraethu, y camau gweithredu a'r amserlen.

17. Nododd aelodau'r Bwrdd ymddeoliad Bob Vaughan, Rheolwr Tir Cynaliadwy, a gofynnwyd am i'w diolch a'u dymuniadau gorau gael eu mynegi iddo. Tynnwyd sylw at bwysigrwydd sbarduno newid amaethyddol mewn perthynas â'r amgylchedd ond cydnabuwyd y byddai'n anodd dod o hyd i rywun â'r un set benodol o sgiliau a gwybodaeth. Argymhellodd y Prif Weithredwr y dylid darparu adroddiad ar y dull o greu gwydnwch o fewn y tîm i gyfarfod nesaf y Pwyllgor Pobl a Thaliadau. Nodwyd bod trafodaethau'n mynd rhagddynt gyda Llywodraeth Cymru ar gyllid ar gyfer gorfodi'r rheoliadau amaethyddol.

Eitem 5: Adroddiadau Diweddarau'r Pwyllgorau

18. Cyflwynodd Catherine Brown, Cadeirydd y Pwyllgor Archwilio a Sicrwydd Risg (ARAC), yr wybodaeth ddiweddaraf i'r Bwrdd am y gwaith sydd wedi digwydd ers y cyfarfod diwethaf ar 10 Mawrth. Roedd y gwaith o gefnogi'r tîm i gynhyrchu'r cyfrifon terfynol yn parhau.

19. Cyflwynodd yr Athro Peter Rigby, Cadeirydd y Pwyllgor Cynghori ar Dystiolaeth (EAC), yr wybodaeth ddiweddaraf am y gwaith ers y cyfarfod a gynhaliwyd ar 18 Ionawr. Byddai'r cyfarfod nesaf yn cael ei gynnal ar 7 Mehefin, a hynny yn y cnawd am y tro cyntaf. Roedd recriwtio i'r Pwyllgor wedi bod yn digwydd i gynyddu'r gwydnwch a'r arbenigedd, ac roedd y pwyllgor EAC yn falch iawn o groesawu Dr Tom Nisbet o Forest Research a'r Athro Melanie Austen o Brifysgol Plymouth a fyddai'n dod ag arbenigedd mewn hydroleg coedwigoedd a'r môr yn y drefn honno.

20. Rhoddodd Syr David Henshaw, Cadeirydd y Pwyllgor Cyllid (FC), yr wybodaeth ddiweddaraf i'r Bwrdd am y cyfarfodydd a gynhaliwyd ar 14 a 28 Ebrill. Roedd y prif eitemau wedi'u cynnwys yn y papur. Byddai'r cyfarfod nesaf yn parhau â'r trafodaethau gwerth am arian ac eitemau'r dangosfwrdd perfformiad a godwyd yn sesiwn breifat y Bwrdd.

21. Rhoddodd Julia Cherrett, yn dirprwyo ar ran Cadeirydd y Pwyllgor Rheoli Perygl Llifogydd (FRMC), yr wybodaeth ddiweddaraf i'r Bwrdd am y cyfarfodydd a gynhaliwyd ar 7 Ebrill. Roedd y manylion wedi'u cynnwys yn y papur. Tynnwyd sylw at y ffaith bod y Rhaglen Weithredu ar gyfer Adolygu ac Adfer yn dilyn Llifogydd (FRRIP) wedi'i graddio'n Oren, gyda 32 o'r 51 o gamau gweithredu wedi'u cyflawni ar gyfer eleni, er y nodwyd nad oedd y rhai nad oeddent wedi'u cyflawni yn rhan o'r camau gweithredu hanfodol. Nid oedd gwariant cyfalaf ar gronfeydd dŵr wedi'i drafod a byddai hyn yn cael ei adolygu yng nghyfarfod nesaf yr FRMC. Rhoddodd y Prif Weithredwr wybodaeth i'r Bwrdd am sesiwn ymgysylltu dda a gynhaliwyd gyda thua 180 o aelodau staff er mwyn rhoi'r wybodaeth ddiweddaraf iddynt am y cynnydd a wnaed o ran y camau gweithredu ar yr FRRIP. Nodwyd bod cefnogaeth dda wedi bod i'r rotas, sef un o argymhellion yr FRRIP.

22. Rhoddodd Julia Cherrett, Cadeirydd y Pwyllgor Pobl a Thaliadau (PaRC), yr wybodaeth ddiweddaraf i'r Bwrdd am y gwaith ers y cyfarfod diwethaf a gynhaliwyd ar 2 Mawrth. Roedd agenda'r cyfarfod nesaf ar 24 Mehefin yn cael ei pharatoi a byddai'n cynnwys eitemau ar y canlynol: Lles, Iechyd a Diogelwch, gan gynnwys y gwaith dilynol ar Ddiogelwch Coedwigaeth; recriwtio a swyddi gwag; adolygiad o Adfywio a Sgwrs; cynllunio ar gyfer olyniaeth a chynllunio'r gweithlu, gan gyfeirio at argymhellion yr archwiliad; dyfarniadau cyflog; archwiliad dwfn o lefelau absenoldeb. Byddai trafodaeth ar benodiadau FTA yn cael ei chynnwys yn yr adran ar niferoedd staff. Y gobaith oedd y byddai'r Pennaeth Datblygu Sefydliadol newydd yn ei swydd ac yn gallu ymuno â'r cyfarfod.

23. Rhoddodd Dr Rosie Plummer, Cadeirydd y Pwyllgor Ardaloedd Gwarchoddedig (PrAC), yr wybodaeth ddiweddaraf am y gwaith ers y cyfarfod a gynhaliwyd ar 1 Chwefror. Darparwyd diweddiad ar y Rhaglen Tirweddau Dynodedig Integredig mewn perthynas

â'r parc cenedlaethol newydd posibl. Roedd gwaith cyn cychwyn wedi'i gwblhau, gan gynnwys cysylltu â'r awdurdodau lleol perthnasol, a chafwyd cadarnhad o'r cyllid gan Lywodraeth Cymru ar hyn. Gan fod y Bwrdd wedi cytuno'n flaenorol y dylai'r broses barhau, roedd PrAC bellach yn ystyried hyn ar ran y Bwrdd ar gyfer y parc cenedlaethol posibl. Y cam nesaf fyddai dechrau'r broses gyffredinol o ddynodi'r dirwedd, a fyddai'n symud i'r cam casglu tystiolaeth. Darparwyd diweddariad ar Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA). Roedd tri SoDdGA newydd wedi'u cadarnhau heb unrhyw wrthwynebiadau. Byddai cyfarfod nesaf y PrAC yn canolbwyntio ar y Rhaglen Tirweddau Dynodedig Integredig, y targed '30erbyn30', perfformiad 2021 ar ddarparu a monitro safleoedd gwarchoddedig, y rhaglen Mawndiroedd a rhwydweithiau Ardaloedd Morol Gwarchoddedig.

24. Nodwyd y byddai'r papur Diweddariad Cyllid yn cael ei gyhoeddi a'i drafod yn y dyfodol fel rhan o'r cyfarfod cyhoeddus. Cytunwyd y byddai'r perfformiad cyllid ar gyfer diwedd y flwyddyn fel y'i nodwyd yn y sesiwn breifat yn cael ei gynnwys fel rhan o bapurau'r Bwrdd ym mis Gorffennaf.

CAM GWEITHREDU: Adroddiad Cyllid i'w gyhoeddi gyda phapurau cyhoeddus y Bwrdd ym mis Gorffennaf.

Eitem 6: Newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS)

Cyflwynwyr: Clare Jones, Cynghorydd Arbenigol Arweiniol, Llywodraethu; Victoria Painter, Rheolwr Llywodraethu a Risg

25. Rhoddodd y Cynghorydd Arbenigol Arweiniol, Llywodraethu, drosolwg byr o gynnwys y papur.

26. Bu'r Bwrdd yn ystyried y newidiadau arfaethedig i'r SaLS ar gyfer y Bwrdd Busnes Rheoleiddiol a derbyniwyd y newidiadau.

WEDI'I GYMERADWYO: Newidiadau i'r SaLS ar gyfer y Bwrdd Busnes Rheoleiddiol

Eitem 7: Strategaeth Goedwigaeth

Cyflwynwyr: Ruth Jenkins, Pennaeth Polisi Rheoli Adnoddau Naturiol; Miriam Jones-Walters, Cynghorydd Arbenigol, Stiwardiaeth Tir; Andrew Wright, Uwch Gynghorydd Arbenigol, Iechyd Planhigion a Throsglwyddo Gwybodaeth Ymchwil, Stiwardiaeth Tir; Dominic Driver, Pennaeth Stiwardiaeth Tir; Elsie Grace, Pennaeth Datblygu Masnachol Cynaliadwy

27. Fel cyd-noddwr yr eitem, rhoddodd y Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol gyflwyniad ac amlinelliad byr o'r dull arfaethedig o ymdrin â'r trafodaethau.

28. Esboniodd y Pennaeth Stiwardiaeth Tir fod tair eitem i'w hystyried yng ngoleuni themâu cyffredinol integreiddio, pragmatiaeth a phendantrwydd sensitif. Roedd angen dod o hyd i ateb pragmatig i ddyletswydd statudol CNC, felly cynigiwyd Pwyllgor Cynghori Rhanbarthol (RAC) ar gyfer coedwigaeth. Roedd yr ymweliad safle ddoe wedi bod yn dda ac roedd y trafodaethau ynglŷn â'r dull pragmatig o blannu cydadferol wedi bod yn ddefnyddiol. Byddai'r camau nesaf sy'n deillio o'r drafodaeth strategol ym mis Mawrth yn cael eu hystyried, a byddai'r drafodaeth honno'n cael ei datblygu ymhellach, gan ganolbwyntio ar y Cytundeb Lefel Gwasanaeth (CLG) gyda Llywodraeth Cymru, cyn symud i mewn i'r Cynllun Corfforaethol ac, yn olaf, diben a rôl dogfen Ystâd Goed Llywodraeth Cymru. Yr amserlen ar gyfer y dull hwn fyddai tua dwy flynedd. Roedd y Prif Weithredwr a'r Cadeirydd wedi bod mewn trafodaethau ynglŷn â'r dull o lywodraethu er mwyn sicrhau bod gan y Bwrdd yr oruchwyliaeth a'r mewnbwn cywir.

29. Rhoddodd y Pennaeth Polisi Rheoli Adnoddau Naturiol drosolwg o'r papur a oedd yn cynnig sefydlu RAC coedwigaeth ac yn nodi'r gofynion cyfreithiol a statudol i CNC fod â RAC. Cynigiwyd y byddai'r pwyllgor hwn yn cael ei ychwanegu at Fforwm Rheoli Tir Cymru (WLMF) a'i sefydlu mewn ffordd a fyddai'n integreiddio â'r pwyllgor ac yn cynrychioli'r ystod o fuddiannau sydd wedi'u cynnwys yn y Ddeddf Coedwigaeth. Byddai hyn yn digwydd ledled Cymru ac yn adlewyrchu manteision economaidd rheoli mewn ffordd gynaliadwy. Esboniwyd mai un o'r rhesymau dros orfod mynd i'r afael â hyn nawr oedd bod Panel Cynghori Strategaeth Coetiroedd Llywodraeth Cymru yn cael ei ddiddymu a'i ddisodli gan strwythurau llywodraethu coedwigaeth newydd.
30. Trafododd aelodau'r Bwrdd y cynnig ar gyfer RAC coedwigaeth. Cytunwyd nad oedd yr enw 'Pwyllgor Cynghori Rhanbarthol' yn dangos y diben yn glir. Awgrymwyd y gallai 'Pwyllgor Cynghori Cymru' fod yn fwy priodol. Cadarnhaodd Pennaeth y Polisi Rheoli Adnoddau Naturiol y gallai fod gan y pwyllgor deitl gwaith gwahanol.
31. Byddai angen integreiddio Cylch Gorchwyl yr WLMF a'r RAC a sicrhau ei bod yn hawdd dod o hyd iddo ar y wefan. Argymhellwyd na ddylai hyn ychwanegu at faich yr ysgrifenyddiaeth ond y byddai angen ei gwmpasu'n effeithiol. Awgrymwyd y gallai fod angen denu pobl o dros y ffin er mwyn sicrhau diogelwch aelodaeth. Trafodwyd aelodaeth y pwyllgor. Byddai'n bwysig sicrhau cydbwysedd aelodaeth i gwmpasu'r ystod o fuddiannau.
32. Mynegodd aelodau'r Bwrdd bryderon bod strwythurau newydd yn cael eu sefydlu o dan Ddeddf Coedwigaeth 1967, na fyddai felly'n cynnwys ystyriaethau'n deillio o Ddeddf Llesiant Cenedlaethau'r Dyfodol na Deddf yr Amgylchedd. Argymhellwyd y dylai gael ei wirio i sicrhau nad oedd unrhyw wrthdaro â hyn a bod hyn yn cael ei gynrychioli. Nodwyd y byddai angen i Lywodraeth Cymru edrych ar y Ddeddf Goedwigaeth gyfan a'r ardal amaethyddol ehangach o fewn y tair i bum mlynedd nesaf ond, gan fod y rhaglen ddeddfwriaethol yn llawn iawn, roedd angen mabwysiadu ymagwedd bragmatig ar hyn o bryd.
33. Cadarnhaodd Zoe Henderson, Cadeirydd WLMF, ei chefnogaeth i'r cynnig ac argymhellodd y dylid rhoi gwybod i'r Bwrdd yn rheolaidd am diweddariadau yn unol â diweddariadau is-bwyllgorau eraill y Bwrdd.
34. Cytunodd y Bwrdd i ffurfio RAC coedwigaeth sy'n gysylltiedig ag WLMF, yn amodol ar eglurhad o'r aelodaeth a'r cylch gorchwyl, diweddariadau rheolaidd i'r Bwrdd ac enw diwygiedig.

CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu diweddariadau o WLMF at adran Diweddariadau Is-bwyllgorau'r Bwrdd ar agendâu'r Bwrdd.

WEDI'I GYMERADWYO: Ffurio RAC coedwigaeth sy'n gysylltiedig ag WLMF sy'n bodoli'n barod yn unol â gofynion y Ddeddf Coedwigaeth, yn amodol ar eglurhad o'r aelodaeth a'r cylch gorchwyl, diweddariadau rheolaidd i'r Bwrdd ac enw diwygiedig.

35. Rhoddodd y Cynghorydd Arbenigol, Stiwardiaeth Tir, drosolwg o'r gymeradwyaeth Adran 83 arfaethedig sydd i'w gymeradwyo gan y Bwrdd. Yn 2020, rhoddodd Llywodraeth Cymru gymeradwyaeth Adran 83 i CNC gaffael 350 hectar o dir ar gyfer plannu cydadferol yn lle coetiroedd a gollwyd yn barhaol i ddatblygiadau ynni adnewyddadwy. Roedd chwe safle wedi'u caffael, a dangoswyd y gallai CNC wneud y gwaith a chyflawni amrywiaeth o fuddion SMNR wrth weithio ac ymgysylltu â rhanddeiliaid. Roedd y gymeradwyaeth honno ar fin cael ei chwblhau ac amcangyfrifwyd y byddai 260 hectar yn cael ei golli yn y dyfodol agos, felly cynigiwyd y gymeradwyaeth Adran 83 arfaethedig er

mwyn lliniaru'r golled hon. Tynnwyd sylw at y ffaith mai cyfran fach o'r tir a ddaeth i'r farchnad yng Nghymru oedd hon.

36. Diolchodd y Bwrdd i'r tîm am yr ymweliad â safle creu coetir Brownhill ddoe, a oedd yn ddefnyddiol ac yn llawn gwybodaeth.
37. Nododd aelodau'r Bwrdd rai o'r anawsterau a gododd o'r iaith a ddefnyddiwyd, a oedd yn awgrymu bod y dull yn cyfeirio at 'fwy o goed' yn unig. Awgrymwyd mai dull rheoli tir cyfan oedd hwn a gofynnwyd a ellid newid y naratif ar y set nesaf o gaffael tir i adlewyrchu hyn a phwysleisio'r gwaith ar dir i fynd i'r afael â'r gallu i wrthsefyll y newid yn yr hinsawdd, gwelliannau bioamrywiaeth a manteision hamdden. Fodd bynnag, byddai'n bwysig sicrhau nad oedd y diben yn mynd yn rhy eang ac yn cael ei wanedu.
38. Tynnwyd sylw at y ffaith bod llawer o uchelgais ar gyfer ardal fach a gofynnwyd a ddylid gwneud mwy. Cydnabuwyd bod cydbwysedd rhwng pryderon y cyhoedd a'r argyfwng natur ac, yn hytrach na newid yr iaith, byddai'n bwysig bod yn dryloyw, yn atebol a dangos bod pryderon wedi'u clywed a bod ymateb wedi'i ddarparu.
39. Gofynnwyd ynghylch y dull o ymdrin â'r tir ar ddiwedd y brydles. Cadarnhaodd y Pennaeth Datblygu Masnachol Cynaliadwy y byddai disgwyl i ddatblygwyr gael gwared ar y seilwaith ac adfer y tir. Fodd bynnag, roedd yn bosibl i ddatblygwyr geisio estyniadau i'w prydles a fyddai wedyn yn dod yn drafodaeth fasnachol.
40. Nododd y Bwrdd y pryderon a godwyd gan aelodau'r cyhoedd cyn y cyfarfod ar y math o dir a brynwyd ar gyfer creu coetir.
41. Codwyd pryderon gan aelodau'r Bwrdd ynghylch newid defnydd tir o ffermio i'r mathau hyn o gynlluniau plannu cydadferol. Pwysleisiwyd mai cydweithio â ffermwyr i ddatblygu cynlluniau ar ffermydd presennol fyddai'r ffordd orau ymlaen. Awgrymwyd na ddylid symud y tu hwnt i blannu cydadferol ond y dylid rhoi cefnogaeth i gymunedau gyflawni hyn, a fyddai felly'n helpu i ddiogelu'r Gymraeg a threftadaeth a diwylliant Cymru.
42. Trafododd aelodau'r Bwrdd y dull o ymdrin â defnydd tir a thynnwyd sylw at y ffaith y byddai angen datblygu gweledigaeth glir ar gyfer amrywio'r defnydd o dir ac y gallai hyn helpu i wella dealltwriaeth y cyhoedd. Trafodwyd y broses o wneud penderfyniadau ar y dull rheoli tir. Cydnabuwyd bod hyn yn rhan o ddarn ehangach yn hytrach na'r plannu cydadferol a oedd yn ganolbwynt i'r papur. Cydnabuwyd bod llywodraethu mewn perthynas â'r mater hwn yn gam nesaf pwysig ac y byddai'n cael ei ystyried fel rhan o adran nesaf yr eitem.
43. Cytunodd y Bwrdd i gymeradwyo'r cytundeb Adran 83 yn gofyn am brynu 260 hectar arall erbyn diwedd 2025/26, yn amodol ar drafodaethau parhaus ar y dull o ymdrin â defnydd tir a phryniadau a sefydlu llywodraethu ar y mater hwn.

PENDERFYNIAD: Cymeradwyo cytundeb Adran 83 yn gofyn am brynu 260 hectar arall erbyn diwedd 2025/26, yn amodol ar drafodaethau parhaus ar y dull o ymdrin â defnydd tir a phryniadau a sefydlu llywodraethu ar y mater hwn.

44. Rhoddodd yr Uwch Gyngorydd Arbenigol, Iechyd Planhigion a Throsoglwyddo Gwybodaeth Ymchwil, Stiwardiaeth Tir, drosolwg o'r papur a ddilynodd y drafodaeth strategol yng nghyfarfod y Bwrdd ym mis Mawrth ar Ystâd Goed Llywodraeth Cymru. Roedd y materion a godwyd yn cynnwys newidiadau mewn pwysau amgylcheddol, a goruchwyllo a llywodraethu. Roedd dull aml-flwyddyn yn cael ei ddatblygu a fyddai'n cynnwys CLG newydd a gomisiynwyd gan Lywodraeth Cymru mewn perthynas ag Ystâd Goed Llywodraeth Cymru. Byddai cwmpas y CLG yn aml-flwyddyn, gan gwmpasu cyfnod

y Senedd, ac yn ddeinamig ac yn hyblyg, gan gynnwys adolygiad blynyddol. Y bwriad oedd ehangu'r CLG i gynnwys Ystâd CNC yn ei chyfanrwydd a chynnwys cyswllt â gweithgareddau masnachol ac incwm pren. Byddai angen cyfres o ddangosyddion i adolygu'r tueddiadau, a gellid ystyried gwreiddio'r dull plannu cydadferol hefyd. Ni fyddai capasiti i gynnal yr adolygiad cyfan ar yr un pryd, felly cynigiwyd y dylid canolbwyntio ar y CLG i sefydlu'r cyllid a chyflawni ymrwymiad cyllidebol hirdymor, gydag opsiynau ar gyfer cynnwys y gwasanaeth yn hyn o beth. Byddai hyn wedyn yn bwydo i mewn i'r Cynllun Corfforaethol newydd, ac yna'r ddogfen Diben a Rôl yn 2023-24.

45. Ystyriodd aelodau'r Bwrdd gynnwys yr adroddiad. Mynegwyd pryderon ynghylch y pwysau ar yr amserlen ar gyfer y CLG a'r materion yn ymwneud â gorchudd coed a drafodwyd. Byddai manteision o edrych yn gyfannol ar orchudd tir a Gwarchodfeydd Natur Cenedlaethol (NNRs) ond roedd pryderon y gallai'r CLG arwain at glymu materion cyn mynd i'r afael â'r materion hyn. Roedd pryderon hefyd ynghylch cytuno ar CLG cyn y Cynllun Corfforaethol newydd, a oedd â'r potensial i fod yn drawsnewidiol. Roedd perygl na fyddai'r CLG yn cyflawni mewn perthynas â'r argyfyngau hinsawdd a natur.
46. Cadarnhaodd y Cadeirydd a'r Prif Weithredwr fod trafodaethau wedi'u cynnal ar greu is-bwyllgor Bwrdd a fyddai'n ystyried yr holl dir a reolir gan CNC, gan gynnwys Gwarchodfeydd Natur Cenedlaethol. Byddai'n bwysig ystyried a sefydlu'r aelodaeth a dechrau symud ymlaen ar hyn. Byddai angen bod yn bragmatig o ran datblygu'r CLG, a oedd yn rhan bwysig o'r trafodaethau Sylfaenol gyda Llywodraeth Cymru ac eitem o ffocws gwleidyddol.
47. Roedd y Bwrdd yn cefnogi'r cynnig i ddatblygu is-bwyllgor Bwrdd newydd ac yn cydnabod ei bwysigrwydd o ran gwneud rhywfaint o'r gwaith caled yn y dull o ymdrin â defnydd tir. Byddai'n bwysig meddwl am bethau'n wahanol a mabwysiadu dull pendant o fynd i'r afael â'r argyfyngau hinsawdd a natur wrth weithio gyda chymunedau. Cytunwyd y dylai'r gwaith ar y CLG barhau.

CAM GWEITHREDU: Y Cadeirydd a'r Prif Weithredwr i ddatblygu'r trefniadau llywodraethu o ran y dull o ymdrin â thir a reolir gan CNC ar is-bwyllgor newydd y Bwrdd.

Eitem 8: Trafodaeth Strategol ar Reoli Perygl Llifogydd

Cyflwynydd: Jeremy Parr, Pennaeth Rheoli Perygl Llifogydd a Digwyddiadau

48. Cyflwynodd Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu (EPP) yr eitem a oedd wedi dwyn ynghyd y themâu a ddeilliodd o'r drafodaeth strategol yn yr FRMC. Byddai trafodaethau manylach yn dilyn yn yr FRMC ond roedd hwn yn bwynt allweddol gyda'r Cynllun Corfforaethol sy'n datblygu, trafodaethau CLG ac edrych ar strategaethau a pholisïau gyda Llywodraeth Cymru. Byddai cynrychiolwyr Llywodraeth Cymru yn ymuno â chyfarfod nesaf yr FRMC i barhau â'r trafodaethau.
49. Croesawodd Julia Cherrett, a oedd yn dirprwyo ar ran Cadeirydd yr FRMC, ychwanegu aelodau newydd i'r FRMC a'r her yr oeddent wedi'i chyflwyno i archwilio syniadau newydd. Roedd y drafodaeth strategol yng nghyfarfod diweddar yr FRMC wedi dod i'r casgliad nad oedd atebion hawdd a bod llawer i'w archwilio o hyd, gan gynnwys gwaith partneriaeth.
50. Rhoddodd y Pennaeth Rheoli Perygl Llifogydd a Digwyddiadau gyflwyniad i osod y cyd-destun ar gyfer y drafodaeth. Rhannwyd nifer yr eiddo a oedd mewn perygl o lifogydd yng Nghymru ac roedd hyn yn debygol o gynyddu 34% erbyn 2120. Roedd disgwyl i hyn gynnwys cynnydd mawr oherwydd llifogydd arfordirol. Gosodwyd y cyd-destun o fewn yr argyfyngau hinsawdd a natur a chyflawni mewn perthynas â'r rhain. Roedd yn bwysig nodi nad oedd un ateb unigol i lifogydd. Byddai angen canolbwyntio ar yr agenda

integredig ar gyfer cynllunio dalgylchoedd a gwydnwch cymunedol. Rhannwyd enghreifftiau o ymyriadau Rheoli Llifogydd yn Naturiol a thynnwyd sylw at y ffaith y gellid gweld y mapiau sy'n dangos hyn ar wefan CNC. Byddai'r drafodaeth hon yn canolbwyntio ar y continwmm, a'r hyn y gellid ei wneud wrth symud ymlaen, yn enwedig pe bai mwy o arian gan Lywodraeth Cymru ar gael.

51. Trafododd aelodau'r Bwrdd yr eitem ac ystyriodd yr opsiynau a gyflwynwyd yn y papur. Gyda'r cyllid ychwanegol, nodwyd y gallai fod lle i wneud mwy ar wydnwch. Roedd cyfle pwysig gyda'r Cynllun Corfforaethol newydd i feddwl yn wahanol ac ystyried beth ddylai lefel yr uchelgais fod. Am resymau deddfwriaethol ac ymarferol, cydnabuwyd y dylai'r gwaith a oedd yn cael ei wneud barhau, ond roedd hefyd yn bwysig ystyried yr hyn y gellid ei wella neu ei wneud yn wahanol. Roedd cyfle i ddatblygu sylfaen dystiolaeth dda a phrawf o gysyniad ar gyfer y gwaith wrth symud ymlaen a cheisio creu newid trawsnewidiol.
52. Nododd aelodau'r FRMC ei bod yn heriol i'r pwyllgor ddylanwadu ar y rhaglen waith sydd ar y gweill ac adrodd ar y broses o wneud penderfyniadau. Trafodwyd hyn yn fanwl yng nghyfarfod diwethaf yr FRMC ac roedd gwaith yn mynd rhagddo ar y mater hwn.
53. Yn dilyn yr adroddiadau o lifogydd Storm Dennis, awgrymwyd y dylid parhau i ddatblygu momentwm cyfathrebu â'r cyhoedd yng Nghymru a'i ddatblygu ymhellach. Gallai'r cyfleoedd i agor y sgysiau ddilyn y gwaith ar ddalgylch Taf, a nodwyd fel enghraifft fyw a heriol. Byddai'r adolygiad gan yr Athro Elwen Evans o'r Adroddiadau Adran 19 ac Adolygiad Llifogydd CNC a'r adolygiad o seilwaith llifogydd gan y Comisiynydd Seilwaith hefyd yn helpu i lywio'r trafodaethau o fewn CNC a chydag eraill.
54. Tynnwyd sylw at y ffaith bod manteision posibl o Gynlluniau Rheoli Llifogydd yn Naturiol ar gyfer ymdrin â materion ansawdd dŵr, yn ogystal â maint. Byddai hyn yn cynnwys cymysgedd o ddefnyddiau tir, felly byddai angen ystyried y cymhellion a'r ysgogiadau. Trafodwyd pwysigrwydd gweithio gyda phartneriaid i sicrhau dull integredig o ymdrin ag ansawdd dŵr a maint. Cydnabuwyd bod y rhain yn faterion anodd ac emosiynol, a bod angen cynnal sgysiau anodd. Roedd gwaith yn cael ei wneud drwy CLILC ynghylch sgysiau ar ymaddasu.
55. Trafodwyd yr opsiynau yn y papur. Awgrymwyd mai opsiwn rywle rhwng c) a d) fyddai'r ffordd ymlaen gan y byddai'n bwysig parhau â'r gwaith wrth adolygu dewisiadau amgen a gweithio mewn ffordd integredig yn hytrach na defnyddio dull seilo. Byddai angen ystyried gwerth am arian a sut beth fyddai hynny. Byddai angen i sgysiau barhau gyda Llywodraeth Cymru. Byddai angen ymagwedd bragmatig a gallai fod angen cydnabod na fyddai'n bosibl parhau â phopeth a oedd wedi'i wneud o'r blaen.
56. Archwiliwyd dulliau posibl o ymdrin â'r materion. Awgrymwyd y byddai rheoliadau adeiladu a chynllunio cryfach yn bwysig, yn enwedig ar ddatblygiadau mewn ardaloedd sy'n agored i lifogydd. Fodd bynnag, nodwyd yr heriau presennol sy'n gysylltiedig â Nodyn Cyngor Technegol 15 (TAN15). Gellid ystyried arloesi ac enghreifftiau o arferion gorau ar lefel genedlaethol a rhyngwladol. Roedd potensial i gyfathrebu ynghylch y Cynllun Corfforaethol newydd, Coedwigaeth a Llifogydd gael eu datblygu fel un sgwrs fawr yng Nghymru ar y themâu hyn. Nodwyd heriau o ran adnoddau, a'r ffaith y byddai angen blaenoriaethu.
57. Gellid datblygu fframwaith ar gyfer sgwrs genedlaethol, gyda chomisiwn yn cael ei sefydlu i alluogi hyn i ddigwydd ledled Cymru. Byddai rôl oruchwylio strategol CNC yn bwysig o ran rhoi cyngor i Lywodraeth Cymru wrth bwysleisio'r angen am sgwrs genedlaethol. Byddai'n bwysig cynnwys y ffigurau i'w hystyried gan y cyhoedd a gofynion a senarios buddsoddi hirdymor. Byddai hefyd angen ystyried yr offer presennol ar gyfer

democratiaeth a gwneud penderfyniadau a oedd yn cynnwys sylfaen dystiolaeth a gyflwynwyd mewn ffordd hygyrch i hwyluso trafodaeth am werthoedd a blaenoriaethau.

58. Diolchwyd i'r tîm Rheoli Perygl Llifogydd.

Eitem 9: Adroddiad Blynyddol Lles, Iechyd a Diogelwch 2021-22

Cyflwynydd: Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch

59. Cyflwynodd y Cyfarwyddwr Gweithredol Strategaeth a Datblygiad Corfforaethol Adroddiad Blynyddol Lles, Iechyd a Diogelwch 2021-22. Roedd yr Adroddiad Blynyddol yn dangos y cynnydd a wnaed mewn amryw o feysydd, gan gynnwys sicrhau achrediad ISO 45001, i gefnogi'r agenda Lles, Iechyd a Diogelwch, gan gynnwys sicrhau bod uwch arweinwyr strategol ar draws y sefydliad. Roedd yr arweinyddiaeth strategol hon yn cynnwys ymgysylltu â'r Bwrdd ar Les, Iechyd a Diogelwch, megis y drafodaeth ddiweddar ar ddiogelwch coedwigaeth ac ymgysylltu â buddiannau sectoraidd ehangach. Y nod oedd parhau â'r ffocws hwnnw dros y flwyddyn i ddod.
60. Tynnodd y Rheolwr Lles, Iechyd a Diogelwch sylw at feysydd allweddol yn yr adroddiad. Roedd agwedd gadarnhaol a phroffesiynoldeb y tîm wedi helpu i gyflawni'r cofrestrriad ISO 45001 i reoli safon iechyd a diogelwch galwedigaethol. Bu cynnydd yn nifer yr achosion o gofnodi digwyddiadau yn dilyn codi cyfyngiadau Covid a chynnydd cadarnhaol yn nifer yr adroddiadau o ddamweiniau fu bron â digwydd. Roedd perthynas waith a phartneriaeth gydweithredol gadarnhaol wedi'u sefydlu gyda'r Awdurdod Gweithredol Iechyd a Diogelwch (HSE) a'r Comisiwn Coedwigaeth.
61. Ystyriodd aelodau'r Bwrdd gynnwys yr adroddiad. Awgrymwyd y dylid cynnwys rôl yr hyrwyddwyr iechyd meddwl, ynghyd â gwybodaeth am eu heffaith. Cadarnhaodd y Rheolwr Lles, Iechyd a Diogelwch fod dros 90 o hyrwyddwyr iechyd meddwl staff yn cyfarfod yn fisol a bod mentrau wedi'u rhoi ar waith yn dilyn cynnwys y trafodaethau hyn.
62. Croesawyd y gwelliannau o ran adroddiadau ar ddigwyddiadau a damweiniau fu bron â digwydd. Cydnabuwyd rôl y porth ar-lein AssessNET wrth gasglu tueddiadau data a'r gwersi a ddysgwyd o adroddiadau ar ddigwyddiadau a damweiniau fu bron â digwydd. Roedd adroddiad monitro gweithredol ar y rhain wedi'i gynnwys yn yr wybodaeth a gynhyrchwyd. Byddai hyn yn cael ei drafod yn y Fforymau Lles, Iechyd a Diogelwch nesaf a byddai dadansoddiad yn cael ei ystyried yng nghyfarfod nesaf y PaRC.
63. Trafodwyd y digwyddiadau difrifol yn ymwneud â contractwyr. Gofynnwyd a oedd y prosesau caffael yn ddigonol i sicrhau cymhwysedd contractwyr. Cadarnhaodd y Rheolwr Lles, Iechyd a Diogelwch fod gweithdrefn a pholisi ar waith i sicrhau bod rhaid i bob contractwr basio asesiad holiadur cyn-gymhwyso Lles, Iechyd a Diogelwch a oedd yn cynnwys asesu'r gwaith o fonitro eu his-gontractwyr. Cadarnhawyd bod cymorth ac arweiniad yn cael eu cynnig i gontractwyr yn ôl yr angen, ond na fyddent yn cael eu cynnwys ar y fframwaith pe baent yn methu'r asesiad.
64. Trafodwyd pwysigrwydd Lles, Iechyd a Diogelwch y cyhoedd i Ystâd CNC, yn enwedig mewn perthynas â beicio mynydd. Cadarnhaodd y Rheolwr Lles, Iechyd a Diogelwch fod CNC yn rhan o Arena Asesu Risg Diogelwch y Cyhoedd a oedd yn edrych ar egwyddorion y Grŵp Diogelwch Ymwelwyr a bod proses ar waith i sicrhau bod arwyddion diogelwch y cyhoedd yn cael eu hasesu'n briodol.
65. Gofynnwyd a ellid cynnwys y gwelliannau Lles a'r effaith gadarnhaol a gynigir gan Ystâd CNC yn yr Adroddiad Lles, Iechyd a Diogelwch, yn ogystal â'r materion ffisiolegol. Cadarnhawyd bod amryw o astudiaethau wedi'u cynnal ar fanteision Lles yr Ystâd a byddai'n bwysig cynnwys y rhain mewn adroddiadau yn y dyfodol.

CAM GWEITHREDU: Y Rheolwr Lles, Iechyd a Diogelwch i ychwanegu gwybodaeth am effaith Ystâd CNC ar les i'r rhestr o eitemau i'w cynnwys ar Adroddiadau Lles, Iechyd a Diogelwch yn y dyfodol.

66. Trafodwyd yr arolwg staff. Byddai hyn yn cael ei anfon at y staff yn yr hydref. Nodwyd y gallai fod yn anodd cymharu'r canlyniadau ar gyfer ymatebion cyn ac ar ôl y pandemig oherwydd newid yn y dull o ymdrin â'r arolwg.

67. Cymeradwyodd y Bwrdd Adroddiad Blynyddol Lles, Iechyd a Diogelwch 2021-22 a diolchwyd i'r Rheolwr Lles, Iechyd a Diogelwch a'i thîm.

WEDI'I GYMERADWYO: Adroddiad Blynyddol Lles, Iechyd a Diogelwch 2021-22

Eitem 10. Rhagolwg y Bwrdd

Cyflwynydd: Natalie Williams, Arweinydd Tîm, Ysgrifenyddiaeth y Bwrdd

68. Nodwyd y Rhagolwg ar gyfer y cyfarfod ym mis Gorffennaf. Cynigiwyd y byddai'r cyfarfod yn cael ei gynnal dros un diwrnod. Yna byddai sesiwn ar wahân ar y Cynllun Corfforaethol.

Eitem 11: UNRHYW FATER ARALL

69. Diolchodd y Cadeirydd i bawb a gymerodd ran yn yr ymweliad safle amser cinio, oedd yn llawn gwybodaeth.

70. Dywedodd y Cadeirydd wrth y Bwrdd fod yr Athro Calvin Jones wedi cytuno i gadeirio is-bwyllgor newydd y Bwrdd ar y dull o ymdrin â defnydd tir.

71. Cytunwyd ar y newidiadau i'r SaLS ar gyfer Bwrdd Busnes y Gwasanaethau Corfforaethol drwy ohebiaeth.

WEDI'I GYMERADWYO: Newidiadau i'r SaLS ar gyfer Bwrdd Busnes y Gwasanaethau Corfforaethol

72. Cymeradwyodd y Bwrdd Ddatganiad Caethwasiaeth Fodern CNC 2022-23.

WEDI'I GYMERADWYO: Datganiad Caethwasiaeth Fodern CNC 2022-23

- Daeth cyfarfod y Bwrdd i ben -

Eitem 12. Sesiwn holi ac ateb gyhoeddus

73. Croesawodd y Cadeirydd aelodau'r cyhoedd ac esboniodd sut fyddai'r sesiwn yn cael ei chynnal. Gwahoddodd y Cadeirydd gwestiynau gan y cyhoedd.

74. Gofynnodd aelodau'r cyhoedd gwestiynau i'r Bwrdd a darparwyd ymatebion.

- Daeth y Cyfarfod Cyhoeddus i ben -

Cyfarfodydd Bwrdd										
Cam Gweithredu Rhif.	Categori Cyfarfod	Dyddiad y Cyfarfod	Rhif yr Eitem	Rhif y Paragraff	Noddwr y Papur	Cam Gweithredu	Perchennog	Dyddiad	Statws	Nodiadau/Diweddariadau
2	Cyhoeddus	26/11/2020	6	20	Prys Davies, Cyfarwyddwr Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Cyfarwyddwr Gweithredol Gweithrediadau i siarad gyda Phennaeth Gweithrediadau Gogledd-ddwyrain Cymru am gynnal trafodaeth gyda'r Bwrdd yn y dyfodol ar y terfyn 4 awr ar gyfer ymateb i achosion.	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau'r De	23/06/2022	Parhaus	Ychwanegwyd at y rhestr o eitemau trafod strategol posibl, cyflwyniadau lleoedd, sesiynau tystiolaeth ac ymweliadau â safleoedd. Awgrymu mai hon yw'r eitem drafod strategol ar gyfer cyfarfod y Bwrdd ym mis Medi a'n bod yn gohirio'r thema ar drafodaethau strategol blaenorol i wneud lle i'r eitem hon. Wedi'i ychwanegu at y Rhagolwg ar gyfer mis Tachwedd. I'w ystyried fel rhan o'r eitem ar themâu trawsbynciol Cyflwyno Lleoedd, symudwyd i gyfarfod y Bwrdd mis Gorffennaf 2022
3	Cyhoeddus	24/03/2021	4	10	Clare Pillman Prif Swyddog	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i holi am argaeledd ar gyfer Diwrnod Datblygu'r Bwrdd ym mis Gorffennaf yn canolbwyntio ar fyfyrion a heriau'r dyfodol ar ôl Covid.	Yr Ysgrifenyddiaeth	07/07/2022	Parhaus	Mae'r Cadeirydd wedi cadarnhau y bydd Diwrnodau Datblygu'r Bwrdd yn cael eu gohirio hyd nes bod modd cynnal cyfarfodydd wyneb yn wyneb. Dyddiad addas yn 2022 i'w gadarnhau.
25	Cyhoeddus	24/03/2022	11	58	Sarah Jennings Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Gwybodaeth	CAM GWEITHREDU: Datblygu cynllun cychwynnol i ddatblygu'r Strategaeth Ddigidol a'i gyflwyno i gyfarfod o'r Bwrdd yn y dyfodol.	Catrin Hornung, Pennaeth Cyfathrebu a Chysylltiadau Cwsmeriaid	01/09/2022	Parhaus	Wedi'i gynnwys ar agenda'r Bwrdd ym mis Medi
36	Cyhoeddus	26/05/2022	2B	3	Syr David Henshaw	CAM GWEITHREDU: Camau gweithredu sy'n deillio o'r gwaith parhaus ar Ddiogelwch Coedwigaeth i'w hadrodd i'r Bwrdd mewn cyfarfodydd yn y dyfodol.	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau	23/06/2022	Parhaus	
37	Cyhoeddus	26/05/2022	4	13	Clare Pillman Prif Swyddog Gweithredol	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu diweddariad ar brosiectau LIFE a Natur am Byth i'r Rhagolwg ar gyfer cyfarfod o'r Bwrdd yn y dyfodol.	Ysgrifenyddiaeth	17/06/2022	Cwblhawyd	Diweddariad ar Brosiectau LIFE wedi'i ychwanegu at Rhagolwg y Bwrdd ar gyfer mis Tachwedd. Prosiect Natur am Byth wedi'i gynnwys yn Rhagolwg y Bwrdd ar gyfer mis Ionawr.
38	Cyhoeddus	26/05/2022	4	15	Clare Pillman Prif Swyddog Gweithredol	CAM GWEITHREDU: Diweddariad ar ansawdd dŵr i'w ddarparu i gyfarfod nesaf y Bwrdd gan ganolbwyntio ar lywodraethu, camau gweithredu ac amserlen.	Sian Williams, Pennaeth Gweithrediadau Gogledd Orllewin Cymru	23/06/2022	Cwblhawyd	I'w gynnwys yn Agenda mis Gorffennaf
39	Cyhoeddus	26/05/2022	5	23	Syr David Henshaw	CAM GWEITHREDU: Adroddiad Cyllid i'w gyhoeddi gyda phapurau'r Bwrdd cyhoeddus ym mis Gorffennaf.	Rob Bell, Pennaeth Cyllid / Yr Ysgrifenyddiaeth	23/06/2022	Cwblhawyd	I'w gynnwys yn Agenda mis Gorffennaf
40	Cyhoeddus	26/05/2022	7	33	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu; Sarah Jennings Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Gwybodaeth	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i ychwanegu diweddariadau o'r WLMF at adran Diweddariadau Is-bwyllgorau'r Bwrdd yn agendâu'r Bwrdd.	Yr Ysgrifenyddiaeth	23/06/2022	Cwblhawyd	

41	Cyhoeddus	26/05/2022	7	46	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu; Sarah Jennings Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Gwybodaeth	CAM GWEITHREDU: Y Cadeirydd a'r Prif Weithredwr i ddatblygu'r trefniadau llywodraethu ar gyfer is-bwyllgor newydd y Bwrdd yn ymwneud â'r dull o ymdrin â thir a reolir gan CNC.	Cadeirydd a Phrif Swyddog Gweithredol	30/09/2022	Parhaus	Y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd i ddatblygu Cylch Gorchwyl ar gyfer y pwyllgor newydd. Y Cadeirydd i drafod aelodaeth ehangach y pwyllgor gyda'r Athro Calvin Jones.
42	Cyhoeddus	26/05/2022	9	64	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Rheolwr Lles, Iechyd a Diogelwch i ychwanegu gwybodaeth am effaith Ystad CNC ar les i'r rhestr o eitemau i'w cynnwys mewn Adroddiadau Lles, Iechyd a Diogelwch yn y dyfodol.	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch	01/09/2022	Parhaus	

Papur Bwrdd

	Manylion y papur
Teitl y papur:	Adroddiad gan y Prif Swyddog Gweithredol
Cyfeirnod y papur:	22-07-B07
Noddir y papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y papur gan:	Clare Pillman, Prif Weithredwr
Diben y papur	Gwybodaeth/Trafodaeth

Cyflwyniad

Recriwtio Uwch-staff

1. Pleser yw dweud bod Sarah-Ellen Stacey wedi'i phenodi bellach yn Bennaeth Datblygu Sefydliadol, a bod Victoria Rose-Piper wedi'i phenodi'n Bennaeth Gwasanaethau Cymorth Busnes ac Adfywio. Mae'r ddwy wedi cyflawni'r rolau hyn dros dro, ond maent wedi cael cadarnhad yn awr y byddant yn aros yn barhaol yn eu rolau. Bydd y ddwy rôl hyn yn hollbwysig o ran cyflwyno'r newid trawsnewidiol y dymunwn ei weld wrth inni edrych tuag at ein Cynllun Corfforaethol nesaf. Bydd y cyfweiliadau ar gyfer rôl y Pennaeth TGCh yn cael eu cynnal ar 6 Gorffennaf.

Ymgysylltu Allanol

2. Mae ymgysylltu wyneb yn wyneb yn parhau i gynyddu wrth i fwy a mwy o gyfarfodydd 'yn y cnawd' gael eu trefnu. Yn ystod gwyliau'r Sulgwyn cefais flas ar gymryd rhan yng Ngŵyl y Gelli, lle bu Darren Moorcroft (Prif Swyddog Gweithredol Coed Cadw) a minnau yn ymateb i gwestiwn arbennig – sef ai coed yw'r ffordd o ddatrys newid hinsawdd. Ym mis Mehefin, cymerais ran mewn trafodaeth banel dan gadeiryddiaeth Amber Rudd yn y Gynhadledd Da Byw yng Ngogledd Cymru, lle'r aethpwyd ati i archwilio dyfodol ffermio yng Nghymru, ochr yn ochr â Llŷr Gruffydd AS, Cadeirydd y Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith yn y Senedd, Teresa Dent o'r Ymddiriedolaeth Cadwraeth Helwriaeth a Bywyd Gwyllt, Patrick Holden o'r

Ymddiriedolaeth Bwyd Cynaliadwy, Sam Rowlands AS, a James Owen, Cyfarwyddwr Diwygio Maes Rheoli Tir yn Llywodraeth Cymru.

3. Hefyd, cymerais ran mewn cyfarfodydd gyda nifer o randdeiliaid allweddol, yn cynnwys David Clubb, Cadeirydd y Comisiwn Seilwaith; y Cynghorydd Andrew Morgan, Arweinydd Cyngor Rhondda Cynon Taf; Chris Llewelyn o Gymdeithas Llywodraeth Leol Cymru; a Dr Nerys Llewelyn Jones, Asesydd Interim Diogelu'r Amgylchedd Cymru.

Cyfathrebu a Materion Digidol

4. Yn ystod mis Mai a mis Mehefin, manteisiodd y tîm cyfathrebu ar y cyfle i dynnu sylw at y gwaith a wnawn i ymdrin â'r dirywiad mewn bioamrywiaeth a'r argyfyngau ehangach sy'n ymwneud â natur a'r hinsawdd. Ar Ddiwrnod Amgylchedd y Byd, aethom ati i arddangos gwaith y Cynllun Gweithredu Cenedlaethol ar Fawndiroedd ynghyd â phrosiectau eraill sy'n cynnig atebion seiliedig ar natur, megis Grangetown Gwyrddach a phrosiect Adfer Cynefinoedd Pen y Cymoedd.
5. Ymhellach, rhoddodd Diwrnod Cefnforoedd y Byd gyfle inni dynnu sylw at y gwaith a wnawn ledled y rhwydwaith Ardaloedd Morol Gwarchoddedig a'n hymgyrch recriwtio barhaus yn y maes. Hefyd, dathlodd rhaglen LIFE yr Undeb Ewropeaidd ei phen-blwydd yn 30 oed yn ystod mis Mai, ac aethom ati i weithio gyda'n partneriaid i ail-fyw a rhannu llwyddiannau'r prosiectau LIFE niferus a gyflwynwyd yng Nghymru yn ystod y cyfnod hwn.
6. Mae'r calendr ar gyfer digwyddiadau'r haf bellach ar waith. Mynychodd CNC ddigwyddiad Glaswelltiroedd Cymdeithas y Sioe Frenhinol, gan ddefnyddio'r cyfle i gyfarfod â'r gymuned amaethyddol a'n partneriaid. Rydym yn gweithio gyda thimau ledled Cymru i gynnig cyngor a hyrwyddo sesiynau ymgysylltu wyneb yn wyneb â'r cyhoedd ar gyfer nifer o ymgynghoriadau a phrosiectau.
7. Yn ystod gwyliau'r hanner tymor a phenwythnosau gŵyl y banc, aethom ati i gyflwyno negeseuon yn ymwneud â hamddena cyfrifol, y Cod Cefn Gwlad a llwybrau cerdded a beicio hygyrch ar ein safleoedd. A chan fod yna fwy o achosion o algâu gwyrddlas ac algâu tymhorol, a mwy o adroddiadau amdanynt, rydym wedi defnyddio dull rhagweithiol o gyfathrebu'n allanol er mwyn tynnu sylw at y gwahaniaethau rhwng llygredd a sylweddau naturiol.
8. Y tu ôl i'r llenni, buom yn gweithio'n agos gyda thîm cyfathrebu Ymddiriedolaeth Genedlaethol Cymru i reoli negeseuon ynglŷn â chyhoeddi bod prydles reoli Hafod wedi newid dwylo.
9. Drwy gydol mis Mai a mis Mehefin, fe wnaethom barhau i gyfathrebu ynglŷn â'n gweithgareddau gorfodi. Rhoddwyd cryn dipyn o sylw ar y cyfryngau rhanbarthol a chenedlaethol i nifer o ganlyniadau blaenllaw yn y llysoedd a hefyd i'r sancsiynau a osodwyd am amrywiaeth o weithgareddau, yn cynnwys troseddau gwastraff, hel cocos yn anghyfreithlon a phanio am aur. Ymhellach, mae ein cydweithwyr wedi cyfrannu at

nifer o eitemau ar y cyfryngau yn ymwneud â phynciau fel gwaddol mwyngloddiau metel ac ansawdd dŵr.

Materion Strategol

Adroddiad ar Sefyllfa Adnoddau Naturiol (SoNaRR) – Adborth gan ddefnyddwyr a chynllunio ar gyfer SoNaRR2025

10. Mae pedwar mis ar ddeg wedi mynd heibio ers cyhoeddi cynnyrch terfynol SoNaRR2020. Rydym wedi gwrandao ar adborth ynglŷn â'r tudalennau gwe ac rydym wedi cyflwyno rhai newidiadau er mwyn helpu pobl i lywio trwyddynt. Mae angen gwneud mwy i helpu'r defnyddwyr i ddod o hyd i'r hyn maent yn chwilio amdano. Rydym wrthi'n ychwanegu astudiaethau achos perthnasol er mwyn dangos arferion gorau o ran rheoli adnoddau naturiol yn gynaliadwy. Hefyd, rydym wedi cyhoeddi animeiddiad ar wefan CNC er mwyn esbonio prif negeseuon SoNaRR.
11. Mae SoNaRR2025 yn brosiect a ddaw o dan adain y Swyddfa Rheoli Rhaglenni, ac rydym yn defnyddio'r gwersi a ddysgwyd a'r wybodaeth a gasglwyd gan ddefnyddwyr i ddechrau cynllunio'r adroddiad nesaf. Y bwriad yw cyhoeddi'r adroddiad hwnnw ym mis Rhagfyr 2025.
12. Yn dilyn gweithdy ar-lein a gynhaliwyd ar 16 Mai 2022 gyda staff Polisi Llywodraeth Cymru, byddwn yn mynd ati i addasu'r modd y cyflwynir gwybodaeth er mwyn sicrhau y bydd yn fwy ystyrlon i'r defnyddwyr. Ar sail ein trafodaethau gyda'r swyddogion, ymddengys y byddai'n well cael naratif byrrach, crynodebau'n ymwneud â sectorau penodol, a'r gallu i dreiddio i'r dystiolaeth fanwl. Hefyd, cefnogir y syniad o ddatblygu fframwaith canlyniadau a dangosyddion ar gyfer Rheoli Adnoddau Naturiol yn Gynaliadwy (SMNR). Disgwylir y bydd hyn yn arwain at bennu dangosyddion SMNR y gellir eu cynnwys mewn adroddiadau SoNaRR yn y dyfodol. Byddwn yn parhau i ymgysylltu â'r defnyddwyr wrth inni gynllunio prosiect SoNaRR2025 a chytuno ar ddull yr asesiad nesaf.

EDF yn tynnu ei gais yn ôl am drwydded forol ar gyfer gweithgareddau carthu/gwaredu

13. Ar 10 Mai, tynnodd EDF NNB GenCo (HPC) ei gais yn ôl am drwydded forol (DML2110) i waredu gwaddodion a garthwyd yn sgil gwaith cyfalaf a gwaith cynnal a chadw o flaendraeth datblygiad Hinkley Point C ar safle gwaredu Bastiroedd Caerdydd. O'r herwydd, mae'r mater hwn wedi dod i ben i CNC o ran trwyddedu morol.
14. Yn ddiweddar, cafodd Adolygiad Barnwrol o benderfyniad y Sefydliad Rheoli Morol (MMO) ynghylch amrywio trwydded forol EDF NNB GenCo (HPC) Ltd (a oedd yn caniatáu gwaredu'r un deunyddiau ar safle gwaredu morol wrth ymyl Portishead) ei wrthod yn ei gyfanrwydd gan y Llysoedd.

15. Mae EDF wedi cadarnhau bod y gwaith carthu/gwaredu a aildechreuodd ar safle Portishead (Dyfroedd Lloegr) ym mis Ebrill yn mynd rhagddo'n dda.

16. Rydym wedi rhoi gwybod i swyddogion Llywodraeth Cymru am benderfyniad EDF, ac mae'r swyddogion yn eu tro wedi rhoi gwybod i'r Gweinidog. Ymhellach, mae holl Aelodau'r Senedd a rhai Arweinwyr Awdurdodau Lleol wedi cael diweddariad ysgrifenedig gan Mike Evans, Pennaeth Gweithrediadau Canol De Cymru.

Adolygiad 'O'r Dechrau i'r Diwedd' gan Lywodraeth Cymru o Drwyddedu Morol

17. Yn dilyn archwiliad dwfn Llywodraeth Cymru i faterion morol, comisiynwyd yr adolygiad er mwyn pennu cyfleoedd i wella a symleiddio'r broses drwyddedu, gan sicrhau ar yr un pryd y bydd y gofynion statudol yn cael eu cynnal ac y bydd ardal forol Cymru yn cael ei datblygu mewn modd cynaliadwy. Er mwyn cyflawni'r amcan hwn, bydd angen ymgysylltu'n eang â rhanddeiliaid er mwyn inni allu ystyried safbwyntiau'r holl ddefnyddwyr a datblygu sylfaen dystiolaeth.

18. Bydd yr adolygiad yn ystyried gwaith a wneir eisoes mewn partneriaeth â'r Grŵp Strategol Cynghori ar Ganiatadau ar gyfer ynni adnewyddadwy morol (sef grŵp rhanddeiliaid a grëwyd gan Lywodraeth Cymru) a'i Is-grŵp Cynghori ar Wyddoniaeth a Thystiolaeth, a hynny er mwyn gwella'r broses trwyddedu morol fel y bydd modd cynorthwyo datblygiadau ynni adnewyddadwy newydd a chymhleth. Y tu allan i'r cwmpas: esemptiadau ar gyfer trwyddedau morol; apeliadau; gorfodi trwyddedau morol.

19. Caiff yr Adolygiad 'O'r Dechrau i'r Diwedd' ei hollti'n bum cam, gyda phob cam yn para mis. Cam 1 yr adolygiad oedd rhoi'r prosiect ar waith (Ebrill 2022). Ar hyn o bryd, rydym wedi cyrraedd Cam 2 (Mai 2022) ac rydym yn dechrau cyfrannu at Gam 3 o ran dewis pa astudiaethau achos y dylid eu harfarnu'n fanwl. Yn ystod Cam 4 byddwn yn cyfathrebu'r canfyddiadau cychwynol ac yn ystod Cam 5 byddwn yn cyhoeddi argymhellion yr Adolygiad. Y disgwyl yw y bydd yr Adolygiad yn rhoi adroddiad i Lywodraeth Cymru a CNC ddiwedd mis Medi.

Y Rhaglen Tirweddau Dynodedig a Pharc Cenedlaethol posibl

20. Mae'r holl waith cyn-gychwyn wedi'i gwblhau, yn cynnwys llunio canllawiau ar brosesau dynodi tirweddau, gwaith cwmpasu cychwynol ar gyfer yr ardal o dan sylw, trafodaethau gydag awdurdodau lleol perthnasol, a chadarnhau cyllid gan Lywodraeth Cymru. Roedd y Bwrdd wedi cytuno eisoes mewn egwyddor y dylid parhau â'r broses ar ôl i'r camau hyn gael eu cwblhau / cadarnhau. Erbyn hyn, mae'r Pwyllgor Ardaloedd Gwarchoddedig (PrAC) wedi cytuno ar ran y Bwrdd beth fydd cam nesaf y gwaith mewn perthynas â'r Parc Cenedlaethol, sef cadarnhau y dylid dechrau ar y broses ddynodi gyffredinol. Bydd hyn yn tywys CNC at y cam casglu tystiolaeth, yn cynnwys cynnal

asesiad er mwyn gweld a yw ardal yng Ngogledd Ddwyrain Cymru yn gymwys i'w dynodi'n Barc Cenedlaethol newydd.

21. Bydd canlyniadau'r camau asesu yn cael eu dwyn gerbron y Bwrdd i'w hystyried, a bydd penderfyniad yn cael ei wneud ynghylch a ddylid dechrau ar y broses ddynodi statudol a chynnal ymgynghoriad cyhoeddus.

Niwclear – Asesiad Cynllun Generig

22. Mae CNC a'i bartneriaid wedi cychwyn y cyfarfod 'swyddogol' cyntaf gyda Rolls-Royce i drafod cais y cwmni i gynnal Asesiad Cynllun Generig (GDA). Os caiff ei gymeradwyo, bydd yn rhoi hyder i reoleiddwyr y DU (sef y Swyddfa Reoleiddio Niwclear (ONR), Asiantaeth yr Amgylchedd a CNC) y bydd unrhyw orsaf ynni niwclear newydd a adeiladir ym Mhrydain Fawr yn cyrraedd safonau uchel o ran:

- diogelwch
- diogeled
- gwarchod yr amgylchedd
- rheoli gwastraff.

23. Os caiff ei gymeradwyo, bydd modd rhoi'r cynllun ar waith yn y DU. Mae'r rheoleiddwyr yn cynnal Asesiad Cynllun Generig cyn i orsafoedd ynni ddechrau cael eu hadeiladu. Golyga hyn y gallwn ddod o hyd i broblemau rheoleiddio posibl o ran y cynllun neu'r dechnoleg yn gynnar yn y broses a gofyn i gynllunydd yr adweithydd eu datrys. Yn naturiol, mae'r broses yn eithaf maith a gall gymryd oddeutu pedair blynedd i'w chwblhau.

24. Mae gan y tîm Polisi Ymbelydredd a Diwydiant ran lawn yn y broses, ac mae gennym gytundeb codi tâl ar gyfer y gwaith a wnawn. Rydym wedi cynnal rhag-gyfarfodydd gyda'r Swyddfa Reoleiddio Niwclear ac Asiantaeth yr Amgylchedd ac rydym wedi cyfarfod â'r cwmni a gyflwynodd y cais (sef Rolls Royce) er mwyn bwrw ymlaen â'r cais hwnnw. Mae ein tîm polisi yn meithrin ei wytnwch ac mae gan CNC rôl weithredol yn y broses. Mae cwmni Rolls Royce wedi datgan yn gyhoeddus bod ganddo ddiddordeb mewn defnyddio'i dechnoleg ar safle'r Wylfa. Mae'r amserlenni ar gyfer y gwaith adeiladu yn uchelgeisiol, ac os cymeradwyir y cynllun a'r drwydded efallai y gwelwn ynni niwclear yng Nghymru cyn 2030.

Gweithio gydag Awdurdod Cyllid Cymru

25. Mae Awdurdod Cyllid Cymru wedi dirprwyo'i swyddogaethau i CNC o dan ddarpariaethau'r Ddeddf Casglu a Rheoli Trethi, i'r graddau y maent yn ymwneud â'r Dreth Gwarediadau Tirlenwi. Mae hyn yn cyd-fynd â'r Memorandwm Cyd-ddealltwriaeth rhwng Awdurdod Cyllid Cymru a CNC ynghylch trefniadau gweithio, yn cynnwys ariannu Tîm Treth Gwarediadau Tirlenwi CNC yn llwyr.

26. Er mwyn i Fwrdd Awdurdod Cyllid Cymru allu cymeradwyo cyfrifon CNC, mae'n ofynnol i CNC gyflwyno datganiad blynyddol i Awdurdod Cyllid Cymru er mwyn rhoi sicrwydd y bydd yn gallu cyflawni ar sail y dyletswyddau dirprwyedig a nodir yn y Memorandwm Cyd-ddealltwriaeth. Mae'r Prif Weithredwr wedi anfon llythyr ar gyfer y cyfnod sy'n ymestyn o 1 Ebrill 2021 hyd at 31 Mawrth 2022 – mae'r llythyr hwn yn cadarnhau'r trefniadau parhaus ar gyfer CNC fel y'u nodir yn y Memorandwm Cyd-ddealltwriaeth, gan gadarnhau hefyd ein bod wedi bodloni'r holl Ddangosyddion Perfformiad Allweddol ar ddiwedd y flwyddyn.
27. Gwelir bod y trefniadau gweithio rhwng y ddau sefydliad mewn perthynas â'r Dreth Gwarediadau Tirlenwi wedi gweithio'n dda drwy gydol cyfnod y pandemig, a'u bod yn parhau i weithio'n dda. Dyma arwydd o broffesiynoldeb ac ymroddiad ein staff, a gellir ei ystyried fel esiampl y dylai eraill ei dilyn. Wrth symud ymlaen i flwyddyn 2022/2023, byddwn yn diwygio'r Dangosyddion Perfformiad Allweddol presennol er mwyn adlewyrchu'r cynnydd a wnaed hyd yn hyn o ran trethi gwarediadau tirlenwi anawdurdodedig a'n ffocws cynyddol ar ymdrin â chamddisgrifio gwastraff y bwriedir ei anfon i safleoedd tirlenwi. Bydd Awdurdod Cyllid Cymru yn rhyddhau ei Strategaeth Gorfforaethol ddiwygiedig ar gyfer 2022-2025, lle tynnir sylw at weithio mewn partneriaeth â CNC.

Adolygu Diogelwch Coedwigaeth

28. Rydym yn bwrw ymlaen â champau gweithredu a ddeilliodd o drafodaeth a gafwyd yng nghyfarfod y Bwrdd ym mis Mawrth 2022, sef trafodaeth yn ymwneud ag Adolygu Diogelwch Coedwigaeth. Caiff y camau hyn eu nodi o fewn Risg 2 Stiwardiaeth Tir: Methu â sicrhau bod pawb yn cyrraedd adref yn ddiogel bob diwrnod o Ystad CNC, gyda throsolwg trwy gyfrwng Risg Strategol 3, Iechyd a Diogelwch Staff CNC, Contractwyr CNC, Ymwelwyr a Thenantiaid CNC.
29. Yn ystod Cyfarfod Cyfarwyddwyr Coedwigaeth y DU a gynhaliwyd yn ddiweddar, buom yn trafod gweithio ar y cyd ledled sectorau coedwigaeth y wladwriaeth, ac mae Dominic Driver wedi ysgrifennu erthygl ar gyfer cylchgrawn "Trees" yr ICF (Sefydliad y Coedwigwyr Siartredig) yn sôn am y casgliadau a ddeilliodd o drafodaeth y Bwrdd.

Materion Gweithredol

Dyffryn Pengwern

30. Fel rhan o'n gwaith ar Ddatganiad Ardal y Gogledd Ddwyrain, rydym wedi bod yn gweithio gydag Ardal o Harddwch Naturiol Eithriadol (AHNE) Bryniau Clwyd a Dyffryn Dyfrdwy dros y flwyddyn ddiwethaf i ymgysylltu â rhanddeiliaid a grwpiau cymunedol yn Nyffryn Pengwern ger Llangollen. Yr uchelgais yw creu gweledigaeth ynglŷn â sut mae modd i'r gymuned sicrhau y gall wrthsefyll ein hinsawdd newidiol yn well, ynghyd â lliniaru'r argyfwng hinsawdd a'r argyfwng natur. Rydym wedi creu delweddau o'r newidiadau y dymuna'r gymuned eu gweld yn y tymor canolig i'r tymor hir. Yn ystod yr

haf, byddwn yn cynnal sesiynau galw heibio ar gyfer trigolion yr ardal fel y gallant fwrw golwg dros y posteri sy'n arddangos y weledigaeth hon a rhoi adborth inni. Yna, byddwn yn helpu'r gymuned i greu prosiectau unigol a cheisio cyllid ar eu cyfer.

Ymgynghoriad Cyhoeddus Kronospan ynghylch trwydded gyfunol

31. Rydym wedi cwblhau ein proses benderfynu a chyfuno mewn perthynas â thrwyddedau presennol safle Kronospan (Cyngor Bwrdeistref Sirol Wrecsam a CNC), yn dilyn Cyfarwyddyd Llywodraeth Cymru yn 2018. Cyn cwblhau ein penderfyniad, roedd gennym ddyletswydd i sicrhau bod yr holl weithgareddau presennol yn cael eu hasesu'n drylwyr a'u bod yn cydymffurfio â'r Technegau Gorau Sydd ar Gael. Mae'r drwydded gyfunol yn cynnig llinell sylfaen gyfreithiol gadarn i CNC o ran ysgwyddo'r holl waith rheoleiddio amgylcheddol ar y safle.
32. Mae ein staff Gweithrediadau a Thrwyddedu wedi bod wrthi'n sicrhau bod grwpiau cymunedol lleol, Kronospan, Cyngor Bwrdeistref Sirol Wrecsam a gwleidyddion yn cael gwybod y diweddaraf am y cynnydd hyd yn hyn. Ddydd Iau 16 Mehefin, rhoddyd ymgynghoriad cyhoeddus ar waith. Bydd yr ymgynghoriad hwn yn para pedair wythnos a bydd yn dod i ben ddydd Sul 17 Gorffennaf. Mae'r safle o ddiddordeb mawr i'r cyhoedd, ac felly disgwyliwn y bydd yna ddiddordeb mawr yn y digwyddiad hollbwysig hwn wrth i CNC baratoi i gymryd yr awenau oddi ar Gyngor Bwrdeistref Sirol Wrecsam ac ysgwyddo cyfrifoldeb llwyr dros reoleiddio'r safle. Aethpwyd ati i lunio Cynllun Cyfathrebu ac mae'r camau gweithredu'n cynnwys cynnal digwyddiadau galw heibio wyneb yn wyneb dros gyfnod o ddeuddydd.

Gweithio gyda Dŵr Cymru/Welsh Water (DCWW) i Wella Diogelwch Cronfeydd Dŵr

33. Fel rheolwyr System Reoleiddio Afon Dyfrdwy, rydym yn gweithio'n agos gyda DCWW i geisio cyflwyno Mesurau Pwysig er Budd Diogelwch yn Llyn Celyn. Er mwyn i'r gwaith hwn gael ei gwblhau'n ddiogel, rhaid gostwng lefelau'r dŵr yn y gronfa a'u cadw felly tra bydd y gwaith yn cael ei wneud. Disgwylir i'r gwaith ddechrau yn yr hydref a bydd yn parhau dros y gaeaf ac i mewn i 2023. Mae'r tîm Hydroleg a Rheoli Adnoddau Dŵr, sy'n rheoli'r gwaith o ddydd i ddydd ar Afon Dyfrdwy, wedi gorfod pennu sut gellir gostwng a chynnal lefelau'r dŵr yn y gronfa heb effeithio ar yr amgylchedd nac ar gyflenwad dŵr y cyhoedd a sut gallai hyn effeithio ar reoli perygl llifogydd a rhanddeiliaid eraill megis defnyddwyr hamdden. Rhannwyd y cynllun gweithredol arfaethedig gyda Phwyllgor Ymgynghorol Afon Dyfrdwy, a bydd cynllun ar gyfer gostwng lefel y dŵr yn cael ei roi ar waith er mwyn i Dŵr Cymru allu cwblhau ei waith diogelwch.

Prosiect Telemetreg Cronfeydd Dŵr

34. Mae gwaith ar droed yn nifer o gronfeydd dŵr CNC i wella gwaith monitro a diogelwch fel rhan o'r rhaglen cronfeydd dŵr. Mae Teledu Cylch Cyfyng ynghyd ag offer hydrometreg a thelemetreg gyda grisiau, llwybrau a gwell diogelwch wrthi'n cael eu

gosod mewn cronfeydd dŵr allweddol ledled y gogledd. Bydd hyn yn galluogi rheolwyr asedau a swyddogion ar ddyletswydd i weld a oes unrhyw broblemau posibl yn ein cronfeydd dŵr a pha un a oes angen mynd ar y safle i archwilio cyflwr y gronfa, i gofnodi lefel y dŵr ac i roi gweithdrefnau argyfwng ar waith.

Gwarchodfa Natur Cynffig

35. Mae Ymddiriedolaeth Corfforaeth Cynffig a Cyfoeth Naturiol Cymru wedi llofnodi cytundeb rheoli pum mlynedd i ddiogelu nifer o rywogaethau bywyd gwyllt prin yng Ngwarchodfa Natur Genedlaethol Cynffig.
36. Mae'r warchodfa yn safle eithriadol o ran cadwraeth. Mae'n cynnwys oddeutu 1,300 acer o wlyptiroedd a thwyni tywod a reolir, ac mae wedi'i lleoli ar arfordir De Cymru rhwng Porthcawl a Phort Talbot.
37. Gellir dadlau bod y safle'n cynnal un o'r systemau twyni tywod pwysicaf yn y DU ynghyd â phoblogaeth arwyddocaol o degeirianau'r fign galchog (sef blodyn eithriadol o brin). Ymhellach, mae'r safle'n cynnwys dyfroedd clir Llyn Cynffig; mae'r llyn hwn yn 70 acer o faint a dyma'r llyn naturiol mwyaf yn Ne Cymru. Trosglwyddwyd y gwaith o reoli'r safle yn ôl i ddwylo Ymddiriedolaeth Corfforaeth Cynffig ar ôl i brydles reoli Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr ddod i ben ym mis Ionawr 2020. Mae Ymddiriedolaeth Corfforaeth Cynffig a CNC, y naill yn dirfeddiannwr a'r llall yn geidwad ar y tir hwn, wedi bod yn gweithio'n agos i lunio trefniadau ar gyfer rheoli'r safle gwarchoddedig. Mae'r cytundeb yn cynnwys rheoli'r modd y caiff y safle ei bori gan dda byw ynghyd â rheoli'r llystyfiant fel y gellir cynnal system dwyni symudol – mae hyn yn bwysig os ydym am weld bywyd gwyllt prin y twyni yn ffynnu.

Ailagor Ffordd Goedwig Cwm Carn yn ffurfiol

38. Estynnwyd gwahoddiad i urddasolion ddod draw i ddathlu ailagor Ffordd Goedwig Cwm Carn yn swyddogol ar 6 Gorffennaf 2020, flwyddyn ar ôl iddi gael ei hailagor ar gyfer y cyhoedd.
39. Yn sgil cydweithredu llwyddiannus rhwng Cyngor Bwrdeistref Sirol Caerffili, Cyfoeth Naturiol Cymru a'r gymuned leol, mae'r safle wedi cael ei weddnewid. Bu'r Ffordd Goedwig ar gau am chwe blynedd wrth inni ddelio â *Phytophthora Ramorum* ar y safle. Buddsoddodd CNC dros £2m yn y gwaith o ailwampio'r ffordd – yn cynnwys rhoi wyneb newydd arni, gwella diogelwch y safle ac uwchraddio'r manau parcio.
40. Erbyn hyn, gall Coedwig Cwm Carn ymfalchïo yn y ffaith bod ganddi amrywiaeth eang o gyfleusterau newydd a gwell, yn cynnwys y Ffordd Goedwig ar ei newydd wedd, llety o'r radd flaenaf a chanolfan ymwelwyr wobrwyl – a'r cwbl ar safle lle ceir coetir cymysg, llynnoedd a thir comin lle gall ymwelwyr fwynhau golygfeydd godidog o Aber Afon Hafren a bryngaer Oes Haearn Twmbarlwm.

41. Bydd y digwyddiad yn gyfle i fynd ar daith dywysedig o amgylch y safle a chlywed sut caiff yr ardaloedd eu defnyddio gan filoedd o ymwelwyr bob blwyddyn.

Busnes Mewnol

Llywodraethu Mewnol

42. Ym mis Ebrill, cymerodd y Tîm Gweithredol gamau i gryfhau mwy ar ein trefniadau llywodraethu mewnol wrth iddynt gymeradwyo tair dogfen allweddol. Wrth i'r trefniadau hyn ymwreiddio, y gobaith yw y byddant yn ffynhonnell cyngor a chyfeiriad i'r staff ynglŷn â phrosesau penderfynu a chofnodi cadarn, er mwyn inni allu gwneud penderfyniadau cydwybodol sy'n seiliedig ar dystiolaeth gadarn ar bob lefel o fewn y sefydliad, gan ddiogelu CNC yn wyneb unrhyw her bosibl.
43. Ein Model Gweithredu Llywodraethu yw ein fframwaith ar gyfer gwneud penderfyniadau yn CNC. Gyda'i gilydd, nod ein 'fframwaith' o ddogfennau penderfynu yw hwyluso ac ymwreiddio dulliau llywodraethu da o ran gwneud penderfyniadau ar lefel sefydliadol trwy ddarparu'r canlynol:
- Cyngor ac arweiniad ynghylch sut i wneud penderfyniadau cadarn a sut i ddangos tystiolaeth o'r penderfyniadau hynny
 - Eglurder ynghylch pwy sydd ag awdurdod dirprwyedig i gymeradwyo dogfennau busnes allweddol (Y Gofrestr Awdurdod Dirprwyedig)
 - Eglurder ynghylch pwy a all wneud penderfyniadau a rhoi cymeradwyaeth mewn perthynas â'n fframwaith Statudol a Chyfreithiol (SaLS)
 - Eglurder ynghylch pwy a all wneud ymrwymadau ariannol ac ymrwymadau contractiol cyfreithiol rwymol (MoM)
 - Eglurder ynghylch pwy a ddylai fod yn gyfrifol am benderfyniadau allweddol arbennig, pwy a ddylai fod yn atebol am y penderfyniadau hynny, â phwy y dylid ymgynghori yn eu cylch, a phwy y dylid eu hysbysu yn eu cylch (RACI).
44. Mae'r Gofrestr Awdurdod Dirprwyedig yn elfen newydd arall yn ein Model Gweithredu Llywodraethu ac mae'n cynnig eglurder ynghylch pa unigolion o fewn y sefydliad y mae'r Prif Weithredwr wedi dirprwyo awdurdod iddynt ar gyfer cymeradwyo dogfennau allweddol fel strategaethau, polisiau a chanllawiau.
45. Mae'n rhestru grwpiau o ddeiliad rolau/deiliaid rolau unigol y dirprwywyd awdurdod iddynt ar gyfer cymeradwyo dogfennau busnes allweddol, yn y meysydd busnes a nodir. Dylid darllen a defnyddio'r ddogfen hon ar y cyd â'r egwyddorion dirprwyo a nodir yn y Model Gweithredu Llywodraethu.
46. Mae ein Fframwaith Llywodraethu newydd yn wahanol i'r ddogfen fframwaith gyda Llywodraeth Cymru. Nid yw'n disodli dogfennau cyfredol sy'n nodi ein cyfrifoldebau cyfreithiol, megis y Cynllun Statudol a Chyfreithiol (SaLS), ac felly nid yw'n cynnwys rhestr hollgynhwysfawr o ddeddfwriaethau sy'n berthnasol i'n gwaith. Yn y bôn, dogfen

fewnol yw ein Fframwaith Llywodraethu lle nodir y strategaethau, y polisïau llywodraethu, y strwythurau penderfynu a'r atebolrwydd y mae ein trefniadau llywodraethu yn gweithredu ar ei sail.

47. Mae'r fframwaith llywodraethu yn pennu'r rolau, y cyfrifoldebau a'r gweithdrefnau sy'n ein galluogi i fynd i'r afael â'n busnes yn effeithiol ac yn effeithlon a lleihau risgiau i'r sefydliad.

Diwrnod #TîmCyfoeth

48. Ar 15 Mehefin 2022, cynhaliwyd ein pedwerydd Diwrnod #TîmCyfoeth – ein digwyddiad wyneb yn wyneb cyntaf ers y pandemig. Y briff oedd cynnig cyfle i bobl ail-greu cysylltiadau, dathlu ein llwyddiannau ac edrych tua'r dyfodol, gan sicrhau hefyd bod y digwyddiad yn ystyrlon i gynulleidfa ar-lein.
49. Gydag areithiau ffurfiol a seremoni wobrwyo ar y dechrau a'r diwedd, bwriad y diwrnod oedd creu cyfle anffurfiol i sgwrsio ac ymgysylltu. Trefnwyd ambell sgwrs ar gyfer y rhai a oedd yn dymuno cymryd rhan. Cafwyd cynnwys cryf ar-lein drwy gydol y diwrnod gyda chysylltiadau byw â safleoedd ledled Cymru a darlledwyd cyfweiliadau byw gyda'r mynychwyr.
50. Roedd rhan ffurfiol y diwrnod yn cynnwys anerchiad gan y Farwnes Tanni Grey Thompson. Ymunodd â ni'n fyw ar-lein ac ymhelaethodd ar y themâu a drafodwyd gan Syr David a minnau yn ein hareithiau. Gwych oedd cael cwmni Tanni ac mae'r adborth a gafwyd ynglŷn â'i haraith wedi bod yn rhagorol.
51. Hefyd, fe wnaethom gyhoeddi enillwyr Gwobrau #TîmCyfoeth. Roedd gennym wobwr 'Diolch' newydd eleni, lle'r aethom ati i chwilio am bobl oddi allan i CNC a oedd yn haeddu cydnabyddiaeth. Eleni, penderfynasom 'ddiolch' i Phil Thomas sydd wedi bod yn mesur y glaw bob mis ers ugain mlynedd.
52. Amcangyfrifwn fod oddeutu 400-500 o bobl wedi mynychu yn y cnawd a bod oddeutu 300 o bobl wedi ymuno â ni ar-lein. Byddwn yn gwneud rhagor o waith gwerthuso, ond mae'r ymateb cychwynnol gan y mynychwyr a'r rhai a ymunodd ar-lein wedi bod yn eithriadol o gadarnhaol. Mae'r canlynol yn crynhoi'r effaith a gafodd y diwrnod – 'Mae CNC yn sefydliad gwych i fod yn rhan ohono, yn bennaf oherwydd y bobl anhygoel sy'n gweithio iddo!'

Adnewyddu

53. Bu'r rhaglen Adnewyddu â rhan flaenllaw yn niwrnod #TîmCyfoeth. Roedd gan yr holl ffrydiau gwaith stondin a buont yn ymgysylltu â chydweithwyr. Aeth ein cydweithwyr yn y tîm Cyfleusterau ati i arddangos cyfres o gysyniadau cynllunio ar gyfer manau gweithio hybrid, a chafodd y cysyniadau hynny groeso da gan bawb. Y cam nesaf fydd rhoi cynnig ar rai o'r manau hyblyg hyn yn ein swyddfeydd.

54. Rhoddodd ein cydweithwyr yn nhîm y Fflyd gyflwyniad ymarferol yn sôn am Gerbydau Trydan a defnyddiwyd dau o gerbydau Nissan Leaf CNC i roi arddangosiadau.
55. Mae ein ffrwd waith trafndiaeth wedi cwblhau dau contract i gyflenwi tanwydd Olew Llysiâu Hydrogenaidd (HVO) i'w ddefnyddio yn ein peiriannau. Mae'r tanwydd hwn yn disodli diesel coch ac mae ei allyriadau CO₂ hyd at 91% yn is o gymharu â diesel.
56. Dros y misoedd nesaf, bydd rheolau cadw pellter cymdeithasol yn ein swyddfeydd a'n depos yn cael eu llacio. Bydd ein Timau Cyfleusterau yn defnyddio adnodd awyru y British Occupational Hygiene Society i ddiweddarau asesiadau adeiladau a byddant yn cymryd y camau lliniaru sy'n angenrheidiol i lacio'r cyfyngiadau.

Rhagolwg

Dydd Llun 18 – Dydd Iau 21 Gorffennaf – Y Sioe Amaethyddol Frenhinol
Dydd Sadwrn 30 Gorffennaf – Dydd Sadwrn 6 Awst – Yr Eisteddfod Genedlaethol, Tregaron
Dydd Mercher 17 Awst – Galwad i Ddiweddarau'r Bwrdd
Dydd Iau 8 Medi – Y Pwyllgor Archwilio a Sicrhau Risg
Dydd Mawrth 13 Medi – Y Pwyllgor Pobl a Thaliadau
Dydd Iau 15 Medi – Y Pwyllgor Cyllid
Dydd Mawrth 20 – Dydd Iau 22 Medi – Cyfarfod Bwrdd CNC

Papur y Bwrdd

Teitl y Papur:	Diweddariad y Pwyllgor Archwilio a Sicrhau Risg (ARAC)
Cyfeirnod y Papur:	22-07-B08
Noddir y Papur gan:	Catherine Brown - Cadeirydd ARAC
Cyflwynir y Papur gan:	Catherine Brown

Diben y Papur:	Gwybodaeth
Argymhelliad:	I nodi'r diweddariad

Pwnc

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn cyfarfod ARAC ar 9 Mehefin 2022. Gellir sicrhau bod cofnodion y cyfarfod ar gael i unrhyw aelod o'r Bwrdd sydd â diddordeb.
2. Nodir isod y materion y mae angen i holl aelodau'r Bwrdd wybod amdanynt ym marn Cadeirydd ARAC.

Diweddariad

Adroddiad Blynyddol a Chyfrifon Drafft (2021-22)

3. Adolygodd y Pwyllgor y wybodaeth a gyflwynwyd i gefnogi'r Adroddiad Blynyddol a Chyfrifon er mwyn sicrhau ei bod yn gydnaws â'r adroddiadau ariannol a'i bod yn cydfynd â'n dealltwriaeth o sefyllfa'r sefydliad.

Adroddiad Cyllid

4. Cyflwynwyd diweddariad i'r Pwyllgor o ganfyddiadau'r adolygiad o'r Memoranda Cytundebau a'r trefniadau sy'n cael eu rhoi ar waith i ymdrin â threfniadau partneriaeth nad ydynt yn cydymffurfio. Cyflwynir mwy o wybodaeth yn y cyfarfod nesaf.
5. Bydd adroddiad llawn yn cael ei ddarparu i ARAC ym mis Medi 2022 ynglŷn â'r materion sy'n gysylltiedig â chyflwyno'r system labordy newydd a'r hyn y gall y sefydliad ei ddysgu ohoni.

Diweddariad Blynyddol Uwch-berchennog Risg Gwybodaeth

6. Mae llawer iawn o waith wedi'i wneud yn ystod y flwyddyn, ac mae ARAC yn ddiolchgar i bawb a gymerodd ran.

7. Mae'r Pwyllgor wedi gofyn am ystyried cynnal archwiliad ledled y sefydliad yn ymwneud â rhoi'r polisi rheoli cofnodion ar waith, er mwyn deall yr hyn y gellir ei wneud i helpu i wella cydymffurfiaeth.
8. Hefyd, mae Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yn ystyried y fforwm a'r amseriad mwyaf priodol i gynnal trafodaeth gan y Bwrdd ar ansawdd data.

Diweddariad ar Reoli Risg a Llywodraethu Corfforaethol

9. Darparwyd diweddariad chwarterol ar Reoli Risg i ARAC. Fel rhan o'r diweddariad nesaf, mae'r Pwyllgor wedi gofyn am:
 - ragor o wybodaeth am y broses sydd ar waith ar gyfer nodi a chynnwys materion yng Nghofrestrau Risg y Bwrdd Busnes;
 - crynodeb o'r risgiau sy'n gysylltiedig â thangyflawniad y Rhaglen Gyfalaf ar gyfer cronfeydd dŵr, a sut y bydd modd mynd i'r afael ag effeithiau unrhyw danwariant.

Diweddariad ar Ymarferiad Mapio Sicrwydd Sefydliadol

10. Cyflwynwyd diweddariad i ARAC gan gynrychiolwyr Deloitte mewn perthynas â'r gwaith sy'n cael ei wneud ar fapio sicrwydd, sy'n ceisio sicrhau gwelliannau ym mhob un o feysydd y sefydliad.

Diweddariad ar Archwilio Mewnol

11. Er bod y sefyllfa yn well nag yn 2020/21, mae'r Farn Archwilio Mewnol Flynyddol ddrafft ar gyfer 2021/22 yn nodi bod sicrwydd yn ymwneud â rheolaethau yn parhau i fod yn "gyfyngedig". Mae angen gwneud rhagor o waith i roi gwelliannau arfaethedig ar waith ym meysydd llywodraethu, risg a rheolaeth er mwyn sicrhau barn archwilio mewnol gymedrol. Serch hynny, mae ARAC yn cydnabod bod cynnydd parhaus yn cael ei wneud, ac mae pawb yn awyddus i ddatblygu'r gwaith da gan staff a rheolwyr hyd yma i barhau i sicrhau cynnydd.
12. Adolygodd y Pwyllgor bum Adroddiad Archwilio Mewnol. Roedd pedwar ohonynt yn cynnig barn archwilio mewnol gymedrol (*y Swyddogaeth Asiantaeth Tir; Trwyddedau Gwastraff; Ansawdd Monitro Samplau ar gyfer Cemeg ac Ecoleg Dŵr Croyw; a Datblygu Masnachol - Cyflawni'r Portffolio Ynni*).
13. Roedd yr Adroddiad Archwilio ar Ymgysylltu â Rhanddeiliaid Allweddol yn cynnig barn sicrwydd cymedrol ar gyfer y grŵp rhanddeiliaid cwsmeriaid a barn sicrwydd cyfyngedig mewn perthynas â'r sefydliad cyffredinol. Mae ARAC yn croesawu'r dull pragmatig sydd wedi'i fabwysiadu gan yr Archwiliad Mewnol y tro hwn ac mae'n dymuno nodi bod yr adroddiad wedi nodi bod angen arweiniad strategol mwy cadarn gan y Bwrdd yn y maes hwn.
14. Bydd ARAC yn adolygu Adroddiad Archwilio Chwythu'r Chwiban, y disgwylir iddo gynnig barn sicrwydd cyfyngedig, ym mis Gorffennaf 2022 ar ôl i'r Rheolwyr gael cyfle i ystyried y canfyddiadau.
15. Gofynnodd y Pwyllgor a fyddai modd ystyried sefydlu rhyw fath o ddangosydd perfformiad ar gyfer lleihau'r baich dogfennau oddi mewn i CNC, er mwyn sicrhau bod dogfennau'n addas i'r diben a bod modd eu defnyddio'n effeithiol.

Sesiwn Gaeedig

16. Cynhaliodd aelodau ARAC eu sesiwn gaeedig flynyddol gyda'r Swyddog Cyfrifyddu.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	13 Gorffennaf 2022
Teitl y Papur:	Diweddariad y Pwyllgor Cyngori ar Dystiolaeth
Cyfeirnod y Papur:	22-07-B09
Noddir y Papur gan:	Peter Rigby – Cadeirydd y Pwyllgor Cyngori ar Dystiolaeth
Cyflwynir y Papur gan:	Peter Rigby
Diben y papur	Gwybodaeth
Crynodeb	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Cyngori ar Dystiolaeth ar 7 Mehefin 2022. Gellir sicrhau bod cofnodion y cyfarfod ar gael i unrhyw aelod o'r Bwrdd sydd â diddordeb.

Diweddariad

Busnes Safonol y Pwyllgor

2. Cynhaliodd y Pwyllgor Cyngori ar Dystiolaeth gyfarfod wyneb yn wyneb am y tro cyntaf.
3. Mae Dr Tom Nisbet a'r Athro Melanie Austen wedi'u penodi'n aelodau newydd o'r Pwyllgor.

Dealltwriaeth o Ymddygiadau a Llygredd yn Deillio o Waith Adeiladu

4. Cyflwynwyd trosolwg i'r Pwyllgor o'r gwaith sy'n mynd rhagddo yng Nghanol De Cymru i leihau llygredd o ganlyniad i waith adeiladu. Trafododd y Pwyllgor y dull gweithredu a'r camau nesaf ar gyfer y tîm Dealltwriaeth o Ymddygiadau. Trafodwyd y pwysau sydd wedi'u nodi yn y system ehangach hefyd.
5. Awgrymodd y Pwyllgor fod modd gwneud gwaith ymchwil i arferion cwmnïau a datblygwyr er mwyn nodi arferion problematig, a sut y byddent yn osgoi llygredd.

Rheolaeth Addasol

6. Darparwyd trosolwg o Rheolaeth Addasol CNC a'r camau nesaf. Trafododd y Pwyllgor y gwerthusiad o'r angen i fynegi'r risgiau dan sylw a nodi a oes angen dull rheoli risg. Hefyd, trafodwyd sut i gyfleu rheolaeth addasol i gymunedau sy'n cael eu heffeithio, yn ogystal â'r cyfleoedd ar gyfer dysgu sefydliadol ac mewn timau a phrosiectau unigol.
7. Darparwyd enghreifftiau o astudiaethau achos mewn ardaloedd gwarchoddedig, a nodwyd bod Sero Net yn enghraifft o faes lle mae rheoli addasol yn bwysig.

Adroddiadau Ymchwil Tystiolaeth CNC

8. Cyflwynwyd trosolwg i'r Pwyllgor o'r ymchwil ddiweddaraf ar reoli llifogydd yn naturiol a sut y byddai'n cael ei defnyddio i lywio polisïau perygl llifogydd a rheoli tir yn y dyfodol gan ddefnyddio dull cyfunol a chydweithredol.
9. Darparwyd trosolwg o reoli tir yn gynaliadwy hefyd, gan amlinellu rôl CNC fel rheolwr tir. Trafododd y Pwyllgor y dystiolaeth ar gyfer dalgyloedd bach a llifogydd; yr angen i ystyried y manteision bioamrywiaeth; a sut i hyrwyddo'r coetir sy'n ehangu i sicrhau manteision lluosog.

Ymagwedd CNC at Wyddoniaeth Dinasyddion

10. Trafododd y Pwyllgor y manteision posibl i CNC o weithio gyda grwpiau gwyddoniaeth dinasyddion, megis: ymgysylltu ac addysg; lles; cynhyrchu data defnyddiol; datblygu dulliau gwyddoniaeth dinasyddion; a chymorth. Cafwyd trafodaethau i CNC ddatblygu partneriaeth gyda sefydliadau priodol.
11. Amlinellwyd y materion a nodwyd wrth weithio gyda gwyddoniaeth dinasyddion a nodwyd bod cynlluniau ar y gweill i weithio gyda gwyddonwyr i sicrhau'r manteision ehangach a derbyn data o ansawdd uchel. Hefyd, bu'r Pwyllgor yn trafod natur y dystiolaeth a gynhyrchwyd; i ba raddau y mae'n hanfodol cyfodol dystiolaeth; a sut y byddai'r manteision yn cael eu cofnodi.

Data Gwyddoniaeth Agored

12. Cyflwynwyd trosolwg o Ddata Gwyddoniaeth Agored, gan gynnwys y rhwymedigaethau statudol i ddeddfwriaeth berthnasol. Cyhoeddir data CNC mewn sawl man megis: MaoData Cymru; Data.Gov.UK; a phorth newydd Llywodraeth Cymru ar gyfer cyhoeddi metadata newydd. Roedd cyfle i arddangos y defnydd o'r data, gan gynnwys sut y byddai'n ysgogi ac yn llywio newid amgylcheddol. Byddai astudiaethau achos a chyfleoedd ychwanegol yn cael eu datblygu ar flog Digidol a Data Cymru.
13. Trafododd y Pwyllgor sut y gallai CNC wella mynediad at ddata academaidd a nodi meysydd i'w gwella. Awgrymodd y Pwyllgor y gallai'r timau estyn allan at y tîm Ymchwil Agored yn y Brifysgol Agored i drafod yr heriau sy'n cael eu hwynebu.

Rhaglen Mawndiroedd

14. Trafododd y Pwyllgor y cynigion i ehangu'r Rhaglen Mawndiroedd; gan gynnwys sut i fesur a dangos y gwasanaeth sy'n cael ei ddarparu o safbwynt canlyniadau allweddol.

Cyflwynwyd trosolwg o'r cynnydd diweddar ar y gweithgaredd adfer a'r her i'w ehangu. Hefyd, bu'r Pwyllgor yn trafod sut y gellid ymestyn y rhaglen i sefydliadau coedwigaeth eraill yn y DU a'i chyflwyno mewn ffordd gydweithredol.

Llywodraethu'r Pwyllgor Cynghori ar Dystiolaeth / UFA

15. Mae diweddariad wedi'i ddarparu ar Platfform yr Amgylchedd Cymru, a bydd y Pwyllgor yn derbyn diweddariad arall ar ymgysylltu academaidd ym mis Hydref.

Papur y Bwrdd

Teitl y Papur:	Diweddariad y Pwyllgor Cyllid
Cyfeirnod y Papur:	22-07-B10
Noddir y Papur gan:	Syr David Henshaw - Cadeirydd y Pwyllgor Cyllid
Cyflwynir y Papur gan:	Syr David Henshaw

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Cyllid ar 10 Mehefin 2022.

Diweddariad

Diweddariad ar yr Ymarferiad Sylfaenol

2. Darparwyd diweddariad ar gam tri gwaith yr Ymarferiad Sylfaenol gan gynnwys y cynnydd sydd wedi'i wneud ar y ffrydiau gwaith sy'n esblygu, y dull o ddiffinio Cytundebau Lefel Gwasanaeth a datblygu cais Buddsoddi i Arbed.
3. Cyflwynodd y Pwyllgor adborth amrywiol a fyddai'n cryfhau'r wybodaeth sy'n cael ei pharatoi ar gyfer Llywodraeth Cymru, i'w helpu i wneud penderfyniadau am y meysydd y mae am i CNC ganolbwyntio arnynt a'r lefelau gwasanaeth y gellid eu darparu.
4. Hefyd, darparwyd crynodeb lefel uchel o gyllideb CNC ar gyfer 2023/24, a bu'r Pwyllgor yn trafod peth o'r pwysau uniongyrchol sy'n wynebu'r sefydliad.

Adroddiad Blynyddol a Chyfrifon 2021-22

5. Adolygodd y Pwyllgor adran yr Adroddiad Perfformiad drafft o'r Adroddiad Blynyddol a Chyfrifon.

Adolygiad Strategol o Daliadau

6. Cyflwynwyd diweddariad i aelodau'r Pwyllgor ar raglen yr Adolygiad Strategol o Daliadau ac ar rai o'r ffioedd arfaethedig sy'n cael eu hystyried. Yn dilyn trafodaeth, penderfynodd

y Pwyllgor argymhell y dylid adennill costau'n llawn, o ystyried nad yw'r sefydliad wedi bod yn gwneud hynny ers peth amser.

Diweddariad ar Swyddfa Rheoli'r Rhaglen

7. Darparwyd diweddariad ar waith Swyddfa Rheoli'r Rhaglen, gan gynnwys perfformiad yn ystod 2021/22 a'r dyheadau wrth symud ymlaen. Awgrymodd y Pwyllgor y gallai fod yn ddefnyddiol i'r Bwrdd ehangach dderbyn diweddariad cryno ar ddyheadau Swyddfa Rheoli'r Rhaglen hefyd.

Diweddariad ar y Gwasanaeth Cymorth Rheoli Contractau

8. Cyflwynwyd diweddariad i'r Pwyllgor ar y Gwasanaeth Cymorth Rheoli Contractau sydd wedi'i lansio yn ddiweddar, gan gynnwys y cynnydd sydd wedi'i wneud hyd yma, y blaenoriaethau uniongyrchol ar gyfer y Gwasanaeth ac unrhyw feysydd i ganolbwyntio arnynt yn fwy hirdymor.
9. Bydd y Pwyllgor Cyllid yn parhau i dderbyn diweddariadau ar waith y Gwasanaeth Cymorth Rheoli Contractau hyd nes bod y rhan hon o'r sefydliad wedi'i sefydlu'n iawn.

Papur y Bwrdd

Teitl y Papur:	Diweddariad y Pwyllgor Pobl a Thaliadau
Cyfeirnod y Papur:	22-07-B11
Noddir y Papur gan:	Julia Cherrett - Cadeirydd y Pwyllgor Pobl a Thaliadau
Cyflwynir y Papur gan:	Julia Cherrett

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Pwnc

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Pobl a Thaliadau ar 24 Mehefin 2022. Gellir sicrhau bod cofnodion y cyfarfod ar gael i unrhyw aelod o'r Bwrdd sydd â diddordeb.
2. Nodir isod y materion y mae angen i holl aelodau'r Bwrdd wybod amdanynt ym marn Cadeirydd y Pwyllgor Pobl a Thaliadau.

Diweddariad

Diweddariad Cyffredinol

3. Cafodd y Pwyllgor ddiweddariad ar faterion y Pwyllgor Pobl a Thaliadau gan Gyfarwyddwr Gweithredol y Strategaeth Gorfforaethol. Roedd hyn yn cynnwys:
 - Y newid i'r strwythur Rheoli Pobl sydd wedi'i ddiwygio ers penodi'r Pennaeth Datblygu Sefydliadol newydd. Mae Dysgu a Datblygu bellach yn gyfrifoldeb y Rheolwr Lles, Iechyd a Diogelwch.
 - Amlinellwyd y rolau newydd sydd wedi'u creu diolch i gyllideb ychwanegol. Mae arian ychwanegol wedi'i ddyrannu ar gyfer systemau TGCh ac ar gyfer materion sydd wedi codi'n benodol o'r Strategaeth Bobl a'r risgiau strategol a gyflwynwyd i'r Pwyllgor Pobl a Thaliadau.
 - Bydd y Rhaglen Trawsnewid Pobl yn rhaglen newid sy'n defnyddio dull cyfannol. Bydd Rheolwr newydd y Rhaglen yn sicrhau bod llywodraethu a strwythur da ar waith, a bod y prif bwyslais ar werthoedd y cwsmer a CNC.

4. Mae'r Pwyllgor Pobl a Thaliadau yn croesawu'r strwythur newydd a phenodiad Rheolwr y Rhaglen. Gofynnodd y Pwyllgor am lenwi swyddi gwag allweddol yn gynnar er mwyn sicrhau bod cyfnodau deiliad newydd a hen ddeiliad y swydd yn gorgyffwrdd.

Gwybodaeth Reoli/Absenoldeb oherwydd Salwch

5. Derbyniodd y Pwyllgor y ffigurau ar gyfer Gwybodaeth Reoli ac absenoldebau oherwydd salwch.
6. Trafododd aelodau'r Pwyllgor y posibilrwydd o feincnodi gyda sefydliadau eraill ar gyfer swyddi y mae'n anodd iawn eu llenwi ac er mwyn sicrhau bod Cyfoeth Naturiol Cymru yn gystadleuol.
7. Trafododd y Pwyllgor absenoldeb oherwydd salwch, a nodwyd bod cyfradd salwch gyfartalog CNC, fel sefydliad, yn is na'r gyfradd ar gyfer y Sector Cyhoeddus a Chymru. Roedd y drafodaeth yn cynnwys sut i hyfforddi rheolwyr i ddelio â salwch a heriau amgylchedd hybrid. Nodwyd y duedd ddiweddar i sefydliadau ganolbwyntio ar les yn hytrach nag absenoldeb oherwydd salwch.

Diweddariad ar Les, Iechyd a Diogelwch

8. Cafodd y Pwyllgor ddiweddariad ar yr Adroddiad Interim ar Les, Iechyd a Diogelwch. Bu cynnydd mewn atgyfeiriadau iechyd meddwl, ond nodwyd bod hwn yn ffactor cadarnhaol gan ei fod yn dangos bod pobl yn teimlo y gallent estyn allan am gymorth. Cafwyd diweddariad ar yr ailasesiad o Safon Iechyd gan Iechyd Cyhoeddus Cymru, ac mae tudalen wedi'i sefydlu i gyfeirio staff at gymorth lles ariannol.

Dysgu a Datblygu gan gynnwys ISO 45001

9. Cyflwynodd y Rheolwr Lles, Iechyd a Diogelwch drosolwg i'r Pwyllgor o'r hyn a ddysgwyd o'r safon ISO45001, gan atgoffa aelodau o'r diffyg cydymffurfio a'r canlyniadau yn dilyn ailymweliad gan yr archwilwyr. Amlinellodd y Rheolwr Lles, Iechyd a Diogelwch y cynllun datblygu ar gyfer tîm Hyfforddi CNC.
10. Croesawyd y Cynllun gan y Pwyllgor, a nododd fod cynnydd yn cael ei wneud.

Rhaglen Adfywio

11. Cafodd y Pwyllgor ddiweddariad ar y Rhaglen Adfywio a'r ffrwd waith Cefnogi Staff yn benodol. Hefyd, cafodd y Pwyllgor ddiweddariad ar ddatblygu'r broses o lacio cyfyngiadau cadw pellter cymdeithasol mewn swyddfeydd.
12. Cododd y Pwyllgor faterion megis contractau ar gyfer gwahanol fathau o weithwyr oddi mewn i Cyfoeth Naturiol Cymru, sut mae cynhyrchiant yn cael ei ystyried a'i fesur, a manteision ac anfanteision gweithio gartref.

Adroddiad Blynyddol ar yr Iaith Gymraeg

13. Croesawodd y Pwyllgor yr Adroddiad Blynyddol ar yr Iaith Gymraeg. Mae rhywfaint o gynnydd wedi'i wneud, ond mae capasiti'n parhau i fod yn broblem, a bydd angen ystyried hyn os oes uchelgais i wneud mwy na dim ond cydymffurfio yn y maes hwn.

14. Awgrymodd y Pwyllgor y dylai'r tîm fod yn fwy pendant wrth ofyn i'r Bwrdd ddangos arweiniad yn y maes hwn, ond awgrymodd hefyd sut i sicrhau bod mwy o bobl yn helpu i hyrwyddo'r Gymraeg.

Adolygu Risgiau

15. Gofynnwyd i'r Pwyllgor adolygu'r Datganiadau Risg a'r Datganiadau ar y Parodrwydd i Dderbyn Risg ar gyfer risgiau'r Bobl yn CNC: SR10 – Adnoddau (gan gynnwys recriwtio); SR06 – Adnoddau Staff (Gallu); SR03 – Iechyd a Diogelwch Staff CNC, Contractwyr CNC, Ymwelwyr a Thenantiaid CNC.

Diweddariad Chwe mis ar y Strategaeth Profiad ac Ymgysylltu â Chwsmeriaid

16. Cyflwynwyd diweddariad i'r Pwyllgor ar gynnydd y Strategaeth Profiad ac Ymgysylltu â Chwsmeriaid. Mae'r gwaith wedi'i ystyried mewn ffordd fwy cyfannol ym meysydd Datblygu Digidol, TGCh a Sefydliadol ac mae'n canolbwyntio ar anghenion y cwsmer. Darparwyd diweddariadau eraill ar ailstrwythuro'r Hwb Cwsmeriaid, y Rhaglen Tôn Llais, a'r gwaith Mapio Teithiau Cwsmeriaid. Bu'r Pwyllgor yn trafod yr Archwiliad Canfyddiadau diweddar hefyd.

Eitem Archwilio Mewnol

17. Amlinellwyd y tri archwiliad diweddar a oedd yn cynnwys rheoli: Ymddygiad Gwael a Negyddol; Hyfforddiant, Dysgu a Datblygu; Diwylliant Corfforaethol. Nodwyd bod adnoddau ychwanegol wedi'u cadarnhau a bod gwaith yn parhau ar Archwiliad Cynllunio'r Gweithlu. Byddai'r gwaith hwn yn parhau i gael ei adrodd fel rhan o'r Rhaglen Trawsnewid Pobl. Gofynnwyd i'r Pwyllgor nodi'r cynnydd sy'n cael ei wneud.
18. Nodwyd y cynnydd gan y Pwyllgor, a diolchwyd i'r Pennaeth Archwilio Mewnol am ei hymgyssylltiad â'r Grŵp Tîm Arweinyddiaeth yn gyffredinol ac ar faterion sicrwydd.

Cymeradwyo Cylch Gorchwyl Diwygiedig

19. Roedd y Pwyllgor yn cytuno'n fras â'r Cylch Gorchwyl diwygiedig, ond bydd angen rhagor o drafodaeth ar rai meysydd.

Adroddiad Blynyddol ar Daliadau

20. Ystyriodd a chymeradwyodd y Pwyllgor yr Adroddiad Blynyddol ar Daliadau.

Llywodraethu'r Pwyllgor Pobl a Thaliadau

21. Ystyriodd y Pwyllgor y rhagolwg a chytunodd i newid y dull gweithredu fel bod agendâu sydd ar y gweill yn ymdrin â materion mewn grwpiau strategol yn hytrach nag fel eitemau unigol.

Datganiad ar Bolisi Tâl

22. Fe wnaeth y Pwyllgor ystyried a chymeradwyo'r Datganiad ar Bolisi Tâl.



Papur Bwrdd

Teitl y papur:	Diweddariad gan y Pwyllgor Ardaloedd Gwarchodedig (PrAC)
Cyfeirnod y papur:	22-07-B12
Noddir y papur gan:	Rosie Plummer – Cadeirydd y Pwyllgor Ardaloedd Gwarchodedig
Cyflwynir y papur gan:	Rosie Plummer
Diben y papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Ardaloedd Gwarchodedig a gynhaliwyd ar 21 Mehefin 2022. Gall holl aelodau'r Bwrdd weld y cofnodion ar Diligent.
2. Gan sôn am faterion a ddeilliodd o'r cyfarfod, ac er mwyn rhoi'r wybodaeth ddiweddaraf i'r Bwrdd, mae'r Cadeirydd yn cyflwyno diweddariad ynglŷn â'r materion a drafodwyd gan y Pwyllgor, yn cynnwys unrhyw faterion mae angen rhoi sylw arbennig iddynt.

Diweddariad

Y Rhaglen Tirweddau Dynodedig Integredig

3. Rhoddwyd gwybod i'r Pwyllgor Ardaloedd Gwarchodedig bod cyllid wedi'i gadarnhau gan Lywodraeth Cymru, dros gyfnod o dair blynedd, er mwyn bwrw ymlaen â gwaith yn ymwneud â'r Parc Cenedlaethol arfaethedig. Maes o law, disgwylir y bydd angen i CNC recriwtio staff i rolau allweddol er mwyn iddo allu cyflawni'r gwaith angenrheidiol. Mae hyn yn cynnwys sefydlu a chychwyn y broses o asesu dynodiadau tirweddau, yn ogystal â chasglu tystiolaeth er mwyn gweld a fyddai'r ardal arfaethedig yn addas i'w dynodi o'r newydd.
4. Bydd hyfforddiant yn cael ei drefnu ar gyfer aelodau'r Bwrdd yn ymwneud â'u rolau a'u cyfrifoldebau yn ystod y broses asesu a phenderfynu, a bydd aelodau newydd y Bwrdd sydd wrthi'n cael eu recriwtio ar hyn o bryd yn cael eu cynnwys yn yr hyfforddiant hwn.
5. Nododd y Pwyllgor pa mor bwysig yw hi i aelodau Bwrdd CNC fod yn ymwybodol o'r amryfal broblemau a chyfleoedd a allai effeithio ar y gwaith, er mwyn iddynt allu barnu'n briodol sut i fwrw ymlaen â'r materion. Mae ystyriaethau pwysig eraill sydd ar waith ar hyn o bryd yn cynnwys y Dadansoddiad Manwl o Fioamrywiaeth, yr adolygiad a gynhelir mewn ymateb i Adroddiad Glover, cynnydd y Cynllun Ffermio Cynaliadwy,

a'r posibilrwydd o ymestyn gweithfeydd ynni gwyrdd. Mae gan bob un o'r rhain oblygiadau o ran ystyriaethau'r broses ddynodi, a hefyd o ran tirweddau gwarchoddedig Cymru yn fwy cyffredinol.

6. Ym marn y Pwyllgor Ardaloedd Gwarchoddedig, mae hi'n bwysig i rôl a chylch gwaith CNC mewn perthynas â dynodiadau posibl, a hefyd yn ystod y broses hon, gael eu mynegi'n glir wrth randdeiliaid ac mewn fforymau cyhoeddus. O'r herwydd, mae'r Pwyllgor wedi gofyn i Gyfreithiwr Arbenigol CNC gadarnhau sefyllfa CNC fel cynghorydd gwrthrychol annibynnol a chanddo'r dasg o gasglu a gwerthuso'r dystiolaeth a chyflwyno argymhelliad i Lywodraeth Cymru ynglŷn ag addasrwydd, neu ddiffyg addasrwydd, unrhyw ardal i fod yn Barc Cenedlaethol newydd. Bydd y penderfyniad terfynol yn gorwedd gyda Llywodraeth Cymru.

Materion eraill

7. Yn ystod y cyfarfod, rhoddwyd y diweddaraf i'r Pwyllgor ynglŷn â llawer o raglenni sydd ar y gweill, nifer ohonynt yn gysylltiedig â'i gilydd, yn cynnwys:
 8. Y Dadansoddiad Manwl o Fioamrywiaeth o dan arweiniad Llywodraeth Cymru. Heb fuddsoddiad cysylltiedig, nododd y Pwyllgor Ardaloedd Gwarchoddedig fod yna berygl na ellir rhoi newidiadau gwirioneddol ar waith i ymdrin â materion systematig mwy.
 9. Y targed 30 erbyn 30, sy'n ymwneud â gwarchod a rheoli 30 y cant o dir a môr y byd mewn modd effeithiol erbyn 2030, a'r argymhellion a nodir yn adroddiad y British Ecological Society ynghylch y newidiadau sydd eu hangen er mwyn cyflawni'r targed.
10. Y cyfleoedd a'r materion a all ddeillio o ymarfer ymgynghori'r Papur Gwyrdd ar Adfer Natur.
11. Y rhaglen waith sy'n gysylltiedig â'r Gronfa Bioamrywiaeth a Chydnerthedd Ecosystemau – Rhwydweithiau Natur ar gyfer 2021-22 a 2022-23.
12. Y Rhaglen Monitro Safleoedd Daearol yn CNC, y cynnydd parhaus a'r gwaith strategol a wneir.
13. Y Prosiect Cwblhau Rhwydwaith Ardaloedd Morol Gwarchoddedig a gynhelir ar ran Llywodraeth Cymru. Ar ôl peth oedi, nodwyd bod y Prosiect bellach wedi cael ei ohirio'n swyddogol hyd nes y bydd modd i'r Dadansoddiad Manwl o Fioamrywiaeth lywio unrhyw argymhellion.
14. Hefyd, cafwyd diweddariad yn ymwneud â'r Rhaglen Mawndiroedd a'i goblygiadau o ran Ardaloedd Gwarchoddedig.
15. Cafwyd cyflwyniadau'n sôn am ddynodiadau a nodweddion arbennig y tri Safle o Ddiddordeb Gwyddonol Arbennig (SoDdGA) a gymeradwywyd yn ddiweddar, sef:
 - SoDdGA Malthouse Grasslands a Little Hills Farm, Abertawe;
 - SoDdGA Mynydd Epynt, Powys;
 - SoDdGA Chwarel a Mwyngloddfa Penarth, Sir Ddinbych.

Aeth y Pwyllgor Ardaloedd Gwarchoddedig ati i wneud nodyn arbennig o'r heriau a'r cyfleoedd penodol sy'n gysylltiedig â'r broses ddynodi ar bob safle a hefyd mewn perthynas â rheoli eu hamgylchiadau a'u nodweddion penodol.

16. Nid oes unrhyw gyfarfodydd ar gyfer hysbysu safleoedd gwarchoddedig wedi'u trefnu yn ystod gweddill 2022. Bydd hyfforddiant cyfreithiol yn ymwneud â safleoedd gwarchoddedig yn cael ei gynnal ar gyfer aelodau'r Pwyllgor Ardaloedd Gwarchoddedig yn ystod mis Chwefror 2023, a bydd yr hyfforddiant hwn yn cyd-ddigwydd â'r trefniadau dros dro ar gyfer unrhyw ofynion i hysbysu am safleoedd gwarchoddedig ynghyd a'r gwaith o recriwtio aelodau newydd ar gyfer y Bwrdd a'r pwyllgorau.
17. Mae Cyfreithiwr Arbenigol CNC, sy'n mynychu cyfarfodydd y Pwyllgor Ardaloedd Gwarchoddedig yn rheolaidd, yn hyddysg iawn ym musnes y pwyllgor. Gofynnwyd i'r cyfreithiwr roi'r diweddaraf i'r Pwyllgor ym mis Hydref 2022 ynglŷn â newidiadau deddfwriaethol a materion a allai fod â goblygiadau i gylch gwaith y Pwyllgor.

Papur Bwrdd

Teitl y papur:	Diweddariad Fforwm Rheoli Tir Cymru
Dyddiad y cyfarfod:	13 Gorffennaf 2022
Cyfeirnod y papur:	22-07-B13
Noddir y papur gan:	Zoe Henderson, Cadeirydd Fforwm Rheoli Tir Cymru
Paratowyd y papur gan:	Marc Williams, Cyngorydd Arbenigol: Amaethyddiaeth
Cyflwynir y papur gan:	Zoe Henderson, Cadeirydd Fforwm Rheoli Tir Cymru
Diben y papur	Gwybodaeth

Fforwm Rheoli Tir Cymru

1. Cynhelir cyfarfodydd Fforwm Rheoli Tir Cymru bedair gwaith y flwyddyn. Maent yn cynnig cyfle i Cyfoeth Naturiol Cymru (CNC) a sefydliadau eraill sy'n aelodau o'r Fforwm rannu gwybodaeth, nodi materion sydd o ddiddordeb cyffredin a gweithio gyda'i gilydd mewn ffordd gydweithredol ar faterion strategol yn ymwneud â rheoli tir.

[Cyfoeth Naturiol Cymru / Fforwm Rheoli Tir Cymru](#)

Diweddariad

Cyfarfod 6 Mehefin 2022

2. Y llynedd, trefnwyd gweithdy'n ymwneud â thema arbennig ar gyfer Fforwm Rheoli Tir Cymru, gan ganolbwyntio ar Newid Hinsawdd. Yn sgil llwyddiant y gweithdy hwnnw, trefnwyd gweithdy arall ar gyfer y cyfarfod hwn, gan ganolbwyntio ar briddoedd fel prif thema.
3. Cafwyd amrywiaeth o gyflwyniadau a thrafodaethau gan Confor, y Rhaglen Weithredu Genedlaethol ar Fawndiroedd, Undeb Amaethwyr Cymru (FUW), prosiect o dan arweiniad ffermwyr ac a ariennir gan y Bwrdd Datblygu Amaethyddiaeth a Garddwriaeth (AHDB) a'r Cyngor Ymchwil Biotechnoleg a Gwyddorau Biolegol (BBSRC), a Phrosiect PROSOILplus gan Sefydliad y Gwyddorau Biolegol, Amgylcheddol a Gwledig (IBERS), Prifysgol Aberystwyth. Cynigiodd pob un o'r cyflwyniadau hyn safbwyntiau gwahanol, gan fynd ati hefyd i gyflwyno gwaith ymchwil diweddar a gynhaliwyd ar draws amrywiaeth o systemau rheoli tir yng Nghymru. Mae

priddoedd yn bwnc mwyfwy pwysig o ran cynhyrchu bwyd a ffeibr, o ran bioamrywiaeth ac o ran helpu i liniaru newid hinsawdd.

4. Roedd y cyflwyniad cyntaf yn ymdrin â diogelu pridd o safbwynt gweithrediadau coedwigaeth. Dyma'r tri maes y dylid eu hystyried mewn perthynas â diogelu pridd: plannu, cynaeafu (gall hyn achosi difrod mawr i briddoedd), a'r gwaith ailstocio er mwyn tarfu cyn lleied â phosibl ar y pridd a dal gafael ar garbon. Cydnabuwyd bod angen cyfleoedd hyfforddi a datblygu yn y sector coedwigaeth.
5. Roedd yr ail gyflwyniad yn ymdrin â'r Rhaglen Weithredu Genedlaethol ar Fawndiroedd, a lansiwyd yn 2020. Bydd y rhaglen hon yn helpu i reoli mawndiroedd sy'n bodoli eisoes ac yn helpu i adfer eu gallu i atafaelu carbon – yn ogystal â chynorthwyo i arafu eu dirywiad. Bydd cyfle i gyfuno'r rhaglen â'r Cynllun Ffermio Cynaliadwy (SFS) a'r cynllun Talu am Wasanaethau Ecosystemau (PES) megis y Cod Mawndiroedd. Mae'r rhaglen wedi sefydlu Grant Datblygu i dirfeddianwyr a sefydliadau ar gyfer prosiectau a fydd yn adfer mawndiroedd yn y dyfodol.
6. Canolbwyntiodd cyflwyniad yr FUW ar drafodaethau'n ymwneud â thair thema, yn cynnwys trawsgydymffurfio a rheoleiddio, rheoli pridd er mwyn gwneud y gorau o dwf cnydau a phroffidioldeb busnesau, a storio carbon a marchnadoedd y dyfodol. Mae'r FUW yn cydnabod mai'r neges allweddol yw'r angen i fawbrasio, cynnal a diogelu'r storfeydd carbon enfawr sydd i'w cael eisoes mewn priddoedd, yn hytrach na chanolbwyntio'n gyfan gwbl ar gynyddu'r broses atafaelu.
7. Cafwyd cyflwyniad yn sôn am brosiect a roddwyd ar waith ac a gydluniwyd gan griw o ffermwyr da byw yng Nghymru. Roedd y ffermwyr yn dymuno gwella cynaliadwyedd a chadernid y gwaith o gynhyrchu da byw sy'n dibynnu ar laswelltiroedd, a mynd ati ar yr un pryd i gynnal gwasanaethau ecosystemau, megis atafaelu carbon a darparu bioamrywiaeth. Mae'r prosiect wedi esgor ar fwy o gwestiynau nag o atebion. Ond mae wedi creu meincnod ar gyfer bwrw ymlaen â gwaith ymchwil pellach ac ar gyfer archwilio'r data hanesyddol sydd ar gael. Cyhoeddwyd yr adroddiad terfynol ym mis Mai 2022.
8. Nod Prosiect PROSOILplus, a gynhelir o dan arweiniad IBERS ym Mhrifysgol Aberystwyth, yw diogelu pridd a manteisio i'r eithaf ar effeithlonrwydd y defnydd o faetholion ar ffermydd da byw yng Nghymru. Mae'r prosiect yn cynorthwyo ffermwyr i weithio gyda'i gilydd i ddatblygu arferion rheoli pridd arloesol. Cynhelir y gwaith ymchwil hwn ar safleoedd a reolir yn IBERS er mwyn ei ddilysu'n wyddonol. Mae'r dull hwn yn cryfhau'r cysylltiadau rhwng amaethyddiaeth, ymchwil ac arloesi.
9. Ar ôl i'r aelodau adolygu'r cofnodion a chytuno'n ffurfiol arnynt, byddant yn cael eu cyhoeddi ar dudalen Fforwm Rheoli Tir Cymru ar wefan CNC.

Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol

10. Prif ddiben y Grŵp yw pennu cyfleoedd i gael gwared â llygredd amaethyddol yng Nghymru a chynnal sector amaethyddol llewyrchus gan ddilyn pum thema allweddol (cyngor a chanllawiau, dull gwirfoddol, rheoleiddio, arloesi, a buddsoddi), a chan weithio ar y cyd ag amrywiaeth o randdeiliaid amaethyddol ac amgylcheddol.

Cyfoeth Naturiol Cymru / Is-grŵp Fforwm Rheoli Tir Cymru ar Lygredd Amaethyddol

Diweddariad

Cyfarfod 25 Ebrill 2022

11. Cyflwynodd CNC drosolwg o'r Gwelliannau Ansawdd Dŵr ar gyfer y Prosiect Ardaloedd Cadwraeth Arbennig (ACA) Afonydd, a hefyd cyflwynwyd y diweddaraŷ ynglŷn â chreu Byrddau Rheoli Maethynnau ar gyfer afonydd diffygiol ACA. Mae gwaith ar y gweill gyda Dŵr Cymru Welsh Water (DCWW) i ystyried tarddiad y llygredd ar lefel y dalgylch cyfan a disgwylir y bydd adroddiadau'n cael eu cyhoeddi ddiwedd mis Awst. Gofynnwyd i aelodau Is-grŵp Fforwm Rheoli Tir Cymru sut gallant gyfrannu at y gwaith hwn.
12. Cyflwynodd y CLA (Cymdeithas Tir a Busnesau Cefn Gwlad) drosolwg byr o Nodyn Cyfarwyddyd Niwtraliaeth Maethynnau'r CLA, a rannwyd gyda'r aelodau. Mae'r ddogfen yn parhau i gael ei diweddarw wrth i'r sefyllfa newid. Diben cyffredinol y nodyn yw rhoi cyd-destun cyfreithiol i'r aelodau, ynghyd ag esbonio'r broblem yn weddol fanwl, nodi'r holl ddalgylchoedd allweddol o dan sylw, a rhoi gwybod i'r aelodau beth yw'r sefyllfa os ydynt yn ceisio datblygu rhai o'u hadeiladau. Ceir pryderon ymhlith aelodau'r CLA ynghylch materion yn ymwneud â ffosffadau a gofynion o ran niwtraliaeth maethynnau.
13. Mae Llywodraeth Cymru yn parhau i weithio ar ddogfen Cwestiynau Cyffredin ar gyfer tir tenant sy'n gysylltiedig â Rheoliadau Adnoddau Dŵr (Rheoli Llygredd Amaethyddol) (Cymru) 2021.

Cyfarfod 16 Mai 2022

14. Hwn oedd y cyfarfod cyntaf i'w gynnal yn y cnawd ers dechrau'r cyfnod clo. Gan fod y Parth Atal Ffliw Adar yn dal i fod ar waith trwy Gymru, ni fu modd ymweld â fferm ddofednod.
15. Rhoddodd Sefydliad Gwy ac Wysg gyflwyniad yn sôn am waith sydd ar y gweill ar hyn o bryd gyda ffermwyr, yn cynnwys trafodaeth ynghylch rhai o'r heriau, y problemau a'r risgiau y daethpwyd ar eu traws mewn perthynas â ffermydd dofednod.
16. Mae canlyniad yr Adolygiad Barnwrol mewn perthynas â'r Rheoliadau Rheoli Llygredd Amaethyddol wedi cael ei gyhoeddi. Bydd gwaith yn parhau ar y Mesurau Amgen a gynigiwyd gan Grŵp Gorchwyl a Gorffen Fforwm Rheoli Tir Cymru.
17. Bu'r cyfarfod 'yn y cnawd' yn gyfle i'r aelodau adolygu nodau Is-grŵp Fforwm Rheoli Tir Cymru, ynghyd â thrafod cyfeiriad y grŵp a chytuno ar nodau cyffredin ar gyfer y dyfodol.
18. Mae cylchlythyr nesaf Is-grŵp Fforwm Rheoli Tir Cymru wrthi'n cael ei lunio a bydd yn cael ei gyhoeddi cyn Sioe Amaethyddol Frenhinol Cymru.
19. Ar ôl i'r aelodau adolygu'r cofnodion a chytuno'n ffurfiol arnynt, byddant yn cael eu cyhoeddi ar dudalen Is-grŵp Fforwm Rheoli Tir Cymru ar wefan CNC.

20. Cynhelir cyfarfod nesaf Is-grŵp Fforwm Rheoli Tir Cymru ar 11 Gorffennaf 2022. Y bwriad yw trafod y gwaith mae Grŵp Gorchwyl a Gorffen Fforwm Rheoli Tir Cymru yn ei wneud ar hyn o bryd mewn perthynas â'r Mesurau Amgen.

Papur Bwrdd CNC

Dyddiad y cyfarfod:	13 Gorffennaf 2022
Teitl y Papur:	Adroddiad ar Berfformiad Cyllid
Cyfeirnod y Papur:	22-07-B14
Noddir y Papur gan:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Papur wedi'i baratoi gan:	Rob Bell, Pennaeth Cyllid, Andrea Morgan, Rheolwr Cyllid Busnes
Cyflwynir y Papur gan:	Rob Bell, Pennaeth Cyllid
Diben y Papur	Cymeradwyo / Trafodaeth (Perfformiad Ariannol)
Crynodeb	Cymeradwyo: Gwelliant Rheoli ein Harian - Taliadau Covid-19 Ymlaen Llaw (dileu). Ystyried Perfformiad ariannol hyd at ddiwedd mis Mai 2022.

Cefndir

Perfformiad Ariannol hyd at 31 Mai

- Mae perfformiad ariannol mis Mai yn cael ei gymharu â'r rhagolwg diweddaraf, sy'n parhau i fod yn £241.9m, sef yr un swm â'r gyllideb wreiddiol a gymeradwywyd gan y Bwrdd yn ei gyfarfod ym mis Mai.
- Roedd yr incwm ar ddiwedd mis Mai yn £45.6m yn unol â'r rhagolwg hyd yma. Cafwyd gwariant gwerth £27.9m yn erbyn rhagolwg o £28m. Mae lefelau gwariant yn cyd-fynd â'r disgwyliad ar yr adeg hon o'r flwyddyn. Yr un adeg y llynedd, ein gwariant oedd £26.1m.
- Mae'r Adroddiad Cyllid wedi'i ddiwygio i ddarparu mwy o fanylion am gynnydd yn y mathau o wariant a rhaglenni gwahanol. Mae Atodiad A yn crynhoi'r negeseuon allweddol mewn perthynas â:

- Pherfformiad hyd at ddiwedd mis Mai 2022.
- Sylwadau yn ôl eithriad ar ein cynnydd yn erbyn y gyllideb ar gyfer y mathau gwahanol o wariant.
- Newidiadau a ragwelir.

Dyma adroddiad cyntaf y flwyddyn yn y fformat newydd hwn, ac mae'r broses o wneud gwelliannau yn parhau. Dros yr ychydig fisoedd nesaf, byddwn yn datblygu disgrifiadau naratif o amrywiannau hyd yma, gan gynnwys dadansoddiad o gostau nad ydynt yn gostau staff, ac yn gwneud addasiadau pellach i'r sgôr 'RAG' (Coch Melyn Gwyrdd).

4. Dyma'r negeseuon allweddol yn ymwneud â'n cyllideb incwm:

- Mae'r gyllideb incwm ar gyfer Cymorth Grant yn cynnwys cyllid dros dro gwerth £7.3m sydd wedi'i addo gan Lywodraeth Cymru ar sail tystiolaeth o angen. Yn y fersiwn nesaf o adroddiad y gyllideb, bydd y rhagolwg wedi gostwng £0.3m gan ein bod wedi gwneud mwy o gynnydd na'r disgwyl ar LIDAR y llynedd, sy'n golygu bod angen llai o arian arnom yn 2022-23.
- Mae incwm pren yn £6.3m yn unol â'r gyllideb. Yn ystod y cyfnod cynnar hwn o'r flwyddyn ariannol, mae'r ffaith hon yn rhoi hyder i ni fod modd sicrhau'r £40m sydd wedi'i gynnwys yn y gyllideb.
- Nid yw'r gyllideb yn adlewyrchu gwerthiant Forest Holidays eto - byddwn yn trafod gyda Llywodraeth Cymru a fydd rhywfaint o'r arian hwn yn cael ei ail-fuddsoddi mewn blaenoriaethau hamdden yn CNC a / neu'n cael ei wrthbwysu yn erbyn y Cymorth Grant ychwanegol sydd wedi'i ddarparu gan Lywodraeth Cymru.
- Mae'r gyllideb yn cynnwys rhaglen ar gyfer mwy o brosiectau a ariennir yn allanol eleni.
- Mae'r holl daliadau cynhaliaeth wedi'u cyhoeddi ar gyfer y flwyddyn ariannol ac nid ydym yn disgwyl unrhyw amrywiad sylweddol i'r gyllideb wreiddiol.

5. Dyma'r negeseuon allweddol yn ymwneud â'n cyllideb gwariant:

- Mae'r holl broffiliau bellach wedi'u prosesu ar FyCNC, a dim ond ambell un sydd angen ei addasu yng ngweddill mis Mehefin. Mae'r Adran Gyllid wedi helpu Cyfarwyddiaethau i lunio eu proffiliau.
- Staff – y gwariant hyd at ddiwedd mis Mai oedd £16.7m yn erbyn cyllideb o £17.1m. Mae'r tanwariant yn adlewyrchu lefelau staffio ar gyfradd swyddi gwag o tua 10% yn erbyn cyllideb o 6% er bod nifer sylweddol o'r swyddi gwag yn swyddi sy'n gysylltiedig â phrosiectau wedi'u neilltuo. Gall cyfarwyddiaethau fynd ati i bennu blaenoriaethau newydd oherwydd effaith lefel y swyddi gwag ar gyflawni o ystyried y ffynhonnell ariannu.
- Cyllidebau nad ydynt yn ymwneud â staff – mae'r gyllideb gyffredinol yn gymharol debyg i gyllideb y llynedd ac mae llawer o gostau sefydlog wedi'u cynnwys. Hefyd, mae'n cynnwys elfennau mwy amrywiol fel Gweithrediadau Coedwigaeth – ac mae'r gyllideb wedi'i phennu ar lefel debyg i wariant dros y blynyddoedd diwethaf. Rydym yn perfformio ychydig yn well nag y nodwyd yn y gyllideb ddiwedd mis Mai, a byddwn yn cynnal rhagolwg arall o unrhyw risgiau sylweddol ym mis Mehefin / Gorffennaf.

- Yn gyffredinol, mae gennym gyllideb o £70.2m ar gyfer prosiectau cyfalaf a refeniw – 26% yn fwy na'r hyn a wariwyd gennym yn ystod y flwyddyn ariannol ddiwethaf (£55.6m).
 - Rhaglen Cyfalaf Llifogydd – y lefel bresennol o ddiffyg i dalu am raglenni yw £2.5m yn unig, ac ar hyn o bryd mae'n ymddangos na fydd angen y lefel bresennol o gyllid sydd wedi'i ddyrannu gan Lywodraeth Cymru. Mae'r Pennaeth Llifogydd yn ystyried y mater hwn ar hyn o bryd a gallai arwain at ostyngiad o hyd at £5m mewn cyllid eleni. Fel rhan o'r rhaglen, roeddem yn dechrau rhoi cynlluniau ar waith yn Stephenson Street (Casnewydd) a Rhydaman (Sir Gaerfyrddin), ac mae'r gwaith yn debygol o barhau y tu hwnt i'r flwyddyn ariannol hon gan fod y prosiectau hyn yn gymhleth ac yn fawr. Ar gyfer y ddau brosiect, nid oeddem yn gallu bodloni ein hunain bod y tendrau'n cynnig gwerth am arian. Erbyn hyn, rydym yn ystyried mynd ati i gaffael drwy Gwerthwchi Gymru. Rydym wedi ystyried y risgiau cymharol yn y rhaglen ehangach er mwyn llywio ein penderfyniad yn ymwneud â faint o arian i'w ryddhau, ac rydym wedi cynnwys senario o golli 20% arall o'n rhaglen fel rhan o'r meddylfryd hwn. Bydd y Pwyllgor Perygl Llifogydd yn ystyried adroddiad manylach ar 1 Gorffennaf (cyn y Bwrdd).
 - Rhaglen Gyfalaf Heblaw Llifogydd - trydedd flwyddyn y rhaglen hon; mae'r cynnydd yn rhagori ychydig ar y cynlluniau - gwariant o £1m yn erbyn cyllideb o £0.8m. Rydym yn parhau i aros am y llythyrau cynnig grant wedi'u llofnodi ac yn rhagweld y byddwn yn defnyddio holl gyllideb y flwyddyn.
 - Prosiectau a ariennir yn allanol – erbyn hyn, mae gennym nifer o brosiectau ar waith ar yr un pryd, gan arwain at gyllideb gyffredinol o 8.5m.
 - £6.4m yw lefel y gyllideb Datblygu ac Arloesi TGCh ar hyn o bryd, ac mae'r gwariant yn £0.3m hyd yma.

6. Mae'r cyllidebau gwariant yn cynnwys:

- Cyllidebau prosiectau heb eu dosbarthu gwerth £0.6m (refeniw). Mae hyn yn deillio'n bennaf o gyllidebau prosiectau a ddyrannwyd nad ydynt wedi'u sicrhau ac felly nad oes codau prosiect wedi'u dosbarthu ar eu cyfer.
- Cyllidebau cyflog heb eu dosbarthu gwerth £5.7m. Mae hyn yn deillio o ddarpariaeth ar gyfer y dyfarniad cyflog (£1.6m), cyllideb i'w dosbarthu ar gyfer swyddi morol ychwanegol wrth aros am gadarnhad gan Lywodraeth Cymru o'r achos busnes (£0.7m), a chyllidebau sydd wedi'u cymeradwyo ar gyfer swyddi nad ydynt wedi'u creu eto (£2.5m). Mae rhagor o arian o hyd yn y gyllideb gyflogau, ac mae'n gwneud synnwyr i'w gadw tra bod lefelau chwyddiant mor uchel a bod mwy o staff yn perthyn i'r rota rheoli digwyddiadau a allai arwain at daliadau iawndal pellach o £0.2m.
- Cyllidebau lwfansau heb eu dosbarthu gwerth £0.5m a gaiff eu dyrannu i Gyfarwyddiaethau ym mis Gorffennaf.
- Lefel ganolog y diffyg i dalu am raglenni yw £4.1m. Mae cyllidebau pellach yn cynnwys diffyg i dalu am raglenni amrywiol eraill.

7. Y mis hwn, roedd y rhagolwg yn parhau i fod yn £241.9m.

Cymeradwyo

8. Mae'r tabl isod yn darparu manylion mewn perthynas â thrafodion sydd angen cymeradwyaeth y Tîm Gweithredol:

Eitem	Disgrifiad
Gwelliant Rheoli ein Harian - dileu Taliadau Covid-19 Ymlaen Llaw	Cais am gymeradwyaeth i ddileu'r adran Taliadau Covid-19 ymlaen llaw yn y ddogfen Rheoli ein Harian. Fel rhan o'n mesurau i gynorthwyo'r gadwyn gyflenwi yn ystod argyfwng COVID, cytunwyd y gallwn ystyried talu cyflenwyr ymlaen llaw gan ddilyn y canllawiau perthnasol. Gan fod cyfnod argyfwng y pandemig bellach wedi mynd heibio, nid oes angen y mesurau hyn.

Risgiau a chyfleoedd

9. Mae gennym risg yng Nghofrestr Risgiau Cyllid a Gwasanaethau Corfforaethol ar gyfer 'gwariant yn ystod y flwyddyn'. Mae hyn yn gysylltiedig ag SR01 hefyd (Cyllid Annigonol – Tymor Canolig). Gan fod y gyllideb yn fwy eleni, mae'r risg o ddefnyddio'r gyllideb ychydig yn uwch – ond mae'r cynnydd yn cael ei ariannu'n bennaf gan gyllidebau rhaglenni 'wedi'u neilltuo' Llywodraeth Cymru, felly os ydym yn paratoi rhagolwg yn ddigon cynnar, bydd Llywodraeth Cymru yn gallu cymryd camau priodol.
10. Mae'r cyllid £7.3m ychwanegol gan Lywodraeth Cymru yn dibynnu ar ganlyniad yr ymarferiad lefel gwasanaeth, a byddwn yn cytuno gyda Llywodraeth Cymru a oes angen defnyddio unrhyw incwm ychwanegol heb ei wario i liniaru hynny – er enghraifft, gwerthu safle Forest Holiday, ac os yw incwm coed yn fwy na'r gyllideb o £40m.
11. Mae'r rhaglen sy'n cael ei hariannu'n allanol yn fwy sylweddol o lawer eleni, felly bydd heriau'n codi wrth roi'r cynllun ar waith yn erbyn yr holl brosiectau hynny ond, yn ogystal â hyn, bydd chwyddiant, ac mewn rhai achosion newidiadau yn y gyfradd gyfnewid, yn effeithio ar y rhaglenni hyn. Mae'r rhaglen Natur Am Byth eisoes wedi nodi cynnydd yng nghyfanswm costau'r rhaglen ac mae trafodaethau cadarnhaol wedi'u cynnal gyda chyllidwyr eraill ynglŷn â phontio'r bwlch hwn.
12. Rydym yn cadw arian wrth gefn ar gyfer effaith chwyddiant a materion yn ymwneud â'r gadwyn gyflenwi, ond bydd y rhan fwyaf yn dod o'r tu allan i'n cyllid craidd a bydd angen dod o hyd i arian oddi mewn i raglenni – felly bydd yn ymwneud mwy â gofyn am gyllid ychwanegol neu bennu blaenoriaethau newydd yn y rhaglen. Mae'r rhan fwyaf o raglenni yn cynnwys nifer o brosiectau, felly mae effeithiau chwyddiant yn debygol o gael eu rheoli.

Goblygiadau ehangach

13. Dyma'r goblygiadau ehangach:
- (a) **Cyllid:** Mae'r adroddiad hwn yn ymwneud â pherfformiad ariannol CNC. Nid oes angen ystyried unrhyw flaenoriaethau newydd sylweddol ar gyfer y gyllideb ar hyn o bryd, gan mai dim ond newydd ei chwblhau mae'r gyllideb.

- (b) **Deddf Llesiant Cenedlaethau'r Dyfodol:** Mae pob elfen o'r gyllideb yn cyfrannu at un neu fwy o'n Hamcanion Llesiant.

Camau Nesaf

14. Rydym yn annog rheolwyr cyllidebau a phrosiectau i roi gwybod i'r Adran Gyllid am unrhyw newidiadau i'r rhagolygon er mwyn eu hystyried wedyn gan Arweinwyr / Cyfarwyddiaethau.
15. Bydd yr Adran Gyllid yn adolygu risgiau yn y gyllideb bob mis ac yn cyflwyno rhagolygon newydd wedi'u targedu os ydym yn ymwybodol bod angen newidiadau. Hefyd, byddwn yn cynnal ymarferion rhagolygon newydd mwy sylweddol o bryd i'w gilydd ar gyfer eitemau fel cyllidebau staff. Mae rhaglenni fel Datblygu ac Arloesi, Cyfalaf Llifogydd a Chyfalaf Heblaw Llifogydd yn destun rhagolygon newydd bob mis.
16. Cyflwynir yr adroddiad hwn i'r Tîm Gweithredol / Tîm Arweinyddiaeth ac i'r cyfarfod Nawdd Llywodraeth Cymru yn ogystal ag i'r Bwrdd.
17. Os bydd unrhyw benderfyniadau'n cael eu gwneud am flaenoriaethau newydd, byddant yn cael eu cyfleu'n brydlon drwy'r Adran Gyllid a byddant yn cydymffurfio â'r ddogfen Rheoli ein Harian.
18. Mae'r adroddiad hwn yn cael ei lunio bob deufis ar gyfer y Bwrdd. Mae'r atodiad Perfformiad Ariannol yn cael ei lunio bob mis ar gyfer y Tîm Gweithredol.

Argymhelliad

19. Y Bwrdd i graffu ar berfformiad ariannol hyd at ddiwedd mis Mai 2022.
20. Y Bwrdd i gymeradwyo newidiadau i'r ddogfen Rheoli ein Harian.

Mynegai Atodiadau

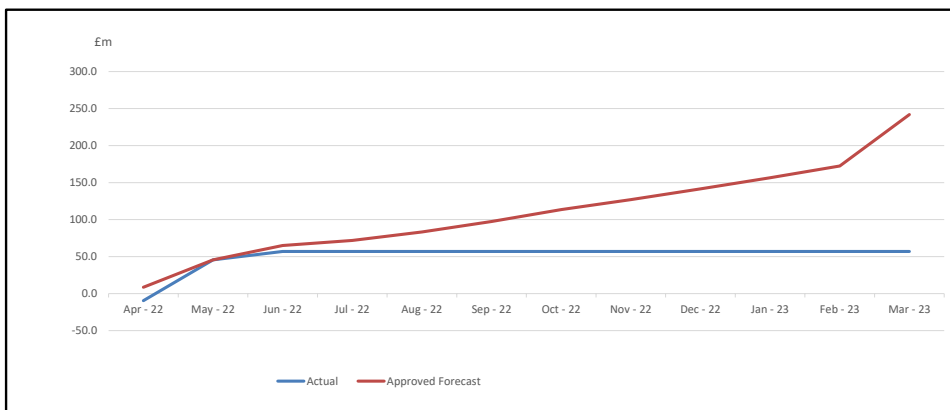
Atodiad A – Adroddiad ar Berfformiad Ariannol

NRW Board & Executive Team Budget Performance Report as at May 2022

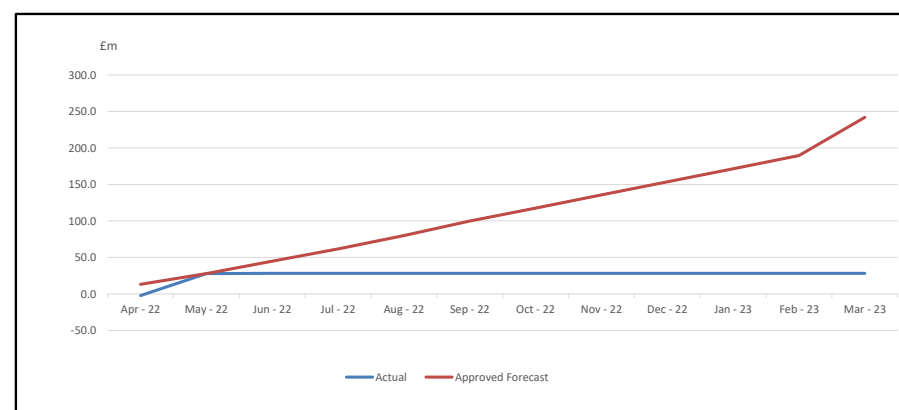
SECTION 1: NRW Financial Performance Summary

Section 1. Summary	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Var YTD %	Approved Forecast FY £m	Remaining Budget %	Original Budget FY £m	Commentary
Income	45.6	45.6	0.0		241.9	81%	241.9	Income is as expected, the main risk that's been highlighted is in respect of the Flood capital programme where it is unlikely that we will use all the Grant in Aid allocated by Welsh Government (£22.3m).
Expenditure	27.9	28.0	-0.1		241.9	88%	241.9	Expenditure overall is as expected, the only risks being the Flood Capital Programme and staff costs where vacancy turnover is running over target by 4% and Directorates should look to reprioritise any underspends towards achieving their delivery targets.

Income



Expenditure



SECTION 2: NRW Financial Performance by Account Type

Section 2.1: INCOME by Account Type	Actual YTD £m	Approved Forecast YTD £m	Variance YTD £m	Var YTD %	Approved Forecast FY £m	Remaining Budget %	Original Budget FY £m	Commentary
Charges	22.4	22.3	0.1	0%	39.0	43%	39.0	All subsistence charges have been raised and income to date is as expected. The majority of the remaining budget is income collected by Environment Agency on our behalf which we will receive towards the end of the year.
Commercial	6.7	6.8	-0.1	-1%	59.3	89%	59.1	Timber Income is £6.3m, at this stage we anticipate income for the whole year to be in line with the budget of £40m. There is a budget for retainable energy income which will need to be re-assessed as last years outturn was greater than forecast.
European & external Grant in aid	0.1	0.0	0.0	63%	9.2	99%	9.6	Although red, minor variance to date.
Brought forward	16.5	16.5	0.0	0%	133.6	88%	133.9	The budget includes the temporary funding of £7.3m from Welsh Government. This will reduce by £0.3m because less funding is required for LIDAR this financial year. There is a risk in respect of the Flood capital programme where it is unlikely that we will use the Grant in Aid allocated (£22.3m).
TOTAL: NRW	45.6	45.6	0.0	0%	241.9	81%	241.9	

Section 2.2: EXPENDITURE by Account type	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Staff	16.7	17.1	0.4		107.2	84%	104.6	Main variance is due to vacancy levels running at 10% compared to a budget of 6%.
Non Staff	6.8	6.3	-0.6		64.5	89%	64.2	Main variances are on bought in services, materials and ICT costs. They will be reviewed in June/July.
Revenue Projects	1.3	1.5	0.2		19.2	93%	21.9	Nominal variances to date across a number of projects.
Capital Projects	3.1	3.1	0.0		51.0	94%	51.3	Overall expenditure as per budget to date, but due to delays in significant projects we expect to reduce the forecast of the Flood Capital programme.

Expenditure Performance further analysed:

Section 2.2.1: Expenditure Staff by detailed Account	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Trajectory	17.7	18.6	1.0	5%	116.3	85%	112.0	Current vacancy levels are running at 10% compared to a budget level of 6%. £0.6m is due to vacancies on core posts, Directorates should look to reprioritise any underspends towards achieving their delivery targets.
Workforce Recharges	-1.7	-2.3	-0.6	27%	-15.0	89%	-13.1	There are vacancies on project related posts which will need to be considered by the Project Managers.
Other Staff	0.7	0.8	0.1	16%	5.9	88%	5.6	Travel & Subsistence (£1.2m) budget needs to be re-assessed now that we don't have any restrictions, likely to be saving
TOTAL: NRW Staff	16.7	17.1	0.4	3%	107.2	84%	104.6	

Section 2.2.2: Expenditure Non Staff by Programme	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Categorisation being developed within MyNRW to allow us to report in July.								
TOTAL: NRW Non Staff	6.8	6.3	0.5	9%	64.5	89%	64.2	

Section 2.2.3: Expenditure Revenue Projects by Programme	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Revenue Project Programme - Core Activities	0.1	0.0	0.0	-77%	1.1	93%	1.1	- Nominal variances against to date budget across a number of projects.
Revenue Project Programme - Options Fees	0.3	0.3	0.0	10%	2.4	89%	2.4	- Project Managers to advise Business Finance on any changes to forecast as soon as possible. Business Finance will also review performance on a risk based approach.
Revenue Project Programme - External Funded	0.4	0.5	0.1	17%	6.3	94%	6.2	- Core activities budgets are in the process of being moved from project budgets to non staff.
Revenue Project Programme - Flood Risk	0.0	0.0	0.0	0%	0.1	98%	0.1	- Other revenue projects budget has dropped from £5m to £1.7m due to budget allocation being recategorised into other programmes and also to staff costs.
Revenue Project Programme - Grants & Partnership	0.3	0.3	0.0	2%	2.7	89%	2.8	- All 'red' rated variances to date are relatively minor in value.
Revenue Project Programme - Non Flood	0.0	0.1	0.1	100%	0.8	100%	0.5	
Revenue Project Programme - WG Grants	0.2	0.2	0.0	4%	1.7	91%	1.7	
Revenue Project Programme - Unfunded Pressure Bid (Internal funded)	-0.1	0.0	0.1	1039%	2.0	103%	1.6	
Revenue Project Programme - Other	0.1	0.1	0.0	-21%	1.7	92%	5.0	
Revenue Project Programme - Water Resource	0.0	0.0	0.0	84%	0.4	99%	0.4	
TOTAL: NRW	1.3	1.5	0.2	16%	19.2	93%	21.9	

Section 2.2.4: Expenditure Capital Projects by Programme	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Capital Project Programme - Options Fees	0.7	0.7	0.0	2%	3.0	77%	3.0	- Nominal variances against budget to date.
Capital Project Programme - Reservoir Compliance	0.2	0.0	-0.1	-275%	2.1	91%	2.5	- ICT D&I programme £0.3m behind budget due to timing of contractor invoices.
Capital Project Programme - External Funded	0.0	0.0	0.0	-4%	2.2	99%	2.4	- Flood risk programme is ahead of profile but due to delays in significant projects (primarily Stephenson Street & Ammanford due to us not being satisfied that the tenders offer value for money, we will now be re-tendering) we expect to reduce the level of the overall programme (possibly by up to £5m).
Capital Project Programme - Flood Risk	0.6	0.5	-0.1	-31%	18.9	97%	18.7	
Capital Project Programme - WG Grants	0.0	0.1	0.1	100%	1.2	100%	1.0	
Capital Project Programme - Non Flood	1.0	0.8	-0.2	-25%	14.8	93%	14.1	- Non Flood Capital programme - we expect to receive all the grant offer letters soon and progress is as expected.
Capital Project Programme - ICT D&I	0.3	0.7	0.4	57%	6.4	95%	6.3	- The reservoir compliance budget has been adjusted downwards, the budget being re-prioritised elsewhere within land stewardship.
Capital Project Programme - Water Resources	0.0	0.0	0.0	0%	1.6	100%	1.6	
Capital project Programme - Other	0.3	0.3	0.0	1%	0.7	64%	1.8	All 'red' rated variances to date are relatively minor in value.
TOTAL: NRW	3.1	3.1	0.0	0%	51.0	94%	51.3	

**SECTION 3:
NRW Financial Performance by Directorate**

Section 3.1: INCOME by Directorate	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Communications, Customer and Commercial	0.0	0.0	0.0		19.8	100%	19.8	Although red, minor variance to date.
Corporate Strategy & Development	0.0	0.0	0.0		0.0	2%	0.0	
Evidence Policy & Permitting	0.0	0.0	0.0		17.4	100%	16.4	Although red, minor variance to date.
Finance & Corporate Services	38.3	38.2	0.1		153.1	75%	153.1	This includes charge income and Grant In Aid.
Operations	7.2	7.4	-0.1		51.5	86%	52.5	This is mostly commercial income.

Section 3.2: EXPENDITURE by Directorate	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Communications, Customer and Commercial	1.3	1.4	0.1		14.9	91%	14.5	This is mainly staff related.
Corporate Strategy & Development	1.4	1.5	0.1		10.8	87%	9.1	
Evidence Policy & Permitting	10.0	9.4	-0.7		69.5	86%	60.0	Due to mainly to Flood Capital over-programming.
Finance & Corporate Services	2.9	3.2	0.3		29.0	90%	33.3	This is mainly staff related.
Operations	12.3	12.6	0.3		117.8	90%	125.1	This is mainly staff related.

Expenditure Performance further analysed:

Section 3.2.1: EXPENDITURE by Leadership	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY
	£m	£m	£m	%	£m	%	£m
Head of Finance	-0.5	-0.7	-0.1	20%	-3.4	84%	1.5
Head of Legal Services	0.3	0.3	0.0	9%	1.9	85%	1.9
Head of Sustainable Commercial Development	0.6	0.6	0.0	-3%	9.4	94%	9.4
Head of ICT	2.0	2.1	0.1	4%	17.3	88%	17.6
Head of People Management & WHS	0.4	0.5	0.1	16%	4.1	89%	3.4
Head of Business Support Services	1.3	1.6	0.3	21%	14.0	91%	13.4
Head of Communications and Digital Transformation	0.3	0.4	0.1	30%	2.5	89%	2.2
Head of Organisational Development	0.2	0.1	0.0	-48%	1.0	85%	0.7
Head of Governance and Board Secretary	0.3	0.3	0.0	12%	1.8	85%	1.9
Head of Natural Resource Management Policy	4.8	4.7	-0.1	-2%	36.3	87%	38.6
Head of Regulation & Permitting	1.5	1.5	0.0	-1%	9.5	84%	8.7
Head of Knowledge & Evidence	0.9	1.0	0.0	4%	6.0	84%	5.8
Head of Flood & Incident Response Management	1.2	0.6	-0.6	-92%	6.3	80%	-3.1
Head of Land Stewardship	1.2	1.2	0.0	-4%	8.8	86%	7.4
Head of Operations - North East Wales	1.5	1.7	0.1	8%	13.1	88%	11.5
Head of Operations - Mid Wales	1.8	1.7	-0.1	-3%	15.7	89%	15.4
Head of Operations - North West Wales	1.5	1.4	-0.1	-6%	11.5	87%	10.7
Head of Operations - South Central Wales	2.6	2.8	0.2	7%	34.3	92%	18.3
Head of Operations - South East Wales	1.6	1.5	-0.1	-7%	10.2	84%	9.5
Head of Operations - South West Wales	2.3	2.4	0.1	5%	24.4	91%	24.7
Head of Operations - Development, Planning & Marine Services	0.9	0.8	-0.1	-7%	6.8	87%	6.4
Director Of Finance & Corporate Services	0.0	0.0	0.0	4%	0.2	84%	0.2
Director Of Operations	0.1	0.2	0.1	63%	1.7	96%	28.6
Director Of Evidence Policy & Permitting	0.4	0.4	0.0	10%	2.6	85%	2.5
Director Of Corporate Strategy & Development	0.0	0.0	0.0	-38%	0.2	71%	0.2
Director Customer Communications & Commercial	0.2	0.3	0.0	14%	1.6	86%	1.6
Head of Customer	0.2	0.2	0.0	-2%	1.4	86%	1.3
Head of Internal Audit and EMS	0.1	0.1	0.0	26%	0.6	91%	0.5
Head of Corporate Strategy & Programme Management Office	0.2	0.2	0.0	-11%	1.8	89%	1.0
Head of Business Transformation	0.0	0.0	0.0	100%	0.4	100%	0.0
Sub Total: Operations	27.9	28.0	0.1	0%	241.9	88%	241.9

Section 3.2.2: Expenditure Staff Trajectory by Directorate	Actual YTD	Approved Forecast YTD	Variance YTD	Var YTD	Approved Forecast FY	Remaining Budget	Original Budget FY	Commentary
	£m	£m	£m	%	£m	%	£m	
Communications, Customer and Commercial	0.9	1.0	0.1		6.2	85%	6.2	Staff costs below budget due to level of vacancies, the Directorate to reprioritise underspend.
Corporate Strategy & Development	1.1	1.1	0.0		7.1	84%	6.5	Current vacancy levels in line with budget.
Evidence Policy & Permitting	5.1	5.5	0.3		32.7	84%	31.3	Staff costs below budget due to level of vacancies, the Directorate to reprioritise underspend.
Finance & Corporate Services	0.4	0.5	0.2		6.2	94%	5.9	Staff costs below budget due to level of vacancies, the Directorate to reprioritise underspend. The % variance is skewed because F&CS hold the LGPS pension credit.
Operations	10.2	10.5	0.3		64.2	84%	62.2	Staff costs below budget due to level of vacancies, the Directorate to reprioritise underspend.

SECTION 4: NRW Changes to Full Year Forecast

Section 4.1: INCOME by Funding Type	Opening Budget £m	April Approved Forecast £m	May Approved Forecast £m	Change In Forecast £m	Changes in Forecast		
					Programme Re-allocation £m	ET Approved budget allocations £m	Monthly Income Forecast Changes £m
Charges	39.0	39.0	39.0	0.0			0.0
Commercial	59.1	59.1	59.3	0.2			0.2
European & external	9.6	9.6	9.2	-0.4			-0.4
Grant in aid	133.9	133.9	133.6	-0.3			-0.3
Brought forward	0.3	0.3	0.8	0.5			0.5
TOTAL: NRW	241.9	241.9	241.9	0.0	0.0	0.0	0.0

Section 4.2: EXPENDITURE by Directorate	Opening Budget £m	April Approved Forecast £m	May Approved Forecast £m	Change In Forecast £m	Changes in Forecast		
					Programme Re-allocation £m	ET Approved budget allocations £m	Monthly Expenditure Forecast Changes £m
Communications, Customer and Commercial	14.5	14.5	14.9	0.4	0.0	0.4	0.0
Corporate Strategy & Development	9.1	9.1	10.8	1.6	0.0	1.5	0.1
Evidence Policy & Permitting	60.0	60.0	69.5	9.5	7.7	1.4	0.4
Finance & Corporate Services	33.3	33.3	29.0	-4.3	0.1	-3.9	-0.5
Operations	125.1	125.1	117.8	-7.3	-7.8	0.5	0.0
TOTAL: NRW	241.9	241.9	241.9	0.0	0.0	0.0	0.0

Section 4.3: COMMENTRY

Significant changes to forecast during current month

- Income changes (Commercial) - increase of £0.2m to include recovery of staff seconded costs.
- Income changes (European & External) - reduction £0.4m in line with latest project forecast.
- Income changes (GiA) - Flood Risk Capital GiA has been reduced by £0.5m and Non Flood Capital has increased by £0.2m, a net reduction £0.3m.
- Income Changes (Brought Forward) - use of charge balances have been brought into the budget to fund additional staff costs £0.5m.
- Expenditure Changes (CCC) - new pressures have been approved by ET in April (£0.4m) for Revenue Projects.
- Expenditure Changes (CSD) - new pressures have been approved by ET in April increasing staff costs (£0.6m), revenue projects (£0.3m) and non staff (£0.7m).
- Expenditure Changes (EPP) - new pressures have been approved by ET in April of £1.4m; increasing staff costs (£0.4m), Capital projects (£0.8m), non staff (£0.1m) and revenue projects (£0.1m). Also includes programme costs being re-allocated from Operations to EPP (£7.7m) following the review of the Flood and Non Flood Capital Programmes with a net reduction in the overprogramming on Flood Capital held in EPP. The overall funding for Flood Capital Programme reduced by £0.5m whilst the funding for Non Flood Capital increased by £0.2m. Other changes included an increase in Land Stewardship allocation to EPP (£0.7m) and increase in staff costs of £0.2m.
- Expenditure Changes (F&CS) - new pressures have been approved by ET in April increasing non staff costs (£0.4m) and capital projects (£0.1m), together with a forecasted increase in staff costs (£0.3m). The total overprogramming has increased to £4.1m after ET approved funding to be allocated to business pressures in April of £4.5m. We also re-distributed Market Forces and Pay Protection pay budgets to Directorates.
- Expenditure Changes (OPS) - New pressures have been approved by ET increasing staff costs (£0.3m) and non-staff (£0.2m). The review of the distribution of programmes has resulted in a reduction of £8.2m on the Flood Capital programme, offset by an increase in Non Flood £0.2m and Land Stewardship £0.2m.

Papur Bwrdd CNC

Dyddiad y cyfarfod:	13 Gorffennaf 2022
Teitl y Papur:	Dangosfwrdd Perfformiad y Cynllun Busnes 2021/22 ac Adroddiad Perfformiad Mewnol 2021/22
Cyfeirnod y Papur:	22-07-B15
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Paratowyd y Papur gan:	Sioni Davies, Cynghorydd, Cynllunio a Pherfformiad Corfforaethol; Caroline Hawkins, Rheolwr Cynllunio Corfforaethol, Perfformiad ac Asesu Strategol
Cyflwynir y Papur gan:	Y Tîm Gweithredol
Diben y Papur	Craffu
Crynodeb	<p>Gofynnir i'r Bwrdd graffu ar berfformiad CNC ar gyfer chwarter olaf 2021/22 ac ystyried yn benodol:</p> <ul style="list-style-type: none">Y cynnydd yn erbyn pob mesur a adroddir ar Ddangosfwrdd Perfformiad y Cynllun BusnesY cynnydd yn erbyn pob mesur a adroddir ar yr Adroddiad Perfformiad Mewnol

Cefndir

- Dangosfwrdd Perfformiad y Cynllun Busnes yw un o brif ffyrdd y Bwrdd o graffu ar waith cyflawni. Fe'i datblygwyd ochr yn ochr â Chynllun Busnes 2021/22, gan weithio gyda'r Bwrdd, y Tîm Gweithredol a'r Tîm Arwain. Mae'r Cynllun Busnes blynyddol yn ymwneud â'n Cynllun Corfforaethol hyd at 2022; bydd ein Cynllun Corfforaethol newydd yn cael ei gyhoeddi yn ystod Gwanwyn 2023.
- Gellir gweld Adroddiad Perfformiad Dangosfwrdd y Cynllun Busnes yn Atodiad 1, ac mae'n cynnwys:
 - Dangosfwrdd** sy'n rhoi trosolwg o berfformiad yn erbyn mesurau 2021/22 sydd wedi'u cyflwyno yn ôl y blaenoriaethau strategol a adlewyrchir yn ein Cynllun Busnes.
 - Mynegai pynciau** a nodir yn ôl blaenoriaeth strategol i helpu i lywio'r adroddiad

- **Crynodeb ar gyfer pob Pwnc** sy'n adlewyrchu'r cynnydd
 - **Manylion ar gyfer pob mesur penodol** gyda sefyllfa diwedd blwyddyn, a sefyllfaoedd chwarterol blaenorol
3. Mae'r Adroddiad Perfformiad Mewnol i'w weld yn Atodiad 2 ac mae'n cwmpasu 11 o fesurau mewnol. Cyflwynwyd yr adroddiad Perfformiad Mewnol yn Chwarter 3 ac mae'n cynnwys tudalen grynodedb sy'n rhoi trosolwg o'r sefyllfa diwedd blwyddyn yn erbyn mesurau 2021/22 yn ôl pennawd.

Asesiad

4. Gofynnir i'r Bwrdd graffu ar Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes, gan nodi'r materion allweddol isod. Ceir rhagor o fanylion yn yr adroddiad ei hun (Atodiad 1):

	Chwarter 1 (1 Ebrill – 30 Mehfin 2021)	Chwarter 2 (1 Gorffennaf – 30 Medi 2021)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2021)	Diwedd y flwyddyn (hyd at 31 Mawrth 2022)
Coch	3	3	2	2
Oren	10	10	9	6
Gwyrdd	21	21	19	22
Cyfanswm	34	34	30	30

5. Mae **dau fesur yn Goch** ar ddiwedd y flwyddyn, sef:
- 'Cynlluniau Rheoli Basn Afon (RBMP) ac ymchwiliadau sy'n gysylltiedig â dŵr'
 - 'Datblygu'r Strategaeth Profiad Cwsmeriaid'

Adroddwyd bod y gwaith RBMP yn Goch drwy gydol y flwyddyn oherwydd blaenoriaethau sy'n cystadlu â'i gilydd, gan gynnwys gorlif stormydd a gwaith ar ffosffadau mewn afonydd ACA (Ardaloedd Cadwraeth Arbennig), yn ogystal â gwaith a ddechreuwyd yn 2020-21. Roeddem o'r farn bod gwaith ar orlif stormydd a ffosffadau yn flaenoriaeth hyd yn oed yn uwch nag a nodwyd yn y mesur, felly gwnaethom y penderfyniad i ddargyfeirio'r adnodd a oedd gennym i fynd i'r afael â'r pryderon hynny.

Gohiriwyd rhywfaint o'r gweithgarwch a gynlluniwyd ar y Strategaeth Profiad Cwsmeriaid eleni oherwydd materion yn ymwneud â sicrhau cyflenwr a'r ffaith bod angen tendro sawl gwaith. Penodwyd ymgynghorwyr ym mis Mawrth 2022 a bydd y gwaith yn parhau am 12 mis.

6. Mae **chwe mesur yn Oren** ar ddiwedd y flwyddyn, sef:

- 'Camau Gweithredu Brys mewn perthynas â'r hinsawdd ar draws CNC'
- 'Ardal o goetir newydd a grëwyd ar Ystad CNC'
- 'Gweithredu argymhellion yr Adolygiad o Lifogydd'
- 'Cyflawni camau gweithredu wedi'u targedu ar gyfer rhywogaethau sy'n prnhau neu sydd ar fin diflannu'

- 'Cynnydd ein gwaith i leihau llygredd o fwyngloddiau metel'
- 'Gweithredu rhaglen Adnewyddu ar ôl Covid-19'

Noder, ar gyfer yr 'Ardal o goetir newydd a grëwyd ar Ystad CNC', mai dim ond 27 hectar o'r 150 hectar a gynlluniwyd a blannwyd oherwydd penderfyniad i ohirio dechrau'r gwaith plannu nes yr hydref er mwyn caniatáu ymgysylltu pellach â rhanddeiliaid. Ar ddiwedd y flwyddyn, mae rhai camau o 'Gweithredu argymhellion yr Adolygiad o Lifogydd' heb eu cyflawni, a chaiff y rhain eu cyflawni yn rhaglen waith 2022/23.

7. Mae **22 o fesurau** yn **Wyrdd** ar ddiwedd y flwyddyn, gan gynnwys:

- Mae 'Camau a gymerwyd i adfer mawndiroedd Cymru' wedi'i gyflawni ac wedi rhagori ar y targed o 600 hectar ar ystad CNC drwy gwblhau 785 hectar o weithgareddau adfer mawndiroedd.
- Cwblhawyd y mesur 'Datblygu Natur a Ni' ddatblygiad cynhyrchion yr ymgyrch, lansiad yr arolwg, gweminarau a grwpiau ffocws.
- Cytunwyd ar 'Darparu hyfforddiant cyfunol iechyd ac addysgwyr CNC' gyda chynllun gweithredu ategol a grŵp llywio i oruchwylio'r hyn y gellir ei gyflawni gydol y cynllun.

Rydym yn arbennig o falch o adrodd am dri mesur sydd bellach yn Wyrdd sydd wedi bod yn Oren ers cryn amser. Mae 'Cynnal asedau perygl lifogydd mewn systemau risg uchel ar gyflwr targed' bellach yn Wyrdd (Oren gynt) ar 98.1%, y tro cyntaf i ni ragori ar ein targed o 98%. Mae ein targed o ran ymateb i ddigwyddiadau Categori Uchel o fewn pedair awr bellach wedi'i gyflawni oherwydd ymdrech ar y cyd gan y tîm Digwyddiadau. Mae'r 'Camau â blaenoriaeth sy'n cael eu cymryd ar safleoedd gwarchoddedig i wella cyflwr nodweddion' yn Wyrdd (Coch y llynedd).

8. Gofynnir i'r Bwrdd graffu ar yr Adroddiad Perfformiad Mewnol, gan nodi'r materion allweddol isod. Mae rhagor o wybodaeth ar gael yn Atodiad 2.

	Chwarter 1 (1 Ebrill – 30 Mehafin 2021)	Chwarter 2 (1 Gorffennaf – 30 Medi 2021)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2021)	Diwedd y flwyddyn (hyd at 31 Mawrth 2022)
Coch			1	1
Oren			1	2
Gwyrdd			9	8
Cyfanswm	AMHERTHNASOL	AMHERTHNASOL	11	11

- O'r 11 mesur a restrir yn yr Adroddiad Perfformiad Mewnol yn Atodiad 2, mae un mesur yn Goch ('Diffyg cydymffurfio neu Geisiadau am Gamau unioni gan systemau rheoli amgylcheddol mewnol. Caiff unrhyw faterion a godir eu hadrodd a'u hadolygu gan grwpiau mewnol perthnasol, a chan ein harchwilwyr allanol.
- Mae dau fesur yn Oren ('Absenoldeb staff' ac 'Ymateb gorfodi') ac wyth yn Wyrdd. Rydym yn falch iawn bod y mesur 'Perfformiad Taliadau i'n cyflenwyr', a oedd yn

Goch y chwarter diwethaf, bellach yn Wyrdd ar gyfer diwedd y flwyddyn, gyda 96% o anfonebau wedi'u talu o fewn 30 diwrnod ar gyfer mis Mawrth.

Risgiau a chyfleoedd

9. Os nad yw'r wybodaeth am berfformiad a ddarperir yn adlewyrchu'n gywir y cynnydd tuag at gyflawni'r Cynllun Busnes, a gweithrediad CNC fel sefydliad, yna ni fydd y Bwrdd yn gallu cyflawni ei rôl o graffu ar y gwaith cyflawni.

Goblygiadau ehangach

- (a) **Cyllid:** Nid oes unrhyw oblygiadau ariannol sylweddol o ran darparu'r adroddiad perfformiad ei hun, ond mae'n amlwg bod rhan o'n hadolygiad chwarterol yn ystyried dyraniad ein hadnoddau ac felly mae cysylltiad agos rhwng papurau cyllid a pherfformiad.
- (b) **Cydraddoldeb:** Mae'r asesiad o'r effaith ar gydraddoldeb perthnasol yn cwmpasu ein Datganiad Lles, Cynllun Busnes 2020/21 a'r Cynllun Corfforaethol hyd at 2022 (2023 bellach), ac fe'i diweddarwyd ym mis Mawrth 2021.

Camau Nesaf

10. Bydd y ddau adroddiad perfformiad yn cael eu trafod gyda Llywodraeth Cymru a'u cyflwyno i'r Gweinidog Newid Hinsawdd. Byddant yn cael eu cyhoeddi ar wefan Cyfoeth Naturiol Cymru.

11. Rydym yn croesawu unrhyw sylwadau neu safbwyntiau gan y Bwrdd.

Argymhelliad

12. Gofynnir i'r Bwrdd graffu ar adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes a'r Adroddiad Perfformiad Mewnol a chytuno arnynt - a chadarnhau addasrwydd i'w cyhoeddi.

Mynegai i'r Atodiadau

- Atodiad 1 - Dangosfwrdd Perfformiad y Cynllun Busnes 2021/22
- Atodiad 2 – Adroddiad Perfformiad Mewnol 2021/22

Annex 1: Business Plan Performance Dashboard 21/22

The green, amber or red status* of each of our [Business Plan](#)'s dashboard measures.

Respond to the Climate Emergency

Measure	Year end	Page
Climate emergency action across NRW	Amber	6
Verification of Glastir Woodland grant scheme applications	Green	8
Area of new woodland created on the NRW Estate	Amber	9
Actions undertaken to restore Welsh peatlands	Green	11
Implement Flood Review recommendations	Amber	13
Maintain flood risk assets in high risk systems at target condition	Green	14
Properties with reduced or sustained protection through capital work	Green	15

Respond to the Nature Emergency

Measure	Year end	Page
Biodiversity action across NRW	Green	18
Priority actions undertaken on protected sites to improve condition of features	Green	20
Actions undertaken on National Nature Reserves on NRW managed land to improve	Green	21
Delivering targeted action for declining species or those on the edge of extinction	Amber	22
Number of UKWAS Corrective Action Requests and Observations open and progress...	Green	24
Progress of our work to reduce pollution from metal mines	Amber	25
Support implementation of the Welsh National Marine Plan	Green	27
Progress NRW actions in Wales Marine Protected Area network management actions plan	Green	28
Deliver remaining water related investigations & develop new River Basin Management Plans	Red	30

*The [key to green, amber or red performance assessment](#) is on page 59 of this report

Developing and using our evidence with partners to advocate for and deliver SMNR

Measure	Year end	Page
Develop Natur a Ni / Nature and Us campaign products for launch	Green	33
Promote, advocate and encourage use of State of Natural Resources Report	Green	35
Use of Area Statements within NRW to embed priorities and opportunities	Green	37

Developing NRW into an excellent organisation that serves the communities of Wales

Measure	Year end	Page
Response to incidents (initial category 'High', within 4 hours)	Green	40
Performance of regulated sites and water quality discharges	Green	42
Deliver NRW's combined health and educator training	Green	44
Develop and implement a People Strategy for NRW	Green	46
Equality, Diversity and Inclusion action	Green	47
Progress the Customer Experience Strategy	Red	49
Deliver our Stakeholder Engagement Plan	Green	50
Implement our Commercial Strategy	Green	52
Timber volume offered to market / sold / dispatched	Green	53

Responding to the Covid-19 pandemic and the UK Leaving the European Union, taking opportunities for a green recovery

Measure	Year end	Page
NRW's contribution following EU Exit	Green	56
Implement Covid-19 Renewal programme	Amber	58

Note: During 2021/22, five internal measures previously reported via this dashboard were moved into a new report which works alongside this dashboard. A dashboard measure for 'Natur a Ni' has also been added in-year

Direct link to each Topic in this report (*links below / right*)

Respond to the Climate Emergency

- [Reducing Our Carbon Footprint \(page 5\)](#)
- [Creating New Woodland \(page 7\)](#)
- [Restoring Peatland \(page 10\)](#)
- [Managing Flood Risk \(page 12\)](#)

Respond to the Nature Emergency

- [Putting Nature at the Centre \(page 17\)](#)
- [Protecting Habitats and Species... \(page 19\)](#)
- [Managing Land Sustainably \(page 23\)](#)
- [Managing the Sea Sustainably \(page 26\)](#)
- [Managing Freshwater Sustainably \(page 29\)](#)

Developing and using our evidence...

- [Improving and presenting evidence... \(page 34\)](#)
- [Work with Partners and communities using Area Statement \(page 36\)](#)

Developing NRW into an excellent organisation...

- [Responding to and Managing Incidents \(page 39\)](#)
- [Regulation – permitting, regulating and... \(page 39\)](#)
- [Benefitting Communities \(page 43\)](#)
- [Developing our Organisation \(page 45\)](#)
- [Understand and improve our Customers' Experiences \(page 48\)](#)
- [Making the Most of Commercial Opportunities \(page 51\)](#)

Responding to the Covid-19 pandemic...

- [Providing Advice and Guidance \(page 55\)](#)
- [Delivering our Covid-19 Renewal... \(page 57\)](#)

Each topic report (*linked above / left*) reflects a short summary of recent progress in relation to that topic and also states the Business Plan dashboard measures related to that topic.

Priority: Responding to the Climate Emergency

Responding to the climate emergency through coordinating action and delivery in relation to climate adaptation and mitigation, including natural resources impacts and opportunities to reduce Wales' carbon footprint and contribute to [achieving a net zero Carbon Wales by 2030 \[note: external link\]](#).

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Reducing Our Carbon Footprint](#)
- [Creating New Woodland](#)
- [Restoring Peatland](#)
- [Managing Flood Risk](#)

The following pages reflect recent progress on each of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Reducing Our Carbon Footprint

Topic summary progress:

- We are progressing the development of low carbon pathway reports for our transport, and procurement systems with a view to decarbonise. However, we have not been able to progress the built estate pathway report since our last update. This will continue during 2022/23.
- We have also submitted our emissions report to Welsh Government, (WG).
- An Organisation Change programme has been completed to establish a stand alone Climate Change and Decarbonisation team and senior specialist advisor.
- Work commenced to review governance and strategic risk management for climate change in NRW.
- We have new programmes to deliver restoration of peatlands (both on the NRW Estate and working with partners across Wales) and a woodland creation programme seeking to expand the existing woodland Estate and support appropriate woodland creation elsewhere.
- We have also embedded decarbonisation action in the Adfywio Programme, for example, by developing a set of Built Estate principles for decarbonisation (and adaptation).
- Overall, across the programme/business areas there has been less delivery than planned this year, dependencies on delivery across NRW in different functions and in year pressures have been the cause. We have reviewed governance to establish clearer lines of responsibility at a Leadership Team Group level, reorganising these dependencies.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Climate emergency across NRW](#)

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Climate emergency action across NRW

The measure reflects activity being undertaken on the Climate emergency across NRW: through the delivery of our climate change decarbonisation programme.

Latest position (to end of March 2022):

- Our final milestone for this year is to produce an outcome report on the delivery of the top ten priority areas of the Climate Change and Decarbonisation Change Programme, (CCDCP). Whilst we have completed this specific milestone activity (we reported on progress over the past 24 months to the Executive Team at its meeting on the 31st January 2022), there have been issues with delivery of the overall climate change and decarbonisation change programme due to vacancies and dependencies on delivery across NRW in different functions.
- Over the last year we have produced: a CCDCP Work Programme endorsed by the CCDCP Board with an associated climate change risk owned by Leadership Team Group and have created a new Climate Change and Decarbonisation Team to give greater prominence within NRW of our work on decarbonisation and climate risk and adaptation.
- **This measure is amber at year end** to reflect the programme overall.

What we are doing next:

- We will now continue our work in developing an Adaptation Plan for NRW, commencing with an Adaptation Report that establishes our current actions. We will also progress developing our plans for how we decarbonise our transport, built estate and procurement by 2030, and will roll-out carbon literacy training across NRW to support behaviour change and innovation. We will also continue to refresh the governance for the climate change and decarbonisation change programme to drive delivery and risk management across the organisation.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as we progress the development and delivery of decarbonisation and climate change adaptation policy and actions across NRW.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Amber	Green	Amber	Amber

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Creating New Woodland

Topic summary progress:

- We are playing a key role in delivery and support for the 39 Recommendations from the Ministerial "Deep Dive" on woodland creation and timber use. We are reporting to WG on progress on those recommendations on which NRW are leading.
- We continue to provide WG with advice, technical guidance and support, including support on their Woodland Creation work and the upcoming Agricultural Bill and Sustainable Farming Scheme.
- We continue to progress woodland creation on the WG Woodland Estate.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Verification of Glastir Woodland grant scheme applications](#)
- [Area of new woodland created on the NRW Estate](#)

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Measure: Verification of Glastir Woodland Grant scheme applications

This measure reflects NRW work to verify applications for Glastir Woodland Creation (GWC) and Glastir Woodland Restoration (GWR) Grant Schemes. This includes reflection of the number of plan applications and area (in hectares) verified for the relevant scheme rounds.

Latest position (to end of March 2022):

- Our **final milestone for this year is to provide the number of applications and area.** We have completed this milestone activity:
 - For GWC Round 9, 174 (1,064.19ha) received, 153 (766.79ha) completed, 12 progressing, 7 withdrawn, 2 returned unverified.
 - For GWC Round 10, 75 (647.33ha) received, 45 (197.99ha) completed, 26 progressing, 1 withdrawn, 3 returned unverified.
 - For GWC Round 11, 44 (405.90ha) received, 4 (4.83ha) completed, 39 progressing, 1 withdrawn.
 - For GWR Round 9, 31 (284.65ha) received, 14 (99.17ha) completed, 16 progressing, 1 withdrawn.
- Over the last year, we have had to with the applicant's agreement, reduce the proposed plantable areas by 12% (GWC9), 5% (GWC10) and 10% (GWC11) due to the presence of protected priority habitats and/or deep peat to comply with the UK Forestry Standard.
- **This measure is green at year end.**

What we are doing next:

- We will now continue to verify GWC Rounds 9, 10 and 11 plus GWR Round 9.
- This measure is likely to form part of our Business Plan dashboard reporting for 2022/23 as we have agreement from Welsh Government to a rolling three-year programme of work and funding for the 2022-23 financial year.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Area of new woodland created on the NRW Estate

This measure reflects the area of new woodland created on the NRW Estate (hectares acquired / identified if already in ownership and hectares planted). It covers the contribution of NRW's land estate to woodland creation and progress on the commitment to the [Welsh Government Woodland Estate \(WGWE\)](#) being bigger in 25 years than it was in 2018.

Latest position (to end of March 2022):

- Our **final milestone for this year is 150ha acquired/identified and 150ha planted**
- We have not completed this milestone activity. We have acquired/identified 157ha and planted 27ha.
- Over the last year, we have made good progress identifying land for planting, as well as looking after the sites we planted last year. Timescales for planting were tight due to difficulty securing land last year, we successfully planted one site but made the decision to delay a total of 105ha of planting at two of our sites to the Autumn to allow for further stakeholder engagement.
- **This measure is amber at year end.**

What we are doing next:

- We will now carry out planning, including community engagement, so that we are to plant the sites acquired this year in 2022/23. We will work to complete on the three sites that are currently with solicitors and continue identifying land for planting, including through mechanisms other than land acquisition.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as woodland creation is a key activity in improving the resilience of the NRW estate to cope with climate change.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Year end
Green	Green	Green	Amber

See [here](#) for key used for green, amber or red status

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Topic: Restoring Peatland

Topic summary progress:

NRW is continuing to progress work on its peatland restoration programme and has delivered against targets. We are ensuring that peatlands are sustainably managed and safeguarded to recover their critical biodiversity resource, store carbon, reduce greenhouse gas emissions and play their role as a component of Natural Flood Risk Management.

Projects led by NRW in 2021/22:

- Five Year National Peatland Action Plan programme - Delivering 600ha of restoration activity annually and co-ordinating effort on peatland restoration in Wales.
- LIFE Welsh Raised Bogs - Working to restore seven of the best examples of raised bogs in Wales.
- Pen Y Cymoedd - Restoration works as mitigation for the development of the Pen y Cymoedd windfarm (Aims to restore 1500 hectares over 25 years).
- Progressing a new LIFE bid for Quaking Bog restoration project.
- Lowland peatland survey.
- NRW is also a partner in a number of other regional projects co-ordinated through place teams.
- We continue to progress conversion of degraded peatland on the NRW Estate to build a longer-term programme of work to deliver healthy wet “bog” to help combat climate change.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Actions undertaken to restore Welsh peatlands](#)

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Measure: Actions undertaken to restore Welsh peatlands

We are embarking on a national programme of peatland restoration across Wales. This measure reflects actions taken to [restore Welsh peatlands](#), including on the NRW Estate. It includes an update on the number of hectares of peatland restoration activity undertaken on the NRW Estate and other land.

Latest position (to end of March 2022):

- Our **final milestone for this year is 600 ha of peatland restoration activity undertaken (including up to 170 ha on the NRW estate).**
- We have completed this activity. We have delivered peatland restoration activities on: 238ha of National Nature Reserves that NRW manages, 61 ha on the Welsh Government Woodland Estate, 313ha through Land Management Agreements with private landowners and 173ha through NRW grant awards to our partners.
- Over the last year, we have delivered a total of 785 ha of peatland restoration activity.
- **This measure is green at year end.**

What we are doing next:

- We will now start issuing tenders for groundworks in 22/23, allocate grant awards to Strategic Allocated Fund partners, launch the new peatland map and grant scheme through NRW social media channels to drive restoration, and prepare and publish a full report on year 2 delivery.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23. Building on this work we are working with Welsh Government to build a longer-term programme which will support outcomes for Net Zero 2030, biodiversity and water quality and resource management working with others internally and externally.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Managing Flood Risk

Topic summary progress:

- Our **Capital Programme** delivered on the target number of properties benefitting from capital work (1081 against target of 800), with good progression in other projects. Final out-turn was slightly below the full budget of £17m, due mainly to global supply issues with some fleet and equipment. The reservoir work at Llyn Tegid continues to progress well on site, as does preparation work for significant schemes in Newport and Ammanford. As is common for construction work, there are significant risks and uncertainties with key projects, which require careful ongoing management. The 2022/23 programme, at £23.5m, will be the highest ever for NRW, as it contains several projects under construction.
- The **Flood Recovery and Review Implementation Programme** progressed well during the year, but we did not achieve delivery of the target of all of the 51 short or medium term recommendations. 11 remain for completion, plus the more complex and longer-term tasks. Staff capacity remains a significant issue, for this and for all flood risk work. There are recruitment challenges for all flood authorities, in a competitive external market with scarce specialist skills. We continue to do what we can to address this, but still 24 of the 52 new (or backfill) posts remain unfilled at year end.
- Our **Improvement Programme** contains 30 active projects across the range of our activities. Several are significant ICT projects which are delivering core customer-facing systems.
- Our **Revenue Maintenance Programme** met our target of 98% of assets in high risk systems at target condition, for the first time in several years.
- We have continued to address the relevant recommendations from the 'Toddbrook review' into **reservoir safety**, as we seek to do more to go beyond compliance to ensure safety.
- We continue to push for recognition of and action against the challenges ahead, particularly in regard to the need for significant **adaptation** in response to the **Climate Emergency**.
- Overall, much significant work continues to be delivered. The main challenge is volume of work and rising external expectations, with high workload on our staff. Recruitment is challenging, with skills shortages across the industry.

Topic owner: Jeremy Parr

Business Plan dashboard measure/s for this topic:

- Implement Flood Review recommendations
- Maintain flood risk assets in high risk systems at target condition
- Properties with reduced risk or sustained protection through capital work

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Measure: Implement Flood Review recommendations

This measure is the delivery status against the recommendations identified in our Review of the February 2020 floods. These were the most significant floods in Wales since the 1970s, and our review into our own performance identified areas for improvement and recommended actions. The Flood Recovery and Review Implementation Programme (FRRIP) was established to manage and track delivery of the recommendations.

Latest position (to end of March 2022):

- Our plan included delivery of the 51 short/medium term actions scheduled for the end of March (out of 74 total actions). At year end, we have delivered 40 of these 51, and this measure is Amber, due to not fully achieving the plan. Overall, we have delivered 46 of the 74 review actions, plus 18 recovery actions.
- The delays in delivering the outstanding 11 actions are the result of ongoing risks and issues that the programme team are managing. These include ongoing recruitment issues (due mostly to shortages in the market), competing demands on staff resource, some delays in delivering our ICT projects and also in delivering the required training for staff. There have also been issues beyond NRW's control, such as global supply chain issues on some plant and equipment.
- The possibility of not achieving the target was reflected in the amber status throughout the year. Steps were taken to optimise delivery, and issues/risks managed where possible, but some risks did materialise and impacted delivery.

What we are doing next:

- There are plans to deliver the 11 outstanding actions over the coming months, with majority in Q1, and we will track progress. Delivery of the remaining actions continues, including tracking of the benefits through to realisation. The plan is for closure of the programme by Q4 22/23 when the short and medium term actions are all completed. Closure reports will be produced, and longer term actions will be transferred to existing business delivery mechanisms.
- This measure will continue to form part of our Business Plan dashboard reporting for 2022/23.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Year end
Amber	Amber	Amber	Amber

See [here](#) for key used for green, amber or red status

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Measure: Maintain flood risk assets in high risk systems at target condition

NRW owns and/or maintains 3,500 assets in high risk systems, forming part of the national flood defence infrastructure, providing benefit to thousands of properties in Wales. It is vitally important that these assets are maintained, as a poor condition asset anywhere within the system can impact that location – it is only as good as its weakest link.

Latest position (to end of March 2022):

- Our **year end target of 98% of flood risk assets** in high risk systems at target condition. We have achieved the year end target of 98% of flood risk assets in high risk systems at target condition, and **the measure is green at year end**.
- At a Wales level, 3477 of the 3544 assets (98.1%) are at required condition to perform their function. This means that 67 (1.9%) remain below required condition. Many of these require long term fixes and are part of ongoing work.
- We have made progress throughout the year, which started with 92 assets in Wales below required condition.
- This is against a backdrop of a challenging Winter where our assets had to face up to 3 named storms within a week and some of the highest ever recorded flows in some catchments.

What we are doing next:

- We will now continue to embed a culture of focus on this measure and evaluate the data behind some of the longer-term fixes to establish achievable action plans.
- Our assets are inspected on a rolling basis, so performance can go down if inspections reveal assets below target condition that are not fixable in the immediate term. So, it will be challenging to remain 'green'. We will work to get better real time data from inspections, and from action plans so we can respond swifter to worsening asset conditions.
- We are implementing an improved asset defect reporting procedure into our database in Q1.
- This measure will continue to form part of our Business Plan dashboard reporting for 2022/23 and it also is a component part of Strategic Risk on the Executive Team Risk Register.

Measure owner: Mike Evans

Q1	to Q2	to Q3	Year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

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Measure: Properties with reduced flood risk or sustained protection through capital work

This measure reflects the number properties benefitting from a reduced level of flood risk (moving from a higher risk category to a lower through a new scheme or improvement works) or sustained level of flood risk (through capital maintenance work).

Latest position (to end of March 2022):

- Our **final target for this year is 800 properties**. We have surpassed our target of 800 properties and the measure is green at year end.
- We have delivered reduced or sustained risk benefits to 1081 properties this financial year. This comprises of 242 properties that have moved from a higher risk category to a lower one through new flood defence schemes (Leckwith - Cardiff) and improvement works (Cadoxton - Vale of Glamorgan), and 839 properties with a sustained level of flood risk from capital maintenance projects across Wales.

What we are doing next:

- We are continuing to develop projects that will contribute to delivery of this target in future years.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Priority: Responding to the Nature Emergency

In 2018 NRW published its first nature strategy '[Vital Nature](#)'. Since then we've been delivering our annual action programmes to improve the conservation status of [protected sites](#). With partners we're delivering the Sands of Life dune project and a wide range of other projects. Through all our work we deliver direct and collaborative action to improve biodiversity and ecosystem resilience, protect habitats, species and natural resources, manage water, land and sea sustainably and minimise pollution.

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Putting Nature at the Centre](#)
- [Protecting Habitats and Species – Terrestrial, Freshwater and Marine](#)
- [Managing Land Sustainably](#)
- [Managing the Sea Sustainably](#)
- [Managing Fresh Water Sustainably](#)

The following pages reflect recent progress on each of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

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Topic: Putting Nature at the Centre

Topic summary progress:

On the 21st of June 2021 the Senedd took the “historic step” to declare a nature emergency for Wales, one of the very first parliaments in the world to do so. NRW is progressing the priorities of the Vital Nature Strategy and Work Programme, putting biodiversity and ecosystem resilience at the very centre of our work. Examples include:

- Working with Welsh Government to develop Nature Networks, a Welsh 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites at its core.
- Working with and supporting partners such Wales Biodiversity Partnership, Public Service Boards, Wales Environment Link and the Local Nature Partnerships to maximise opportunities for biodiversity.
- Contributing to updating the Nature Recovery Action Plan - the biodiversity strategy for Wales.
- Delivering the objectives within Area Statements.
- Natur a Ni / Nature & Us, a project to involve the people of Wales in a national conversation about the future of our natural environment - Vision for 2050.
- In addition, working on programmes to embed nature based opportunities and management of high value nature conservation sites.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Biodiversity action across NRW](#)

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Measure: Biodiversity action across NRW

This measure reflects how we in NRW are responding to the nature emergency and putting biodiversity at the core of our work. We are doing this by identifying the priorities NRW needs to focus on and establishing a programme to help manage and track Vital Nature delivery through our wide range of roles

Latest position (to end of March 2022):

- Our **final milestone for this year is to provide a progress delivery report to BREG (our Biodiversity and Resilient Ecosystems Sub-group) on the 2021-22 Vital Nature Biodiversity work programme**
- We have completed this milestone activity. We have produced a Biodiversity Programme for 22-23 to capture all our biodiversity work across NRW's operational and strategic functions. Progress reports on the delivery of the updated programme have regularly been reported to the Biodiversity and Ecosystems Resilience Sub-group and it remains a standing agenda item.
- Over the last year, we have held workshops and meetings to raise the profile of the Biodiversity Programme.
- **This measure is green at year end.**

What we are doing next:

- Over the next year, we will continue to review and update the Programme and we will begin to utilise it as a resource management tool.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 with updated milestones.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Amber	Green	Amber	Green

See [here](#) for key used for green, amber or red status

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Topic: Protecting Habitats and Species

Topic summary progress

Guided by our strategic steer 'Vital Nature' we will address the nature emergency. Highlights from the programme include:

- Providing technical specialist support for the development of £9.8M Nature Networks Fund in collaboration with Welsh Government and the National Lottery Heritage Fund.
- Delivering positive management for protected sites through a management agreement programme.
- Delivering species and habitats restoration projects (e.g., LIFE projects, Invasive Non-Native Species Pilot Project)
- NRW direct management action delivery continues through EU LIFE funded projects: Sands of LIFE, New LIFE for Welsh Raised Bogs, LIFE Dee River, and new projects to be launched LIFE Quake and 4 Rivers for LIFE.
- Action benefitting National Nature Reserves managed by other bodies.
- Development of advice to inform a Welsh Government funded prioritised programme of multi-year investment to build ecosystem resilience across ecological networks with protected sites at the core.
- Supporting 'Natur am Byth' species recovery project (development phase is now underway following NLHF application was approval in June).
- Implementing biosecurity within NRW and sharing best practice and tools externally.

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

- Priority actions undertaken on protected sites to improve condition of features
- Actions undertaken on National Nature Reserves on NRW managed land to improve
- Delivering targeted action for declining species or those on the edge of extinction

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Measure: Priority actions undertaken on protected sites to improve condition of features

Improving protected site condition is essential for maintaining biodiversity and building ecosystem resilience. This measure reflects how we are progressing with actions to improve protected sites to fully provide ecosystem service benefits and function as a core component of a resilient ecological network - enabling habitats and wildlife to thrive.

Latest position (to end of March 2022):

- Our **final milestone for this year is 80% of actions completed or underway**
- We have completed this activity. 94% of actions in the work programme were reported as underway or complete by 23 March 2022, with 86 underway and 154 complete.
- This programme has received additional Welsh Government capital funding this financial year, managed through the Biodiversity and Ecosystem Resilience Fund (BERF) which is focussed on Section 16 land management agreements with owners and occupiers, the Dynamic Dunes Project, Protected site management in Areas of Outstanding Natural Beauty, curlew, river restoration and marine projects.
- **This measure is green at year end.**

What we are doing next:

- The Nature Networks Programme will be launched by Welsh Government in 2022. This three-year programme will focus supporting delivery towards building Resilient Ecological Networks, centred around the protected sites network. NRW has an important role in delivering the programme, through direct management designated sites on the NRW estate (National Nature Reserves and Welsh Government Woodland Estate), and working with stakeholders on protected sites (e.g., through S.16 management agreements and grants).
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as part of a set of indicators relating to action to address the nature emergency.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Actions undertaken on National Nature Reserves on NRW managed land

This measure reflects how much we are doing to maintain or enhance the ecological condition of the 56 NNRs in our direct care. We report on the number of priority planned management actions and the number of NNRs receiving significant investment to improve condition via these actions.

Latest position (to end of March 2022):

- Our **final milestone for this year** is for at least 80% of the planned priority actions to be completed resulting in **significant investment in at least 50 of the 56 NNRs in our direct care**.
- We have now **completed this milestone** activity. 428 actions were planned for completion across 51 NNRs by end Q4. Of these, **365 (85%) are Green** (i.e.: complete by year-end), 4 Amber, 36 Red with 23 not reported.
- **The measure is green** with 85% of planned priority works now completed.

What we are doing next:

- We will be celebrating and building on this success to consolidate the benefits while continuing to monitor progress closely. Where planned actions have not been carried out, we will identify the reasons why and work across teams to make further improvements.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 with further development to focus on progress on key works needed to further develop the biodiversity and cultural value of the 56 NNRs in NRW's direct care.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Delivering targeted action for declining species or those on the edge of extinction

This measure reflects actions to address biodiversity loss and build ecosystems resilience - what we are doing as targeted actions for declining species or those on the edge of extinction in Wales. Unless we reverse biodiversity decline and build resilient ecosystems, our well-being and that of future generations will suffer.

Latest position (to end of March 2022):

- Our **final milestone for this year is to report on development of priorities for Declining Species Programme**
- Unfortunately, staff resource had to be withdrawn from this to deal with the ambitious timelines set by the Joint Nature Conservation Committee's (JNCC) 5-year review of species on schedules 5 and 8 of the Wildlife and Countryside Act. However, we have developed a framework for the Species Programme, and made good progress in identifying priority NRW work areas for declining species, protected species and Invasive Non Native Species. We will be progressing this work next year, but will need to prioritise the 'deep dive' on biodiversity with Welsh Government initially.
- Over the last year, priority species action has included development and publication of the Wales Action Plan for the Recovery of Curlew, publication of the Otter Survey Wales report with recommendations for future action, completed species assessments for Section 7 and Quinquennial Review (QQR) 7, completed surveys and undertaken management for some of our rarest species (e.g. southern damselfly, marsh fritillary, large mason bee and petal wort)
- **This measure is amber at year end.**

What we are doing next:

- We will now continue to work with partners to develop the Partnership Natur am Byth Heritage Lottery Fund application and review species priority actions once the Section 7 list of priority species has been published by Welsh Government.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 with updated milestones. We will continue to explore the opportunities for declining species recovery through our grants and land management supported programmes.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Green	Green	Green	Amber

See [here](#) for key used for green, amber or red status

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Topic: Managing Land Sustainably

Topic summary progress (i.e. overview of work undertaken against this topic):

- For Planning, Landscape and Energy, we rolled out training to Development Planning Advisory Service Operations staff to support publication of new guidance on our role in Environmental Impact Assessment scoping. Our Operational Guidance Note (OGN) 70, which sets out our statutory role in the planning application process and how to undertake it, has been updated and endorsed by the Planning Technical Group for publication. We reviewed our existing OGN and Guidance Notes to check currency and identify risks and timetabled their update during 22/23. We responded to two Welsh Government consultations (proposed extension of permitted development rights and the National transport delivery plan) and engaged in the renewable energy and Town Centre Deep Dives.
- For the Welsh Government Woodland Estate, we continue to progress actions to close any Corrective Action Requests or Observations arising from the annual UK Woodland Assurance Standard audit and to prepare for the next audit.
- NRW has provided WG with substantial evidence and advice to support its agricultural bill proposals and the new Rural Development Plan replacement (SFS). This has included a detailed interventions spreadsheet to support WG directing land managers on improvements that cover all of NRW's remit. We have continued to provide support to the sector environmental Non-Governmental Organisations and Government in developing new approaches to manage diffuse pollution utilising our regulatory principles.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

- Number of UK Woodland Assurance Standard (UKWAS) Corrective Action Requests (CARs) and Observations (Obs) open and progress towards closing them.
- Progress of our work to reduce pollution from metal mines

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Measure: Number of UK Woodland Assurance Standard (UKWAS) Corrective Action Requests (CARs) and Observations (Obs) open and progress towards closing them.

Being certified via UKWAS shows we [sustainably manage the Welsh Government Woodland Estate \(WGWE\)](#) reaching Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC) international standards. Wales' state forests have been certified via UKWAS since 2001 and we aim to keep it that way.

Latest position (to end of March 2022):

- In 2021, we retained certification with 1 major CAR, 1 minor CAR and 5 Obs, fewer than in 2020 and we want fewer still.
- Our auditors assess evidence of closure. They have closed the major CAR. Work is in progress to close out the 1 minor CAR and 4 of the Obs at the 2022 audit. 1 Obs will remain open during the period of the certificate with evidence of progress being provided annually.
- **This measure is green at year end**, due to us retaining certification this year.

What we are doing next:

- Build on the good result to further embed progress on the quality of our sustainable forest management.
- Continue to work on closure of CARs and Obs.
- Prepare staff and systems for the 2022 audit scheduled for November in North West and South Central regions.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Year end
Amber	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Progress of our work to reduce pollution from metal mines

This measure reflects progress with the assessment and remediation of high risk sites, in line with our Metal Mine Strategy - Delivering a safe local environment and improvements to local air and water quality and ensuring the sites are safe.

Latest position (to end of March 2022):

- Our **final milestone for this year is to further 16 preliminary assessments**. We have completed this milestone activity. We have completed: 46 Catchments and Mines preliminary assessments plus one for Pandora; two outline designs; four detailed designs (including one for Llyn Geirionydd water access) and ground investigations at multiple sites. We have built flow monitoring structures at Nant-y-Mwyn, blow-out attenuation works at Cwm Rheidol and completed adit capture / Teifi outfall construction at Abbey Consols and the south channel at Frongoch. Site works continue at Dylife.
- **This measure is amber at year end**. Over the last year, we have achieved 9 of the 12 milestones (9/11 allowing for the transfer of Cae Conroi to NRW's flood programme), therefore as not all of the initial planned work was undertaken, the measure is amber. However, we have taken the opportunity to enable work to be brought forward to fill the gap created and hope to fulfil all this year's objectives in the subsequent year.

What we are doing next:

- We will now move forward with our 2022-23 programme to complete 14 Preliminary Assessments, 8 Outline Designs, 5 Detailed Designs, 1 Research, Development and Innovation Trial and Construction of 15 assets.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as we have achieved in-principal agreement from Welsh Government to a rolling three-year programme of work and to funding for the 2022-23 financial year.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Year end
Amber	Amber	Red	Amber

See [here](#) for key used for green, amber or red status

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Topic: Managing the Sea Sustainably

Topic summary progress (i.e. overview of work undertaken against this topic):

- Our work on the topic Managing the Sea Sustainably is coordinated via NRW's Marine Programme. Progress continues to be made in all key work areas including delivering: implementation of the Welsh National Marine Plan; NRW's Offshore Renewable Energy Programme; NRW's Integrated Coastal Management Programme, with a focus on coastal squeeze; plan and project level marine casework advice; blue carbon work programme; work on practical marine and coastal restoration and ecosystem resilience; contributing to the Wales green / blue recovery programme; implementation of the Marine Area Statement; Marine Protected Area (MPA) condition improvement projects and MPA network management actions; technical support to WG in identifying new Marine Conservation Zones to complete the Welsh MPA network; marine monitoring and reporting; the prioritised marine evidence programme; management of the Dee and Burry Inlet cockle fisheries and the Dee Conservancy.
- Whilst across the programme most work is on track, many areas are dependent on single-year funding. A number of areas have been flagged in the baseline exercise in terms of delivery risk due to resources, and also in the 3-year Grant in Aid (GIA) budget bidding exercise, including MPA management and restoration, marine monitoring, and, critically, the Offshore Renewable Energy Programme which is due to grow as a result of new technologies - for the latter progress has been made in confirming existing suite of roles as permanent, and a business case has been made for additional resources needed to keep pace with sector growth.
- A suite of marine projects has been secured via the Nature Network Fund which will lead to tangible improvements in the management and ultimately condition of MPAs. Progress also being made with all Welsh Government renewable energy deep dive actions.

Topic owner: Rhian Jardine

Business Plan dashboard measure/s for this topic:

- [Support implementation of the Welsh National Marine Plan](#)
- [Progress NRW's actions in the Wales Marine Protected Area network management actions plan](#)

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Measure: Support implementation of the Welsh National Marine Plan

This measure reflects progress in relation to Welsh National Marine Plan (WNMP) implementation including the need to support proportionate decisions that take full account of environmental, social and economic considerations under the new planning framework.

Latest position (to end of March 2022):

- Our **final milestone for this year is to sign-off priority products**
- We have completed this milestone. Enhancement and Restoration Principles has been finalised and signed off by Marine Programme Planning and Delivery Group (MPPDG). This guidance is complemented by the evidence report published in July 2021: 'Restoring Marine and Coastal Habitats in Wales: Identifying Spatial Opportunities and benefits.'
- We have also completed the proportionality 'challenge' checklist, which supports marine advisory staff in ensuring their advice is proportionate. The Marine Advice Handbook (first iteration) will be taken to the April MPPDG for approval.
- **This measure is green at year end.**

What we are doing next:

- We will continue to work to capture relevant guidance and evidence in the WNMP Implementation Table, and to deliver shared priorities.
- We will continue to support development of the spatial approach to planning including Strategic Resource Areas (as per Renewable Energy Deep Dive recommendation) through provision of spatial environmental evidence.
- This measure is likely to continue for 2022/23 as NRW are a key delivery body for the WNMP, next financial year marks the first 3-year review period for the marine plan, so there will be increased external scrutiny of this aspect of our work.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Progress NRW's actions in the Wales Marine Protected Area network management actions plan

This measure reflects progress with [Marine Protected Areas network](#) management actions. The marine protected area network is a key tool in developing greater resilience in the marine environment and is an integral consideration for all developments in the marine area, through Wales National Marine Plan policy (WNMP).

Latest position (to end of March 2022):

- Our **final milestone for this year is to sign off and report on final delivery**. We have completed this milestone activity. We have completed all relevant projects and sent the evidence to Welsh Government.
- Over the last year we have produced two new reports on Blue Carbon in the MPA network and a series of infographics to explain this complicated issue to stakeholders. We have produced a strategic review of saltmarsh grazing across the network highlighting what is needed improve this issue on our sites. We have also produced a report on bait digging management options across the MPA network and improved signage at the Gann. All of these reports will be important going forward to help manage the MPA network.
- **This measure is green at year end.**

What we are doing next:

- We will now continue with work on the Action Plan and Annual report, and we have funding for another project next year. Nature Networks funding has been secured for a suite of MPA condition improvement projects. We are planning a spend of £3.275 million over three years on 10 projects addressing a range of marine pressures and opportunities including saltmarsh restoration, non-natives, coastal squeeze and marine litter.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as we will still be engaging with Welsh Government on this important area of work for improving management across the MPA network.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Managing Freshwater sustainably

Topic summary progress (i.e. overview of work undertaken against this topic):

- During 2020 and 2021, we saw increased public awareness of the quality of Wales' rivers and sea. We recognised that we need to review our future ambition and priorities for delivering better water quality in Wales, in line with the Ministerial ambition outlined in the Programme for Government. Sian Williams is leading this work, and our Review will develop further during 2022/23.
- There are several pieces of work already under way, including establishing the Special Areas of Conservation (SAC) Rivers Programme to assess the causes and consequent actions required to bring the SAC rivers back into favourable condition. An increase in attention around storm discharges from sewers, led to the formation of the Better River Quality task force in Wales, the first output from which will be the Storm Overflow roadmap and action plan to be launched shortly. We participated, alongside OFWAT and the Water Companies in a Senedd review to Storm Discharges, and their report was published on 15th March. Within the report there are a number of actions for NRW, and we will deliver against these in line with the timescales stipulated.
- We continue to work closely with government, regulators and water companies on water company planning work in preparation for the Periodic Review of prices (PR24), developing our approach to the National Environment Programme and the new drainage and wastewater management plans and advising on the ever expanding programme of water resources planning work.
- We will work alongside Welsh Government, other regulators, academics, and other interested parties to develop a clear ambition that will help deliver what is needed to ensure water is managed sustainably, helping to tackle the climate and nature emergencies.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

- [Deliver remaining water related investigations and develop new River Basin Management Plans](#)

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Measure: Deliver remaining water related investigations and develop updated River Basin Management Plans

This measure on water related investigations and [River Basin Management Plans](#) (RBMPs) reflects how we are progressing delivery of the current RBMPs, to protect and improve Wales' water environment and set the strategic direction for the updated Plans (2021- 2027).

Latest position (to end of March 2022):

- Our **final milestone for this year is to review and respond to the draft RBMP consultation stakeholder responses to inform Cycle 3. This measure is Red at year end.** Regardless of the red status, significant effort since 2017 has delivered 2,268 of 2,597 (87%) investigations required in the Water Framework Directive plan period.
- We have published the consultation response to the Dee and Western Wales RBMPs and used responses to finalise these Plans. We have also worked with the Environment Agency to consult on the draft Severn RBMP. However, we are red at year end because we have not delivered all the remaining water related investigations, because of:
 - Competing priorities, including storm overflow and phosphorus in Special Areas of Conservation workstreams
 - 25% of investigations were carried over from 2020/21 due to covid adding further pressure
 - A lack of appreciation at the start of the year of the complexities of the remaining water related investigations

What we are doing next:

- We will now work to ensure that the Dee and Western Wales RBMPs are ready for publication in July and the Severn RBMP by end of December. Once published we will focus on delivery, including measures in Opportunity Catchments.
- The reporting aspects of RBMPs have now moved to a wider water reporting measure. There is also a specific measure on the implementation of actions in opportunity catchments and national measures.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Year end
Red	Red	Red	Red

See [here](#) for key used for green, amber or red status

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Priority: Developing and using our Evidence with Partners to Advocate for and Deliver SMNR

Developing and using our evidence with partners and communities to advocate for and deliver the sustainable management of natural resources (SMNR) through [state of natural resources reporting](#), area statements and joint working to improve the resilience, well-being and connection of nature and people: using evidence, sharing evidence and developing evidence.

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Creating a Shared Vision for the Natural Environment for 2050](#)
- [Improving and Presenting Evidence about the Natural Environment](#)
- [Work with Partners and Communities using Area Statements](#)

The following pages reflect recent progress for those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

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Topic: Creating a Shared Vision for the Natural Environment for 2050 - Natur a Ni / Nature and Us

Topic summary progress (i.e. overview of work undertaken against this topic):

- The 'Nature and Us' national conversation was launched on 17th February and received widespread media interest.
- Following significant input from internal specialists and external partners we expanded the range of products for launch which increased the variety of opportunities for the public to get involved, including postcards, a discussion guide, and an option to provide more creative responses.
- The first 6 weeks of the campaign have resulted in high numbers of survey completions and event registrations.
- Work has continued to promote the campaign through networks including Community Housing Cymru, Public Health Wales, Wales Council for Voluntary Action and One Voice Wales, community groups and youth organisations.
- Resources made available through the education sector including all Welsh primary and secondary schools, Wales Outdoor Learning Network, and championed by youth organisations such as Duke of Edinburgh Awards.

Topic owner: Sarah Williams

Business Plan dashboard measure/s for this topic:

- **Develop Natur a Ni / Nature and Us campaign products for launch**

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Measure: Develop Natur a Ni / Nature and Us campaign products for launch

This measure reflects the work needed to develop the products for Nature and Us so that they are ready for launch in Q4. Once the products are in place, we will be able to go live with the campaign in a timeframe agreed with Welsh Government and to input into our corporate plan.

What is the latest position? (to end of March 2022):

- Our **final milestone for this year is launch of campaign and update on initial responses and phase 2 resource plan.** We have completed this milestone activity. We have:
 - Received over 2,400 responses to part one of our survey and nearly 1,000 responses to both parts
 - Held 3 webinars, 6 focus groups and 2 stakeholder workshop sessions
 - Developed a costed phase 2 plan to move towards the collaborative development of the shared vision
- Over the last year we have met our measure to develop campaign products for launch and have built a movement of stakeholder organisations keen to work with us over the next year to develop the shared vision.
- **This measure is green at year end.**

What we are doing next? (including activity to address current/predicted red or amber, and next target/milestone):

- We will now continue to roll out the next phase of the work, including:
 - Completing the remaining involvement activities
 - Analysing the data that we've had back through the surveys, webinars, workshops and focus groups
 - Establishing a collaborative governance arrangement to oversee the development of the shared vision
 - Facilitate the production of the vision, and shared learning from the programme
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 including the final vision and programme evaluation.

Measure owner: Sarah Williams

Q1	to Q2	to Q3	Year end
N/A	N/A	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Improving and Presenting Evidence about the Natural Environment

Topic summary progress (i.e. overview of work undertaken against this topic):

- The State of Natural Resources Report (SoNaRR) Performance Dashboard measure milestones have been met.
- Development of SoNaRR2025 has begun. The next SoNaRR will be managed as a project and has been approved by NRW's Project Management Office. The Project Board will include a seat for Welsh Government.
- The 'Bridges to the Future' (SoNaRR benefits realisation) project group is underway; the Food System technical group is the first to launch.
- The Wales Environmental Information Portal is live and maintained
- Progress is being made with the Freshwater Monitoring Review. Internal monitoring needs have been collated as well as best practice monitoring approaches from other countries.
- A new Quality Management System has been implemented for our water quality sampling. This will enable us to have greater confidence in the quality of our sampling procedures and assure the quality of our monitoring data moving forward. Similar Quality Systems are being developed for our marine, terrestrial and freshwater ecological and fisheries monitoring programmes.

Topic owner: Chris Collins

Business Plan dashboard measure/s for this topic:

- Promote, advocate and encourage use of State of Natural Resources Report

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Measure: Promote, advocate and encourage use of State of Natural Resources Report

This measure reflects action to promote, advocate and encourage use of [the State of Natural Resources Report \(SoNaRR2020\)](#) evidence and key findings to realise the benefits of the sustainable management of natural resources (SMNR).

Latest position (to end of March 2022):

- Our **final milestone for this year is summary of engagement, feedback and use of SoNaRR and the application in Area Statements.**
- We have completed this milestone activity. We have listened to feedback from SoNaRR users and changed web pages to improve the user experience. We will continue to do this in the coming months.
- Over the last year, we have explained the SoNaRR findings to stakeholders across Wales and the UK. We have used SoNaRR as evidence to deliver our work and encouraged others to do the same. For example: Wales TUC, Senedd Research, Local Nature Partnerships and Welsh Government reports and policies have been informed by SoNaRR.
- Area Statement Ecosystem profiles used the evidence set out in the SoNaRR2020 Ecosystem assessments.
- We have used opportunities to integrate the 4 aims, 3 systems messages from SoNaRR2020 with key strategic partners through Well-being assessments and Well-being plans.
- The SoNaRR evidence needs have been used to shape NRW evidence programmes and to frame our work with academics and professional societies.
- **This measure is green at year end.**

What we are doing next:

- We will continue to listen to feedback from users and make changes to the structure on the website. We will use feedback to start planning for SONaRR2025.

Measure owner: Chris Collins

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Work with partners and communities using Area Statements

Topic summary progress (i.e. overview of work undertaken against this topic):

- Our focus this quarter has been on working with Public Services Board (PSB) partners to develop Well-being Assessments, incorporating key messages and evidence from SoNaRR2020 and Area Statements.
- In South West, we have been working closely with partners in the development and delivery of Opportunity Catchments, notably river restoration in Swansea and an SMNR pilot with Dwr Cymru Welsh Water in the Afan.
- In Marine, we have been working to develop guidance on embedding nature based solutions into coastal defence structures working within our own Business and with partner organisations and consultants involved in relevant work.
- In Mid Wales, we have continued our engagement with PSB partners in Ceredigion and are jointly progressing three pilot projects that will help to deliver objectives of the current Well-being Plan and of the Mid Wales Area Statement.

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

- [Use of Area Statements within NRW to embed priorities and opportunities](#)

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Measure: Use of Area Statements within NRW to embed priorities and opportunities

This measure reflects the use of [Area Statements](#) within NRW particularly in our Service and Place plans and through joint working to embed priorities and opportunities.

Latest position (to end of March 2022):

- We have framed our 2022-23 Place Plans around Area Statement priorities and opportunities. We have developed a concept paper for a national framework to better enable place-based delivery of the Natural Resources Policy. Case studies report considerable traction with place-based activities and growing influence at local level. However, our evaluation is revealing that at regional level there is further work to do to improve the visibility of Area Statements as part of the growing regional development agenda and with delivery bodies like Corporate Joint Committees (CJCs) which help regional collaboration between local authorities. Opportunities to take forward the ambition for systems thinking around transport, energy and food evident in SoNaRR will need to be grasped by tactical scaling up of area statement delivery and influence at a local scale allied to provision of clear advice and effective translation of national policy/planning drivers at a regional scale.
- Over the last year we have worked with colleagues internally to explore opportunities to align other work programmes to deliver Area Statement priorities. **This measure is green at year end.**

What we are doing next:

- We will now continue to take a place-based approach to aligning work programmes with Area Statement priorities including putting more emphasis on influencing regional scale governance groups. We will work with our Public Services Board partners to develop Well-being Objectives and Well-being Plans.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as the work to embed the priorities and opportunities in Area Statements and SoNaRR is ongoing.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Priority: Developing NRW into an excellent organisation that serves the communities of Wales

Developing NRW into an excellent organisation, through engagement and collaboration with stakeholders around the [sustainable management of natural resources](#) and focussing on new ways of working, to improve benefits to communities from the environment

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Responding to and Managing Incidents](#)
- [Regulation – permitting, regulating, and where required enforcing compliance](#)
- [Benefitting Communities](#)
- [Developing Our Organisation](#)
- [Ensuring Everyone’s Well-being, Health and Safety](#)
- [Understand and improve our Customers’ Experiences](#)
- [Making the most of our Commercial Opportunities](#)

The following pages reflect recent progress on six of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

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Topic: Responding to and Managing Incidents

Topic summary progress (i.e. overview of work undertaken against this topic):

- **Preparedness:** Development of the guidance materials that support our response roles has continued at pace, including the update of our Incident Categorisation Guidance and development of Incident Recovery Guidance.
- **Response:** In a challenging year, we have continued to respond to several incidents that have occurred recently, as well as managing the Covid, Avian Influenza and *Phytophthora pluvialis* responses. We have also continued development of additional topic specific Critical Incident Plans to help guide our response to those incidents that have the largest potential impact.
- **Review:** Incident reviews have been carried out for recent incidents, including the March wildfires, with the recommendations resulting in actions and the embedding of learning from our experience.
- **Recording & reporting:** Preparations for upgrading our incident recording system to a new web version have continued, with testing underway and implementation due in Quarter 1 2022/23.
- **Training:** Training of new rota volunteers has been taking place across the organisation, improving our skills and capabilities to deal with all types of incidents, including those officers on the new Land Management Duty Officer rotas.
- **Exercising:** Teams across NRW have continued to take part in exercises both internally and with our multi-agency partners. The learning from these exercises has been factored into our ongoing training programme.
- **Rota Resilience:** Rota resilience is being improved through the introduction of new contractual rota arrangements and the training of rota volunteers, who have started to join rotas following completion of their training.
- **Business Continuity:** Additional actions have been carried out (with others ongoing) to improve resilience and our ability to respond to incidents that could disrupt our critical and priority business activities. These actions have been driven by learning from the Coronavirus Pandemic and the sharing of information by our partners in relation to recent Cyber-attacks and associated exercises.

Topic owner: Lyndsey Rawlinson

Business Plan dashboard measure/s for this topic:

- [Response to incidents \(initial category 'High', within 4 hours\)](#)

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Measure: Response to incidents (initial category ‘High’, within 4 hours)

For incidents we initially class as High Level (using our Incident Categorisation Guidance criteria), we aim to respond within four hours of being notified. This is to ensure we prioritise our efforts on the high impact incidents, and we act within a suitable timeframe to minimise harm and impact. Response may include physical attendance at the site, but also includes other activities, such as contacting professional partners

Latest position (to end of March 2022):

- Our **final target for this year is 95%**.
- We have achieved this measure for Quarter 4 with 98%.
- This is the first time we have reported green status for this measure this year. This latest report reflects how we have acted within our target timeframe to minimise harm and impact from incidents initially classified as high level. The work carried out in Q4 included focussing on improving our data recording for Q4 and previous quarters, to ensure this reflects our response to incidents initially classified as high level within 4 hours. We are therefore now able to evidence we are **green at year end at 95%** (for the whole of 2021/22).

What we are doing next:

- We will review the approach we took in Quarter 4 and aim to build on this improvement in recording practice, including through planned training for incident duty officers in 2022/23 and long-term upgrades to our recording system.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23, with an amendment to clearly show the difference between issues with response time and issues with data quality.

Measure owner: Lyndsey Rawlinson

Q1	to Q2	to Q3	Year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Regulation – permitting, regulating, and where required enforcing compliance

Topic summary progress (i.e. overview of work undertaken against this topic):

- Progress for Q4 in relation to the Performance of regulated sites measure has been as expected. The measure is green with 100% of the sites with category 1 and category 2 compliance breaches receiving an appropriate regulatory response determination within 6 months.
- It should be noted that slightly fewer compliance breaches have been found in this reporting quarter (July – September 2021) than the previous reporting quarter (April – June 2021) and the number of compliance breaches are still significantly below the number of compliance breaches reported in the pre-pandemic reporting quarter of January – March 2020.

Topic owner: Nadia De Longhi

Business Plan dashboard measure/s for this topic:

- Performance of regulated sites and water quality discharges

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Measure: Performance of regulated sites and water quality discharges

This measure reflects the number of category 1 and category 2 compliance breaches with appropriate regulatory response determined within 6 months. Poor performance at permitted sites has the potential for impacts on the environment, communities and the reputation of a sector. They are also resource intensive in terms of our regulatory effort and are considered to pose a greater risk of incidents, which can also then consume a large amount of our resources and impact communities.

Latest position (to end of March 2022):

- Our **final target for this year is 75% of category 1 and category 2 compliance breaches to have an appropriate regulatory response determined within 6 months**
- There have been 21 category 1 and category 2 compliance breaches over the period (July – September 2021) and **100%** have had an appropriate response.
- **NB** – The 21 compliance breaches in Q4 of 2021-22 (July – September 2021) is a slight decrease on the 27 compliance breaches recorded in Q3 of 2021-22 (April – June 2021) but is a significant increase from the 12 compliance breaches recorded in Q4 of 2020-21 (July – September 2020).
- **This measure is green.**

What we are doing next:

- We have successfully managed to meet this target over the 2021-22 Financial Year.

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Benefitting Communities

Topic summary progress:

- In this topic we focus on work to better engage with stakeholders at all scales in Wales to improve our approaches and how well we are engaging in Place to understand the nuances of local needs impacting on approaches to delivery.
- We continue to conduct regular meetings with key Environmental stakeholders to ensure they are involved with our thinking about the new Grants Portfolio. Their contributions have been helpful in understanding the priorities and appetite for our intended areas of grants support for the next two years. We look forward to continued conversations with this influential sector group as we enter the next steps as well as wider discussions about how we recognise each other's ambitions for delivering outcomes for Wales. Similarly, we have two representatives from the grants third sector community (Wales Environment Link (WEL) and Wales Council for Voluntary Action (WCVA)) representing the voice of customers to help us develop our grants offer. Our work this quarter to contribute effectively to the well-being assessments being developed by each PSB across Wales will help set the agenda for the next 5 years in the ensuing Well-being Plans.
- We have completed the recruitment to the new Grants Assessment and Monitoring team. Training has been delivered for them and others in the new processes. So, we now have more capable resources to deploy to both ensure in flight grants are well managed as we approach year end and the associated increase in grants claim alongside processing the new grants emerging from the identified programmes for 2022/23.
- We have finalised the agreement with Arts Council Wales (ACW) and now have the green light to commence the Creative Nature Programme. This 12 month programme will explore how the arts can be used to enhance how we engage with people and communities. Work strands will use art installations as innovative approaches to challenge current thinking about food, energy and transport systems, decarbonisation and the future of the natural environment.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Deliver NRW's combined health and educator training](#)

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Measure: Deliver NRW's combined health and educator training

This measure on the development and delivery of NRW's combined health and educator training, resources and projects reflects our work to highlight the multiple health and attainment benefits the natural environment can provide.

Latest position (to end of March 2022):

- Our final milestone for this year is to update on programme and project progress and any action on areas for change, identifying new work programmes/projects for 2022/23.
- We have completed this milestone activity. We have completed the development and delivery of NRW's combined health and educator training, resources and projects including on-line training packages in partnership with Pacey and the delivery of Wales Outdoor Learning Week 2022.
- Over the last year, we have significantly progressed the Health Impact Assessment project presenting to a number of Boards and consolidated our thinking around Health policy and next steps. We have continued to develop partnerships to influence the education community and the 14+ curriculum.
- This measure is green at year end.

What we are doing next:

- We will now continue to develop new partnerships and communication methods particularly around green/blue prescribing and secondary/tertiary education seeking new ways to influence formal and informal curricula. We will follow up new contacts within the medical professions and seek to reinvigorate the Memorandum of Understanding with Public Health Wales as this was paused during the Pandemic. We will bring forward new educator resources to support areas of the business including Wales Coast Path, Healthy Hillside and Natur am Byth and seek to market these.
- This measure is to continue to form part of our Business Plan dashboard reporting for 2022/23 as ongoing development and delivery of NRW's combined health and educator training, resources, and communication projects.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Developing our Organisation

Topic summary progress:

- We have now developed our People Strategy and also our Inclusion and Diversity Strategy both of which have been signed off by the Board.

Topic owner: Steve Burton

Business Plan dashboard measure/s for this topic:

- [Develop and implement a People Strategy for NRW](#)
- [Equality, Diversity and Inclusion action](#)

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Measure: Develop and implement a People Strategy for NRW

This measure reflects the development and implementation of our People Strategy.

Latest position (to end of March 2022):

- Our final milestone for this year is to have priority actions underway and complete where appropriate, in line with the People Strategy action plan.
- Over the last year we have been developing the People Strategy and have completed this milestone activity with our Board signing off our People Strategy in January 2022.
- The urgent key risk with regards resourcing is being delivered through our Strategic Risk – Resourcing.
- **This measure is green.**

What we are doing next:

- We will now develop a communications plan to share the People Strategy with staff.
- This measure is not likely to continue to form part of our Business Plan dashboard reporting for 2022/23.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Equality, Diversity and Inclusion action

This measure reflects development and implementation of our Equality, Diversity and Inclusion (EDI) Action Plan, now superseded by 'Gyda'n Gilydd - All Together' - NRW's Inclusion and Diversity Strategy 2021-25 and high-level plan.

Latest position (to end of March 2022):

- Our final milestone for this year is to complete a sub plan for 2022-2023 based upon the review in Q3 and agree with the NRW board.
- We have completed this milestone activity. We received approval from Board on 28 January 2022 for our All Together - NRW's Inclusion Strategy and Diversity 2021-25.
- Over the last year, we have been developing our strategy with input from staff and external stakeholders.
- This measure is green at year end.

What we are doing next:

- We will now be developing a supporting action plan and a steering group to oversee deliverables for the duration of the strategy.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as we shape our developing culture through the lens of our NRW Values and focus on inclusive ways of working and increased innovation through diversity of thought. This includes our approach to service delivery and workforce issues as well as seeking to widen participation in the environment incorporating a wide understanding of diversity and inclusion.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Understand and Improve our Customers' Experiences

Topic summary progress:

- New Customer Experience Manager post has been filled and post holder joined the team in January 2022.
- Work has begun on gathering and consolidating current customer insight to understand what we already have and to identify gaps and opportunities. These include feedback from Visitors centres, website and through the Customer Hub.
- We are reviewing the way we analyse and report customer insight across NRW to ensure it is of value to teams and is actionable.
- NRW wide Customer Journey Mapping exercise started in March 2022 and will run for next 12 months.

Topic owner: Naomi Lawrence

Business Plan dashboard measure/s for this topic:

- [Progress the Customer Experience Strategy](#)
- [Deliver our Stakeholder Engagement Plan](#)

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Progress the Customer Experience Strategy

This measure reflects the Progress of the Customer Experience Strategy

Latest position (to end of March 2022):

- Our final milestone for this year is to begin a review of results of the customer journey mapping exercise and agree next steps.
- We have not completed this milestone activity. We only started the Customer Journey Mapping project in March 2022. It was significantly delayed as we unable to find a supplier and had to go out to tender multiple times.
- Over the last year we have had to put this piece of work out to tender three times as we were unable to find an external supplier. In February 2022 we successfully appointed a supplier and work commenced in March 2022 and will continue for 12 months.
- **This measure is red at year end**

What we are doing next:

- We will now continue to work with our external supplier over the next 12 months to deliver the Customer Journey mapping project as per the original delivery plan.
- This measure is likely to form part of our Business Plan dashboard reporting for 2022/23 as work will continue until March 2023 and this is the foundational piece work which will set our direction moving forward.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Year end
Green	Green	Amber	Red

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Deliver our Stakeholder Engagement Plan

This measure reflects the delivery of our stakeholder engagement plan.

Latest position (to end of March 2022):

- Our **final milestone for this year is to undertake a perceptions audit.**
- We have completed this milestone activity. We have now received the audit and are currently analysing the results.
- Over the last year, we have been developing a programme of training and support to aid the implementation of the contact programme that will be developed in light of the responses.
- **This measure is green at year end.**

What we are doing next:

- We will now use the outcomes of the perceptions audit and the internal audit on stakeholder engagement to inform the development of a refreshed programme of high-level stakeholder activity to sit alongside the new corporate plan.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Making the most of commercial opportunities

Topic summary progress (i.e. overview of work undertaken against this topic):

- It has been an excellent year for commercial opportunity within NRW. Although the amount delivered on the ground is small, we have made great progress in developing better internal processes, exploring and discussing across the business potential opportunities, and researching more innovating markets and practices that could help develop greater SMNR benefits through commercial delivery.
- 3P approach (People, Planet, Prosperity) has been outlined and work has started to embed this.
- The Sustainable Commercial Opportunities Group (SCOG) and Commercial Network (CN) are up and running to make the most of opportunities that are presented to NRW for development.
- Work continues to improve the Timber Sales Governance Standards.
- Partnership working with Welsh Government on the Wind Energy opportunities.
- Ministerial Deep Dive Initiatives are filtering through to our approach on the ground.
- Commercial Strategy is embedded and is being used to drive Commercial Outcomes.

Topic owner: Elsie Grace

Business Plan dashboard measure/s for this topic:

- Implement our Commercial Strategy
- Timber volume offered to market / sold / dispatched

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Implement our Commercial Strategy

This measure reflects how we are implementing our Commercial Strategy (which superseded the Enterprise plan) and sets out what we will focus on in the next five years and NRW's approach to commercial opportunities, including the development of the People, Planet, Prosperity measurement of commercial success and value.

Latest position (to end of March 2022)

- Our **final milestone for this year is Annual Review prepared (for publishing April 2022) and Strategy Revision (published April 2022).**
- We have prepared the Annual Review, but it still needs to go through final signoff and translation. We accept given what a busy time it is at the start of the new financial year, that April was overly ambitious to get this published and that preparation in March and published in May would be more practical in future years.
- We have conducted a Strategy Revision exercise and no changes are to be made to the document this year so there will not be any new documentation published. We have already however delivered a summary of the year to a public audience through the Commercial Network Event that was held in March 2022.
- We have also now held the first Commercial Network event as outlined for Q3 which was delayed for more sensible timing.
- **This measure is green.**

What we are doing next:

- We will now, in line with the commercial service plan, continue to focus on the five areas of focus outlined in the Commercial Strategy.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	Year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Timber volume offered to market/sold/dispatched

This measure reflects a commitment set out in the [Timber Sales and Marketing Plan](#). NRW currently offers an available timber harvest of around two thirds of the total Welsh market, generating significant income and supporting the timber economy in Wales.

Latest position (to end of March 2022):

- Our **final target for this year is 830,000m³**.
- We have achieved 809,000m³ which is 97% of target.
- This measure has an operational tolerance of 15% to accommodate weather and disease events.
- **This measure is green at year end.**

What we are doing next:

- We are preparing four major timber sales for 2022/23, for which the target will be 750,000m³.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Priority: Responding to the Covid-19 pandemic and the UK leaving the European Union, taking opportunities for a green recovery

Collaborating with partners in response to major change, including the Covid-19 pandemic and the UK leaving the European Union, providing advice and guidance and taking opportunities to maximise a green and blue recovery

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Providing advice and guidance](#)
- [Delivering our Covid-19 Renewal Programme](#)

The following pages reflect recent progress on each of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Providing advice and guidance

Topic summary progress (i.e. overview of work undertaken against this topic):

- This work includes maintaining relationships with other agencies and staff across NRW to provide a coherent view on the continuing impacts of EU exit and to advise Welsh Government via liaison with colleagues across the UK.
- We are working closely with Welsh Government and other agencies supporting the development of legislation and are ensuring that the long-term impact, risks and opportunities related to environmental governance are recognised. In particular, development of the new oversight body, increased risk of Judicial Review, strategic complaints work and increased liaison and advisory work related to environmental governance.
- We will continue to manage this additional permanent work on behalf of the wider organisation with the establishment of a new permanent team.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- NRW's contribution following EU Exit

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: NRW's contribution following EU Exit

This measure reflects an update on NRW's contribution following EU Exit to environmental principles and governance, the new oversight body and new legislation (development of Agriculture and Fisheries Bills etc). NRW must respond effectively to developing issues and changes for advice and guidance to staff, customers and stakeholders.

Latest position (to end of March 2022):

- Our **final milestone for this year is provide a progress update.**
- We are continuing to contribute to the development of new legislation following EU Exit, supporting Welsh Government (WG) and coordinating a comprehensive response from NRW. We are working with other agencies, staff across NRW and with the Interim Environmental Protection Assessor Wales (IEPAW) on environmental governance and have briefed Executive Team on the long-term impact, risks and opportunities related to the new oversight body and its effect on NRW's work. In particular, the increased risk of Judicial Review, strategic complaints work and advisory work. We are working closely with the IEPAW on calls for evidence in response to submissions and establishing a permanent resource to manage this work.
- **This measure is green at year end.**

What we are doing next:

- We will now finalise proposals and conclude the establishment of a new permanent team to deliver the service for the new and additional work following EU Exit. We will work with WG on new legislation and the new oversight body and with other agencies, NRW staff and interim process.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as the permanent new work following EU Exit is ongoing.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status
 [To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Delivering our Covid-19 Renewal Programme

Topic summary progress:

- 4 of the 6 placed based outline accommodation business cases have been approved.
- Team telephony is now in place allowing us to make and receive phone calls from any device that is running Teams.
- A room and desk booking system, essential for hybrid working, is in place.

Topic owner: Victoria Rose-Piper

Business Plan dashboard measure/s for this topic:

- Implement Covid-19 Renewal programme

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Implement Covid-19 Renewal programme

This measure reflects the broad range of work undertaken to deliver the Renewal programme.

Latest position (to end of March 2022):

- Our final milestone for this year is delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered.
- We have completed some of the milestone activity. We have delivered ICT systems to support hybrid working practices. Defined the principles which will drive consideration of the climate emergency in our built estate. Begun the process of developing a long-term accommodation strategy. We have also identified the HR policies that need reviewing to enable hybrid working. Finally, we have opened many of our offices and provided hot desks for staff to book as well as informal meeting spaces in some buildings.
- Over the last year, we have put the building blocks in place to begin delivering a transition to hybrid ways of working in 2022/23
- This measure is amber at year end.

What we are doing next:

- We will now prepare a work programme for 2022/23 with an associated spend profile. We will progress the accommodation strategy, developing and delivering specific business cases for short term priorities. We will amend staff T&C's and associated policies to enable hybrid working. We will let a contract and begin delivery of Electric Vehicle (EV) charging infrastructure for the NRW fleet.
- This measure is likely to continue to form part of our Business Plan dashboard reporting for 2022/23 as Adfywio is a medium to long term programme for NRW.

Measure owner: Victoria Rose-Piper

Q1	to Q2	to Q3	Year end
Green	Amber	Amber	Amber

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Key: Green, amber or red ratings

The detail of how the green, amber or red measure status is determined for each measure in our Business Plan dashboard is shown below. We only depart from this where necessary, for the specific measure being considered (e.g. using specific tolerances for numeric targets to be a fair reflection of performance, and to ensure alignment with long-standing performance reporting approaches for these).

Each quarter through the year, we report both a current position to that quarter, and an expected year end position. At the end of each financial year, we report each performance position within our Annual Report and Accounts, with the final reported position for each measure reflected as green, amber or red. In that report, **Green reflects achieved target or milestone**, **Amber reflects close to target or milestone**, and **Red reflects missed target or milestone**.

Some measures have no pre-set green, amber or red categorisation in place. This is often the case for measures that are new/emerging work areas, or where a pre-set approach would not make sense. Ratings for these measures are therefore based on a common-sense reflection approach in year – i.e. a fair reflection of the position at that time

Respond to the Climate Emergency

Page	Measure	Type	Red is...	Amber is...	Green is...
6	Climate emergency across NRW	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
8	Verification of Glastir Woodland grant scheme applications	Numeric	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies, focused on fair reflection of position

9	Area of new woodland created on the NRW Estate	Numeric	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
11	Actions undertaken to restore Welsh peatlands	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
13	Implement Flood Review recommendations	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies, focused on fair reflection of position
14	Maintain flood risk assets in high risk systems at target condition	Numeric	Figure / target not achieved.	Within 30% of figure / target	98% (with no integer rounding)
15	Properties with reduced risk or sustained protection through capital work	Numeric	Figure / target not achieved.	Within 30% of figure / target	90% (with integer rounding, i.e. $\geq 89.5\%$ would be green)

Respond to the Nature Emergency

Page	Measure	Type	Red	Amber	Green
18	Biodiversity action across NRW	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
20	Priority actions undertaken on protected sites to improve condition of features	Milestone	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
21	Actions undertaken on National Nature Reserves on NRW managed land to improve	Milestone	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
22	Delivering targeted action for declining species or those on the edge of extinction	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
24	Number of UKWAS Corrective Action Requests and Observations open and progress closing them	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies, focused on fair reflection of position

25	Progress of our work to reduce pollution from metal mines	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
27	Support implementation of the Welsh National Marine Plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
28	Progress NRW's actions in the Wales Marine Protected Area network management actions plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
30	Deliver remaining water related investigations and develop new River Basin Management Plans	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

Developing and using our evidence with partners to advocate for and deliver SMNR

Page	Measure	Type	Red	Amber	Green
33	Develop Natur a Ni / Nature and Us	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g.	Activity reflected in milestone is effectively complete

	campaign products for launch			expected to be completed a month later than planned)	
35	Promote, advocate and encourage use of State of Natural Resources Report	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
37	Use of Area Statements within NRW to embed priorities and opportunities	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

Developing NRW into an excellent organisation that serves the communities of Wales

Page	Measure	Type	Red	Amber	Green
40	Response to incidents (initial category 'High', within 4 hours)	Numeric	Figure / target not achieved.	Within 30% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)
42	Performance of regulated sites and water quality discharges	Numeric	Figure / target not achieved.	Within 30% of figure / target	75% (with integer rounding, i.e. $\geq 74.5\%$ would be green)
44	Deliver NRW's combined health and educator training	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be	Activity reflected in milestone is effectively complete

				completed a month later than planned)	
46	Develop and implement a People Strategy for NRW	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
47	Equality, Diversity and Inclusion action	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
49	Progress the Customer Experience Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
50	Deliver our Stakeholder Engagement Plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
52	Implement our Commercial Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

53	Timber volume offered to market / sold / dispatched	Numeric	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
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Responding to the Covid-19 pandemic and the UK Leaving the European Union, taking opportunities for a green recovery

Page	Measure	Type	Red	Amber	Green
56	NRW's contribution following EU Exit	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies, focused on fair reflection of position
58	Implement Covid-19 Renewal programme	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

At the end of each financial year, we report each performance position within our Annual Report and Accounts, with the final reported position for each measure reflected as green, amber or red. In that report, **Green reflects achieved target or milestone**, **Amber reflects close to target or milestone**, and **Red reflects missed target or milestone**.

Annex 2: Internal Performance Report (to Q4)

Introduction

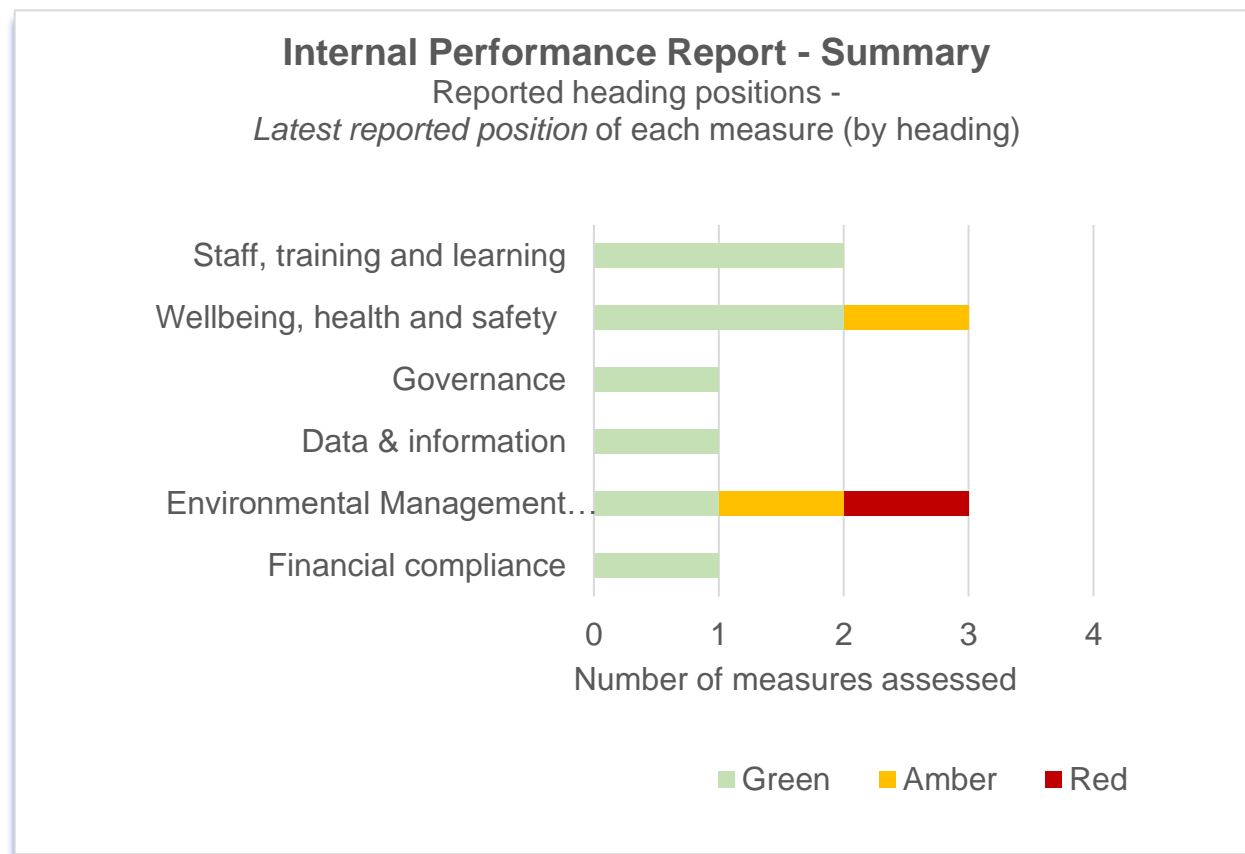
This new Internal Performance Report gives an overview of our internal performance management.

This report reflects our latest position (Quarter 4, i.e. to the end of March 2022) in relation to measures under the following headings:

- **Financial compliance**
- **Environmental Management System** (EMS)
- **Data & information**
- **Governance**
- **Wellbeing, Health & Safety**
- **Staff, training and learning**

The year end performance position in relation to all measures is (as shown in the illustration, right):

Eight green, two amber and one red. Green reflects achieved target or milestone, Amber reflects close to target or milestone, and Red reflects missed target or milestone.



Measures to note

The following page sets out the latest high-level summary position* in relation to the headings and highlighted measures in this Internal Performance Report (see 'Remaining measures' overleaf for the full list of headings and measures not already highlighted on this page). The updates below include all measures that are red or amber.

Financial compliance:

- **Payments performance** to our suppliers is Green at year end (at 96% for March) with over 21,000 invoices processed over the year. A fantastic result, turning around the red performance of our last report, and a real achievement given the obstacles faced during the year (and the 6% increase in invoices received this year)

Environmental Management System (EMS):

- **Enforcement response** is Amber at year end, with four enforcement notices issued to NRW this year (red would be classed as over five). Any response is reviewed by relevant internal groups, and by our external auditors.
- **Non-conformity or Corrective Action Request** from internal EMS audit is Red at year end with 20 (up to twelve would be classed as green). Any raised are reported and reviewed by relevant internal groups, and by our external auditors.

Wellbeing, Health & Safety:

- **Absence** is Amber at year end (at 3.6% for March), but has reduced in the past two months (3.3% or below would achieve green). Improved reporting and support around absence is being established for managers and team leaders.

Further detail can be found on the next page for the measures not already covered above

*Overall/performance key: The overall/performance status for every measure reflects a green, amber or red state, i.e.:
Green - achieved target or milestone; Amber - close to target or milestone; Red - missed target or milestone.

Remaining measures

The following reflects the latest high-level summary performance position in relation to each measure in this Internal Performance Report (that have not already been highlighted on the previous page).

Data and information

- Information Commissioner's Office (ICO) reported incidents is Green with no such investigations ongoing at year end

Governance:

- All people working for us are required to declare where their official and/or private interests may be perceived to conflict with NRW's work. Completion of these 'Declarations of Interest' is Green at year end (i.e. at least 90%), with the relevant declaration in place for the vast majority of staff

Environmental Management System (EMS):

- Environmental Incidents is Green for the year (i.e. less than 21), with 15 reports of NRW (or contractor) related environmental incidents this year.

Wellbeing, Health & Safety:

- Health & Safety Near Misses is Green at year end with an increase on reported near misses compared with last year
- Health and Safety Active Monitoring (i.e. regular inspection and checking to ensure that wellbeing, health and safety standards are being implemented) is Green at year end, with recorded Active Monitoring events up compared with last year

Staff, training and learning:

- Personal Development Plans (PDPs) in place is Green at year end for plans being in place (green reflects 90% or higher)
- 'Mandatory E-Learning' (online training items all NRW staff are required to complete) is Green at year end (green is at least 89.5%)

Papur y Bwrdd

Dyddiad y Cyfarfod:	13.07.2022
Teitl y papur:	Rôl a gobeithion CNC ar gyfer Adolygiad Prisiau Cwmnïau Dŵr Ofwat (PR24)
Cyfeirnod y Papur:	22-07-B16
Noddir y Papur gan:	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu
Paratowyd y Papur gan:	Natalie Hall, Rheolwr Dŵr Cynaliadwy Ruth Johnston, Cynghorydd Arbenigol Arweiniol, Strategaeth Ddŵr
Cyflwynir y Papur gan:	Sian Williams, Pennaeth Gweithrediadau Gogledd- orllewin Cymru
Diben y papur	Trafodaeth
Crynodeb	<p>Bydd buddsoddiad o filiynau o bunnoedd yn amgylchedd Cymru yn digwydd wrth i Ofwat gymeradwyo cynlluniau busnes cwmnïau dŵr drwy Adolygiad Prisiau 2024 (PR24). Mae gan CNC rôl yn y broses hon i nodi rhwymedigaethau deddfwriaethol ac amgylcheddol eraill cwmnïau dŵr ac i ddylanwadu ar raddfa a chyflymder y buddsoddiad i fodloni'r rhwymedigaethau hynny.</p> <p>Rydym am ddeall barn y Bwrdd ar rôl CNC yn Adolygiadau Prisiau Ofwat a chadarnhau a yw'r Bwrdd yn dymuno craffu ar gynigion cynlluniau busnes PR24 cwmnïau dŵr Cymru.</p>

Cefndir

- Mae cwmnïau dŵr a charthffosiaeth yn darparu gwasanaethau hanfodol i gwsmeriaid, yn cyflenwi dŵr yfed ac yn rheoli a chludo dŵr gwastraff ymaith. Mae hyn yn gwbl ddbynnol ar allu'r amgylchedd a'r gwasanaethau ecosystem sydd ar gael i ddarparu dŵr crai a derbyn dŵr gwastraff wedi'i drin. Er mwyn diwallu anghenion cenedlaethau'r presennol a'r dyfodol, rhaid rheoli dŵr yn gynaliadwy er mwyn sicrhau bywydau iach,

ecosystemau gwydn a gweithgareddau economaidd gwerth uchel. Mae angen buddsoddiad sy'n cael ei ariannu drwy filiau cwsmeriaid er mwyn cefnogi datblygu, cymunedau ffyniannus ac ecosystemau iach a gwydn.

2. Ers preifateiddio'r diwydiant dŵr a charthffosiaeth yn 1989, mae fframwaith rheoleiddio wedi bod ar waith i sicrhau bod defnyddwyr yn derbyn safonau gwasanaeth o ansawdd uchel am bris teg. Bob pum mlynedd, mae Ofwat (y rheoleiddiwr economaidd) yn pennu terfynau ar brisiau biliau cwsmeriaid sy'n galluogi cwmnïau dŵr i ariannu'r gwaith o ddarparu gwasanaethau i gwsmeriaid, yn unol â safonau a gofynion amgylcheddol perthnasol. Bydd cwmnïau dŵr yn cyflwyno eu cynlluniau busnes (yn cwmpasu 2025 i 2030) i Ofwat erbyn 2 Hydref 2023. Bydd penderfyniad Ofwat ar gynlluniau busnes cwmnïau dŵr, a'r biliau i gwsmeriaid a lefelau buddsoddi dilynol, yn dod i ben ym mis Rhagfyr 2024.
3. Mae ein hamgylchedd dŵr a'r ffordd rydym yn ei ddefnyddio yn destun sylw'r cyhoedd a gwleidyddion. Mae Rhaglen Lywodraethu Llywodraeth Cymru yn pennu'r angen am welliannau o ran ansawdd dŵr a mwy o ddefnydd o'n dyfroedd ar gyfer hamdden. Ac eto, mae materion fel lefelau ffosffad mewn dalgylchoedd Ardal Cadwraeth Arbennig (ACA) ac amllder gorlifo i afonydd yn dangos bod y systemau hyn eisoes yn dioddef effeithiau. Bydd newid hinsawdd yn cynyddu'r pwysau hwn, yn enwedig o ran argaeledd cyflenwadau dŵr. Bydd hyn yn effeithio ar gwsmeriaid, ond hefyd ar ansawdd dŵr oherwydd llai o allu i wanhau gollyngiadau a thymheredd dŵr uwch.
4. Arweiniodd adolygiadau prisiau Ofwat at fuddsoddiad ar gyfer gwelliannau amgylcheddol o oddeutu £200 miliwn yn PR14 a £250 miliwn yn PR19, a hynny ar ben costau llinell sylfaen a chynnal a chadw cwmnïau dŵr yng Nghymru. Mae potensial i PR24 wireddu'r un lefel o fuddsoddiad neu hyd yn oed fwy.

Beth sy'n newydd yn PR24?

5. Roedd adolygiadau prisiau blaenorol yn canolbwyntio ar gyfnod o bum mlynedd yn unig. Ar gyfer PR24, mae Ofwat yn disgwyl i gwmnïau gynllunio ar gyfer y tymor hwy gyda 2050 fel gorwel i'r cynlluniau. Diben hyn yw sicrhau buddsoddiad strategol hirdymor, caniatáu dulliau gweithredu sy'n seiliedig ar ddalgylchoedd ac osgoi gwariant tymor byr sy'n achosi asedau diangen. Ar gyfer PR24, mae'n rhaid i gwmnïau dŵr ddarparu cynllun busnes wedi'i gostio'n llawn ar gyfer 2025-2030, cynllun gydag amlinelliad o gostau ar gyfer 2030-2035 a chynllun amlinellol ar gyfer 2035-2050.

Rhwymedigaethau amgylcheddol

6. Fel rhan o'r adolygiad prisiau, rydym yn gweithio gyda phob cwmni dŵr i nodi eu rhwymedigaethau i gydymffurfio â deddfwriaeth a pholisi amgylcheddol o fewn Rhaglen Amgylcheddol Genedlaethol a disgwyliadau ehangach. Mae llawer o'r rhwymedigaethau hyn yn seiliedig ar ddeddfwriaeth y DU gyfan a deddfwriaeth sy'n benodol i Gymru, megis Rheoliadau Dyfroedd Ymdrochi 2013, Rheoliadau Cynefinoedd 2017 a Deddf yr Amgylchedd (Cymru) 2016, gyda llawer o'r rhain yn deillio o Gyfarwydddebau Ewropeaidd.

Cyfeiriad strategol

7. Mae Datganiad Polisi Strategol Llywodraeth Cymru i Ofwat yn egluro polisiâu a blaenoriaethau Llywodraeth Cymru y mae angen i Ofwat eu hystyried wrth ddatblygu ei ddull o ymdrin â PR24. Gosodwyd y datganiad hwn yn y Senedd ar 5 Gorffennaf 2022.
8. Mae Rhaglen Lywodraethu Llywodraeth Cymru yn cynnwys ffocws penodol ar ansawdd dŵr a manteision llesiant y mae amgylchedd dŵr yn gallu eu cynnig i gymdeithas, gydag ymgyrch i ddynodi dyfroedd hamdden. Daw hyn ar adeg pan mae ansawdd dŵr yng Nghymru yn destun mwy o ymwybyddiaeth a chraffu. Mae pwysau ar gwmnïau dŵr, CNC, Ofwat a Llywodraeth Cymru i wneud mwy i wella ansawdd afonydd.
9. Mae ein Cadeirydd wedi cyfarfod â'r Gweinidog sawl gwaith ers mis Mai i drafod ei blaenoriaethau, y Rhaglen Lywodraethu, a'i disgwyliadau o ran CNC. Mae rhai o'r sgysiau hyn wedi canolbwyntio'n benodol ar ei blaenoriaethau ar gyfer dŵr yng Nghymru. Cadarnhawyd mai'r blaenoriaethau yw gwella cydymffurfiaeth â Rheoliadau'r Amgylchedd Dŵr (Y Gyfarwyddeb Fframwaith Dŵr) (Cymru a Lloegr) 2017, gwella ansawdd afonydd ACA (a helpu i ddatod y cyfyngiadau presennol ar geisiadau cynllunio), cyflawni ymrwymïadau yn erbyn y Map Gorlif Stormydd, a dynodi dyfroedd hamdden mewndirol newydd.
10. Mae'r Cadeirydd wedi ategu ein hymrwymiad i wella ansawdd dŵr, ond ar yr un pryd mae hefyd wedi hysbysu'r Gweinidog y bydd angen trafodaethau pellach ynghylch cyllid os ydym am gyflawni mwy na'r hyn rydym wedi ymrwymo i'w wneud eisoes. Mae'n werth nodi hefyd bod ymateb y Gweinidog i adroddiad y Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith ar Orlif Stormydd yn glir ynghylch yr angen i ystyried y goblygiadau ariannol sydd ynghlwm wrth ddull gweithredu gwell.
11. Mae'r Prif Weinidog a'r Gweinidog Newid Hinsawdd yn ystyried ansawdd dŵr yng Nghymru yn flaenoriaeth bwysig. Bydd y Prif Weinidog yn datblygu'r drafodaeth drwy gynnal Uwchgynhadledd yn Sioe Frenhinol Cymru ar 18 Gorffennaf 2022, gan edrych ar broblem ffosffad mewn afonydd ACA mewn perthynas â'r cyfyngiad presennol ar geisiadau cynllunio ac adeiladu tai. Er y bydd hyn yn cynnwys nifer o randdeiliaid allweddol eraill, bydd ffocws ar y cysylltiad rhwng ansawdd dŵr a chynllunio datblygu, ac mae'n anochel y bydd hyn yn cynnwys effaith gweithgareddau cwmnïau dŵr ar ansawdd dŵr.

Llywodraethu

12. Mae Llywodraeth Cymru wedi sefydlu Fforwm PR24. Rôl y Fforwm yw sicrhau dull cydweithredol ymhlith y Llywodraeth, rheoleiddwyr (h.y. CNC, Arolygiaeth Dŵr Yfed, Ofwat), cwmnïau dŵr a rhanddeiliaid ehangach yng Nghymru er mwyn arwain a llywio'r gwaith o ddatblygu Strategaethau Cyflawni Hirdymor a Chynlluniau Busnes PR24 cwmnïau dŵr.

13. Yn fewnol, yr is-grŵp tir a dŵr cynaliadwy (SLWSG) sy'n gyfrifol am lywodraethu, gan fwydo gwybodaeth i'r Bwrdd Busnes Rheoleiddio (RBB) a'r Bwrdd Busnes Rheoli Adnoddau Naturiol (NRMBB).
14. Oherwydd natur proffil uchel y gwaith hwn a'r cyfle y mae'n ei gynnig i fuddsoddi mewn gwelliannau ansawdd dŵr yng Nghymru, mae lle i rôl ar gyfer Bwrdd CNC.

Ein dull arfaethedig o ymdrin â PR24

15. Mae'r meysydd gwaith eang sydd eu hangen i gyflawni ein rôl yn PR24 fel a ganlyn.
 - a. Cydweithio ag Ofwat, Llywodraeth Cymru, cwmnïau dŵr, Asiantaeth yr Amgylchedd, Natural England ac (os oes angen) rhanddeiliaid eraill i ddylanwadu ar bolisïau, canllawiau a phenderfyniadau. Mae hyn yn cynnwys cymryd rhan yn Fforwm PR24 Llywodraeth Cymru ac ymateb i nifer o ymgynghoriadau a gofynion Ofwat.
 - b. Nodi ein disgwyliadau hirdymor i weledigaeth 2050 i roi gwybod i eraill am yr hyn rydym eisiau ei gyflawni dros Gymru.
 - c. Sefydlu'r rhwymedigaethau statudol i gwmnïau dŵr gyflawni yn eu cynlluniau busnes drwy gyfres o ddogfennau sbarduno a chanllawiau (os oes eu hangen).
 - d. Cydweithio ar y Rhaglen Amgylcheddol Genedlaethol sy'n manylu ar y gofynion dŵr a dŵr gwastraff (gall y rhain fod yn benodol i Gymru gyfan neu'n benodol i'r safle).
 - e. Ochr yn ochr â hyn, rydym yn ceisio rhoi'r cyfrifoldeb uniongyrchol ar y cwmnïau dŵr i ddatblygu eu cynlluniau, gyda CNC yn cynnig sylwadau arnynt a'u herio. Manteision y dull hwn o weithredu yw:
 - i. mae'n sicrhau perchnogaeth ac atebolrwydd cwmnïau dros wneud yn siŵr eu bod yn buddsoddi i gyflawni eu rhwymedigaethau statudol ac amgylcheddol ehangach
 - ii. mae'n golygu llai o ddefnydd ar adnoddau CNC
 - iii. mae'n llai gwrthwynebus, gan greu dull sy'n dibynnu mwy ar ymddiriedaeth yn hytrach na pherthynas rhiant a phlentyn
 - iv. mae'n sicrhau mai'r cwmnïau dŵr sy'n wynebu unrhyw risgiau ynghlwm wrth fethu â chwmpasu gofynion yn unol â'n disgwyliadau.
 - f. Rydym hefyd yn awyddus i osgoi sefyllfa lle mae datblygiadau cynlluniau buddsoddi cwmnïau dŵr yn digwydd mewn ffordd ynysig sy'n atal nodi cyfleoedd i gydweithio rhwng dalgylchoedd ac atebion integredig. Rydym eisiau iddynt fynd ar drywydd dulliau arloesol, sy'n edrych ar achosion sylfaenol problemau, yn datblygu gwydnwch ac yn chwilio am atebion sy'n sicrhau manteision ehangach.
 - g. Rydym yn rhoi pwysau ar gwmnïau i leoli eu cynigion o fewn ystod lawn yr her buddsoddi.
 - h. Rydym yn ceisio dylanwadu i wneud yn siŵr bod buddsoddiad yn digwydd nawr, yn hytrach na gohirio talu amdano a gadael i genedlaethau'r dyfodol wynebu'r costau.
 - i. Rydym yn rhoi pwysau arnynt i gydnabod bod graddfa'r buddsoddiad yn ystyried yr angen iddynt ymateb i'r Argyfyngau Hinsawdd a Natur.

Amserlen

16. Ar 20 Gorffennaf, bydd CNC yn cynnig cyflwyniad i Fforwm PR24 ar y deilliant a ddeisyfir, o ran yr Amgylchedd a gan y Rhaglen Amgylcheddol Genedlaethol, yn ogystal â'r deilliant a ddeisyfir o ran buddsoddiad sero net ac ymaddasu i'r hinsawdd.
17. Datganiad Polisi Strategol Llywodraeth Cymru i Ofwat a osodwyd yn y Senedd ar 5 Gorffennaf 2022, i sicrhau bod safbwynt polisi Llywodraeth Cymru yn rhan o ystyriaethau Ofwat ar gyfer yr adolygiad prisiau.
18. Cyhoeddi methodoleg ddrafft PR24 Ofwat ar 7 Gorffennaf 2022.
19. Cadarnhau Rhaglen Amgylcheddol Genedlaethol Cymru CNC ar 31 Mawrth 2023.
20. Cwmnïau dŵr yn cyflwyno cynlluniau busnes ar gyfer penderfyniad Ofwat ar 2 Hydref 2023.
21. Penderfyniad Ofwat ar derfynau prisiau dŵr ym mis Rhagfyr 2024.

Y camau nesaf

22. Mae'n bosibl y bydd y Bwrdd eisiau rôl sy'n craffu ar y cyfeiriad y mae'r cwmnïau dŵr yn ei gynnig ar gyfer amgylchedd Cymru, ac yn ei herio. Er mwyn gwneud hyn, gellid gwahodd y cwmnïau dŵr i gyflwyno eu cynllun busnes a'u cynigion cyfeiriad strategol ar gyfer Cymru i Fwrdd CNC yn ystod hydref 2022. Byddem hefyd yn gwahodd Gwenllian Roberts (Cyfarwyddwr Ofwat yng Nghymru) i gefnogi'r Bwrdd i ddeall ystyriaethau cost a sut mae Ofwat yn penderfynu'n derfynol ar brisiau.
23. Os bydd y Bwrdd yn cytuno, byddwn yn ymgysylltu â'r cwmnïau dŵr i gadarnhau'r cais ac i sicrhau'r dyddiad ar gyfer sesiwn graffu.

Argymhelliad

24. Sesiwn Bwrdd CNC i gwmnïau dŵr Cymru gyflwyno eu cynigion cynllun busnes drafft i'w trafod yn ystod hydref 2022. Gwahodd Cyfarwyddwr Ofwat Cymru Gwenllian Roberts i fynychu.
25. Os oes angen, sesiwn arall cyn cyflwyno cynlluniau busnes y cwmnïau dŵr i Ofwat ym mis Hydref 2023.

Papur Bwrdd CNC

Dyddiad y Cyfarfod:	13 Gorffennaf 2022
Teitl y papur:	Y diweddaraf am Waith Ansawdd Dŵr â Blaenoriaeth
Cyfeirnod y Papur:	22-07-B17
Noddir y Papur gan:	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu
Paratowyd y Papur gan:	Siân Williams, Pennaeth Gweithrediadau
Cyflwynir y Papur gan:	Siân Williams, Pennaeth Gweithrediadau
Diben y papur	Gwybodaeth
Crynodeb	Mae hwn yn bapur dilynol ar ôl trafodaethau blaenorol y Bwrdd, i roi'r wybodaeth ddiweddaraf i'r Bwrdd am y cynnydd yn nifer o feysydd gwaith ansawdd dŵr â blaenoriaeth

Cefndir

1. Mae ansawdd dŵr yn un o'r pum maes blaenoriaeth ar gyfer Cyfoeth Naturiol Cymru, fel y cytunwyd gyda'r Gweinidog. Mae'r flaenoriaeth hon yn cwmpasu maes eang o waith CNC gan gynnwys ansawdd dŵr afonydd, rheoli tir, adfer, pysgodfeydd, gorlif carthffosydd cyfun, bioamrywiaeth, adnoddau dŵr a mwy.
2. Mewn cyfarfodydd diweddar gyda'r Gweinidog, mae wedi mynegi ei diolch am yr ymdrechion sy'n cael eu gwneud ar bob lefel, ac ymrwymiad CNC i flaenoriaethu'r gwaith hwn.
3. Mae'r Bwrdd wedi cytuno ar flaenoriaeth strategol newydd ar gyfer 2022/2023 sef gwella ansawdd dŵr, drwy hybu ymwybyddiaeth y cyhoedd gan ddefnyddio ein pwerau rheoleiddio a gorfodi yn effeithiol a sbarduno cydweithio ag eraill, er mwyn lleihau'r effeithiau ar fioamrywiaeth ac iechyd pobl, gan gynnwys effeithiau arferion amaethyddol a rheoli tir. Mae hyn yn sicrhau bod Ansawdd Dŵr ar flaen ein meddyliau i gyd.

4. Diben y papur hwn yw rhoi'r wybodaeth ddiweddaraf i'r Bwrdd am yr holl weithgareddau gwahanol rydym yn ymwneud â hwy ar Ansawdd Dŵr, ein cynnydd hyd yma a'r hyn fydd yn digwydd nesaf.

Cytundeb Lefel Gwasanaeth

5. Fel gyda meysydd gwaith eraill, rydym wedi bod yn gweithio'n galed i ddatblygu ein cynigion lefel gwasanaeth yn barod ar gyfer trafodaethau gyda thîm Nawdd Llywodraeth Cymru.
6. Mae'n amlwg iawn nad yw'r adnoddau angenrheidiol ar gael ar hyn o bryd i fodloni uchelgais Cyfoeth Naturiol Cymru a'r Gweinidogion. Byddwn felly'n parhau i weithio'n agos gyda chydweithwyr yn Llywodraeth Cymru i gytuno ar lefelau'r gwasanaeth y gallwn ei ddarparu, ac i flaenoriaethu ein gwaith hyd nes y daw'r trafodaethau ar y Cytundeb Lefel Gwasanaeth i ben.
7. Er mwyn cyflawni'r isafswm sy'n ofynnol bellach, rydym yn amcangyfrif bod angen 44 o Benodiadau Cyfnod Penodol ychwanegol, wedi'u gwasgaru ar draws yr adran Tystiolaeth, Polisi a Thrwyddedu a'r adran Gweithrediadau.
8. Rydym wedi cytuno'n ddiweddar i ariannu 26 o'r swyddi hyn er mwyn mynd i'r afael â blaenoriaethau megis Map Gorlif Stormydd, Cyfathrebu, Adolygiad Prisiau 24 (PR24), Afonydd Ardal Cadwraeth Arbennig (ACA) ac ymchwiliadau'r Gyfarwydeb Fframwaith Dŵr, drwy gymysgedd o ailbennu blaenoriaethau, goramserlennu, swyddi wedi'u hariannu gan referniw Llywodraeth Cymru a symud arian o fannau eraill (e.e. Teithio a Chynhaliath) yn yr adran Tystiolaeth, Polisi a Thrwyddedu a'r adran Gweithrediadau ar gyfer y flwyddyn ariannol hon. Byddwn yn dechrau recriwtio cyn gynted â phosibl.
9. Swyddi dros dro fydd y rhain, a fydd yn ein helpu yn y tymor byr, ond nid ydynt yn gynaliadwy yn y tymor hwy gan ein bod yn creu effeithiau o ran adnoddau ac ariannu gwaith blaenoriaeth mewn meysydd eraill.
10. Drwy'r Cytundeb Lefel Gwasanaeth, byddwn hefyd yn ystyried sut y byddwn yn blaenoriaethu ein gwaith os na fyddwn yn llwyddo i gael arian ychwanegol. Mae'r gwaith hwn yn parhau.

Adolygiad mewnol o waith Ansawdd Dŵr

11. Yn flaenorol, nodwyd bod angen i ni adolygu ein blaenoriaethau a'n dull o ddarparu Ansawdd Dŵr yn CNC. Ymateb yw hynny i'r pwysau cynyddol i wneud mwy, i roi gwybod am yr hyn rydym yn ei wneud, ac i wneud hynny o fewn y cyfyngiadau cyllid sydd ar gael i ni, wrth gwrs.
12. Rydym wedi nodi angen i wneud dau brif beth:
 - a) Cyfuno'r holl waith sy'n canolbwyntio ar Ansawdd Dŵr sy'n cael ei wneud gennym mewn un Rhaglen.

- b) Adolygu'r holl waith Ansawdd Dŵr rydym yn ei wneud, a herio ein hunain ynghylch a yw hynny'n cyflawni'r hyn sydd ei angen, neu a oes raid i ni wneud pethau'n wahanol.

Mae angen i hyn oll gydweddu â'r gwaith Cytundeb Lefel Gwasanaeth a'i ategu.

13. Nodwyd hefyd yr angen am arbenigwr cyfathrebu penodol ar gyfer y gwaith hwn, a byddwn yn ariannu swydd dros dro ar gyfer cyfathrebu Ansawdd Dŵr tan ddiwedd y flwyddyn ariannol hon, pan fydd y swydd yn cael ei hadolygu. Dyma un o'r 26 swydd y cyfeirir atynt ym mharagraff 8.
14. Mae Atodiad 1 yn dangos y strwythur y byddwn yn ei fabwysiadu ar gyfer y ddwy elfen hyn o'r gwaith rydym wedi cytuno i'w hariannu (o dan baragraff 8 uchod). Y cam nesaf yw symud ymlaen i gyflawni'r gwaith hwn, naill ai drwy ddefnyddio gweithwyr presennol, recriwtio neu ddefnyddio contractwyr allanol arbenigol. Noder ei bod yn annhebygol y bydd y dyddiad arfaethedig ar gyfer cam cyntaf yr adolygiad (sef diwedd Gorffennaf) yn cael ei fodloni. Bydd rhagor o wybodaeth am y camau nesaf a'r amserlen ar gael erbyn cyfarfod y Bwrdd a byddwn yn rhoi'r wybodaeth ddiweddaraf yno. Y flaenoriaeth yw cwblhau'r gwaith hwn cyn gynted â phosibl.

Tasglu Ansawdd Afonydd Gwell

15. Bydd y Cynlluniau Gweithredu Gorlif Stormydd, sy'n manylu ar sut y bydd pob sefydliad partner yn cyflawni eu hymrwymadau o dan y Map, yn cael eu lansio ar 5 Gorffennaf. Bydd y lansiad yn cynnwys datganiad ysgrifenedig gan y Gweinidog, a disgwyliwn rywfaint o sylw yn y cyfryngau o gwmpas y dyddiad hwnnw.
16. Y sefydliadau partner yw: Llywodraeth Cymru, CNC, Dwr Cymru, Hafren Dyfrdwy, Ofwat, Afonydd Cymru a'r Cyngor Defnyddwyr Dŵr (CCW).
17. Bydd y cynlluniau ar gael ar wefan Llywodraeth Cymru, a'r cam nesaf yw i'r holl bartneriaid weithio i gyflawni'r ymrwymadau a wnaed.
18. Rydym yn falch iawn o'r cydweithio a'r gwaith a wnaed hyd yn hyn, ac yn ddiolchgar am y gefnogaeth gan y Cadeirydd a'r Bwrdd i alluogi hynny i ddigwydd.
19. Mae potensial i ehangu'r Tasglu yn y dyfodol, i gynnwys cylch gwaith ehangach na Gorlif Stormydd a sefydliadau partner eraill. Fodd bynnag, mae'r ffocws ar hyn o bryd ar gyflawni cynlluniau gweithredu Gorlif Stormydd.

Y Gyfarwyddeb Fframwaith Dŵr

20. Bydd Cynlluniau Rheoli Basn Afon ar gyfer afon Dyfrdwy a Gorllewin Cymru yn cael eu cyhoeddi yn ystod yr wythnos sy'n dechrau ar 18 Gorffennaf. (Asiantaeth yr Amgylchedd sy'n arwain ar afon Hafren a chaiff y cynllun perthnasol ei gyhoeddi yn ddiweddarach yn y flwyddyn).
21. Mae'r rhain yn garreg filltir bwysig ac yn rhoi ffocws clir i'n gwaith am y 6 blynedd nesaf.

22. Ni allwn gyflawni'r camau gweithredu ynddynt ar ein pen ein hunain, felly mae'n bwysig i ni barhau i ddatblygu'r dull partneriaeth cadarn sydd ar waith eisoes, ac ehangu hynny i ymateb i heriau'r presennol a'r dyfodol o fewn y Cynlluniau Rheoli Basn Afon ac mewn mannau eraill.

Perfformiad Blynyddol Cwmnïau Dŵr

23. Bydd Adroddiadau Perfformiad Blynyddol y Cwmnïau Dŵr yn cael eu cyhoeddi ar 8 Gorffennaf. Bu'r cyfryngau yn dangos cryn ddiddordeb mewn Cwmnïau Dŵr a'u heffaith ar yr amgylchedd, ac yn ddi-os bydd yr adroddiadau'n ennyn sylw a chraffu pellach.

24. Bydd llawer o'r sylw ar adroddiad Dŵr Cymru, wrth i'r cwmni ddisgyn o bedair seren i dair. Gostyngodd eu perfformiad oherwydd tri digwyddiad llygredd difrifol, gostyngiad yn lefelau hunangofnodi digwyddiadau a gostyngiad o ran cydymffurfiaeth â'r terfynau rhifol a osodi ar gyfer rhyddhau.

25. Rydym eisiau i Dŵr Cymru wella eu perfformiad a disgwylw'n iddynt roi cynlluniau ar waith i sicrhau bod hyn yn digwydd.

26. Rydym yn siomedig iawn yn y gostyngiad hwn yn lefel perfformiad y prif gwmni dŵr yng Nghymru. Mae hynny wedi'i gyfleu gan ein Cadeirydd, ein Prif Weithredwr ac yn y cyfarfod adolygu perfformiad pedeir-rhan a gynhaliwyd yr wythnos diwethaf.

27. Mae hyn yn amlwg yn destun pryder i ni, a disgwylw'n i Dŵr Cymru wneud yn well. Yn yr un modd, rydym wedi gweld dirywiad ym mherfformiad amgylcheddol Hafren Dyfrdwy a byddwn yn pwysu arnynt hwy i gyflawni gwelliannau yn ystod y misoedd nesaf.

28. Rydym wrthi'n cynllunio ar gyfer yr Adolygiad Cyfnodol nesaf o Fuddsoddiad Cwmnïau Dŵr, a bydd hyn yn cael ei drafod fel eitem ar wahân yn y cyfarfod hwn.

Afonydd ACA

29. Rydym wedi bod yn gweithio ar fynd i'r afael â'r sylwadau a wnaed ynghylch y cyngor diwygiedig i awdurdodau cynllunio (fersiwn 3) gan aelodau Is-grŵp Cynllunio Cymru. Caiff ei gyflwyno i Fwrdd Prosiect Afonydd ACA i'w gymeradwyo'n derfynol, ei gyfieithu a'i gyhoeddi ar y we.

30. Mae ein timau Gwasanaeth Cynghori Cynllunio Dewisol yn parhau i dderbyn lefel uchel o ymgynoriadau gwaith achos ar ddatblygiadau gyda materion cynllunio sy'n gysylltiedig â ffosforws. Rydym wedi drafftio egwyddorion niwtraliaeth maethynnau a fydd yn cael eu cyhoeddi ar ein gwefan unwaith y byddant wedi'u cymeradwyo. Rydym hefyd wedi penodi contractwyr i ddatblygu canllawiau CNC i staff ar ddefnyddio Cyfrifianellau Maethynnau. Mae'r rhain yn meddu ar y potensial i fod yn arf gwerthfawr wrth gynllunio datblygu, yn enwedig ar lefel Cymru, er bod yn rhaid sefydlu fframwaith addas i sicrhau eu bod yn effeithiol a'u bod yn gallu darparu'r ymyriadau cywir i leihau llygredd ffosforws.

31. Rydym hefyd yn gweithio gyda rhanddeiliaid lleol i ddatblygu Byrddau Rheoli Maetholion ar gyfer pob dalgyrch afon ACA, lle gellir nodi a darparu cyfleoedd ar gyfer

ymyriadau lleol a strategol i wella ansawdd dŵr. Cynhaliwyd y cyfarfod cyntaf ar gyfer Byrddau Rheoli Maetholion Cleddau, Teifi a Tywi ganol mis Mawrth a bydd Partneriaeth Dalgylch y Wysg yn cyfarfod ym mis Gorffennaf.

32. O ran ein tystiolaeth a'n gwaith monitro, gosodwyd sondiau yn afon Gwy sy'n cael eu profi ar hyn o bryd. Mewn perthynas â rheoleiddio, rydym yn dal ati i weithredu 'dim ffosffad ychwanegol' fel safbwynt trwyddedu dros dro ar gyfer unrhyw ACA sy'n methu. Bwriedir cynnal adolygiadau o drwyddedau uchafswm gollyngiadau i afonydd ACA (dros 20m³/diwrnod) yn ddiweddarach eleni, ac rydym yn bwriadu rhannu gwybodaeth o ran amddiffyniad digonol ACA dan drwyddedau gorsafoedd trin gwastraff presennol cyn gynted â phosibl. Mae hyn yn dibynnu ar CNC yn gwirio gwaith dosrannu ffynhonnell Dŵr Cymru.
33. Dyrannwyd adnodd ychwanegol (sydd wedi'i gynnwys ym mharagraff 8) i Brosiect Afonydd ACA er mwyn hwyluso'r gwaith o gynhyrchu'r cyngor a'r arweiniad sydd eu hangen i fynd i'r afael â rhai o'r problemau. Mae recriwtio ar y gweill ar gyfer y swyddi hyn.
34. Rydym wedi adolygu amcanion, strwythur a risgiau'r prosiect yn ogystal â'r cynhyrchion ar gyfer y ffrydiau gwaith. Mae hyn yn cynnwys ffrwd waith newydd ar ddeunyddiau i'r tir. Cynhaliwyd gweminarau staff i hysbysu gwaith y prosiect yn well gan gynnwys un ar y Byrddau Rheoli Maetholion ym mis Mehefin.

Uwchgynhadledd Sioe Frenhinol Cymru

35. Mewn ymateb i bryderon ynghylch cyfyngiadau cynllunio yn Nalgylchoedd Afonydd ACA, bydd y Prif Weinidog yn cynnal Uwchgynhadledd ar faes Sioe Frenhinol Cymru ar 18 Gorffennaf.
36. Cynhelir sesiwn sy'n canolbwyntio ar ddŵr ar stondin CNC cyn hynny, lle byddwn yn arddangos enghreifftiau o'n llwyddiannau wrth fynd i'r afael â materion ansawdd dŵr yng Nghymru. Disgwylir i'r Gweinidog fynychu'r sesiwn hon.
37. Byddwn hefyd yn cynnal digwyddiad "ymylol" i'r rhai nad ydynt yn gallu mynychu'r Uwchgynhadledd oherwydd niferoedd cyfyngedig, a hynny ar ôl yr Uwchgynhadledd ei hun.
38. Rydym yn gweithio'n agos gyda chydweithwyr Llywodraeth Cymru i baratoi pecynnau tystiolaeth ar gyfer pawb sy'n mynychu.
39. Mae'n bwysig bod yr Uwchgynhadledd hon yn ddechrau rhywbeth, nid digwyddiad untro. Hoffem weld strwythur Llywodraethu newydd yn cael ei ddatblygu gyda goruchwyliaeth Weinidogol, gan na all Cyfoeth Naturiol Cymru sbarduno'r newidiadau sydd eu hangen ein hunain.

Blaenoriaethau'r dyfodol

40. Rydym yn ymateb i geisiadau penodol gan y Bwrdd i ystyried materion a blaenoriaethau newydd a rhai sy'n dod i'r amlwg. Yn arbennig:

1. Gofynnodd y Bwrdd i ni ddatblygu dull Gwyddoniaeth Dinasyddion. Mae hyn yn cael ei arwain gan y tîm Tystiolaeth, ac mae gwaith ar y gweill. Byddwn yn diweddarau'r wybodaeth mewn cyfarfod i ddod.
2. Rydym wedi dechrau trafodaethau gyda chynrychiolwyr y Coleg Fferyllol Brenhinol yng Nghymru, Dŵr Cymru, Iechyd Cyhoeddus Cymru ac eraill ynghylch y dystiolaeth bresennol a blaenoriaethau ar gyfer monitro yn y dyfodol i asesu graddau ymwrthedd gwrthficrobaidd a fferyllol eraill mewn dŵr yfed ac yn yr amgylchedd yng Nghymru. Mae'r gwaith hwn yn y cyfnod cynnar, ond mae ein blaenoriaethau o ran tystiolaeth amgylcheddol yn cysylltu'n agos â'r flaenoriaeth Iechyd i leihau effaith cynhyrchion fferyllol ar yr amgylchedd. Darperir diweddariadau pellach wrth i'r gwaith fynd rhagddo.

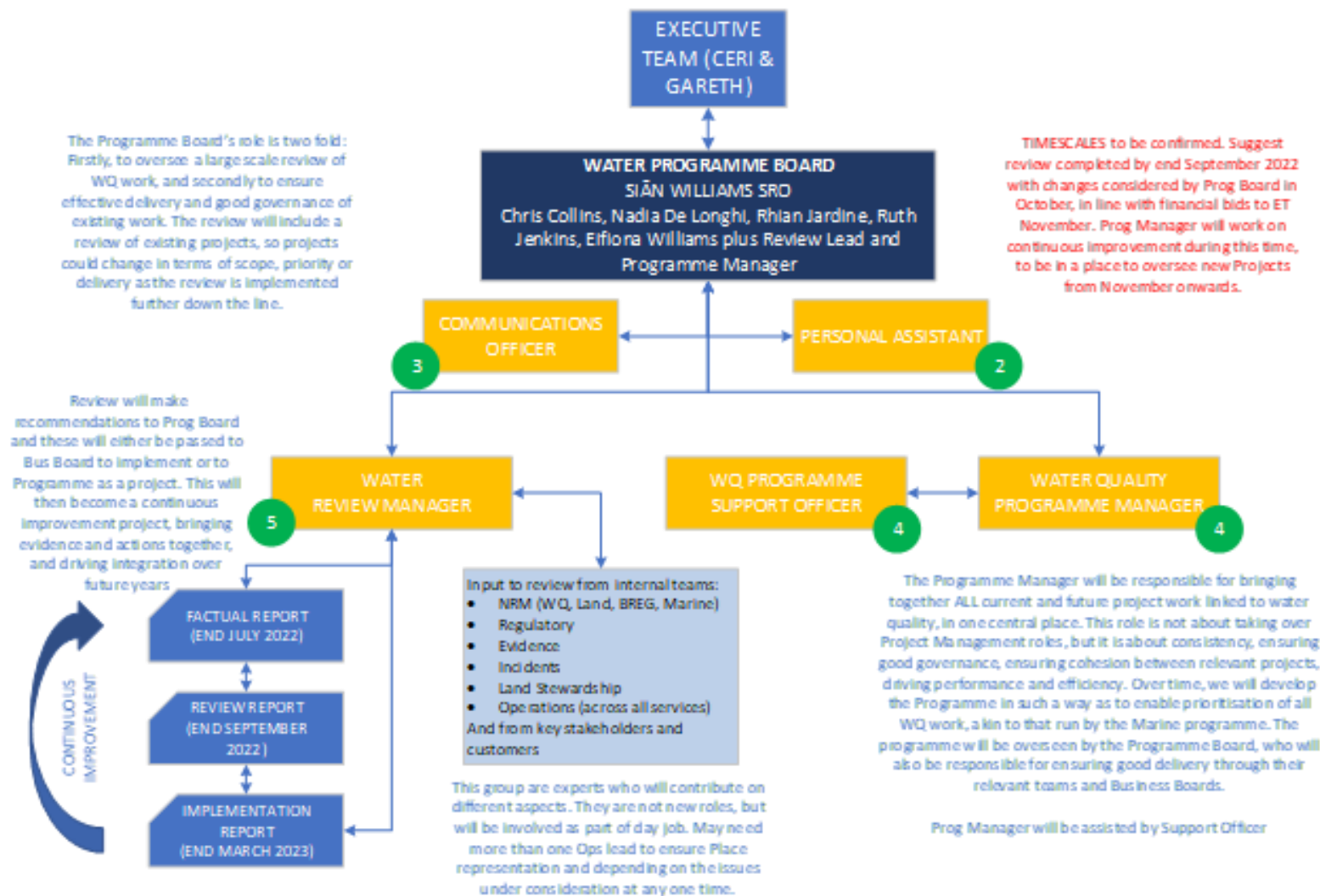
Mesurau Perfformiad CNC

Paratowyd y papur hwn cyn i'r data perfformiad fod ar gael. Y gobaith yw y gallwn ddarparu'r wybodaeth ddiweddaraf yng nghyfarfod y Bwrdd.

Atodiad 1

Strwythur arfaethedig ar gyfer adolygiad Ansawdd Dŵr

Annex 1 Proposed structure for Water Quality review





Bwrdd CNC

Dyddiad y cyfarfod 13/07/2022

Teitl y Papur **Cynllun gweithredu CNC mewn ymateb i argymhellion y Grŵp Cynghori ar Adar sy'n Bwyta Pysgod**

Cyfeirnod y Papur 22-07-B19

Noddir y papur gan Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu

Papur wedi'i baratoi gan

Patrick Lindley, Cynghorydd Arbenigol Arweiniol – Adareg Ddaearol
Dave Mee, Cynghorydd Arbenigol Arweiniol – Rheoli Pysgodfeydd Dŵr Croyw
Ben Wilson, Prif Gynghorydd, Pysgodfeydd
Sarah Wood, Rheolwr Bioamrywiaeth a Chydnerthedd Ecosystemau
Adam Cole-King, Cynghorydd Arbenigol Arweiniol – Polisi Bioamrywiaeth
Richard Facey, Cynghorydd Arbenigol – Adareg Ddaearol
Iwan Hughes, Arweinydd Tîm, Trwyddedu Rhywogaethau a Charbon
Andy Robinson, Arweinydd Tîm - Pobl a Lleoedd
Ian Williams, Arweinydd Tîm - Trwyddedu Rhywogaethau

Cyflwynwyd y papur gan Ben Wilson, Prif Gynghorydd, Pysgodfeydd

Diben y papur **Cymeradwyo**

Mae'r papur hwn yn cyflwyno camau gweithredu arfaethedig CNC mewn ymateb i argymhellion y Grŵp Cynghori ar Adar sy'n Bwyta Pysgod ar sut y gellir diogelu pysgodfeydd a stociau pysgod sy'n agored i niwed rhag pwysau ysglyfaethu, gan barhau i warchod adar sy'n bwyta pysgod.

Gofynnir i'r Bwrdd:

Crynodeb

- **Cymeradwyo** ein dull gweithredu arfaethedig fel ymateb ystyriol i argymhellion y Grŵp Cynghori ar Adar sy'n Bwyta Pysgod.
- **Cymeradwyo'r** dull gweithredu a argymhellir gennym - **Opsiwn 3** yn amodol ar sicrhau cyllid ychwanegol ar gyfer gwaith sydd angen ei wneud.
- **Cymeradwyo'r** camau nesaf arfaethedig.

Cefndir

1. Mae CNC, ynghyd â llawer o sefydliadau ac unigolion eraill, yn pryderu'n fawr am y gostyngiad yn niferoedd eogiaid yr Iwerydd *Salmo salar* a brithyllod môr *Salmo trutta*, a chyflwr bregus stociau'r pysgod hyn yng Nghymru. Ar hyn o bryd rydym yn cynnal asesiadau stoc blynyddol ar gyfer 23 o brif afonydd eogiaid a 33 o brif afonydd brithyllod môr, yn ogystal â monitro poblogaethau pysgod ifanc ledled Cymru.
2. Mae CNC wedi ymrwymo i weithredu ei Gynllun Gweithredu Eogiaid a Brithyllod Môr i fynd i'r afael â'r pwysau ar boblogaethau eogiaid a brithyllod môr, gan gynnwys rheoliadau rheoli dalfeydd, adfer cynefinoedd afonydd, canolbwytio o'r newydd ar reoli ansawdd dŵr, ac adolygiad o ysglyfaethu gan adar sy'n bwyta pysgod, yn benodol mulfrain *Phalacrocorax carbo* a hwyaid danheddog *Mergus merganser*. Hefyd, rydym yn cwblhau neu'n comisiynu gwaith ymchwil ychwanegol ar bysgodfeydd i ddeall y pwysau ar y stociau hyn, gan gynnwys ysglyfaethu. Hefyd, Cynllun Gweithredu Eogiaid a Brithyllod Môr yw sylfaen rhwymedigaethau Cymru i Sefydliad Cadwraeth Eogiaid Gogledd yr Iwerydd (NASCO).
3. Mae gwaith ymchwil sylweddol wedi'i wneud yn y DU ac yn rhyngwladol i effeithiau adar sy'n bwyta pysgod, yn enwedig mulfrain a hwyaid danheddog, ar bysgodfeydd, a'r strategaethau posibl ar gyfer lliniaru a rheoli'r effeithiau hyn.
4. Mae gwrthdaro rhwng adar sy'n bwyta pysgod, poblogaethau pysgod a physgodfeydd yn gymhleth ac mae'n effeithio ar ystod o sectorau bysgodfeydd ar hyd sbectrwm eang o gynefinoedd dyfrol naturiol, lled-naturiol ac artiffisial. Maent yn agored i newid oherwydd ffactorau fel dynameg poblogaeth adar a physgod, newidiadau gofodol a thymhorol mewn pwysau ysglyfaethu, amrywiadau mewn ffactorau allanol, yn enwedig amodau hinsoddol, a chanfyddiadau rhanddeiliaid.
5. Mae eogiaid yr Iwerydd a brithyll môr mewn afonydd yng Nghymru yn cael eu diogelu gan amrywiaeth o ddeddfau Cymru, y DU ac Ewrop er mwyn sicrhau'r canlyniadau priodol ar gyfer diogelu'r amgylchedd yng Nghymru a Rheoli Adnoddau Naturiol yn Gynaliadwy, gan gynnwys cynaliadwyedd a chynhyrchiant stociau eogiaid a brithyllod môr. Mae Deddf Bywyd Gwyllt a Chefn Gwlad 1981 yn darparu fframwaith cyfreithiol yng Nghymru ar gyfer diogelu adar gwyllt (gan gynnwys mulfrain a hwyaid danheddog), eu hwyau a'u nythod. Hefyd, mae'n darparu'r fframwaith i CNC ar gyfer rhoi trwyddedau sy'n caniatáu lladd neu gymryd adar gwyllt. Nid yw mulfrain a hwyaid danheddog wedi'u rhestru mewn trwyddedau cyffredinol yng Nghymru a rhaid cael trwydded benodol i'w rheoli'n gyfreithiol. Rhaid cyflwyno ceisiadau yn unigol i'w penderfynu gan CNC.
6. Ar gyfartaledd, mae CNC yn derbyn 20 cais y flwyddyn am drwyddedau penodol i reoli mulfrain a hwyaid danheddog yng Nghymru. Mae'r rhan fwyaf o'r ceisiadau hyn yn llwyddiannus ac mae trwyddedau'n cael eu rhoi yn unol ag ystod o amodau, gan gynnwys pennu uchafswm yr adar y gellir eu lladd. Mae trwyddedu penodol ar gyfer dulliau angheuol o reoli adar gwyllt yn ddull adweithiol o fynd i'r afael â gwrthdaro rhwng pobl a bywyd gwyllt a rhwng bywyd gwyllt ei hun, sef yn yr achosion hyn, pwysau gan adar sy'n bwyta pysgod mewn bysgodfeydd dŵr llonydd â stoc pysgod ac ar boblogaethau eogiaid gwyllt.

7. Ar hyn o bryd, nid yw CNC yn cynnal nac yn hwyluso unrhyw fesurau rheoli ysglyfaethwyr rhagweithiol i ddiogelu pysgodfeydd wedi'u stocio na phoblogaethau pysgod gwyllt.
8. O ganlyniad i bryderon a fynegwyd gan y sector pysgota mewn perthynas ag effaith adar sy'n bwyta pysgod ar bysgodfeydd gwyllt a physgodfeydd wedi'u stocio, penderfynodd CNC sefydlu Grŵp Cynghori annibynnol ar Adar sy'n Bwyta Pysgod (Grŵp Cynghori)¹ yn 2020. Roedd y Grŵp Cynghori hwn yn dibynnu ar gydweithio cadarn rhwng unigolion a sefydliadau sydd â safbwyntiau gwahanol. Prif ddibenion y Grŵp Cynghori oedd cefnogi camau gweithredu'r Cynllun Gweithredu Eogiaid a Brithyllod Môr a gwerthuso'r sylfaen dystiolaeth a mynd i'r afael â thri chwestiwn:
 - i. A yw adar sy'n bwyta pysgod yn gysylltiedig â dirywiad ym mhoblogaethau pysgod gwyllt a/neu yn gysylltiedig ag atal adfer poblogaethau o'r fath?
 - ii. A yw adar sy'n bwyta pysgod yn gysylltiedig ag achosi difrod difrifol i bysgodfeydd dŵr llonydd?
 - iii. Os mai 'ydyn' yw'r atebion i'r ddau gwestiwn uchod, sut y gellir rheoli effaith ysglyfaethu gan adar sy'n bwyta pysgod ar bysgodfeydd gwyllt a dŵr llonydd?
9. Nodwyd pwysau amgylcheddol eraill ar boblogaethau salmonidau, megis y newid yn yr hinsawdd ac ansawdd dŵr, ond roeddent y tu allan i gwmpas y Grŵp Cynghori. Prif allbynnau'r Grŵp Cynghori oedd deg adroddiad tystiolaeth (**Atodiad 1**) a oedd yn llywio'r gwaith o ddatblygu Adroddiad Terfynol a chyfres o argymhellion (**Atodiad 2**), a gyflwynwyd i CNC (Mai 2022) i'w hystyried.
10. Roedd gwaith y Grŵp Cynghori yn rhan bwysig o'r adolygiad o ddull CNC o reoleiddio saethu a dal adar gwyllt yng Nghymru (Adolygiad o Adar Gwyllt).

Asesu: Adroddiad Terfynol ac Argymhellion y Grŵp Cynghori

11. Cynigiodd y Grŵp Cynghori gyfanswm o **19 o argymhellion (Atodiad 2)** i gefnogi ei safbwyntiau canlynol. Dyma grynodedb ohonynt:
 - Yn ogystal ag ysglyfaethu, mae llawer o ffactorau eraill yn effeithio ar boblogaethau pysgod gwyllt, sy'n ei gwneud yn anodd iawn dod i gasgliadau am effaith unrhyw bwysau penodol ar stociau pysgod;
 - Mae'r dystiolaeth sydd ar gael yn dangos bod adar sy'n bwyta pysgod yn gallu cael effaith negyddol ar boblogaethau pysgod gwyllt a physgodfeydd dŵr llonydd sydd wedi'u stocio o safbwynt gofodol a thymhorol, ond mae difrifoldeb yr effeithiau hyn yn anhysbys yn aml;
 - O ystyried y gostyngiad hirfaith mewn stociau eogiaid a brithyllod môr, mae angen mwy o gamau gweithredu wedi'u targedu i fynd i'r afael ag ysglyfaethu

¹Cadeirydd y Grŵp Cynghori yw'r Athro Steve Ormerod, ac mae'n cynnwys cynrychiolwyr o Lywodraeth Cymru, CNC, y Gymdeithas Frenhinol er Gwarchod Adar, Ymddiriedolaeth Adareg Prydain, Cymdeithas Adaryddol Cymru, Afonydd Cymru, Cadwraeth Eogiaid a Brithyllod Cymru, yr Ymddiriedolaeth Bysgota, yr Ymddiriedolaeth Cadwraeth Helfeydd a Bywyd Gwyllt, Natural England, NatureScot a dau gynghorydd gwyddoniaeth annibynnol.

gan adar sy'n bwyta pysgod, yn enwedig mewn dalgylchoedd lle mae stociau pysgod yn agored i niwed;

- Mae effaith ysglyfaethu gan adar sy'n bwyta pysgod ar leisiaid salmonid yn bryder mawr, ac mae angen ymdrechion penodol i liniaru pwysau gan ysglyfaethwyr yn yr achosion gwaethaf.
- Mae cyfuniad o fesurau nad ydynt yn angheuol a mesurau angheuol yn debygol o fod yn fwyaf effeithiol;
- Gallai trwyddedau sy'n seiliedig ar ddalgylchoedd neu ardaloedd ddarparu dull mwy strategol o drwyddedu a hwyluso prosesau rheoli adnoddau addasol gan roi ymyriadau ar waith yn fwy hyblyg;
- Mae'r rhyngweithio rhwng stociau pysgod ac adar sy'n bwyta pysgod yn gymhleth ac mae bylchau mawr mewn tystiolaeth allweddol o hyd;
- Mae angen mwy o dryloywder ym maes trwyddedu adar sy'n bwyta pysgod.

12. Er bod y grŵp yn cytuno ar 18 o'r 19 argymhelliad, roedd gwahaniaeth barn ar yr angen i ymestyn trwyddedau rheoli adar sy'n bwyta pysgod i gynnwys y cyfnod llawn pan fydd gleisiaid yn nofio i uchelfannau'r afon (gweler Argymhelliad 9 **Atodiad 2**).

13. Ystyriodd gweithgor mewnol holl argymhellion y Grŵp Cyngori ac mae wedi datblygu fframwaith adar sy'n bwyta pysgod sy'n cynnwys cyfres o 39 o gamau gweithredu arfaethedig mewn ymateb (**Atodiad 3**). Neilltuwyd pob cam gweithredu i un o chwe chategori adnoddau dangosol (CAT 1-6) er mwyn nodi a oes modd rhoi'r cam gweithredu ar waith trwy ddefnyddio adnoddau presennol (gweler **Atodiad 3**). Mae'r camau gweithredu arfaethedig yn gysylltiedig â pharamedrau amser a staff cyfrifol hefyd.

14. Mae ein camau gweithredu arfaethedig wedi'u nodi fesul cam: Blwyddyn 1 (23 cam gweithredu) – parhau â'n dull trwyddedu presennol wrth ddatblygu a phenderfynu ar newid; Blwyddyn 2 (10 cam gweithredu) – ymchwil a datblygu a rhoi newidiadau trwyddedu ar waith (e.e. trwyddedau dalgylchoedd, mesurau nad ydynt yn angheuol a mesurau angheuol wedi'u targedu); Blwyddyn 3 (6 cham gweithredu) – parhau i roi'r camau gweithredu ar waith ynghyd â gwyddoniaeth i fynd i'r afael â'r prif fylchau mewn tystiolaeth.

15. Bydd ein dull gweithredu yn sylfaen i'r gofyniad am ddull hierarchaidd o ddiogelu eogiaid a brithyllod môr trwy roi blaenoriaeth i ddulliau gofodol a thymhorol nad ydynt yn angheuol, yn enwedig pan fydd pysgod yn mudo yn y gwanwyn. Bydd dull rheoli angheuol trwyddedig yn parhau i fod yn ddewis olaf, a bydd yn cael ei ddefnyddio gyda dulliau nad ydynt yn angheuol i sicrhau'r effeithiolrwydd mwyaf posibl.

16. I grynhoi, rydym yn cynnig parhau i drwyddedu'r gwaith o reoli adar sy'n bwyta pysgod er mwyn cefnogi'r gwaith o warchod stociau salmonid sydd mewn perygl, yn ogystal ag atal difrod i bysgodfeydd. Trwy roi ein camau gweithredu arfaethedig ar waith, byddwn yn lleihau'r pwysau gan ysglyfaethwyr ar boblogaethau salmonid gwyllt a physgodfeydd wedi'u stocio, yn ogystal â chydnabod ein dyletswyddau i ddiogelu poblogaethau o fulfrain a hwyaid danheddog a dilyn egwyddorion SMNR.

Opsiynau

17. Gofynnir i'r Bwrdd ystyried tri opsiwn:

- Opsiwn 1** Gwneud dim byd ychwanegol a chadw ein dull presennol o drwyddedu rheolaeth angheuol o adar sy'n bwyta pysgod.
- Opsiwn 2** Bwrw ymlaen â'r holl gamau y gellir eu rhoi ar waith drwy ddefnyddio adnoddau staff presennol ar gyfer Blwyddyn 1 (blwyddyn ariannol 2022-23) a Blwyddyn 2 (blwyddyn ariannol 2023-24) (**Categoriâu Adnoddau 1-3**).
- Opsiwn 2** Bwrw ymlaen â'r holl gamau y gellir eu rhoi ar waith drwy ddefnyddio adnoddau staff presennol ar gyfer Blwyddyn 1 (blwyddyn ariannol 2022-23) a Blwyddyn 2 (blwyddyn ariannol 2023-24) (**Categoriâu Adnoddau 1-3**) a chwilio am gyfleoedd ariannu i roi'r holl gamau gweithredu ar waith sydd angen cyllid ychwanegol (**Categoriâu Adnoddau 4-6**).

Argymhellir Opsiwn 3 ar yr amod ein bod yn sicrhau adnoddau ychwanegol ar ôl Blwyddyn 1 i wneud y gwaith gofynnol. Os nad oes modd sicrhau adnoddau ychwanegol dros y ddwy flynedd nesaf, byddwn wedi rhoi opsiwn 2 ar waith mewn gwirionedd.

Risgiau a chyfleoedd

18. Os na fabwysiedir ein dull dewisol (**Opsiwn 3**), rydym mewn perygl o:

- Beidio â chyflawni ein dyletswyddau gwarchod natur a physgodfeydd i ddiogelu rhai o'n rhywogaethau mwyaf agored i niwed sy'n wynebu'r perygl mwyaf;
- Peidio â diwallu anghenion a bodloni disgwyliadau rhanddeiliaid, yn benodol o ran peidio â mynd i'r afael â'r pwysau amrywiol ar stociau eog a brithyll môr fel y nodir yn y Cynllun Gweithredu Eogiaid a Brithyllod Môr;
- Peidio â chyflawni ein dyletswyddau fel yr awdurdod trwyddedu cymwys, trwy barhau i roi trwyddedau ar gyfer dulliau angheuol o reoli mulfrain a hwyaid danheddog heb ystyried y sylfaen dystiolaeth bresennol;
- Parhau i weithredu mewn ffordd sy'n anghyson â'r dull o drwyddedu gwaith rheoli adar sy'n bwyta pysgod yn Lloegr a'r Alban;
- Her gyfreithiol gan Gyrrff Anllywodraethol Amgylcheddol neu grwpiau ymgyrchu yn y DU.

Noder bod yr un risgiau a amlinellir uchod yn berthnasol i Opsiwn 2 ond byddai dim ond yn lliniaru rhai o'r risgiau yn rhannol.

19. Os yw **Opsiwn 3** yn cael ei fabwysiadu, bydd y canlynol yn berthnasol:

- Ymrwymiadau adnoddau sylweddol (staff a chyllideb flynyddol) i fynd i'r afael â'r cynllun gweithredu llawn a'i roi ar waith.
- Risgiau i enw da, os na fydd disgwyliadau grwpiau buddiant gwarchod adar a physgodfeydd yn cael eu bodloni, ac os yw poblogaethau salmonid yn parhau i ostwng.

- Cyfleoedd i roi hwb i warchod poblogaethau salmonidau sy'n agored i niwed yng Nghymru.
- Cyfleoedd i sicrhau bod penderfyniadau trwyddedu yn seiliedig ar dystiolaeth fwy cadarn a sicrhau nad yw rheolaeth angheuol o fulfrain a hwyaid danheddog yn cael effaith negyddol ar eu statws cadwraeth yng Nghymru.

Goblygiadau ehangach

20. Mae angen ystyried yr opsiwn a argymhellir gennym yng nghyd-destun y goblygiadau ehangach, sef:

- Cyllid:** Bydd angen adnoddau sylweddol i roi'r opsiwn rydym yn ei ffafrio ar waith.
- Cydraddoldeb:** Cwblhawyd Asesiad o'r Effaith ar Gydraddoldeb fel rhan o'r Adolygiad o Adar Gwyllt ac fe gafodd ei gynnwys ym mhapur Bwrdd CNC (Cyf: 22-03-B15). Bydd Asesiad o'r Effaith ar Gydraddoldeb ychwanegol yn cael ei gwblhau ar gyfer y cam gweithredu.
- Cyfreithiol:** Mae'n bosibl y bydd goblygiadau cyfreithiol a gofyniad am gyngor cyfreithiol, gan ddibynnu ar unrhyw newidiadau i'n dull trwyddedu presennol.
- Diogelu Data:** Ar hyn o bryd, nid oes unrhyw oblygiadau o safbwynt prosesu data personol, ac nid ydym yn rhagweld y bydd angen Asesiad o'r Effaith ar Ddiogelu Data.
- Deddf Llesiant Cenedlaethau'r Dyfodol:** Bydd yr opsiwn a argymhellir yn cefnogi ac yn cyfrannu at gyflawni amcanion llesiant ein Cynllun Corfforaethol.

Camau nesaf

21. Amlinellir y camau nesaf arfaethedig isod:

Pryd	Sut
Gorffennaf 2022	<ul style="list-style-type: none"> • Cyhoeddi Adroddiad Terfynol ac Argymhellion y Grŵp Cyngori a phapur Bwrdd CNC. • Gofyn am gymeradwyaeth y Bwrdd ar gyfer ein hymateb arfaethedig i argymhellion y Grŵp Cyngori.
Awst 2022 – Mawrth 2023	<ul style="list-style-type: none"> • Ymgymryd â chamau gweithredu Blwyddyn 1 yn seiliedig ar ddyraniadau adnoddau presennol. • Parhau i benderfynu ar geisiadau am drwyddedau i reoli adar sy'n bwyta pysgod trwy ddefnyddio ein dull presennol wrth i ni benderfynu pa newidiadau sydd eu hangen. • Dechrau nodi manau peryglus ar gyfer gleisiaid sy'n mudo i lawr yr afon ym mhrif afonydd eogiaid. • Nodi a cheisio sicrhau'r adnoddau ychwanegol sydd eu hangen i gymryd y camau sy'n gysylltiedig â chategoriâu adnoddau 4-6.

	<ul style="list-style-type: none"> • Mynd i'r afael â disgwyliau rhanddeiliaid trwy barhau i ymgysylltu â'r Grŵp Cynghori ar Adar sy'n Bwyta Pysgod, Fforwm Pysgodfeydd Cymru a Grwpiau Pysgodfeydd Lleol.
Ebrill 2023 – Mawrth 2024	<ul style="list-style-type: none"> • Cyflwyno proses ddiwygiedig o drwyddedu adar sy'n bwyta pysgod a fydd yn dod yn rhan hanfodol o sut rydym yn gwneud penderfyniadau, sut rydym yn gweithredu a beth rydym yn ei ddweud. • Gan ddibynnu ar gyllid, cynorthwyo'r broses o ddefnyddio dulliau nad ydynt yn angheuol mewn lleoliadau gleisiaid sy'n agored iawn i niwed a recriwtio neu gaffael cydgysylltydd pysgodfeydd. • Adolygu ein gweithdrefnau a'n canllawiau trwyddedu i gynyddu hyder ynddynt.
Ebrill 2024 – Mawrth 2025	<ul style="list-style-type: none"> • Gan ddibynnu ar gyllid, caffael astudiaethau gwyddonol i fynd i'r afael â bylchau allweddol mewn tystiolaeth.

22. Os yw'r Bwrdd yn cymeradwyo **Opsiwn 3**, cynigir y bydd cydberchnogaeth prosesau cyflawni rhwng Rheoleiddio, Bioamrywiaeth a Chydnerthedd Ecosystemau, Rheoli Pysgodfeydd a Thystiolaeth Integredig.

Argymhelliad

23. Gofynnir i'r Bwrdd:

- **Cymeradwyo** ein dull gweithredu arfaethedig fel ymateb ystyriol i argymhellion y Grŵp Cynghori ar Adar sy'n Bwyta Pysgod (**Atodiad 3**).
- **Cymeradwyo'r** dull gweithredu a argymhellir gennym - **Opsiwn 3** yn amodol ar sicrhau cyllid ychwanegol ar gyfer gwaith sydd angen ei wneud.
- **Cymeradwyo'r** camau nesaf arfaethedig.

Mynegai Atodiadau

Atodiad 1 Rhestr o adroddiadau a gyhoeddwyd.

Atodiad 2 Rheoli effeithiau ysglyfaethu gan adar sy'n bwyta pysgod mewn pysgodfeydd yng Nghymru: Argymhellion y Grŵp Cynghori Cymru ar Adar sy'n Bwyta Pysgod.

Atodiad 3 Cam gweithredu arfaethedig mewn ymateb i Argymhellion y Grŵp Cynghori ar Adar sy'n Bwyta Pysgod.

Annex 1. Inventory of published reports

- Carss, D., N. and Russell, I., C.** 2022. A synopsis of UK and European cormorant and goosander dietary studies. NRW Evidence Report Series (No. 591).
- Macgregor C.J., Boersch-Supan, P., and Taylor, R.C.** 2022. Spring 2021 survey of Cormorant and Goosander on the River Usk. NRW Evidence Report Series (No. 593).
- Macgregor, C.J., Boersch-Supan, P.H., Burton, N.H.K., Carss, D.N., Newson, S.E., Pearce-Higgins, J.W., Robinson, R.A., and Taylor, R.C.** 2022. Informing decisions on lethal control of great cormorant and goosander in Wales: scenarios from Population Viability Analysis. NRW Evidence Report Series (No. 615).
- NRW.** 2020. Salmon stock performance in Wales 2020
- NRW.** 2020. Sea trout stock performance in Wales 2020
- NRW.** 2022. NRW's approach to regulating the shooting and trapping of wild birds and the destruction of eggs and nests: Summary of responses to the public consultation in relation to fish-eating birds.
- Russell, I. C. and Carss, D. N.** 2022. Appraisal of the effectiveness of non-lethal and lethal control of fish-eating birds in preventing serious damage to natural and stocked fisheries. NRW Evidence Report Series (No. 594).
- Russell, I. C., Owen, M., Bellini, L.** 2022. An appraisal of the potential for using catchment or area-based licences to reduce the impact of fish-eating birds on Welsh freshwater fisheries. NRW Evidence Report Series (No. 595).
- Taylor, R.C., Boersch-Supan, P., Cooper, C., O'Connell, P., Wetherhill, P., Bowgen, K., MacGregor C. and Calladine, J.** 2022. A winter census (2020/21) of cormorant and goosander in Wales. NRW Evidence Report Series (No. 592).
- Taylor, R.C., Austin, G., Boersch-Supan, P., Bowgen, K., Burton, N., Calladine, J., Noble, D., Robinson, R.** 2022. 2020/21 Winter Census of Cormorant and Goosander in Wales: Design and Analytical Approach. NRW Evidence Report Series (No. 598).

Annex 2. Managing the impacts of predation by fish-eating birds on fisheries in Wales: Recommendations of the Wales Fish-eating Birds Advisory Group.

Recommendation	
Context 1	It is recognised that there is currently a particularly strong conservation case for safeguarding stocks of Atlantic salmon and sea trout in Wales given their protracted decline to critically low levels across the whole of their natural range. This is a key driver for the proposed changes in licensing policy for fish-eating birds as embodied in NRW's salmon and sea trout Plan of Action, which, as far as possible, needs to have the favourable conservation status of these fish species at its core, without jeopardising the status of the fish-eating birds that consume them.
Context 2	It is also recognised that, while predation is not the main reason for the overall decline in migratory salmonid stocks, fish-eating birds can exacerbate their decline or prevent their recovery. Furthermore, it is recognised that fish-eating birds can impact on other fish populations and fisheries, at least in some situations, including at stillwater fisheries.
Context 3	It is crucial to address all the issues identified in the Salmon Plan of Action and, along with other stakeholders, regularly review progress and priorities (recognising that the Plan is a medium to long-term commitment and will be liable to change as outcomes arise and lessons are learned). This includes prioritising ameliorative measures that are likely to confer multiple benefits (e.g. barrier removal). However, issues surrounding the costs and practicalities of addressing these various stressors should not be used as a reason for delaying the management of fish-eating birds where there is a clear need for this.
R1	There is a need for NRW to define favourable conservation status (FCS) for Atlantic salmon as well as cormorants and goosanders, recognising that contributions to FCS are required from all parts of the natural range and distribution of a species, not just those in protected areas. This is required to better understand the status of populations relative to FCS values and to help underpin future licensing policy. There is currently a particular imperative to aid the recovery of certain fish stocks, though it is recognised that the balance of conservation concern can change due to the dynamic, long-term nature of species interactions.
R2	Support the need for increased targeted actions to counter predation by fish-eating birds (both non-lethal and, as a last resort, lethal) where fish stocks are depleted and there is evidence of harm or potential harm from predators. Particular focus is required at periods when impacts are considered to be greatest. For migratory salmonids, measures to limit the impact of fish-eating birds are likely to be most beneficial when applied throughout the period of the smolt run (e.g.

	targeted use of deterrents and/or lethal control at potential ‘pinch points’). For stillwaters, measures may be most beneficial at other key periods (e.g. following increased bird occupancy at a site, or immediately after stocking).
R3	In seeking to establish a fit-for-purpose licensing policy, some further dialogue with fishery stakeholders will be required subsequent to consideration of the other recommendations in this report. This will need to focus on the proposed changes in licensing procedures, ensuring that current experiences of licensing at the catchment / sub-catchment level are recognised and, where appropriate, incorporated, and in relation to the utility of guidance and advice and the sharing of best practice.
R4	Recognise that some increase on current levels of licensed lethal control of fish-eating birds in Wales is justifiable to reduce levels of predation and facilitate the recovery of fish populations. This would need to take place alongside other initiatives to improve management practices (e.g. catchment-based licences) and concurrent with other measures needed to restore and improve fish stocks.
R5	Adopt an adaptive resource management approach to the licensing of fish-eating birds in Wales - i.e. an iterative process of decision-making and monitoring to inform and improve future management decisions. This work should be transparent so that stakeholders and the public can understand the process and see clear documentation. The process of reviewing management decisions should, ideally, be conducted on an annual basis and be informed by the latest available data on population status of both birds and fish and, where appropriate, population modelling. Additional monitoring is required to inform this process and further work is required to establish appropriate models, in particular to assess the impact of increased mortality on the breeding populations of fish-eating birds. It will be critical to assess how revised licensing procedures are benefitting fish populations, in particular with regard to the numbers of smolts migrating to sea.
R6	Greater transparency is also required with regard to future licensing of fish-eating birds in Wales. NRW should provide a similar level of summary information to that given by Natural England and commit to publishing, on an annual basis, the numbers of licences issued, the numbers of each species permitted to be killed under those licences and the numbers actually killed. These data will also be central considerations in the annual review process.
R7	Ensure that any increase in licensing activity is subject to monitoring at appropriate scales and frequency to ensure that benefits for fish populations are evidenced and that potential adverse outcomes for bird populations (including breeding populations) can be identified and, where possible, avoided through management action. There should be annual salmon and sea trout assessments of both adult and juvenile stocks (including smolt output) and no reduction in the current monitoring levels for juvenile spatial distribution and temporal change. Expansion of the fish counter network should be

	considered, so too the use of new and emerging fish monitoring techniques. Annual WeBS data may provide an appropriate basis for monitoring wintering cormorants, but periodic repeat surveys will be required for wintering goosanders, and these will be required at least once every ten years.
R8	There needs to be equal emphasis placed on understanding the population status of both fish and fish-eating birds. To facilitate annual licensing decisions and set appropriate levels - upper limits - for licensed control of the two bird species, it is necessary to determine appropriate values ('thresholds') for migratory salmonid stocks, cormorants, and goosanders consistent with the objective of maintaining the favourable conservation status (FCS) of all these species, including both races of cormorant. It is recognised that a more precautionary approach is currently required for cormorants in Wales than for goosanders. As a first step, it is recommended that FCS reference values are set for both wintering bird (i.e. coinciding with the current licensing period) and migratory salmonid populations, recognising that there are uncertainties about the impact of licensed control on breeding populations. FCS for breeding cormorants and goosanders should be established within five years.
R9	Where salmonid stocks are assessed as being 'at risk'/'probably at risk', and if licensing tests are met, it is recommended that NRW extends licences on such river catchments to include the smolt migration period (a critical period for salmonid populations), subject to limits on the numbers of birds to be licensed. This would need to be accompanied by population modelling to understand the consequences for fish-eating birds, and additional monitoring to inform ongoing adaptive management decisions. RSPB Cymru and Welsh Ornithological Society do not support the above recommendation.
R10	Ensure that new licensing arrangements build in flexibility and allow measures to be modified in the light of changing circumstances to enable a more rapid response as part of an area- or catchment-based licensing approach.
R11	Formalise arrangements to enable the wider establishment of catchment/area-based licences throughout Wales. Pragmatic decisions are likely to be needed on the number and scale of such licences to ensure that these are effective in improving fish stocks, particularly depleted stocks of salmon and sea trout. It is imperative that consideration should be given to continually incorporate both local fisheries and ornithological knowledge to inform decision-making.
R12	The success of catchment-based licences in England has been heavily dependent on a 'primary contact' responsible for coordinating activities under each licence. This approach has been successful and should be adopted. NRW will need to consider whether the role of delivery coordinator for an area or catchment-based licence in Wales should be: (i) a non-

	remunerated position requiring fisheries expertise and holding a vested interest in the affected fishery/fisheries; (ii) provided with some form of logistical and/or financial support; (iii) a statutory nature conservation body (recognising that a trigger for management action in some cases could be the conservation of a depleted, possibly 'listed' fish species); or (iv) some combination of the above.
R13	The establishment and running of area / catchment-based licences in England has been facilitated by the development of concomitant management plans, which set out how participating fisheries would work together to manage predation. This approach has been successful and should be adopted. In line with the previous recommendation, NRW will need to consider whether their development should be: (i) the responsibility of licence applicants; (ii) supported by dedicated personnel either from NRW or a third party with fisheries expertise; (iii) subsumed into existing NRW catchment management plans; or (iv) some combination of the above.
R14	Consider options to facilitate better coordination between fisheries in implementing management actions on river catchments. Ensure that the benefits evident from catchment-wide approaches to management and best practice are effectively communicated and shared with stakeholders.
R15	Retain individual site licences for 'discrete' fisheries, particularly stillwater sites in all likelihood, and for applicants who may not want to participate (at least in the first instance) as part of a catchment-based licence.
R16	Consider how the current arrangements for managing the impacts of fish-eating birds on fisheries could be improved through improved sharing of best practice. If consultation indicates that existing information sources (e.g. advisory leaflets, EU cormorant website) and advice are considered insufficient, consider options for improvements in a Welsh context. This might include: (i) establishing a new on-line 'one stop shop' for guidance; or (ii) the provision of site-specific, face-to-face advice and support. The latter could be through NRW advisors or independent sources (such as that provided by the Angling Trust in England).
R17	Recognise that gaps remain in our understanding of the relative impact of fish-eating birds on salmonid and other fish populations at different stages of the life-cycle of the fish and seek to address these. However, in line with the precautionary approach and the European Commission's guidance document on cormorant management, this should not prevent the early implementation, where necessary, of management actions to protect fish stocks. In a Welsh context, this should also apply to goosanders.

R18	Adequate resourcing - Welsh Government and NRW should ensure that adequate resources are made available to complete the work as outlined for each Recommendation adopted and to assess the effects of all those that are implemented. Maintain, improve and resource monitoring programmes for fish and bird populations to enable the effects of management measures to be evaluated.
R19	Addressing important evidence gaps - high priorities (see full report and supporting documents for further details) include evaluating management options and improved monitoring and modelling; communication issues and best practice amongst stakeholders; several aspects of smolt predation; more general dietary studies; and separating bird predation from other factors affecting fish.

Annex 3. Proposed actions in response to the Fish-eating Birds Advisory Group Recommendations.

Year 1: FY 2022-2023

Year 1: FY 2022-2023		Delivery		
Theme	Action (supporting recommendations)	Work status	Responsibility	Resource category ¹
Implementing measures to reduce the impact of predation	Apply the national population viability assessment (PVA) modelled outputs for cormorant and goosander to inform our licensing decisions to safeguard fish populations without adverse impact on bird populations. (R2, R8, R9, R14)	New work	Species Permitting Team	CAT 1
	Continue to address downstream migration pinch points via the Dee LIFE Project, 4 Rivers for Life and consider further opportunities within the Salmon for Tomorrow Project. (R2, R9, R10, R14)	Ongoing work	Principal Fisheries Advisor (PFA) and Evidence & Reporting	CAT 1
	Implementation of NRW catchment plans that identify actions such as mapping smolt 'pinch points' (R2, R9, R10, R14)	New work	NRW Fisheries Management Working Group	CAT 1
	Establish a virtual forum for fishery stakeholders to promote the application of non-lethal techniques to protect fisheries at vulnerable locations (R2, R3, R4, R5, R9, R10, R11, R12, R13, R14, R15, R16).	New work	NRW Fisheries Management Working Group	CAT 4
Evidence needs	Prioritise the presented evidence gaps and, where possible/practical, seek to address them as part of our evidence programmes. (R3, R16, R17, R18, R19)	New work	NRW Fisheries Management Working Group	CAT 1
Monitoring	Continue to deliver our temporal and spatial electrofishing programme for juvenile salmonids. (R3, R4, R7)	Ongoing work (core monitoring programme)	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 1

	Continue annual stock assessment on all 23 principal salmon and 33 main sea trout rivers in Wales to determine salmonid conservation status. (R3, R4, R7)	Ongoing work (existing commitment to NASCO)	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 1
	Continue the ongoing River Dee Salmon Stock Assessment Programme (Index Rivers), to understand life cycle pressures on salmon and sea trout. (R3, R4, R7)	Ongoing work (existing commitment to EU DCF)	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 1
	Continue to develop our stock assessment methods with CEFAS and EA and our reporting obligations to North Atlantic Salmon Conservation organisation (NASCO). (R3, R4, R7)	Ongoing work (existing commitment to NASCO)	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 1
Resources	Ensure that existing funding arrangements for salmonid stock assessments are maintained. (R17, R18, R19)	Ongoing work (existing commitment to DSAP)	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 1
	Consider the future role of the Fish-eating Birds Advisory Group. (R17, R18, R19)	New work	Principal Fisheries Advisor, Lead Specialist Advisor (LSA) - Freshwater Fisheries Management, LSA - Terrestrial Ornithology	CAT 4
	Cost and consider the resource implications of all proposed actions/techniques and where possible/practical, seek funding to implement techniques as part of a more strategic approach to the non-lethal and lethal control of fish-eating birds. (R17, R18, R19)	New work	NRW Fisheries Management Working Group	CAT 2
Favourable conservation status (FCS)	Define what good looks like for cormorant and goosander by defining FCS at a Wales scale. (R1, R8)	New work	LSA - Terrestrial Ornithology	CAT 2
	Define what good looks like for Atlantic salmon and sea trout by defining FCS at a Wales scale. (R1, R8)	New work	LSA - Freshwater Fisheries Management	CAT 2

Catchment Plans	Undertake the development of high-level catchment plans for all principal salmon rivers which identify key habitat constraints including predation “pinch points”. (R2, R9, R10, R14)	New work	NRW Fisheries Management Working Group	CAT 2
	Determine how integrated management plans (IMP), produced by the licence user, can facilitate delivery of targeted habitat interventions, PoA smolt protection (non-lethal and lethal) management measures within identified catchments. (R2, R3, R4, R5, R9, R10, R15)	New work	NRW Fisheries Management Working Group	CAT 2
	Determine the synergies of catchment plans, catchment/area-based licensing, coordinators, concomitant integrated management plans and licensing decisions. (R2, R3, R4, R5, R9, R10, R11, R12, R13, R14, R15, R16)	New work	NRW Fisheries Management Working Group & Species Permitting	CAT 2
Catchment/area-based licensing	Explore the practicalities of catchment/area-based licensing in terms of safeguarding salmonid populations; NRW licensing needs; role of coordinators (including costs and funding mechanisms); greater partnership working and collaboration between fishery interests and implement. (R2, R3, R4, R5, R9, R10, R11, R12, R13, R14, R15, R16)	New work	NRW Fisheries Management Working Group & Species Permitting	CAT 2
	Investigate the resource needs to facilitate sharing of best practice between catchment coordinators. (R3, R16)	New work	NRW Fisheries Management Working Group	CAT 2
	Plan and cost the resource implications of expanding NRW’s fish counter network. (R3, R4, R7)	New work	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 2
	Continue (subject to funding) the ongoing salmon smolt tracking project on the River Usk to help assess the effectiveness of local predation control measures. (R3, R4, R7)	New work	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 2
Guidance and sharing best practice	Investigate and determine the national guidance needs regarding best management practice to address impacts of fish-eating birds and how to maximise information	New work	NRW Fisheries Management Working Group	CAT 2

	dissemination and accessibility (including provision of a web page to provide a 'one-stop shop'). (R3, R16)			
Transparency and accountability	Publish annual statistics on both the number of cormorant and goosander licensed to be controlled and the number actually killed under licence. (R6)	New work	Species Permitting Team	CAT 2

Year 2: FY 2023-2024

		Delivery		
Theme	Action	Work status	Responsibility	Resource category ¹
Catchment Plans	Undertake catchment mapping of potential smolt 'pinch points' on all principal salmonid rivers. (R2, R9, R10, R14)	New work	LSA - Freshwater Fisheries Management	CAT 3
Implementing measures to reduce the impact of predation	Facilitate a programme of non-lethal and lethal control measures on salmonid rivers classified as either at risk / probably at-risk, with emphasis on vulnerable locations during the spring smolt migration. (R2, R8, R9, R14)	New work	NRW Fisheries Management Working Group	CAT 5
	Commission cormorant and goosander PVAs for principal salmon rivers with contemporary bird census data and where licence applications are regularly submitted. (R2, R8, R9, R14)	New work	LSA - Terrestrial Ornithology	CAT 4
	Undertake, subject to funding, further modelling to understand potential impacts of licensing control of cormorant and goosander in the bird breeding season. (R2, R8, R9, R14)	New work	LSA - Terrestrial Ornithology	CAT 5
	Continue to address downstream migration pinch points via the Dee LIFE Project, 4 Rivers for Life and the Salmon for Tomorrow Project. (R2, R9, R10, R14)	Ongoing work	Principal Fisheries Advisor (PFA) and Evidence & Reporting	CAT 1
	Recruit or procure a fisheries coordinator role (subject to need and funding) (R2, R3, R4, R5, R9, R10, R11, R12, R13, R14, R15, R16)	New work	LSA - Freshwater Fisheries Management	CAT 5
Catchment/ area-based licensing	Continue (subject to funding) the ongoing salmon smolt tracking project on the River Usk to help assess the effectiveness of local predation control measures. (R3, R4, R7)	New work	Principal Fisheries Advisor (and Evidence & Reporting)	CAT 5

Adaptive management	Determine how a more adaptive resource management approach delivers better outcomes compared to our current approach in reducing predation pressure by fish-eating birds, particularly when responding to changes in salmonid stock assessments and adverse environmental conditions. (R2, R3, R4, R5, R9, R10, R15)	New work	NRW Fisheries Management Working Group	CAT 3
	Plan and cost how to support fishery managers in taking a more holistic approach to management techniques (particularly non-lethal methods) in managing the impacts of predation by fish-eating birds. (R3, R16)	New work	NRW Fisheries Management Working Group	CAT 3
Resources	Fish-eating Birds Advisory Group. (R17, R18, R19)	Continuation from Year 1	Principal Fisheries Advisor; LSA - Freshwater Fisheries Management, LSA - Terrestrial Ornithology	CAT 4

FYs 2024-2032		Delivery		
Theme	Action	Work status	Responsibility	Resource category ¹
Evidence needs	Address evidence gaps in relation to the efficacy of non-lethal and lethal control and the role of habitat modification measures in reducing predation pressure at the critical life stages of salmonids. (R3, R16, R17, R18, R19)	New work	LSA - Terrestrial Ornithology	CAT 6
	Seek opportunities for collaborative research projects. (R3, R16, R17, R18, R19)	New work	NRW Fisheries Management Working Group	CAT 6
	Plan and undertake, dependent on funding, a repeat fish-eating bird census in 2030/31 to provide contemporary population estimates and refreshed PVA outputs for cormorant and goosander. (R3, R4, R7)	New work	LSA - Terrestrial Ornithology	CAT 6
Implementing measures to reduce the impact of predation	Continuation of the programme of non-lethal and lethal control measures on salmonid rivers classified as either at risk / probably at-risk, with emphasis on vulnerable locations during the spring smolt migration. (R2, R8, R9, R14)	Continued from Year 2	NRW Fisheries Predation Management Working Group	CAT 5
	Recruit or procure a fisheries coordinator role (subject to need and funding) (R2, R3, R4, R5, R9, R10, R11, R12, R13, R14, R15, R16)	Continuation from Year 2	LSA - Freshwater Fisheries Management	CAT 5
Resources	Fish-eating Birds Advisory Group (R17, R18, R19)	Continuation from Year 1	Principal Fisheries Advisor; LSA - Freshwater Fisheries Management; LSA - Terrestrial Ornithology	CAT 4

¹ Resource category

Category	Description
1	Day job almost certain; no additional resource ask; likely to complete within 6 months; funding non-dependent
2	Day job probable, no additional resource ask, likely to complete within 6-12 months, funding non-dependent
3	Day job possible, no additional resource ask, likely to complete within >12-18 months, funding non-dependent
4	Day job probable, low additional resource ask (\leq £10,000, single FY or per annum), likely to complete within 6-12 months, funding dependent
5	Day job not possible, moderate additional resource ask (£10,001 - £50,000, single FY), likely to complete within 12-18 months, funding dependent
6	Day job not possible, significant additional resource ask ($>$ £50,000 per annum), unlikely to complete within >18-24 months, funding dependent

Likelihood of action delivered by existing day job

Likelihood	Probability	Description
Remote	<5%	Extremely unlikely to be delivered
Unlikely	6-20%	Unlikely to be delivered
Possible	21-50%	Fairly likely to be delivered
Probable	51-90%	More than likely to be delivered than not
Almost certain	>90%	Almost certain to be delivered

Papur Bwrdd CNC

Dyddiad y cyfarfod:	13 Gorffennaf 2022
Teitl y papur:	Adroddiad Blynyddol yr Iaith Gymraeg 2021-2022
Cyfeirnod y papur:	22-07-B20
Noddir y papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan:	Lyn Williams, Cyngorydd Arbenigol, Rheoli Pobl
Cyflwynir y papur gan:	Lyn Williams, Cyngorydd Arbenigol, Rheoli Pobl
Diben y papur	Cymeradwyo
Crynodeb	Gofynnir i Fwrdd CNC gymeradwyo Adroddiad Blynyddol yr Iaith Gymraeg ar gyfer 2021/22 yn unol â gofynion ein Safonau

Cefndir

1. Mae Mesur y Gymraeg (Cymru) 2011 yn pennu fframwaith cyfreithiol ar gyfer gosod Safonau'r Gymraeg ar rai sefydliadau cyhoeddus. Mae'n ddyletswydd ar CNC i gydymffurfio â'r safonau hyn. Daeth Safonau'r Gymraeg yn weithredol o fewn ein sefydliad ar 25 Ionawr 2017.
2. Cymeradwyo ein Hadroddiad Blynyddol ar gyfer 2021-22, sef adroddiad mae'n ddyletswydd arnom i'w lunio a'i gyhoeddi o dan ein polisi Safonau'r Gymraeg, a rhoi'r diweddaraf i Fwrdd CNC ynglŷn â'r gwaith a wnaed yn ystod y flwyddyn ariannol ddiwethaf i weithredu ein polisi a gwella ein gwasanaethau iaith Gymraeg.

Opsiynau

3. Adroddiad Monitro Blynyddol yr Iaith Gymraeg 2020/2021 (Atodiad 1)
 - Yn ystod y flwyddyn, cafwyd deg o gwynion gan y cyhoedd yn ymwneud â'r Gymraeg; sef cynnydd o wyth ers y flwyddyn flaenorol. Ym mhob achos ar wahân i

un, aethom ati i ddelio'n uniongyrchol â'r achwynwyr i ddatrys y materion; daeth un achos trwy ddwylo Swyddfa Comisiynydd y Gymraeg. Roedd y Comisiynydd yn fodlon nad oedd angen cynnal ymchwiliad pellach gan mai camgymeriad technegol gan gyflenwr a oedd wrth wraidd y mater. Mae rhagor o wybodaeth am y cwynion a derbyniwyd ar dudalen 18 yr adroddiad.

- Mae 24.6% (555) o'n staff yn siaradwyr Cymraeg rhugl, sef cynnydd o 21 yn sgil ein proses recriwtio. Ar y cyfan, mae 730 (32.4%) o'n staff yn gallu trafod materion yn y Gymraeg gydag eraill ar Lefelau 3, 4 a 5, ac mae 94.1% o'n staff yn gallu dangos cwrteisi ieithyddol wrth gyfarfod a chyfarfod pobl eraill. Gellir dod o hyd i wybodaeth am sgiliau ieithyddol ein staff yn Atodiad 4 yr adroddiad.
- Mynychodd 138 o'n staff hyfforddiant iaith Gymraeg ar wahanol lefelau. Mae'r ffigur hwn yn is na'r ffigur ar gyfer y llynedd (gostyngiad o 23); mae'r rhan fwyaf o'n dysgwyr wedi'u lleoli yng Ngogledd Orllewin Cymru 29% (40) ac yng Ngwent 24% (33). Mae 15% (20) o'n dysgwyr yn siaradwyr Cymraeg rhugl, neu'n agos at fod yn siaradwyr Cymraeg rhugl.

Wrth i'r cyfyngiadau barhau i lacio, bydd peth hyfforddiant wyneb yn wyneb yn aildechrau. Mae cyflwyno cyrsiau ar-lein wedi cynnig hyblygrwydd ac wedi lleihau'r angen i deithio, ac mae hynny'n fwy ecogyfeillgar. Ein bwriad yw cynnig opsiynau hyblyg i'r staff – opsiynau a fydd yn gweddu i'w harddulliau dysgu.

4. Codi Ymwybyddiaeth o Safonau'r Gymraeg:

Dros y flwyddyn ddiwethaf, gofynnwyd i'r Rheolwyr a'r Grŵp Pencampwyr wneud y canlynol:

- Atgoffa'r staff o'n polisi iaith mewnol
- Bod yn rhagweithiol o ran hyrwyddo dewis iaith a chynnig dewis iaith wrth gysylltu am y tro cyntaf gydag eraill, yn cynnwys cyfarfodydd ar-lein
- Sicrhau bod llofnodion e-byst a negeseuon 'allan o'r swyddfa' yn ddwyieithog
- Asesu sgiliau Cymraeg y staff a'u cofnodi ar FyCNC
- Hyrwyddo ein rhaglen hyfforddiant iaith Gymraeg
- Ystyried gofynion cyfieithu a'u trafod gyda'r Tîm Cyfieithu
- Ar ôl defnyddio meddalwedd cyfieithu, sicrhau bod y testun yn cael ei brawf-ddarllen
- Hyrwyddo cefndiroedd Microsoft Teams a chanddynt y symbol "Cymraeg"
- Hyrwyddo systemau TGCh y gall y staff eu defnyddio yn y Gymraeg.

5. Gwella ein gwasanaethau iaith Gymraeg:

- Mae'r Tîm Cyfieithu bellach yn cynnwys chwe aelod o staff, felly mae gan y tîm well gallu i ddiwallu anghenion iaith Gymraeg y sefydliad yn fewnol. Bydd hyn yn arwain at well cysondeb o ran termau ac arddull, gan esgor ar syniadau arloesol o ran darparu rhagor o wasanaethau ac annog mwy o ddefnydd o'r Gymraeg yn ein gwaith. Bydd modd i'r Tîm gynnig gwasanaeth mwy cyfannol yn hytrach na

gwasanaeth cyfieithu'n unig. Mae gwybodaeth am y tîm a'r gwasanaethau newydd ar dudalen 5 yr adroddiad.

- Mae gwaith wedi dechrau ar ddatblygu cynnwys dwyieithog yn y Gymraeg wrth ddatblygu gwasanaethau digidol, a hynny yn gynnar yn y broses. Mae hyn yn hyrwyddo'r arfer o brofi fersiynau Cymraeg ochr yn ochr â fersiynau Saesneg, yn hytrach na dibynnu ar gyfieithu'r cynnwys ar ddiwedd y broses.
- Ym mis Medi 2021, lanswyd saith o gyfrifon lleol newydd ar Twitter a Facebook. Caiff pob un o'r cyfrifon hyn eu cynnal yn ddwyieithog gan Swyddogion Cyfathrebu rhwng 9 a 5 o'r gloch, ddydd Llun i ddydd Gwener. Mae'r tudalennau'n cynnig mwy o gyfle i rannu newyddion lleol gyda chynulleidfaoedd lleol. Ar hyn o bryd, mae tudalennau lleol Facebook yn denu mwy o ddilynwyr na Twitter – dyma brawf o boblogrwydd y wefan fel platfform sgwrsio.
- Mae ein Tîm Datganiadau Ardal Morol wedi gweithio gyda Phrifysgol Bangor i ddatblygu "Geiriadur Rhywogaethau Morol Cymraeg". Dyma restr o enwau rhywogaethau sy'n byw yn amgylchedd y môr, ac mae'n cynnwys yr enwau Saesneg, yr enwau Cymraeg a'r enwau gwyddonol. Mae'r geiriadur wedi'i gyhoeddi ar Termau Cymru. [Y Geiriaduron Termau \(termau.cymru\)](http://Y_Geiriaduron_Termau_(termau.cymru)). Gan fod y geiriadur hwn ar gael yn gyhoeddus, fe fydd hi'n haws i bobl gael gafael ar dermau morol, pa un a ydynt yn gweithio yn y maes amgylcheddol neu'n aelodau o'r cyhoedd.
- Trwy weithredu a gwella ein gwasanaethau iaith Gymraeg, rydym yn cyfrannu at Cymraeg 2050: Cynllun Gweithredu Strategaeth y Gymraeg ar gyfer 2021-22 a Deddf Llesiant Cenedlaethau'r Dyfodol, a hynny trwy gynnig mwy o gyfleoedd i ddefnyddwyr ein gwasanaethau a'n staff ddefnyddio'r iaith, gyda'r nod o gynyddu'r defnydd a wneir o'n gwasanaethau Cymraeg.

6. Uchafbwyntiau Allweddol yn Adroddiad 2021/22:

- Yn ddiweddar, fe wnaethom ennill Gwobr Cymraeg Gwaith: Cyflogwr y Flwyddyn 2021-22. Dyma wobwr flynyddol a ddyfernir gan y Ganolfan Dysgu Cymraeg Genedlaethol, a dywedwyd bod "Cyfoeth Naturiol Cymru yn enillwyr haeddiannol ar gyfer 2021-22" oherwydd y cymorth a roddwn i'n staff i ddysgu Cymraeg, yn cynnwys:
 - Caniatáu i'n staff fynychu cyrsiau yn ystod oriau gwaith
 - Trefnu sesiynau adolygu cyn arholiadau pan fo angen
 - Trefnu sesiynau ychwanegol ar gyfer dosbarthiadau yn ystod gwyliau'r haf
 - Caniatáu absenoldeb astudio i'r rhai sy'n astudio ar gyfer arholiadau
 - Rhoi cynllun Mentora ar waith

Awgryma ffigurau ledled y sector cyhoeddus fod llai o bobl yn dewis defnyddio gwasanaethau iaith Gymraeg wrth gysylltu â gwasanaethau cyhoeddus. Nid yw'r ffigurau hyn yn adlewyrchu'r nifer na'r ganran o siaradwyr Cymraeg sy'n defnyddio gwasanaethau cyhoeddus yng Nghymru. Er mwyn ymdrin â'r pryder hwn, mae is-grŵp iaith Gymraeg Bwrdd Gwasanaethau Cyhoeddus Gogledd Orllewin Cymru wedi rhoi prosiect ar waith i geisio canfod pa rwystrau sy'n atal pobl rhag defnyddio gwasanaethau Cymraeg cyhoeddus. Mae Canolfan Ymwelwyr Coed y Brenin yn un lleoliad a ddefnyddir i gynnal y gwaith hwn.

Nod y gwaith ymchwil yw deall y canlynol:

- Arferion ieithyddol defnyddwyr wrth gysylltu â sefydliadau cyhoeddus.
 - Yr heriau a'r rhesymau sydd wrth wraidd dewis peidio â defnyddio gwasanaethau iaith Gymraeg.
 - Sut i greu'r cyd-destun gorau posibl er mwyn annog pobl i ddefnyddio'r Gymraeg wrth gysylltu â'n gwasanaethau.
- Bu ein Tîm Addysg ac Iechyd yn gweithio mewn partneriaeth â Chyngor Sir y Fflint er mwyn cyflwyno cwrs wyneb yn wyneb ar gyfer athrawon Cymraeg Ail Iaith. Nod y diwrnod oedd rhoi syniadau a hyder i athrawon ar gyfer addysgu yn yr awyr agored a defnyddio'r enwau a'r termau Cymraeg cywir. Cafwyd adborth cadarnhaol, a'r gobaith yn y dyfodol yw llunio adnoddau pwrpasol ar gyfer athrawon sy'n addysgu Cymraeg fel ail iaith.
 - Ers mis Hydref 2021, rydym wedi bod yn hyrwyddo ac yn codi ymwybyddiaeth o'r Gymraeg, digwyddiadau, traddodiadau hanesyddol a thraddodiadau diwylliannol Cymreig ar ein mewnwyd, Yammer, ac ar ein cyfrifon cyfryngau cymdeithasol. Fe wnaeth Côr Cyfoeth recordio "Ar Lan y Môr" yn arbennig ar gyfer Dydd Gŵyl Dewi; yn sgil hyn, fe wnaeth llawer o bobl 'hoffi' hyn ar Yammer a gadawyd sylwadau ar ein cyfrifon cyfryngau cymdeithasol. Mae'r erthyglau hyn wedi bod yn boblogaidd gyda'r staff a'r cyhoedd fel ei gilydd, ac maent yn helpu i rannu iaith a hanes diwylliannol Cymru.

Risgiau a chyfleoedd

7. Pe baem yn methu â llunio Adroddiad Monitro Blynyddol yr Iaith Gymraeg, byddem yn torri ein dyletswydd gyfreithiol yn ein hysbysiad cydymffurfio.
8. Pe baem yn methu â darparu gwasanaethau iaith Gymraeg, ni fyddem yn cynnig gwasanaeth cwsmeriaid da i gyfran o boblogaeth Cymru. Byddai hyn yn peri i bobl anfon cwynion at Gomisiynydd y Gymraeg, a byddai'r Comisiynydd yn ymchwilio i'n methiant i gydymffurfio â'n gofynion deddfwriaethol.
9. Gellir dod o hyd i risgiau diffyg cydymffurfio ar dudalen 21 yr Adroddiad Blynyddol. Rydym yn hyderus y bydd y mesurau a roddwyd ar waith gennym yn ymdrin â'r materion o dan sylw.

Goblygiadau ehangach

10. **Cyllid:** Bydd cyllidebau presennol yn parhau i dalu am roi'r Safonau ar waith. Bydd angen talu am gyfieithu gwybodaeth ar gyfer tudalennau gwe Prynu Trwyddedau Pysgota er mwyn sicrhau ein bod yn cydymffurfio.
11. **Cydraddoldeb:** Cynhaliwyd Asesiad o'r Effaith ar Gydraddoldeb ar gyfer Polisi Safonau'r Gymraeg cyn ei roi ar waith yn 2017. Mae'r polisi'n sicrhau cydraddoldeb rhwng y gwasanaethau Cymraeg a'r gwasanaethau Saesneg a gynigiwn i'r cyhoedd, yn unol â gofynion Mesur y Gymraeg (Cymru) 2011.
12. **Cyfreithiol:** Un o'n gofynion cyfreithiol o dan Fesur y Gymraeg (Cymru) 2011 yw llunio a chyhoeddi Adroddiad Blynyddol yr Iaith Gymraeg ar gyfer pob blwyddyn ariannol.

- 13. Deddf Llesiant Cenedlaethau'r Dyfodol:** Bydd gweithredu Safonau'r Gymraeg a datblygu a gwella ein gwasanaethau iaith Gymraeg yn cyfrannu at Gymru â diwylliant bywiog lle mae'r Gymraeg yn ffynnu trwy gyfrwng y gwaith a wnawn i hwyluso, hyrwyddo ac annog defnydd o'r Gymraeg ym mhob agwedd ar ein gwaith, yn allanol ac yn fewnol.

Y Camau Nesaf

14. Mae'r Adroddiad Blynyddol hwn yn nodi sut aethom ati i weithredu Safonau'r Gymraeg a gwella ein gwasanaethau iaith Gymraeg yn ystod y cyfnod adrodd, sef 2021-2022.
15. Ar ôl i'r adroddiad fynd trwy broses gymeradwyo CNC, bydd yn cael ei gyhoeddi ar ein gwefan a'n mewnwyd, a bydd yn cael ei hyrwyddo ar ein cyfrif Cyfryngau Cymdeithasol erbyn diwedd mis Medi 2022 – mae hyn yn ofynnol yn ôl Safonau'r Gymraeg.
16. Bydd Comisiynydd y Gymraeg yn defnyddio'r adroddiad fel rhan o'i rôl reoleiddio i fonitro a ydym yn cydymffurfio â'r Safonau.

Argymhelliad

17. Gofynnir i Fwrdd CNC gymeradwyo'r Adroddiad Blynyddol ar gyfer 2021-2022.

Mynegai o'r Atodiadau

Atodiad 1 – Adroddiad Blynyddol yr Iaith Gymraeg 2021-2022

Welsh Language Annual Report 2021 – 2022

This report is available in both English and Welsh on our website at [Natural Resources Wales Welsh Language Standards](#)

If you require a hard copy of the report or a copy in a different format for example large print, audio version please contact: Email address: iaithgymraeg@naturalresourceswales.co.uk

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Executive Summary

Welcome to our Annual Report for 2021-2022. This report focuses on how we have implemented our Welsh Language Standards policy and the work we have done to improve our Welsh language services during this reporting period.

24% (555) of our staff are fluent Welsh speakers and the number has steadily increased over the year through our recruitment procedures and our staff who are developing their language skills through our training programme. Most of our teams have at least one Welsh speaker, with a few teams in the North West and Mid Wales all fluent Welsh speakers and use the language naturally in their day-to-day work.

The Welsh Language Training programme has supported 138 of our staff to develop their skills on a weekly basis. Most of our learners are based in North West Wales and Gwent with 73 of our staff learning in these areas, 15% (20) of our learners are near to being fluent Welsh speakers.

As an organisation we were very pleased to hear recently that we have won Work Welsh Employer of the Year for 2021-2022. This annual award is given by The National Centre for Learning Welsh to organisations for their support and commitment in helping their staff to learn Welsh. We acknowledge that this award would not be possible without the commitment of our staff who have continued with their classes throughout a difficult time, we appreciate the personal commitment that this takes.

To further support the business in being able to provide and improve our Welsh language services our Translation Team is now a team of six to help meet our in-house Welsh language needs, improve our services to both public and support our own staff in using the Welsh language. This will provide greater consistency with terminology and style in our work.

There has been an increase in the number of complaints we have received this year from members of the public, we have worked with the complainant to ensure that the issue is resolved, provided an explanation on matters, or put plans in place to work on resolving the issue raised.

Working in partnership with the Environment Agency, progress has been made to develop the bilingual capability of the "Buy a Fishing Rod Licence" service on .Gov which was reported as being non-compliant with our Standards last year. Our Translation Team and Digital Communications Team have been working with the Environment Agency supporting them in developing this service bilingually. We hope that this service will go live at some point in 2022. The work we have carried out to address this matter can be found in this report.

'Gyda'n Gilydd - All Together' - NRW's Diversity & Inclusion Strategy 2021-25 was approved by Board in January 2022, with an Action Plan which includes drafting a Welsh Language Strategy for the organisation. Our aim is to increase opportunities for our Welsh speakers and learners to use the language daily both externally and internally, developing our Strategy will help facilitate this.

Introduction

The Welsh Language Standards came into force for NRW on 25th January 2017, under the Welsh Language (Wales) Measure 2011 and regulated by the Welsh Language Commissioner under Welsh Language Standards (No. 2) Regulations 2016.

Aim of the Standards are:

- Provide a better and more consistent Welsh language service to Welsh speakers.
- Make it clear to Welsh speakers' what services they can expect in Welsh.
- Make it clear to public organisations what their duties are in relation to the Welsh language.
- Ensure that the Welsh language is treated no less favourably than the English language.

This report demonstrates how we have implemented the standards and the work we have done to improve our Welsh language services during the reporting year 2021/22.

Welsh Language Standards

The standards we are required to comply with are in four categories:

Service Standards - the Welsh language services we provide to the public.

Policy Standards - ensuring that Welsh language forms part of the decision-making process by carrying out Equality Impact Assessments ensuring that the decision has no adverse effect, but positive or increased effects on the opportunities to use the Welsh language.

Operational Standards - promoting and facilitating the Welsh language in our internal administration processes.

Record Keeping Standards - keeping records for compliance with the requirements of the standards in areas such as staff Welsh language skills, training, complaints, and recruitment.

Governance and Monitoring our Standards

Monitoring compliance of Standards is carried out by Welsh Language Policy Advisor, any risks highlighted to our Executive Team for discussion with Managers and explained at Grŵp Pencampwyr meetings.

Grŵp Pencampwyr members will raise any issues of non-compliance with the Welsh Language Policy Advisor and at each meeting.

During our meeting with the Welsh Language Commissioner in 2021, we were asked to include a section on our website explaining the process we have for promoting, facilitating, and overseeing compliance with service delivery standards, policy making standards and operational standards in line with the requirements of Standard 151, 157 and 163.

The Welsh Language Standards webpage was updated to include this requirement: [How we comply and monitor our standards.](#)

Implementing and Improving our Welsh Language Standards and Services

Service Standards

Development of Translation Team

During the last year the Translation Service was re-modelled with the aim of creating a team that's capable of meeting more of the organisation's Welsh language needs in-house, allowing for more collaboration between our staff and the translators. This will allow for greater consistency with terminology and style, allowing for innovation in terms of providing more services and encouraging more use of the Welsh language in our work. This has meant the team has increased from 1 to 6.

The aim is to adopt a holistic approach and provide more than a simple translation service. The aim will be to provide:

- **Translation** from English to Welsh and English to Welsh.
- **Proofreading** information which are to be designed or printed.
- **Text-checking** documents drafted in Welsh, to encourage and support use of Welsh.
- **Consultation service** - an important innovation made easier by the increasing use of online tools. The Team will work with other teams to troubleshoot, and contribute to simultaneous drafting in both languages. An example of this new proactive approach can be found in **Appendix 1** of this report.
- **Simultaneous translation** – this will continue to be provided by an external provider but organised by the Translation Service.

Customer Care Hub

The Customer Care Hub deals with all incoming calls for our organisation. During this reporting year the centre dealt with a total of 20,320 calls, 5.23% (1064) of the calls were

Welsh medium calls. The calls dealt with in Welsh are slightly down by 0.5% from last year as were the total number of incoming calls which were also down by 4.4% (935).

Despite a proactive language offer, a number of Welsh speakers still initially choose our English service, but the call will often change to a Welsh language call when it is understood that the call handler is a Welsh speaker. Because the customer initially selected the English service these calls are registered as English medium calls on our system despite ultimately being dealt with in Welsh.

North West Wales Public Service Board – Welsh Language sub-group project

To address the issue of customers not selecting Welsh language services, with the evidence that supports this from across the public sector as a whole, NRW is part of the North West Wales Public Service Board – Welsh Language sub-group that has started working on a project with Cwmni Iaith Cyf to try and establish what the barriers are in using our Welsh language services.

Meetings and Events

As lockdown has lifted, we have participated in more meetings and events. One such example is Nature a Ni (Nature and Us) which is the national conversation facilitated by NRW, with support from Welsh Government, to develop a collective vision for the future of our environment for 2050, and the actions needed to take us there.

All campaign resources, communication, website and survey, were made available in Welsh and English, with equal number of Welsh and English webinars, allowing people could indicate their language preference when signing up for workshops and focus groups.

Social media posts and digital advertisements actively targeted Welsh speaking audiences and communities using social media algorithms. We also reached out directly to Welsh language groups e.g., Cynllun Siarad, the National Centre for Learning Welsh, and Coleg Cymraeg Cenedlaethol for their support in advertising the Welsh language sessions

Results

The below table summarises the survey completion and event registration numbers in both languages:

Involvement Mechanism	Welsh	English	Total
Survey	67 (2%)	3000	3067
Webinar	24 (6%)	395	419
Stakeholder workshop	22 (13%)	142	164
Focus group	14 (5%)	256	270

- Welsh language breakout groups were offered at workshops.
- Small focus groups of up to 10 were set up regionally online across Wales. The number who requested to join the Welsh medium groups in each region were low, so in response we ran a separate Welsh event.

Education and Health Team – Training Events

During this reporting year the Education and Health Team ran 51 courses in total as follows:

- 5 face to face and 46 online
- 15 through the medium of Welsh
- 2 face to face bilingually

Working in partnership with the Welsh Advisory Team, Flintshire County Council the team delivered a face-to-face course for Welsh Second Language teachers. The aim of the day was to give teachers ideas and confidence on teaching in the outside environment and in using the correct Welsh names and terms.

A monthly Education & Learning newsletter produced bilingually goes out to approximately 5,500 educators, with numbers growing monthly, which includes good practice from education groups and educators from around Wales.

New bilingual educational resources made available this year on our webpages and on Hwb (Digital Learning for Wales) have included:

- Delivering the Digital Competency Framework through Outdoor Learning
- Plan, develop, use, and maintain an orchard for learning
- Climate Change Emergency - There is no Planet B!
- Nature play and family fun!
- NRW's Children's Rights approach

Place Names & Signage

We have reviewed our signage guidance referencing the Welsh Place Names Standardisation Panel and raising awareness of the importance of using the correct standard spelling which often links back to the heritage and how the land was used in the past.

Social Media

In September 2021, 7 new local accounts were launched on Twitter and Facebook. All these accounts are operated bilingually by the Communication Officers between 9 and 5 o'clock, Monday to Friday. The pages provide more opportunity to share local news with local audiences. Facebook's local pages currently attract more followers than Twitter which proves the website's popularity as a conversational platform. Our focus will be on promoting the pages through our corporate accounts and by tagging partners in relevant posts.

Flood Warning & Informing Services

The flood warning service issues flood alerts, flood warnings and severe flood warnings to the public and professional partners. Messages are sent by phone, SMS or email in Welsh or English, as requested by the recipient. These warning messages are complemented by the following services:

- NRW Website Services - *5 Day Flood Risk for Wales* webpage - where we provide a summary of potential flood risk across wales for the next 5 days [weblink](#)
- *Flood Warnings & Alerts* webpage - we provide details of all warnings in force along with live flood information [weblink](#)

Each of these services are available in Welsh or English.

Floodline

- *Floodline 0345 988 1188* – a local rate call service where callers can listen to live flood information, listen to pre-recorded advice, and speak to a trained call agent to report flooding or register to the flood warning service

In July 2019, we improved the Floodline call plan to make it easier for callers to access our Welsh language service by including a Welsh language call agent service during weekday daytime hours. Outside these hours, or if a Welsh speaking call agent is unavailable, callers are given the option of leaving a message requesting a call back in Welsh, or to be diverted to an English-speaking call agent instead.

The table below shows overall there are still small percentages of Welsh Language customers and an increase in calls to Floodline agents selecting Welsh.

	2019-2020*		2020-2021		2021-2022	
	Cymraeg	English	Cymraeg	English	Cymraeg	English
Floodline callers – language choice	307 (3.1%)	9,652	244 (4.1%)	5,713	176 (3.2%)	5,334
Floodline callers – pre-recorded live warning information	95 (1.3%)	7,456	94 (2.4%)	3,789	59 (1.6%)	3,567
Floodline callers – calls to Agents	25 (2%)	1,256	61 (5.3%)	1,067	58 (7.4%)	729

Table 1: Callers to Floodline. *2019-2020 data is from July 2019 only.

Although the proactive offer of a Welsh language service is still in place, Welsh speakers are often put through to English call handlers as the service cannot guarantee a dedicated Welsh speaker to deal with Welsh medium calls. Welsh medium callers can also choose to terminate the call and receive a call back from a Welsh language agent when one becomes available.

To address this non-compliance issue, the Flood Warning and Informing team have developed a solution to improve this service by developing a Welsh language agent service, which would be available 24/7 by diverting Welsh calls from Floodline UK to NRW staff in our Incident Communications Centre, with call overflow to English language call agents if required. This would mean that Welsh speakers calling Floodline UK would be provided with a seamless Welsh language service via NRW ICC. This would be equal to

that of the English language service and NRW would have control over the Welsh language service as well as being able to promote the service more widely here in Wales.

NRW Website – Flood Warnings, Alerts and Flood Risk Services

- NRW Website Services - *5 Day Flood Risk for Wales* webpage - where we provide a summary of potential flood risk across wales for the next 5 days [weblink](#)

In October 2020, we refreshed our website design to make it easier and quicker to use, ensuring that the design was fully compatible with the Welsh language.

Visitors to our website are asked to choose their preferred language and the table below shows that there has been a decrease in visitors to our Welsh language flood warning webpages.

	2019-2020		2020-2021		2021-2022	
	Cymraeg	English	Cymraeg	English	Cymraeg	English
Flood Warnings & Alerts webpage views	10,257 (0.95%)	1,067,767	6,771 (0.8%)	856,914	4,843 (0.5%)	1,024,179
5 Day Flood Risk for Wales webpage views	489 (0.73%)	66,570	570 (0.3%)	174,150	346 (0.1%)	336,933

Table 2: NRW Webpage Views

Flood Warning Message & Website

- *Flood Warnings & Alerts* webpage - we provide details of all warnings in force along with live flood information [weblink](#)

A key element of our service is to provide real-time information to help people understand their immediate flood risk. This requires the ability to accurately translate information in Welsh. We are planning to explore options for developing this translation capability so that we can provide richer, more helpful information – noting there is little room for translation error in a potentially life-saving service. On completion of the Floodline improvement we plan to carry out activities to promote our Welsh language offering to increase their use.

Website

Our statistics show that over the year there were 48,019 (2.13%) page views on our Welsh pages, this is an increase of 3,424 views from last year. There were 2,204,933 (97.87%) on English pages. The most accessed page in Welsh was our job vacancy pages with 2,338 page views.

During the year our Digital Communications Team have carried out work to improve the Welsh language capability of our website considering both the Digital Standards and Welsh Language Standards when developing ICT services.

The Digital Communications Team have met with our contact at the Welsh Language Commissioner's office to check the needs for the translation of "attribute tables data" in the flood map for planning and the Peatlands data portal for Wales. This meeting helped to ensure that the online service was being developed in line with requirements of our Standards but also considering the expectations of those using the service and the limitations in being able to amend some technical information.

More information can be found on the work the Team have carried out to improve the websites bilingual capability and services can be found in **Appendix 2** of this report.

Marine Species Dictionary

Our Marine Area Statement Team have worked with Bangor University to develop a "Welsh Marine Species Dictionary". This is a list of species names in the marine environment that includes their common English, Welsh, and scientific names and published on Termau Cymru. [The Terminological Dictionaries | \(termau.cymru\)](http://termau.cymru)

Having this dictionary in the public domain enables greater accessibility of marine terminology, both in the environmental field and for members of the public. The dictionary is already being used by our own internal Translation Team for technical correspondence.

Microsoft Teams Telephones

In March we migrated to using Microsoft Teams Telephones allowing staff to make and receive telephone calls to external numbers from their laptops. Whilst the system has an automated answerphone in English only, we have offered training to all staff which included the need to record a bilingual answer message, Welsh Language Telephone correspondence guidance forms part of the guidance for using Microsoft Teams Telephones.

Raising Awareness of Standards

Managers Updates

Each month managers receive corporate information to share with their team. Over the last year we have continued to raise awareness of the Welsh Language policy and therefore managers have been asked to raise awareness and remind their teams to:

- Remind staff of our internal language policy
- Be proactive in promoting and offering a language choice when initiating contact with others, including in online meetings.
- Ensure email signatures and out of office messages are bilingual
- Assess and record Welsh language skills in MyNRW
- Promote our Welsh language training programme,
- Consider and discuss translation requirements with Translation Team
- Ensure text is proof read when using automated translation tools

Grŵp Pencampwyr

Over the last year our Grŵp Pencampwyr Iaith Gymraeg (Welsh Language Champions Group), with a representative from each of our Directorates have met four times and members have:

- Promoted ICT systems that are available for staff in Welsh including using the the background which has the “Cymraeg” symbol in Microsoft Teams, and developed “Dwi’n Dysgu Cymraeg” mail tip for Welsh learners on Outlook email to help in communicating informally in Welsh by email with colleagues.
- Five have volunteered to Mentor and support a learner each, helping learners practice their speaking skills.
- Raised awareness and promoted Welsh language training courses with their teams.
- Worked with Welsh Government on joint projects, ensuring they comply with the requirements of our Standards.
- Helped develop a separate Welsh and English video to help inspire people to get out into the great outdoors, . <https://naturalresources.wales/days-out/recreation-film/?lang=en>

[Cyfoeth Naturiol Cymru / Ffilm am ymweld â’n safleoedd \(naturalresources.wales\)](https://naturalresources.wales/days-out/recreation-film/?lang=en)

Cymraeg 2050 -Welsh Government Action Plan for 2021/22

In implementing and improving our Welsh language services, we have contributed towards Welsh Government's Cymraeg 2050 Strategy Action Plan for 2021-22 by:

- Recruiting staff with Welsh language skills into roles that deal with the public on a regular basis, ensuring that the percentage of Welsh speakers are higher in the Welsh speaking stronghold areas.
- Promote and support our staff to develop their language skills to help increase our capability in providing services bilingually for the future.
- Promote the use of Say Something in Welsh as one of the resources offered through our Welsh language training programme.
- Health and Education Team training courses with the education sector, contribute to ensuring that educators have skills and confidence to teach environmental subjects through the medium of Welsh using the correct terms and names.
- Through operating all our social media accounts bilingually, promote Welsh language culture and events to a wide audience, raising awareness that Welsh is a living spoken language.
- Develop our services to suit the needs of users, by listening and acting upon feedback, proactively promoting, facilitating, and welcoming the use of our services in Welsh in all areas of the business.

Implementing our Policy Making Standards

Equality Impact Assessment

The need to consider an Equality Impact Assessment has been fully embedded into our Project Management Office process and procedures for our projects.

In carrying out an Assessment, we are required to seek feedback from those likely to be affected before a decision is made, “we don’t know what we don’t know” without asking those affected.

Over the year 27 assessments were carried out, with some showing more work required to raise awareness to understand the needs of Welsh speakers in relation to how the project, policy or strategy can impact on the ability to use the language.

The Welsh Language Policy Advisor is part of the approval process for all Assessments and provides advice on considerations in relation to the needs of Welsh speakers.

Grant Policy

Over the last year our Grants Team have been updating their policy and processes. Welsh language considerations have formed part of the process with an advice document drafted for the Grants Policy Team on the requirement to our Standards in relation to grants. Guidance has also been drafted for applicants to help them in understanding Welsh language considerations and how to use and promote the Welsh language as part of their project work which is published in the link below on our website.

[Natural Resources Wales / Grant applications: show how you'll use and promote the Welsh language](#)

Consultations

Questions have been included in our consultation process to gather feedback on the effects the policy decision being consulted on may have on the use of the Welsh language have been incorporated into our “Consultations and Citizen Space Guide” in line with requirements of Standards 88 and 89.

Asking questions in relation to the Welsh language in consultations will help us in gaining a better understanding of how our work could impact on the use of the Welsh language on our customers, partners, public and staff. This feedback will help us in developing our services and relationships to suit their needs.

Implementing our Operational Standards

Induction course

Six courses have taken place online over this reporting period with 164 attending in total. Feedback from those attending said they found the information provided useful in helping them understand our legislative requirements, Welsh language training programme and the support our Translation Team.

The Induction course has been a worthwhile platform to promote the programme with several new starters have shown an interest in developing their language skills through our training programme.

Welsh Language Training Programme

To date, 138 members of staff attending Welsh language training at various levels. This is down by 23 from last year however:

- Most of our learners are based in North West Wales 29% (40) and Gwent 24% (33).
- 15% (20) of our learners are or near being fluent Welsh speakers.
- If the 14% (19) who are currently learning at Intermediate level continue learning, they will become fluent Welsh speakers within the next 3 to 4 years.

As a result of Covid-19, only oral exams took place in Summer 2021. The uptake for these were very low as most learners would prefer to sit all exams at once.

Once restrictions continue to ease, some face-to-face training will resume, this style of learning suits some of our learners better as they believe it provides them with further opportunity to reinforce what they are learning. Some learners have already commented that moving courses online has provided flexibility and reduced travelling, being more environmentally friendly. More information on our Training programme can be found in **Appendix 3** of this report.

Work Welsh Employer of the Year 2021-22

We were recently awarded Work Welsh Employer of the Year 2021-22. This is an annual award given by The National Centre for Learning Welsh who said that "*Natural Resources Wales are the worthy winners of this award for 2021-22*" due to the support we provide staff in learning Welsh as follows:

- Allow staff to attend courses within working hours.
- Arrange revision sessions before exams if needed,
- Arrange extra sessions for classes during Summer holidays,
- Study leave for those studying for exams
- Mentoring scheme

Recruitment

Following discussion with the Welsh Language Commissioner we developed new guidance where managers assess language levels of vacant roles.

Feedback from managers during the trial has been positive with useful points raised which have been incorporated into the draft guidance and form making the guidance easier to use and understand.

Kickstart Scheme

NRW participated in the Kickstart project which provided 6 months' work placements for 16- to 24-year-olds to gain experience to help secure skills for the workplace for future employment.

We advertised 50 placement opportunities through the scheme, 25 of the placements were filled. 6 placements were advertised requiring a Welsh speaker, 3 of the placements were filled with a Welsh speaker.

All other roles were advertised as requiring Level 1 Welsh language skills, to show linguistic courtesy as part of these placements.

Record Keeping Standards

Our Standards require that we keep records as follows:

1. The number of employees who have Welsh language skills at the end of the year in question on the basis of the records kept in accordance with standard 145

We have seen a steady increase in the language skills of our staff at most levels, with the highest percentage of our Welsh speakers fluent in both written and spoken Welsh at Level 5. Most of our fluent Welsh speakers are in our Operations Directorate with the majority based in North Wales. Overall 730 (32.4%) of our staff can discuss matters in Welsh with others at Levels, 3, 4 and 5, with 94.1% of our staff are able to show linguistic courtesy when meeting and greeting others.

The number of fluent Welsh speakers have increased by 21 through our recruitment process. The percentage increase from last year does not reflect this due to the increase in our overall staff numbers.

The Welsh language skills of our staff at March 2022 can be found below:

- Level 5 = 334 (14.8%)
- Level 4 = 221 (9.8%)
- Level 3 = 175 (7.8%)
- Level 2 = 456 (20%)
- Level 1 = 942 (41.75%)
- No skills = 88 (3.9%)

43 (2%) are yet to self-assess their language skills.

Analysis of our fluent Welsh speakers show that:

- The majority are aged between 30-39 (155)
- 126 are aged between 50-59
- 45 are aged 60+
- 298 are males
- 60 are females who work part-time
- The highest numbers are in Grades 5 and 6 with the lowest numbers at our more senior Grades of 9 and above.
- 48 new starters are fluent Welsh speakers
- 44 fluent Welsh speakers have left in this reporting year

More information on the Welsh language skills of staff can be found in **Appendix 4** of this report.

2. The number of staff who attended training courses offered in Welsh during the year on the basis of the records kept in accordance with standard 146. If a Welsh version of a course was offered during the year, the percentage of the total number of staff attending the course who attended the Welsh version on the basis of the records kept in accordance with standard 124.

During this reporting period none of the courses listed below were offered in Welsh as required in accordance with Standard 146:

- performance management – online using Microsoft Teams
- recruitment and interviewing – online using Microsoft Teams
- complaints and disciplinary procedures – no courses taken place
- induction – online using Microsoft Teams
- dealing with the public – no courses taken place
- health and safety – some face-to-face

The majority of our courses have continued online during this period apart from some health and safety courses.

3. The number of new and vacant posts advertised during the year which were categorised as requiring Welsh language skills as essential, desirable, needed to be learnt when appointed to the post, or not necessary on the basis of the records kept in accordance with standard 148.

During this reporting period we have advertised 586 vacancies in total, 384 were internal moves with 202 advertised externally.

All posts are advertised requiring Level 1 as the minimum language, training is given to staff who need to attain this level of understanding to show linguistic courtesy.

Number of posts advertised during this reporting period were as follows:

Language Level	Essential	Desirable	Welsh to be learnt
Level 5 – fluency in spoken and written Welsh	7	0	0
Level 4 – fluency in spoken Welsh	30	91	1
Level 3 - The ability to communicate in Welsh with confidence in some work situations	20	95	6
Level 1 – The ability to pronounce basic Welsh names, phrases, and greetings	336	0	0

Analysis of the above stats and language abilities of staff who secured roles through our recruitment process, both internally and externally during this reporting period are as follows:

- 65 are Welsh speakers at Level 5
- 39 are Welsh speakers at Level 4
- 31 are Welsh speakers at Level 3

- 76 are Welsh speakers at Level 2
- 360 are Welsh speakers at Level 1
- 15 have no Welsh language skills

The 15 who do not meet the Level 1 minimum language level required are expected to complete the 10-hour online course provided by the National Centre for Learning Welsh. This course will need to be completed within the probationary period to help achieve this level.

4. The number of complaints received during the year which related to compliance with standards numbers 152, 156, 162 and 164 with which we are under a duty to comply with.

During this reporting period we received ten complaints, this is an increase of eight from last year. We dealt with all the complainants that came to us directly on each occasion to resolve matters.

Complainants received were as follows:

Issue	Outcome
Three complaints were received due to erroneous Welsh text found on NRW signage	<p>Complainants were dealt with directly, signage was removed and replaced with new signage and correct text.</p> <p>Teams responsible were reminded to Ensure text is proof read when using automated translation tools. This was highlighted in the Managers Monthly.</p> <p>Each complainant was satisfied with the steps taken by us to rectify the errors.</p>
One complaint was received on our use of River Towy rather than Tywi in the English version of our stakeholder Cyfoeth Newsletter.	<p>Having looked at our own and others use of spelling of Tywi, it has been decided that only Tywi will be used in our communication material in future. This requirement has been added to our communication style guide.</p> <p>The complainant was satisfied with the action taken.</p>
Two complaints were received due to our use of the spelling Cwm Carn, asking that we change and use Cwmcarn to be consistent with way the village is spelt.	<p>Having previously sought the advice of the Welsh Language Commissioner's Place Name Standardisation Panel, it was explained that the use of two words differentiates between the topographical (Cwm/Valley) feature and a settlement or a village.</p>

	Not all complainants were happy with our explanation following and the Welsh Language Commissioner's contact details were passed on for information.
One complaint was received havin fournd inconsistencies on the spellings of Cwm Carn found on signage at the site.	In discussion with our Translation Team, though the use of the term "Gyrfa" is not incorrect for "Drive", it was agreed that the term "Rhodfa" was more appropriate to describe the drive through the woodland. When the current timber signs displaying "Gyrfa" are updated, "Rhodfa" will be used. This was explained to the complainant.
The Environment Agency received a complaint in Welsh in relation to the fact that the. Gov UK "Get a Fishing Licence" service does not allow the user to complete the online catch and release form in Welsh.	It was explained that we are working in partnership with the Environment Agency on developing the "Get a Fishing Licence" service bilingually. A Welsh hard copy of the form was sent to the complainant to complete.
One complainant went directly to the Welsh Language Commissioner having found a sign in the vicinity of Llanddwyn, Anglesey contained erroneous Welsh text in relation to project work taking place there.	The error was due to a technical software problem during the printing process at the suppliers. Teams responsible were reminded to ensure text is proof read upon receiving new signs by a fluent Welsh speaker. This was highlighted in the Managers Monthly. The Commissioner decided not to investigate the matter further.

We also receive complaints from our own staff on the lack of compliance with our internal language policy on occasions in relation to sending out bilingual emails and in relation to internal presentations to large groups of staff being in English only.

Monitoring Exercise 2022

A monitoring exercise was carried out with five of our Permitting Teams, our three Visitor Centres, Customer Care Hub, and our Financial Transactional Team. The teams were asked to complete an online monitoring form as part of our work in self-regulating our standards in relation to our Service Delivery Standards.

This exercise highlighted the following positive aspects:

- Forestry Permitting team dealt with 22 applications in Welsh in 2021/22, with the Permit Delivery Team dealing with one, no applications in Welsh were received by the other Permitting teams.
- All the teams apart from one have at least one or more Welsh speakers at Level 3, 4 or 5, the one team with no fluent Welsh speaker currently have 3 members of staff developing their language skills at Level 2 to build team language skill capability.
- All Visitor Centres public facing staff are fluent Welsh speakers, with reception areas promoting the use of Welsh with “Cymraeg” posters and staff wearing lanyards.
- Our Customer Hub and Financial Transactional Team provide a proactive telephone language choice to callers.
- All forms are available to the public in Welsh (online forms and hard copies). Our online forms provide a direct link from the English form to the Welsh via a toggle allowing the customer the choice to complete in Welsh.
- Guidance, policies, and procedures are available to the public in Welsh for all the teams apart from our Installations and Radioactive Substance Regulations Permitting Team due to the technical nature of the work. Having followed our Translation guidance the team have assessed that the expectation of those applying for a permission would not expect guidance and procedures in Welsh.

However, more consistency needs to be made:

- To ensure more consistency in keeping records of applications dealt with in Welsh.
- Permitting Teams do not make the initial contact with applicants and will correspond in the language the application is received. Upon responding to applications a proactive language choice should be more consistently offered.
- Monitor to ensure that all forms have a statement on English form that it is also available in Welsh.

Good practice shared by teams as part of our monitoring exercise:

- One Permitting Team will upon responding to the applicant ask language preference regardless of language application received, this helps to encourage and facilitate the use of Welsh.
- Welsh language skills are essential in recruitment process for Visitor Centre staff.
- Greeting all customers bilingually (in person and on the phone). “Cymraeg” sign is on display at the reception desk, with “Cymraeg” and “Dwi’n Dysgu Cymraeg” lanyards worn by staff. Displaying this material and hearing the language being spoken gives a sense of place to those visiting and helps to promote the use of the language is welcomed.
- Welsh language learners club for Visitors at Coed y Brenin.

Risk of Non-compliance

Purchase of Fishing Licence on .Gov

During 2021/22 we have made progress in working with the Environment Agency who administer the Fishing Licence Purchase service on our behalf in developing the Welsh language capability on the website. Currently the website is in English only and non-compliant with our Standards. Fishing licences continue to be sold at local Post Offices; all fishing licences sold to Welsh postcodes are bilingual.

With funding and translation support from NRW, the Environment Agency have started on this work, with our Translation Team providing Welsh versions of all the information held on the Fishing Licencing purchasing service. Once the information has been uploaded, the team will proof-read to ensure all the information is in the correct place and format and test the site with our Digital Communications Team prior the service becoming live on .Gov webize, which we hope will be during 2022.

We will continue to work with Environment Agency during the year to ensure that all information they administer on our behalf on the .Gov site as well as via other communication channels will be available to customers in Welsh and compliant with the requirements of our Standards.

The Welsh Language Commissioner is being kept informed of this progress.

Floodline UK

As explained on page 13 of this report, Floodline UK service cannot guarantee a dedicated Welsh speaker to provide a service equal to that of the English service provided, therefore making the service non-compliant with our legal duties.

The Flood Warning and Informing team have identified a possible solution which will mitigate the non-compliance issue. A business case being submitted to the D&I Programme and being approved through the Project Management Office process.

Promoting Welsh language and culture

Since October 2021 we have been promoting and raised awareness of the language, events, historical and current Welsh cultural traditions on our intranet, Yammer, and social media accounts. These have proven to be popular with both staff and the public and helps to share the cultural history and language of Wales.

Our very own Côr Cyfoeth staff choir recorded “Ar Lan y Môr” especially for St David’s Day, this attracted many likes on both our Yammer and comments on our social media accounts. The recording not only celebrates St David’s Day but showcases through photos and video footage our work in helping to protect and keep the natural habitats of Wales for future generations along with celebrating the 10th anniversary of the Wales Coast Path this year.

Côr Cyfoeth “Ar Lan y Môr”

We have promoted: -

- Publication of Welsh Language Annual Report in September 2021
- Shwmae/Su’mae day – 14-15 October
- Dathlu Dysgu Cymraeg/Celebrate Learning Welsh – 11-15.10.21
- Calan Gaeaf First Day of Winter – 1st November
- Diwrnod Hawliau Iaith Gymraeg – 5-7 December
- Welsh Christmas and New Year Traditions 15-17 December
- Santes Dwynwen (Welsh Valentines Day) 25th January
- Welsh Music Day 4th February
- St David's Day 1st March
- Diwrnod y Llyfr 3rd March
- Diwrnod Barddoniaeth y Byd – World Poetry Day 21st March

Action Plan 2021 – 22

The Action Plan for 2021-22 had 15 actions in total, out of the actions 11 were completed with 3 ongoing, 1 not started. Some of the ongoing and not been completed actions are due to other work priorities and the Covid-19 restrictions. The ongoing and not started actions form part of the for Action Plan for 2022 – 23.

Action Plan 2022 – 23

The priorities in our Action Plan for 2022- 23 will be:

- Launch the new process for assessing Welsh language skills of posts.
- Continue working with Environment Agency to ensure all information on Gov is available in Welsh and compliant with our Welsh Language Standards.
- Develop and seek approval to implement the solution to mitigate non-compliance risk on Floodline UK flood information service to be compliant with our Welsh Language Standards.
- Develop one-stop-shop page for Welsh Language services, advice, training and resources on the intranet for staff.
- Start work on developing a Welsh Language Strategy and review our internal language policy.

NRW Welsh Language Strategy

Gyda'n Gilydd - All Together' - NRW's Diversity & Inclusion Strategy 2021-25 was approved by Board in January 2022, with an Operational Action Plan which includes drafting a Welsh Language Strategy for the organisation. Our aim is to increase opportunities for our Welsh speakers and learners to use the language daily, both internally and externally in our dealings with others as part of our day-to-day work. Work will start of developing the Strategy this coming year.

This will help in ensuring our Welsh speaking business need matches the capability in each workplace and help us in being an organisation fit for the future in line with the ambition of Welsh Government Language Strategy – Cymraeg 2050.

Conclusion

We are pleased with the progress we are making in implementing our Welsh Language Standards, and with the number of Welsh speaking staff increasing, we will look for more opportunities for our staff to use the language as part of their day-to-day role.

The development of our Translation Team to a team of six to meet our Welsh language needs in-house, can only improve our services to both the public and our own staff, allowing for greater consistency with terminology and style, improving the user experience by co-creating content in Welsh alongside the English content. Overtime, we hope this style of developing our services will increase the numbers using our Welsh language services.

With the end of the Covid restrictions and our lives slowly getting back to normal, several staff have shown an interest in re-starting their Welsh classes and looking forward to having some face-to-face classes as they feel this provides them with the opportunity to reinforce what they are learning. We will promote our training with the aim of increasing the number of staff who wish to develop their language skills.

Winning the Work Welsh Workplace of the Year 2021-22 has meant a lot to us as an organisation and the work that we do in supporting our staff to develop their language skills being recognised. We appreciate the personal commitment our learners give to developing their language skills and want to ensure that they are supported as they progress to become confident Welsh speakers for the future.

There are some services which are non-compliant with our Standards, but we are confident that the work we are doing to address these areas will help to mitigate non-compliance with our Standards in the coming year.

As an organisation we want people to use our Welsh language services and to feel they are welcome to use them in all areas of our work. We welcome the feedback received and will do all we can to develop and provide services that suit the needs of the users, by providing a real language choice to help improve our services with the aim of increasing their use over time. All this work will contribute to the Welsh Government's aim in Cymraeg 2050 and The Wellbeing Future Generation Act as well as our own ambitions as an organisation to use and increase the use of the language both externally and internally.

Appendix 1

Translation Team - Trialling new approaches

In February 2022, the Translations team was invited to collaborate in the content creation process with the Digital team. The Digital team had already been working on creating user-centric content on Woodland Creation and invited our Senior Translator to trial a new “trio writing” process as part of one of the sprints alongside a user researcher and content designer. The aim of the project is to:

- Create and publish user-centric content about woodland creation and management
- Put in place new, collaborative ways of working
- Build momentum for creating further user-centred content

The first trio writing session gave us the opportunity to work on a live Google Doc in both English and Welsh. This enabled the translator to develop a better understanding of the content and hear about any issues that the researcher had already encountered in terms of vocabulary and tone of voice. The process was then showcased in the Bilingual Community of Practice in March.

Following on from the initial trio writing approach, we have also started working on a similar project looking at ways of creating bilingual user-centric content on hazardous waste. To date, we have taken part in one sprint and created one piece of content which has proceeded to prototype with the aim of testing with bilingual users. Work is ongoing.

Appendix 2

Improving our website services:

Online flood services

- Conducted research interviews with Welsh users to develop a prototype View your flood risk side by side in Welsh and English
- We reviewed final service translations View your flood risk and Flood map for planning to make them as natural as possible in the context of the service
- We translated the buttons, labels and tables for the shoreline management plans map to take advantage of our knowledge of the context
- We reviewed the Welsh version of our Cookiebot 'cookies' management service statement to make it more natural and understandable
- Moving the old English only version of the Flood Risk Assessment Map for Wales to a new platform that will be bilingual. We have tried to create everyday Welsh language versions for the map labels
- Designing a Registration service for new flood warnings. We will test the Welsh version alongside the English one
- All online surveys for flood services go out in Welsh. The consumer researcher creates the Welsh version in order to convey the meaning rather than a strict translation.
- In the future, we will be working on a project to revamp the River Levels service. We will conduct research interviews to check the Welsh version

Designing content in Welsh earlier in the process

We are a strong voice of projects to promote the practice of testing Welsh version alongside the English, rather than relying on translation at the end of the process.

Apart from the above flood works, we have carried out:

- two discovery interviews in Welsh for the CDPS project for hazardous waste
- two interviews to test a Welsh prototype with the above project.
- a number of Welsh interviews for a forest creation project
- we plan to conduct a series of interviews in Welsh for the next row of the above project
- These have several useful points for vocabulary in such registration services

Our roll in the CDPS practice group on sharing and building on good practice on the design of bilingual Services:

- We contribute to the CDPS 'Building bilingual services' 'community of practice' each week
- We have introduced three sessions to the 'ma' group to share our work of including testing materials in Welsh early in the process

Other: Work on maps / peat portals etc

- Met with an official from the Office of the Welsh Language Commissioner to check the needs for the translation of 'attribute tables data' in the flood map for planning and the Peatlands data portal for Wales
- Continue to work with authors to ensure that web content is bilingual wherever possible

Appendix 3

Information on our Welsh Language Training Programme Number of Learners attending each learning level:

Course	Learners 2021/22	Percentage
Entry	71	51%
Foundation	28	20%
Intermediate	19	14%
Advanced	19	14%
Proficiency	1	1%
Total	138	100%

Region	Learners 2021/22	Percentage
Cardiff	8	6%
Carmarthenshire	9	6%
Ceredigion/Powys	13	9%
Glamorgan	1	1%
Gwent	33	24%
North East	9	6%
North West	40	29%
Pembrokeshire	4	3%
Swansea Bay	15	11%
The Vale	1	1%
Nant Gwrtheyrn	5	4%
Total	138	100%

Mentoring Scheme

NRW currently offer a Mentoring scheme which is designed to provide support for Welsh learners within the organisation. The scheme involves fluent Welsh speaking staff members or more advanced learners volunteering 30 minutes of their time every fortnight to informally chat to their Welsh learner buddy.

We have had a great uptake so far with 35 mentors and 49 learners registering for the scheme. This is very encouraging, and we are always open/encouraging more people to join.

Say Something in Welsh

There have been many requests in the past from staff to introduce Say Something in Welsh as an alternative and flexible method of learning. We currently have 20 people trialling this with more being added daily. We find this is a good way of getting complete beginners to start their learner whilst waiting to register for a Learn Welsh course.

We offer this course to all NRW staff; however, it appears that it is better directed towards staff on short term contracts, visitor centre staff and staff members that are unable to commit to a course due to extenuating circumstances (i.e., medical conditions).

Welsh Language Skills Statistics

Appendix 4

Welsh Language Skills of Staff

Date	No return completed	No language skills	Able to pronounce basic phrases and greetings	Able to construct basic sentences	Able to discuss some work matters confidently	Fluent Welsh speaker	Fluent in both spoken and written Welsh
March 2022	43 (2%)	88 (3.9%)	942 (41.7%)	456 (20%)	175 (7.8%)	221 (9.8%)	334 (14.8%)
February 2021	109 (4.9%)	87(3.9%)	915(40.9%)	438 (19.6%)	153 (6.8%)	225 (10%)	310 (13.9%)
March 2020	134 (6.5%)	63 (3.1%)	820 (40.0%)	412 (20.1%)	136 (6.6%)	211 (10.3%)	275 (13.4%)

Headcount March 2022 = 2259 – Number and percentage of Welsh speakers in March 2022 = 555 (24.6%)

Headcount February 2021 = 2237 - Number and percentage of Welsh speakers in February 2021 = 535 (24%)

Headcount March 2020 = 2051 - Number and percentage of Welsh speakers in March 2020 = 486 (23.7%)

Welsh language skills by Age profile

Age	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
22 - 29	7	15	80	23	14	18	66	223
30 - 39	9	17	192	102	43	56	99	518
40 - 49	13	23	307	158	52	75	70	698

50 - 59	9	24	286	137	52	52	74	634
60 +	5	9	77	36	14	20	25	186
Grand Total	43	88	942	456	175	221	334	2259

Welsh language skills by sex – Full-Time/Part-Time Employees

Sex Full-Time Part-Time	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
Female	24	36	407	232	94	95	146	1034
FT	17	30	311	168	65	70	111	772
PT	7	6	96	64	29	25	35	262
Male	19	52	535	224	81	126	188	1225
FT	19	49	498	207	76	116	182	1147
PT		3	37	17	5	10	6	78
Total	43	88	942	456	175	221	334	2259

Welsh language skills by each grade

Grade	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
G1	3		2	2		5	1	13
G2	7	9	27	11	7	11	15	87

G3	1	5	38	17	4	15	23	103
G4	11	9	135	48	21	37	67	328
G5	8	28	243	101	48	57	91	576
G6	6	18	251	160	45	49	69	598
G7	2	9	124	69	33	30	31	298
G8	2	3	82	28	9	9	20	153
G9	2	1	21	7	5	6	10	52
G10		2	9	9			1	21
G11	1	3	9	3	1	2	5	24
EXEC		1	1	1	2		1	6
Total	43	88	942	456	175	221	334	2259

Welsh language skills of new starters and leavers

	No Return Completed	No understanding of Welsh	Able to pronounce basic Welsh phrases and names	Able to construct basic Welsh sentences	Able to discuss some work matters confidently	Fluency in spoken Welsh	Fluency in spoken and written Welsh	Grand Total
Starters	19	8	58	21	17	12	36	171
Leavers	10	7	55	24	12	15	29	152

Papur Bwrdd

Dyddiad y cyfarfod:	13 Gorffennaf 2022
Teitl y papur:	Meini prawf ar gyfer eitemau agenda cyhoeddus yn erbyn eitemau agenda preifat yng Nghyfarfodydd Bwrdd a Phwyllgorau Bwrdd CNC
Cyfeirnod y papur:	22-07-B21
Noddir y papur gan:	Prys Davies – Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Paratowyd y papur gan:	Victoria Painter, Rheolwr Llywodraethu a Risg Dan Haighway, Cyngorydd Llywodraethu (Turner & Townsend)
Cyflwynir y papur gan:	Victoria Painter, Rheolwr Llywodraethu a Risg Dan Haighway, Cyngorydd Llywodraethu (Turner & Townsend)
Diben y papur	Penderfyniad
Crynodeb	Gwahoddir y Bwrdd i gymeradwyo'r meini prawf atodedig ar gyfer cyfarfodydd Bwrdd a Phwyllgorau CNC

Cefndir

1. Ar hyn o bryd, ni cheir unrhyw feini prawf clir ar gyfer gwahaniaethu rhwng eitemau agenda cyhoeddus ac eitemau agenda preifat yng nghyfarfodydd Bwrdd a Phwyllgorau Bwrdd CNC. Mae hyn yn esgor ar rywfaint o ansicrwydd o ran a ddylid trafod eitemau penodol yn breifat ynteu'n gyhoeddus, gan arwain at beth diffyg tryloywder cyhoeddus mewn perthynas â thrafodion CNC a dull gwael o safoni meini prawf agendâu ar draws cyfarfodydd.
2. Mae rhywfaint o ganllawiau yn bodoli mewn dogfen a ystyrir yn fan cychwyn ar gyfer y gwaith hwn. Mae'r ddogfen hon wedi cael ei diwygio ers hynny er mwyn cynnwys adborth a gasglwyd gan Bennaeth y Gwasanaethau Cyfreithiol (adran 7, gwybodaeth

gyfreithiol freintiedig) a'r Rheolwr Llywodraethu a Risg (adran 9, gwybodaeth yn ymwneud yn benodol â phroffil risg y sefydliad).

3. Ar 10 Mai 2022, cynhaliodd y Tîm Gweithredol drafodaeth gyffredinol ynghylch y bwriad sefydliadol sydd wrth wraidd cyfarfodydd cyhoeddus a chyfarfodydd preifat, gan ddod i'r casgliad y dylai holl eitemau'r agenda fod yn gyhoeddus fel arfer er mwyn sicrhau tryloywder llawn, ac y dylid eu trosglwyddo i drafodion preifat trwy eithriad. Nod y papur hwn yw cyflwyno meini prawf pendant y gellir eu defnyddio wrth benderfynu a ddylid trosglwyddo eitemau'r agenda o drafodion cyhoeddus i drafodion preifat.
4. Trwy roi'r canllawiau hyn ar waith, bydd modd gwella prosesau a thrafodion Cyfarfodydd Bwrdd Cyhoeddus, gan sicrhau y bydd CNC yn dryloyw ac yn glir ynghylch yr hyn y dylid ei drafod yn gyhoeddus ac yn breifat. Fodd bynnag, mae angen mynd i'r afael â rhagor o waith er mwyn egluro'r dulliau gorau o ymgysylltu â'r cyhoedd ar lefel y Bwrdd.
5. Mae'r Tîm Gweithredol yn parhau i ymchwilio i atebion posibl ar gyfer gwella'r trafodion. Bydd yr atebion hyn yn cynnwys ymgysylltu â rhanddeiliaid er mwyn pennu'r gwelliant gorau a mwyaf cymdeithasol gyfrifol.

Risgiau a chyfleoedd

6. Trwy weithredu meini prawf sy'n diffinio'r modd y dylid gwahaniaethu rhwng eitemau agenda cyhoeddus ac eitemau agenda preifat, bydd modd gwella'n fawr y dulliau a ddefnyddir i baratoi agendâu ledled y sefydliad. Mae hyn yn cyd-fynd ag arferion gorau a nodir yn ISO37000, sy'n pwysleisio pa mor bwysig yw safoni mewn prosesau llywodraethu.
7. Ymhellach, dylai hyn gynorthwyo CNC i reoli a gwella'i enw da o ran bod yn agored, yn dryloyw ac yn hygyrch wrth wneud penderfyniadau.

Goblygiadau ehangach

8. Byddai gweithredu meini prawf pendant ar gyfer gwahaniaethu rhwng eitemau agenda preifat ac eitemau agenda cyhoeddus yn arwain at y goblygiadau buddiol a ganlyn:
 - (a) **Cyfreithiol:** Mae gweithredu'r meini prawf hyn yn lleihau'r risg y byddwn yn rhannu gwybodaeth yn gyhoeddus trwy amryfusedd – sef gwybodaeth o natur ddadleuol neu gyfreithiol sensitif.
 - (b) **Diogelu Data:** Mae gweithredu'r meini prawf hyn yn lleihau'r risg y byddwn yn rhannu gwybodaeth yn gyhoeddus trwy amryfusedd – sef gwybodaeth warchoddedig yn ymwneud â phersonél neu rhanddeiliaid CNC.

Y Camau Nesaf

9. Ar ôl i'r Bwrdd gymeradwyo'r ddogfen Meini Prawf hon, bydd yn cael ei rhoi ar waith a bydd yn cael ei hymgorffori yn y modd y rheolwn ein paratodau ar gyfer cyfarfodydd Bwrdd a Phwyllgorau yn y dyfodol.

Argymhelliad

10. Argymhellir y dylai'r Bwrdd gymeradwyo'r meini prawf atodedig ar gyfer cyfarfodydd Bwrdd a Phwyllgorau CNC.

Mynegai o'r Atodiadau

Atodiad 1 – Meini prawf ar gyfer eitemau agenda cyhoeddus yn erbyn eitemau agenda preifat yng Nghyfarfodydd Bwrdd a Phwyllgorau Bwrdd CNC

Criteria for public vs private agenda items at NRW Board and Board Committee Meetings

Introduction

Board meetings may be held in public, but they are not public meetings. This means that the public do not have the right to be heard at a Board meeting, even where they have the right to observe.

For the purposes of this proposal we are suggesting ways in which NRW can ensure that our business is being conducted in an open and transparent manner (especially during the restrictions resulting from the Covid-19 pandemic). The proposals are not intended to cover wider Board engagement with the public or stakeholder engagement events.

At the moment these procedures would only apply to the Board, who are required to conduct their meetings in public.

This proposal has been developed in accordance with the Information Commissioner's Office (ICO) 'Guidance for Welsh Government Sponsored Bodies and other local authorities'¹, the General Data Protection Regulations (GDPR)², the Data Protection Act (DPA) 2018³ and the Freedom of Information (FOI) Act 2000⁴.

Proposal

That all of NRW's Board meetings should be open to public scrutiny (i.e. all items to be placed on the Public Meeting agenda) unless specifically exempted under GDPR, DPA or FOI. NRW's values include to act with integrity and we adhere to the Seven Nolan Principles of Public Life (Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership). Our default position for all agenda items would therefore be "public".

This would involve the following for all Board meetings:

- Publicising all meetings in advance
- Holding all meetings in public
- Making papers for all meetings available in advance (except for private items)
- Publishing minutes of all public meetings once agreed by the Chair (with any private items redacted if necessary).

Exempted items that should be discussed at a Private Meeting include:

1. Personal data

This category covers information about any named or identifiable living person. Personal data is protected by the Data Protection Act, which makes it unlawful to transfer or release certain types of personal information. This is reflected in Section

¹ <https://ico.org.uk/media/for-organisations/documents/1261/definition-document-welsh-government-sponsored-bodies.pdf>

² <https://gdpr.eu/>

³ <http://www.legislation.gov.uk/ukpga/2018/12/contents/enacted>

⁴ www.legislation.gov.uk/ukpga/2000/36/contents

40 of the Freedom of Information Act, which allows personal data to be withheld if its release to a third party would contravene the Data Protection Act.

The Information Commissioner, as the authority which regulates Freedom of Information and Data Protection, has suggested that public bodies can release certain types of personal information in response to Freedom of Information requests, because doing so does not contravene the principles of the Data Protection Act and is in the interests of public accountability. Based on this guidance, it is appropriate for the following types of personal information to be placed on the Public Meeting agenda and recorded in the minutes:

- a. routine notices of the appointment, departure or promotion of staff (but not details of the reasons for such events)
- b. basic information about the job titles, roles, duties and responsibilities of staff, and their work contact details
- c. grades and salary bands of staff (but NOT specific salaries, except for staff earning over £100,000 where the Information Commissioner suggests the disclosure of salaries in £10,000 bands)
- d. minor references to individuals that do not convey anything substantive about them
- e. personal information that is already in the public domain, such as on the NRW website
- f. information about the decisions or actions of individuals that are taken in a work or official capacity (e.g. as a committee member), unless it is covered by another exemption category.

All other types of personal information that comes before committees should be placed on the Private Meeting agenda and recorded in the Private Meeting minutes, as releasing it could breach the privacy rights of individuals under the Data Protection Act. Examples of personal information that should always be considered at a Private Meeting include:

- a. sensitive employment-related information about individual staff, such as grievance, discipline, or performance issues
- b. sensitive information about the health, welfare or personal lives of individuals.

Some committees will occasionally discuss specific post titles rather than named individuals, and this will not necessarily amount to personal data. For example, discussing the case for the creation of a new post will not involve personal data because no one has yet been appointed to it. On the other hand, information about a post will be considered to involve personal information if the post can be associated with a named individual through sources such as the NRW website.

2. Commercial Interests

This category covers information that, if released, could harm the commercial interests of NRW or another organisation. Examples include:

- a. discussion of forthcoming contracts, negotiations or purchases

- b. details of ongoing negotiations (e.g. involving contracts or purchases), where release of the information might jeopardise the negotiations or NRW's bargaining position
- c. sensitive operational information, trade secrets or pricing details received from suppliers, tenderers or contractors
- d. information that might be of value to a competitor, for example, another organisation selling timber within Wales.

Agenda items which involve such information should be considered at a Private Meeting, as the information may be exempt under Section 43 of the Freedom of Information Act.

It is unlikely that the disclosure of high-level financial information about NRW's income and expenditure would normally be regarded as harming its commercial interests, but a detailed breakdown of financial information might be exempt if, for example, it disclosed the price charged by a supplier, or the salary of an individual (see Personal data above).

3. Information provided in confidence

This category covers information that:

- a. has been supplied by an organisation or individual outside NRW (including Welsh Government); and
- b. the information is not in the public domain; and
- c. NRW does not have permission to make the information available; and
- d. the supplier of the information has indicated that they regard it as confidential; or
- e. a reasonable person would assume that permission should be sought before making the information publicly available.

Agenda items that include such information should be considered at a Private Meeting, as it may result in the discussion of information the release of which would be a serious breach of confidence and NRW could be liable to legal action. This information may be exempt from release under Section 41 of the Freedom of Information Act.

4. Health and Safety

This category covers information that, if released, might endanger the physical or mental health or safety of any person. This might occur, for example, if there was a risk that placing the information in the public domain would expose an individual to threats or harassment, aggravate a known medical condition, or place staff in danger from extremist groups.

Agenda items that include such information should be considered at a Private Meeting, as the information may be exempt under Section 38 of the Freedom of Information Act.

5. Law enforcement

This category covers a wide range of law enforcement interests, and whether these could be prejudiced by the disclosure of certain types of information. In NRW's

context this is most likely to involve information which could prejudice the prevention and detection of crime, for example by:

- a. revealing details of security arrangements, procedures and monitoring systems
- b. revealing details of financial procedures and processes, which might make it easier for someone to commit fraudulent acts against NRW
- c. compromising IT security systems and protocols.

Agenda items that include such information should be considered at a Private Meeting as the information may be exempt under Section 31 of the Freedom of Information Act.

6. Information intended for future publication or publicisation

This category covers information that may be exempt from disclosure in response to an FOI request because it is already intended for publication by NRW at a later date. This could include, for example, financial information which is intended to be published in the Financial Statements, or the intended publication of the findings from a project, programme or investigation.

Furthermore, this could include information that the Board must discuss and understand in readiness for public engagement. Allowing the Board to privately conduct pre-meetings ahead of public board proceedings shall help to ensure that all Board members are adequately informed and knowledgeable in the subject matter and have had an opportunity to determine a consolidated Board stance regarding each agenda item.

Agenda items that include such information can be considered at a Private Meeting as the information may be exempt under Section 22 of the Freedom of Information Act.

7. Legally privileged information

This category covers information which is exempt from inspection because it is legally privilege, and therefore must only be used by the Board in private proceedings. This includes confidential communication between NRW and NRW's lawyers (internal or external) which have come into existence for the sole or dominant purpose of giving or obtaining legal advice as well as communication between NRW and their lawyers (internal or external) and a third party, any document made by or on behalf of NRW or the lawyer, which is confidential, and has been made for the dominant purpose of litigation where the litigation is pending, reasonably contemplated or exists.

Agenda items that include such information should be considered at a Private Meeting as the information may be exempt under Section 42 of the Freedom of Information Act.

8. Prejudice to the free and frank provision of advice, exchange of views for deliberation or effective conduct of public affairs

Section 36 of the Freedom of Information Act makes provision for information to be withheld if releasing it would prejudice "the free and frank provision of advice", "the

free and frank exchange of views for the purposes of deliberation" or "the effective conduct of public affairs".

It might be appropriate to use this exemption to conduct high-level strategic or policy discussions (e.g. about the future of NRW) in a Private Meeting, if placing the record of those discussions in the public domain would constrain either those discussions or similar discussions in the future. However, this exemption should be used with extreme caution, as it is often difficult to justify its application.

9. Information specific to the organisational risk profile

This category includes all information contained within the NRW risk profile, however, does not include the policies and frameworks regarding the management of risk, which may be disclosed publicly in the interest of transparent governance.

Public disclosure should not include information contained within any NRW risk register including risk titles, basis of estimates, severity scoring, detailed mitigations, or organisational performance in the management of each risk. As risks inherently define organisational weaknesses and vulnerabilities, it would be an error to publicly divulge such detail as it would allow for this information to be used by other entities, organisations, or individuals to extort or manipulate NRW from a position of strategic advantage.

Furthermore, risks are often granular in nature, especially at the lower operational levels, meaning public disclosure of such risks without comprehensive supporting context and explanation would result in a high probability of misinterpretation. Though this level of context could be expressed in public proceedings and a comprehensive Q&A activity could be carried out to clarify any misinterpretations, this would be a heavy burden of time and effort within already time-constrained public engagements.

Bwrdd CNC

Dyddiad y cyfarfod:	13/07/2022
Teitl y papur:	Newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS)
Cyfeirnod y papur:	22-07-B22
Noddir y papur gan:	Clare Pillman, Prif Swyddog Gweithredol
Paratowyd y papur gan:	Clare Jones, Cynghorydd Arbenigol Arweiniol, Llywodraethu
Cyflwynir y papur gan:	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd
Diben y papur	Cymeradwyo
Crynodeb	Ceisio cymeradwyaeth ar gyfer newid arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS), a gyflwynwyd gan Fwrdd Busnes y Gwasanaethau Corfforaethol

Cefndir

1. Mae'r papur hwn yn ceisio cymeradwyaeth ar gyfer newid arfaethedig i'r Cynllun Statudol a Chyfreithiol, a gyflwynwyd gan Fwrdd Busnes y Gwasanaethau Corfforaethol. Mae'r Tîm Llywodraethu yn adolygu'r Cynllun Statudol a Chyfreithiol bob blwyddyn, ond o dro i dro cawn geisiadau i'w ddiweddarau y tu allan i'r broses honno. Yn ddiweddar, cawsom gais gan Fwrdd Busnes y Gwasanaethau Corfforaethol i gynnwys cofnod newydd yn ymwneud â chymeradwyo Cynlluniau Llesiant Byrddau Gwasanaethau Cyhoeddus.
2. Yn achos unrhyw linellau neu adrannau newydd yn y Cynllun Statudol a Chyfreithiol, neu unrhyw newidiadau i'r awdurdod dirprwyedig sy'n effeithio ar y Prif Swyddog Gweithredol neu aelodau'r Tîm Gweithredol, mae ein gweithdrefnau'n nodi bod yn rhaid eu cyflwyno gerbron y Bwrdd i'w cymeradwyo.
3. Mae'r papur hwn yn ceisio cymeradwyaeth gan y Bwrdd ar gyfer cyflwyno newid i'r Cynllun Statudol a Chyfreithiol – sef cynnwys y llinell ychwanegol y gofynnir amdani. Cymeradwywyd y cynnig hwn ym mis Mehefin 2022 gan Gyfarwyddwr Gweithredol

Strategaeth a Datblygu Corfforaethol, Pennaeth y Gwasanaethau Cyfreithiol a'r Prif Weithredwr.

4. Ar ôl cytuno ar system ar gyfer cymeradwyo cynlluniau Llesiant Byrddau Gwasanaethau Cyhoeddus yng nghyfarfod cyhoeddus Bwrdd CNC ar 24 Mawrth 2022, mae'r Tim Polisi a Strategaeth Adnoddau Naturiol a Llesiant wedi cynnig y dylid cynnwys llinell newydd yn y Cynllun Statudol a Chyfreithiol er mwyn dangos y lefel ddirprwyedig a gymeradwywyd. Yn Atodiad 1, ceir dyfyniad o gofnodion y cyfarfod Bwrdd a gynhaliwyd ar 24 Mawrth, er gwybodaeth.
5. Bydd y newid hwn yn cael effaith ganlyniadol ar rifo'r adran hon, ond nid yw'r diwygiadau hyn wedi'u cynnwys yn yr atodiad oherwydd tybiwn y bydd cymeradwyo'r ychwanegiadau yn gyfystyr â chymeradwyo'r newidiadau yn y rhifo hefyd.
6. Mae Atodiad 2 yn cyflwyno cofnod newydd arfaethedig Bwrdd Busnes y Gwasanaethau Corfforaethol, i'w gymeradwyo gan y Bwrdd.

Risgiau a chyfleoedd

7. Mae'r Cynllun Statudol a Chyfreithiol yn rhan bwysig o'n fframwaith llywodraethu. Os nad awn ati i sicrhau ei fod yn gyfredol, mae yna berygl na fydd yn addas i'r diben mwyach. Ymhellach, pe na bai'r staff yn gwbl glir ynglŷn â'u lefelau awdurdodi a dirprwyo, byddai hynny hefyd yn arwain at risg.

Goblygiadau ehangach

8. Ni cheir unrhyw oblygiadau neu ystyriaethau ariannol ychwanegol.
9. Mae'r gofynion llywodraethu yn effeithio ar yr holl staff yn gyfartal. Ni ragwelir unrhyw effeithiau niweidiol ar unrhyw nodweddion neu grwpiau gwarchoddedig penodol.

Y Camau Nesaf

10. Ar ôl cymeradwyo'r ychwanegiadau arfaethedig, rhoddir gwybod i Fwrdd Busnes y Gwasanaethau Corfforaethol a bydd y llinellau newydd yn cael eu cynnwys ym meistrddogfen y Cynllun Statudol a Chyfreithiol.

Argymhelliad

11. Gofynnir i'r Bwrdd gymeradwyo'r ychwanegiadau arfaethedig fel y gellir eu cynnwys ym meistrddogfen y Cynllun Statudol a Chyfreithiol.

Mynegai o'r Atodiadau

Atodiad 1 – Cynllun Statudol a Chyfreithiol CNC 2022 – Dyfyniad o gyfarfod Bwrdd CNC a gynhaliwyd ar 24.03.22

Atodiad 2 – Cynllun Statudol a Chyfreithiol CNC 2022 – Ychwanegiad gan Fwrdd Busnes y Gwasanaethau Corfforaethol, i'w gymeradwyo gan y Bwrdd

Extract of the NRW Bord meeting – Public Session – 24 March 2022**Item 9: The Governance of the Public Service Board Wellbeing Sub-Group**

Presenters: Fen Turner, Lead Specialist Advisor, Natural Resources & Wellbeing Strategy; Bill Purvis, Health, Education Access, and Recreation Manager; Ruth Jenkins, Head of Natural Resource Management

4. The Executive Director of Operations introduced the item. The second cycle of the wellbeing assessments was about to begin, and the wellbeing plans would follow this. NRW would be required to contribute to and comment on the fifteen wellbeing assessments from the Public Service Boards (PSBs) from across Wales. The paper outlined the distributed leadership approach which built on the learning from the first cycle, while still ensuring the governance to provide assurance to the Board. ET had reviewed and commented on the paper and endorsed option 3. The paper would be taken as read.
5. The Lead Specialist Advisor, Natural Resources & Wellbeing Strategy gave a presentation to the Board, which highlighted the joint global nature and climate emergencies, emphasising that half the species on earth could be lost within the next 80 years. It was explained that this piece of work represented the opportunity for NRW to work towards addressing this. The Board were encouraged to note their thoughts on this.
6. Board members welcomed the presentation. The progress being made at the PSBs in terms of engagement between NRW and other members was noted. The relationship with PSB members would be key to ensuring that messages were delivered effectively. It was important to contribute and challenge early in the process of the plans' development. An example was given of the type of challenge provided in the first cycle.
7. The increased confidence of NRW voice was recognised but it was queried how the direction would be coordinated internally. The Lead Specialist Advisor, Natural Resources & Wellbeing Strategy confirmed that a framework had been set up across Wales in response to the State of Natural Resources Report (SoNaRR), which ensured consistency, and was growing confidence and enabling learning to be shared. This common voice was around delivering on the four aims on the Sustainable Management of Natural Resources (SMNR) and integrating those messages into the framework. Natur a Ni would also be built into the framework, which would provide some of the necessary direction. Building trust and growing relationships with partners would be key to successfully influencing the thinking on the journey to the assessments. The reach and delivery tools of the PSBs were noted.
8. Board members queried the financial and resource requirements and how these linked into the Baseline Exercise. It was confirmed that decisions had recently been made on the permanency of some of the staff involved in this.
9. The Chair highlighted that this cycle of discussion could be challenging, particularly in the area of planning policy and proposed that the

recommendation was altered to include three Board members rather than one in the delegated scrutiny role. Prof Calvin Jones had expressed an interest in advance of the meeting. Paul Griffiths and Geraint Davies volunteered to be included in the delegation. The Chair thanked them and offered his support to the process as well.

10. The Board approved the proposed steps as recommended in the paper subject to including additional Board members in the delegated scrutiny role as noted above.

APPROVED: The recommendations in the paper subject to including additional Board members in the delegated scrutiny role.

							Delegated Level		
	REF	Category	Sub-Category	Function	Applicable Board(s)	Section of legislation	Job Grade	Job Description	Link to MoM
Proposed	9.18	Governance, Strategies and Reporting	Well-being of Future Generations	Approval of the Well-being Plans of the Public Service Boards for publication	CSBB	Well-being of Future Generations (Wales) Act 2015 (WFGA) S43 (6)		NRW Board	No

Rhagolwg y Bwrdd Mis Medi						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
1	Cyfarfod agored	Cyhoeddus a Phreifat	Eitem Sefydlog		5	Cadeirydd
2	Adolygu Cofnodion	Cyhoeddus a Phreifat	Eitem Sefydlog		5	Cadeirydd
3	Diweddariad y Cadeirydd	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeirydd
4	Diweddariad y Prif Swyddog Gweithredol	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Clare Pillman
5	Diweddariadau'r Pwyllgorau	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeiryddion Pwyllgorau
6	Adroddiad Cyllid	Preifat	Penderfyniad	Cymeradwyo'r sefyllfa ariannol ddiweddaraf	20	Rachael Cunningham
7	Diweddariad Chwarterol Dangosfwrdd Perfformiad y Cynllun Busnes	Cyhoeddus	Penderfyniad	Craffu ar Adroddiad Ch1 a'i gyhoeddi	20	Prys Davies
8	Adroddiad ar Les ac Iechyd a Diogelwch	Cyhoeddus	Penderfyniad	Craffu ar Adroddiad Ch2 a'i gyhoeddi	20	Prys Davies
9	Adolygiad Strategol o Daliadau (SRoC)	Cyhoeddus	Penderfyniad	Cymeradwyo cynigion yr Adolygiad Strategol o Daliadau	30	Ceri Davies
10	Prosiect y System Rhybudd am Lifygydd	Cyhoeddus	Penderfyniad	I'w Gymeradwyo gan y Bwrdd	20	Ceri Davies
11	Cyfrifoldebau Newydd – Gwasanaeth Ansawdd Aer	Preifat	Trafodaeth / Penderfyniad	Trafod y dull o ymdrin â'r Gwasanaeth Ansawdd Aer	45	Ceri Davies
12	Adolygiad Blynyddol o Aelodaeth Pwyllgor y Bwrdd	Cyhoeddus	Penderfyniad	Adolygu a chytuno ar aelodaeth Pwyllgor y Bwrdd	15	Prys Davies
13	Y Sylfaen Dystiolaeth Ofynnol ar gyfer Gwella Ansawdd Dŵr yng Nghymru	Cyhoeddus	Trafodaeth	Trafod y Sylfaen Dystiolaeth ar gyfer Ansawdd Dŵr	60	Ceri Davies
14	Trafodaeth Strategol: Arloesi	Cyhoeddus	Trafodaeth	Trafod arloesi yn CNC	60	Ceri Davies
15	Y Strategaeth Ddigidol	Cyhoeddus	Penderfyniad	Craffu ar y cynllun cychwynol sy'n deillio o	30	Sarah Jennings

Rhagolwg y Bwrdd Mis Medi						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
				gymeradwyo'r Strategaeth Ddigidol		
16	Natur a Ni	Cyhoeddus	Trafodaeth	Diweddariad	20	Prys Davies
17	Y Cynllun Corfforaethol	Cyhoeddus	Trafodaeth	Trafodaeth ar gyfer cyngor a syniadau'r Bwrdd	60	Prys Davies
18	Fframwaith Coetiroedd Cymunedol	Preifat	Cymeradwyaeth	Cymeradwyo cynigion ar gyfer Fframwaith Coetiroedd Cymunedol fel rhan o'r Prosiect Gwerthu Pren Amgen / Prosiect Skyline	30	Sarah Jennings
19	Rhagolwg y Bwrdd	Cyhoeddus	Trafodaeth	Trafod eitemau sydd ar y gweill	5	Prys Davies
20	Unrhyw Fater Arall	Cyhoeddus a Phreifat		Os oes mater yn cael ei godi	5	

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Adroddiad Cyllid
Cyfeirnod y Papur:	22-07-B24
Noddir y Papur gan:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol
Cyflwynir y Papur gan:	Rob Bell, Pennaeth Cyllid
Diben y Papur	Craffu a chymeradwyo
Argymhelliad	<p>Craffu ar:</p> <p>Perfformiad y gyllideb hyd at fis Mawrth 2022.</p> <p>Cymeradwyo:</p> <p>Ein rhagolwg cyllid net o £226.4m.</p>

Mater

1. Ystyried y canlyniadau ariannol hyd at fis Mawrth 2022.
2. Amlinellu newidiadau i'r sefyllfa ariannu net a ragwelir.

Crynodeb

3. Yn y cyfarfod diwethaf, hysbyswyd y Bwrdd bod Llywodraeth Cymru wedi rhoi Cymorth Grant ychwanegol gwerth £6.9m i ni ar gyfer 2021-22 i dalu i mewn i'r Cynllun Pensiwn Llywodraeth Leol, yn lle cyfraniadau gan gyflogwyr yn y flwyddyn ariannol nesaf. Cynyddodd hyn ein sefyllfa ariannol ddisgwyliedig i £226.4m, sydd wedi'i hadlewyrchu yn y rhagolwg.
4. Cyfanswm yr incwm oedd £226.3m o'i gymharu â chyfanswm cyllid gwerth £226.4m. Gwelsom gynnydd mewn danfoniadau pren ym mis Mawrth – danfonwyd 58,000 o dunelli o'i gymharu â chyfartaledd o 43,000 o dunelli dros y tri mis blaenorol, a chyfanswm y gwerthiant ar gyfer y flwyddyn oedd £37.1m. Mae yna nifer o amrywiadau cymharol fach (cynnydd a gostyngiad) sy'n gwrthbwysu ei gilydd, sy'n golygu bod yr incwm ychydig yn is na'r hyn a ragwelwyd. Byddwn yn gwneud addasiadau eraill i'n

hincwm ar ôl i ni gwblhau'r asesiad o'n gwariant yn erbyn ein ffrydiau incwm rheoleiddiol.

5. Gwariwyd £225.5m gennym o'i gymharu â rhagolwg o £226.4m a chyllid £226.3m. Mae hyn yn parhau â'n perfformiad gwell yn rheoli'r gyllideb – o fewn 0.4%.
6. Hon oedd ail flwyddyn y rhaglen gyfalaf ac eithrio llifogydd, a chyflwynwyd prosiectau gwerth dros £12m gennym. Roedd hyn, ynghyd â'r buddsoddiad yn ein rhaglenni llifogydd a rhaglenni cyfalaf eraill, yn golygu ein bod wedi buddsoddi tua £39m mewn gwelliannau cyfalaf y llynedd.
7. Rheolwyd meysydd risg eraill yn ofalus trwy ddefnyddio targedau gyda'r defnydd gofalus o dargedau diffyg i dalu am raglenni.

Asesu

Perfformiad Ariannol

8. Mae'r adroddiad yn Atodiad A yn crynhoi'r negeseuon allweddol mewn perthynas â:
 - Perfformiad hyd at ddiwedd mis Mawrth 2022.
 - Adroddiad ar sut y gwnaethom gyflawni yn erbyn meysydd risg allweddol.
 - Newidiadau a ragwelir.

Perfformiad ar ddiwedd y flwyddyn ariannol

9. Roedd ein balans arian parod ar ddiwedd y flwyddyn hon ychydig o dan £9m. Unwaith eto, roedd hwn yn ganlyniad da. Ar ôl i ni dalu'r ôl-groniad o gostau gweithredu cronfeydd cyfalaf i Dŵr Cymru, byddwn yn gallu gweithio'n gyfforddus yn unol â'r targed o 2% a bennwyd gan Lywodraeth Cymru. Mae Llywodraeth Cymru yn ymwybodol na fyddem yn cyrraedd y targed o 2% oherwydd y taliadau sydd angen eu gwneud i Dŵr Cymru.
10. Mae Atodiad A yn darparu crynodeb o'n perfformiad ariannol, y newidiadau yn y rhagolwg a wnaed ym mis Mawrth (sydd wedi'u cyfyngu'n bennaf i ddyraniad Cymorth Grant ychwanegol Llywodraeth Cymru) a diweddariad ar berfformiad y meysydd risg.
11. Cynyddodd ein rhagolwg incwm/cyllid ar gyfer y flwyddyn i £226.4m oherwydd y Cymorth Grant ychwanegol a ddarparwyd gan Lywodraeth Cymru ar gyfer cyfraniad at y Cynllun Pensiwn Llywodraeth Leol.
12. Cyfanswm ein hincwm ar gyfer y flwyddyn oedd £226.3m - £0.1m yn is na'r rhagolwg. Y prif resymau am hyn yw:
 - Roedd incwm masnachol £1.4m yn fwy na'r hyn a ragwelwyd. Roedd y galw am bren ym mis Mawrth yn uwch na'r disgwyl. Roeddem wedi lleihau'r rhagolwg ar sail y disgwyliad y byddai'r galw ym mis Mawrth yn parhau ar yr un gyfradd â'r chwe mis blaenorol. Felly, bu cynnydd o £0.7m mewn perthynas â phren.

Roedd yna amrywiannau cadarnhaol (£0.7m) wedi'u gwasgaru ar draws ffrydiau incwm masnachol a ffrydiau incwm eraill.

- Roedd Cymorth Grant £0.4m yn llai na'r hyn a ragwelwyd. Y prif reswm am hyn oedd y defnydd llai nag a ragwelwyd o Gymorth Grant Cyfalaf Llifogydd (£16.3m o'i gymharu â £16.7m).
- Roedd incwm Ewropeaidd ac incwm allanol arall £0.6m yn llai na'r hyn a ragwelwyd, a bydd hyn yn cael ei adlewyrchu hefyd ym mherfformiad y prosiectau a ariennir yn allanol – ni fydd incwm Ewropeaidd yn cael ei gollu, ond yn hytrach bydd yn cael ei dynnu i lawr yn y dyfodol.
- Nid yw taliadau a'r addasiadau incwm a ddygwyd ymlaen wedi'u cwblhau eto. Fel rhan o'r broses Cyfrifon Blyneddol rydym yn dadansoddi gwariant yn erbyn incwm taliadau, ac mae gwahaniaethau naill ai'n cael eu trin fel incwm cronodig neu incwm gohiriedig. Y ffigur a ddygwyd ymlaen yw ein rhagolwg o hynny.

13. Ein gwariant ar ddiwedd y flwyddyn oedd £225.5m. Roedd hyn yn amrywiad i'n rhagolwg cymeradwy o £226.4m (0.4%) a chyfanswm incwm gwirioneddol o £226.3m (0.4%).

14. Dyma rai o'r llwyddiannau dros y flwyddyn ariannol:

- Rhaglen Cyfalaf Llifogydd - gwariwyd £16.3m, ac er bod y ffigur hwn yn llai na'r gyllideb (£17.2m), mae'n fwy na'r gwariant ar raglen y llynedd (£13.5m). O ganlyniad, rydym wedi gallu cynyddu diogelwch i 242 eiddo ac yn parhau i ddiogelu 839 eiddo arall.
- Rhaglen Cyfalaf ac eithrio Llifogydd – ail flwyddyn y rhaglen hon. Y gwariant terfynol oedd £12.3m sy'n gyflawniad rhagorol. Mae hyn yn cymharu â £11.1m a wariwyd yn y flwyddyn ariannol ddiwethaf. Mae hwn yn ganlyniad rhagorol arall. Gwariwyd yr arian ar bum maes blaenoriaeth – Natura 2000, Mwyngloddiau Metel, Ansawdd Dŵr (a Physgodfeydd) a Mawndiroedd mewn 114 o brosiectau ledled Cymru gyfan. Mae'r llwyddiant hwn wedi arwain at barhau ac ehangu'r rhaglen ar gyfer y tair blynedd ariannol nesaf, ac rydym yn disgwyl cynyddu'r rhaglen i rhwng £17.6m a £30.3m y flwyddyn.
- Gweithrediadau Coedwigaeth – gwariwyd cyfanswm o £10.3m yn y maes hwn. Mae perfformiad ariannol wedi'i gynnal yn y maes hwn.
- Grantiau a Phartneriaethau – roeddem yn gallu gweithio a gwario gyda phartneriaid ar lawer iawn o raglenni: Llwybr Arfordir Cymru (£1.4m), Ardaloedd o Harddwch Naturiol (£0.3m), Llwybrau Cenedlaethol (£0.3m), Ceisiadau am Ganlyniadau a Rennir (£0.3m), Cronfeydd Strategol a Ddyrannwyd (£0.2m), a'r Rhaglen Cyfalaf Heblaw Llifogydd (£1.5m). Cyfanswm y gwariant oedd £3.9m.
- Rhaglenni a phrosiectau eraill – er bod gennym danwariant cyffredinol, darparwyd y rhaglenni canlynol: y Rhaglen Datblygu ac Arloesi TGCh (£7.8m), rhaglen prosiectau a ariennir yn allanol (£4.4m), y rhaglen Adnoddau Dŵr (£2m), rhaglen plannu cydadferol ar gyfer caffael tir (£2.1m), ac Arolygon Lidar Cenedlaethol (£0.9m). Roedd modd i ni barhau i wneud gwaith pwysig fel cynnal Adolygiad Strategol o Daliadau (£0.7m), mynd i'r afael â Chlefyd Coed Ynn (£0.7m), Ymagwedd CNC i Reoleiddio Saethu a Dal Adar Gwyllt (£0.5m) a'n gwaith adfer morol ar y môr (£0.7m).
- Cyllidebau'r gweithlu – gwariwyd cyfanswm o £104.2m yn erbyn rhagolwg o £103.8m. Roedd hyn yn cynnwys y dyfarniad cyflog a'r iawndal ar gyfer telerau

ac amodau'r rota digwyddiadau. Mae ein lefelau swyddi gwag ychydig dros 8%, ac ar gyfer y flwyddyn ariannol nesaf rydym wedi pennu canran o 6% yn ein cyllidebau.

- Fe gawsom broblemau'n defnyddio'r cyllidebau mewn rhai meysydd – dim ond £1.2m a wariwyd gennym yn erbyn cyllideb wreiddiol o £2.5m ar ein rhaglen cydymffurfio â chronfeydd dŵr. Rydym wedi gorfod cyflwyno proses dendro newydd ar gyfer rhai mentrau (fel mapio Teithiau Cwsmeriaid a 3 Llinell) gan nad yw'r cynigion gwreiddiol wedi bodloni ein gofynion. Ond trwy osod targedau ar gyfer diffyg i dalu am raglenni a'u hadolygu drwy gydol y flwyddyn, rydym yn ceisio rheoli'r effaith ar ein cyllidebau.

15. Mae'r tabl isod yn dangos esboniad cryno o'r 'prif' amrywiannau yn ôl Cyfarwyddiaeth, a fydd yn cael eu trafod yn fanwl gyda chyfarwyddwyr unigol:

Gwariant				
Disgrifiad	Gwirioneddol £m	Rhagolwg £m	Amrywiad £m	Esboniad (prif resymau)
CCC	15.9	15.3	-0.6	Taliad i Lywodraeth Cymru ar gyfer incwm fferm wynt sy'n cael ei ildio wedi'i gynyddu £0.7m.
CSD	8.2	8.5	0.2	Tanwariant wedi'i rannu rhwng prosiectau nad ydynt yn ymwneud â staff a phrosiectau referniw.
EPP	62.2	63.6	1.4	Yn ymwneud yn bennaf â chostau nad ydynt yn ymwneud â staff ledled y tîm arweinyddiaeth. Bu ychydig o orwario ar brosiectau cyfalaf, a thanwario gwerth £0.7m ar gaffaeliadau o dir plannu cydadferol (cwbhawyd yr un diwethaf ym mis Ebrill).
F&CS	37.7	36.1	-1.5	Mae'r rhagolwg yn cynnwys diffyg i dalu am raglenni gwerth £1.1m. Mae'r amrywiad sy'n weddill yn ymwneud â gorwario ar Gyfleusterau a'r Fflyd (£0.6m) a chostau TGCh na chawsant eu trosglwyddo i EPP (£0.2m).
Gweithrediadau	101.5	103.0	1.5	Yn ymwneud yn bennaf â'r rhaglen gyfalaf Llifogydd a WR (tanwariant gwerth £0.8m) a phrosiectau cronfeydd dŵr (tanwariant gwerth £0.3m), er bydd yr elfen lifogydd yn cael ei gwrthbwyso'n rhannol gan y diffyg i dalu am raglenni yn EPP. Y ffactor arall sy'n cyfrannu yw prosiectau referniw (£0.5m).
Cyfanswm	225.5	226.4	0.9	

16. Mae ein rhagolwg cymeradwy terfynol o £226.4m yn cymharu â'n cyllideb wreiddiol o £219.8m. Mae Atodiad A yn dangos sut mae'r rhagolwg wedi newid o'r gyllideb wreiddiol. Yn y prif resymau am y newid yw'r cynnydd mewn Cymorth Grant ac incwm pren wedi'i wrthbwyso gan ostyngiadau mewn incwm allanol ac incwm ynni a grantiau Llywodraeth Cymru. Darparodd Llywodraeth Cymru gyllid ychwanegol ar ddiwedd y flwyddyn ariannol tuag at y Cynllun Pensiwn Llywodraeth Leol.

Argymhelliad

17. Gofynnir i'r Bwrdd graffu ar y canlynol a'u cymeradwyo:

Craffu ar:

Perfformiad y gyllideb hyd at fis Mawrth 2022.

Risgiau Allweddol

18. Mae'r sefyllfa'n dal i gael ei harchwilio.

Goblygiadau Ariannol

19. Mae'r papur yn ymwneud â sefyllfa ariannol a pherfformiad Cyfoeth Naturiol Cymru.

Asesiad o'r Effaith ar Gydraddoldeb

20. Nid oes angen unrhyw asesiad.

Mynegai'r Atodiad

Atodiad A – Adroddiad ar Berfformiad Cyllid

NRW Board & Executive Team Budget Performance Report, March 2022

SECTION 1: Performance against approved forecast

Section 1a: INCOME by Funding Type	Income YTD £m	Approved Forecast YTD £m	Variance YTD £m	Variance YTD %	Approved Forecast Full year £m	Remaining Budget %	Original Budget £m
Charges	38.6	38.6		0%	38.6	0%	38.7
Commercial	55.3	53.9		3%	53.9	-3%	51.4
European & external	3.5	4.0		-14%	4.0	14%	5.7
Grant in aid	128.9	129.2		0%	129.2	0%	124.0
Brought forward	0.1	0.6		-90%	0.6	90%	0.0

Section 1b: EXPENDITURE by Directorate	Spend YTD £m	Approved Forecast YTD £m	Variance YTD £m	Variance YTD %	Approved Forecast Full year £m	Un spent Budget %	Original Budget £m
Communications, Customer and Commercial	15.9	15.3	-0.6	-4%	15.3	-4%	16.9
Corporate Strategy & Development	8.2	8.5	0.2	3%	8.5	3%	8.8
Evidence Policy & Permitting	62.2	63.6	1.4	2%	63.6	2%	59.0
Finance & Corporate Services	37.7	36.1	-1.5	-4%	36.1	-4%	26.4
Operations	101.5	103.0	1.5	1%	103.0	1%	108.7
TOTAL: NRW	225.5	226.4	0.9	0%	226.4	0%	219.8

Section 1c: EXPENDITURE By Leadership Team	Spend YTD £m	Approved Forecast YTD £m	Variance YTD £m	Variance YTD %	Approved Forecast Full year £m	Budget Remaining %	Original Budget £m
Head of Finance	0.0	0.0	0.0	0%	0.0	0%	0.0
Head of Legal Services	6.5	5.7	-0.9	-15%	5.7	-15%	-3.1
Head of Sustainable Commercial Development	2.0	2.0	0.0	0%	2.0	0%	1.9
Head of ICT	11.2	10.6	-0.6	-6%	10.6	-6%	12.1
Head of People Management & WHS	18.5	18.4	-0.1	0%	18.4	0%	15.8
Head of Business Support Services	2.8	2.9	0.0	1%	2.9	1%	3.4
Head of Communications and Digital Transformation	11.9	11.3	-0.6	-5%	11.3	-5%	12.8
Head of Organisational Development	2.2	2.2	0.0	1%	2.2	1%	2.3
Head of Governance and Board Secretary	0.5	0.6	0.1	13%	0.6	13%	0.8
Head of Natural Resource Management Policy	1.4	1.5	0.1	6%	1.5	6%	1.5
Head of Regulation & Permitting	32.9	32.7	-0.1	0%	32.7	0%	34.7
Head of Knowledge & Evidence	9.1	9.4	0.2	2%	9.4	2%	9.9
Head of Flood & Incident Response Management	5.4	5.6	0.2	4%	5.6	4%	5.7
Head of Land Stewardship	7.7	7.6	-0.1	-2%	7.6	-2%	1.9
Head of Operations - North East Wales	4.9	5.8	0.9	16%	5.8	16%	3.7
	16.0	16.2	0.1	1%	16.2	1%	15.9

Head of Operations - Mid Wales	16.1	15.7	-0.4	-3%	15.7	-3%	12.9
Head of Operations - North West Wales	11.5	11.7	0.2	2%	11.7	2%	10.4
Head of Operations - South Central Wales	25.3	26.7	1.3	5%	26.7	5%	36.1
Head of Operations - South East Wales	11.4	11.3	-0.1	-1%	11.3	-1%	9.9
Head of Operations - South West Wales	14.7	15.0	0.3	2%	15.0	2%	13.7
Head of Operations - Development, Planning & Marine Servi	5.8	5.8	0.0	1%	5.8	1%	5.5
Director Of Finance & Corporate Services	0.2	0.2	0.0	-8%	0.2	-8%	0.3
Director Of Operations	0.6	0.7	0.1	15%	0.7	15%	4.3
Director Of Evidence Policy & Permitting	2.2	2.5	0.3	13%	2.5	13%	3.0
Director Of Corporate Strategy & Development	0.3	0.3	0.0	-11%	0.3	-11%	0.1
Director Customer Communications & Commercial	1.4	1.5	0.1	5%	1.5	5%	1.3
Head of Customer	1.0	0.9	-0.1	-11%	0.9	-11%	0.9
Head of Internal Audit and EMS	0.5	0.5	0.0	5%	0.5	5%	0.5
Head of Corporate Strategy & Programme Management Off	1.2	1.3	0.1	6%	1.3	6%	1.1
Sub Total: Operations	225.5	226.4	0.9	0%	226.4	0%	219.8

SECTION 2: Performance in Focus Areas against approved forecast

Section 2a: Expenditure Summary						
	Spend YTD £m	Approved Forecast YTD £m	Variance YTD £m	Variance YTD %	Approved Forecast Full year £m	Un spent Budget %
Staff	104.2	103.8	-0.4	0%	103.8	0%
Non Staff	65.7	64.6	-1.1	-2%	64.6	-2%
Revenue Projects	16.7	17.8	1.1	6%	17.8	6%
Capital Projects	38.9	40.2	1.2	3%	40.2	3%
TOTAL: NRW	225.5	226.4	0.9	0%	226.4	0%

Section 2b: Expenditure SALARY & RELATED EXPENSES						
	Spend YTD £m	Approved Forecast YTD £m	Variance YTD £m	Variance YTD %	Approved Forecast Full year £m	Un spent Budget %
Communications, Customer and Commercial	4.8	4.6		-4%	4.6	-4%
Corporate Strategy & Development	6.6	6.5		-1%	6.5	-1%
Evidence Policy & Permitting	27.2	26.9		-1%	26.9	-1%
Finance & Corporate Services	10.3	10.3		0%	10.3	0%
Operations	55.3	55.5		0%	55.5	0%

Section 2c: Expenditure OTHER FOCUS AREAS						
	Spend YTD £m	Approved Forecast YTD £m	Variance YTD £m	Variance YTD %	Approved Forecast Full year £m	Un spent Budget %
Flood Risk Capital Programme	13.1	13.7		4%	13.7	4%
Additional WG Non-Flood Capital Programme	11.1	10.6		-5%	10.6	-5%
Forest Operations (Includes Harvesting, Marketing, Silviculture and Forest Civils)	10.3	10.7		4%	10.7	4%
TOTAL: NRW	34.5	35.0	0.5	1%	35.0	1%

Section 2d: High level Review		Description			
Year-to-date performance summary - Income	<p>Income at the end of March was slightly lower than anticipated, £226.3m against a forecast of £226.4m, a variance of just 0.07%. Commrrical income was £1.4m above forecast mainly due to timber income (£0.7m). Overall, Grant in Aid income increased by £6.4m from the February position which reflected the additional allocation for payment into the LGPS. The £0.4m GiA variance is attributable to Flood Capital Risk Management capital and reflects the slightly reduced programme outturn at year end.</p> <p>European income is lower than anticipated but will reflects the reduced expenditure within the specific European funded projects. There will be further adjustments to our charges & brought forward income once we have completed the assessment of our expenditure against our regulatory income streams.</p>				
Year-to-date performance summary - Expenditure	<p>The year end outturn at the end of March totalled £225.5m against a forecast of £226.4m, an underspend of £0.9m (0.4%). The main variances relate to staff and non staff which were over spent by £0.4m & £1.1m respectively and offset by underspend on Revenue and Capital Projects of £1.1m & £1.2m respectively.</p> <p>Staff (£0.4m over) - Key variances predominantly relate to additional overtime payments & training costs across NRW.</p> <p>Non Staff (£1.1m over) - March spend (£18.4m) increased considerably from the reported February position, equating to 28% of the full year budget. The Directorate variances are; CCC £0.7m over spent, predominantly relating to the additional windfarm energy payment to WG, CSD £0.2m under spent, EPP £1.2m under spent - split across all leadership, F&CS over spent by £1.4m, predominantly linked to NRW general over programming (£1.1m over) and Fleet & Facilities costs (£0.8m over). Operations over spent by £0.3m, predominantly linked to Land Stewardship Operations & Management Agreements.</p> <p>Revenue Projects (£1.1m under) - There are variances across multiple projects predominantly within Operations (£0.6m), EPP (£0.3m) & CCC (£0.3m).</p> <p>Capital Projects (£1.2m under) - March spend (£18.4m) increased considerably from the reported February position, equating to 31% of the full year budget. The key variances relate to Compensatory Planting (£0.7m under spent) which is reflected in the increased Energy payment to WG (the land acquisition completed the first week of April), Flood Programme (£0.5m under), WG Non Flood Programme (£0.3m over spent) & Water Resources Programme (£0.3m under spent).</p>				
Section 2e: Report on 21-22 Risk Areas		Directorate	22	(£m)	Comments
Timber Income	Operations	37.1	36.4	58k tonnes of timber were despatched in March, compared to an average of 43k tonnes over the previous three months. This resulted in an increase to timber income to £37.1m for the year.	
Expenditure					
Staff-related costs	All	104.2	103.8	Overall costs are in line with the full year budget. The relatively small variance predominantly relates to additional overtime payments & training costs across NRW.	
Forest Operations	Operations	10.3	10.7	An underspend of £0.4m (4%). The main underspend area was silviculture (£0.35m).	
ICT D&I Programme	FCS	7.8	7.9	Spend in line with forecast.	

Other Programmes & Projects	All	18.7	20.6	The full year budget equates to £20.6m and excludes D&I, Flood, Non-Flood and externally funded projects. There are variance across numerous projects (under and over), however the key variances relate to; Compensatory Planting (£0.7m under spent), Reservoir Compliance programme (£0.3m under) and Water Resources (£0.3m under).
Flood Capital Programme	Operations and EPP	13.1	13.7	Core Programme budget of £13.7m (excl. D&I), which was reduced by £0.5m in March to reflect the revised fleet capital position. Further to that reduction we spent £0.6m less than forecasted in the core flood risk programme. This contributed to us drawing down grant in aid of £16.3m as apposed to the £16.7m forecasted.
Non Flood WG Capital Programme	Operations and EPP	10.6	10.2	£10.2m reflects the overall budget excluding overheads. We were able to claim the additional costs from WG.

SECTION 3: Key changes to forecast

Section 3a: INCOME by Funding Type	Opening Budget £m	February Approved Forecast £m	March Approved Forecast £m	Change In Forecast £m	Changes in Forecast
					Changes in Grant in Aid £m
Charges	38.7	38.7	38.7	0.0	0.0
Commercial	51.4	53.9	53.9	0.0	0.0
European & external	5.7	4.0	4.0	0.0	0.0
Grant in aid	124.0	122.8	129.2	6.4	6.4
Brought forward	0.0	0.6	0.6	0.0	0.0
TOTAL: NRW	219.8	220.0	226.4	6.4	6.4

Section 3b: EXPENDITURE by Directorate	Opening Budget £m	February Approved Forecast £m	March Approved Forecast £m	Change In Forecast £m	Changes in Forecast
					Changes in Grant in Aid £m
Communications, Customer and Commercial	16.9	15.3	15.3	0.0	0.0
Corporate Strategy & Development	8.8	8.5	8.5	0.0	0.0
Evidence Policy & Permitting	59.0	64.0	63.6	-0.5	-0.5
Finance & Corporate Services	26.4	29.2	36.1	6.9	6.9
Operations	108.7	103.0	103.0	0.0	0.0
TOTAL: NRW	219.8	220.0	226.4	6.4	6.4